
From: Auckland Pride Chair [mailto:~~@**~~]
Sent: Thursday, 15 November 2018 11:36 a.m.
To: PHILLIPS, Tracy <~~@**~~>
Subject: Auckland Pride Our half of joint media release

Morena Tracy

Please find attached our half of the joint media release.

Let me know your feedback (if any) or when you have approved.

Cheers
Cissy

Thursday 15 November 2018



POLICE AND AUCKLAND PRIDE MOVING FORWARD TOGETHER

Last week, New Zealand Police was advised by the Board of Auckland Pride that a decision had been made that Police officers were welcome to participate in the 2019 Auckland Pride Parade, but would not be able to march in uniform.

The Board came to this decision following its annual series of consultation meetings, during which members of our rainbow communities had come forward with feedback about the presence of Police. The visibility of the Police uniform, in particular, had made them feel less safe about participating in the Auckland Pride Parade.

Issues and concerns relating to New Zealand Police were raised again and again throughout a series of four Auckland Pride Community Hui that were held across Tāmaki Makaurau during August. Complaints about Police consistently outnumbered feedback about any other institution or organisation.

A special Hot Topic Hui was organised for October, so the Board could hear more views from our communities on the place of New Zealand Police within Auckland Pride.

The personal experiences of Police mistreatment shared by LGBTQIA+ people throughout this lengthy consultation process were deeply affecting. The Board could not ignore them.

The Board's decision to ask Police to march in the 2019 Auckland Pride Parade, out of uniform, was a compromise. The intention was to encourage all people within our rainbow communities to feel safe and included within their own event – without having to exclude our valued LGBTQIA+ Police officers.

New Zealand Police subsequently decided to exclude its own people, because they could not wear a uniform that was causing LGBTQIA+ people and communities to feel unwelcome at an LGBTQIA+ event. Auckland Pride values people over uniforms.

Auckland Pride's major public event, the Parade along Ponsonby Road is first and foremost a celebration of and for Tāmaki Makaurau's rainbow communities – which includes people identifying as gay, lesbian, bisexual, transgender, intersex, takatāpui, whakawāhine, tangata ira tāne, fa'afafine, fakaleiti, akava'ine, māhū, vaka sa lewa lewa, rae rae, fiafifine, fakafifine, palopa, kathoey, hijra, baklâ, genderfluid, genderqueer, pansexual, asexual, queer and questioning.

Following the Board's decision, and subsequent Police decision, both organisations have been engaged in ongoing dialogue, and have expressed a commitment to work alongside each other in order to build safer communities together.

Police staff, including Diversity Liaison Officers (DLO's), will still be engaging with the 2019 Parade in an operational capacity. For a list of rainbow-friendly DLO contacts, please visit: www.police.govt.nz/dlos

Auckland Pride has offered to facilitate opportunities for non-uniformed Police officers to march in the 2019 Parade with local rainbow community groups and other participating organisations.

Auckland Pride will continue to work with New Zealand Police towards an equitable partnership and long-term plan in which both organisations can move forward together to explore solutions to the issues and concerns that have been raised, and to support healing and reconciliation.

The Board of Auckland Pride wishes to acknowledge New Zealand Police for their willingness to work alongside rainbow communities towards upholding the rights and dignity of all people of diverse sexual orientation, gender identities, gender expressions and sex characteristics living in Aotearoa New Zealand.

The Board apologises to our rainbow communities for any distress that may have been caused by this decision, and our lack of communication over the past week. The Board had agreed to work on a joint statement with Police, and remained silent out of respect for this process.

Thank you to all those who engaged in the intervening debate in a thoughtful and respectful manner. Auckland Pride's objective is to create safe spaces for our communities and to discuss the issues that are important to them.

The Board invites people who wish to talk about the Police decision to attend a special Auckland Pride Community Hui, facilitated by Tim Foote, at the Grey Lynn Community Centre this Sunday 18 November, commencing at 7.30pm.

ENDS

Website: <https://aucklandpride.org.nz>

Facebook: <https://www.facebook.com/AucklandPride/>

Twitter: <https://twitter.com/AucklandPride>

Instagram: <https://www.instagram.com/aucklandpride/> #aklpride

From: Julian Cook [mailto:xxxxxx@xxxxxxxxxxxxxxx.xxx.xx]
Sent: Wednesday, 14 November 2018 8:18 a.m.
To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.xx> Auckland Pride Chair
<xxxxx@xxxxxxxxxxxxxxx.xxx.xx>
Subject: Re: DRAFT press release as promised

Morena Tracy

Thank you for the work that you and the media team have done to prepare this press release.

The Board has developed the joint statement as attached – retaining all of your points, while adding information relevant to Auckland Pride and correct terminology with regards to rainbow communities.

Please let us know what further changes the Police will require. The Board is very keen to reach agreement on the wording and distribute the release today.

The attached version has been set in Auckland Pride's standard media release format. We could consider a joint format, or send the same wording separately in our own formats.

Let us know what you think will work best.

Nga mihi nui

Julian

Julian Cook
Festival Director

signature_804562097

e: xxxxxxx@xxxxxxxxxxxxx.xxx.xx

m: +64 21 465 858

p: +64 9 629 6563

w: www.aucklandpride.org.nz

From: "PHILLIPS, Tracy" <xxxxx.xxxxxxxx@xxxxxx.xxx.x>

Date: Tuesday, 13 November 2018 at 2:21 PM

To: Auckland Pride Chair <xxxxx@xxxxxxxxxxxxx.xxx.xx>, Julian Cook
<xxxxxx@xxxxxxxxxxxxx.xxx.xx>

Subject: DRAFT press release as promised

Police and Auckland Pride Joint Press Release

Wednesday 14th November 2017

New Zealand Police were advised by the Pride Board last week that a decision had been made that Police officers were allowed to take part in the Auckland Pride Parade in 2019 – but were unable to march in uniform.

Police acknowledge their views and we support the Pride Parade in creating a safe space for all to attend.

New Zealand Police was disappointed by this decision however and we have subsequently withdrawn our application to march in the Pride Parade next year.

Police are committed to supporting and working with our Rainbow community and we are proud of the work we currently do to celebrate diversity and support our Rainbow community. However we also acknowledge that there are also areas where we can improve in this space.

Police have been in discussions with the Pride Board since this decision was made and we are committed to working alongside each other in order to build safer communities together.

There will be an agreed plan where Police will work alongside the Pride Board and our Rainbow partners on an ongoing basis in order to move forward and find solutions to these concerns raised.

Police staff, including Rainbow-friendly Diversity Liaison Officers (DLO's) will still attend the parade in an operational capacity to support a safe event for everyone to enjoy.

For those who are hoping to see our police dogs, horses, rainbow car and uniformed staff at Pride events, you will be able to see us attending other festival events including "Woof" on February 3rd and the Big Gay Out on February 10th.

For a list of Rainbow DLO contacts go to: www.police.govt.nz/dlos

-

ENDS

Parade details:

Saturday 16th February, 6pm (no rain date), free event.

The Auckland Pride Parade route travels along Ponsonby Road from Three Lamps to Western Park

Ponsonby Road will be closed to traffic from 4pm to 10pm.

Parking restrictions apply on Ponsonby Road and adjoining roads.

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki

Makaurau

Cell 021 191 59 56

=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

From: Auckland Pride Chair [mailto:~~xxxx@xxx~~]
Sent: Thursday, 15 November 2018 8:53 p.m.
To: PHILLIPS, Tracy <~~xxxx@xxx~~>
Subject: Re: Auckland Pride Our half of joint media release

Hi Tracy

Replying to this email and want to acknowledge that it was sent after we had a phone conversation in which it became clear that a joint release was not going to be possible.

I am still in the South Island and searching for some internet .

I was clear that the Auckland Pride Board was happy was our media release, and you did let me know that you weren't happy, nor did you think it was accurate that way we represented Police in paragraph 7.

I did reflect that was the Auckland Pride Board perspective and how we felt about your decision, and that perhaps we could revert back to the previous joint media release.

I reiterated that we felt like we were putting forward a comprise with the no uniform but still participating, and you were clear that not one police person would come if not if uniform.

This is when it did become apparent that finding a way forward was getting less likely.

I like how we did try to find a way forward, even though you felt our release wasn't balanced.

As we realised that we were at the point we weren't getting a joint release, you let me know that it would be best for the Auckland Pride Board to send out a release and you would stay silent and positive if the media call.

I appreciated that we ended the call with an agreement to keep in relationship and that we are both committed to a serious working future.

I know you want Ta'I and Phylesha at the table and we agreed on a meeting in early December.

How would Monday 10 December be for you? I can check with the rest of the Board but it is one of the only days I am in Auckland.

I am looking forward to a respectful, honest and future looking working relationship. I certainly know you do work hard for LGBTI+ communities.

Warm regards

Cissy

On Thu, Nov 15, 2018 at 12:41 PM PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx>.xx wrote:

Kia ora Cissy

Really offended by paragraph 7 that is not conducive to ongoing relationships

New Zealand Police subsequently decided to exclude its own people, because they could not wear a uniform that was causing LGBTQIA+ people and communities to feel unwelcome at an LGBTQIA+ event.

I don't feel that the press release just sent through this is accurate or balanced it still appears to be speaking on our behalf which is not appropriate. I have asked this sentence above in red is removed.

James was at all the hui and there were not as portrayed a whole lot of stories. Kyras' story was very sad and I am yet to have the other side reviewed as they have decline my requests to share the story, take a complaint and investigate.

As discussed time is moving on and people need to know the outcome so Pride should go ahead and release – we tried for a joint one and at this point we agree that it isn't working and not in a timely way.

Police remain committed to working with the Board and Rainbow Communities (all of them) to address the issues. We request a meeting early December 2018 with the Board and especially including Tahi and Phylesia so we can plan how the board can be an effective conduit for the minorities to have their voices heard and find the solutions we all want.

Happy to find a date and venue that suits the board but let's lock it in and make a difference. Let me know what suits and we will work around you.

We are also keen to hear or receive a plan on the apology aspect – what the board thinks that could look like and how we work together to address the issues of the past and move forward.

I do remind the board that my day job is dealing with complaints against police and I am happy to talk through our processes and receive complaints for addressing formally. If people don't feel safe to come to Police there is always the Independent Police Conduct Authority website as well.

The behaviour we walk past is the behaviour we accept and we do hold our people to account to effect behaviour change. For that we need specifics.

Kindest regards

Tracy

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau
Cell 021 191 59 56

From: Auckland Pride Chair [mailto:xxx@xxx]

Sent: Thursday, 15 November 2018 11:36 a.m.

To: PHILLIPS, Tracy <xxx@xxx>

Subject: Auckland Pride Our half of joint media release

Morena Tracy

Please find attached our half of the joint media release.

Let me know your feedback (if any) or when you have approved.

Cheers
Cissy

=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

--

Regards,
Cissy Rock



Chair, Auckland Pride
www.aucklandpride.org.nz

From: Auckland Pride Festival [mailto:~~@xx~~]
Sent: Tuesday, 24 July 2018 11:58 a.m.
To: PHILLIPS, Tracy <~~@xx~~>
Subject: Auckland Pride AGM Candidates + Voting Eligibility Update 📩

Auckland Pride AGM Correction and Updates

[View this email in your browser](#)



Kia ora Tracy,

Thank you to our Members for your continued interest in the upcoming Auckland Pride AGM!

In response to enquiries and feedback, the Board has decided to accept new membership applications – with full eligibility to vote at the AGM – until the end of this Friday 27 July.

Membership of Auckland Pride is FREE, and it takes only a few minutes to join. So if you aren't already a Member, please join up today!

[Click here](#) to become a Member (2018 AGM voting eligibility closes at midnight on Friday 27 July).

Eligible Members will elect two Board positions at the Annual General Meeting on Monday 30 July at Studio One Toi Tu in Ponsonby, commencing at 6pm.

Seven candidates have been nominated for election:

Andrew Deakin

Zakk d'Larté

Deborah James

Mathew Nuttall

Ta'i Paitai

Paul Rose

Charlie Tredway

[Click here](#) to read brief bios submitted by each candidate for your consideration.

At the AGM, Members will be able to hear from the candidates in person – and a limited time will be made available for questions.

Eligible Members will receive their voting paper upon arrival at the AGM – and will be able to vote for their two preferred candidates. Proxy votes will not be accepted.

The two newly elected Board members will be announced on the night.

We look forward to seeing you at the AGM!

Noho ora mai,
Auckland Pride Board



 [Facebook](#)  [Instagram](#)  [Twitter](#)  [Website](#)

Copyright © 2018 Auckland Pride Festival, All rights reserved.

You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival events.

Our mailing address is:

Auckland Pride Festival
PO Box 5212
Wellesley Street
Auckland, 1010
New Zealand

[Add us to your address book](#)

This email was sent with love to Tracy PHILLIPS (xxxxx.xxxxxxxx@xxxxxx.xxx). Have we got your details wrong? [Update your preferences](#)

Not interested anymore? [Unsubscribe from this list](#)



From: Auckland Pride Festival [mailto:~~xxx@xxx~~]
Sent: Thursday, 28 June 2018 8:45 a.m.
To: PHILLIPS, Tracy <~~xxx@xxx~~>
Subject: Auckland Pride AGM Correction and Updates 📩

Auckland Pride AGM Correction and Updates

[View this email in your browser](#)



Kia ora Tracy,

Thank you to all our Members for your keen interest in the upcoming Auckland Pride AGM. In response to your enquiries and feedback, the Board wishes to make a few clarifications, a correction and an announcement!

At the 2018 Annual General Meeting on Monday 30 July, we will be seeking to elect two Board members.

Further examination of Board minutes has confirmed that the most recent changes to the [Rules of Auckland Pride Festival Incorporated](#) were unanimously carried at an ordinary Board meeting on 1 June 2017. This means that Cassie Roma and Verity George are not required to stand down at this year's AGM (as previously signalled), as the 2017 AGM followed these constitutional amendments.

We are excited and energised to announce that Adrian Noda (Ngati Whatua o Kaipara) has been appointed to the Board. Kaiarahi for Kaipara Moana - Nga Maunga Whakahi o Kaipara, Adrian brings a strong focus on Tikanga and Te Ao Maori to Auckland Pride.

Many of you have been asking, what does serving on the Board of Auckland Pride involve?

Currently, the Board meets every second Tuesday. Upcoming work includes developing the Strategic Plan, improving policies and procedures, and maintaining business as usual. It is recommended that prospective Board members are able to allocate at least 4–6 hours each fortnight to assist with the work that needs doing between meetings.

[Click here](#) to become a Member.

[Click here](#) to nominate a Member for election to the Board.

Nominations close on 3 July, following which information about all nominees will be circulated to Members in preparation for voting at the AGM on Monday 30 July at Studio One Toi Tu in Ponsonby.

