

TE TAUNAKI
Public Service Census
2021



**Te Kāwanatanga
o Aotearoa**
New Zealand Government

Gender Deep Dive

August 2023



Te Kawa Mataaho
Public Service Commission

Contents

Diversity and inclusion in the Public Service.....	3
About the survey.....	4
About the deep dive reports.....	4
From the Cross-Agency Rainbow Network (CARN).....	5
Under the rainbow umbrella	7
Gender	7
Reading this report	8
How to read the charts in this report	8
Open text responses	9
Section One: Demographics of genders in the Public Service	10
Age	10
Ethnicity	10
Region	11
Sexual identity.....	12
Disability.....	13
Section Two: Occupations, leadership, and remuneration	15
Occupations	15
Leadership.....	16
Remuneration	17
Section Three: Reasons for joining and staying in the Public Service.....	18
Section Four: Development opportunities and satisfaction with work.....	21
Development opportunities.....	21
Satisfaction with work	22
Section Five: Inclusion.....	24
Feelings of inclusion.....	24
Barriers and suggestions to improve inclusion.....	25
Conclusion and next steps	29

Diversity and inclusion in the Public Service

Diversity and Inclusion (D&I) is an essential part of the Public Service. We want our Public Service workplaces to value, reflect and understand the communities that we're here to serve. The Public Service Act 2020 supports our D&I commitments with requirements on leaders to promote diversity and inclusiveness within our workforce and workplaces. Everyone in the Public Service is entitled to work in a safe and inclusive workplace, where people treat one another with respect.

For more than five years Te Kawa Mataaho has been focused on building a diverse and inclusive Public Service. We have made some significant gains in that time, but we know that there is still work to do. We value the voices and experiences of our people and collect the data to help give us a better picture of the experience of public servants and ideas of how our workplaces can be more welcoming and inclusive of a wide range of communities.

We are committed to doing more work and Te Taunaki provides an important benchmark and deeper understanding of where the focus needs to be. Today, the Public Service has a comprehensive approach to achieving diversity, equity and inclusion which includes three main work programmes.

- The [Papa Pounamu](#) work programme sets priorities for growing Public Service diversity and inclusion capability;
- the [Kia Toipoto](#) and [Pay Equity](#) work programmes provide plans to address pay gaps and workplace inequities;
- the [Positive and Safe Workplaces](#) programme helps agencies to create work environments where people enjoy working, are respected and can contribute to their potential.

About the survey

A diverse and inclusive Public Service is essential to the work we do to serve the people and communities of Aotearoa New Zealand. To provide better services that improve the lives of all New Zealanders – and to have their trust and confidence – we must show that we value and reflect our diverse communities.

Te Taunaki | Public Service Census 2021 (Te Taunaki) captured information across a range of demographic and job dimensions, allowing us to explore characteristics of the different genders of public servants and how feelings of inclusion were, particularly for those with genders other than the binary male and female. Understanding this helps us to gain a better picture about what's working well and where we need to do more to be an employer of choice for all of our workers.

Te Taunaki was New Zealand's first Public Service Census. About 60,000 public servants working in 36 agencies (departments and departmental agencies) were asked questions focusing on diversity, inclusion and wellbeing at work, a unified Public Service, and strengthening Māori Crown relationships. The final overall response rate was 63.1%, representing the views and experiences of about 40,000 public servants. New Zealand's first Public Service Census started on 11 May and closed in early June 2021.

About the deep dive reports

Cross-agency Employee-led Networks (ELNs) were an important stakeholder of Te Taunaki Public Service Census and Te Kawa Mataaho engaged with them in the development and planning stage, consulting on the survey, and they helped increase response rates of members of their communities. After Te Taunaki was completed, we reached out to ELNs to see what questions we could answer for them based on the data that had been gathered in Te Taunaki or the Workforce Data. This proactive approach to information ensured that there was benefit for the ELNs in continuing to be involved in Te Taunaki.

The deep dive research papers that have been produced as part of this process present reporting on topics of interest to ELNs. Te Kawa Mataaho has now completed deep dive research for: We Enable Us (WEU), the Cross-Agency Rainbow Network (CARN), and Government Women's Network (GWN). The research covers the experiences reported in Te Taunaki by disabled public servants, and public servants who are transgender, intersex or of multiple/another gender/s or different sexual identities, and women in the Public Service.

Te Taunaki gives us just a start at understanding the effects of intersectionality on feelings of inclusion, but further work is needed to explore the combined effects of diversity dimensions. We are continuing to learn from what this data tells us, and the experiences of different communities and are working with the cross-agency ELNs on plans and initiatives for the future and to help us achieve our goal of improving inclusion in our workplaces and for New Zealand's public servants.

From the Cross-Agency Rainbow Network (CARN)...

We know that without data, we cannot be counted. As the Cross-Agency Rainbow Network, representing rainbow public servants across the motu, we want to see data being collected about us that paints a picture of the state of the public sector when it comes to rainbow inclusion. We want to see our successes, the challenges we face and where we as a community and the public sector can do more.

CARN aims to create a wide, deep and sustainable shift in strengthening the participation, representation and respect of people with diverse SOGIESC (Sexual Orientation, Gender Identity and Expression and Sex Characteristics) throughout the public sector. As a network, CARN endeavours to be accessible, inclusive, welcoming and representative of all SOGIESC-diverse communities. CARN stands by members of our rainbow communities, and strives to promote the dignity, respect, and safety of these people in our network, across our public sector, and in the communities we serve.

The key to building a diverse and inclusive Public Service, is building data and information. That's why we were excited to collaborate with Te Kawa Mataaho to produce these four deep dives focussed on the rainbow community. The experience of rainbow public servants is not uniform across groups, and without analysing the data in more detail, we aren't able to see the full picture. We were able to work alongside the teams at Te Kawa Mataaho to identify that separate deep dives were needed, focussing on sexual identity, and public servants who were trans, intersex, or of multiple/other genders.

We note also the importance of intersectionality and the range of experiences for different communities within our broader rainbow whānau.

We hope these deep dives will be a valuable resource to draw on as the Public Service takes a focussed approach to rainbow inclusion going forward.

For this report on people of another and/or multiple gender/s, the relevant questions or topic areas from Te Taunaki that were socialised with CARN were:

- How representative is the Public Service of the wider community/communities in New Zealand? (and what aggregate of communities would be useful?)
- How many people from these communities are working in the Public Service?
- More information on number of people for groups within the communities (i.e., intersectionality with iwi, ethnicity, etc)
- How are these communities represented across regions within the Public Service?
- What kinds of roles do these communities have? Any over representation in occupational grouping?
- Are members of these communities well represented in leadership positions?
- Are these communities paid what others in the Public Service are? (by age / tenure median pay band)
- Do members of these communities have access to training and career development opportunities?
- Why did members of these communities join the Public Service? Why do they stay?
- Do members of these communities feel included at work? If not, what would they like to have their agency do (based on the qualitative questions in the Census)?
- Do members of these communities feel satisfied with their job?
- What differences in experience across age / tenure are there within these communities and between others?
- How similar/different are the barriers/enablers/positives described by these communities?

Under the rainbow umbrella

Te Taunaki | Public Service Census 2021 collected information on experiences of working in the Public Service for people in rainbow communities. Rainbow is a broad umbrella term that covers different gender identities (the definition relevant to this report is provided below) as well as sexual identities, gender expressions, and sex characteristics.¹

Te Taunaki results indicate that rainbow communities make up 9.4% of Public Service staff, and that the experience of working in the Public Service can be less positive for some people within these communities.

Gender

Gender is an individual's internal sense of being a woman, a man, neither of these, both or somewhere along a spectrum. Gender is not fixed and is able to change.

