

Skills and diversity of Council

Self assessment of skills and diversity by current councillors, approved by Council at their meeting on 12 May 2023

Summary

This report comprises a recalculation of the assessment of skills, experience, and diversity attributes (May 2023 results) of the current Council Members that will remain on Council after the 2023 elections. This Skills and Diversity assessment has been completed by the following Council Members:

- President Joy Liddicoat (term ends at the AGM) 2024)
- Vice President Brenda Wallace (term ends at AGM 2024)
- Cr Richard Hulse (term ends at AGM 2024)
- Cr Anthony Bow (appointed, term ends 2024)
- Cr Alpana Roy (term ends at AGM 2025)
- Cr Whetu Fala (appointed, term ends 2024)
- Cr Anjum Rahman (term ends 2025)
- Cr jeff Montgomery (term ends at AGM 2025)

Responses from these Council members are presented in no particular order. The Councillors listed below have had their results removed as they complete their time with Council or they are up for re-election:

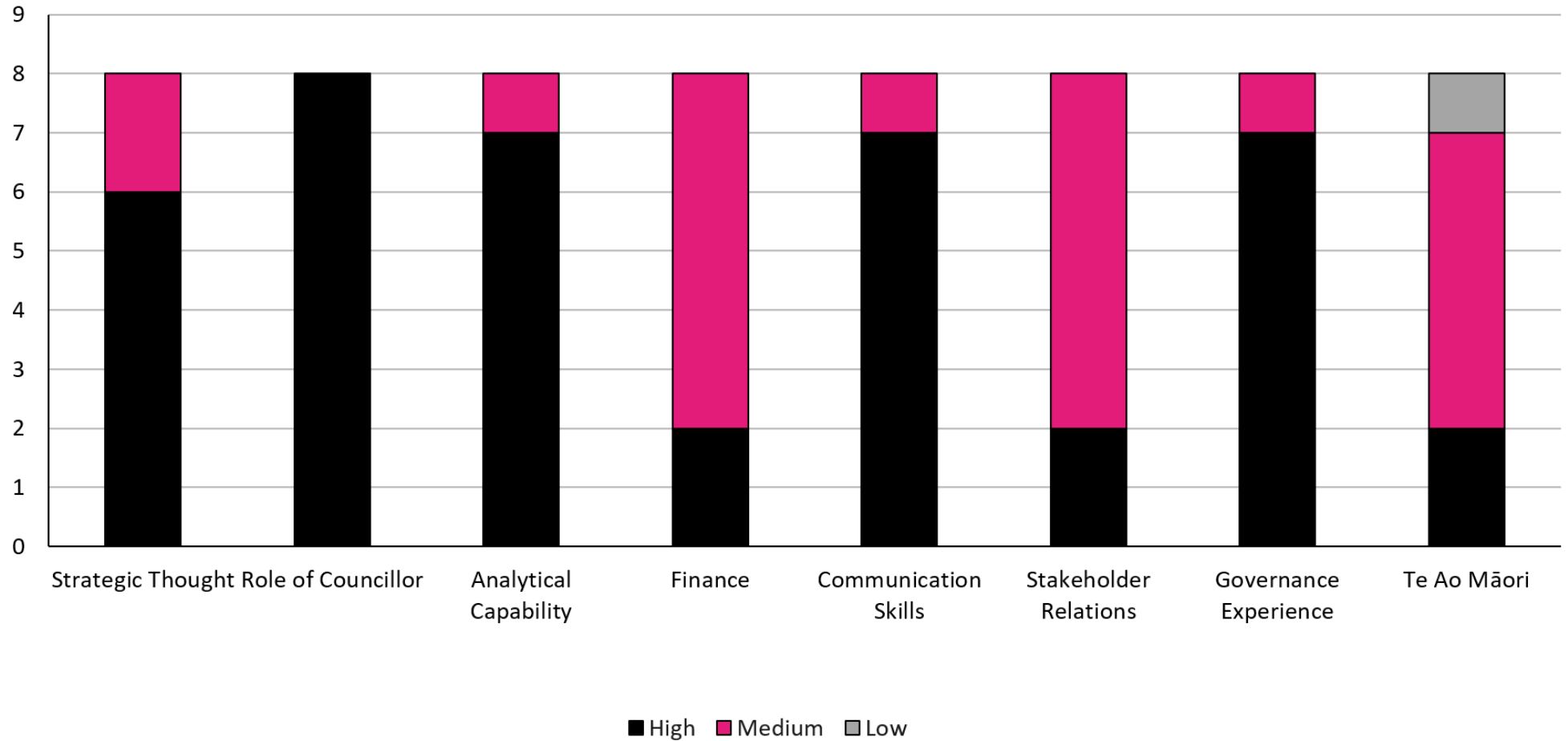
- Cr Kate Pearce
- Cr Don Stokes
- Cr Potaua Biasiny-Tule

