



[15/11/2023]

File Ref: OIA 47878

[REDACTED]

Tēnā koe [REDACTED]

### **Official Information Act request**

Thank you for your information request dated 17 October 2023. You asked for the following information:

*“Speak Up for Women requires information relating to diversity, rainbow or inclusivity training for the past four complete financial years, summarised in the following table.*

- 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?”.*

Your request has been considered in accordance with the Official Information Act 1982 (the Act).

Te Puni Kōkiri has a vision of “thriving whānau”, to assist in achieving our vision we need a workforce that reflects, and understands, the people we serve. Te Puni Kōkiri is committed to creating an environment where all kaimahi can thrive and bring their whole selves to work.

At the foundational level, our policies and processes are created with the intent of recognising, and catering to, the diversity of our workforce. We also encourage kaimahi to be involved with Employee Led Networks (ELN), including the Āniwaniwa Network, (meaning the Rainbow network). The ELN was established in 2022 for kaimahi who identify as part of the LGBTQI+ community, and for allies of the community.

Additionally, Te Puni Kōkiri is an Alliance partner of Diversity Works NZ, New Zealand’s national body for workplace diversity and inclusion.

Te Puni Kōkiri has three online training courses that have been identified within scope of your request. All Te Puni Kōkiri kaimahi have access to and can complete the courses through our Learning Management System Platform. The courses offered on the platform do not incur costs per kaimahi, however, we have included the total annual cost of our Learning Management System and any other associated costs.



Please find below a summary of the three courses provided in the table below which are intended to support kaimahi to choose inclusive actions, improve cultural competency and address unconscious bias.

In the last four financial years, 233 Kaimahi have completed the three courses.

Te Puni Kōkiri		Year Ending 30 June 2023		Year Ending 30 June 2022		Year Ending 30 June 2021		Year Ending 30 June 2020	
Platform	Course	# of Staff	Spend	# of Staff	Spend	# of Staff	Spend	# of Staff	Spend
TPK Learning Management System (LMS)	<i>Workplace Diversity, Inclusion and Sensitivity</i>	11	<i>No direct cost per kaimahi – included in platform spend</i>						
TPK Learning Management System (LMS)	<i>Reducing Unconscious Bias in the workplace</i>	5	<i>No direct cost per kaimahi – included in platform spend</i>						
TPK Learning Management System (LMS)	<i>Unconscious Bias</i>	59	<i>No direct cost per kaimahi – included in platform spend</i>	71	<i>No direct cost per kaimahi – included in platform spend</i>	87	\$1,138.50 One-off purchase from Bloom Learning Technologies		
<b>Subtotal # of staff</b>		75		71		87		0	
<b>Total Platform Spend</b>			\$38,778.47		\$37,860		\$40,180		\$54,420

Notes:

- The 'Unconscious Bias' online course was purchased and was made available to kaimahi in November 2020.
- The 'Workplace Diversity Inclusion and Sensitivity' course and 'Reducing Unconscious Bias in the workplace' online course was made available to kaimahi on 1 April 2023. These courses are sourced from training provider GO1 and are included free of charge with 18 other online courses as part of our annual subscription to e-Learning force for our LMS 365 Learning Management System platform.

Te Puni Kōkiri does not record the cost for individual online courses. The total spend is for the Learning Management System (LMS) platform that delivers all of Te Puni Kōkiri's online courses available.

Te Puni Kōkiri continues to work closely with Te Kawa Mataaho I Public Service Commission to ensure we strive to meet the Papa Pounamu commitments and adhere to guidance on ways to improve our approach to have a diverse workforce. We actively work towards achieving in the priority areas of Papa Pounamu which sets the diversity and inclusion work programme of the wider Public Service.

I trust my response satisfies your request.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that Te Puni Kōkiri publishes some of its OIA responses on its website, after the response is sent to the requester. The responses published are those that are



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MINISTRY OF MĀORI DEVELOPMENT

considered to have a high level of public interest. We will not publish your name, address or contact details.

If you wish to discuss any aspect of your request with us, including this decision, please feel free to contact us at [oiia@tpk.govt.nz](mailto:oiia@tpk.govt.nz).

Ngā mihi

Manaia King  
Hautū, Te Puni Tautoko Whakahaere | Deputy Secretary, Organisational Support