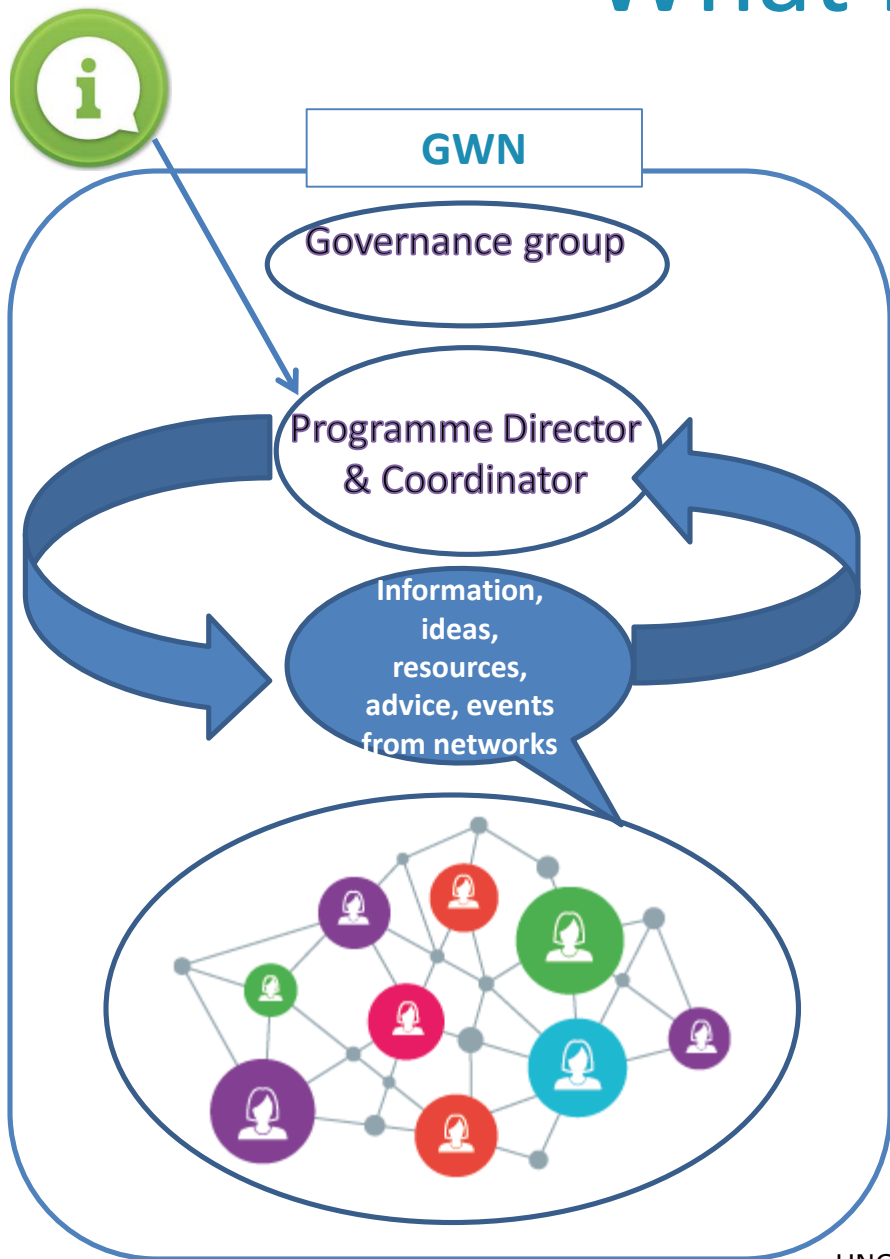




About the Government Women's Network (GWN)



What is GWN?



- GWN is the 'umbrella organisation' for employee-led women's networks from state sector agencies
- Governance Group sets the GWN vision
- Programme Director and Coordinator connects the efforts of individual networks, sharing information, resources, advice, ideas, invitations to events to achieve a greater impact with the "power of many" networks
- See list of agencies involved

What is a women's network?

