



15 November 2023

Dear [REDACTED]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 17 October 2023. You requested the following (numbered for ease of response):

- 1. The number of staff attending diversity, rainbow or inclusivity training, per training organisation, per financial year.*
- 2. The amount spent on this training per organisation, per financial year.*
- 3. Additionally, the names of the training programs.*

Diversity, equity and inclusion at Inland Revenue

Inland Revenue's approach to diversity and inclusion in the workplace supports the organisation to source, recruit and develop an inclusive workforce representative of the customers it serves. To do that, Inland Revenue needs an inclusive culture where people from all walks of life can achieve their full potential. The Rainbow Tick accreditation supports these goals by ensuring Inland Revenue is a safe organisation for members of the LGBTTQIA+ community.

Rainbow Tick certification

As set out on Rainbow Tick's website (rainbowtick.nz/#offer), its certification process evaluates an organisation's level of LGBTTQIA+ inclusion in the following five areas:

- Policies
- Staff Training
- Staff Engagement & Support
- External Engagement
- Monitoring

Inland Revenue had updated its policies and processes across these areas of evaluation before it sought certification from Rainbow Tick. In response to the evaluation, Inland Revenue supplied examples of various policies, guidelines, and documents to support how LGBTTQIA+ inclusion fits into each of these areas. As part of Inland Revenue's response to the evaluation, were references to individuals' success stories, internal communication, and Inland Revenue's internal websites.

To achieve the Rainbow Tick, the Rainbow Tick Organisation provides training sessions within the organisation. This training is the intellectual property of Rainbow Tick and there are no extra costs involved to receive this training. The IR He Toa Takatini Rainbow Network also offers free short training for managers on Rainbow matters however this number of attendees and dates of session is not tracked so is not included in the data below.

Mana Āki

Mana Āki, an online module focused in reflecting how staff think about and interact with fellow staff and customers from different cultures and in exploring what it means to act in a way that empowers people from all cultures, developed by the Ministry of Business, Innovation and Employment (MBIE), has been provided to Inland Revenue at no cost. Inland Revenue has offered the Mana Āki online module to its staff since May 2021.

SkillPod

Our Unconscious Bias learning and refresher modules help our people understand, recognise and address unconscious bias, to support our goal of being inclusive.

This online training was developed by Diversity Works in partnership with SkillPod.

Items 1, 2 and 3

The table below details the number of staff who have attended diversity, rainbow or inclusivity training and the amount spent on this training (GST excl) for the last four financial years.

The full names of the modules and training programmes are:

- Rainbow Tick training - Foundations of LGBTTTQIA+ inclusion
- Skillpod - Unconscious Bias e-learning
- MBIE - Mana Āki (Cultural Awareness training)
- We have included InsideOUT, Gender Minorities Aotearoa and Pride Pledge in our table as they were in your request. IR did not use these organisations for any training in this time period.

Organisation	2022/23 FY		2021/22 FY		2020/21 FY		2019/20 FY	
	# of People	Total Spend	# of People	Total Spend	# of People	Total Spend	# of People	Total Spend
InsideOUT	-	-	-	-	-	-	-	-
Rainbow Tick	584	\$10,000	2976	\$10,000	9076	\$10,000	0	\$0
Gender Minorities Aotearoa	-	-	-	-	-	-	-	-
Pride Pledge	-	-	-	-	-	-	-	-
Other - SkillPod	564	\$7,800	2720	\$7820	9424	\$8,030	0	\$0
Other - MBIE	240	\$0	2150	\$0	70	\$0	0	\$0

As at 30 June 2023, 21.3% of Inland Revenue’s staff had either completed or had actively used Mana Āki; 18.2% of current staff had engaged with this over the last 2 years. 23 staff completed this learning module this year.

76% of existing staff and 93% of Inland Revenue’s people leaders had completed the Unconscious Bias e-learning.

Publishing of OIA response

Please note that Inland Revenue regularly publishes responses to requests that may be of interest to the wider public on its website. We consider this response is of public interest so will publish this response in due course. Your personal details or any information that would identify you will be removed prior to it being published.

Thank you for your request.

Yours sincerely



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