

Reference: 20240678

20 September 2024



Dear [REDACTED]

Thank you for your Official Information Act request, received on 27 August 2024. You requested the following:

1) *Given the nature of the Treasury work the importance of knowing the difference between a boy/man and a girl/women would seem self evident. Therefore what is the Treasury's working definition of a women? If you don't have one, why not? If you do have one that is not aligned to the binary (two sexes, men and women) how did you come up with that definition?*

2) *Does the Treasury have any LGBTQIA+ training for its staff? If yes how many have done the training? If the training material was not developed in house who developed it? What was the cost, if any, of developing and running this training? Can I have a copy of this training?*

3) *Does the Treasury have a DEI policy or run DEI initiatives/training? If yes can I have a copy of the DEI policy or whatever the Treasury call it in-house? Can I also have a list of the DEI initiatives the Treasury undertook in-house in 2024? If there were to many what were the top five most expensive (staff time, money or both)?*

4) *Is the Treasury involved in any LGBTQIA+ or DEI public service groups or initiatives? If yes what are they?*

5) *Does the Treasury require its staff to use preferred gender pronouns? If yes can I have a copy of these requirements?*

Information being released

Please find enclosed the following documents:

Item	Date	Document Description	Decision
1.	28 July 2023	Inclusion & Diversity Policy	Release in full
2.	February 2024	Inclusion & Diversity Strategy on a page	Release in full

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<https://treasury.govt.nz>

1) Given the nature of the Treasury work the importance of knowing the difference between a boy/man and a girl/women would seem self evident. Therefore what is the Treasury's working definition of a women? If you don't have one, why not? If you do have one that is not aligned to the binary (two sexes, men and women) how did you come up with that definition?

The Treasury does not have a definition for any gender, including women. Data, used for internal reporting and for work purposes, adheres to guidelines provided to us by Stats NZ/Te Kawa Mataaho. The guidance does not define genders. Our internal workforce data relies on staff to self-identify; the options are Male/Female/Another Gender/Prefer not to say.

2) Does the Treasury have any LGBTQIA+ training for its staff? If yes how many have done the training? If the training material was not developed in house who developed it? What was the cost, if any, of developing and running this training? Can I have a copy of this training?

Yes. MBIE provided us with their "Including the Rainbow Community" e-learning module, which we make available to all staff via our Learning Management System. Because the content does not belong to us, we are unable to share it. 82 people have completed the module since making it available in August 2022. We also have a suite of Inclusion modules, including one on gender and sexual identity, developed by and made publicly available by Microsoft. 8 people have completed it since February 2024. A link to their website has been included in the table below. Neither of these modules had a cost.

In 2021-2022, external provider InsideOut delivered two LGBTQIA+ training sessions. These sessions cost a total of \$1000 plus GST. Because the content does not belong to us, we cannot provide you with a copy of this training.

3) Does the Treasury have a DEI policy or run DEI initiatives/training? If yes can I have a copy of the DEI policy or whatever the Treasury call it in-house? Can I also have a list of the DEI initiatives the Treasury undertook in-house in 2024? If there were to many what were the top five most expensive (staff time, money or both)?

Yes, the Treasury has a DEI policy and strategy. There is a copy of our combined D&I strategy and Kia Toipoto gender and ethnic pay gap action plan published on our website. A link has been provided in the table below.

The main DEI initiatives we have run in 2024 were led by our Employee-led Networks and supported by our People & Wellbeing team. Those initiatives include the following:

- Our internal Rainbow Network hosted a Pride Month Bake Sale and Networking event. They were voluntary and lasted about an hour each. Neither required any funding.
- Our internal Women's Network hosted an event for International Women's Day in which they streamed the ZONTA breakfast and invited members to a picnic. These events were an hour each and did not require funding. We sponsored two women to attend the Women in Public Service Conference, which cost \$220 plus GST per person.
- Our Pan-Asian Network hosted a guest speaker session, which was delivered pro bono. We sponsored two women to attend the Accentuated Leadership Programme

for Women of Colour in the public sector, which cost \$3,250.00 plus GST per person.

- Our Neurodiversity Network hosted a series of webinars on ADHD, facilitated by ADHD Alex. The total of three sessions cost \$5,100.00 plus GST.

4) Is the Treasury involved in any LGBTQIA+ or DEI public service groups or initiatives? If yes what are they?

Yes, our Employee-led Networks connect in with their cross-agency counterparts, e.g. The Treasury Rainbow Network connects in with the Cross-Agency Rainbow Network (CARN). A member of our People & Wellbeing team attends the quarterly DEI Community of Practice meeting hosted by Te Kawa Mataaho.

5) Does the Treasury require its staff to use preferred gender pronouns? If yes can I have a copy of these requirements?

