

# Racism, Bias and Wellbeing in Social Services Work

## A Webinar Series

A SSPA learning and development initiative, created and facilitated by [Anton Blank](#), an expert in racism and implicit bias, communications consultant and author of 'Rewire: the little book about bias'.



Anton Blank (Ngāti Porou, Ngāti Kahungunu) has developed a training programme in partnership with an Auckland based SSPA member, ATWC. This programme is designed specifically for social service organisations and is offered as a series of 3 one-hour webinars plus a 4<sup>th</sup> review session covering:

1. The impact of racism and bias in the social services setting, and using tools to identify and mitigate personal and organisational attitudes
2. Kaupapa Māori well-being theory and its practical application
3. Applying the theory, models and tools in a practical way within our organisations
4. Developing a strategy to embed the model across your organisation.

The positive, non-confrontational approach to racism moves beyond grievance to focus on the capabilities and potential in workers and whānau. It takes a whole of organisation approach and is open to and encourages participation from all staff.

**A great opportunity to deepen your understanding of Kaupapa Māori well-being, explore how implicit bias and racism affects your work and gain practical tools to empower yourself and the whānau you work with**

The first three webinars will be held on consecutive Tuesday mornings from 10-11.00am

- Tuesday 23 February 2021
- Tuesday 2 March 2021
- Tuesday 9 March 2021

The fourth session, a review webinar, will be convened 4<sup>th</sup> May to explore how your organisational strategy is being implemented.

There is a cost of \$190 (excl GST) for SSPA members and \$220 (excl GST) for non-SSPA members for participation in the full programme of three webinars plus a review session. We encourage registration in all sessions to gain the full benefit. Enrolments are limited so book early. If space is available, we may be able to accept registrations for individual sessions at a cost of \$55 per webinar. **Click [here](#) to register.**

### **For further information:**

Email [office@sspa.org.nz](mailto:office@sspa.org.nz) or [learning@sspa.org.nz](mailto:learning@sspa.org.nz)

### **About the presenter**

**Anton Blank** (Ngāti Porou, Ngāti Kahungunu)



Anton Blank has an extensive history in social work, communications, Māori development, public health and literature. Anton has held senior roles in the government and not for profit sectors, including Communications Services Manager at the Ministry of Education and Executive Director of the Māori child advocacy organisation Mana Ririki. Anton was the Principal Investigator of the 2016 report *Unconscious bias and education – a comparative study of Māori and African American students*. He now works across justice, health and education, developing strategies to mitigate unconscious bias and its impact on Māori. Anton is also the editor and founder of the Māori literary journal *Ora Nui*.

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## Session content and learning outcomes

Session content	Learning outcomes
<p><b>1</b></p> <p><i>Workshop One</i></p> <p>Theoretical background Current modes and ways of working Introduction to Oranui wellbeing model</p>	<p>Understand international, local and kaupapa Māori wellbeing theory Compare the historical and emerging perspectives Understand Te Hiringa Tamariki</p>
<p><b>2</b></p> <p><i>Workshop Two</i></p> <p>Introduction to implicit bias Tools for managing bias Te Hiringa Tamariki tools</p>	<p>Understand the implicit bias paradigm Evaluate participants own implicit bias Learn tools for mitigating personal bias Use Te Hiringa to move out of bias and into the wellbeing paradigm</p>
<p><b>3</b></p> <p><i>Workshop Three</i></p> <p>Racism, bias and wellbeing recap Audit – developing a baseline Plan – develop an organisational plan</p>	<p>Define institutional racism, racism and bias Understand Oranui wellbeing framework Apply the definitions and paradigms to social work Identify issues for planning An overall plan is agreed and understood Expectations for supervision are clear Application to the social work context is clear</p>

Prepared by webinar series presenter, Anton Blank