

2019: A YEAR IN REVIEW

19

**CROSS AGENCY RAINBOW
NETWORK ANNUAL REPORT**

Contents

19

Our Purpose.....	4
Our Principles.....	5
Scope of activities.....	6
Background of CARN.....	7
Areas of Focus in 2019.....	8
Branding	9
Data Sharing.....	11
CARN Conference.....	12
Contributing to the State Sector.....	15
Organisational updates.....	16
Our goals for 2020.....	33
Pride 2021.....	34

Introduction

This report provides a summary of the Cross Agency Rainbow Network's activities during 2019. It is intended to give leaders within the State Sector an update on the Network and outline our plans for 2020.

We would like to thank Inland Revenue for hosting the network meetings for the past six months and for spearheading the development of this Annual Report.

OUR PURPOSE

The Cross Agency Rainbow Network (CARN) is a forum for collaborating and sharing information within the state sector to help agencies to support each other's diversity and inclusion journeys.

We provide mutual support, encouragement and guidance to our peers. Together we aim to advocate for and celebrate our communities' diversity within public sector agencies and ensure that our voices are included, respected and celebrated.

We take a perspective on rainbow issues that includes improving the service that agencies provide to members of the rainbow community at large.



OUR PRINCIPLES

The network has a set of principles that all members are encouraged to work collectively to support.

- **Safe (*haumarū*)** – Rainbow staff can safely be their authentic selves at their workplace
- **Inclusive (*tae ana ki*)** – We work together to build a respectful and inclusive state sector
- **Visible (*ari*)** – We will raise visibility and celebrate the uniqueness of our people
- **Transparent and Supportive (*pono*)** – We commit to sharing information and being transparent with one another
- **Vocal, Responsive and Committed (*hapahapai*)** – We are the voice that advocates for our people
- **Collaborative (*mahi tahi*)** – We collaborate and share for the benefit of all
- **Respected and Celebrated (*whakanui*)** – We ensure that our voices are respected, included and celebrated
- **Valued (*whai painga*)** – Rainbow staff are valued members of the sector
- **Innovative (*auaha*)** – We will use innovative approaches to achieve our objectives



SCOPE OF ACTIVITIES

The scope of CARN activities may include, but is not limited to, the following:

- Seminars / events on topical areas and profiling rainbow leaders
- Participating in the State Services Diversity & Inclusion Programme
- Networking opportunities such as social gatherings and events
- Providing information to members through the Employee Led Networks website
- Ongoing engagement with state sector rainbow networks
- Providing input as appropriate to relevant work areas such as rainbow celebrations
- Supporting fundraising activities for charities that align with CARN objectives
- Creating and delivering an annual work programme
- Directing updates on rainbow activities at agencies for members, government networks, rainbow community groups
- Assisting new networks that are forming
- Strengthening cross-agency relationships
- Strengthening connections with community organisations and private sector
- Assisting networks with their internal staff rainbow-related policies
- Sharing resources and best practice without reinventing the wheel
- Providing a platform to discuss potential uniformity across the sector
- Sharing information on activities at networks
- Maintaining records on membership

Background of CARN

CARN was established in 2017. Its original purpose was to create a forum where rainbow networks from across the state sector could come together and share information and best practice without reinventing the wheel.

As part of the initial discussions when forming CARN was whether we would operate autonomously or be part of the State Services Commission Diversity and Inclusion (D&I) programme similar to other sector groups like the Government Women's Network (GWN).

The founding members recognised there was a need for improved cross agency networking of rainbow employees to better understand how to create and maintain a rainbow network within a government agency as well as support rainbow public servants.

While the Network is evolving, it is still focussed on collaborating and sharing information and experiences within the state sector to help our members in their own rainbow networking journey.

Our Areas of Focus in 2019

When Inland Revenue started hosting CARN in mid-2019 it chose a handful of items from the CARN Action Plan to focus on. The aim was to further build CARN's visibility and improve information sharing between agencies.

Branding

CARN wants to have a consistent approach to branding. In order to create a visual brand for CARN, we first thought about what could represent our diverse network of people.

