



ANNUAL REPORT 2022

20 March 2023

Government Women's Network TE AKA WĀHINE O AOTEAROA

The GWN Annual Report - reflecting on the last 12 months of mahi to improve outcomes for women in the public service



Top: Theresa Peters (CARN) and Fathima Iftikar (GWN)

Bottom - Official launch of the OAG Women's Network

L to R: Tuzla Lathiff, Jen Price, Tofilau Iris Webster, Amanda Gray, Nicole Ayo von Thun.



A word from Our Sponsors ...

In June of this year we were invited to become the new co-sponsors of the Government Women's Network. We took over from the inaugural sponsor, Naomi Ferguson (previously Inland Revenue Commissioner and Chief Executive).

We would firstly like to acknowledge Naomi as our former rangatira. Naomi was key to GWN being set up. She provided a base for GWN at Inland Revenue in its initial years until GWN had reached the stage that it could be supported by the Employee Led Networks team, now hosted at the Public Services Commission. Her contribution to the government women's network over the last few years has been huge, and we are now sponsoring a Network that is well established and strong, due to her leadership, and the work of all the women and other supporters who have come before. Ngā mihi maioha!

This is the first time GWN has had female and male co-sponsors, and it shows the crucial role that both men and woman play in breaking down gender barriers that detrimentally impact women. Gender stereotypes and norms limit the choices of a wide range of people, not just women, and we are pleased to show that all CEs across the public sector have a role in addressing these challenges.

We believe there is still a strong need for a Government Women's Network. Women make up 61.8% of the Public Service workforce. While female representation across the public sector has increased strongly over the past decade, representation at the senior leadership level remains below the proportion of women in the public service. In addition, the gender and ethnic pay gaps are declining but will not be eliminated without deliberate and sustained effort. There are also many frontline women working in the public sector who do not have access to development and pathways to other opportunities. Some women just don't feel valued, or a sense of belonging in their workplace.

This is where both GWN and other ELNs can play a role. We know that ELNs help people feel more included and have a sense of belonging. In the New Zealand public sector 72% said they had access to ELNs that were relevant to them. The National GWN Committee supports women's networks at the organisational level, as well as connecting with and sharing resources with other ELNs.

The GWN Steering Committee plays an important part in facilitating a bottom-up approach to improving outcomes and ensuring that the voice of women in the public service is heard. As sponsors our role is to support the areas of work that are identified as strategic priorities, to help with any barriers to GWN achieving your work programme, and to advocate for your needs, and the needs of our stakeholders. We will also advocate for this work across the public sector and with other public sector CEs. We can't make these changes alone, so we thank you each for the contribution you give – no matter how big or small. Through this work we will see the system level change which will allow all to be valued and included.

Renee Graham and Peter Mersi
GWN Sponsors



Renee Graham – Chief Executive Social Wellbeing Agency



Peter Mersi – Chief Executive Inland Revenue



Top – Launch of the AGWN Māori and Pacific Strategy

Bottom – Suki Xiao – Women of Colour Webinar



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A word from our Chair ...

Kia orana and warm pacific greetings

Firstly, thank you to all our public service women and allies across Aotearoa. You have prevailed through a year of change and continued to turn up and support GWN.

The Steering Committees are made up of Wahine Toa committed to creating and providing the step change you need to achieve your potential. We hope 2022 has provided platforms for you to be inspired and appreciate your position of importance in the public service.

This was a year that presented challenges in the public service as it navigated the response to COVID-19 but also welcomed the opportunities for flexible working, remote appearances and working from home. GWN took advantage of the changing environment and continued to deliver its programmes through online platforms reaching into the homes and work spaces of many.

In May, we farewelled Naomi Ferguson. A woman who paved the way for change - a pioneer, creator and sponsor of GWN who is a true ally of all women. Naomi has always put our networks voice at the heart of the diversity and inclusion work in the Public Service and we thank her and will continue to strengthen the ties she has established.

We welcomed Renee Graham and Peter Mersi as GWN Sponsors and acknowledge the co leadership that both bring.



Anita Edwards – *Chair of Government Women's Network*

We continue to work with the Employee Led Network programme office to deliver on our Strategy. We acknowledge their continued support.

This report will reflect the hard mahi of GWN, Auckland GWN and Southern GWN Steering Committees, who continue to serve in the spirit of service.

