



Te Aka Wāhine o Tāmaki – Auckland Government Women’s Network (AGWN).

# *Komiti Strategic Planning Session for 2022.*

Wednesday 27 October 2021, 11am – 12.30pm.

AUCKLAND  
GOVERNMENT  
WOMEN’S NETWORK  
TE AKA WĀHINE O TĀMAKI



# Karakia tīmatanga<sup>1</sup>



E te Matua pai  
Āwhinatia mātou,  
Mau rā mātou e tiaki,  
Te roa ō tēnei rā,  
Āmine.

*To our good leader,  
Help us,  
Take hold of, and care of us/ protect us,  
For the length of this day,  
Amen*

# Whakawhanaungatanga



Led by Virginia Fordham, **Pou tokomanawa**

*A pou tokomanawa is a central part of a wharenuī (meeting house) and **represents the ancestors of that marae, hapū or iwi.** The pou tokomanawa is the central support/post within the wharenuī and welcomes guests into the house.*



**Virginia Fordham** (she/her)

**Regional Co-ordinator**

**Part time hours: Mon-Fri**

Auckland Government Women's Network –

Te Aka Wāhine o Tāmaki

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# Rules and Kinship

(PSA Delegate workbook, Stage 1, 2021 edition).



1. Be on **time** for each session.
2. Acknowledge we are entering a **safe space**.
3. **Respect** the views of each other.
4. **Share your views and experiences** – your perspective is valuable and important.
5. **Support** one another.
6. **Listen to understand**, not to contradict. **Listen to learn**.
7. **Check your understanding** by asking questions – there is no such thing as a dumb question.
8. **Challenge the ideas**, not the speakers. **Challenge yourself**.
9. **Be bold, be brave**.
10. Have a **good time!**

*“ka tika a muri, ka tika a mua, ka rere pai ngā āhuatanga katoa”*

*“If the back is in order, and the front is in order, all will go well”*

# Komiti Values



The guiding principals that underpin our Rules and Kinship.

1. **Manaaki** (*verb*) (*-tia*) *to support, take care of, give hospitality to, protect, look out for - show respect, generosity and care for others – looking after one another.*
2. **Tika** (*verb*) *to be correct, true, upright, right, just, fair, accurate, appropriate, lawful, proper, valid – tikanga – what's right for us.*
3. **Maia** (*adjective*) *be brave, bold, capable, confident.*

# GWN strategic priorities for 2020 - 2025



Listed are the six priorities identified by Government Women's Network (GWN), of which Te Aka Wāhine o Tāmaki align its annual Action Plan to. Focusing on these priorities will strengthen women's networks in the public sector and ensure positive outcomes for individual women.

## CONNECT AND SUPPORT

more women's networks and help them use their influence

*Results for GWN: Women's networks throughout the country are flourishing, connected, and influential and their voices are heard.*

*Results for women and the public sector: All women have access to a network to support them to thrive and work in healthy and safe workplaces.*

## ADVANCE

public sector goals for women

*Results for GWN: Public sector women are informed about policies, initiatives, levers and resources which they can use to advance their careers and achieve their potential.*

*Results for women and the public sector: Equity in pay and opportunities.*

## INCREASE

professional and personal development

*Results for GWN: Networks are known and valued for boosting skills and sharing development advice for career advancement.*

*Results for women and the public sector: The public sector workforce has more people achieving their potential.*

## CELEBRATE

wāhine Māori and women's achievements

*Results for GWN: Women's networks are an essential channel for illuminating successes and role models to inspire action and change.*

*Results for women and the public sector: More women are confident, inspired and motivated to advance their careers in the public sector.*

## ENSURE

GWN is sustainable

*Results for GWN: GWN continues as the primary point of contact for women's networks and is adaptable and responsive to changing needs.*

*Results for women and the public sector: Women in the public sector continue to be supported to thrive.*

## SUPPORT

other employee networks

*Results for GWN: Growth and connection of employee networks in the wider public sector strengthens GWN's contribution to system-wide change.*

*Results for women and the public sector: The public sector is more inclusive and women in all their diversity feel valued and included.*

