



Government Women's Network Survey 2019

Results

Stephanie Cropp
June 2019

“It’s a world you wouldn’t have been part of if it hadn’t been for GWN, because they are the catalyst for linking you up with other like-minded women, trying to work in the same space.”

“Yes, to be able to talk through and link in with other woman in different agencies was invaluable.”

“The greatest value that I have gained is that now I do stand for myself and my rights as a working mum.”

“It was really good to even know that this network was present. I am now more open to attending events and realising the benefits of being involved in such a network in NZ.”

“I think the information GWN shares with us, and we share with our own networks and community is invaluable. We align our network values with the GWN network values, and I think that is really important that when we start new groups that we continue to do that, that we are all on the same page... ..we have all got those inherent values that are important to us.”

“Bringing them all together in one room and having all those different uniforms, we are unifying in a different way, for better outcomes for everybody, not just women.”

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Executive Summary

The Government Women's Network (GWN) invited their 1,560 members to complete an online survey between 7-21 May 2019. A total of 381 surveys were completed by GWN members.

The purpose of the survey was, *To understand if women / people, who are on the GWN mailing list, (and therefore considered to be a member of GWN) have derived value from their membership with GWN.*

"GWN" refers to the GWN in Wellington, Auckland GWN (AGWN) and Southern GWN (SGWN).

The key findings are that:

1. Overall, members are happy with GWN's work with 65% of people who responded to the survey saying they were either satisfied or very satisfied with GWN.
2. Professional connections are happening, with 39% of respondents to the survey saying they were either very satisfied or somewhat satisfied with connections they had made through GWN.
3. The 'involvement' with GWN for most members was either from receiving the GWN newsletter (97% of respondents), or 74% reported they had attended a GWN organised event.
4. GWN resources are being used by a smaller number of members (around 40%) but all who use the resources report being satisfied with them.
5. Events represented a large value-add for members. 96% of those who reported attending the Summit said they had gained value in attending, and 90% of members who had attended another GWN event (excluding the summit) said they had gained value in attending.
6. Satisfaction with support from GWN had some room for improvement with 47% of respondents being very satisfied or somewhat satisfied.
7. The top five positive impacts respondents reported GWN had made for them included: Empowerment / inspiration, gain in confidence, kept informed, connections / networking and motivated to apply for a new role.

The impact GWN has had and is having with women and others is evident and this impact is snowballing. GWN is certainly well on its way to achieving its goal of connecting government women within and across agencies to achieve their potential. The excellent support that is being provided, especially up front, to new networks, by GWN, is clear from the feedback we received. This is also spreading throughout people working to create new networks within their own agencies and those people working with them. As GWN grows, the risks are that current resourcing will not keep up with demand for more support. This is something that will need to be addressed going forward.

Introduction

This report summarises the development, method and results from the Government Women's Network Survey 2019. The Government Women's Network Survey 2019 was an online survey with a questionnaire link being sent to 1560 people on the Government Women's Network (GWN) mailing list. This excluded the Sponsor, members of the Governance Group, and paid GWN staff.

Brief description of methodology

In broad terms, the steps were:

1. GWN engaged a contractor with expertise in questionnaire development and survey design, to design and develop the survey and all associated materials (such as follow up reminder emails).
2. Some information needs for the survey were developed in consultation with GWN. The full list of requirements are listed in Appendix A.
3. The questionnaire was developed, and some testing carried out. When designing the survey, both GWN and the contractor acknowledged that GWN members needed to be clear when responding that they were doing so with a focus on GWN and they were not responding with regard to their agency's women's network. This resulted in questions being asked about the Women in Public Sector Summit (Summit) and separately GWN/AGWN and SGWN events.
4. The survey was loaded into Survey Monkey and tested.
5. Emails with a link to the survey were sent to 1560 people on the GWN mailing list on 7th May 2019. This excluded the Sponsor, members of the Governance Group, and paid GWN staff.
6. The number of emails that were not able to be received (bounced) or those with an "out of office reply" were not counted. This may have impacted on the total number of people that actually received the survey.
7. GWN sent a reminder about the survey, contained within their newsletter on 16th May 2019 and a final reminder email to all respondents on 21st May 2019.
8. Fieldwork concluded on 22nd May 2019, at which time 381 completed questionnaires were received.
9. Two in-depth interviews were carried out with selected GWN members who shared their experiences and the value they had gained being part of GWN.
10. High level analysis was carried out on the survey results.

Note: No attempt is made to analyse the survey findings at a granular level. Analysis by, for example, demographic information was not possible given the uncertainty of the survey frame, number of responses and the unknown reasons for non-response¹.

¹ Without understanding who did not respond, and why, we are unable to give an accurate response rate for the survey. The unknown response rate, state of the survey frame and the low numbers of people in each sub category, (such as ethnic group or geographic area), means analysing the data between any two variables (cross tabulation) would provide data of low / unknown accuracy and value.

“Every time you go to another event you get inspired and you listen to people that have been through challenges and reached (their goals) and you sort of go along their leadership journey with them. But you also realise that there is a whole lot of vulnerability that they share with you, that it is ok to feel that way, and then you start to chat to them, even the international speakers and everything!”

Findings from the GWN Survey 2019

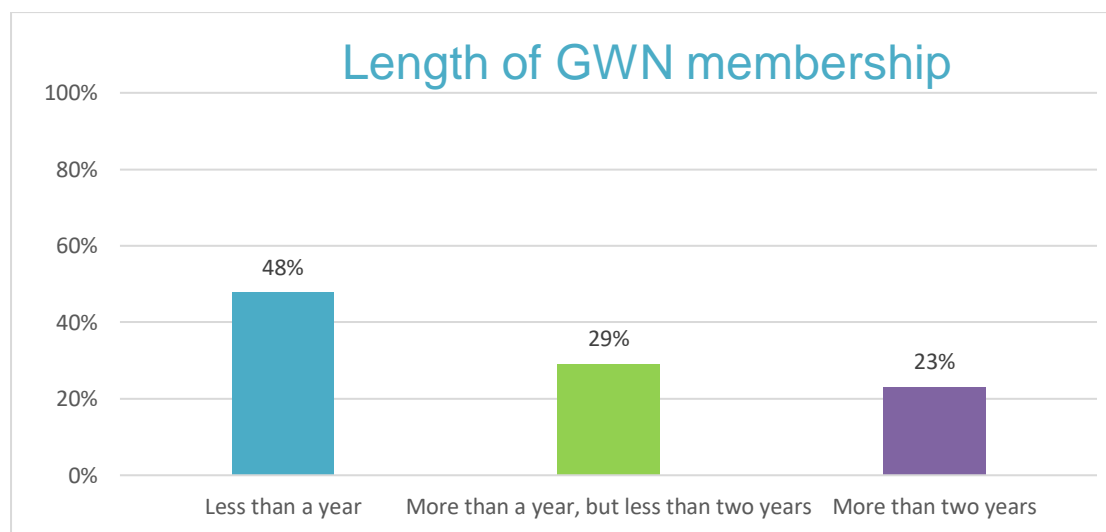
GWN Survey 2019 respondent profile

What did the group of GWN members who completed the GWN Survey 2019 look like?

Key demographics about those who responded to the survey were:

1. mostly new GWN members (less than a year of membership)
2. of NZ European ethnicity (63%²)
3. from four Government agencies (40% of the response)
4. reported themselves to be Individuals (a contributor) 59%
5. mainly from the three main centres in NZ.

New members had the highest response



Graph results from Question 1³

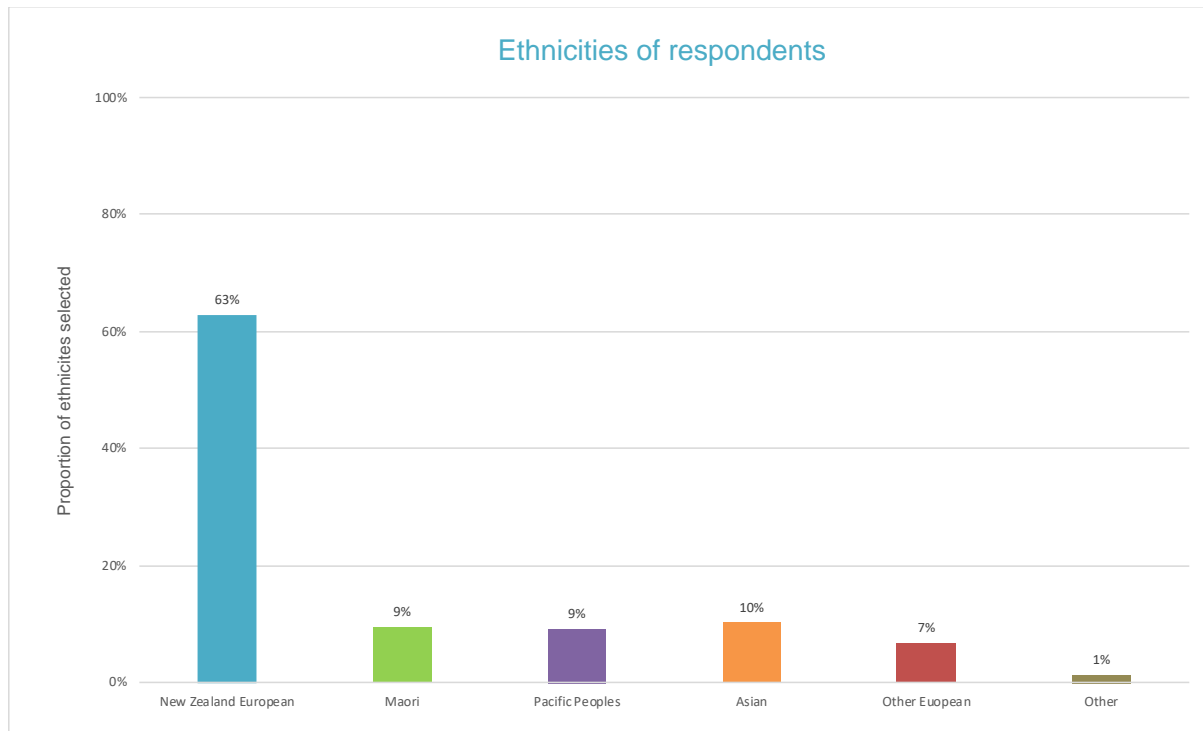
A total of 381 people answered the GWN Survey 2019. Of those, 48% had been members less than a year. The next largest group had been members for more than a year, but less than two years, 29%, and 23% had been members for more than two years.

² All percentages given in this report have been rounded to whole numbers, with .5 rounded up to the next whole number.

³ The questionnaire is included in full in Appendix A

Diversity of respondents

Of the members who responded to the survey, the majority identified with NZ European ethnicity (63%). In the 2013 Census, the proportion of people who identified with at least one European ethnicity was 74%. The proportion of people identifying themselves as Asian was 10%, and both Maori and Pacific Peoples, 9% each.



