

9 September 2022

9(2)(a)

Tēnā koe 9(2)(a)

## OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of 30 August 2022 for:

- “1) the total amount the Ministry has spent on internal training for diversity, inclusion, equity, and anti-racism initiatives since recording began;*
- 2) the names of the organisations that provided the training;*
- 3) the names of the training sessions;*
- 4) whether the training sessions are compulsory for staff; and*
- 5) what the Ministry's official definition of a "woman" is”.*

The Ministry contacted you via email on 31 August 2022 to discuss possible clarification and refinement of your request. No response was received.

Part of the information you have requested is enclosed. However, we have decided to refuse your request for information which relates to “since recording began” under section 18 (f) of the Official Information Act. The information requested cannot be made available without substantial collation or research.

The Ministry is able to extract information from its electronic accounting system from 1 January 2009. Therefore, we can provide you the information you have requested from 1 January 2009 to 30 August 2022:

1. Since 1 January 2009, the Ministry has spent \$13,996 (GST exclusive) on internal training for diversity, inclusion, equity, and anti-racism initiatives.
2. The organisations that provided the training were Diversity Works NZ, Courageous Conversation South Pacific Institute Ltd and Cerno.
3. The names of training session were: Unconscious Bias workshop, Understanding Unconscious Bias, Courageous Conversation, and Inclusive Leadership Workshops.
4. The Unconscious Bias training was compulsory for all staff. The other training sessions related to individual personal development.

In response to question 5, the Ministry represents the interests of all women, including transgender women, and it recognises the right of all people to self-identify.

Please note that this response, with your personal details redacted, may be published on the Ministry's website. If you have any concerns or comments related to this, please let us know by emailing [ministerialservicing@women.govt.nz](mailto:ministerialservicing@women.govt.nz), within two weeks of the date of this letter.

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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā



**Deborah Malcolm**  
Director, Policy