



[REDACTED]

Tēnā koe [REDACTED]

Thank you for your email of 21 July 2021 to the Ministry of Education, requesting the following information:

1. *The names of all providers of the Diversity Training of the sort referred to by the anonymous correspondent to Don Brash and the names of the courses they provide*
2. *The typical length in days for each of the courses*
3. *The total number of participants to date for each of those courses*
4. *The courses which include a focus on “white privilege”*

Your request has been considered under the Official Information Act 1982 (the Act).

The statistics show us that our education system is not working for Māori, Pacific and diverse learners. We are a diverse country, and our kaimahi (staff) need to work in a way that respects and complements the Crown’s Te Tiriti/the treaty with Māori as tangata whenua and citizens. Our job is to create an education system that is equitable and fair for all tamariki, and we will lead by example. The professional development opportunities that we offer our staff are about building cultural competency.

The Ministry has three professional development workshops to support our vision of becoming a culturally responsive organisation:

- *Beyond Diversity™ flagship workshop*
- *Leading for Racial Equity*
- *Te Tiriti o Waitangi*

All courses run for two days and focus on ways to overcome barriers that racism creates in our current education system.

The Ministry contracts *Courageous Conversations – South Pacific* to run the *Beyond Diversity™ flagship workshop* and *Leading for Racial Equity*. Both workshops facilitate open conversations about racial and ethnic diversity. From 2017 to date, 2717 kaimahi have attended either the *Beyond Diversity™ flagship workshop* or the *Leading for Racial Equity* workshop. Information about the contractor and the courses they provide can be found on their website at courageousconversation.com/south-pacific/.

The Ministry contracts *Groundwork* to provide the *Te Tiriti o Waitangi* workshop. This workshop encourages staff to understand the origin of Te Tiriti and how to engage with it. From 2017 to date, 2028 kaimahi have attended the *Te Tiriti o Waitangi* workshop. Further information on *Groundwork’s* programmes can be found on their website at groundwork.org.nz/.

The Ministry does not offer a course which focuses on white privilege.

Concepts of privilege have been provided in the generic working material supplied by Courageous Conversations to support components of the two day *Beyond Diversity™ Flagship workshop*. The Ministry has made clear with Courageous Conversations that our expectation is that facilitated workshops support staff to understand their role and personal development opportunities within the specific New Zealand education context. To that end, white privilege is not a term that is necessarily discussed in the workshops themselves, where the focus is on the inequity of outcomes our system produces, and the role that bias and systemic racism contribute to that.

Please note, the Ministry now proactively publishes OIA responses on our website. As such, we may publish this response on our website after five working days. Your name and contact details will be removed.

Thank you again for your email. You have the right to ask an Ombudsman to review this decision. You can do this by writing to info@ombudsman.parliament.nz or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Nāku noa, nā

A handwritten signature in blue ink, appearing to read 'Daryn Bean'.

Daryn Bean
Tumu Te Mātauranga Māori
Māori Education