

Whāia Te Ao Mārama

2018 to 2022

The Māori Disability Action
Plan

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MANATŪ HAUORA



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Acknowledgements

**E kore e hekeheke he kākano rangatira.
I will never be lost for I am the product of chiefs.**

This action plan builds on the first action plan, which was released in 2012. Over 200 Māori individuals, including Māori with disabilities (tāngata whaikaha) participated in the development of the first, and this updated plan.

The consultation process for this action plan was led by Ministry of Health staff, supported by Kāpō Māori Aotearoa and Te Ao Mārama, the Māori Disability Advisory Group.

The feedback received for this updated version of the action plan includes that tāngata whaikaha would like to:

- participate in the Māori world (Te Ao Māori)
- live in a world that is non-disabling
- have leadership, choice and control over their disability supports
- be supported to thrive, flourish and live the life they want.

Thanks to everyone who contributed to *Whāia Te Ao Mārama 2012–2017* and the development of this document, *Whāia Te Ao Mārama: The Māori Disability Action Plan 2018–2022*.

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Contents

Acknowledgements	iii
Introduction	1
Whāia Te Ao Mārama: Pursuing the world of enlightenment	3
Vision: Tāngata whaikaha pursue a good life with support	3
Tāngata whaikaha	4
Introducing the term	4
Disability system improvements	5
The New Zealand Disability Strategy 2016 to 2026	5
Transforming the disability support system	5
Progress since 2012	6
Improvements for tāngata whaikaha	6
Systems and providers	7
Workforce	7
Goals and actions for 2018 to 2022	8
 List of Figures	
Figure 1: Percentage of Māori accessing DSS services	6

Introduction

Whāia Te Ao Mārama is a culturally anchored approach to supporting Māori with disabilities (tāngata whaikaha) and their whānau.

This action plan describes what the Ministry of Health is committing to do from 2018 to 2022, and provides examples of actions that disability providers, other organisations, whānau and tāngata whaikaha can take.

Implementing this plan successfully requires the support of the whole health and disability sector and other organisations (eg, local government, iwi, hapū and marae) in order to achieve the vision of Whāia Te Ao Mārama – tāngata whaikaha pursue a good life with support.

This action plan also provides useful information for health and disability providers, practitioners and organisations, who deliver support services to and for tāngata whaikaha.

Naku te rourou, nau te rourou, ka ora ai te iwi With our combined contributions, we can succeed.

The 2018 to 2022 action plan:

- supports tāngata whaikaha to achieve their aspirations and to reduce the barriers they may face
- builds on the foundation, vision and outcomes of the Whāia Te Ao Mārama 2012 to 2017 plan
- outlines progress and changes since 2012
- documents goals and actions for 2018 to 2022
- is endorsed by Te Ao Mārama: The Māori Disability Advisory Group.¹

The six goals for this action plan are that by 2022 tāngata whaikaha will:

- 1 participate in the development of health and disability services
- 2 have control over their disability support
- 3 participate in Te Ao Māori
- 4 participate in their community
- 5 receive disability support services that are responsive to Te Ao Māori
- 6 have informed and responsive communities.

See the final section, ‘Goals and actions for 2018 to 2022’, for more detail on the goals and actions.

¹ The group provides leadership, advice and oversight of Whāia Te Ao Mārama. It monitors the implementation of Whāia Te Ao Mārama and provides advice to the Ministry on the effectiveness of Whāia Te Ao Mārama in improving the lives of tāngata whaikaha.

Whāia Te Ao Mārama is based on the principles of te Tiriti o Waitangi (the Treaty of Waitangi) and reflects New Zealand's obligations to the United Nations Convention on the Rights of Persons with Disabilities (2007). Whāia Te Ao Mārama is aligned with the vision and principles of enabling good lives and transforming the disability support system, which offer disabled people greater choice and control over the supports they receive, so that they can plan for the lives they want. For more information, see www.enablinggoodlives.co.nz.

Whāia Te Ao Mārama is connected with other work across government to improve outcomes for Māori, such as He Korowai Oranga (New Zealand's Māori Health Strategy) and Whānau Ora.

Most Māori disabled people identify as Māori first. The importance of their cultural identity, which encompasses language, whānau, cultural principles, practices and linkages to the land through genealogy, is paramount to how they live their day to day lives in both Te Ao Māori and Te Ao Pakeha.

