



Te Kawa Mataaho

Public Service Commission

3 April 2025

9(2)(a) privacy

9(2)(a) privacy

Official Information Request

Our Ref: PSCR 2025-0189

I refer to your official information request received on 19 February 2025 for:

“Can you please provide me with all questions relating to disability and/or sexuality and/or gender identity that will be in the 2025 Public Service Census, as well as all questions relating to the above that were proposed for inclusion but did not make it into the final list of questions.

In addition, for any questions that were proposed for inclusion but did not make it into the final list of questions, please provide me with all information (including but not limited to emails, briefings, aide memoires, meeting notes, recollections of phone calls, track changes from documents, comments in documents etc) relating to these proposed questions and their removal or non-inclusion in the final list of questions”.

On 1 March 2025 you clarified your request:

“The time frame I'm interested in is the time frame for the preparation of the 2025 public service census.

For stakeholders, I'm interested in any individuals or groups internal to the public service. For the avoidance of doubt, this includes those contracted to or consulting with the public service, including public service agencies other than Te Kawa Mataaho, and groups and representatives of public servants.”

Background

The inaugural Te Taunaki Public Service Census was run in 2021 (the 2021 Census) with one of the primary drivers being to understand the diversity of the public service. In 2021, Te Kawa Mataaho Public Service Commission (the Commission) asked detailed questions about demographics that were not captured in standard agency data. This included questions on topics such as disability, Rainbow communities, religion, and caring responsibilities.

The 2025 Te Taunaki Public Service Census (the 2025 Census) covers a much broader range of topics and is primarily focussed on integrity and the performance of agencies to deliver results for the public. It also needed to remain within the 20-minute average response length. The Commission therefore had to remove questions and were not able to go into as much detail in many areas as in 2021.

Information being released

Please find listed in the table below questions related to disability and/or sexuality and/or gender identity included in the 2025 Census.

	Question text
Discrimination	<p>Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?</p> <p>I believe I have been treated unfairly because of my:</p> <p><input type="checkbox"/> Gender or sex</p> <p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Ethnicity, national origin, race or colour</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Religious belief</p> <p><input type="checkbox"/> Sexual orientation</p> <p><input type="checkbox"/> Marital or family status</p> <p><input type="checkbox"/> Political opinion</p> <p><input type="checkbox"/> Employment status</p> <p><input type="checkbox"/> Ethical belief</p> <p><input type="checkbox"/> Other please specify _____</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
Gender	<p>What is your gender?</p> <p>Please select all that apply.</p> <p><input type="checkbox"/> Female</p> <p><input type="checkbox"/> Male</p> <p><input type="checkbox"/> Another Gender, please state: _____</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
Rainbow	<p>Do you identify as Lesbian, Gay, Bisexual, Transgender, Takatāpui, Gender diverse, Intersex, Queer, Questioning, Asexual, or as part of any other community captured under the umbrella terms Rainbow, LGBTQIA+, MVPFAFF+ or SOGIESC?</p>
Disability	<p>Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?</p> <p>Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.</p> <p>Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?</p> <p>Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.</p> <p>Do you identify as a disabled person?</p> <p>Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?</p> <p>Have you talked to your employer about your workplace supports or accommodation needs?</p>

	Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.
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Please find listed in the table below questions related to disability and/or sexuality and/or gender identity that were considered for inclusion, but not included in the final 2025 Census.

	Question text
Washington Six Short Set	<p>a. Do you have difficulty seeing, even if wearing glasses?</p> <p>b. Do you have difficulty hearing, even if using a hearing aid?</p> <p>c. Do you have difficulty walking or climbing steps?</p> <p>d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?</p> <p>e. Do you have difficulty remembering or concentrating?</p> <p>f. Do you have difficulty with self-care, such as washing all over or dressing?</p>
Further questions relating to disability	Being neurodivergent, how much difficulty do you experience with work activities?
	Having a mental health condition, how much difficulty do you experience with work activities?
	Do you identify as tangata whaikaha Māori?
Questions from the 2021 Census on Rainbow communities that were not included in the 2025 Census	<p>Which of the following best describes how you think of yourself?</p> <p><input type="checkbox"/> Heterosexual or straight</p> <p><input type="checkbox"/> Gay or lesbian</p> <p><input type="checkbox"/> Bisexual</p> <p><input type="checkbox"/> Another identity – please specify _____</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
	<p>Are you transgender?</p> <p>Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
	<p>Were you born with a variation of sex characteristics (otherwise known as an intersex variation)?</p> <p>Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
	Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?

	<input type="checkbox"/> No-one does <input type="checkbox"/> Few people do <input type="checkbox"/> Some people do, some people don't <input type="checkbox"/> Most people do <input type="checkbox"/> Everyone does <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Listed in the table below are the documents relating to the above proposed questions and their removal or non-inclusion in the final list of 2025 Census questions.

Date	Document Title	Decision
August 2023	EMAILS - Aligning to Stats NZ 2023 Census questionnaire	Released in part
September/October 2023	EMAILS - Draft 2024 Te Taunaki questionnaire for your feedback by 29 Sept unclassified EMAILS - Feedback on Te Taunaki Rainbow questions?	Released in part
October 2023	EMAILS - 2024 Te Taunaki Public Service Census and the Rainbow 4-Point Plan - FEEDBACK PLEASE BY 13 OCTOBER	Released in part
February 2025	Commissioner written notes on draft questionnaire	Released in part
February 2025	EMAILS - Engaging on the Census	Released in part
	Disability Measurement Discussion Paper	Released in full

I have decided to release the documents listed above, subject to information being withheld under section 9(2)(a) – to protect the privacy of natural persons, including deceased people. In addition, some information has been deleted where it is not within the scope of your request.

Information publicly available

The following information is also covered by your request and is or will soon be publicly available on the Commission's website:

Item	Date	Document Description	Website Address
1	August 2024	REPORT - 2024-0211 - SIGNED REPORT - Public Service Census 2025	2024-0211-REPORT-Public-Service-Census-2025.pdf
2	February 2025	REPORT - 2025-0053 - SIGNED REPORT - Public Service Census 2025	Publications - Te Kawa Mataaho Public Service Commission

Accordingly, I have refused your request for the documents listed in the above table under section 18(d) of the OIA on the grounds the information requested is or will soon be publicly available.

If you wish to discuss this decision with us, please feel free to contact Enquiries@publicservice.govt.nz.

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.

Please note that we intend to publish this letter (with your personal details removed) and enclosed documents on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Nicky Dirks', with a stylized, cursive script.

Nicky Dirks

Manager – Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission

From: 9(2)(a) privacy
To: 9(2)(a) privacy
Subject: RE: Aligning to Stats NZ 2023 Census questionnaire
Date: Thursday, 24 August 2023 2:55:19 pm
Attachments: [image001.png](#)

That would probably help us to have the data that way- we had a problem of people assuming gay meant male but it doesn't.

From: 9(2)(a) privacy
Sent: Thursday, August 24, 2023 9:43 AM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: RE: Aligning to Stats NZ 2023 Census questionnaire

I see the Census combines gay and lesbian as one response option (Te Taunaki had it as two). That's another change we could consider.

From: 9(2)(a) privacy
Sent: Thursday, August 24, 2023 9:00 AM
To: 9(2)(a) privacy; Alana Fasavalu
9(2)(a) privacy; Anna Fleming 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: FW: Aligning to Stats NZ 2023 Census questionnaire

Kia ora koutou,

9(2)(a) p has done a check on our draft Te Taunaki questionnaire (still this link: [Te Taunaki 2024 Questionnaire Consultation Draft.docx](#)) to make sure we are in alignment with how Stats NZ have asked demographic questions (see attached Stats NZ 2023 Census form to see how they appear). I've updated the wording to some (see his message below).

I note we give detailed definitions on both trans and intersex when Stats NZ have not. In your Rainbow 4 point plans, can you please discuss these definitions and whether you'd like to keep, update, or remove them?

Ngā mihi,

9(2)(a) privacy

From: 9(2)(a) privacy
Sent: Monday, August 21, 2023 2:48 PM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: Aligning to Stats NZ 2023 Census questionnaire

Hi 9(2)(a) privacy,

As discussed, I thought it would be a good idea to look at the wording for the 2023 Stats NZ Census questions (attached) that we share with Te Taunaki and see if there are any potential tweaks, so we can continue to say we asked the questions just like Stats NZ.

I've highlighted the ones in red below where you may want to change the Te Taunaki question New Questions in the 2023 Stats NZ Census

- Q3 Gender
 - No change needed to Te Taunaki
- Q29 Sexual identity
 - "Which of the following best describes how you think of yourself?"
 - "Another identity" instead of "other"
- Q30 intersex
 - "Were you born with a variation of sex characteristics (otherwise known as an

intersex variation)?"

Questions changed between 2018 and 2013

- Q13 Iwi
 - Drops "(tribe or tribes)"
 - Adds rohe
- Q15 Languages
 - Put "NZ sign language" above "Samoan"
 - This is already the case in Te Taunaki questionnaire, so no change needed.

Questions unchanged between 2018 and 2023

- Q8 Ethnicity
- Q12 Māori descent
- Q16 Religion
- Q22 Washington 6

From: [Bridget Murdoch](#)
To: [Anna Robinson](#); [Theresa Peters](#)
Cc: 9(2)(a) privacy; [Carin Sundstedt](#)
Subject: RE: Feedback on Te Taunaki Rainbow questions?
Date: Monday, 30 October 2023 1:45:50 pm
Attachments: [image001.png](#)
[RE Draft 2024 Te Taunaki questionnaire for your feedback by 29 Sept unclassified.msg](#)
[RE Draft 2024 Te Taunaki questionnaire for your feedback by 29 Sept .msg](#)
[Te Taunaki 2024 Questionnaire Draft External Consultation - feedback 9\(2\)\(a\) 2023.10.04.msg](#)

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Here is what I received.