Stefanie McKnight from Inland Revenue led this project, creating a visual matrix of imagery that we could use. Among this was a weaving pattern that was used by Wellington Pride, a kete, native flora, the Beehive, and different flags from our community.

The decision was made to not incorporate Māori imagery in the logo as the Network had not been working in meaningful consultation with Māori to make this possible. Going forward we aim to consult with our Māori rainbow/takatāpui community to explore using Māori imagery to show our commitment to our community.

We looked for inspiration that was not location specific, for example 'Wellington-centric', and decided to look to the meaning of colours within the rainbow community and native flora.



The design subcommittee chose to focus on nature based images that could act as an icon for the Cross Agency Rainbow Network. We also decided the logo needed to be colour adaptable so that each group within CARN can be represented.

From here, we created mock-up designs of the Fantail, Nikau, Paua, and Giant Dragonfly. We took these designs to the network for feedback. From here it was clear that we should focus our attention on the Nikau and Kapokapowai (Giant New Zealand Dragonfly).

The Nikau was selected because of its physical resilience in the face of terrible weather and over harvesting by humankind. It is also an incredibly versatile plant used for centuries to weave into items as well as for medicinal purposes.

The Kapokapowai was selected because it is an ancient insect, as old as queerness. The Giant Dragonfly spends the first two to three years underwater as a larvae before it metamorphoses into a flying adult. This was a metaphor for some of our members, many of whom are closeted for years, before they reveal their true selves.

We are still on the design journey, taking on board feedback about the iconography and how our core concepts can be communicated to a wide range of stakeholders.

Below are some examples of our draft designs.



Data Sharing

In 2019 we looked at how we communicated as a group. One of the core functions of CARN is to support and grow the status of our internal rainbow networks at our respective workplaces.

To do this, we realised that we needed a secure way to transfer documents. Currently in the public sector there are fewer and fewer options for wide-spread inter-government data sharing.

The Department of Internal Affairs are decommissioning shared workspaces, not every government department has access to OneDrive or SharePoint, and government documents are too classified to share via Google Drive or Drop Box.

Other government departments, such as the Ministry of Business, Innovation and Employment, have faced this issue before and have procured resources such as Box. This is a high security cloud-based data sharing tool. This is being decommissioned as well.

In 2020 we hope to secure funding from GWN to help with our ongoing data-sharing requirements. We are in conversations with the programme director of GWN regarding our resource needs.

Any solution providing secure data storage and sharing will require ongoing funding.

2020 Conference

Previous CARN Conferences

The 2018 Government and Partners Rainbow Conference was the brainchild of Tracey Phillips who thought CARN should bring together government departments and rainbow communities. When Tracey first floated this past CARN, many members thought it was a good idea. As we were still a fledgling network and many of the members did not have direct access to decision makers in their departments, it was difficult for CARN to get behind the conference as a network.

As a consequence, Tracey, with the backing of New Zealand Police, and Theresa Peters, with support from Corrections, committed some funding to kick-start this conference. In the early months of 2018, Tracey, Theresa and Taine Polkinghorne from the Human Rights Commission would meet to nut out ideas and start to shape the conference. Eventually they got Auckland Council as a sponsor and the head of Diversity and Inclusion, Deborah James joined the subcommittee. They hired SDW Events as the event manager. Planning really kicked off in May 2018 and by November 2018 Oranga Tamariki and Accident Compensation Corporation (ACC) also came on board as sponsors and they were able to host the inaugural 'Rainbow Conference' at the Jet Park motel in Auckland. It was held over two days with around 200 participants.

We had rainbow community members as speakers and panel members presenting to a government and Non-Government Organisation (NGO) audience.

CARN is currently planning for a second conference in Wellington, August 13 and 14 2020

The kaupapa for the 2020 conference is 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 community and enhance our safety and wellbeing.