In addition, the Board will soon announce details for our annual series of **Auckland Pride Community Hui** to be held during August. Open to everyone, these gatherings are an opportunity for Board members and staff to engage directly with our LGBTIQ+ communities – and for you to have your say!

The Board of Auckland Pride is committed to keeping our Members in the loop with transparent and timely communications. We are delighted to have so many new Members and look forward to you guiding our work.

Noho ora mai,
The Auckland Pride Board



 [Facebook](#)  [Instagram](#)  [Twitter](#)  [Website](#)

Copyright © 2018 Auckland Pride Festival, All rights reserved.

You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival events.

Our mailing address is:

Auckland Pride Festival
PO Box 5212
Wellesley Street
Auckland, 1141
New Zealand

[Add us to your address book](#)

This email was sent with love to Tracy PHILLIPS (xxxx.xxxxxxx@xxxxx.xxx). Have we got your details wrong? [Update your preferences](#)

Not interested anymore? [Unsubscribe from this list](#)

From: Auckland Pride Festival [mailto:~~xxx@xxx~~]
Sent: Monday, 25 June 2018 8:45 a.m.
To: PHILLIPS, Tracy <~~xxx@xxx~~>
Subject: Auckland Pride AGM Updates 🙌

Auckland Pride AGM Updates

[View this email in your browser](#)



Kia ora Tracy,

The *Auckland Pride Festival Inc* is an Incorporated Society, meaning that we are a member-driven organisation that abides by an agreed-upon [set of rules](#).

RULES ABOUT BOARD ELECTIONS & NOMINATIONS FOR THE UPCOMING AGM

In our rules it is stated that we are to have a Board of nine people. Of these nine Board members, **four are elected positions** – elected at our Annual General Meeting (AGM) – and **five are appointed** later by the Board.

Each Board member's term (how long they stay on the Board without being re-elected or appointed) is set at two years. However, after two years an individual can re-stand for re-election or be appointed.

As the rules were amended in 2017, and this is the first AGM since the adoption of this rule, there is a one-off rule that two elected and two appointed Board members must stand down this year.

Due to this year's one-off rule, Verity George and Cassie Roma (current Chair) will need to stand down and seek re-election if they so desire.

Sonya Temata and Zakk d'Larté have completed their two-year terms and must stand down as well. They can choose to seek re-election if they wish.

It is important to note that only Matt Jackson and Michael Lett remain on the Board as they were appointed for a two-year term in 2017 and are not due to stand down until 2019.

Applications for appointment to the Board will open after the AGM.

WHAT TO EXPECT AT THE UPCOMING AGM

At an AGM you can expect:

- Reports from the Chair, Treasurer and Staff
- Potential for remits (motions to the AGM – any member can put forward a motion, these are normally around constitutional changes)
- Elections of officers (as a member you will sign in at the door and receive a voting ballot on the night.)

The **AGM is on Monday 30 July at Studio One Toi Tu in Ponsonby starting at 6pm**, and is open to all members (others can come but will not be able to vote).

To become a member, you need to agree with the objectives of *Auckland Pride Festival* and sign up online. [Click here](#) for more info and to fill in the Membership Application Form.

All members can vote on remits and the election of officers.

Nominations for elected members (people to stand on the Board), agenda items (anything you want on the agenda) and Life Membership **need to be with the Board by July 3rd** (28 days before the AGM).

KEY DATES

- July 3: Nominations for elected members (officers) close, [click here](#) for the Board Member nomination form
- July 3: Agenda closes – this means no more items can be added for discussion at the AGM
- July 3: Life Membership nominations close, [click here](#) for the Life Membership nomination form
- July 16: Membership closes, [click here](#) to become an Auckland Pride Member now
- At the close-off date of 3 July, all members registered will receive the agenda, nominations for elected members and life members.

Noho ora mai,

The Auckland Pride Board



Copyright © 2018 Auckland Pride Festival, All rights reserved.

You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival events.

Our mailing address is:

Auckland Pride Festival
PO Box 5212
Wellesley Street
Auckland, 1141
New Zealand

[Add us to your address book](#)

This email was sent with love to Tracy PHILLIPS (xxxx.xxxxxxx@xxxxx.xxx). Have we got your details wrong? [Update your preferences](#)

Not interested anymore? [Unsubscribe from this list](#)



From: PHILLIPS, Tracy

Sent: Monday, 12 November 2018 9:21 a.m.

To: 'Auckland Pride Chair' <xxxxx@xxxxxxxxxxxxx.xxx.xx>

Cc: Auckland Pride Secretary <xxxxxxxx@xxxxxxxxxxxxx.xxx.xx>; Auckland Pride Treasurer <xxxxxxxx@xxxxxxxxxxxxx.xxx.xx>

Subject: RE: Auckland Pride Board feedback

Kia ora Cissy

Sorry I was out of the office last week so thanks you for your text.

Without protest there wouldn't be change. In order to have effective and positive change we need to understand what you want, I am not sure what that is yet.

I can assure you I did not approach the media I answered an unknown number call during a break at the conference from the media who asked.

As per our discussion this morning we are keen to understand what Pride think we need to do

There are two issues for us the first is the uniform which is part of who we are. We are accountable under our code of conduct off duty as well as on
The second issue is we don't feel it is a safe question to ask our staff registering to march if they are a member of the Rainbow Communities. I thought a Pride policy was don't ask don't tell and we operate a similar model. Also without allies and whanau we wouldn't be marching.

We are as always happy to work with you to discuss issues and find a way forward.
We do think that without branding horses dogs the band etc we are just people walking down the road.

Our staff who publically outed themselves to ensure that we could march are hurting.

I don't want to fight – its exhausting and unproductive.

What we want is to work with you and community partners to make things better.
Let's find solutions fast and ensure everyone's mana and the parade are intact and celebrated as it should be.

I will move things around to meet with the Board at any time. The sooner the better.

Tracy

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki
Makaurau
Cell s 9(2)(a)

From: Auckland Pride Chair [<mailto:xxxxx@xxxxxxxxxxxxx.xxx.xx>]

Sent: Wednesday, 7 November 2018 9:51 p.m.

To: PHILLIPS, Tracy <xxxxx@xxxxxxxx.xxx.xx>

Cc: Auckland Pride Secretary <xxxxx@xxxxxxxxxxxxx.xxx.xx>; Auckland Pride Treasurer <xxxxx@xxxxxxxxxxxxx.xxx.xx>

Subject: Auckland Pride Board feedback

Dear Tracy,

Sorry its so late and I'm just getting back to you. I am emailing you because I am not entirely sure I accurately got across the Board's point of view when we were on the phone this morning. The Auckland Pride Board confirms their position.

We would like to assure the Rainbow members of the NZ Police that they are welcome to participate in the Pride Parade 2019. Our decision to ask Police not to march in uniform comes after difficult discussions and community feedback, including this year's AGM, and the hui series. Our intention is to honour our Rainbow people that are part of the NZ Police and who are proud of their involvement in progressing policy within the Police. However, we do see the Police as an institution and it is the institution that we feel doesn't meet the degree of safety and awareness of intersectionality that is needed to satisfy the current community feedback.

The Pride Parade is a celebration, and we are wanting to be able to have a clear indication of meaningful systemic change within NZ Police. This is about ensuring to our communities that participation in the Parade is not a marketing ploy by any organisation or institution.

The Board have made this decision with the view to moving forward, alongside groups such as NZ Police. We, the AK Pride Board make a commitment to work with the NZ Police establishing a working relationship and what is needed to take both parties forward throughout the entire year.

The Pride Board is committed to Rainbow visibility. We welcome any rainbow people to be visible during the Auckland Pride Festival. Our communities have told us they value solidarity, and want AK Pride to give voice to difficult issues that impact on rainbow communities.

Please accept our appreciation of your allieship and all the hard work you and many others have done.

Warm regards,

Cissy Rock, on behalf of the AK Pride Board.

--

Cissy Rock

Chair, Auckland Pride
www.aucklandpride.org.nz

From: Auckland Pride Chair [mailto:~~@xxx~~]

Sent: Wednesday, 7 November 2018 9:51 p.m.

To: PHILLIPS, Tracy <~~@xxx~~>

Cc: Auckland Pride Secretary <~~@xxx~~>

Auckland Pride Treasurer

<~~@xxx~~>

Subject: Auckland Pride Board feedback

Dear Tracy,

Sorry its so late and I'm just getting back to you. I am emailing you because I am not entirely sure I accurately got across the Board's point of view when we were on the phone this morning. The Auckland Pride Board confirms their position.

We would like to assure the Rainbow members of the NZ Police that they are welcome to participate in the Pride Parade 2019. Our decision to ask Police not to march in uniform comes after difficult discussions and community feedback, including this year's AGM, and the hui series. Our intention is to honour our Rainbow people that are part of the NZ Police and who are proud of their involvement in progressing policy within the Police. However, we do see the Police as an institution and it is the institution that we feel doesn't meet the degree of safety and awareness of intersectionality that is needed to satisfy the current community feedback.

The Pride Parade is a celebration, and we are wanting to be able to have a clear indication of meaningful systemic change within NZ Police. This is about ensuring to our communities that participation in the Parade is not a marketing ploy by any organisation or institution.

The Board have made this decision with the view to moving forward, alongside groups such as NZ Police. We, the AK Pride Board make a commitment to work with the NZ Police establishing a working relationship and what is needed to take both parties forward throughout the entire year.

The Pride Board is committed to Rainbow visibility. We welcome any rainbow people to be visible during the Auckland Pride Festival. Our communities have told us they value solidarity, and want AK Pride to give voice to difficult issues that impact on rainbow communities.

Please accept our appreciation of your allieship and all the hard work you and many others have done.

Warm regards,
Cissy Rock, on behalf of the AK Pride Board.

--

Cissy Rock

Chair, Auckland Pride
www.aucklandpride.org.nz

From: PHILLIPS, Tracy

Sent: Tuesday, 16 October 2018 7:45 a.m.

To: 'Auckland Pride Chair' <xxxxx@xxxxxxxxxxxxx.xxx.xx>

Subject: RE: Auckland Pride Festival and Parade registrations now open!

Kia ora Cissy

I am heading into Ponsonby today so that could work

I have a meeting at 10 am and should be free around 1100 then have to head in to Auckland Central just after lunch

I haven't submitted an entry for Pride yet but If we are allowed I will as we have a lot to organise and normally start in Sept so our timelines will be really tight.

I am keen to get an answer one way or the other so we know what we are doing

Tracy

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau
Cell s 9(2)(a)

From: Auckland Pride Chair [<mailto:xxxxx@xxxxxxxxxxxxx.xxx.xx>]

Sent: Monday, 15 October 2018 7:59 p.m.

Cc: PHILLIPS, Tracy <xxxxx.xxxxxxx@xxxxxx.xxx.x>

Subject: Re: Auckland Pride Festival and Parade registrations now open!

Hi Tracy

Cissy here, I was thinking it might be useful for us to have a coffee and chat?

I have nothing in particular to say, but thought we could make meaning of the hui together ?

Put our heads together and see what we think this means (if anything) ...

What do you think?

Cheers

Cissy

On Thu, Oct 4, 2018 at 12:18 PM Julian Cook <xxxxxx@xxxxxxxxxxxxxxxx.xx> wrote:

Thanks Tracy.

It was lovely to see you last night. I fully agree with your description of a respectful, healthy and productive conversation. Thank you for coming and participating!

I have copied in Cissy, as it's most appropriate that the Board responds directly to your question about registering the Police in next year's Parade.

Nga mihi nui

Julian

Julian Cook

Festival Director

signature_320040124



e: xxxxxx@xxxxxxxxxxxxxxxx.xx

m: s 9(2)(a)

p: +64 9 629 6563

w: www.aucklandpride.org.nz

From: "PHILLIPS, Tracy" <xxxxxx@xxxxxxxxxxxxxxxx.xx>

Date: Thursday, 4 October 2018 at 11:59 AM

To: Auckland Pride <xxxxxx@xxxxxxxxxxxxxxxx.xx>

Subject: RE: Auckland Pride Festival and Parade registrations now open!

Kia ora koutou

I just wanted to pass on my thanks and appreciation of last night's hui

Cissie did a great job of setting the scene and ensuring everyone was on board for a respectful healthy and productive conversation.

I see that Pride registrations are open and I am not sure with so much comment an conflict around Police being allowed to march if I should register or not. I do note and was also humbled by the number of people who came to support Police last night

Can I take advice from the board. I am happy to answer any questions comments queries of concerns.

Kind regards

Tracy

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau

Cell s 9(2)(a)

From: Auckland Pride [mailto:xxxxxxx@xxxxxxxxxxxxx.xxx.xx]

Sent: Thursday, 4 October 2018 11:10 a.m.

To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.xx>

Subject: Auckland Pride Festival and Parade registrations now open!

Auckland Pride Festival and Parade registrations now open!

[View this email in your browser](#)

-

-

Kia ora Tracy,

-

Auckland Pride 2019 will connect LGBTIQ+ artists and audiences for two weeks and three weekends all over Tamaki Makaurau, with a super-diverse programme of events and activities that showcase the incredible creativity, passion and storytelling ability of our multi-talented rainbow communities!

-

The 2019 Festival will open with the fabulous Auckland Pride Gala on Friday 1 February. Major events and much loved programmes are under construction – including **Bear New Zealand Week**, **Same Same But Different Writers Festival** and **Heroic Gardens** – with a sun-soaked **Ending HIV Big Gay Out** scheduled for Sunday 10 February.

-

Aotearoa New Zealand's largest and loudest carnival of equality and diversity, the mighty Auckland Pride Parade will travel the length of Ponsonby Road on Saturday 16 February – immediately followed by New Zealand's most popular LGBTIQ+ party, PROUD.

-

Festival and Parade registrations are now open on the **Auckland Pride website!** Without further ado, the concept/kaupapa for Auckland Pride 2019 is...

-

The Rainbow Connection: Full Colour, Full Strength

-

E kore e taea e te whenu kotahi ki te raranga i te whariki kia mohio tatou ki a tatou. The tapestry of understanding cannot be woven by one strand alone.

-

We are living in a divided world. Communities have been split apart by increasing inequality, partisan politics and cultural debates. A lack of kindness and understanding, amplified in online echo chambers, has made us feel less safe. People have become polarised and isolated by the accelerated speed of change.

-
Auckland Pride 2019 is about connecting people with purpose. Stronger, safer communities are created when people join together around a shared vision – freedom, equality and dignity for all.

-
The 2019 Auckland Pride Parade is a place to cultivate our roots in activism and protest, to build bridges of knowledge between generations. A place of inclusivity where corporate and grassroots organisations work together to celebrate who we are. A place where we assemble the full and fabulous kaleidoscope of cultures, sexualities, and gender identities that make up Tamaki Makaurau's super-diverse and multi-talented rainbow communities.

