
From: Carol Slappendel <@stats.govt.nz>
Sent: Tuesday, 23 January 2018 1:48 PM
To: Carol Slappendel
Cc: Carol Slappendel
Subject: FW: Re: Key messages for 2018 Census and gender review for 3pm deadline

-----Original Message-----


From: Gareth Meech [mailto: @stats.govt.nz];
Sent: 16/07/2014 4:49:13 p.m.
To: Denise McGregor [mailto: r@stats.govt.nz];
CC: Carol Slappendel [mailto: l@stats.govt.nz];


Stephen Moore

[mailto: @stats.govt.nz];
[mailto: @stats.govt.nz];
Subject: Re: Key messages for 2018 Census and gender review for 3pm deadline

Yes good call - that is wrapped up in data quality, but yes should be explicit.

I will ask some people to pull together some more detailed Qs and As if we get asked in the next few days about it. We have a good base of FAQs about content

 (<NOTES://wnot01.stats.govt.nz/cc25748d00793027/f6e01b6be8d67a1acc256e8b001c6868/87b1466a85087a0dcc257a68000f7a16>) and other key messages

 (<NOTES://wnot01.stats.govt.nz/cc25748d00793027/f6e01b6be8d67a1acc256e8b001c6868/4b0e27df2d1502fcc2576c60078aafd>) for 2013, but not a comprehensive set yet for 2018.

Another job for us to do over the next month or so!

FYI, I am OOTO for Thurs and Friday this week. Don will be acting for me.

Cheers
Gareth

Gareth Meech
2013 Census General Manager (acting)
Statistics New Zealand
Phone:
Mobile:
www.stats.govt.nz

From: Denise McGregor/WA/StatisticsNZ/NZ
To: Gareth Meech/WA/StatisticsNZ/NZ@Statistics NZ
Cc: Carol Slappendel/WA/StatisticsNZ/NZ@Statistics NZ, //WA/StatisticsNZ/NZ@Statistics NZ, @WA/StatisticsNZ/NZ@Statistics NZ, /WA/StatisticsNZ/NZ@Statistics NZ
Date: 16/07/2014 04:28 PM
Subject: Re: Key messages for 2018 Census and gender review for 3pm deadline

Gareth

Probably too late and my apologies but I am assuming that the list below is a subset? For example, aren't customer

From: Carol Slappendel <@stats.govt.nz>
Sent: Tuesday, 23 January 2018 1:45 PM
To: Carol Slappendel
Cc: Carol Slappendel
Subject: FW: Mention of 2018 census discussion forum at ELT this Monday

-----Original Message-----

From: [mailto:/O=STATISTICS NEW ZEALAND/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=2FE6F7@];
Sent: 28/11/2014 4:16:27 p.m.
To: Carol Slappendel [mailto:/@stats.govt.nz];
CC: Lindsay Davis [mailto:/@stats.govt.nz];
Subject: Mention of 2018 census discussion forum at ELT this Monday

Hi Carol, the census online discussions seem to be going pretty well and I hear that you've had a go joining in on some of the discussions which is great ☺

We thought it might be worthwhile if you did a little plug at the ELT meeting on Monday about the forums and opened an invitation to join in.

Maybe just along the lines of:

The internal online discussion forum (hosted on Loomio) to discuss the proposed 2018 Census content went live this week.

Over 200 staff members have joined the discussions so far, and we are seeing some great discussions developing.

The trending topics at the moment are Fertility, Cigarette Smoking Behaviour, Ethnicity, Religious Affiliation and Sexual Orientation.

This online engagement is helping us progress from a proposed view of 2018 Census content to a preliminary view and it would be great to hear your views.

You can start a discussion with your business or citizen 'hat' on, or you can comment and 'like' other peoples threads and comments.

It would be great if you could also encourage your direct reports to do the same.

Don't hold back – adding your 2 cents adds huge value and will help move everyone's thinking forward!

We can send an email to ELT members to reiterate your message and provide a link so that they can get involved after the meeting.

Thanks

From: Carol Slappendel <@stats.govt.nz>
Sent: Tuesday, 23 January 2018 1:46 PM
To: Carol Slappendel
Cc: Carol Slappendel
Subject: FW: census forum - need ELT support

-----Original Message-----

From: Lindsay Davis [mailto:@stats.govt.nz];
Sent: 28/11/2014 3:44:51 p.m.
To: Carol Slappendel [mailto:carol.slappendel@stats.govt.nz];
Subject: census forum - need ELT support

Hi Carol,

I was thinking that Monday's ELT would be a good opportunity to ask ELT to **personally** get involved in the census online discussions – which are going pretty well with around 200 people joining in so far.

To date, you are the only ELT member involved in the discussions.

We've been looking at ways to keep/get more discussions going on the online census forum and some targeted emails will be going out to a few people to ask them to join in with different topics, as well as another story planned for Te Matapihi – BUT ELT's support/involvement would be a very good signal to the organization.

The trending topics at the moment are Fertility, Cigarette Smoking Behaviour, Ethnicity, Religious Affiliation and Sexual Orientation...

I'll be in ELT as well on Monday so can try and remember to prompt you.

Lindsay Davis | Strategic Communications Manager

Statistics New Zealand | Statistics House, The Boulevard, Harbour Quays | PO Box 2922, Wellington 6140

From: Carol Slappendel <@stats.govt.nz>
Sent: Tuesday, 23 January 2018 1:37 PM
To: Carol Slappendel
Cc: Carol Slappendel
Subject: FW: Update on Loomio
Attachments: image001.jpg

-----Original Message-----

From: Denise McGregor [mailto: @stats.govt.nz];
Sent: 6/05/2015 12:21:39 p.m.
To: Carol Slappendel [mailto: @stats.govt.nz]; Liz MacPherson
[mailto: @stats.govt.nz];
Subject: Update on Loomio

Carol. Liz

As of this morning, we have 75 people active on Loomio. The main interest is around the topics of sex and gender, health, sexual orientation, ethnicity and religion and some interest is starting to build around housing.

FYI there have been some reasonably robust discussions between people on the site especially around gender and sexual orientation, with differences in opinion around definitions and terms . Today we had one person de-register and take his posts off-line when people started disagreeing with his statements. The facilitator has done a summary of discussion to date which draws together the discussions and we are talking to Loomio about how best to handle this. No other action required at this time, but I thought you should know in case you hear something.

We are assessing activity regularly to see if we need to seed any discussions or kick off new activity. External meetings are planned next week and Lindsay is lining up journalists to attend.

So all going well. We are getting some really useful insights.

Nga mihi

Denise

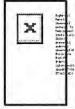
Denise McGregor
General Manager: 2018 Census

PO Box 2922

Wellington

Direct Dial:

Cell:



From: Carol Slappendel <...@stats.govt.nz>
Sent: Tuesday, 23 January 2018 1:41 PM
To: Carol Slappendel
Cc: Carol Slappendel
Subject: FW: RE:
Attachments: image002.jpg; image003.gif

-----Original Message-----

From: Denise McGregor [mailto:...]@stats.govt.nz];
Sent: 16/10/2015 4:46:27 p.m.
To: Carol Slappendel [mailto:...]@stats.govt.nz];
Subject: RE: Rogena Sterling's application for legal representation

Yes, the Standards person who has responsibility for the Sex Standard is in touch with us.

Ngā mihi

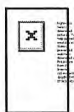
Denise

Denise McGregor
General Manager: 2018 Census

PO Box 2922

Wellington

Direct Dial:
Cell:



From: Carol Slappendel
Sent: Friday, 16 October 2015 4:43 PM
To: Denise McGregor <...@stats.govt.nz>
Subject: FW:]

Denise

While I can't see the harm in doing some testing as we've discussed this is not just about the census sex question. This has implications for the sex standard and classification more generally. I note Hamish is involved so I presume everyone's aware of this context.

Carol

From: Gareth Meech
Sent: Friday, 16 October 2015 4:03 PM
To: Andrea Lawson <[redacted]@stats.govt.nz>; Denise McGregor <[redacted]@stats.govt.nz>;
<[redacted]e@stats.govt.nz>; Hamish James <[redacted]@stats.govt.nz>;
<[redacted]@stats.govt.nz>
Cc: Carol Slappendel <[redacted]@stats.govt.nz>
Subject: FW:

All FYI

Andrea, can you please make contact with [redacted] next week and also follow up with [redacted] ?

can you file this in the right place in Doc One (or show me where you would like it)?

Thanks everyone for their input to date – good outcome so far!

Cheers

Gareth

Gareth Meech

Manager Customer Focus, 2018 Census

Statistics House

The Boulevard, Harbour Quays

Wellington 6014

Office: [redacted]

Mobile:



From: Gareth Meech
Sent: Friday, 16 October 2015 4:00 PM
To:
Cc:
Subject: RE:

Robert,

Thanks for your response and consideration. I will pass contact details onto our questionnaire design manager who will be contact next week, and we will also get in touch with

I will also send a note to see if she would like any further information from me or my team.

Thanks again

Gareth

Gareth Meech

Manager Customer Focus, 2018 Census

Statistics House

The Boulevard, Harbour Quays

Wellington 6014

Office:

Mobile:



From: [mailto: [redacted]]
Sent: Friday, 16 October 2015 3:23 PM
To: Gareth Meech <gareth.meech@stats.govt.nz>
Cc: < [redacted] >
Subject: RE: [redacted]

Dear Gareth

I received your email, thank you. I do not have any comments or questions at this stage.

[redacted] is more than happy to assist you.

I think the [redacted] would be able to help also. I suggest you contact [redacted]

I wish you well in your endeavours.