Ngā mihi

Bridget

Bridget Murdoch (she/her)
*Senior Analyst | Kaitātari Matua
Urban and Infrastructure Policy*

Ministry for the Environment | Manatū Mō Te Taiao

9(2)(a) privacy | www.mfe.govt.nz

From: Anna Robinson
Sent: Monday, October 30, 2023 1:40 PM
To: Bridget Murdoch ; Theresa Peters
Cc: 9(2)(a) privacy; Carin Sundstedt
Subject: RE: Feedback on Te Taunaki Rainbow questions?

Thanks heaps for this Bridget! I don't think that any feedback came in directly – it would be great if you could forward what came your way

From: Bridget Murdoch 9(2)(a) privacy
Sent: Monday, October 30, 2023 1:31 PM
To: Anna Robinson 9(2)(a) privacy; Theresa Peters 9(2)(a) privacy
Cc: 9(2)(a) privacy; Carin Sundstedt
9(2)(a) privacy
Subject: RE: Feedback on Te Taunaki Rainbow questions?

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Hello!

I sent out the request to provide feedback and noted to everyone to please send their feedback direct to the email in the link. I did get a few responses while I was on leave that went to me and not sure if they also sent to TKM. I can collate those and send through just in case?

Ngā mihi

Bridget

Bridget Murdoch (she/her)
*Senior Analyst | Kaitātari Matua
Urban and Infrastructure Policy*

Ministry for the Environment | Manatū Mō Te Taiao

9(2)(a) privacy | www.mfe.govt.nz

From: Anna Robinson 9(2)(a) privacy
Sent: Monday, October 30, 2023 1:27 PM
To: Bridget Murdoch 9(2)(a) privacy; Theresa Peters 9(2)(a) privacy
Cc: 9(2)(a) privacy; Carin Sundstedt
9(2)(a) privacy
Subject: Feedback on Te Taunaki Rainbow questions?

Kia ora kōrua,

I am writing to check if there was any feedback that came in from the CARN membership around the questions proposed for the next Te Taunaki?

I am ccing 9(2)(a) privacy who are working on Te Taunaki and Rainbow data.

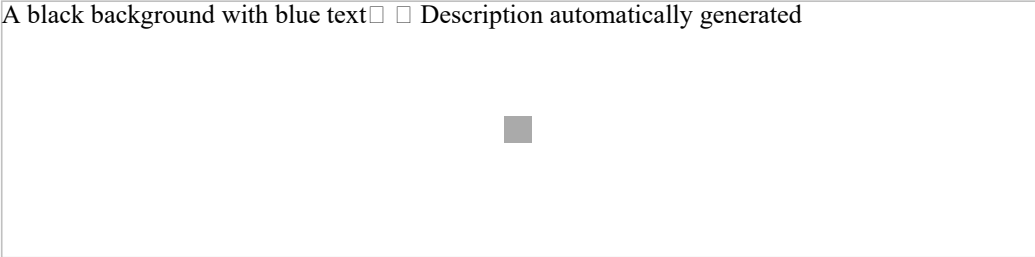
Let us know, and if there is anything we can do to support. Thank you again for sharing it out with your

members.
Ngā mihi,
Anna

Anna Robinson ([she/her](#))

Kaitohutohu Matua, Te Puna Huihuinga Kaimahi | Senior Advisor, Employee-led Networks

waea pūkoro: 9(2)(a) privacy | **īmēra:** 9(2)(a) privacy



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Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

From: 9(2)(a) privacy
To: [Bridget Murdoch](#); [Census](#); [Sarah Kirkham](#)
Subject: Te Taunaki 2024 Questionnaire Draft External Consultation - feedback SIAN ORR 2023.10.04
Date: Wednesday, 4 October 2023 4:22:17 pm
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[Te Taunaki 2024 Questionnaire Draft External Consultation - feedback 9\(2\)\(a\) 2023.09.28.docx](#)

Tēnā koutou

Kia ora e hoa, Bridget


Aroha mai, I wasn't able to complete the feedback. But I have completed sections that I feel needed some important mahi.

I am very happy to kōrero kanohi ki te kanohi to ensure there is an understanding between us. Please note that I have many many years of questionnaire and interviewing experience, so please feel free to query what I have done and why. Some of the comments might help explain my madness thinking

Ngā mihi nui

Nāku noa, nā 9(2)(a) p

9(2)(a) privacy



Q11d. So, with which gender do you identify now?

Please select ONE identity

- ☐ Male
 - ☐ Transgender male (incl. tangata ira tāne, trans guy, trans man)
 - ☐ Female
 - ☐ Transgender female (whakawahine, trans girl, trans woman)
 - ☐ Takatāpui
 - ☐ Mahu, vakasalewalewa, palopa, fa'afafine, akav'ine, fakaleiti or leiti, or fakafifini
 - ☐ Fa'afatama or faatama
 - ☐ Non-binary
 - ☐ Gender-queer or Gender-fluid
 - ☐ Agender
 - ☐ Not sure yet/questioning
 - ☐ Another gender not listed, please specify: _____
 - ☐ Don't know
 - ☐ Prefer not to answer
-
-
-
-
-

Q17a. What are your reasons for using-flexible working arrangements?	<p>Please select all that apply.</p> <p><input type="checkbox"/> It's required in my job</p> <p><input checked="" type="checkbox"/> I am more productive on some work tasks away from the distractions of the office</p> <p><input type="checkbox"/> To help manage my parenting or caring responsibilities</p> <p><input type="checkbox"/> To help manage my voluntary work for a community, cultural or religious group, e.g. for whanau, marae, Pasifika community, church etc</p> <p><input type="checkbox"/> To allow more time for study, training, further education or learning</p> <p><input type="checkbox"/> To reduce the time, cost or other impacts of commuting</p> <p><input type="checkbox"/> To help me manage a disability or health issue</p> <p><input type="checkbox"/> Other – please specify _____</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
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From: [Kelly, Morgan](#)
To: [Bridget Murdoch](#)
Subject: RE: Draft 2024 Te Taunaki questionnaire for your feedback by 29 Sept
Date: Friday, 15 September 2023 8:01:15 am
Attachments: [image001.jpg](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.jpg](#)
[Te Taunaki 2024 Questionnaire Draft External Consultation MK comments.docx](#)

Mōrena e hoa,
Attached are my comments
Kia pai tō rā,
Morgan

From: Bridget Murdoch

Sent: Thursday, 14 September 2023 8:49 am

Subject: Draft 2024 Te Taunaki questionnaire for your feedback by 29 Sept

Kia ora CARN,

The Census team at Te Kawa Mataaho welcome your feedback on Te Taunaki 2024 Questionnaire Draft. Send your feedback to census@publicservice.govt.nz. The census team are happy to meet with any groups who would prefer to talk through their feedback as well.

From the Census team:

We are happy to share the draft 2024 Te Taunaki questionnaire (attached). We welcome any feedback by close of business Friday 29 September. Any input received will be considered for the revision of the survey.

Feedback on the first Te Taunaki was that survey length of 20 minutes is longer than ideal, so we've had to removed questions to make space for the new topics added. My best guess is that this draft survey will be 20 minutes or shorter, but we won't know for sure until it's put online by our researcher provider.

Outline of changes compared to 2021 Te Taunaki questionnaire:

- Updates to match demographic questions to align with New Zealand Census 2023
- Removal of questions on: migrant status, desire for more flexible work, use of parental leave, type of caring responsibilities, balancing caring responsibilities/work, time in Public Service, number of agencies worked for, some inclusion questions, skills match, learning/development to support transition to current role, clarity of te reo goals of agency, leaders use of te reo, personal value of te reo, visibility of tikanga in workplace, reasons for staying in the Public Service
- Added questions on: workload, stress, bullying, racial harassment and sexual harassment, leadership support for health and safety, speaking up about negative workplace behaviour, satisfaction with pay and employment conditions, perceived team productivity, team cooperation, engagement, innovation, career aspirations, Public Service principles, management of poor performance, interest in and barriers to temporary moves, reasons for leaving
- Proposed matching of limited workforce data variables and removal of survey

questions on: occupational group, location, tier, contract term, contracted total weekly hours, FTE/part time, employment start date. Proposed match on large (100+) organisational unit, note employee experience questions could be reported to large units, but personal/demographic questions would not be

- Increased use of branching- e.g. only people starting in the last three years are asked reason for joining
- Work still underway with Whaikaha and Stats NZ about the measurement of disability, we expect further questions to be added/changed for that topic

Ngā mihi

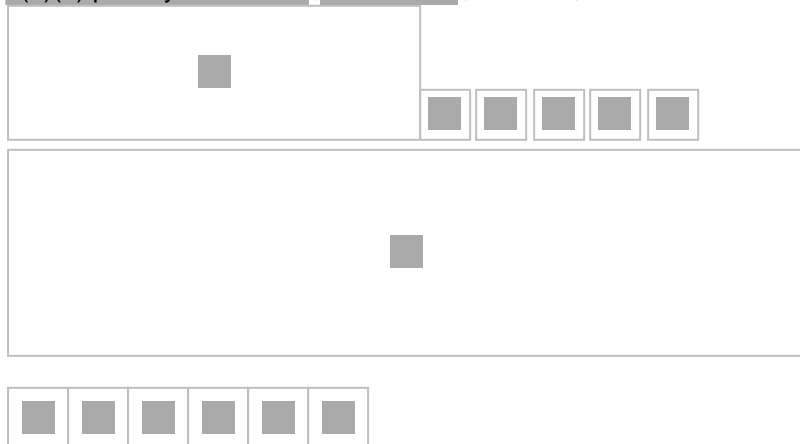
Bridget

Bridget Murdoch (she/her)

*Senior Analyst | Kaitātari Matua
Urban and Infrastructure*

Ministry for the Environment | Manatū Mō Te Taiao

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Q13. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?

