

9(2)(a)

From: 9(2)(a)
Sent: Wednesday, 4 November 2020 1:57 pm
To: 9(2)(a); 9(2)(a)
Cc: Paul Houliston; 9(2)(a)
Subject: RE: Policy and sport sector principles

Hi 9(2)(a)

I should have something to you by Friday.

Thanks

9(2)(a)

From: 9(2)(a)@allenandclarke.com.au>
Sent: Wednesday, 4 November 2020 12:41 pm
To: 9(2)(a)@sportnz.org.nz>; 9(2)(a)@nzrugby.co.nz>
Cc: Paul Houliston 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.com.nz>
Subject: RE: Policy and sport sector principles

Dear 9(2)(a) and 9(2)(a)

I'm following up on my email below to see whether you require any further support from us at this stage to start reaching out to stakeholders.

I look forward to hearing from you.

Kind regards,

9(2)(a)



**ALLEN + CLARKE
CONSULTING**

9(2)(a)

9(2)(a)@allenandclarke.com.au

Suite 203, 546 Collins St, Melbourne VIC 3000

www.allenandclarke.com.au

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.....
From: 9(2)(a)

Sent: Friday, 30 October 2020 4:25 PM

To: 9(2)(a)@sportnz.org.nz>; 9(2)(a)@nzrugby.co.nz>
Cc: Paul Houliston 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.co.nz>
Subject: Policy and sport sector principles

Dear 9(2)(a) and 9(2)(a)

Thanks again for your time earlier this week.

Please now find attached: **Withheld under sections 9(2)(b)(ii) and 9(2)(ba)(i)**

1. Project planning documents

- Project Plan with deliverable due dates updated. Please let us know if they don't align with your timeframes.
- Updated Terms of Reference including Waka Ama, boxing and mixed martial arts. We have also included reference to an FAQ on safety to be included as part of the evidence review and we will consider Fiji and Samoa as part of our international scan. We will call RRRT based in Fiji to ask them if are aware of any work undertaken in this space across the Pacific. If you have any further leads in relation to this, please let us know.
- Fortnightly status update

2. Stakeholder engagement documents

- Updated stakeholder engagement tracker. You will note that we have grouped the stakeholders. Where appropriate, we may seek to conduct focus groups/group interviews with stakeholders who are grouped together in the Tracker.
- As discussed, we are hoping to commence stakeholder engagement from next week. If you could please reach out to all the relevant stakeholders on the engagement tracker by next Wednesday 4 November, so that we can start booking in our interviews, that would be great. We would appreciate it if you could please include the attached document outlining the purpose of the engagement. When you email stakeholders, could you please cc 9(2)(a) and I into emails so that we can then follow up and arrange interview times.

Kind regards,

9(2)(a)



9(2)(a)

9(2)(a)@allenandclarke.com.au
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.....

9(2)(a)

From: 9(2)(a)
Sent: Monday, 9 November 2020 11:23 am
To: 9(2)(a); 9(2)(a)
Cc: 9(2)(a); Paul Houliston
Subject: RE: Policy and sport sector principles

Hi 9(2)(a)

Not as yet from me. I will get onto it.

Thanks

9(2)(a)

From: 9(2)(a) <[redacted]@allenandclarke.com.au>
Sent: Monday, 9 November 2020 11:11 am
To: 9(2)(a) <[redacted]@nzrugby.co.nz>; 9(2)(a) <[redacted]@sportnz.org.nz>
Cc: 9(2)(a) <[redacted]@allenandclarke.co.nz>; Paul Houliston <9(2)(a)@allenandclarke.com.au>
Subject: FW: Policy and sport sector principles

Dear 9(2)(a) and 9(2)(a)

I hope you both had a good weekend.

We're hoping to commence stakeholder engagement as soon as possible. I'm writing to see if you have had an opportunity to reach out to the relevant stakeholders to initiate that process? I've reattached the stakeholder engagement tracker and the document that we have drafted to attach to the emails.

Please let me know if you require anything further from me at this stage.

Kind regards,

9(2)(a)



9(2)(a)
[redacted]
9(2)(a) <[redacted]@allenandclarke.com.au>
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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.....

From: 9(2)(a)
Sent: Friday, 30 October 2020 4:25 PM
To: 9(2)(a)@sportnz.org.nz; 9(2)(a)@nzurugby.co.nz
Cc: Paul Houlston 9(2)(a)@allenandclarke.com.au; 9(2)(a)@allenandclarke.co.nz
Subject: Policy and sport sector principles

Dear 9(2)(a) and 9(2)(a)

Thanks again for your time earlier this week.

Please now find attached: **Withheld under sections 9(2)(b)(ii) and 9(2)(ba)(i)**

1. Project planning documents

- Project Plan with deliverable due dates updated. Please let us know if they don't align with your timeframes.
- Updated Terms of Reference including Waka Ama, boxing and mixed martial arts. We have also included reference to an FAQ on safety to be included as part of the evidence review and we will consider Fiji and Samoa as part of our international scan. We will call RRRT based in Fiji to ask them if are aware of any work undertaken in this space across the Pacific. If you have any further leads in relation to this, please let us know.
- Fortnightly status update

2. Stakeholder engagement documents

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- As discussed, we are hoping to commence stakeholder engagement from next week. If you could please reach out to all the relevant stakeholders on the engagement tracker by next Wednesday 4 November, so that we can start booking in our interviews, that would be great. We would appreciate it if you could please include the attached document outlining the purpose of the engagement. When you email stakeholders, could you please cc 9(2)(a) and I into emails so that we can then follow up and arrange interview times.

Kind regards,

9(2)(a)



9(2)(a)

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9(2)(a)

From: 9(2)(a)
Sent: Monday, 9 November 2020 1:40 pm
To: 9(2)(a)
Subject: Stakeholder Engagement Tracker 28 October
Attachments: Stakeholder Engagement Tracker 28 October.docx Withheld under section 2(ba)(i) and 9(2)(a)

Hi 9(2)(a)

I am still working on contacts but this should get you started.

Thanks

9(2)(a)

RELEASED UNDER THE OFFICIAL INFORMATION ACT

9(2)(a)

From: 9(2)(a)
Sent: Monday, 9 November 2020 2:03 pm
To: 9(2)(a)
Cc: 9(2)(a) 9(2)(a)
Subject: RE: Stakeholder Engagement Tracker 28 October

Opps

NZOC should be 9(2)(a) not 9(2)(a)

thanks

From: 9(2)(a)@allenandclarke.com.au>
Sent: Monday, 9 November 2020 2:00 pm
To: 9(2)(a)@sportnz.org.nz>
Cc: 9(2)(a)@allenandclarke.co.nz>
Subject: RE: Stakeholder Engagement Tracker 28 October

Great, thanks 9(2)(a) We'll start contacting them now.

Kind regards,

9(2)(a)



**ALLEN + CLARKE
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From: 9(2)(a)@sportnz.org.nz>
Sent: Monday, 9 November 2020 11:40 AM
To: 9(2)(a)@allenandclarke.com.au>
Subject: Stakeholder Engagement Tracker 28 October

Hi 9(2)(a)

I am still working on contacts but this should get you started.

Thanks

9(2)(a)

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Your assistance is appreciated.

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9(2)(a)

From: 9(2)(a)
Sent: Monday, 9 November 2020 4:36 pm
To: 9(2)(a)
Cc: 9(2)(a)
Subject: RE: Phase 2: Sport NZ work on Supporting Transgender individuals in the Sector

Wonderful thank you.

From: 9(2)(a)@allenandclarke.com.au
Sent: Monday, 9 November 2020 4:18 pm
To: 9(2)(a)@sportnz.org.nz
Cc: 9(2)(a)@allenandclarke.co.nz
Subject: RE: Phase 2: Sport NZ work on Supporting Transgender individuals in the Sector

Hi 9(2)(a)

As you can see we're now in the process of arranging interviews.

We copied you in to the first few emails so that you could see the process. We won't copy you into all of them.

Kind regards,

9(2)(a)



9(2)(a)
9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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.....
From: 9(2)(a)@allenandclarke.co.nz
Sent: Monday, 9 November 2020 2:14 PM
To: 9(2)(a)@hockeynz.co.nz
Cc: 9(2)(a)@allenandclarke.com.au; 9(2)(a)@sportnz.org.nz
Subject: RE: Phase 2: Sport NZ work on Supporting Transgender individuals in the Sector

Kia ora 9(2)(a)

I am 9(2)(a), a consultant from *Allen + Clarke*.

As you will be aware, *Allen + Clarke* has been engaged by Sport NZ to establish a set of Guiding Principles for the inclusion of transgender players in community sport. The Guiding Principles will have clear expectations about what should be included in a transgender player policy, and who and how an organisation should consult with relevant stakeholders when establishing their own policy. This will provide a mechanism to support the participation of transgender players in community sport. To help inform this work, we are interested in speaking to a range of stakeholders.

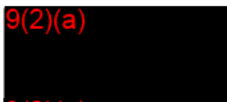
Further to 9(2)(a)'s email below, we are moving on to the next phase of work in the establishment of Guiding Principles for the inclusion of transgender players in community sport, and we would be interested in arranging an interview/focus group with you to discuss this work. Would you be available over the next fortnight (9 November – 20 November) for us to arrange a Zoom call for approximately one hour? If you have time to speak to us, can you please let me know your preferred time/s and day/s, and I will organise a suitable time to call you.

Should you have any further questions please do not hesitate to contact me on my details below. Otherwise please see the attached document for further information.

I look forward to hearing from you.

Ngā mihi,

9(2)(a)



9(2)(a)
9(2)(a)@allenandclarke.co.nz
PO Box 10730, Wellington 6143
Level 2, The Woolstore, 262 Thorndon Quay,
Pipitea, Wellington 6130, New Zealand
www.allenandclarke.co.nz

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.....
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From: 9(2)(a)@sportnz.org.nz>
Sent: Monday, 9 November 2020 10:09 AM
To: 9(2)(a)@sportnz.org.nz>
Subject: Phase 2: Sport NZ work on Supporting Transgender individuals in the Sector

Kia ora,

We are moving forward into the next phase (Phase 2) of the project for supporting Transgender individuals in the Play, Sport, and Active Recreation Sector.

Phase 2 involves individual meetings with each of the stakeholders (via Zoom) with Allen and Clarke Consulting. It is expected that the meeting will take no longer than one hour of your time.

Set out in the attached PDF is some more information on the format of the interviews and some questions that you may like to consider before the interview takes place. However, you are welcome to raise any other considerations during your meeting with Allen and Clarke.

Allen and Clarke are keen to commence the meetings soon and complete them during November.

If you have any questions or are unable to participate in Phase 2 please contact me.

Thanks for all your efforts to date and we look forward to working with you in Phase 2.

9(2)(a)
Acting Ministerial Services Lead

MOBILE 9(2)(a)



sportnz.org.nz



From: 9(2)(a)
Sent: Tuesday, 29 September 2020 11:14 am
To: 9(2)(a) @sportnz.org.nz; 9(2)(a) @sportnz.org.nz
Subject: Sport NZ work on Supporting Transgender individuals in the Sector - FOR COMMENT

Kia ora

Thank you for offering your time to help us further support the inclusion of transgender individuals in the Sport, Active Recreation, and Play Sector.

Background

The key guiding principle we are using to support this important work is taken from our Sport Integrity Framework – Diversity and Inclusion. This principle is:

"Every New Zealander has the right to participate in play, active recreation and sport within a welcoming and inclusive environment, and to be treated with respect, empathy and positive regard irrespective of age, ability, ethnicity, gender, national origin, race, religion, sexual orientation, political beliefs or socio-economic status."