-
Queer and trans people join together! Our korero will not shy away from challenging or confronting issues, but will harness them to reclaim our identities and create our own futures.

-
Make your rainbow connection into a physical reality on Ponsonby Road! Acknowledge your whakapapa and represent it proudly. Connect your network! Show your support for a local rainbow community group. Let the music play! Move your body in formation. Shout out! Put your common humanity on display. Join forces! March with the community that has fought for your rights. Link arms! Memorialise all those brave activists who led us out of the darkness. Celebrate your commitment to inclusivity, intersectionality and interconnectivity!

-
In these complex times, let tikanga be our guide. We are connected by more than divides us. Together we cannot be broken.

-
Image: Fine Fatale at The Auckland Pride Gala 2018. photography by Peter Jennings

-

-

-

[Facebook](#)

[Instagram](#)

[Twitter](#)

[Website](#)

-

Copyright © 2018 Auckland Pride Festival. All rights reserved.

You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival events.

Our mailing address is:

Auckland Pride Festival
PO Box 5212
Wellesley Street
Auckland, 1010
New Zealand

Add us to your address book

This email was sent with love to Tracy Phillips (xxxx.xxxxxxx@xxxxx.xxx). Have we got your details wrong? Update your preferences

Not interested anymore? Unsubscribe from this list

=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

--

Cissy Rock
Chair, Auckland Pride
www.aucklandpride.org.nz

From: Auckland Pride Chair [mailto:xxxxx@xxxxxxxxxxxxxxx.xxx.xx]
Sent: Friday, 19 October 2018 10:44 a.m.
To: PHILLIPS, Tracy
Subject: Re: Auckland Pride Festival and Parade registrations now open!

Hi Tracy
Sorry dropped the ball with getting back to you.
Happy to talk on phone.
I am on 021 964 884.
Cheers Cissy

On Tue, 16 Oct 2018, 12:09 PHILLIPS, Tracy, <xxxxx.xxxxxxxx@xxxxxx.xxx> wrote:

Ps can we be quite clear that Police are not Corrections ...
We seem to be included as one and we aren't
Tracy
Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland
Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau
Cell 021 191 59 56

From: Auckland Pride Chair [mailto:xxxxx@xxxxxxxxxxxxxxx.xxx.xx]
Sent: Tuesday, 16 October 2018 8:04 a.m.
To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.x>
Subject: Re: Auckland Pride Festival and Parade registrations now open!

Hi Tracy I am not back in Auckland until Friday .
Sorry I should have been clearer.
I will be in town about 11.30 if that worked Friday .
Cissy

On 16/10/2018 07:44, "PHILLIPS, Tracy" <xxxxx.xxxxxxxx@xxxxxx.xxx> wrote:

Kia ora Cissy
I am heading into Ponsonby today so that could work
I have a meeting at 10 am and should be free around 1100 then have to head in to Auckland Central just after lunch
I haven't submitted an entry for Pride yet but If we are allowed I will as we have a lot to organise and normally start in Sept so our timelines will be really tight.
I am keen to get an answer one way or the other so we know what we are doing

Tracy
Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland
Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau
Cell 021 191 59 56

From: Auckland Pride Chair [mailto:xxxxx@xxxxxxxxxxxxxxx.xxx.xx]
Sent: Monday, 15 October 2018 7:59 p.m.
Cc: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.x>
Subject: Re: Auckland Pride Festival and Parade registrations now open!

Hi Tracy
Cissy here, I was thinking it might be useful for us to have a coffee and chat?
I have nothing in particular to say, but thought we could make meaning of the hui together ?
Put our heads together and see what we think this means (if anything) ...

What do you think?

Cheers

Cissy

On Thu, Oct 4, 2018 at 12:18 PM Julian Cook <xxxxxx@xxxxxxxxxxxxx.xxx.xx> wrote:

Thanks Tracy.

It was lovely to see you last night. I fully agree with your description of a respectful, healthy and productive conversation. Thank you for coming and participating!

I have copied in Cissy, as it's most appropriate that the Board responds directly to your question about registering the Police in next year's Parade.

Nga mihi nui

Julian

Julian Cook

Festival Director

e: xxxxxx@xxxxxxxxxxxxx.xxx.xx

m: +64 21 465 858

p: +64 9 629 6563

w: www.aucklandpride.org.nz

From: "PHILLIPS, Tracy" <xxxxxx@xxxxxxxxxxxxx.xxx.xx>

Date: Thursday, 4 October 2018 at 11:59 AM

To: Auckland Pride <xxxxxx@xxxxxxxxxxxxx.xxx.xx>

Subject: RE: Auckland Pride Festival and Parade registrations now open!

Kia ora koutou

I just wanted to pass on my thanks and appreciation of last night's hui

Cissy did a great job of setting the scene and ensuring everyone was on board for a respectful healthy and productive conversation.

I see that Pride registrations are open and I am not sure with so much comment and conflict around Police being allowed to march if I should register or not. I do note and was also humbled by the number of people who came to support Police last night

Can I take advice from the board. I am happy to answer any questions comments queries of concerns.

Kind regards

Tracy

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau

Cell [021 191 59 56](tel:0211915956)

From: Auckland Pride [mailto:xxxxxx@xxxxxxxxxxxxx.xxx.xx]

Sent: Thursday, 4 October 2018 11:10 a.m.

To: PHILLIPS, Tracy <xxxxxx@xxxxxxxxxxxxx.xxx.xx>

Subject: Auckland Pride Festival and Parade registrations now open!

[Auckland Pride Festival and Parade registrations now open!](#)

[View this email in your browser](#)

[Kia ora Tracy,](#)

[Auckland Pride 2019 will connect LGBTIQ+ artists and audiences for two weeks and three weekends all over Tamaki Makaurau, with a super-diverse programme of events and activities that showcase the incredible creativity, passion and storytelling](#)

ability of our multi-talented rainbow communities!

The 2019 Festival will open with the fabulous Auckland Pride Gala on Friday 1 February. Major events and much loved programmes are under construction – including [Bear New Zealand Week](#), [Same Same But Different Writers Festival](#) and [Heroic Gardens](#) – with a sun-soaked [Ending HIV Big Gay Out](#) scheduled for Sunday 10 February.

Aotearoa New Zealand's largest and loudest carnival of equality and diversity, the mighty Auckland Pride Parade will travel the length of Ponsonby Road on Saturday 16 February – immediately followed by New Zealand's most popular LGBTIQ+ party, PROUD.

Festival and Parade registrations are now open on the [Auckland Pride website!](#) Without further ado, the concept/kaupapa for Auckland Pride 2019 is...

The Rainbow Connection: Full Colour, Full Strength

E kore e taea e te whenu kotahi ki te raranga i te whariki kia mohio tatou ki a tatou. The tapestry of understanding cannot be woven by one strand alone.

We are living in a divided world. Communities have been split apart by increasing inequality, partisan politics and cultural debates. A lack of kindness and understanding, amplified in online echo chambers, has made us feel less safe. People have become polarised and isolated by the accelerated speed of change.

Auckland Pride 2019 is about connecting people with purpose. Stronger, safer communities are created when people join together around a shared vision – freedom, equality and dignity for all.

The 2019 Auckland Pride Parade is a place to cultivate our roots in activism and protest, to build bridges of knowledge between generations. A place of inclusivity where corporate and grassroots organisations work together to celebrate who we are. A place where we assemble the full and fabulous kaleidoscope of cultures, sexualities, and gender identities that make up Tamaki Makaurau's super-diverse and multi-talented rainbow communities.

Queer and trans people join together! Our korero will not shy away from challenging or confronting issues, but will harness them to reclaim our identities and create our own futures.

Make your rainbow connection into a physical reality on Ponsonby Road! Acknowledge your whakapapa and represent it proudly. Connect your network! Show your support for a local rainbow community group. Let the music play! Move your body in formation. Shout out! Put your common humanity on display. Join forces! March with the community that has fought for your rights. Link arms! Memorialise all those brave activists who led us out of the darkness. Celebrate your commitment to inclusivity, intersectionality and interconnectivity!

In these complex times, let tikanga be our guide. We are connected by more than [divides us. Together we cannot be broken.](#)

[Image: Fine Fatale at The Auckland Pride Gala 2018, photography by Peter Jennings](#)

[Facebook](#)

[Instagram](#)

[Twitter](#)

[Website](#)

[Copyright ©2018 Auckland Pride Festival. All rights reserved.](#)

[You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival events.](#)

[Our mailing address is:](#)

[Auckland Pride Festival](#)
[PO Box 5212](#)
[Wellesley Street](#)
[Auckland. 1010](#)
[New Zealand](#)

[Add us to your address book](#)

[This email was sent with love to Tracy Phillips \(xxxxx.xxxxxxxx@xxxxxx.xxx\). Have we got your details wrong? Update your preferences](#)

[Not interested anymore? Unsubscribe from this list](#)

=====

[WARNING](#)

[The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.](#)

[Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately](#)

--

[Cissy Rock](#)
[Chair, Auckland Pride](#)
[www.aucklandpride.org.nz](#)

From: PHILLIPS, Tracy

Sent: Friday, 19 October 2018 12:16 p.m.

To: 'Auckland Pride Chair'

Subject: RE: Auckland Pride Festival and Parade registrations now open!

Calling you now

Tracy

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau

Cell **021 191 59 56**

From: Auckland Pride Chair [<mailto:xxxxx@xxxxxxxxxxxxx.xxx.xx>]

Sent: Friday, 19 October 2018 10:44 a.m.

To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.x>

Subject: Re: Auckland Pride Festival and Parade registrations now open!

Hi Tracy

Sorry dropped the ball with getting back to you.

Happy to talk on phone.

I am on 021 964 884.

Cheers Cissy

On Tue, 16 Oct 2018, 12:09 PHILLIPS, Tracy, <xxxxx.xxxxxxxx@xxxxxx.xxx.x> wrote:

Ps can we be quite clear that Police are not Corrections ...

We seem to be included as one and we aren't

Tracy

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau

Cell **021 191 59 56**

From: Auckland Pride Chair [<mailto:xxxxx@xxxxxxxxxxxxx.xxx.xx>]

Sent: Tuesday, 16 October 2018 8:04 a.m.

To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.x>

Subject: Re: Auckland Pride Festival and Parade registrations now open!

Hi Tracy I am not back in Auckland until Friday .

Sorry I should have been clearer.

I will be in town about 11.30 if that worked Friday .

Cissy

On 16/10/2018 07:44, "PHILLIPS, Tracy" <xxxxx.xxxxxxxx@xxxxxx.xxx.x> wrote:

Kia ora Cissy

I am heading into Ponsonby today so that could work

I have a meeting at 10 am and should be free around 1100 then have to head in to Auckland Central just after lunch

I haven't submitted an entry for Pride yet but If we are allowed I will as we have a lot to organise and normally start in Sept so our timelines will be really tight.

I am keen to get an answer one way or the other so we know what we are doing

Tracy

Inspector Tracy Phillips

Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland
Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau
Cell 021 191 59 56

From: Auckland Pride Chair [mailto:xxxxx@xxxxxxxxxxxxxxx.xxx.xx]

Sent: Monday, 15 October 2018 7:59 p.m.

Cc: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.x>

Subject: Re: Auckland Pride Festival and Parade registrations now open!

Hi Tracy

Cissy here, I was thinking it might be useful for us to have a coffee and chat?

I have nothing in particular to say, but thought we could make meaning of the hui together ?

Put our heads together and see what we think this means (if anything) ...

What do you think?

Cheers

Cissy

On Thu, Oct 4, 2018 at 12:18 PM Julian Cook <xxxxxx@xxxxxxxxxxxxxxx.xx> wrote:

Thanks Tracy.

It was lovely to see you last night. I fully agree with your description of a respectful, healthy and productive conversation. Thank you for coming and participating!

I have copied in Cissy, as it's most appropriate that the Board responds directly to your question about registering the Police in next year's Parade.

Nga mihi nui

Julian

Julian Cook

Festival Director

e: xxxxxx@xxxxxxxxxxxxxxx.xxx.xx

m: +64 21 465 858

p: +64 9 629 6563

w: www.aucklandpride.org.nz

From: "PHILLIPS, Tracy" <xxxxxx.xxxxxxxx@xxxxxx.xxx.x>

Date: Thursday, 4 October 2018 at 11:59 AM

To: Auckland Pride <xxxxxx@xxxxxxxxxxxxxxx.xx>

Subject: RE: Auckland Pride Festival and Parade registrations now open!

Kia ora koutou

I just wanted to pass on my thanks and appreciation of last nigh'ts hui

Cissie did a great job of setting the scene and ensuring everyone was on board for a respectful healthy and productive conversation.

I see that Pride registrations are open and I am not sure with so much comment an conflict around Police being allowed to march if I should register or not. I do note and was also humbled by the number of people who came to support Police last night

Can I take advice from the board. I am happy to answer any questions comments queries of concerns.

Kind regards

Tracy

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau

Cell 021 191 59 56

From: Auckland Pride [mailto:xxxxxx@xxxxxxxxxxxxxxx.xxx.xx]

Sent: Thursday, 4 October 2018 11:10 a.m.

To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.x>

Subject: Auckland Pride Festival and Parade registrations now open!

Kia ora Tracy,

Auckland Pride 2019 will connect LGBTIQ+ artists and audiences for two weeks and three weekends all over Tamaki Makaurau, with a super-diverse programme of events and activities that showcase the incredible creativity, passion and storytelling ability of our multi-talented rainbow communities!

The 2019 Festival will open with the fabulous Auckland Pride Gala on Friday 1 February. Major events and much loved programmes are under construction – including [Bear New Zealand Week](#), [Same Same But Different Writers Festival](#) and [Heroic Gardens](#) – with a sun-soaked [Ending HIV Big Gay Out](#) scheduled for Sunday 10 February.

Aotearoa New Zealand's largest and loudest carnival of equality and diversity, the mighty Auckland Pride Parade will travel the length of Ponsonby Road on Saturday 16 February – immediately followed by New Zealand's most popular LGBTIQ+ party, PROUD.

Festival and Parade registrations are now open on the [Auckland Pride website!](#) Without further ado, the concept/kaupapa for Auckland Pride 2019 is...

The Rainbow Connection: Full Colour, Full Strength

E kore e taea e te whenu kotahi ki te raranga i te whariki kia mohio tatou ki a tatou. The tapestry of understanding cannot be woven by one strand alone.

We are living in a divided world. Communities have been split apart by increasing inequality, partisan politics and cultural debates. A lack of kindness and understanding, amplified in online echo chambers, has made us feel less safe. People have become polarised and isolated by the accelerated speed of change.

Auckland Pride 2019 is about connecting people with purpose. Stronger, safer communities are created when people join together around a shared vision – freedom, equality and dignity for all.