[only show if yes to transgender, intersex, another gender]

- ☐ No-one does
- ☐ Few people do
- ☐ Some people do, some people don't
- ☐ Most people do
- ☐ Everyone does
- ☐ Don't know
- ☐ Prefer not to answer

Out of scope

Q16. Do you have a mental health condition that has lasted or is expected to last for six months or more?	<input type="checkbox"/> Yes
	<input type="checkbox"/> No [Go to Q17]
	<input type="checkbox"/> Prefer not to answer [Go to Q17]

Out of scope

From: [Micah Davison](#)
To: 9(2)(a) privacy; [Bridget Murdoch](#); [Theresa Peters](#); [Jonah Duncan](#); [Clare O'Connell](#)
Cc: [Anna Robinson](#); 9(2)(a) privacy
Subject: RE: 2024 Te Taunaki | Public Service Census and the Rainbow 4-Point Plan - FEEDBACK PLEASE BY 13 OCTOBER
Date: Tuesday, 31 October 2023 3:10:03 pm
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[Stats NZ MD feedback - 2024 Te Taunaki PSC and rainbow 4 point plan \(1\).docx](#)

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Kia ora 9(2)(a) privacy

Thanks for clarifying.

I've put together a few thoughts on the queries below in the attached document.

Please let me know if you have any questions on this. I've shared this with Clare who will be able to respond to any follow ups in my absence from tomorrow.

Look forward to meeting with everyone later in Nov!

Ngā mihi,

Micah

Micah Davison (pronouns: he/him)

Kaitohutohu Matamua | Principal Advisor – Rainbow Communities Data

Stats NZ | Tataurangi Aotearoa | stats.govt.nz

About Aotearoa, for Aotearoa

Data that improves lives today and for generations to come

From: 9(2)(a) privacy

Sent: Monday, October 30, 2023 4:45 PM

To: Micah Davison ; Bridget Murdoch ; Theresa Peters ; Jonah Duncan ; Clare O'Connell

Cc: Anna Robinson ; 9(2)(a) privacy

Subject: RE: 2024 Te Taunaki | Public Service Census and the Rainbow 4-Point Plan - FEEDBACK PLEASE BY 13 OCTOBER

Sorry folks. 13 *November*, not October. I know we can be demanding but I draw the line at requiring time travel!

9(2)(a) privacy do you have details on who at Stats NZ has been consulted that you can share with Micah.

Thanks again everyone.

9(2)(a) pr

From: Micah Davison 9(2)(a) privacy

Sent: Monday, October 30, 2023 4:14 PM

To: Bridget Murdoch 9(2)(a) privacy 9(2)(a) privacy

9(2)(a) privacy Theresa Peters 9(2)(a) privacy Jonah

Duncan 9(2)(a) privacy Clare O'Connell

Cc: Anna Robinson 9(2)(a) privacy 9(2)(a) privacy

9(2)(a) privacy

Subject: RE: 2024 Te Taunaki | Public Service Census and the Rainbow 4-Point Plan - FEEDBACK PLEASE BY 13 OCTOBER

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Kia ora 9(2)(a) privacy

Thanks for getting in touch here.

I am also keen to check if the deadline here is November. I will aim to get a response across by the

end of tomorrow, as I'll be on leave for 2 weeks from the 1st.

Was this sent to anyone from Stats NZ in the initial round? If it was, I will make sure I check in with them first about what feedback has been provided already.

Ngā mihi,

Micah

Micah Davison (pronouns: he/him)

Kaitohutohu Matamua | Principal Advisor – Rainbow Communities Data

Stats NZ | Tatauranga Aotearoa | stats.govt.nz

About Aotearoa, for Aotearoa

Data that improves lives today and for generations to come

From: Bridget Murdoch 9(2)(a) privacy

Sent: Monday, October 30, 2023 3:24 PM

To: 9(2)(a) privacy Theresa Peters

9(2)(a) privacy ; Micah Davison 9(2)(a) privacy ; Jonah Duncan

9(2)(a) privacy ; Clare O'Connell

Cc: Anna Robinson 9(2)(a) privacy 9(2)(a) privacy

9(2)(a) privacy

Subject: RE: 2024 Te Taunaki | Public Service Census and the Rainbow 4-Point Plan - FEEDBACK

PLEASE BY 13 OCTOBER

Kia ora 9(2)(a) privacy

Happy to take a look but am just wondering about the deadline you've said Friday 13th October?

Ngā mihi

Bridget

Bridget Murdoch (she/her)

Senior Analyst | Kaitātari Matua

Urban and Infrastructure Policy

Ministry for the Environment | Manatū Mō Te Taiao

9(2)(a) privacy | www.mfe.govt.nz

From: 9(2)(a) privacy

Sent: Monday, October 30, 2023 3:19 PM

To: Bridget Murdoch 9(2)(a) privacy Theresa Peters

9(2)(a) privacy ; Micah Davison 9(2)(a) privacy ; Jonah Duncan

9(2)(a) privacy ; Clare O'Connell

Cc: Anna Robinson 9(2)(a) privacy 9(2)(a) privacy

9(2)(a) privacy

Subject: 2024 Te Taunaki | Public Service Census and the Rainbow 4-Point Plan - FEEDBACK PLEASE BY 13 OCTOBER

Tēnā koutou tīma,

My name is 9(2)(a) privacy and I work in the Strategic Information team here at the Commission. For the Rainbow 4-Point Plan, I have a role leading the Commission's input on the data side of point 1:

"Increase visibility of and information about, rainbow people in the Public Service". Part of that is supporting the development of the question set for the 2024 Te Taunaki | Public Service Census, which is led by 9(2)(a) privacy

Last month the questionnaire draft (attached FYI) went out to agencies and also CARN for feedback. In advance of our meeting on the 4-Point Plan (20 November), we'd really appreciate your thoughts on some specific points on the rainbow-related questions in Te Taunaki, as we need an essentially final version of questionnaire by 1 December. [Bridget/Theresa – I see you've forwarded some material to Anna today – thank you. We'll have a look through that, but I thought it was still worth asking for your thoughts on these specific points, and to have any feedback shared between yourselves and Stats NZ.]

The questions we have are:

- We currently intend to add reporting at the 'Rainbow' level, particularly for smaller agencies/groupings. Are there reasons why we shouldn't do this?
 - Previous engagement with CARN on the development of the "Deep dives" guided us to report by specific Rainbow community (intersex, transgender, sexual identity, another gender) and not at a combined "Rainbow" level. We understand the rationale for this and accept it's the best approach whenever the data allows, but are also conscious that in a lot of instances (particularly for small agencies), the confidentiality requirements meant that no reporting was possible about rainbow communities, and so people who entrusted us with their information couldn't see themselves in the results. A combined "Rainbow" indicator would significantly increase the level of reporting possible. Note there is no intention that this would *replace* reporting at the specific community level whenever possible.
- Do we need to include definitions with intersex and transgender questions?
 - Stats NZ surveys of the general NZ population do not include definitions.
 - If a definition is required, are the ones used in 2021 Te Taunaki still appropriate?
 - "Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, gender, queer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves."
 - "Intersex is used as an umbrella term to denote a number of different variations in a person's bodily characteristics that do not match strict medical definitions of male or female."
- Do you have any recommendations regarding the following 'gendering correctly' question? Our intention is currently to retain as is (no change in language from 2021) but for it only to be shown to people identifying as intersex, trans or another gender. We can compare results against the 2021 benchmark, but would help us keep the survey as short as possible.
 - 2021 Te Taunaki gendering correctly question:
 - Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?
 - No-one does
 - Few people do
 - Some people do, some people don't
 - Most people do
 - Everyone does
 - Don't know
 - Prefer not to answer
- We are intending to change the Sexual identity question to match the 2023 NZ Census. Do you have any concerns or recommendations on this?
 - 2023 NZ Census sexual identity question:
 - Which of the following best describes how you think of yourself?
 - heterosexual / straight
 - gay or lesbian
 - bisexual
 - another identity. Please state below: OPEN TEXT
 - prefer not to say
 - For reference, 2021 Te Taunaki sexual identity question:
 - Which of the following do you identify as?
 - Heterosexual or straight
 - Gay

- Lesbian
- Bisexual
- Other – Please specify: OPEN TEXT
- Don't know
- Prefer not to answer

Can you please aim to **get back to us by Friday 13 October**? If you have any questions in the meantime, either on Te Taunaki development or broader data issues, please get in touch. I look forward to hearing from you and working together in developing the actions under the 4-Point Plan.

