



NAKU

PANUI RUA TEKAU MA WHĀ • DECEMBER 2004

Kotahi ano te kaupapa; ko te ora o te iwi • There is only one purpose to our work; it is the wellness and wellbeing of the people.

Reluctant goodbyes are a sign of success

Final farewells are reluctantly said as offenders graduate from the Te Wairua Programme run by Ngati Raukawa's Koro Kewena Emery and Leah Kipa.

More often than not the participants don't want to leave the programme they have been ordered to attend as part of their community-based sentence.

It's a sign of the immense respect and admiration that people feel after coming in touch with Motuiti Marae and its people, all devoted to helping Māori men reduce re-offending.

"I would say as soon as they walk through the marae gate, it breaks down many barriers because it's about being proud to be Māori and it's getting service providers in who can help them through their issues," says Leah.

The men gravitate to Koro Emery, and the hapu members involved, and to Leah, who was one of the country's first iwi Probation Officers to take up the challenge of developing Te Wairua on marae throughout Ngati Raukawa region.

"They want to keep coming back - but we have to let them go," says Leah.

The results have been good for the majority of the graduates of 15 wananga around the region. However, some have continued to offend.

Leah believes the 70-hour programme is just the beginning of the journey towards change for some offenders.

"I believe we can get them right in when we've got them here. But there's more to do. Seventy hours won't stop them. There needs to be a follow on and that's what I've been working on."

Leah's whakapapa is to Ngati Kauwhata and Ngati Turoa on her mother's side and Ngati Paoa and Ngati Maru on her father's side has won the support of marae and hapu in Ngati Raukawa ki te Tonga who are keen to play an active role in reducing re-offending.

There's also her previous experience working for the Community Probation Service. Leah says the secret to their success is fostering a healthy working relationship between CPS, hapu, and the offenders and Māori community service providers.

"It's developing the relationship with the Community Probation Service as well as hapu, and it's more hands-on rather than on a piece of paper."

She encourages Probation Officers to visit the programme to observe the offenders they manage, and to work with hapu so they can play an active role in reducing re-offending and take responsibility for that.

While both Leah and Koro facilitate the hui, it's Leah's role to secure the services of Māori community providers to help offenders tackle their issues.

Now that the men's programme is well established, Leah says hapu are calling for a similar programme to reduce re-offending by Māori women.

Te Wairua champions, from left, Moana Whatu, Kuini Bailee, Dot Kauri, Noah Ropiha, Te Ohorangi MacKinnon and Leah Kipa.



NAKU GUEST EDITORIAL

From Department of Corrections Chief Executive **Mark Byers**, who is retiring from the position in February 2005.

It wasn't too long after I took up this job more than nine years ago, that I realised that for Corrections to be successful it needed to be successful for Māori. The disproportionate numbers of Māori in the Corrections system clearly paint a strategic imperative. At the same time I knew that there was something to build on; our predecessor, the Department of Justice, had launched a variety of initiatives to improve responsiveness to Maori.

My aspiration has been to ensure that in moving forward, we put in place policies and changes that would be effective for Māori and that we not indulge in politically correct window dressing.

We had to design approaches that would be effective in terms of reducing re-offending by Māori and how we managed Māori offenders, and related to Māori communities.

And as part of the latter we engaged in a process of consultation, which resulted in a clear statement of what the Treaty of Waitangi should mean for this Department.

I like to think that what has emerged from the initiatives taken is consistent with theory as well as being commonsense. However, the journey is not over. Undoubtedly we will learn more and this learning will better inform us on the likely nature of future directions.

My intuitive feel for the future is that a mixed approach will be the most effective; for some things a pure tikanga approach will be appropriate, for others a blending of tikanga and other disciplines will work best, and for the remainder the status quo will prevail.

However, I expect the latter category to shrink from what it is now and the first two categories to expand. I am heartened by the legislative mandate provided in the new Corrections Act, which endorses several things we have been doing and sets the scene for the future. It requires the Department to consult with relevant communities on policies and practices in Corrections, to be responsive to the circumstances of different ethnic groups and cultures in sentence planning and management of offenders, and in our rehabilitation and re-integration programmes. And to involve family as far as possible in these efforts.

I look forward to the greater involvement of Māori in the Corrections system.

