



9 August 2022



Ref: OIA-2021/22-1503

Dear 

Official Information Act request relating to internal training for diversity, inclusion, equity, and anti-racism initiatives

Thank you for your Official Information Act 1982 (the Act) request received on 12 July 2022. You requested:

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

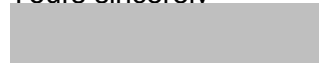
We have interpreted your request as covering information for the financial year 2021/22.

You have requested information relating to the Department of the Prime Minister and Cabinet (DPMC). The National Emergency Management Agency (NEMA) established on 1 December 2019 is a departmental agency hosted by DPMC, therefore, this response also includes training for NEMA staff. The responses to your request are set out in Appendix One.

The Public Service Act 2020 requires Chief Executives to promote diversity and inclusiveness in employment policies and practices and foster a workplace that is inclusive of all groups. Te Kawa Mataaho Public Service Commission established a Papa Pounamu programme to bring together diversity and inclusion practices across the Public Service and to support Public Sector chief executives to meet their diversity and inclusion obligations and goals. DPMC and NEMA undertake a range of initiatives consistent with this framework. This includes external training opportunities, support for employee led networks, internal communications and online learning.

You have the right to ask the Ombudsman to investigate and review my decision under section 28(3) of the Act. This response will be published on the Department of the Prime Minister and Cabinet's website during our regular publication cycle. Typically, information is released monthly, or as otherwise determined. Your personal information including name and contact details will be removed for publication.

Yours sincerely



Catherine Delore
Acting Executive Director
Strategy, Governance and Engagement

Appendix One

Training relating to diversity, inclusion, equity, and anti-racism initiatives

Agency	Training session	Spend (GST exclusive)	Provider	Compulsory or not
DPMC ¹	Diversity and Inclusion (D&I), and Strategic D&I Leadership	1,007.03	Diversity Works NZ	It was made available to people leaders and encouraged but not compulsory
NEMA	Cultural competence	53,312	Manavation Ltd	Staff were expected to prioritise the time to attend these training sessions, and attendance was recorded ² .
	D&I	19,538.10	Diversitas Limited	

¹ Training in these areas sits within the broader diversity and inclusion programme running across the department using a range of existing resources.

² NEMA has two related performance measure targets which are that “50% of staff have participated in some form of training” of this type, measured on a quarterly basis.