Mahalo e nā Akua - We thank our creators

*Mahalo e nā kupuna lā 'eā We thank our
ancestors*

*Mahalo me ke aloha lā We thank you with
aroha*

Anita Edwards (Chair)

Government Women's Network

STEERING COMMITTEE

Anita Edwards, Chair, =Tāhū o te Ture - Ministry of Justice

Karyn Thompson, Deputy Chair, Te Tauaarangi o Aotearoa - New Zealand Defence Force

Tofilau Iris Webster, Te Kawa Mataaho – Public Service Commission

Melanie Smith, Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development

Monique Esplin, = Te Tari Ture o te Karauna - Crown Law

Juliette Hayes, Te Tari Arotake Mātauranga - Education Review Office

Briar Wyatt, Manatū Mō Te Taiao - Ministry for the Environment

Sio Kihe La'a Talakai-Alatini, Te Manatū mō iwi ō te Moana-nui-ā-Kiwa - Ministry for Pacific Peoples

Dr Jacqui Matthews, Te Puni Kōkiri – Ministry of Māori Development

Dr Fathima Iftikar, Manatū Mō Te Taiao - Ministry for the Environment

Heather Guthrie, Manatū Ahu Matua - Ministry of Primary Industries

Dr Anna Milne-Tavendale, Manatū Wāhine – Ministry for Women

Laura Olsen, Nga Pirihimana o Aotearoa - New Zealand Police

Nicola Johns, Nga Pirihimana o Aotearoa - New Zealand Police

Sarah Leo Anderson – Te Aka Wāhine o Tāmaki Auckland GWN

Jennifer Leahy – Te Aka Wāhine o Te Waipounamu Southern GWN.

Our Strategy...

GWN is working to achieve system-level change

Nothing less is going to create the wide, deep and sustainable shift right through the public sector that we believe is required. We can do this by partnering with others and sharing solutions.

Our Strategic Priorities

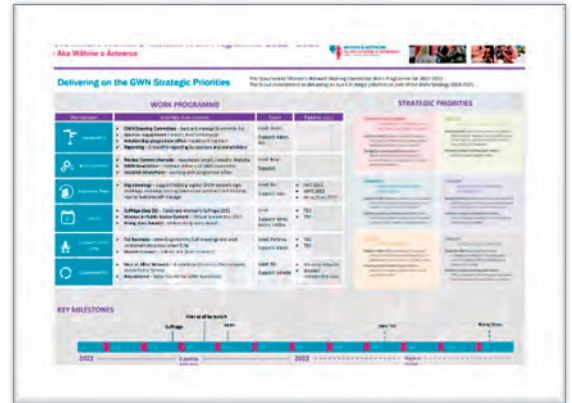
To build on our progress and address the challenges that remain GWN has identified **six priorities**. Focusing on these priorities will strengthen GWN and women’s networks in the public sector and ensure positive outcomes for individual women.

<p>Connect and support more women’s networks and help them use their influence</p> <p>Result for GWN: Women’s networks throughout the country are flourishing, connected, and influential and their voices are heard</p> <p>Results for women and the public sector: All women have access to a network to support them to thrive and work in healthy and safe workplaces</p>	<p>Advance public sector goals for women</p> <p>Result for GWN: Public sector women are informed about policies, initiatives, levers and resources which they can use to advance their careers and achieve their potential</p> <p>Results for women and the public sector: Equity in pay and opportunities</p>
<p>Celebrate wāhine Māori and women’s achievements</p> <p>Result for GWN: Women’s networks are an essential channel for illuminating successes and role models to inspire action and change</p> <p>Results for women and the public sector: More women are confident, inspired and motivated to advance their careers in the public sector</p>	<p>Increase professional and personal development</p> <p>Result for GWN: Networks are known and valued for boosting skills and sharing development advice and opportunities for career advancement</p> <p>Results for women and the public sector: The public sector workforce has more people achieving their potential</p>
<p>Ensure GWN is sustainable</p> <p>Result for GWN: GWN continues as the primary point of contact for women’s networks and is adaptable and responsive to changing needs</p> <p>Results for women and the public sector: Women in the public sector continue to be supported to thrive</p>	<p>Support other employee networks</p> <p>Result for GWN: Growth and connection of employee networks in the wider public sector strengthens GWN’s contribution to system-wide change</p> <p>Results for women and the public sector: The public sector is more inclusive and women in all their diversity feel valued and included</p>

Our Work Plan

To deliver on our six priorities our network has been focusing on a number of key activities throughout 2022. These include:

- » Regional Networks
- » Network Representatives Group
- » The GWN Newsletter
- » Events (Suffrage, Women in Public Sector Summit, Rising Stars, International Women’s Day)
- » GWN Steering Committee recruitment
- » Men as Allies Network
- » Connecting into Tui Raumata



The GWN Annual Report is a reflection and celebration of these activities ...



Our Network Reps...