The 2019 Auckland Pride Parade is a place to cultivate our roots in activism and protest, to build bridges of knowledge between generations. A place of inclusivity where corporate and grassroots organisations work together to celebrate who we are. A place where we assemble the full and fabulous kaleidoscope of cultures, sexualities, and gender identities that make up Tamaki Makaurau's super-diverse and multi-talented rainbow communities.

Queer and trans people join together! Our korero will not shy away from challenging or confronting issues, but will harness them to reclaim our identities and create our

own futures.

Make your rainbow connection into a physical reality on Ponsonby Road!
Acknowledge your whakapapa and represent it proudly. Connect your network!
Show your support for a local rainbow community group. Let the music play! Move
your body in formation. Shout out! Put your common humanity on display. Join
forces! March with the community that has fought for your rights. Link arms!
Memorialise all those brave activists who led us out of the darkness. Celebrate your
commitment to inclusivity, intersectionality and interconnectivity!

In these complex times, let tikanga be our guide. We are connected by more than
divides us. Together we cannot be broken.

Image: Fine Fatale at The Auckland Pride Gala 2018. photography by Peter Jennings

[Facebook](#)

[Instagram](#)

[Twitter](#)

[Website](#)

Copyright ©2018 Auckland Pride Festival. All rights reserved.

You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival
events.

Our mailing address is:

Auckland Pride Festival
PO Box 5212
Wellesley Street
Auckland, 1010
New Zealand

Add us to your address book

This email was sent with love to Tracy Phillips (xxxxx.xxxxxxx@xxxxxx.xxx). Have we got your details
wrong? Update your preferences

Not interested anymore? Unsubscribe from this list

=====
WARNING

The information contained in this email message is intended for the addressee
only and may contain privileged information. It may also be subject to the
provisions of section 50 of the Policing Act 2008, which creates an offence
to have unlawful possession of Police property. If you are not the intended
recipient of this message or have received this message in error, you must
not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect
those of the New Zealand Police. If you have received this message in error,
please email or telephone the sender immediately

--

Cissy Rock
Chair, Auckland Pride
www.aucklandpride.org.nz

From: Julian Cook [mailto:xxxxxx@xxxxxxxxxxxxx.xxx.xx]
Sent: Thursday, 4 October 2018 12:19 p.m.
To: PHILLIPS, Tracy ; Auckland Pride Chair
Subject: Re: Auckland Pride Festival and Parade registrations now open!

Thanks Tracy.

It was lovely to see you last night. I fully agree with your description of a respectful, healthy and productive conversation. Thank you for coming and participating!

I have copied in Cissy, as it's most appropriate that the Board responds directly to your question about registering the Police in next year's Parade.

Nga mihi nui

Julian

Julian Cook

Festival Director



e: xxxxxx@xxxxxxxxxxxxx.xxx.xx

m: s 9(2)(a)

p: +64 9 629 6563

w: www.aucklandpride.org.nz

From: "PHILLIPS, Tracy" <xxxxx.xxxxxxxx@xxxxxx.xxx.xx>
Date: Thursday, 4 October 2018 at 11:59 AM
To: Auckland Pride <xxxxxx@xxxxxxxxxxxxx.xxx.xx>
Subject: RE: Auckland Pride Festival and Parade registrations now open!

Kia ora koutou

I just wanted to pass on my thanks and appreciation of last night's hui

Cissie did a great job of setting the scene and ensuring everyone was on board for a respectful healthy and productive conversation.

I see that Pride registrations are open and I am not sure with so much comment and conflict around Police being allowed to march if I should register or not. I do note and was also humbled by the number of people who came to support Police last night

Can I take advice from the board. I am happy to answer any questions, comments, queries or concerns.

Kind regards

Tracy

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland
Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau
Cell s 9(2)(a)

From: Auckland Pride [<mailto:xxxxxxx@xxxxxxxxxxxx.xxx.xx>]

Sent: Thursday, 4 October 2018 11:10 a.m.

To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.x>

Subject: Auckland Pride Festival and Parade registrations now open!

Auckland Pride Festival and Parade registrations now open!

[View this email in your browser](#)

Image removed by sender. Auckland Pride Festival

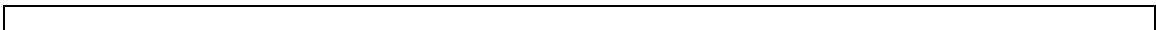


Image removed by sender.



Kia ora Tracy,

Auckland Pride 2019 will connect LGBTIQ+ artists and audiences for two weeks and three weekends all over Tamaki Makaurau, with a super-diverse programme of events and activities that showcase the incredible creativity, passion and storytelling ability of our multi-talented rainbow communities!

The 2019 Festival will open with the fabulous Auckland Pride Gala on Friday 1 February. Major events and much loved programmes are under construction – including [Bear New Zealand Week](#), [Same Same But Different Writers Festival](#) and [Heroic Gardens](#) – with a sun-soaked [Ending HIV Big Gay Out](#) scheduled for Sunday 10 February.

Aotearoa New Zealand's largest and loudest carnival of equality and diversity, the mighty Auckland Pride Parade will travel the length of Ponsonby Road on Saturday 16 February – immediately followed by New Zealand's most popular LGBTIQ+ party, PROUD.

Festival and Parade registrations are now open on the [Auckland Pride website!](#)
Without further ado, the concept/kaupapa for Auckland Pride 2019 is...

The Rainbow Connection: Full Colour, Full Strength

*E kore e taea e te whenu kotahi ki te raranga i te whariki kia mohio tatou ki a tatou.
The tapestry of understanding cannot be woven by one strand alone.*

We are living in a divided world. Communities have been split apart by increasing inequality, partisan politics and cultural debates. A lack of kindness and understanding, amplified in online echo chambers, has made us feel less safe. People have become polarised and isolated by the accelerated speed of change.

Auckland Pride 2019 is about connecting people with purpose. Stronger, safer communities are created when people join together around a shared vision – freedom, equality and dignity for all.

The 2019 Auckland Pride Parade is a place to cultivate our roots in activism and protest, to build bridges of knowledge between generations. A place of inclusivity where corporate and grassroots organisations work together to celebrate who we are. A place where we assemble the full and fabulous kaleidoscope of cultures, sexualities, and gender identities that make up Tamaki Makaurau's super-diverse and multi-talented rainbow communities.

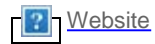
Queer and trans people join together! Our korero will not shy away from challenging or confronting issues, but will harness them to reclaim our identities and create our own futures.

Make your rainbow connection into a physical reality on Ponsonby Road!
Acknowledge your whakapapa and represent it proudly. Connect your network!
Show your support for a local rainbow community group. Let the music play! Move your body in formation. Shout out! Put your common humanity on display. Join forces! March with the community that has fought for your rights. Link arms! Memorialise all those brave activists who led us out of the darkness. Celebrate your commitment to inclusivity, intersectionality and interconnectivity!

In these complex times, let tikanga be our guide. We are connected by more than divides us. Together we cannot be broken.

Image: Fine Fatale at The Auckland Pride Gala 2018, photography by Peter Jennings

Image removed by sender. Sponsor Logos



Copyright © 2018 Auckland Pride Festival, All rights reserved.

You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival events.

Our mailing address is:

Auckland Pride Festival
PO Box 5212
Wellesley Street
Auckland, 1010
New Zealand

[Add us to your address book](#)

This email was sent with love to Tracy Phillips (xxxxx.xxxxxxxx@xxxxxx.xxx). Have we got your details wrong? [Update your preferences](#)

Not interested anymore? [Unsubscribe from this list](#)

From: Auckland Pride Festival [mailto:xxx@xxx]
Sent: Friday, 1 June 2018 2:51 p.m.
To: PHILLIPS, Tracy <xxx@xxx>
Subject: Auckland Pride News & Official Announcements 🙌

Auckland Pride Official Announcements

[View this email in your browser](#)



Kia ora Tracy,

It's hard to believe we're almost half way through 2018 already!

We are proud to say that you helped to make this year's Auckland Pride Festival and Parade the biggest and most colourful yet.

Needless to say, we're already looking forward to Auckland Pride in 2019.

We've sent you this e-mail because we've got some exciting news and official announcements to share with you around dates for next year's festival, our upcoming AGM, membership and changes to our Board.

Upcoming Dates

Firstly, we would like to announce dates for next year's Auckland Pride Festival which is set to take place from **1st February – 17th February, 2019.**

Mark your calendars now – we're already in planning stages and cannot wait to see the Auckland Pride Festival go from strength to strength over time.

We are also looking to hold our **Annual General Meeting on the 30th of July, 2018.** Venue to be announced closer to the date.

The AGM is open to all members, so please do come along and join us on the night. We're

excited to announce that membership to Auckland Pride is now FREE! If you'd like to join Auckland Pride, please [click here](#). You can still attend if you're not a member, but you won't be able to vote. More information to follow soon.

Recent changes to our Board

Our Co-Chair Lexie Matheson has resigned. The Board unanimously supported Co-Chair Cassie Roma as our Board's single Chair until the AGM.

We would also like to note that our Treasurer Richy James has stepped down from the Board due to overseas commitments that keep him busy outside of New Zealand.

Letitia Taikato has also decided to leave the Board.

The Board would like to thank both Lexie & Richy for their time, commitment to and passion for Auckland Pride over the years – and Teish for her time on the Board in which she contributed much in a short amount of time.

Commissioned Community Facilitator

As a new Board we are growing and deepening our knowledge and skills. To support us in keeping forward momentum, we have commissioned the highly experienced Community Facilitator Cissy Rock to act as an advisor to the Auckland Pride Board.

We believe in the absolute value Cissy brings to assisting the Board through change and are thankful to her for the work she and her team have helped us with so far.

In the coming months, we are working through future-facing strategies that include (but are not limited to): treaty-based-relationships, communications, membership, fund-raising and more.

Feedback

If you'd like to get in touch with us with any feedback or questions, we also have a formal feedback and complaints process in place to allow for structure in ensuring we hear the community and are able to reply as a group in a timely, respectful manner. To submit your feedback, [click here](#).

Thanks for your support, we hope to see you again in the near future!

Noho ora mai

The Auckland Pride Board

Photograph by Peter Jennings.



 [Facebook](#)

 [Instagram](#)

 [Twitter](#)

 [Website](#)

Copyright © 2018 Auckland Pride Festival, All rights reserved.

You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival events.

Our mailing address is:

Auckland Pride Festival
PO Box 147 663
Ponsonby
Auckland, 1144
New Zealand

[Add us to your address book](#)

This email was sent with love to Tracy PHILLIPS (xxxx.xxxxxxx@xxxxx.xxx). Have we got your details wrong? [Update your preferences](#)

Not interested anymore? [Unsubscribe from this list](#)



From: Auckland Pride Chair [mailto:xxxxx@xxxxxxxxxxxxxxx.xxx.xx]
Sent: Monday, 23 July 2018 2:55 p.m.
To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.xx>
Subject: Re: Call for Abstracts Rainbow Conference Auckland 2018

Looks like it'll be a fab conference indeed.

:)

See you Monday!

Cassie Roma
Chair - Auckland Pride

On Jul 23, 2018, at 11:23 AM, PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.xx> wrote:

Thanks Cassie that would be great
Very excited about the conference !!!
And already starting planning for Pride 2019
Tracy

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and
Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator
Tamaki Makaurau
Cell 021 191 59 56

From: Auckland Pride Chair [<mailto:xxxxx@xxxxxxxxxxxxxxx.xxx.xx>]
Sent: Monday, 23 July 2018 11:13 a.m.
To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.xx>
Subject: Re: Call for Abstracts Rainbow Conference Auckland 2018

Hi Tracy -

Thanks for sending this through. I'll hopefully be able to add it to tomorrow night's Board meeting agenda - though we're knee deep in AGM planning.

Appreciate you thinking of us. Would love to catch up with you after the AGM, too.

Cheers & see you Monday,

Cassie

On Mon, Jul 23, 2018 at 10:26 AM, PHILLIPS, Tracy

<xxxxx.xxxxxxxx@xxxxxx.xxx> wrote:

Kia ora Cassie

I will see you next Monday at the Pride AGM but wanted to get this to you early and see if you can pass this on to the rest of the Pride Committee so that we get some great abstracts and the right people at our joint conference.

Tracy Phillips
Inspector
Diversity Liaison Coordinator
NZ Police

Cell 021 191 59 56

=====
WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

--

Cassie Roma

Chair, Auckland Pride
www.aucklandpride.org.nz

From: PHILLIPS, Tracy

Sent: Monday, 23 July 2018 10:26 a.m.

To: 'xxxxx@xxxxxxxxxxxxxx.xxx.xx' <xxxxx@xxxxxxxxxxxxxx.xxx.xx>

Subject: Call for Abstracts Rainbow Conference Auckland 2018

Kia ora Cassie

I will see you next Monday at the Pride AGM but wanted to get this to you early and see if you can pass this on to the rest of the Pride Committee so that we get some great abstracts and the right people at our joint conference.

Tracy Phillips

Inspector

Diversity Liaison Coordinator

NZ Police

Cell s 9(2)(a)

Fyi as well

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki
Makaurau
Cell 021 191 59 56

From: Auckland Pride Chair [mailto:~~xxx@xxx~~]
Sent: Wednesday, 28 November 2018 2:49 p.m.
To: PHILLIPS, Tracy <~~xxx@xxx~~>
Subject: Re: Courtesy heads up - Police have just received an OIA request for all email correspondence between Police and the Pride Board

Thanks Tracy

Appreciate that

Cissy

On Wed, 28 Nov 2018, 14:42 PHILLIPS, Tracy <xxxxx.xxxxxxxxx@xxxxxx.xxx> wrote:

Kia ora Cissy

Police are required to comply with OIA requests and we have received one for all email correspondence between Police and the Board
I will have to comply with request and just wanted to advise you as a professional courtesy.

There have been a number of requests for other information as well.
I will of course include this email as well.

Kindest regards

Tracy

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator
Tamaki Makaurau
Cell 021 191 59 56

=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

From: PHILLIPS, Tracy
Sent: Wednesday, 14 November 2018 10:00 a.m.
To: 'Julian Cook' <xxxxxx@xxxxxxxxxxxxx.xxx.xx>; Auckland Pride Chair
<xxxxxx@xxxxxxxxxxxxx.xxx.xx>
Subject: RE: DRAFT press release as promised

Kia ora Julian

Not happy for you to change Police comments we are happy for you to add Pride Board comments but leave ours as they were. We believe less is more and the new version here you have changed what we say is not acceptable.

