Presented by:

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Summary Report 2020

Fire and Emergency New Zealand Rainbow Network

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**Ngā Ihirangi**

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The Journey So Far

Introduction – Kupu whakataki

Purpose

This document summarises the key activities throughout 2020 by the focus group for record keeping purposes.

Note on Terminology

**SOGIESC** is used to describe people of diverse Sexual Orientation, Gender Identity and Expression and Sexual Characteristics. In line with the Human Rights Commission New Zealand, this includes takatāpui, lesbian, gay, bisexual, intersex, transgender, trans sexual, whakawahine, tangata ira tāne, māhū (Tahiti and Hawaii), vakasalewalewa (Fiji), palopa, fa’afafine (Samoa, American Samoa, Tokalau), akava’ine (Cook Islands), fakaleite or leite (the Kingdom of Tonga), fakafifine (Niue).

The diversity and inclusivity of this term, which recognises sex, gender and culture, was considered the most appropriate term to use in this document.

**Ally of Inclusion** contributes to safe, healthy and inclusive workplaces where our people feel safe to share their perspective. They do this through their own language, attitudes and behaviours, leading and influencing others around them.

Executive Summary

The story of Whiria te Tangata begins in early 2020 when a group of like-minded people from across the organisation who shared the common vision of bringing the FENZ Diversity and Inclusion Strategy to life in the context of SOGIESC people came together. Much of the year focused on planning activities aimed at building a reference group from the ground up. Key discussions and workshops were facilitated to help begin the drafting of documents covering the purpose, vision, objectives, identity and the values of the network as inspired by the FENZ organisation values. In order to build a structure for management and accountability, a governance structure was also considered and drafted. These key tasks are crucial to the formulation of a business case to obtain sponsorship and endorsement from the Executive Leadership Team (ELT) which is the key focus of early 2021.

Summary of Minutes

Key discussion points and actions as extracted and summarised from meeting minutes.

First Quarter 2020

Initial intel collection through participation in meetings of the Cross Agency Rainbow Network (CARN) who represent established and new networks in other public sector agencies including Department of Correction, MBIE, ACC, DOC, NZDF and DIA. Accreditation options discussed.

Second Quarter 2020

Multiple iterations of the network’s mission statements and fundamental questions to answer

Initial discussion of group identity and role; relationship with parent organisation, and network groups from external organisations

Participation in the Behaviour Conduct Office survey pilot

Engagement with Positive Workplace Culture initiatives

Infrastructure set up to support the administration of the network (team created in [Microsoft Teams](https://teams.microsoft.com/l/team/19%3aadf1800e3bfc4bc183c1f0b0090435a0%40thread.tacv2/conversations?groupId=fca02e73-1a3d-4eb5-a622-e029a0570404&tenantId=fb3f7fa5-0d58-41c7-aa24-f70b9b2220c6))

Third Quarter 2020

Project and Change Management documentation drafted including people impact and review; RASCI drafted to itemise and prioritise key tasks

Presentation by representative of NZDF Rainbow Network, OverWatch

Commenced the drafting of network Business Case

Discussions held with regards to the planning for Auckland Pride Event (February 2021) and the Wellington Pride Event (March 2021); drafting of the Expression of Interest for volunteers to help organise the involvement of FENZ in both events

Fourth Quarter 2020

Inspiration of the Hawke’s Bay diversity coffee keep-cup developed for the Te Reo Māori week, discussed importance of liaising with local diversity initiatives and future involvement and participation

Consultation with external reference groups on how others developed their governance and mission statements, and understanding of the dynamic nature of governance structure as the group evolves

Workshops held to unpack FENZ organisation values in its relevance to everyone as individuals and Whiria te Tangata as a whole, and how these values are expressed through the group mission and vision

Initial consultations held with ICT around development of membership database and privacy

Wrap-up social event December 2020

Planning

Any successful project would not have an absence of a detailed plan. Much of the discussions held throughout the year focused on planning in order to establish direction and key priorities. A RASCI table was formulated in the initial discussions to detail the tasks required to establish the foundations of the Rainbow Network. This plan dictated much of the activities undertaken in the initial ten (10) months by the team.

Mission and Governance

The drafting of a mission statement and governance structure involved research into existing networks in our own and other organisations. This research formed the basis of the workshops designed to develop both the mission statement and governance structure by the reference group. Key fundamental questions were raised to help inspire the purpose of Whiria te Tangata:

What is our **Why**?

What is the function of the network?

Are we a trusted group of individuals to provide Peer Support-like functions, or are we a group of people who can help guide people/the organisation in the direction to solve their problems?

Who are we as a group?

How do we go out to the wider Organisation?

Influencing initiatives that invoked discussions and added value to the mission drafting process included:

Participation in CARN meetings

Regional Women’s Advisory Networks (RWAN)

Participation in workshops from representatives of WFENZ, Afi Pasifika and Hiwa-i-te-rangi

FENZ Positive Workplace Culture initiative

FENZ Volunteerism Strategy 2019-2029

FENZ Diversity and Inclusion Strategy 2018

Fire and Emergency National Strategy 2019-2045

Report – PRISM: Human Rights issues relating to Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC) in Aotearoa New Zealand 2020

WeCount 2019 survey

After a series of workshops and discussions, the most recent iteration of the FENZ Rainbow Network has reached the following:

Introduction

The Fire and Emergency Rainbow Network is a network for anyone who identifies as SOGIESC and as an ally. We are the FENZ Rainbow Network celebrating and advocating inclusivity and diversity in our organisation.