At this stage the key themes for our 2020 conference are:

- Wellbeing, physical and mental
- Safety, physical and psychological

There are two key audiences for the 2020 conference:

- Senior decision makers and people managers within the public service, i.e. Organisational Development, Human Resources, and senior executives
- Rainbow communities working within the public service

The 2020 conference is expected to have a higher profile and will be hosted at parliament. Key features include:

- A programme lasting two days
- Up to 200 delegates
- Breakout spaces and workshops
- Exhibition spaces for service providers and partners
- Full AV set up
- Full catering
- Gala dinner hosted in the Banquet Hall at Parliament
- A hosted Chief Executive breakfast

The conference committee members are: Theresa Peters (Corrections), Craig Watson (OT) and Dawn Muir (DOC).

Contributions to the State Sector

CARN is establishing itself as a community-lead group that provides feedback on rainbow matters.

CARN is available to help inform projects that affect the rainbow community. In 2019 CARN worked in collaboration with the State Services Commission to develop the WeCount survey.

“The WeCount 2019 survey was developed by the State Services Commission (SSC) and the Cross-Agency Rainbow Network (CARN) to explore both the diversity (who we are) and inclusion (how we are) of our rainbow public service employees. Inclusion has many indicators. The WeCount 2019 survey tool used ‘comfort at work’ and ‘ease at being out’ as indicators of inclusion. To measure the full workplace inclusion of rainbow public service employees would require a much broader range of variables than possible in this survey.”¹

We were also asked by the State Services Commission to provide feedback on an inclusive language guide that was being drafted for the Chief Executive group Papa Pounamu.

CARN is thrilled to have a consultative relationship with the State Services Commission. We hope to continue this into 2020.

¹State Service Commission, 2019. “Inclusion & Our Rainbow Public Service”





2019

Organisation Updates

Accident Compensation Corporation

Pride@ACC – Te Whānau Uenuku ki ACC – 2019

"To ensure LGBTQIA+ people are safe, visible and valued by ACC."

Executive Sponsor: Chief Operating Officer

- In late 2018, we worked with ACC Senior Leadership to secure approval of a funding contribution for the inaugural CARN conference. The Pride@ACC network was in its infancy.
- Early 2019 the network was launched with events across the country. There Minister for ACC and our Chief Executive attended the Wellington event, with our Executive Sponsor attending in Nelson.
- Throughout 2019 Pride@ACC has established strong, collaborative relationships with other Diversity & Inclusion Employee Networks, with our Chief Financial Officer as our Diversity and Inclusion Executive Sponsor.
- Together, we have been included and consulted in various business planning and policy making decision making processes, including:
 - Health, Safety & Wellbeing
 - Flexible Working
 - Dress for your Day guidelines
 - Building/Property planning
- We collaborated with internal and external stakeholders and subject matter experts to develop and launch an internal e-learning module; "Including the Rainbow Community at ACC". We are also developing an events calendar, to mark events/day such as:
 - Pride Week (regionally) – entered Wellington Pride Parade
 - World AIDS Day – hosted BodyPositive to present on 'Reducing the stigma of living with HIV for our clients and colleagues'
 - Further events are being diarised and planned
- Our current challenge is to grow our membership and spread our visibility across our nationwide sites. We are also working to create opportunities to positively increase visibility and opportunities through the network for junior staff members.

Department of Corrections/ Ara Poutama Aotearoa

- Ara Poutama Aotearoa Rainbow Network was established in 2017 and has about 120 members (including allies) and a strategy in place.
- The Rainbow Network committee meets via AVL once a month.
- We would like to get more involvement from our wider membership but this is logistically difficult given the spread across the country.
- No specific budget is allocated to the Network, which makes holding national hui difficult.
- Members of the Rainbow Network represented Corrections in the Auckland Pride parades in 2017 and 2018 and the 2019 Wellington International Pride Parade.
- Current initiatives:
 - Recognition pins for outstanding mahi or support of LGBTQI+ employees, people in our care and the rainbow community
 - Having a stall at Big Gay Out 2020 in Auckland
 - Participation in the Wellington International Pride Parade 2020
 - Regional and site Pride events in 2020 to raise awareness and celebrate the rainbow community
 - Piloting having 'Rainbow Champions' based in Community Probation sites and eventually prisons
- Corrections also established an Inclusion and Diversity Council in 2018 to support wider work in diversity areas across the Department; there is some rainbow representation on this council.
- Corrections have been rolling out award winning rainbow diversity training across its workforce since 2017. To date nearly 2000 senior leaders and frontline staff have attended this training.
- Introduced a Transgender Policy regarding the management and care of trans prisoners in March 2018.
- Theresa Peters is currently seconded in a position working on rainbow issues and initiatives within the Department.