Kind regards

From: Gareth Meech [mailto: [@stats.govt.nz](mailto: @stats.govt.nz)]
Sent: Thursday, 15 October 2015 12:51 p.m.
To: Robert Kee
Cc: S ;
Subject: RE: F

I wanted to find out whether you received the below email I sent you on the 8th and whether you had any comments or questions at this stage.

We are looking at testing different wording for the sex question and would like to trial this on a range of people, in particular the intersex population. To do this we need some willing volunteers to trial the new question wording. We will compensate people for their time. If has any intersex groups or individuals that we could contact directly, this would be very much appreciated.

I would also like to ask if she has similar contacts that may be interested.

Any thoughts would be greatly appreciated.

Regards

Gareth

Gareth Meech

Manager Customer Focus, 2018 Census

Statistics House

The Boulevard, Harbour Quays

Wellington 6014

Office:

Mobile:



From: Gareth Meech

Sent: Thursday, 8 October 2015 1:23 PM

To: >

Cc: <@stats.govt.nz>; <@stats.govt.nz>

Subject:

I was surprised to hear from you last week, but very glad I could verbally update you on the progress of the development of 2018 Census content, in particular the development of the sex question.

The sex question is a Priority 1 variable in the census, that means the information is of high importance. Sex information is used by a wide range of users and in most analysis, policy measurement and population based funding, estimates and projections.

The development process for determining content for the 2018 Census is well underway. In May we published a [Preliminary view of 2018 Census content](#), this gave the public the initial view of the proposed changes, additions and removal of content in the census forms. This was our initial view and was used to seed discussions about what the public thought. We used a new (for Stats NZ) on-line engagement tool called Loomio to start a conversation with interested people, presented at workshops in the major centres and encouraged people and organisations to make formal submissions about what they thought about our published report. The formal submission process was open from 18 May until 3 July 2015.

I thought the meeting was very constructive. The Statistics NZ staff came away with new information about the binary nature of the 2013 Census question and [redacted] and reasoning about why the question does not allow people to record a truthful option. We also came away with a better understanding of the spectrum of people who may not easily fit into the binary question/answer format and more about some of the conceptual issues around biological sex, gender and sexual orientation.

The [redacted] agreed actions of the meeting have been attached.

Since then:

1. We updated the Preliminary View of 2018 Census document prior to publication to reflect the new information from our meeting [redacted]. This materially changed our position on the sex question to then be described as “Recommended new content or improvements to existing content”.
2. We updated [redacted] to let [redacted] know we had made changes to our position and encouraged [redacted] to inform community groups that the public consultation and engagement was going to start.
3. The project team has been considering the submissions made and is due to publish a report in mid-November that will summarise the engagement and consultation including the themes to date.
4. We have started work assessing content change, customer needs, respondent understanding of concepts and questions and potential impact on the Key Performance Indicators including overall response rates. We have also been considering how biological sex and gender concepts work together and the impact of the updated Gender identity standard.
5. A plan has been developed that will include development of alternative sex questions. Testing with respondents will start in late 2015.

Development and testing of proposed content will continue through 2016 and early 2017 and a final decision on the design of the sex question and all other content will be decided by the Government Statistician in mid 2017.

It would be useful to hear your thoughts about how we can keep [redacted] best up to date with progress on this issue. I was intending to contact [redacted] in early November to inform her of the date of publication of the submissions report and update her on the testing plan for the sex question.

Let me know if you would like further information or whether there would be value in setting up a more formal meeting.

I have cc'd [redacted] and [redacted] (Manager of 2018 Census content development).

Kind regards

Gareth

Gareth Meech

Manager Customer Focus, 2018 Census

Statistics House

The Boulevard, Harbour Quays

Wellington 6014

Office:

Mobile: [redacted]



From:

Sent: Tuesday, 29 September 2015 12:19 PM

To: Gareth Meech <h@stats.govt.nz>

Subject: RE:

That is fine thanks Gareth.

From: Gareth Meech [mailto: 1@stats.govt.nz]
Sent: Tuesday, 29 September 2015 11:29 a.m.
To:
Subject: RE:

Thanks - I am intending to send you an email – likely by the end of tomorrow. I let my manager know we had spoken and was waiting on any comments . , but I won't wait any longer to draft my response.

Regards

Gareth

Gareth Meech

Manager Customer Focus, 2018 Census

Statistics House

The Boulevard, Harbour Quays

Wellington 6014

Office:

Mobile:



From: 1@stats.govt.nz
Sent: Tuesday, 29 September 2015 11:27 AM
To: Gareth Meech <1@stats.govt.nz>
Subject:

Dear Gareth

Thank you for talking to me on 24 September 2015. I understand that Statistics New Zealand has not yet decided whether “intersex” will be added as a third option for the 2018 Census question as to sex.

I was anticipating you would email me setting out Statistics New Zealand’s process for assessment of this issue, what has occurred up to this point, and what else needs to be done before a decision is made.

Please let me know if you have any questions. In any event, I look forward to hearing from you.

Kind regards

From: Carol Slappendel <[mailto:carol.slappendel@stats.govt.nz]>
Sent: Tuesday, 23 January 2018 1:37 PM
To: Carol Slappendel
Cc: Carol Slappendel
Subject: FW: RE: Draft ministerial letter to Jan Logie regarding recommendations of the Sexual Orientation, Gender Identity and Intersex Coalition
Attachments: image001.gif

-----Original Message-----

From: Gareth Meech [mailto:gareth.meech@stats.govt.nz];
Sent: 6/11/2015 11:45:49 a.m.
To: Michael Berry [mailto:michael.berry@stats.govt.nz]; [mailto:carol.slappendel@stats.govt.nz];
Hamish James [mailto:hamish.james@stats.govt.nz]; [mailto:carol.slappendel@stats.govt.nz];
[mailto:carol.slappendel@stats.govt.nz];
CC: Sean Broughton [mailto:sean.broughton@stats.govt.nz]; Charlie Russell [mailto:charlie.russell@stats.govt.nz];
Denise McGregor [mailto:denise.mcgregor@stats.govt.nz]; Carol Slappendel [mailto:carol.slappendel@stats.govt.nz];
Subject: RE: Draft ministerial letter to Jan Logie regarding recommendations of the Sexual Orientation, Gender Identity and Intersex Coalition

Hamish,

Mike and I have just had a chat and are suggesting this updated passage for the letter. Can you send through to Rosemary for DGS sign-out and as I am away this afternoon?

Denise and Carol for your information and to let you know that Teresa (Rosemary acting) will sign out given the weighting of the classifications content.

6 November 2015

Jan Logie

Member of Parliament, Green Party

Parliament Buildings

Wellington

Dear Jan

Thank you for your letter received 2 November 2015, sent on behalf of the Rainbow New Zealand Parliamentary Network.

Your letter enquires about work corresponding to the recommendation made by the Sexual Orientation, Gender Identity and Intersex (SOGII) Coalition:

- a) *require Statistics New Zealand to collect data on the self-identities of sex, gender and sexually diverse people, in consultation with those communities and the Human Rights Commission, including in the next census, NZ Health Survey and other key surveys.*

I also note the commitment of the Rainbow New Zealand Parliamentary Network to providing leadership and practical support for lesbian, gay, bisexual, transgender, and intersex rights, as well as their offer of support for government work intended to progress their recommendations.

Statistics New Zealand has recently undertaken a consultation process regarding potential content to be included in the 2018 Census. Following this consultation, I am advised Statistics New Zealand released a Preliminary View on 2018 Census in June 2015. ([link](#)) This document determines Statistics NZ's position on proposed content changes for 2018 Census – including the topics of sex, gender and sexual orientation. The sex topic is included in the 'Recommended new content or improvements to existing content' category while gender identity and sexual orientation have been categorised in the 'Content not recommended for inclusion' category.

During consultation, these topics attracted significant public and key customer interest and as a result, we received a good breadth and depth of formal submissions. A report on the submission themes is due to be published in early December.

All proposed changes to content are undergoing further consultation, development and testing to determine whether they will meet the criteria for final inclusion in 2018 Census.

Further content development work is underway on all three topics including testing of an alternative sex question. This work will inform decisions on the final content to be included in the 2018 Census, which will be decided by the Government Statistician in 2017.

In July 2015, Statistics New Zealand released the statistical standard for gender identity (available from: <http://ow.ly/U6Rmm>).

I am advised that the objectives of the statistical standard are to:

- standardise definitions and measures of gender identity data, to improve accessibility, interpretability, and comparability of data, and reduce duplication of effort
- meet human rights requirements for data collection and to support the legal requirements of the Human Rights Act 1993
- enable policy-makers to develop measures that will address matters of importance affecting gender minority groups.

The statistical standard was developed in consultation with groups representing people with different gender identities and with select government agencies.

Adoption and implementation of the statistical standard is voluntary. I am advised that Statistics New Zealand has been informed:

- that from 1 July 2015, Ministry of Youth Development funded providers are expected to report on the number of young people identifying as gender diverse who are accessing youth development opportunities
- the standard is being used by the Ministry of Youth Development in the application process for Youth Parliament 2016
- the Ministry of Education is in preliminary planning stage of an implementation strategy for the education sector / systems
- the health sector collects gender identity information for administrative purposes, and the Ministry of Health will be requiring the sector to implement the gender identity statistical standard in the future.

Once again, thank you for taking the time to write.

