

6 August 2026

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OIA 31042

Thank you for your email of 28 June 2026, in which you request the following under the Official Information Act 1982 (OIA):

- 1) Does the MFAT use intersectionality in any way? If yes please provide an example of it in use? What are the criteria you use in the use of intersectionality?*
- 2) Has the MFAT undertaken any Maori initiatives/programmes since 16 April 2025? If yes what were these?*
- 3) In the last ten years has the MFAT undertaken any LBBTQIA+ training? If yes can I see a copy of the training material? Who provided the training and what was its cost?*
- 4) I note MFAT is an accredited member of rainbow tick. What initiatives/changes has MFAT undertaken to meet the rainbow tick accreditation?*
- 5) What SOGIESC or LGBTQIA+ programmes and initiatives has MFAT been involved in, in New Zealand and within the wider Pacific, since 16 April 2025?*
- 6) How much money did MFAT spend on SOGIESC and LGBTQIA+ programmes and initiatives since 16 April 2025? What were these programmes and initiatives and what was there cost?*
- 7) I note in the MFAT Diversity and Inclusion Strategy 2018-2028 the following;*

"acknowledge Te Tiriti o Waitangi as New Zealand's founding document, recognise the continuing partnership it established on the Crown's commitments to Māori under Te Tiriti".

What is the Crown's commitments and what are MFAT's commitments? How does MFAT show these commitments in practice?
- 8) I note in the MFAT Diversity and Inclusion Strategy 2018-2028 the following;*

"ensure diversity and inclusion is embedded in the policies, processes and systems of the Ministry"

How has MFAT imbedded ensure diversity and inclusion is embedded in the policies, processes and systems of the Ministry?

9) What 'Unconscious bias training' has MFAT undertaken? Can I see a copy of the training material?

10) Has MFAT partnered with any other central government agencies for 'Unconscious bias training', LGBTQIA+ training or Te Tiriti o Waitangi training? If yes who are these central government agencies?

11) Is New Zealand a signatory to the UN 1975 Lima declaration and plan of action on industrial development and co-operation? https://www.unido.org/sites/default/files/2012-10/Lima%20Declaration%20and%20Plan%20of%20Action%20on%20Industrial%20Development%20and%20Co-operation_26.3.1975_0.PDF

12) Has MFAT made any connections with SOGIESC or LGBTQIA+ international organisations or initiatives including the United Nations ILGA or ILGA Oceania, or other countries? If yes what agreements or commitment has MFAT made?

On 7 July 2026, the Ministry of Foreign Affairs and Trade (the Ministry) contacted you to discuss the scope of your request, because as it was originally framed it captured a significant volume of information.

On 8 July 2026, you agreed to refine the scope of your request to be for:

1) Does the MFAT use intersectionality in any way? If yes please provide an example of it in use? What are the criteria you use in the use of intersectionality?

2) Has the MFAT undertaken any Māori capability initiatives or programmes since 16 April 2025? If yes what were these?

3) Since 16 April 2025 has MFAT undertaken any LBBTQIA+ training? If yes can I see a copy of the training material? Who provided the training and what was its cost?

4) I note MFAT is an accredited member of rainbow tick. What initiatives/changes has MFAT undertaken to meet the rainbow tick accreditation since the last accreditation process?

5) What SOGIESC or LGBTQIA+ programmes and initiatives has MFAT been involved in, in New Zealand and within the wider Pacific, since 16 April 2025?

6) How much money did MFAT spend on SOGIESC and LGBTQIA+ programmes and initiatives since 16 April 2025? What were these programmes and initiatives and what was there cost?

7) I note in the MFAT Diversity and Inclusion Strategy 2018-2028 the following;

"acknowledge Te Tiriti o Waitangi as New Zealand's founding document, recognise the continuing partnership it established on the Crown's commitments to Māori under Te Tiriti".

What are MFAT's commitments to Te Tiriti o Waitangi? How has MFAT show these commitments in practice since 16 April 2025?