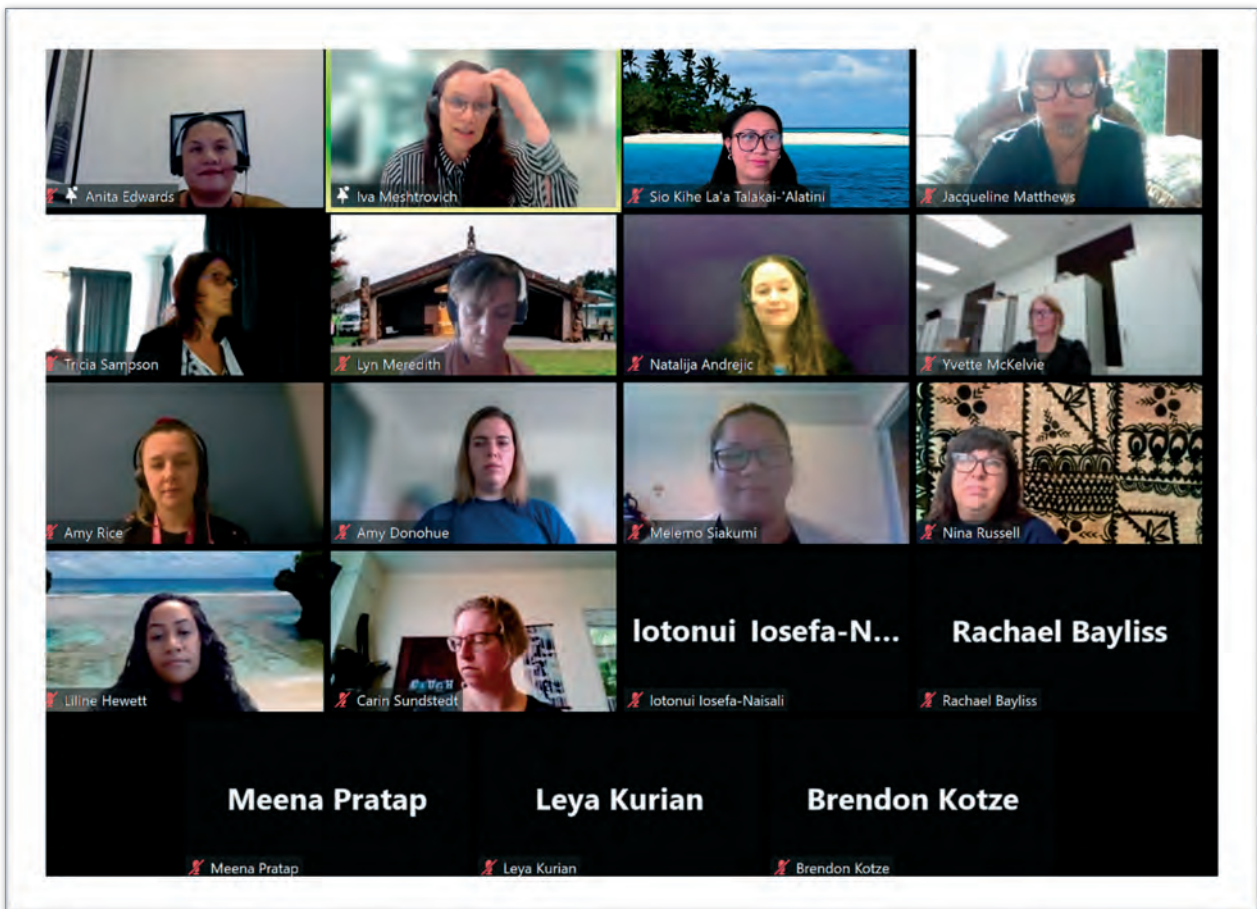
Collective effort for shared outcomes

This year, the GWN Network Rep groups have formulated monthly online meetings to empower women from each agency network to rotate chairing of meetings as well as notetaking.

The Network's Reps group has provided chairs and members from each respective agency network a safe space where women can come together to connect, support, and celebrate as women to thrive and work in healthy and safe workplaces.

The online meetings are an opportunity for network chairs to share updates from their respective agency, from the national GWN Steering Committee, Southern GWN and Auckland GWN, as well as engage in discussion around the various activities and mahi they are doing to improve outcomes for women across the public service.

The purpose of the group is to grow diversity and build connection for women across the public service. The group is intended to be responsive and bespoke. Sio Kihe La'a and Anita Edwards from the national GWN committee attend the network rep meetings and provide any support needed for the various agenda topic discussions.



Auckland GWN...

Tena koutou, Talofa lava, Mālō e leilei, Noa'ia

2022 has been another year for resilience through change in Tāmaki Makaurau. We moved our events online for the first half of the year due to the ongoing impacts of COVID-19 in our region. Despite this it has been a positive year of growth in our membership and continued high engagement by our members with our events. In fact, our membership has grown from 981 in 2020 to 1,208 in 2022. We had 610 women attend our four events this year.

