



30 October 2025

Tēnā koe

Official Information Act request

Thank you for your email of 5 September 2025, requesting information about LGBTQIA+ training provided to the Social Investment Agency. As you are aware, this part of your request was transferred to the Ministry of Social Development (the Ministry) on 2 October 2025.

I have considered your request under the Official Information Act 1982 (the Act). Please find my decision on your request set out below.

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

Please find attached a copy of the LGBTQIA+ training provided to the Social Investment Agency by the Ministry.

You will note that the information regarding some individuals is withheld under section 9(2)(a) of the Act in order to protect the privacy of natural persons. The need to protect the privacy of these individuals outweighs any public interest in this information.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with my decision on your request, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Ngā mihi nui

pp.

A handwritten signature in black ink, appearing to read 'Anna Graham', written in a cursive style.

Anna Graham
General Manager
Ministerial and Executive Services

Rainbow 101

WELCOME

☰ Introduction

☰ The why

ESSENTIALS

☰ Grow your understanding

☰ Colleagues, Clients and Allies

☰ Scenarios

☰ What is MSD's role?

CONCLUSION

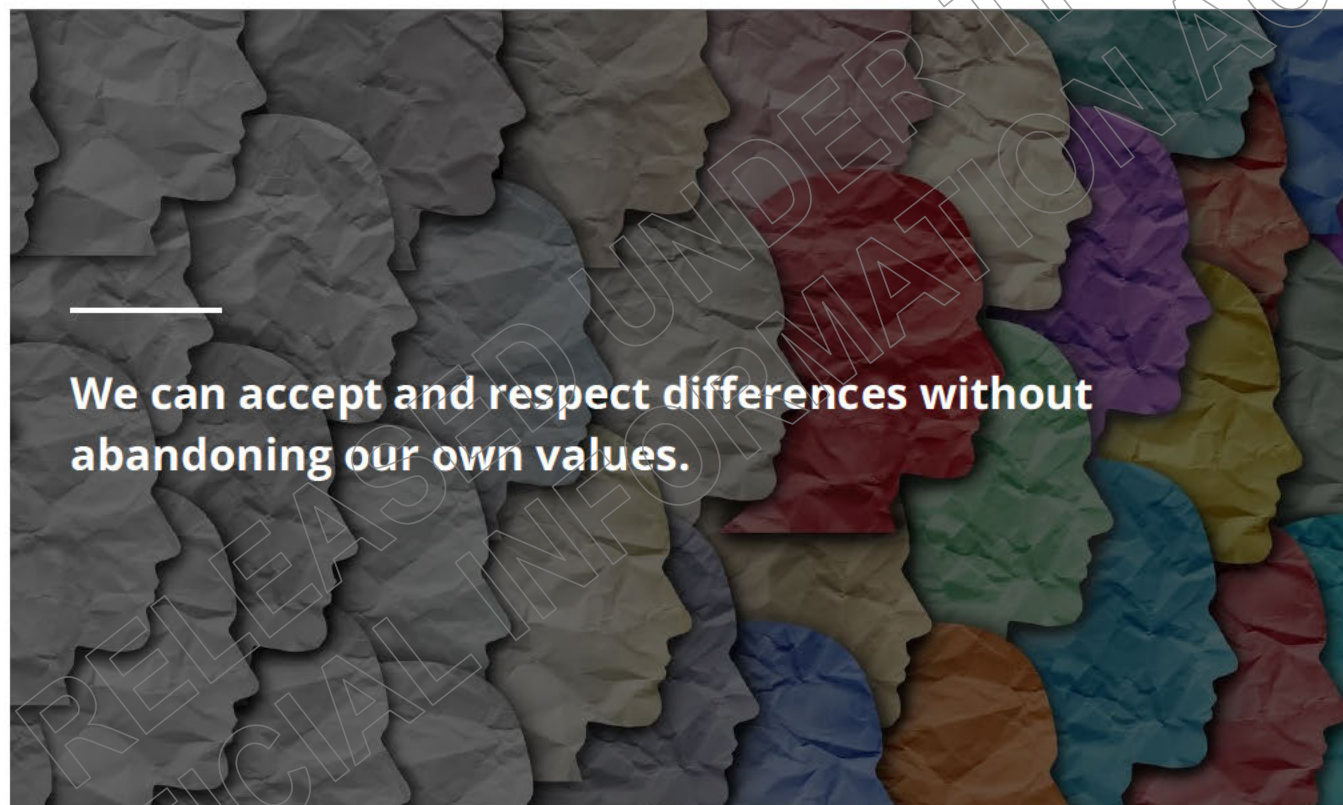
☰ Celebrating our people

☰ Key Takeaways & Next steps

☰

Lesson 1 of 8

Introduction



Although this module is specifically about rainbow communities, the content is universal. Essentially, it's about treating others with respect and acknowledging manaaki and whānau.

This module is designed to help start your journey to understanding the following:

- What makes up the rainbow communities
- Rainbow specific terms and acronyms
- How to grow your understanding in the workplace and with our clients
- Real MSD scenarios that explore ways to interact respectfully and with manaakitanga
- Useful resources and links (please note these all open in new tabs) if you want to know more

**Video Transcript.docx**

17.8 KB



What are Rainbow Communities?



Rainbow Communities are communities of people with a diverse range of sexual orientations, gender identities, expressions and variations in sex characteristics.

Rainbow is a broad umbrella term which encompasses our lesbian, gay, bisexual, transgender, takātapui, queer, intersex, asexual or ace communities and when speaking generally or in casual conversation, rainbow is the term most commonly used.

What are some of the rainbow terms?

You may have heard a number of different terms used by members of Rainbow and Non-Binary/Gender Diverse communities. Let's take a moment to look at some of the key terms and what they mean.

Click on '+' below to learn more:





L is for Lesbian

A **lesbian** is a person who identifies as female or non-binary whose sexual orientation is towards women.

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

LGBTQIA+

G is for Gay

Gay is used to describe sexual and affectional orientation toward people of the same gender. Traditionally used when referring to men.

RELEASED UNDER THE
OFFICIAL INFORMATION ACT



B is for Bisexual.

A **bisexual** is a person emotionally, romantically, sexually, and relationally attracted to both males and females, though not necessarily simultaneously. They may be attracted towards people regardless of their gender.

Bisexual people can also have differing levels of attraction for different genders, and the degree of attraction may vary during the course of their life.

RELEASED UNDER THE
OFFICIAL INFORMATION ACT



T is for Takatāpui or Transgender

There are multiple representations for this letter. Let's look at some of these below.

Takatāpui is a traditional Māori term meaning intimate companion of the same sex. It has been reclaimed to embrace all Māori who identify with diverse genders, sexualities and sex characteristics. Takatāpui however, emphasises one's gender and sexuality as being inseparable to their Māori identity and was reclaimed to challenge the traditional western idea of sexuality and gender that came with colonisation.

Transgender: This term describes a wide variety of people whose gender is different from the sex they were assigned at birth. Transgender people may be binary or non-binary (see below).

T could also stand for transexual, but this is generally considered to be outdated and tends not to be used by younger generations. It may refer to a person who has changed (or is in the process of changing) their body to affirm their gender.



Q is for queer or questioning

Queer was historically used as a derogatory term for something/someone being different. This word has been reclaimed by some sexual and gender minorities.

Note — due to this history, it is best not to initiate the use of this term to refer to others unless this is how they describe themselves.

Questioning is the process of exploring one's own gender identity, gender expression, and/or sexual orientation.

RELEASED UNDER THE
OFFICIAL INFORMATION ACT



I is for Intersex

Intersex is an umbrella term used to describe a range of natural variations in the human body; specifically a persons sex characteristics.

Sex characteristics can include everything from our hormones and chromosomes, to our internal and external anatomy. The variations of sex characteristics can be present at birth or may become evident in puberty or later in adulthood.

These variations (up to 40 different intersex variations possible) are seen by medical circles as "atypical", or not the norm. Non consensual & medically unnecessary surgeries are still performed on intersex babies and children to make them fit the binary.

RELEASED UNDER THE
OFFICIAL INFORMATION ACT



A is for asexual, aromantic or ace

An **asexual** person either does not, or does not often, experience sexual attraction but may experience romantic attraction towards others.

An **aromantic** person experiences little to no romantic attraction but may experience sexual attraction towards others.

Ace is a colloquial term for asexual and/or aromantic, and other identities that fall under the ace spectrum (see below).

RELEASED UNDER THE
OFFICIAL INFORMATION ACT



+ is for Plus

This represents all other sexual and gender identities not covered in the earlier letters, e.g. **pansexual**, **bicurious** etc. (see the link below for more).