Graph results from Question 17

Diversity in the networks

Respondents wanted to tell GWN about how their networks were helping diversity in their own agencies:

“We are now attracting males who want to change and want to be better, and that is exactly what we are about advocating for more women to reach their potential, but also to take men on that journey too, to support us.”

“It is very important to make sure that we are intersectional. So we are really closely linked with other networks. Since the [agency name] women’s network has started a pride network has started a cross cultural network has started and an access disability network has started. I have been working really closely with those people to help them develop their networks.”

“(The foundation GWN is laying) it’s becoming the norm. It’s not that it’s a nice to have. It’s actually really important for your own development. I think when you feel happy in your work environment, and you feel treated as an equal and you are helping other people it’s a nice feeling to come to work and share that and it’s nice to know that other people understand that the work you are doing is not anti-men, as I have been accused of being in the past. We are not men haters, and what is the other thing, oh yes, we don’t discuss recipes in the meetings.”

Which agencies were respondents from?

Around 40% of the respondents came from only four agencies: New Zealand Customs Service, Auckland Council, MBIE and Department of Corrections.

To ensure anonymity, agencies have been grouped into those where there were 10 or less responses, and agencies that had over 10 responses.

10 or less responses

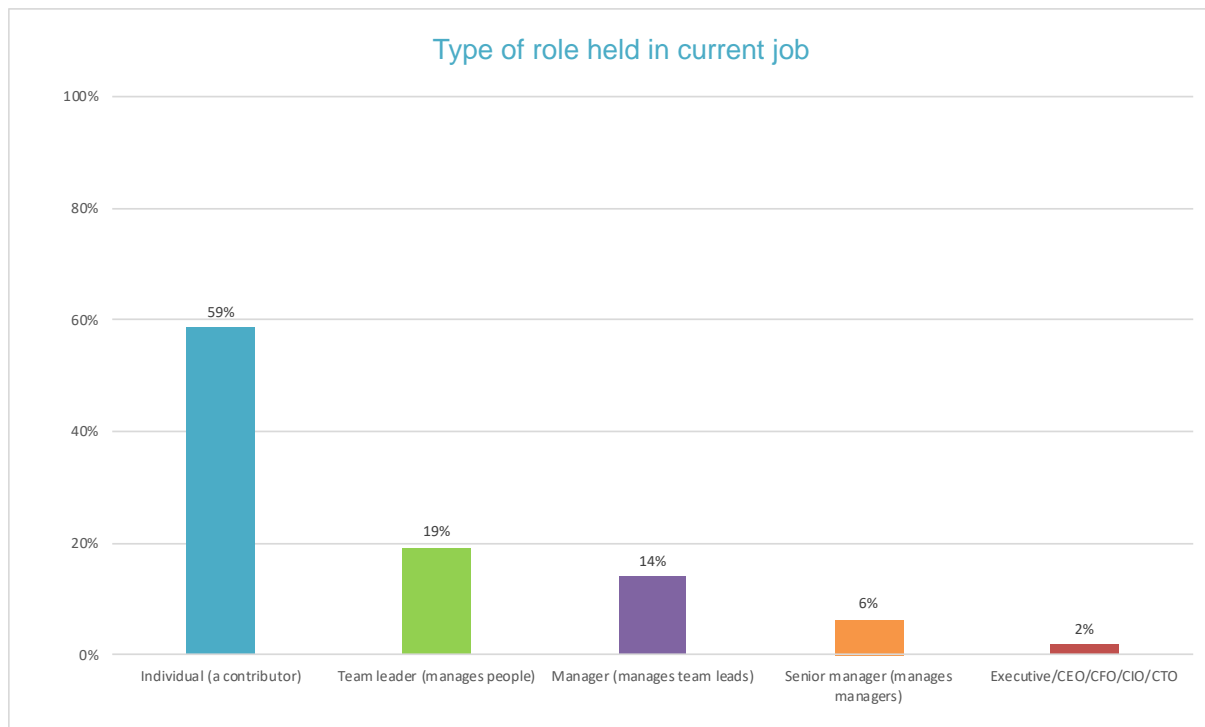
Accident Compensation Corporation
Auckland Tourism, Events and Economic Development
Auckland Transport
Aviation Security
Callaghan Innovation
Canterbury DHB
Christchurch City Council
Civil Aviation Authority
Crown Law Office
Department of Conservation
Department of the Prime Minister and Cabinet
Environment Canterbury
Financial Markets Authority
Fire and Emergency
GNS Science
Government Communications Security Bureau
Health Quality and Safety Commission
Housing NZ
Land Information New Zealand
Manatu - Taonga Ministry for Culture and Heritage
Ministry for Women
Ministry of Education
Ministry of Foreign Affairs and Trade
Ministry of Health
Ministry of Transport
New Zealand Defence Force
New Zealand Transport Agency
NZ Post
Parliamentary Services
Radio New Zealand
Serious Fraud Office
Somewhere else (please specify)
State Services Commission
Statistics New Zealand
Tertiary Education Commission
The Treasury
Waitemata DHB
Wellington City Council
Worksafe

Over 10 responses

Auckland Council
Department of Corrections
Department of Internal Affairs
Inland Revenue
Ministry for Primary Industries
Ministry of Business, Innovation & Employment
Ministry of Justice
Ministry of Social Development
New Zealand Customs Service
New Zealand Police

Results from Question 18

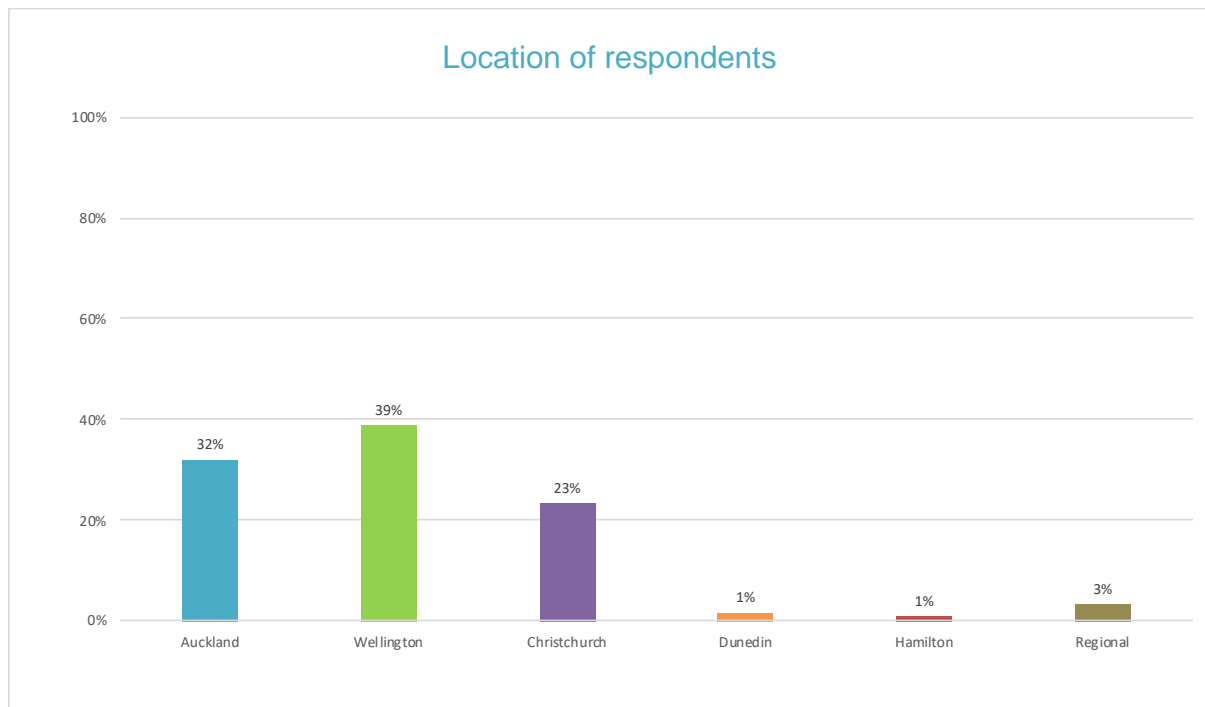
Individuals had highest response group



Graph results from Question 19

We asked people to tell us what role they currently held in their organisation. Respondents who considered themselves to be Individuals (a contributor) were the largest group, comprising 59% of those who filled out the survey. Team leaders were the second largest group at 19%, and a similar percentage of respondents reported themselves as Managers (14%). Only a small number who considered themselves Senior Managers and Executives completed the survey (6% and 2% respectively).

Respondents were from the three main centres



Graph results from Question 20

Most respondents came from Auckland (32%) and Wellington (39%). Responses from people in the Christchurch area were only slightly less at 23%. Only a very small percentage of the respondents came from Dunedin, Hamilton or other regional areas. These members were quite vocal about the need for the regions to be more included in networking and given access to events.

"I would love to attend a roadshow intended for Women in Government that went across all [agency name] locations, not only Wellington or Auckland."

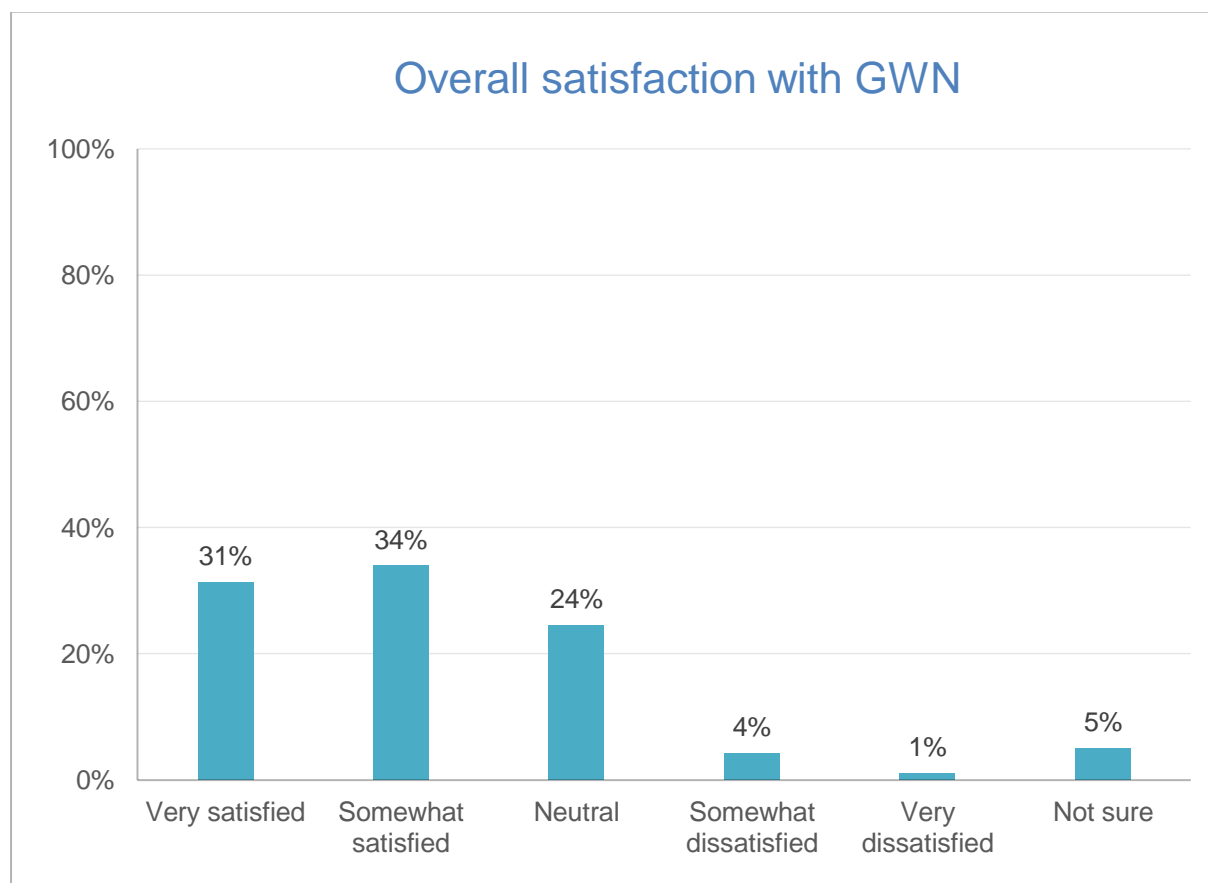
Satisfaction with the Government Women’s Network

The majority (65%) of people who responded to the survey said that overall they were either satisfied, or very satisfied with the Government Women’s Network. Only 5% were dissatisfied or very dissatisfied.

