Whāia Te Ao Mārama
2018 to 2022:
The Māori Disability Action Plan
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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.


Te Ao Mārama members
David Tamatea
Tristram Ingham
Lee Rutene
Trish Davis
Matthew Matamua
Andrea Lamont
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 Group1.

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.

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.

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 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

<table>
<thead>
<tr>
<th>Te Rangatira</th>
<th>Te Ao Māori</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tāngata whaikaha are informed, consider options and make decisions for self. Tāngata whaikaha are able to take responsibility for guiding or leading others.</td>
<td>Tāngata whaikaha are active in whānau, hapū and iwi including hui, tangihanga, iwi development and celebrations. Tāngata whaikaha contribute to whānau, hapū and iwi.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ngā Tūhonohono</th>
<th>Te Ao Hurihuri</th>
</tr>
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<tbody>
<tr>
<td>Tāngata whaikaha can connect between Te Ao Māori and Te Ao Hurihuri while maintaining their mana.</td>
<td>Tāngata whaikaha are active in the wider community including social networks, employment (or education) and health and other services.</td>
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</table>

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:

- 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.

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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). The 2014 and 2016 DSS demographic reports show the following trends over the years leading up to 2016.

- 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**

![Figure 1: Percentage of Māori accessing DSS services](image)

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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.)

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 whaihaka: Te Rangatira

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

Whakamana Māramatanga Tinana Wairua Pūkenga Kawenga

The goals: By 2022 tāngata whaihaka will:

1. Participate in the development of health and disability services
Tāngata whaihaka 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 . . .

<table>
<thead>
<tr>
<th>The Ministry of Health has committed to:</th>
<th>Examples of actions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tāngata whaihaka can:</strong></td>
<td><strong>Whānau can:</strong></td>
</tr>
<tr>
<td>1. actively involve tāngata whaihaka in co-designing, implementing, monitoring and evaluating the disability support system</td>
<td>• look for opportunities to participate in service and policy development and implementation in the local area or nationally</td>
</tr>
<tr>
<td></td>
<td>• keep up to date with how the disability support system is transforming with information provided by the Office for Disability Issues</td>
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<tr>
<td></td>
<td>• register with the Tāngata Whaihaka Whānau National Peer Support Network</td>
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<tr>
<td></td>
<td>• think about joining and/or join disabled-led organisations or disabled people's organisations.</td>
</tr>
<tr>
<td>1.2 work with DSS providers and district health boards to ensure they involve tāngata whaihaka in developing, delivering and monitoring services.</td>
<td></td>
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</tbody>
</table>
### 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 . . .**

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<tr>
<td></td>
<td>Tāngata whaikaha can:</td>
</tr>
<tr>
<td>2.1 ensure that tāngata whaikaha can access self-directed funding arrangements for their disability supports</td>
<td>• talk with whānau and disability providers about options for self-directed funding</td>
</tr>
<tr>
<td>2.2 ensure that tāngata whaikaha can access the disability supports they choose.</td>
<td>• meet informally with other like-minded tāngata whaikaha and whānau.</td>
</tr>
</tbody>
</table>
### Outcomes for tāngata whaikaha: Te Ao Māori

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

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 . . .

<table>
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<tr>
<td><strong>Tāngata whaikaha can:</strong></td>
<td><strong>Whānau can:</strong></td>
</tr>
</tbody>
</table>
| 3.1 ensure that the disability support system supports tāngata whaikaha to maintain their connection to Te Ao Māori. | - lead/participate in Te Ao Māori | - facilitate more opportunities for tāngata whaikaha to participate and/or lead in Te Ao Māori; for example:  
  - 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. | - facilitate more opportunities for tāngata whaikaha to participate and/or lead in Te Ao Māori, for example:  
  - 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. |
| - 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 | - 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. |
| - become a committee member of a marae or Māori freehold land trust. | | - support tāngata whaikaha to attend and participate in national conferences and events. | - Support tāngata whaikaha to attend and participate in national conferences and events. |

• 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 . . .

<table>
<thead>
<tr>
<th>The Ministry of Health has committed to:</th>
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<tbody>
<tr>
<td></td>
<td>Tāngata whaikaha can:</td>
</tr>
<tr>
<td>4.1 support tāngata whaikaha to access disability workforce training and development</td>
<td>• take opportunities for further training and development</td>
</tr>
<tr>
<td>4.2 collaborate with other government departments to recognise opportunities for tāngata whaikaha.</td>
<td>• look for opportunities to be involved in the local community</td>
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<td></td>
<td>• register as a volunteer.</td>
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</tbody>
</table>
### 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 . . .

<table>
<thead>
<tr>
<th>The Ministry of Health has committed to:</th>
<th>Examples of actions</th>
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<tbody>
<tr>
<td><strong>5.1 drive service improvements using data and evidence</strong></td>
<td>Tāngata whaikaha can:</td>
</tr>
<tr>
<td>• be involved in designing and delivering cultural responsiveness training to providers</td>
<td>• be involved in designing and delivering cultural responsiveness training to providers</td>
</tr>
<tr>
<td>• share their personal stories to influence service improvements</td>
<td>• share their personal stories to influence service improvements.</td>
</tr>
<tr>
<td>• provide feedback about their experiences of disability support services.</td>
<td>• provide feedback about their experiences of disability support services.</td>
</tr>
<tr>
<td><strong>5.2 with tāngata whaikaha, co-design new services that best support tāngata whaikaha to achieve a good life</strong></td>
<td></td>
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<tr>
<td>• be involved in designing and delivering cultural responsiveness training to providers</td>
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<tr>
<td>• share their personal stories to influence service improvements</td>
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<tr>
<td>• provide feedback about their experiences of disability support services.</td>
<td></td>
</tr>
<tr>
<td><strong>5.3 grow Māori capacity and capability, including cultural competency, within the Ministry’s Disability Support Services group</strong></td>
<td></td>
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<tr>
<td>• ensure staff undertake cultural competency training including disability responsiveness</td>
<td></td>
</tr>
<tr>
<td>• contract tāngata whaikaha for the co-design and delivery of Te Ao Māori cultural and disability responsiveness training</td>
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</tr>
<tr>
<td>• invest in staff training for Te Ao Māori cultural competency and disability responsiveness.</td>
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</tbody>
</table>
### Outcomes for tāngata whaihaha: 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 whaihaha are involved in co-designing and leading.

To achieve the goals . . .

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<td><strong>Tāngata whaihaha can:</strong></td>
<td><strong>Whānau can:</strong></td>
</tr>
<tr>
<td>6.1 work with tāngata whaihaha and Māori leaders to develop information about disability support services for Māori and disseminate through Māori community channels</td>
<td>• be involved in designing and delivering disability training to providers and to whānau, hapū and iwi</td>
</tr>
<tr>
<td></td>
<td>• share their personal stories to influence service improvements</td>
</tr>
<tr>
<td></td>
<td>• volunteer time to distribute information and resources in your local community, for example, to kōhanga reo and whare kura and at hapū and iwi events</td>
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<tr>
<td></td>
<td>• introduce resources at a whānau activity.</td>
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<tr>
<td>6.2 support development of resources to build disability literacy in Māori communities</td>
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</tbody>
</table>