Alternatively, you may have heard of SOGIESC which stands for Sexual Orientation, Gender Identity and Expression and Sex Characteristics.

Follow the link to find out about other terms used throughout this module

[GO TO GLOSSARY](#)

The why

What **feelings** come up for me when I see **someone** engage in activities or **express** themselves in a **gender non-conforming** way? Do I have an **emotional response** and if so, **why**?

In this section we'll explore the factors that propel our rainbow communities forward into less than ideal conditions and some accompanying statistics. Whether we are dealing with a client or a colleague from the rainbow communities, we need to examine these impacts that continue to resonate today.

Observing the impact across rainbow communities

Click on the + below to expand

Health and wellbeing of rainbow youth

According to the report from Youth19 2021 Rainbow Youth have:

- High rates of living away from parents. Almost 1 in 3 did not live with either or both parents.

- ♦ Low rates of feeling safe at home. Approximately 1 in 3 did not report feeling safe at home.
- ♦ **High exposure to violence, with over half reporting sexual violence or unwanted sexual experiences and over half being hit or hurt by others in the last year.**

How people are treated in their youth will shape and influence their adult experience.



Mental health risks

The Counting Ourselves 2018 survey reveals significant risks within rainbow communities for both rainbow youth and adults:

- ♦ **Psychological Distress:** 71% experienced high psychological distress, far exceeding the general population's 8% in New Zealand.
- ♦ **Suicide:** 79% contemplated suicide, with 37% attempting it at least once in their lifetime and 12% within the past year.
- ♦ **Takatāpui** reported the stress caused by society's response to their cultural, sexual and gender identities contributed to self-harm and suicide. **55%** of survey participants reported they had
- ♦

contemplated self-harm or suicide, and **34% had self-harmed** or attempted suicide. Takatāpui tend to seek support from whānau and friends rather than professional services.



Unemployment in the rainbow communities

1 in 5 participants of the Counting Ourselves survey reported being homeless.

- Over 25% of the participants avoided visiting Work and Income for benefits, with Trans men being the most likely to avoid our services.

- **19%** of takatāpui and Māori LGBTQIA+ survey participants from the Honour Project Aotearoa reported experiencing **homelessness** due to insufficient **income** and **discrimination**.



The Trans and Non-binary employment experience

In the Counting Ourselves report almost **three-quarters of participants had hidden** that they are trans or non-binary because they **feared discrimination**.

- Many participants reported **negative experiences when co-workers were aware of their gender**.

For over a quarter of participants, employers or co-workers had inappropriately shared personal information. Almost **1 in 5 quit a job** because of how they were treated as a trans or non-binary

- person.

"Being trans isn't something that in itself causes mental distress or harm. It's how the world around you treats you for being trans that does the harm"

-Trans man, adult



Manaaki

We care
about the
wellbeing
of people



Whinau

We are
inclusive
and build
belonging



Mahitahi

We work
together,
making a
difference for
communities



Tikame tepono

We do the
right thing,
with integrity

Here at MSD 9.2% of staff identify as part of the rainbow communities and come to work everyday to make a positive impact. If each of us embodies our MSD values, we are taking the first steps towards supporting rainbow people.

Our goals for this module include the following:

- To become more aware of the actions we can take to create a whānau centric and inclusive environment for rainbow community members.
- To aspire to raise awareness through mahi tahi about the challenges encountered by individuals in the rainbow communities when interacting with the Ministry.
- To seek to enhance our roles, improve experience and celebrate the great achievements of employers, colleagues, leaders, and allies within the Ministry.
- To show manaaki to all who enter our doors by treating them equitably.

Lesson 3 of 8

Grow your understanding

Let's stop and think for a bit about ourselves

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

What messages was I given about gender, bodies and sexuality growing up? Which of these messages were helpful or unhelpful for me in my own identity journey?

Please note your responses are not recorded and will remain anonymous

type your text here

Let's check



The Genderbread person

This model is a combination of information from the Genderbread Person (created by It's Pronounced Metrosexual) and the Flying Unicorn (created by Dr Erica Jayne Friedman).

The model helps people understand sexual orientation, gender identity gender expression and anatomical sex/sex characteristics. **This model is a very simple depiction of a very complicated topic. It doesn't represent all of the known complexities and intricacies of gender, biology, and orientation, but it is a good place to start your journey.**

Humans like simplicity, but gender and orientation are anything but simple, including at the biological level.

The Genderbread Person

by its pronounced METROsexual

Remember gender is a social construct and can differ geographically, ethnically, from society to society and through out history.

The Genderbread Person

by its pronounced **METRO**sexual community



Gender is one of those things everyone thinks they understand but most people don't.

Gender isn't binary, it's not either/or, in many cases it's both/and. A bit of this and a dash of that.

This guide is meant to be an appetizer of understanding gender.

Start

The Genderbread Person

by its pronounced **METRO**sexual community



Gender Identity

This is how you, in your head, experience and define your gender, based on how much you align with what you understand the options for gender to be.

There are many different names people use for gender identities – so many that we can't fit them here.

You can identify with more than one label and to greater or lesser degrees. A person's gender identity does not always predict their gender expression, gender assignment, or gendered biology.

Identity ≠ Expression ≠ Sex

Next

The Genderbread Person

by its pronounced **METRO**sexual ©2014



Gender Identity



Woman-ness



Man-ness



Non-Binary



Transgender

Personality traits, jobs, hobbies, likes,
dislikes, roles and expectations

common **GENDER IDENTITY** things

Identity \neq Expression \neq Sex

Next

The Genderbread Person

by its pronounced **METRO**sexual ©2014



Attraction or Orientation

This is how you find yourself feeling drawn or not drawn to some other people. How you find yourself drawn to other people can be sexual, romantic and/or other ways (often categorised within gender).

Romantic attraction and sexual attraction are two different concepts. A person can have romantic attraction to another without sexual attraction, and vice versa.

Sexual or romantic identity is self identified, and is based on the gender or genders we are attracted to, or the labels we feel best describe those attractions.

There are many different labels people use for their attractions, so many that they can't all be listed here.

Gender \neq Sexual Orientation

Next

The Genderbread Person

by its pronounced **METRO**sexual



Sex



Identity ≠ Expression ≠ Sex

This is both the physical traits you're born with or develop that we think of as "sex characteristics", as well as the sex you are assigned at birth.

Sex assigned at birth (SAAB) is typically based solely on external genitalia present at birth (ignoring anatomy, biology and change throughout life). Often, it's assigned before you are born through ultrasound.

You can be designated as female, male or intersex (1.7% of the population has some intersex traits which is nearly as common as having red hair).

SAAB is key for distinguishing between the terms cisgender (when SAAB aligns with gender identity) and transgender (when it doesn't).

Next

The Genderbread Person

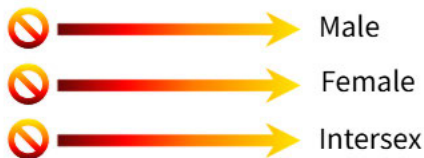
by its pronounced **METRO**sexual



Anatomical Sex



Identity ≠ Expression ≠ Sex



Body hair, chest, hips, shoulders,
hormones, penis, vulva,
chromosomes, voice pitch

common **ANATOMICAL SEX** things

Next

The Genderbread Person

by its pronounced **METRO**sexual community



Identity ≠ Expression ≠ Sex



Gender Expression

Expression is how you present your gender through your actions, clothing, hairstyles, hobbies and demeanor, and the engendered ways those presentations are socially interpreted.

This presentation could be 'feminine' or 'masculine' but there are also gender neutral or undefined interpretations.

