

Learning Assessment Guide

Unit Standard 10670 – Version 3

Develop and implement a strategy to counter racism in Māori management situations

Level 5 – 8 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:

- Develop and implement a strategy to counter racism to support Māori 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.

Personal racism refers to racism practised by individuals against other individuals or groups.

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

Legislation relevant to this unit standard may include but is not limited to: Employment Relations Act (2000), Human Rights Act (1993), Treaty of Waitangi Act 1975 and the Education Act 1989.

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 to separate pages, number each page and attach them to this Learning Assessment Guide.

You should also provide copies to your assessor of policies and procedures that you refer to in your answers.

Assessment Task One – Element 1

Introduction

This assessment is designed to assess your ability to develop a strategy to counter racism to support Māori management situations.

Task instructions

You need to develop a strategy to counter racism to support Māori management situations. Your strategy must include all of the following points:

- A description of the circumstances and effects of racism for Māori management situations
- The identification of 2 signification outcomes in terms of the strategy (i.e. change in behaviour, introduction of disciplinary procedures etc)
- Identification of any legislation or formal and informal policies and procedures that apply to the strategy
- Description of the process of how the strategy works (is implemented)
- The production of an evaluation framework or methodology to evaluate the effectiveness of the strategy

You may wish to use your current EEO policies as a reference to developing your strategy. Where you do this, provide policy to your assessor.

You may also wish to think of this assessment task in light of a situation that could occur in a workplace for instance, comments by a staff member which another staff member found offensive, sending e-mail that contains racially offensive material etc.

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 implement a strategy to counter racism to support Māori management situations

Task instructions

Now that you have developed the strategy (in assessment task 1) you need to show that you have implemented it. You will need to discuss and show that you have completed all of the following points:

- The process you used followed the procedures and methodology you developed
- Evidence of a pre and post discussion with individuals concerned to gauge changes in personal behaviour, attitude and actions taken.
- Any changes to human resource management policies are identified
- A review is undertaken to identify the effectiveness of the strategy and any possible alternative strategies and their likely outcomes.

Your completed assessment for this task consists of:

- Responses to questions which meet requirements

Assessment Guide

The following guide will be used to assess your competence in unit standard 10669 version 3:
 Explain the effects on Māori of racism in the workplace.

<i>Task / Element</i>	<i>Evidence Required</i>	<i>Judgement</i>
<i>Task 1 / Element 1</i>	Responses to written questions	Responses conform to model answers
&		
<i>Task 2 / Element 2</i>	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.