New Zealand Disability Strategy 2016 to 2026

Whāia Te Ao Mārama: Pursuing the world of enlightenment

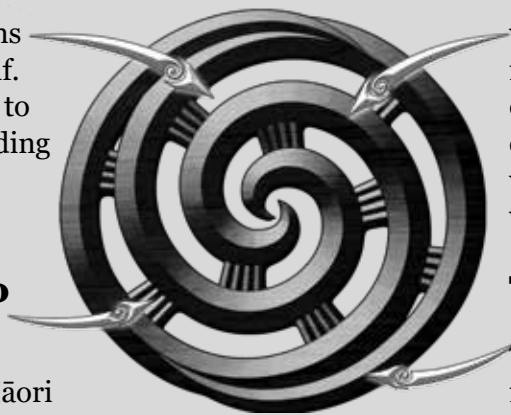
Vision: Tāngata whaikaha pursue a good life with support

Te Rangatira

Tāngata whaikaha are informed, consider options and make decisions for self. Tāngata whaikaha are able to take responsibility for guiding or leading others.

Ngā Tūhonohono

Tāngata whaikaha can connect between Te Ao Māori and Te Ao Hurihuri while maintaining their mana.



Te Ao Māori

Tāngata whaikaha are active in whānau, hapū and iwi including hui, tangihanga, iwi development and celebrations. Tāngata whaikaha contribute to whānau, hapū and iwi.

Te Ao Hurihuri

Tāngata whaikaha are active in the wider community including social networks, employment (or education) and health and other services.

The visual image of Whāia Te Ao Mārama is a torino (double spiral) that in Te Ao Māori symbolises the world of light that was created with the separation of Ranginui and Papatūānuku. It can be seen in the pare above the doorway of wharenui at many marae around Aotearoa and on the tau ihu of a carved waka. The torino is a fitting model for a plan to create an environment that is understanding and enabling for tāngata whaikaha.

Each element of the torino represents an aspect of Whāia Te Ao Mārama.

- Te Rangatira is represented by the inner spiral where tāngata whaikaha are individuals having choice and control of their lives as life unfolds from birth and through various life stages.
- Te Ao Māori is the open space in between the two spirals, representing the Māori world.
- Te Ao Hurihuri is the outer spiral and represents modern society.
- Ngā Tūhonohono are the solid links between the two spirals and represent the points in a person's life where both the spirals and the space between connect to learn, grow and provide balance.

The priorities and actions in this plan are designed to support tāngata whaikaha on this pathway.

Tangata whaikaha

Introducing the term

A significant change in this plan is that it introduces tangata whaikaha as the term to describe a Māori person with a disability. Tāngata whaikaha describes two or more Māori people with a disability. The term tāngata whaikaha shares the optimism and future focus of Whāia Te Ao Mārama: whaikaha means ‘to have ability’ or ‘to be enabled’.

Tāngata whaikaha means people who are determined to do well, or is certainly a goal that they reach for. It fits nicely with the goals and aims of people with disabilities who are determined in some way to do well and create opportunities for themselves as opposed to being labelled, as in the past.

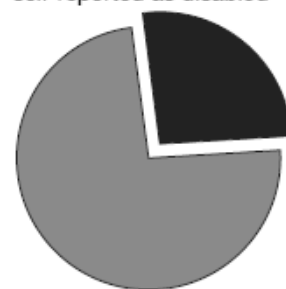
Maaka Tibble, founding member of the Māori Disability Leadership Group, 2016

Whāia Te Ao Mārama is focused on tāngata whaikaha having more choice and control over their supports and their lives. It recognises the importance of whānau as a source of strength, support, security and identity and that each whānau is different with a unique set of aspirations. It is important to support whānau so they are in the best position to support the tangata whaikaha who is a whānau member.

The New Zealand Disability Survey indicates that social and economic factors contribute to poorer disability outcomes for Māori, including from lower income and poverty, higher unemployment and lack of education. According to the 2013 Disability Survey:²

- 26 percent of the Māori population (176,000) self-reported as disabled
- just over half of tāngata whaikaha adults were participating in the labour force
- four in ten tāngata whaikaha adults have no formal educational qualifications, almost double the proportion of non-Māori disabled people without qualifications.