Of course, our people are critical to making progress in this area. We need to have a workforce that is reasonably representative of New Zealand society and in our case also reasonably proportionate to those we deal with. We need to have a good level of understanding and skills spread throughout the Department to work effectively with different cultures, and predominantly with Māori.

We have started down this track and the refurbishing of the Māori staff networks is an important piece in these developments. I hope that they not only provide support to their direct members but also evolve into a collegial network spanning the whole of the Department. Desirably the networks should also act as a bridge or conduit into Māori communities.

Many people have made contributions to our progress over the years in different ways. I wish to acknowledge them all and draw attention in particular to those who have had the stamina to persist in situations where

there have been objections or outright hostility. We owe it to them and to ourselves to live up to our kaupapa: Kotahi ano te kaupapa; ko te oranga o te iwi. (There is only one purpose (to our work); it is the wellness and well being of the people).


I am sure that we are on track to potentially do much better for Māori and reducing re-offending. With continued intelligence, patience and a good heart, greater success will arise.

Finally, I would like to thank the folk who have offered me their friendship, encouragement and support over the years, both inside and outside the Department. I recall them with personal affection, and will cherish the warm and fond memories. I wish them, and all of you every future success.

Our progress has not been and never will be a one-sided effort. Some key aspects of the future must involve Māori and Pākeha assisting each other to make the advances needed. Corrections is no exception to this imperative.

Na tau rourou, na taku rourou, ka ora ai te iwi

We need to have a good level of understanding and skills spread throughout the Department to work effectively with different cultures, and predominantly with Māori.

A photograph showing two men in a close embrace, nearly kissing noses. The man on the left is younger with dark hair, wearing a red shirt. The man on the right is older with white hair, wearing a grey suit. A woman with curly hair is partially visible in the background on the right.

Victor MacGill greets Senior Cultural Advisor (Māori) Harris Shortland at Whakaue Marae.

Fluent speaker a surprise package

When Victor MacGill stands to perform the whaikorero on a marae - there's always someone surprised at the Pākēhā Probation Officer's fluency in te reo Māori.

Victor has immersed himself in te reo for 30 years, starting at the age of 19 when he enrolled to do a Bachelor of Arts Degree at Canterbury University, majoring in psychology. He returned part-time, finishing in 1977 with a double major in Māori Studies. He was a proud member of the University Māori Club, Te Roopu Māori o te Whare Wananga o Waitaha.

Victor's ability in Māori oratory is well known in Dunedin, where he has been a Probation Officer for the past three years and spoken on behalf of the Department at hui and tangi. He raised eyebrows when he stood to speak at a Ngapuhi wananga in Dunedin recently. "Some of the Ngapuhi kaumatua were surprised when this Pākēhā Probation Officer got up to do a mihi."

And sometimes he has to tell people that he speaks te reo Māori, because people are speaking in Māori around him not realising he can understand what they're saying.

Being a deacon in the Māori Anglican Church has helped foster a language he loves and Victor encourages all Community

Probation Service staff to learn te reo Māori. "There is an incredible richness of culture in Māoridom that we as Pākēhā have an awful lot to learn from, and I encourage everyone to pick up te reo Māori and run with it."

Victor's fluency in Māori and his knowledge of tikanga saw him accepted as one of 12 Community Probation Service staff to deliver the new cultural awareness staff training programme, Kia Mau.

The new trainers have been instructed by leading experts in the Treaty of Waitangi, te reo Māori, tikanga, waiata, and in developing, and maintaining links with marae, hapu and iwi.

Victor says the participants will share what they've learned with staff in each of their regions and he commends the Department for developing this initiative, which aims to improve the way staff deliver services to Māori offenders and their whanau.

"Māori are a large portion of the people who we work with, so obviously the more that CPS staff know about the Māori culture, how to make links in the Māori community, and the Treaty, the more effective we are going to be."

• More on page 6

Opotiki couple bear testimony to violence-free lifestyle

Opotiki's Rangi and John Williams are living proof that you *can* end a cycle of violence and abuse.

A decade ago the couple made a pact to change their ways and set a better example for their children and 14 grandchildren. Together they now deliver a range of anger management programmes for Whakatohea Iwi Social and Health Services.