# Auckland Government Women's Network - Te Aka Wāhine o Tāmaki

## Action Plan 2022



Item	Date (2022)	Title	Action / Comment	Event Lead / Comms Lead
Strategic	Jan – Dec	Supporting our Membership	<ul style="list-style-type: none"> <li>Membership/agency analysis * baseline requirements incl. frontline staff</li> <li>Engage with Champions for AGWN</li> <li>Identify network of ELNs, connect and provide support</li> <li>Seeking partnerships across Auckland</li> </ul>	*STATS NZ/budget request All
	Jan – Dec	Men as Allies	<ul style="list-style-type: none"> <li>Agree to continue as a strategic theme for 2022. Acknowledge the importance of creating awareness of this philosophy.</li> <li>Introduce an 'award' that we can use to highlight our champions.</li> <li>Investigate undertaking empathy interviews (important to consider learnings from Māori and Pacific strategy), or options to deliver similar outcome.</li> </ul>	Jo Hacking/ TBC
	By end Jan	Māori and Pacific Strategy	<ul style="list-style-type: none"> <li>Complete the development of the Māori and Pacific Strategy following on from the July Workshop.</li> <li>Identify the 1 -2 deliverables for implementation in 2022 – dependent on feedback from Workshop and Empathy Interviews.</li> </ul>	Luella, Sarah, Jo M, Marie, Maria, Mary, Virginia.
Events	Tues 8 March	International Women's Day 2022	<ul style="list-style-type: none"> <li>Theme - Launch of Māori and Pacific Strategy</li> <li>Confirm Manukau Civic Building for venue, 5pm onwards based on ad hoc Pasifika staff feedback.</li> <li>Confirm Guest Speakers.</li> </ul>	Luella, Sarah, Jo M, Marie, Maria, Mary, Virginia.
	July	Marae event	<ul style="list-style-type: none"> <li>Theme for 2022 – 'to grow our understanding of Te Tiriti o Waitangi.'</li> <li>Opportunity to investigate noho at Papatūānuku Marae with Jamie and Hemi.</li> <li>Budget discussion required with GWN Wellington.</li> </ul>	TBC
	Mon 19 Sep (Suffrage Day)	Auckland Women in Public Sector Summit 2022	<ul style="list-style-type: none"> <li>Opportunity for ALL Komiti members to be more involved in supporting the development and implementation of Auckland WIPS 2022</li> <li>Vodafone Events Centre Manukau, Venue confirmed, paperwork underway.</li> </ul>	ALL
	Nov/Dec	Year-end event	<ul style="list-style-type: none"> <li>Networking event to wrap up year. Theme TBC</li> </ul>	TBC

## Auckland Government Women's Network - Te Aka Wāhine o Tāmaki

### Action Plan 2022 *continued* ...



Item	Date (2022)	Title	Action / Comment	Event Lead / Comms Lead
Seminar Series* (see Appendix)	April	Pay Gap/ Tumanawanui/ Traditional Leadership tbc	<ul style="list-style-type: none"> <li>Pacific Pay Gap Enquiry – follow up from Lisa Meto Fox, Project Manager, &amp; Robyn Patai HRC. Dependent on outcomes of Māori and Pacific workshop feedback.</li> </ul>	Jo Hacking, others TBC
	June	How to manage Bullying	<ul style="list-style-type: none"> <li>Lynette Marchant – how to rebut unwelcome advances from MIQ guests</li> </ul>	Jo Hacking, others TBC
	August	Sustainability/Mental Health	<ul style="list-style-type: none"> <li>Angela who created app 'Channel'.</li> </ul>	Jo Hacking, others TBC
	October	How to Find your dream job	<ul style="list-style-type: none"> <li>Suki and Hend Zeki to be involved.</li> </ul>	Jo Hacking, others TBC
Comms	Bi-monthly Jan 22 <sup>nd</sup> , March 22 <sup>nd</sup> etc	AGWN Newsletters	<ul style="list-style-type: none"> <li>Stories of women doing great things in the public service and AGWN events</li> </ul>	AGWN Co-ordinator, All
	Monthly on the 8th	GWN Newsletters	<ul style="list-style-type: none"> <li>AGWN events</li> </ul>	
	Ongoing	Social media for AGWN	<ul style="list-style-type: none"> <li>Support the promotion and public presence of AGWN via social media channels in conjunction with GWN</li> </ul>	AGWN Co-ordinator, All

**Note:** All line items listed in the Action Plan are still subject to change, dependent on further Komiti feedback, venue and speaker availability, including Covid-19 Traffic Light system status, and related general health and safety protocols.



