

Results of the Survey of Government Women's Networks 2017

March 2018

Introduction

1. A survey was conducted in November 2017 to gain an understanding of the number and maturity of the employee-led government women's networks, level of agency support, level of activity, topics of interest, and to get feedback about what the Government Women's Network (GWN)/Programme Director could do to help women or their networks.
2. This is the first formal survey about the status of government women's networks since GWN was launched in 2016. Having this information is useful for the Governance Group and Programme Director in guiding the future direction and forward planning for GWN. For more information about GWN see www.gwn.govt.nz

Survey method

3. An email and link to an online survey was sent to one network representative from each network on the GWN mailing list in early November 2017. Where there was an out-of-office email, and an alternative contact person was identified, the email was forwarded on. Later in November, a reminder email and survey link was sent, including a soft copy (MSWord) version of survey. A copy of the survey is included as Appendix One.
4. Twenty-five responses were received and representatives from 17 networks completed the survey. Eight survey recipients did not complete the survey as they either did not have a network or felt their network was only in the initial stages of forming/developing. Responses were not received from a few established networks, therefore the results of this survey do not represent the perspectives of all government women's networks. A list of 25 networks that participated in the survey is at Appendix Two and the survey results are discussed below.

Summary results

5. Top line results are listed below and are further discussed in this report.
 - Networks range from 'very mature with use of technology to connect with regional staff' to those that are starting early discussions.
 - Networks that are just starting are keen to get help from more established networks.
 - Most networks are led by a committee of volunteers versus a manager and committee or a specific staff member and committee.
 - Nearly 70% of agencies have Tier 2 managers' support and 50% had Chief Executive and senior management team support.
 - The top areas of interest for women in the networks are: seeking and using a mentor, career pathways and progression, managing parenting and caregiving, gender pay gap and actions, building a professional network and shared stories/career journeys.

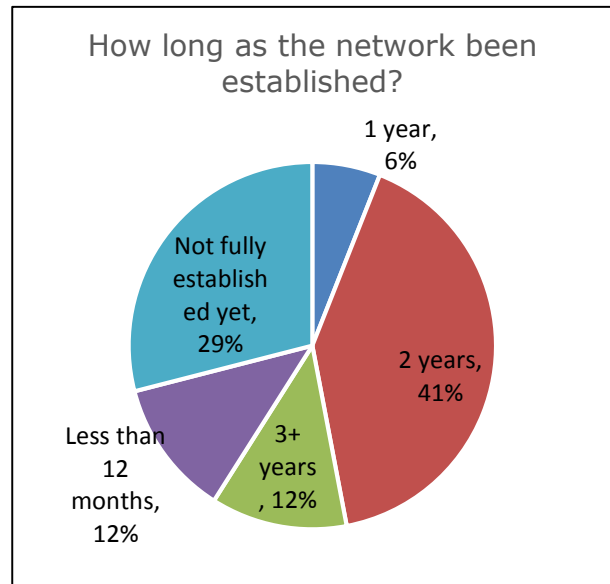
- The challenges for networks were universal: shortage of time, staff turnover, staff capacity and/or capability to lead network-related actions, maintenance of momentum, lack of resourcing for events (including speakers), and gaining wider engagement across the organisation, including men.

Leadership of the networks

6. There are different leadership models for the networks as follows:
 - eight (47%) are led by a committee of staff
 - six (35%) are led by a specific staff member and a committee
 - two networks (12%) are led by a manager/Director and committee
 - one network has not yet started at all.

Maturity of networks

7. Seven networks (39%) have been operating two or more years, two for 3+ years - Treasury and IR. Five networks are not yet fully established and have expressed in interest in getting support from established networks such as advice, information, and reusable resources.

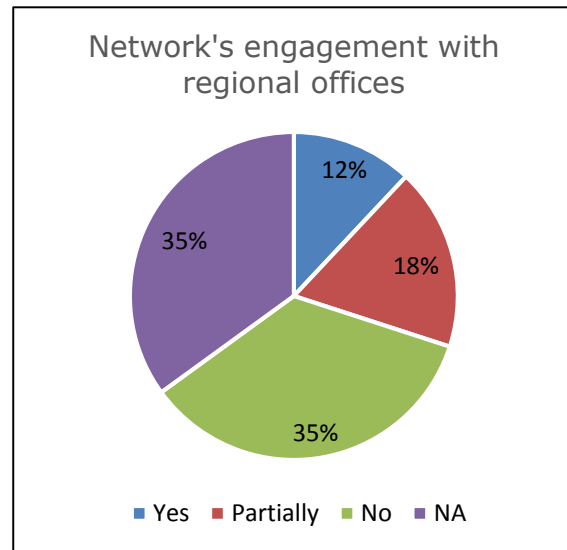


8. The Wellington Airport Women’s Group is the first women’s network in New Zealand Customs (Customs) and formed in May 2017. This is a good example of an employee-led network that has formed due to a localised common interest/need. Women in different regions in Customs are looking at the network’s model but have yet to set up a women's group in their respective areas.