26% of New Zealand Māori self-reported as disabled



² Statistics New Zealand. 2015. *He Hauā Māori: Findings from the 2013 Disability Survey*. URL: www.stats.govt.nz/browse_for_stats/health/disabilities/He-haua-maori-findings-from-2013-disability-survey.aspx (accessed 25 September 2017). Note that disability in this survey is self-reported.

Disability system improvements

The New Zealand Disability Strategy 2016 to 2026

Whāia Te Ao Mārama aligns with the vision, principles and outcomes of the New Zealand Disability Strategy.

- Both have a vision for a non-disabling society.
- Both are underpinned by the principles of te Tiriti o Waitangi.
- Both are focused on disabled people having more choice and control over their lives (Te Rangatira).
- Whāia Te Ao Mārama is developed from a Māori world view. The New Zealand Disability Strategy states that a Māori world view needs to be woven into the implementation of the strategy.

Transforming the disability support system

On 2 March 2017 the Minister for Disability Issues, announced a co-design process with the disability sector to begin a nationwide transformation of the disability support system. The transformation aims to improve outcomes for disabled people and their families and whānau by giving disabled people and their families greater control over their lives as well as over the support they receive from government.

Progress since 2012

Whāia Te Ao Mārama 2012 to 2017 led to changes that improved outcomes for tāngata whaikaha and their whānau. While much has been achieved over 2012 to 2017, improving outcomes for tāngata whaikaha and their whānau remains an important priority for the Ministry of Health.

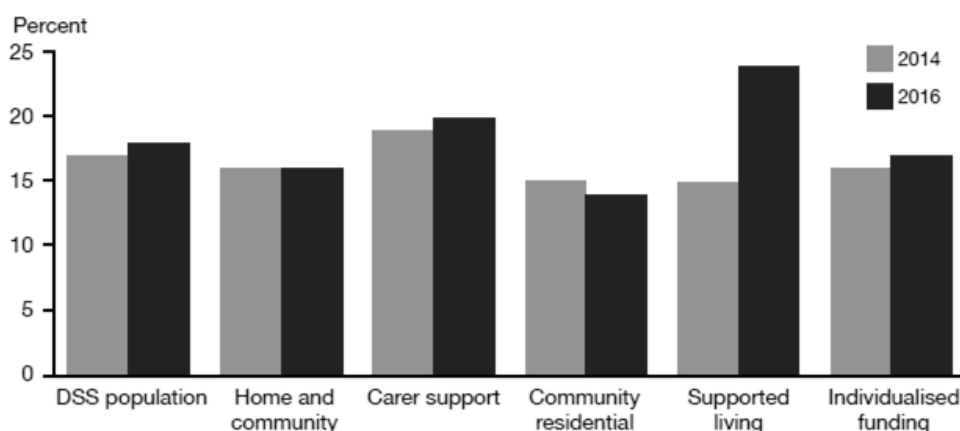
Improvements for tāngata whaikaha

Tāngata whaikaha are well represented among the clients of the Ministry of Health's Disability Support Services (DSS).³ The 2014 and 2016 DSS demographic reports show the following trends over the years leading up to 2016.⁴

- More Māori are accessing DSS. The number of Māori clients allocated Ministry-funded disability supports increased by 18 percent between 2013 and 2016.
- In 2016, 17.5 percent of DSS clients (5,920) identified as Māori (compared with 14.5 percent Māori in the New Zealand population). Half of these clients were aged under 23 years.
- More Māori are accessing services that offer more choice and control (such as supported living and individualised funding).
- Supported living has the greatest increase as more tāngata whaikaha are choosing to live in the community with support.
- The use of individualised funding has grown, showing that tāngata whaikaha are taking up the option, giving them control of how they are supported and by whom.
- Fewer tāngata whaikaha are being supported in a residential service.

The figure below summarises these trends.

Figure 1: Percentage of Māori accessing DSS services



³ Tāngata whaikaha who are eligible and access Ministry of Health funded disability support services. (Not all of those that self-reported as disabled in the New Zealand Disability Survey require disability support services.)

⁴ Ministry of Health. 2017. *Demographic Report on Clients Allocated the Ministry of Health's Disability Support Services as at September 2016*. Wellington: Ministry of Health.

Systems and providers

- The Ministry's Disability Support Services (DSS) has introduced the first outcome measure in contracts with disability support services providers. This measures the engagement of Māori clients with their whānau, hapū and iwi.
- In a survey of community residential clients in 2016, Māori clients indicated the same high levels of satisfaction with the services as European/Other clients. The overall mean quality of life score was 84 of a possible 100.
- DSS is undertaking data analysis to identify those providers who may be able to support other providers in making their services more responsive to Māori.
- All procurement for disability support services now includes an evaluation of the organisation's capability and capacity to provide services responsive to Māori cultural needs.