Yours sincerely

Hon Craig Foss

Minister of Statistics

Gareth Meech

Manager Customer Focus, 2018 Census

Statistics House

The Boulevard, Harbour Quays

Wellington 6014

Office: 06 480 0800

Mobile: 021 780 0800



From: Michael Berry

Sent: Friday, 6 November 2015 10:17 AM

To: Michael Berry <mberry@stats.govt.nz>; Hamish James <hamish.james@stats.govt.nz>;
Gareth Meech <g.meech@stats.govt.nz>; Sean Broughton <sbroughton@stats.govt.nz>;
Charlie Russell <charlie.russell@stats.govt.nz>; Gareth Meech <g.meech@stats.govt.nz>;

Cc: Sean Broughton <sbroughton@stats.govt.nz>; Charlie Russell <charlie.russell@stats.govt.nz>

Subject: RE: Draft ministerial letter to Jan Logie regarding recommendations of the Sexual Orientation, Gender Identity and Intersex Coalition

Hey

We are investigating all three.

However, I did point out to Gareth that in relation to Census, perhaps we should be a little more careful about appearing to come across too positively. The Preliminary View Report positions on these topics is currently what is in the public domain – perhaps it is more appropriate to continue to state these positions in the first instance. While internally we have moved on since these positions – and we are doing more development work, which includes testing – it is far from certain that any of the 3 will go ahead.

As has been acknowledged in the note. We need to be clear that final decisions will not be made until 2017. We also need to be careful about saying too much about our direction on anyone one topic – given the array of other topics that people are interested in updates on.

Gareth isn't around – otherwise I would have a call to him first... but wanted to make sure we consider this before we finalise the response.

Cheers mike

From: /
Sent: Friday, 6 November 2015 9:55 AM
To: Hamish James <[redacted]@stats.govt.nz>; [redacted]@stats.govt.nz>;
[redacted]@stats.govt.nz>; Gareth Meech <[redacted]@stats.govt.nz>; Michael Berry
<[redacted]@stats.govt.nz>
Cc: Sean Broughton <[redacted]@stats.govt.nz>; Charlie Russell <[redacted]@stats.govt.nz>
Subject: RE: Draft ministerial letter to Jan Logie regarding recommendations of the Sexual Orientation, Gender Identity and Intersex Coalition

Thanks Hamish

Looks good. With the line in red – to my knowledge gender identity is not being investigated, only sexual orientation is a potential inclusion. But census will have to confirm. (I see Michael Berry is acting Sue Riddle)

Did you get a chance to ask Diane if social surveys (GSS?) are looking at including any of the topics of interest?

Regards

| Statistical Analyst | Classifications and Standards

Statistics New Zealand - Tataurangi Aotearoa | Dollan House, 401 Madras Street, Private Bag 4741, CHRISTCHURCH 8140

Email: Alana.lattimore@stats.govt.nz | DDI: +64 3 964 8981 | www.stats.govt.nz

From: Hamish James

Sent: Friday, 6 November 2015 9:41 AM

To: @stats.govt.nz; @stats.govt.nz; @stats.govt.nz; @stats.govt.nz; Gareth Meech <@stats.govt.nz>

Cc: Sean Broughton <@stats.govt.nz>; Charlie Russell <@stats.govt.nz>

Subject: RE: Draft ministerial letter to Jan Logie regarding recommendations of the Sexual Orientation, Gender Identity and Intersex Coalition

Hi all

Proposed response – pretty much what Charlie wrote, just with the Census bit up front – in line below. Can I get any comments or concerns TODAY please. I will send to Rosemary to approve on Monday (she is away today).

Census please consider the line in red.

if this draft is ok with everyone, you could run it past MSD or whoever asked to see it.

Hamish

6 November 2015

Jan Logie

Member of Parliament, Green Party

Parliament Buildings

Wellington

Dear Jan

Thank you for your letter received 2 November 2015, sent on behalf of the Rainbow New Zealand Parliamentary Network.

Your letter enquires about work corresponding to the recommendation made by the Sexual Orientation, Gender Identity and Intersex (SOGII) Coalition:

- a) *require Statistics New Zealand to collect data on the self-identities of sex, gender and sexually diverse people, in consultation with those communities and the Human Rights Commission, including in the next census, NZ Health Survey and other key surveys.*

I also note the commitment of the Rainbow New Zealand Parliamentary Network to providing leadership and practical support for lesbian, gay, bisexual, transgender, and intersex rights, as well as their offer of support for government work intended to progress their recommendations.

Statistics New Zealand has recently undertaken a consultation process regarding potential content to be included in the 2018 Census. Following this consultation, I am advised Statistics New Zealand

is currently testing new question wording for sex, and is investigating the feasibility of including questions on gender and sexual orientation. This work will inform decisions on the final content to be included in the 2018 Census, which will be decided by the Government Statistician in 2017.

In July 2015, Statistics New Zealand released the statistical standard for gender identity (available from: <http://ow.ly/U6Rmm>).

I am advised that the objectives of the statistical standard are to:

- standardise definitions and measures of gender identity data, to improve accessibility, interpretability, and comparability of data, and reduce duplication of effort
- meet human rights requirements for data collection and to support the legal requirements of the Human Rights Act 1993
- enable policy-makers to develop measures that will address matters of importance affecting gender minority groups.

The statistical standard was developed in consultation with groups representing people with different gender identities and with select government agencies.

Adoption and implementation of the statistical standard is voluntary. I am advised that Statistics New Zealand has been informed:

- that from 1 July 2015, Ministry of Youth Development funded providers are expected to report on the number of young people identifying as gender diverse who are accessing youth development opportunities
- the standard is being used by the Ministry of Youth Development in the application process for Youth Parliament 2016
- the Ministry of Education is in preliminary planning stage of an implementation strategy for the education sector / systems
- the health sector collects gender identity information for administrative purposes, and the Ministry of Health will be requiring the sector to implement the gender identity statistical standard in the future.

Once again, thank you for taking the time to write.

Yours sincerely

Hon Craig Foss

Minister of Statistics

From: Charlie Russell

Sent: Tuesday, 3 November 2015 11:20 AM

To: <@stats.govt.nz>; <@stats.govt.nz>;
Hamish James <@stats.govt.nz>

Cc: <@stats.govt.nz>; Gareth Meech <@stats.govt.nz>; Sean
Broughton <@stats.govt.nz>

Subject: Draft ministerial letter to Jan Logie regarding recommendations of the Sexual Orientation, Gender Identity and Intersex Coalition

Hi [redacted] and Hamish

Please find attached a Ministerial letter from Green MP Jan Logie to the Minister of Statistics enquiring about Statistics NZ's response to the recommendation made by the Sexual Orientation, Gender Identity and Intersex (SOGII) Coalition:

require Statistics New Zealand to collect data on the self-identities of sex, gender and sexually diverse people, in consultation with those communities and the Human Rights Commission, including in the next census, NZ Health Survey and other key surveys.

MIN458 – Jan Logie, Green Party MP, regarding Statistics NZ's collection of data on the self-identities of sex, gender, and sexual

I have drafted a reply based on the recent OIA request regarding the statistical standard for gender identity. I have also included a final paragraph regarding content consultation for the 2018 Census.

Could I please ask you all to review the letter, make changes, and liaise with Rosemary McGrath for sign off? A final response needs to be with the Minister's office by Tuesday, 10 November, so could I please suggest that you target Monday, 9 November for sign off with Rosemary?

Could I also please ask you to liaise with either Sue Riddle or Gareth Meech regarding the 2018 Census paragraph.

If you have any questions, please get in touch.

Thanks

Charlie

Charlie Russell

Advisor Ministerial Servicing – Private Secretary
Office of the Government Statistician and Chief Executive
Statistics New Zealand | Tatauranga Aotearoa

DDI: | E: charlie.russell@stats.govt.nz | www.stats.govt.nz

Private Secretary – Statistics

Office of Hon Craig Foss | Minister of Statistics

DDI: | Mobile: | | [@parliament.govt.nz](https://twitter.com/parliament.govt.nz)

Parliament Buildings, Private Bag 18041, Wellington | www.beehive.govt.nz

From: Carol Slappendel <carol.slappendel@stats.govt.nz>
Sent: Tuesday, 23 January 2018 1:39 PM
To: Carol Slappendel
Cc: Carol Slappendel
Subject: FW: Christmas blog contributions from Ray, Denise and Kathy
Attachments: image001.jpg

-----Original Message-----

From: [mailto: @stats.govt.nz];
Sent: 17/12/2015 8:53:31 a.m.
To: Carol Slappendel [mailto: @stats.govt.nz];
Subject: Christmas blog contributions from Ray, Denise and Kathy

Hi Carol

I'll follow up with Sarah but here are Ray, Denise and Kathy's contributions.

Achievements from the census programme:

A big achievement from the census programme was the completion of the 2013 Census output programme in July. This programme achieved the fastest ever first release and a wider range of products. Later products included the 65+ population and people 'living outside the norm' – the first time we have released and discussed information on non-private dwellings in New Zealand.

Major work over the past year has been the joint work between the 2018 Census programme and the Property Data Frame, matching the 2013 Census addresses and New Zealand Postal Address Database. This work shows that the New Zealand Post address list is of high quality and we have improved it further through manual additions from the census addresses. This result also allows us to revisit the proportion of addresses we might mail out to in 2018.

On the back of the address matching work, the team also completed the address matching/geocoding of the Statistics NZ Business Register Geographic Units. The result of all this work means that the majority of households and business in NZ now have XY coordinates and for the first time we have a unique identifier across households and business. Our challenge now is making the most of the opportunity this provides.