Networks and regional offices

9. Most of the respondents (71%) don't have regional offices/presences. Five (29%) respondents indicated they have regional offices; ranging from 100+¹, 13, 9, and 3.

10. Two networks (12%) considered they had engaged effectively with their regional staff whilst three (18%) had partially connected with their regional offices. IR has 13 regional offices and successfully connects with their regional staff using video conferencing to events, the use of the intranet for



communications, and through branch representatives. Ministry of Justice (MOJ) runs most events with remote participation technology and has recently introduced local champions to support access to Wellington-hosted events, and to promote the Women's Network.

11. Independent of this survey, a few South Island women from a range of Christchurch-based agencies have specifically expressed to GWN an interest in more opportunities for face-to-face events. This could be the genesis for a Christchurch GWN.

Membership of the network and frequency of events

12. In all agencies, invitations to network events are extended to all staff and there is no formal requirement to 'join' the network. Having said that, MOJ has over 500 members in their network and Ministry of Education (MOE) has approximately 200.

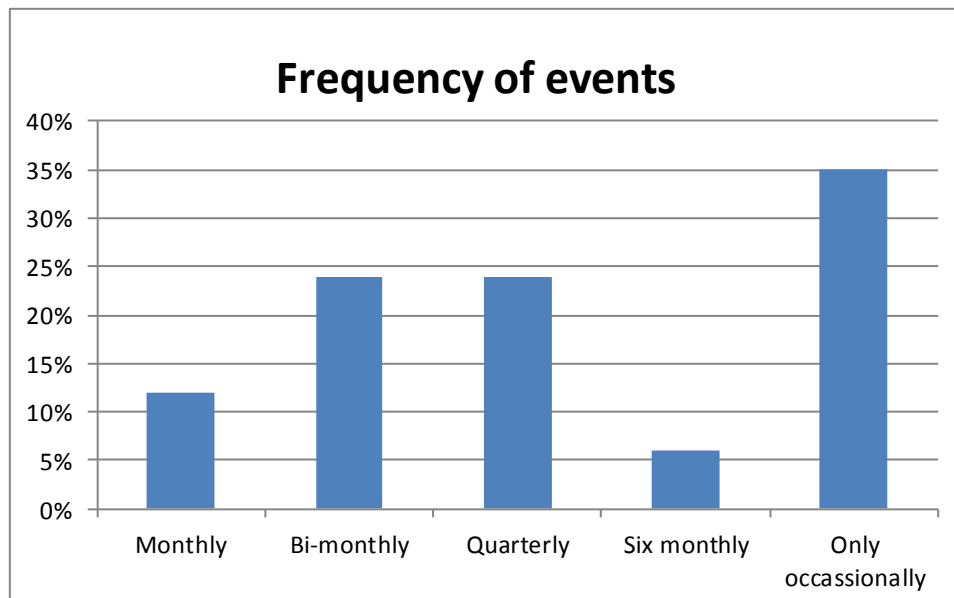
13. In general, a larger agency usually has a larger number of participants associated with the network. The number of attendees at network events varies depending on workloads, the time and day, the speaker/s and subject of the session, location, and conflicting opportunities. Network events held at agency's offices at lunch time tend to be most popular and accessible for staff. IR commented that they have "consistently high attendance at events". MOJ noted they have a "regular rhythm of updates, events and opportunities." One survey respondent noted that there were some women in their network that were unhappy that events were scheduled at lunch times versus work time.

¹ Includes MOJ's courts, contact centres, legal aid offices and public defence service offices.

14. The Auckland Government Women’s Network (AGWN) is a semi-autonomous coordination structure that brings together Auckland-based government women. (Note: some women that are members of AGWN may already be affiliated with GWN through their agency in Wellington). There are over 120 separate government office sites and over 100,000 public servants in the wider state sector including Auckland Council, and three DHBs. Due to the physical spread of women in agencies in Auckland there are challenges in keeping AGWN active as a coordinated entity. AGWN has over 500 women on their mailing list from agencies across Auckland. Networking events in Auckland are particularly beneficial for creating connections and sharing learnings between agencies and across sectors. Recent AGWN networking/events have been held at the end of the business day; one was in the CBD and the other in South Auckland.

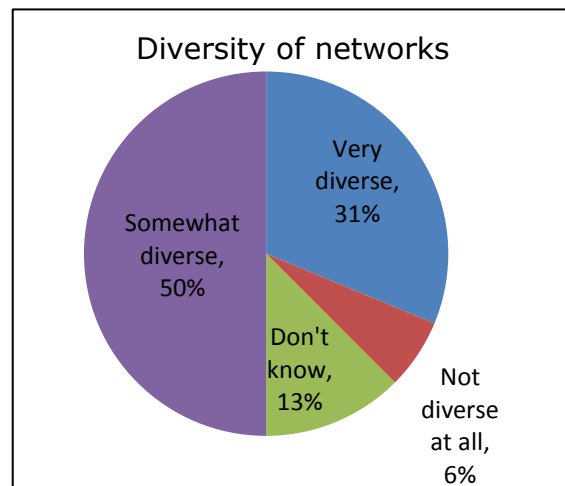
15. In terms of the frequency of events, networks are challenged by the reliance on volunteer effort, competing work priorities, skills and interests, staff turnover, agency size, geographic spread, lack of budgets and in one network, “lack of leadership (everyone is waiting for someone to take initiative)”. Networks that include shift workers have additional difficulties with scheduling of events. One respondent commented, 'we would like to expand to quarterly but have not had the willing people with the capability'. Some networks are still relatively 'young' or 'still forming' so meetings have been for the committee versus events.

