

Ministry of Disabled People – Whaikaha: Strategic Intentions 2025 – 2028 summary

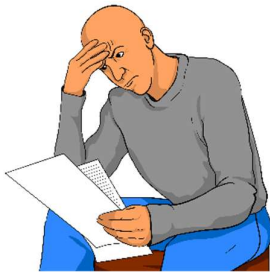


Published: June 2025

Before you start



This is a long document.



It can be hard for some people to read a document this long.



Some things you can do to make it easier are:

- read it a few pages at a time
- set aside some quiet time to look at it
- have someone read it with you to support you to understand it.



What you will find in here

Page number:



About this Easy Read4



About Whaikaha.....7



Our team18



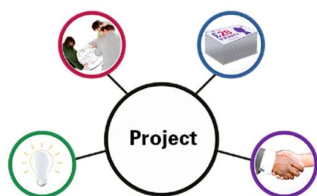
Why we need a Ministry of
Disabled People21



Our 5 main functions.....25

Our 6 strategic outcomes.....32

Page number:



Our 7 main projects.....46

How we will work with others50

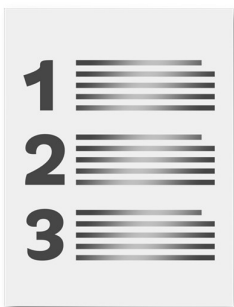


Contact us52

About this Easy Read



This Easy Read is a **summary** of the document called **Strategic Intentions Tauākī Whakamaunga** **Atu 1 July 2025 to 30 June 2028.**



Here a **summary**:

- is shorter than the Strategic Intentions document
- tells you the main ideas.

The **Ministry of Disabled People – Whaikaha** wrote the summary.



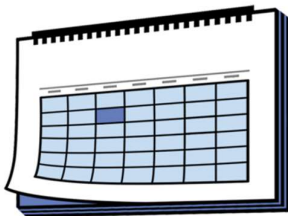
The **Ministry of Disabled People – Whaikaha** works to make change for disabled people so their lives are better.

The Ministry of Disabled People – Whaikaha makes things better for disabled people by working with:

- the Government
- the community
- businesses.

In this Easy Read we call the Ministry of Disabled People – Whaikaha **Whaikaha** for short.

Where it says **our / we / us** this means Whaikaha.



Here **strategic intentions** are the main things we plan to do like:

- what work we need to do
- how we want to do our work
- who should support us with our work
- when we should do the work by.



You can read the full Strategic Intentions document at this **website**:

<https://tinyurl.com/SOI-2025to2028>

This document is **not** in alternate formats like:



- Easy Read
- Braille
- New Zealand Sign Language.

About Whaikaha



Our history



Whaikaha:

- started on 1 July 2022
- was part of the Ministry of Social Development.



Cabinet decided near the end of 2024 that Whaikaha would become a **standalone Ministry**.



Cabinet is a group of **ministers** that meet to make decisions.



A **minister** is an important person who is part of the Government.



A **standalone Ministry** is a government agency that works mostly on 1 main thing.

The 1 main thing that Whaikaha works on is disability.



Whaikaha works with:

- the disability community
- government agencies
- local government like your city council
- businesses
- all communities.



Whaikaha is not part of another Ministry.



Our strategic framework

Our **strategic framework** says:

- what work we will do to make lives better for disabled people in New Zealand
- what things we will need to do our work
- what things will guide us to do our work like our:
 - **vision**
 - **purpose.**

Here **vision** is what we hope something will look like in the future / years ahead.



Here **purpose** is the reason why it is important to have a Ministry of Disabled People.



Our vision is:
Disabled people **thriving** in
New Zealand.



Here **thriving** means disabled people can:

- live a very good life
- do all the things they:
 - need to do
 - want to do.