No, we do not require staff to use preferred gender pronouns.

Information publicly available

The following information is also covered by your request and is publicly available on the Treasury and Microsoft websites:

Item	Date	Document Description	Website Address
3.	22 December 2024	Our combined Kia Toipoto and Inclusion & Diversity plan	https://www.treasury.govt.nz/sites/default/files/2023-12/kia-toipoto-inclusion-diversity-plan-dec23.pdf
4.	n/a	Microsoft Learning Library	https://www.microsoft.com/en-us/inclusion-journey/library

Accordingly, I have refused your request for the documents listed in the above table under section 18(d) of the Official Information Act:

- the information requested is or will soon be publicly available.

Please note that this letter (with your personal details removed) and enclosed documents 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

Michelle Ewing
Head of Organisation Development

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Inclusion and Diversity (I&D) Policy

Version	7.0	Contact	Head of Workforce Capability
Status	Current – In effect from 28 July 2023	Approved	Acting Chief People Officer 28 July 2023
Owner Group(s)	People and Wellbeing	Owner(s)	Chief People Officer
iManage	2220315	Due for Revision	July 2025
File Reference	HR-8	Revision History	Refer to the Register of Corporate Policies (1934553)

Please do not make unauthorised electronic copies or new versions (drafts) of this Treasury corporate policy. Contact Governance&Accountability@treasury.govt.nz to have updated policies recorded in the Register of Treasury Corporate Policies (1934553).

The Treasury's Commitment

The Treasury is committed to valuing diversity and fostering a culture of inclusion to support our performance, reputation, and ability to be a good employer. Valuing diverse perspectives, experiences, skills, and approaches:

- Helps us understand New Zealand's real-world and complex challenges and provide policies and services that raise living standards.
- Leads to robust analysis, well-informed advice, and increases buy-in for action.
- Positively influences stakeholder perceptions of the quality, credibility, and relevance of our mahi.
- Stimulates and encourages innovation and different work practices, enhancing our effectiveness, productivity, and adaptability.
- Supports our people to feel valued and included which strengthens individual contribution and organisational performance.
- Supports us to attract and retain talented people now and in the future.

Scope and Fit

This policy applies to all staff members (Note: permanent, fixed term, temporary, and casual employees, along with secondees and contractor, are collectively referred to as staff).

Principles

The Treasury will:

- ▶ Ensure employment approaches, processes and practices are inclusive to all and support our ability to attract, recruit and retain people from a wide variety of different cultures, backgrounds, perspectives, and experiences.
- ▶ Align our culture and management systems to promote and support inclusion and diversity – including flexible working, He Manaaki, increased leave options (e.g., transferring public holidays).
- ▶ Develop the capability of our people leaders and others to create inclusive environments where diversity of thinking is valued, and people feel safe to be themselves.

- ▶ Identify and tackle systemic and unconscious bias, mitigating its effects in our workplace.
- ▶ Enable and support our people to contribute different ideas, appropriately challenge others in a safe and respectful manner and seek a broad range of perspectives (internally and externally).
- ▶ Report regularly on diversity metrics to inform the decisions of the Executive Leadership Team and others.
- ▶ Advocate for and support the development of more diverse and inclusive workplaces within and beyond the Public Sector and supports the standards outlined in the State Services Standards of Integrity and Conduct.
- ▶ Regularly revise and evolve our inclusion and diversity strategy, approaches, and behaviours.

Definitions

- ▶ **Inclusion** - An inclusive organisation is one where all individuals are respected, valued, engaged and able to contribute to their fullest potential. Inclusion is how diversity is recognised, valued, and leveraged to create a fair, healthy, and high-performing organisation
- ▶ **Diversity** - The variety of differences and similarities among people. Includes *cognitive* diversity (e.g., an individual's education, expertise, thinking style, work experience) and *demographic* diversity (e.g., ethnicity, tribal/indigenous origins, age, culture).

Related Guidance and Legislation

- ▶ I&D intranet pages (includes our I&D Strategy) and Flexible working information
- ▶ Employee Networks and Cultural and Language groups at the Treasury. Employee-led Network Guide
- ▶ He Manaaki and the Treasury Performance Framework
- ▶ Acceptable Behaviours at the Treasury (2016929)
- ▶ Speak up safely guide (4039583)
- ▶ Leave Policy and Leave Guidelines
- ▶ Treasury's Code of Conduct
- ▶ Public Service Act 2020

