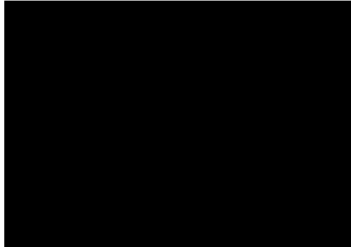




14 November 2023

Our Ref: OIA353/1



Official information request for consultation and decision documents

1. I refer to your official information request dated 17 October 2023:

“Speak Up for Women requires information relating to diversity, rainbow or inclusivity training for the past four complete financial years, summarised in the following table.

- 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.”*

2. The information that has been identified to be in scope of your request is enclosed and outlined below.

Crown Law Office (“Crown Law”)	Year Ending June 30 2023		Year Ending June 30 2022	
	No. of Staff	Total Spend	No. of Staff	Total Spend
InsideOUT	0	0	0	0
Rainbow Tick	0	0	0	0
Gender Minorities Aotearoa	0	0	0	0
Pride Pledge	0	0	0	0
Other	0	0	0	0



Crown Law Office ("Crown Law")	Year Ending June 30 2021		Year Ending June 30 2020	
	No. of Staff	Total Spend	No. of Staff	Total Spend
InsideOUT	0	0	0	0
Rainbow Tick	0	0	0	0
Gender Minorities Aotearoa	0	0	0	0
Pride Pledge	0	0	0	0
Other	0	0	0	0

3. While out of scope, Crown Law engaged InsideOUT in 2018/2019 for the following events:
- 3.1 A CE's masterclass: Leading on Rainbow Diversity and inclusion was attended in December 2018 at a cost of \$552.00. This was run as part of the CE's Group Diversity Steering Group - Papa Pounamu – and the sub-group of CEs focussed on LGBTQI+ issues in the Public Sector. This session was hosted by Crown Law with support from Inland Revenue with InsideOUT facilitating the session.
 - 3.2 Human Resources Team and Managers at Crown Law attended an InsideOUT event in February 2019. We do not have a record of who attended, but estimate that 25 people attended based on invitations. The total spend for this event was \$1,150.00.
 - 3.3 A staff seminar on gender diversity was run in April 2019 at a cost of \$276.00. We do not have a record of who attended, but can confirm that this was an organisation-wide invitation. At the time, we had roughly 172 employees that could have attended.
4. Crown Law has also had staff attend the Cross Agency Rainbow Network (CARN) Conference in 2020 (\$375.00), 2021 (\$115.00) and 2023 (\$189.70).
5. While not specific to diversity, rainbow or inclusivity training, Crown Law does support a number of people-led networks via various forums and collectives to support and create a proactively inclusive workplace where we celebrate diversity, share our knowledge, and provide safe spaces where people feel heard. These include the LGBTea and Coffee Group, Pasifika Network, Parents and Whānau Group, the Menopause Group, Te Rōpu Māori and the Asian Collective.
6. Crown Law currently provides internal development and training via eLearning modules for managers 'Diversity in our workplace'. This is a broad module that covers gender, cultural, neurodiversity and disabled communities. This module is intended for Managers, and focused particularly around the recruitment process.

Proactive release

7. Please note that we may publish this response (with your personal details redacted), and any related documents, on Crown Law's website if we decide proactive release of this information is or may be in the public interest. If you have any concerns about this, please let us know within 10 working days of the date of this letter.
8. You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.
9. If you wish to discuss this decision with us, please feel free to contact OIA@crownlaw.govt.nz.

Ngā mihi

Te Tari Ture o te Karauna | Crown Law Office