Our purpose is:

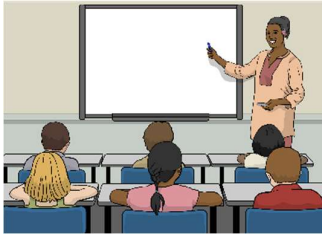
To drive real and meaningful change
with:



- disabled people
- tāngata whaikaha Māori /
disabled Māori

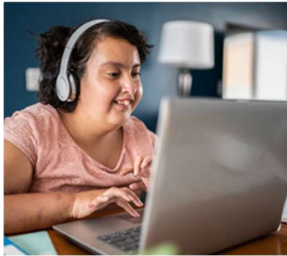


- whānau / family of:
 - disabled people
 - tāngata whaikaha Māori /
disabled Māori.



We work to make the lives of disabled people better in important areas like:

- **accessibility**
- education
- employment / jobs
- health
- housing
- the **justice system**.



Accessibility is when things can be used by everyone like:

- disabled people
- non-disabled people.



The **justice system** is about things like the:

- **law**
- **police**
- **courts.**

A **law** is a rule made by the Government that everybody must follow.

Our work is guided by:

- **te Tiriti o Waitangi / the Treaty of Waitangi**
- **the United Nations Convention on the Rights of Persons with Disabilities.**



Te Tiriti o Waitangi / the Treaty of Waitangi is an important agreement between:

- Māori
- and
- the Crown.

The purpose of Te Tiriti is to protect Māori:

- rights
- **taonga.**

The purpose of Te Tiriti is also to:

- keep **peace and order**
- set up government.



Peace and order means to follow laws / rules.



Taonga means treasures such as:

- land / rivers
- te reo Māori / the Māori language
- objects like
pounamu / greenstone
- traditional food growing places
- spiritual ideas
- ways of life.





The **United Nations Convention on the Rights of Persons with Disabilities** is an agreement lots of countries have said yes to.

It is called the **UNCRPD** for short.



It says what governments must do to make sure disabled people get the same rights as everybody else.



Important Māori **values** are part of our daily life at Whaikaha like:

- te reo Māori
- tikanga / ways of doing things
- whakataukī / sayings
- karakia / prayers.





Here **values** are beliefs that guide our work.



We understand the importance of supporting **Enabling Good Lives**.



Enabling Good Lives is a way to support disabled people to have more control over their own lives.



We work with people who have lived experience of disability like:

- disabled people
- tāngata whaikaha Māori / disabled Māori
- whānau / families of disabled people.



Our team



We have about 80 staff members.

About 6 out of every 10 of our staff are disabled.



We provide **reasonable accommodations** for our staff.



Here **reasonable accommodations** are where changes are made to something like a service so disabled people can use it.

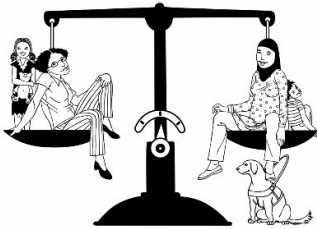
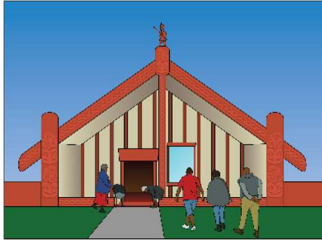


The work of our team is guided by our values.



Our 3 main values are:

- Mana taurite / **Equity** drives us
- Mana kaha / We strengthen and support
- Mana tihura / We explore and learn.



Here **equity** is where everyone is equal / treated the same way.



Our leaders are:

- Paula Tesoriero who is Chief Executive
- Ginny Baddeley who is Deputy Chief Executive Strategy and Enablement
- Ben O'Meara who is Deputy Chief Executive Policy and Insights
- Rebecca Elvy who is Deputy Chief Executive Outreach and Innovation
- Ronelle Baker who is Kauhautū – Chief Advisor Māori.



Why we need a Ministry of Disabled People



1 in every 6 New Zealanders are disabled.



There is no 1 word to say what disability is.



Some people do not like using some words to say who they are like:

- disabled
- have a disability.



Disabled people may use different words to say who they are.



These words can be like:

- Deaf
- Turi Māori / Deaf Māori.



Everyone is different.



A survey in 2023 by Stats

New Zealand asked disabled people about their lives.



The survey found many disabled people face **barriers** every day.



Barriers are things that stop people doing the things they need or want to do.