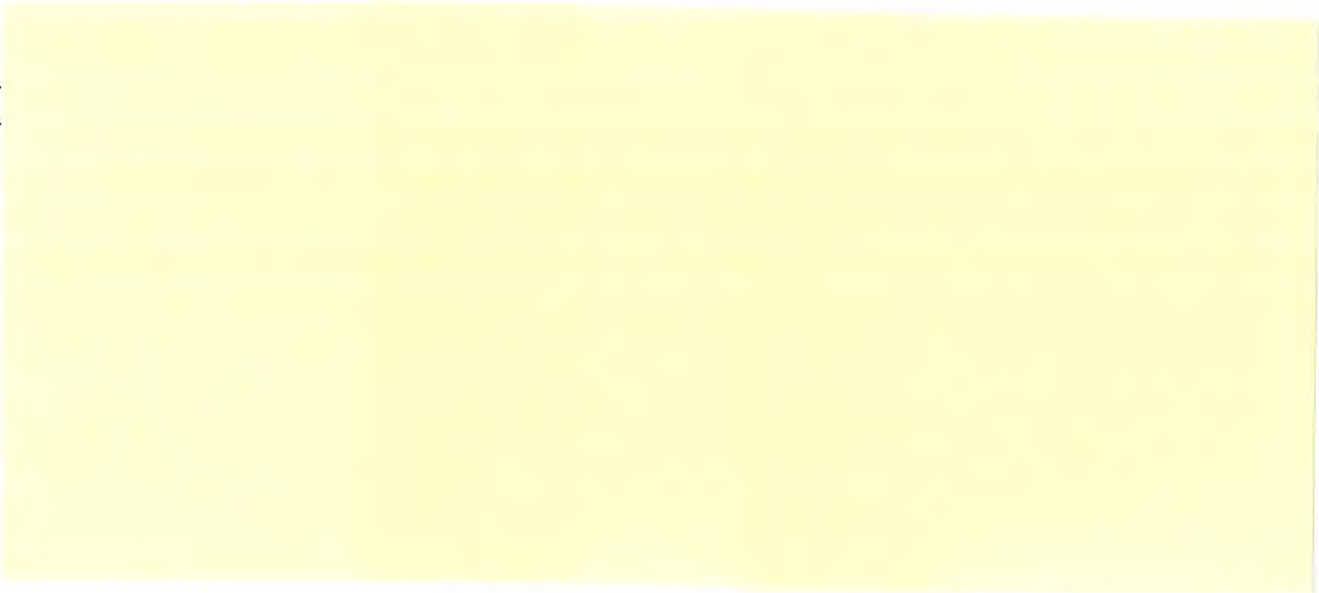
Further collaborative work for the census programme, this time with Collection Operations and the Agriculture teams, was an idea was put forward that the 2015 APS (a survey of 30,000 farmers) had some strong similarities to census processes and we could use it to test census business processes for mail out, messaging and reminder strategies. That required the APS to be put on-line. This was all done in a very fast timeframe. We managed to learn a lot about census processes and messaging, with some great information on why people choose paper and their reaction to messaging and timing of reminders.

The 2018 Census is a test-driven development. The first major test is in March 2016 although canvassing started in November 2015. The three major corporate projects have delivered in order for the census to undertake the test. This has included the address list for canvassing, the mobile app for canvassing (from ECP) and a decision on the processing tool (Pentho).

Earlier in the year the 2018 Census programme undertook public engagement on census content. This was the first time we have engaged across a wide variety of topics and 226 people participated. It enabled us to get a good view of key issues related to census content. There were spirited discussions about gender identity, sexual orientation, tenure , ethnicity although some topics, which we had suggested for inclusion, attracted very little comment (eg second residence, address 1 year ago). This engagement was followed by a public submission process which closed on 30 June with a total of 173 individuals submitting.

The census programme is in the midst of the procurement for three major contracts for the census – internet and contact centre and advertising and creative design.

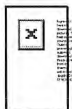




Senior Advisor, Group Business Performance, Operations

Statistics New Zealand | Statistics House, The Boulevard, Harbour Quays | PO Box 2922, Wellington 6140

P: +64 4 473 4000 | F: +64 4 473 4001 | E: stats@stats.govt.nz | www.stats.govt.nz



Jarrold Williams

From: Gareth Meech
Sent: Tuesday, 27 June 2017 9:04 PM
To: Teresa Dickinson; Denise McGregor
Cc: Michael Berry; Richard Stokes
Subject: RE: Notes for meeting on Census content (Wednesday at 2.30) recommendation re inclusion of Sexual Orientation

Hi Teresa and Denise,

Mike organised a phone call with Mark from [redacted] late this afternoon. We talked him through our interest in getting some research done into the public acceptability of the possible inclusion of the sexual orientation topic – within the next 4 weeks. Mark had a lot to do with the 2003 focus group work on the same subject (which Mike was also involved in).

He talked us through two options that could both be done within 3-4 weeks. In a discussion with Mike afterwards, if we were to proceed, we would recommend proceeding with both of these options – but we could choose one or the other or do in a sequence in time allowed.

1. Focus groups. In the time available, he would recommend 3-4 focus groups of 8 people each to be brought together to discuss the issues. Off the top of his head he suggested two each in Auckland and Christchurch. One group would be a set of 'opinion leaders who are more informed, another would be a general population who are less informed, another a rural or provincial group and the possible last group being an LGBT group. The findings from the focus group would be qualitative only. It would allow more sophisticated questioning of the groups and we would get a good sense of the 'heat' in the issue, but not be able to infer potential response rate effects.

The groups could be run as early as late next week if we started work this week and we would need to involve QD, SM and would seek advice from the comms team. The cost of this work would be a ballpark of [redacted]

2. Questions on a regular online omnibus survey. [redacted] run a fortnightly omnibus survey that produces an achieved sample of around 750 people that is representative of the NZ population. We would create a short module of questions and would get initial results in about 3 weeks. The questions asked would have to be simpler and may not be able to go into more complicated topics like the relationship between this topic and linked data for example. The cost of this would be around [redacted] and we would need to develop a set of questions and objectives within the next few days.

Mike and I would see benefit in running both quantitative and qualitative studies as we would get the baseline public response and also get richer information that may inform the communications approach. This approach may also be a prudent decision if we decide to exclude as well – once again to help develop useful messaging around this and the other sex related topics. However if I had to pick one, I think we need the quantitative information to assist decision making – it would just need to be very focused on 2 or 3 questions.

Happy to talk in the morning prior to the meeting if you like, otherwise I can give a quick overview to Liz when we get to the recommendations section.

I will also try to talk with Richard in the morning to see if he has any thoughts on this approach.

Cheers
Gareth

From: Teresa Dickinson

Sent: Tuesday, 27 June 2017 3:36 PM

To: Liz MacPherson <liz@stats.govt.nz>

Cc: Denise McGregor <denise@stats.govt.nz>; Gareth Meech <gareth@stats.govt.nz>; Teresa Dickinson <teresa@stats.govt.nz>

Subject: Notes for meeting on Census content (Wednesday at 2.30) recommendation re inclusion of Sexual Orientation

Hi Liz,

Prior to our meeting with you on tomorrow at 2:30, we thought it would be good to give you some 'light' pre-reading! A couple of weeks ago, we briefed you on the proposed topic changes for your approval by the end of June. At the time you were happy with all of our recommendations bar your disappointment about the proposed exclusion of the sexual orientation topic (also known as sexual identity). We have been doing quite a bit of work on this topic since talking with you to assess the impact on the programme if we were to include sexual orientation and also to revisit the decision making framework we set up at the outset of the content consultation.

Below, Gareth has summarised the assessment of the topic against the 2018 Census content determination framework, described the impact of inclusion on the census programme and the views of senior staff making the recommendation to you. There is quite a lot of information here, so if you want to "Cut to the chase" you can just go to Section 2 onwards. Alternately you could choose to read only the "Criteria" and "Assessment against criteria" in Section 1 and then move onto Section 2.

1. 2018 Census content determination framework

The content determination framework was published in the 'Preliminary View of 2018 Census content report' published in 2015. Below I have summarised our assessment of the sexual orientation topic:

Criteria	Summary notes – submissions/considerations/commentary	Assessment against criteria
Does the proposed change add value to New Zealand's society and economy? - Can the data be used by a wide range of decision-makers? - Will the data be used to inform decisions of national significance? - Will the information support New Zealand's key uses of data?	<p>Throughout the content determination process, the sexual orientation topic has hovered either just above or below the line for inclusion based on information needs – as such the sexual orientation question was dropped from the 2017 Census test due to a combination of reasons including perceived length of questionnaire and possible data quality impacts on other data.</p> <p>Submissions were received from a variety of stakeholders - primarily researchers, individuals and organisations that deal with youth sexual and gender minorities. The most well crafted submission being from NZ Aids Foundation that identified needs including:</p> <ul style="list-style-type: none">- Benchmark demographic data on sexual orientation from census is critical for planning, executing and interpreting research involving non-heterosexual citizens.- There are significant areas of health which affect gay and bisexual men disproportionately to the heterosexual population- Identify geographic distributions of non-heterosexual populations to improve allocation of funding and target the delivery HIV prevention, health and support services. <p>The Ministry of Social Development stated that 'Lesbian, gay, bisexual, transgender and intersex youth are priority populations for the MSD Youth Policy team.' Overall submissions indicated that there is a need for data to quantify gender and sexual minorities – of which capturing sexual orientation is an important component. This is because research has shown that these population groups are overrepresented across a number of negative health and wellbeing statistics. It was noted that the census is the main source through which a baseline count of these</p>	<p>The data initially would be used by a fairly narrow group of users. The amount of data detail they would get from inclusion is not certain, initial estimates are that due to the small population groups, the reliable publication of more than national and regional distributions may be difficult.</p> <p>The need for sexual orientation information is seen by many stakeholders as nationally significance, but given the size of the population may be only around 3%, the extent to which services and funding allocation could be influenced by census data may be limited – especially at a small area level.</p> <p>We consulted Vince in the last week his summary data concerns after discussions</p>