A network is...	A network is not...
<ul style="list-style-type: none">• inclusive – it welcomes everyone that supports the objectives	<ul style="list-style-type: none">• exclusive – not just for women or for people at particular levels
<ul style="list-style-type: none">• a contributor to the agency's diversity and inclusion goals	<ul style="list-style-type: none">• driven by personal agendas
<ul style="list-style-type: none">• focussed on gender specific initiatives/actions	<ul style="list-style-type: none">• solving all problems in the world
<ul style="list-style-type: none">• run by volunteers, attracting enthusiastic participation from others	<ul style="list-style-type: none">• imposed on people
<ul style="list-style-type: none">• a forum for self-motivated people who are committed to the objectives	<ul style="list-style-type: none">• a passive 'talking shop' for people to sit back and wait to be served

Benefits of employee-led networks

- Creates and builds connections across and between an agency (vertically and horizontally). Helps to break down silos, enables sharing of information, ideas, events, promotes creativity, and collaboration
- Self-determining (e.g. network decides it's objectives and topics of interest and supports these areas of interest by sharing talks, articles, information)
- Illuminates issues for working women and gives a forum for discussion
- Contributes to the Chief Executive's diversity and inclusion goals for the agency
- Can contribute to an agency's policies that are relevant to women
- Builds a sense of 'inclusiveness' for staff and positivity
- Can provide peer support and inspiration for people
- Can enable people to build skills, interests, and confidence
- Provides a safe environment for people to communicate thoughts and views, including any work-place barriers that might need to be addressed

"...if you really want to participate and build a network, it takes work and it takes development and the nurturing of those relationships"

GWN's vision

GWN connects people across New Zealand to achieve a step change that will see women in government achieving their potential.

LONG TERM OUTCOMES

Women have strong professional networks across the system

There is visible progress towards women's aspirations and potential becoming a reality

Barriers for women achieving their potential are removed

INTERMEDIATE OUTCOMES

The GWN is an influential network

Women own their aspirations and potential

Women are equipped to negotiate barriers hindering people from achieving their full potential

Government leaders are equipped to address barriers hindering women achieving their potential

SHORT TERM OUTCOMES

The GWN is an active and visible network

Women have access to tools and professional development support

Barriers to the advancement of women in government are identified

INTERVENTIONS

Promotion of the GWN through visibility and conversations

Development of tools and professional support for the career progression of women in government

Provide information to optimise decision-making at all levels

Identify and impact the barriers facing women in government through a system wide approach

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How does GWN support women?

The Programme Director:

- **Shares** information with government women and their networks e.g. advice/case studies about specific topics/training opportunities/professional development/what other networks are doing
- **Partners** with the Women in Public Sector Summit
- **Helps** agencies e.g. Ministry for Women, SSC, LDC, and third parties to connect with women's networks(e.g. events, focus groups, consultation, peer review, user-testing, conferences)
- **Supports** networking/learning sessions e.g. lunch time events
- **Connects** women to networks and networks to networks
- **Promotes** the strategic value of networks with managers/leaders/decision makers
- **Provides** information/guidance to networks about running a network
- **Gives** government women a shared voice to influence and provides information to managers about issues common to women in the workforce e.g. flexible working hours, pay-related matters, parental leave issues, return to work schemes, initiatives for work/family balance.
- **Supports** government initiatives like D&I, Return to Work Programmes, Gender pay Gap
- **Encourages** collaboration between networks
- **Scans** the environment to identify new opportunities for Government women and that contribute to GWN's outcome e.g. awards, conferences etc.

Funding for GWN

- The GWN Programme Director is currently the only paid role with cross-agency funding and is hosted by Ministry of Justice
- The Coordinator and Secretariat roles are funded 'in kind'
- Agency Chief Executives support their women's networks; this may include some resourcing
- Networks rely on sponsorship and resources provided 'in kind'

GWN's successes



Formerly the Equal Employment
Opportunities Trust

Emerging Diversity and Inclusion Award –
Highly Commended 2016



- Four summits - 500 registrations at each (sold out each time)
- Next Summit – Auckland, 16 October 2018



- 950 people receive direct communications from GWN
- More networks are forming
- Cross-agency relationships strengthening
- AGWN strengthening, South Island GWN forming
- More informed women, some stepping up
- Regular network events, and resources
- Valuable connections made with private sector companies and networks

How do I get involved?

- Contact your Network Representative and support network events
- Share information, provide peer support to others, help lead or run events
- Discuss gender or diversity-related issues with your colleagues and others to raise awareness
- If you are not sure who to contact for your network email coordinator@gwn.govt.nz

Our advice - pursue your career goals and ...



- Back yourself, have courage
- Ask for stretch opportunities and take them!
- Keep the ladder down
- Pay it forward
- Give a hand up to another woman
- Continue to [#Press for Progress](#)
- See www.gwn.govt.nz