Tracy

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki
Makaurau
Cell 021 191 59 56

From: Julian Cook [<mailto:xxxxxx@xxxxxxxxxxxxx.xxx.xx>]
Sent: Wednesday, 14 November 2018 8:18 a.m.
To: PHILLIPS, Tracy <xxxxxx@xxxxxxxxxxxxx.xxx.xx>; Auckland Pride Chair
<xxxxxx@xxxxxxxxxxxxx.xxx.xx>
Subject: Re: DRAFT press release as promised

Morena Tracy

Thank you for the work that you and the media team have done to prepare this press release.

The Board has developed the joint statement as attached – retaining all of your points, while adding information relevant to Auckland Pride and correct terminology with regards to rainbow communities.

Please let us know what further changes the Police will require. The Board is very keen to reach agreement on the wording and distribute the release today.

The attached version has been set in Auckland Pride's standard media release format. We could consider a joint format, or send the same wording separately in our own formats.

Let us know what you think will work best.

Nga mihi nui

Julian

Julian Cook

Festival Director

signature_804562097



e: xxxxxxx@xxxxxxxxxxxxx.xxx.xx

m: +64 21 465 858

p: +64 9 629 6563

w: www.aucklandpride.org.nz

From: "PHILLIPS, Tracy" <xxxxx.xxxxxxxx@xxxxxx.xxx.x>

Date: Tuesday, 13 November 2018 at 2:21 PM

To: Auckland Pride Chair <xxxxx@xxxxxxxxxxxxx.xxx.xx>, Julian Cook
<xxxxxx@xxxxxxxxxxxxx.xxx.xx>

Subject: DRAFT press release as promised

Police and Auckland Pride Joint Press Release

Wednesday 14th November 2017

New Zealand Police were advised by the Pride Board last week that a decision had been made that Police officers were allowed to take part in the Auckland Pride Parade in 2019 – but were unable to march in uniform.

Police acknowledge their views and we support the Pride Parade in creating a safe space for all to attend.

New Zealand Police was disappointed by this decision however and we have subsequently withdrawn our application to march in the Pride Parade next year.

Police are committed to supporting and working with our Rainbow community and we are proud of the work we currently do to celebrate diversity and support our Rainbow community. However we also acknowledge that there are also areas where we can improve in this space.

Police have been in discussions with the Pride Board since this decision was made and we are committed to working alongside each other in order to build safer communities together.

There will be an agreed plan where Police will work alongside the Pride Board and our Rainbow partners on an ongoing basis in order to move forward and find solutions to these concerns raised.

Police staff, including Rainbow-friendly Diversity Liaison Officers (DLO's) will still attend the parade in an operational capacity to support a safe event for everyone to enjoy.

For those who are hoping to see our police dogs, horses, rainbow car and uniformed staff at Pride events, you will be able to see us attending other festival events including "Woof" on February 3rd and the Big Gay Out on February 10th.

For a list of Rainbow DLO contacts go to: www.police.govt.nz/dlos

-

ENDS

Parade details:

Saturday 16th February, 6pm (no rain date), free event.

The Auckland Pride Parade route travels along Ponsonby Road from Three Lamps to Western Park

Ponsonby Road will be closed to traffic from 4pm to 10pm.

Parking restrictions apply on Ponsonby Road and adjoining roads.

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau

Cell 021 191 59 56

=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this

From: Julian Cook [mailto:xxxxxx@xxxxxxxxxxxxxx.xxx.xx]
Sent: Wednesday, 14 November 2018 1:59 p.m.
To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.xx> Auckland Pride Chair
<xxxxx@xxxxxxxxxxxxxx.xxx.xx>
Subject: Re: DRAFT press release as promised

Kia ora Tracy

Version two with unaltered Police comments is attached...

Police paragraphs are in [blue](#). Auckland Pride paragraphs are in black.

Words in [red](#) are sections that have been added to Police paragraphs, or where Auckland Pride and Police paragraphs merge. I can remove some of these words – but would like to discuss with you first, as these ideas are important to the Board.

You may decide that the final two paragraphs are more relevant to an Auckland Pride audience – and not to be included within the Police format.

Hopefully, we are close to a statement that both parties can agree on!

Julian

From: "PHILLIPS, Tracy" <xxxxx.xxxxxxxx@xxxxxx.xxx.xx>
Date: Wednesday, 14 November 2018 at 10:00 AM
To: 'Julian Cook' <xxxxxx@xxxxxxxxxxxxxx.xxx.xx>, Auckland Pride Chair
<xxxxx@xxxxxxxxxxxxxx.xxx.xx>
Subject: RE: DRAFT press release as promised

Kia ora Julian

Not happy for you to change Police comments we are happy for you to add Pride Board comments but leave ours as they were. We believe less is more and the new version here you have changed what we say is not acceptable.

Tracy

Inspector Tracy Phillips

Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki
Makaurau
Cell 021 191 59 56

From: Julian Cook [<mailto:xxxxxx@xxxxxxxxxxxxx.xxx.xx>]
Sent: Wednesday, 14 November 2018 8:18 a.m.
To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.x>; Auckland Pride Chair
<xxxxx@xxxxxxxxxxxxx.xxx.xx>
Subject: Re: DRAFT press release as promised

Morena Tracy

Thank you for the work that you and the media team have done to prepare this press release.

The Board has developed the joint statement as attached – retaining all of your points, while adding information relevant to Auckland Pride and correct terminology with regards to rainbow communities.

Please let us know what further changes the Police will require. The Board is very keen to reach agreement on the wording and distribute the release today.

The attached version has been set in Auckland Pride’s standard media release format. We could consider a joint format, or send the same wording separately in our own formats.

Let us know what you think will work best.

Nga mihi nui

Julian

Julian Cook
Festival Director

[Redacted]

e: xxxxxxx@xxxxxxxxxxxxx.xxx.xx

m: +64 21 465 858

p: +64 9 629 6563

w: www.aucklandpride.org.nz

From: "PHILLIPS, Tracy" <xxxxx.xxxxxxxx@xxxxxx.xxxx.x>

Date: Tuesday, 13 November 2018 at 2:21 PM

To: Auckland Pride Chair <xxxxx@xxxxxxxxxxxxx.xxx.xx>, Julian Cook <xxxxxx@xxxxxxxxxxxxx.xxx.xx>

Subject: DRAFT press release as promised

Police and Auckland Pride Joint Press Release

Wednesday 14th November 2017

New Zealand Police were advised by the Pride Board last week that a decision had been made that Police officers were allowed to take part in the Auckland Pride Parade in 2019 – but were unable to march in uniform.

Police acknowledge their views and we support the Pride Parade in creating a safe space for all to attend.

New Zealand Police was disappointed by this decision however and we have subsequently withdrawn our application to march in the Pride Parade next year.

Police are committed to supporting and working with our Rainbow community and we are proud of the work we currently do to celebrate diversity and support our Rainbow community. However we also acknowledge that there are also areas where we can improve in this space.

Police have been in discussions with the Pride Board since this decision was made and we are committed to working alongside each other in order to build safer communities together.

There will be an agreed plan where Police will work alongside the Pride Board and our Rainbow partners on an ongoing basis in order to move forward and find solutions to these concerns raised.

Police staff, including Rainbow-friendly Diversity Liaison Officers (DLO's) will still attend the parade in an operational capacity to support a safe event for everyone to enjoy.

For those who are hoping to see our police dogs, horses, rainbow car and uniformed staff at Pride events, you will be able to see us attending other festival events including "Woof" on February 3rd and the Big Gay Out on February 10th.

For a list of Rainbow DLO contacts go to: www.police.govt.nz/dlos

-

ENDS

Parade details:

Saturday 16th February, 6pm (no rain date), free event.

The Auckland Pride Parade route travels along Ponsonby Road from Three Lamps to Western Park

Ponsonby Road will be closed to traffic from 4pm to 10pm.

Parking restrictions apply on Ponsonby Road and adjoining roads.

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki

Makaurau

Cell 021 191 59 56

=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

Auckland Pride Festival Incorporated
MEDIA RELEASE

Wednesday 14 November 2018

POLICE AND AUCKLAND PRIDE MOVING FORWARD TOGETHER



Joint media statement from New Zealand Police and Auckland Pride

Last week, New Zealand Police were advised by the Board of Auckland Pride that a decision had been made that Police officers were welcome to participate in the 2019 Auckland Pride Parade, but would not be able to march in uniform.

The Board had come to this decision following a series of Auckland Pride Community Hui in which people had come forward with feedback that the presence of Police – and, in particular, the visibility of the Police uniform – had made them feel less safe about participating in the Auckland Pride Parade.

New Zealand Police acknowledge their views, and support the Auckland Pride Parade as a safe space for all to attend. However, Police were disappointed by the Board's decision and have subsequently withdrawn their application to march in the 2019 Parade.

New Zealand Police are committed to working with rainbow communities, and proud of the work they currently do to celebrate diversity and support their rainbow community. However, Police acknowledge that there are also areas where we can improve in this space.

Police and Auckland Pride have been in discussions since the Board's decision was made. We are committed to working alongside each other in order to build safer communities together.

Police staff, including rainbow-friendly Diversity Liaison Officers (DLO's), will still attend the 2019 Parade in an operational capacity to ensure a safe event for everyone to enjoy. For a list of Rainbow DLO contacts go to: www.police.govt.nz/dlos

Auckland Pride will also be facilitating opportunities for non-uniformed Police officers to march with local rainbow community groups and other participating organisations.

Auckland Pride's major public event, the Parade along Ponsonby Road is first and foremost a celebration of and for Tāmaki Makaurau's rainbow communities – which includes people identifying as gay, lesbian, bisexual, transgender, intersex, takatāpui, whakawāhine, tangata ira tāne, fa'afafine, fakaleiti, akava'ine, māhū, vaka sa lewa lewa, rae rae, fiafifine, fakafifine, palopa, kathoey, hijra, baklâ, genderfluid, genderqueer, pansexual, asexual, queer and questioning.

New Zealand Police will work alongside Auckland Pride on an ongoing basis to develop an agreed plan in which both organisations will move forward together to find solutions to the issues and concerns that have been raised, **and to support healing and reconciliation.**

This plan will create opportunities for Police to connect with rainbow communities throughout the 2019 Festival – from safe spaces to talk about tough issues, to opportunities to see the Police rainbow car, dogs, horses and uniformed Police staff at other Festival events, including the Ending HIV Big Gay Out and the Auckland Pride Dog Show.

The Board of Auckland Pride wishes to thank the New Zealand Police for their willingness to listen and work alongside rainbow communities towards upholding the rights and dignity of all people of diverse sexual orientation, gender identities, gender expressions and sex characteristics living in Aotearoa New Zealand.

The Board apologises to our rainbow communities for any distress that may have been caused by this decision, and thanks those who engaged in the resulting debate in a thoughtful and respectful manner.

The Board invites people who wish to talk about the Police decision to attend a special Auckland Pride Community Hui, facilitated by Tim Foote, at the Grey Lynn Community Centre this Sunday 18 November, commencing at 7.30pm.

ENDS

Website: <https://aucklandpride.org.nz>

Facebook: <https://www.facebook.com/AucklandPride/>

Twitter: <https://twitter.com/AucklandPride>

Instagram: <https://www.instagram.com/aucklandpride/> #aklpride

From: Julian Cook [mailto:xxxxxx@xxxxxxxxxxxxxxx.xxx.xx]
Sent: Wednesday, 14 November 2018 4:19 p.m.
To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.xx> Auckland Pride Chair
<xxxxx@xxxxxxxxxxxxxxx.xxx.xx>
Subject: Re: DRAFT press release as promised

Kia ora Tracy

Updated version attached, as discussed. Please let me know if further changes are required.

Very keen to get this approved and distributed today, if possible.

Julian

From: "PHILLIPS, Tracy" <xxxxx.xxxxxxxx@xxxxxx.xxx.x>
Date: Wednesday, 14 November 2018 at 10:00 AM
To: 'Julian Cook' <xxxxxx@xxxxxxxxxxxxxxx.xxx.xx>, Auckland Pride Chair
<xxxxx@xxxxxxxxxxxxxxx.xxx.xx >
Subject: RE: DRAFT press release as promised

Kia ora Julian

Not happy for you to change Police comments we are happy for you to add Pride Board comments but leave ours as they were. We believe less is more and the new version here you have changed what we say is not acceptable.

Tracy

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki
Makaurau
Cell 021 191 59 56

From: Julian Cook [mailto:xxxxxx@xxxxxxxxxxxxxxx.xxx.xx]

Sent: Wednesday, 14 November 2018 8:18 a.m.
To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.x>; Auckland Pride Chair
<xxxxx@xxxxxxxxxxxxxxxx.xxx.xx>
Subject: Re: DRAFT press release as promised

Morena Tracy

Thank you for the work that you and the media team have done to prepare this press release.

The Board has developed the joint statement as attached – retaining all of your points, while adding information relevant to Auckland Pride and correct terminology with regards to rainbow communities.

Please let us know what further changes the Police will require. The Board is very keen to reach agreement on the wording and distribute the release today.

The attached version has been set in Auckland Pride’s standard media release format. We could consider a joint format, or send the same wording separately in our own formats.

Let us know what you think will work best.

Nga mihi nui

Julian

Julian Cook
Festival Director



[Redacted signature line]

e: xxxxxxx@xxxxxxxxxxxxxxxx.xxx.xx
m: +64 21 465 858
p: +64 9 629 6563
w: www.aucklandpride.org.nz

From: "PHILLIPS, Tracy" <xxxxx.xxxxxxxxx@xxxxx.xxxx.x>

Date: Tuesday, 13 November 2018 at 2:21 PM

To: Auckland Pride Chair <xxxxx@xxxxxxxxxxxxxxxx.xxx.xx>, Julian Cook
<xxxxx@xxxxxxxxxxxxxxxx.xxx.xx>

Subject: DRAFT press release as promised

Police and Auckland Pride Joint Press Release

Wednesday 14th November 2017

New Zealand Police were advised by the Pride Board last week that a decision had been made that Police officers were allowed to take part in the Auckland Pride Parade in 2019 – but were unable to march in uniform.

Police acknowledge their views and we support the Pride Parade in creating a safe space for all to attend.

New Zealand Police was disappointed by this decision however and we have subsequently withdrawn our application to march in the Pride Parade next year.

Police are committed to supporting and working with our Rainbow community and we are proud of the work we currently do to celebrate diversity and support our Rainbow community. However we also acknowledge that there are also areas where we can improve in this space.

Police have been in discussions with the Pride Board since this decision was made and we are committed to working alongside each other in order to build safer communities together.

There will be an agreed plan where Police will work alongside the Pride Board and our Rainbow partners on an ongoing basis in order to move forward and find solutions to these concerns raised.

Police staff, including Rainbow-friendly Diversity Liaison Officers (DLO's) will still attend the parade in an operational capacity to support a safe event for everyone to enjoy.

