

# Including the Rainbow Community at the NZIC



GOVERNMENT  
COMMUNICATIONS  
SECURITY BUREAU



New Zealand  
Security Intelligence  
Service

Kia ora and welcome!

- ☰ Let's get started!
- ☰ What does it all mean?
- ☰ Understanding the lingo
- ☰ Inclusive language
- ☰ Scenario time
- ☰ What next?

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

# Let's get started!

---

As NZIC employees, and as human beings in general, it's important that we are making those around us feel safe, comfortable and included. This includes those in the rainbow community.

The aim of this module is to give you a brief introduction to help grow your knowledge of the rainbow community. The goal is not to know absolutely everything, but by gaining better understanding of sexuality, gender and the best language to use, you can help to create a safer and more welcoming environment for everyone.

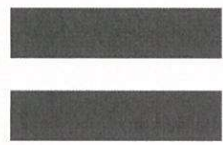
## What is the Rainbow Community?

The word 'Rainbow' is used to describe people who identify as Lesbian, Gay, Bisexual, Transgender, Takatāpui, Intersex, Fa'afafine.

The term rainbow is globally recognised, but this specific combination of words is only found in New Zealand and reflects New Zealand's ethnic makeup.

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

# Rainbow Community



**L** esbian  
**G** ay  
**B** isexual  
**T** ransgender  
**T** akatāpui  
**I** ntersex  
**F** a'afafine

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982





## Video Transcription

Kia ora,

Rebecca and I are pleased to welcome you to this course. The aim of it is to increase your understanding of the rainbow community, which for us is represented by our staff networks, the standing out group and supported by our Diversity and Inclusion Strategy.

So we know that we're not all the same, but sometimes it can be really difficult to reach out to colleagues who are from different from us and so here you will learn about some of the issues within the rainbow community and of course we'll also help to build those relationships throughout the community, regardless of all of our differences.

Achieving our Rainbow Tick accreditation showed us that we were on the right track in accepting and valuing people here with diverse sexual and gender identities. The Rainbow Tick was important, but was only a milestone on an ongoing journey.

Completing this module shows that you are part of this journey with us. This module is also just one of a number of different initiatives that are focused on attracting diverse people to our agencies and providing a truly inclusive and supportive workplace for all of us.

Please get involved in this work and don't be afraid to ask questions. Together we will make this community a place where everyone feels comfortable and no one needs to change who they are to fit in.

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

## What does it all mean?

---

Gender is one of those things everyone thinks they know what it means, but in a lot of cases people don't actually fully understand it.

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

This *tasty* little guide below is to help you grow your gender understanding.

Hover your mouse over the Genderbread Person to **find the four gender constructs**:

Found: 

Nice!



RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982



Show all?

## Gender Identity, Gender Expression, Anatomical Sex and Sexual/Romantic Attraction.

All of these four constructs exist on continuums, where people sit somewhere between 0 and 100 on each.

### What did we learn?

Gender Identity, Gender Expression, Anatomical Sex and Sexual/Romantic Attraction are all different and all sit on continuums.

Give it a go!

Match each gender construct with it's definition:

☰ Gender Identity

How you (internally) define your gender



Gender Expression

How you (externally) present your gender



Anatomical Sex

Your physical 'sex' characteristics



Sexual/Romantic Attraction

How you find yourself drawn to other people

SUBMIT

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982



# Understanding the lingo

---

You may have heard a number of different terms used by members of the rainbow community. While there has been a few changes over the years, let's take a moment to look at some of the key terms.

Hover over the terms below to see what they mean or check your understanding:

Cis

Drag King or Queen

Asexual

Bisexual

Transsexual

Gay

Cross Dresser

Trans man

Gender

Takatāpui

Gender Identity

Sexuality

Heterosexuality

Trans woman

Intersex

Sexual Orientation

Transgender

Lesbian

Queer

Pansexual

Questioning

Let's see what we know!

Match the following words with the correct definitions

☰ Bisexual/Pansexual

People who are attracted to people of more than one gender

☰ Gay

People attracted to people who share the same gender as them

☰ Takatāpui

Maori term that emphasises one's identity as linked to their gender or sexual identity

☰ Homophobia

An irrational fear of same-sex behaviour or love

☰ Cisgender

Persons gender matches their sex assigned at birth

☰ Transgender

Persons gender identity does not match their sex assigned at birth

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

☰ Intersex

A term for when a person's sexual anatomy or chromosomes are not the standard

☰ Fa'afafine

Samoan term for male who behaves in a range of feminine gendered ways

SUBMIT

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

# Inclusive language

---

## Inclusive Language

The language we use is hugely important in terms of whether we are creating safe and supportive environments, or making people feel excluded and judged.

