



15 December 2021



Tēnā koe



Thank you for your request made under the Official Information Act 1982, received on 23 November 2021. You requested the following (numbered for ease of response):

1. *How much has been paid to Rainbow Tick since 2016 to today broken down by year?*
2. *How much has been paid to obtain Rainbow Excellence award since 2016 to today broken down by year?*

### **Inland Revenue and the Rainbow Tick**

We signed up to the Rainbow Tick accreditation programme for several reasons:

- We want to foster a work environment that is free from bias and discrimination; an environment where all our people feel safe and included.
- We want to be a great employer that attracts fantastic people with diverse backgrounds and experiences.
- Lastly, we want to make sure that we are a safe organisation for our customers, and that the work we do reflects their perspectives and experiences.

The accreditation programme offers us a way to systematically assess all aspects of our work environment, from policies to procedures, and practices. It also helps us stay current as the environment changes through ongoing monitoring and evaluation. Through our accreditation, we also receive training, resources, advice, guidance on best practice and support.

While the accreditation is for the Rainbow Tick only, we have found the framework a useful way to ensure all of those same policies, procedures and practices are inclusive of other groups too.

Please note, Inland Revenue joined Rainbow Tick from 1 April 2020.

**Question 1:** *How much has been paid to Rainbow Tick since 2016 to today broken down by year?*

On 14/4/2020 (financial year 19/20), \$10,500 (\$12,075 GST inclusive) was paid to Kahui Tu Kaha Ltd for Rainbow Tick Programme 2020/21.

On 13/05/2021 (financial year 20/21), \$10,500 (\$12,075 GST inclusive) was paid to Kahui Tu Kaha Ltd for Rainbow Tick Programme 2021/22.

**Question 2:** *How much has been paid to obtain Rainbow Excellence award since 2016 to today broken down by year?*

As part of the Diversity and Inclusion budget at Inland Revenue, we have allocated funds for networks within the department. The total cost of the submission for 2021 is \$259.18 (\$298.06 GST inclusive) as of 23 July 2021.

Further cost in relation to attending the event, as we were finalists, held on 1 October 2021 is \$59.35 (\$68.25 GST inclusive) as of 17 September 2021.

Thank you again for your request.

**Publishing of OIA response**

Finally, please note that, Inland Revenue regularly publishes on its website, responses to requests that may be of interest to the wider public. Your personal details or any information that would identify you will be removed prior to it being published.

Thank you for your request.

Yours sincerely



Erina Clayton

**Kaiārahi Hinonga - Tangata me te Wāhi Mahi**  
**Enterprise Leader – People & Workplace Services**