

Papa Pounamu Actions 2022

Papa Pounamu is made up of five mandatory priority areas that Chief Executives across the public sector have agreed to which are designed to have positive impacts across all diversity dimensions. The areas are in addition to, and do not supersede or replace existing commitments we may already have in Toitū Te Whenua, or areas that are mandated through legislation. This overview provides a high-level picture of the five priority areas, including the actions required, the timeframes and how the organisation plans on meeting each Papa Pounamu action. Te Kawa Mataaho has committed to providing further advice and materials to support each of the five priority areas.

Papa pounamu dimension	LINZ Action	Timeframe	Next steps / 2022
Cultural competence Public Service agencies deliver cultural competence learning to all their people. (Recognising our own worldview and understanding and valuing cultural norms reflecting the communities we serve)	Understanding the communities within LINZ to help us better understand the communities we serve outside of our organisation <ol style="list-style-type: none"> Deploy a cultural competence learning solution and authorise the time for individuals and teams to fully engage with it Commence Whāinga Amorangi Implementation to uplift capability in: <ul style="list-style-type: none"> Te reo Māori New Zealand history/Treaty of Waitangi literacy tikanga/kawa Design a structure for internships to enable individuals from our diverse communities to help us develop intercultural capability Review intercultural calendar and resource hub to recognise the celebration of specific weeks and festivities special to different communities Telling our story through data - what information does (and should) LINZ gather, analyse, evaluate, and report on. <ol style="list-style-type: none"> Engage with internal stakeholders to create a dashboard which shows information about the organisational profile, make-up and trends 	<ol style="list-style-type: none"> By 30 March 2022 By 30 May 2022 By 30 May 2022 Review by end of Feb 2022 By June 2022 (TBC) 	<ol style="list-style-type: none"> Review Mana Aki (Created by MBIE but generic branding) content to get ready to deploy through Te Arawai. Programme is a mix of modules and face to face conversations. Review current state, will also need comms plan for roll out Kaihautū approval of Whāinga Amorangi Implementation Plan, and rollout of capability uplift courses, tools and resources. Discuss with Business Managers about the logistics of the internship. Create a framework that can be used for internships across LINZ Work with network hub group to review and update the calendar for 2022. Promote with a view to build wider organisation view and engagement Dashboard created by Senior Reporting Analyst. The dashboard would provide a view of our LINZ data, would sit in PowerBI and link through to Whatukura for anyone to view
Addressing Bias Public Service agencies deliver bias learning to all their people and by changing workplace structures and systems to reduce bias from occurring.	Creating awareness and understanding of bias, its effects and impact on people <ol style="list-style-type: none"> Refresh and soft relaunch the unconscious bias training and resources to all our people (Papa Pounamu requirement). Examining potential areas within LINZ where bias may exist and create inequity <ol style="list-style-type: none"> Review LINZ Broad Based Role approach to ensure that bias is eliminated from its implementation Develop tools and resources to support leaders and employees with flexible and remote working arrangements across LINZ Examine and test assumptions about STEM roles in LINZ; identify solutions where issues or concerns identified Refresh of Disability Action Awareness Group (DAAG) for 2022 (TBC) 	<ol style="list-style-type: none"> By June 2022 TBC By 30 June 2022 By Sept 2022 By 30 June 2022 	<ol style="list-style-type: none"> Refresh the content on Whatukura. Module completion currently at 53% completed - reminder to those who haven't. The Recruitment process workshops (including bias section) will be reviewed in 2022 Discuss with OO HR Lead on the best way to approach this Develop tools and resources for both leaders and employees working from home. This content should include our organisations position and expectation on how to manage people regardless of location Consultation on defining STEM roles with a representative working group (including the PSA) has occurred. Meet with reporting analyst and focus groups to find out more information Refresh Terms of Reference of DAAG with the approach for 2022

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Inclusive Leadership Agencies will enhance inclusive leadership practice by ensuring all senior leaders (tiers 1-3) undertake learning on inclusive leadership.	Determining what inclusive leadership is at LINZ and its application <ol style="list-style-type: none"> 1. Roll out Human Rights Act training for all leaders 2. Provide a diversity and inclusion training refresher for ELT 3. Review and include inclusive leadership component in leadership development programme offerings 4. Develop and implement inclusive leadership training for all people leaders with initial focus on tiers 2 and 3 5. Review the accessible pool of resources on inclusive leadership on Whatukura and Linzone 	<ol style="list-style-type: none"> 1. By May 2022 2. TBC 3. By March 2022 – NPL first date is February 4. By 30 March 2022 5. By June 2022 	<ol style="list-style-type: none"> 1. Creation of Human Rights Act learning module 2. Liaise with Office of the CE to organise next series of D&I sessions 3. Leadership Essentials has been adapted and is being piloted in March 2022 to support the development of inclusive leadership behaviours 4. Te Arawai module on 'Inclusive Leadership' has been developed. Review module and create comms plan to roll out early 2022 5. Material is now available on Whatukura as well as Linzone. This will need to be reviewed to make sure it's still fit for purpose
Building Relationships Agencies encourage and support all people to build positive and inclusive relationships within their workplaces.	Creating a positive and safe workplace through supporting better relationships <ol style="list-style-type: none"> 1. Continue to create a communications approach that details and supports individuals to access information, and is clear about what they can read and access 2. Refresh resources on Whatukura and Te Arawai which describe the concept of spirit of service to the community 3. Update team building resources for day-to-day practices such as commissioning work, providing feedback, building team morale, one-on-one discussions etc. 4. Review our mental health strategy commitments and initiate ways to continue to support our people 	<ol style="list-style-type: none"> 1. Ongoing 2. By 30 June 2022 3. By 30 June 2022 4. By 30 April 2022 	<ol style="list-style-type: none"> 1. All HR projects, policies and guidance have a consistent comms approach when rolled out 2. Review content to make sure it is still fit for purpose 3. Review and update content to make sure still fit for purpose 4. OD Manager to work with Health, Safety and Wellbeing Manager to review
Employee-led Networks Agencies establish, support, resource and engage with employee-led networks.	Building and maintaining mutually supportive communities <ol style="list-style-type: none"> 1. Create a communications and engagement plan to support existing and aspiring employee-led networks 2. Continue to run network hub meetings to facilitate connection of all networks and their activities 3. Creation of the Remote Workers Network 	<ol style="list-style-type: none"> 1. Ongoing 2. Ongoing 3. By May 2022 	<ol style="list-style-type: none"> 1. Review network plan. OD continues to be a point of contact to help support new and existing network groups 2. Meetings have been set up monthly for network hub to meet throughout 2022 3. OD to support 'Network Lead' to get this up and running