16. A few of the more mature and larger networks hold monthly events e.g. MOJ, IR, MOE. AGWN is aiming to hold four events per year and in both central and south Auckland. Quarterly events are held by MCH, Callaghan and DPMC.



Diversity of networks

17. Respondents were asked to comment on the diversity of their network. Most networks (81%) self-indicated they were somewhat or very diverse. For those that were diverse, they also indicated that this included male attendees at events. Only one (6%) indicated their network was not diverse at all. This network is still in development.



Branding

18. Information about each network's vision statement, logo, tag line or specific areas of focus was also surveyed. Two networks have a vision statement and five agencies have a logo; two have reused/adapted the existing GWN logo and two networks are still developing their logos. MOJ's Women's Network has a logo, tagline (Supporting our Women) and a suite of branded templates on the intranet that can be used to promote the network. The sense is that branding builds recognition, consistency in approach, and projects a sense of quality. Examples of the templates are shown in Appendix Three.

19. Callaghan Innovation's Women in Leadership Network has a Maori name- He Kōpuapua Hine Arorangi which literally means, the pooling of women aspiring to the skies.

Areas of focus for networks

20. Nearly 70% of networks identified very specific areas of focus. These were identified either in their establishment documents or over time as part of the planning for their programme of events. Of those networks that responded to this question there were a range of foci identified. The commonalities between networks include: sharing information; supporting each other; supporting the agency's diversity and inclusion goals; connecting across the agency and a range of areas for skill-building. Two agencies specifically mentioned a focus on supporting GWN. The areas of focus identified by networks are included in Appendix Four.

Resources available for sharing with other networks

21. Seven (41%) networks indicated they had resources that could be shared with other networks. For those agencies that are still developing, they have expressly indicated they would like more resources/support in this area. Examples of resources that are available for sharing include:

- speed mentoring kit (available on www.gwn.govt.nz)
- resources for a mentoring programme
- event ideas

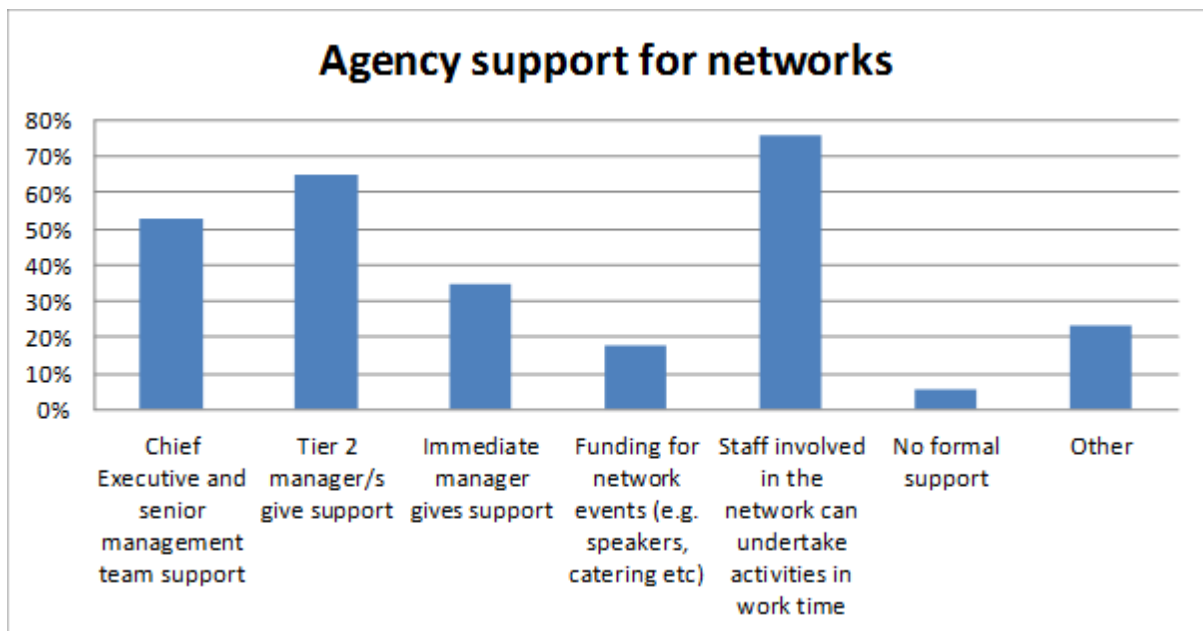
- terms of reference, purpose/goals of network
- presentation on pay equity
- questions that have been used for internal panels
- network events (extend invitations to other networks)
- survey questions that could be used when scoping the establishment of a network.

