

10 November 2023

[REDACTED]
Speak Up for Women
[REDACTED]

Tēnā koe [REDACTED]

Thank you for your request to the Department of Conservation (DOC), received on 17 October 2023, in which you asked for *information relating to diversity, rainbow or inclusivity training, over the last four years, specifically:*

- 1. The number of staff attending diversity, rainbow or inclusivity training, per training organisation, per financial year.*
- 2. The amount spent on this training per organisation, per financial year.*
- 3. Additionally, the names of the training programs.*

To help facilitate your response we note that you also provided a template (Table 1), below, for us to complete.

We have considered your request under the Official Information Act 1982.

We regret to inform you that your request is refused in full via section 18(g) of the Official Information Act as the Information requested is not held by the Department. This is because DOC has not engaged with the external providers that you have named.

For your reference we have instead used our own in-house Learning and Development specialists, as well as other external agencies to carry out training on diversity, rainbow or inclusion. An example of this is our use of the New Zealand Intelligence Community's 'understanding unconscious bias' modules for further development of our staff and capabilities.

DOC's training offerings that fit within your requested criteria are listed within the table below. Where figures show 'in progress' this shows how many people had started the E-Learning course and are currently part way through completing it.

Your questions and our responses are listed in Table 1 below:

Organisation: DOC	YEAR ENDING JUNE 30 2023		YEAR ENDING JUNE 30 2022		YEAR ENDING 30 JUNE 2021		YEAR ENDING 30 JUNE 2020	
	No. of Staff	Total Spend	No. of Staff	Total Spend	No. of Staff	Total Spend	No. of Staff	Total Spend
Inside OUT	0	0	0	0	0	0	0	0
Rainbow Tick	0	0	0	0	0	0	0	0
Gender Minorities Aotearoa	0	0	0	0	0	0	0	0
Pride Pledge	0	0	0	0	0	0	0	0
Other – DOC led training:								
Understanding and Managing Unconscious Bias	101 Passed 49 In Progress	0	0	0	0	0	0	0
Rainbow module	37 Passed 6 In progress	0	79 Passed 11 In progress	0	0	0	0	0
Management Development Programme (has a module on Unconscious Bias)	0	0	0	0	124	\$15,093.20	0	0

You are entitled to seek an investigation and review of my decision by writing to an Ombudsman as provided by section 28(3) of the Official Information Act.

Please note that this letter (with your personal details removed) may be published on the Department's website.

Nāku noa, nā

Karyn Thompson
Chief People Officer
Department of Conservation
Te Papa Atawhai