Te Hā o Hineahuone Launch

We were proud to launch Te Hā o Hineahuone our Māori and Pacific strategic action plans

On Suffrage Day this year (19 September 2022) we proudly launched Te Hā o Hineahuone our Māori and Pacific strategic plans at an event attended by over 100 people.

This concluded two years of work to understand the issues for Māori and Pacific women in the public service in our region. We were honoured to be supported at our launch by Prue Kapua, immediate past President of the Māori Women's Welfare League and Saunoamaali'i Karanina Sumeo, the Equal Opportunities Commissioner. Both spoke at the event about the issues facing Māori and Pacific women in the public sector and the positive efforts to advance them through Te Hā o Hineahuone.

Our strategic plans address how we as an employee led network can influence, partner with, and take action to support Māori and Pacific women in the public sector in Tāmaki Makaurau achieve equity and realise their career aspirations.



Luella Linaker presenting at the launch of Te Hā o Hineahuone



Anita Edwards, Saunoamaali'i Karanina Sumeo, Prue Kapua, Sarah Leo-Anderson and Joanna Maskell

International Women's Day celebration 8 March 2022

We celebrated International Women's Day with an online event putting our unique spin on the theme of #BreakTheBias with a focus on Māori and Pacific Women's leadership.

Among the speakers were **Prue Kapua (Ngāti Whakaue, Ngāti Kahungunu)**, National President, Te Rōpū Wāhine Māori Toko I Te Ora Māori Womens Welfare League and **Aiolupotea Sina Aiolupotea-Aiono**, Chief Advisor Pacific, Oranga Tamariki.



Aiolupotea Sina Aiolupotea-Aiono

The key take-aways were:

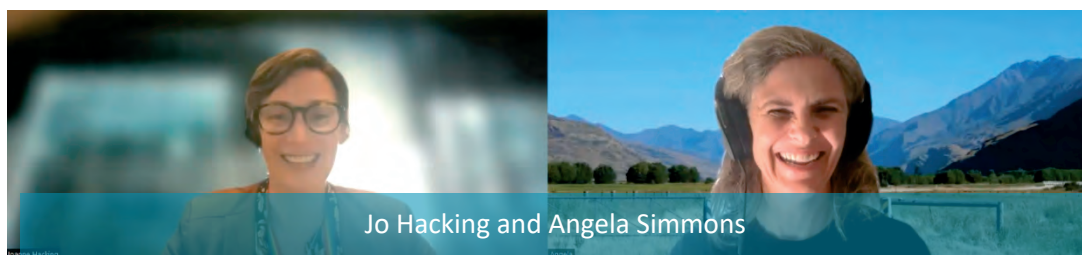
- » Leaders should be involved directly with cultural competency strategies, liaising and building relationships with the community and driving cultural change within agencies and institutions.
- » All of us play a role in our agencies to help increase awareness of equality.
- » Opportunities whisper, they don't shout - you gotta hustle!
- » Elevating tāne Māori to senior leadership positions does not meet the needs of wāhine Māori.
- » Cultural competency tools are key for enduring relationships.

Sustainable wellbeing or resilience?

On 6 April we held an online event with Angela Simmons a Wellbeing consultant at chnml, facilitated by AGWN committee member Jo Hacking. Fifty of our members attended and heard Angela's presentation about how sustainability can be a better approach to wellbeing.

The key take-aways were:

- » Some stress can be good because it helps us extend ourselves and step out of our comfort zone. Stress needs to be managed as it can become detrimental and lead to burnout.
- » Be strategic about your leisure time and activities. Write down how you feel before and after.
- » Look at wellbeing as a system and practise self-forgiveness.
- » Remember boundaries and that you do not need to be everything to everyone.

**What makes you unique as a woman of colour**

This online session held in June 2022 was a collaboration between MBIE's Women of Colour Network and Te Aka Wāhine o Tamaki. It was warmly received by 60 attendees, with Suki Xiao presenting and Adekemi Ajayi and Jo Hacking facilitating.

Key take-aways were:

- » Identify and own your unique values.
- » It is good to know some of the experience's others have gone through, that there is help and support available and that conversations are being had.
- » There is value in flipping the perspectives of myself and others to see how being a woman of colour can be a unique advantage.
- » Own and value our lived experience as women of colour and the importance of allyship.

What's Next?

We are excited to have our planning session for 2023 in late November with three new committee members joining us: Holly Glover from Te Puni Kokiri, Natasha Lewis from the Health and Disability Commission and Sonja Lister from Auckland Transport. The items on our agenda for 2023 so far include an in person Women in Public Sector Summit in Tāmaki Makaurau in mid-2023. Ngā mihi nui kia koutou to all of our members and speakers who supported us in 2022.

Sarah Leo-Anderson, Jo Maskell and the Te Aka Wāhine o Tāmaki Auckland Government Women's Network committee.