Next

The Genderbread Person

by its pronounced **METRO**sexual community



Identity ≠ Expression ≠ Sex



Gender Expression



Femininity



Masculinity



Neutrality

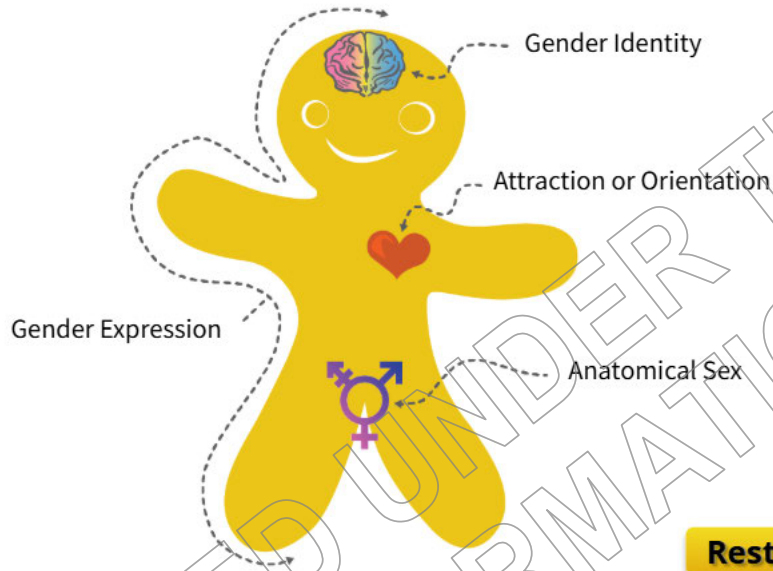
Style, grooming, clothing,
mannerisms, affect, appearance, hair,
make-up

common GENDER EXPRESSION things

Next

The Genderbread Person

by its pronounced **MeTRO**sexual gender



Restart

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

If you want to know more about the Genderbread Person click the link

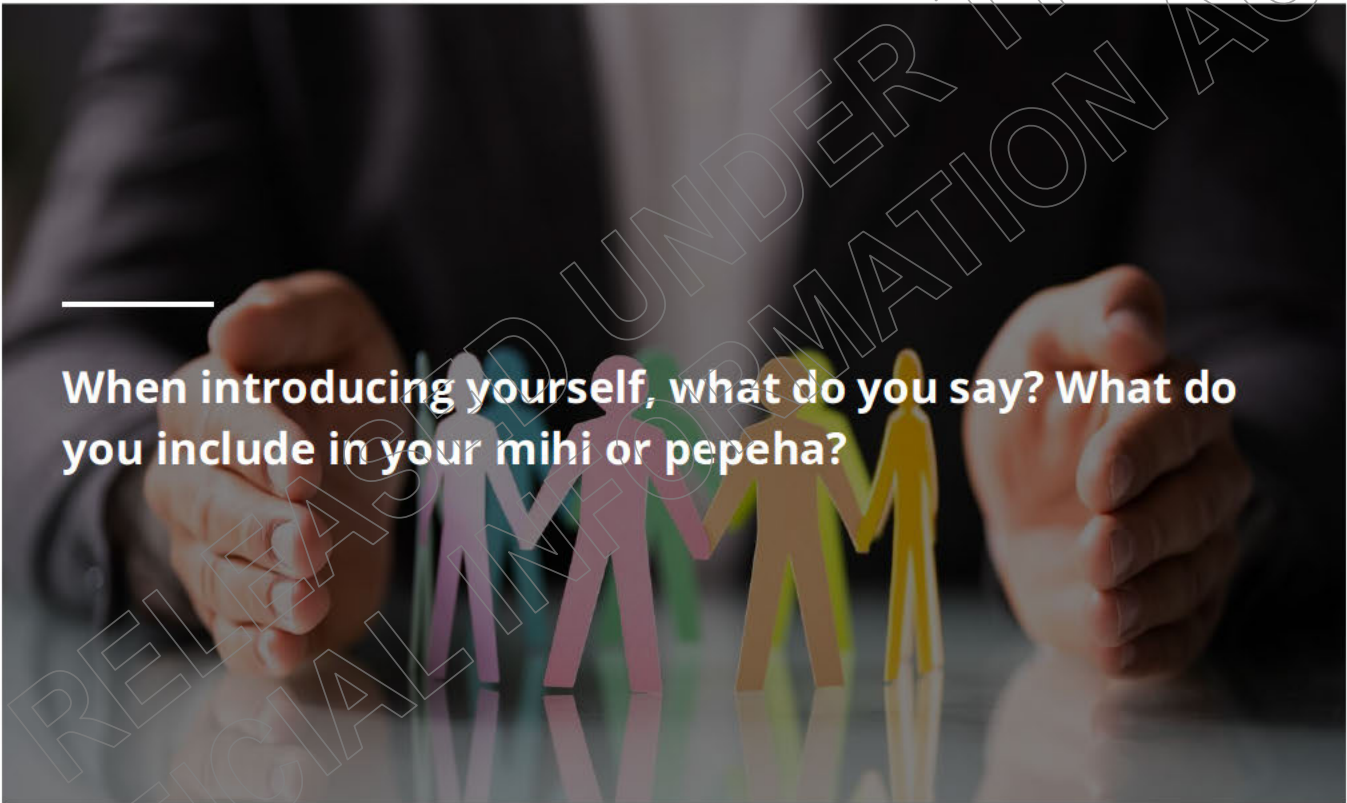
GENDERBREAD

If you want to know more about the Gender Unicorn click the link

UNICORN

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

Colleagues, Clients and Allies



When introducing yourself, what do you say? What do you include in your mihi or pepeha?

Adjusting to Pronouns

This is a great opportunity to show manaaki as it takes a little thought to create an inclusive dialogue with an audience whether it's one person or several. Including your pronouns within a group signifies to an audience you are on a journey of understanding and goes a long way to making everyone feel included.

An easy way for you to show your support for your rainbow colleagues is to share your pronouns in your email signature and when you introduce yourself. This normalises the use of pronouns and makes it safer and easier for others to share theirs.

Shannon Damin (He/Him)

Customer Service Representative

Kaihāpai Moni Oranga

Work and Income | Senior Services

Kordia House, 109-125 Willis Street, Wellington 6011



**MINISTRY OF SOCIAL
DEVELOPMENT**

TE MANATŪ WHAKAHIATO ORA

Select **Email Signature** link to read more about Pronoun use in email signatures

EMAIL SIGNATURE

Let's have a go!

Write an example of an introduction for your non-binary friend Ash to someone new that includes their pronouns.

You can write it in the box below.

type your text here

Let's check



Think about the below examples where gender assumptions have been removed

- "Tēnā koutou **te whānau/everybody**, we hope you enjoy this hui. My name is Jo and I use he/they pronouns"
- "If you have a **partner**, we will see what we can do to support **them** also"



"Kia ora, what are your **name and pronouns**?" "If your name doesn't match the one we have on record we can amend that for you".

Do you want to know more about pronouns?

PRONOUNS

Want something more specific?

WORKING WITH RAINBOW DIVERSE CLIENTS

WORKING WITH RAINBOW DIVERSE COLLEAGUES

ACTIVE ALLY (IF YOU WANT TO GO A STEP FURTHER):

- The focus should be on their needs and strengthening their support networks.
- Be aware of any biases that you have and consider the effects of minority stress as factors when making decisions for clients (i.e. what must it be like to be discriminated against in housing and employment due to how they present).
- Maintain privacy and confidentiality. Not everyone is out and there is nothing wrong with this. Do not share someone's identity/orientation unless they have clearly stated that it is ok to do so.
- According to the [Manalagi project](#)
 - 1 in 5 respondents experienced exclusion from a Pacific community group for being Rainbow+ and 92% of respondents indicated their cultural identity is "important" or "very important" to them.
 - These findings highlight the unique cultural and social experiences of those who belong to multiple communities such as Rainbow+ and Pacific peoples. Understanding this intersectionality and its impacts on our clients helps us to better support and respond to their specific needs.



WORKING WITH RAINBOW DIVERSE CLIENTS

WORKING WITH RAINBOW DIVERSE COLLEAGUES

ACTIVE ALLY (IF YOU WANT TO GO A STEP FURTHER):

- ◆ Avoiding jokes or expressions that discriminate or enforce stereotypes. Address disrespectful language and behaviour in a timely manner.
- ◆ Reflect on the experience in your site/location, team and culture and create the environment proactively. Review local policies and practices i.e. gendered dress codes that can be discriminatory.
- ◆ Share top-down messaging about rainbow communities and getting involved and promoting days of significance such as Pride and other awareness raising events.
- ◆ For cisgender colleagues (people whose gender identity aligns with the sex they were assigned at birth), reflect and take time to learn about and understand any privilege you may have such as:
 - ◊ having access to gender affirming health care
 - ◊ not being mis-gendered
 - ◊ not experiencing discrimination and lack of understanding about your gender identity



WORKING WITH RAINBOW DIVERSE CLIENTS

WORKING WITH RAINBOW DIVERSE COLLEAGUES

ACTIVE ALLY (IF YOU WANT TO GO A STEP FURTHER):

