

What is the Papa Pounamu Diversity and Inclusion Programme?

In 2017, Public Service chief executives committed to the State Sector Diversity and Inclusion Programme.

Papa Pounamu brings together Diversity and Inclusion (D&I) practices across all areas – understanding that for many agencies, diversity is low and for some current and potential public servants, the barriers to inclusion can lay across multiple facets of what makes them an individual.

Papa Pounamu strives to support a Public Service that represents and responds to all New Zealanders by embracing diversity, creating inclusive workplaces, and building sustained organisational change.

What is WeCount 2019?

WeCount 2019 takes the first step towards formally understanding our broader Public Sector rainbow communities. Survey-based, its initial aim is to gather statistical information and build a picture of our LGBTQIA+ employees, and to begin to understand the experiences members of this community have encountered – both positive and negative – as part of their journey within our state agencies.

In general terms, it helps us to find out who we are, and how we are.

Why is this survey being run?

WeCount 2019 focuses on three main areas: sexual identity, gender identity, and a general view of participant's levels of comfort in being themselves within their workplace. The questions are high-level, and designed to show:

- the size of our Rainbow Public Service and the diversity within it (who we are)
- how comfortable our Rainbow Public Servants are in bringing their whole self to the workplace (how we are).

This is the first step in building a picture of our Rainbow Public Service. Results will inform discussions around future public service work programmes that address Rainbow Public Service diversity and inclusion.

When is it being run?

WeCount 2019 runs from 6 – 31 May 2019.

Who is running it?

The survey is being facilitated by the State Services Commission, as part of their Papa Pounamu Diversity and Inclusion Work Programme. SSC is Rainbow Tick Accredited – we understand the importance of best practice around LGBTQIA+ inclusion, and want to help promote that throughout this process.

The Solicitor-General Una Jagose, Chief of Defence Air Marshall Kevin Short and Chief Executive Ministry for Women's Affairs Renee Graham are supporting this.

Who can participate?

Any self-identifying member of the LGBTQIA+ community who works for the New Zealand Public Service, and members of the New Zealand Police, New Zealand Defence Force, Parliamentary Council Office, Te Ara Whiti, Social Investment Agency, The Office of the Clerk of the House of Representatives, and Parliamentary Services.

It's important we only receive responses from this community so that our data is accurate and useful in helping us find ways to support our people if they need it.

The responses to this survey – particularly within smaller agencies, and those outside of Wellington – will be hugely informative to help shape inclusivity for current and future members of the Rainbow Public Service. It's your chance to have a real impact on any future work that will follow WeCount 2019.

What does WeCount 2019 cover?

WeCount 2019 is a short survey that covers three main areas: sexual identity, gender identity, and general information, including overarching experiences of inclusion in the public service. The survey will capture where participants work, but does not capture any personal information that could identify individual participants.

Why are you only focusing on members of rainbow communities?

Members of New Zealand's rainbow communities are valued members of our Public Service, offering our organisations diversity of background, thought and experience. We want to ensure we foster inclusive practices across the Public Service.

This is only one piece of work being commissioned as part of the Papa Pounamu Diversity and Inclusion Programme – with a spectrum of focus areas, including gender, disability, culture and ethnicity, and identity and orientation.

My sexual and gender identity has nothing to do with work – why are you asking these questions?

We want you to bring your whole self to work. Diversity and Inclusion covers many facets of what makes you, you. We know that for some members of LGBTQIA+ communities – their sexual and gender identity is key to who they are. For others, it's less important. We're keen to understand the size of this community as valued employees, and ways in which we can help them be most comfortable bringing their whole selves to work – no matter the emphasis they personally place on this facet of themselves as individuals.

What will happen with the information?

This is a first step in understanding our Rainbow Public Service. The information will be collated and presented to Una Jagose and the broader State Service Leadership Team outlining a basic summary of findings based on numbers and any common themes of workplace inclusion.

The information we gather will help form any future work programmes to support inclusion of our Rainbow Public Service communities.

Is it anonymous?

Absolutely. We're not collecting personal information that could identify any participant individually.

Will my employer know I've completed the survey?

No. The survey does not capture names, positions, or other individual identifiers so the anonymity of respondents will be protected in any subsequent reporting. You can also access the survey outside of your work environment – meaning you can participate without your employer or work colleagues knowing you've had your say.

Do I need to answer all the questions?

No. Questions are all voluntary. You can skip any question you're not comfortable answering.

Can I stop the survey part way through and return to it later?

Yes, provided you log back into the survey using the same device. If you move devices, your progress will be lost.

Does this survey compare one agency with another?

No. This survey is designed to allow a snapshot of who makes up our Rainbow Public Service and will be used to further discussions around any future rainbow inclusivity initiatives.

Who has been involved in creating this survey?

WeCount 2019 has been developed by the State Services Commission under the leadership of Solicitor-General Una Jagose. It has been informed by members of the Cross-Agency Rainbow Network (CARN) Working Group, and HR General Managers from across the Public and State Sector.

How does this support members of the LGBTQIA+ community who aren't part of the Public Service?

By helping support a truly diverse and inclusive Public Service, we better reflect the communities we serve. We strongly believe that ensuring inclusion for members of our own LGBTQIA+ communities enables better support those members of broader New Zealand rainbow communities who access our support and services.

How to access WeCount 2019

Access the WeCount survey at www.research.net/r/WeCount2019.

The link will work on any internet-connected device.

Accessing support

We understand that for some, thinking about personal experiences can bring challenges. Remember, support is available for you if you need it.

Contact your HR representative for in-work support or contact an external network such as OUTline NZ on 0800 668 5463, the Ministry of Health helpline on 1737 (text or call), or the PSA Rainbow Support Network on 0508 367 772 if you would feel more comfortable.