Please keep in mind the key guiding principle as you look through the draft project plan.

You will note when reading the draft project plan that we are also developing a policy for the inclusion of transgender individuals in Rugby Union led by NZ Rugby. Sport NZ has taken the opportunity to leverage off this work to help the sector develop principles to support transgender individual's participation. We would therefore appreciate your comments on the Sport NZ Led principles based work.

First Step

Please take a look through the draft project plan attached and provide any comments to me by return email. Once we have considered all of the comments we will feed this back to Allen and Clarke and finalise the scope before moving to the next step.

Deadline

It would be great if you were able to provide your comments by **noon on Monday 5 October 2020**.

Next steps

It would also be appreciated if you could let me know if you would like to continue with this work and participate in the Allen and Clarke consultation process.

Once again thank you for your time.

Thank you

9(2)(a)

Acting Ministerial Services Lead

MOBILE 9(2)(a)



sportnz.org.nz



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Your assistance is appreciated.

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9(2)(a)

From: 9(2)(a)@allenandclarke.com.au>
Sent: Tuesday, 10 November 2020 11:00 am
To: 9(2)(a) 9(2)(a) Paul Houliston; 9(2)(a)
Subject: Agenda for today's 1pm NZT meeting - Transgender inclusion project

Dear All,

Please find below a broad agenda to guide our discussion later today:

1. Stakeholder engagement
2. High-level evidence review
3. Response to Save Women's Sport (see below)

Kind regards,

9(2)(a)

From: Save Womens Sport 9(2)(a)@gmail.com>
Sent: Monday, 9 November 2020 7:32 PM
To: 9(2)(a)@nzrugby.co.nz>; 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.co.nz>
Subject: Re: Community Sport Transgender Guidelines & Policy

Kia ora 9(2)(a)

Thank for you reaching out about your consultation process, which 9(2)(a) myself and another member of Save Women's Sport Australasia, 9(2)(a), would like to take part in. However before we do so, we wish to raise some areas of concerns about your process, which we hope you will be able to help alleviate for us.

As we understand it, the purpose of this consultation process is to develop trans inclusion policies for Rugby, along with a number of other sports, which may see the inclusion of transwomen in women's sport. Yet no where in your scoping document is there any mention of:

- Specifically consulting with female players - the people who will be directly impacted should the inclusion of transwomen (biological males) be allowed in their sport.
- Consulting with male players to see how they would feel about being inclusive of the diversity of their own sex, given transwomen are biological men.
- Any guarantee of confidentiality for anyone you are consulting with, which is extremely important given the intense backlash those highlighting concerns about biological males in female sport may receive.
- Any reference to the wider context for the sport, e.g. World Rugby position vs Olympic positions and their roles.
- The most thorough research and consultation process ever undertaken by any sport in this area, which led to World Rugby's decision to protect the safety, fairness and inclusion of international female rugby players.
- New Zealand's obligation to CEDAW, an international treaty ratified by NZ in 1985, and which states that biological females have the express right not to be discriminated against on the basis of their sex in relation to opportunities to participate actively and equally in sports. By allowing biological males to compete in the female division, removes the basis of equality between men and women.

In our first point above, we highlight the need to consult with females players because it is acknowledged in World Rugby's research that there is at least a 20-30% greater risk of injury when a female player is tackled by someone who has gone through male puberty, which will have implications on the health and safety, and the participation, of females in women's Rugby. There is also no opportunity for female players to raise concerns should they not be comfortable with sharing showers and changing rooms with biological males, as many women remain incredibly self conscious of their bodies throughout their lives.

Therefore we would value understanding how you will consult with female players, who are under immense pressure to simply comply with the demands from activists, despite the risk to their own well being. They have a very real fear of being publicly named and shamed and being labelled transphobic. And there is good reason for this fear, given OutSports (a LGBT+ sports news website) recently published the names of 300+ female NCAA athletes who had signed a confidential letter to NCAA Sports, which was then leaked.

We realise this is a contentious area, however this consultation seems to brush over all the research and all of the important conversations that need to be had, and with the most important people they need to be had with.

We would appreciate some further clarity from you to give us peace of mind that this will be a robust process that is focused on delivering well informed, and well researched, policy development.

Ngā mihi nui

9(2)(a)

New Zealand Spokeswomen

Save Women's Sport Australasia

Ph 9(2)(a) | www.savewomenssport.com

On 9/11/2020, at 3:10 PM, 9(2)(a)@nzrugby.co.nz wrote:

Kia ora,

NZ Rugby have engaged with most of you around the development of a Transgender policy to support our community game. For those we have not engaged with directly, we are interested in your input as part of this work and would really appreciate your thoughts as we work through this important and complex topic. The attached PDF provides more background and how we would engage from here using an external consultancy, Allan & Clarke to support this next phase.

This phase involves individual meetings with each of the stakeholders (via Zoom) with Allen & Clarke Consulting. It is expected that the meeting will take no longer than one hour of your time and one of the team from Allen & Clarke will touch base with you directly to organise this.

The PDF has more information on the format of the interviews and some questions that you may like to consider before the interview takes place. However, you are welcome to raise any other considerations during your meeting with Allen & Clarke. They are keen to commence the meetings soon and complete them during November.

If you have any questions or are unable to participate in this next phase please let me know.

Nga mihi,

9(2)(a)

9(2)(a)

9(2)(a)

9(2)(a)

@nzrugby.co.nz

9(2)(a)

From: 9(2)(a)@otago.ac.nz>
Sent: Tuesday, 10 November 2020 1:29 pm
To: 9(2)(a)
Subject: Re: Transgender participation in Sport and Active recreation

Dear 9(2)(a)

I would be interested in participating in the work.

Kind regards

9(2)(a)

From: 9(2)(a)@sportnz.org.nz>
Sent: 09 November 2020 14:17
To: 9(2)(a)
Subject: Transgender participation in Sport and Active recreation

Kia ora 9(2)(a)

9(2)(a) (High Performance Sport NZ) suggested I contact you regarding the work Sport NZ is undertaking to support transgender individuals in sport and active recreation. This work mainly focusses on Community Sport rather than High Performance Sport.

I have attached the project plan and also the Phase 2 (Stakeholder engagement) PDF for your consideration. If you are interested in participating in the work please let me know.

Further background

The key guiding principle we are using to support this important work is taken from our Sport Integrity Framework – Diversity and Inclusion. This principle is:

“Every New Zealander has the right to participate in play, active recreation and sport within a welcoming and inclusive environment, and to be treated with respect, empathy and positive regard irrespective of age, ability, ethnicity, gender, national origin, race, religion, sexual orientation, political beliefs or socio-economic status.”

Please keep in mind the key guiding principle as you look through the draft project plan.

You will note when reading the draft project plan that we are also developing a policy for the inclusion of transgender individuals in Rugby Union lead by NZ Rugby. Sport NZ has taken the opportunity to leverage off this work to help the sector develop principles to support transgender individual’s participation.

Thank you for your time.

9(2)(a)

Acting Ministerial Services Lead

MOBILE 9(2)(a)



sportnz.org.nz



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From: 9(2)(a)@allenandclarke.com.au>
Sent: Tuesday, 10 November 2020 1:29 pm
To: 9(2)(a)
Cc: 9(2)(a) 9(2)(a) Paul Houliston
Subject: Transgender Inclusion Project

Hi 9(2)(a)

This is the article that we discussed:

<https://www.theage.com.au/sport/afl/transgender-footballers-can-t-be-excluded-from-grass-roots-comps-20201001-p5611r.html>

AFL General Manager of Inclusion and Social Policy is 9(2)(a) Please let us know if you would like us to reach out to 9(2)(a)

Kind regards,

9(2)(a)



**ALLEN + CLARKE
CONSULTING**

9(2)(a)

9(2)(a)@allenandclarke.com.au

Suite 203, 546 Collins St, Melbourne VIC 3000

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9(2)(a)

From: 9(2)(a)
Sent: Tuesday, 10 November 2020 2:09 pm
To: 9(2)(a) 9(2)(a)
Subject: Stakeholder Engagement Tracker 10 November - update
Attachments: Stakeholder Engagement Tracker 10 November.docx Withheld under sections 9(2)(ba)(i) and 9(2)(a)

Hi

Updated list with the people in Yellow highlight that you are able to contact and have confirmed they would like to participate.

Thanks

9(2)(a)

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9(2)(a)

From: 9(2)(a)
Sent: Friday, 13 November 2020 11:10 am
To: 9(2)(a)
Cc: 9(2)(a)
Subject: Sport NZ Stakeholder Engagement Tracker 13 November
Attachments: Stakeholder Engagement Tracker 13 November.docx Withheld under sections 9(2)(ba) and 9(2)(a)

Hi 9(2)(a)

I have a couple more that you are able to contact – highlighted in Yellow.

I am still working on the list. People are taking a bit of time to come back to me.

Thanks

9(2)(a)

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9(2)(a)

From: 9(2)(a)
Sent: Monday, 16 November 2020 9:27 am
To: 9(2)(a)
Subject: RE: Stakeholder Engagement Tracker 10 November - update

Wonderful

Thank you!

From: 9(2)(a)@allenandclarke.co.nz>
Sent: Monday, 16 November 2020 9:26 am
To: 9(2)(a)@sportnz.org.nz>
Subject: RE: Stakeholder Engagement Tracker 10 November - update

No problem, I have reached out to 9(2)(a) and organised an interview.

Cheers,

9(2)(a)



ALLEN + CLARKE

9(2)(a)

9(2)(a)

@allenandclarke.co.nz

From: 9(2)(a)@sportnz.org.nz>
Sent: Wednesday, 11 November 2020 9:23 AM
To: 9(2)(a)@allenandclarke.co.nz>; 9(2)(a)@allenandclarke.com.au>
Subject: RE: Stakeholder Engagement Tracker 10 November - update

Not yet I am trying to get it from the Sport Integrity person at sport NZ but am struggling to get hold of 9(2)(a)

From: 9(2)(a)@allenandclarke.co.nz>
Sent: Tuesday, 10 November 2020 3:56 pm
To: 9(2)(a)@sportnz.org.nz>
Cc: 9(2)(a)@allenandclarke.com.au>
Subject: RE: Stakeholder Engagement Tracker 10 November - update

Thanks for this 9(2)(a)

Did you also have the contact for 9(2)(a) from the HRC?

Cheers,

9(2)(a)



ALLEN + CLARKE

9(2)(a)

9(2)(a)

@allenandclarke.co.nz

From: 9(2)(a)@sportnz.org.nz>
Sent: Tuesday, 10 November 2020 2:09 PM
To: 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.co.nz>
Subject: Stakeholder Engagement Tracker 10 November - update

Hi

Updated list with the people in Yellow highlight that you are able to contact and have confirmed they would like to participate.

Thanks

9(2)(a)

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For more details, visit www.sportnz.org.nz

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9(2)(a)

From: Trish Bradley
Sent: Wednesday, 18 November 2020 12:12 pm
To: 9(2)(a)
Cc: 9(2)(a) @insideout.org.nz; 9(2)(a)@insideout.org.nz
Subject: RE: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

Hi 9(2)(a)

Thanks for your email. I will investigate with the Project Sponsor if there is any ability to provide funding for InsideOut's participation.

In the meantime, we would like to invite you in to run a training session with our Policy Team in Wellington. Could you please advise how long the training session you run takes and how much it will cost for you to come in and deliver it?

Regarding the initial Zoom discussion for the project it is just reaching out to stakeholder organisations at the moment.

