

18 October 2023

G Smith

fyi-request-24230-7108cb7b@requests.fyi.org.nz

Tēnā koe G Smith

Official Information Act (OIA) request: InsideOUT spend

On 25 September 2023, you contacted Stats NZ requesting, under the Official Information Act 1982 (the Act), the following information:

"I note in this OIA, <https://fyi.org.nz/request/22247-extract-of-accounts-payable-summary-spend-information>, INSIDEOUT KOARO was paid \$27,183 by Statistics New Zealand for the 2021-22 year.

What services were provided by InsideOut to Statistics New Zealand in relation to these payments? Where possible, please provide invoices or other supporting documentation."

Please find enclosed copies of invoices within scope of your request, which details the GST exclusive total amount that Stats NZ paid InsideOUT for the referenced period.

Stats NZ is committed to the principles and practices of ensuring all people are provided with an equal opportunity to achieve their potential. As a national statistical organisation whose goal is to collect information about Aotearoa to benefit Aotearoa, we recognise the intrinsic value an inclusive environment can provide. When we support and grow a workforce that reflects the diversity of our country, we deepen the understanding of the communities we serve. Stats NZ also has commitments under the Public Service [Papa Pounamu](#), which sets the diversity and inclusion work programme for the wider public service.

In line with these commitments, Stats NZ engaged the services of InsideOUT to provide rainbow inclusivity workshops and consultation on developing our Workplace Rainbow Policy, Supporting Transgender and Non-Binary People Policy, and Self-Determined Gender Transitioning Guidelines.

The rainbow inclusivity workshops provided by InsideOUT, titled "Understanding Sexuality and Gender: Inclusivity in the workplace", are part of our commitment to support our Rainbow employees and network. Each rainbow inclusivity workshop is:

- 4.5 hours long, held over one day
- delivered in-person in Christchurch, Wellington, and Auckland, or online when available
- facilitated by InsideOUT staff, and

info@stats.govt.nz
toll-free 0508 525 525
stats.govt.nz

- offered to all Stats NZ employees.

The learning objectives of these rainbow inclusivity workshops include:

- building knowledge and understanding of sexuality and gender diversity amongst Stats NZ
- enabling everyone to bring their best, whole self to work
- increasing the capabilities of Stats NZ employees to make informed decisions on policies and processes relating to sexuality and gender identity, and
- building a better understanding of rainbow issues and how they related to both staff and the public.

For the period within scope of your request, 137 Stats NZ employees attended rainbow inclusivity workshops.

Together with the workshops, the following Stats NZ policies were developed in consultation with InsideOUT:

- Workplace Rainbow Policy
- Supporting Transgender and Non-Binary People Policy, and
- Self-Determined Transitioning Guidelines.

These policies and guidelines ensure all employees work in a harmonious and productive environment where diversity and inclusion are prioritised, respected, and embraced at Stats NZ in everything that we do.

In particular, our Workplace Rainbow Policy ensures that employees and contractors who are part of rainbow communities are properly supported, valued, treated with respect, and are positively included in our organisational culture. Furthermore, our Supporting Transgender and Non-Binary People in the Workplace Policy and Self-Determined Gender Transitioning Guidelines provide practical information about how transgender and non-binary staff members, and those who are transitioning or affirming their self-determined gender, can be supported at Stats NZ.

You may read more about diversity and inclusion at Stats NZ on our website, with a link to the page here: <https://www.stats.govt.nz/corporate/diversity-and-inclusion-at-stats-nz/>.

Should you wish to discuss this response with us, please feel free to contact Stats NZ at: OfficeoftheGSCE@stats.govt.nz.

If you are not satisfied with this response, you may contact us via email and have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

info@stats.govt.nz
toll-free 0508 525 525
stats.govt.nz

Please note that it is our policy to proactively release our responses to official information requests where possible. This letter, with your personal details removed, will be published on the Stats NZ website. Publishing responses creates greater openness and transparency of government decision-making and helps better inform public understanding of the reasons for decisions.

Nāku noa, nā



Mike Webb
Senior Manager – External & Government Relations | Office of the Chief Executive
Stats NZ Tatauranga Aotearoa
stats.govt.nz

TAX INVOICE

Statistics NZ

Invoice Date
19 Nov 2021

Invoice Number
INV-0479

GST Number
110-442-054

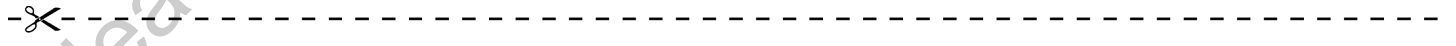
InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxxx.xxx.xx
0273314507

Description	Quantity	Unit Price	Amount NZD
5hr InsideOUT workshop: Rainbow Inclusivity in the Workplace (delivered in Wellington, 16/11/21)	1.00	2,600.00	2,600.00
		Subtotal	2,600.00
		TOTAL GST 15%	390.00
		TOTAL NZD	2,990.00
		Less Amount Paid	2,990.00
		AMOUNT DUE NZD	0.00