"We've had abuse within our own whanau and domestic abuse in our own relationship. We've stopped the abuse and we are living testimony that we can make a difference."

But, as they tell the people they help, you have to be committed to end what can represent generations of abuse.

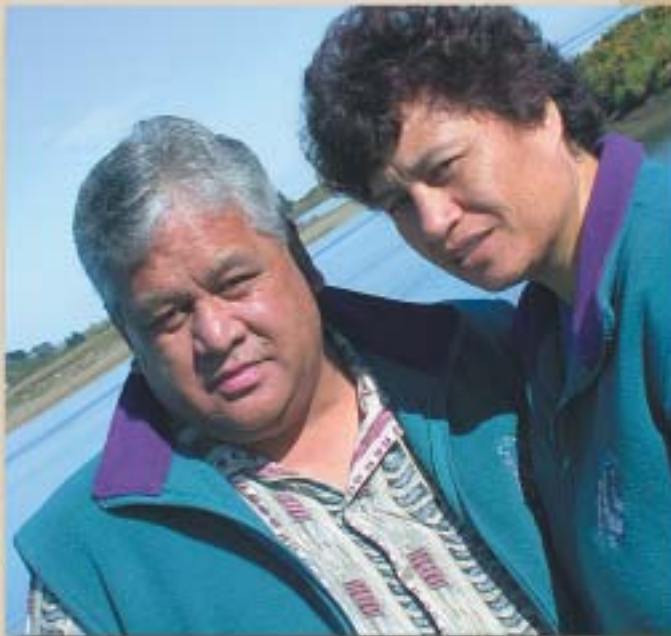
"I think what made it work was that we really wanted it to. And then we began learning our taha Māori; that's what really made us change. It made us look back and ask ourselves what legacy did we want to leave our children. That was the catalyst for change."

Three years ago, they combined their personal experience with research into Māori history and began sharing what they had learned.

Based in Opotiki, Rangi and John run programmes for women and men, both Māori and non-Māori. Their most successful programme is one aimed at Māori men called "Te Whaingā ki te Kore Whāwhāi Nga Taane Māori - Māori men living without violence".

They run a 20-week programme for men where they use the model of a *whare tupuna*, or ancestral meeting house, as an example of a human body, and teach people to respect the body the way they would a *whare tupuna*.

There is also a big focus on identity, where they help people reconnect with



their whakapapa, which links them to their ancestral waka. "One of the main problems is that they've lost their identity. We're reconnecting them back to their roots."

About 150 men and women have since passed through their doors and each of their clients is visited 18 months after they leave. What's remarkable is that out of all those who have attended the programmes - only one person has re-offended.

In the early years, most of the participants were referred by the courts. But today, more of their whanau come voluntarily, seeking help to stop the violence in their lives.

"This was the wero (challenge); we need to come without having to go through the court systems and that means us owning up to the violence that we are inflicting on our whanau."

They're also concerned at the number of violent offenders being sent to jail.

"That has been really difficult for us because we know those men will go to prison and come out and re-offend. What we would prefer them to do is, after they do their time, to come out and do a course with us."

CPS and Whakatohea

Whakatane CPS staff have been referring offenders to Whakatohea Iwi Social and Health Services for the past 2 1/2 years, for Alcohol and Drug counselling and Living Without Violence programmes for men and women facilitated by John and Rangi Williams.

Opotiki Probation Officer Graeme (Paki) Riesterer and his predecessor Judy Reynolds have a close working relationship with the Williamses.

Recently Peri Mason (Whakatane Service Manager) and Paki have had discussions with Whakatohea Iwi Social and Health Services to reaffirm the CPS business relationship. A formal gathering of respective staff members is scheduled for early December to be held at the Whakatane CPS Office.

"We acknowledge clients referred to John and Rangi have become separated from their whakapapa (roots) and have consequently lost their identity. Therefore, referrals initially have an assessment by Whakatohea Iwi Social and Health Services team who assign them to the appropriate interventions before alcohol and drug, or Living Without Violence work is undertaken."

Whakatohea Iwi Social and Health Services have an Holistic Approach to re-educate the client rather than being a "pill for a sickness".

They wish to strengthen and empower whanau by putting a stop to the abuse of alcohol and drugs and breaking the cycle of violence, says Paki.