Look forward to hearing from you.

9(2)(a)

From: 9(2)(a) @insideout.org.nz
Sent: Tuesday, 17 November 2020 6:50 pm
To: 9(2)(a) @allenandclarke.co.nz; 9(2)(a) @sportnz.org.nz
Cc: 9(2)(a) @insideout.org.nz; 9(2)(a)@insideout.org.nz; 9(2)(a) @allenandclarke.com.au
Subject: Re: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

Tēnā koe 9(2)(a)

Thank you for reaching out to InsideOUT about this. We're pleased that Sport NZ is wanting to ensure that there are clear expectations and guidelines that community sports clubs and organisations can follow when it comes to inclusion of our trans whānau.

We do have a few questions. Firstly, will stakeholders be compensated for providing their time and sharing their thoughts and experiences? We feel very strongly that compensation should be provided to those you engage with during this stage of the process. We feel this because members of, and organisations who represent, minoritised communities are often asked to offer their expertise to projects such as this. As such, we have limited capacity as a small charity. Compensation should definitely be provided to trans people who contribute to this piece of work, seeing as our trans whānau are so often doing free educational labour in their general lives, often without having this labour appropriately acknowledged.

I have copied 9(2)(a) into this email as well as I am conscious that the above question may be better directed at Sport NZ if they are commissioning this mahi.

Secondly, would the team at Allen + Clarke be open to discussing the possibility of receiving training from InsideOUT on rainbow inclusion? We feel that this would be especially valuable to those in your team who conduct stakeholder engagement and do policy work, to ensure that the right considerations are being made when designing policy and engaging rainbow communities. If this is something you would be willing to explore please let me know and I can provide you with more information.

Lastly, in terms of how the initial Zoom discussion is intending to be run, would you be wanting us to reach out to trans people within our network for this or are you just wanting to connect in with different organisations and stakeholder groups at this point?

We are asking these questions because we appreciate that this is a really significant opportunity to materially improve the wellbeing of trans community members, so want to ensure this is gone about in the right way. We have been involved in a consultative capacity with similar initiatives that have not been truly mana-enhancing partnerships so want to ensure that those in InsideOUT's networks who could be involved with this feel as valued as possible!

I look forward to hearing from you,

Ngā mihi nui,

9(2)(a)

On Fri, Nov 13, 2020 at 11:51 AM 9(2)(a)@allenandclarke.co.nz> wrote:

Kia ora 9(2)(a) 9(2)(a) and 9(2)(a)

My name is 9(2)(a) and I work as a consultant at *Allen + Clarke*. We have been engaged by Sport New Zealand to establish a set of Guiding Principles for the inclusion of transgender players in community sport, and by New Zealand Rugby to develop a proposed transgender policy for rugby players at the community level.

The Guiding Principles will provide a mechanism to support the participation of transgender players in community sport and to ensure that sport remains inclusive, safe and fair. For further information on this project please read the attached pdf.

To help inform this work, we are interested in speaking to a range of stakeholders.

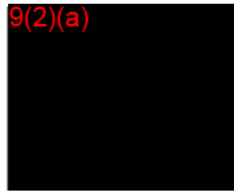
I would be pleased to have an opportunity to discuss this work with you further by way of an interview/focus group. Would you be available over the next fortnight for us to arrange a Zoom call for approximately one hour? We would be interested in holding a focus group with similar community organisations on Tuesday 24 November if that suited, otherwise we can arrange an interview. Please let me know what would work best for all of you.

Should you have any further questions please do not hesitate to contact me on my details below.

I look forward to hearing from you.

Ngā mihi,

9(2)(a)



9(2)(a)@allenandclarke.co.nz

PO Box 10730, Wellington 6143

Level 2, The Woolstore, 262 Thorndon Quay,

Pipitea, Wellington 6130, New Zealand

www.allenandclarke.co.nz

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InsideOUT Kōaro



9(2)(a) @insideout.org.nz

insideout.org.nz

facebook.com/insideoutkoaro



2019 Regional
Community
Awards
Supreme Winner

9(2)(a)

From: 9(2)(a)
Sent: Monday, 23 November 2020 1:14 pm
To: 9(2)(a)
Subject: FW: Sport NZ and Transgender individuals participation in sport

From: 9(2)(a)@women.govt.nz>
Sent: Monday, 23 November 2020 12:15 pm
To: 9(2)(a)@sportnz.org.nz>
Cc: 9(2)(a)@women.govt.nz>
Subject: RE: Sport NZ and Transgender individuals participation in sport

Hi 9(2)(a)
Thank you for getting in touch. The Ministry is happy to be involved in this project. I am available for interview this week until COP Thursday. After that I am on leave until January so please contact my colleague 9(2)(a)

Kind regards

9(2)(a)

From: 9(2)(a)@sportnz.org.nz>
Sent: Monday, 23 November 2020 10:58 AM
To: 9(2)(a)@women.govt.nz>
Subject: Sport NZ and Transgender individuals participation in sport

Morena

Your name has been put forward to participate in Sport NZ's work on the inclusion of transgender individuals in Sport, Active Recreation, and Play Sector. We are keen to have the Ministry of Women participate.

Background

The key guiding principle we are using to support this important work is taken from our Sport Integrity Framework – Diversity and Inclusion. This principle is:

“Every New Zealander has the right to participate in play, active recreation and sport within a welcoming and inclusive environment, and to be treated with respect, empathy and positive regard irrespective of age, ability, ethnicity, gender, national origin, race, religion, sexual orientation, political beliefs or socio-economic status.”

Please keep in mind the key guiding principle as you look through the draft project plan.

You will note when reading the draft project plan that we are also developing a policy for the inclusion of transgender individuals in Rugby Union led by NZ Rugby. Sport NZ has taken the opportunity to leverage off this work to help the sector develop principles to support transgender individual's participation. We would therefore appreciate your comments on the Sport NZ Led principles based work.

First Step

Please take a look through the draft project plan and the interview PDF so you can familiarize yourself with the project. Following this Allen and Clarke will contact you to set up and interview.

Once again thank you for your time.

Thank you

9(2)(a)
Acting Ministerial Services Lead

MOBILE 9(2)(a)



sportnz.org.nz



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9(2)(a)

From: 9(2)(a)
Sent: Tuesday, 24 November 2020 10:25 am
To: 9(2)(a); 9(2)(a)
Cc: Paul Houlston; 9(2)(a)
Subject: RE: Development of NZ Rugby and Sport Sector Principles. Draft Evidence Review

Hi 9(2)(a)

Sorry it has taken me a while to come back.

Below are some comments on the draft to date to consider for inclusion:

Note that Differences in the demographic groups can also exacerbate the level of distress felt by a rainbow individual For example 8% of the rainbow community have indicated they have a disability[1]. To date there is very little information on the Rainbow Community population in New Zealand (see paragraphs 17 and 24) but smaller studies estimate the Rainbow Community is between 6-15% of the population[2]. We do know that the Rainbow Community are part of every demographic (economic, ethnicity, etc) in the population^[3]

Would be keen to add in some Maori and Pasifika terms into the document

Fa'fafine - a Samoan term for someone assigned male at birth but now has a feminine gender expression, this is culturally specific term

Whakawahine - a Māori term for some assigned male at birth but who lives as a woman

Takatāpui - a traditional Māori word that includes gender, sexual orientation, cultural identity and ideas about belonging.

Tangata ira tane - a Māori term for someone assigned female at birth who lives as a man

Section 2.4.4 domestic legal framework

Include the Crown Law Opinion - Crown Law Opinion August 2006 – transgender individuals are protected from sex discrimination under HRA 1993.

Need to specify that this does not apply to individuals under 12 years.

Note the work by *Department of Internal Affairs – registered sex on birth certificates*

1. In August 2019 the Minister of Internal Affairs established a Working Group for reducing barriers to people changing the sex on their birth certificates. The Working Group was established in response to the deferral of the Births, Deaths, Marriages and Relationships Registration Bill and was to provide advice on operational improvements within current legislation. However, its mandate was expanded by the Minister of Internal Affairs to include issues that the transgender and intersex communities face that are related to identity documents which could be responded to without legislative change.
2. As a result the following recommendation was included in the Working Group's Final Report (Final Report) "Government agencies work with sporting and peer led organisations to develop guidance for schools, community groups and sporting bodies about how to ensure transgender, gender diverse and intersex students are included in sports."
3. The draft Government's response to Final Report includes the following:

“The Ministry of Education and Sport NZ support the development of guidelines. This issue sits between schools, sporting bodies, community organisations and other non-government organisations so will need cross-organisation and community involvement.

Sport NZ and the Ministries of Education and Health have recently launched the Healthy Active Learning initiative in schools. The people delivering the physical activity component of Healthy Active Learning will incorporate Rainbow Community inclusive practices.”

4. This is no obligation for the Minister of Internal Affairs to report the Working Group’s report or the Government response back to Cabinet. However, it is understood that the Minister of Internal Affairs indicated she would like to do so. At this point in time the report has not been provided to Cabinet Committee.

Section 2.4.5 Transgender participation:

Note the work for the next census: *Statistics New Zealand*

5. It is well recognised that there is not sufficient statistical information on the Rainbow Community. Estimates for the domestic Rainbow Community are between 6 – 15 percent of the New Zealand’s population^[1]. Statistics New Zealand has recognised that it needs to capture information that reflects the diversity of New Zealand to meet the information needs of sexual and gender minority groups. Its intention is to collect data in the 2023 census, in preparation for the collection of the data Statistics New Zealand has developed a statistical standard for sexual identity and a framework for sexual orientation.
6. Sport NZ currently does not collect data on sexual orientation or gender identity outside of binary data in its Active NZ Survey. However, following the 2023 New Zealand Census we should have more information available on the Rainbow Community (see paragraph 22 below).

Barriers to participation

Note the barrier of uniforms or sport dress - Transgender students avoid situations where they cannot dress or behave in accordance with their gender (eg swimming pools).^[4] Note that forms that are needed to be completed for participation in sport are mostly binary.

Happy to discuss.

Thanks 9(2)(a)

From: 9(2)(a)@allenandclarke.com.au>

Sent: Wednesday, 18 November 2020 6:53 pm

To: 9(2)(a)@sportnz.org.nz>; 9(2)(a)@nznzrugby.co.nz>

Cc: Paul Houlston 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.co.nz>

Subject: Development of NZ Rugby and Sport Sector Principles. Draft Evidence Review

Dear 9(2)(a) and 9(2)(a)

Please find attached the draft evidence review for the development of NZ Rugby and Sport Sector Principles project. We look forward to hearing your feedback on this working draft.

We have commenced consultation and met with a number of sporting groups earlier this week and with Save Women’s Sport earlier today. We have tentatively scheduled 18 interviews in total.

Kind regards,

9(2)(a)



ALLEN + CLARKE
CONSULTING

9(2)(a)

9(2)(a)@allenandclarke.com.au

Suite 203, 546 Collins St, Melbourne VIC 3000

www.allenandclarke.com.au

Allen + Clarke acknowledges the Traditional Custodians of the land we work on and the communities that we work with. We acknowledge their history, culture and Elders past, present and emerging.

At A+C we work flexibly. While it suits me to email now, I don't anticipate a response outside of your normal working hours.

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.....

[1] E3

[2] B5

[3] B6

[4] Rainbow Communities, mental health and addictions; a submission to the Government Inquiry into Mental have and Addiction – Oranga Tangata, Oranga Whanau

[4] H4

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9(2)(a)

From: 9(2)(a)
Sent: Tuesday, 24 November 2020 11:49 am
To: 9(2)(a); 9(2)(a)
Cc: Paul Houliston; 9(2)(a)
Subject: RE: Development of NZ Rugby and Sport Sector Principles. Draft Evidence Review

Hi All,

I have invited Phil our comms manager to join the meeting for the first 5mins there is an evolving media issue on the horizon.