Southern GWN...

Highlights

OUR COMMITTEE GREW

In 2022 we welcomed three new Committee members:

- » Catherine Pearson (Ministry of Social Development)
- » Terresa Day (Accident Compensation Corporation)
- » Fien D’Haeger (NZ Police)
- » ELN Co-ordinator, Tammy Andrew.

ACHIEVEMENTS

- » Kirsty Paterson, SGWN Co-Chair participated in the ELN Coaching programme.
- » Eileen Yee became a member of PAPSN and a working group member of the InCommon campaign.
- » Jacqui Francis liaised with ‘We Enable Us’ network, and the Ministry for Disabilities.
- » Paula O’Neill connected us with local iwi Ngāi Tūāhuriri.
- » In September 2022 Wendy Thompson was welcomed as Regional Co-ordinator Employee-Led Networks.

Events

INTERNATIONAL WOMEN’S DAY BREAKFAST (March)

For our first event for 2022, we held an International Women’s Day breakfast on 8 March. Keeping with the theme of “Breaking the bias”, we had three wonderful speakers lined up. However, due to Covid lock down we had to postpone this event until September.

TIRITI O WAITANGI

This popular online session was facilitated by Catherine Pearson with assistance from and Terresa Day. The three speakers were -**Trinity Mennell** - Regional Housing Manager Southern, Te Manatū Whakahiato Ora - Ministry of Social Development; **Debbie Barrett** - Business Process Improvement Manager, Te Kaporeihana Āwhina Hunga Whara - Accident Compensation Corporation; and **Paula O’Neill** - National Operations Manager 2023 Census, Tatauranga Aotearoa – Statistics New Zealand



EVENT – INTERGENERATIONAL GAP (April)

Paula O’Neill facilitated, assisted by Jennifer Belworthy to run the online session on “Intergenerational Gap and how we bridge it with youth”. We invited Tori McNoe, from NZ Police to lead this session.

EVENT – LEADERSHIP (July)

Fien D’Haeger and Sofia Garcia from NZ Police ran a session on “Self-leadership – taking care of yourself to better lead others”, assisted by Jacqui Francis.

SUFFRAGE WEEK (September)

Our Suffrage week event in September was co-ordinated by Jennifer Leahy from Ako Aotearoa and Jennie Farrar De-Wagt from Ara Poutama Department of Corrections. Three Women were invited to respond to the title of this face-to-face session - “*What I’d like to know, do know and wish I’d known. Three women share their career stories*” Shreejana Chhetri (Ara Poutama), Renee Walker (Alliance Group) and Chris O’Brien-Smith (Ara Poutama) provided a wonderfully inspiring final event for the year.



What’s Next?

A small sub-committee has started the initial planning for the Christchurch Women in Public Service Summit which is to be held in Christchurch on March 14, 2023. The sub-committee consists of Paula O’Neill, Jennifer Belworthy, Jennie Farrar De Wagt and Jennifer Leahy.



Auckland Government Women's Network (AGWN) ...



Co-led seminar hosted by Auckland Government Women's Network and MBIE's Women of Colour network – to hear Suki Xiao's wise and inspiring words about finding and owning your unique value as a woman of colour.

Southern Government Women's Network (AGWN) ...

Self-leadership

The importance of leading yourself first



Sofia Garcia



Fien D'Haeger

SOUTHERN
GOVERNMENT
WOMEN'S NETWORK
TE AKA WĀHINE O TE WAIPOUNAMU



70 Women joined the Southern Government Women's Network (SGWN) to hear Sofia Garcia and Fien D'Hager speak about the importance of leading yourself first.

GWN Newsletter...

Purpose

The purpose of the GWN Steering Committee is to share information, resources, knowledge, and inspiration, and promote events that can help women achieve their potential nationally and in their regions. Committee member Monique Esplin from Crown Law has led the drafting of the newsletter content in 2022 and looks forward to doing so in 2023. The newsletter is also the result of proactive support from the Employee-led Network (ELN) Team at Te Kawa Mataaho who collate the content into the beautiful result that is provided to network members every couple of months. This has included sourcing, curating, creating and editing content as well as uploading newsletter content to the GWN website. The ELN team also manage and maintain the membership and distribution database.

The GWN Newsletter currently reaches more than **3,000** people in the public service. There is no cost to subscribing to the newsletter, and it is an easy way for our Public Sector wāhine and allies to access a wide range of information and inspiration.

The newsletter includes:

- » Information about GWN events.
- » Information about events run by other organisations that are likely to be of interest to women and allies.
- » Access to presentations and videos from events, for those who can't attend.
- » Links to articles and research of interest to women, eg on the gender pay gap.
- » Stories of success celebrating other Employee Led Networks (ELNs) across the public sector.
- » Guidance for ELNs on how to run their own events.
- » Highlighting opportunities for scholarships and awards relevant to women.