	<p>minorities can be obtained in order to make for evidence based decisions on policy, funding and service provision.</p> <p>After submissions closed, Stats NZ went back to central government stakeholder for further clarification on the level of detail needed in the area of gender and sexual minorities – whether an aggregated indicator would be sufficient to meet data needs in this area. Feedback strongly supported of collection of data which would enable distinction between the different population groups, due to the different service provision needs and need to distinguish outcomes across different gender and sexual minorities.</p> <p>Recent engagement with the IDI team has confirmed current government policy is looking to identify and service vulnerable populations including suicide and mental health, and that this data would benefit cross-cutting policy areas</p> <ul style="list-style-type: none"> - research teams such as the Social Investment Unit are increasingly wanting to include data that is about people’s perceptions and experience rather than what from an admin collection considers important - the Human Rights Commission reminded us that sexual orientation has been an ‘emerging’ topic for over 20 years, and SNZ has not found a way to collect or produce this information. <p>Finally although not recent, Stats NZ produced an excellent report in 2007 by Paul Brown on the merits of possible inclusion of sexual orientation in the (2011) census. There was evidence of differential outcomes for LGB people as being:</p> <ul style="list-style-type: none"> - Higher rates of suicide, - Higher rates of physical and verbal assault - Higher rates of bullying - Higher rates of depression - Higher rates of alcohol, smoking and other drug dependence - More work place discrimination and impediments to career progression (Ministry of Social Development) 	<p>still remain. To quote from his email:</p> <ul style="list-style-type: none"> - This is going into the IDI – and will, in due course, be linked with all other programme participation data – this gives it a life well beyond published tables and potentially adds to the sensitivity. - We have not followed the process (GSS launch, public consultation, full test) that we would have done if had starting with this course of action in mind – if we are not going to use the best process we should be more sure that it is low risk. - I really don’t like the lack of clarity around how the data would be used - the question of whether the key need is for information from 12-18 year olds who are homosexual and afraid to reveal it would sharpen the assessment of quality. <p>During the last couple of weeks of programme discussions, the census products and services project initially expressed concerns about the ability to output sufficient data. However as the concept has been talked through and it tested sufficiently well, more data may be able to be published.</p> <p>However if the topic is included, it would prudent to lower expectation of the level of data that could be released and would be assessed during data evaluations.</p>
<p>Is the census the most appropriate information source? - Is there wide geographical relevance across New Zealand?</p>	<p>There are mixed views on this.</p> <p>Census needs to collect information from all people in New Zealand. As such the risk of some people not completing their forms due to the inclusion of a controversial topic like sexual orientation may impact the overall response rate. Often, more controversial topics are first included in smaller sample surveys such as the GSS.</p>	<p>If census can confidently produce small enough levels of information, census may an appropriate vehicle. Ability to produce estimates below a national level is unclear.</p>

<ul style="list-style-type: none"> - Is there wide relevance across the New Zealand population? - Is small area or small population data needed? - Does the census provide information quickly and often enough? - Does the census provide the kind of information required? - Is census the best data source to meet customer needs? - Will the census provide data of sufficient accuracy? - Will the census provide data of enough depth? 	<p>We spoke to Scott Ussher and Diane Ramsey. They have not received strong requests to have the topic included in upcoming surveys. This may be partly because of the amount of information you can get from a small sample, the identification interest groups have with the census, and/or the topic may genuinely be of low priority.</p> <p>Some submitters discussed the need for small area population data to help target support services. It is unclear at this time whether the census will be able to confidently publish small enough areas/demographics to satisfy users – although a national prevalence and benchmarking for the NZ Health Survey were seen as clear uses of the data.</p> <p>The census would provide the most information on the topic in New Zealand, and as the NZ Health survey cannot be linked to the IDI (due to survey protocols), it would continue to be the main source for the foreseeable future.</p> <p>The GSS however would be a lower cost, lower risk option for inclusion of the topic to give a national estimate - but probably not able to produce more cross tabs or smaller areas.</p>	<p>The GSS would also be a possible vehicle but with the down-sides of a small sample, but up side of more in-depth information around well-being and other modules.</p>
<p>Does the proposed change reflect an enduring information need?</p> <p>- Does the proposed change align with the Statistics NZ's future thinking (eg the census transformation strategy)?</p>	<p>The topic has been an area of 'emerging' interest for over 20 years. No other official data source has yet produced usable data for the needs identified during consultation.</p> <p>The IDI does not currently have access to any sexual orientation data and due to survey constraints, the NZ Health survey cannot be added. It does however include gender data from the Auckland City Mission. From Anna McDowell:</p> <p>"Research is increasingly wanting to include data that is about people's views, perceptions and experience rather than what from an admin perspective is considered important. Research teams such as the Social Investment Unit (SIU) are making big pushes for this type of info – it is no coincidence that the GSS and Te Kupenga are high priorities for our research community.</p> <p>More and more there is a call for outcomes data that relates to the perceptions and experiences of people. There are also a number of important cross-cutting policy areas that benefit from different types of data – the emphasis on Mental Health is a good example.</p> <p>In short – I think this is a good idea for change and in a direction that looks to the future."</p> <p>Inclusion may bring its own issues in regards to the Census Transformation strategy. Additional variables collected in the census would create a baseline before the admin census takes over. It may also create additional pressure to collect elsewhere in the system once the survey based census ceases – which may not be welcomed by our data suppliers.</p>	<p>Overall, inclusion would service an unmet enduring need, but will be hard to replicate in an admin based census unless data collection by Stats NZ or other suppliers change.</p>
<p>Will the proposed change produce quality information?</p>	<p>Sexual orientation has been rated as a priority 3 variable (the lowest in our Quality Management Strategy along with examples like religious affiliation). Generally, less effort is spent on priority 3 variables during processing to ensure higher priority variables (like the controversial topic of ethnicity) get most attention and resources to improve data quality.</p>	<p>Sexual orientation is one of several lower priority variables.</p> <p>The question version tested in the July 2016 volume</p>

<p>- Are there minimal or no quality problems? - Will the proposed change give better quality data?</p>	<p>Testing has shown that the concept is understood, there is some but not excessive item non-response (similar to some other more controversial topics), it allowed for an 'object to answering' option and the number of unidentifiable, concerned or facetious responses was low.</p> <p>However the topic was not included in the most recent field test, so we are relying on a large volume test in 2016, several rounds of cognitive testing including te-reo translations and previous question development. Minor changes to the 2016 question have been agreed with the questionnaire design team to improve respondent experience.</p> <p>There is currently no standard or classification for sexual orientation. We have been talking with the standards team and they had already planned to start development of the standard this August. They are able to bring this forward to start next week and they assure us the concept is well understood and agreed by stakeholders. However, there is a small risk census decides to go with the tested question and minor changes are made during standard development. The census would need to decide whether it would continue with a non-standard classification or make changes in late July that would impact ICS development. Jo-anne Allan thinks this is very low risk, but remains all the same.</p>	<p>test has been deemed by questionnaire design, classifications and census to be fit for purpose.</p>
<p>Is there continuity with previous census data? - Is it consistent and comparable with previous census data?</p>	<p>There is no previous census data on this subject.</p> <p>During data evaluation, the census team would need to use other data sources to verify quality including the NZ Health survey, test results from the recent large scale ONS test which uses the same concept and very similar question wording.</p> <p>External data sources and advocates could be employed to provide advice during evaluation given this is a new topic.</p>	<p>This would be a new topic</p>
<p>Is data consistent with other data collections? - Is it consistent with other data collections (concepts, definitions, classifications)?</p>	<p>This would be first time a census internationally would collect this information.</p> <p>The NZ Health Survey has collected the topic, but not published this information in the last 2 years since collection.</p> <p>See above for the discussion about standards and classifications</p>	<p>No current concept standard has been published, but can be within the next couple of months. The concept is widely understood and accepted.</p>
<p>Is there general acceptance of the proposed change? - Are there particular concerns for specific groups? - Is it non-intrusive? - Is it non-offensive? - Are respondents willing and happy to answer? - Do respondents feel the proposed change is of value?</p>	<p>This is the area with the least directly relevant information to help the decision.</p> <p>Assuming the LGB community would be advocates (but messaging around the lack of a gender question would need to be carefully managed), the current concern is whether the general or other specific populations would object to the inclusion resulting in a negative impact to the overall census count.</p> <p>During census testing, the sexual orientation question did not see large item non-response. It was positioned on the same page as other sometimes un-popular topics including number of children born (alive). There was no noticeable drop off of form completion rates if people had already started the form. However, the people who responded to the test were of the more willing variety.</p> <p>The question is more intrusive than some questions, and coupled with the possibility of people objecting to linking of data, this could create a flash-point in the public eye. The UK experienced a similar media backlash when the 'number of bedrooms' was inferred to be an invasion of privacy.</p>	<p>Results from the census testing of willing respondents has been positive, however no recent attitudinal research has been conducted by SNZ.</p> <p>If specific groups of people decide to not complete their census form or to spoil the rest of their information in protest, the response rate target may be impacted.</p> <p>However the inclusion of the topic may be a 'good new story' for the census to engage groups - especially youth.</p>

	<p>The question design would include an 'object to answering' tick box that has worked well in testing, and may allay some concerns. The greater prevalence of internet forms may also help some people to submit answers without using less dwelling secure paper forms.</p> <p>SNZ did some public attitudinal research in 2003. At the time, the results were fairly positive for inclusion – but it did note that public perception would change to be more accepting over time. This research has not been replicated since.</p> <p>Recent public attitudinal research by the ONS on the acceptability of inclusion in their next census was positive – especially in engaging those in youth demographics.</p> <p>Advice from the census communications team suggests that inclusion may be a good news story to show our relevance and response to real world change.</p>	<p>Internationally, most ICF countries are testing the sex related topics for possible inclusion in their next census rounds but have not made final decisions.</p>
<p>Would the proposed questions be easy for respondents to complete?</p> <ul style="list-style-type: none"> - Are they easy to understand and interpret? - Are they easy (simple) and quick to answer? - Do people know the answer? 	<p>Test analysis has pointed to the 2016 Volume test version as being fit for purpose for 2018 Census – with minor changes proposed.</p> <p>The item non-response rate for the test was no higher than similar topics. The question is quick to answer, however the cumulative effect of the new topics may create some additional respondent burden.</p> <p>People are able to answer the question and would also have an 'object to answering' option.</p>	<p>Test results have been positive but need to be tempered by the low test response rate which was more likely to include more willing people – given the test was not compulsory and no field staff follow-up was completed.</p>

2. Programme impact

Over the last couple of weeks, the census content team has engaged with internal areas to assess the likely impact on the programme and also other subject areas in SNZ. The programme impact is small – ICS development may increase by one vendor day and there will some translation work to be done along with the earlier completion of a sexual orientation standard.

