



22 FEB 2019



On 19 December 2018, you emailed the Ministry requesting, under the Official Information Act 1982, information relating to policy and services for disabled Māori and demographic information about the Office for Disability Issues (ODI) staff.

ODI is the focal point within Government on disability issues. It is a team of 6.5 (full time equivalent) people who work across Government and with Disabled People's Organisations (DPOs) and other stakeholders in giving effect to the United National Convention on the Rights of Persons with Disabilities (UNCRPD), the development and implementation of the New Zealand Disability Strategy 2016-2026, and the development of the Disability Action Plan (DPA). ODI also provides secretariat support to the New Zealand Sign Language Board and provides advice to the Minister for Disability Issues and other Government agencies on disability issues. You can read more about ODI at: www.odi.govt.nz.

For the sake of clarity, I will respond to each question in turn.

- 1. Please provide details of participation by disabled Māori in the development of the Disability Strategy (2016).*
- 2. Please provide details of how ODI will ensure participation by disabled Māori in the development of the Disability Action Plan (2019-2022).*

ODI and the Disabled Peoples Organisations (DPOs) Coalition have been engaging in online consultation and holding workshops to listen to ideas about what should be in the new Disability Action Plan (DAP) 2019-2022. These workshops are part of a series to be held around the country. When requested New Zealand Sign Language interpreters and hearing loops are available at these sessions. The Minister for Disability Issues has also been a part of many disability meetings across the country to hear feedback and ideas from the disability community to support the development of DAP.

As part of this, ODI and the DPOs Coalition have held or will hold targeted consultation workshops with Māori to ensure that a Māori perspective on disability issues is a dedicated area of focus in the NZDS.

The New Zealand Disability Strategy (NZDS) 2016-2026 and the revision of the NZDS use a co-design approach with disabled people. Disabled people are experts in their own lives and being involved in the decisions that affect them will lead to better outcomes. Therefore, consultation is imperative to policy development and service design.

The revision of the NZDS was a two-stage consultation process. The first round of consultation was held on the 25 May 2016 Hui with disabled Māori from around the country held at the CQ Hotel in Wellington. On 17 August 2016, the second Hui with disabled Māori from around the country was held at the Brentwood Hotel in Wellington.

Consultation on the development of the new Disability Action Plan (2019-2022) has involved a number of face to face workshops across the country as well as an on-line submission option. Targeted consultation with disabled Māori included a hui on 24 November 2018 in Hastings, that was co-hosted with Kāpo Māori Aotearoa, one of the members of the DPOs Coalition. Planning is underway for a further hui in the Waikato region being organised by Māori from the local Enabling Good Lives Leadership group.

The above workshops are in addition to workshops open to the general public, which were also open for Māori with disabilities.

A full list of consultation sessions is available here: www.odi.govt.nz/whats-happening/disability-action-plan-2019-2022-feedback-workshops/.

There is also an accessible online consultation tool to gather ideas about the DAP which is open until 25 February 2019, if people are unable to attend the meetings. People are encouraged to provide their views online, text, or by making a video submission here: <https://dap-workshop.odi.govt.nz/>.

3. Please provide details of how ODI will ensure participation by disabled Māori in the development of the Outcomes Framework.

ODI have engaged with several organisations to ensure that disabled Māori are engaged with the Outcomes Framework. ODI also met with Te Puni Kōkiri, the Ministry for Māori Development for input and insight into developing Māori specific indicators.

The development of the NZDS was supported by the New Zealand Disability Strategy Revision Reference Group (the Reference Group), of whom the majority of members identify as having a disability. The Reference Group also has representation of people who identify as Māori. The outcomes in the Strategy are based on what disabled people have said was most important to them during public consultation. Further information about the background and experience of the Reference Group members is available here: www.odi.govt.nz/nz-disability-strategy/about-the-strategy/new-zealand-disability-strategy-2016-2026/2016-revision-of-the-strategy/new-zealand-disability-strategy-revision-reference-group/.

The Outcomes Framework has involved developing, with the Reference Group, indicators for each of the Strategy Outcomes. This means that the indicators are those which are most important to disabled people and not those that are easiest to measure. With Statistics New Zealand and other agencies ODI has identified 17 measures available from current data collections and surveys that will be valid and reliable measures for the indicators. It is expected that the data will be able to be disaggregated to identify Māori data.

4. What guidance or resources does ODI provide for government agencies, including DHBs, on providing effective services for disabled Māori and employing disabled Māori?

The role of ODI is to raise awareness and provide support for disabled people and their whānau. ODI does not however, provide direct guidance on services for employing disabled people.