Note: AGWN has stated that they would like to extend invitations to events to agency networks active in Auckland and to share toolkits, once they are finalised.

Women's network and support from their agency

22. There is a range of management support for the networks as shown in the graph below. One agency is right at the start of the process of considering establishing a network so has not yet sought formal support. A few agencies received funding for network events. Under "Other" the following comments were recorded about agency support:

- Funding for professional development activities is specifically earmarked for the women's network.
- Our immediate manager funds lunch for our meetings.
- AGWN is not an agency network and the primary source of support is from GWN and active members of the working group (largely at tier 4 and below).



Achievements for networks

23. A wide range of achievements were identified by survey respondents. Networks cited the value of getting started, growing the membership and engaging with staff across their agency. The bulk of the successes identified

related to events that had been held e.g. speed mentoring, mentoring programme, hosting a youth panel speaker and discussions sessions, attendance at events that had been promoted via GWN e.g. Women in Public Sector Summit or other events. Specific achievements identified by two networks were, "drawing Ministry attention to important women's events and issues and having "built a sisterhood where we openly discuss issues instead of hoping they will go away." These latter comments fit with external literature on the benefits of networks, both to individual women and management.

24. One network acknowledged, as their achievement, the engagement of the Chief Executive (CE) with the network where he shared his views on pay parity and listened to women's experiences. A culture change initiative that related to inclusiveness was also initiated by the same CE. Another network has gained the support of an ELT member as a sponsor. Two networks identified their achievements as including: a workplace Facebook page and another, the use of technology to connect with regional staff. Two agencies noted career development opportunities - one agency has sponsored, through the network, 125 development opportunities for women and another agency noted two women in the network have moved into more senior roles. The successes identified through the survey are listed in Appendix Five.

Challenges for networks

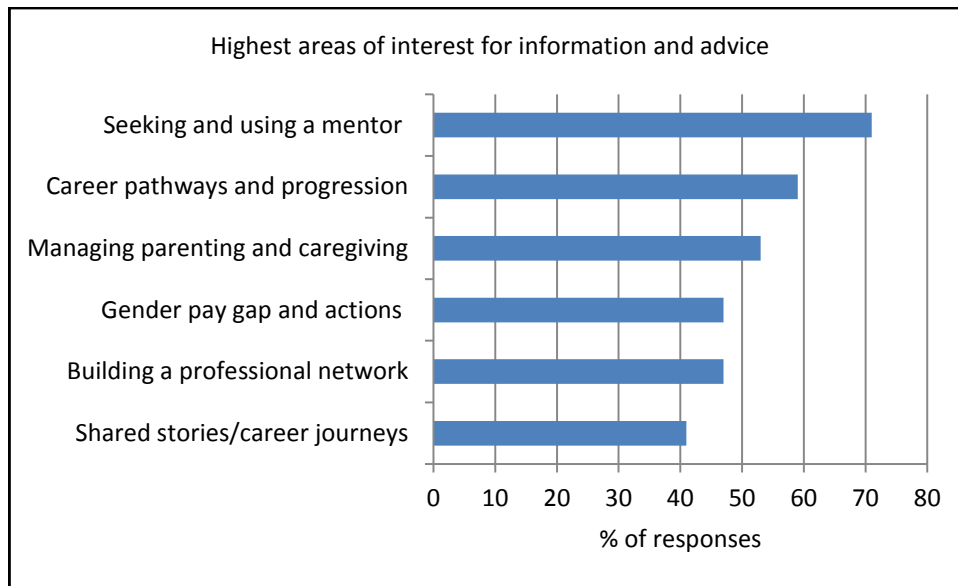
25. There are common challenges facing all networks that reflects the voluntary nature of them. The challenges identified can be grouped into the following categories:

- People: capacity, capability to lead and maintain momentum, availability of skills, turnover, planning and prioritising activities, high dependency on key people, small size of agency.
- Lack of funding available for events or speakers.
- Wider engagement: across teams in an organisation, reaching all women (part time, parental leave, all levels of an organisation), reaching regional staff (without the tools), diverse interests and needs across the workforce (e.g. topics of interest), and encouraging men to engage.

26. The challenges identified by respondents are listed at Appendix Six.

Highest areas of interest for information and advice

27. Survey respondents were invited to select, from the list given, the areas of interest for women in their network for further information and advice. The table below shows the six areas of highest interest overall. These topics and prioritisation will be taken into consideration in GWN's forward planning.



28. The following topics listed below were prioritised by individual networks but when all responses were combined these topics appeared to be less popular overall. This highlights the need to be cognisant of different organisational settings and the needs of different networks in GWN's forward planning.