Our Purpose

To increase the visibility, inclusion and participation of people with diverse sexual orientation, gender identity and expression, and sex characteristics in Fire and Emergency.

Our Vision

To create a diverse and inclusive organisational culture that reflects all the communities we serve.

Objectives

Align with the organisation’s National Strategy, Diversity and Inclusion Strategy, Volunteerism Strategy, Maori Outcomes Programme, Safety Health and Wellbeing, Risk Reduction Strategy and Compliance and Enforcement Strategy.

Create a contact point and professional support network via networking, social events, communications and external activities (peer support?) for supporting SOGIESC allies and their families.

Provide support to the organisation in all aspects SOGIESC inclusive, input into culture, policies, benefits, communications and initiatives.

Objectively measure SOGIESC inclusivity against Diversity Works NZ and SSC and strategically work to increase visibility.

Increase people’s understanding of SOGIESC issues through information sharing events, speaker sessions, and other opportunities.

FENZ Organisation Values

To be an extended arm of FENZ, the importance of embedding our organisational values cannot be overstated. Discussions were designed to explore the FENZ values and how to interpret and embed them into the values of the Rainbow Network. Below is a summary of the collaborative interpretation:

Ngā Uara (Our Values) do not exist separately, but are woven together within each in every one of us. They provide a guide to our identity, our aspirations and shape how we support each other, our allies and the wider community. Through living our values, we not only create a space for our people to thrive but a space that allows our organisation to grow

Kia Tika

It is not just about being right, it’s our state of being! It’s what we do every day whether you sit on a truck or at a desk, kotahitanga means WE are all in this together. Whiria te Tangata celebrates one another’s differences and champions a safe and inclusive workplace where you can bring your whole self to work. We will be up-standers against poor behaviour and inflexible systems that diminish the mana of others. Our people, our communities and our allies are at the centre of our decision-making and we will shine a light for others to follow

Manaakitanga

This is about enhancing the mana of others, not just tolerating people but accepting our individual uniqueness and allowing our people to stand tall. The mana of Whiria te Tangata shows our integrity, authenticity and desire to support others. Our manaaki will be carried through the weight of our words and through our leadership We will build a whare that provides a space for our people and allies to thrive, but also benefits the wider organisation (the kerb cut effect))

Whanaungatanga

This is us, banded together, coming together and better together. Like harakeke our strands are diverse and the bond that connects us to one other, to our allies and to our wider community strengthens us all. We welcome you to this chosen whānau and we celebrate bringing your whole-self to work – Wairua, Hinengaro, Tinana, Whānau, and recognise that we are all richer for it. It is okay to feel vulnerable within Whiria te Tangata because harakeke is woven and our strength exists in each other

Auahatanga

This is celebrating our diversity which brings fresh ideas, innovation and creativity that improves the workplace environment for all of us. We strive to improve our ways of working through genuine and inclusive collaboration (whanaungatanga) whilst acknowledging the voices and stories of our past and present. We look to understand the challenges ahead so that our creativity, our innovation has purpose. We strive to create comfortable and safe environments that allow people to be their best creative-self.

Full summary of the FENZ Values workshop can be [viewed here](https://teams.microsoft.com/l/file/F0ACAC06-BD29-4E92-99CA-256CF5738D4C?tenantId=fb3f7fa5-0d58-41c7-aa24-f70b9b2220c6&fileType=pdf&objectUrl=https%3A%2F%2Fnzfe.sharepoint.com%2Fsites%2Fwg_FENZRainbowNetwork%2FShared%20Documents%2FGeneral%2FBusiness%20Case%2FHow%20we%20live%20our%20values.pdf&baseUrl=https%3A%2F%2Fnzfe.sharepoint.com%2Fsites%2Fwg_FENZRainbowNetwork&serviceName=teams&threadId=19:adf1800e3bfc4bc183c1f0b0090435a0@thread.tacv2&groupId=fca02e73-1a3d-4eb5-a622-e029a0570404).

Governance Structure

In conjunction with identifying the governance structure of other similar networks and internal discussion, the latest draft of the governance structure for Whiria te Tangata is as follows:

Executive Sponsor

CEO Rhys Jones

Positive Workplace Culture Representative

Elizabeth Church

Steering Group – all voluntary positions

**Rainbow Advisor:** Rainbow Deputy Advisor Ensure annual report is completed and distributed. Be spokespeople for the network. Hold subcommittees accountable and on task. Liaise with key stakeholders and inter-agency groups (CARN)

**Intersectional Advisor:** actively support and encourage the inclusion, representation, and contribution of marginalised voices in FENZ. Liaise with other networks and stakeholders

**Event Coordinator:** leading and supporting events that FENZ takes part in or sponsor, e.g. Pride

**Comms Advisor:** raising profile of the rainbow network, social media, comms, liaise with FENZ comms for any press releases and communication around rainbow network events and sponsorship

**Administration and Engagement:** maintains membership database, provides administrative support for steering group

General Members

Open to all Fire and Emergency NZ personnel.

All members, including executive sponsor, steering group, PWC rep and general members, must maintain professionalism as per [policies] at events. Must respect confidentiality of other network members.

What’s Next?

Upcoming milestones and key tasks in 2021:

Finalise Mission Statement documentation

Finalise governance with documentation

Finalise Business Plan

Obtain ELT greenlight and sponsorship