Due Date: 19 Dec 2021

Please pay the amount specified in the invoice into the following bank account by direct credit:

InsideOUT Koaro - ANZ
06-0582-0362844-00



PAYMENT ADVICE

To: InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxxx.xxx.xx
0273314507

Customer Statistics NZ
Invoice Number INV-0479
Amount Due **0.00**
Due Date 19 Dec 2021
Amount Enclosed

Enter the amount you are paying above

TAX INVOICE

Statistics NZ

Invoice Date
8 Dec 2021

Invoice Number
INV-0493

GST Number
110-442-054

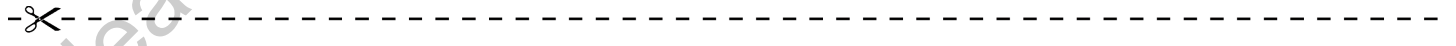
InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Description	Quantity	Unit Price	Amount NZD
InsideOUT 5hr Rainbow Inclusivity training (delivered to Christchurch team 7/12/21)	1.00	2,600.00	2,600.00
		Subtotal	2,600.00
		TOTAL GST 15%	390.00
		TOTAL NZD	2,990.00
		Less Amount Paid	2,990.00
		AMOUNT DUE NZD	0.00

Due Date: 8 Jan 2022

Please pay the amount specified in the invoice into the following bank account by direct credit:

InsideOUT Koaro - ANZ
06-0582-0362844-00



PAYMENT ADVICE

To: InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Customer	Statistics NZ
Invoice Number	INV-0493
Amount Due	0.00
Due Date	8 Jan 2022
Amount Enclosed	

Enter the amount you are paying above

TAX INVOICE

Statistics NZ

Invoice Date
29 Nov 2021

Invoice Number
INV-0482

GST Number
110-442-054

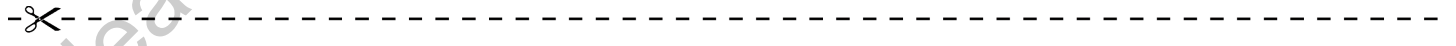
InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Description	Quantity	Unit Price	Amount NZD
InsideOUT 5hr workshop: Rainbow Inclusivity in the Workplace (delivered in Christchurch 23/11/21)	1.00	2,260.87	2,260.87
InsideOUT 5hr online workshop: Rainbow Inclusivity in the Workplace (delivered 25/11/21)	1.00	2,260.87	2,260.87
		Subtotal	4,521.74
		TOTAL GST 15%	678.26
		TOTAL NZD	5,200.00
		Less Amount Paid	5,200.00
		AMOUNT DUE NZD	0.00

Due Date: 29 Dec 2021

Please pay the amount specified in the invoice into the following bank account by direct credit:

InsideOUT Koaro - ANZ
06-0582-0362844-00



PAYMENT ADVICE

To: InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Customer	Statistics NZ
Invoice Number	INV-0482
Amount Due	0.00
Due Date	29 Dec 2021
Amount Enclosed	

Enter the amount you are paying above

TAX INVOICE

Statistics NZ

Invoice Date
21 Feb 2022

Invoice Number
INV-0512

GST Number
110-442-054

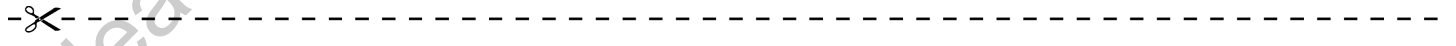
InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Description	Quantity	Unit Price	Amount NZD
InsideOUT rainbow inclusivity webinar (delivered 16/2/22)	1.00	2,600.00	2,600.00
		Subtotal	2,600.00
		TOTAL GST 15%	390.00
		TOTAL NZD	2,990.00
		Less Amount Paid	2,990.00
		AMOUNT DUE NZD	0.00

Due Date: 21 Mar 2022

Please pay the amount specified in the invoice into the following bank account by direct credit:

InsideOUT Koaro - ANZ
06-0582-0362844-00



PAYMENT ADVICE

To: InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Customer	Statistics NZ
Invoice Number	INV-0512
Amount Due	0.00
Due Date	21 Mar 2022
Amount Enclosed	Enter the amount you are paying above

TAX INVOICE

Statistics NZ

Invoice Date
14 Mar 2022

Invoice Number
INV-0531

GST Number
110-442-054

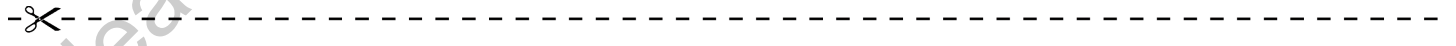
InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Description	Quantity	Unit Price	Amount NZD
InsideOUT rainbow inclusivity training (delivered 9/3/22)	1.00	2,600.00	2,600.00
		Subtotal	2,600.00
		TOTAL GST 15%	390.00
		TOTAL NZD	2,990.00
		Less Amount Paid	2,990.00
		AMOUNT DUE NZD	0.00

Due Date: 14 Apr 2022

Please pay the amount specified in the invoice into the following bank account by direct credit:

InsideOUT Koaro - ANZ
06-0582-0362844-00



PAYMENT ADVICE

To: InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Customer	Statistics NZ
Invoice Number	INV-0531
Amount Due	0.00
Due Date	14 Apr 2022
Amount Enclosed	

Enter the amount you are paying above

TAX INVOICE

Statistics New Zealand

Invoice Date
21 Mar 2022

Invoice Number
INV-0535

GST Number
110-442-054

InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Description	Quantity	Unit Price	Amount NZD
InsideOUT Consultation on Workplace Rainbow Policy, Supporting Transgender and Non-binary People and Gender Transitioning Guidelines	1.00	900.00	900.00
		Subtotal	900.00
		TOTAL GST 15%	135.00
		TOTAL NZD	1,035.00
		Less Amount Paid	1,035.00
		AMOUNT DUE NZD	0.00

Due Date: 21 Apr 2022

Please pay the amount specified in the invoice into the following bank account by direct credit:

InsideOUT Koaro - ANZ
06-0582-0362844-00

PAYMENT ADVICE

To: InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Customer Statistics New Zealand
Invoice Number INV-0535
Amount Due **0.00**
Due Date 21 Apr 2022
Amount Enclosed

Enter the amount you are paying above

TAX INVOICE

Statistics NZ

Invoice Date
25 Mar 2022

Invoice Number
INV-0539

GST Number
110-442-054

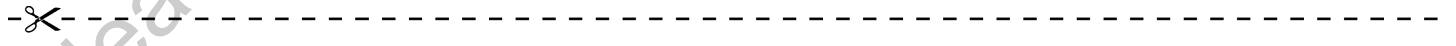
InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Description	Quantity	Unit Price	Amount NZD
InsideOUT 5hr Rainbow Inclusivity training (delivered 24/3/22)	1.00	2,260.87	2,260.87
		Subtotal	2,260.87
		TOTAL GST 15%	339.13
		TOTAL NZD	2,600.00
		Less Amount Paid	2,600.00
		AMOUNT DUE NZD	0.00

Due Date: 25 Apr 2022

Please pay the amount specified in the invoice into the following bank account by direct credit:

InsideOUT Koaro - ANZ
06-0582-0362844-00



PAYMENT ADVICE

To: InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Customer	Statistics NZ
Invoice Number	INV-0539
Amount Due	0.00
Due Date	25 Apr 2022
Amount Enclosed	Enter the amount you are paying above

TAX INVOICE

Statistics NZ

Invoice Date
13 Apr 2022

Invoice Number
INV-0548

GST Number
110-442-054

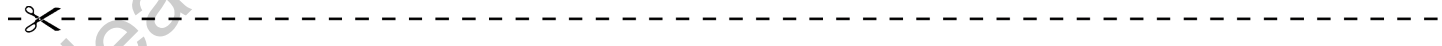
InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Description	Quantity	Unit Price	Amount NZD
InsideOUT Rainbow Inclusivity online 5hr training (delivered 7/4/22)	1.00	2,600.00	2,600.00
		Subtotal	2,600.00
		TOTAL GST 15%	390.00
		TOTAL NZD	2,990.00
		Less Amount Paid	2,990.00
		AMOUNT DUE NZD	0.00

Due Date: 13 May 2022

Please pay the amount specified in the invoice into the following bank account by direct credit:

InsideOUT Koaro - ANZ
06-0582-0362844-00



PAYMENT ADVICE

To: InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Customer Statistics NZ
Invoice Number INV-0548
Amount Due **0.00**
Due Date 13 May 2022
Amount Enclosed

Enter the amount you are paying above

TAX INVOICE

Statistics NZ

Invoice Date
26 May 2022

Invoice Number
INV-0560

GST Number
110-442-054

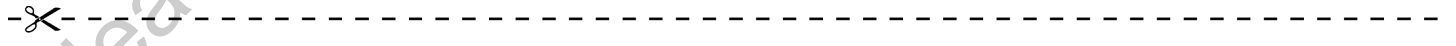
InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Description	Quantity	Unit Price	Amount NZD
InsideOUT 5hr rainbow inclusivity training (delivered 10/5/22)	1.00	2,600.00	2,600.00
InsideOUT 5hr rainbow inclusivity training for People & Culture (delivered 19/5/22)	1.00	3,900.00	3,900.00
		Subtotal	6,500.00
		TOTAL GST 15%	975.00
		TOTAL NZD	7,475.00
		Less Amount Paid	7,475.00
		AMOUNT DUE NZD	0.00

Due Date: 26 Jun 2022

Please pay the amount specified in the invoice into the following bank account by direct credit:

InsideOUT Koaro - ANZ
06-0582-0362844-00



PAYMENT ADVICE

To: InsideOUT KMaro
Level 3, Anvil House,
138 Wakefield Street
Te Aro,
Wellington
xxxxx@xxxxxxxxx.xxx.xx
0273314507

Customer	Statistics NZ
Invoice Number	INV-0560
Amount Due	0.00
Due Date	26 Jun 2022
Amount Enclosed	

Enter the amount you are paying above