Members are encouraged to use this Skills and Diversity matrix to consider the skills, experience and diversity attributes of the sitting Council Members, and to utilise this information in participating in the InternetNZ Council Member election process.

Governance

These are core skills and areas of knowledge associated with the role of Council as InternetNZ's governing body.

Governance data presented in chart:



Data presented in a table for accessibility:

	High	Medium	Low
Strategic Thought	6	2	0
Role of Councillor	8	0	0
Analytical Capability	7	1	0
Finance	2	6	0
Communication Skills	7	1	0
Stakeholder Relations	2	6	0
Governance Experience	7	1	0
Te Ao Māori	2	5	1

Governance Skills / Experience

Strategic thought - Ability to consider an issue in the context of the organisation's stated goals. Keeping at the high level, weighing options with an open mind.

Role of the Councillor - An understanding of the governance function and the value it should add. Clarity on the role of and obligations placed on a Councillor.

Analytical capability - A structured approach to problem solving, critical reasoning, an ability to analyse information and importantly ask considered and relevant questions

Finance - The ability to read and comprehend the organisation's accounts and the financial material presented to the board. Financial literacy at a level consistent with minimum expectations placed on directors under the law.

Communication skills - Ability to clearly articulate a point of view in a positive manner.

Stakeholder relations - Ability to understand the requirements of owners and stakeholders and as required and relate to those constituencies.

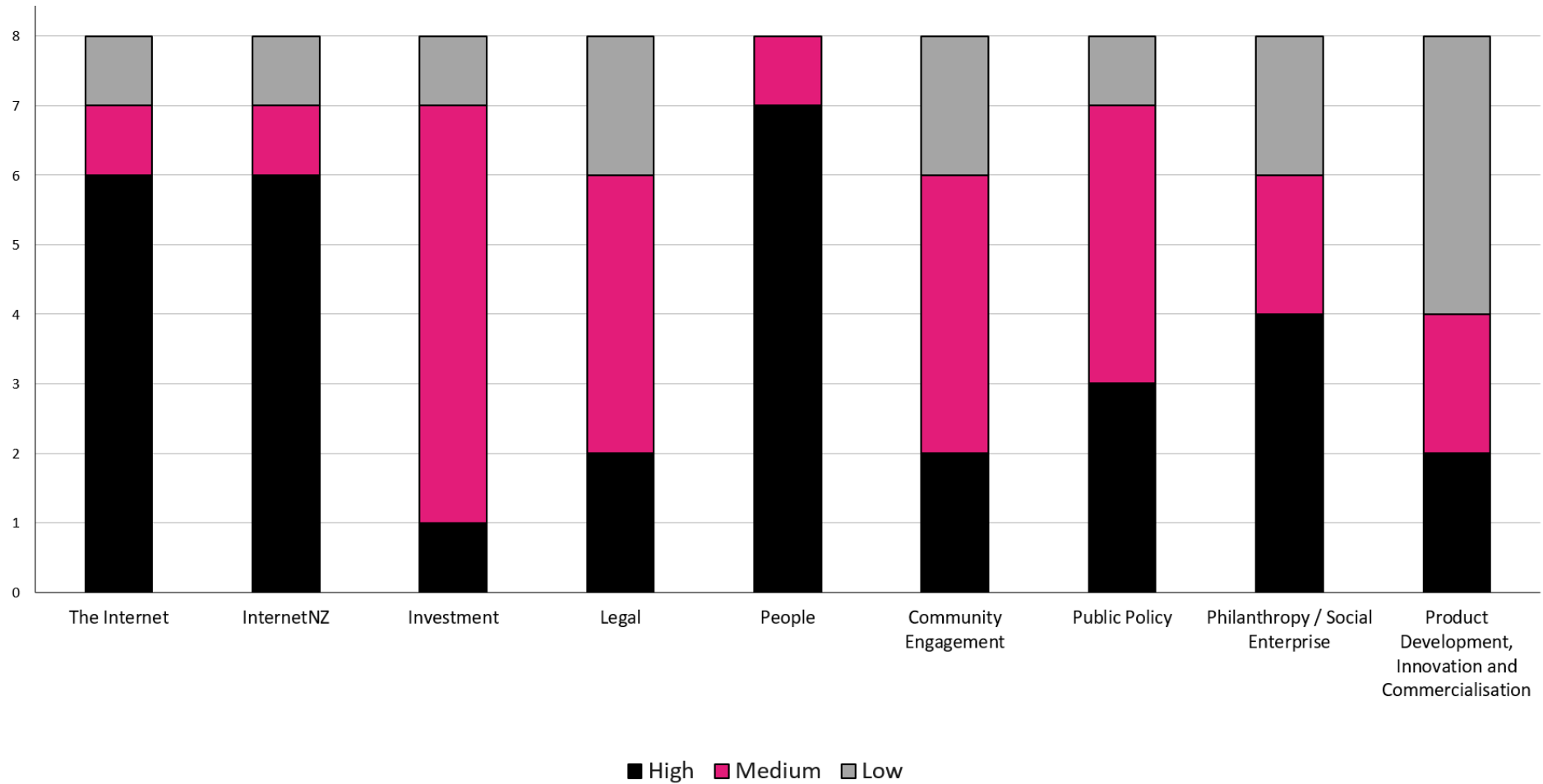
Governance experience - Previous experience in related governance roles.