Thanks

9(2)(a)

From: 9(2)(a)@allenandclarke.com.au>
Sent: Thursday, 19 November 2020 4:34 pm
To: 9(2)(a)@sportnz.org.nz>; 9(2)(a)@nzzrugby.co.nz>
Cc: Paul Houliston 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.co.nz>
Subject: RE: Development of NZ Rugby and Sport Sector Principles. Draft Evidence Review

Hi 9(2)(a) and 9(2)(a)

Just a quick note to make sure that you have received the email below and that the large attachment hasn't resulted in it being caught up in a firewall somewhere?

We had a great meeting with Rugby Australia this morning and with the Human Rights Commission.

We look forward to meeting on Tuesday at 1pm (NZT).

Kind regards,

9(2)(a)



9(2)(a)

9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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From: 9(2)(a)
Sent: Wednesday, 18 November 2020 4:53 PM
To: 9(2)(a)@sportnz.org.nz; 9(2)(a)@nzrugby.co.nz
Cc: Paul Houlston 9(2)(a)@allenandclarke.com.au; 9(2)(a)@allenandclarke.co.nz
Subject: Development of NZ Rugby and Sport Sector Principles. Draft Evidence Review

Dear 9(2)(a) and 9(2)(a)

Please find attached the draft evidence review for the development of NZ Rugby and Sport Sector Principles project. We look forward to hearing your feedback on this working draft.

We have commenced consultation and met with a number of sporting groups earlier this week and with Save Women's Sport earlier today. We have tentatively scheduled 18 interviews in total.

Kind regards,
9(2)(a)



9(2)(a)
9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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9(2)(a)

From: 9(2)(a)
Sent: Tuesday, 24 November 2020 2:07 pm
To: 9(2)(a) 9(2)(a)
Subject: RE: 9(2)(a)

Ok I will see what I can do.

From: 9(2)(a)@allenandclarke.co.nz>
Sent: Tuesday, 24 November 2020 1:58 pm
To: 9(2)(a)@sportnz.org.nz>; 9(2)(a)@allenandclarke.com.au>
Subject: RE: 9(2)(a)

Hi 9(2)(a)

Thanks for this. We met with 9(2)(a) on Friday and discussed the approach that Olympic Weightlifting took to transgender inclusion. We did not discuss Judo and boxing specifically so if we are interested in their perspective we would need to engage with someone else.

9(2)(a) did provide really valuable insights into the approach taken to weightlifting and some of the challenges they have faced in implementing their policy.

Cheers,
9(2)(a)



ALLEN + CLARKE

9(2)(a)
9(2)(a)@allenandclarke.co.nz

From: 9(2)(a)@sportnz.org.nz>
Sent: Tuesday, 24 November 2020 1:44 PM
To: 9(2)(a)@allenandclarke.com.au>
Cc: 9(2)(a)@allenandclarke.co.nz>
Subject: 9(2)(a)

Hi

This person should replace the contact for Judo, boxing and Weightlifting. If you feel that you do not get a strong enough view let me know.

9(2)(a)

Thanks
9(2)(a)

9(2)(a)
Acting Ministerial Services Lead

MOBILE 9(2)(a)



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9(2)(a)

From: 9(2)(a)
Sent: Wednesday, 25 November 2020 11:02 am
To: 9(2)(a) 9(2)(a)
Subject: FW: Transgender participation in Sport and Active recreation

From: 9(2)(a)@waikato.ac.nz>
Sent: Wednesday, 18 November 2020 11:01 am
To: 9(2)(a)@sportnz.org.nz>
Subject: Re: Transgender participation in Sport and Active recreation

Kia ora 9(2)(a)

I am sorry that it has taken this long to get back to you! The end of B Trimester has been a blur but I am surfacing.
Thank you for sending me your documents. I have read them, particularly phase 2. The proposed research looks interesting and much needed. In general, and I'm sure you are aware, this type of research will elicit responses from transgender communities if interviews are led by transgender researchers. Is this something that Allen and Clarke can facilitate?

Happy to discuss, if this would help.

Ngā mihi

9(2)(a)

9(2)(a)



On Mon, 9 Nov 2020 at 14:35, 9(2)(a)@sportnz.org.nz> wrote:

Kia ora 9(2)(a)

9(2)(a) has suggested I contact you regarding the work Sport NZ is undertaking to support transgender individuals in sport and active recreation. This work mainly focusses on Community Sport rather than High Performance Sport. I understand from 9(2)(a) that you have completed a considerable amount of research in this area and your expertise on the project would be of value.

I have attached the project plan and also the Phase 2 (Stakeholder engagement) PDF for your consideration. If you are interested in participating in the work please let me know.

Further background

The key guiding principle we are using to support this important work is taken from our Sport Integrity Framework – Diversity and Inclusion. This principle is:

“Every New Zealander has the right to participate in play, active recreation and sport within a welcoming and inclusive environment, and to be treated with respect, empathy and positive regard irrespective of age, ability, ethnicity, gender, national origin, race, religion, sexual orientation, political beliefs or socio-economic status.”

Please keep in mind the key guiding principle as you look through the draft project plan.

You will note when reading the draft project plan that we are also developing a policy for the inclusion of transgender individuals in Rugby Union lead by NZ Rugby. Sport NZ has taken the opportunity to leverage off this work to help the sector develop principles to support transgender individual’s participation.

Thank you for your time and please give me a call if you have any questions.

9(2)(a)

Acting Ministerial Services Lead

MOBILE 9(2)(a)



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9(2)(a)

From: 9(2)(a)
Sent: Friday, 27 November 2020 12:11 pm
To: 9(2)(a); 9(2)(a)
Subject: FW: Sport NZ and Transgender individuals participation in sport

From: 9(2)(a)@womeninsport.org.nz>
Sent: Thursday, 26 November 2020 1:06 pm
To: 9(2)(a)@sportnz.org.nz>
Subject: RE: Sport NZ and Transgender individuals participation in sport

Dear 9(2)(a)

As discussed on the phone a few days ago, we'd be very pleased to be involved.

I will talk to Allen and Clarke,

Warmest, 9(2)(a)

From: 9(2)(a)@sportnz.org.nz>
Sent: Tuesday, 24 November 2020 1:41 PM
To: 9(2)(a)@womeninsport.org.nz>
Subject: Sport NZ and Transgender individuals participation in sport

Kia ora 9(2)(a)

We were wondering if you would consider participating in Sport NZ's work on the inclusion of transgender individuals in Sport, Active Recreation, and Play Sector. We are keen to have WISPAs point of view on the inclusion of transgender individuals in Sport (in particular transwomen).

Background to the work

The key guiding principle we are using to support this important work is taken from our Sport Integrity Framework – Diversity and Inclusion. This principle is:

"Every New Zealander has the right to participate in play, active recreation and sport within a welcoming and inclusive environment, and to be treated with respect, empathy and positive regard irrespective of age, ability, ethnicity, gender, national origin, race, religion, sexual orientation, political beliefs or socio-economic status."

Please keep in mind the key guiding principle as you look through the draft project plan.

You will note when reading the draft project plan that we are also developing a policy for the inclusion of transgender individuals in Rugby Union lead by NZ Rugby. Sport NZ has taken the opportunity to leverage off this work to help the sector develop principles to support transgender individual's participation. We would therefore appreciate your comments on the Sport NZ Led principles based work.

First Step

Please take a look through the draft project plan and the interview PDF so you can familiarize yourself with the project. If you are keen to participate I will organize for Allen and Clarke will contact you to set up and interview.

Once again thank you for your time.

Thank you

9(2)(a)

Acting Ministerial Services Lead

MOBILE 9(2)(a)



sportnz.org.nz



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Your assistance is appreciated.

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9(2)(a)

From: 9(2)(a)
Sent: Tuesday, 24 November 2020 1:49 pm
To: 9(2)(a) 9(2)(a)
Subject: FW: Sport NZ Transgender work

From: 9(2)(a)@sportengland.org>
Sent: Thursday, 19 November 2020 3:10 am
To: 9(2)(a)@sportnz.org.nz>
Cc: 9(2)(a)@activedevon.org>
Subject: Re: Sport NZ Transgender work

Kia ora 9(2)(a)

Thanks so much for following up on this, and for linking me with 9(2)(a) at Allen and Clarke, we're going to arrange some time to chat.

We've got two pieces of work going on at the moment in this space, one across grassroots inclusion and one on domestic competition, so I can update the team on both of those.

I love the extract from your integrity framework! And great that you are working with NZ Rugby too - I guess you've seen all the recent developments with World Rugby's policy? I was involved with the World Rugby work as an attendee at the initial discussion events and was disappointed with the final result to say the least.

England Rugby and USA Rugby have both come out recently against the World Rugby policy and others are starting to join that stance too.

We have been working on a grassroots facilities guidance document focussed on trans inclusion that covers everything from data capture to physical facility recommendations. It is based around very simple good practice customer service recommendations and should generally lead to a more inclusive and accessible experience for all participants. Is this the kind of thing you are working towards developing?

Will you also be considering recommendations around competition too? I can share lots of policies that governing bodies have developed over here if that's the case.

Hopefully this will be a useful start to kick things off!

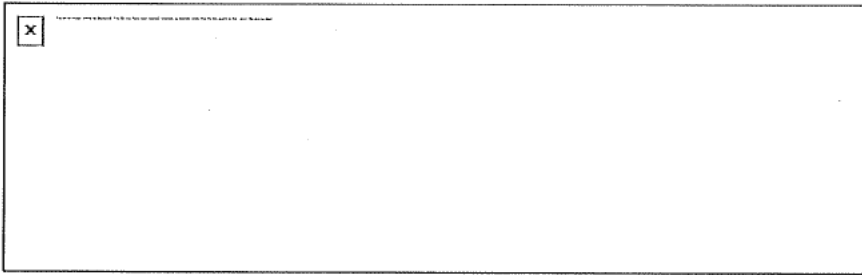
Thanks so much,

9(2)(a)

9(2)(a)

Pronouns: 9(2)(a)

9(2)(a)@sportengland.org



From: 9(2)(a) [redacted]@sportnz.org.nz>
Sent: 15 November 2020 20:49
To: 9(2)(a) [redacted]@sportengland.org>
Subject: RE: Sport NZ Transgender work

Kia ora 9(2)(a) [redacted]

Great to meet you. We are underway with the Project I have attached the project plan and the stakeholder interview PDF. We are undertaking the work with NZ Rugby. They will be developing a domestic policy for the Rugby Union and Sport NZ's outcomes are to develop a set of principles for the inclusion on transgender individuals in sport, active recreation and play. The focus of the work is in the Community Sport area and we are using the guiding principles from our integrity framework:

"Every New Zealander has the right to participate in play, active recreation and sport within a welcoming and inclusive environment, and to be treated with respect, empathy and positive regard irrespective of age, ability, ethnicity, gender, national origin, race, religion, sexual orientation, political beliefs or socio-economic status."