- Take responsibility to educate yourself about transgender and gender diverse communities, and be an active ally by gently correcting mis-gendering with the person's appropriate name and pronouns.
- Grow your cultural competence by learning about transgender people in Te Ao Māori, Pasifika and other ethnic identities.
- Remember if you are part of the community you can be an ally too by gaining a better awareness of the unique issues that face each of the LGBTQIA+ identities and calling out any of the following:
 - micro aggressions (subtle unintentional discriminatory actions or remarks that convey a derogatory message to marginalized groups).
 - discrimination
 - stereotypes



proudi
He toka to moana

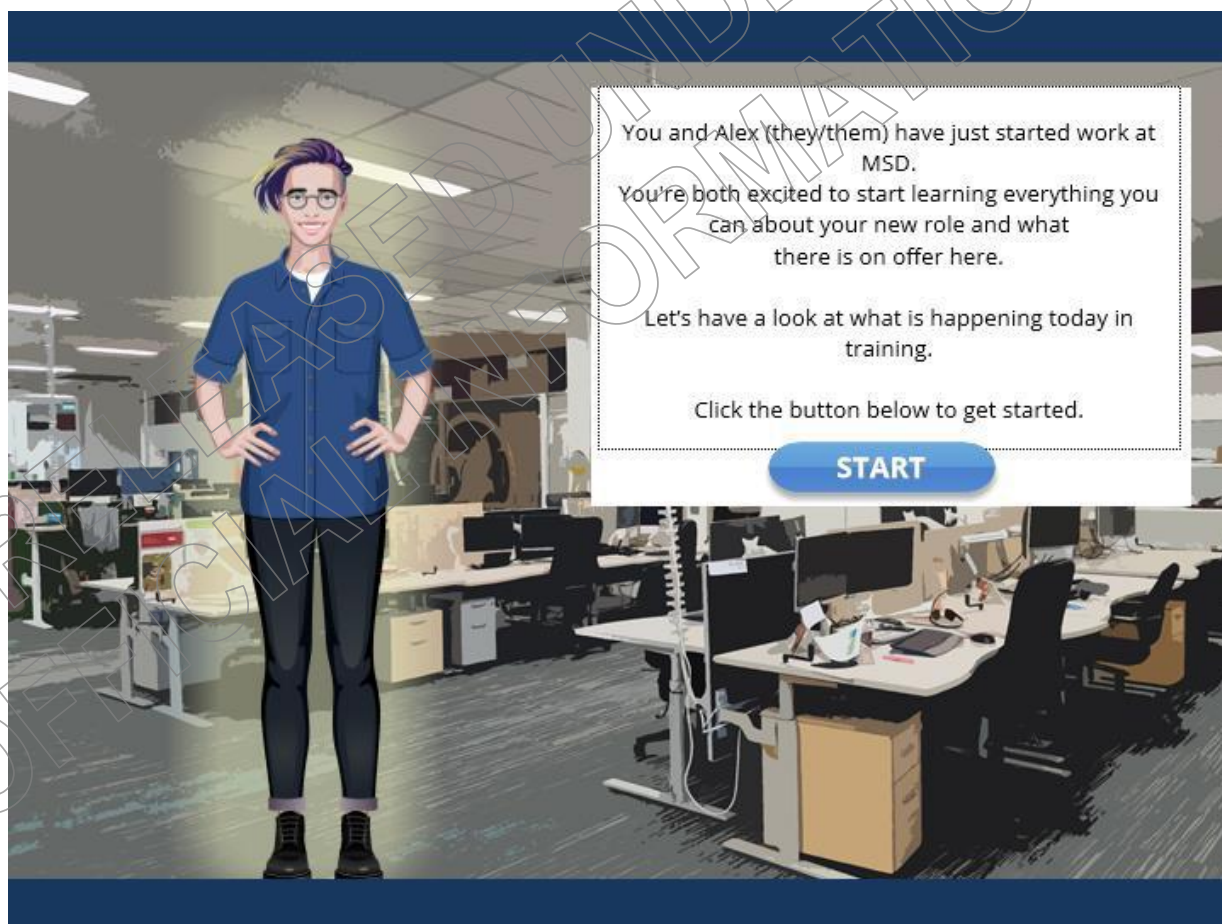
Proud@MSD is an
employee-led network
for rainbow staff.

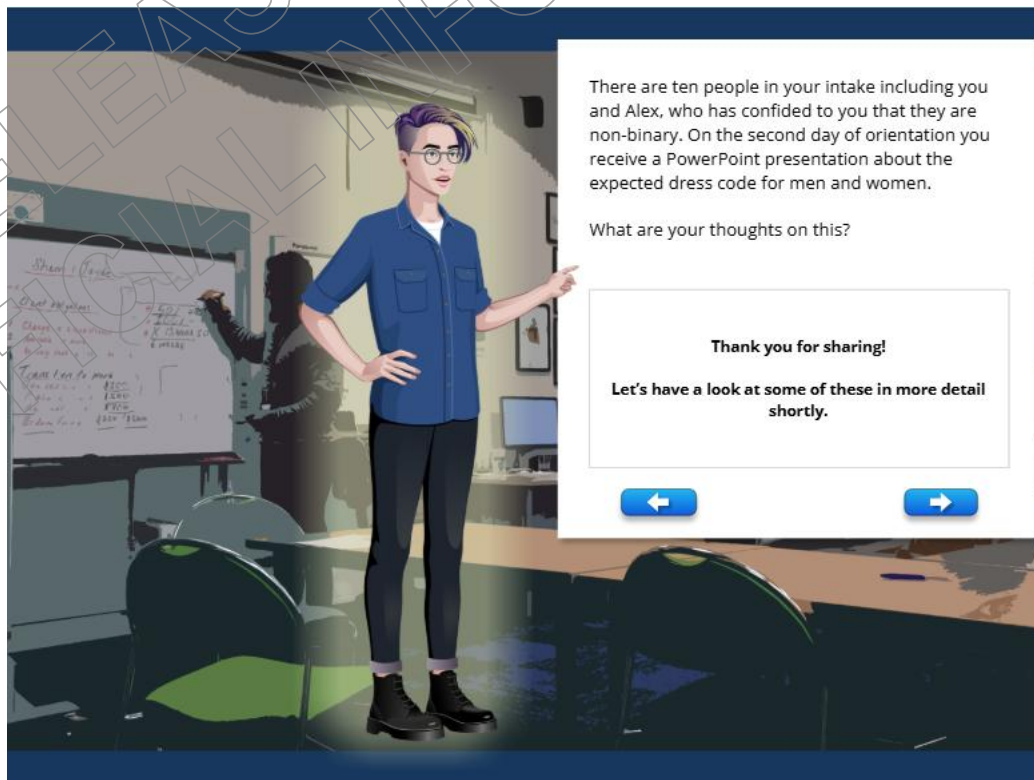
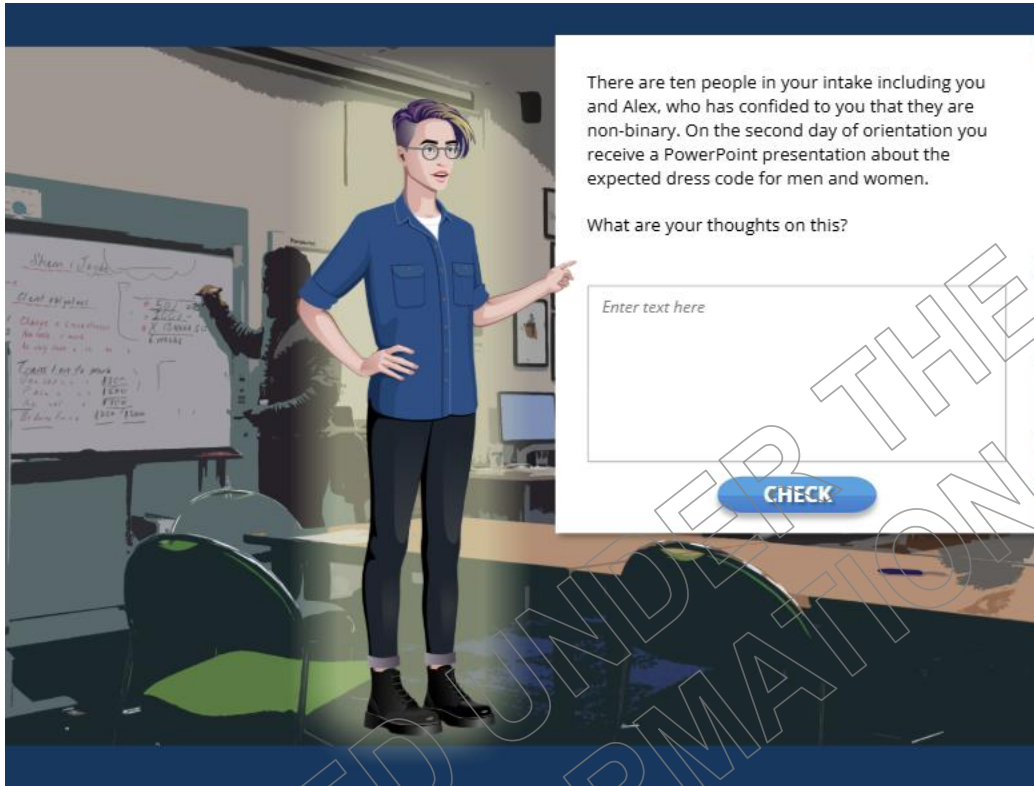



RELEASED UNDER THE
OFFICIAL INFORMATION ACT

Scenarios

Scenario 1 - Alex







The group are discussing various elements of the dress code, like:


- can I wear a long top over leggings?
- can I wear shorts in the summer?