Whanau liaison worker never gives up

There are times when a prisoner's whanau wants nothing to do with helping the inmate re-enter the community but Hawke's Bay Prison Whanau Liaison Officer Tipene Heperi never gives up.

"If you look hard enough you will find someone to support that person. You always start with the whanau, then the marae, the hapu and, in some cases, the iwi," says Tipene.

"You do as much as you can to support that person."

Tipene is one of five Māori Whanau Liaison Officers in the Public Prisons Service who help reintegrate inmates from the country's five Māori focus units known as Te Whare Tirohanga Māori.

Tipene says each offender who is about to be released from prison is unique.

They each have varying levels of whanau support and a different set of skills and needs.

"We outline a reintegration plan for each person we see.

"That may involve calling a whanau hui and bringing the whanau in to involve them in the reintegration plan and the release plan."

The first reintegration plan programme was piloted at Hawke's

Bay in early 2000. This service grew out of a need to help reduce re-offending by Māori offenders returning to the community with no support in place.

"They knew there was a big need for the role but there was little experience around, so we started from scratch," says Tipene.

Tipene was born and bred in his tribal area of Ngati Kahungunu and became the first Whanau Liaison Officer at the Hawke's Bay Prison.


"We had to design many of the systems, methods and tools ourselves so that people who come into this position have the right structure and protocols in place".

Tipene joined the justice sector as an Advisory Officer for the Māori Land Court.

Later, Tipene moved to Auckland and worked as a prison officer at Mt Eden Prison from 1991-2002. In his last two years in Auckland, Tipene was seconded into a pilot scheme to train sentence planners, which led to his current role in Hawke's Bay.

He's passionate about his work.

Where he once spent his day locking up prisoners; he now works to ensure they're released to whanau support - never to return.



**If you look hard
enough you will find
someone to support
that person.
You always start
with the whanau,
then the marae,
the hapu and,
in some cases,
the iwi.**

Maketu hosts graduation

A marae graduation ceremony at Maketu's Whakaue Marae marked the start of an important journey for CPS staff who'll be delivering the Kia Mau cultural awareness training programme to colleagues.

In recognition of their new role, the graduates were presented with certificates and pounamu by the Department of Correction's Senior Cultural Advisor (Māori) Harris Shortland.

Gisborne PO Ted Toroa, who has nurtured Kia Mau through development and pilot stages, says the trainers are in no doubt now about what's before them. "It's all up to them now."

"We hope Kia Mau will provide all CPS staff including Probation Officers and managers, with some practical awareness of how to deal with Māori offenders more appropriately. That is the main thrust."

Kia Mau includes modules in the Treaty of Waitangi, Te Ao Māori, marae protocol and tikanga Māori.



FROM THE EDITORIAL TEAM



Nga mihi ki a koutou,

The Naku editorial team would like to thank all the iwi, hapu, marae and whānau who have shared their stories with us this year.

It is always inspiring to see the commitment and determination of Māori communities working with the

The Naku Editorial Team (clockwise from bottom) Tania Wairua-Orme, Reina Whata, Judith Browne, Waitatarangi Williams, Lawrence Tawera, Hera Dixon, Jacqui Kerr-Bell, Ted Toroa.

Department of Corrections to strengthen our people and help reduce re-offending among Māori.

Nga mihi mo nga ra whataka. Meri Kirihimete me nga mihi hoki mo te tau hau. Have a wonderful and safe festive season.

Arohanui, Naku Editorial Team.

Naku is published quarterly by Community Probation Service Private Box 1206 Wellington • Phone 04 499 5620 • Fax (04) 460 3203

Naku Editorial Team:

Hera Dixon (Auckland) • Tania Wairua-Orme (Auckland) • Ted Toroa (Gisborne)
Wai Williams (Christchurch) • Reina Whata (Rotorua) • Judith Browne (Wanganui)

Archived copies of *Naku* are available on our website www.corrections.govt.nz

For more information about the Community Probation Service or any of the stories that appear in *Naku*, contact Jacqui Kerr-Bell, Community Probation Service, (04) 460 3025, jacqui.kerr-bell@corrections.govt.nz



**DEPARTMENT
OF CORRECTIONS**