Ngā manaakitanga

9(2)(a) pr

9(2)(a) privacy

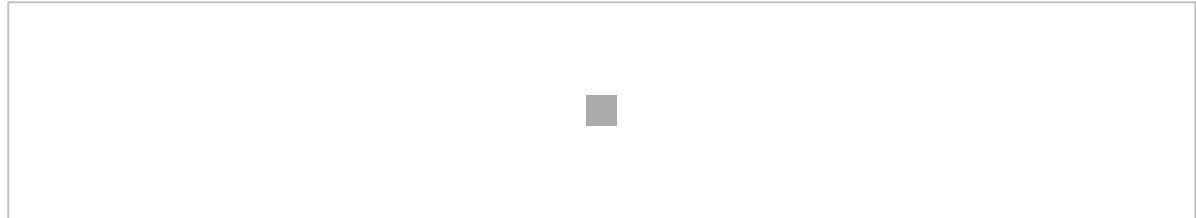
Kaitohutohu Matua | Senior Advisor

Te Pārongo Rautaki | Strategic Information

Te Tohutohu Rautaki me te Kaupapa Here | Strategy and Policy

waea pūkoro: 9(2)(a) privacy | **īmēra:** 9(2)(a) privacy

I work Monday to Thursday between the hours of 9am and 5pm



Te Kawa Mataaho Public Service Commission

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2024 Te Taunaki | Public Service Census and the Rainbow 4-Point Plan

Micah Davison, Principal advisor – rainbow communities data

- We currently intend to add reporting at the 'Rainbow' level, particularly for smaller agencies/groupings. Are there reasons why we shouldn't do this?
 - Previous engagement with CARN on the development of the "Deep dives" guided us to report by specific Rainbow community (intersex, transgender, sexual identity, another gender) and not at a combined "Rainbow" level. We understand the rationale for this and accept it's the best approach whenever the data allows, but are also conscious that in a lot of instances (particularly for small agencies), the confidentiality requirements meant that no reporting was possible about rainbow communities, and so people who entrusted us with their information couldn't see themselves in the results. A combined "Rainbow" indicator would significantly increase the level of reporting possible. Note there is no intention that this would *replace* reporting at the specific community level whenever possible.

Response: Agree with the proposed approach. Where practicable and confidentiality requirements are met, more granular breakdowns should be provided to each agency. The experiences for different groups within the 'rainbow' umbrella can be quite different, so this is the ideal to get the most useful insights. However, the aggregate rainbow indicator is a useful addition and will allow for more data to be released than would otherwise be possible. A similar approach is used in the Stats NZ survey outputs, and it will be the intention for 2023 census outputs.

- Do we need to include definitions with intersex and transgender questions?
 - Stats NZ surveys of the general NZ population do not include definitions.
 - If a definition is required, are the ones used in 2021 Te Taunaki still appropriate?
 - "Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, gender, queer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves."
 - "Intersex is used as an umbrella term to denote a number of different variations in a person's bodily characteristics that do not match strict medical definitions of male or female."

Response: I think it would be useful to include definitions, potentially as hover/footnotes. The Stats NZ surveys do include definitions for these concepts in some areas, in the form of guidenotes (e.g. the 2023 census packs included the following https://www.census.govt.nz/assets/Uploads/Alternate-Formats/Large-Print/2023-Census-Guide-Notes_Large-Print_SAMPLE.pdf)

The [data standard for gender, sex and variations of sex characteristics](#) would be a useful reference to draw on - this has a transgender status question with an accompanying guidenote – page 23 and 24.

It also has a question on variations of sex characteristics on page 21 and a recommendation to include the definition from the standard to aid understanding (on page 21).

- Do you have any recommendations regarding the following 'gendering correctly' question? Our intention is currently to retain as is (no change in language from 2021) but for it only to be shown to people identifying as intersex, trans or another gender. We can compare results against the 2021 benchmark, but would help us keep the survey as short as possible.
 - 2021 Te Taunaki gendering correctly question:
 - Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?
 - No-one does
 - Few people do
 - Some people do, some people don't
 - Most people do
 - Everyone does
 - Don't know
 - Prefer not to answer

Response: Filtering out those responding to this question as suggested sounds sensible.

- We are intending to change the Sexual identity question to match the 2023 NZ Census. Do you have any concerns or recommendations on this?
 - 2023 NZ Census sexual identity question:
 - Which of the following best describes how you think of yourself?
 - heterosexual / straight
 - gay or lesbian
 - bisexual
 - another identity. Please state below: OPEN TEXT
 - prefer not to say
 - For reference, 2021 Te Taunaki sexual identity question:
 - Which of the following do you identify as?
 - Heterosexual or straight
 - Gay
 - Lesbian
 - Bisexual
 - Other – Please specify: OPEN TEXT
 - Don't know
 - Prefer not to answer

Response: Supportive of this change. It would be useful to have consistency with the 2023 Census to allow for comparability.

Some Stats NZ household surveys include do include 'Don't know' as an explicit response option for sexual identity, and it is an optional component in the [Stats NZ standard for sexual identity](#) - See page 6. This could still be included in the PSC question if that insight is useful and for consistency with the previous PSC census options, just noting that this would be a caveat for comparability with SNZ 2023 census data. Having the question stem and other response options remain the same as census would still help though.

Another option would be for the PSC census to opt for using the same response categories as the SNZ census, and if there was a need, it would still be possible to analyse any 'don't know' responses that are provided through the free text field.

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q71. These questions below are from the Washington Group Short Set on Functioning. This is an internationally tested measurement tool that is designed to compare outcomes for disabled and non-disabled people and estimate differences in the characteristics of disabled and non-disabled populations.

a. Do you have difficulty seeing, even if wearing glasses?

b. Do you have difficulty hearing, even if using a hearing aid?

c. Do you have difficulty walking or climbing steps?

d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?

e. Do you have difficulty remembering or concentrating?

f. Do you have difficulty with self-care, such as washing all over or dressing?

No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

- ☐ Yes
☐ No [\[Go to Q73\]](#)
☐ Don't know [\[Go to Q73\]](#)
☐ Prefer not to answer [\[Go to Q73\]](#)

Q72a. Being neurodivergent, how much difficulty do you experience with work activities?

- ☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

- ☐ Yes
☐ No [\[Go to Q74\]](#)
☐ Don't know [\[Go to Q74\]](#)
☐ Prefer not to answer [\[Go to Q74\]](#)

Q73a. Having a mental health condition, how much difficulty do you experience with work activities?

- ☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Out of scope

Q78. Do you identify as Lesbian, Gay, Bisexual, Transgender, Takatāpuhi and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTQIA+)?

- ☐ Yes
- ☐ No
- ☐ Don't know
- ☐ Prefer not to answer

Do we need this

Out of scope

From: 9(2)(a) privacy
To: Jen Wilde; 9(2)(a) privacy
Cc: Tofilau Iris Webster
Subject: Re: Engaging on the Census
Date: Thursday, 27 February 2025 7:29:13 pm
Attachments: [image001.jpg](#)
[image002.jpg](#)
[image003.png](#)
[image004.png](#)

Kia ora Jen,

Thank you so much for your kind message. I very much appreciate your advice, and have passed on the updated wording you recommended for our research provider to change. I expect them to do this first thing tomorrow.

9(2)(a) pr has been instrumental in making sure your feedback was heard and getting quick approval for these changes. All credit to him for improving what we could given the limitations.

Nga mihi,

9(2)(a) privacy

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From: Jen Wilde
Sent: Thursday, February 27, 2025 6:42 PM
To: 9(2)(a) privacy
Cc: 9(2)(a) privacy Tofilau Iris Webster
Subject: RE: Engaging on the Census

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

[IN CONFIDENCE RELEASE EXTERNAL]

Kia ora 9(2)(a) pr

Thanks so much for reaching out and sorry I missed you – I often split my work day, finishing mid afternoon and then logging back on in the evenings once kids are under control.

Thank you for acknowledging the feelings around this and don't feel bad about not being part of the conversations over the past week – I promise no one has been cursing your name. I fully acknowledge that the outcome we got is not what anyone who has worked on this wanted.

This is excellent news around adding other – open text fields to the discrimination/unfair treatment and harassment questions. Regarding the clarified wording on self-identity we definitely need to lean into more is more. I propose:

“Do you identify as Lesbian, Gay, Bisexual, Transgender, Takatāpui, Gender diverse, Intersex, Queer, Questioning, Asexual, or as part of any other community captured under the umbrella terms Rainbow, LGBTQIA+, MVPFAFF+ or SOGIESC?”

This will then also include our beautiful te moana-nui-a-kiwa/Pasifika whānau.

Thank you again for taking the feedback on board and engaging respectfully with us to make the best of a bad situation. When we had our all of CARN hui today we did talk about the census with our people – we're turning the minutes around quickly and aiming to get them out tomorrow so I will be sure to call this development out when those are sent.

Kia maiea tō pō,

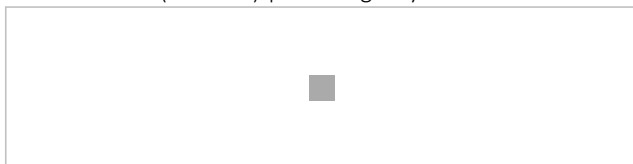
Nāku iti nei, na Jen

Jen Wilde ([she/her](#))

Change Analyst | Change & Delivery Management | Planning, Delivery & Design | Inland Revenue

Kaitātari Panoni | Whakahaere tuku me te Huringa | Ratonga Kiritaki me te Tautukunga, Whakamahere, Hoahoa me te Tuku | Te Tari Taake

Toihau-takirua (co-Chair) | Cross-Agency Rainbow Network





From: 9(2)(a) privacy
Sent: Thursday, 27 February 2025 5:30 pm
To: Jen Wilde
Cc: 9(2)(a) privacy Tofilau Iris Webster
Subject: RE: Engaging on the Census

[IN CONFIDENCE RELEASE EXTERNAL]

Kia ora Jen,

Sorry we weren't able to have a chat in person – unfortunately I don't work Fridays so I'm sending this email now before I leave for today.