The survey allowed respondents to provide open ended answers on a number of questions. Members used this to tell us about some of the value they are gaining from being members of GWN.

“I worked for many years in a role that was not related to my degree. Over the years I lost confidence in my strengths and knowledge and was afraid of pursuing career goals. Since I learnt about the women network I was inspired by many great women stories and gained my confidence back. You really motivated me to approach those career goals and aim higher. As a result I now work in my profession and have well defined my career goals. Definitely improved my confidence, provided me with awareness of career paths and more importantly helped me to be pro-active.”

Overall satisfaction with GWN, from a member’s perspective



Graph results from Question 2

Dissatisfaction

If a member said they were dissatisfied, they were asked to tell us about why they felt this way. Almost all provided feedback and their feedback fell into a few categories.

People in regional areas wanting access to more events

Some of the members who responded to the survey felt the regions were not given enough support or access to events.

“Hold more sub regional activities and events especially in Auckland. Not all of us in Auckland are based in the CBD”.

Potential gains missed

One member mentioned that there was potential to gain more from events.

“The networking events are solely focused on guest speakers - great - but we are missing a critical opportunity for us to build relationships and talk to the other network members. Limited time but together we all have the answers we just need time to talk. I also think we need less focus on transactional stuff, and more on the gold nuggets. the 'how we work together' and 'where are we going', what would great look like for our network?”

Felt GWN had the wrong focus

A small number of the people who completed the survey felt that GWN was Wellington, Pākehā and / or Management focused. These people tended to be the less satisfied ones (or ones who had not used resources on offer etc).

“It is not for the normal everyday working women. the panel consists of very elite women. Women in power. These women are really busy and I doubt that they have time to "make a change". so it looks like it's a token network that does not really do much. and I have lost faith in it. It should be known as 'Women in govt. management network'. Who can really afford to go to that summit? really? it's not for inspiring younger women.. it's just to validate women in power.”

“Emails received are usually about conferences/gatherings on a national basis. Not all are privy to attend and if so it is aimed at the younger persuasion and those with much knowledge/experience/wisdom are left on the periphery with nowhere to go (expiry date?) Not all of the senior persuasion are ready to 'hang up their boots' and still aim to progress into management. No mentoring programs noted for that what to progress in this area.”

Not understanding GWN's role

Another common theme that ran throughout the less positive comments in the survey showed that a number of the members who were critical, didn't seem to have a good understanding of what the GWN's role was.

“I think there is a huge amount of funding for very small strategic benefit and that GWN should be actively helping other networks set up and be an enabler. The structure should be flat, it's too top heavy. Lots of people have bailed due to the directive nature of some people.”

Professional connections are working well for most

One of GWN’s goals is connecting government women within and across agencies. We asked members about the professional connections they might have made through GWN and how satisfied they felt with them.

“Yes, to be able to talk through and link in with other woman in different agencies was invaluable.”



Graph results from Question 3

Of the members who responded to the survey, 39% were either very satisfied or somewhat satisfied with the professional connections they had made through GWN. A number hadn’t made any connections yet (28%) and only 3% were either somewhat dissatisfied or very dissatisfied.

“I would not have met my mentor if it wasn’t for Liz. I heard this woman speak and really wanted to connect with her, Liz knows her and so introduced us. It’s just a really positive circle, where we help each other.”

Mostly I’ve been inspired by some of the amazing women speakers. Being made aware of inequities based on gender (and other characteristics) is always a good thing. Has increased my connections with other women in govt roles.”

“You wouldn’t have met these people, but you also wouldn’t have felt comfortable or confident reaching out to them, you think, oh god, they’re CE’s, they are never going to want to talk to me. But it’s totally not like that. There is no rank or no levels.”

“The other thing we have been trying to do a little bit is to share between other networks as well. Last year, we had a guest speaker in, we invited members of other agency network’s to attend. Now we’ve been invited to another agencies speaking event. So a lot of that cross agency stuff is starting to happen too, which is great. And that needs to grow more, and GWN is really encouraging that.”

“Just being part of that network (GWN) then you got to go to events, and you’d have a chat to another government agency and they’d invite you to one of their lunchtime events. I ended up linking up with (another agency with similar culture) women’s network and they were amazing.”

Dissatisfaction

Challenges with networking that were mentioned included things such as:

- not being enough time before or after events for people to network (people racing back to work)
- people staying in their own groups and not talking to others, and
- regional based people couldn’t attend events and found it difficult to network.

The small number of dissatisfied respondents mentioned that they felt they hadn’t had enough time or opportunity to connect with people at the events they had attended. One respondent commented:

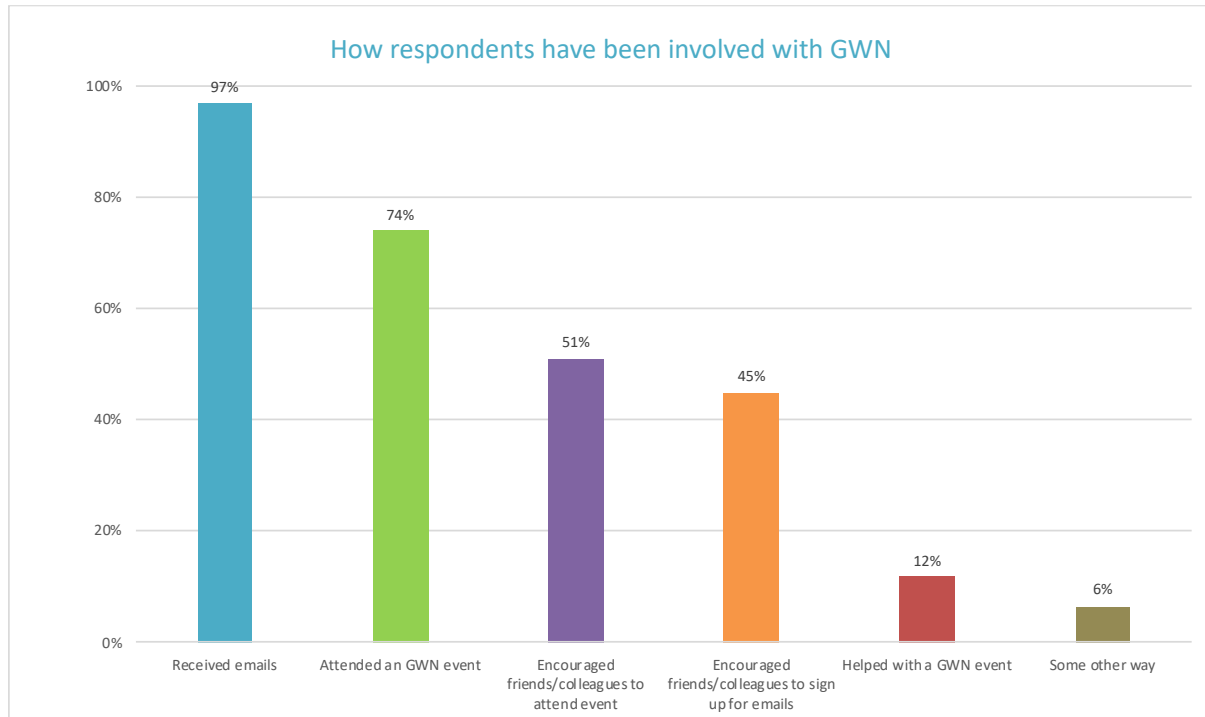
“It’s not what I expected and I didn’t feel there were opportunities for people to get to know new people. I noticed people stayed in groups of people they were familiar with.”

More time might just be required

Around 35% of the group that answered that they hadn’t made any professional connections, had been a member of GWN for less than a year.

How involved are members?

We asked respondents to tell us about the ways they had been involved with the GWN⁴. The majority of respondents (97%) had been 'involved' with GWN by receiving the newsletters. While it could be considered a rather passive level of involvement, receiving the GWN newsletter represents a significant touchpoint for connecting with the majority of members.