Te Ao Māori - understanding aspects of Te Ao Māori that pertain to InternetNZ's role, including concepts of indigenous governance, Te Tiriti, data sovereignty, cultural competence of staff and governors and familiarity with Tikanga Māori and Te Reo Māori. Diverse representation around the Council table.

Specialist areas

It is desirable to have these skills around the table understanding that in the main these duplicate staff skills. The key attribute is an understanding of or willingness to learn about the business.

Specialist areas data presented in chart:



Data presented in a table for accessibility:

	High	Medium	Low
The Internet	6	1	1
InternetNZ	6	1	1
Investment	1	6	1
Legal	2	4	2
People	7	1	0
Community Engagement	2	4	2
Public Policy	3	4	1
Philanthropy / Social Enterprise	4	2	2
Product Development, Innovation and commercialisation	2	2	4

Specialist skills / experience

The Internet - An understanding of the key role that the Internet plays in our world now and into the future.

InternetNZ - An understanding of the specific role that InternetNZ plays in that world.

Investment - Knowledge, understanding and appreciation of Investment advice, practices and framework. Ability to work with management in discerning and driving appropriate investment approaches.

Legal - An understanding of the legal environment as relevant to the internet

People - Experience in evaluating the performance of the chief executive and skills in human resource management, culture, reward and recognition.

Community engagement - High level reputation and networks in the community including with relevant industry organisations and consumer or business groups, and the ability to effectively engage and communicate with those stakeholders

Public policy - An understanding of public policy and how it relates to the Internet.

Philanthropy / social enterprise - An understanding of granting process and the maximisation of philanthropic funds