Te Taunaki asked for people's gender by asking them to select 'Female', 'Male' or 'Another gender'. People were able to select more than one option (multiple genders) and those who selected more than one option were counted in the multiple genders category only rather than in each of the genders they selected. For example, if someone selected male and another gender, they were only included in the multiple gender category rather than in both the male and another gender categories.

Those who selected 'Another gender' were able to specify in writing. Examples of written responses include non-binary and gender fluid. Options were also provided for 'Don't know' and 'Prefer not to answer' but people who selected one of these options were not included in this analysis. Separate questions were included for people to indicate whether they were also transgender or intersex.

Results from Te Taunaki show a similar female/male split to the 2021 Workforce Data with 64.3% female and 35.2% male but show a greater number of those with other genders at 0.5% (0.4% who are another gender, 0.1% with multiple genders). It is also worth noting

¹ The information collected for rainbow communities in Te Taunaki followed the Stats NZ standards for sex, gender, sexual identity, and for variations of sex characteristics.

that almost half of those in the another and multiple gender/s group were also transgender (45.7%) and 5.6% were also intersex.

StatsNZ has released June 2020 data that combines other genders with indications of a person being transgender to provide a single figure for ‘transgender and non-binary’ people. This is 0.8% of the New Zealand adult population and this aligns with the figures for Public Service staff from Te Taunaki. Of this group from the Stats NZ data, 38.5% percent were non-binary people (people who have reported another gender).

The experiences of people of another or multiple genders are the focus of this particular report, with the two groups combined due to the comparatively small numbers in either group. It is worth noting that even with combining the groups, the number of people in individual categories across questions in some cases were too small to be able to be reported on due to privacy concerns. Maintaining the privacy of respondents to Te Taunaki was vitally important for the integrity of the survey. In other cases, numbers were large enough to protect privacy but were still small enough to be considered indicative only.

Other publications are available looking at different communities under the rainbow umbrella such as people of different sexual identities, transgender public servants, and intersex public servants.²

Reading this report

How to read the charts in this report

The charts in this report show the way public servants of various genders are distributed across groups in various key areas such as demographics, qualifications, and feelings of inclusion. This means that for each section of the graph, the different coloured bars will show what proportion of public servants of each gender are in that group so that comparisons can be made. For example, in Figure 1 below, the mid blue bar shows the

² The questions from Te Taunaki used to analyse who was in each of these communities were:

- Are you transgender? [Responses: Yes, No, Don't know, Prefer not to answer]
- Do you have an intersex variation? [Responses: Yes, No, Don't know, Prefer not to answer]
- Which of the following do you identify as? [Heterosexual or straight, Gay, Lesbian, Bisexual, Other – please specify, Don't know, Prefer not to answer]

proportion of public servants of each gender that are under 25 years of age, the green bar shows the next age group, 25 to 34 years, for each of the gender groups and so on. This shows that the smallest proportions of each group are generally in the youngest and oldest age groups and there is a noticeable spike in the 25 to 34 years age group for the another or multiple gender/s group.

In some charts, variables are missing. This is because either there is no-one in the grouping or the number of people is too small to pass our confidentiality requirements. For example, in the age group chart, no figure is included for the 65 years or over group for the another or multiple gender/s group –the numbers are either zero or fail the test for confidentiality.

Open text responses

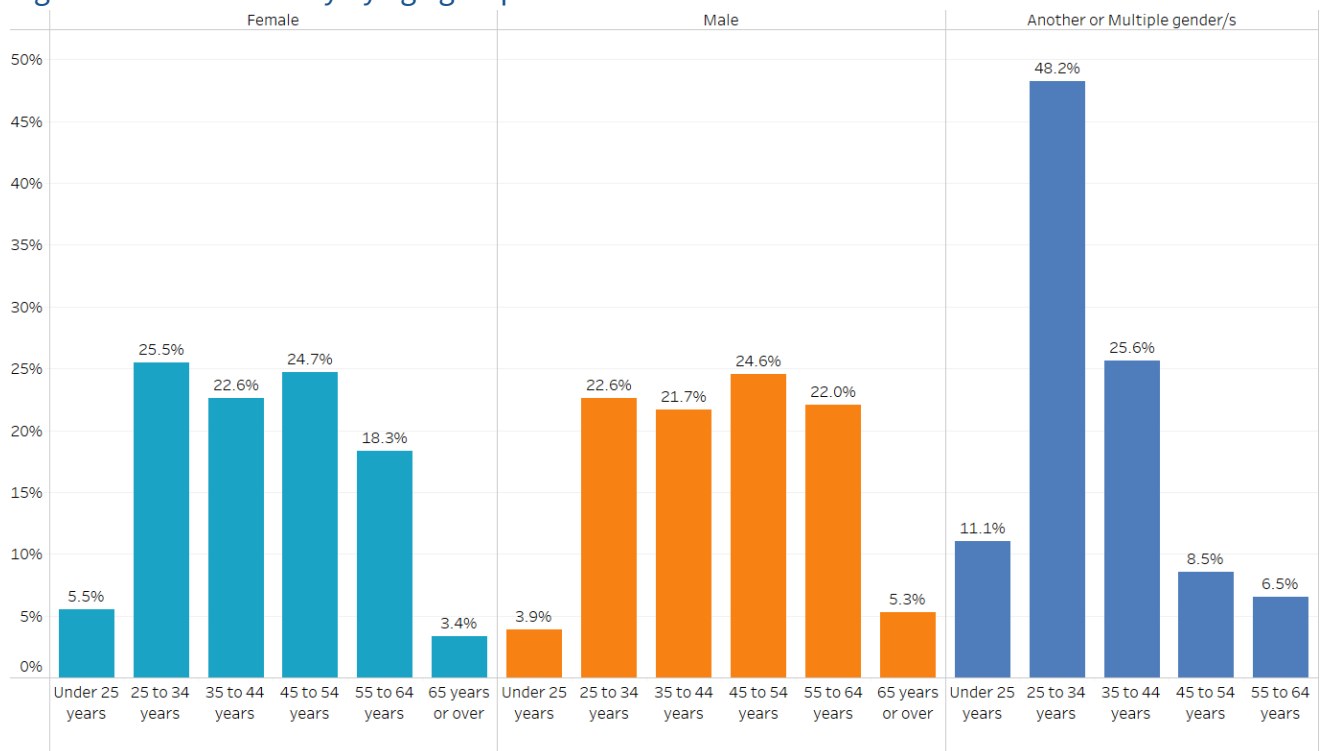
Te Taunaki also gave respondents opportunity to identify what their ‘agency/department do to make you feel more comfortable about being yourself at work?’. There was also an opportunity in Te Taunaki to identify if there was ‘anything else about your experience of working for the New Zealand Public Service you would like to comment on?’. Of those who identified as another or multiple genders, a total of 186 responses were given across the two questions and these comments covered a broad range of work topics. In this report, we have included quotes and summaries of the comments from public servants of another or multiple genders where they related to the topics being covered.

Section One: Demographics of genders in the Public Service

Age

The combined another or multiple gender/s group in the Public Service tended to be younger than their male and female colleagues. This is similar to what is seen in Aotearoa’s LGBT+ population overall ([Stats NZ](#)). Another or multiple gender public servants had noticeably larger proportions in the 25 to 34 age group than those who were female or male.