- Effective communication skills for women
- Negotiation skills (remuneration)
- Negotiation skills (flexible work arrangements)
- CV and interviewing skills
- Developing a LinkedIn profile.

Suggestions for GWN or the Programme Director to help Government women to achieve their potential

29. When asked, respondents suggested that GWN or the Programme Director could support women or networks to achieve their potential by doing the following:

For women

- Hosting, organising or promoting events to share information, experiences, resources, learnings and provide opportunities for networking
- Sharing resources amongst networks such as toolkits, lists of potential speakers
- Profiling government women
- Influencing HR on diversity matters or ensuring that senior management are aware of GWN and will actively support it.
- Providing opportunities to learn from one another.

For networks

- Organising seminars and speeches and help to fund/partner events
- Holding regular meetings of network representatives to discuss resources available
- Supporting network representatives to support their network leaders
- Sharing resources of common interest e.g. logos, taglines, toolkits, list of successful events, best practices for setting up a new network, toolkits for International Women's Day, Suffrage Day, talking points to help progress networks, assist smaller networks to build/embed in their agencies by helping them to partner with larger agencies
- Sharing lists of potential speakers
- Connecting people and sharing communications and information between networks
- Providing a vision and pathway for networks
- Providing administrative and strategic support – funding for events and communication e.g. webinars, newsletters, collaboration space, online Ted-type talks
- Continuing to support the Women in Public Sector Summit
- Providing a link with industry-based women's networks e.g. Women in IT or lawyers.

30. The full list of suggestions from networks is at Appendix Seven.

General comments from networks

31. General comments from respondents are a useful gauge of the interest/issues/concerns in the networks. We noted the appreciative comments made by some respondents about the recent increased communications and events that GWN has been involved in co-hosting in Wellington.
32. For many networks, there is some uncertainty about GWN (its role, the people that are 'behind GWN' or 'joining' GWN). Further work is needed to address this.
33. One respondent suggested that, "ongoing centralised support and funding for GWN across a longer-term business plan is required; discretionary effort is not a sustainable resourcing model." A similar sentiment was echoed in a comment about the risks to the sustainability of AGWN without paid resourcing.
34. One respondent noted that, more work needs to be done to encourage a culture shift across government/agencies with respect to support for networks (and greater diversity).

Conclusions and recommendations

35. Within the GWN there is a wide range of employee-led women's networks in terms of maturity, level of activity, participation from staff and level of 'support' provided by an agency. It's particularly encouraging to know there

are several new networks in formation, so more women will reap the benefits in due course. Networks fulfil a valuable role in agencies by enabling people in networks and between networks to connect, share information and resources, learn, improve awareness, provide a forum for discussion about topics that are relevant to women workers, hear motivational stories or stories of lived experiences and overall to motivate and empower staff.

36. Some agencies provide specific support for their networks (e.g. funding or specific development opportunities and funding for events) and some reach out and connect with their regional offices. Each network is self-determining and what they can achieve is in part influenced by the leadership model, the interests and availability of their people, their skills, resources, and to an extent, the amount of management support available. The networks with greater access to resources are generally better organised and deliver 'events' more regularly and consistently. Overall, the motivation for the networks remain consistently about sharing information, providing support, and helping to improve skills and knowledge for women.
37. All networks suffer from the same issues such as: lack of capacity and funding, maintenance of momentum, staff turnover and gaining broader engagement (e.g. regional staff, staff with different employment arrangements, and men). MOJ and IR are doing well reaching their regional staff as they have the technological tools available. Other agencies with regional offices often don't have the same technology available.
38. GWN fulfils an important overview and 'information hub' role. More can be done to explain this and with the right tools the information and resources can be more readily and quickly shared between networks. Ideally, the Programme Director can facilitate the coordination of networks/resources to enable more women to benefit from various events and existing resources. For example, sharing toolkits, coordinating agencies to jointly run an event, recording a guest speaker and then posting the recording so others can benefit (if they can't attend the event), connecting with other networks e.g. Women in IT to combine efforts or share events. Effective communication channels will be required to efficiently and quickly disseminate this information.
39. Network representatives are a valuable information conduit between GWN and networks and currently they remain a relatively untapped resource. In the future, more work needs to be done to ensure there is a clear understanding of GWN, the networks, the purposes and functions of the distinct roles and how these interact to ensure that the relevant information is shared and that the impact of people's efforts are maximised.
40. More resourcing, capacity and in-kind support for GWN and networks is desirable and this has also been a clear message from the survey. GWN could support this through improved engagement and communication with stakeholders, including into senior management levels at each agency.

41. The survey has provided valuable information about the networks as well as their achievements, challenges, and suggestions for GWN. The information will be used to inform the future planning and actions for GWN. Recommendations are listed below and will be considered by the GWN Governance Group and Programme Director.