Subject matter areas are happy with the overall changes proposed to content and we have noted we are looking again at the possible inclusion of sexual orientation. There is support from most areas to collect this information, however there has been discussion about the absence of a Stats NZ plan to include the sex related topics in the census or other surveys such as the GSS. We would recommend that a working group form and a 'domain plan' be developed with external stakeholders – regardless of the outcome of the 2018 Census content determination process.

3. Recommendation

Denise and Gareth and I have met several times over the last couple of weeks to discuss the case and impact for inclusion of the sexual orientation topic in 2018 Census. We all see the pros, cons and opportunities afforded by possible inclusion of the topic.

While the census content team is now recommending inclusion, a conclusion has been reached by me, supported by Denise. My thinking has been informed by (i) the range of information above and a number discussions with Denise and Gareth, and (ii) a conscious decision as to the role/perspective I believe I need to bring to my recommendation. On this occasion I believe that the role I am playing is to present my conclusion on the best statistical decision for Stats NZ. That is, the decision that I believe will lead to the "best" set of official statistics for NZ – the set that provides the optimal balance between statistical benefit and statistical risk. In my view the benefits of including sexual orientation to users of Census data are moderate (higher if sub-national estimates can be produced) and the statistical risks of including it, unknown, but potentially high amongst some segments of the population (thereby potentially leading to biased or less complete data for some population segments).

On the basis of whether inclusion of the sexual orientation topic in the 2018 Census is the most appropriate vehicle and whether it would produce high enough quality information – it would be a borderline decision that, for me, falls on side of exclusion. However a number of other factors, including current census programme pressures, organisational reputation and stakeholder management (in its widest sense) will need to be considered by the you to ensure the broader Stats NZ perspective is factored appropriately.

Regardless of what the decision, census will gladly implement all the topic decisions including inclusion or exclusion of sexual orientation.

4. An additional possibility

One additional piece of work is being considered – whether we could run a short public attitudinal survey via an external market research company. Later today, Gareth and others are meeting with UMR who ran the previous public attitudinal research for SNZ back in 2003 and who recently completed the ‘data in the cloud’ research. If a robust enough survey could yield results that informed public acceptability of asking sexual orientation in the 2018 Census in the next 4 weeks, we will have one of the remaining missing piece of recent research on the subject. The findings from this research, if favourable to inclusion of sexual identity, would easily be enough to alter my recommendation – i.e. to recommend inclusion of sexual identity in 2018 Census.

Therefore you could:

- Accept my recommendation now and decide to NOT include sexual orientation in 2018 Census
- Reject my recommendation now and decide to include sexual orientation in 2018 Census
- Decide to include the sexual orientation topic PROVIDING the attitudinal research indicates at least broadly favourable attitudes to its inclusion.

If you opt for the third option the Census Content team could continue to work on dual tracks: with sexual orientation included or not included, for a short period of time.

I look forward to discussing with you tomorrow.

Cheers

Teresa

Teresa Dickinson

Deputy Government Statistician & Deputy Chief Executive – Insights and Statistics

Kaitataua Tuarua te Kawanatanga me te Tumuaki Tuarua

Stats NZ Tatauranga Aotearoa

HP House 8 Gilmer Terrace Wellington 6011

PO Box 2922 Wellington 6140

DDI

stats.govt.nz

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Jarrold Williams

From: Teresa Dickinson
Sent: Tuesday, 4 July 2017 4:59 PM
To: Gareth Meech; Liz MacPherson
Cc: Denise McGregor; Michael Berry
Subject: RE: 2018 Census content - Liz, a couple of other questions to ask you...

Hi Gareth

I've also just spoken to Liz about this. Decisions are as follows:

- Liz will be media spokesperson for announcement re Census content and will do this on 31/7. She is back in the country a couple of days earlier so will be in a fit state to prep and perform
- In terms of the proposal re the sex question proceed as follows in red:
 - o Targeted public messaging of an option for intersex people to indicate 'intersex' by using two-ticks on the paper form. VERY low key messaging around this and carefully targeted
- If they only receive an internet code, encourage them to call the contact centre and ask for a paper form to be sent so they can complete the sex question using two-ticks and post back in Agree
- Prepare the public that no official statistics will be produced - however the data will be released in the form of a research report (not unlike the recent ABS report) Again, communicate this with interest groups and key users – no need for public awareness on this aspect of things. Agree with the research report approach.
-

So that there's no confusion, Liz specifically agreed to proceed with the "Two tick" approach and production of a research report akin to Australia – the views about targeting comms vs communicating to the general public are mine, but can be considered a decision.

T

From: Gareth Meech
Sent: Monday, 3 July 2017 9:40 PM
To: Liz MacPherson <@stats.govt.nz>
Cc: Teresa Dickinson <@stats.govt.nz>; Denise McGregor <@stats.govt.nz>; Michael Berry <@stats.govt.nz>
Subject: 2018 Census content - Liz, a couple of other questions to ask you...

Hi Liz,

I know you must be getting a whole lot of to-do emails before you go on leave from people like me, but I was talking to Denise tonight about the announcements about 2018 Census content due at the end of July and realised we hadn't asked you a couple of key questions in our last meeting.

1. Media spokesperson for announcement of 2018 Census content

The external report that contains the decisions about 2018 Census content is planned to be published on Monday 31 July. We will need a media person to front for the report and as this is one of the GS decisions, we wanted to know whether you wanted to be the spokesperson. This would be your first day back. Before you get back, we will be preparing things like a media release, speaking notes, FAQs etc. We would likely start preparing the spokesperson in the week leading up to release. Ideally we do not want to delay the release as we have publicly talked about announcing 'at the end of July'.

So options are:

- Keep the 31 July release date with you to front the media on your first day back in the office(!). We would send you a package of notes to read prior if you wanted to read them before you come back from leave
- Keep the 31 July release date and ask Teresa or Denise (or other) to be the media spokesperson and we would have time to brief them prior
- Delay the release of the report by a few days into the first few days of August to allow you to be the spokesperson

2. Improving the collection of the sex question for intersex people

We didn't spend time talking about the sex question in our last meeting as we have recommended asking only male or female as previously - but over the last few weeks we have been looking at some options on how to allow motivated respondents to indicate 'intersex' in other ways. As we found and the ABS recently found, a third sex question option for the general population will not yield accurate results, but given we have an currently dormant HRC complaint about 'forcing' biologically intersex people to answer incorrectly we are scoping an option that looks like this:

- Targeted public messaging of an option for intersex people to indicate 'intersex' by using two-ticks on the paper form.
- If they only receive an internet code, encourage them to call the contact centre and ask for a paper form to be sent so they can complete the sex question using two-ticks and post back in
- Prepare the public that no official statistics will be produced - however the data will be released in the form of a research report (not unlike the recent ABS report)
- Prepare the public that a 'two-tick' response will not be counted in the official figures – it will be ignored and imputed as if it was blank.

This is a low cost option for census to implement and would solve the forced binary issue. However, there are some reputational risks about allowing an answer to be accepted but then ignored for official data.

Any thoughts on both issues would be greatly appreciated – or feel free to delegate to Teresa in your absence!

Cheers
Gareth

Gareth Meech
Senior Manager, Customer Focus unit, 2018 Census
Stats NZ Tatauranga Aotearoa
DDI | stats.govt.nz

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Jarrold Williams

From: Gareth Meech
Sent: Thursday, 20 July 2017 12:48 PM
To: Teresa Dickinson
Cc: Michael Berry; Denise McGregor;
Subject: Sex question

Hi everyone,

Mike and I met with [redacted] We gave them a background and they asked a number of good questions. The upshot was they will come back to us in the next day or so with a suggestion of any red flags and/or work they think could be done before the 31st to assist us.

My take from this morning ([redacted] and Mike please weigh in) is that the we have tried hard to make the third sex category work, and the question is whether we did enough to get it into the census. They appreciated the new approach to collect 'two-marks' and publish a research report, but they had questions whether we should have spent more money accommodating this (eg. Create an alternative online or paper form or allow 'two-marks on the online form).

In light of the discussion, I would like to review the sex-question related stakeholder communication plans for the 31st and also start thinking about respondent communication plans nearer census day.

Cheers
Gareth

From:
Sent: Wednesday, 19 July 2017 3:52 PM
To: Gareth Meech <[redacted]@stats.govt.nz>; Teresa Dickinson <[redacted]@stats.govt.nz>
Cc: Michael Berry <[redacted]@stats.govt.nz>; Denise McGregor <[redacted]@stats.govt.nz>; I
<[redacted]@stats.govt.nz>
Subject: RE: Sex question -

Hi Teresa,

I'm meeting [redacted] (Gareth too if he can make it).

