

Our Ref DOIA 23-124

24 February 2023

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Tēnā kōrua [REDACTED]

### Response to your official information request

Thank you for your official information request received on 31 January 2023 for information regarding Toitū Te Whenua Land Information New Zealand's (LINZ) support for our gender non-binary, transgender, and gender fluid workforce. Please find our response to your request below:

1. *Any document and/or information supporting your gender non-binary, transgender, and gender fluid workforce. For example, anything related to pronouns, gender transition policy or guidelines, specific action plans or strategies, survey results, workforce data, gender-neutral bathrooms policies or information, and leave provisions for gender reassignment/affirmation.*

While LINZ does not currently have a stand-alone plan or strategy around gender diversity, there are a number of initiatives, policies, and networks that support inclusion and diversity across the organisation.

The Manaaki Tangata – Diversity and Inclusion Policy (see **Attachment 1**) underpins all people policies across LINZ.

LINZ is part of Papa Pounamu ([www.publicservice.govt.nz/guidance/papa-pounamu](http://www.publicservice.govt.nz/guidance/papa-pounamu)). Papa Pounamu is the work programme for improving diversity and inclusion across the Public Service. LINZ has developed an action plan to achieve the priority areas of Papa Pounamu and grow our diversity and inclusion capability (see **Attachment 2**).

In 2022 Te Rōpū Āniwaniwa – The Rainbow Network at LINZ was refreshed and relaunched to bring LGBTQIA+ employees together. LINZ consults with Te Rōpū Āniwaniwa on organisation-wide plans and strategies that support inclusion and diversity.

Some of the initiatives in the past year include:

- Kia Toipoto Pay Gaps Action Plan ([www.linz.govt.nz/careers/working-toitu-te-whenua/pay-gaps-action-plan#back-to-top-anchor](http://www.linz.govt.nz/careers/working-toitu-te-whenua/pay-gaps-action-plan#back-to-top-anchor))
- Rainbow Tick or Pride Pledge accreditation are being explored – the aim is to ensure LINZ policies are LGBTQIA+ inclusive, and would provide the opportunity, for example, for staff to be trained on how to be better allies.
- Te Rōpū Āniwaniwa are currently developing a document on 'Being a good ally' which is in its final stages of editing.

While LINZ does not have an explicit leave policy or provision for gender reassignment or affirmation, employees can use the existing special leave or medical appointment options provided. LINZ also offers the Employee Assistance Programme to all staff as another source of support.

Regarding the use of pronouns, LINZ follows the inclusive language guidance ([www.publicservice.govt.nz/guidance/rainbow-inclusive-language-guide](http://www.publicservice.govt.nz/guidance/rainbow-inclusive-language-guide)) set by Te Kawa Mataaho and have made this resource available on our intranet. Our Induction Programme provides new employees with a resource ([www.stuff.co.nz/poutiaki/124222650/including-pronouns-in-email-signatures-helps-remove-anxiety-for-lgbtqia-community-in-workplace](http://www.stuff.co.nz/poutiaki/124222650/including-pronouns-in-email-signatures-helps-remove-anxiety-for-lgbtqia-community-in-workplace)) to encourage the use of pronouns in their email signature and support inclusivity of our gender diverse employees. Employees can self-select as 'gender diverse' in the HR Kiosk for reporting purposes (although this is optional to disclose). This also helps to inform our diversity and inclusion strategies and plans.

Te Rōpū Āniwaniwa have produced a pronoun guide for LINZ (see **Attachment 3**).

The Wellington office has an all-gender shower facility, which includes an accessible toilet. It also has two further accessible toilets which are for all genders. There are no gender-neutral facilities in the Hamilton or Christchurch offices.

2. *If you do not have any of these, do you intend to produce this information during 2023? And if not, what is the rationale for not having it?*

LINZ continuously seeks to support a diverse workforce including our gender diverse kaimahi. While stand-alone plans or strategies specifically around gender diversity may not currently be in place, many of our processes, practices, and training support this. LINZ is considering refurbishment options for our current Wellington office, which includes gender neutral bathrooms. Gender-neutral facilities would also be a consideration when seeking future accommodation options.

You 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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note, this response letter outlining our decision on your request, **with your personal details withheld**, and any attached documentation will be published on the Toitū Te Whenua Land Information New Zealand's website. This is likely to be published by 31 March 2023.

Nāku noa, nā



Claire Richardson  
Kaihautū Organisational Effectiveness

Proactive Release