# Karakia Whakamutunga

Traditional karakia: He Karakia Whakakapi

<https://www.tpk.govt.nz/en/mo-te-puni-kokiri/karakia/he-karakia>



Kia whakairia te tapu  
Kia wātea ai te ara  
Kia turuki whakataha ai  
Kia turuki whakataha ai  
Haumi e. Hui e. Tāiki e!

Restrictions are moved aside  
So the pathways is clear  
To return to everyday activities

# Karakia tīmatanga<sup>1</sup> - Origins of the karakia



Archdeacon Sir Kīngi (Matutaera) Īhaka MBE, Interpreter, Anglican priest, broadcaster, songwriter, Māori language commissioner.

Kīngi Matutaera Īhaka was born at Te Kao, Far North, in 1921. His great-grandfather, Parāone Ngāruhe, signed the Treaty of Waitangi. Kīngi's father was a prominent Anglican minister, a qualified interpreter, and a friend of Apirana Ngata.

Īhaka attended Te Kao Native School. In later life he recalled that as a child he saw few Pākehā other than his teacher and the district health nurse. In 1936 Kīngi Īhaka went to St Stephen's School, south of Auckland.

In 1947 he entered St John's College, Auckland, to train for the Anglican ministry. In 1958 he was transferred to Wellington. He combined his ministry with the Red Cross, broadcasting and tutoring at Ngāti Pōneke Māori Club. He became well known for his compositions and direction of Māori cultural groups at competitions.

In 1967 Īhaka was transferred to Auckland as Auckland Māori missionary. His other interests continued unabated and he was also involved with the Auckland Festival Society, Lions Club, Tourist Development Council, Polynesian Festival Committee. In 1970 he was appointed a justice of the peace and made an MBE. In 1981 he wrote Pukeko in a Punga Tree.

From 1984 to 1987 Archdeacon Īhaka served as the first resident Māori minister in Sydney. Kīngi Īhaka returned to New Zealand in 1987.

He was knighted in 1989 for his services to the Māori people. In October 1990 he became the second Māori language commissioner. He defended the right of the New Zealand women's rugby team to perform a haka at Cardiff, saying that Ngāti Porou and Waikato women had done so for many years. He died in 1993, aged 71.