The newsletter aims to inspire network members by sharing employee-led network activities and successes, as well as featuring stories about women in the Public Service. Through the newsletter we also seek ideas and feedback

Interested in signing up?

If you are not receiving the GWN newsletter you can sign up [here](#).

You can also email us contributions to the monthly newsletter by emailing enquiries@gwn.govt.nz. And, of course, a big thank you to all the people who contribute to making the newsletter happen every month.



Rising Stars 2022...



GWN Rising Stars is an opportunity to shine a light on the people in the Public Service for their contribution and service to diversity, inclusion and championing women within their agency's Women's networks. Anyone was able to submit a nomination.

Hend Zaki

"It takes all of us to create inclusive, safe spaces where everyone has a sense of belonging. Let's connect, celebrate our differences, recognise our similarities and work together to create a more inclusive Aotearoa. Mahi Tahi."

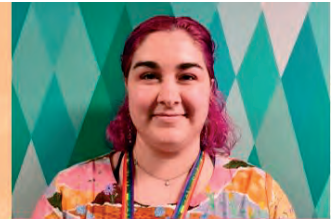


Hend Zaki
Senior Advisor, MBIE

Jamiee Matthews

"I believe that telling our stories, first to ourselves and then to one another and the world, is a revolutionary act."

– Janet Mock



Jamiee Matthews
Domain Specialist, Inland Revenue

Emma Costigan

"A strong woman knows she has strength enough for the journey, but a woman of strength knows it is in the journey where she will become strong."

– Unknown



Emma Costigan
Supervising Customs Officer, NZ Customs Service

Noelle Dumo

"Our difference is our strength – it's important for each person, particularly women of colour, to lean into the culture, life experience and characteristics that make them unique."



Noelle Dumo
Policy Advisor, MBIE

Lyn Meredith

"Tūwhitia te hopo, mairangatia te angitū. Feel the fear and do it anyway."



Lyn Meredith
Executive Business Support, Inland Revenue

Natalija Andrejic

Ma te huruhuru, ka rere te manu | Adorn the bird with feathers so it may soar



Natalija Andrejic
Advisor People and Culture, MBIE

Women in Public Sector Summit...

A BIG SUCCESS!

On 2 November 2022 the Government Women’s Network hosted the 2022 Women in Public Sector Summit – delivering a day of inspiring speakers, skills based workshops and online networking opportunities.

We were so excited to see public servants from around the motu attend to hear the kōrero from a fantastic line up of speakers.

Keynote Speakers ...

Some of our fabulous keynote speakers included:

- » Dr Siouxsie Wiles – Leading through communication
- » Dame Juliet Gerrard – Science advice in a crisis
- » Paula Tesoriero MNZM – Stewardship through change
- » Mary Haddock-Staniland – Leading from where I stand

“

What a fantastic day! I enjoyed every single talk and will be incorporating several things into my own leadership journey.

”

Participant



Some pictures of some of the sessions with Renee Graham, Peter Mersi, Siouxsie Wiles, Spirit of Service Showcase with Mary Soonaso Tiumalu and Mana Williams Eade and Dame Marie Shroff.

Great Speakers ...

Some of the incredible speakers for the Summit included:

- » **Professor Edwina Pio** – The Alchemy of Diversity Through Intersectionality
- » **Tupe Solomon-Tanoa’i** – Championing advocacy
- » **Dame Marie Shroff** – Leading in the Public Service
- » **Mere Pohatu and Rachel Jones** – Leading in a Region as Wahine Māori
- » **Meleane Burgess** – Leading in Governance

“ *Great reflections on what it means to be a leader in the public service from an impressive range of speakers.* ”

