



Mā mātau anō mātau e whakamana

**We Enable Us**

**He whakaāhua he anamata rerekē**  
Shaping the future for change

# Action Plan

New Zealand Government

# Priorities and actions

Listed below are the priorities and the actions to support those priorities.

Our overall aim during 2021 to 2022 is that there are more disabled employee networks within the public service who can use their influence to create an inclusive workplace.

## 1. Connect and support

### Priorities

1. Larger public service agencies connect with smaller agencies and offer their support and the ability of employees to join the larger agencies' network.
2. Use the quarterly meetings to share examples of activities.
3. Collect and house on the Employee Led Network page key contacts in existing disabled employee networks.

### Result for We Enable Us

Disabled employee networks throughout the country are flourishing, connected and influential, and their voices are heard and recognised.

### Result for disabled people and the public service

All disabled people have access to an employee led network that supports a safe and healthy workplace.

## 2. Advance consistent and best practice employment approaches

### Priorities

1. Share resources available, eg Lead programme of work – Ministry of Social Development.
2. Encourage disabled employees to complete the Public Service Human Capability Survey. If we aren't counted, we don't count.
3. Develop a video to share with managers around examples of how specialised equipment works.
4. Work with government property to identify key accessible property features.

### Result for We Enable Us

Disabled public servants are informed about policies, initiatives, levers and resources they can use to advance their careers and achieve their potential.

### Result for disabled people and the public service

Consistently collect data on disabled employees so pay equity and career advancement can be measured and addressed.

## 3. Celebrate disabled employees' achievements

### Priorities

1. Collect and share examples of effective reasonable accommodation examples.
2. Plan for the 2022 We Enable Us conference.

### Result for We Enable Us

Disabled employee networks are an essential channel for illuminating successes and role models to inspire action and change.

### Results for disabled people the public service

More disabled people see the public service as an employer of choice. Disabled people are confident, inspired and motivated to enter into and advance their careers in the public service.

## 4. Provide accessible and inclusive professional development

### Priorities


1. Develop a mentoring programme across government.
2. Encourage peer to peer induction and support.

### Results for We Enable Us

Networks are recognised and valued for boosting skills and sharing development advice and opportunities for career advancement.

### Results for disabled people and the public service

The public service workforce has strong disabled role models with more disabled people reaching their potential.



## 5. Ensure We Enable Us is sustainable

### Priorities

1. Work together to get consistency across the public service, for recognition in job descriptions of the contribution of involvement in agency specific and All of Government Disabled Employee Network.
2. Appoint a co-chair.

### Results for We Enable Us

We Enable Us continues as the primary point of contact for disabled employee networks and is adaptable and flexible to changing needs.

### Results for disabled people and the public service

Disabled people continue to be supported to thrive.

## 6. Collaborate and learn from other networks

### Priorities

1. Be part of the All of Government Network working group.
2. Develop a list of intersectional and Employee Led Networks' common issues such as resourcing.

### Results for We Enable Us

Growth and connection of disabled employee networks as we learn and support each other and have a place to address and raise common issues.

### Results for disabled people and the public service

The public service is more inclusive and disabled people in all their diversity feel valued and included.

