



# 2026-2029 Strategy

Government Women's Network  
Te Aka Wāhine o Aotearoa



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# About our strategy

The Government Women's Network (GWN) strategy outlines where the GWN will focus its energy between 2026 and 2029. It reflects what we heard from wāhine, and those who identify as wāhine, working across agencies and roles throughout Aotearoa New Zealand.

The strategy also recognises, and addresses, the challenges and experiences that wāhine face in the public sector.

The GWN helps connect these experiences, amplify the voices of all wāhine, and ensure they inform decisions at agency and system levels. Over the life of this strategy, GWN will focus on four interconnected priorities **Whakamārama, Whakamana, Whakapiki,** and **Whakakaha.**

Together, these priorities strengthen the ecosystem so our networks can influence change. They also empower wāhine across Aotearoa New Zealand who will feel supported to participate, progress, and lead.

## A message from our Co-Sponsors

**Megan Main & Peter Mersi**

*"As Co-Sponsors for Government Women's Network, it's wonderful to see how the network has grown over the last 10 years, and this strategy sets out a clear focus for the next 3 years to further support all wāhine to thrive in the public service.*

*We're proud of the work GWN does, and the courage and commitment of wāhine across the public service to support this mahi."*

# GWN Structure

## Current State Model

### National footprint

#### GWN Steering Committee

- Sets national strategy for GWN.
- Elevates issues/barriers at a national level.
- Advocates for all women in the public sector.
- Organises national events for women, including online events.
- Manages national relationships such as Chief Executive (CE) Sponsors, Public Service Commission (PSC), Gender Pou Leaders, and Tui Raumata.

#### GWN Co-Sponsors

*Public Sector Governance*

#### Papa Pounamu

- CE Steering Committee for Diversity, Equity & Inclusion (DE&I)
- Includes **GWN Co-Sponsors** and **Gender Pou Leads**

#### DEI Team

PSC DE&I Team GWN Liaison

#### Tui Raumata

Cross-Agency Employee-led Network National Co-Chairs



## National and regional footprint

### Co-Chairs

*Auckland*

### Auckland GWN

The Auckland region network focuses on supporting and uplifting women in region.

### Co-Chairs

*Southern*

### Southern GWN

The Southern region network focuses on supporting and uplifting women in the South Island.

### Steering Committee Representatives

*Wellington & National*

### Wellington Representatives Group

Representatives from agencies and Wellington-based women in the public service all meet together.

# Vision

A public sector where all wāhine (and those who identify as wāhine) are visible, valued, and are supported to thrive at every stage of their lives and careers.





## Mission

We connect, amplify, and enable women and women's networks across the public sector. We bring lived experience to system conversations, support women through transitions, and strengthen the ecosystem of networks that uplifts all wāhine in Aotearoa.



# Strategic Priorities & Outcomes

Over the life of this strategy, we will work toward four **key outcomes**. Each key **outcome** is supported by a **clear focus area** and a view of **what success looks like**, to ensure our work is targeted, measurable, and aligned with the needs of women in the public sector.

## Outcome

### Whakamārama

Improve data and information access about women in the public sector, enabling more effective support and system change.

## How We'll Get There

### Information & Insight

Address data gaps on women's experiences by using stories, research, and feedback to influence change, and track how transitions affect women's engagement and progression.

## What Success Looks Like

- Stories and feedback regularly collated and cited in system work.
- Participation in GWN surveys increases.
- Agencies use GWN insights in their workforce planning.

## Outcome

### Whakamana

Ensure the unique challenges and experiences of women in the public sector are seen, heard, and valued in public sector decision-making.

## How We'll Get There

### Visibility & Voice

Collect and share real stories from diverse wāhine, champion role models and network leaders, and feed women's voices into policy, workforce, and system-level conversations.

## What Success Looks Like

- Women's insights are regularly included in agency/system strategy.
- Women report feeling heard and valued.
- Increased visibility of wāhine leaders in communications/events.



# Strategic Priorities & Outcomes (continued)

## Outcome

### Whakapiki

Empower women through key transitions in their public sector careers. This includes life stages, career progressions, career re-entry & regional isolation.

## How We'll Get There

### Supporting Personal & Career Transitions

Focus initiatives and leadership on career and life moments that shape women's public sector careers, ensuring we work with partner agencies where appropriate.

## What Success Looks Like

- More women say they feel supported during transition points.
- Uptake of shared tools or resources.
- Mentions of transition-specific support in agency policies.

## Outcome

### Whakakaha

Empower regional and agency networks so they are confident, connected, and resourced to lead both local initiatives and contribute to national system change.

## How We'll Get There

### Empowering Regional & Local Networks

Support leadership to:

- Lead local events and peer networks, and:
- Guide regional decision-making & strategy.
- Build capability for self-sustaining networks.

## What Success Looks Like

- Regional GWN structures are in-place and active.
- More agency networks are self-sustaining.
- GWN has visibility of activity and needs across Aotearoa.

# GWN Structure

## Future State Model

### National footprint

#### GWN Steering Committee

- Sets national strategy for GWN.
- Elevates issues/barriers at a national level.
- Advocates for all women in the public sector.
- Organises national events for women, including online events.
- Manages national relationships such as CE Sponsors, PSC, Gender Pou Leaders, and Tui Raumata.

#### Committee Co-Chairs

#### GWN Co-Sponsors

*Public Sector Governance*

#### Papa Pounamu

- CE Steering Committee for DE&I
- Includes **GWN Co-Sponsors** and **Gender Pou Leads**

#### DEI Team

PSC DE&I Team GWN Liaison

#### Tui Raumata

Cross-Agency Employee-led Network National Co-Chairs

#### Agency Liaisons

#### Agency Representatives Group

Representatives from each Public Sector agency will act as conduits for the national GWN.



## Regional footprint

### Co-Chairs

*Northern*

### Auckland GWN

The Northern region network will focus on supporting and uplifting women in the Auckland & upper North Island.

### Co-Chairs

*Central*

### Wellington GWN

The Central region network focuses on supporting and uplifting women in the Wellington & lower North Island.

### Co-Chairs

*Southern*

### Southern GWN

The Southern region network will focus on supporting and uplifting women in the South Island.



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