

Reference: 20230481

15 November 2023

Dear [REDACTED]

Thank you for your Official Information Act (OIA) request, received on 17 October 2023. You requested the following:

... information relating to diversity, rainbow or inclusivity training for the past four complete financial years, summarised in the following table.

- 1. The number of staff attending diversity, rainbow or inclusivity training, per training organisation, per financial year.*
- 2. The amount spent on this training per organisation, per financial year.*
- 3. Additionally, the names of the training programs.*

On the 7 November 2023, the Treasury sought clarification of your request and asked the following:

...The Treasury provides a wide variety of diversity, rainbow, and inclusivity training. To enable us to respond to your request in a way that is most helpful to you, can you specify what types of training you would like information on? Or if there is a particular area you would like us to focus on?

Please provide a response by Friday 10 November. If we do not receive a reply, we will interpret your request as specifically focussed on Rainbow Inclusion training.

You advised:

We are interested in training or workshops or programs involving gender identity / gender ideology / pronoun usage / sexuality.

In recent years, Te Tai Ōhanga the Treasury has provided our people with training and resources in support of our Inclusion and Diversity strategy, which supports various facets of diversity, including gender, ethnicity, rainbow, disability, neurodiversity, etc. Our Inclusion and Diversity strategy helps us achieve the Treasury's strategic goal of "Lifting the living standards for all New Zealanders".

The attached appendix contains the information on the training, workshops and programs the Treasury has undertaken related to your request, in the previous four financial years.

We also provide our people with the opportunity to complete an e-learning module called "Including the Rainbow Community". This module was provided to us by the

Ministry of Business, Innovation and Employment to use free of charge and 63 of our people have completed it since implementing it in 2022.

Please note that this letter (with your personal details removed) may be published on the Treasury website.

This reply addresses the information you requested. You have the right to ask the Ombudsman to investigate and review my decision.

Yours sincerely

Hamish Ongley
Head of Workforce Capability

Appendix – Training for the previous four financial years.

| Organisation | Year ending 30 June 2023 | | | Year ending 30 June 2022 | | | Year ending 30 June 2021 | | | Year ending 30 June 2020 | | |
|-------------------|--------------------------|-------------|----------------|--------------------------|----------------|---|--------------------------|----------------|--|--------------------------|-------------|----------------|
| | No. of Staff | Total Spend | Name of course | No. of Staff | Total Spend | Name of course | No. of Staff | Total Spend | Name of course | No. of Staff | Total Spend | Name of course |
| Inside Out | - | - | - | Approx. 100 | \$750 plus GST | Current challenges for rainbow employees in the workplace in Aotearoa | Approx. 40 | \$250 plus GST | Active Allyship and key inclusive language | - | - | - |

The Treasury has not engaged in any training offered by the other organisations listed in your request in the last four financial years.