



CROSS AGENCY RAINBOW NETWORK

ANNUAL REPORT

2022

Address from our Sponsor

On behalf of the Cross Agency Rainbow Network, I am delighted to present this Annual Report. As a Chief Executive in the public service, I know how valuable it is to develop our employee led networks.

The past year has presented many challenges for employee led networks, with changes in how people can connect with one another. I have been so impressed to see all of the work that the Cross Agency Rainbow Network (CARN) has managed to achieve despite these challenges. In the face of the ongoing pandemic, they have shown great adaptability and continued to mature.

CARN has made great strides in their maturity, linking in with other employee led networks with Tui Raumata, having representation on the Equal Pay task force, and working with Te Kawa Mataaho to create more resources for the wider public service.

I am excited about the work in the coming year from CARN and look forward to supporting a more inclusive public service.



Carolyn Tremain (she/her)

Chief Executive, Ministry of Business,
Innovation and Employment



About CARN

In 2017, a group of volunteers from different public sector organisations came together and formed the Cross-Agency Rainbow Network (**CARN**) as a way to share information and support each other to build internal rainbow networks.

Since then, CARN has grown into a thriving forum for collaboration to raise the profile of rainbow communities and inclusion within the Public Service.

Our purpose

CARN aims to create a wide, deep and sustainable shift in strengthening the participation, representation and respect of people with diverse SOGIESC (Sexual Orientation, Gender Identity and Expression and Sex Characteristics) throughout the public sector.

As a network, CARN endeavours to be accessible, inclusive, welcoming and representative of all SOGIESC-diverse communities. CARN stands by members of our rainbow communities, and strives to promote the dignity, respect, and safety of these people in our network, across our public sector, and in the communities we serve.



Terms used throughout this document

Rainbow

Rainbow is an umbrella term for a wide range of persons with sexual orientation, gender identity, and/or gender expression that differs from societal norms. Persons in this group often identify as sexual and gender minorities.

SOGIESC

SOGIESC is an acronym for 'sexual orientation, gender identity and expression, and sex characteristics'. 'SOGIESC diverse' or 'those with a diverse SOGIESC' are umbrella terms like Rainbow and LGBTTQIA+.

Umbrella terms

Rainbow and SOGIESC diverse are umbrella terms. They include but are not limited to people who identify as: lesbian, gay, bisexual, transgender, takatāpui, queer, intersex, asexual, transsexual, non-binary, pansexual, whakawahine, tangatairatāne, mähū (Tahiti and Hawaii), vakasalewalewa (Fiji), palopa (Papua New Guinea), fa'afafine (Samoa, American Samoa and Tokelau), akava'ine (Cook Islands), fakaleiti or leiti (the Kingdom of Tonga), fakafifine (Niue) or two spirit.

Governance of CARN

CARN created a number of governance roles in 2020. As the network has matured, the need for additional roles has emerged. In addition to the previous roles, governance introduced a membership experience role as well as a general governance role to help with all projects.

Co-chairs (Toihau-Takirua)

Two co-chairs from different agencies and who represent more than one SOGIESC identity

- Responsible for ensuring the annual report is completed and distributed
- Holding the various subcommittees accountable and on task
- Functioning as the spokespeople for the Network and liaising with key stakeholders such as Te Kawa Mataaho Public Service Commission, Rainbow CEs, Tui Raumata and our sponsor.

Communications lead (Kaiarataki Pāpāho)

- Raising the profile of CARN externally and engaging members within the networks, through the use of various channels and platforms
- Updating the Employee Led Networks (ELN) and ELN site, updating and maintaining socials (LinkedIn), and leading communications and press releases on behalf of CARN
- Responsible for signing off on communications materials produced by other members of CARN.

Resource management lead (Kaiarataki Whakahaere Rauemi)

- Managing budgets, finances, people/membership and resources
- Completing funding proposals and supporting Co-chairs, and sub-committees as needed.
- Identifying and creating resources as needed.
- Responsible for actioning findings from the CARN membership survey.

Intersectionality and engagement lead (Kaiarataki Pāhekoheko)

- Actively supporting and encouraging the inclusion, representation, and contribution of all voices within CARN. These rōpū include but are not limited to: disabled members, ethnic minorities, takatāpui, and gender minorities, etc.
- Liaising with other employee-led networks and stakeholders that represent these various rōpū
- Actively engaging with community groups and entities that represent these rōpū to ensure CARN's mahi is representative and inclusive of these communities. Acting as the liaison between CARN and community groups.