And are keeping in mind our legislation the Human Rights Act section 49:

49 Exception in relation to sport (1) Subject to subsection (2), nothing in section 44 shall prevent the exclusion of persons of one sex from participation in any competitive sporting activity in which the strength, stamina, or physique of competitors is relevant. (2) Subsection (1) does not apply in relation to the exclusion of persons from participation in— (a) the coaching of persons engaged in any sporting activity; or (b) the umpiring or refereeing of any sporting activity; or (c) the administration of any sporting activity; or (d) sporting activities by persons who have not attained the age of 12 years. (3) It shall not be a breach of section 44 to exclude any person from any competitive sporting event or activity if that person's disability is such that there would be a risk of harm to that person or to others, including the risk of infecting others with an illness, if that person were to take part in that competitive sporting event or activity and it is not reasonable to take that risk. (4) It shall not be a breach of section 44 to conduct competitive sporting events or activities in which only persons with a particular disability or age qualification may take part.

I will pass your details along to our contractor Allen and Clarke who will make contact to complete an individual interview. We are using this method to gather individual / organisation ideas and thoughts before we bring groups together for a discussion.

If you had any literature that would be of relevance to the work over there I would love to receive a copy.

Thanks for your help in advance. ☺

9(2)(a) [redacted]
Acting Ministerial Services Lead

MOBILE 9(2)(a) [redacted]

sportnz.org.nz



From: 9(2)(a) [redacted]@sportengland.org>
Sent: Saturday, 14 November 2020 5:23 am
To: 9(2)(a) [redacted]@activedevon.org>; 9(2)(a) [redacted]@sportnz.org.nz>
Subject: Re: Sport NZ Transgender work

Thanks for this [redacted] - lovely to meet you over email 9(2)(a) [redacted]

Very keen to support on this work and I have been leading on it for Sport England over the past two and a half years, so can hopefully give some good advice!

I'll look out for your email on return but hopefully we can get some time in to chat, or see how we go over email..

Hope you both have a great weekend!

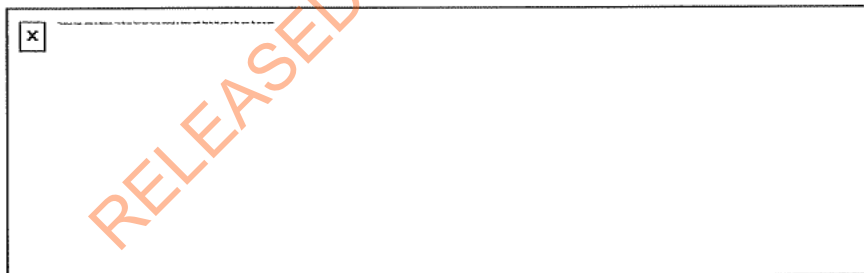
Thanks so much,

9(2)(a) [redacted]

9(2)(a) [redacted]

Pronouns: 9(2)(a) [redacted]

9(2)(a) [redacted]@sportengland.org



From: 9(2)(a) [redacted]@activedevon.org>
Sent: 13 November 2020 16:18
To: 9(2)(a) [redacted]@sportnz.org.nz>
Cc: 9(2)(a) [redacted]@sportengland.org>
Subject: RE: Sport NZ Transgender work

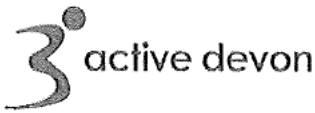
Hi 9(2)(a)

Thanks for your email, I have spoken with 9(2)(a) at Sport England, who would be delighted to support you on this piece of work and if ok I would love to be part of the conversation too!

Have cc's 9(2)(a) into this email so you both can start the conversation

Have a great weekend and speak soon

9(2)(a)



9(2)(a)
9(2)(a)
@activedevon | activedevon.org



From: 9(2)(a)@sportnz.org.nz>
Sent: 13 November 2020 01:49
To: 9(2)(a)@activedevon.org>
Subject: Sport NZ Transgender work

Hi 9(2)(a)

Nice to hear from you 😊 hope things are going well over there. I keep up with your FB posts and I see you are still following Sport NZ's posts.

We are in the process of developing principles for the inclusion of Transgender individuals in Sport, active recreation and play. We are doing this alongside NZ Rugby who have the aim to develop a domestic policy for rugby union. We are keen to make contact with someone over there to gain some insights into the UK position on the inclusion of transgender individuals in community sport.

I have attached the project plan and also the stakeholder engagement PDF for you to take a look through or to forward to someone who might be available to be part of the work.

Initially we are looking to have an interview with someone in the UK so this can feed into the principles work. Let me know if you have any questions and if you or someone over there would be available to talk to Allen and Clark (the contractor) over zoom.

Thanks

9(2)(a)
Acting Ministerial Services Lead

MOBILE 9(2)(a)





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9(2)(a)

From: 9(2)(a)@allenandclarke.com.au>
Sent: Friday, 27 November 2020 1:57 pm
To: 9(2)(a) 9(2)(a)
Cc: Paul Houliston; 9(2)(a)
Subject: Fortnightly Status Report - Development of NZ Rugby Policy and Sport Sector Principles for participation of transgender players
Attachments: A+C Sport NZ Project Status Report - 27 Nov 2020.pdf Withheld under section 9(2)(b)(ii)

Dear 9(2)(a) and 9(2)(a)

Please find attached this fortnight's status report.

Kind regards,
9(2)(a)



9(2)(a)
9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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At A+C we work flexibly. While it suits me to email now, I don't anticipate a response outside of your normal working hours.

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9(2)(a)

From: 9(2)(a)
Sent: Tuesday, 1 December 2020 9:13 am
To: SportNZ Policy
Subject: FW: Potential interviewee - Transgender work

From: 9(2)(a)@allenandclarke.com.au>
Sent: Monday, 30 November 2020 5:25 pm
To: 9(2)(a)@sportnz.org.nz>; 9(2)(a)@nzrugby.co.nz>; Paul Houliston 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.co.nz>
Subject: RE: Potential interviewee - Transgender work

Thank you 9(2)(a)

We will reach out to 9(2)(a)

Kind regards,
9(2)(a)



9(2)(a)
9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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From: 9(2)(a)@sportnz.org.nz>
Sent: Monday, 30 November 2020 2:42 PM
To: 9(2)(a)@nzrugby.co.nz>; Paul Houliston 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.co.nz>
Subject: Potential interviewee - Transgender work

Hi All,

We have received an approach from 9(2)(a) below. If you are comfortable it would be good to include her in the phase 1 interview. I note 9(2)(a) has participated in combat sports.

Let me know if you feel this will be ok or if [REDACTED] should participate in the next phase.

Thanks

trish

Form Submission

The following information has been submitted via the **SportNZ** website **Contact Us** page:

Name: [REDACTED]

Email: [REDACTED]

Enquiry Type: ResearchEnquiry

Message:

Offering to help with this. I'm transgender. [REDACTED]
[REDACTED]
[REDACTED] I'm an academic and used to working in the
policy field. [REDACTED]

https://i.stuff.co.nz/sport/rugby/300169202/nz-rugby-and-sport-nz-addressing-complex-issue-of-transgender-inclusion-in-womens-sport?fbclid=IwAR1ZLx65vX-Lvt1av48faVWVWL8CDspb9tGK_dfUE4-wWLE-YoKbnEYVAotYI

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Your assistance is appreciated.

9(2)(a)

From: 9(2)(a)
Sent: Tuesday, 1 December 2020 9:31 am
To: 9(2)(a) 9(2)(a)
Subject: Chase up :-)

Morena koutou 9(2)(a) and 9(2)(a)

Could you please let me know if there is anyone else I need to chase up for interviews? It is great to get 9(2)(a) and NZRL on board.

Thanks

9(2)(a)

9(2)(a)

Acting Ministerial Services Lead

MOBILE 9(2)(a)



sportnz.org.nz



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9(2)(a)

From: 9(2)(a)
Sent: Tuesday, 1 December 2020 3:10 pm
To: 9(2)(a) 9(2)(a)
Subject: Pasifika Resources transgender resources
Attachments: RSE+Guide+y9-13.pdf

Document publicly available at : <https://health.tki.org.nz/Media/Files/Relationships-and-Sexuality-Education-A-guide-for-teachers-leaders-and-boards-of-trustees-Years-9-13>

Hi 9(2)(a) and 9(2)(a)

9(2)(a) has just passed these along.

Thanks

9(2)(a)

From: 9(2)(a)@sportnz.org.nz
Sent: Tuesday, 1 December 2020 3:08 pm
To: 9(2)(a)@sportnz.org.nz
Subject: Resources

Hi 9(2)(a)

The below websites might be helpful and there is reference to Pacifica approaches to gender and sexuality in the attached MOE guidelines as well.

Takatāpui – a resource hub for takatāpui and their whānau - <https://takatapui.nz/#home>

Gender Minorities Aotearoa - <https://genderminorities.com/what-we-do/>

Ngā mihi nui

9(2)(a)

9(2)(a)

Policy Advisor



**SPORT
NEW ZEALAND**
IN AOTEAROA

9(2)(a)

sportnz.org.nz



9(2)(a)

From: 9(2)(a)
Sent: Wednesday, 2 December 2020 11:07 am
To: 9(2)(a); 9(2)(a)
Cc: Paul Houliston; 9(2)(a)
Subject: RE: CONFIDENTIAL: Stakeholder engagement - Transgender inclusion project

Hi 9(2)(a)

As discussed we can remove boxing, judo and mixed martial arts from the list.

Thanks

9(2)(a)

From: 9(2)(a) <[redacted]@allenandclarke.com.au>
Sent: Tuesday, 1 December 2020 5:40 pm
To: 9(2)(a) <[redacted]@sportnz.org.nz>; 9(2)(a) <[redacted]@nzrugby.co.nz>
Cc: Paul Houliston <9(2)(a)@allenandclarke.com.au>; 9(2)(a) <[redacted]@allenandclarke.com.au>
Subject: CONFIDENTIAL: Stakeholder engagement - Transgender inclusion project

Dear 9(2)(a) and 9(2)(a)

Stakeholder engagement is going well for this project. We have reflected the status in the attached tracker which is a working document. You will note that we have completed 18 interviews/focus groups and have another 7 confirmed. We have a further 2 interviews being arranged. We are yet to hear back from 5 stakeholders and we have not yet reached out to 3 stakeholders, because we're waiting on contact details.

9(2)(a) - do you have time to briefly touch base on this work tomorrow perhaps some time between 12pm - 3pm (NZT)?

Finally, 9(2)(a) are you available next Friday 11 December at 2pm NZT for a 1-hour whiteboarding session on this work?

Kind regards,

9(2)(a)


ALLEN + CLARKE
CONSULTING

9(2)(a)

9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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9(2)(a)

From: 9(2)(a)
Sent: Wednesday, 2 December 2020 11:22 am
To: Paul Houliston
Subject: RE: Allen and Clarke Contract

Thank you

From: Paul Houliston 9(2)(a)@allenandclarke.com.au>
Sent: Wednesday, 2 December 2020 11:19 am
To: 9(2)(a)@sportnz.org.nz>
Cc: 9(2)(a)@allenandclarke.com.au>
Subject: RE: Allen and Clarke Contract

Hi 9(2)(a)

Thanks for sending through the Contract for Services.

Please find a signed copy attached for your records.

Regards,

Paul



Paul Houliston
Managing Partner (Australia)
Ph. 9(2)(a)
9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins Street, Melbourne VIC 3000
www.allenandclarke.com.au

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From: 9(2)(a)@sportnz.org.nz>
Sent: Tuesday, 1 December 2020 7:13 AM
To: Paul Houliston 9(2)(a)@allenandclarke.com.au>
Subject: FW: Allen and Clarke Contract

Hi Paul,

The Administrators have caught up with us. Are you able to review and sign the attached contact?