You can see that Alex has opened the PowerPoint and is looking very uncomfortable.

What might Alex be feeling?

Enter text here

CHECK



The group are discussing various elements of the dress code, like:

- can I wear a long top over leggings?
- can I wear shorts in the summer?

You can see that Alex has opened the PowerPoint and is looking very uncomfortable.

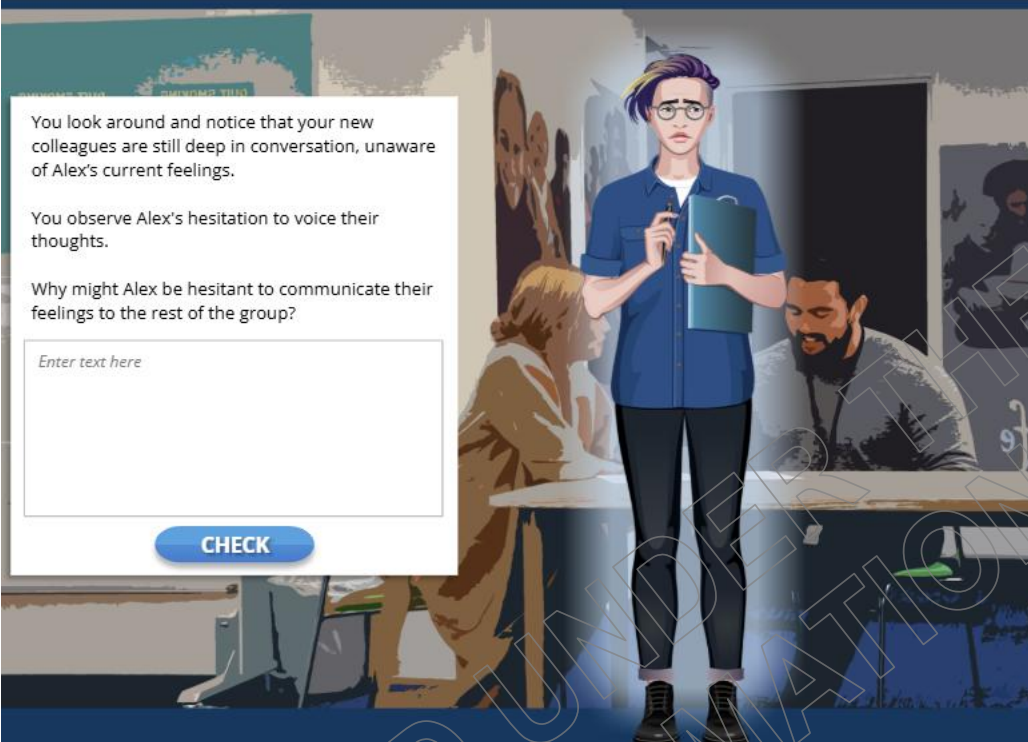
What might Alex be feeling?

Thank you for sharing!

Alex feels isolated from the group and not feeling included or even recognised by the trainers or by the workplace.

Alex feels a mix of anxiety, guilt, confusion and hurt all in the space of a few minutes.

← **→**



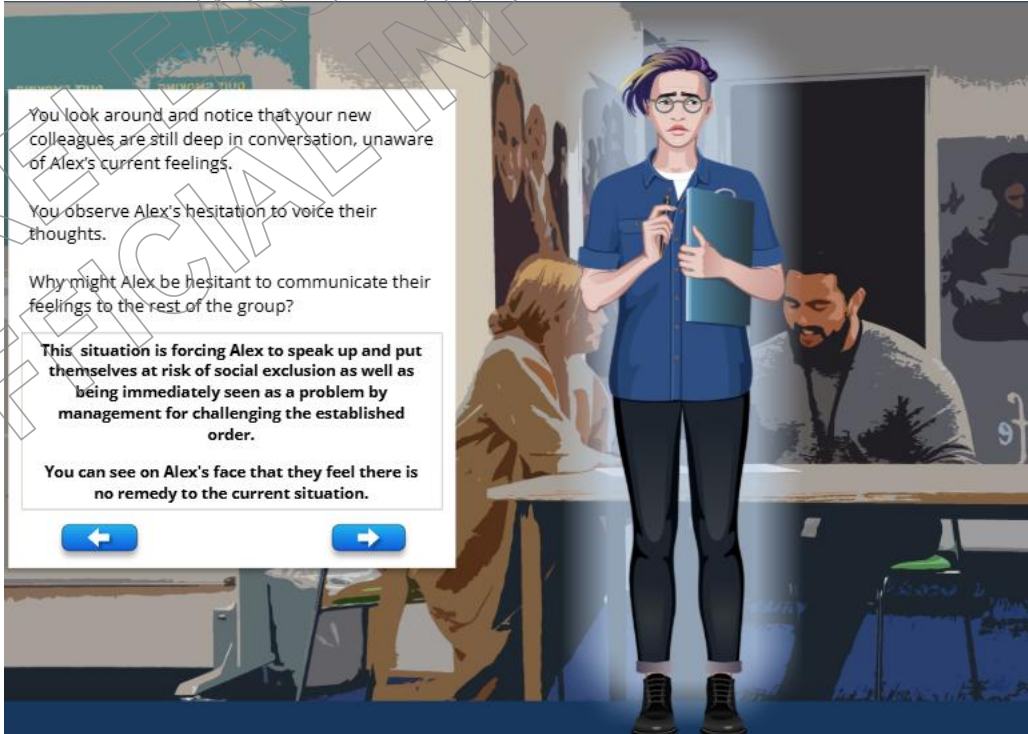
You look around and notice that your new colleagues are still deep in conversation, unaware of Alex's current feelings.

You observe Alex's hesitation to voice their thoughts.

Why might Alex be hesitant to communicate their feelings to the rest of the group?

Enter text here

CHECK



You look around and notice that your new colleagues are still deep in conversation, unaware of Alex's current feelings.


You observe Alex's hesitation to voice their thoughts.

Why might Alex be hesitant to communicate their feelings to the rest of the group?

This situation is forcing Alex to speak up and put themselves at risk of social exclusion as well as being immediately seen as a problem by management for challenging the established order.

You can see on Alex's face that they feel there is no remedy to the current situation.


← →



What could be done to help Alex and the group navigate this situation?