First up, I just want to acknowledge the situation, and the obviously strong feelings it's caused. I feel bad that I haven't been part of the recent conversations and able to support you guys. I also need to thank you for your feedback – I've been working with 9(2)(a) privacy and Tofilau and we've been able to do something about all three points. I'm hoping these changes (your suggestions) are going to deliver some small but really important improvements.

On your first two points (the lists of grounds for unfair treatment, and type of bullying / harassment), we have now added "Other – please specify" options, with open text fields, so that people can be as specific as they need/want to about what they've experienced.

On your third point, we propose expanding the 'rainbow' question to:

Do you identify as Lesbian, Gay, Bisexual, Transgender, Takatāpui, Gender diverse, Intersex, Queer, Questioning, Asexual, or as part of any other community captured under the umbrella terms Rainbow, LGBTQIA+ or SOGIESC?

It's a bit of a mouthful, but maybe it's ok to take a more-is-more approach...? If you have a suggestion on how we can word this better, please let 9(2)(a) privacy and Tofilau know asap – apologies for the short timeframe but we are only able to make changes up until 4 pm tomorrow/ Friday (28 Feb).

Sorry again that I wasn't able to catch you in person. I hope this represents some good and useful news, and I'm sure 9(2)(a) privacy or Tofilau will be able to help you with any immediate follow-up tomorrow.

Ngā manaakitanga

9(2)(a) p

From: Jen Wilde 9(2)(a) privacy
Sent: Wednesday, 26 February 2025 3:10 pm
To: Tofilau Iris Webster 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: RE: Engaging on the Census

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[IN CONFIDENCE RELEASE EXTERNAL]

Hi Tofilau,

Yes that's fine thanks. I was able to raise the first point around Q34/35 and Rāwiri did pass on to me about there not being a character limit on the free text thanks

Ngā mihi nui,

Jen

From: Tofilau Iris Webster 9(2)(a) privacy
Sent: Wednesday, 26 February 2025 2:57 pm
To: Jen Wilde 9(2)(a) privacy
Cc: 9(2)(a) privacy
Subject: RE: Engaging on the Census

[IN CONFIDENCE RELEASE EXTERNAL]

Malo lava Jen

Just saw your email now – checking with you – would you like me to put these to 9(2)(a) privacy as I think she is best placed to answer these questions?

In relation to your last question, I think 9(2)(a) privacy answered the question as it was raised by Farhat but you may have left by then.

Happy to forward these onto 9(2)(a) privacy – are you ok for me to do that?

Cheers
Tofilau

From: Jen Wilde 9(2)(a) privacy
Sent: Wednesday, 26 February 2025 1:14 pm
To: Tofilau Iris Webster 9(2)(a) privacy; Karen Davidson
9(2)(a) privacy; Danielle Calder 9(2)(a) privacy; Ben Lucas 9(2)(a) privacy
9(2)(a) privacy; Sue Kendall 9(2)(a) privacy; Garland, Bethany
9(2)(a) privacy; Bengree, Alex 9(2)(a) privacy
Cc: Phoebe Lockett 9(2)(a) privacy; DEI <DEI@publicservice.govt.nz>; Lucy Andreetti
9(2)(a) privacy; Marie-Anisiata Soagia-Pritchard 9(2)(a) privacy
9(2)(a) privacy
Subject: RE: Engaging on the Census

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

[IN CONFIDENCE RELEASE EXTERNAL]

Thanks Tofilau.

I'm interested to hear others thoughts when this is shared at Tui Raumata.

I'm just processing through the questions that remain and wanted to highlight a few things that have stood out to me as I've done this today:

- Q34 asks about unfair treatment relating to gender, disability or sexual orientation, this rolls in to Q35 where you indicate which characteristic you believe triggered the unfair treatment. There is no free text or other field here. For a transgender person, who has received unfair treatment due to their being transgender, they would select the reason as 'gender or sex'. However, this would be the same field selected by anyone who received unfair treatment due to other sexism (e.g a cis-woman passed over for a management role in favour of a cis-man).
- Q39 talks about bullying and harassment. There is no where to indicate homophobia, transphobia or harassment related to a disability
- Q74 "do you identify as....takatāpui and/or gender diverse..." these things are not interchangeable – a takatāpui identity is intrinsically tied to also being Māori. Takatāpui is also not only for Māori gender-diverse.

The other thing that I believe is missing from this is the genuine fear that this has sparked within our gender diverse communities – it's not merely concern.

Finally, a question, is there a character limitation in the free text field at the end of the survey for 'any other comments'?

Ngā mihi nui,

Nā Jen

From: Tofilau Iris Webster 9(2)(a) privacy
Sent: Wednesday, 26 February 2025 7:43 am
To: Jen Wilde 9(2)(a) privacy; Karen Davidson 9(2)(a) privacy; Danielle Calder
9(2)(a) privacy; Ben Lucas 9(2)(a) privacy; 9(2)(a) privacy; Sue Kendall
9(2)(a) privacy; Garland, Bethany 9(2)(a) privacy; Bengree, Alex
9(2)(a) privacy
Cc: Phoebe Lockett 9(2)(a) privacy; DEI <DEI@publicservice.govt.nz>; Lucy Andreetti
9(2)(a) privacy; Marie-Anisiata Soagia-Pritchard 9(2)(a) privacy
9(2)(a) privacy
Subject: Engaging on the Census
Importance: High

[IN CONFIDENCE RELEASE EXTERNAL]

Kia ora koutou katoa, Talofa lava all

Thank you again for joining the team and I in relation to the changes in the Public Service Census. We really appreciate the honesty, feedback and discussion with you all.

As advised in the hui, we have collated key points from the discussion and sharing with you as below from both the Friday and Monday conversation. I hope that we have captured the conversation correctly. These have been shared with the Public Service Commissioners & DCEs at the Commission.

I have also provided a clean copy of the Public Service Census (attached) and the questions that are now in the survey that will emailed out to all core public service agencies from next Monday.

I look forward to connecting later today in our Tui Raumata hui for those of you who will be joining.

21/02 Friday conversation (CARN & INDIGO)

- **Lack of safety to be open and transparent**
 - Feel this impacts the trust for Rainbow communities and disabled peoples, we will go backwards in the trust that we have built where Public Servants feel able to share their personal identify information
 - It will be difficult to encourage our communities to still complete the survey after the removal of these

- questions. How will they feel safe filling it in? Or sharing their data with the Public Service in the future?
- This feels particularly difficult for those people who have intersectional identities eg are both Māori and part of the Rainbow community, why would these people now take part in the census
 - **A clear de-prioritisation of rainbow communities and disabled people**
 - These identities are often the first to go
 - Directly impacts the ability to progress other pieces of work like the 4-point plans for Rainbow and Disabled peoples
 - If the focus for the census has shifted from being about the Public Service Workforce to being about value for money than for the taxpayer, I am less motivated to take part (to add to this point)
 - Our work has increased due to the fiscal environment. With the absence of my identity being included in the survey
 - **The view that the changes to the census is erasing their identities through the removal of questions relevant to these communities**
 - Feel that the removal of the questions that relate to specific gender identity and sexual orientation makes it seem like you don't want to know that we exist
 - The decision to distil the Rainbow questions down to one question that groups all Rainbow identities together is extremely un-inclusive.
 - LGBTQIA+ is an umbrella term, not an identity.

24/02 Monday conversation (WEU, INDIGO and Whaikaha):

- **Disregard to progress in the Public Service for the disabled people's workforce community**
 - WEU have worked hard to lift profile and importance of this community in the PS Workforce
- **The 'how we can go forward, to encourage full participation and continue to drive diversity, equity & belonging with networks & allies'**
 - Need to use this information/ get data sets
 - Good to frame within 'opportunities' and not just the disappointment
- **To better understand what the impact on current mahi is**
 - The impact on four-point plan, what are the next steps
- **Important to create key messaging & PSC explore putting a process or plan in place**
 - To use 'free text fields' the reality of analysis of free text to gauge key topics/themes is labour intensive, will need PSC support
 - noted that some survey's have used AI or Natural Language Processing (NLP) to better support the outcome of survey results – is this something that PSC can use?
- **On intersectionality**
 - working through Tui Raumata what we can get from our communities collectively.

Ngā mihi nui, fa'afetai tele lava

Tofilau

Tofilau-Iris Webster (she/her)

Pouwhakahaere: Kanorautanga, Tautika me te Kauawhitanga

Manager: Diversity, Equity and Inclusion (DEI)

Te Ohu Mahi | The Workforce Group

waea pūkoro: 9(2)(a) privacy | **īmēra:** 9(2)(a) privacy

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From: 9(2)(a) privacy
To: 9(2)(a) privacy
Subject: FW: Engaging on the Census
Date: Thursday, 27 February 2025 10:35:51 am
Attachments: [image001.jpg](#)
[image002.png](#)

From: 9(2)(a) privacy
Sent: Thursday, 27 February 2025 8:18 am
To: Josh Masson ; Pete Fitzjohn ; Tofilau Iris Webster
Subject: FW: Engaging on the Census

On these first two queries from CARN below, the question was developed with the Human Rights Commission, and is based on current legislation- that's what Hannah C directed us to do in developing these questions. We were also directed to use Worksafe definitions in bullying, since it's not clearly defined in legislation. We originally had a "please specify" free text box with the "other" option, meaning someone could write in transphobia etc. If we think this will make the survey much more useful to CARN, I can ask the provider to turn that field back on. Note Commission staff/CEs who completed the survey won't be able to go back and add something, but for most participants it would be available. I need an **urgent decision** on this as it creates issues for both us and the provider.