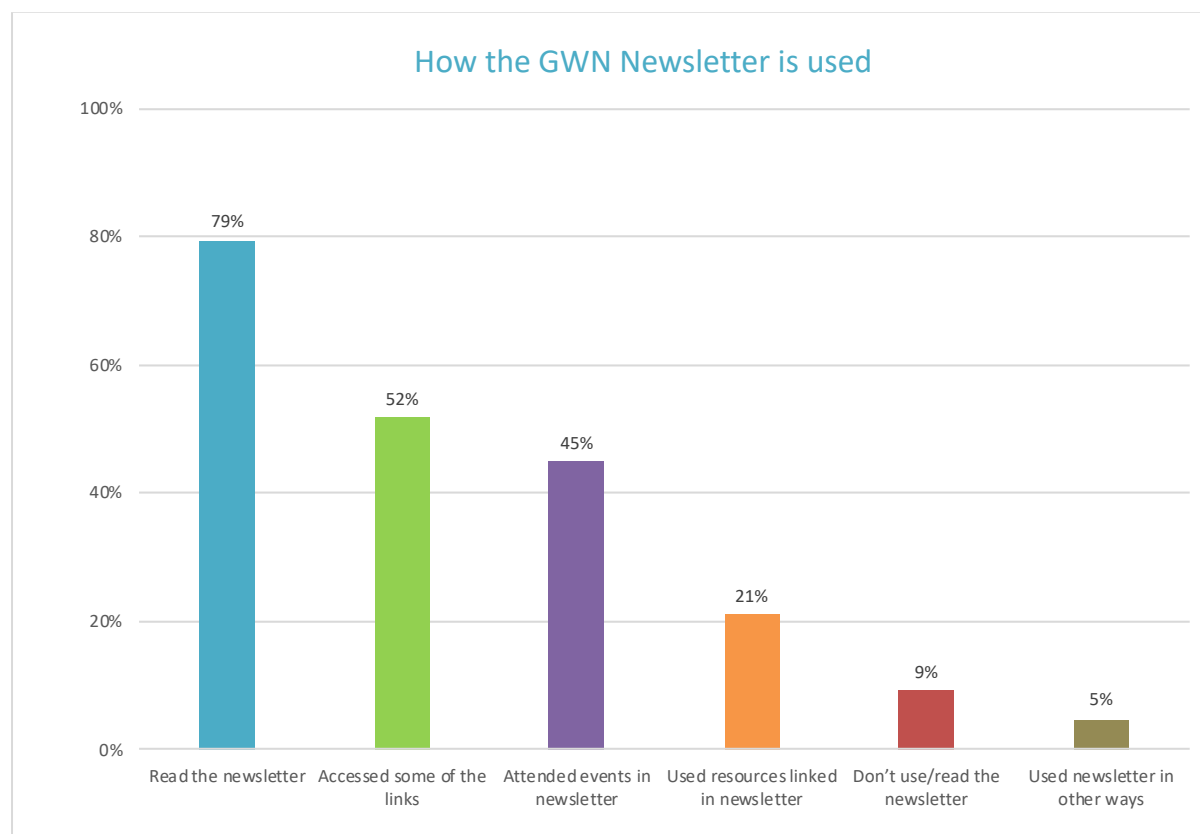
Graph results from Question 4

This graph shows the proportion of respondents who selected each particular way of being involved with GWN. Around 97% of the people who took part in the survey said they received the GWN newsletter, 74% noted they had attended an organised event, and around half of those that responded had encouraged friends or colleagues to attend events and sign up to receive the newsletter.

⁴ Respondents were able to select as many responses as they needed to answer this question, therefore the total will exceed 100%.

How do members use the Newsletter?

Because the newsletter is the main way that GWN has to communicate with its members it is encouraging that the majority of survey respondents said they read the newsletter (79%⁵). A slightly smaller proportion, 52% said they followed links in the newsletter and attended events referred to in the newsletter (45%). Around 21% said they had used the resources linked in the newsletter.



Graph results from Question 7

"GWN news is great - it helps provide me with a view about the sector outside my own organisation - Looking forward to attending more events as they occur."

Only a small proportion of people who responded to the survey said they didn't read the GWN newsletter, around 9%.

The content of the newsletter is also used by some members to disseminate GWN information on various social media, agency intranets or in their own agency network newsletters or distribution lists. Some respondents also noted that they forwarded either the entire newsletter, or shared points of interest with their teams, colleagues or people in the wider professional or personal networks.

A few members mentioned that they just don't have time to read the newsletter

"I love the emails, but have yet to access the links, I intend to just need to make the time to do it."

⁵ Respondents were able to select more than one response for this question. Totals do not add to 100%.

Newsletter feedback

We asked respondents if there were ways that the GWN Newsletter could be improved.

Of the 381 members who completed the survey, 168 gave us feedback about the newsletter. There were 29 respondents who liked the newsletter as it was and were complementary about the content, layout and format.

"I enjoy the topics and links for further training for women, keep these up."

"No need to change, it is excellent and I enjoy reading it. I find it very useful to find out what is going on in Auckland because most of the events in my other networks are Wellington based."

"I think the current delivery is an appropriate method to make the newsletter visible to all Women / participants."

And some were thoughtful / insightful

"It works for me as currently presented. I can also appreciate the amount of work involved in getting this newsletter out - how much resource is available for improvements?"

"Make it more regular, even if there's nothing much to say, or if you need to roster people on or do something else to make sure people are reminded of GWN's existence. Reinvigorate the Yammer group as that's where conversations should be taking place and where you should be able to find more ideas and help for putting the website together."

"I think if there's a bit more comms planning for instance knowing that the newsletter comes out 'every first Monday of the month' or something like that would help, I'm also not always sure what things are GWN and what's [own agency's] women's network - which isn't a big deal but it means I wasn't sure when I answered a few of these questions."

Thoughts on improving the Newsletter

Those with feedback for improvements fell into four main categories.

- Layout / formatting
- More interactive
- Event specific
- Culturally responsive

Layout / formatting / branding

Respondents made various comments about adding more photos, less wording, more links and a variety of other opinions. Some of the more constructive comments included:

"Maybe the frequency and the format so that it looks more like a newsletter with GWN branding than a GWN email...?"

"Highlights of information with links to web pages for the detail, so that we can see at a glimpse the things we want to go into more detail on."

"Things like "Watch our 10 minute seminar on how to improve this skill" might capture my attention more."

"The design of the newsletter is not very inviting. I receive a lot of newsletters, I only have a couple of minutes for each of them so they need to be to the point and visually easy to navigate."

More interactive

Respondents also thought it would be good if the newsletter was more 'interactive', allowing members to comment, post things, or be linked to interesting material / seminars / online content etc.

"I think its good how it is. You could think about linking to a web page as the newsletter to make it more interactive but I'm happy."

"Use a different platform of some kind that allows interactions with the post/newsletter? Or where we can post to."

Online version to make reading easier and streamline with links to online content. Sometimes it's difficult to see actions that might be requested."

"Could we have a website e.g. on PSI? it's hard to remember and manage emails, but if we had a site we could see all the newsletters, have a calendar for events, and a resources section - maybe even have a chat function?"

"What is the point of it? What are we trying to achieve with it? How are we trying to innovate in the engagement space with it? It's not very catchy or memorable. I'm not sure I've even received a newsletter. Imagery is important, opportunities are important, using the digital messaging space is a heavily used channel. I want to be part of a group that wants to stand out as part of their brand proposition, at the moment I don't feel like this is happening."

"Could you get a pdf version from your webpage that I could put on to my agencies webpage?"

"It seems that the majority of events are held in Wellington so I don't the opportunity to attend. It would be great if there were other ways to connect with members - e.g. online chat, maybe someone asks a question and members have the chance to add their views to it? Or, we can post our location and see if there are other people around who would like to meet."

Event specific

Members wanted GWN to know they really liked the events. But they also wanted to have more information about the events coming up, more advanced notice, get reminders about and have the events section of the newsletter more prominently displayed.

"Perhaps advance advertise events so that my calendar is not already full when an interesting event is on. The reason have not attended event is that I was not available."

"I enjoy the opportunity (on all too rare occasions to go to other agencies women's network activities). More news about these would be great, even if the event isn't open to people from other agencies I enjoy hearing what others are doing and it gives me ideas."

"Refer to ways that staff outside of Wellington can take part in WiL events/presentations."

Something respondents also mentioned as part of the event comments, was a desire for online access to events if they couldn't travel to the event (e.g. using live-streaming, audio visual link or recording of events).

Māori and Pasifika content

A few respondents felt that there could be more Māori and Pasifika content.

“Reach out to more Pacific and Maori Communities.”

The newsletter has lots of useful links and regular enough, to improve - start by use of te reo- correct the use of words to include their correct spelling eg wahine is singular but used as if plural wāhine should be used then, it's an attempt but can set a higher standard. Again think in partnership with wāhine Māori what could be done to elevate the visibility of network beyond a monocultural women's network (nothing wrong with this) to include diverse women also in the content, use of language and who is identified as leadership role models.”

Personal stories / profiles enjoyed

Respondents noted that they really liked hearing the personal stories from others.

“Possibly guest columns from interesting women or those doing interesting work to support women into leadership roles?”

“We can showcase our members through a “Women in Government” on-going stories series in the newsletter. We can also list govt job opportunities in Christchurch, South Island, and NZ. “

“Getting to know the committee members on it and having profiles of members shared so we can get to know people better. Have social notices on there so people can get together. Have more variety from diverse communities and members so it has more flavour in it.”

“Ask members to write something in each newsletter - a story about an accomplishment within their business perhaps - or personal. There's nothing quite like a relatable story versus an article.”

“I can't really comment because I don't always read the newsletter, but I'd be interested in inspirational stories of women in government overcoming personal and professional barriers. In particular, women of different ethnic backgrounds.”

Using GWN's resources

Just under 40% of respondents who answered the survey had used the resources provided by GWN. These resources are provided in links in the newsletter and are available on the GWN website.

“I'd like to see more events, I've only come across two in my short time as part of the GWN but haven't been able to attend. I also haven't been aware of resources and tools available because they haven't been mentioned. I think I'd only find them if I went looking through the website which I don't always have time to do. Perhaps every so often a reminder of the resources available could be good so that new members are aware”.

Everyone who had used the resources was happy with them. Eighty nine percent of respondents who reported using the resources said they were very satisfied or somewhat satisfied and 11% responded they were neutral.

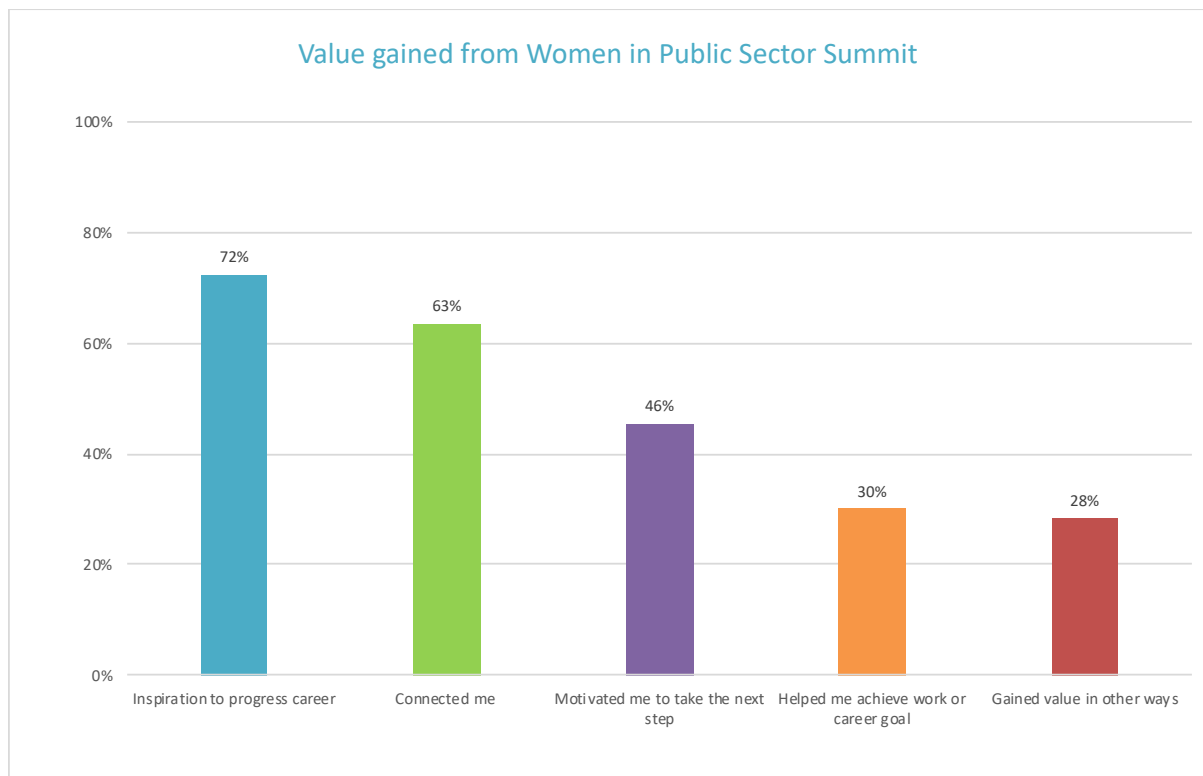
Events

We asked respondents if they had attended a GWN/AGWN/SGWN event and what value they had gained. Around 76% had attended an event.

