

Government Women’s Network Event - June 2019

Te Aka Wāhine o Aotearoa



On 18 June 2019 NZ Police hosted the Government Women’s Network Te Aka Wāhine o Aotearoa for the quarterly networking event.

The goal of the session was to identify barriers to women progressing in the public sector.

The comments were grouped into five themes:

- Culture
- Leadership
- Strategy
- Systems & Structures
- Policies & Processes

For each theme, a number of barriers were identified and one focus area was chosen.

These were:

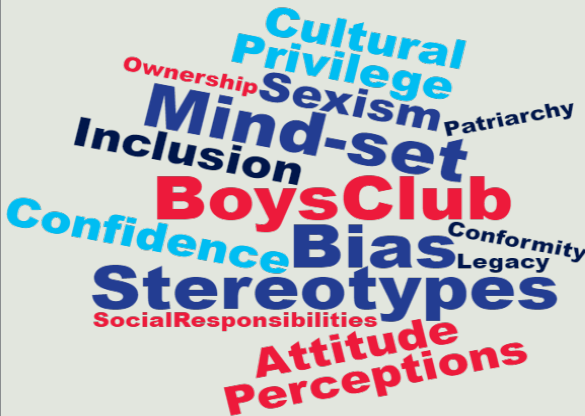
- Women’s networks
- Men as allies
- Strategies and targets
- Recruitment practices
- Flexible working

A number of shared actions were identified for each focus area.



Culture

Barriers



Chosen focus area:

Women’s Networks

Actions

- Clarify name, **define purpose**, show benefits
- **Encourage** women to support women
- Use leadership teams as **sponsors**
- Encourage cross Government **mentorships**
- Share work and **celebrate success**
- **Call out** bad behaviours and attitudes
- Ensure adequately **resourced** (time and funds)
- Include involvement in **performance development** plans
- Share courageous **stories** with leaders
- **Include** relevant policy at decision making table

Leadership

Barriers



Chosen focus area:

Men as Allies

Actions

- **Share** how gender equality benefits men
- **Leverage** for high profile events
- **Guest speakers**
- **Invite** to events as plus one
- **Collective campaign**, research best practice
- Shadow **mentoring**
- Women’s networks **inclusive** of all genders
- **Profile** “allies”

Strategy

Barriers



Chosen focus area:

Strategies and Targets

Actions

- **Share** organisations D&I strategies
- **Create** organisation and business unit dash boards
- **Disaggregate** dashboards by gender and ethnicity
- **Include** recruitment, promotion, training, secondments on dashboard
- **Share** dashboards internally and across sector
- **Create** diversity targets for decision making

Policies & Processes

Barriers



Chosen focus area:

Recruitment Practices

Actions

- Provide **training** for panels
- Create **panel balance** guidelines
- Look at ‘**blind**’ candidate selection
- Use **outsourcing**, or consider **independent** input, for recruitment processes
- Remove **gendered language** in adverts

Systems & Structures

Barriers



Chosen focus area:

Flexible Working

Actions

- **Establish** flexible work as the default
- **Lead** flexible work seminars
- **Share** positive stories and case studies
- **Collect and share** data on flexible work take up
- Shadow **mentoring**
- **Invite** managers to model behaviour