Enter text here

CHECK



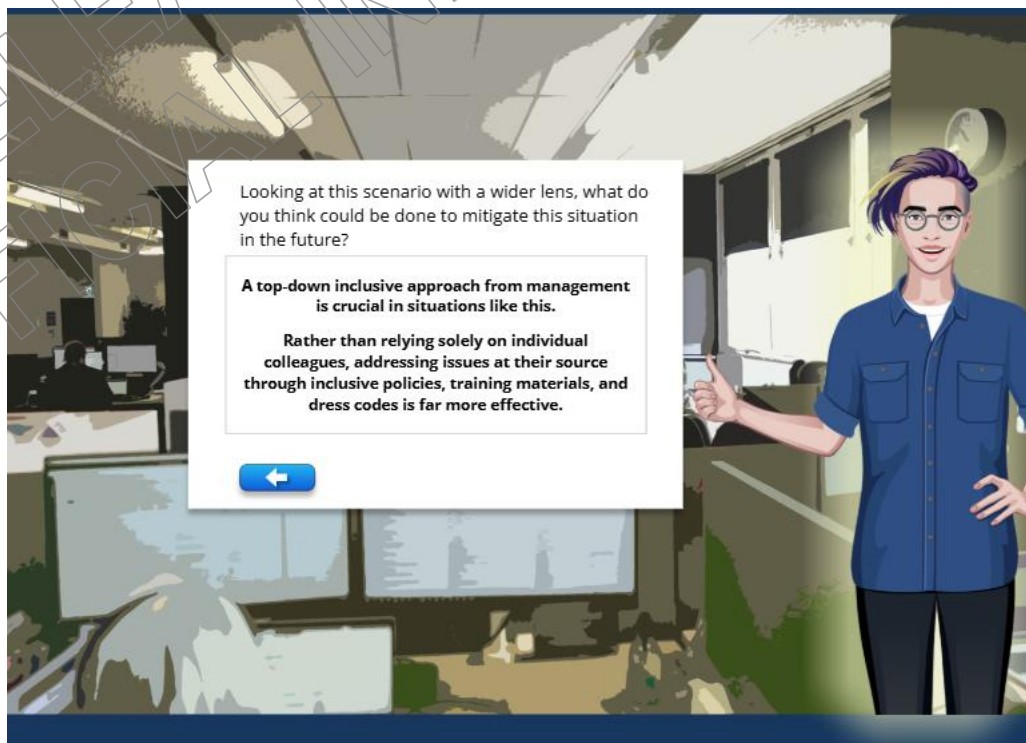
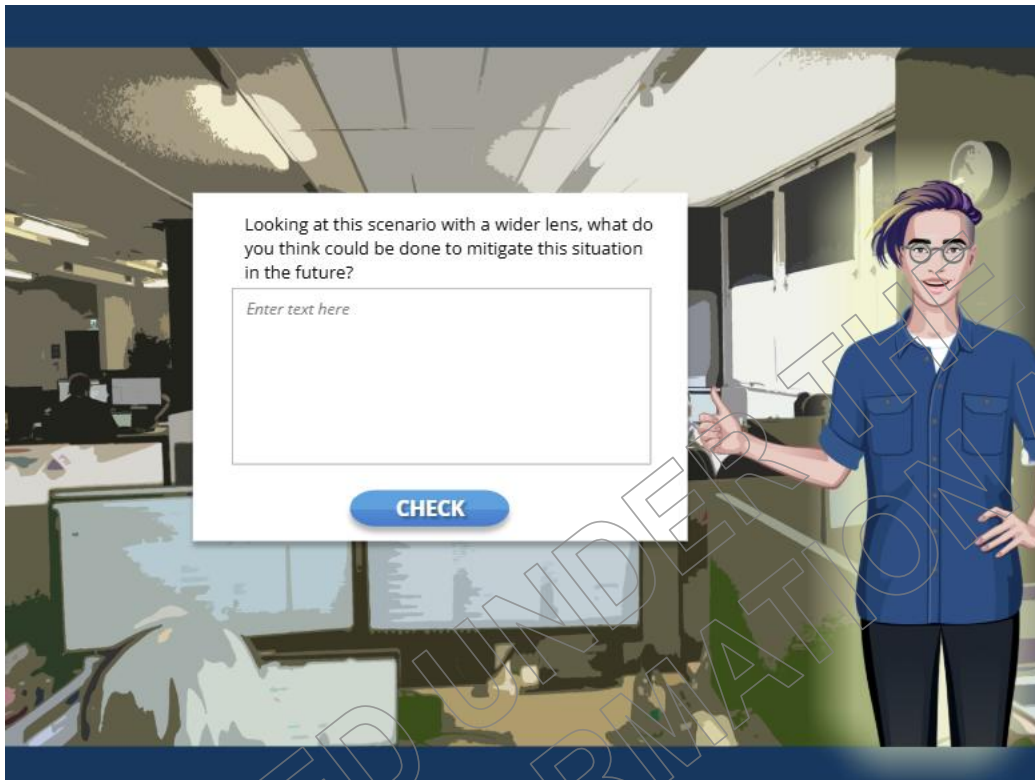
What could be done to help Alex and the group navigate this situation?

Alex feels isolated from the group.

Acknowledge their feelings privately and express openness to starting a new discussion.

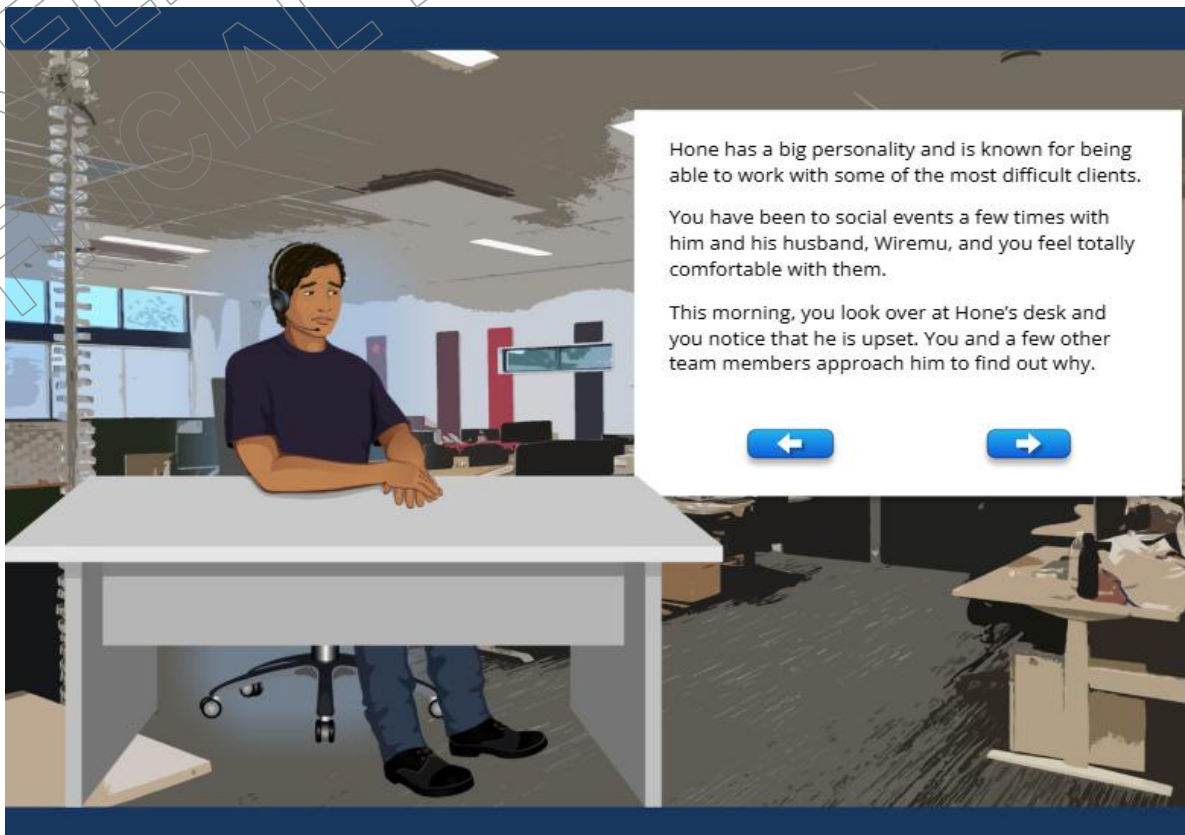
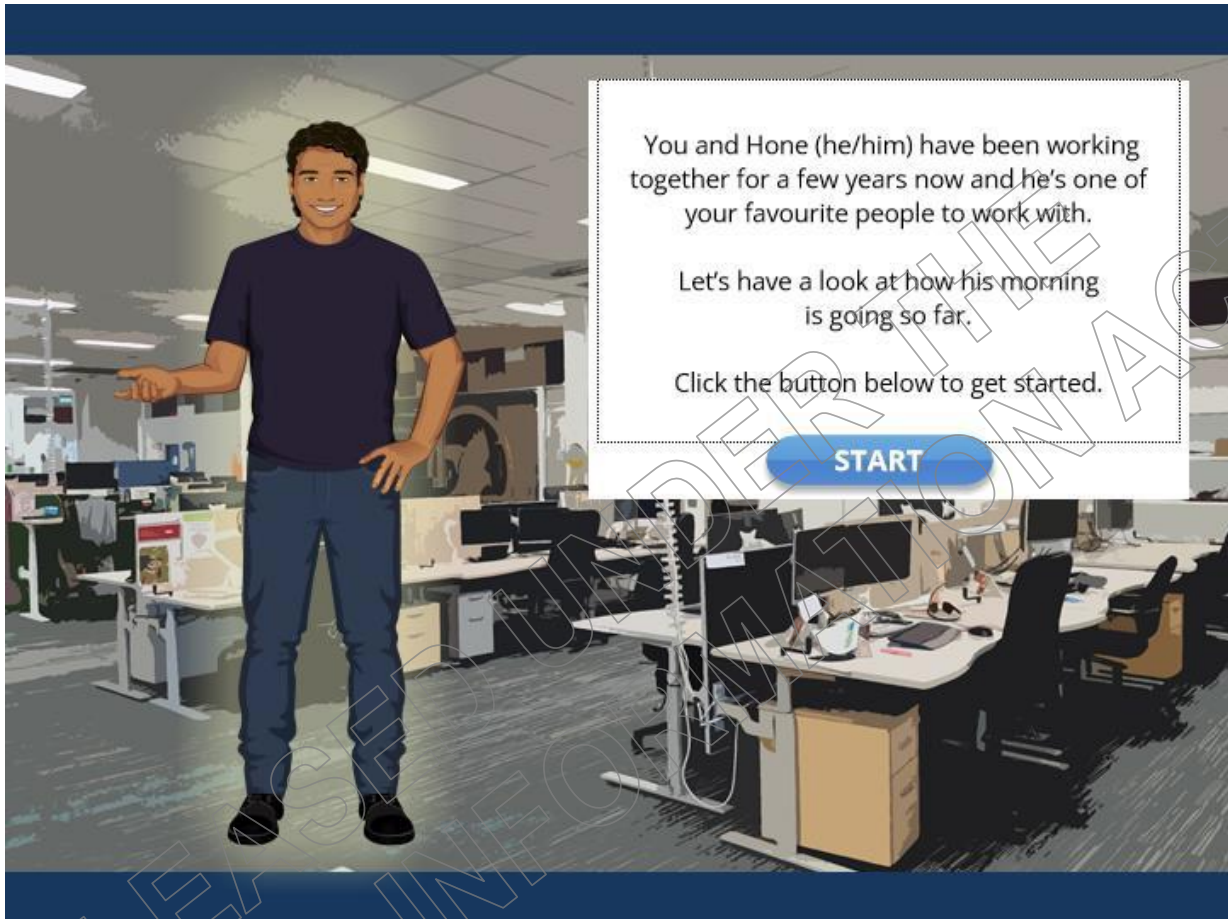
Having an ally in the room will make Alex feel less alone and more confident about engaging with the group later on.


