



Government Women's Network (GWN) Strategy 2026–2029

Te Aka Wāhine o Aotearoa

Vision

A public sector where all wāhine (and those who identify as wāhine) are visible, valued, and 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 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	How we'll get there	What Success Looks Like
<p>Whakamārama</p> <p>Improve data and information access about women in the public sector, enabling more effective support and system change.</p>	<p>Information & Insight</p> <p>Address the data gap on women's experiences by using stories, research, and feedback to influence change, and track how transitions affect women's engagement and progression.</p>	<ul style="list-style-type: none"> ✓ Stories and feedback regularly collated and cited in system work. ✓ Participation in GWN surveys increases. ✓ Agencies use GWN insights in their workforce planning.
<p>Whakamana</p> <p>Ensure the unique challenges and experiences of women in the public sector are seen, heard, and valued in public sector decision-making.</p>	<p>Visibility & Voice</p> <p>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.</p>	<ul style="list-style-type: none"> ✓ Women's insights are regularly included in agency/system strategy. ✓ Women report feeling heard and valued. ✓ Increased visibility of wāhine leaders in comms/events.
<p>Whakapiki</p> <p>Empower and support women through key transitions in their public sector careers, including life stages, career progressions, regional isolation, and re-entry.</p>	<p>Support Through Personal and Career Transitions</p> <p>Focus initiatives and leadership on career and life moments that shape a women's public sector career, ensuring we work with partner agencies where appropriate.</p>	<ul style="list-style-type: none"> ✓ More women say they feel supported at transition points. ✓ Uptake of shared tools or resources. ✓ Mentions of transition-specific support in agency policies.
<p>Whakakaha</p> <p>Empower regional and agency networks so they are confident, connected, and resourced to lead both local initiatives and contribute to national system change.</p>	<p>Empowering Regional & Local Networks</p> <p>Support leadership to:</p> <ul style="list-style-type: none"> • Lead local events and peer networks • Guide regional decision-making and strategy • Build capability for self-sustaining networks 	<ul style="list-style-type: none"> ✓ Regional GWN structures are in place and active. ✓ More agency networks are self-sustaining. ✓ GWN has visibility of activity and needs across Aotearoa.