

OC220767

23 September 2022

Tēnā koe

I refer to your email dated 30 August 2022, requesting the following under the Official Information Act 1982 (the Act):

- 1) *“the total amount the Ministry has spent on internal training for diversity, inclusion, equity, and anti-racism initiatives since recording began;*
- 2) *the names of the organisations that provided the training;*
- 3) *the names of the training sessions; and*
- 4) *whether the training sessions are compulsory for staff.”*

We have interpreted your request to be specific to training run internally within the Ministry only, therefore no external training attended by individuals has been included in the response below. Information provided is about training run in-house to groups of Ministry employees dating back to 2015, when our records began.

The Ministry has spent a total of \$112,364 on internal diversity, inclusion, equity, and anti-racism training since 2015. The table below lists the names of the training programmes and organisations that provided the training.

<b>Training Programme Name</b>	<b>Training Provider</b>
Mental Health Awareness Training	Umbrella Wellbeing Ltd
Mental Health Awareness Webinar	Umbrella Wellbeing Ltd
Unconscious Bias Workshop	Diversity Works
Unconscious Bias Online Modules.	Skillpod in partnership with Diversity Works
Introduction to Engaging with Māori	Te Arawhiti
Improving Cultural Intelligence	Diversity Works
Foundation of Bi-Cultural Organisations	Diversity Works
Te Reo Levels 1 & 2	Piripi Rangihaeata
Te Tiriti o Waitangi	Piripi Rangihaeata
Inclusive leadership fundamentals workshop	Cerno Limited

Only one training programme is compulsory for all staff to complete being the Unconscious Bias Online Modules. These modules became compulsory as part of our induction process in July 2021.

Programmes targeted for leaders (Mental Health Awareness Training, Unconscious Bias Workshop, Improving Cultural Intelligence, Foundation of Bi- Cultural Organisations and Inclusive Leadership Fundamentals) were all strongly encouraged.

You have the right to seek an investigation and review of this response by the Ombudsman, in accordance with section 28(3) of the Act. The relevant details can be found on the Ombudsman's website [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz)

The Ministry publishes our Official Information Act responses and the information contained in our reply to you may be published on the Ministry website. Before publishing we will remove any personal or identifiable information.

Nāku noa, nā

*S Williams*

**Suzanne Williams**

Kaiwhakahaere | Manager,

Te Rōpū Pūmanawa Tangata | Human Resources