

9 September 2024

9(2)(a)

Tēnā koe 9(2)(a)

OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of 23 August for:

- 1) *Given the nature of the Ministry for Women's work the importance of knowing the difference between a man and a woman would seem self evident. Therefore what is the Ministry for Women's working definition of a woman? If you don't have one, why not? If you do have one that is not aligned to the binary (two sexes, men and women) how did you come up with that definition?*
- 2) *Does the Ministry for Women have my LGBTQIA+ training for staff? If yes how many have done the training? If the training material was not developed in house who developed it? What was the cost, if any, of developing and running this training?*
- 3) *Were any of the Ministry for Women staff consulted on the LGBTQIA+ training material? If yes how many staff had a chance to have input? If no, why not?*
- 4) *Does the Ministry for Women have a DEI policy or run DEI initiatives? If yes can I have a copy of the DEI policy or whatever the Ministry for Women call it in-house? Can I also have a list of the DEI initiatives the Ministry for Women undertook in 2023? If there were too many what were the top five most expensive (staff time, money or both)?*

The information you have requested is enclosed.

Manatū Wāhine Ministry for Women (the Ministry) represent the interests of, and support the rights and wellbeing of, all women. Along with the Human Rights Commission and the United Nations Convention on the Elimination of Discrimination Against Women (CEDAW) we recognise the right to self-identify and that all people, regardless of their sexual orientation or gender identity, have the same human rights and freedoms.

The Ministry for Women does not have LGBTQIA+ in-house training or training material for staff.

The Ministry's Diversity, Equity and Inclusion plan can be found on the Ministry for Women's website.

Information Act responses

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, 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 or freephone 0800 802 602.

Nāku noa, nā

M Shortland

Maxine Shortland

Deputy Secretary Organisational Performance and Services