Thanks

9(2)(a)

From: 9(2)(a)@sportnz.org.nz>
Sent: Monday, 30 November 2020 5:39 pm
To: 9(2)(a)@sportnz.org.nz>
Subject: Allen and Clarke Contract

Kia ora 9(2)(a)

Attached is the contract for Allen and Clarke, please can you ask them to sign?

Ngā mihi,

9(2)(a)

Business Support & Project Coordinator



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9(2)(a)

sportnz.org.nz



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Your assistance is appreciated.

9(2)(a)

From: 9(2)(a)
Sent: Wednesday, 21 July 2021 9:23 am
To: 9(2)(a)
Subject: FW: Development of NZ Rugby and Sport Sector Principles. Draft Evidence Review
Attachments: Allen+Clarke. Development of NZ Rugby and Sport Sector Principles.Draft Evidence Review. 18Nov20.pdf Withheld under section 9(2)(ba)(i)

From: 9(2)(a)
Sent: Thursday, 3 December 2020 9:33 am
To: 9(2)(a) <@sportnz.org.nz>
Subject: Development of NZ Rugby and Sport Sector Principles. Draft Evidence Review

Hi 9(2)(a)

We have received the attached draft evidence review for the Transgender inclusion work. Let me know if you have any comments.

Thanks

9(2)(a)

From: 9(2)(a) <@allenandclarke.com.au>
Sent: Wednesday, 18 November 2020 6:53 pm
To: 9(2)(a) <@sportnz.org.nz>; 9(2)(a) <@nzzrugby.co.nz>
Cc: Paul Houliston 9(2)(a) <@allenandclarke.com.au>; 9(2)(a) <@allenandclarke.com.au>
Subject: Development of NZ Rugby and Sport Sector Principles. Draft Evidence Review

Dear 9(2)(a)

Please find attached the draft evidence review for the development of NZ Rugby and Sport Sector Principles project. We look forward to hearing your feedback on this working draft.

We have commenced consultation and met with a number of sporting groups earlier this week and with Save Women's Sport earlier today. We have tentatively scheduled 18 interviews in total.

Kind regards,

9(2)(a)



9(2)(a)

9(2)(a) <@allenandclarke.com.au>
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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9(2)(a)

From: 9(2)(a)
Sent: Monday, 7 December 2020 8:02 am
To: 9(2)(a)
Cc: 9(2)(a)
Subject: RE: IN CONFIDENCE: FW: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

No I have not heard from them.

From: 9(2)(a)@allenandclarke.com.au>
Sent: Friday, 4 December 2020 5:56 pm
To: 9(2)(a)@sportnz.org.nz>
Cc: 9(2)(a)@allenandclarke.co.nz>
Subject: IN CONFIDENCE: FW: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

Hi 9(2)(a)

Thanks again for your time this morning.

We haven't yet heard back from InsideOUT in relation to the correspondence below. Has there been any further engagement from Sport NZ with InsideOUT?

Thanks,
9(2)(a)



9(2)(a)
9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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.....
From: 9(2)(a)@allenandclarke.co.nz>
Sent: Wednesday, 25 November 2020 9:45 AM
To: 9(2)(a)@insideout.org.nz>; 9(2)(a)@sportnz.org.nz
Cc: 9(2)(a)@insideout.org.nz; 9(2)(a)@insideout.org.nz; 9(2)(a)@allenandclarke.com.au>

Subject: RE: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

Kia ora 9(2)(a)

Thank you for your email and interest in engaging with us on this work. We would also like this to be a mana-enhancing process and we really appreciate you sharing your views and experience with us.

I understand that you have been in touch with 9(2)(a) regarding some of the issues that you raised in your email.

In terms of training around Rainbow inclusion, this is something that we are interested in learning more about. Would you be able to send us some material so that we can have some further discussions internally about this?

At this stage, we are in the process of engaging with a wide range of stakeholders to help inform the development of the draft Guiding Principles. We will have a second round of engagement in the new year where we welcome feedback from stakeholders and their community. At this stage we are interested in connecting with different organisations, however we do welcome stakeholders to bring along relevant members of their community if they would like to do so.

I look forward to hearing from you.

Ngā mihi,

9(2)(a)



ALLEN + CLARKE

9(2)(a)

9(2)(a)

@allenandclarke.co.nz

From: 9(2)(a)@insideout.org.nz

Sent: Tuesday, 17 November 2020 6:50 PM

To: 9(2)(a)@allenandclarke.co.nz; 9(2)(a)@sportnz.org.nz

Cc: 9(2)(a)@insideout.org.nz; 9(2)(a)@insideout.org.nz; 9(2)(a)@allenandclarke.com.au

Subject: Re: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

Tēnā koe 9(2)(a)

Thank you for reaching out to InsideOUT about this. We're pleased that Sport NZ is wanting to ensure that there are clear expectations and guidelines that community sports clubs and organisations can follow when it comes to inclusion of our trans whānau.

We do have a few questions. Firstly, will stakeholders be compensated for providing their time and sharing their thoughts and experiences? We feel very strongly that compensation should be provided to those you engage with during this stage of the process. We feel this because members of, and organisations who represent, minoritised communities are often asked to offer their expertise to projects such as this. As such, we have limited capacity as a small charity. Compensation should definitely be provided to trans people who contribute to this piece of work, seeing as our trans whānau are so often doing free educational labour in their general lives, often without having this labour appropriately acknowledged.

I have copied 9(2)(a) into this email as well as I am conscious that the above question may be better directed at Sport NZ if they are commissioning this mahi.

Secondly, would the team at Allen + Clarke be open to discussing the possibility of receiving training from InsideOUT on rainbow inclusion? We feel that this would be especially valuable to those in your team who conduct stakeholder

engagement and do policy work, to ensure that the right considerations are being made when designing policy and engaging rainbow communities. If this is something you would be willing to explore please let me know and I can provide you with more information.

Lastly, in terms of how the initial Zoom discussion is intending to be run, would you be wanting us to reach out to trans people within our network for this or are you just wanting to connect in with different organisations and stakeholder groups at this point?

We are asking these questions because we appreciate that this is a really significant opportunity to materially improve the wellbeing of trans community members, so want to ensure this is gone about in the right way. We have been involved in a consultative capacity with similar initiatives that have not been truly mana-enhancing partnerships so want to ensure that those in InsideOUT's networks who could be involved with this feel as valued as possible!

I look forward to hearing from you,

Ngā mihi nui,

9(2)(a)

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9(2)(a)

From: 9(2)(a)
Sent: Monday, 7 December 2020 11:35 am
To: 9(2)(a)
Cc: 9(2)(a)
Subject: RE: IN CONFIDENCE: FW: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

Ok

As a back up to Insideout I have another group we could approach.

[Contact Us | Gender Dynamix New Zealand](#)

thanks

From: 9(2)(a)@allenandclarke.com.au>
Sent: Monday, 7 December 2020 11:15 am
To: 9(2)(a)@sportnz.org.nz>
Cc: 9(2)(a)@allenandclarke.co.nz>
Subject: RE: IN CONFIDENCE: FW: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

We have just heard back from Rainbow YOUTH who we will meet with tomorrow.

Thanks,

9(2)(a)



**ALLEN + CLARKE
CONSULTING**

9(2)(a)
9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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.....
From: 9(2)(a)
Sent: Monday, 7 December 2020 9:14 AM
To: 9(2)(a)@sportnz.org.nz>
Cc: 9(2)(a)@allenandclarke.co.nz>

Subject: RE: IN CONFIDENCE: FW: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

Hi 9(2)(a)

Gender Minorities have been interviewed.

We still haven't heard back from InsideOUT and Agender and we are yet to finalise a time with Rainbow YOUTH.

Thanks,
9(2)(a)



9(2)(a)
9(2)(a) @allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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At A+C we work flexibly. While it suits me to email now, I don't anticipate a response outside of your normal working hours.

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.....
From: 9(2)(a) @sportnz.org.nz>

Sent: Monday, 7 December 2020 6:43 AM

To: 9(2)(a) @allenandclarke.com.au>

Cc: 9(2)(a) @allenandclarke.co.nz>

Subject: RE: IN CONFIDENCE: FW: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

Have we reached out to Gender Minorities NZ?

From: 9(2)(a) @allenandclarke.com.au>

Sent: Friday, 4 December 2020 5:56 pm

To: 9(2)(a) @sportnz.org.nz>

Cc: 9(2)(a) @allenandclarke.co.nz>

Subject: IN CONFIDENCE: FW: Invitation: Supporting the establishment of Guiding Principles for the inclusion of transgender players in community sport

Hi 9(2)(a)

Thanks again for your time this morning.

We haven't yet heard back from InsideOUT in relation to the correspondence below. Has there been any further engagement from Sport NZ with InsideOUT?

Thanks,

9(2)(a)



ALLEN + CLARKE
CONSULTING

9(2)(a)

9(2)(a)@allenandclarke.com.au

Suite 203, 546 Collins St, Melbourne VIC 3000

www.allenandclarke.com.au

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9(2)(a)

From: 9(2)(a)@allenandclarke.com.au>
Sent: Friday, 18 December 2020 3:24 pm
To: 9(2)(a); 9(2)(a)
Cc: Paul Houliston; 9(2)(a)
Subject: Confidential: Transgender Inclusion in Sport
Attachments: Stakeholder Engagement Tracker. 18 Dec 20.docx; Allen+Clarke.Summary of Stakeholder Views Report 18 Dec 2020.pdf; Allen+Clarke.Draft Transgender Player Policy for Community Rugby 18 Dec 2020.pdf; Allen+Clarke.Draft Guiding Principles for the Participation of Transgender Players in Sports 18 Dec 2020.pdf; A+C Sport NZ Project Status Report - 18 Dec 2020.pdf; Allen+Clarke. Sport NZ. Options for Round 2 Consultation - 18 Dec 20.pdf; Guiding Principles - Draft POSTER.pdf
Withheld under sections 9(2)(b)(ii), 9(2)(ba)(i) and 9(2)(a)

Dear 9(2)(a)

I hope you're well and looking forward to a nice break over the holiday period.

Attachments

Please find attached the following for your consideration:

- Draft Guiding Principles for Transgender Inclusion
- Draft NZR Policy for Transgender Inclusion
- Draft summary report of stakeholder views
- A draft A3 poster of the Guiding Principles
- The updated stakeholder engagement tracker
- A status report for the project

Proposed approach to the second phase of consultation

We have also attached a proposed approach for the second phase of consultation for this work. We have identified three options for consideration. Once you have had an opportunity to consider all the attached, we look forward to touching base in January to consider the options outlined.

Whiteboarding session

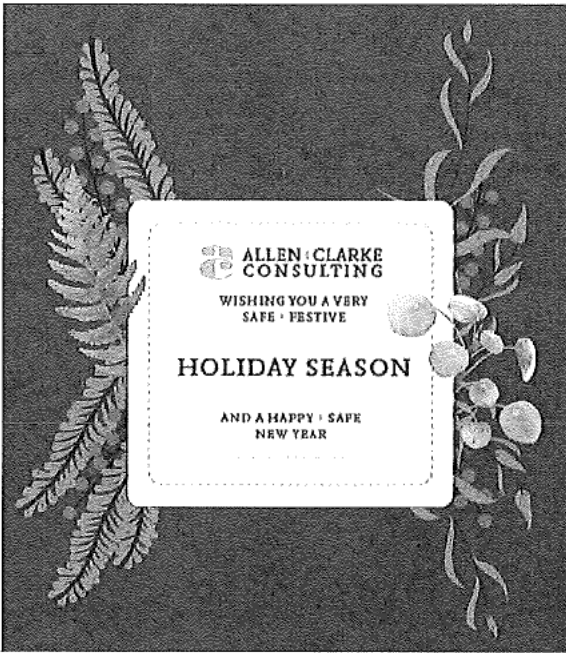
I will shortly send around a meeting invitation for the week commencing 18 January for a meeting to discuss the attached.

