



28 September 2022

[Redacted]

Dear [Redacted]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 30 August 2022. You requested the following:

- 1) *the total amount the IRD has spent on internal training for diversity, inclusion, equity, and anti-racism initiatives since recording began;*
- 2) *the names of the organisations that provided the training;*
- 3) *the names of the training sessions; and*
- 4) *whether the training sessions are compulsory for staff.*

Question 1-4

The information you have requested regarding training for diversity, inclusion, equity, and anti-racism initiatives is provided in the table below. The courses were provided to Inland Revenue staff between 1 July 2011 to 30 June 2022.

Training Course	Training Provider	Compulsory	Cost (\$)
Te Reo Māori Course	Aiodoit Holdings Limited	No	49,000.00
Tikanga Māori Online Course	Chartered Accountants Australia and New Zealand	No	173.91
Diversity & Inclusion Workshop	Crown Law Office	No	130.44
Unconscious Bias Workshop	Equal Employment Opportunities Trust	No	6,982.60
Unconscious Bias Online Course	Equal Employment Opportunities Trust	Yes - all IR staff	6,800.00
Gwen Boothby: Maximising a Culturally Workshop	Equal Employment Opportunities Trust	No	245.00
Māori Engagement Course	Institute of Public Administration New Zealand	No	950.00
Te Reo Māori Course	Massey University	No	59,186.00
Te Reo Māori Course	Victoria University	No	750.50
3 Way Discussion - Diversity & Inclusiveness	Video Works New Zealand Limited	No	970.00
Te Reo Māori - History Online Course	Inspire	No	8,165.00
Te Reo Māori - Basic greetings, farewells and kiwaha Online Course	Inspire	No	8,165.00
Te Reo Māori - Basic pronunciation Online Course	Inspire	No	8,165.00
Tikanga Māori - Basic protocols Online Course	Inspire	No	12,247.50
Tikanga Māori - Pōwhiri and mihi Online Course	Inspire	No	12,247.50
Treaty of Waitangi - A Brief History Online Course	Inspire	No	9,165.00
Treaty of Waitangi - Introduction and the Focus of our Work at IR Online Course	Inspire	No	9,165.00

Treaty of Waitangi - Working Within the Spirit of the Treaty of Waitangi at IR Online Course	Inspire	No	9,165.00
Foundations of LGBTTTQIA+ Inclusion Online Course	Kahui Tu Kaha Ltd	No	21,000.00
The Wall Walk Workshop	Ministry of Justice	No	0.00
Cultural Competence Online Course	Ministry of Business Innovation and Employment	No	0.00
Building Diverse Teams	Inland Revenue	No	0.00
Total			222,673.45

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



Erina Clayton
Enterprise Leader, People and Workplace Services