Recommendations

It is recommended that GWN:

- Clarifies GWN's vision, goals, purposes, activities, key personnel, and role of network representatives, and shares this information with stakeholders
- Raises GWN's profile, particularly the achievements of networks and government women and encourage key stakeholders, including senior-level representatives in each agency, to support the resourcing of networks to ensure their sustainability and the consequential benefits for women and agencies can be realised
- Provides networks with leadership; communicates the vision, pathways and clarifies the relationships between GWN, agency networks, other networks
- Promotes the value of women's networks and encourages and supports those agencies without a network to start one.
- Influences, participates, provides comments on gender-related issues, policies etc., where appropriate on behalf of Government women
- Collates existing resources from networks and makes them available to all, especially the newer networks using an efficient and effective channel
- Develops a list of potential speakers that networks can access
- Shares information about the events/activities that other networks have successfully undertaken to provide inspiration to other networks and to achieve efficiencies
- Identifies and consults with 'mature' networks that could provide 'support' to newer networks
- Identifies good practices in agencies and shares these e.g. effective methods to connect with regional staff, regional champions, (i.e. what works)
- Considers the topics for future GWN events based on those ranked of 'higher interest' in the survey
- Continues to connect GWN and its networks with other professional women's networks or third parties to identify the opportunities for collaboration, partnering, or sponsorship
- Explores the need for and options for a GWN presence in the South Island, drawing in part on the AGWN model.

*not in order of priority

Appendix One – Survey of Government Women’s Networks

Please help to shape the future of the Government Women's Network (GWN) with your feedback.

We would like to know about your women's network, how active it is, what are your areas of focus and how GWN can help Government women. Please consult with members of your women's network when completing this survey.

1. How long has your women's network been operating?

- 3+ years
- 2 years
- 1 year
- Less than 12 months
- Not fully established yet

2. Does your women's network cover regional offices?

- Yes
- No

How many offices? (please specify)

3. Has your network successfully engaged with women in the regions?

- Yes
- Partially
- No
- N/A

Comments

4. Who leads your women's network?

- Manager and a committee
- Specific staff member and a committee
- Committee of staff (co-leading)

Other (please specify)

5. How many staff have joined your women's network?

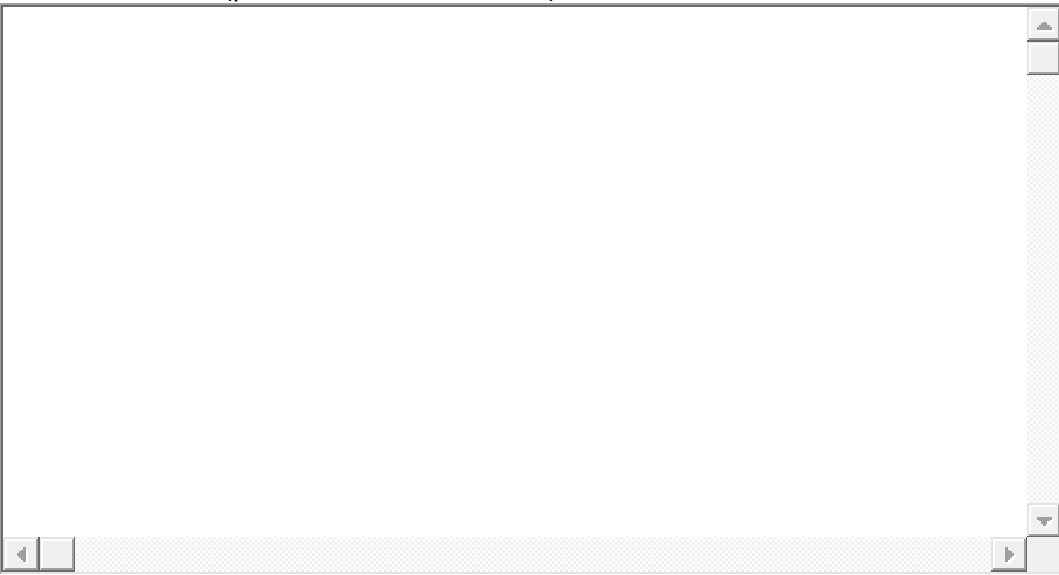
6. How diverse is the membership of your women's network? (e.g. members are at different stages of their careers, come from different parts of the organisation, are a range of ages, ethnicities, gender etc.)

- Very diverse
- Somewhat diverse
- Not diverse at all
- Don't know

7. Does your women's network have a vision statement, logo, tag line, specific areas to focus on?

(please share these with us below)

- Vision statement (please share this with us)
- Logo
- Tagline (please share this with us)
- Specific areas to focus on (please share these with us)

Comments 

8. Does your women's network have resources that you would like to share with other networks?

e.g. activities/events/presentations/toolkits etc.

- Yes
- No

If yes, please specify

9. How frequently are your women's network events held?

- Six monthly

- Quarterly
- Bi-monthly
- Monthly
- Only occasionally

Comment

10. What support does your women's network have from your agency?

- Chief Executive and senior management team support
- Tier 2 manager/s give support
- Immediate manager gives support
- Funding for network events (e.g. speakers, catering etc)
- Staff involved in the network can undertake activities in work time
- No formal support
- Other (please specify)

11. What are the top 3 achievements for your women's network so far?

- 1
- 2
- 3

12. What are the top 3 challenges for your women's network so far? w 0

- 1
- 2
- 3

13. What are the top 5 topics that members in your women's network would like more information/advice about to help them achieve their potential?