While sometimes we don't intend to cause harm with the words we use, it's important to think about how our words could be perceived by others and the impact they may have on them.

Check out this great example created by New Zealand RainbowYOUTH:





There are some words that are better to use than others.

Let's have a go at categorising some language.

**Drag and drop the rainbow terms below to the correct answer:**

Bi or bisexual

Ok!

Best to avoid...

Using an individual's preferred pronouns (eg. he, she, they) is a matter of acknowledgement and respect. This is why it's important that where ever possible, you should use the correct pronoun for

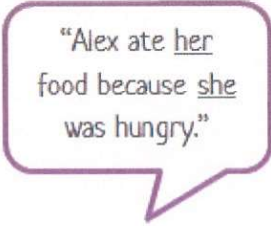
that person.

Let's take a look at some FAQs regarding pronouns:

### What is a pronoun?

A pronoun is a word that refers to either the people talking (I or you) or someone or something that is being talked about (like she, it, them, and this). Gender pronouns (he/she/they/ze etc.) specifically refer to people that you are talking about.

For example: If Alex's pronouns are she, her, and hers, you could say "Alex ate her food because she was hungry."

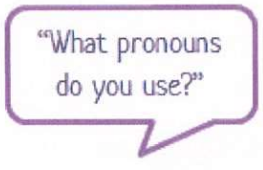


"Alex ate her food because she was hungry."

### How do I ask someone what pronouns they use?

Try asking: "What pronouns do you use?" or "Can you remind me what pronouns you use?" It can feel awkward at first, but it is not half as awkward as making a hurtful assumption.

If you are asking as part of an introduction exercise and you want to quickly explain what gender pronouns are, you can try something like this: "Tell us your name, where you come from, and your pronouns. That means the pronouns that you use in reference to yourself. For example, I'm Xena, I'm from Amazon Island, and I like to be referred to with she, her, and hers pronouns. So you could say, 'she went to her car' if you were talking about me."



"What pronouns do you use?"

## Why is it important to respect people's pronouns?

You can't always know what someone's pronouns are by looking at them. Asking and correctly using someone's pronouns is one of the most basic ways to show your respect for their gender identity.

When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated and dismissed.

It is a privilege to not have to worry about which pronoun someone is going to use for you based on how they perceive your gender. If you have this privilege, yet don't respect someone else's gender identity, it can be hurtful and oppressive.

## What are some commonly used pronouns?

She/her/hers and he/him/his are a few commonly used pronouns. Some people call these "female/feminine" and "male/masculine" pronouns, but many avoid these labels because not everyone who uses "he" feels like a "male" or "masculine."

There are also lots of gender-neutral pronouns in use. Here are a few you might hear:

- They/them/theirs (Shea ate their food because they were hungry.) This is a pretty common gender-neutral pronoun and it can be used in the singular.
- Ze/hir/hir (Tyler ate hir food because ze was hungry.) Ze is pronounced like "zee" can also be spelled zie or xe, and replaces she/he/they. Hir is pronounced like "here" and replaces her/hers/him/his/they/theirs.
- Use their name (Ash ate Ash's food because Ash was hungry) Some people prefer not to use pronouns at all, using their name as a pronoun instead.

Never refer to a person as "it" or "he-she" as this is incredibly offensive.

## What if I'm not sure and I can't ask?

Where possible, use gender-neutral pronouns such as they/them/theirs (e.g. Shannon drank their drink because they were thirsty). You could also stick with using their name as the pronoun (e.g. Ash drank Ash's drink because Ash was thirsty).

### What if I make a mistake?

It's okay! Everyone slips up from time to time. The best thing to do if you use the wrong pronoun for someone is to say something right away, like "Sorry, I mean (insert correct pronoun)".

If you realise your mistake after the fact, apologise in private and move on.

A lot of the time it can be tempting to go on and on about how bad you feel that you messed up or how hard it is for you to get it right. Please don't! It is inappropriate and makes the person who was misgendered feel awkward and responsible for comforting you.

Sorry, I mean  
[insert correct  
pronoun]"

If you are unsure of the correct pronouns to use for a person and can't ask, what pronouns should you use? *(Select all that apply)*

- Their birth gender
- Neutral pronouns such as "them" or "they"





"He-she" or "it"



The gender they are presenting as

SUBMIT

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

## Scenario time

---

Work your way through the following scenarios.