The LEAD toolkit is hosted on the ODI website which focuses on practical things that State Sector Agencies can do to increase the employment of disabled people. Further information relating to this can be found online here: www.odi.govt.nz/guidance-and-resources/making-it-easier-to-employ-disabled-people.

ODI will provide advice, on request, to other agencies on policy development and service development for disabled people, including disabled Māori. The ODI website also contains resources, guidance and advice on disability issues that is freely available to government agencies or any other persons. If specific advice is sought on disabled Māori, ODI will provide advice, if ODI has the information or knowledge to provide that advice. Should more specialist advice is required ODI would seek advice from, or recommended the agency makes direct contact with Kāpo Māori Aotearoa.

5. How does ODI ensure that its guidance to and resources for government agencies, including DHBs, is developed with appropriate input from disabled Māori?

As noted above, ODI will provide advice on request, to other agencies on policy development and service development for disabled people, including disabled Māori. The ODI website also contains resources, guidance and advice on disability issues that is freely available to government agencies or any other persons. If more specialist advice is required ODI would seek advice from or recommend that the agency makes direct contact with Kāpo Māori Aotearoa.

6. What training does the ODI offer staff to build their skills and expertise to be responsive to disabled Māori? What proportion of the ODI training budget was spent on training and development for this purpose for each of the past five years?

The ODI does not directly provide training to individuals. Rather, it requires staff to have a cultural understanding of the Māori world-view as well as disability issues and apply this knowledge in their work. There is no specific training however, required for the role. ODI did not specifically allocate any of their training budget towards training staff in being responsive to disabled Māori.

The principles of the Treaty of Waitangi are one of five principles of the NZDS. ODI staff understand and apply these principles in their work. These include:

- **Partnership:** Māori and the Crown have a relationship of good faith, mutual respect and understanding, and shared decision-making.
- **Participation:** the Crown and Māori will work together to ensure Māori (including whānau, hapū, iwi and communities) participate at all levels of decision-making. This includes the right to seek opportunities for self-determination and self-management.
- **Protection:** the Crown actively contributes to improving the wellbeing of Māori, including support for independent living and the protection of Māori property and identity, in accordance with Māori values. Māori have the same rights and privileges as other citizens.

In 2016 ODI staff were provided with one-off training on the principles of the Treaty of Waitangi by the Human Rights Commission. Some ODI staff participated in the policy graduates programme- specifically the Marae trip where staff were able to gain a cultural understanding of Māori perspectives.

7. *Please provide the number of ODI employees who are:*

- *Māori.*
- *non-Māori.*
- *Disabled Māori.*
- *Disabled non-Māori.*

ODI encourages applications from disabled people for positions within ODI, and a personal experience with a disability is also considered alongside a candidate's knowledge, experience and attributes. All staff who currently work for ODI either have a disability or have experienced living with a disabled family member.

The Ministry is unable to provide you with the number of staff in ODI who are Māori or have a disability in order to protect the privacy of natural persons. As such, your request is refused under section 9(2)(a) of the Official Information Act. The need to protect the privacy of these individuals outweighs any public interest in this information.

8. *What training does the ODI offer staff to build their skills and expertise in cultural safety / and disability responsiveness? Please provide evidence.*
9. *What proportion of staff have undergone 1) cultural safety / competence training, 2) disability responsiveness training and 3) both cultural safety / competence and disability responsiveness training?*

ODI offers staff on the job training in disability responsiveness to further develop their understanding of disability issues. ODI recruits staff with expertise on disability issues, staff either have disability related formal qualifications, significant expertise in disability service provision, and/or have a lived experience of a disability. As part of their role ODI staff is continually reviewing disability literature or are developing new disability knowledge to ensure that they are providing high quality service on disability issues.

Training is also offered to all ODI staff in New Zealand Sign Language (NZSL). Of the current staff members, seven of a total of eight staff participated in the training. One person did not participate as NZSL was their first language. This training was contracted through Deaf Aotearoa, to build upon their skills and expertise.

Three staff members have been funded for additional community based NZSL courses.

ODI expects staff to be conscious of cultural safety in all their work. No specific training is provided to staff who work in ODI on cultural safety. ODI has staff who have been involved in cultural responsiveness and/or cultural safety training in previous roles one of whom has had significant experiencing in working in bicultural settings and provided cultural safety training to other organisations.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and any attached documents available to the wider public shortly. The Ministry will do this by publishing this letter on the Ministry of Social Development's website. Your personal details will be deleted and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response regarding ODI policies related to Māori with disabilities, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Yours sincerely



Brian Coffey
Director, Office for Disability Issues