



3 October 2025

Ref: OIA-2526-014

9(2)(a)

Thank you for your email of 5 September 2025 to the Social Investment Agency (SIA) requesting diversity and inclusion information, under the Official Information Act 1982 (the Act), I have responded to each of your questions in turn below.

1) It would seem self evident that knowing what a woman is would be important in your work. Therefore what is the Social Investment Agency working definition of a woman?

SIA does not have a working definition of “woman”. In relation to our employees, SIA does not formally define “woman” and employees self-select their gender during the onboarding process.

2) Has the Social Investment Agency undertaken any LGBTQIA+ training and if yes can I see a copy of said training?

In early 2024, the now disestablished Social Wellbeing Agency worked with the Rainbow Tick organisation to provide training for managers and staff. This training was called Active Allyship and was provided in-person by the Rainbow Tick organisation. There were no training materials provided.

SIA is a small agency and many of our back-office services such as IT and digital services are provided by the Ministry of Social Development (MSD), as part of a shared services agreement. All staff can access a Rainbow 101 module developed by MSD, through their online learning management system. As previously advised, we have transferred this part of your request to MSD.

3) Has the Social Investment Agency undertaken any LGBTQIA+ initiatives? If yes what are they and what was their cost?

SIA purchased two tickets for the Cross Agency Rainbow Network 2025 conference at a cost of \$920 incl GST. SIA’s Diversity & Inclusion group promotes LGBTQIA+ days of significance, including Pink Shirt Day and Wear it Purple, at no cost to the agency. Staff have also been invited to public sector events with other agencies to acknowledge Pink Shirt Day and intersectionality awareness. SIA supports staff members to join employee led networks within the public sector.

4) Does the Social Investment Agency use 'intersectionality' in any way? If yes can I see copies of its use?

SIA does not use “intersectionality” in any way. However, staff were invited to an intersectionality awareness afternoon tea with other agencies in our building in August 2025.

5) Can I see the Social Investment Agency DEI plan and initiatives for 2025?

SIA's Diversity, Equity and Inclusion plan is publicly available on our website, you can view it here: <https://www.sia.govt.nz/publications/2024-Diversity-Equity-and-Inclusion-Plan>.

6) Does the Social Investment Agency use any other form(s) of affirmative action? If yes what are they?

SIA's Diversity, Equity and Inclusion plan includes any form of affirmative action taken by SIA and is publicly available on our website, you can view it here: <https://www.sia.govt.nz/publications/2024-Diversity-Equity-and-Inclusion-Plan>.

If you wish to discuss any aspect of your request or this response, or if you require any further assistance, please contact info@sia.govt.nz.

As part of our commitment to transparency, we proactively release our responses to information requests where possible. This response, with your personal details removed, may be published on our website shortly.

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 or freephone 0800 802 602.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Donna Sanders', followed by a long horizontal line extending to the right.

Donna Sanders
Director of Enabling Services
Social Investment Agency