



New Zealand
Security Intelligence
Service
Te Pā Whakamarumarū

New Zealand
Security Intelligence Service
PO Box 900, Wellington

P +64 4 472 6170
F +64 4 472 8209

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Scott (via FYI)
fyi-request-15115-b52b5425@requests.fyi.org.nz

Dear Scott

Official Information Act Request

Thank you for your Official Information Act (OIA) request of 9 April 2021, in which you ask for a series of diversity and inclusion documents held by the New Zealand Security Intelligence Service (NZSIS). The timeframe for responding to your request was extended to 23 June 2021 and a decision was provided to you on that date.

Response

In response to your request, I have decided that 11 documents are able to be released either in full, in part or in summary form (see page 4 for an itemised list). Many of the documents were prepared jointly with the Government Communications Security Bureau (GCSB) as they relate to services shared by both agencies, so I have consulted with the GCSB about this response.

Some information in the documents has been withheld under s 6(a) of the OIA, as making the information available would be likely to prejudice the security or defence of New Zealand or the international relations of the Government of New Zealand.

Documents relating to parental leave and the experience of women in the NZIC have been supplied in summary form as provided for by s 16(1)(e) and s 16(3) of the OIA.

This is because the information provided by participants in both surveys is subject to an obligation of confidence, and making it available would be likely to prejudice the supply of similar information from the same source and it is in the public interest that such information should continue to be supplied (s 9(2)(ba)(i)). It is also necessary to protect national security interests (s 6(a)).

A further eight documents have been withheld under section 9(2)(b)(ii) of the OIA, as making the information available would be likely unreasonably to prejudice the commercial position of the person who supplied the information.

Where information is withheld under section 9 of the OIA, I consider that the public interest does not outweigh our decision to withhold this information in this instance.

One of the documents you have requested, *New Zealand Intelligence Community Transitioning Guidelines*, is available at www.employeenetworks.govt.nz/assets/pdfs/nzic-guidelines-transgender-transitioning-v2.pdf. This part of your request therefore falls under section 18(d) of the OIA – the information requested is publicly available.

In respect of your request for any research reports, dated since the beginning of 2019 dealing specifically with staff retention, this part of your request falls under section 18(e) of the OIA – the information you have requested does not exist.

Context

Most of the documents you have requested were generated in the context of the action plan set out in the New Zealand Intelligence Community's (NZIC) Diversity and Inclusion (D&I) Strategy, launched in March 2018.

The strategy is available at: www.nzic.govt.nz/assets/CareerBooklets/Diversity-and-Inclusion-Strategy.pdf

The NZIC was aware that, in common with many other organisations, there were some longstanding diversity and inclusion issues that needed to be addressed. As a first step, the D&I Strategy established a programme of work to better understand and improve the diversity of our workforce, including actions to address retention, learning and employee development.

One of the priorities for the first 18 months was to undertake research in order to find out first-hand from women about their experience of working in the NZIC, and the experience of staff taking parental leave. The purpose was to use those insights to make improvements in areas that would make a real difference.

Independent external research was also commissioned to better understand the attractions and barriers for women, Māori, Pasifika and other ethnic groups joining the NZIC.

This research provided the foundations for a significant programme of work, including developing a suite of education (including Rainbow inclusion and unconscious bias initiatives) to build capability among staff and managers to support a diverse workforce, and implementing new policies in relation to parental leave and childcare allowances.

A Women in NZIC Action Plan (see high-level A3 released to you), beginning in 2020 and to be implemented over two years, was also developed as a starting point for improving women's experience. We have completed nearly half of the actions on the plan, with the rest either in progress or scheduled to start in the 2021/2022 financial year.

We expect that these initiatives will have improved staff experience of working in the NZIC since the research was conducted in 2018 and we will continue to seek feedback to ensure that this is the case.

We have come a long way but there is still more to do. Improving organisational diversity and inclusion requires a long-term change programme, and we are committed to a continuous improvement approach.

Review

If you wish to discuss this decision with us, please feel free to contact oiia.privacy@nzsis.govt.nz.

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.

Yours sincerely



Rebecca Kitteridge
Director-General of Security
Te Tumu Whakarae mō Te Pā Whakamarumarū

	Your request	Document name (if different from your request)	Decision
1.	NZSIS Code of Conduct		Released in full
2.	NZSIS Parental Leave Policy	<i>Joint Policy (NZSIS and GCSB): Parental Leave</i>	Released with redactions
3.	NZSIS Childcare Policy	<i>Joint Policy (NZSIS and GCSB): Childcare Allowance</i>	Released with redactions
4.	NZSIS Transitioning Guidelines	<i>New Zealand Intelligence Community Transitioning Guidelines</i>	Publicly available
5.	Documents relating to NZSIS's in-house Rainbow inclusion training (including for Vetting staff)	<ul style="list-style-type: none"> • <i>Including the Rainbow Community at the NZIC</i> (adapted from a module provided by the Ministry of Business, Innovation and Employment). • <i>Rainbow Inclusion Training as of April 2021</i> (includes outlines of training for NZSIS Vetting staff, and Managers and Staff). • Eight documents withheld under s 9(2)(b)(ii) of the OIA 	Released with redactions Released with redactions Withheld
6.	Documents relating to NZSIS unconscious bias training, including PowerPoint presentations, guides and other teaching materials	<i>Understanding and Managing Unconscious Bias</i> (PowerPoint presentation)	Released with redactions
7.1	Insights into Māori, Pasifika, Asian, Middle Eastern/African and Women's perception of the NZIC as a place to work	<i>Driving Diversity in Recruitment for NZIC</i>	Released with redactions
7.2	Experiences of staff taking parental leave in the NZIC, completed by publication of 2019 NZSIS Annual Report	<i>Parental Leave in the Intelligence Community 2018</i>	Provided as a summary / excerpt
7.3	Experience of women employed in the NZIC, completed by publication of the 2019 NZSIS Annual Report	<ul style="list-style-type: none"> • <i>Experiences of Women Research Paper NZSIS / GCSB 2018 – 2019</i> • <i>Experiences of Women Action Plan A3</i> 	Provided as a summary / excerpt Released with redactions (substantive plan withheld – s 6(a))
8.	NZIC Retention Strategy	<i>NZIC Retention Strategy 2020 – 2024</i>	Released with redactions
9.	Any research reports from 2019 dealing with staff retention		Information does not exist