My own initial thought is that there is no harm in being very open re our own disappointment re not yet being able to land an approach that works to gather both good data (collect meaningful data re males, females and the intersex community) and be more considerate to intersex persons.

Ngā mihi

Stats NZ Tatauranga Aotearoa
DDI +64 21 945 780 | stats.govt.nz

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From: Gareth Meech
Sent: Wednesday, 19 July 2017 2:33 PM
To: Teresa Dickinson <teresa.dickinson@stats.govt.nz>
Cc: gareth.meech@stats.govt.nz; Michael Berry <michael.berry@stats.govt.nz>; Denise McGregor <denise.mcgregor@stats.govt.nz>
Subject: RE: Sex question -

Thanks Teresa,

I will check up on other countries. I am pretty sure we have information about the other ICF census programmes and will flick some information out.

Cheers
Gareth

From: Teresa Dickinson
Sent: Wednesday, 19 July 2017 2:12 PM
To: Gareth Meech <gareth.meech@stats.govt.nz>
Cc: gareth.meech@stats.govt.nz; Michael Berry <michael.berry@stats.govt.nz>; Denise McGregor <denise.mcgregor@stats.govt.nz>
Subject: RE: Sex question -

Thanks Gareth – all very clear.

1. I maintain that it would be risky to the Census overall to be put in the position of having to cater for intersex responses in the mainstream completion of the Census. Fingers crossed.

Do we have any other precedents as to how this has been handled elsewhere (e.g. Canada) that we might want to use. Saying “this is what Australia did and is seems to have worked OK” may not prove that compelling!

T

From: Gareth Meech
Sent: Wednesday, 19 July 2017 1:48 PM
To: Teresa Dickinson <teresa.dickinson@stats.govt.nz>
Cc: teresa.dickinson@stats.govt.nz; Michael Berry <michael.berry@stats.govt.nz>; Denise McGregor <denise.mcgregor@stats.govt.nz>;
Subject: Sex question -

Hi Teresa,

I need to alert you to a potential issue around the sex question decision and publication of content decisions on 31 July. I had given an undertaking to you (and Liz and Denise)

Yesterday, a paper was presented to the Census Programme Team (where we agree programme decisions, change requests etc) that provided a way forward to mitigate some of the remaining risk around the binary sex question. In my acting capacity as Denise this week, I approved the decision to capture 'intersex' information in the 2018 Census via the following process:

- We will enable respondents to call and request a paper form if they do not want to answer the binary online sex question, and instruct them to mark both boxes for sex.
- Outputs of the sex variable however, will all be based on binary sex categories and all people (both requesters and other respondents who make an error or don't respond) will be imputed with male or female.
- The data received from the scanning vendor will allow us to easily identify and count individuals who marked both options, but we are very unlikely to be able to distinguish between mistakes and intersex people who respond in this way. Therefore we are not aiming to provide fit for purpose data on the intersex population. The counts of people who requested a form for this reason aren't able to be captured by the contact centre without significant development work.
- As part of the evaluation work for the sex question we will author a report about how many people marked both options and the potential for meeting this information need in the future through census or other collections. This work will fit in alongside other work on this and related questions to help Stats NZ to determine how it will meet user needs in this area in the future. A research report (probably similar to the recent ABS paper) would be published on the results.
- A communications strategy would be developed, aiming to:
 - o Ensure that respondents are aware that this is an option.
 - o Give clarity about outputs and be open about the fact that we aren't likely to get usable data from this.
 - o Develop clear answers to questions that intersex and other interested groups or individuals may raise.
 - o Ensure that the terms and messages used are consistent across the programme, and that call centre operators understand when and how to offer this option.

So I am flagging some backtracking may be needed early next week on this subject. Some example scenarios could be:

-
-
- publish but potentially hold back a decision on the sex question only
-

Let me know if you would like to talk about it, otherwise I will update you all after we hear

Cheers
Gareth

Gareth Meech
Senior Manager, Customer Focus unit, 2018 Census
Stats NZ Tatauranga Aotearoa
DDI | stats.govt.nz

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Jarrood Williams

From: Gareth Meech
Sent: Monday, 24 July 2017 9:12 PM
To: Denise McGregor; Teresa Dickinson
Cc: Michael Berry; Rachael Milicich
Subject:
Attachments:

Hi Denise and Teresa,

I will organise a discussion with Denise, Mike, and in the morning to check in about everybody's comfort to proceed with our current topic and comms plans.

Cheers
Gareth

From:
Sent: Monday, 24 July 2017 5:08 PM
To: @stats.govt.nz>
Cc: Gareth Meech <@stats.govt.nz>; Michael Berry <@stats.govt.nz>;
Subject: Census advice

Hi everyone

answers to our questions.
Kind regards

Thanks for getting back so quickly with

Confidentiality Notice: This email may contain information that is confidential or legally privileged. If you have received it by mistake, please:
(a) reply promptly to that effect, and remove this email and the reply from your system; (b) do not act on this email in any other way. Thank you.

Jarrold Williams

From: Liz MacPherson
Sent: Wednesday, 1 November 2017 10:34 PM
To: Teresa Dickinson;
Cc: Calli Seedall; Diane Ramsay; Kathy Connolly; Mark Sowden
Subject: RE: Update on Sexual Orientation in GSS 2018

Follow Up Flag: Follow up
Flag Status: Completed

Great outcome. Provides significant confidence on which to proceed to next stage.

Sent securely from my iPhone

From: Teresa Dickinson
Sent: Tuesday, 31 October 2017 at 11:33:54 AM
To:
Cc: Calli Seedall; Diane Ramsay; Kathy Connolly; Liz MacPherson; Mark Sowden
Subject: RE: Update on Sexual Orientation in GSS 2018

Liz - FYI. This is a good outcome.

T

Sent securely from my iPhone

From: Teresa Dickinson
Sent: Tuesday, 31 October 2017 at 9:19:00 AM
To: Labour Markets and Households - SMPMs; Labour Markets and Households - Future Development; Jo-anne Allan; ; ; Penny Barber; Robin Smith; Peter de Wit; Peter Dolan; Kat Keelan; Gareth Meech; Digby Carter; Denise Brown; Michael Berry; Lorna Curran;
Cc: Kathy Connolly; Rachael Milicich; Becky Collett; Andrea Lawson; Diane Ramsay; Teresa Dickinson
Subject: Update on Sexual Orientation in GSS 2018

Hi all

As promised in Calli's previous email, here is the update on the Sexual Orientation question asked in the GSS Field Test:

Debrief: Interviewers were very positive about this question and despite 11 instances where interviewers did not ask the question, none of the interviewers felt unsafe at any time during the Field Test.

Results: The field test had an achieved sample rate of 55% and approximately 140 complete responses. Of the responses to the sexual orientation question, 95.9% selected heterosexual, 0.8% selected bisexual, and 3.3%

selected refuse or choose not to answer. Given the sample size, very little can be determined from this result except that there are no red flags.

Respondents were also asked to rate how comfortable they were answering the question. Overall, 84.4% rated their comfort level as 6/10 or more.

What this means: Given the positive response from interviewers, the lack of anything worrying in the results, and assuming a good response to the classifications and standard's work on this topic, the Sexual Orientation question will be asked in the main GSS.

Please let me know if you have any questions about this.

Thanks

Statistical Analyst | Wellbeing and Housing Statistics Stats NZ Tatauranga Aotearoa DDI ·
stats.govt.nz <http://www.stats.govt.nz/about_us.aspx>
<<https://www.facebook.com/StatisticsNZ>> <<https://twitter.com/StatisticsNZ>>
<<https://www.linkedin.com/company/statistics-new-zealand>>

From: Carol Slappendel
Sent: Tuesday, 23 January 2018 1:58 PM
To: Carol Slappendel
Subject: FW: Briefing note for Minister

From: Denise McGregor
Sent: Friday, 3 November 2017 4:24 PM
To: Carol Slappendel <@stats.govt.nz>
Subject: FW: Briefing note for Minister

Carol

FTI see note below. The Minister was following up on the sex related topics. We have a follow up which we'll coordinate from census. Liz has offered a longer briefing on the census later.

Ngā mihi
Denise

Denise McGregor
General Manager | Kaiwhakahaere Matua
2018 Census | Tauranga 2018
Stats NZ Tauranga Aotearoa
DDI | M: | denise.mcgregor@stats.govt.nz

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Executive Assistant:
DDI | stats.govt.nz

From: Denise McGregor
Sent: Friday, 3 November 2017 3:03 PM
To: Michael Berry <@stats.govt.nz>; <@stats.govt.nz>
Cc: Gareth Meech <@stats.govt.nz>; Diane Ramsay <@stats.govt.nz>; <@stats.govt.nz>
Subject: Briefing note for Minister

So I have this is writing:

From our visit to the Minister this morning. He was interested in discussing the content decision making process, especially around sex, sexual orientation and gender decisions. He has been asked about these topics and the census.

I briefed him on the census content processes and our findings and Diane talked about the GSS and our plans there. He would like a short paper summarising the process we've been through (the content process, testing and our conclusions etc) plus the people/groups we have been talking to during this process. This is so, when people

talk to him about this issue, he understands the process and he can put them in touch with groups that have already been involved. So it's for his information.

I said to Diane and we will start this off with the census processes and then her team can add the GSS. I think Nancy already has this story of the process.

We will need a list of groups who we have been consulting with from the Content Project plus those groups that put in formal submissions. Would you send this to me and Nancy asap please?