Figure 1: Gender identity by age groups



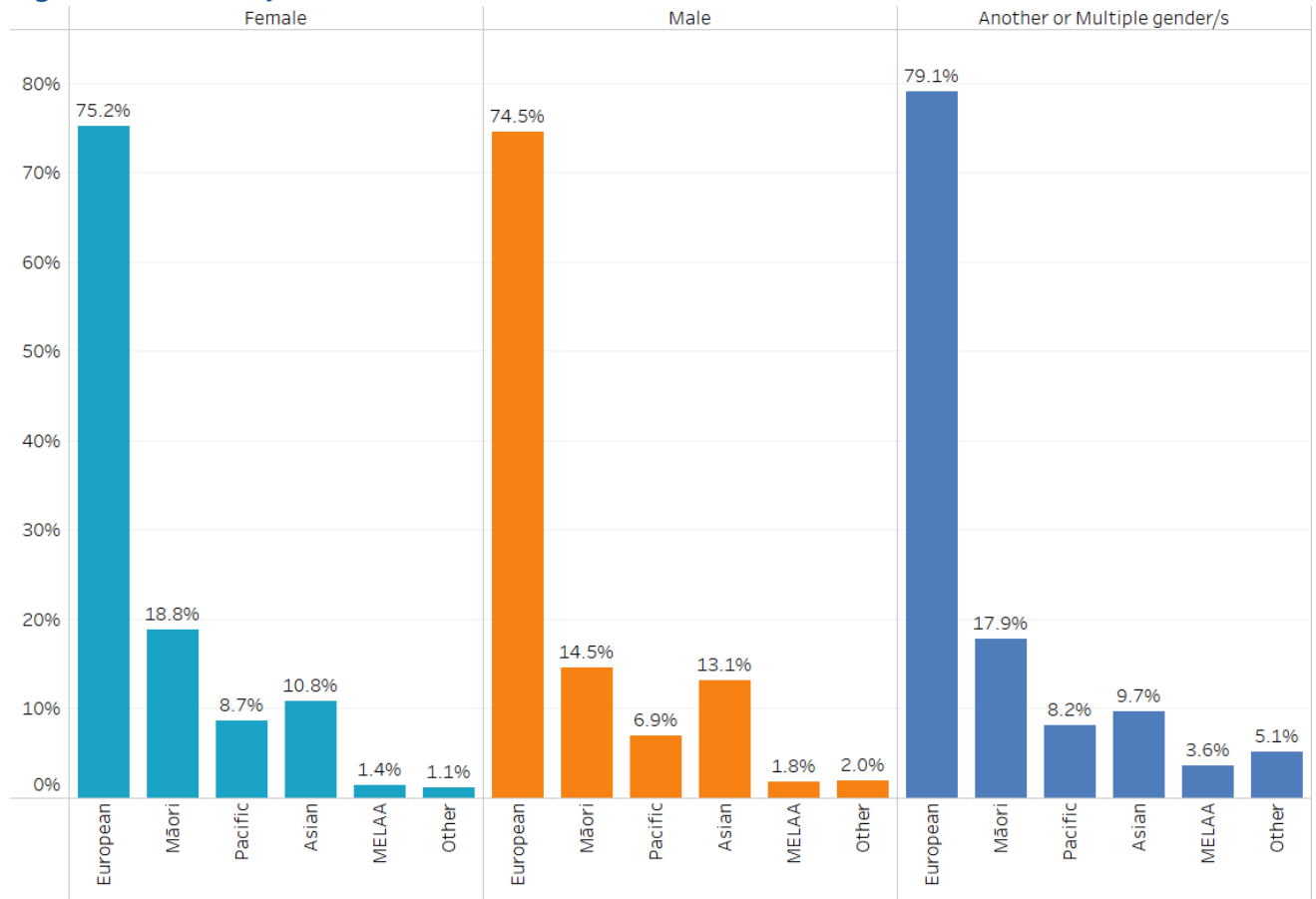
Ethnicity³

The distribution of ethnicity was broadly similar across the gender groups. The main exceptions were that the another or multiple gender/s group had a higher proportion of

³ Respondents could select multiple ethnicities and so percentage totals will not sum to 100.

European (79.1% of the another or multiple gender/s group, as opposed to 75.2% of females and 74.5% of males) and of Other ethnicity (5.1% of the another or multiple gender/s group, as opposed to 1.1% of females and 2.0% of males).

Figure 2: Genders by ethnicities



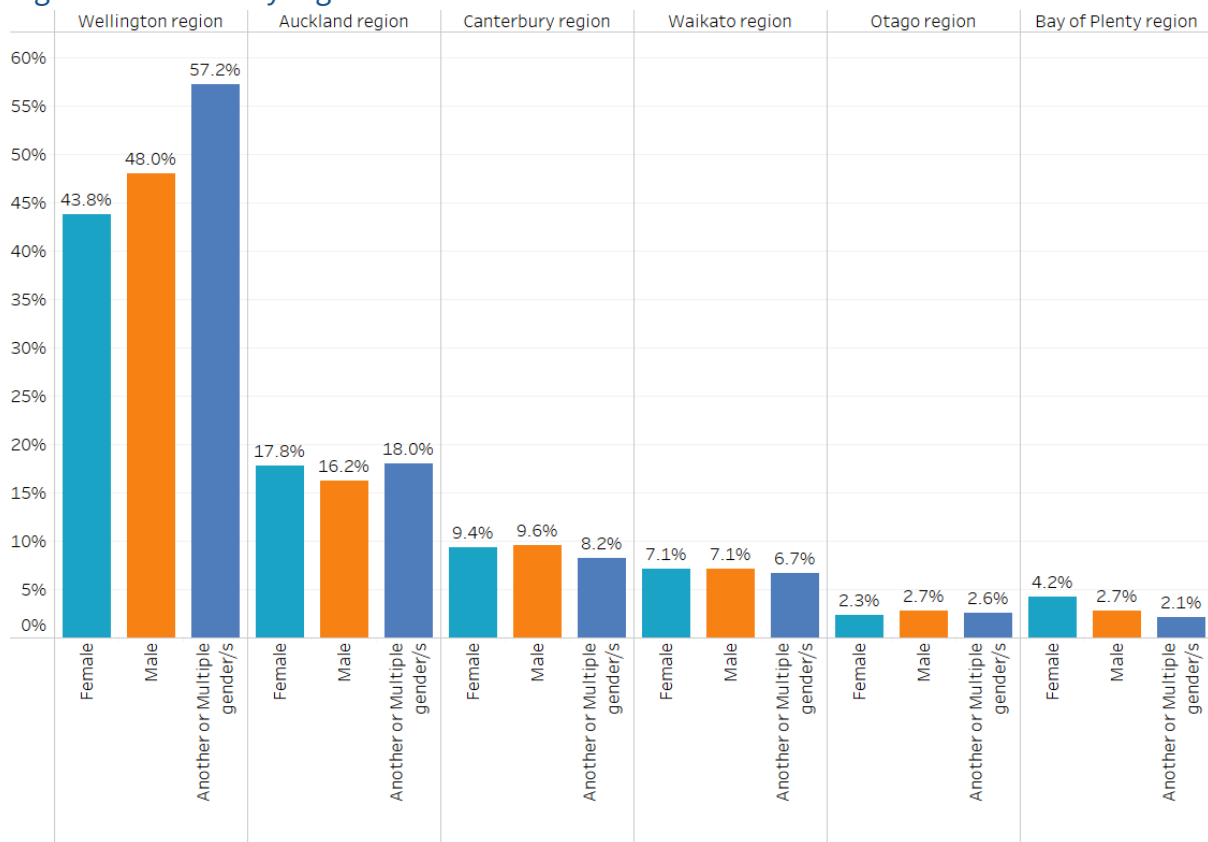
Region

The Wellington region was identified by Stats NZ in 2020 as having the highest proportion of LGBT+ people in New Zealand relative to its population, a finding that was also echoed in Te Taunaki with 60.3% of another or multiple gender public servants working in Wellington, compared to 43.8% of their female colleagues and 48.0% of their male colleagues.

Staff of another or multiple gender/s were nearly all based in the four regions with the highest concentration of public service staff – Wellington, Auckland, Canterbury, and the

Waikato – with a number of regions not having any staff with another and/or multiple genders.