← →



RELEASED UNDER THE
OFFICIAL INFORMATION ACT

Scenario 2 - Hone





He tells you that he was on the phone with a client who got upset when he was unable to help her with the extra funding she requested due to her being at her limit.


The client responded by saying "I knew you wouldn't help me you faggot" and then hung up.

Hone thinks the client picked up that he is gay from his tone of voice.

What do you think is going through Hone's mind? How do you think he is feeling?

Enter text here

CHECK



He tells you that he was on the phone with a client who got upset when he was unable to help her with the extra funding she requested due to her being at her limit.

The client responded by saying "I knew you wouldn't help me you faggot" and then hung up.


Hone thinks the client picked up that he is gay from his tone of voice.

What do you think is going through Hone's mind? How do you think he is feeling?

Thank you for sharing!

Hone prides himself on being able to handle the difficult calls. The clients discriminatory and personal attack has left him feeling less confident and his professionalism has been called into question based on assumptions and prejudice regarding his personal life.

← →




Your other team members seem to be at a loss with what to say to comfort Hone. They all start offering hugs, and asking what they can do for him.

You also want to say something encouraging, and maybe offer some advice. What do you think you should say or do?

Enter text here

CHECK



Your other team members seem to be at a loss with what to say to comfort Hone. They all start offering hugs, and asking what they can do for him.

You also want to say something encouraging, and maybe offer some advice. What do you think you should say or do?


Thank you for sharing!

Perhaps you could remind Hone that he has excellent communication skills and professionalism and was following MSD protocol regarding what could be offered to the client.

Remind him of all the feedback he has received that has been affirming and positive.

Most importantly **ASK** Hone what **HE** needs at this time.

← **→**



Hone is really shocked at how much the caller's reaction affected him. He's always considered himself to have a thick skin and is normally confident in who he is - out and proud but this has really shaken him.


He's talking about stepping back from phone calls for a while.

What can you do to support Hone?

Do you agree that stepping back is a good plan?

Enter text here

CHECK



Hone is really shocked at how much the caller's reaction affected him. He's always considered himself to have a thick skin and is normally confident in who he is - out and proud but this has really shaken him.

He's talking about stepping back from phone calls for a while.

What can you do to support Hone?

Do you agree that stepping back is a good plan?


Thank you for sharing!

Listen to Hone's needs; if he's distressed, he might benefit from taking a break, like going for a walk.

If Hone is really upset, he should talk to his team lead or manager for support and consider accessing EAP/ Benestar counseling.

If Hone has a thick skin, deeper issues might be at play, possibly stemming from micro-aggressions based on his sexual orientation. Consider lodging a STAR incident report and alerting the client's file.


← →



Now that you have the whole story, what are some key takeaways for you?

Enter text here

CHECK



Now that you have the whole story, what are some key takeaways for you?

Thank you for sharing!

These could include some of the following:

- Remind them of their options such as talking to a manager
- Ask individuals what support they need in situations like these
- Try to remain positive and affirming in your responses
- Record micro aggressions or discriminatory behaviour in STAR.
- Listen to them

←

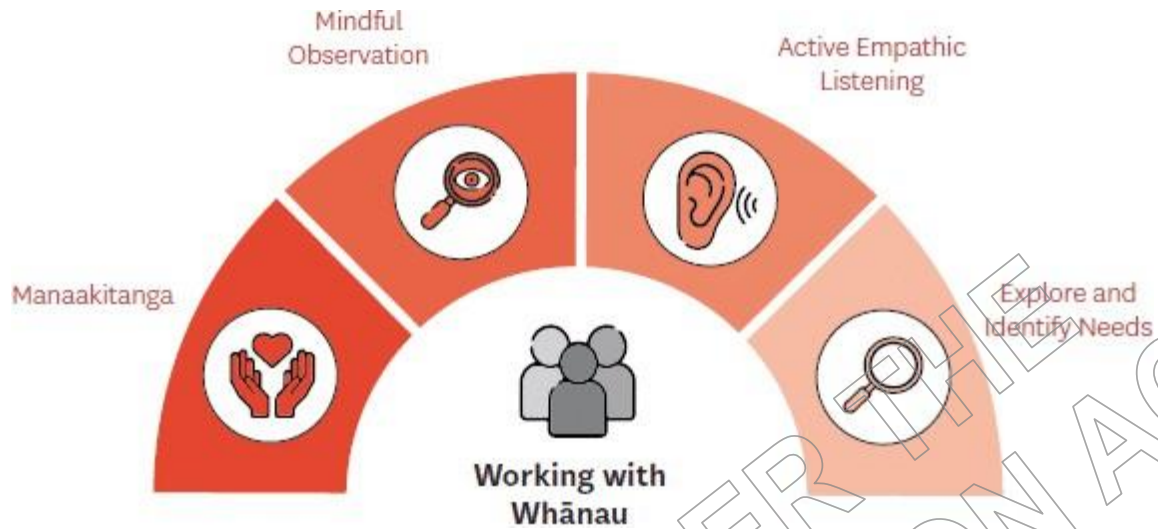
What is MSD's role?

Our leaders here at MSD set the tone and should model inclusive behaviour, however we all have a responsibility to create and uphold safe and inclusive working environments - where all our staff, and clients demonstrate mahi tahi and are respected and treated with dignity.

We want our **clients** and **employees** to have a **positive** experience and embedding **rainbow inclusion** is the embodiment of **tika me te pono** - the right thing to do.

Client centric approach

Some of the things we have already implemented around the ministry serve as excellent illustrations of how we can show manaaki to our rainbow communities. The Development Maps are a great example, which show effective approaches that can be adapted to any situation, aiding us in fostering a comfortable, secure and inclusive environment for everyone here.



Te Pae Tawhiti – Our Future



Te Pae Tawhiti

Te Pae Tawhiti is paving the way for a different future in our technology and client service journey – and we want to embed rainbow inclusion right up the front in our approach to equity of experiences.

What else is on offer at MSD for our rainbow communities?