Department of Conservation

- Wellington International Pride Parade – first attendance by Department of Conservation (DOC)
- Rolled out gender neutral bathrooms in Wellington Office with support from Director General for all new buildings to have gender neutral bathrooms provided going forward
- Organisational Development Unit is working with the Rainbow Network on department-wide educational options, including an e-learning module, for staff
- Growing our regional networks – founded Christchurch Rainbow Network branch in October 2019
- Continuing to hold monthly cuppa's in Wellington for all rainbow whanau
 - Joint cuppas with Rainbow Network members from the Ministry for the Environment
 - Invited Ministry of Education to join as well
- At least one Rainbow Network member continuing to attend CARN monthly meetings
 - representative on the CARN Conference 2020 sub-committee
- Contributed information on our group to the Induction Programme to ensure we are getting comms out about ourselves and the support we provide
- Active and growing our Rainbow Network forum on DOC's intranet
- Reviewed and contributed to the DOC Rainbow Action Plan 2019/2020
- Celebrated our first anniversary of the DOC Rainbow Network in June and committed to the following initiatives for 2019/20:
 - What are the demonstrations of DOC's support and knowledge of the LGBT Community and how can we improve them? Symbols, Systems, Behaviours
 - Regional Connectivity
 - Pride Week/Parade Planning for 2020
- Shared communication up our lines about the WeCount Survey as they we discovered they were not shared previously
- With the support of our Organisational Development Unit, the Rainbow Network held a week of Pride Events March 2019:
 - InsideOUT Inclusivity Seminar free for all Wellington-based staff to attend
 - Rainbow-themed Cuppa
 - Rainbow-themed Happy Hour
 - Pride Parade march
- Continuing to link into the official Diversity & Inclusion Team with one Rainbow Network member being part of the Reference Group
 - Rainbow Network presented to Reference Group with information about why we started, challenges we faced, accomplishments we've had, next-year's goals, and how we could be better supported by the organisation

Health Quality & Safety Commission

The Health Quality & Safety Commission (HQSC) is a crown entity. Under the New Zealand Public Health and Disability Act 2000 the Commission is charged with:

- providing advice to the Minister of Health on how quality and safety in health and disability support services may be improved
- leading and coordinating improvements in safety and quality in health care
- identifying key health and safety indicators (such as events resulting in injury or death) to inform and monitor improvements in safety and quality
- reporting publicly on safety and quality, including performance against national indicators
- sharing knowledge about and advocating for safety and quality.

We are a small organisation of about 80 staff with the head office being in Wellington and other smaller offices in Auckland and Christchurch.

The Commission recognises that the health and disability sector have a specific role and responsibility to work to improve health services and outcomes for people of gender and sexual minorities.

The Commission leads by example in ensuring that gender and sexual orientation diversity is visible in our staff, our relationships, and our outputs. The Commission promotes a culture to address gender and sexual orientation as a matter of health equity and quality health and disability services.

Rainbow Connection, Mana Takatāpui (RC)

The Rainbow Connection, Mana Takatāpui (RC) group of the Commission formed in early 2018 after a presentation at the staff meeting from the transgender community. The RC group comprises of staff identifying from the LGBTQI+(rainbow communities) as well as supporters.

Rainbow Connection Mana Takatāpui meets regularly (6-weekly) at the Commission. One of the first tasks was to apply for the Rainbow Tick. We wanted to assess our organisation against the requirements as set out by a set of criteria tested in New Zealand.

We achieved the Rainbow Tick a year later on 29/04/2019. The report accompanying our successful application commended the Commission on the 'significant evidence demonstrating a welcoming and inclusive environment for rainbow-identifying employees'.