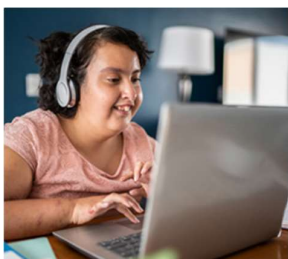


The survey found tāngata whaikaha Māori / disabled Māori face more barriers than non-Māori disabled people.



The survey also found disabled people do not do very well in things like:

- employment / getting jobs
- health.



The survey found there are more disabled people in some communities like:

- Māori
- people living in Northland
- LGBTQIA+ people.





The survey also found carers of disabled children:

- feel very stressed
- do not have jobs that pay them money
- do not have much spare time
- find it hard to get other people to support them with care.

Our job at Whaikaha is to make the lives of disabled New Zealanders better.

To do this we will need to:

- follow what the UNCRPD says
- support changes to make this happen
- find out what disabled people need to make their lives better.

Our 5 main functions



Here **functions** means the work we need to do as a Ministry to make lives for disabled people better.

5

We have 5 main functions:

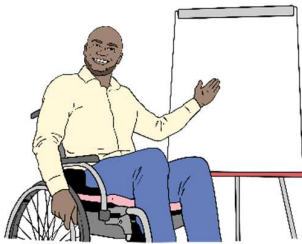
- leadership and making changes
- strategic policy
- monitoring
- disability information and advice
- building strong relationships with disability communities.





1. Leadership and making changes

Here at Whaikaha we are leaders in disability issues in Government.



We support other government agencies to make sure their work supports disabled people.



To support our work we follow 2 important strategies.

These strategies are the:



- **New Zealand Disability Strategy**
- **New Zealand Sign Language Strategy.**



The **New Zealand Disability Strategy** is the long term plan to make lives better for all disabled New Zealanders.

You can read more about the New Zealand Disability Strategy at this **website**:

<https://bit.ly/3XmWUtx>



The **New Zealand Sign Language Strategy** is a plan to grow the use of New Zealand Sign Language here in New Zealand.

You can find out more information about the New Zealand Sign Language Strategy at this **website**:

www.nzsl.govt.nz/strategy





2. Strategic policy

Here a **policy** is a set of rules to guide us to do our work.



We work with government agencies to make sure they think about disabled people in areas like:

- health
- education.



We need government agencies to find what is missing in their services for disabled people.



We will support government agencies to make sure they work for everyone including disabled people.



3. Monitoring

Monitoring is looking at something to find out if changes are needed to make it better.



We look to see if the lives of disabled people are getting better.

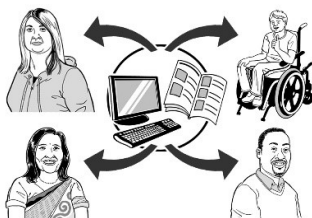


We find out if the work the Government is doing is making life better for disabled people.



4. Disability information and advice

Whaikaha will be the place that brings all the information together about disability.



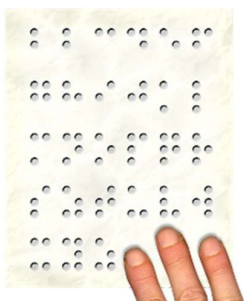
We will also run the **alternate formats** service.



Alternate formats are ways people can get information they can understand.

The alternate formats include:

- Easy Read
- New Zealand Sign Language
- Braille.





5. Building strong relationships with disability communities

We will build strong relationships between:



- disabled people

and

- the Government.



We want to see disabled people work with government agencies.



This will support government agencies to understand what:

- disabled people need
- changes need to be made to make the lives of disabled people better.



Our 6 strategic outcomes



Whaikaha has 6 strategic outcomes we think are important.



Here **strategic outcomes** are the:

- goals to make life better for disabled people
- changes needed to reach these goals.



1. Accessibility – all disabled people can access the things they need to

Disabled people should be able to access:



- places like the:
 - doctor
 - supermarket
 - park
- government services like health
- information.



It is important all disabled people can take part in their community life.