- Effective communication skills for women
- Negotiation skills (remuneration)
- Negotiation skills (flexible work arrangements)
- CV and interviewing skills
- Seeking and using a mentor
- Shared stories from others about their career journeys
- Career pathways and progression - advice and information

- Building a professional network
- Developing a LinkedIn profile
- How to manage parenting/caregiving and working
- How to change careers
- Gender pay gap and what actions can be taken

Other (please specify)

14. What can the Government Women's Network or Programme Director do to help Government women to achieve their potential?

15. What can the Government Women's Network or the Programme Director do to help or support your women's network?

16. Do you have any general comments?

17. Information about your agency

Name of contact person

Agency

City/Town

Email Address

Phone Number

Thank you for your input. We look forward to sharing the results in due course.

DONE

Appendix Two – Network representatives that responded to the invitation to participate in the survey

ACC*
Auckland Council*
Auckland Government Women’s Network (AGWN)
Callaghan Innovation
Civil Aviation Authority (CAA)*
Department of Corrections (Corrections)
Department of Conservation (DOC)*
Department of the Prime Minister and Cabinet (DPMC)
Education Review Office (ERO)*
Inland Revenue (IR)
Min of Education (MOE)
Ministry of Health (MOH)*
Ministry of Justice (MOJ)
Ministry for Culture and Heritage (MCH)
Ministry for the Environment (MFE)
Ministry for Vulnerable Children (MVCOT)
Ministry of Transport (MOT)
NZ Customs Service – Wellington Airport Women’s Group (Customs)
NZ Transport Agency (NZTA)
Parliamentary Counsel Office (PCO)*
Serious Fraud Office (SFO)
SuperU*
Treasury (Tsy)
Wellington City Council (WCC)
Women of the New Zealand Intelligence Community (WNZIC)

*Did not complete online survey

Appendix Three – Examples of branded templates

Examples of branded templates that are available on the MOJ intranet for people to use to promote/support the Women’s Network events and information.



Poster template



Factsheet template



Powerpoint template



Icons with facts and figures that can be reused

Appendix Four – Areas of focus at some agencies

IR	<p>Goals of the group:</p> <ul style="list-style-type: none"> • Deliver a schedule of network events that support and encourage engagement by women in the workplace. • Encourage the establishment of, and support existing branches of, the Women’s Network for our people outside of Wellington. • Engage with other women’s networks and groups within the public service to learn from our public-sector colleagues and share ideas and resources. • Encourage use of the discussion forums and resource links found on the LearnIR web page. • Contribute to IR’s wider diversity goals. • Promote the purpose of the group outlined above.
Corrections	<ul style="list-style-type: none"> • How to negotiate salary • Mentoring opportunities • Guest speakers sharing their career journeys • Mindfulness activities <p>How to be more connected with other women in the department and network/support each other.</p>
MFE	Three streams at one stage: Youth, Leadership, STEM
Customs (Wellington Airport Women’s Network)	We look to support and mentor each other to attain our career aspirations. We also share issues and discuss how we can overcome barriers in our workplace.
DPMC	Flexible work
TSY	Focus on supporting GWN
SFO	Focus on supporting GWN
MOJ	<p>To promote the interests of women in the Ministry of Justice and support our women to achieve their personal and professional goals. Priorities for 2018 are:</p> <ul style="list-style-type: none"> • Continue to strengthen our reach • Encourage our men to be our allies • Understand our impact • Support system-wide diversity and inclusion priorities • Explore new opportunities • Ensure the sustainability of the Women’s Network <p>(from MOJ Women’s Network 2018 plan)</p>

Appendix Five – Achievements identified by networks

Category	Achievements (as expressed by respondents)
Career Development	Sponsoring 125 development opportunities in 2017
	2 women have moved into more senior roles
	Some of us made it to cultural intelligence training with Diversity NZ
	Mentoring pilot
Connection, sharing, supporting	Attracting a group of women who are keen to make a difference
	Establishing a branch network
	Getting started x3
	Awareness of other networks
	Fostering a sense of connection among women at the Ministry
	Growing membership list
	Have built a sisterhood where we openly discuss issues instead of hoping they will go away
	Growing interest
	We keep going
	Feeling empowered and more confident to deal with inappropriate comments
Events	Education on a range of issues of interest to women at the Ministry
	Around 5 events hosted in Auckland
	Mentoring programme and speed mentoring events
	A regular rhythm of updates, events and opportunities
	Successful events
	Successful and varied events with high profile speakers
	Hosting a youth panel
	Speaker and discussion sessions on various topics
	Awareness (ongoing) of women focused events
	Consistent high attendance at events
	Drawing Ministry wide attention to important women's events and issues
	Seminar series
GWN	Awareness of GWN
	Involvement in GWN events and groups
	Contributions to GWN
	Attendance at GWN summits
Senior Management	Chief Executive's engagement with the network and sharing his views on pay parity and listening to women's experiences
	Getting an male executive member to be our sponsor
	CE's strong commitment to further reduce gender pay gap
	Culture change initiative related to inclusiveness
	Finding an ELT sponsor
Technology	Using virtual technology for people to access events outside of Wellington
	Workplace Facebook page (internal)

