



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



GWN/ELN Progress Report November 2020 – May 2021

The Government Women's Network (GWN) and Employee Led Networks (ELN) Programme Office provides a report to GWN's sponsor, our members and supporting agencies to reflect the work we're doing to ensure employee-led networks across the public sector are supported to achieve their potential.

The six priorities identified in GWN's *Strategy 2020–2025* document provide the framework for this report.

Government Women's Network (GWN)/Employee-led Networks (ELN) Progress Report

Activity against our six strategic priorities for November 2020 – May 2021

With our funding, the Programme Office supports activities and initiatives for both GWN and ELNs as part of our work programme.

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Employee Led Networks
Te Puna Huihuinga Kaimahi

Connect and support	Advance	Celebrate	Increase	Ensure	Support
more women's networks and help them use their influence	public sector goals for women	wāhine Māori and women's achievements	professional and personal development	GWN is sustainable	other employee networks
<p>Noticeable growth in membership for GWN in all regions.</p>  <p>MEMBERSHIP</p>  <p>MEMBERS' AGENCIES</p> <p>As a result of increased channel engagement across our comms including newsletters, LinkedIn and YouTube, our members have more ways to connect with our work.</p> <p>GWN's YouTube audience is growing in response to our increased video engagement for Take 5s and events, allowing our events to have more reach.</p> <p>GWN's Director was invited to speak with women's networks at MOJ and MOD to discuss how to build and lead sustainable networks.</p> <p>We have held a network reps meetup and bespoke event <i>Wellbeing and Performance Under Pressure</i> for them to share insights with their networks.</p>	<p>We have engaged with the Gender Pay Taskforce IWD to promote their advice and events, sharing updates and resources in our channels; The Taskforce has also been invited to present at Auckland Women in Public Service Summit (WIPSS).</p> <p>GWN has published an article in Apolitical on how women's networks help women make better career progress in public service.</p> <p>Shared outcomes and feedback from 2021 Wellington Summit to create better visibility with Te Kawa Mataaho for the impact and reach of this important event.</p> <p>Launched our 'Men as Allies' campaign which includes online and printed resources for networks and agencies, a written article for IPANZ and a Take 5 video and panel of speakers for the Auckland WIPSS.</p>  <p>We provided video and logistical support for the Papa Pounamu Diversity Works Leadership award nomination.</p> <p>Our new relationship with Te Kawa Mataaho provides more opportunities for connection with their diversity and inclusion work programme and our ability to influence and share expertise on what matters to our members.</p>	<p>GWN celebrated its 6th birthday and Auckland GWN celebrated their 5th anniversary this year with special acknowledgement in our newsletters.</p> <p>We have continued creating our popular Take 5 videos highlighting the stories and insights on key topics of interest to our audience, including supporting the Rainbow and disabled workforce within our agencies.</p>  <p>Theresa Peters Chair, Cross-Agency Rainbow Network (CARN) On how agencies can connect with their Rainbow workforce</p> <p>Southern GWN has held an event to share and celebrate the stories of women with disabilities working in public service.</p> <p>Led by Auckland GWN, we have increased our commitment to celebrating wāhine Māori and Pasifika, integrating perspectives in our events and Summits. AGWN has prioritised the development of their Māori and Pasifika strategy with a series of workshops for AGWN members to contribute their ideas and held a popular event to visit a local marae.</p> <p>Regional networks celebrated International Women's Day (IWD) with events on the theme of 'Choose to Challenge' which included a discussion on the work that still needs to be done for Māori and Pacific women in public service.</p>	<p>GWN, AGWN and SGWN have hosted nine events, workshops and activities focussing on topics ranging from Wellbeing, Accessibility, Inclusion and Māori and Pasifika strategy.</p> <p>A cross-agency mentoring trial is underway to explore the benefits of connecting mentees with mentors outside their own agencies. If successful, the trial could lead to a new option for mentoring and broader opportunities for guidance for mentees.</p> <p>Wellington WIPSS was a big success after a last-minute switch to virtual. We hosted over 500 attendees including break-out sessions and online networking.</p>  <p>"Can't believe you pulled this conference off virtually. It far exceeded my expectations – thank you!"</p> <p>MPI's women's network held a successful IWD 'Lunch and learn' event that featured GWN's Director speaking on productive ways to 'choose to challenge' inequality, with excellent attendance and feedback from the event.</p>	<p>Our increased expertise in virtual delivery has ensured greater reach outside the main centres, making our work more relevant and accessible across the country.</p> <p>GWN's growing social media presence helps to create sustainability as members become more invested in our channels and messages.</p> <p>4,356 LinkedIn followers at the end of May 2021 – a 15% increase</p> <p>In February, GWN's hosting moved from Inland Revenue to Te Kawa Mataaho to ensure greater sustainability</p> <p>We held an 'away day' workshop with GWN's Steering Committee to brainstorm the work programme and next steps for the coming year.</p> <p>An end-of-year membership survey was undertaken in December to collect input from GWN members about our work and potential work programme.</p> <p>New funding agencies demonstrate the benefit and trust in our work and the support we provide.</p> 	<p>Two new Advisors have joined the team to help the Programme Office support employee-led networks.</p> <p>We provided guidance and funding to CARN to support Pride month and activities and have contributed strategic advice for communication with Papa Pounamu.</p> <p>44 networks and 28 resources are now included on the Employee Led Networks website with more to be added.</p> <p>A strategic approach for supporting Employee Led Networks has been endorsed by Papa Pounamu.</p> <p>We regularly share news and resources through our channels to ensure broad visibility for cross-agency network initiatives including accessibility resources from We Enable Us and Transitioning Guidelines from CARN and NZIC.</p> <p>We continue to review emerging cross-agency ELNs and build relationships including Public Service Futures, a new network established for employees early in careers in the public service.</p> <p>In response to interest for large conference events, a draft Conference 101 resource shares GWN's knowledge and experience on hosting large events and offers tips for success.</p> <p>We supported the Diversity Works award application for CARN in the Leadership category, contributing to the written and video submissions.</p>