8) I note in the MFAT Diversity and Inclusion Strategy 2018-2028 the following;

"ensure diversity and inclusion is embedded in the policies, processes and systems of the Ministry"

How has MFAT imbedded ensure diversity and inclusion is embedded in the policies, processes and systems of the Ministry since 16 April 2025?

9) What 'Unconscious bias training' has MFAT undertaken since 16 April 2025? Can I see a copy of the training material?

10) Has MFAT partnered with any other central government agencies for 'Unconscious bias training', LGBTQIA+ training or Te Tiriti o Waitangi training since 16 April 2025? If yes who are these central government agencies?

11) Is New Zealand a signatory to the UN 1975 Lima declaration and plan of action on industrial development and co-operation? https://www.unido.org/sites/default/files/2012-10/Lima%20Declaration%20and%20Plan%20of%20Action%20on%20Industrial%20Development%20and%20Co-operation_26.3.1975_0.PDF

12) Has MFAT made any connections with SOGIESC or LGBTQIA+ international organisations or initiatives including the United Nations ILGA or ILGA Oceania, or other countries? If yes what agreements or commitment has MFAT made?

A response to each part of your request is set out below.

Part one

The Ministry of Foreign Affairs and Trade (the Ministry) recognises that people may experience development outcomes differently based on a range of factors and circumstances. The Ministry considers these in the design and implementation of development initiatives.

In relation to Ministry employees, an example of how the Ministry applies a lens of intersectionality is our Gender, Māori, and Ethnic pay gap reporting.

Intersectionality is a concept that helps us understand how multiple identities potentially influence pay gaps and reflect the experience of different segments of our workforce. The intersectionalities considered include gender and ethnicity, specifically male, female, and the ethnicities of European, MELAA (Middle Eastern, Latin American, and African), Māori, Pacific Peoples, Asian, and Other Ethnicities (consistent with Statistics New Zealand classifications). The intersectionality of our pay gaps has been taken into consideration during the development of the Ministry's Gender and Ethnic Pay Action Plan. The most recently published action plan is available on the Ministry's website for

the period 2024/2025: <https://www.mfat.govt.nz/en/about-us/who-we-are/diversity-and-inclusion>.

Part two

The Ministry has available a range of Māori capability initiatives and programmes to support staff development. The initiatives and programmes offered include:

- Te reo Māori classes.
- Treaty of Waitangi workshops.
- Mātauranga Māori wānanga.

Part three

Since 16 April 2025, the Ministry has not proactively delivered any LGBTQIA+ training. However, staff can choose to access a self-directed e-learning module, *Rainbow Inclusion*, through the Ministry's Learning Management System. The module was made available in 2022 as part of the Ministry's rainbow tick accreditation and was developed by the Rainbow Tick Association.

A copy of the module has not been provided as it is third-party content owned by the Rainbow Tick Association. This information is being withheld under section 9(2)(b)(ii) as any release of the training content would be likely to unreasonably prejudice the commercial position of the Rainbow Tick Association. Where the information has been withheld under section 9 of the OIA, no public interest in releasing the information has been identified that would override the reasons for withholding it.

Part four

Since the Rainbow Tick reaccreditation in 2025, the Ministry has continued to progress a range of actions and initiatives that support rainbow inclusion across the organisation.

In 2026, Wellington-based staff relocated to new premises on Molesworth Street following the planned expiry of the lease for the Ministry's previous building. The new building includes gender-neutral bathroom facilities on each floor. This aligns with a recommendation made during the Ministry's Rainbow Tick reaccreditation process regarding access to all-gender toilet facilities.

The Ministry has continued to support its employee-led staff networks, including the Rainbow Network.

The Ministry has also continued to encourage Posts to keep their Post Reports up to date, including information on local legislation and cultural contexts relevant to Rainbow communities.

