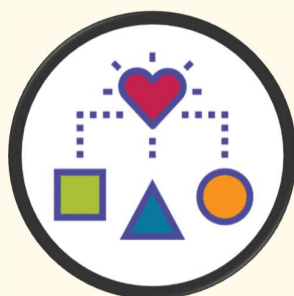


Me pēhea ngā kaiwhakahaere e tautoko ai ngā tūhononga e kōkiritia ana e ngā kaimahi

How can people leaders support employee-led networks?

He aratohu poto mō te tautoko i ngā tūhononga e kōkiritia ana e ngā kaimahi

A quick guide for supporting employee-led networks



Public Service employee-led networks (ELNs) are rōpū (groups) of coordinated and connected kaimahi (employees) who work together and with agencies to amplify diverse perspectives, contribute to a culture of inclusion and create a sense of belonging in the workplace.

ELNs and their members can provide cultural richness, diverse perspectives and valuable subject matter expertise to teams, projects and to the mahi of the wider agency. [The Public Service Act 2020](#) strengthens and supports diversity and inclusion commitments. Supporting ELNs is one of the five [Papa Pounamu priority areas](#) agencies are working towards across the Public Service in 2021/22.

For more information on ELNs in New Zealand's Public Service, visit: employee networks.govt.nz and www.publicservice.govt.nz.



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E wha ngā ara matua e tautoko ai i ngā kaiwhakahaere i ngā networks

4 key ways people leaders can support networks

Whakaritea ngā tūhononga kia angitu | Set them up for success

ELNs are most successful when they have visibility and representation at all levels and areas of your agency.

How to set ELNs up for success

- Encourage executive sponsorship
- Include ELNs in Diversity and Inclusion strategies, plans and reports
- Allocate ELN-specific resources. For example, an annual network operating budget
- Tautoko (support) and encourage participation in ELN activities
- Include participation in ELNs in professional development plans
- Create opportunities for ELN members to share subject matter expertise and collaborate on agency-level mahi
- Get involved in ELNs. ELNs are for people leaders too!

Whāia kia māmā te uru atu ki te kaupapa | Make it accessible

Inclusion is most successful when it's for everyone.

How to make ELN participation accessible

- Work together with ELN members to provide the right support to enable participation
- Consider flexible work options to enable participation. Especially for people working shifts, in remote locations, and in frontline or high-demand roles

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employeenetworks.govt.nz and www.publicservice.govt.nz.



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- Ensure open discussion between ELN members and you as their people leader. Agree on reasonable time allocation for ELN mahi within their daily work

Whāia kia haumaruru te kaupapa | Make it safe

ELN members need to feel safe and supported to fully contribute to the mahi of the ELN.

How to make it safe for ELNs and their members

- Ensure ELNs have safe spaces to meet, kōrero and plan activities
- Keep communication open between ELN members, people leaders and the wider team, so everyone knows what to expect and feels included
- Seek diverse perspectives and contributions from multiple sources to reduce the load on individuals

Kia whakaihuwaka mō te kaupapa | Be a champion

By championing the work and goals of ELNs, your agency can grow cultural capability and inclusion.

How to be an ELN champion

- Share and celebrate your ELNs' achievements to reinforce the value of ELNs and build your agency's reputation as a rewarding place to work
- Provide information about ELNs in induction materials and promote a diverse and inclusive culture in your recruitment listings
- Include ELN contributions in recognition frameworks
- Regularly discuss ELN contributions at leadership meetings
- Show visible support by getting involved in ELN activities

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