Figure 3: Genders by region



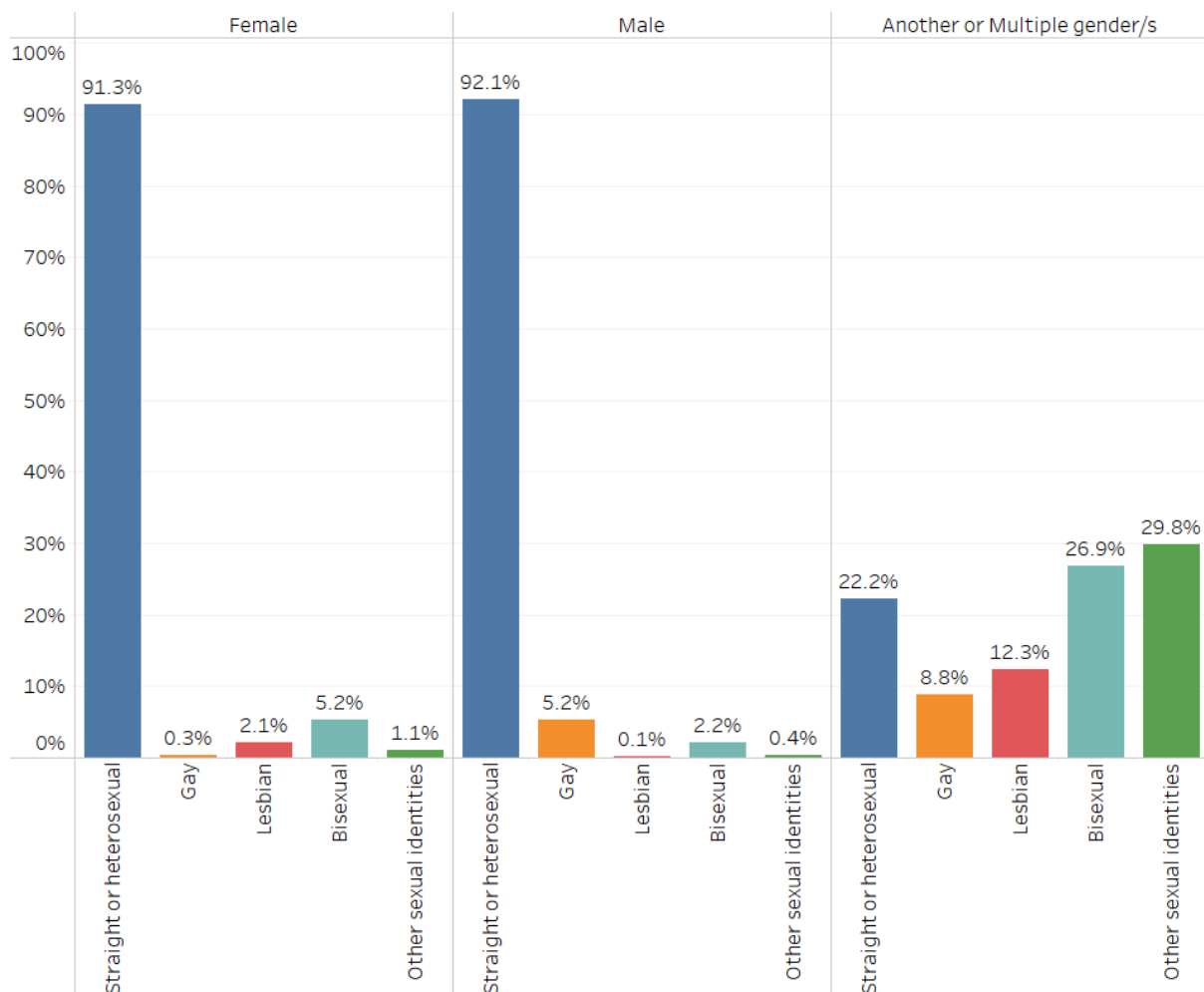
“Ability to do my job outside of Wellington would make me more likely to stay in public sector generally.”

Sexual identity

As well as gender, respondents were asked about their sexual identity in Te Taunaki. People were asked which of the following they identified as: heterosexual or straight, gay, lesbian, bisexual, or other (please specify).

The majority of female (91.3%) and male (92.1%) public servants were straight or heterosexual, whereas those public servants of another or multiple gender/s were more spread across the sexual identities, with the two largest proportions being ‘other sexual identities’ (29.8%) and bisexual (26.9%).

Figure 4: Gender identities by sexual identities

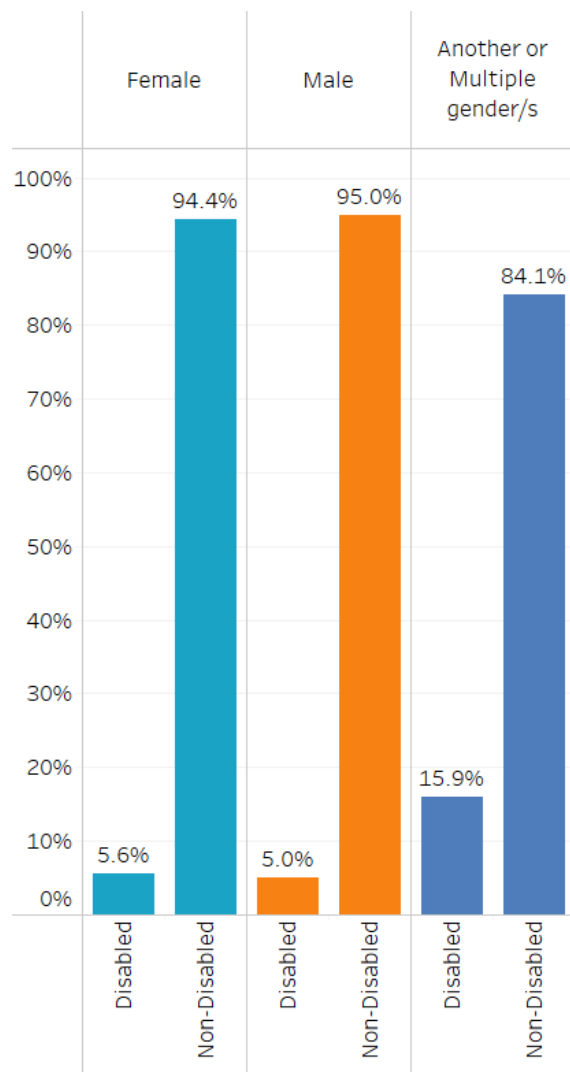


Disability

Te Taunaki collected information on disabled peoples' experiences of working in the Public Service. The questions used in the survey (the Washington Group Short Set of Questions) are an internationally valid and reliable way of collecting disability information, but they also have limitations. The activities asked about are those that are most often found to limit an individual's participation in everyday life, but they don't capture all disabilities or the prevalence of disability. Of those completing the survey, 5.5% or 2,191 public servants reported a functional limitation, disability, health condition or impairment that caused them difficulty.

A higher proportion of public servants of another or multiple gender/s (15.9%) indicated they were disabled than of the other two gender groups – 5.6% of female and 5.0% of male public servants. This is a similar pattern to that seen in the other rainbow groups in Te Taunaki.⁴

Figure 5: Disabled/non-disabled by gender



⁴ Where the size of the groups was sufficient to carry out the analysis.

Section Two: Occupations, leadership, and remuneration

Occupations

When it came to occupations, the highest proportions of public servants who were another or multiple gender/s were Information Professionals (18.1%), Inspectors and Regulatory Officers (14.9%) and Social, Health and Education Workers (13.3%). These were also the top three occupation groups for the Public Service as a whole in Te Taunaki, albeit in a different order (15.7% of the Public Service were Social, Health and Education Workers, 15.1% were Information Professionals, and 14.8% were Inspectors and Regulatory Officers).