# Appendix I

\*Seminar Series as @ 16 December 2021

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Seminar Date 2022	Seminar Outline	Speaker Bio	Notes
Wednesday 6 April	<p><b>How to help when someone is in emotional distress</b> In an age where mental health distress is more prevalent and more talked about, we are encouraged to reach out for help and to reduce the stigma attached to emotional distress. But what is our role as a support person? It can be hard to know where to start and you may worry about saying the 'wrong' thing.</p>	<p>Angela Simmons from chnnl is a Wellbeing Consultant who is passionate about helping everyone learn what to do when someone in their world is distressed. Angela will take us through a step-by-step guide for supporting people who are experiencing challenges with their mental health or feeling overwhelmed by their emotions.</p>	<p>Ang is also developing a seminar about sustainable wellbeing rather than resilience. Her concept (in my words) is that resilience encourages us to be strong in the face of life's challenges but this is unrealistic and unsustainable in the world as it is now.</p> <p>This could be a good follow-on topic to our very popular resilience seminar pre-COVID and provide a different perspective for our very different COVID world.</p>
Wednesday 15 June or Thursday 16 June	<p><b>What makes you unique as a woman of colour?</b> <b>Time needed:</b> 1 hour - 25min talk with 25mins Q&amp;A <b>Cost:</b> Free</p> <p><b>Blurb:</b> Can you relate to the feelings of being the only person of colour in the room? Have you doubted yourself or wondered if you were the token hire? Would you like to figure out what is your unique value and be able to communicate that clearly? The former Agile Coach at Xero and Policy Advisor at MBIE, Suki Xiao talks about her journey of wanting to fit in to becoming comfortable in her own skin to standing out as a woman of colour leader and coach with a purpose of helping other women of colour rise.</p>	<p>The former Agile Coach at Xero and Policy Advisor at MBIE, Suki Xiao talks about her journey in finding her dream job. Suki had to zig-zag through multiple industries and career paths, learn skills on the fly and grow her self-confidence before reaching career contentment. She will cover what it's like to defy family expectations, to survive the corporate grind, and to choose a role that makes an impact. You don't want to miss this talk on how to make a career transition and land your dream job!</p> <p><i>About Suki Xiao</i> Suki Xiao is an ICF certified career coach with 5+ years of coaching experience and the founder of As You (<a href="http://www.asyou.org">www.asyou.org</a>).</p> <p>Suki has worked across the public, private and social sectors, where she has been a recognised coach, mentor and leader. Prior to starting As You, Suki was an Agile Coach at Xero, Meridian Energy and Datacom, where Suki had direct experience coaching, enabling and supporting teams and leaders to perform better and in new ways of working. Suki also served on the leadership team of Xero Partner Products and has worked with a range of people, from senior leadership teams to early career professionals. She has a BCom/LLB conjoint degree and was also a Youthline phone counsellor. Connect with her today on <a href="https://www.linkedin.com/in/sukixiao">www.linkedin.com/in/sukixiao</a>.</p>	<p>This seminar would be hosted in partnership with MBIE's Women of Colour network (Chairs – Hend Zaki and Noelle Dumo)</p> <p>Hend and I have met with Suki to discuss this proposal. The seminar is still under development but Suki intends to deliver it to other groups in the first half of 2022 (possible audiences include Engineering NZ, Xero and HRNZ).</p> <p>We have asked Hend to weave in other stories along with her own story to provide a broader perspective and to provide some tools, frameworks or practical tips to help women of colour to identify and articulate their own unique value on their career journey.</p> <p>This seminar would be open to women of colour and allies.</p>
Wednesday 17 or Thursday 18 August	<p><b>Bullying in the Workplace</b> Arahanga Wāhine (MBIE's women's network) held a kōrero on bullying in the workplace. This korero was aimed at raising awareness, prevention, and engage people in a discussion about an often difficult and emotive topic. The workshop provided a safe space for people to feel connected, supported and empowered to identify and speak up if they experience or witness bullying.</p>	<p>We had a number of speakers on our panel, from representatives from HR to representatives from all of our networks at MBIE. Speakers shared information about MBIE's journey around preventing bullying, as well as the different forms of bullying from a range of perspectives. It was a powerful event, which gave many insights into what others experience. We know that this gave those that attended the event a valuable understanding of what bullying can be from different perspectives and how it impacts people that go through it.</p>	<p><b>Proposal</b> This is a topic that has been raised in event surveys a few times over the last few years but it's a hard one to navigate. I attended this seminar in MBIE and it was really well handled with some great speakers providing a range of personal experiences and practical advice. We could work with Te Arahanga Wāhine and AOG ELNs to recreate this session with a broader perspective for a cross-system audience. The slides and the runsheet are attached to give a sense of the content for the session. (See initial email for attachments). The key contact for this is Tricia Sampson, Chair of Te Arahanga Wāhine. We would need to ask speakers if they would be happy to present to a wider audience with a broader perspective (ie not referring to MBIE's specific Health, safety and wellbeing processes) If speakers weren't happy or able to do that, we could borrow the format and find new speakers from across our ELNs</p>

# Appendix I

\*Seminar Series as @ 16 December 2021 (*continued*)



Seminar Date 2022	Seminar Outline	Speaker Bio	Notes
Wednesday 19 or Thursday 20 October	<i>Reserved for topic supporting Māori &amp; Pacific strategy</i>	<p><b>Topic and speaker ideas so far</b> Traditional Māori and Pasifika women's leadership and modern leadership concepts (Luella suggested this great topic and may be able to suggest a speaker)</p> <p>Speaker from Tumanawanui justice sector mentoring programme</p> <p>Kia toipoto – Public Service Pay Gaps Action Plan – <i>if not invited to Summit</i> – speaker – Alex Chadwick and team</p> <p>Mana wāhine kaupapa inquiry at the Waitangi Tribunal (hearings postponed until 2022) – could invite Te Rau Puawai – MBIE's wāhine Māori network to speak about the significance of this to public servants who are wāhine Māori</p> <p>Leilani Tamu, Manager Pacific Policy – finalist in the Public Policy category of the 2021 Women of Influence Awards – could be invited to speak on her career journey, economic wellbeing, driving system change?</p>	Please suggest topics and speakers for this session or indicate which idea you prefer us to explore from those on the left