“GWN is definitely breaking down barriers. The more people you meet at these events, it’s not always the same people, but they will say, ‘oh, you should meet so and so, they are working in the same space, or they could help you, or they might be willing to come in and speak’. And then you can walk up to somebody, and not feel uncomfortable that you are the only one in the room that doesn’t know anyone.”

Attendance at the Women in Public Sector Summit

Of those that had attended an event, nearly 50% had attended the Women in Public Sector Summit in either Auckland or Wellington. Nearly everyone who said they attended the Summit (96%) said they had gained value in attending.



Graph results from Question 10a

People could give as many responses as they needed to answer what value they had gained from attending the Women in Public Sector Summit. The proportion of respondents who gained value from each of the categories were:

- 72% found inspiration to progress their career
- 63% were connected with people they hadn’t met before
- 46% were motivated to take the next step in their careers
- 30% were helped to achieve a work or career goal

“Please keep providing such fantastic summits and events - they are really important and worthwhile.”

Other ways

The proportion of people who gained value in other ways (28%) mentioned the following in their open ended answers:

Confidence

"It enhanced my confidence level."

"Confidence being confident. Being brave saying yes to opportunities when they come my way, instead of having self-doubt. I now say to myself be brave I can do this."

Helping support others

"It gave me tools and tips to try in my current role and ideas about how to support others - it wasn't just about inspiration or progress or my own career."

"Meeting Liz Chin and getting onto AGWN and taking some of it back to office to share with others."

"I used it as an opportunity to share my learnings with my colleagues and I used that as a way of advocating for more support and encouragement for people to attend in the future."

Inspiration and new thinking

"As a leader it inspired me to hear the stories and consider the gaps that I need to fill in my own development."

"The speakers were top quality and their perspectives helped to inform me in ways that I wouldn't otherwise be informed in, such as intersectionality."

"Gained knowledge that helped me to understand some of the barriers and opportunities to progressing my career. Helped me to feel part of the wider government women's network."

"It was inspiring not just in terms of progressing my own career, but also to see the diversity of women and different leadership styles, and inspiring that women who were committed to kindness / compassion within their personal ethos/leadership style had progressed."

"It enabled me to appreciate the diverse paths of women in the public sector and understand that career development is not one linear path but is different for everyone. This took pressure off me because I didn't know if I was navigating the public sector in the right way."

"It was inspiring listening to other women talk about their journeys."

General awesomeness

"I took away from the Summit that anything is possible and there is actually no need to limit things. I was inspired by the personal stories of the people more than the professional and reminded myself to dream big."

"Enthusiasm and inspiration to help other women to think differently, to realise their potential, appreciate themselves, find their 'why', and support other women. It's been very well received! I was so excited and inspired after the event, I could hardly sleep :-)"

"I constantly rave about his event. I attended at a pivotal point in my career and it gave me real clarity on home and work life balance, children/career pathways, confidence to just keep doing what I'm doing and the realisation that I could really do what these woman on stage had done. A truly inspirational day."

In depth interview feedback on the summit

One of the in depth interviewees mentioned how much she had enjoyed the summit and the value it had provided not only to her, but to other women at her agency.

"I have certainly had some good opportunities and through those been able to help other women have some great opportunities. Attending the Women in Public Sector Summit and being able to report back how amazing it was, encouraged my manager to send others the next year, and not just senior members of staff, but more junior members. That was very satisfying. We have great number of people attending this year."

The other interviewee said she was looking forward to the summit this year. On the back of her presentation to managers and teams, they are able to send twice as many people than they did last year on the back. She is excited to be able to provide that opportunity to so many women.

"So that is twice the number of people going back to their work areas, sharing what they have learnt, sharing experiences, knowledge, amazing and really positive."

Thoughts on improvement

Only two respondents offered their thoughts on improving the Summit.

"Think this is a valuable event and cost effective for those of us in the Public Sector as budgets are always difficult. Was heavily skewed to those starting out in their career (which I understand) but don't forget those of us who have been around a while who may have trouble getting out of the mould they have been put into."

"What I was hearing supported what I already knew and the direction I was taking in my career - rather than inspire or motivate me, it supported my thinking and gave me more confidence in the direction I was taking. I have to say - I'm a bit over hearing about women having to push through ceilings and being told about the imposter syndrome - we all know about these things now - what we need to hear now are the inspiring stories about what women have done, not what is holding them back."

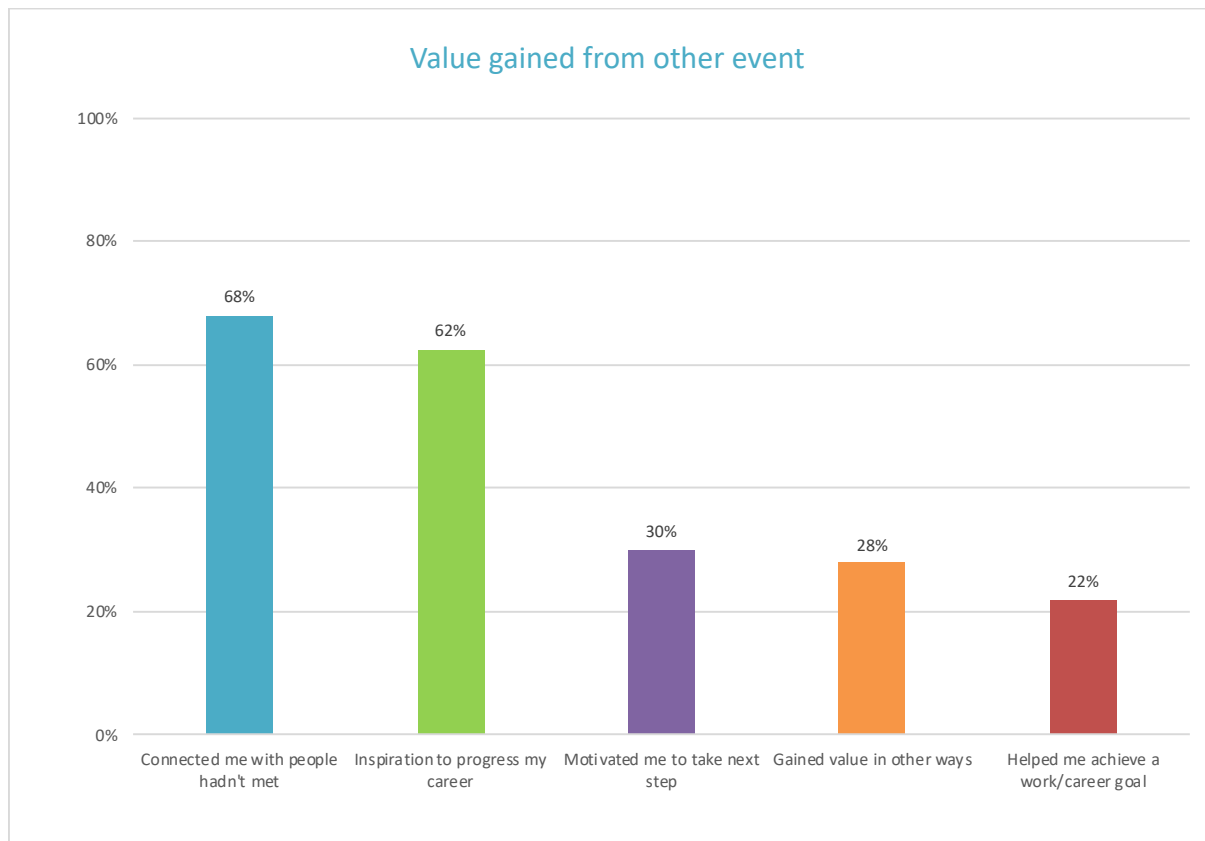
Most would attend again and recommend to a colleague or friend

The vast majority (93%) of people who attended the Women in Public Sector Summit would attend again, and 96% of people who attended would recommend the event to a colleague or friend.

Other GWN/AGWN/SGWN events

Around 226 people who completed the survey said they had attended another GWN event (excluding the Summit).

Again, the results were very positive from those that had attended another event, with 90% saying they gained value in attending.



Graph results from Question 14a

We asked those respondents to tell us how they gained value by attending on of the other GWN events⁶. Proportionately, the two most commonly given value gains were 'it connected me with people I hadn't met before' (68%) and 'it provided me with inspiration to progress my career' (62%). Around 30% of the respondents who answered this question felt they had been motivated to take the next step in their career and 22% felt the event had helped them to achieve a work or career goal.

"I appreciate the consultation and the willingness of women to organise events. The opportunity for a small drink and bite to eat is greatly appreciated as well."

⁶Respondents were able to choose more than one, so totals do not add up to 100%

Gaining value in other ways

There were a variety of common themes for those who said they had gained value in other ways (28%). The main themes are included below.

New ideas or information

Twenty one respondents who made comments mentioned getting new ideas or information from the event they attended. Many of these people also mentioned ways in which they had used, or would use this information.

"It gave me practical ways to improve myself and I've managed to get two mentors in high positions that I never would have been brave enough to ask for previously. Their advice and help have been invaluable".

Other peoples' experiences

Ten mentioned how other peoples' experiences (often presenters, but sometimes other people they met at an event) helped them understand more about themselves, or provided them with inspiration.

"Hearing the honest accounts of NZ professional women and what they had to face in their career was enlightening and gave me important perspective for when I plan my career and think things are tough."

Helping others

Nine talked about taking information or strategies they had learned and sharing them with others in their network or at their agency.

"I have gained immeasurable value by facilitating / setting up the events - becoming more skilled in event management. Also making connections with speakers / potential topics for the women within our network."

"My main gain from attending events was to provide support and encouragement to the women I work alongside. For me personally I took away insights on how to approach a tricky situation, CV preparation and other tips and tricks."

Ideas for future event content

One respondent made a suggestion for future focus for an event.