For both of these questions, we will be able to report separately for different demographic groups. Something like the visualisation shown below (noting we only have one data point).

There's an opportunity for CARN to work with us as we plan the reporting from the survey, we would like to engage with them on that, if possible.

Duplicate

2024 Te Taunaki – Disability Measurement

Introduction

The four-point plan is looking to embed opportunities for tāngata whaikaha Māori and disabled people in the Public Service. The first point is to: *increase the visibility of and information about, tāngata whaikaha Māori and disabled people in the Public Service by July 2025.*

There are two potential actions under this first point:

1. **Te Kawa Mataaho Public Service Commission to Release and publicise the Disability Deep Dive endorsed by We Enable Us. This was completed in August 2023 with the publication of the Deep Dive. This report used data from the 2021 Te Taunaki | Public Service Census.**
2. Scope work required to resolve issues about data collection to support the rest of the plan (e.g. possible measures; possible mechanisms; privacy and any other issues of collecting/reporting on different cohorts). This is to be led by Whaikaha & Stats NZ, with support from the Commission and others. The projects identified under this action are:
 - a. Include appropriate data on tāngata whaikaha Māori and disabled people in system leadership dashboard reporting
 - b. Scope collection of inclusive data in the new digital platform for Public Service Leadership Group
 - c. **Assess what changes could be made to Te Taunaki | Public Service Census to support these goals in the short-to-medium term**
 - d. Review, update and issue guidance on data collection for agencies

The most pressing of these is item 2c. Te Taunaki will be next run in March 2024. There is a brief window until the end of December 2023, when changes can be made to the questionnaire. This paper discusses disability measurement options for the 2024 Te Taunaki Public Service Census.

What is Te Taunaki?

The first Te Taunaki surveyed approximately 60,000 public servants working in 36 Public Service organisations (departments and departmental agencies), including New Zealand employees based overseas. It ran in May/June 2021 and had a response rate of 63%.

Te Taunaki collected anonymous information from public servants, with a focus on learning more about their diversity and inclusion.

The next Te Taunaki survey scheduled for March 2024, will for the first time be offered to Crown agents. This will expand the population being surveyed to the entire Public Service as defined in legislation, potentially up to approximately 200,000 public servants.

Topics in the survey are broadening to cover more aspects of the Public Service Act 2020, including “good employer” requirements and Public Service principles. This increasing scope of topics places pressure on the survey length. Agencies with large front-line workforces raised concerns about the length of the 2021 survey, and have put pressure on the Commission to ensure the 2024 survey is shorter than the 20 minutes it took most people to complete the 2021 survey.

Why do we want to measure disability?

The Public Service Act 2020 gives the Public Service Commissioner the function to “work with public service leaders to develop a highly capable workforce that reflects the diversity of the society it serves and to ensure fair and equitable employment.” It also requires that all Public Service chief executives “be guided by the principle that the group comprising all public service employees should reflect the makeup of society; and in employment policies and practices, foster a workplace that is inclusive of all groups.”

Understanding the representation and experiences of disabled public servants broadly supports Outcome 2 Employment and Economic Security of the [Disability Strategy](#), by capturing data that will support the Public Service to increase the number of disabled people in paid employment. It also supports Outcome 8 Leadership, by capturing data on leadership representation within the Public Service. Understanding how well the Public Service accommodates the needs of its disabled workforce supports Outcome 5 on improving accessibility.

Measuring disability also helps Papa Pounamu monitor progress on its programme for growing Public Service diversity and inclusion.

How was disability measured in 2021?

We used the [Washington Group Short Set \(WG-SS\)](#) which was used because it is identified in the [Disability Action Plan](#), stating: “All agencies are expected to promote the use of the Washington Group sets of questions on disability in government surveys.”

Stats NZ currently regards Washington Group methods as the most suitable approach to measuring disability in their surveys, and it will be used in the 2023 New Zealand Disability Survey. Washington Group methods appear to be the closest available to an international standard.

The questions below are about difficulties you may have doing certain activities because of a health condition, disability or impairment.

We want to better understand our workforce and the experiences of public servants who have a wide range of abilities. The following questions are internationally recognised as the best way to gather disability information. These will be used to inform improvements in the working environment for public servants.

As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glasses?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Do you have difficulty hearing, even if using a hearing aid?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Do you have difficulty walking or climbing steps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Do you have difficulty remembering or concentrating?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Do you have difficulty with self-care, such as washing all over or dressing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

We also added a single mental health question following the WG-SS. Mental health was seen as important domain to measure for the Public Service workforce.

Do you experience any mental health conditions that have lasted for six months or more ?

- ☐ Yes
☐ No
☐ Prefer not to answer

What did the results tell us?

Te Kawa Mataaho used the information in Te Taunaki to:

- assess the extent to which the Public Service reflects the diverse communities served by the Public Service, including disabled New Zealanders
- support agency Chief Executives to build workforces that reflect the diversity of society by collecting information that is considered sensitive and often underreported in identifiable administrative data
- identify the extent to which disabled public servants are represented in all levels of Public Service leadership
- explore patterns in pay/remuneration for disabled public servants to identify whether and to what extent pay gaps exist
- identify patterns in access to training and development opportunities for disabled and non-disabled public servants
- determine how inclusion of disabled public servants could be improved.

The disability results were some of the most striking from Te Taunaki. As the [Deep Dive](#) stated:

- Disabled public servants reported significantly lower feelings of inclusion. For example, 70% of disabled employees felt comfortable being themselves at work compared to 83% of non-disabled employees.
- Disabled public servants expressed lower levels of job satisfaction.
- A number of disabled participants commented on the challenges of physical accessibility in the workplace as well as information accessibility.
- Disabled public servants had a lower average salary than non-disabled public servants.
- Disabled public servants were more likely to be in Call Centre Workers or Social, Health, and Education Workers and less likely to be Managers or Policy Analysts. They were also underrepresented throughout the levels of management.

We found that of those completing the survey, 5.5% reported a functional limitation, and 17.9% reported a mental health condition. We noted in our reporting that this was not a measure of prevalence ([Workforce Data — Disability - Te Kawa Mataaho Public Service Commission](#)), but used the questions to explore differences in experience between those who reported a functional limitation and those who did not. Our webpage on disability reports the findings of the 2013 NZ Disability Survey from Stats NZ, giving an estimated disability rate for the Public Service Workforce.

Agencies also received reporting about their organisation compared to the Public Service overall. We have also produced further analysis for employee-led networks including We Enable Us (cross-agency disabled public servants' network).

What are the criticisms of the 2021 approach?

WG-SS is not designed to measure prevalence, which is an important data need. For example:

1. How does disability representation in Public Service senior management compare with the rest of the Public Service?
2. How does disability representation in the Public Service workforce compare with the NZ population?

The Deep Dive showed we could estimate the first question, with the restricted scope of the WG-SS. For the second question, we could potentially compare to the Stats NZ 2023 Household Disability Survey using the narrower WG-SS definition.

However, there was feedback from Enable Us and survey respondents in 2021 about WG-SS not measuring the full range of disabilities, including neurodiversity. Some examination is needed of whether the information need could be satisfied by self-reported identity, or if full comparison Stats NZ Disability survey is the only way to meet the information need.

The mental health question provided higher prevalence levels than expected based on other sources. For this reason, mental health was not included in the derivation of the disability variable along-side the WG-SS but was instead reported separately.

Agency needs for the 2024 survey

The development of the 2024 questionnaire has engaged agencies, particularly D&I teams. Agencies continue to be interested in ensuring that their workforce is representative of New Zealand, and also have expressed interest in understanding whether accessibility needs of disabled public servants are being met (and what would be needed to meet these). Te Taunaki 2021 did not capture neurodiversity, and agencies are interested in understanding their neurodiverse employees' needs.

Agencies and the Commission want to be able to see if there has been improvement in representation and inclusion since 2021.

Proposed recommendations for 2024

Based off the feedback to the 2021 survey, the Commission made the following proposed recommendations for 2024.

Recommendation 1 – WG-SS will be reused.

We will still use the WG-SS questions for 2024. This will allow some time-series comparability with Te Taunaki 2021, so that we can see results have changed for public servants with disabilities. Stats NZ have noted that WG-SS comparability over time has not been validated. However, although individuals comprising the group may not be same in 2021 and 2024, using the WG-SS again will allow to compare outcomes for disabled people using the same measurement tool as the last Census.

It will also allow comparability with Stats NZ surveys, including the NZ Census and the 2023 Disability Survey. Here Stats NZ note that when drawing a comparison with these results, the Commission should use a reasonable sub-group of the New Zealand working age population (noting that the census and 2023 Disability Survey includes children and older people).

Recommendation 2 – Add “long-term” to WG-SS introduction

Whaikaha recently commissioned SWA to do a deep dive of flux in the disabled population as measured by the WGSS of questions. This work has confirmed an initial observation from Stats NZ that many disabled people in the HLFS no longer identified as such in the following survey. This reflects partly on the situational nature of the questions, which focus on activity limitation. It also points to some people being captured by the WG-SS questions being disabled for a shorter period of time or who are “transient”. These people are likely to have different outcomes to those who experience disability long-term.

We will follow the Stats NZ approach to the 2023 Disability Survey¹ and add a requirement to the question introduction that it is only about long-term difficulties. The new wording of the introduction will be:

¹ <https://www.stats.govt.nz/reports/household-disability-survey-2023-final-content/>

*The questions below are about **long-term** difficulties you may have doing certain activities because of a health condition, disability or impairment. **Long-term is something that has lasted or is expected to last six months or more.***

The rationale for including the timeframe 'six months or more', is that to align with criteria for accessing Disability Support Services (DSS) funding.

