



2021

CROSS AGENCY RAINBOW NETWORK ANNUAL REPORT



Address from our Sponsor

I've been delighted by the awesome progress of this group in the last year. As a Chief Executive in the public service, I know how important it is to support diversity and encourage involvement and development of our employee led networks.

I was honoured to attend and present at this years Cross Agency Rainbow Network (CARN) conference. It was so humbling to hear stories of people's experiences in Aotearoa and of some of the sobering statistics for our trans and non-binary whānau.

I would like to especially thank the group of volunteers who made this conference happen, particularly Dawn Muir from the Department of Conservation, Deborah Brunning from Statistics New Zealand, Morgan Kelly from Inland Revenue, and Theresa Peters from Ara Poutama Aotearoa, Department of Corrections. Without their mahi, we would not have been able to enjoy such a wonderful and informative conference.

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, tangata ira tāne, 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

In 2020, CARN elected members to several roles.

Co-chairs

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 and our sponsor.

Communications lead

- 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 managers

- 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.

Intersectional advisor

- 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.





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Our mahi

CARN Conference 2021

The second CARN Conference was held over two days in March 2021 at Parliament, Wellington.

The conference was subject to delays (originally being planned for mid-2020) and extensive risk-planning due to COVID-19.

Following significant mahi and careful planning, 274 people from 63 different organisations attended as delegates, speakers or volunteers.

Theme

The theme of the conference was wellbeing (physical and mental) and safety. This was shown by the diverse range of topics covered in the panels, presentations and workshops.

The Aged Care and Elderly panel was the stand out session for participants surveyed. The unconscious bias workshop also received an excellent response.

Conference kaupapa

The kaupapa of the conference was to equip public sector decision makers with a better understanding of the experiences of our rainbow communities, to help drive sustainable actions that meet the needs of our communities and enhance our safety and wellbeing.

Members of these communities are often disproportionately disadvantaged in health, employment, educational and other outcomes.

Overall the conference was positively received by attendees and there is a strong interest in holding future conferences.

There were some learnings during the planning and organising of the conference as well as from the feedback received. This will improve any future conferences.



Conference feedback

After the conference a survey was sent out to attendees to understand how we could make improvements for the next conference. We were astounded by overwhelmingly positive feedback.

Response summary

- Overall, **96%** of respondents to the conference survey **provided positive feedback** for all aspects of the conference
- 247 people attended the conference as delegates, speakers, or volunteers. There was representation from 94% of central government, and 70% of wider public service or departmental agencies
- 90% of survey respondents were very confident that they would be able to bring learnings from the conference back to their organisation
- Many respondents mentioned the **calibre and diversity of speakers** and workshops offered at the conference as a highlight.

Areas for improvement

Respondents provided a few areas for improvement. These included:

- Better warnings and support for topics that are sensitive or triggering
- Improved venue - more seating availability and better accessibility
- Active participation - more time for Q&A and discussion of topics presented
- More interactivity in workshops.



Community engagement

CARN's aim is to effectively engage with communities and agencies. In 2020/21, we did this through increasing visibility of our network in the community and working with agencies on several important projects.

Increased visibility

- We developed a social media presence on LinkedIn, created with accompanying social media guidelines to ensure this channel helps us towards our objectives
- We established our visual brand. Stefanie McKnight (Inland Revenue) created our network logo (see below). We created collateral for events, these include lanyards, pins, face masks, tote bags, and pull-up banners.

Pride attendance in 2020/21

CARN's attendance at Pride events was heavily impacted by COVID-19 and subsequent cancellations/postponements. Some events were still held, giving CARN the opportunity to have a formal presence at Pride for the first time.

Ending HIV Big Gay Out

CARN's involvement in Ending HIV Big Gay Out was a great success.

We set up a shaded lounge away from the crowd, to make a comfortable setting for people to learn more about CARN's mahi and share their experiences interacting with government.

We had great, important discussions with a wide range of members from the community.



Cross-agency engagement

Cross-agency mahi

CARN worked with several agencies to increase understanding of rainbow communities and improve the experiences of rainbow employees. Examples of this include:

- Engagement with Papa Pounamu on all-of-Government priorities for rainbow communities
- Strengthening stakeholder relationships with other Employee Led Networks
- Presenting across the public service on inclusive language, unconscious bias, and how to start up employee led rainbow networks
- Providing feedback on Te Kawa Mataaho inclusive language guidance
- Supporting ELN hiring process.



Guidance provided to agencies

- Presented key issues to Rainbow CE's and Papa Pounamu including-resourcing and recognition of Employee Led Networks and having gender neutral toilets in all public facilities
- Using pronouns in the public service, including [creation of resource](#) for Te Kawa Mataaho's external website on 'pronoun use in email signatures'
- How to set up an employee-led rainbow network, particularly for newer organisations
- Feedback to Stats NZ on census questions around sex and gender.





Our governance

Co-chairs



Theresa Peters
they/them or she/her
Ara Poutama Aotearoa,
Department of
Corrections



Luc Powell
he/him
Ministry for the
Environment

Resource managers



**Avery
Underwood**
she/her
Inland Revenue



Morgan Kelly
he/him
Inland Revenue

Communications lead



Brodie Packer
they/them
Ministry for Business,
Innovation, and
Employment

Note: the intersectional advisor role is currently vacant, we plan to fill it at the next election.

Plan for the year ahead

Community engagement

- Engaging with rainbow communities within and outside of the public sector. We want to ensure we are creating the right outcomes for the rainbow people of Aotearoa
- Consultation with NGOs on what mahi should be prioritised.

Website

- Developing a website to:
 - Promote CARN to rainbow networks and community organisations
 - Provide Rainbow resources for Public Service agencies.

Resources

- Creating more resources to educate public service agencies on how they can support rainbow communities.

Across the Public Service

- Promoting the use of inclusive gender markers across the public service
- Facilitating collaboration across Agencies to improve the outcomes for the care of elderly Rainbow people in Aged Care Facilities.

Conference

- Planning and organising the next CARN conference, set to take place in 2022/23
- Using the feedback provided from the 2021 conference for areas of improvement.

Pride 2022

- Having a CARN presence at 2022 pride events across Aotearoa which brings agencies together.





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