Complete the content above before moving on.



Complete the content above before moving on.

You run a small IT firm employing 12 people. Your staff come from a wide variety of backgrounds and ethnicities and are all under 40. After a long search, you recently hired a new security expert. He is a new immigrant, very well-qualified and is a good worker. He has come to you to explain he is unhappy working with his team leader because she is a lesbian and openly

talks about her wife. When you discussed workplace diversity with him during his interview he thought it only meant different religions and ethnicities, not that his manager would be a lesbian. Do you:

- Tell him to just get on with his work and ignore her.
- Say you will ask her to tone down how she acts and talks a bit around him and that you respect his cultural differences, but she's also a valued staff member. Compromise on both sides is good.
- He's a valuable worker - offer to move him to another team.
- Explain that in New Zealand it is illegal to discriminate on the grounds of sexual orientation and clarify how your firm understands diversity and inclusion.

SUBMIT

You are the branch manager for a large bank. One of your tellers has just come to you because a client has asked for all her personal details to be changed as she has transitioned from man to woman. Do you:



- Apologise but explain the bank is legally obliged to use the name and information recorded on their birth certificate.
- Explain the bank has a process for this and she needs to supply legal evidence of their new identity (e.g. a passport or driver's license) and fill out the appropriate forms to have her gender recognised by the bank.
- Pass this all on to your manager as you don't know what the correct thing to do is.
- Say that the computer system won't recognise the changes and she will still have to use her old male names.

SUBMIT

You manage a medium sized building company. One of your site managers is an openly gay man. You have overheard a couple of apprentices making crude remarks about him. Do you:

- Confront them and explain that sort of behaviour is unacceptable in the workplace.

- Tell him what they've said and ask for his advice.
- Do nothing about it – they're kids and it'll sort itself out, it's what you'd expect on a building site.
- Tell them you understand but they need to tone it down and get on with their work.

SUBMIT

You work for a small family-run import business. You are planning the annual staff Christmas party, where people normally bring their husbands or wives. Jenny, the receptionist, is a recent hire, and she asks if she can bring her girlfriend along. Do you:

- Tell Jenny that no one has ever brought a same-sex partner to the party before and you are not sure how people will react.
- Make it clear on the invitations that this year partners are not invited for budgetary reasons.

- Tell Jenny her girlfriend is welcome to attend.
- Suggest she bring a male friend along instead.

SUBMIT

You manage the finance team for a large law firm. One of your employees has just come and asked about getting parental leave as she and her wife have been accepted as foster parents for two children under the age of 5." Do you:

- Explain that as she is not the biological parent legally she is not entitled to parental leave.
- Explain that company policy treats all parents equally and this won't be an issue.
- Tell her she will have to use her annual leave instead.

SUBMIT



Complete the content above before moving on.

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982



## NZSIS Resources

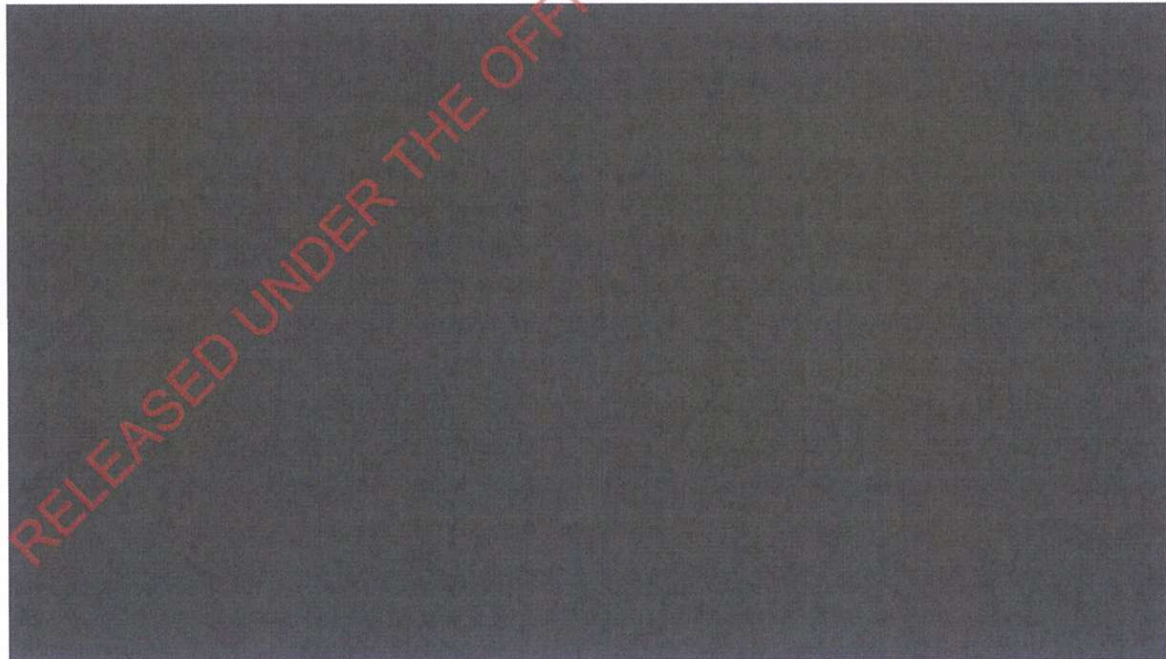
Below are links to resources on the NZSIS network:

- [D&I Strategy](#)
- [Standing Out @ NZIC Rainbow Network](#)

## TEDx Video

What if every time you went to the doctor you felt judged and your health needs were not addressed? Dr. Kristie Overstreet is a clinical sexologist, psychotherapist, author, and consultant with 11 years of experience working with the transgender, gender nonconforming and gender queer community. She is a transgender care expert that helps individuals improve their relationship with themselves and others.

Her years of working with the medical community led her to identify that providers are not receiving training, education, and awareness to care for transgender patients.



## What next?

---

This brings us to the end of the module. Let's check what you know...

- I know the difference between Gender Identity, [Gender Expression](#), [Anatomical Sex](#) and [Sexual/Romantic Attraction](#).
- I know what some of the key LGBTQI+ terms mean.
- I know how to ask someone what their preferred pronouns are if I'm not sure.

While this is the end of the module, the learning does not have to stop here!

Check out these other informative resources:

### GCSB Resources

Below are links to resources on the GCSB network:

- [D&I Strategy](#).
- [Standing Out @ NZIC Rainbow Network](#)

*Thank you to MBIE and Rainbow Tick for your help with this course.*

*Module complete - you may close this window.*

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

# Rainbow- Inclusion Training as of April 2021

## Rainbow-Inclusion Training for Vetting Staff

### Course Description

This course aims to equip Vetting staff with a better understanding of the LGBT+ community and how it intersects with their work as analysts and officers who have assess the suitability of candidates for a security clearance. By the end of it, vetting staff should have be able to apply their learnings to the different applications and interviews they assess on a day-to-day basis, particularly those candidates from the LGBT+ community.

This course consists of 2 hours of training.

### Course Outline:

This course will cover:

- A terminology exercise
- Rainbow data and statistics
- Workplace scenarios

### Learning Outcomes

Upon satisfactory completion of this course learners will be:

- define what the term "Rainbow" means and what it covers
- explain why LGBT+ awareness and understanding matters in the workplace and why it matters to our customers
- illustrate awareness of LGBT+ issues and why it matters to our customers

### Target Audience

This course is currently applicable to vetting staff only.

Includes training videos

- 5 Asexual People Explain What \_Asexual\_ Means To Them
- 2018 #HoldTight
- Activist Janet Mock Flips the Script on Reporter
- Hold Tight
- If It's Not Gay, It's Not Gay \_ RainbowYOUTH
- INTERSEXION TRAILER
- It Gets Better\_ WestpacNZ employees (Extended version)
- It Gets Better\_ WestpacNZ employees\_360p
- Our staff talk about hold tight
- Pride lets talk
- The Rogers of Samoa\_480p
- Why Pronouns Matter For Trans People



## Rainbow-Inclusion Training for Managers & Staff

### Course Description

This course aims to equip staff with a better understanding of the LGBT+ community, why it matters in the workplace, and why it is important for our staff and customers. This course consists of 1.5 hours of training.

This course consists of 1.5 hours of training.

### Course Outline:

This course will cover:

- A terminology exercise
- Rainbow data and statistics
- Workplace scenarios

### Learning Outcomes

Upon satisfactory completion of this course learners will be:


- define what the term "Rainbow" means and what it covers
- explain why LGBT+ awareness and understanding matters in the workplace and why it matters to our customers
- illustrate awareness of LGBT+ issues and why it matters to our customers

### Target Audience

This course is applicable to all managers/staff.

### Additional Resources

9(2)(b)(ii)



RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982