Workforce

- Māori carers are attending new training sessions, with new learning and wellbeing resources, that support carers in their caring responsibilities.
- A new carer matching service is in place to provide easier access to carers. Of those carers who registered for the service, 11 percent were Māori.
- Of the staff working in the Ministry's Disability Support Services, 97 percent have completed the Ministry's online Responsiveness to Māori modules.

Goals and actions for 2018 to 2022

This action plan provides the vision and focus for action for all tāngata whaikaha and those involved in supporting them. On the following pages is a table of goals and key actions that the Ministry of Health, tāngata whaikaha, whānau, disability providers and other organisations can take so that together we can achieve the vision of Whāia Te Ao Mārama.

The table outlines the six goals of Whāia Te Ao Mārama 2018–2022. The six goals are that by 2022 tāngata whaikaha will:

- 1 participate in the development of health and disability services
- 2 have control over their disability support
- 3 participate in Te Ao Māori
- 4 participate in their community
- 5 receive disability support services that are responsive to Te Ao Māori
- 6 have informed and responsive communities.

The Ministry will document how it will implement its specific actions in a detailed implementation plan. This will include how the Ministry and Te Ao Mārama: The Māori Advisory Group will monitor and measure progress on these actions.

Health and disability providers and other organisations are encouraged to incorporate these goals and actions in their planning.

Outcomes for tāngata whaikaha: Te Rangatira

Tāngata whaikaha are informed, consider options and make decisions for self. Tāngata whaikaha are able to take responsibility for guiding or leading others.

Whakamana

Māramatanga

Tinana

Wairua

Pūkenga

Kawenga

The goals: By 2022 tāngata whaikaha will:

1. Participate in the development of health and disability services

Tāngata whaikaha and their whānau are active contributors to and engaged participants in health and disability support service development, service delivery and monitoring disability service performance.

To achieve the goals ...

The Ministry of Health has committed to:	Examples of actions			
	Tāngata whaikaha can:	Whānau can:	Disability providers can:	Other organisations can:
1.1 actively involve tāngata whaikaha and whānau in co-designing, implementing, monitoring and evaluating the disability support system	<ul style="list-style-type: none"> look for opportunities to participate in service and policy development and implementation in the local area or nationally 	<ul style="list-style-type: none"> look for opportunities to participate in service and policy development and implementation in the local area or nationally 	<ul style="list-style-type: none"> together with tāngata whaikaha, develop policies and procedures that ensure tāngata whaikaha participate in service development 	<ul style="list-style-type: none"> look for ways to involve tāngata whaikaha in developing policies and procedures
1.2 work with DSS providers and district health boards to ensure they involve tāngata whaikaha in developing, delivering and monitoring services.	<ul style="list-style-type: none"> keep up to date with how the disability support system is transforming with information provided by the Office for Disability Issues register with the Tāngata Whaikaha Whānau National Peer Support Network think about joining and/or join disabled-led organisations or disabled people's organisations. 	<ul style="list-style-type: none"> keep up to date with how the disability support system is transforming at: www.odi.govt.nz/nz-disability-strategy/other-initiatives/transforming-the-disability-support-system/ 	<ul style="list-style-type: none"> increase tāngata whaikaha representation on governance boards promote the Tāngata Whaikaha Whānau National Peer Support Network contract tāngata whaikaha as consultants to co-design organisational policies and procedures make data and evidence on the effectiveness of their services accessible to tāngata whaikaha. 	<ul style="list-style-type: none"> increase tāngata whaikaha representation on governance boards promote the Tāngata Whaikaha Whānau National Peer Support Network contract tāngata whaikaha as consultants to co-design organisational policies and procedures.

2. Have control over their disability support

Increase the number of tāngata whaikaha who have choice and control over what supports they have and where, when and how they are supported.

To achieve the goals ...