Recommendation 3 – Use the 2023 Disability Survey mental health questions

As mentioned earlier, the mental health question used in 2021 provided higher prevalence levels than expected based on other sources. This was likely due to not having an impact threshold like the WG-SS do. To remedy this we will ask the two mental health questions from the 2023 Disability Survey. This will also allow prevalence comparisons to the New Zealand population.

<i>Filter question for mental health</i>	Do you have a mental health condition that has lasted or is expected to last six months or more?	Yes No (skip to socialising)
Mental health	Because of that [mental health] condition, how much difficulty do you have with daily activities?	No difficulty Some difficulty A lot of difficulty Cannot do at all

Recommendation 4 – expand the range of disability questions

To ensure stakeholders get the information needed from Te Taunaki, the Commission thought there was space for an additional disability question, (or perhaps two short questions) for 2024 Te Taunaki provided we use branching options wherever possible to maintain a short average survey length of less than 20 minutes. Adding any questions in this topic would mean that disability would be the only topic from the 2021 survey that will grow in size.

The Commission identified three types of areas that we could ask information in:

- Neurodiversity
- Overall / self-defined disability
- Accommodation / accessibility

There was no budget to formally cognitively test any additional questions. So, in evaluating potential additional questions it is a bonus if the question has been tested or is already in use in a major survey such as 2023 Disability Survey. If such a question did not exist, the Commission was willing to trial a new question in Te Taunaki, with the understanding that it may not work, as we will only do informal usability testing in the lead up to the survey.

Engagement through the four-point plan process

The Commission engaged with Stats NZ and Whaikaha initially to develop the recommendations into a module of disability questions that covered all the new areas of information identified in recommendation 4. This module of questions was then engaged with representatives from the We Enable Us network and further changes were made to the wording, and new introductory statements and examples were introduced. This working group engaged on incorporating feedback from the Disability Data and Evidence Community of Practice, Stats NZ, user testing, a small number of neurodivergent public servants, and the Kaihautū Māori at Whaikaha.

Disability Data and Evidence Community of Practice

Whaikaha then led a discussion of the disability module at the Disability Data and Evidence Community of Practice on 17 November 2023. Changes were made to the wording of the questions and introductory statements. Appendix 1 has the wording for the disability module that resulted from that meeting.

Stats NZ

Stats NZ then discussed this version of the disability module and made some recommended changes. These are detailed in Appendix 2. These changes were made, with the following exceptions:

- The Commission agrees with Stats NZ around the difficulties measuring neurodivergent conditions. However, we believe the question is fit for purpose for the key information need which is comparing outcomes of those with neurodivergent conditions and those without those conditions. The Commission also thinks that public servants, in general, will have a higher understanding of neurodivergent conditions, than the overall New Zealand population due to high levels of educational attainment and English language skills in the Public Service.
- The Commission did not agree with splitting workplace accommodation needs question into current and unmet needs. The reasons for this are:
 - o We want to measure satisfaction with accommodation and supports. Public service agencies need to understand if people who need supports/accommodations are asking for them (e.g. Do people feel safe to discuss their needs?).
 - o The satisfaction with accommodation question will be used to identify groups or agencies where satisfaction is lower and unmet needs may be an issue.
 - o This is a broad survey across a large range of topics, and disability is one section, so we are limited on space and will not be able to meet all information needs for this community. There is a need to keep the questionnaire length below 20 minutes.
 - o Splitting the questions will complicate analysis in terms of needing to look across two questions to define a key population (those that need workplace accommodation).
 - o However, we have reworded this question to make it clearer for survey participants that we want to know about both current and unmet needs.
- The Commission did not agree with adding an extra open text field at the bottom of the disability module, instead of referring to an open text field question at the end of the survey. The Commission does not have the budget to ask more than 1 open text field question. Open text fields are relatively expensive for the research provider to manually check for potential privacy issues.
- The Commission did not agree with adding the note to the Identity question 4 (we are keen to understand if people living with impairments and long-term health conditions identify as disabled). Instead, the question is mainly being to ensure everyone is included who considers themselves to be disabled.

User testing

In November 2023, eight user tests were on the draft Te Taunaki questionnaire. Three of the testers had neurodivergent conditions – their comments on the neurodivergent question are captured in the next section. The other comments pertaining to the disability questions were:

- In terms of the Identity question, most users did not understand the term 'tāngata whaikaha Māori'. A translation in parentheses was added to the question.
- In terms of the final satisfaction question, multiple testers thought 'supports' to be a better word than 'accommodates' which sounds like it's an inconvenience to the organisation. 'Supports' has been added to the question, alongside accommodates.

Neurodivergent public servants

We engaged with neurodivergent public servants in two ways. First, three neurodivergent public servants were included in user testing of the Te Taunaki questionnaire. Second, disability module was engaged with a neurodiversity network meeting consisting mainly of Ministry for the Environment and Stats NZ employees, with a follow up session offered to a smaller group of Stats NZ employees who asked to have further opportunity to give input.

The feedback from these two processes was as follows.

- To add a statement like - 'Questions include physical health, neurodivergent conditions and mental health conditions' to the overarching introduction of the disability module. This has been added.
- Rewording the introductory text for the specific question on neurodiversity to be more inclusive and consistent with definitions used elsewhere. The wording has been changed to better reflect the definition found here : <https://www.auckland.ac.nz/en/about-us/about-the-university/equity-at-the-university/equity-information-for-staff/staff-with-disabilities-and-impairments/neurodiversity.html>. 'And other conditions' has been added at the end of the statement. The Te Taunaki working group noted that there is not a recognised international or national standard for this kind of statement.
- One neurodivergent tester said it was unclear if we only wanted people who have been formally diagnosed to answer and be captured with this neurodivergent question. Wording modified to Q2a and Q3a to include diagnosis.
- Consider changing question routing for 'don't know' to include 2(b) and Q.5 - likely to pick up people without a formal diagnosis and give them an opportunity to answer accommodation questions. This change was made to both 2a and 3a (mental health).
- One neurodiverse tester found the level of difficulty question (2b) problematic. They consider their neurodiversity to be a benefit to them and consider this question to be overly negative. In addition, the network thought the framing around daily activities not relevant for workplace context. This question (and the mental health question 3b) was adapted to address these points, including:

- Changing to a work context. Care was taken to not change this to an outcome question (i.e., the use of “with work activities” rather than “in the workplace”).
 - Adding a ‘prefer not to answer’ option.
 - Changing “cannot do at all” to “cannot complete certain activities”
- It was suggested that the question order could be reviewed - leading with WGSS brings a physical health focus. Consider leading this section with Mental Health, then Neurodivergence, then WGSS. Might help to reorient the respondent experience. The working group decided not to change the order and kept Neurodivergence before Mental Health. They thought respondents may wonder whether to include their neurodivergent condition in their response to the mental health questions if Mental Health came first.

Capturing tāngata whaikaha Māori

Because a key objective for the 4-pt plan and Te Taunaki 2024 is to improve visibility of and information about tāngata whaikaha Māori, the disability module has been reviewed and considered in relation to the following:

- The three questions used in the 2023 Census will also be used in Te Taunaki to enable public sector employees to report on ethnicity, Māori descent and iwi affiliation. Cross-tabulating these variables with disability variables offers strong potential to report information about tāngata whaikaha Māori.
- Insights were shared by working group members around different perceptions of disability for Māori.
- User testing showed low understanding of the term tāngata whaikaha Māori.
- A distinction was made between singular and plural, with the use of a macron in the word ‘tangata’.
- Advice from the Kaihautū Māori at Whaikaha to not proceed with a translation in brackets.
- A click or hover type of pop out translation box was not able to be implemented.

The working group initially decided to put a note in the question to support understanding. The macron was removed as the term is intended to be singular in the self-identity question.

Whaikaha then requested to split the identity question:

<p>Do you identify as a disabled person or tangata whaikaha Māori?</p> <p><i>This includes Māori and non-Māori who identify as disabled.</i></p>	<p>Yes</p> <p>No</p> <p>Prefer not to answer</p> <p>Don't know</p>
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Into two separate questions:

Q74. Do you identify as a disabled person?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q75. Do you identify as tangata whaikaha Māori?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Whaikaha requested this approach, as they felt it would improve data on tāngata whaikaha Māori, which is an essential group in reporting against for the 4-point plan. Splitting the question would also provide an opportunity to better understand how people choose to identify.

PSC supported splitting the identity question, as it felt it could improve the quality of response to the overall identity question, as prior user testing showed that many did not understand the term tāngata whaikaha Māori.

The working group questioned whether Māori who do not identify with the term tangata whaikaha, would potentially be missed out by this approach. However, it will still be possible to cross-correlate the 'Do you identify as a disabled person?' question with ethnicity to capture people who don't identify as tāngata whaikaha Māori, but are Māori and disabled

The working group also noted that care would need to be taken in reporting the results, as previous surveys had shown that some people identified as both disabled and tangata whaikaha Māori. The planned combined overall disability measure, where people are only included once even if they said yes to more than one question, will not have this double counting issue.

Final proposed disability module

Appendix 3 has the final proposed disability module that will be taken through approval channels at Te Kawa Mataaho.

The non-bold part of the overarching introduction will likely move to the participant information sheet rather than being in the survey itself.

The proposed list of questions gives us a broad measure of disability, and allows the outcomes of different disabled peoples to be compared with other public servants. For example,

- Outcomes for those who reported an activity limitation in the WG-SS questions compared to those that did not.
- Outcomes for those who reported a neurodivergent condition compared to those who did not.
- Outcomes for those who reported a mental health condition compared to those who did not.