For those who are hoping to see our police dogs, horses, rainbow car and uniformed staff at Pride events, you will be able to see us attending other festival events including "Woof" on February 3rd and the Big Gay Out on February 10th.

For a list of Rainbow DLO contacts go to: www.police.govt.nz/dlos

-

ENDS

Parade details:

Saturday 16th February, 6pm (no rain date), free event.

The Auckland Pride Parade route travels along Ponsonby Road from Three Lamps to Western Park

Ponsonby Road will be closed to traffic from 4pm to 10pm.

Parking restrictions apply on Ponsonby Road and adjoining roads.

Inspector Tracy Phillips
Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki
Makaurau

Cell 021 191 59 56

=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

Wednesday 14 November 2018

POLICE AND AUCKLAND PRIDE MOVING FORWARD TOGETHER



Joint media statement from New Zealand Police and Auckland Pride

Last week, New Zealand Police were advised by the Board of Auckland Pride that a decision had been made that Police officers were welcome to participate in the 2019 Auckland Pride Parade, but would not be able to march in uniform.

The Board had come to this decision following a series of Auckland Pride Community Hui in which people had come forward with feedback that the presence of Police – and, in particular, the visibility of the Police uniform – had made them feel less safe about participating in the Auckland Pride Parade.

New Zealand Police acknowledge their views, and support the Auckland Pride Parade as a safe space for all to attend. However, Police were disappointed by the Board's decision and have subsequently withdrawn their application to march in the 2019 Parade.

New Zealand Police are committed to working with rainbow communities, and proud of the work they currently do to celebrate diversity and support their rainbow community. However, Police acknowledge that there are also areas where they can improve in this space.

Police and Auckland Pride have been in discussions since the Board's decision was made. We are committed to working alongside each other in order to build safer communities together.

Police staff, including rainbow-friendly Diversity Liaison Officers (DLO's), will still attend the 2019 Parade in an operational capacity to ensure a safe event for everyone to enjoy. For a list of Rainbow DLO contacts go to: www.police.govt.nz/dlos

Auckland Pride will also be facilitating opportunities for non-uniformed Police officers to march with local rainbow community groups and other participating organisations.

The Police rainbow car, dogs, horses and uniformed Police staff will be present at other Festival events, including the Ending HIV Big Gay Out and the Auckland Pride Dog Show.

Auckland Pride's major public event, the Parade along Ponsonby Road is first and foremost a celebration of and for Tāmaki Makaurau's rainbow communities – which includes people identifying as gay, lesbian, bisexual, transgender, intersex, takatāpui, whakawāhine, tangata ira tāne, fa'afafine, fakaleiti, akava'ine, māhū, vaka sa lewa lewa, rae rae, fiafifine, fakafifine, palopa, kathoey, hijra, baklâ, genderfluid, genderqueer, pansexual, asexual, queer and questioning.

New Zealand Police will work alongside Auckland Pride on an ongoing basis to develop an agreed plan in which both organisations will move forward together to find solutions to the issues and concerns that have been raised.

The Board of Auckland Pride wishes to thank the New Zealand Police for their willingness to listen and work alongside rainbow communities towards upholding the rights and dignity of all people of diverse sexual orientation, gender identities, gender expressions and sex characteristics living in Aotearoa New Zealand.

The Board apologises to our rainbow communities for any distress that may have been caused by this decision, and thanks those who engaged in the resulting debate in a thoughtful and respectful manner.

The Board invites people who wish to talk about the Police decision to attend a special Auckland Pride Community Hui, facilitated by Tim Foote, at the Grey Lynn Community Centre this Sunday 18 November, commencing at 7.30pm.

ENDS

Website: <https://aucklandpride.org.nz>

Facebook: <https://www.facebook.com/AucklandPride/>

Twitter: <https://twitter.com/AucklandPride>

Instagram: <https://www.instagram.com/aucklandpride/> #aklpride

From: PHILLIPS, Tracy
Sent: Wednesday, 14 November 2018 8:51 a.m.
To: Julian Cook <xxxxxx@xxxxxxxxxxxxx.xxx.xx>
Cc: Auckland Pride Chair <xxxxxx@xxxxxxxxxxxxx.xxx.xx>
Subject: Re: DRAFT press release as promised

Thanks Julian I am in s meeting at present will get back to you in about an hour
I have a couple of changes at first glance
Tracy

Kind regards
Tracy Phillips
021 191 59 56

On 14/11/2018, at 8:18 AM, Julian Cook <xxxxxx@xxxxxxxxxxxxx.xxx.xx> wrote:

Morena Tracy

Thank you for the work that you and the media team have done to prepare this press release.

The Board has developed the joint statement as attached – retaining all of your points, while adding information relevant to Auckland Pride and correct terminology with regards to rainbow communities.

Please let us know what further changes the Police will require. The Board is very keen to reach agreement on the wording and distribute the release today.

The attached version has been set in Auckland Pride’s standard media release format. We could consider a joint format, or send the same wording separately in our own formats.

Let us know what you think will work best.

Nga mihi nui

Julian

Julian Cook
Festival Director

signature_804562097



e: xxxxxxx@xxxxxxxxxxxxx.xxx.xx

m: +64 21 465 858

p: +64 9 629 6563

w: www.aucklandpride.org.nz

From: "PHILLIPS, Tracy" <xxxxx.xxxxxxxx@xxxxxx.xxx.x>

Date: Tuesday, 13 November 2018 at 2:21 PM

To: Auckland Pride Chair <xxxxx@xxxxxxxxxxxxx.xxx.xx>, Julian Cook
<xxxxxx@xxxxxxxxxxxxx.xxx.xx>

Subject: DRAFT press release as promised

Police and Auckland Pride Joint Press Release

Wednesday 14th November 2017

New Zealand Police were advised by the Pride Board last week that a decision had been made that Police officers were allowed to take part in the Auckland Pride Parade in 2019 – but were unable to march in uniform.

Police acknowledge their views and we support the Pride Parade in creating a safe space for all to attend.

New Zealand Police was disappointed by this decision however and we have subsequently withdrawn our application to march in the Pride Parade next year.

Police are committed to supporting and working with our Rainbow community and we are proud of the work we currently do to celebrate diversity and support our Rainbow community. However we also acknowledge that there are also areas where we can improve in this space.

Police have been in discussions with the Pride Board since this decision was made and we are committed to working alongside each other in order to build safer communities together.

There will be an agreed plan where Police will work alongside the Pride Board and our Rainbow partners on an ongoing basis in order to move forward and find solutions to these concerns raised.

Police staff, including Rainbow-friendly Diversity Liaison Officers (DLO's) will still attend the parade in an operational capacity to support a safe event for everyone to enjoy.

For those who are hoping to see our police dogs, horses, rainbow car and uniformed staff at Pride events, you will be able to see us attending other festival events including "Woof" on February 3rd and the Big Gay Out on February 10th.

For a list of Rainbow DLO contacts go to: www.police.govt.nz/dlos

-

ENDS

Parade details:

Saturday 16th February, 6pm (no rain date), free event.

The Auckland Pride Parade route travels along Ponsonby Road from Three Lamps to Western Park

Ponsonby Road will be closed to traffic from 4pm to 10pm.

Parking restrictions apply on Ponsonby Road and adjoining roads.

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator

Tamaki Makaurau

Cell 021 191 59 56

=====
WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

<Joint Media Release_14 November 2018.docx>

From: Auckland Pride Festival [mailto:~~xxx~~]
Sent: Tuesday, 14 August 2018 8:45 a.m.
To: PHILLIPS, Tracy <~~xxx~~>
Subject: Have Your Say at this month's Auckland Pride Community Hui

Have Your Say at this month's Auckland Pride Community Hui

[View this email in your browser](#)



Kia ora Tracy,

Auckland Pride 2018 was our largest and most visible Festival and Parade to date, delivering a wide range of experiences and positive outcomes for our super-diverse rainbow communities.

Throughout August, Auckland Pride invites LGBTIQ+ individuals and Tamaki Makaurau's rainbow communities to join in the dialogue at our annual series of Auckland Pride Community Hui.

Feedback from these meetings directly influences the mahi of the Auckland Pride Board, as well as the Festival Director and Parade Director.

Open to everyone, the dates and venues for the 2018 Auckland Pride Community Hui series are:

Saturday 18 August, 2pm – 4pm
Studio One Toi Tu, 1 Ponsonby Road

Tuesday 21 August, 7pm – 9.30pm
Te Unga Waka Marae, 1 Clyde Street, Epsom

Wednesday 22 August, 7pm – 9pm
Online Hui, Facebook Live

Saturday 25 August, midday – 4pm
Ministry for Pacific Peoples, 2/22 Amersham Way, Manukau

There will be a special focus on Takatapu Maori korero and kaupapa at the hui hosted by Te Unga Waka Marae. Co-hosted with the Love Life Fono, the talanoa at the Ministry for Pacific Peoples will include a focus on engagement with Pacific

communities.

Hosted by Zakk d’Larté, with an emphasis on Youth engagement, the Online Hui will be live-streamed on Auckland Pride’s Facebook page on Wednesday 22 August, between 7pm and 9pm.

Everyone who attends one of the hui – in person or online – will go in the draw to win two coveted tickets to the **Rainbow Dinner and Auction with Helen Clark** at Cordis Auckland on Sunday 9 September. [Click here](#) to book tickets to the Rainbow New Zealand Charitable Trust’s community grant fundraising extravaganza!

If you would like a specific issue to be discussed at one of the hui, please send an email to xxxxx@xxxxxxxxxxxxx.xxx.nz Everyone will have an opportunity to discuss their pet topics, so don’t stress if you’re unable to make contact in advance.

All four Auckland Pride Community Hui are open to everyone – so come along or engage online, meet the Auckland Pride team, and brainstorm on the Festival and Parade that we’re passionate about!

Noho ora mai,
Auckland Pride Board

2018 Auckland Pride Parade image courtesy of [Susan Blick Photography](#).



[!\[\]\(05be7c7a8995decd503647c99211f7c2_img.jpg\) Facebook](#) [!\[\]\(16cd6e1a39784ecf52b4db09f4865f40_img.jpg\) Instagram](#) [!\[\]\(64f85e895c86bd992221df2da6f33c1f_img.jpg\) Twitter](#) [!\[\]\(a60e44a6ea673209b24ab1016c50184b_img.jpg\) Website](#)

Copyright © 2018 Auckland Pride Festival, All rights reserved.

You’re receiving this email because you opted in on our website or at one of our Auckland Pride Festival events.

Our mailing address is:

Auckland Pride Festival
PO Box 5212
Wellesley Street
Auckland, 1010
New Zealand

[Add us to your address book](#)

This email was sent with love to Tracy PHILLIPS (xxxxx@xxxxxxxxxxx). Have we got your details wrong? [Update your preferences](#)

From: Auckland Pride Chair [mailto:~~xxx~~]
Sent: Wednesday, 19 September 2018 5:25 p.m.
To: PHILLIPS, Tracy <~~xxx~~>
Subject: Re: Hot topics, Hui feedback, Board appointments and more!

Hi Tracy

Cissy here we meet briefly at the AGM.

I am not wanting to create a them and us vibe, in fact I want people to appreciate all views.

Like many of us I have good friends who are in the Police and work with Corrections.

I also happy to do coffee with you anytime and of course you are welcome at hui.

Cheers
Cissy

On Wed, 19 Sep 2018, 17:08 PHILLIPS, Tracy, <xxxxx.xxxxxxxx@xxxxxx.xxx> wrote:

Thanks for that
With the Hui to discuss police and corrections
Do you want police present ?
I am happy to attend and answer questions
And also ask if it is a pass fail
Ie what is the purpose
Keen to discuss and work with Pride and rainbow communities to ensure people are safe and feel safe

Tracy

Kind regards
Tracy Phillips
021 191 59 56

On 19/09/2018, at 3:33 PM, Auckland Pride Festival <xxxxx@xxxxxxxxxxxxxxxx.xx> wrote:

Hot topics, Hui feedback, Board appointments and more!

[View this email in your browser](#)



Kia ora Tracy,

Thank you to everyone who joined in the korero during the Auckland Pride Community Hui series. We're proud to share the feedback from this series with Auckland Pride Members – as well as inviting you to a special Hot Topic Hui in October!

Auckland Pride Board Appointments

But first, the Board of Auckland Pride is pleased to announce two new appointments to the Board. We were impressed by all the applications and wish to thank everyone who applied for their time and commitment to serving their rainbow communities.

Phylesha Brown-Acton hails from the village of Fineone Hakupu Atua in Niue. Born and raised in Auckland, Phylesha is a trans activist and champion for the rights of sexual minority groups and key populations within Aotearoa and the Asia and Pacific region. Her activism has taken her to the United Nations, where she advocates for trans health and rights. She is passionate about people and seeing people prosper.

Emma Henderson is a full-time mum, wife and event manager who has mastered the art of juggling! Emma brings many years of experience in the hospitality industry, most recently running a successful Auckland based event company. A proud member of the rainbow communities, she hopes to both learn from, and contribute to, the success of Auckland Pride through active involvement on the Board.

Community Hui Feedback

Throughout August, the Board invited LGBTIQ+ individuals and Tamaki Makaurau's rainbow communities to have your say at the annual Auckland Pride Community Hui series. This year's series included public meetings in Ponsonby, Epsom and Manukau, plus our first ever Facebook LIVE session.

As requested, we have collated all your Hui feedback into one document. This feedback is already influencing the actions and accessibility of the Auckland Pride Board, as well as informing the development of themes and concepts for Auckland Pride 2019.

[Click here](#) to view the 2018 Auckland Pride Community Hui series feedback.

The Board will be hosting a second Facebook LIVE session to talk about some Hui series highlights and action points. Tune into [Auckland Pride's Facebook](#) page this Sunday 23 September, between 7pm and 8pm, to continue the korero.

Hot Topic Hui

The inclusion of the New Zealand Police and Corrections within the Auckland Pride Parade has been a hot topic throughout the Hui series – and a consistently contentious issue for Pride Parades around the world.

To hear your views on the State sector's place within Pride, the Board will be

hosting a special Hot Topic Hui on Wednesday 3 October, between 7pm and 9pm, at Studio One Toi Tu in Ponsonby.

The Board of Auckland Pride wants to remain connected to, and reflective of, our communities. Board Chair Cissy Rock will facilitate this interactive Hui, making space for all voices to be heard.

Community Update Sessions

In response to feedback from the Hui series, the Board of Auckland Pride will be trialling the addition of monthly Community Update Sessions at our regular Board meetings.

The first one-hour sessions are from 6pm on Tuesday 25 September and Tuesday 23 October. The Board meets upstairs at Studio One Toi Tu in Ponsonby.