Participant

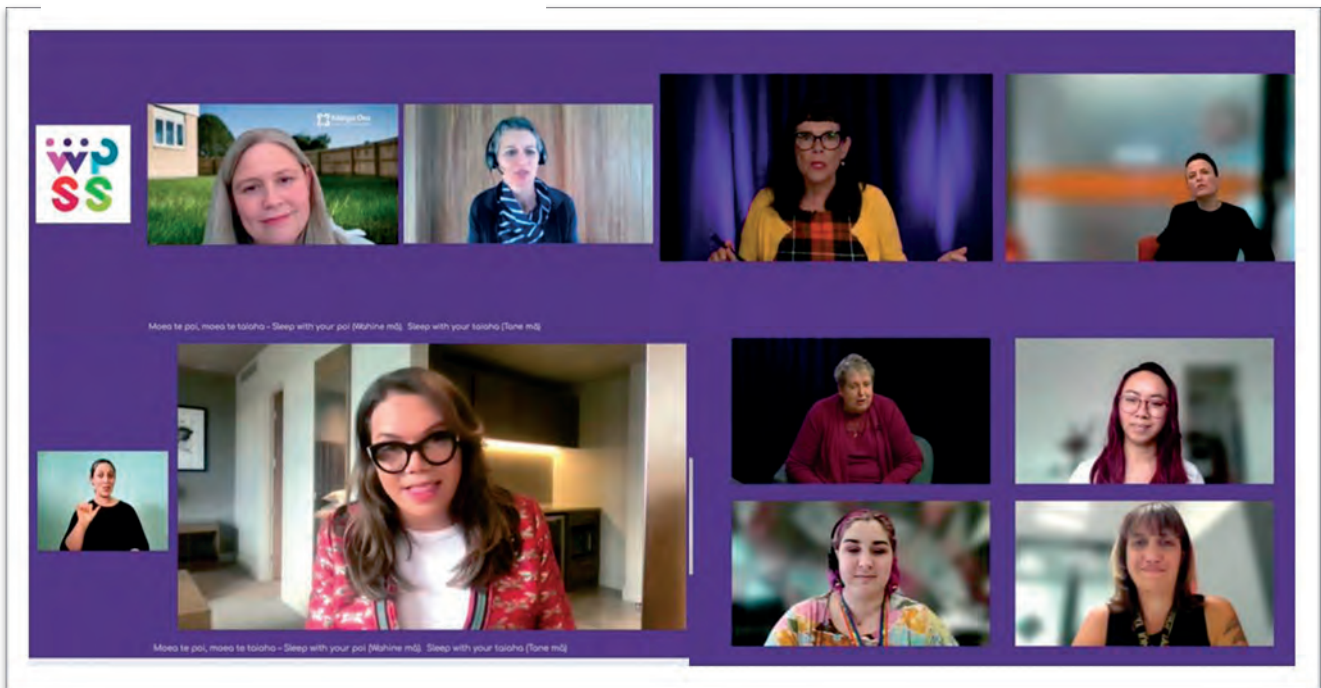
“ *Fantastic day so far!! Maybe the best I’ve attended to date! Such amazing speakers!!!!* ”

Participant

Awesome Workshop Presenters ...

Some of the workshop presenters for the summit included:

- » **Hannah McQueen** – Let’s talk about financial literacy
- » **Sarah Connor** – Let’s talk about menopause
- » **Penny Stonyer and Vai Kavthekar** – Let’s talk about your own best champion



Some pictures of some of some of the many amazing speakers throughout the summit.



Dr. Siouxsie Wiles

Leading Through Communication



Dame Juliet Gerrard

Science Advice in a Crisis



Paula Tesoriero MNZM

Stewardship Through Change



Mary Haddock-Staniland

Leading from Where I Stand

Top: Speakers for the 2022 WIPS Summit
Bottom: SGWN attending WIPS Summit 2022



Women's Networks continue to thrive

Highlights from some of the Agency Women's Networks

Mums in Blue – New Zealand Police



The 'Mums In Blue' Facebook group was created in August 2021 by New Zealand Police Constable Shayna Tapusoa. Mums in Blue connects women balancing life as a mum and the demands of a career in Police. The private Facebook group now has 900 members who are all current serving police officers, and police employees, and still growing today.

This network has created a space for mums in blue to ask questions and share information. *"I always felt like a minority trying to be a mum and live out my dream job. It made all the difference to me to find a community of likeminded women going through the same struggles"* says one woman.

It's a very honest, non-judgemental and supportive space where mums can be vulnerable about what they're going through. People have shared stories, concerns, tricks and tips. Some have even offered to babysit to help others attend court. The starting point of our stories vary from adoption, IVF, egg donors in Police, sperm donor recipients, surrogacy etc.

In September 2022 Assistant Commissioner Tusha Penny came across the Mums in Blue support network and was deeply impressed with what Shayna and the administrators had achieved. *"As a mum in blue myself I remember how difficult it was juggling children and a career, and wish I'd had a support network life this back then"*.

Assistant Commissioner Penny invited the Mums in Blue administrators to Police National Headquarters to meet with the Executive and Senior Leaders to discuss the challenges women experience taking parental leave or returning on flexible work arrangements. *"Shayna and the administrators said to me that what would make the biggest difference for the network was a forum in which they could raise issues and have senior leaders at the table working together to address these."*

New Zealand Police are now setting up a committee of senior leaders and subject matter experts to tackle these issues as a collective. The committee will be steered by Shayna and the administrators, to ensure it supports continuous improvement and is making a difference for women navigating a career and having children in Police. *"We are excited and hopeful with what we can achieve together to support these incredible Mums in Blue"*.