Part five

Since 16 April 2025, in the Pacific, the Ministry's involvement in LGBTQI+ initiatives has comprised activities associated with the final year and conclusion of its partnership with the Pacific Sexual and Gender Diversity Network (PSGDN), and engagement with Australia's Equality Collaboration.

In New Zealand, the Ministry funded three members of staff to attend the CARN (Public Service Rainbow Network) 2025 conference in August 2025 at a cost of NZ\$1380.

Part six

Since 16 April 2025, expenditure in the Pacific has related to the conclusion of the partnership with the Pacific Sexual and Gender Diversity Network (PSGDN) (NZ\$159,210), and Australia's Equality Collaboration (NZ\$50,000). No further expenditure has been incurred in relation to LGBTQI+ programming in the Pacific since that date. The Ministry has not entered into any new LGBTQI+ programme or initiative funding arrangements through its International Development Programme (IDC) since 16 April 2025.

The Ministry's Rainbow Tick accreditation costs NZ\$11,000 plus GST per annum.

Part seven

Section 14 of the Public Service Act 2020 recognises the role of the Public Service in supporting the Crown in its relationships with Māori under the Treaty of Waitangi (Te Tiriti o Waitangi). The Public Service, including the Ministry, does this by developing and maintaining organisational capability to engage with Māori and understand Māori perspectives. The Ministry supports this objective through a range of capability-building opportunities available to staff, as outlined in our response to part two of your request.

Part eight

The Ministry maintains a range of policies that support an inclusive workplace, including its Diversity and Inclusion Policy, Disability and Accessibility Policy, and Flexible Working Arrangements Policy. The Ministry's Recruitment Standard also supports equitable recruitment practices and our ability to attract people with diverse backgrounds, experiences, skills, and perspectives.

Diversity is also reflected in one of the Ministry's organisational values; *Kotahitanga* – *we draw strength from our diversity*. This value recognises the diversity of experiences, perspectives and roles across the Ministry and reflects the importance of working collaboratively and inclusively across teams and our global network.

The Ministry's Capability Framework further embeds diversity and inclusion expectations by including capabilities relating to inclusive behaviours and cultural competence, directly relevant to the Ministry's work in New Zealand and offshore.

From a systems perspective, the Ministry provides employees with the ability to record demographic information, including gender, ethnicity, and disability status. This information helps the Ministry to better understand the experiences of different groups within its workforce.

In addition, the Ministry supports a range of employee-led staff networks and inclusion initiatives that help ensure diverse perspectives are represented and foster connection and support for staff.

Part nine

The Ministry has not delivered unconscious bias training since 16 April 2025.

Part ten

The Ministry has not partnered with any other central government agencies for 'Unconscious bias training', LGBTQIA+ training, or Te Tiriti o Waitangi training since 16 April 2025.

Part eleven

The 'Lima declaration and plan of action on industrial development and co-operation' was adopted at the Second General Conference of the United Nations Industrial Development Organization (UNIDO) on 26 March 1975. New Zealand participated in this conference and supported the adoption of this declaration. As the declaration is not a treaty, there are no signatories and it is not legally binding.

Part twelve

New Zealand participates in the following initiatives:

- The Equal Rights Coalition, an intergovernmental body focused on protecting the rights of LGBTIQI+ persons.
- The LGBTI Core Group, a group of countries that works at the United Nations in New York to support the human rights of LGBTI persons.
- The Group of Friends of the Independent Expert on Sexual Orientation and Gender Identity, which supports the work of the Independent Expert established by the Human Rights Council.
- Australia's Equality Collaboration.

New Zealand has endorsed the Founding Principles of the Equal Rights Coalition. New Zealand has not entered into any agreements or taken on any legal obligations in relation to the initiatives outlined above.

Through the course of their work, New Zealand diplomats engage with a range of civil society organisations and attend meetings where representatives of non-governmental organisations may also be present, including International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) World and ILGA Oceania. ILGA World also provides the secretariat for the Equal Rights Coalition.

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



Sarah Corbett
for Secretary of Foreign Affairs and Trade