The occupation groups where another or multiple gender/s had higher proportions than both female and male were:

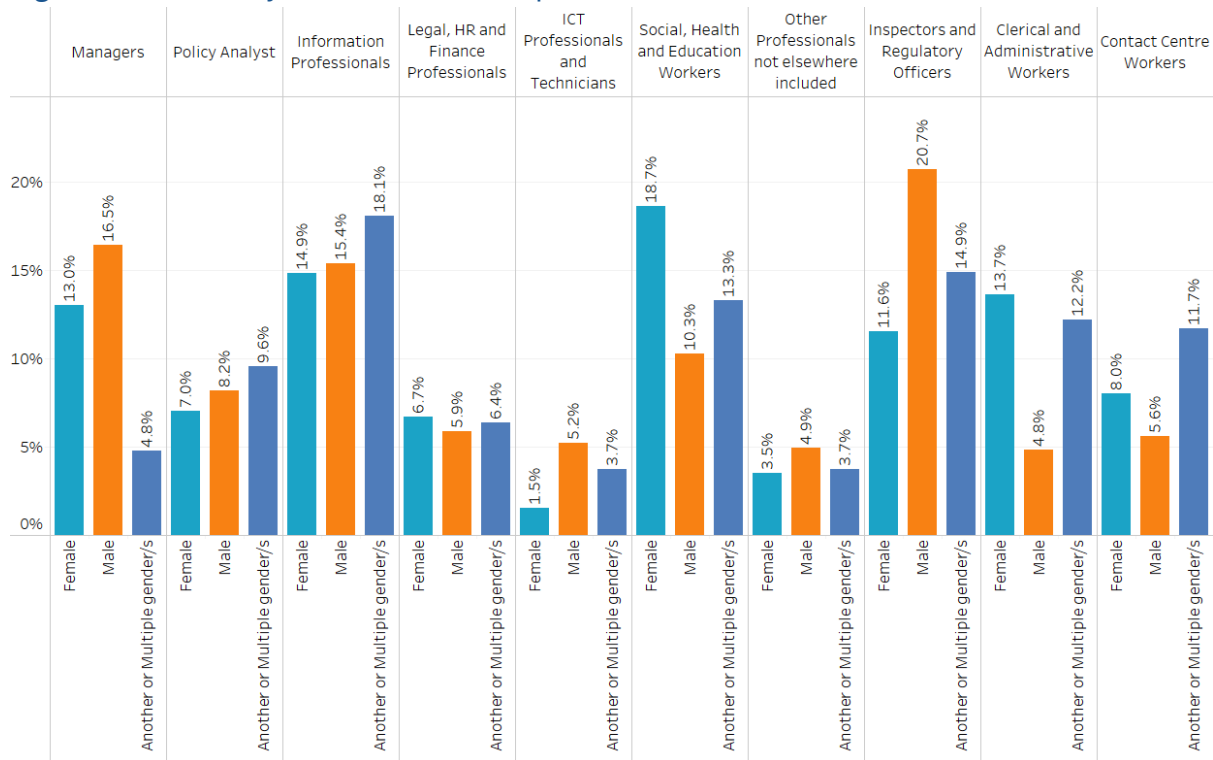
- Information Professionals (18.1% compared to 15.4% of males and 14.9% of females), and
- Contact Centre Workers (11.7% compared to 8.0% of females and 5.6% of males).
- Policy Analyst (9.6% compared to 8.2% of males and 7.0% of females),

The only occupation group where public servants of another or multiple gender/s had a smaller proportion than both male and female public servants was Managers. Just 4.8% of public servants of another or multiple gender/s were Managers, compared to 16.5% of males and 13.0% of females.

The younger age profile of transgender public servants is likely contributing to some of these differences. For example, we know from the Workforce Data collected by Te Kawa Mataaho that managers are the oldest occupational group in the Public Service.⁵

⁵ <https://www.publicservice.govt.nz/research-and-data/workforce-data-diversity-and-inclusion/workforce-data-age-profile/>

Figure 6: Genders by a selection of occupations⁶



Leadership

Public servants of another or multiple gender/s are represented across the leadership levels, including senior leaders. However, due to the low numbers of people of another or multiple gender/s in these roles and related privacy requirements, no specific reporting can be provided.

“Diverse representation in leadership roles. Provide a deliberate framework and pathway for people from diverse and marginalised groups to succeed as leaders by being themselves and providing them with the right support to do this rather than a 'one size fits all' approach to leadership.”

“Having a good manager is very important to the experience. I was very dissatisfied about a year ago with my previous managers but everything turned around when my current manager came in and empowered me to lead.”

⁶ Note that the Other Occupations occupation group was included in calculations for this chart but due to the small size of the group, it was not included as a category on the chart itself.

Remuneration

In Te Taunaki, the average full-time equivalent annual salary for public servants of another or multiple gender/s was \$74,400, compared with \$86,500 for female public servants and \$96,300 for male public servants.⁷

The small size of the group makes in-depth analysis difficult, however salary differences for people of another or multiple gender/s reduced slightly when looking across age groups.

“People in the public service deserve to receive pay increases in acknowledgement of their performance - this applies to those who are essential workers (doctors, teachers, etc.), as well as people working in ministries and departments.”

“Support lower wage workers tenfold”

⁷ Note that these numbers have been calculated from the responses of 63% of public servants who responded to Te Taunaki in 2021. We also collect gender using the administrative Workforce Data collection. This found that the average salary for men was \$95,400 and \$88,100 for women as at 30 June 2022.

Section Three: Reasons for joining and staying in the Public Service

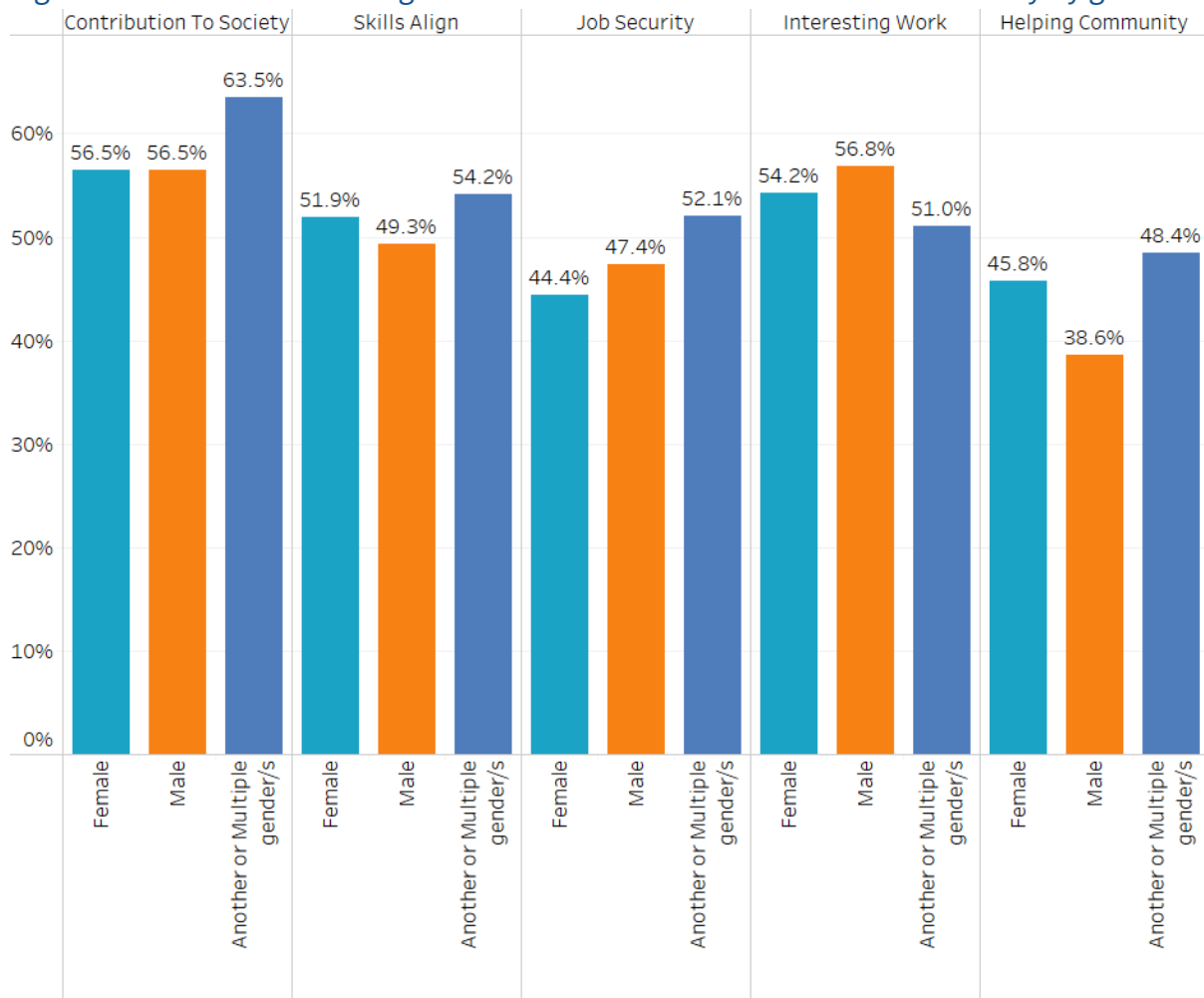
The five most popular reasons given⁸ by public servants of another or multiple gender/s for being initially attracted to working in the Public Service were:

- It's work that contributes positively to society (63.5%)
- The work is aligned with their job skills, experience or training (54.2%)
- There's job security (52.1%)
- It's interesting work (51.0%)
- It's work that helps people in their community (48.4%)

While these were also the top five reasons given by female and male public servants, public servants of another or multiple gender/s had higher proportions for four out of the five top reasons (the exception being it's interesting work, where they were the smallest proportion).

⁸ Respondents could select as many of the reasons as they felt were applicable.

Figure 7: Attraction to working in the Public Service for contribution to society by genders



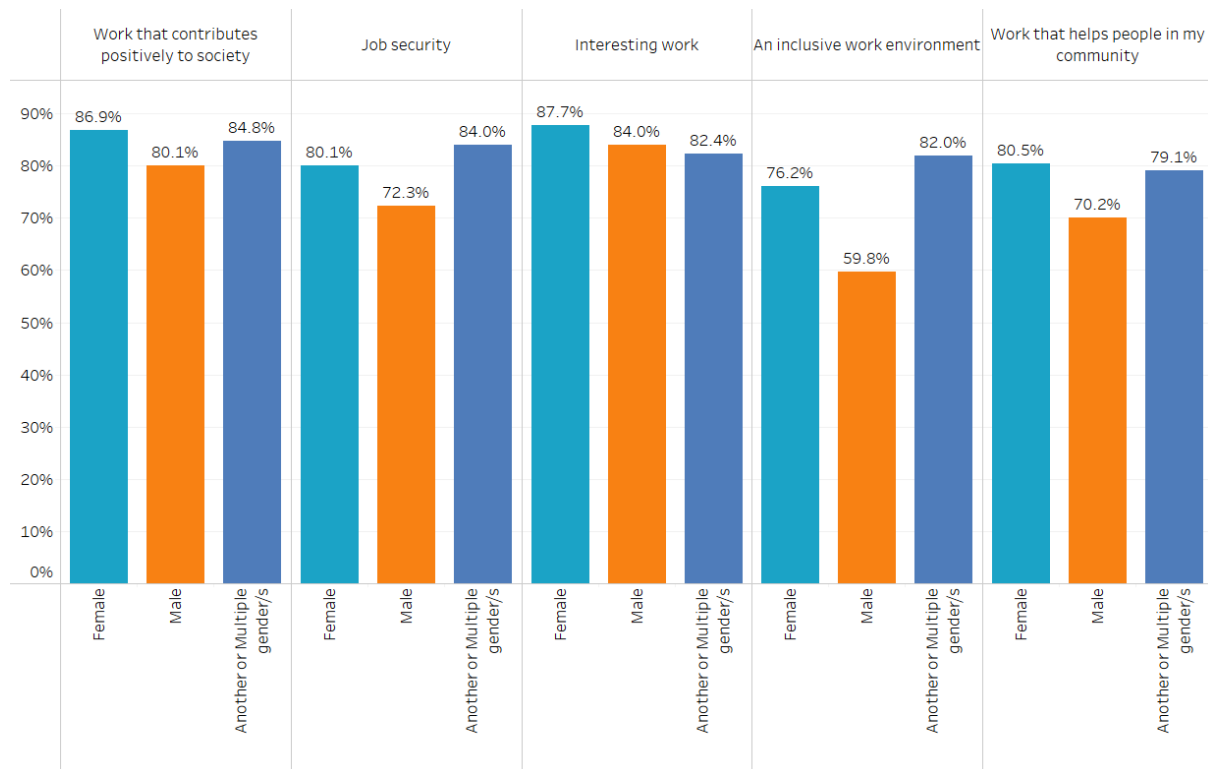
Public servants of another or multiple gender/s placed importance on reasons for staying in the Public Service that were similar to the reasons that had attracted them to the Public Service in the first place:

- Work that contributes positively to society (84.8%)
- Job security (84.0%)
- Interesting work (82.4%)
- An inclusive work environment (82.0%)
- Work that helps people in my community (79.1%)

Note that the top five reasons chosen by female and male public servants are slightly different to the five chosen by public servants of another or multiple gender/s (work

aligned with their job skills, experience or training was in the top five for both male and female, instead of an inclusive work environment).

Figure 8: Top five reasons for public servants of another or multiple gender/s staying in the Public Service compared to female and male



“I strongly feel I have worked on some important projects for the benefit of the community through my work, which I have enjoyed”

“I think it is a very privileged role to be able to serve our motu in a way that impacts lives so directly and especially in environments where my mental, emotional and physical health are comfortably supported.”

“The main thing which keeps me working in public service is that, I'm not working for the profit of a business. I'm working for the benefit of New Zealand. It is not something I understood straight away, but it is something that grew on me to the point where I'm not sure I would want to work anywhere else.”