We celebrated the award with an afternoon tea at the Commission and profiled this on our web site: <https://www.hqsc.govt.nz/news-and-events/news/3728/>



Projects in development

Rainbow Connection Mana Takatāpui have begun work in a number of areas:

- co-design is an important part of a process to identify a challenge or opportunity, engage people, consumers, family, whānau and staff, capture their experiences and ideas, organise the learning that it brings to create new understanding and insight from the perspective of the care journey and emotional journey, stay together in partnership to review learning and ideas, plan and implement improvements then finally; review what difference that has made. (Adapted from Dr Lynne Maher, PIC Co-Design Programme 2018.)
- a co design project in primary care called gender affirming care.

<https://www.hqsc.govt.nz/assets/Consumer-Engagement/Resources/Co-design-gender-affirming-care-Jun-2019.pdf>

This co-design group attended the first Aotearoa New Zealand Trans Health Symposium in Hamilton in May 2019, thanks to a sponsorship by the HQSC and support from Pegasus Health.

- *Kia kōrero* | *Let's talk* advance care planning was the first public facing national campaign to promote advance care planning. It proactively created a strong Māori and Pacific component and featured diverse LGBTQI+ stories within it. www.myacp.org.nz



Future Focus

While we are a relatively new group, we aspire to continue promoting visibility in the Commission and recognise our responsibilities outside of the Commission to raise issues in the health and disability sector for those in the rainbow community.

We are also committed to ensuring that there is representation on our committees and consumer groups across our work programmes at the Commission and to highlight specific areas of concern within these areas e.g. mental health and addiction.

Our next project is to organise a health symposium in 2020/21. The planning for this is in its early stages and we have contacted other health partners to identify where other rainbow groups have already formed or would like to.

For further information please contact RainbowConnection@hqsc.govt.nz www.hqsc.govt.nz

Human Rights Commission

The Human Rights Commission has a dedicated human rights advisor covering the areas of sexual orientation, gender identity and expression, and sex characteristics (SOGIESC). The Commission's purpose is to promote and protect the human rights of all people in Aotearoa New Zealand. During the course of 2019, our activities related to SOGIESC included:

- Supporting the successful renewal of the 3-year mandate of the United Nations Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity (IE SOGI).
- Submitting on the IE SOGI's two thematic reports regarding data collection and socio-cultural inclusion for LGBT persons.
- Participating in the ILGA World conference in Wellington, including co-hosting a fonotaga pre-conference for Pacific leaders representing more than 15 Pacific nations and presenting on a panel regarding intersex human rights.
- Speaking at the United Nations CSW63 about non-binary gender identities and access to social security systems.
- Successfully advocating for the first SOGIESC recommendations received by the government during New Zealand's Universal Periodic Review of its human rights record. These related to amending s 21 of the Human Rights Act 1993 to explicitly include 'gender identity, gender expression, and sex characteristics', as well as ending the practice of non-consensual medical procedures on intersex people.
- Supporting *Counting Ourselves*, the first survey on the health and wellbeing of trans and non-binary people in Aotearoa New Zealand, through reviewing the survey questions and the draft report.
- Advising government agencies of more inclusive sex and gender measures.
- Recommending improvements to the Department of Corrections' policy on transgender prisoners.
- Advocating for the human rights of intersex infants and youth as a member of the Ministry of Health's intersex Clinical Reference Group.
- Speaking at the inaugural Transgender Health Symposium regarding the provision of transgender health services in the Northern Region.
- Facilitating six-monthly meetings between the Cross-Parliamentary Rainbow Network and SOGIESC civil society in Wellington and Auckland.
- Running education sessions on the Human Rights Act, discrimination, and bullying.

Inland Revenue

2019 has been a significant year for the rainbow community within Inland Revenue. Momentum was ignited when it became apparent there was no formal network for those who were out, closeted, or questioning within Inland Revenue and that more needed to be done internally to support our rainbow colleagues.