Click the cards to find out more



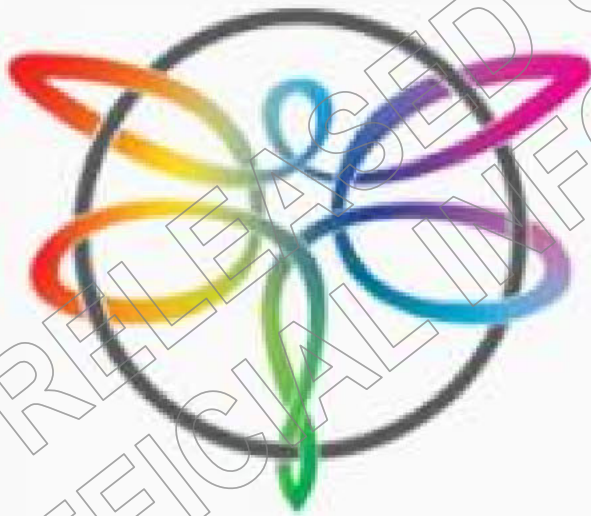
Proud@MSD is an employee-led rainbow network that values diversity, embracing sexual orientation, gender identity, gender expression within our community.



Celebrating **Transgender Awareness Week**. Educating the wider community about transgender and gender non-conforming people



Celebrating **Pink Shirt Day** which is about speaking up, standing together, and stopping bullying. By taking part, you will be doing your part to raise awareness on this issue and help eliminate bullying.



CARN is a government wide network that aims to promote inclusion while strengthening participation, representation and respect for all rainbow people in the public sector through bi-annual conferences, resource development and advocacy.



Gender Affirmation and Transitioning Guidelines

support individuals through gender affirmation at work, promoting inclusivity while aligning with MSD's values.



A **confidential rainbow question** has been added to **MyHR**. You can now self-identify as part of the LGBTQIA+ (rainbow) communities at MSD.

- Te Kawa Mataaho PSC has created a Four-point action plan to focus on lifting visibility, awareness, data collection, education and support for rainbow public servants.
- The Pride Pledge is a values-based commitment that organisations and individuals can take to demonstrate their dedication to the safety, visibility

and inclusion of the rainbow members of their community and workforce, both internally and externally.



If you want to find out more about dates and events important to rainbow (and other) communities, MSD offers a cultural calendar of events throughout the year. Click the link!

[CULTURAL CALENDAR](#)

Lesson 7 of 8

Celebrating our people

Let's celebrate our successes no matter how big or small! Check out some of the amazing stories of our vibrant and inspiring people here at MSD from the rainbow communities around Aotearoa. These personal snapshots into their lives showcase their hard mahi, perseverance and embodiment of MSD's values both in and outside of the ministry.

s9(2)(a)



s9(2)(a)

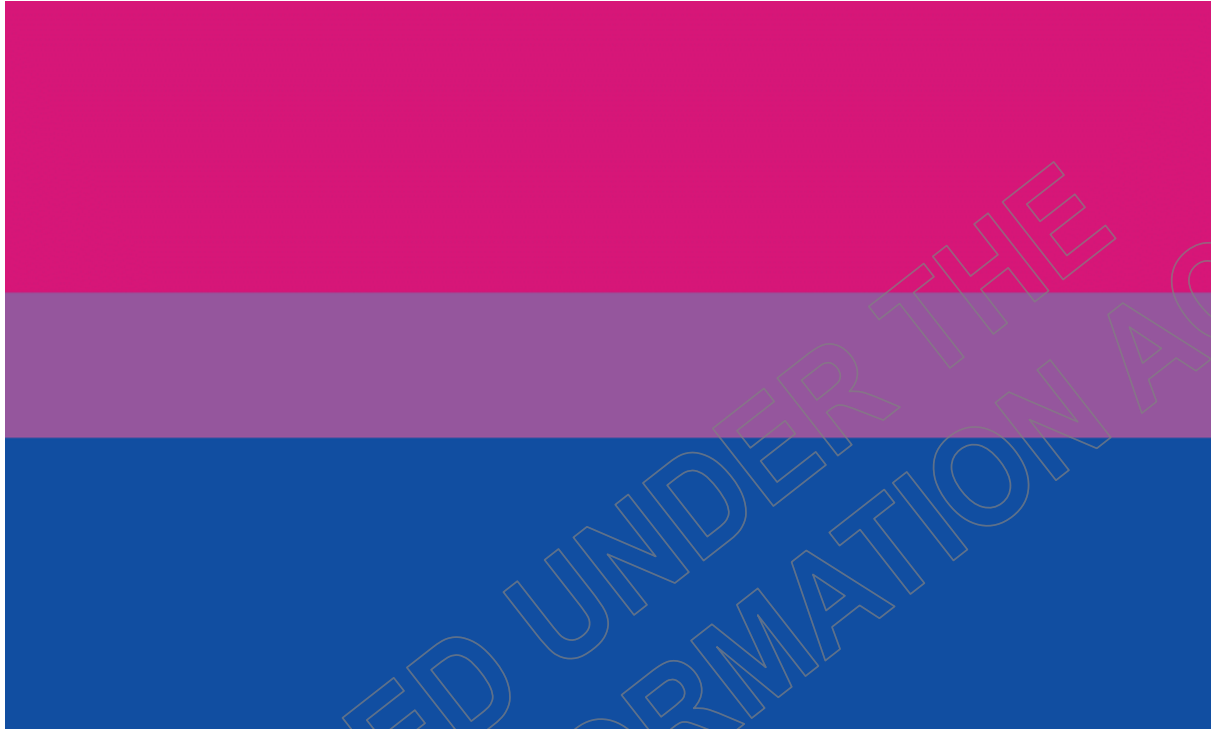
RELEASED UNDER THE
OFFICIAL INFORMATION ACT

s9(2)(a)

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

s9(2)(a)

RELEASED UNDER THE
OFFICIAL INFORMATION ACT



"I still remember when I had my first boyfriend and coming out of the closet in my late teens. I knew that I was bisexual at the time but it was very awkward to explain to friends and family where on the scale I land and how that applied to my dating a man, so it was easier to say that I was gay (even though that relationship was short lived).

Fast forward 10 years and I fall in love with an amazing woman and begin a relationship with her.

As a result, I essentially ended up coming out twice! First as gay, then 10 years later as bisexual. I remember my mother telling me she will love me no matter who I love and the support was overwhelmingly positive!"

- MSD staff member

Key Takeaways & Next steps

Key Takeaways

- Think about our values and why it's important to uphold these when interacting with all communities here at MSD.
- If you ever find yourself in a challenging situation, stop, think and reflect. Learning is a journey to greater responsibility.
- Something as simple as getting a person's pronouns correct can go a long way with building relationships with those in the LGBTQIA+ communities.
- A person's gender identity does not always predict their gender expression, assignment or biology. Never assume!
- Regardless if you are starting out or if you consider yourself an active ally, take a deep dive into any of the links that interest you (if you haven't already).

Are you looking for more support?



Managers and Leaders can request additional support for their site/team by contacting the employee-led network [Proud@MSD](#), or the [People Experience](#) team.

Useful links

Have a look at the links below for more information that hold great resources for you here at MSD.

What is Gender Identity?

This page provides information on gender identity and includes some facts, things to consider and a glossary of terms.

GENDER IDENTITY

Diversity and Inclusion HUB

This centralised hub is a one-stop shop for all things diversity and inclusion, related to the communities that make up our MSD kaimahi. This also includes the cultural calendar.

D&I HUB

Transitioning and Gender Affirming Guidelines

GUIDELINES

External Resources

Here you'll discover a range of links that extend beyond the Ministry. These resources offer opportunities for deeper exploration across various aspects of the rainbow community.

Rainbow Le Va

Our purpose is to support Pasifika families and communities to unleash their full potential and have the best possible health and wellbeing outcomes.

RAINBOW LE VA

Intersex Aotearoa

Intersex Aotearoa is an intersex-led non-profit organisation that provides affirmation, advocacy and referral for intersex people and their whānau.

INTERSEX AOTEAROA

Takatāpui: Over the Rainbow - Gender Minorities Aotearoa

At it's core, takatāpui is a Māori concept that sits within Māori culture, with it's

own history and wairua, one very different to terms such as LGBTQI+.

TAKATĀPUI

Rainbow inclusive language

Using inclusive language for Rainbow communities, including in the Public Service, ensures our rainbow colleagues, and the Rainbow communities we serve, feel they are treated respectfully and inclusively.

RAINBOW LANGUAGE

Gender Minorities Aotearoa

Gender Minorities Aotearoa provides a whole lot of resources and training. Check out their website and glossary.

GENDER MINORITIES

Rainbow Youth

A group that provides support, information, resources & advocacy for Aotearoa's queer, gender diverse, takatāpui and intersex youth.

RAINBOW YOUTH

Outline NZ

Confidential, free, all-ages support line, rainbow specialist counselling and trans peer support: 0800 OUTLINE (6885463).

OUTLINE NZ

You can close this module by clicking on the exit button

EXIT



If you have any feedback on the contents of this module please
send it through to training_design@msd.govt.nz