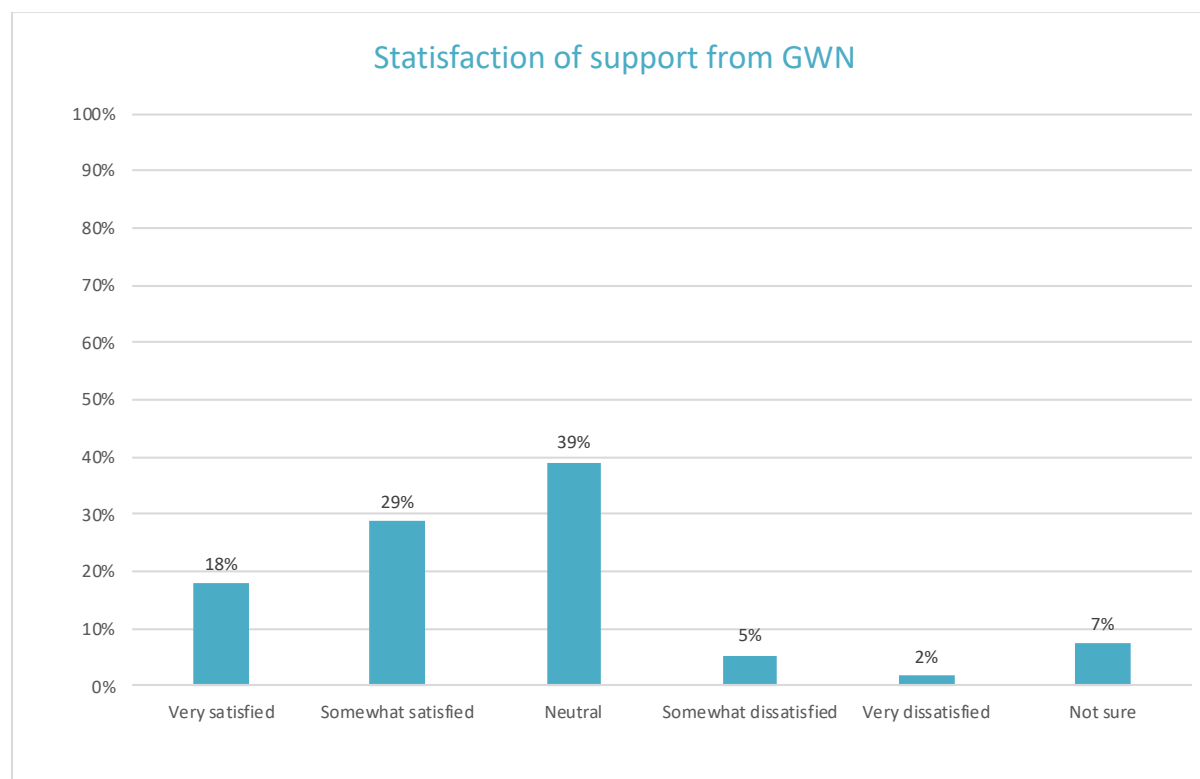
"I'm older - 53 - so when you say career progress I am interpreting this as more shaping my thinking about my value and input in public service as I think about the next 15 years and work life balance. Frankly there are a LOT of older women in public service and this might make a good focus. I know we want fresh young grads but retention of aging workforce is a thing too."

More events in the regions wanted

"I would love to see more regional events happening. I know this is challenging, but there are often not that many opportunities available for women in regional sites."

Satisfaction with support from GWN

We asked how satisfied or dissatisfied members were with the support they received from GWN.



Graph results from Question 15

Of the respondents who answered this question, 47% said they were either very satisfied or somewhat satisfied with the support they had received from GWN. Around 39% were neutral and only a very small number were dissatisfied (7%).

The two in depth interviewees showed a very high level of satisfaction with support received from GWN. Both women had very positive things to say about the responsiveness of GWN (and especially Liz Chin) and particularly the positive impact her support had given and continued to give.

It was clear that support from GWN at the initial stages when they started building their own women's networks was especially important. Both interviewees discussed some of the resistance and negative or suspicious thoughts that arose among other staff members in their agencies..

"They thought it might be a man hating and exclusionary..."

"There were some complicating factors in starting a women's network (despite the support of her manager) as [the agency] itself was not historically the most inclusive of women and issues surrounding the women in their workforce."

One interviewee discussed how appreciative she was for a connection (one of many) Liz helped her make early on with a women's network that had a similar work environment to what she did.

"Suddenly I was a focus (for detractors) because I had started this group.

'We don't need a group like that, what are you talking about? Women get paid the same as us'. So that link was great. They were well established and were dealing with similar issues to us." (withholding name of network to protect anonymity).

The other interviewee noted:

"Connecting to Liz, enabled me to connect with some women who had started other, highly successful women's networks in other agencies. Liz was, not only able to connect me with other women who had the experience of seeing up successful women's networks in other agencies, but also to provide me with support. She (Liz) was also able to show me how GWN could continue to support me while I established the new women's network at [her own agency]".

Dissatisfaction

Respondents who were dissatisfied provided some comments.

Of those comments provided, some showed that they possibly did not have a good understanding of GWN's role. Or that the responsibility for development starts with the individual.

"I don't actually know what it is that GWN provide me in the first place? In other groups I am a member we have meetings, we advocate, we provide opportunities of all types, we have networking sessions, we meet all types of different people, we connect with policy, we connect at events, we know our core values and purpose - I really don't know any of these for GWN but I'm sure it's just about receiving an intro email, being given directions to this information or at least I'd like the GWN to have this potential."

"Nothing to really develop me has happened at the Ministry."

"Be more engaged with members on an individual level. What does that member want to achieve. How can you help/provide? Tools? Mentors? Etc".

A few members felt that the regions were being left out

"Doesn't feel relevant for women working outside Wellington, with little apparent focus on supporting us in the regions. Local network is of value and relevance, would be good to see support to grow these."

"They all seem to be focused on Wellington only and I am in Christchurch. The topics and networking events in Chch are not available."

More than one mentioned personal or work situations made it difficult to engage with GWN

"Not feeling the connection - as a fixed-term I'm a casualty of labour casualisation. It can be tricky to get that continuity. If I'm between contracts I'll drop off the list and out of the network. And I also feel like I can't ask to be considered to go to 'proper' paid events. This is an issue that particularly affects women and I feel like it's not being acknowledged or addressed, so some women are getting less benefit from it than others."

"I feel bad about my responses being so neutral. I'm working 0.8 as a team leader alongside a young daughter and an elderly mother and I feel under a lot of pressure with meeting my core work commitments. I would like to spend more time attending events, reading the newsletter, following up on resources and making connections with others but it feels like a bridge too far for me in terms of having the time and emotional space to do this."

"I find the times that events are scheduled for challenging. They are consistently at similar times on certain days of the week when I have family commitments. I realise that space and people's time is often given for the events, but this is the only reason I have not attended an event."

"I think the GWN is really valuable. There are barriers to getting more involved - lack of visible support within [agency name] by senior women based in Auckland, prioritising attending events given workload and Auckland travel times."

More diversity required

"Encouraging more diverse women to be part of the network."

"I hope that with the shift to a steering committee and the purported more diverse leadership selection that there will be a more diverse sociocultural environment and wider set of offerings to the diverse women in your network. I am not sure if you have explicitly stated anywhere - but it would also be great to see the GWN be a front running re: gender and explicitly state that we are open to Trans women and minority genders."

"I'd love to see diversity and inclusion being a big priority to the approach, events, speakers, topics, etc., to appeal to a wide audience of women in the public sector. That is what will be the difference between whether a lot of women will come and stay and the ability to grow the membership to reflect our staff."

"It would be helpful for AGWN to organise events around Tamaki Makaurau instead of focussed on Central - this would attract diversity!"

"Yes, you should encourage more women in the public sector that are Pacific to join. Maori have a good women's network but Pacific seem to be drawn to their own and sometimes, those are barriers too. People in Contact Centres need to have access to GWN but you will find that they don't. You have to be a Manager or someone high up (see DIA, Corrections and IRD - Pacific people) this is what they have told us."

Positive stories from members of GWN

As well as hearing about the things that GWN can do to improve, an open-ended question (question number 16) asked members to tell us about any positive stories about their experiences where they felt GWN had helped them, either directly or indirectly to achieve their potential. Some examples of the sort of help that could have been included were provided. .

Two hundred and twenty four of the 381 respondents (59%) chose to tell us about how GWN had helped connect them and achieve their potential. There was an overwhelming wealth of favourable comments, and only consideration for the length of the report has prevented many of them being included. Of respondents who wanted to tell us about their positive experiences, many mentioned more than one category in their answers. The table below shows the top five categories mentioned as a proportion of those 224 responses.

<i>GWN's top 5 positive impacts</i>	<i>Proportion of respondents</i>
Empowered or Inspired me	25%
Improved my confidence	23%
Informed me about things in the public sector	18%
Connected me / Networking	17%
Motivated me to apply for new role/ secondment	13%

Empowered or inspired me to aim higher or go further

This was mentioned most frequently (by 25% of the 224 people who answered this question). Many of the respondents also wanted to tell us specifically how they were inspired or empowered:

"It continually makes me feel a part of something big, and powerful as women supporting women. That in itself makes me feel empowered on a daily basis".

"Inspired me hearing from other strong women to keep pushing forward. And gave me helpful tips on handling management situation".

"Empowered me to make career goals and (gave me a) voice within my very male dominated industry. Connection with other women within government was invaluable".

"The main inspiration I experienced was through attending the Women in Public Sector Summit in Wellington. It helped me to network with other women in the sector and share ideas about our perception and experiences in government. The speakers were inspirational and a group of us that attended the summit provided a presentation at the next staff meeting at our Ministry to share what we learned. Personally I made a few changes to the way I operated after the summit. I created a "victor bravo" folder in my email inbox to record positive feedback I received, I asked for leadership training and opportunities at work after fully appreciating that I need to be more strategic about my career direction, and I joined government networking groups to learn from other leaders".

Improved my confidence

This category was mentioned 23% of the time by the 224 respondents to this question. Examples included:

"Improved my confidence heaps, helped me see my worth, see the knowledge and experience I do have".

"Attending events has given me confidence in my own abilities and the work that I do".

Informed me about things happening in the public sector

Eighteen percent of the respondents felt that GWN kept them up to date with information about what was happening in the public sector. Respondents also mentioned that without GWN they wouldn't have been as aware of things that were of interest to them.

"GWN news is great - it helps provide me with a view about the sector outside my own organisation - Looking forward to attending more events as they occur".

"It is really interesting to hear about the new initiatives and triumphs of women in my government".

"Given me opportunities to MC events, being on a committee, find out about things happening that I wouldn't otherwise know about..."

Connected me with someone relevant to my current role / networking

Being able to meet and connect with new people was also a key value people mentioned. Seventeen percent of respondents talked positively about their new connections.

"I feel connected to a wider network so I don't feel alone with the issues of pay equity, discrimination etc. I feel like there are resources I can use that make sense. I like the tone of the GWN its not telling its sharing and supportive. I am a determined leader but I feel very frustrated about the lack of acknowledgement about issues for women- the GWN makes me feel more optimistic".