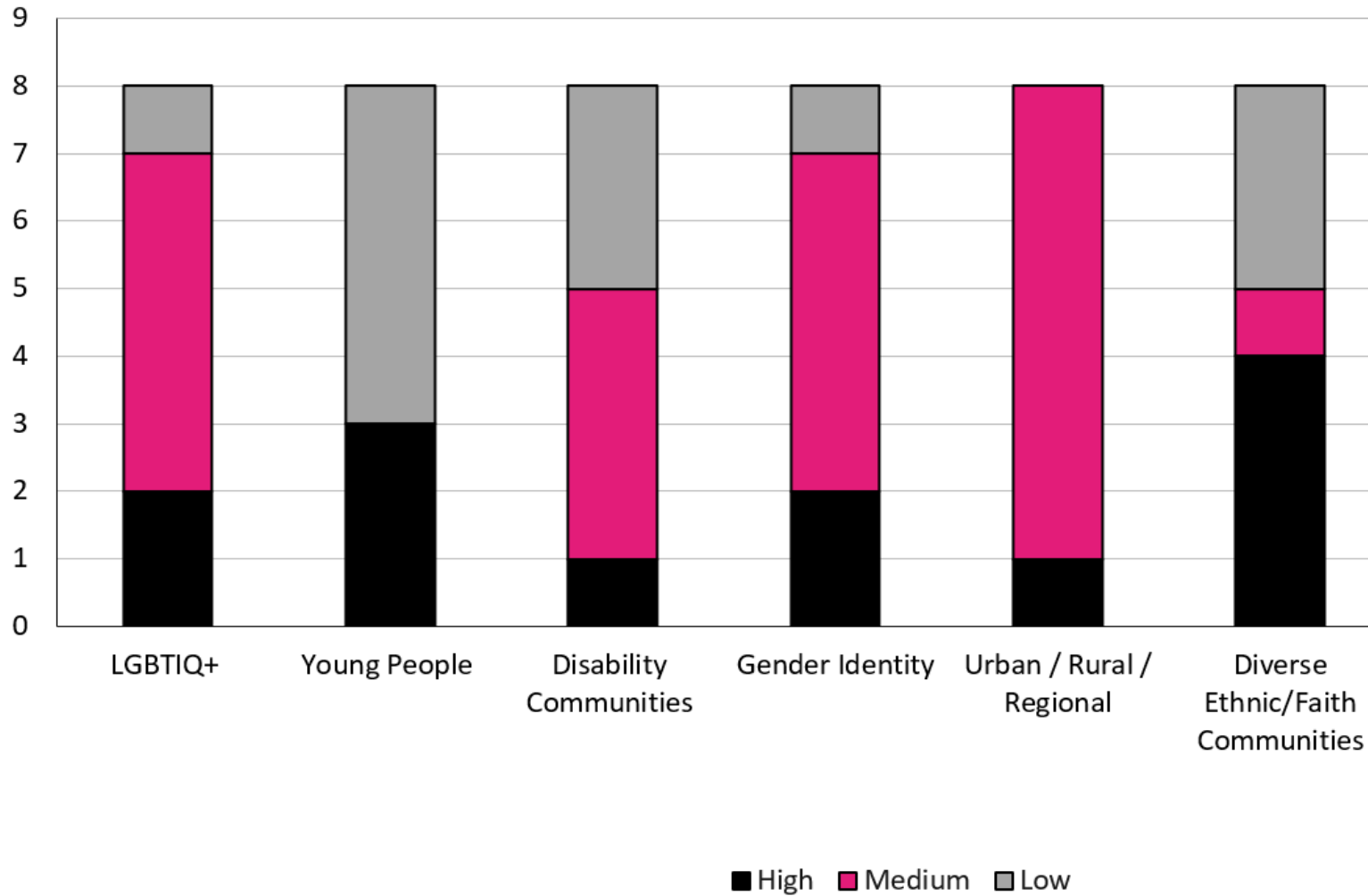
Product development, Innovation and Commercialisation - Technology Innovations:

Understanding the current drivers of innovation in the information technology market. Experience in delivering new product offerings in response to market demand, to achieve market leadership or to take advantage of opportunities for innovation.

Diversity attributes

InternetNZ has a strong commitment to broad representation at the Council table representing the diversity of the community we serve. We are interested in bringing these perspectives to our governance.

Diversity data presented in chart:



Diversity data presented in table:

	High	Medium	Low
LGBTIQ+	2	5	1
Young People	3	0	5
Disability Communities	1	4	3
Gender Identity	2	5	1
Urban / Rural / Regional	1	7	0
Diverse Ethnic / Faith Communities	4	1	3

Diversity skills / experience

LGBTIQ+ - Understanding of the issues facing people from diverse Rainbow communities and the opportunities and challenges that relate to our work.

Young people - Internet industries are driven by a younger demographic. We encourage that voice at the Council table.

Disability communities - Understanding of the issues facing people living with disability and the opportunities and challenges that relate to our work.

Gender identity - Understanding of the issues facing people of diverse gender identities, and the opportunities and challenges that relate to our work.

Urban / rural / regional - A diverse representation from different towns and cities around Aotearoa around the Council table.

Diverse ethnic communities - Understanding of the issues facing people of diverse ethnic identities, and of their communities, and the opportunities and challenges that relate to our work.