GWN/ELN Progress Report

Looking ahead



In addition to our regular support, communications and networking activities, these initiatives will form part of our work programme for the next reporting period.

	Connect/ support	Advance	Celebrate	Increase	Ensure	Support
JUN	<p>GWN Take 5 video on Men as Allies with Peter Mersi</p> <p>Publication of Allies piece in Apolitical</p> <p>Continue to offer virtual opportunities to extend our reach</p>			<p>Wellbeing and Performance Under Pressure event (virtual, sold out)</p> <p>Auckland Summit</p> <p>Wellington post-Summit networking event</p>	<p>Reposition purpose and content of the GWN rep meetings.</p> <p>Confirm a resourcing and funding model which supports GWN's priorities</p> <p>New governance group for ELN support</p>	<p>Needs analysis and success measures for cross-agency ELNs gets underway</p>
JUL		<p>Connect with Te Whare Pasifika at Te Kawa Mataaho for opportunities to share knowledge and expertise</p>	<p>Share Wāhine Whetū profiles for Matariki.</p> <p>AGWN Māori and Pacific strategy workshops</p> <p>SGWN lunchtime event</p> <p>AGWN seminar series begins</p>		<p>EOI process for GWN Steering Committee members</p>	<p>Strategic development support for cross-agency ELNs</p>
AUG	<p>Network Reps meetup on developing strategy</p>					<p>Develop and define programme team service offerings for ELNs</p>
SEP		<p>Share Gender Pay Taskforce progress</p>	<p>Te Wiki o Te Reo Māori LinkedIn campaign</p> <p>Suffrage Day events</p> <p>GWN Take 5 video on Suffrage Day theme</p>			
OCT				<p>First-ever Southern Summit</p>		
NOV	<p>End-of-year event with Network Reps</p>			<p>AGWN & SGWN end-of-year events</p>		