

Our award-winning Women's Network

*Presentation to the
Government Women's Network*

Karin Schofield





We operate from over 100 different courts and offices

We have almost 4,000 people – mostly operational

We are 69% women – 85% outside National Office

54% of our senior leaders are women

Quick facts

Established in 2015

Over 800 members – men and women

Led by a Working Group of 8 members + 2 GWN reps

30 local champions supporting access and local engagement

**Women's
Network**

SUPPORTING OUR WOMEN



Our mission

To promote the
interests of women in
the Ministry of Justice
and support our
women to achieve
their personal and
professional goals.



Inspiring our women



Helping our women to succeed



Keeping in touch



Our monthly email newsletter

- Promotes our events and development opportunities
- Celebrates national and global achievements
- Offers reflection and new ideas
- Shares news from GWN, the ministry and government
- ‘Women we should know’
- Promotion of other events



Advocating for our women



Our impact

There have been some stories, particularly from women in higher management roles, that make you think 'I can do this'.

85%

value the Women's Network

78%

advocates for women at MoJ

75%

encourages discussion of gender issues

61%

different development opportunities

38%

confidence to pursue professional goals

Being part of the Women's Network has helped me build my confidence in group discussions about topics such as gender equality.

The Network has helped me to be open to my family having discussions about gender.

40%

new ideas about gender equality

28%

see gender equality differently

The Network has assisted me professionally by being able to openly discuss what does not feel right.

36%

confidence to speak out at work

36%

confidence to speak out at home



Diversity AWARDS NZ 2019



Diversity Awards

Gather or create
your evidence



Write your
nomination



Submit your
nomination



Film crew create
a video



Judges visit



Diversity
AWARDS NZ
2018

Empowerment Award
WINNER

Your nomination

- What is the initiative? **20%**
- How did you implemented it? **15%**
- How has your leadership supported it? **15%**
- What impact has it had on our workplace **25%**
- What impact has it had on employees **25%**



What are the judges looking for?

- ✓ Innovation, leading edge thinking, difficulty factor, uniqueness
- ✓ Quantifiable measures of impact
- ✓ Clear link to strategy
- ✓ Real impact and opportunities identified for growth
- ✓ Clear who is involved
- ✓ High level and broad employee level support – not just an HR initiative
- ✓ Clear co-design, in-house team engagement – not just outsourced
- ✓ Clear how the initiative was rolled out, challenges, iterations etc
- ✓ Role modelling



Is it worth it?



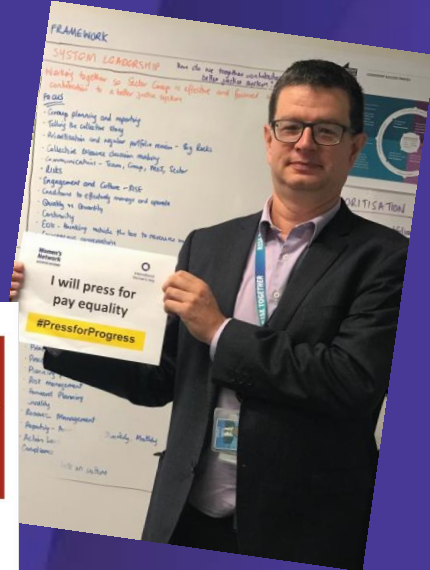
My top tips

- Be clear what your point of difference is
- Collect evidence of your impact
- Take photographs of everything you do
- Get your Communications Team involved
- Ask your advocates for quotes
- Plan your pitch to the judge
- Create a pack of evidence for the judge to take away
- Don't underestimate the time it takes to do it well



What next?

Men as allies



Creating local energy