I take this opportunity to thank you for the work that we have been able to do together this year. I will be on leave until 11 January 2021. In my absence, Paul is available if anything urgent arises.

Have a restful break and we look forward to continuing to work together in 2021.

Kind regards,

9(2)(a)



**ALLEN + CLARKE
CONSULTING**

9(2)(a)

9(2)(a)@allenandclarke.com.au

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9(2)(a)

From: 9(2)(a)
Sent: Monday, 21 December 2020 9:44 am
To: 9(2)(a)
Subject: RE: Transgender inclusion project - Discussion of Guiding Principles and NZR Policy

Thank you yes I have them

From: 9(2)(a)@allenandclarke.com.au>
Sent: Friday, 18 December 2020 3:55 pm
To: 9(2)(a)@sportnz.org.nz>
Subject: Re: Transgender inclusion project - Discussion of Guiding Principles and NZR Policy

Thanks 9(2)(a) Just confirming that you've received all the documents I sent through earlier and they haven't been caught up in a firewall due to their size? Thanks, 9(2)(a)

9(2)(a)

9(2)(a)@allenandclarke.com.au

From: 9(2)(a)@sportnz.org.nz>
Sent: Friday, December 18, 2020 1:53:02 PM
To: 9(2)(a)@allenandclarke.com.au>
Subject: Accepted: Transgender inclusion project - Discussion of Guiding Principles and NZR Policy
When: Tuesday, 19 January 2021 11:00 AM-12:00 PM.
Where: Microsoft Teams Meeting

Sport New Zealand is the crown entity responsible for Aotearoa New Zealand's play, active recreation and sport system.

For more details, visit www.sportnz.org.nz

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Your assistance is appreciated.

9(2)(a)

From: 9(2)(a)
Sent: Tuesday, 22 December 2020 8:38 am
To: SportNZ Invoices
Subject: FW: Transgender Inclusion Project
Attachments: INV00005747.pdf Withheld under section 9(2)(b)(ii)

From: 9(2)(a)@allenandclarke.com.au>
Sent: Monday, 21 December 2020 5:06 pm
To: 9(2)(a)@sportnz.org.nz>
Cc: 9(2)(a)@allenandclarke.co.nz>; Paul Houliston 9(2)(a)@allenandclarke.com.au>
Subject: Transgender Inclusion Project

Dear 9(2)(a)

Please find attached an invoice for this project.

We look forward to continuing to work together in 2021.

Happy holidays.

Kind regards,

9(2)(a)



9(2)(a)
9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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9(2)(a)

From: 9(2)(a)
Sent: Monday, 19 July 2021 9:44 am
To: 9(2)(a)
Subject: FW: Transgender Inclusion Project

From: 9(2)(a)
Sent: Tuesday, 12 January 2021 2:01 pm
To: 9(2)(a)@allenandclarke.com.au>
Subject: RE: Transgender Inclusion Project

Happy New Year!

Yep that is fine.

From: 9(2)(a)@allenandclarke.com.au>
Sent: Tuesday, 12 January 2021 12:57 pm
To: 9(2)(a)@sportnz.org.nz>
Subject: Transgender Inclusion Project

Hi 9(2)(a)

Happy new year. I hope you had a lovely break.

9(2)(a) has suggested that we meet on 20 January instead of 19 January so that 9(2)(a) can attend the meeting. Are you available on 20 January? We could perhaps meet at NZ Rugby's offices and Paul and 9(2)(a) could attend in-person and dial me in?

Kind regards,
Linda



9(2)(a)
9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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9(2)(a)

From: 9(2)(a)
Sent: Monday, 19 July 2021 9:44 am
To: 9(2)(a)
Subject: FW: Tomorrows meeting

From: 9(2)(a)
Sent: Tuesday, 19 January 2021 3:02 pm
To: 9(2)(a) @allenandclarke.co.nz
Cc: 9(2)(a) @allenandclarke.com.au; Paul Houlston 9(2)(a) @allenandclarke.com.au
Subject: RE: Tomorrows meeting

Yes this is all good ☺

From: 9(2)(a) @allenandclarke.co.nz
Sent: Tuesday, 19 January 2021 2:57 pm
To: 9(2)(a) @sportnz.org.nz
Cc: 9(2)(a) @allenandclarke.com.au; Paul Houlston 9(2)(a) @allenandclarke.com.au
Subject: Tomorrows meeting

Afternoon 9(2)(a)

9(2)(a) has just asked us if we are available to meet 30min earlier tomorrow (12:30pm) to give us some more time to discuss feedback.

This works from our end, would you also be able to make the earlier time?

Look forward to meeting tomorrow,

9(2)(a)



9(2)(a)
9(2)(a) @allenandclarke.co.nz
PO Box 10730, Wellington 6143
Level 2, The Woolstore, 262 Thorndon Quay,
Pipitea, Wellington 6130, New Zealand
www.allenandclarke.co.nz

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9(2)(a)

From: 9(2)(a)
Sent: Friday, 16 July 2021 3:12 pm
To: 9(2)(a)
Subject: FW: Documents for todays discussion
Attachments: Draft Transgender Player Policy for Community Rugby 20 Jan 2021.docx; Draft Guiding Principles for the Participation of Transgender Players in Sports 20 January 2021.docx; A+C white boarding session - Sports NZ 20 Jan 2021.pptx
Withheld under sections 9(2)(b)(ii) and 9(2)(ba)(i)

From: 9(2)(a)@allenandclarke.co.nz>
Sent: Wednesday, 20 January 2021 11:59 am
To: 9(2)(a)@sportnz.org.nz>
Cc: 9(2)(a)@allenandclarke.com.au>
Subject: Documents for todays discussion

Hi 9(2)(a)

Attached are the slides and draft documents for todays discussion.

We will be screen sharing – just sending these through in case we have any technical issues.

Zoom link also for your convenience:

Join Zoom Meeting

9(2)(b)(ii)

Meeting ID: 9(2)(b)(ii)

Passcode: 9(2)(b)(ii)

Talk soon,

9(2)(a)



9(2)(a)
9(2)(a)@allenandclarke.co.nz
PO Box 10730, Wellington 6143
Level 2, The Woolstore, 262 Thorndon Quay,
Pipitea, Wellington 6130, New Zealand
www.allenandclarke.co.nz

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in error, please notify the sender and delete the email and any attachments.

9(2)(a)

From: 9(2)(a)
Sent: Monday, 19 July 2021 2:43 pm
To: 9(2)(a)
Subject: FW: FOR COMMENT: Confidential: Transgender Inclusion in Sport draft Principles and supporting document
Attachments: Allen+Clarke.Summary of Stakeholder Views Report 18 Dec 2020.pdf; Allen+Clarke.Draft Transgender Player Policy for Community Rugby 18 Dec 2020.pdf; Allen+Clarke.Draft Guiding Principles for the Participation of Transgender Players in Sports 18 Dec 2020.pdf; Guiding Principles - Draft POSTER.pdf
Withheld under section 9(2)(b)(i)

From: 9(2)(a)
Sent: Tuesday, 19 January 2021 3:18 pm
To: 9(2)(a)@sportnz.org.nz; 9(2)(a)@sportnz.org.nz; Jennah Wootten (Jennah.Wootten@sportnz.org.nz) <Jennah.Wootten@sportnz.org.nz>; 9(2)(a)@sportnz.org.nz; Alice Hume <Alice.Hume@sportnz.org.nz>
Cc: 9(2)(a)@sportnz.org.nz; 9(2)(a)@sportnz.org.nz; 9(2)(a)@sportnz.org.nz; 9(2)(a)@sportnz.org.nz; Philip Clark (Philip.Clark@sportnz.org.nz) <Philip.Clark@sportnz.org.nz>; 9(2)(a)@sportnz.org.nz; 9(2)(a)@sportnz.org.nz
Subject: FOR COMMENT: Confidential: Transgender Inclusion in Sport draft Principles and supporting document

Hi All,

[This is not to be distributed or discussed outside Sport NZ.]

Following the first round of consultation on the development of the Principles for the inclusion of Transgender Individuals in Community Sport we have received the attached documents.

The *Guiding Principles Poster* is supported by the *Draft Guiding Principles for the Participation of Transgender Players in Sports* document. In addition I have provided the Summary of Stakeholder views Report and the Draft Transgender Player Policy for Community Rugby for your information.

I am seeking comments on the *Guiding Principles Poster* and the *Draft Guiding Principles for the Participation of Transgender Players in Sports* only. I would be appreciated if you have any comments that they are provided by the end of this week.

The next step following your comments is to consider them for incorporation before we provide the documents to Stakeholders involved in the process to date for comment.

Policy Team members you have been included in case you have capacity / interest in reading. Phil you are in there for the nosey factor 😊.

Thanks

9(2)(a)

9(2)(a)

From: 9(2)(a)
Sent: Friday, 16 July 2021 3:12 pm
To: 9(2)(a)
Subject: FW: Transgender inclusion project
Attachments: Allen+Clarke. Sport NZ. Options for Round 2 Consultation - 18 Dec 20.pdf
Withheld under sections 9(2)(b)(ii) and 9(2)(ba)(i)

From: 9(2)(a)@allenandclarke.com.au>
Sent: Wednesday, 20 January 2021 6:59 pm
To: 9(2)(a)@sportnz.org.nz
Cc: Paul Houliston 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.co.nz>
Subject: Transgender inclusion project

Dear 9(2)(a)

It was great to chat today and to hear your preliminary feedback on our work to date. I've outlined some points from our discussion below and some points on which I require clarification.

Draft Guiding Principles

If you could provide feedback on the draft documents that we discussed today and provide the census information to us by 29 January 2021, that would be great. 9(2)(a) is on leave next week and so we are hoping that time frame will accommodate both you and NZR.

Process Map

Given the discussions about the next stage of consultation for this project, we thought it might be helpful to provide a process map with some indicative dates and how the process might work for both the Guiding Principles and the Rugby Policy so that you and 9(2)(a) can both consider it. We will provide this to you tomorrow.

The Process Map will include consideration of the existing Phase Four consultation. It will also include high-level consideration of the process for a full public consultation hosted on the Sport NZ website, which I confirm is now the preferred approach of Sport NZ. The Process Map that we provide to you tomorrow will also include consideration of timing for this proposed expansion.

It will also include the break-down of the existing Phase Four consultation as follows:

1. Receive feedback on the current draft Guiding Principles and NZR Policy
2. A+C incorporates feedback into final draft Guiding Principles and NZR Policy
3. Approval of final draft Guiding Principles from Sport NZ and NZ Rugby
4. Electronic consultation on the final draft Guiding Principles and the Rugby Policy with the transgender community (with whom consultation was undertaken during Phase Two)
5. Incorporate amendments from consultation into draft documents
6. Electronic consultation on the final draft Guiding Principles and the Rugby Policy with stakeholders (with whom consultation was undertaken during Phase Two)
7. Finalise documents.

In terms of engaging with the transgender community for the purposes of Phase Four consultation, can you please confirm how we might manage a process where a person who is involved in Phase Four consultation might be impacted by the policy and may want to receive a contribution for their involvement?

Quote and Budget

We will also be working on a quote and a budget for the expansion in scope for the consultation which will cost up Option Two in the options for stakeholder consultation document (attached).