Appendix Six – Challenges identified by networks

Category	Network challenges (as expressed by respondents)
Awareness	Awareness of what is available
Diverse audience	Very large and diverse audience
	Agency size
Linking with other groups	Connecting more widely with other women's network
	Linking with other womens groups
No resources	Working through a voluntary working group with no formal resources
	No resources, eg for speakers
	Finding good external speakers with no budget
People capacity	Administrative support
	Dependance on time and energy of a few people
	Lack of leadership - everyone's waiting for someone to initiate
	Resourcing the network on a voluntary basis
	Resourcing
	Finding a core group of people to keep it active
Purpose and plan	Keeping momentum going
	Nailing down our purpose/vision.
	Developing a plan
	Prioritising
Recognition	Prioritising of activities.
	Recognition
Regions	Enabling more remote participation
	Working across a large geographical area and across agencies/sectors
	Engaging equally across the regional offices
Support for network	Senior management support
	Starting one!
	To be driven by a function other than HR
	A belief that because our senior managers are female we don't need to exist
	Dealing with detractors to do with women's group from both male and female colleagues
Time	Time consuming admin tasks
	Time
	Lack of time trying to meet to agree on scope
	Committee members - time commitment x2
	Finding the time to meet and write up discussions
	Organising things in the margins of people's day jobs
	Work gets in the way
	Previous committee meetings were held during lunchtime and that turned some people off
Turnover	Continuity when key people leave
	Ensuring sustainability and removing key person risk
	Turn over of committee as staff leave
	Turn over and people dependancy
Wider engagement	Encouraging more men to be part of our activities
	Getting men to engage
	To include other parts of the organisation

Appendix Seven – Suggestions for GWN or Programme Director (as expressed by networks)

To **help women** to achieve their potential:

- Encourage all agencies to have Networks and challenge those agencies with growth potential in their network to develop further
- Providing opportunities to learn from one another, opportunities on mentoring. Share the communications and resources of common themes (visions, taglines of other networks, etc.)
- Raising awareness. Helping with resource material. If there's a pool of people interested in lunchtime speaking, have a list for us to tap into (and bring into your own offices). Joint activities. Bringing in speakers. Get a digest of the results of this survey (so we can tap into others where they're at).
- influence HR Directors on diversity matters
- Continue to support the Women in Government Conference. Connections to industry based women's networks e.g. women in IT or Lawyers.
- Provide opportunities for networking and mentoring such as speed dating that has already worked well
- Visibility and profile, host/organise events, gather information
- Hold regular agency rep meetings in which resources available are discussed and shared. Continue to share opportunities that come up for Women in the Public Sector.
- Provide resources (toolkits etc), events Connect people and networks Provide a vision and a pathway for networks
- Consider inter-agency secondments. Look at having representatives from govt women groups getting together regularly for meetings
- Keep bringing networks together to share events, resources and learnings
- Help us start one?
- sharing sessions, experiences and resources across agencies
- Ensure that senior management are aware of GWN and will actively support
- Be sufficiently supported to maintain effective network communications
- As I have just begun my support to the network - I'm not yet sure. I would be interested to find out more about the GWN.
- We are glad that the GWN Programme Director is seen as an important role in itself. Any help is welcomed.
- Any help is welcome

To help or support women's **networks**:

- Help us to connect our people in the regions to local public sector networks
- Linking to other agencies' networks. Keep organizing seminars and speeches.
- recommend speakers, share "best practice" for setting up new network

- Creating links to shared resources, providing links with to other agency networks and what they are doing.
- It could provide a resource toolkit with some talking points and things to help us progress our journey, relevant guest speakers etc.
- Support sharing across networks, help fund/partner on events
- Support agency reps to support their network leaders. Provide resources for events such as Women's Day, Suffrage Day etc. Assist smaller, less embedded networks to build and/or embed in their agency by helping them partner with larger agency networks.
- Provide administrative support, strategic support, funding for events and communications to allow us to reach as many Auckland public sector women as possible (e.g. webinars, newsletters, collaboration space, online Ted-type talks)
- We would love some support. I have looked at the GWN website but I wasn't aware that there were resources we could use for our women's group.
- Help us start one?
- connect people and share learnings
- Already doing well to provide info to representatives - now need senior leadership buy-in
- Be sufficiently supported to maintain effective network communications
- Please see above. A list of speakers or events that have been popular across other Women's Networks would be useful as food for thought (for future events for our agency).