If you wish to get a specific issue on the Community Update Session agenda, please send an email to xxxxx@xxxxxxxxxxxxx.xxx.xx

Noho ora mai,
Auckland Pride Board

2018 Auckland Pride Parade image courtesy of Peter Jennings.



 [Facebook](#)

 [Instagram](#)

 [Twitter](#)

 [Website](#)

Copyright © 2018 Auckland Pride Festival, All rights reserved.

You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival events.

Our mailing address is:

Auckland Pride Festival
PO Box 5212
Wellesley Street
Auckland, 1010

New Zealand

[Add us to your address book](#)

This email was sent with love to Tracy Phillips (xxxxx.xxxxxxxx@xxxxxx.xxx). Have we got your details wrong? [Update your preferences](#)

Not interested anymore? [Unsubscribe from this list](#)



=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

-

From: Auckland Pride Festival [mailto:~~xxx@xxx~~]
Sent: Wednesday, 19 September 2018 3:34 p.m.
To: PHILLIPS, Tracy <~~xxx@xxx~~>
Subject: Hot topics, Hui feedback, Board appointments and more!

Hot topics, Hui feedback, Board appointments and more!

[View this email in your browser](#)



Kia ora Tracy,

Thank you to everyone who joined in the korero during the Auckland Pride Community Hui series. We're proud to share the feedback from this series with Auckland Pride Members – as well as inviting you to a special Hot Topic Hui in October!

Auckland Pride Board Appointments

But first, the Board of Auckland Pride is pleased to announce two new appointments to the Board. We were impressed by all the applications and wish to thank everyone who applied for their time and commitment to serving their rainbow communities.

Phylesha Brown-Acton hails from the village of Fineone Hakupu Atua in Niue. Born and raised in Auckland, Phylesha is a trans activist and champion for the rights of sexual minority groups and key populations within Aotearoa and the Asia and Pacific region. Her activism has taken her to the United Nations, where she advocates for trans health and rights. She is passionate about people and seeing people prosper.

Emma Henderson is a full-time mum, wife and event manager who has mastered the art of juggling! Emma brings many years of experience in the hospitality industry, most recently running a successful Auckland based event company. A proud member of the rainbow communities, she hopes to both learn from, and contribute to, the success of Auckland Pride through active involvement on the Board.

Community Hui Feedback

Throughout August, the Board invited LGBTIQ+ individuals and Tamaki Makaurau's rainbow communities to have your say at the annual Auckland Pride Community Hui series. This year's series included public meetings in Ponsonby, Epsom and Manukau, plus our first ever Facebook LIVE session.

As requested, we have collated all your Hui feedback into one document. This feedback is already influencing the actions and accessibility of the Auckland Pride Board, as well as informing the development of themes and concepts for Auckland Pride 2019.

[Click here](#) to view the 2018 Auckland Pride Community Hui series feedback.

The Board will be hosting a second Facebook LIVE session to talk about some Hui series highlights and action points. Tune into [Auckland Pride's Facebook](#) page this Sunday 23 September, between 7pm and 8pm, to continue the korero.

Hot Topic Hui

The inclusion of the New Zealand Police and Corrections within the Auckland Pride Parade has been a hot topic throughout the Hui series – and a consistently contentious issue for Pride Parades around the world.

To hear your views on the State sector's place within Pride, the Board will be hosting a special Hot Topic Hui on Wednesday 3 October, between 7pm and 9pm, at Studio One Toi Tu in Ponsonby.

The Board of Auckland Pride wants to remain connected to, and reflective of, our communities. Board Chair Cissy Rock will facilitate this interactive Hui, making space for all voices to be heard.

Community Update Sessions

In response to feedback from the Hui series, the Board of Auckland Pride will be trialling the addition of monthly Community Update Sessions at our regular Board meetings.

The first one-hour sessions are from 6pm on Tuesday 25 September and Tuesday 23 October. The Board meets upstairs at Studio One Toi Tu in Ponsonby.

If you wish to get a specific issue on the Community Update Session agenda, please send an email to xxxxx@xxxxxxxxxxxxx.xxx.xx

Noho ora mai,
Auckland Pride Board

2018 Auckland Pride Parade image courtesy of Peter Jennings.



[!\[\]\(c507f772dba2b921f86777f01218e570_img.jpg\) Facebook](#) [!\[\]\(a75296508989caaa77a08d26cfccd4e5_img.jpg\) Instagram](#) [!\[\]\(55463e2fc8fd9dd5cdf6584182081aba_img.jpg\) Twitter](#) [!\[\]\(fef9323b6f87c1ae579afe2ce735bcc8_img.jpg\) Website](#)

Copyright © 2018 Auckland Pride Festival, All rights reserved.

You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival events.

Our mailing address is:

Auckland Pride Festival
PO Box 5212
Wellesley Street
Auckland, 1010
New Zealand

[Add us to your address book](#)

This email was sent with love to Tracy Phillips (xxxxx.xxxxxxxx@xxxxxx.xxx). Have we got your details wrong? [Update your preferences](#)

Not interested anymore? [Unsubscribe from this list](#)



From: PHILLIPS, Tracy

Sent: Thursday, 20 September 2018 8:42 a.m.

To: 'Auckland Pride Chair'

Subject: PRIDE Hot topics, Hui feedback

Kia ora and thanks Cissy

Valuing diversity and Pride for me is all about inclusiveness.

Police are working really hard in the Rainbow space. Progress is not always at the pace I would personally like it to be but the work we are doing is getting support at the highest level. Police are currently sizing a National position to lead this work, behind the scenes we are working on aligning multiple data bases to reflect gender diversity which will then need to be aligned with Corrections and Justice data bases. We are planning the first ever combined Govt agency conference for November 8-9 here in Tamaki Makaurau and have some amazing abstracts so the agenda is coming together really well.

I am able to come on the 3rd of October and will be happy to answer questions queries comments and concerns. I am also happy to come along and address the Pride Board and answer questions if the board think it would be constrictive .

To be honest it is exhausting and I feel at times I am being beaten up from every side, straight people abuse me for the work I do and so do some in the rainbow communities. We solder one because it is the right thing to do and we can make a very real difference to people's lives and put things right.

If Police are not welcome at Pride then can you let me know early I have no wish to force Police on anyone or offend, we have started planning but can stop and redirect energy if that is the outcome.

Thanks

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau

Cell **021 191 59 56**

From: Auckland Pride Chair [<mailto:xxxxx@xxxxxxxxxxxxx.xxx.xx>]

Sent: Wednesday, 19 September 2018 5:25 p.m.

To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxx.x>

Subject: Re: Hot topics, Hui feedback, Board appointments and more!

Hi Tracy

Cissy here we meet briefly at the AGM.

I am not wanting to create a them and us vibe, in fact I want people to appreciate all views.

Like many of us I have good friends who are in the Police and work with Corrections.

I also happy to do coffee with you anytime and of course you are welcome at hui.

Cheers

Cissy

On Wed, 19 Sep 2018, 17:08 PHILLIPS, Tracy, <xxxxx.xxxxxxxx@xxxxxx.xxx.x> wrote:

Thanks for that

With the Hui to discuss police and corrections

Do you want police present ?

I am happy to attend and answer questions

And also ask if it is a pass fail

le what is the purpose

Keen to discuss and work with Pride and rainbow communities to ensure people are safe and feel safe

Tracy

Kind regards

Tracy Phillips

021 191 59 56

On 19/09/2018, at 3:33 PM, Auckland Pride Festival <xxxxx@xxxxxxxxxxxxxxxx.xx> wrote:

Hot topics, Hui feedback, Board appointments and more!

[View this email in your browser](#)



Kia ora Tracy,

Thank you to everyone who joined in the korero during the Auckland Pride Community Hui series. We're proud to share the feedback from this series with Auckland Pride Members – as well as inviting you to a special Hot Topic Hui in October!

Auckland Pride Board Appointments

But first, the Board of Auckland Pride is pleased to announce two new appointments to the Board. We were impressed by all the applications and wish to thank everyone who applied for their time and commitment to serving their rainbow communities.

Phylesha Brown-Acton hails from the village of Fineone Hakupu Atua in Niue. Born and raised in Auckland, Phylesha is a trans activist and champion for the rights of sexual minority groups and key populations within Aotearoa and the Asia and Pacific region. Her activism has taken her to the United Nations, where she advocates for trans health and rights. She is passionate about people and seeing people prosper.

Emma Henderson is a full-time mum, wife and event manager who has mastered the art of juggling! Emma brings many years of experience in the hospitality industry, most recently running a successful Auckland based event company. A proud member of the rainbow communities, she hopes to both learn from, and contribute to, the success of Auckland Pride through active involvement on the Board.

Community Hui Feedback

Throughout August, the Board invited LGBTIQ+ individuals and Tamaki Makaurau's rainbow communities to have your say at the annual Auckland Pride Community Hui series. This year's series included public meetings in Ponsonby, Epsom and Manukau, plus our first ever Facebook LIVE session.

As requested, we have collated all your Hui feedback into one document. This feedback is already influencing the actions and accessibility of the Auckland Pride Board, as well as informing the development of themes and concepts for Auckland Pride 2019.

[Click here](#) to view the 2018 Auckland Pride Community Hui series feedback.

The Board will be hosting a second Facebook LIVE session to talk about some Hui series highlights and action points. Tune into [Auckland Pride's Facebook](#) page this Sunday 23 September, between 7pm and 8pm, to continue the korero.

Hot Topic Hui

The inclusion of the New Zealand Police and Corrections within the Auckland Pride Parade has been a hot topic throughout the Hui series – and a consistently contentious issue for Pride Parades around the world.

To hear your views on the State sector's place within Pride, the Board will be hosting a special Hot Topic Hui on Wednesday 3 October, between 7pm and 9pm, at Studio One Toi Tu in Ponsonby.

The Board of Auckland Pride wants to remain connected to, and reflective of, our communities. Board Chair Cissy Rock will facilitate this interactive Hui, making space for all voices to be heard.

Community Update Sessions

In response to feedback from the Hui series, the Board of Auckland Pride will be trialling the addition of monthly Community Update Sessions at our regular Board meetings.

The first one-hour sessions are from 6pm on Tuesday 25 September and Tuesday 23 October. The Board meets upstairs at Studio One Toi Tu in Ponsonby.

If you wish to get a specific issue on the Community Update Session agenda, please send an email to xxxxx@xxxxxxxxxxxxx.xxx.xx

Noho ora mai,
Auckland Pride Board

2018 Auckland Pride Parade image courtesy of Peter Jennings.



 [Facebook](#)

 [Instagram](#)

 [Twitter](#)

 [Website](#)

Copyright © 2018 Auckland Pride Festival, All rights reserved.

You're receiving this email because you opted in on our website or at one of our Auckland Pride Festival

events.

Our mailing address is:

Auckland Pride Festival
PO Box 5212
Wellesley Street
Auckland, 1010
New Zealand

[Add us to your address book](#)

This email was sent with love to Tracy Phillips (xxxxx.xxxxxxxx@xxxxxx.xxx). Have we got your details wrong? [Update your preferences](#)

Not interested anymore? [Unsubscribe from this list](#)



=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

From: PHILLIPS, Tracy
Sent: Thursday, 15 November 2018 11:43 a.m.
To: BAKER, Nicholas (Nick) <x@xx>
Subject: PRIDE DRAFT : Auckland Pride Our half of joint media release

Hi Nic

I have said they have to take out para 7 for a start
They seem inclined to still try and speak for us when we are capable of that ourself

Coming to see you now

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki
Makaurau
Cell 021 191 59 56

From: Auckland Pride Chair [<mailto:x@xx>]
Sent: Thursday, 15 November 2018 11:36 a.m.
To: PHILLIPS, Tracy <x@xx>
Subject: Auckland Pride Our half of joint media release

Morena Tracy

Please find attached our half of the joint media release.

Let me know your feedback (if any) or when you have approved.

Cheers
Cissy

Thursday 15 November 2018

POLICE AND AUCKLAND PRIDE MOVING FORWARD TOGETHER



Last week, New Zealand Police was advised by the Board of Auckland Pride that a decision had been made that Police officers were welcome to participate in the 2019 Auckland Pride Parade, but would not be able to march in uniform.

The Board came to this decision following its annual series of consultation meetings, during which members of our rainbow communities had come forward with feedback about the presence of Police. The visibility of the Police uniform, in particular, had made them feel less safe about participating in the Auckland Pride Parade.

Issues and concerns relating to New Zealand Police were raised again and again throughout a series of four Auckland Pride Community Hui that were held across Tāmaki Makaurau during August. Complaints about Police consistently outnumbered feedback about any other institution or organisation.

A special Hot Topic Hui was organised for October, so the Board could hear more views from our communities on the place of New Zealand Police within Auckland Pride.

The personal experiences of Police mistreatment shared by LGBTQIA+ people throughout this lengthy consultation process were deeply affecting. The Board could not ignore them.

The Board's decision to ask Police to march in the 2019 Auckland Pride Parade, out of uniform, was a compromise. The intention was to encourage all people within our rainbow communities to feel safe and included within their own event – without having to exclude our valued LGBTQIA+ Police officers.

New Zealand Police subsequently decided to exclude its own people, because they could not wear a uniform that was causing LGBTQIA+ people and communities to feel unwelcome at an LGBTQIA+ event. Auckland Pride values people over uniforms.

Auckland Pride's major public event, the Parade along Ponsonby Road is first and foremost a celebration of and for Tāmaki Makaurau's rainbow communities – which includes people identifying as gay, lesbian, bisexual, transgender, intersex, takatāpui, whakawāhine, tangata ira tāne, fa'afafine, fakaleiti, akava'ine, māhū, vaka sa lewa lewa, rae rae, fiafifine, fakafifine, palopa, kathoey, hijra, baklâ, genderfluid, genderqueer, pansexual, asexual, queer and questioning.

Following the Board's decision, and subsequent Police decision, both organisations have been engaged in ongoing dialogue, and have expressed a commitment to work alongside each other in order to build safer communities together.

Police staff, including Diversity Liaison Officers (DLO's), will still be engaging with the 2019 Parade in an operational capacity. For a list of rainbow-friendly DLO contacts, please visit: www.police.govt.nz/dlos

Auckland Pride has offered to facilitate opportunities for non-uniformed Police officers to march in the 2019 Parade with local rainbow community groups and other participating organisations.

Auckland Pride will continue to work with New Zealand Police towards an equitable partnership and long-term plan in which both organisations can move forward together to explore solutions to the issues and concerns that have been raised, and to support healing and reconciliation.

The Board of Auckland Pride wishes to acknowledge New Zealand Police for their willingness to work alongside rainbow communities towards upholding the rights and dignity of all people of diverse sexual orientation, gender identities, gender expressions and sex characteristics living in Aotearoa New Zealand.

The Board apologises to our rainbow communities for any distress that may have been caused by this decision, and our lack of communication over the past week. The Board had agreed to work on a joint statement with Police, and remained silent out of respect for this process.