"As well as the events being informative and inspiring themselves, one thing I also get out of them is the opportunity to practice networking. This doesn't come naturally to me and I find at industry events there is a feeling of "oh you are the regulator". Having the opportunity to practice in a more supportive environment has really helped me develop in this area".

Value in connections far reaching

Real results from GWN initiatives can be seen in feedback from members. The next three quotes show, specifically, the flow on effect something like a connection can build for people:

"I have had the pleasure of meeting a few Māori wāhine through GWN - we have very few Māori public servants in the Government sector, and even fewer Māori wāhine in leadership positions. So, it's fantastic to be exposed to those wāhine who are part of GWN- because it gives me the motivation to keep pushing through."

"Connected me with someone working in an area similar to the one I'd like to one day work in. This person was open to meeting up for a coffee to chat about careers and even connected me to someone in another part of the country who is working in the exact line of work I'm interested in. Was really lovely and wonderful to talk to someone who's doing a similar journey and cares about the same causes".

“Networking with incredible women across the public sector, connect with amazingly talented women who would otherwise be super intimidating to approach, given me great perspective and challenged me to think about my brand and work on it. Given me the confidence to be a woman in my workplace and to ask key women to mentor me, it's help me realise me my self-worth in the context of work/career progression.”

Motivated me to apply for new role or a secondment

Around 13% of the respondents who provided answers to this question said that GWN had motivated them to apply for a new role, or a secondment.

“Motivated me to get out there and network more with people especially women and as a consequence I have a new better job with an awesome team / manager / organisation”.

“Motivated me to apply for a new role and to start a women’s network with my agency”.

“After seeing some of the amazing things other Women in GWN were doing it made me want to step up and take opportunities. I have successfully accepted a secondment in my new Ministry”.

“It helped me to take a big step up to a people leader/programme manager role when my resident imposter syndrome voice was telling me I needed more experience before I should try. I ignored it and went for it (successfully) anyway”.

Improved my awareness of career pathways

Around 10% of the respondents who provided answers to this question said that GWN had improved their awareness of career pathways.

“I really value hearing people's stories, it helps me to see that anyone from any background can achieve their goals. I have learned new skills that I can apply to my work and some lessons that can also be applied in life outside of work”.

“.....it's help me realise my self-worth in the context of work/career progression”.

“Empowered me to make career goals and gave me a voice within my very male dominated industry. Connection with other women within government was invaluable”.

Further positive outcomes

Many other positive outcomes were mentioned in the responses, including:

- Helped me develop new skills relevant to my role or my career goals
- Secured a promotion/ helped negotiate a pay rise
- Given me confidence to speak up or challenge inappropriate behaviours or comments
- Motivated me to set up own women's network/support your women's network
- Exposed to new thinking/ learnt new skills
- Gave me information to help develop others
- Being part of something / sense of community
- Pass skills on to family / use for life outside work

Other comments provided

There were a small number of members who said they were too new to have gained anything from their membership (11 of the 225 respondents mentioned this).

Only seven respondents made less positive comments. Two examples are:

“I don't think it's done any of these things for me. I think what I've heard/seen has just supported what I already knew. I would like to see the motivation of this group go further into what women are achieving, rather than what's holding us back”.

“There were no times that the membership helped me in my professional life or career aspirations”.

Extra feedback about GWN

The final question in the survey gave respondents a chance to say anything about GWN and 141 people responses were received. The responses have been grouped below.

More resource and clear messaging needed

For GWN to have a greater impact, it needs more resource and very clear messaging. One of the in-depth interviewees summed this up nicely:

“What I really want to get across is GWN as it is right now is amazing. What they do with the small amount of resource they have is really valuable and really incredible and adds a lot of value to what I do. But there is potential for so much more and I think if they were resourced well and had good funding, they could make an even more significant difference to not only women but society in creating more equality and equity. I would love to see that happen.”

Another member had this to say:

“If GWN had more money and resource, they could make a really lasting and significant difference..... A meaningful, and sustainable difference.”

Role of GWN not necessarily well understood by all members

While it is clear that the majority of the people who responded to the survey feel that they have indeed derived value from their membership with GWN, there is room for the clarification of GWN's role and targets.

Clear messaging, drawing attention to GWN's goals, and possibly outlining what GWN doesn't do, would also help those involved (or who want to be) understand what GWN is in a position to provide and what it is not.

“I think I might have attended a GWN event but don't know for sure. This might be interesting feedback..?”

“I first need to learn more about this organisation as I just learned about you. Perhaps more visibility for people like me, from another countries not accustomed with all the agencies in NZ.”

“I believe there's a place for the women's network, to be honest when I'm going through issues at work, they are not a network that pops to mind first. I think the women's network needs to be out there and as a women in Government, the network should be one of the organisations I should think of first if I need support, guidance, motivation etc. but sadly it's not.”

“So far, I am glad the GWN network exists. Because it is important for there to be a place for any marginalised group to meet (and unfortunately - that's still us) However - as of yet I have not been developed by the GWN.”

“Be more engaged with members on an individual level. What does that member want to achieve. How can you help/provide? Tools? Mentors? etc”.

"I don't actually know what it is that GWN provide me in the first place? In other groups I am a member we have meetings, we advocate, we provide opportunities of all types, we have networking sessions, we meet all types of different people, we connect with policy, we connect at events, we know our core values and purpose - I really don't know any of these for GWN but I'm sure it's just about receiving an intro email, being given directions to this information or at least I'd like the GWN to have this potential".

"...I am also a newish member of GWN so have yet to make some established networks within GWN and have only attended 3 events since joining. I will say I think you should advertise wider as I have been in the public service sector for 8 years and hadn't really been aware of GWN and what you do and can offer until recently."

Where GWN has been involved the value is evident

Something that is evident throughout the survey results and was specifically referred to by the two women in the in-depth interviews, is the significant impact GWN is having on members who want to start their own women's network, and the people working with them. Liz Chin was specifically mentioned time and time again in stories of support, encouragement and connections made.

"I reached out to GWN and Liz didn't hesitate in coming to speak to our women, and we had just started and she just threw in some amazing ideas and said 'look, I will link you up with people in your industry', or 'I know of another agency that has gone through a similar thing to you, and they now have an established women's group, they can help you', 'Have you thought about this this and this?'. So she just sat down with the women and suddenly, we had this support. It was amazing! We had people that could understand where we were coming from that, could resonate with what we thought was the norm (when you experience it every day)".

"Connecting with Liz, enabled me to connect with some women who have started other, highly successful women's networks in other agencies. Liz was, not only able to connect me with other women who had the experience of setting up successful women's networks in other agencies, but also to provide me, initially with support. She showed me how GWN could continue to support me while I established the new women's network (for her agency)."

"GWN has been a continuing support. Meeting up with me, coffee meetings. Just recently I got given good advice on a strategy paper I was working on for my network. Liz talked through advice on strategy and approach of an away day I had with my network's organising committee. She (Liz) has been amazing in terms of being there for good advice."

"The GWN has done very well under Liz Chin's leadership and hard work. She even found time to mentor our network during her Christmas break, and has been very generous with resources and ideas. We always look forward to her meetings and events."

"Keep up the great work you do in connecting and strengthening us....."

"Awesome to have the South Island based GWN, gives us an ability to offer more activities to our staff."

Potential for more impact with more resource

Respondents used the final open-ended question to make a number of appreciative and thankful comments. Of the 141 people who responded to this question 72 of them just wanted to let us know what an important initiative GWN was and what a great job the team were doing.

Others provided some constructive criticism and had ideas for GWN to branch out, strengthen its brand and grow.

“Would be good to have a champion in every organisation to grow membership. Like the PSA.”

“This network needs to be recognised by central government or the ministerial to gain positive traction”.

“I think the Government Women's Network is an excellent initiative - however it relies heavily on women doing unpaid work in addition to their paid roles and while this is laudable it should receive more support to lessen that burden.”

“I think it is a good initiative. I would like to be more involved but I find it hard to get the time. Our group tried to get a women's mentoring scheme happening but by all accounts it has fallen over due to time constraints on most people. A great idea I would have liked to get more out of.”

“I think this is a really important initiative for women in the public service. I think there is huge scope of the public sector to be a leader in inclusion and diversity because of the huge benefits to society when people feel included and we are making the most of the skills, talents and diverse thinking that comes from a diverse workforce. Sadly there are still many issues and barriers for women so it is important that we have these networks. One thing that would be great to consider for the future is how we can use our network to support others rather than it only being about individual career success and progression. Overall though, GWN is much needed in the public sector.”

“I think there is an opportunity to lift the profile of the network and get more people involved. I think this can be done by working with existing practice groups and network groups to advertise the existence of the GWN and share resources and presentations with the GWN members.”

Appendix A - Questionnaire and other Survey Documents

GWN Information needs

Overall objective

To understand if women who are on the GWN mailing list, (and therefore considered to be 'a member of GWN') have derived value from their membership with GWN.

Item number	Information need	Definitions	Output Categories	What the data will be used for
Demographics				
1	Ministry, Agency or Department worked for	List of Govt agencies (make sure we have them all) + 'other please state'	Breakdown by each agency.	Will show type of participation and membership across agencies. Will also help (if survey is repeated in 12 month's time) to show trends in membership.
2	Type of role held (seniority and responsibility)	Role in current job. Irrespective of time in workforce.	Exec/CXO Senior manager (manages managers) Manager (manages team leads) Team leader (manages staff) Individual (a contributor)	Does level of role influence the value gained by women in GWN? Are there differences in value gained at different levels of a GWN members role at work?
3	Geographic Location	Define 'Regional' as anywhere outside the main three centres	Auckland Wellington Christchurch 'Regional' – all 'other please state'	Provide insight into types of value women receive in different locations.

			will be coded to 'Regional' category	Possible differences between the main cities and regions.
4	Ethnic Group(s)	NZ Census categories	<ul style="list-style-type: none"> • New Zealand European • Maori • Samoan • Cook Island Maori • Tongan • Niuean • Chinese • Indian • Other, e.g. Dutch, Japanese, Tokelauan. Please state:	To provide information about the diversity of GWN. If possible some high level difference in value gained may be possible by ethnic group (depending on response rate and number of women in each ethnic group category)
5	Length of involvement	How long has the respondent been member/involved with GWN?	<ul style="list-style-type: none"> • Less than 12 months • Between 1 and 2 years • More than 2 years 	Could help provide information of about whether the length of time women are members of GWN influences the value they feel they receive.
6	Type of involvement	Active (attended event/helped organise/on working group or committee/encourage other women to join/sign up for newsletters) or Passive (receive emails only)	Active Passive	When combined with geographic location or length of involvement (and various other demographic variables) will provide information about the level

				of involvement within various agencies and locations.
7	Satisfaction with various aspects of GWN's work programme	Scale 1-5 <ul style="list-style-type: none"> - Support - Professional connection - Events - Resources - Newsletter 	1 -very satisfied 2 – somewhat satisfied 3 – Neutral 4 -somewhat dissatisfied 5 very dissatisfied Have not used/attended	Provides feedback for GWN on levels of satisfaction of members.
7a	Specific questions about why dissatisfied with any aspect a respondent answers 4 or 5 to in the scale	Open ended.	Open ended question for respondents to give feedback as to why they were dissatisfied.	Specific reasons for GWN members not finding value in aspects of programme. May inform changes that could be made to raise value gained for some women.
8	Newsletter If received: Do GWN members derive value from the newsletter? Do they read it? Follow links? Look at templates?	Yes/No/DK questions regarding newsletters.	Count of respondents: <ul style="list-style-type: none"> • Read newsletter • following links • look at templates • forward to friends 	The newsletter is one of GWN's main ways of communicating to members and pushing traffic to their website. An understanding of how it is being used and its value (or not) to members will be important in communication from GWN in the future.

