

Learning Assessment Guide

Unit Standard 10669 – Version 3

Explain the effects on Māori of racism in the workplace

Level 4 – 6 Credits

Assessment Summary			
Learner to complete			
Learner's name:			
Employer:			
NSN no. (ROL):		DOB:	
Signed:		Date:	
Assessor to complete			
<input type="checkbox"/> Meets requirements <input type="checkbox"/> More training required <input type="checkbox"/> More evidence required			
Assessor's name:		Assessor's No.	
Signed:		Date:	

Before you begin...

- As well as this Learning Assessment Guide, you may also want to refer to the unit standard from the NZQA website (<http://www.nzqa.govt.nz>).
- Read the Trainee Information Kit. The kit contains important information and guidelines for Learners and can be found on the Learning State website (<http://www.learningstate.govt.nz>) under Learners, then Learning Assessment Guides.
- Check the learning resources available for this unit standard on the Learning State website (<http://www.learningstate.govt.nz>) under Learners, then Learning Assessment Guides.

This Learning Assessment Guide is made up of:

- Your assessment tasks, and.
- The Assessment Guide summary that your assessor will use to assess your competence

The assessment tasks are designed to show your assessor that you can:

- Explain the effects of institutional racism on Māori in the workplace
- Explain the effects of personal racism in a variety of management situations.

Terminology:

Institutional racism may be defined as policies and practices in an organisation which discriminate against a racial group. Another type of institutional racism occurs when a racial group does not receive equal treatment despite apparently non-discriminatory policies and practices.

Covert racism refers to practices which occur without the knowledge of the victim or practices justified to the victim with contrived explanations.

Overt racism refers to practices which occur with the victim's complete knowledge.

Māori management situations refer to management situations involving Māori staff or clients.

Legislation referred to in this unit standard includes: Employment Relations Act (2000) and the Human Rights Act (1993)

While this assessment is primarily written you may want undertake part of this in a conversation with your assessor. If so, you should discuss this with your assessor before proceeding.

You should put your written responses on separate pages, number each page and attach them to this Learning Assessment Guide.

You should also provide your assessor with copies of any policies in particular your EEO policy where you refer to this in your answers.

Assessment Task One – Element 1

Introduction

This assessment is designed to assess your ability to explain institutional racism in the workplace and its effect on Māori.

Task instructions

Institutional racism has an effect on Māori in the workplace. You need to identify and explain the effects of institutional racism on Māori staff in particular:

- Identify 3 effects of institutional racism on Māori staff within a workplace.
- Identify 3 effects of institutional racism in management policies on Māori staff
- Identify 2 examples of management policies which demonstrate the difference between covert and overt forms of institutional racism.

Your completed assessment for this task consists of:

- Responses to questions which meet requirements

Assessment Task Two – Element 2

Introduction

This assessment is designed to assess your ability to explain the effects of personal racism in a variety of management situations.

Task instructions

You need to:

- Identify 3 effects of personal racism on an individual Māori staff member
- Describe 3 effects of different forms of personal racism for Māori
- Identify 2 examples of covert and overt forms of personal racism in terms of management situations.

Your completed assessment for this task consists of:

- Responses to questions which meet requirements

Assessment Guide

Unit 10669 Explain the effects on Māori of racism in the workplace.

Task / Element	Evidence Required	Judgement
<i>Task 1 / Element 1</i> & <i>Task 2 / Element 2</i>	Responses to written questions	Responses conform to model answers
	Documentation	To support information requested and model answer where necessary
	Responses to oral questions	After receiving the written evidence, the assessor should ensure sufficiency and may ask further questions to clarify if necessary. These questions and the responses should be documented.