

Towards Equity – improving outcomes for Māori

Purpose

This professional development workshop is for management and staff of organisations intent on meeting and improving outcomes for Māori. Grounded in current frameworks and guidelines in the health, disability, social and public sectors, the workshops have negotiable objectives, and are tailored to the current needs, policies and resources of each organisation.

Rationale

In spite of four decades of Māori cultural renaissance and more recent Treaty settlements and Māori economic development, health and social outcomes for Māori still lag behind others. This workshop supports organisations to examine and analyse the reasons for this disparity. Participants will be supported to consider and take further steps in their workplace towards meeting the needs and aspirations of Māori.

Objectives

During this workshop participants will:

* Strengthen their skills of critical analysis
* Recognise discrimination that creates barriers
* Increase knowledge about the causes of disparities in Māori health and social outcomes
* Share and review current organisational policies and practices that support successful engagement with Māori
* Plan for affirmative action that can increase outcomes for Māori (within their organisation)

Content

The content of the workshop will affirm the mission and values of Te Korowai o Hauora o Hauraki. It will include but may not be limited to:

* forces at play between cultures that impact Māori
* separation from culture and its consequences
* the influence of Pakeha culture and its implications for Māori services
* ‘Blue Skies’ visioning

Workshop structure

All training is interactive and participatory and organized to suit the service. We suggest a 3 hour workshop (2-5 pm) to introduce issues and the impact of colonisation, followed by a 6 ½ hour (and a one hour lunch break) workshop the following day in which participants and facilitators would explore the implications of colonisation, and how the service might further improve outcomes for Maori.

**Towards Equity** is a bi-cultural partnership between Dr Tepora Emery of Matāra Ltd

and Ruth Gerzon of Inclusion Aotearoa – workshop developers and facilitators.

**Dr Tepora Emery** (PhD)is of Tainui and Te Arawa descent. She works as a research, evaluation and facilitation specialist with a particular focus on Māori socio cultural and political development. With a background in Adult teacher education, the social sciences and Maori health research, Tepora has worked with many organisations and institutions teaching about Treaty of Waitangi workplace policies and their meaningful application in practice. Tepora is passionate about, and committed to, the achievement of equitable outcomes for Maori within both public and private sector services.

Dr Tepora Emery



**Ruth Gerzon** (M.Phil, Dip Tchg) is a Pakeha passionate about social justice and social change who has worked for three decades as a social worker, facilitator of training, board chair and manager of disability services. Throughout this time she has explored ways mainstream services and tertiary education institutes can better meet the needs of Maori, and the role of Pakeha in supporting such change.  Her interests have also informed her community based voluntary work in the Eastern Bay of Plenty, with its high Maori population.  Details of her work and published papers are on [www.inclusionaotearoa.co.nz](http://www.inclusionaotearoa.co.nz).

Ruth Gerzon



Testimony

*As part of our organisations on-going professional development, it is important for our staff to stay current with thinking around improving outcomes for Māori. All staff had completed numerous trainings around the Treaty of Waitangi and we were looking for something with more depth to create an even greater understanding of the impact of colonialism and the very real but invisible barriers that exist for Māori.*

*Tepora and Ruth spent time getting to know our organisation and the work that we do, and designed a workshop that addressed issues specific to us. Whilst this has the potential to be a challenging and confronting topic, Tepora and Ruth presented the information in a way that engaged staff and created an environment of honest sharing and the development of very powerful insights. Staff were able to celebrate in quite a unique way the positive actions they were already taking, but also reflect on areas where we could do better.*

*Staff have commented since the training that this was the best, most valuable training they have engaged in on this topic, and I have seen significant changes in their practice.*

*Tepora and Ruth bring a wealth of knowledge and experience, but also a style that reflects there thoughtfulness and respect. I would recommend them to any organisation wanting to make real changes in ensuring that we improve outcomes for Māori.*

***Toni Hocquard***

***Regional Manger***

***Stand Children’s Services - Midland***