Responsibilities

Person / Party	Responsibilities
ELT	<ul style="list-style-type: none"> ▶ Owns the I&D policy on behalf of the organisation and is ultimately accountable for the success of the Treasury's I&D work and ensuring that the Treasury is an inclusive and diverse workplace.
People and Wellbeing	<ul style="list-style-type: none"> ▶ Aligns our management systems and processes to promote and support inclusion and diversity (e.g., via learning and development offerings and approaches to recruitment, deployment, and promotion). ▶ Owns the internal governance for the I&D strategy - includes planning actions, tracking progress, ensuring accountability, and addressing barriers so that progress can be made.
People Leaders	<ul style="list-style-type: none"> ▶ Consider how to use this policy and translate it to meaningful action in their area. ▶ Are exemplars, promoting diversity of thought and initiatives in their teams and across the Treasury, ▶ Are curious and encourage diversity of thinking by gathering a broad range of perspectives as they go about their technical, project, and daily leadership. Use facilitation techniques and technologies to ensure the creation of open and safe environments where a range of views are expressed and considered. ▶ Ensure selection processes are equitable and support diversity e.g. ensure that job descriptions accurately describe the jobs being advertised; ensure that the types of skills, experience and qualifications reflect what's actually needed and do not overrate the requirements for the position; ensure interview panels are diverse (e.g. include more than one gender). ▶ Ensure all team members have equivalent access to their immediate people leader and opportunities to share their thoughts and be heard. ▶ Hold effective performance conversations – includes ensuring expectations of behaviours of Treasury performance are met.
All staff	<ul style="list-style-type: none"> ▶ Listen to understand. ▶ Operate professionally and in line with the expected behaviours in this policy and in the Treasury Code of Conduct. ▶ Demonstrate a growth mindset - proactively developing and continuously improving their practice. ▶ Treat each other with mutual respect.

If you have any questions or require further information about I&D, talk with your HR Business Partner or email I&D@Treasury.govt.nz.

Inclusion and Diversity (I&D) Strategy

Treasury's Vision | Lifting living standards for all New Zealanders

Why I&D matters to us

The Treasury is best placed to achieve our vision of being world-leading and raising living standards for New Zealanders when we embrace diverse thinking, adopt inclusive ways of working, and effectively engage with and support the many different communities within New Zealand.

Key terms

Inclusion – the sense of belonging, respect and appreciation for your contributions

Cognitive diversity – different way of thinking, viewpoints and skillsets

Demographic diversity – characteristics such as gender, ethnicity, physical disabilities, age, and sexual orientation

What we want to achieve

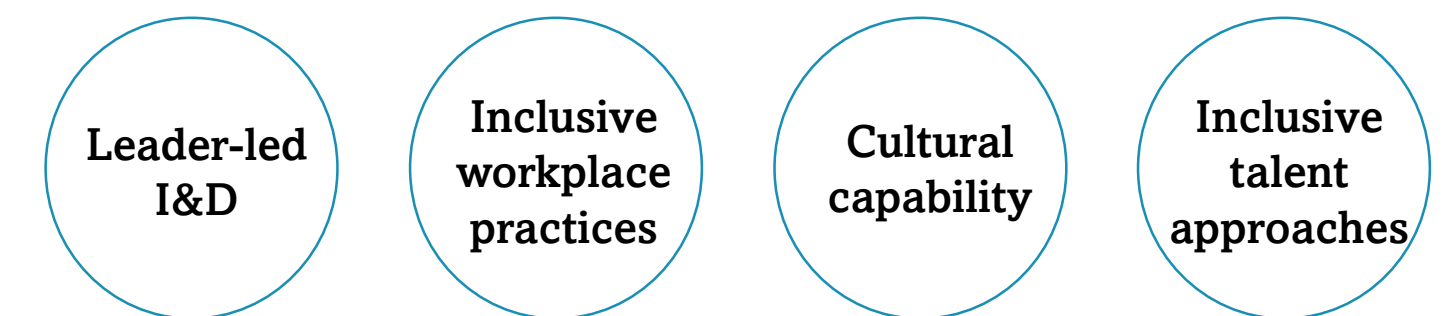
We want the Treasury – Te Tai Ōhanga – to be an organisation that:

- ✓ is genuinely inclusive – people are treated with fairness, respect and care and are supported to be their best
- ✓ attracts, develops and retains a diverse range of talented people
- ✓ makes the best use of the diverse skillsets and experiences of all our people
- ✓ raises living standards for all New Zealanders, informed by diverse perspectives both internally and externally

Our areas of focus

1. Cultivating an inclusive, positive and safe workplace culture
2. Building a pipeline of diverse talent at all levels of the Treasury

I&D aims



How will we get there?

- Embedding our refreshed Values & Behaviours
- Continuing to monitor our policies and processes mitigate against bias
- Continuously improving our suite of people metrics to help us set clear expectations, build awareness and capability, understand our progress, shape our activities, and share our stories