The Ministry of Health has committed to:	Examples of actions			
	Tāngata whaikaha can:	Whānau can:	Disability providers can:	Other organisations can:
2.1 ensure that tāngata whaikaha can access self-directed funding arrangements for their disability supports	<ul style="list-style-type: none">• talk with whānau and disability providers about options for self-directed funding• meet informally with other like-minded tāngata whaikaha and whānau.	<ul style="list-style-type: none">• talk with tāngata whaikaha whānau and disability providers about options for self-directed funding• meet informally with other like-minded tāngata whaikaha and whānau.	<ul style="list-style-type: none">• deliver services that give tāngata whaikaha choice and control over their supports• remove barriers that prevent tāngata whaikaha from independently accessing information.	<ul style="list-style-type: none">• remove barriers to tāngata whaikaha accessing services• remove barriers that prevent tāngata whaikaha from independently accessing information.
2.2 ensure that tāngata whaikaha can access the disability supports they choose.				

Outcomes for tāngata whaikaha: Te Ao Māori

Tāngata whaikaha are active in whānau, hapū and iwi including hui, tangihanga, iwi development and celebrations. Tāngata whaikaha contribute to whānau, hapū and iwi.

Whānau

Hapū

Iwi

Reo

Tikanga

The goals: By 2022 tāngata whaikaha will:

3. Participate in Te Ao Māori

Tāngata whaikaha are active participants in their whānau, hapū and iwi.

To achieve the goals ...

The Ministry of Health has committed to:	Examples of actions			
	Tāngata whaikaha can:	Whānau can:	Disability providers can:	Other organisations can:
3.1 ensure that the disability support system supports tāngata whaikaha to maintain their connection to Te Ao Māori.	<ul style="list-style-type: none"> lead/participate in Te Ao Māori register with iwi rūnanga to receive information about iwi activities and educate rūnanga about tāngata whaikaha assist at iwi, hapū and whānau events and activities become a committee member of a marae or Māori freehold land trust. 	<ul style="list-style-type: none"> facilitate more opportunities for tāngata whaikaha to participate and/or lead in Te Ao Māori; for example: <ul style="list-style-type: none"> local Matariki, kapa haka or sport events (like waka ama) leadership training and Te Reo me ona Tikanga Māori courses national and/or iwi-specific events such as Te Matatini, Pou Kai, Koroneihana, iwi sports. 	<ul style="list-style-type: none"> facilitate more opportunities for tāngata whaikaha to participate and/or lead in Te Ao Māori, for example: <ul style="list-style-type: none"> local Matariki, kapa haka or sport events (like waka ama) leadership training and Te Reo me ona Tikanga Māori courses national and/or iwi-specific events such as Te Matatini, Pou Kai, Koroneihana, iwi sports ensure places and resources are accessible to tāngata whaikaha. See www.odi.govt.nz/guidance-and-resources/how-to-make-an-accessible-built-environment support tāngata whaikaha to attend and participate in national conferences and events. 	<ul style="list-style-type: none"> facilitate more opportunities for tāngata whaikaha to participate and/or lead in Te Ao Māori, for example: <ul style="list-style-type: none"> local Matariki, kapa haka or sport events (like waka ama) leadership training and Te Reo me ona Tikanga Māori courses national and/or iwi-specific events such as Te Matatini, Pou Kai, Koroneihana, iwi sports. Ensure places and resources are accessible to tāngata whaikaha. See www.odi.govt.nz/guidance-and-resources/how-to-make-an-accessible-built-environment Support tāngata whaikaha to attend and participate in national conferences and events.

Outcomes for tāngata whaikaha: Te Ao Hurihuri

Tāngata whaikaha are active in the wider community including social networks, employment (or education) and health and other services.

Disability

Health

Community

Government

The goals: By 2022 tāngata whaikaha will:**4. Participate in their community**

Tāngata whaikaha have greater opportunities for employment and engagement with their local community.

To achieve the goals ...

The Ministry of Health has committed to:	Examples of actions			
	Tāngata whaikaha can:	Whānau can:	Disability providers can:	Other organisations can:
4.1 support tāngata whaikaha to access disability workforce training and development	<ul style="list-style-type: none"> take opportunities for further training and development look for opportunities to be involved in the local community 	<ul style="list-style-type: none"> support tāngata whaikaha to take opportunities for further training and development 	<ul style="list-style-type: none"> encourage and support Māori staff to access disability support training 	<ul style="list-style-type: none"> remove barriers for tāngata whaikaha to access services. For example, district health boards and primary health organisations make appropriate methods of communication available for those accessing health services (for example, New Zealand Sign Language interpreters)
4.2 collaborate with other government departments to recognise opportunities for tāngata whaikaha.	<ul style="list-style-type: none"> register as a volunteer. 	<ul style="list-style-type: none"> look for opportunities for tāngata whaikaha to be involved in the local community. 	<ul style="list-style-type: none"> support tāngata whaikaha to participate in and contribute to the local community. 	<ul style="list-style-type: none"> support tāngata whaikaha to undertake leadership and self-advocacy training support tāngata whaikaha and their whānau to participate in disability support training.

