



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



GWN Progress Report January – April 2020

Government Women's Network (GWN) provides a four-monthly report to GWN's sponsor, our members and supporting agencies to reflect the work we're doing to ensure women 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 Progress Report

Activity against GWN's six strategic priorities for Jan-Apr 2020



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

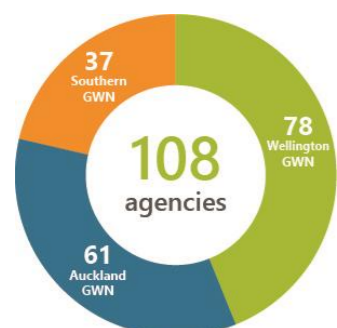
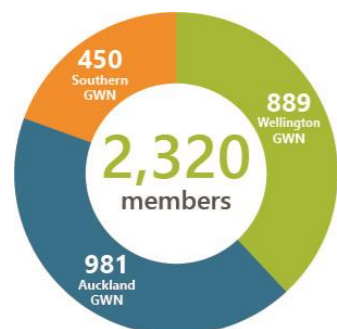
82 representatives for women's networks are key conduits between their networks, agency sponsors and GWN.

GWN attended the Positive Workplace Cultures programme launch at Parliament and identified other cross-agency network reps to attend.

Six regional and six national newsletters kept our 2,300+ members up-to-date and engaged and are shared widely outside our membership.

Successful launch of first digital 'Drop-in' session with members actively engaging and networking and an appetite for more future sessions.

GWN's membership continues to grow across all regions.

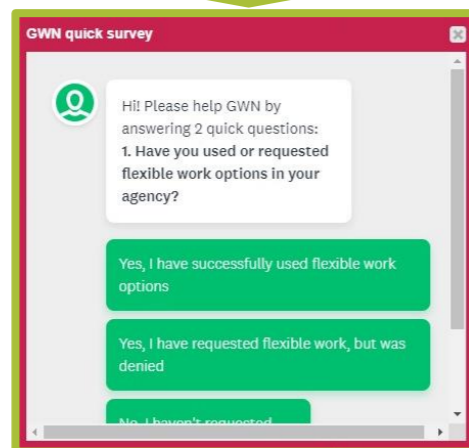


GWN shared information with networks about making submissions on the Public Service Bill; a submission on the bill was made by MBIE's Women's in Leadership Committee.

GWN members and followers receive updates and resource material on SSC's public sector workforce data, including progress on the gender pay gap and flexible-by-default criteria.

GWN promoted the Kiwi Dads exhibition, supported by the Ministry for Women and held at IR offices in Wellington.

Gender Pay and Pay Equity Taskforce has expressed interest in the GWN website pop up survey about people's experiences with requesting flexible work. GWN's results will be shared with the Taskforce.



System messages and resources about Covid-19 are being shared via GWN's comms channels.

Diversity Works Awards and applications for 2020 have been promoted and encouraged.

Auckland end-of-year event held with a screening of the movie *Vai*, featuring nine female Pacific filmmakers, was attended by over a hundred women, members and supporters.

GWN consistently shares stories of notable career progression for public sector women leaders in our comms channels.



Auckland GWN Working Group has approved the appointment of a Māori Advisor to support strategic outreach for the network with wāhine Māori.

GWN Sponsor, Naomi Ferguson has been interviewed by Global Government Forum (London) about New Zealand's work to achieve gender parity in public sector senior leadership and GWN's contribution.

Auckland GWN is finalising another series of four seminars for 2020 after the strong success of the series last year.

Planning is underway on an all-regions public sector leadership digital event to be held later this year.

GWN is promoting events beneficial to public sector women (e.g. VUW/IPANZ events: *An Inclusive Culture in the NZ Workplace*, and IPANZ's *Understanding Intelligence* with Rebecca Kitteridge).

Southern GWN's financial skill-building event in February, *Making the Most of Your Money*, with Mary Holm, was extremely successful with 100+ attendees.



"Love [this event]. Thank you. I was always so jealous of events in the North Island, but now we're having amazing things down in the 'regions.'"

With popular participation among GWN members in their workshops, Apolitical has reached out to GWN to discuss development of workshop opportunities for our members.

Southern GWN membership is increasing steadily with nearly 100 new members since October.

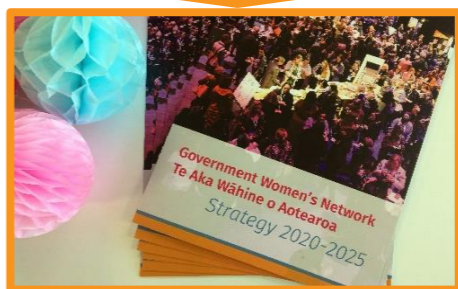
Thirteen months after creating our LinkedIn page, GWN has 2,390 followers leading to nationwide and offshore interest and engagement

138%
increase in LinkedIn followers in the last six months

GWN continues to foster excellent relationships with many agencies and organisations, including central agencies, local government and broader.

GWN's promotional and informational materials have been updated and refreshed to be consistent with GWN's new strategy and brand look and feel.

GWN Strategy 2020-2025 launched in February at The Treasury. The event video is available on the GWN website.



The GWN team has moved quickly to adapt and continue delivering our current work programme during the Covid-19 crisis.

GWN's Programme Director has continued to work with cross-agency networks to connect people, assist and support them in their establishment journey (e.g. Rainbow, Disabled, Pacific, and Pan Asian networks).

A Wellington-based cross-agency Public Sector Pacific Network is forming and have met with reps from agency Pacific networks in Auckland. Shared issues and concerns were identified.

Many new Pacific initiatives have started across public sector agencies and an opportunity exists to aggregate their impact and increase the visibility for this investment.

Pan-Asian Public Sector Network (PAPSN) has created foundation documents which can be shared as a knowledge resource for other networks.

The PAPS are creating focus groups in the main centres to support 2019 LDC Fellows with their research into Asians in public sector leadership and how they can flourish.

Formal processes for making funding available to support emerging diversity networks have been developed.

GWN supported International Day of Disabilities celebrations and the meeting of the 'We Enable Us' cross agency network.

GWN Progress Report

Looking Ahead



In addition to GWN's regular support, communications and networking activities, GWN has added these initiatives to our work programme for the next reporting period where Covid-19 parameters will allow.

	Connect/ support	Advance	Celebrate	Increase	Ensure	Support
MAY	GWN Take 5 Videos series is launched and will feature key senior leaders speaking to a range of topics.		Profile one of the Steering Committee in the monthly newsletter.	Auckland GWN Seminar 1 in partnership with LDC – a virtual seminar on owning your message and speaking with confidence.	Reposition purpose and content of the GWN rep meetings. Review and develop a resourcing and funding model which supports the objects of GWN.	Develop communications kit for networks to provide guidelines and support for creating key messages and increasing visibility
JUNE		GPG Taskforce update event with Auckland GWN hosted by the Minister for Women.	Appointment of Auckland GWN's Māori Advisor.	Auckland GWN Seminar 2 Southern GWN and Global Women webinar.	Invest in photographic and video capability for each of the GWN regional offices.	
JULY	Deliver a new mid-year 'inspiring women' event with the theme of 'The Power of Pivot'.	Commission collaborative research with the GPG taskforce on the impacts of Covid-19 on women	Share Wāhine Whetū profiles for Matariki.	Southern GWN and LDC Leadership Development event.		Recruit an administrator for the ELN activities (dependent on Covid-19 alert level).
AUGUST	Celebrating cultural diversity event.			Auckland GWN and Auckland Career Board Q&A event.		Initiate funding model for other employee networks.