Left to Right:

Shayna Tapusoa, Brooke Bellairs, Assistant Commissioner Tusha Penny, Laura Hadwen, Nora Poching

Office of the Auditor General Network Launch



On Friday 21 October, the Women's Network at the Office of the Auditor-General was officially launched with a hybrid online and in-person event for all staff. The Women's Network has been in place since the end of 2021.

The event included an opportunity to hear from the Women's Network, our sponsor Melanie Webb (Assistant Auditor-General Legal, Policy and Inquiries) and our Government Women's Network (GWN) representative Tofilau Iris Webster, Te Kawa Mataaho, the Public Service Commission.

Parallel events recognising the launch were also held at our regional offices. We shared who we are, what we want to achieve and why it is important and launched - Coffee Roulette – a new initiative to help our members connect with each other.



Left to Right:

Tuzla Lathiff, Jen Price, Tofilau Iris Webster, Amanda Gray and Nicole Ayo von Thun.

The Women's Network is all about supporting each other and sharing experiences and knowledge. We want to help women at the Office feel better connected and forge links with others. We want a network where people feel comfortable reaching out to each other to ask questions, seek help, or just chat.

What we have achieved so far:

- » We kicked off the year with a successful online panel discussion to celebrate International Women's Day. The theme was **#BreakTheBias** and it was well attended by staff from all over NZ.
- » We have a well-established steering group, complete with terms of reference and a purpose.
- » We have been influencing and advocating behind the scenes in areas that are important to us, for example: complimentary sanitary products in the women's bathrooms and gender pay gap reporting.
- » We have also had members attending a range of events for women including lunch time webinars, and summits (Government Women's Network (GWN) and Women in Leadership).
- » We have created an Intranet page with information about the network.

About us:

- » At the Office of the Auditor-General, we give Parliament and New Zealanders an independent view about public sector performance and accountability.
- » Our staff conduct financial and performance audits, check that public money is spent lawfully, conduct inquiries, and research, and provide advice to Parliament and Select Committees.
- » We have 430 staff (full-time equivalents) - 271 in Audit New Zealand, 113 in the Office of the Auditor-General and 46 in Corporate Services.
- » We are based mainly in Wellington, with offices in Auckland, Hamilton, Tauranga, Palmerston North, Christchurch, and Dunedin.

Cross Agency Employee-Led Networks

Tui Raumata

Under our 'Support other employee-led networks' strategic priority, we have had the opportunity to closely connect with the rōpu of cross-agency Employee-led Networks (ELN) leaders coming together as Tui Raumata. The purpose of this rōpu is to influence and impact practice and policy for a fairer, more equitable and inclusive Public Service. GWN is represented by Fathima Iftikar and Karyn Thompson/Anita Edwards. We are one of seven networks, the rest of the networks are; Cross Agency Rainbow Network (CARN), Pacific Public Servants Network (PPSN), Pan-Asian Public Sector Network (PAPSN), Pacific Public Servants Network, Public Service Futures (PSF), Tūhono and We Enable Us (WEU).

A highlight this year for this network was the gifting of our name 'Tui Raumata'. This means 'to mesh' and is a metaphorical name symbolic of a woven tapestry or of synergy. It was gifted by Tūhono kaumatua, Mohi Apou, Chief Advisor Māori – WorkSafe NZ. Supported by the ELN team hosted at Te Kawa Mataaho, GWN has created opportunities for development and connection across this rōpu through the Women in Public Service Summit. It's the first time that ELN representatives from GWN, Pan-Asian Public Sector Network and We Enable Us came together and developed a programme centred around the theme 'Lead from where you are'.

GWN has been the longest serving ELN in the public sector and therefore we have valued the opportunity to share our experiences, key documentation and action plans with our fellow ELN leads. This has helped their own networks to consider how they approach governance functions. Leads from each of the cross-agency employee-led networks were invited to celebrate the Spirit of Service Awards in September. Attached is a photo of Fathima Iftikar (GWN rep) and Theresa Peters (CARN rep) at the awards ceremony).



Left to Right:

Tayla Bakmeedeniya (PPSN), Karyn Thompson (GWN), Bridget Murdoch (CARN), Te Wetini Amaru-Tibble (Tūhono), Lea Ketu'u (PPSN) and Gordon Tan (PAPSN)

Looking Forward ...

KEY FOCUS AREAS ...

- » Supporting the GWN network representatives group
- » Influencing policy standards across Government on parental leave
- » Building and strengthening our membership base
- » Working collectively to tautoko and awhi other employee-led networks

LOOK OUT FOR

- » International Women's Day Events
- » Parental Leave Survey
- » Men as Allies Network
- » Rising Stars
- » Women in Public Sector Summit

For more information on joining GWN Contact:

enquiries@gwn.govt.nz