Ngā mihi
Denise

Denise McGregor
General Manager | Kaiwhakahaere Matua
2018 Census | Tatauranga 2018
Stats NZ Tatauranga Aotearoa
DDI: 06 326 8800 | M: 021 778 778

@stats.govt.nz

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Executive Assistant:
DDI: 06 326 8800

stats.govt.nz

Jarrold Williams

From:
Sent: Wednesday, 17 January 2018 1:26 PM
To: Jarrold Williams
Subject: FW: 2018 Census content - Liz, a couple of other questions to ask you...
Categories: Emails

From: Liz MacPherson
Sent: Wednesday, 17 January 2018 12:27 PM
To: << @stats.govt.nz>
Subject: FW: 2018 Census content - Liz, a couple of other questions to ask you...

From: Teresa Dickinson
Sent: Tuesday, 4 July 2017 4:59 PM
To: Gareth Meech < @stats.govt.nz>; Liz MacPherson < @stats.govt.nz>
Cc: Denise McGregor < @stats.govt.nz>; Michael Berry < @stats.govt.nz>
Subject: RE: 2018 Census content - Liz, a couple of other questions to ask you...

Hi Gareth

I've also just spoken to Liz about this. Decisions are as follows:

- Liz will be media spokesperson for announcement re Census content and will do this on 31/7. She is back in the country a couple of days earlier so will be in a fit state to prep and perform
- In terms of the proposal re the sex question proceed as follows in red:
 - o Targeted public messaging of an option for intersex people to indicate 'intersex' by using two-ticks on the paper form. VERY low key messaging around this and carefully targeted
- If they only receive an internet code, encourage them to call the contact centre and ask for a paper form to be sent so they can complete the sex question using two-ticks and post back in Agree
- Prepare the public that no official statistics will be produced - however the data will be released in the form of a research report (not unlike the recent ABS report) Again, communicate this with interest groups and key users – no need for public awareness on this aspect of things. Agree with the research report approach.
- Prepare the public that a 'two-tick' response will not be counted in the official figures – it will be ignored and imputed as if it was blank. Again, it's not the public that need to know this, but rather targeted comms that will be needed

So that there's no confusion, Liz specifically agreed to proceed with the "Two tick" approach and production of a research report akin to Australia – the views about targeting comms vs communicating to the general public are mine, but can be considered a decision.

T

From: Gareth Meech
Sent: Monday, 3 July 2017 9:40 PM
To: Liz MacPherson <@stats.govt.nz>
Cc: Teresa Dickinson <@stats.govt.nz>; Denise McGregor <@stats.govt.nz>; Michael Berry <@stats.govt.nz>
Subject: 2018 Census content - Liz, a couple of other questions to ask you...

Hi Liz,

I know you must be getting a whole lot of to-do emails before you go on leave from people like me, but I was talking to Denise tonight about the announcements about 2018 Census content due at the end of July and realised we hadn't asked you a couple of key questions in our last meeting.

1. Media spokesperson for announcement of 2018 Census content

The external report that contains the decisions about 2018 Census content is planned to be published on Monday 31 July. We will need a media person to front for the report and as this is one of the GS decisions, we wanted to know whether you wanted to be the spokesperson. This would be your first day back. Before you get back, we will be preparing things like a media release, speaking notes, FAQs etc. We would likely start preparing the spokesperson in the week leading up to release. Ideally we do not want to delay the release as we have publicly talked about announcing 'at the end of July'.

So options are:

- Keep the 31 July release date with you to front the media on your first day back in the office(!). We would send you a package of notes to read prior if you wanted to read them before you come back from leave
- Keep the 31 July release date and ask Teresa or Denise (or other) to be the media spokesperson and we would have time to brief them prior
- Delay the release of the report by a few days into the first few days of August to allow you to be the spokesperson

2. Improving the collection of the sex question for intersex people

We didn't spend time talking about the sex question in our last meeting as we have recommended asking only male or female as previously - but over the last few weeks we have been looking at some options on how to allow motivated respondents to indicate 'intersex' in other ways. As we found and the ABS recently found, a third sex question option for the general population will not yield accurate results, but given we have an currently dormant HRC complaint about 'forcing' biologically intersex people to answer incorrectly we are scoping an option that looks like this:

- Targeted public messaging of an option for intersex people to indicate 'intersex' by using two-ticks on the paper form.
- If they only receive an internet code, encourage them to call the contact centre and ask for a paper form to be sent so they can complete the sex question using two-ticks and post back in
- Prepare the public that no official statistics will be produced - however the data will be released in the form of a research report (not unlike the recent ABS report)
- Prepare the public that a 'two-tick' response will not be counted in the official figures – it will be ignored and imputed as if it was blank.

This is a low cost option for census to implement and would solve the forced binary issue. However, there are some reputational risks about allowing an answer to be accepted but then ignored for official data.

Any thoughts on both issues would be greatly appreciated – or feel free to delegate to Teresa in your absence!

Cheers
Gareth

Gareth Meech
Senior Manager, Customer Focus unit, 2018 Census
Stats NZ Tatauranga Aotearoa
DDI - | stats.govt.nz

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Jarrold Williams

From: [redacted] <[redacted]@stats.govt.nz>
Sent: Friday, 26 January 2018 9:44 AM
To: Jarrod Williams
Cc:
Subject: FW: Moduule on sexual orientation in the GSS
Attachments: image001.png; image002.png; image003.png; image004.png

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Emails

-----Original Message-----

From: Gareth Meech [mailto:gareth.meech@stats.govt.nz];
Sent: 29/06/2017 9:01:25 a.m.
To: [mailto:[redacted]@stats.govt.nz]; Michael Berry [mailto:[redacted]@stats.govt.nz];
[mailto:[redacted]@stats.govt.nz]; [mailto:[redacted]@stats.govt.nz];
[mailto:[redacted]@stats.govt.nz]; [mailto:[redacted]@stats.govt.nz]; Alex Bayley
[mailto:[redacted]@stats.govt.nz]; Adele Quinn [mailto:[redacted]@stats.govt.nz]; Jo-Anne Allan [mailto:[redacted]@stats.govt.nz];
[mailto:[redacted]@stats.govt.nz]; [mailto:[redacted]@stats.govt.nz]; Andrea Lawson
[mailto:[redacted]@stats.govt.nz]; Richard Stokes [mailto:[redacted]@stats.govt.nz];
[mailto:[redacted]@stats.govt.nz]; Victoria Treliving [mailto:[redacted]@stats.govt.nz]; Lyndsey WHELAN
[mailto:[redacted]@stats.govt.nz]; Giles Reid [mailto:[redacted]@stats.govt.nz];
Subject: FW: Moduule on sexual orientation in the GSS

Hi everyone,

I will ask Denise to send out a wider communication about this, but wanted to tell you first. Denise, Teresa, Liz and myself met yesterday. Liz has approved all of our content recommendations (which is great!), but we spent most of the meeting talking about sexual orientation. Liz made the decision after much discussion that we would not be including the topic in 2018 Census. But she made it clear that her communication around this would be that she is disappointed we could not make it work and that we would be including this topic somewhere else soon. Last night she said 'this would be the last census to not ask it', but that may now be tempered given the quick direction Teresa has given Diane (see below).

As you can see Diane has agreed to get the topic into a September 2017 test with the intention to be in the field in April 2018!

Mike, can you please package up everything we have on the topic and get this to Diane this week? Jo-anne, can you please contact Diane and myself about the upcoming external discussion about confirming a standard? I will set up a meeting with Diane and her team for mid next week to talk it through – Mike let me know who you would like to be there.

Thankyou all for your help on this topic and of course the whole content development date – I am really pleased about the outcome and think many of you will think this is a better outcome than the position I had been pushing in the last few weeks!

Cheers

Gareth

From: Teresa Dickinson
Sent: Wednesday, 28 June 2017 4:20 PM
To: Liz MacPherson <@stats.govt.nz>
Cc: Denise McGregor <@stats.govt.nz>; Gareth Meech <@stats.govt.nz>; Vince Galvin <@stats.govt.nz>; Ray Freeman <@stats.govt.nz>; Rachael Millicich <@stats.govt.nz>; Diane Ramsay <@stats.govt.nz>
Subject: Moduule on sexual orientation in the GSS

Hi Liz

Following our discussion this afternoon where you indicated your decision (made with great reluctance) to not include questions on the topic of sexual orientation I have met with Diane.

We have agreed that there will be a module in the forthcoming GSS that will, at the very least, ask question(s) on sexual orientation, but may also ask questions on sex and gender. The timing for this is a test in September with the GSS in the field in April 2018.

Gareth, in the first instance your team will need to share the work done on these topics with Diane and her team quite quickly. Early decisions for the GSS will include:

- Sexual orientation only, or also sex and/or gender
- Use the questions already tested for the Census (designed for self-complete) or develop others that may work better in an interviewing situation (more likely)

I also alerted Diane to the need to keep key stakeholders (HRC, LGBTI groups etc.) involved as this work was being planned to (i) ensure relevance and value of the questions

asked, (ii) manage expectations of what can be produced from a sample survey (iii) manage relations with these key groups in the lead up to and around the time of the Census.

Thanks Diane for being so open to the inclusion of this in the GSS, and willing to make it work against the timelines you face.

T

Teresa Dickinson

Deputy Government Statistician & Deputy Chief Executive – Insights and Statistics

Kaitatau Tuarua te Kawanatanga me te Tumuaki Tuarua

Stats NZ Tatauranga Aotearoa

HP House 8 Gilmer Terrace Wellington 6011

PO Box 2922 Wellington 6140

DDI ^H

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