Section Four: Development opportunities and satisfaction with work

Development opportunities

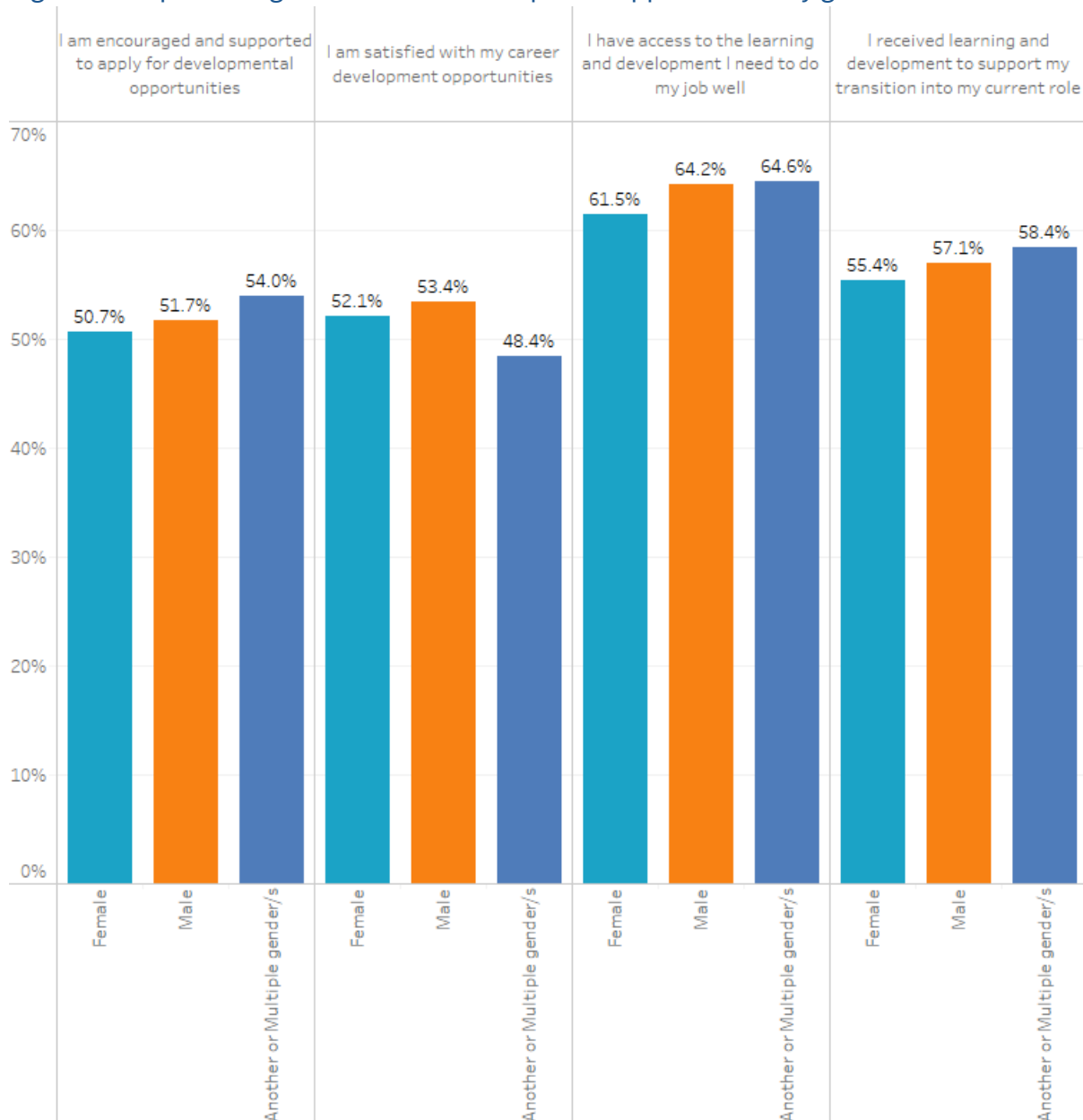
There were only small differences between public servants of another or multiple gender/s and their female and male colleagues when it came to agreement with statements about development opportunities.

Although public servants of another or multiple gender/s felt slightly less satisfied with their career development opportunities than their male or female colleagues, they were slightly more likely to report feeling supported in different aspects of their development.

“Public Service is a really great place to work for individual benefits - for career progression and remuneration etc.”

“Progression frameworks need to be improved. Upward movement and titles are inflated a lot more in the private sector which allows for more advancement and job satisfaction.”

Figure 9: Proportion agreement with development opportunities by gender



Satisfaction with work

While a relatively high proportion of public servants of another or multiple gender/s agreed that they felt satisfied with their work (60.2%), this was lower than for their female (69.2%) and male (68.8%) colleagues.

“I thoroughly enjoy my job it has purpose which is helping people get through and to be able to make a difference in other families lives.”

Work satisfaction seemed to vary quite a lot by age for public servants of another or multiple gender/s, with noticeably lower satisfaction for people under 35 years at 53.2% (compared to 66.8% of female and 67.4% male colleagues). However, looking at 35-54 years cohort, those of another or multiple gender/s were slightly more likely to be satisfied with their work at 72.3% (compared to 69.2% of female and 68.2% male colleagues).

Section Five: Inclusion

Feelings of inclusion

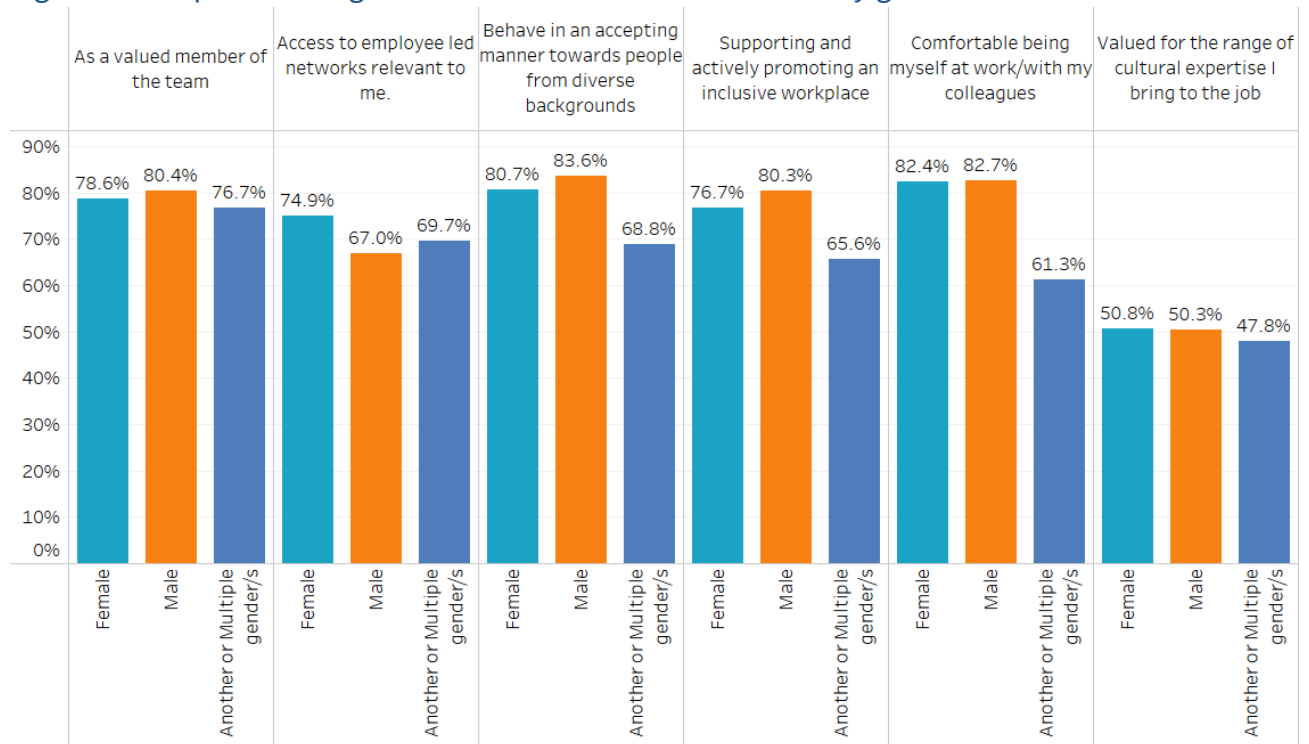
When asked if their colleagues gender them correctly at work, that is, use the correct name, pronouns and nouns for them, 52.9% of public servants of another or multiple gender/s said that everyone or most people do. This doesn't compare favourably with the experience of female and male public servants, 97.7% and 97.0% respectively of whom feel gendered correctly at work.

