

8 November 2023

Requesters name
redacted for proactive
release

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OIA 28850

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proactive release

I refer to your email of 17 October 2023 in which you request the following under the Official Information Act 1982 (OIA):

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*

Set out in the table below is a breakdown of both the cost and attendance for courses offered by the Ministry of Foreign Affairs and Trade (the Ministry) since 30 June 2020. All figures are in NZD and include GST. Please note, the Ministry did not have a system to record participation numbers prior to June 2022. Therefore, the part of your request for participation information prior to 2022 is refused under section 18(e) of the OIA, as the information does not exist.

	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
Training Practice	114	62,537.00	NA	74,193.98	NA	9,085.00	NA	63,020.00
Inspire Group	318	176,280.44	34	110,851.72	NA	59,305.50	NA	50,060.56

The Ministry has contracted *Training Practice* and *Inspire Group* to conduct these courses. The costs shown above reflect both the design and the delivery of the respective training. We have not contracted *InsideOUT*, *Rainbow Tick*, *Gender Minorities Aotearoa*, or *Pride Pledge* for diversity, rainbow or inclusivity training.

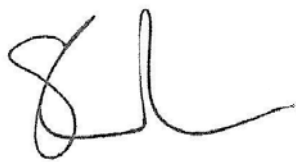
Training Practice were contracted to design and deliver inclusivity training under the online work programme *Inclusion@MFAT*. This programme aims to help participants contribute to creating a culture where everyone feels a sense of belonging, regardless of differences.

Inspire Group were contracted to design and deliver training under the *Workplace Cultures* work programme, which aims to support everyone at the Ministry to understand what it means to have a positive workplace culture. Additionally, *Inspire group* were contracted to design and deliver training under the *Manage@MFAT* work programme. This programme is a modular based management and leadership programme for existing managers. It is designed to help leaders refresh and enhance their skills in leading their teams. While this training is broad in nature, it includes modules that support leaders in creating and supporting a diverse and inclusive team culture.

Please note that it is our policy to proactively release our responses to official information requests where possible. Therefore, our response to your request (with your personal information removed) may be published on the Ministry website: www.mfat.govt.nz/en/about-us/contact-us/official-information-act-responses/

If you have any questions about this decision, you can contact us by email at: DM-ESD@mfat.govt.nz. You have the right to seek an investigation and review by the Ombudsman of this decision by contacting www.ombudsman.parliament.nz or freephone 0800 802 602.

Nāku noa, nā

A handwritten signature in black ink, appearing to be 'SC', written in a cursive style.

Sarah Corbett
for Secretary of Foreign Affairs and Trade