9	Did member attend Summit?	Yes/No/DK	Count of respondents attending.	
10	Did member attend any other events (GWN or own woman's network)?	Yes/No/DK	Count of respondents attending.	
10a	If attended event, was value gained from attendance?	Yes/No/DK	Counts.	
10b	If yes, what?	Open ended question as to what value was gained from attending event?		Information about what value GWN member felt she gained by attending event.
11	What have women done with their learnings/experiences at GWN events?	Open ended question about women sharing their positive stories about their experiences. Provide some examples of positive connections and ask GWN members to share their experiences.		Richer information and examples to put into report of 'success stories' that will complement the in-depth interviews.
12	How has engagement with GWN helped you either directly or indirectly (question from Auckland questionnaire)		<ol style="list-style-type: none"> 1. Inspired to aim higher or go further 2. Helped to develop new skills relevant to your role or your career goals 3. Enabled you to practice skills in a safe space 4. Motivated to apply for a new role 5. Succeeded in applying for a new role 6. Secured a promotion 7. Prompted you to negotiate for a pay rise 	

			<ul style="list-style-type: none">8. Enabled you to negotiate successful for a pay rise9. Enabled you to secure other development opportunities10. Helped you to grow your network11. Connected you with someone relevant to your current role	
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Finalised questions for the survey

(Email and introduction to questionnaire included at the end of this document).

1

About how long have you been a member of the Government Women's Network?

This includes the Auckland, Southern GWN networks - Te Aka Whines o Tāmaki (AGWN), Te Aka Wāhine o Aotearoa (GWN), Te Aka Wāhine o te Wai Pounamu (SGWN).

- Less than a year
- More than a year, but less than two years
- More than two years

2

The questions in this survey are only asking you about your experiences with the Government Women's Network. Not your own agency network. Please keep this in mind when answering the questions.

Overall, how satisfied are you with the Government Women's Network?

- Very satisfied - go to 3
- Somewhat satisfied - go to 3
- Neutral - go to 3
- Somewhat dissatisfied - go to 2a
- Very dissatisfied - go to 2a
- Not sure - go to 3

2a

We would really like to know what we could do to improve. Can you tell us a little bit about why you are dissatisfied?

3

We also want to know about the professional connections you might have made through the Government Women's Network. This might include meeting people from your agency or other agencies you might not normally have had a chance to connect with.

How satisfied, or dissatisfied do you feel with the professional connections you have made with the help of the Government Women's Network?

- Very satisfied - go to 4
- Somewhat satisfied - go to 4
- Neutral - go to 4
- Somewhat dissatisfied - go to 3a
- Very dissatisfied - go to 3a
- Haven't made any professional connections yet - go to 4
- Not sure - go to 4

3a

We would really like to know what we could do to improve. Can you tell us a little bit about why you are dissatisfied?

4

We want to know about the ways you have been involved with the Government Women's Network.

Please select as many of these as you need to show the ways you have been involved:

- Receive emails from Government Women's Network
- Encouraged friends or colleagues to sign up to receive emails from Government Women's Network
- Attended an event organised by Government Women's Network
- Encouraged friends or colleagues to attend Government Women's Network events
- Helped with an event for Government Women's Network
- Some other way (please tell us)

5

The Government Women's Network provides some resources for its members to use, such as links in the newsletters to templates, toolkits and guidelines. Have you used any Government Women's Network resources?

- Yes – go to 5a
- No – go to 6

5a

How satisfied, or dissatisfied were you with the Government Women's Network resources you used?

- Very satisfied - go to 6
- Somewhat satisfied - go to 6
- Neutral - go to 6
- Somewhat dissatisfied -go to 5b
- Very dissatisfied - go to 5b

- Not sure - go to 6

5b

We would really like to know what we could do to improve. Can you tell us a little bit about why you are dissatisfied?

6

We want to know if there are ways we can make the newsletter better for our members.

Please select as many of these as you need to show the ways you use the newsletter:

- I don't use/read the newsletter
- I read the newsletter
- I have followed some of the links in the newsletter
- I have used the resources linked in the newsletter
- I have attended events referred to in the newsletter
- I use the newsletter in some other way (please tell us)

7

Open ended

How could we change the newsletter so you get more out of it?

8

The next questions are about GWN events.

Have you attended a GWN/AGWN/SGWN event?

- Yes - go to 9
- No - go to 13

9

Was one of the events you attended the Women in Public Sector Summit in Auckland or Wellington?

- Yes - go to 10
- No - go to 13

10

Do you think you gained any value in attending?

- Yes - go to 10a
- No - go to 11

10a

Please select as many of these as you need to show the value you gained in attending the Women in Public Sector Summit:

- It provided me with inspiration to progress my career
- It motivated me to take the next step in my career
- It helped me to achieve a work or career goal
- It connected me with other people I hadn't met before
- I gained value in other ways – please provide comments below (open ended text box)

10b

Open ended

Is there anything else you thought you gained from attending?

11

Would you attend again?

- Yes - go to 12
- No - go to 12

12

Would you recommend the Summit to a colleague or friend?

- Yes - go to 13
- No - go to 13

13

Have you also attended any other GWN/AGWN/SGWN events?

- Yes - go to 14
- No - go to 15

14

Do you think you gained some value by attending the event you went to?

- Yes - go to 14a
- No - go to 15

- Not sure - go to 15

14a

Open ended

Please select as many of these as you need to show the value you gained in attending the event:

- It provided me with inspiration to progress my career
- It motivated me to take the next step in my career
- It helped me to achieve a work or career goal
- It connected me with other people I hadn't met before

- I gained value in other ways – please provide comments below (open ended text box)

15

Thinking about the support you get from the Government Women’s Network. How satisfied, or dissatisfied do you feel with support the Government Women’s Network has offered you since you became a member?

- Very satisfied - go to 16
- Somewhat satisfied - go to 16
- Neutral - go to 16
- Somewhat dissatisfied - go to 15a
- Very dissatisfied - go to 15a

- Not sure - go to 16

15a

We would really like to know what we could do to improve. Can you tell us a little bit about why you are dissatisfied?

16

As well as hearing about the things we can to improve, we are also interested in hearing about things that are working well so we can move towards providing these for other women. We would like to hear about any positive stories about your experiences where the Government Women’s Network may have helped you some way to achieving your potential.

Can you share with us any times where your membership of the Government Women’s Network has helped you, either directly or indirectly?

Some examples are:

- Inspired to aim higher or go further
- Helped you develop new skills relevant to your role or your career goals
- Motivated you to apply for new role or a secondment
- Secured you a promotion
- Prompted you to negotiate for a pay rise
- Connected you with someone relevant to your current role
- Improved your confidence
- Informed you about other things happening in the public sector
- Improved your awareness of career pathways
- Given you confidence to speak up or challenge inappropriate behaviours or comments

Open ended

17

Which ethnic group do you belong to?

Mark the space or spaces that apply to you

- New Zealand European
- Maori
- Samoan
- Cook Island Maori
- Tongan
- Niuean
- Chinese
- Indian
- Other, e.g. Dutch, Japanese, Tokelauan. Please state:

18

Which Ministry, Agency or Department do you work for?

Please select from one of the options below.

If you work for more than one please chose the one you work the most hours for.

Drop down list of all agencies plus:

- Somewhere else (open text field)

19

What type of role do you have in your current job?

If you have more than one job, please choose the one you do the most hours for.

- Individual (a contributor)
- Team leader (manages staff)
- Manager (manages team leads)
- Senior manager (manages managers)
- Executive/CEO/CFO/CIO/CTO

20

Which city or region do you usually work in?

If you work in more than one location, please choose the one where you spend most of your time.

- Auckland
- Christchurch
- Dunedin
- Hamilton
- Rotorua
- Wellington
- Other – please specify

21

Finally, is there anything else you would like to say about the Government Women's Network?

Thank you so much for taking the time to answer these questions: Your answers and feedback will contribute to helping us improve the Government Women's Network and making sure we reach our goal of connecting government women within and across agencies to achieve their potential.

Other Survey Documentation

Introductory Email – sent with link to questionnaire -7 May 2019 survey ‘go live’ out date

Tena koe

As a valued member of our network you are invited to participate in the Government Women’s Network Survey 2019.

We want to understand how we are doing towards achieving our goal of connecting government women within and across agencies to achieve their potential. This includes looking at what things we are doing well and what things we might improve on.

We have engaged an independent party to undertake this research and process all responses received. We appreciate your views and ask that you help us by answering this 10 minute survey about your experiences with Government Women’s Network. Your answers will be anonymous.

Note: The questions in the survey are only asking you about your experiences with the Government Women’s Network, including Auckland and Southern Government Women’s Network, and **NOT** your own agency network. Please keep this in mind when answering the questions.

Please complete the survey by **5pm, Tuesday 21 May 2019**. Click [here](#) to start the survey now.

Thank you for your support.

Ngā mihi nui

Liz Chin
Programme Director
Government Women’s Network
029 350 0049
www.gwn.govt.nz | [Follow us on LinkedIn](#)

*Hosted by Inland Revenue, L12, Asteron Centre,
55 Featherston Street, Wellington*

GOVERNMENT
WOMEN’S NETWORK
TE AKA WĀHINE O AOTEAROA
WOMEN ACHIEVING THEIR POTENTIAL



Introductory text within SurveyMonkey

How are we doing?

By giving us your feedback you are helping GWN to find out how well or not well we are doing towards achieving our goal of connecting government women within and across agencies to achieve their potential.

Please let us know what you think about the Government Women's Network and how you think we can improve our work with connecting government women.

How long will it take?

This questionnaire should no take more than 10 minutes to answer.

About your privacy

The information you give us will be used only for the purposes of helping GWN to reach it's goals and report on how well or not we are doing and identify things that we can improve on. The information will be produced and used in a way that does not show which answers any specific person gave.

More information

If you want to know more about the survey, you can contact enquiries@gwn.govt.nz

Many thanks for your time and your input.

Reminder emails

16 May 2019 – reminder email sent

21 May 2019 -final reminder