Outcomes for tāngata whaikaha: Ngā Tūhonohono

Tāngata whaikaha can connect between Te Ao Māori and Te Ao Hurihuri while maintaining their mana.

Manaaki

Mauri

Mana

Tapu

Tūmanako

The goals: By 2022 tāngata whaikaha will:

5. Receive disability support services that are responsive to Te Ao Māori

Disability support services are responsive to tāngata whaikaha, provide choice and tailoring of services, and support tāngata whaikaha to maintain their connection to Te Ao Māori.

To achieve the goals ...

The Ministry of Health has committed to:	Examples of actions			
	Tāngata whaikaha can:	Whānau can:	Disability providers can:	Other organisations can:
5.1 drive service improvements using data and evidence	<ul style="list-style-type: none"> be involved in designing and delivering cultural responsiveness training to providers 	<ul style="list-style-type: none"> be involved in designing and delivering cultural responsiveness training to providers 	<ul style="list-style-type: none"> build partnerships with Māori to support service delivery to tāngata whaikaha 	<ul style="list-style-type: none"> ensure staff undertake cultural competency training including disability responsiveness
5.2 with tāngata whaikaha, co-design new services that best support tāngata whaikaha to achieve a good life	<ul style="list-style-type: none"> share their personal stories to influence service improvements 	<ul style="list-style-type: none"> share their personal stories to influence service improvements. 	<ul style="list-style-type: none"> ensure disability support service workforce undertakes cultural competency training 	<ul style="list-style-type: none"> contract tāngata whaikaha for the co-design and delivery of Te Ao Māori cultural and disability responsiveness training
5.3 grow Māori capacity and capability, including cultural competency, within the Ministry's Disability Support Services group	<ul style="list-style-type: none"> provide feedback about their experiences of disability support services. 	<ul style="list-style-type: none"> provide feedback about their experiences of disability support services. 	<ul style="list-style-type: none"> contract tāngata whaikaha for the co-design and delivery of Te Ao Māori cultural and disability responsiveness training invest in staff training for Te Ao Māori cultural competency and disability responsiveness. 	<ul style="list-style-type: none"> invest in staff training for Te Ao Māori cultural competency and disability responsiveness.

Outcomes for tāngata whaikaha: Ngā Tūhonohono

6. Have informed and responsive communities

Iwi, hapū and whānau are informed about and responsive to disability and disability issues through training and education, training incentives and resources that tāngata whaikaha are involved in co-designing and leading.

To achieve the goals ...

The Ministry of Health has committed to:	Examples of actions			
	Tāngata whaikaha can:	Whānau can:	Disability providers can:	Other organisations can:
6.1 work with tāngata whaikaha and Māori leaders to develop information about disability support services for Māori and disseminate through Māori community channels	<ul style="list-style-type: none"> be involved in designing and delivering disability training to providers and to whānau, hapū and iwi share their personal stories to influence service improvements 	<ul style="list-style-type: none"> be involved in the design and delivery of disability training to providers and to whānau, hapū and iwi share their personal stories to influence service improvements 	<ul style="list-style-type: none"> support tāngata whaikaha to be recognised as experts and to lead or participate in disability training include session about information and resources in staff induction pack staff promote information to Māori communities invest in coordinating tāngata whaikaha focus groups to evaluate information and resources. 	<ul style="list-style-type: none"> inform whānau, hapū and iwi about disability and disability support services include promotion of information and resources in communications strategy and plan include resources in governance board induction, information and resources.
6.2 support development of resources to build disability literacy in Māori communities	<ul style="list-style-type: none"> volunteer time to distribute information and resources in your local community, for example, to kōhanga reo and where kura and at hapū and iwi events introduce resources at a whānau activity. 	<ul style="list-style-type: none"> volunteer time to distribute information and resources in their local community, for example, to kōhanga reo and where kura, and at hapū and iwi events introduce resources at a whānau activity. 		