- Outcomes for those who identified as disabled person compared to those who did not.
- Outcomes for those who identified as tangata whaikaha Māori compared to those who did not.

The Commission is committed to publishing results on all the disability questions. The Commission will also explore creating a composite overall disability measure across the disability questions. The options for this would be:

- WG-SS alone (for time series comparability)
- WG-SS AND/OR mental health/neurodiversity
- Overall/self-identity AND/OR tangata whaikaha Māori
- WG-SS AND/OR mental health/neurodiversity AND/OR overall/self-identity question AND/OR tangata whaikaha Māori

Data analysis should be used to help point to which population measures will be best for reporting.

Issues to be potentially resolved in future work

One issue we did not resolve was that temporal, episodic and dynamic health conditions harder to capture with difficulty rating scale.

Appendix 1 – Module from We Enable Us and Community of Practice

Overarching introduction

We want to better understand our workforce and the experiences of public servants who have a wide range of abilities. This section contains questions to gather disability information which will be used to inform improvements in the working environment for public servants. All the questions are about long-term difficulties you may have, where long-term is something that has lasted or is expected to last six months or more.

As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option".

Question 1 – WG-SS

	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glasses?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Do you have difficulty hearing, even if using a hearing aid?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Do you have difficulty walking or climbing steps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Do you have difficulty remembering or concentrating?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Do you have difficulty with self-care, such as washing all over or dressing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Question 2 – neurodiversity

Neurodivergent conditions include things like Autism, ADHD, learning disabilities such as dyslexia and dyspraxia, and traumatic brain injuries.

Do you have a neurodivergent condition?	Yes No (skip) Prefer not to answer (skip)
Because of that neurodivergent condition, how much difficulty do you have with daily activities?	No difficulty Some difficulty A lot of difficulty Cannot do at all

Question 3 – mental health

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, and trauma disorders (e.g., PTSD).

Do you have a mental health condition?	Yes No (skip) Prefer not to answer (skip)
Because of that mental health condition, how much difficulty do you have with daily activities?	No difficulty Some difficulty A lot of difficulty Cannot do at all

Question 4 – identity

We are keen to understand if people living with impairments and long-term health conditions identify as disabled.

Do you identify as a disabled person or tāngata whaikaha Māori?

Yes

No

Prefer not to answer (skip)

Question 5 – Satisfaction with accessibility

[For those who responded at least “some difficulty” to questions 1-3 OR “yes” to question 4]

The following questions asks about workplace accommodations for example, adaptive changes that can be made to workstations, shared kitchen and bathroom facilities, building entry and exit points, quiet zones and specialist software.

Note this survey is not a way to ask for support from your organisation, no identifiable information is shared with your agency.

a. Do you require any workplace accommodation for your health condition, disability, or impairment?

Yes

No [skip to end of section]

Don't know [skip to end of section]

Prefer not to answer [skip to end of section]

b. Have you talked to your employer about your accommodation needs?

Yes

No

Don't know

Prefer not to answer

c. How satisfied are you with how your organisation accommodates your health condition, disability, or impairment?

☐ Very dissatisfied

☐ Dissatisfied

☐ Neither satisfied nor dissatisfied

☐ Satisfied

☐ Very satisfied

☐ Don't know

☐ Prefer not to answer

If you would like to comment about this question, there is space at the end of the survey for comments.

Appendix 2 – Stats NZ feedback on CoP wording

Overarching introduction

We want to better understand our workforce and the experiences of public servants who have a wide range of abilities. This section ~~contains questions to gather disability~~ collects information which will be used to inform improvements in the working environment for public servants.

All the questions are about long-term difficulties you may have, where long-term is something that has lasted or is expected to last six months or more. [Bold or different colour]

As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option".

Question 1 – WG-SS

	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glasses?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Do you have difficulty hearing, even if using a hearing aid?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Do you have difficulty walking or climbing steps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Do you have difficulty remembering or concentrating?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Do you have difficulty with self-care, such as washing all over or dressing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Question 2 – neurodiversity

Neurodivergent conditions include things like Autism, ADHD, learning disabilities such as dyslexia and dyspraxia, and traumatic brain injuries.

[This question has too many examples and there is a confusing overlap with learning disabilities. There is an association with the term 'learning disabilities' and people with intellectual disabilities (driven largely by People First). There is no consistent view of what conditions fit under the category of 'neurodivergent conditions'. For HDS a screening question about neurodivergent conditions was dropped - it did not perform well in cog testing and the term was not well understood by members of the NZ public. Will this term be more well understood by public sector employees? Will this broad range of examples impact the count? What will we do with the data? Does it achieve the intended goal for the public service?]

Do you have a neurodivergent condition? <i>[Recommend 'don't' know' added as a response option for Q.2 and Q.3, as some people may have symptoms and suspect they have a condition, but not have a diagnosis]</i>	Yes No (skip) Don't know (skip) Prefer not to answer (skip)
Because of that neurodivergent condition, how much difficulty do you have with daily activities?	No difficulty Some difficulty A lot of difficulty Cannot do at all

Question 3 – mental health

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, and trauma disorders (e.g., PTSD).

Do you have a mental health condition?	Yes No (skip) Don't know (skip) Prefer not to answer (skip)
Because of that mental health condition, how much difficulty do you have with daily activities?	No difficulty Some difficulty A lot of difficulty Cannot do at all

Question 4 – identity

We are keen to understand if people living with impairments and long-term health conditions identify as disabled.

Do you identify as a disabled person or tāngata whaikaha Māori?

Yes

No

Prefer not to answer (skip)

Question 5 – Satisfaction with accessibility

[For those who responded at least “some difficulty” to questions 1-3 AND/OR “yes” to question 4]

The following questions asks about workplace accommodations for example, adaptive changes that can be made to **work arrangements**, workstations, **shared facilities**, building entry and exit points, quiet zones and specialist software.

(Note: If you need personal support from your organisation, please talk to your People Leader. Your response in this survey will not be shared in a way that identifies individual needs.) *[Bold or different colour]*

[Frame positively and encourage people to ask for support]

[Recommend that a. is split into two questions – do you currently have accommodations, and do you need any but do not have them?]

a. Do you currently have workplace accommodations to carry out your role?

Yes

No [skip to end of section]

Don't know [skip to end of section]

Prefer not to answer [skip to end of section]

b. Are there any workplace accommodations that you need, but currently do not have?

Yes

No [skip to end of section]

Don't know [skip to end of section]

Prefer not to answer [skip to end of section]

c. Have you talked to your employer about your accommodation needs?

Yes

No

Don't know

Prefer not to answer

d. **Overall**, how satisfied are you with how your organisation accommodates your health condition, disability, or impairment?

☐ Very dissatisfied

☐ Dissatisfied

☐ Neither satisfied nor dissatisfied

☐ Satisfied

☐ Very satisfied

☐ Don't know

☐ Prefer not to answer

If you would like to comment about this question, there is space at the end of the survey for comments.

[If we want comments on this question, please add text box here rather than direct people to record them at the end of the survey.]

Appendix 3 – Final proposed disability module

Overarching introduction

We want to better understand the diversity of our workforce and the experiences of public servants with **long-term impairments, and mental health and neurodivergent conditions (long-term means lasting six months or more)**. Responses will inform improvements to the working environment for public servants.

[The following statements will be first stated in the survey introduction. However, they could also be repeated here as they are especially important for disability questions.]

As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Results from this survey will not identify individuals.

Question 1 – WG-SS

The questions below are about difficulties you may have doing certain activities because of a health condition, disability or impairment.

	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glasses?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Do you have difficulty hearing, even if using a hearing aid?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Do you have difficulty walking or climbing steps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Do you have difficulty remembering or concentrating?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Do you have difficulty with self-care, such as washing all over or dressing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Question 2 – Neurodiversity

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

2(a) Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?	Yes No (skip) Don't know (skip) Prefer not to answer (skip)
2(b) Being neurodivergent, how much difficulty do you experience with work activities?	No difficulty Some difficulty A lot of difficulty Cannot complete certain activities at all Prefer not to answer Don't know

Question 3 – Mental health

Mental health conditions include anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD), and other conditions not listed here.

3(a) Do you consider yourself to have, and/or are you currently diagnosed as having, a mental health condition?	Yes No (skip) Don't know (skip) Prefer not to answer (skip)
3(b) Having a mental health condition, how much difficulty do you experience with work activities?	No difficulty Some difficulty A lot of difficulty Cannot complete certain activities at all Prefer not to answer Don't know

Question 4 – Identity

4a) Do you identify as a disabled person?	Yes No Prefer not to answer Don't Know
4b) Do you identify as tangata whaikaha Māori?	Yes No Prefer not to answer Don't Know

Question 5 – Satisfaction with accessibility

[For those who responded at least “some difficulty” to questions 1-3 OR “yes” to question 4a-4b]

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

Note: If you need personal support from your organisation, please talk to your manager. Results from this survey are shared in a way that does not identify individuals.

a. Do you use or require any workplace supports / accommodation(s) for your health condition, disability, or impairment?

Yes

No [skip to end of section]

Don't know [skip to end of section]

Prefer not to answer [skip to end of section]

b. Have you talked to your employer about your workplace supports or accommodation needs?

Yes

No

Don't know

Prefer not to answer

c. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.?

[] Very dissatisfied

[] Dissatisfied

[] Neither satisfied nor dissatisfied

[] Satisfied

- ☐ Very satisfied
- ☐ Don't know
- ☐ Prefer not to answer

If you would like to comment about this question, there is space at the end of the survey for comments.

DRAFT