



1 Growth and maturity of women's networks

Information and advice provided to new and existing networks, particularly with personnel changes (e.g. DIA, HUD, Auckland GWN and Southern GWN [SGWN])

Quarterly Network Representatives meeting hosted by MFE where they shared information, professional connections and the experience of running their agency D&I Survey

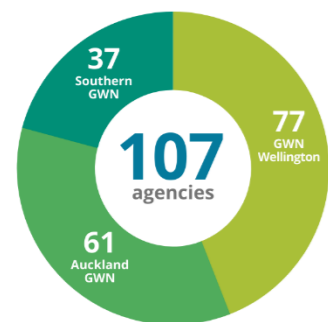
LinkedIn closed group established to facilitate communication with Network Representatives

2nd Birthday of MSD Women's Network celebrated

GWN's membership continues to grow across all regions



MEMBERSHIP



MEMBERS' AGENCIES

2 Improved capability, skills, knowledge and professional networking

Third Auckland Women in Public Sector Summit delivered with 560 attendees; information stands showcased the work of SSC, LDC, MOJ, Auckland Council, GWN, CFFC and PSA; feedback from attendees was very positive.

Auckland GWN presented to both the Auckland Career Board and the cohort to improve awareness of GWN, the opportunities for leadership activities, and to collaborate; new connections have been made and new opportunities identified

SGWN supported a speed mentoring event run by border sector agencies

Profiles of two talented public sector women published under *Kōtaha Wāhine* – a new section on the GWN website

Four professional development events held – two in Wellington (approx. 160 attended), two in Auckland (approx. 70 attended); two event summaries published on GWN's website

"I have already practised some of the techniques at a meeting yesterday... I focused on speaking up more forcefully and the reaction I got was almost palpable."



3 Champion, acknowledge, celebrate and support inclusion

For Matariki, a diverse group of nine wāhine whetu (rising stars) in the public sector were acknowledged

Public sector finalists in Diversity Works Awards 2019 were recognised in a GWN LinkedIn post

Finalists in the Women of Influence 2019 Awards included: Claire Bibby from NZ Police, Rebecca Magdalinos from Royal Air New Zealand Air Force, and Pam Ford from Auckland Tourism, Events and Economic Development (ATEED)

Relevant public sector awards and funding resources are actively promoted (e.g. Ria McBride, Spirit of Service Awards, and LDC Fellowships)

GWN was represented at Suffrage Day celebrations at Parliament; Suffrage Day was celebrated by many networks and Naomi Ferguson gave a Suffrage Day message that was shared via GWN's YouTube channel, LinkedIn page, website, and IR Intranet

100 years since women could stand for Parliament was acknowledged

Language weeks and Diwali were recognised by many networks

Te Wiki o te Reo Māori was acknowledged by featuring a daily diversity and inclusion-themed te reo word on GWN's LinkedIn channel

4 Build the GWN brand, profile and reputation

Four GWN News and four GWN Events newsletters kept our 2,000+ members up-to-date and engaged and are shared widely outside our membership

Auckland GWN sent one bi-monthly regional newsletter to 981 AGWN members

SGWN monthly newsletter relaunched and delivered to 398 members

GWN has over 1,000 LinkedIn followers since starting in March, leading to nationwide and offshore interest and engagement

139%
increase in LinkedIn followers since 30 June

GWN holds excellent relationships with many agencies and organisations (e.g. Ministry for Women, SSC, MOJ, LDC, APO, Auckland Council, IPANZ, IOD, Diversity Works, Women in Infrastructure, etc.) as well as private sector women who have been guest speakers

Fred Joyet, Technical Product Lead, ICT Business Delivery, received the MOJ Chief Executive's Supreme Award and Collaboration Award for his work on the GWN website since 2015

GWN icon lapel pins continue to be a popular way of showing support for GWN

5 Support system goals for D&I

GWN is actively involved in Te Hora, SSC's D&I community of practice, and is participating in discussions about Positive and Safe Work Cultures

GWN is connecting with Office of Seniors about how we can support Better Later Life – He Oranga Kaumātua 2019 to 2034

GWN is reaffirming with some agencies the expectations in line with the Gender Pay Action Plan such as publicising pay bands and proactively sharing resources from the Gender Pay and Pay Equity Task Force



6 Employee-led diversity networks



GWN has provided advice to support the establishment of a cross-agency Pan-Asian Network, Disability Network and a newly forming Pacifica Network

New diversity networks are forming in agencies (such as Rainbow, Pacifica, Maori at Kāinga Ora and Asian in other agencies like MOE and ACC)

GWN is actively promoting the Employee Led Networks site through collateral and outreach to agencies and key stakeholders (e.g. HR teams) to increase awareness and improve uptake

Employee Networks website now has 29 networks listed; more events and resources are being regularly added

Website has transferred from MOE to MOJ for co-management alongside GWN's website enabling GWN to manage the content