We have an accessibility work programme / plan to support government agencies to remove barriers for disabled people.

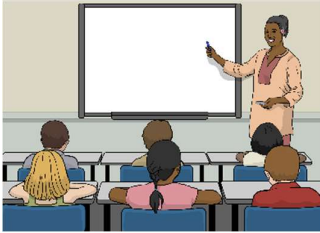


We also work with the Ministry of Transport to support disabled people to use public transport easily.



2. Education – disabled people should be able to get good education

Disabled people should be able to take part in all areas of education like:



- school
- tertiary education like:
 - training places
 - universities
 - wānanga.



A good education is important for disabled people to have good lives.

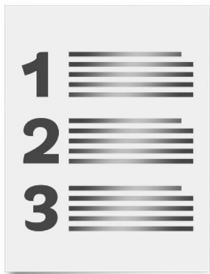


Disabled students should be supported to reach their education goals.

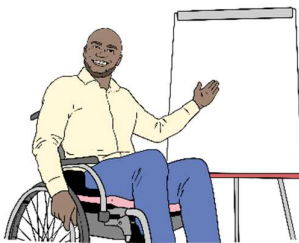


We will work with government education agencies to remove barriers:

- in education
- for students to **enrol** at an education place like a school
- to go to school
- to getting the right learning support for disabled students.



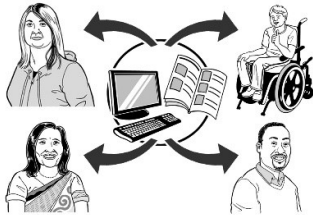
Here **enrol** means you put your name on a list so you can go to something like a school / university.



We will also work with government agencies to train teachers.



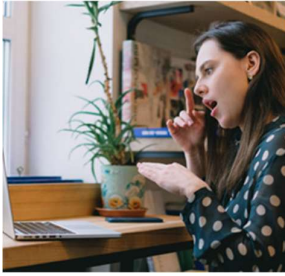
This is so teachers can learn more skills to support their disabled students.



It is also important we collect more information about disabled students.



Having this information will support us to know where to make changes.



3. Employment – disabled people can have the same access to jobs as everybody else



Having a job is very important for disabled people.

Having a job supports disabled people to:



- have money to buy the things they need to have a good life
- make choices about their lives.



Disabled people:



- are less likely to have a job than non-disabled people
- do not get as much money for jobs as non-disabled people.



Te Kawa Mataaho
Public Service Commission

We are working with the Public Service Commission to make more job **opportunities** in the **Public Service**.



Here **opportunities** are having more chances to do something like get a job.



The **Public Service** is made up of organisations that support the Government to do its work.



We will also work with government agencies to make getting jobs easier for disabled people in the Public Service.



4. Health – disabled people can get the best healthcare to support their wellbeing

Good health is one of the main things that support people to have good lives.



Non-disabled people have better health outcomes than disabled people.



Disabled people:

- make more emergency visits to the hospital
- spend longer in hospital
- find it hard to get their health problems sorted out.





To make health services better we will work with:

- other government agencies

and

- disabled people.



It is important disabled people get the health services they need to have a good life.



5. Housing – disabled people can choose where they want to live

Disabled people should be able to live in places:

- that are healthy
- that are safe
- where they choose to live
- that support them to live **independent** lives.



Here **independent** means being able to:

- make your own decisions
- live where you want to live
- live with who you want to live with.



Good housing supports disabled people to have good health.



Disabled people are more likely than non-disabled people to live in:

- damp houses
- mouldy houses.



We work with housing agencies to:

- support disabled people to get better housing
- lower the number of disabled people living in emergency housing.





6. Justice – the justice system works for disabled people

Disabled people need to use the justice system in a way that works for them.



Dealing with the justice system can be very hard.



It is important for the wellbeing of disabled people that they:

- have their rights protected
- are treated fairly
- can get the **legal** support they need.



Legal is about things to do with the law.



We support justice agencies to know what they need to do to follow the UNCRPD.