Thank you to all those who engaged in the intervening debate in a thoughtful and respectful manner. Auckland Pride's objective is to create safe spaces for our communities and to discuss the issues that are important to them.

The Board invites people who wish to talk about the Police decision to attend a special Auckland Pride Community Hui, facilitated by Tim Foote, at the Grey Lynn Community Centre this Sunday 18 November, commencing at 7.30pm.

ENDS

Website: <https://aucklandpride.org.nz>

Facebook: <https://www.facebook.com/AucklandPride/>

Twitter: <https://twitter.com/AucklandPride>

Instagram: <https://www.instagram.com/aucklandpride/> #aklpride

From: Julian Cook [mailto:xxxxxx@xxxxxxxxxxxxxxx.xxx.xx]
Sent: Wednesday, 14 November 2018 10:07 a.m.
To: PHILLIPS, Tracy <xxxxx.xxxxxxxx@xxxxxx.xxxx.xx> Auckland Pride Chair
<xxxxx@xxxxxxxxxxxxxxx.xxx.xx>
Subject: Re: DRAFT press release as promised

That's okay, Tracy.

Could you please make the changes that are required by Police and send back for the Board's feedback?

Both organisations' input will need to be altered to some extent in order to work as a joint statement – with the intention that everyone will be in full agreement on the final wording.

Julian

From: "PHILLIPS, Tracy" <xxxxx.xxxxxxxx@xxxxxx.xxxx.x>
Date: Wednesday, 14 November 2018 at 10:00 AM
To: 'Julian Cook' <xxxxxx@xxxxxxxxxxxxxxx.xxx.xx>, Auckland Pride Chair
<xxxxx@xxxxxxxxxxxxxxx.xxx.xx >
Subject: RE: DRAFT press release as promised

Kia ora Julian

Not happy for you to change Police comments we are happy for you to add Pride Board comments but leave ours as they were. We believe less is more and the new version here you have changed what we say is not acceptable.

Tracy

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki
Makaurau
Cell 021 191 59 56

From: Julian Cook [<mailto:xxxxxx@xxxxxxxxxxxxx.xxx.xx>]
Sent: Wednesday, 14 November 2018 8:18 a.m.
To: PHILLIPS, Tracy <xxxxx.xxxxxxx@xxxxxx.xxx.x>; Auckland Pride Chair
<xxxxxx@xxxxxxxxxxxxx.xxx.xx>
Subject: Re: DRAFT press release as promised

Morena Tracy

Thank you for the work that you and the media team have done to prepare this press release.

The Board has developed the joint statement as attached – retaining all of your points, while adding information relevant to Auckland Pride and correct terminology with regards to rainbow communities.

Please let us know what further changes the Police will require. The Board is very keen to reach agreement on the wording and distribute the release today.

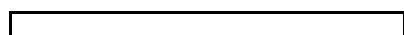
The attached version has been set in Auckland Pride’s standard media release format. We could consider a joint format, or send the same wording separately in our own formats.

Let us know what you think will work best.

Nga mihi nui

Julian

Julian Cook
Festival Director



e: xxxxxx@xxxxxxxxxxxxx.xxx.xx
m: +64 21 465 858
p: +64 9 629 6563
w: www.aucklandpride.org.nz

From: "PHILLIPS, Tracy" <xxxxx.xxxxxxxxx@xxxxxx.xxx.x>

Date: Tuesday, 13 November 2018 at 2:21 PM

To: Auckland Pride Chair <xxxxx@xxxxxxxxxxxxxxxx.xxx.xx>, Julian Cook
<xxxxxx@xxxxxxxxxxxxxxxx.xxx.xx>

Subject: DRAFT press release as promised

Police and Auckland Pride Joint Press Release

Wednesday 14th November 2017

New Zealand Police were advised by the Pride Board last week that a decision had been made that Police officers were allowed to take part in the Auckland Pride Parade in 2019 – but were unable to march in uniform.

Police acknowledge their views and we support the Pride Parade in creating a safe space for all to attend.

New Zealand Police was disappointed by this decision however and we have subsequently withdrawn our application to march in the Pride Parade next year.

Police are committed to supporting and working with our Rainbow community and we are proud of the work we currently do to celebrate diversity and support our Rainbow community. However we also acknowledge that there are also areas where we can improve in this space.

Police have been in discussions with the Pride Board since this decision was made and we are committed to working alongside each other in order to build safer communities together.

There will be an agreed plan where Police will work alongside the Pride Board and our Rainbow partners on an ongoing basis in order to move forward and find solutions to these concerns raised.

Police staff, including Rainbow-friendly Diversity Liaison Officers (DLO's) will still attend the parade in an operational capacity to support a safe event for everyone to enjoy.

For those who are hoping to see our police dogs, horses, rainbow car and uniformed staff at Pride events, you will be able to see us attending other festival events including "Woof" on February 3rd and the Big Gay Out on February 10th.

For a list of Rainbow DLO contacts go to: www.police.govt.nz/dlos

-

ENDS

Parade details:

Saturday 16th February, 6pm (no rain date), free event.

The Auckland Pride Parade route travels along Ponsonby Road from Three Lamps to Western Park

Ponsonby Road will be closed to traffic from 4pm to 10pm.

Parking restrictions apply on Ponsonby Road and adjoining roads.

Inspector Tracy Phillips
Senior Police Professional Conduct Manager
Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland
Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki
Makaurau
Cell 021 191 59 56

=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately

From: Auckland Pride Chair <chair@aucklandpride.org.nz>
Date: Thursday, 8 November 2018 at 5:21 AM
To: Julian Cook <julian@aucklandpride.org.nz>, Shaughan Woodcock <shaughan@aucklandpride.org.nz>
Subject: Fwd: Auckland Pride Board feedback

Hey the Board sent this to Tracey last night and I thought you should be across it.

Cissy

----- Forwarded message -----

From: **Auckland Pride Chair** <chair@aucklandpride.org.nz>
Date: Wed, 7 Nov 2018, 21:51
Subject: Auckland Pride Board feedback
To: PHILLIPS, Tracy <Tracy.Phillips@police.govt.nz>
Cc: Auckland Pride Secretary <secretary@aucklandpride.org.nz>, Auckland Pride Treasurer <treasurer@aucklandpride.org.nz>

Dear Tracy,

Sorry its so late and I'm just getting back to you. I am emailing you because I am not entirely sure I accurately got across the Board's point of view when we were on the phone this morning. The Auckland Pride Board confirms their position.

We would like to assure the Rainbow members of the NZ Police that they are welcome to participate in the Pride Parade 2019. Our decision to ask Police not to march in uniform comes after difficult discussions and community feedback, including this year's AGM, and the hui series. Our intention is to honour our Rainbow people that are part of the NZ Police and who are proud of their involvement in progressing policy within the Police. However, we do see the Police as an institution and it is the institution that we feel doesn't meet the degree of safety and awareness of intersectionality that is needed to satisfy the current community feedback.

The Pride Parade is a celebration, and we are wanting to be able to have a clear indication of meaningful systemic change within NZ Police. This is about ensuring to our communities that participation in the Parade is not a marketing ploy by any organisation or institution.

The Board have made this decision with the view to moving forward, alongside groups such as NZ Police. We, the AK Pride Board make a commitment to work with the NZ Police establishing a working relationship and what is needed to take both parties forward throughout the entire year.

The Pride Board is committed to Rainbow visibility. We welcome any rainbow people to be visible during the Auckland Pride Festival. Our communities have told us they value solidarity, and want AK Pride to give voice to difficult issues that impact on rainbow communities.

Please accept our appreciation of your allyship and all the hard work you and many others have done.

Warm regards,

Cissy Rock, on behalf of the AK Pride Board.

--

Cissy Rock

Chair, Auckland Pride

www.aucklandpride.org.nz

Auckland Pride Chair <chair@aucklandpride.org.nz>
To: Michael Lett <michaellett@gmail.com>

Mon, Nov 12, 2018 at 9:59 AM

----- Forwarded message -----

From: **PHILLIPS, Tracy** <Tracy.Phillips@police.govt.nz>

Date: Mon, 12 Nov 2018, 09:20

Subject: RE: Auckland Pride Board feedback

To: Auckland Pride Chair <chair@aucklandpride.org.nz>

Cc: Auckland Pride Secretary <secretary@aucklandpride.org.nz>, Auckland Pride Treasurer <treasurer@aucklandpride.org.nz>

Kia ora Cissy

Sorry I was out of the office last week so thanks you for your text.

Without protest there wouldn't be change. In order to have effective and positive change we need to understand what you want, I am not sure what that is yet.

I can assure you I did not approach the media I answered an unknown number call during a break at the conference from the media who asked.

As per our discussion this morning we are keen to understand what Pride think we need to do

There are two issues for us the first is the uniform which is part of who we are. We are accountable under our code of conduct off duty as well as on

The second issue is we don't feel it is a safe question to ask our staff registering to march if they are a member of the Rainbow Communities. I thought a Pride policy was don't ask don't tell and we operate a similar model. Also without allies and whanau we wouldn't be marching.

We are as always happy to work with you to discuss issues and find a way forward.

We do think that without branding horses dogs the band etc we are just people walking down the road.

Our staff who publically outed themselves to ensure that we could march are hurting.

I don't want to fight – its exhausting and unproductive.

What we want is to work with you and community partners to make things better.

Let's find solutions fast and ensure everyone's mana and the parade are intact and celebrated as it should be.

I will move things around to meet with the Board at any time. The sooner the better.

Tracy

Inspector Tracy Phillips

Senior Police Professional Conduct Manager

Covering Bay of Plenty, Waikato, Counties Manukau, Auckland, Waitemata and Northland

Based at Harlech House, Auckland

Rainbow Connections Diversity Liaison Officer (DLO) and Police Horse Coordinator Tamaki Makaurau

Cell 021 191 59 56

From: Auckland Pride Chair [mailto:chair@aucklandpride.org.nz]

Sent: Wednesday, 7 November 2018 9:51 p.m.

To: PHILLIPS, Tracy <Tracy.Phillips@police.govt.nz>

Cc: Auckland Pride Secretary <secretary@aucklandpride.org.nz>; Auckland Pride Treasurer <treasurer@aucklandpride.org.nz>

Subject: Auckland Pride Board feedback

Dear Tracy,

Sorry its so late and I'm just getting back to you. I am emailing you because I am not entirely sure I accurately got across the Board's point of view when we were on the phone this morning. The Auckland Pride Board confirms their position.

We would like to assure the Rainbow members of the NZ Police that they are welcome to participate in the Pride Parade 2019. Our decision to ask Police not to march in uniform comes after difficult discussions and community feedback, including this year's AGM, and the hui series. Our intention is to honour our Rainbow people that are part of the NZ Police and who are proud of their involvement in progressing policy within the Police. However, we do see the Police as an institution and it is the institution that we feel doesn't meet the degree of safety and awareness of intersectionality that is needed to satisfy the current community feedback.

The Pride Parade is a celebration, and we are wanting to be able to have a clear indication of meaningful systemic change within NZ Police. This is about ensuring to our communities that participation in the Parade is not a marketing ploy by any organisation or institution.

The Board have made this decision with the view to moving forward, alongside groups such as NZ Police. We, the AK Pride Board make a commitment to work with the NZ Police establishing a working relationship and what is needed to take both parties forward throughout the entire year.

The Pride Board is committed to Rainbow visibility. We welcome any rainbow people to be visible during the Auckland Pride Festival. Our communities have told us they value solidarity, and want AK Pride to give voice to difficult issues that impact on rainbow communities.

Please accept our appreciation of your allyship and all the hard work you and many others have done.

Warm regards,

Cissy Rock, on behalf of the AK Pride Board.

--

Cissy Rock

Chair, Auckland Pride

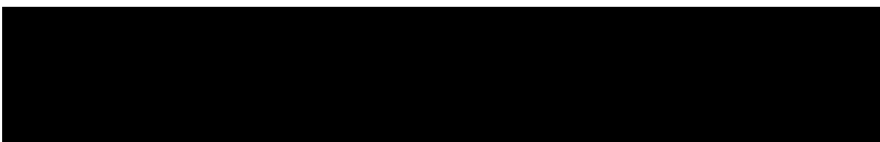
www.aucklandpride.org.nz

=====

WARNING

The information contained in this email message is intended for the addressee only and may contain privileged information. It may also be subject to the provisions of section 50 of the Policing Act 2008, which creates an offence to have unlawful possession of Police property. If you are not the intended recipient of this message or have received this message in error, you must not peruse, use, distribute or copy this message or any of its contents.

Also note, the views expressed in this message may not necessarily reflect those of the New Zealand Police. If you have received this message in error, please email or telephone the sender immediately



Mon, Feb 18, 2019 at 12:51 PM

----- Forwarded message -----
From: **Auckland Pride Chair** <chair@aucklandpride.org.nz>
Date: Wed, Nov 7, 2018 at 9:51 PM
Subject: Auckland Pride Board feedback

To: PHILLIPS, Tracy <Tracy.Phillips@police.govt.nz>
Cc: Auckland Pride Secretary <secretary@aucklandpride.org.nz>, Auckland Pride Treasurer <treasurer@aucklandpride.org.nz>

Dear Tracy,

Sorry its so late and I'm just getting back to you. I am emailing you because I am not entirely sure I accurately got across the Board's point of view when we were on the phone this morning. The Auckland Pride Board confirms their position.

We would like to assure the Rainbow members of the NZ Police that they are welcome to participate in the Pride Parade 2019. Our decision to ask Police not to march in uniform comes after difficult discussions and community feedback, including this year's AGM, and the hui series. Our intention is to honour our Rainbow people that are part of the NZ Police and who are proud of their involvement in progressing policy within the Police. However, we do see the Police as an institution and it is the institution that we feel doesn't meet the degree of safety and awareness of intersectionality that is needed to satisfy the current community feedback.

The Pride Parade is a celebration, and we are wanting to be able to have a clear indication of meaningful systemic change within NZ Police. This is about ensuring to our communities that participation in the Parade is not a marketing ploy by any organisation or institution.

The Board have made this decision with the view to moving forward, alongside groups such as NZ Police. We, the AK Pride Board make a commitment to work with the NZ Police establishing a working relationship and what is needed to take both parties forward throughout the entire year.

The Pride Board is committed to Rainbow visibility. We welcome any rainbow people to be visible during the Auckland Pride Festival. Our communities have told us they value solidarity, and want AK Pride to give voice to difficult issues that impact on rainbow communities.

Please accept our appreciation of your allyship and all the hard work you and many others have done.

Warm regards,
Cissy Rock, on behalf of the AK Pride Board.

--

Cissy Rock

Chair, Auckland Pride
www.aucklandpride.org.nz

--

Regards,
Cissy Rock



Chair, Auckland Pride
www.aucklandpride.org.nz