Thanks 9(2)(a)

Kind regards,
9(2)(a)



**ALLEN + CLARKE
CONSULTING**

9(2)(a)

9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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From: 9(2)(a)@allenandclarke.com.au>
Sent: Thursday, 21 January 2021 10:21 pm
To: 9(2)(a) 9(2)(a)
Cc: Paul Houlston; 9(2)(a)
Subject: Confidential - Options for Consultation - Transgender Player Policy and Guiding Principles
Attachments: Options. Transgender Player Policy and Guiding Principles. Jan 21.pdf
Withheld under sections 9(2)(b)(ii) and 9(2)(ba)(i)

Dear 9(2)(a)

Following on from my emails yesterday, I now attach a process map for your consideration.

Following discussion we understand that Sport NZ is keen to undertake a full public consultation hosted on the SNZ website.

We understand that NZR is keen to undertake further discussions/consultations.

We have mapped what these two processes might look like and included some decision points for your consideration.

We look forward to hearing from you once you have had an opportunity to consider and discuss the attached.

Kind regards,

9(2)(a)



9(2)(a)

9(2)(a)@allenandclarke.com.au

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9(2)(a)

From: 9(2)(a)
Sent: Monday, 19 July 2021 2:30 pm
To: 9(2)(a)
Subject: FW: Guiding principles
Attachments: Sport NZ Draft Guiding Principles for the Participation of Transgender Players in Sports 18 Dec 2020.pdf
Withheld under sections 9(2)(b)(ii), 9(2)(ba)(i) and 9(2)(a)

From: 9(2)(a)
Sent: Thursday, 21 January 2021 4:04 pm
To: 9(2)(a)@allenandclarke.com.au
Subject: Guiding principles

Hi 9(2)(a)

As discussed attached are my minor comments.

thanks

9(2)(a)

Acting Ministerial Services Lead

MOBILE 9(2)(a)



sportnz.org.nz



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9(2)(a)

From: 9(2)(a)
Sent: Monday, 19 July 2021 2:23 pm
To: 9(2)(a)
Subject: FW: Confidential - Options for Consultation - Transgender Player Policy and Guiding Principles

From: 9(2)(a)
Sent: Friday, 22 January 2021 12:15 pm
To: 9(2)(a)@allenandclarke.com.au; 9(2)(a)@nzrugby.co.nz
Cc: Paul Houliston 9(2)(a)@allenandclarke.com.au; 9(2)(a)@allenandclarke.co.nz
Subject: RE: Confidential - Options for Consultation - Transgender Player Policy and Guiding Principles

Hi 9(2)(a)

Thanks for this.

One change we would like A+C to host and run the consultation on your website or some by some other method and not house it at SNZ.

A – would like to have a discussion with all on this (I think there is a case for together and apart)
B- Yes preference is for the November stakeholder to have a chance to comment before public consultation
C – would like to have a discussion with all on this (I think there is a case for together and apart).

Thanks

9(2)(a)

From: 9(2)(a)@allenandclarke.com.au
Sent: Thursday, 21 January 2021 10:21 pm
To: 9(2)(a)@sportnz.org.nz; 9(2)(a)@nzrugby.co.nz
Cc: Paul Houliston 9(2)(a)@allenandclarke.com.au; 9(2)(a)@allenandclarke.co.nz
Subject: Confidential - Options for Consultation - Transgender Player Policy and Guiding Principles

Dear 9(2)(a)

Following on from my emails yesterday, I now attach a process map for your consideration.

Following discussion we understand that Sport NZ is keen to undertake a full public consultation hosted on the SNZ website.

We understand that NZR is keen to undertake further discussions/consultations.

We have mapped what these two processes might look like and included some decision points for your consideration.

We look forward to hearing from you once you have had an opportunity to consider and discuss the attached.

Kind regards,

9(2)(a)



**ALLEN+CLARKE
CONSULTING**

9(2)(a)

9(2)(a)@allenandclarke.com.au

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From: 9(2)(a)@nzzrugby.co.nz>
Sent: Friday, 22 January 2021 1:37 pm
To: 9(2)(a) 9(2)(a)
Cc: Paul Houlston; 9(2)(a) 9(2)(a)
Subject: RE: Confidential - Options for Consultation - Transgender Player Policy and Guiding Principles

Hi 9(2)(a)

Thanks for this. I have cc'd in 9(2)(a) who will be point of contact for the next week while I am away but initial views on your questions below:

- The one thing we would want to avoid is putting the Rugby policy up for public consultation. Otherwise open to options.
- Agree with 9(2)(a) here – we should engage with our initial cohort of stakeholders first
- I lean towards the November cohort all getting an opportunity to respond to both the guidelines and policy. As discussed, my one concern is privacy and respecting the process with certain groups who might seek to undermine the work we are doing.

9(2)(a) – please chip in on these matters. I will let you liaise with the rest of the team at our end in my absence this week.

9(2)(a) – we will come back to you w/c 1 February with final feedback on the policy if that is okay? The team will meet without me but I'd be keen to catch up on outcomes of that before we share back.

Cheers,

9(2)(a)

From: 9(2)(a)@allenandclarke.com.au>
Sent: Thursday, 21 January 2021 10:21 pm
To: 9(2)(a)@sportnz.org.nz>; 9(2)(a)@nzzrugby.co.nz>
Cc: Paul Houlston 9(2)(a)@allenandclarke.com.au>; 9(2)(a)@allenandclarke.com.nz>
Subject: Confidential - Options for Consultation - Transgender Player Policy and Guiding Principles

Dear 9(2)(a)

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We have mapped what these two processes might look like and included some decision points for your consideration.

We look forward to hearing from you once you have had an opportunity to consider and discuss the attached.

Kind regards,

9(2)(a)



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9(2)(a)

9(2)(a)

9(2)(a) @nzrugby.co.nz

allblacks.com | nzrugby.co.nz | facebook.com/allblacks | twitter.com/allblacks

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9(2)(a)

From: 9(2)(a)
Sent: Monday, 19 July 2021 9:43 am
To: 9(2)(a)
Subject: FW: Transgender inclusion project

From: 9(2)(a)
Sent: Thursday, 4 February 2021 9:31 am
To: 9(2)(a)@allenandclarke.com.au
Subject: RE: Transgender inclusion project

Thank you.

From: 9(2)(a)@allenandclarke.com.au
Sent: Thursday, 4 February 2021 9:29 am
To: 9(2)(a)@sportnz.org.nz
Subject: Transgender inclusion project

Dear 9(2)(a)

Please find attached the attachment that was sent to stakeholders prior to interview. Withheld under sections 9(2)(b)(ii) and 9(2)(ba)(i)

Kind regards,

9(2)(a)



ALLEN + CLARKE
CONSULTING

9(2)(a)
9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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At A+C we work flexibly. While it suits me to email now, I don't anticipate a response outside of your normal working hours.

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9(2)(a)

From: 9(2)(a)@allenandclarke.com.au>
Sent: Monday, 8 February 2021 10:39 pm
To: 9(2)(a)
Cc: Paul Houliston
Subject: Confidential: Quotation - Revised approach for Phase 2 consultation
Attachments: Sport NZ - Revised approach for Phase 2 consultation.pdf; Sport sector principles for participation of transgender athletes. Allen+Clarke quotation.pdf
Withheld under sections 9(2)(b)(ii) and 9(2)(ba)(i)

Dear 9(2)(a)

Thank you for the opportunity to provide a quotation for a revised approach for Round 2 consultation for the development of a NZ Rugby Policy and Sport Sector Principles for Participation of Transgender Players at the community level.

I have attached two documents:

- A quotation outlining the proposed approach to the revision for Phase 2
- A document outlining detailed pricing information

We look forward to hearing from you to discuss this further.

Kind regards,

9(2)(a)

Some of the information contained in this email and its attachments is subject to an obligation of confidence under section 9(2)(ba) of the Official Information Act 1982.



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8 February 2021

9(2)(a)

Acting Ministerial Services Lead
Sport New Zealand

Email: 9(2)(a)@sportsnz.org.nz

Dear 9(2)(a)

Development of a NZ Rugby Policy and Sport Sector Principles for Participation of Transgender Players - Revised approach for Round 2 Consultation

Thank you for the opportunity to work on the development of a set of Guiding Principles for the inclusion of transgender players in community sport, and the development of a proposed transgender policy for rugby players at the community level.

As you are aware, in November 2020 *Allen + Clarke* conducted the first round of stakeholder consultation with members of the community. During the stakeholder interviews and discussions with Sport NZ and New Zealand Rugby, the option of adopting a mixed method approach and consulting a wider set of stakeholders on the draft Guiding Principles and the Rugby specific policy was raised.

Given the interest in this work and importance of it, Sport NZ requested a revised approach to Round 2 consultation. The following quotation sets out our proposed methodology for Round 2 consultation. We have provided a detailed budget for the revised approach as a separate document.

Please let me know if you would like to discuss any aspects of this quote further.

Yours sincerely,

9(2)(a)

Paul Houlston

Managing Partner (Australia)

9(2)(a)

From: 9(2)(a)
Sent: Monday, 15 February 2021 11:10 am
To: 9(2)(a)
Subject: RE: Confidential: Quotation - Revised approach for Phase 2 consultation

Thanks 9(2)(a)

I am just working through this with the GM who is sponsoring the project.

9(2)(a)

From: 9(2)(a) <[redacted]@allenandclarke.com.au>
Sent: Tuesday, 9 February 2021 11:43 am
To: 9(2)(a) <[redacted]@sportnz.org.nz>
Subject: RE: Confidential: Quotation - Revised approach for Phase 2 consultation

Hi 9(2)(a)

I'm just following up on my email below. Sometimes, our emails with large attachments get caught up in firewalls so I just wanted to make sure that you received the email.

I look forward to hearing from you.

Kind regards,

9(2)(a)



9(2)(a)

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.....

From: 9(2)(a)
Sent: Monday, 8 February 2021 8:39 PM
To: 9(2)(a) <[redacted]@sportnz.org.nz>
Cc: Paul Houlston 9(2)(a) <[redacted]@allenandclarke.com.au>
Subject: Confidential: Quotation - Revised approach for Phase 2 consultation

Dear 9(2)(a)

Thank you for the opportunity to provide a quotation for a revised approach for Round 2 consultation for the development of a NZ Rugby Policy and Sport Sector Principles for Participation of Transgender Players at the community level.

I have attached two documents:

- A quotation outlining the proposed approach to the revision for Phase 2
- A document outlining detailed pricing information

We look forward to hearing from you to discuss this further.

Kind regards,

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.....

RELEASED UNDER THE OFFICIAL INFORMATION ACT

9(2)(a)

From: 9(2)(a)@allenandclarke.com.au>
Sent: Wednesday, 17 February 2021 11:19 am
To: 9(2)(a) 9(2)(a) 9(2)(a)
Cc: Paul Houlston; 9(2)(a)
Subject: Confidential: Revised Draft Guiding Principles for the Participation of Transgender Players in Sports
Attachments: Draft Guiding Principles for the Participation of Transgender Players in Sports 17 Feb 2021.pdf; Allen + Clarke Response to comments. 17 Feb 2021.pdf
Withheld under section 9(2)(ba)(i)

Dear 9(2)(a)

I hope you're all well.

Please find attached the revised Draft Guiding Principles for the Participation of Transgender Players in Sports. Now that we have received feedback from NZR, we have updated it following that feedback as well as the feedback from SNZ and the whiteboarding session.

Pending decisions about next steps, we thought it would be helpful to have an up-to-date version of the document.

We also attach a feedback control sheet which we will continue to update as the project progresses.

Kind regards,

9(2)(a)

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