Public servants of another or multiple gender/s had slightly higher access to Employee-led Networks (ELNs) relevant to them (69.7%) than their male colleagues (67.0%) but lower than for their female colleagues (74.9%). For most other measures of inclusion, public servants of another or multiple genders reported a less inclusive experience. The most notable differences were in the extent to which public servants of another or multiple gender/s felt:

- comfortable being themselves at work/with their colleagues (61.3% compared to 82.4% female public servants and 82.7% for male public servants),
- that people in their workgroup behaved in an accepting manner towards people from diverse backgrounds (68.8% compared to 80.7% for female public servants and 83.6% for male public servants), and
- that the agency they worked for supported and actively promoted an inclusive workplace (65.6% compared to 76.7% for female public servants and 80.3% for male public servants).

Transgender and intersex public servants in Te Taunaki similarly experienced lower levels of inclusion across these measures.

Figure 10: Proportion of agreement with inclusion statements by gender



Barriers and suggestions to improve inclusion

In the open-ended comments, there were a range of ideas for improving inclusion for gender diverse communities within the public service. These included changes to policies, physical workspaces, education and use of pronouns, support for Employee-led Networks, and a variety of ideas that leaders can put into action.

Policy changes

“Greater inclusion of rainbow people e.g. not assuming binary genders or heteronormative relationships as the defaults, in our policies. In particular, greater flexibility toward people who are transgender, gender queer, gender fluid or exploring their gender identity (e.g. through HR policies, agility regarding pronouns, promotion of diversity training for staff, for SLT and managers etc).”

“Active divestment from binary gendered language and assumptions (e.g. they instead of he/she on documentation).”

“I'd like to note that my workplace has allowed for me to express myself through dress without it being called attention to, which I really do appreciate. My workplace has slightly more relaxed views around dress which has meant that clothing I feel more comfortable in e.g. male-fitted clothing or otherwise less form fitting clothing has been accepted. I think it's important to confront that in some workplaces, 'professionalism' has also meant the imposition of cis- and heteronormative ideals on people and I think expanding what can be considered 'professional' to include the genuine expression of identity for queer.”

“Greater emphasis on dressing/presenting as you want to - non-normative clothing, hair colour, etc does not necessarily mean less formal or workplace appropriate but is often interpreted as such.”

“The dress code standards are really gender specific and normative. It feels exclusionary and humiliating.”

“Allow me to have my correct name in the computer system.”

Access to gender neutral bathrooms

“Far more universal non gendered bathrooms”

“Provide gender-neutral bathrooms.”

Education for staff

“The core issue for me is around a lack of education for managers and staff around cultural sensitivity, gender identity and sexuality. I've heard a number of off-colour comments in my time at [Agency] and speaking out is either met with scoffs or eye rolls. I also often keep my gender identity to myself as I find myself being expected to educate my peers on the complexities of gender.”

“I wish there was a more comprehensive version of rainbow/gender education. My team is pretty good but it's taught from the perspective of personal interaction and not so much in terms of the systematic stuff e.g. people understand that they should use my pronouns if I tell them to but people assuming my gender still exists. The onus is always on me to explain, defend and announce myself and sometimes I prefer not to.”

“The [Agency] has a lot of positive initiatives surrounding inclusivity that all sound very progressive on paper. However, there are still a number of existing employees that are not totally educated and (from the impression I get) may not be that receptive to further education. While everyone I have encountered is for the most part well-meaning, there are still comments that are made that make me uncomfortable and less likely to be fully 'out' as a queer person in my workplace.”

“Having seminars on specific issues of marginalised groups (i.e. a talk by a transgender individual from an LGBTQ organisation)”

Pronouns

“Encouraging education on pronouns in the workplace.”

“Encourage staff to use the correct pronouns, even if the gender perception of staff may not agree with the gender identity of the pronoun holder. (As an example, even if I clearly present as androgynous, have introduced myself with the they/them pronoun and have they/them in my signature, all my direct people leaders and teammates call me 'she'.).”

“Using correct pronouns as per preferences rather than laughing at the idea of having to do so.”

“Make pronoun identification mandatory in signatures and when introducing new staff.”

Finally, one person raised feelings of safety as a barrier to their inclusion.

“There are many reasons a place (organisation, group, or team) might not be safe for some one to reveal their 'whole' selves and putting the onus on people who may be marginalised to bring their whole selves rather than the organisation or other individuals to learn and create a more inclusive space is an invitation to a marginalised person to put themselves in danger.”

Employee-led Networks

“It's been a long, long haul even to get to the point that we can safely start a network. It's still the case that we're struggling to nominate a manager to act as a mentor for the network.”

“Do a better job of actively making the [Agency] a safe and accessible place for LGBTQIA+ staff instead of expecting the employee-led network to do all the work.”

“Rainbow group is based in Wellington, not in my local office.”

“Assigned time/finances to reps in these networks”

“We don't have an active Rainbow Network in place. Nor is there any guidance/education on how to treat staff who use different pronouns and I'm not sure they'd be any support.”

“More actively promote the LGBTQIA+ space - I have not heard about the Rainbow group mentioned earlier in the survey.”

Actions for leadership

“It would be good to see senior and middle management being held accountable to those members of our workforce who behave poorly and unprofessionally. Those who discriminate and show microaggression towards minority groups should be held to a Code of Conduct. Rarely are there any consequences to this bad behaviour despite all the talk of wellness and wellbeing and inclusion and diversity. “

“Have some of our top leaders come out as LGBTI or at least show they are talking about events like pride and encouraging participation.”

“Inclusivity and diversity training for people leaders at every level”

“Give more visibility to rainbow communities and the issues we face.”

“Actively engage with and listen to rainbow staff about their experiences in the workplace and then take actions to implement the feedback.”

“More recognition of issues affecting queer people and more recognition and acceptance of mental health issues without stigma.”

Conclusion and next steps

The Public Service has had a dedicated diversity and inclusion programme in place since 2017. Significant progress has been made across the system, with the Public Service more diverse now than ever before. With strong leadership commitment to ensuring diversity and inclusion across the system, agencies are more focused and connected as they plan and deliver a range of diversity and inclusion initiatives at pace.

The data we have tells us that the diversity of the Public Service workforce is increasing and most public servants feel included in their workplace. But alongside this, it also shows that people from some communities within our workforce, do not. This cannot be overlooked.

Papa Pounamu continues to develop its work programme based on Te Taunaki and deep dive data and insights (and new insights as they arise). Te Kawa Mataaho also continues to work in partnership with agencies to increase the quality of the data collected and our employee-led networks to help understand it. High-quality data and insights are critical to understanding public servants and their experiences, where progress is being made and where our collective focus should be.

Over a two-year period from 2023-2025, the Papa Pounamu co-leads and Te Kawa Mataaho will work with CARN, Rainbow Chief Executives (i.e. chief executives who champion rainbow inclusion across the system) and agencies on a focused approach to rainbow inclusion.

With a strong system foundation in place, we are well positioned to place collective focus on inclusion for public servants from these communities. Papa Pounamu is committed to supporting agencies to collect and understand their workforce data and to planning and delivering initiatives to effect change.

This approach will focus on increasing the quality and breadth of rainbow data, increasing the numbers and visibility of rainbow public servants and leaders and removing inequities and barriers to inclusion for rainbow public servants. We are ambitious and committed to doing the work we need to, in collaboration with our cross-agency ELNs.

Te Taunaki 2024 will give us more data and insights and enables us to measure the progress we make.

For more information:

- [Papa Pounamu priority areas](#)
- [Te Taunaki Public Service Census 2021](#)
- [Te Taunaki Public Service Census: Inclusion deep dive](#)
- [Workforce data](#)

- [Cross Agency Rainbow Network](#)
- [Employee Led Networks](#)
- [Rainbow inclusive language guide](#)
- [Transitioning and Gender Affirmation in the New Zealand Public Service](#)
- [Pronoun use](#)