Membership experience lead (Kaiarataki Wheako)

- Responsible for onboarding and offboarding of CARN members.
- Responsible for maintaining membership and email list.
- Identifies gaps in our membership experience and how to better engage with members across the country and with less flexible working conditions.

Governance member (Kaiarataki Mana Wakahaere)

- Actively supports across all governance work streams. Liaises with Te Kawa Mataaho and the Employee Led Network team for support.
- Responsible for maintaining the action plan for the year ahead.





Our Mahi

Recent achievements

While various lockdowns and restrictions on socialising have meant that we were limited in our in-person mahi, CARN has been able to develop and progress a number of initiatives in the face of a pandemic.

Recently we have been proud to:

- support the development of a Gender Diverse Network, Whakamana ira Tangata, that sits under the umbrella of CARN. Whakamana ira Tangata is a network for: transgender, gender diverse, intersex and questioning people to find connection, friendship, support and a forum to share their experiences working in the Public Sector. The first meeting was held in May 2022 and the network already has 42 members.
- establish a cross agency SharePoint for information sharing based on Microsoft Teams, thanks to the support of Te Kawa Mataaho.
- run our second survey of CARN membership. It's important that we continue to deliver what our members and their networks actually need. Through these insights we have been able to support people and their networks with pastoral and practical support.
- contribute to the Te Kawa Mataaho rainbow inclusive language guide. This has been an ongoing project of Te Kawa Mataaho, and we have had the privilege to provide feedback and support on this guide. This guide has now been published on the Te Kawa Mataaho website.
- develop a new members pamphlet. Our new Membership Experience Lead developed a resource to help onboard new CARN.
- be represented on the Equal Pay Taskforce to provide a rainbow and gender diverse lens across this mahi. The Gender Pay Gap is measured as the difference between the average salary for women and for men. We aim to ensure any gap between gender diverse or members of diverse SOGIESC people and their colleagues is considered and addressed.
- presented at the end of year Auckland Government Women's Network event (AGWN) .
- participated in the Te Kawa Mataaho 'Take 5' videos to raise awareness of CARN and reach a wider audience.

We have matured in our approach to mahi

To articulate the future of our network and mahi, we developed a logic model. Using this process, we detailed the work within our scope, tangible deliverables and the outcomes we hope to influence in the short-, medium- and long-term. This exercise allowed us further insight into how we can plan for the future.

From this logic model, we identified current and future opportunities in which we could have influence. We created an action plan for the next 12 months and beyond that will help us meet our objectives. This plan outlines intended outcomes and relevant stakeholders for each initiative.

We will continue to update and revise our action plan as time goes on.

Using evaluative thinking also helped us better determine the scope of other important influencers, such as Te Kawa Mataaho, Papa Pounamu, and core Government functions.



Governance

Toihau-Takirua | Co-Chairs



Theresa Peters (they/them)
Ministry of Social Development



Luc Powell (he/him)
Ministry for the Environment

Kaiarataki Pāhekoheko | Intersectionality and Engagement Lead



Rāwiri Herbert (they/him/ia)
Te Puni Kōkiri

Kaiarataki Wheako | Membership Experience Lead



Nainpreet Dhaliwal (she/her)
Ministry of Social Development

Governance

**Kaiarataki Whakahaere Rauemi |
Resource Management Lead**



Morgan Kelly (he/him)
Fire and Emergency

**Kaiarataki Mana Whakahaere |
Governance Member**



Avery Underwood (she/her)
Inland Revenue

Kaiarataki Pāpāho | Communications Lead



Brodie Packer (they/them)
Department of Internal Affairs
(formerly)



Jaimee Matthews (she/they)
Inland Revenue

Looking forward

We have lots of exciting mahi underway and plan for the future, including:

- a review of rainbow policy across government
- developing upcoming CARN leaders through the coaching programme of Employee Led Networks through Te Kawa Mataaho
- planning for the 2023 CARN conference
- developing a cross agency transitioning at work guide
- developing advice on a unified Pride approach for government
- continuing to grow our member base and subgroups like Whakamana ira Tangata, our gender diverse group
- encouraging agencies to recognise and value employee led network time for their people
- presenting on D&I on behalf of CARN at events including Event Edge and Diversity Works
- continuing to support rainbow networks across government
- reinstating CARN social activities for networking and whakawhanaungatanga post COVID restrictions
- continuing to improve our member experience through onboarding/offboarding, membership pamphlet and member surveys
- continuing to grow our CARN brand awareness through social media presence and website development
- strengthening our relationships with stakeholders like the rainbow chief executive group and external organisations.



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