



Te Kawa Mataaho

Public Service Commission

21 December 2021

9(2)(a) privacy

Dear 9(2)(a) privacy

Official Information Request

Our Ref: OIA 2021-0070

I refer to your official information request received on 1 December 2021 where you asked:

“Under the Official Information Act, I would like to request information on what policies have been implemented in the course of obtaining the Rainbow Tick and following the implementation of the Rainbow Tick.”

Rainbow Tick

Te Kawa Mataaho Public Service Commission (the Commission) has been Rainbow Tick Accredited since 2019. Getting the Rainbow Tick allows us to show employees, customers and the wider world that we are a progressive, inclusive and dynamic organisation that reflects the community we are based in.

As part of our Rainbow Tick Accreditation, the Commission has taken a number of initiatives to support our inclusiveness for Rainbow identities. These include:

- Promoting that we are a Rainbow Tick Accredited organisation via job advertisements, job descriptions and in email signatures.
- Introducing the [use of pronouns](#) as a standard template option for staff at the Commission.
- Supporting our internal Rainbow network has focused on supporting a workplace culture where rainbow identities are visible, supported and included
- Providing education and awareness opportunities on Rainbow Inclusion, including formal training for leaders and staff
- Providing opportunities for staff to learn from Rainbow experiences through sharing stories on our internal intranet and having panel discussion as part of our all of staff weekly hui’s
- Taking steps towards developing an internal policy, guidance or resources to support Rainbow inclusion for diverse Sexual Orientation, Gender Identity, Gender Expression, Sex Characteristics (SOGIESC). This work is in the very early stages of design.

Our response

The Commission utilises an internal policy engagement process which provides staff the opportunity to contribute to the design of and enhancement of policies, practices and procedures. However, the Commission has not implemented any policies in the course of obtaining Rainbow Tick.

We are therefore refusing your request under section 18(e) of the Official Information Act, on the grounds that the information requested does not exist.

Diversity and Inclusion

The Public Service Act 2020 strengthens and supports our Diversity and Inclusion commitments with explicit expectation on fairness, diversity and fostering a workplace that is inclusive for all.

Diversity and Inclusion supports the success of the Commission both in our system leadership role and as an employer. At the Commission, we grow our diversity and enhance our inclusiveness in a range of ways, including:

- Implementing the [Papa Pounamu](#) framework. Including (but not limited to) all staff completing bias and cultural competency training, all managers undertaking inclusive leadership training and supporting our employee-led networks.
- Developing and implementing our Gender Pay Action Plan which focuses on providing flexible working arrangements, ensuring our people policies and practices are free from bias.
- Utilising cross commission teams to undertake complex and challenging work that requires shared commitment and a diverse range of expertise and knowledge.
- Utilising an Internal Policy Engagement process which provides all staff the opportunity to contribute to the design of new and the enhancement of existing policies, practices and procedures, whether this be at an individual, team or employee-led network level.

If you wish to discuss this decision with us, please feel free to contact Ministerial.Services@publicservice.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



Nicky Dirks
Manager – Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission