

15 November 2023

s9(2)(a)

Mālo ni s9(2)(a)

## RESPONSE TO AN OFFICIAL INFORMATION ACT REQUEST (REF: DOIA024-2023/24)

On 17 October 2023, you contacted the Ministry for Pacific Peoples (the Ministry) requesting under the Official Information Act 1982 (OIA), information relating to staff numbers and spending on diversity, rainbow, and inclusivity training for the past four complete financial years. I have outlined your specific requests and my responses to each below.

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.*

In response to your request please refer to the appended table.

I am partially refusing your request under s18(d) of the OIA as some of the information is publicly available in the 2021/22 Annual Review of the Ministry for Pacific Peoples linked [here](#).

The Ministry is committed to nurturing a diverse workforce and ensuring the inclusion and involvement of all employees in our work. Having a diverse and inclusive workplace not only reflects the diverse nature of the communities of Aotearoa, but it also enables us to offer advice and services that are underpinned by the bold and innovative thinking that inclusive work practices foster.

The Ministry has recently established 'Akirata Ou'<sup>1</sup>, a Rainbow+ Network founded by staff who identify as Rainbow/queer and represents a new journey for the Ministry as we provide greater support and visibility for our rainbow communities in our work programme.

In line with standard OIA practice, the Ministry proactively publishes some of its responses to OIA requests. As such, this letter may be published on the Ministry for Pacific Peoples' website.

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<sup>1</sup>Akirata Ou is Māori Kūki 'Āirani for 'a new dawn'.

Your personal details will be removed, and the Ministry will not publish any information that would identify you or your organisation.

Should you wish to discuss this response with us, please feel free to contact the Ministry at: [oa\\_requests@mpp.govt.nz](mailto:oa_requests@mpp.govt.nz).

If you are dissatisfied with this response, you have the right, under section 28(3) of the OIA, to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Fakafetai lahi lele

A handwritten signature in blue ink, consisting of several overlapping, sweeping strokes that form a cursive, somewhat abstract shape.

**Danilo Coehlo de Almeida**  
Deputy Secretary,  
Corporate Services

**Appendix One: Staff attendance and spend on diversity, rainbow and inclusivity training for the past four complete financial years.**

| Organisation   | Year Ending June 30 2023 |                   | Year Ending June 30 2022                 |             | Year Ending June 30 2021 |             | Year Ending June 30 2020 |             |
|--|--------------------------|-------------------|--|-------------|--------------------------|-------------|--------------------------|-------------|
|  | No. of Staff             | Total Spend       | No. of Staff                             | Total Spend | No. of Staff             | Total Spend | No. of Staff             | Total Spend |
| InsideOUT  | 0                        | N/A               | 0  | N/A         | 0                        | N/A         | 0                        | N/A         |
| Rainbow Tick   | 0                        | N/A               | 0  | N/A         | 0                        | N/A         | 0                        | N/A         |
| Gender Minorities Aotearoa   | 0                        | N/A               | 0  | N/A         | 0                        | N/A         | 0                        | N/A         |
| Pride Pledge   | 0                        | N/A               | 0  | N/A         | 0                        | N/A         | 0                        | N/A         |
| Other  |                          |                   | <b>Withheld under s18(d) of the OIA.</b> |             |                          |             |                          |             |
| The Wall Walk, BiCultural training (Elementary Consulting Limited) | 12                       | \$2,587.80        |  |             |                          |             |                          |             |
| <b>Total</b>   | <b>12</b>                | <b>\$2,587.80</b> |  |             |                          |             |                          |             |