What have we done this year:

- Established the IR Rainbow Network:
 - We put forward a business case to Deputy Commissioners Sharon Thompson and Gary Baird to fund a workshop that would bring together members from across the country. This was particularly important to make sure those representing the regional offices were involved so we got an understanding of their needs and challenges.
 - At the workshop our members discussed experiences within IR and put together a rough action plan.
 - This action plan has been revised over the past few weeks and will be integral to our funding application going to the Executive Leadership Team in February 2020.
 - We are in the process of developing an IR rainbow brand.
 - As a network we are being called upon for advice on rainbow matters.
 - We are in the process of setting up an inclusive language guide for the organisation.
- As a network we have been upping our engagement with staff:
 - We have been using Yammer to update network members as well as educate our colleagues on rainbow issues.
 - For World Aids Day one of our members was filmed talking about the impact of AIDs on his family and the importance of dispelling stigma around AIDs.
 - Rainbow Network posters have been displayed across all our sites.
 - An ally signature has been developed and is being used by several members of the Executive Leadership Team.
 - The 'Working Smarter' initiative was a series of fun videos educating the organisation about the features of Office 365 and was spearheaded by Broden Packer, Communications Advisor and Rainbow Network member. These videos starred 'Pam from Bulls' an award-winning Wellington drag performer as the main protagonist. It was a unique campaign that put an engaging twist on a topic which had the potential to disengage audiences. It also set about "normalising" queerness within the workforce and united people through empathy and nostalgia.
- IR has hosted the Cross Agency Rainbow Network (CARN) for the last 6 months and has been involved in several sub-committee groups.
- Terry Thompson, Avery Underwood, Morgan Kelly, Ros Houghton and Stefanie McKnight won the Commissioner's Award for Diversity and Inclusion (He Waka Eke Noa) for their efforts in setting up and launching the IR Rainbow Network.

Ministry of Education

The Ministry is actively working to support the rainbow community through its frameworks and work programme. The Ministry has a Diversity & Inclusion Committee which includes representatives from rainbow staff.

Our rainbow staff are supported through the newly established Education Rainbow Network (ERN), which maintains a network site and Yammer page to celebrate rainbow staff and provide a safe space for rainbow colleagues to have online discussions.

Highlights of activities begun or completed by the network in 2019:

- Secured a senior leadership sponsor in Kim Shannon, Head of Education Infrastructure Services (EIS)
- Started planning for a 2020 Rainbow Hui
- Organised and lead two sessions with the Minister Hipkins' Youth Advisory Group on first-ever discussions about Ministry support for rainbow youth
- Contributed to WeCount 2019 within the Ministry
- Started engagement with Rainbow Tick
- Organised a seminar at the Ministry on the LGBTQIA+ children's book series *Promised Land Tales* with two of its writers, Chaz Harris and Caitlin Spice
- Developed and launched the network's visual identity
- Procured rainbow lanyards for Ministry staff
- Raised awareness for gender pronoun use and obtained ability for Ministry staff to include pronouns in email signatures

Ministry for the Environment

- Signed up to the Rainbow Tick and established a project working group with a senior leader as our sponsor. Developed a draft transitioning gender policy
- The Ministry of the Environment Rainbow Network continues to meet monthly and share ideas, information and provide support. Secured lanyards for staff to wear to show their support for our community.
- Met with other agencies to provide guidance around establishing rainbow networks
- Contributed to a Diversity and Inclusion Survey with staff which included questions for our LGBTTI + communities. Currently advocating for the recommendations to be adopted.

Ministry of Foreign Affairs and Trade

- The Ministry of Foreign Affairs and Trade (MFAT) Rainbow Network presented our Rainbow Action Plan to the Senior Leadership Team. The Rainbow Action Plan builds on MFAT's *Diversity and Inclusion Strategy* and is focused on two pillars: creating a rainbow inclusive environment, and enabling and supporting rainbow staff.
- We hosted InsideOUT at a staff forum as part of Diversity & Inclusion Week. The event focused on how to make the Ministry more inclusive for rainbow staff and included opening remarks by a member of the senior leadership team.
- We secured funding to purchase 16 copies of "A Quick & Easy Guide to They/Them Pronouns" comic book. Copies were distributed to communal areas on each floor in our Wellington office, as well as added to the MFAT library collection for loan to staff based overseas.
- We provided support and input alongside the MFAT Disability Network to get additional gender neutral/unisex bathroom facilities in our Wellington office (to be built/renovated early 2020).
- A new section dedicated to 'Rainbow Considerations' has now been added to the refreshed Post report template. Post reports are a valuable resource for staff members and their families who are considering applying for offshore roles across New Zealand's diplomatic network.
- MFAT is in the process of securing Rainbow Tick accreditation.
- Gender and sexuality options will be added to the HR Kiosk in our Human Resources Information Solution update in 2020.

Ministry for Culture and Heritage

The Ministry for Culture and Heritage (MCH) is a small agency and its Rainbow Network is still under development with internal support.

As a small agency we will always have small numbers; however, we are visible and active in important ways, including providing a rainbow lense on MCH policies and procedures where relevant.

New Zealand Police

2019 was a big year for Police with a number of significant and unprecedented events bringing together our strength in diversity. Despite taking out two top prizes at the first ever New Zealand LGBTI awards in November 2018, we knew we had a big year ahead with the work we wanted to achieve. Some of our successes for 2019 include:

National:

- **National Workshop** – We held a two-day Diversity Liaison Officer (DLO) Workshop in April 2019 in Wellington. The purpose of this workshop was to reflect on what we had achieved, determine our aspirations for the future, and identify what we need to get there.
- **Third Gender marker in Police Information Systems** – Work is underway to develop core Police information systems to allow for non-binary genders to be selected/coded.
- **Gender-neutral facilities** – Gender-neutral facilities are now factored into new builds and fit-outs of Police properties. This includes toileting and changing room facilities, as well as multi-purpose function rooms.
- **‘Ink’ Campaign** – In October 2019 we launched our latest recruitment campaign ‘the Ink Beneath the Blue’ which was a ‘uniqueness’ campaign featuring members of staff telling stories behind their tattoos including one of our own rainbow staff and DLO. This campaign saw a strong rise in applications from our diverse communities.
- **We Count Survey** – we promoted and encouraged participation of our people in the State Services Commission ‘We Count Survey’ 2019.
- **Unconscious Bias** – Police have begun delivering a programme of work to mitigate unconscious bias across the organisation. This includes a focus on education, a review of systems, policies, processes and practices, and tools to mitigate bias.
- **Flexible Working** – Police have shifted the default setting for requests for flexible working arrangements to ‘yes’. Police are delivering a programme of work to support embedding this into our people policies, processes and practices.

Regional:

- **Police DLO Networks** – Our DLO regional networks are the heart of the work being driven in Police for our rainbow communities. Our DLO networks are continuing to thrive including: holding open days and conferences, maintaining our internal intranet hub and resources, developing and improving relationships with rainbow community groups, assisting at incidents with LGBTI+ involvement, and continuing to raise the profile of our rainbow community.
- **Gender Identify and Sexuality Training** – Training initiatives have been delivered by our regional DLO networks, including a package lead in Southern District on Gender Identity and Sexuality.
- **Wellington & Winter Pride and Big Gay Out** – Police had a strong presence at Wellington Pride, Winter Pride and Big Gay Out. The Police Executive led the Wellington Pride contingent and included the NZ Police Pipe Band and members of the Wellington Paskifika Patrol joining us.
- **Rainbow car** – the rainbow car was in action at various parades and events throughout 2019.

Oranga Tamariki

- Continued formal development of the network, focusing on community and leadership involvement and collaboration.
- Developed a name (Diversity) and branding for the group.
- Coordinated with our EAP provider (Benestar) to have them survey their practitioners and provide us with a list of those with experience working with our communities. Specifically, the sub-categories of; same sex couples, sexuality, gender identity, transgender, children, and teens. This list has been shared with Ministry of Social Development and Te Puni Kōkiri, who use the same EAP provider.
- Finished getting gender-inclusive signage on the accessible toilets on all 6 floors of National Office.
- Engaged directly with leadership to confirm support and develop a strategy for the network going forward. This includes a request from leadership to develop a focused work programme to lead the work in 2020.
- Began working on a paper that begins scoping the purpose of the group, its strategy and direction going forward, and the role of formal sponsorship from the Oranga Tamariki Leadership Team.
- New organisational legislation around improving child welfare that includes support for SSGM (sex, sexuality and gender minorities) youth, which is starting to be reflected in organisational materials (i.e. a practice resource picturing a gender-neutral individual wearing a rainbow badge).
- In discussion with Te Ngākau Kahukura to arrange community-led organisational training focused on working with SSGM youth.