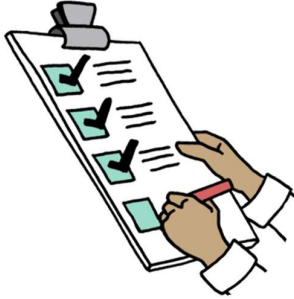


We work with justice agencies to make sure their services:

- are accessible
- provide reasonable accommodation.



Our 7 main projects



We have 7 main projects we will be working on.

The first 4 projects include:



- refreshing the New Zealand Disability Strategy which will be finished later in 2025



- refreshing the New Zealand Sign Language Strategy which will be finished later in 2025



- supporting government agencies to follow what the UNCRPD says
- following the **Royal Commission of Inquiry into Abuse in Care** recommendations.



Listening, learning, changing
Mā Whakarongo me Ako ka huri te tai
Crown Response to the Abuse in Care Inquiry



The **Royal Commission of Inquiry into Abuse in Care** made **recommendations** about making government care for disabled people better.



Recommendations are ideas about ways to make something like a service better.



The fifth project is the accessibility work programme to support:

- making public spaces more accessible
- making digital spaces like websites more accessible
- teaching people about disability rights.





The sixth project is about making more jobs for disabled people in the Public Service.

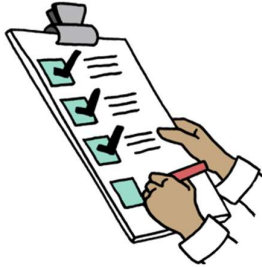


This project will support:

- disabled people to get jobs in the Public Service
- the Public Service to be accessible for disabled people.

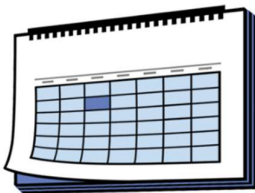
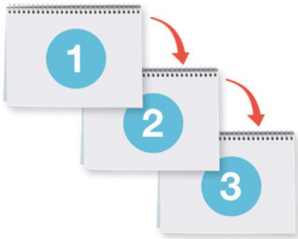


Our seventh project is to
reshape / change Whaikaha.



Work we will need to do are things
like:

- getting the right people to do the jobs well
- having a structure that supports people to do their work well
- having good processes / ways to support people to do their work well.



This project will take time to finish.

How we will work with others



We will:

- work with others to do our work
- work with disabled people
- work with tangata whaikaha
Māori / disabled Māori
- be guided by our values in our work
- support the groups we work with to grow
- build trust with the groups we work with.





We will build strong relationships with:

- disability groups
- Māori–Crown relationships
- the Government
- local government like councils
- businesses
- communities.



Contact us



For information on how to contact
Whaikaha visit this **website**:

www.whaikaha.govt.nz/contact-us



You can contact us:

- by **email** at:

contact@whaikaha.govt.nz

- by **phone** on:

0800 566 601



This number does not cost
money to call.



You can call us on the phone:

- from 8 am to 5 pm on:
 - Monday
 - Tuesday
 - Thursday
 - Friday



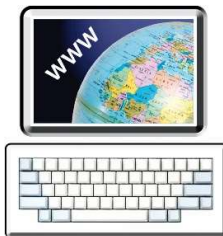
- from 9.30 am to 5 pm on:
 - Wednesday.





If you find it hard to use the phone
the **New Zealand Relay** service is for
people who are:

- Deaf / hard of hearing
- deafblind
- speech impaired / find it hard to talk.



You can find out more about the New
Zealand Relay service at:

www.nzrelay.co.nz



This information has been written by the Ministry of Disabled People – Whaikaha.



Some of the images used have been provided by the Ministry of Disabled People – Whaikaha.



It has been translated into Easy Read by the Make it Easy Kia Māmā Mai service of People First New Zealand Ngā Tāngata Tuatahi.



The ideas in this document are not the ideas of People First New Zealand Ngā Tāngata Tuatahi.



All images used in this Easy Read document are subject to copyright rules and cannot be used without permission.



Make it Easy uses images from:



- Photosymbols
- Change Images
- Huriana Kopeke-Te Aho
- SGC Image Works
- T Wood
- Studio Rebeko
- Inga Kramer.