Tertiary Education Commission

The Tertiary Education Commission's (TEC) rainbow network

Purpose: To ensure all TEC staff feel safe and included as themselves, by collaborating with, educating and supporting TEC staff and leaders.

Values:

- We provide a safe space
- We celebrate diversity
- We are collaborative
- We lift people up

The TEC's rainbow network was set up in 2018, and in 2019 they continued to meet monthly to share ideas, information and provide support.

In 2019 the network also:

- continued working on network visibility, including working on posters to be hung throughout the organisation
- began developing branding for the group, and
- began working on an all staff hui featuring a guest speaker to talk about diversity and inclusivity in the workplace.

Worksafe NZ

The WorkSafe Rainbow Network was established in mid-2019. Our purpose is to provide a collective voice for rainbow staff, as well as encourage all our staff to celebrate diversity and better understand the needs of rainbow individuals within the community.

Since that time we have been gifted the name Te Rōpū Atupiko which means the arc of the creator - the arc representing a rainbow, as well as being a spiritual korowai (woven cloak), with many pieces and colours coming together, to illustrate diversity and inclusivity. We have also developed a logo for internal use that reflects this, to help us promote the Network and build our visibility.

Te Rōpū (for short) has received support from our senior leadership team, including time for our members to meet face-to-face in December last year. We used our time together to build our connections, draft our Terms of Reference, and develop an Action Plan for 2020.

We are excited about the year ahead as we continue to work with our Sponsor, and new WorkSafe Chief Executive, Phil Parkes, working towards gaining the Rainbow Tick accreditation. A new eLearning module to help our staff's understanding of the rainbow community is currently being developed and will be made available to our staff in February.

Other contributing agencies

Crown Law
Customs New Zealand
Department of Internal Affairs
Fire and Emergency
Kāinga Ora
Ministry of Business Innovation and Employment
Ministry of Health
Ministry of Justice
Ministry of Social Development
Ministry for Primary Industries
NZ Defence Force
NZ Intelligence Community
NZ Transport Agency
Social Investment Agency
State Services Commission
Statistics NZ
Treasury

Looking
Forward

A white wavy line graphic, resembling a stylized wave or a decorative underline, positioned below the word "Forward".

Pride 2021

CARN want a stronger presence at Pride. As a group we discussed how we would like to support each other to raise the profile of the public sector at Pride celebrations in 2020.

We have insufficient time to have a unified CARN approach for Pride 2020, so we are now thinking about what a CARN presence would look like for 2021. In the meantime, some agencies will have their own presence, so we are going to stay in the loop around each other's activities at Pride events across the country.

We have a range of government organisations as part of CARN, including much smaller agencies that working alone may not be able to get traction to attend Pride. We are stronger together, so we are looking at how we can have a strong pride presence as CARN in 2021.

We will be looking at funding options for Pride 2021. Some agencies have funding available to their Rainbow Networks to attend Pride. We are looking to see if we can work with these agencies and their funding while also seeking our own funding.

We may seek financial support the from Government Women's Network (GWN), however this has not been raised yet, as it is still not clear how GWN intend to fund other cross agency networks.

We aim to attend both Auckland and Wellington Pride Parades.

Our Goals for 2020

- Maturity of CARN, which will look like:
 - Responding to more guidance
 - Better networking and sharing of resources across government
 - Better linkages to Papa Pounamu and the State Services Commission
 - Collecting and disseminating CARN-endorsed guidance material
- Establish funding for CARN.
- Establish more formalised roles:
 - Potential for a formalised national coordinator and director role
- Plan a unified presence at Pride events in 2021.
- Grow our regional representation.
- Refresh our Action Plan and Terms of Reference.

