



Valuing, respecting and utilizing people's mental health experiences

Ka wāriu ka whakaute a ka whakapau e ngā wheako mate a hinengaro o ngā tangata

KITES STRATEGIC PLAN 2014 - 2017

INTRODUCTION

The intent of this strategy is to share with our stakeholders the contribution Kites plans to focus on in the next three years to achieve our vision of an inclusive society.

As the name Kites denotes, the aim of our organisation is to try new ways of doing things and 'make ideas fly'.

We welcome the opportunities to work with others as we know we cannot achieve our vision on our own.

We will measure and report on our progress against these strategic goals.

OUR VISION

Equal citizenship for people who experience distress

This is based on the strong belief that people who experience mental distress have the same rights and responsibilities as other members of society to live, work, and play in their communities.

OUR GOALS / THE CHANGES WE WANT TO SEE

1. Increase the influence and accountability of consumers in decision making positions
2. Increase the availability and effectiveness of peer support
3. Eliminate discrimination

OUR VALUES

Integrity: Embodying and following our ethical principles

Creativity: Developing new ideas and innovative approaches

Collaboration: Cooperating with others, with shared interests, to add value and achieve more

Being cooperative and working well with others

Social Justice: Seeking and acting with respect, fairness and equality

Courage: Challenging the status quo, being transparent and keeping it real



GOAL 1

Increase the influence and accountability of consumers in decision making positions

WHY IS GOAL 1 IMPORTANT?

Leadership by people with personal experience of distress is the key to achieving social inclusion on an individual and societal level. Evidence shows that outcomes improve when consumers are involved in the decision making process. High quality leadership, advice and guidance from people who use mental health and addiction services leads to improved services and responses. Active participation and leadership in planning, implementing and evaluating responses leads to meaningful outcomes for people.

WHAT DIFFERENCE WILL ACHIEVING GOAL 1 MAKE?

- An increasing number of people with experience of distress are in positions of power and influence and are supported to be successful in these positions
- For people with experience of distress, contact or direct equal-status and cooperative interactions become a key tool in effectively countering stigma and discrimination
- A move occurs towards a legal system based on people having the same rights and responsibilities
- A greater recognition that bio-medical and diagnostic worldviews have their limits and that there are many and varied contributing factors to the experience of distress
- A broad range of responses will be available for people with experience of distress and they have the freedom to choose which response(s) they would like to use

WHAT DIFFERENCE WILL KITES MAKE TOWARDS ACHIEVING GOAL 1?

- Systemically advocate for more people with experience of distress to be invited, appointed, and supported to and in positions of influence
- Create consumer-driven support structures and networks people with personal experience of distress
- Improve the range and quality of information, training and mentoring programmes in place to support people with experience of distress into and within positions of influence
- Consumers in positions and tables of influence are accountable back to their consumer communities thereby gaining consumer community mandate
- Consumers leaders and influencers support and develop the next generation of consumer leaders and influencers



GOAL 2

Increase the availability and effectiveness of peer support

WHY IS GOAL 2 IMPORTANT?

Peer support happens when people who are experiencing distress are supported by people who have lived experience of distress. This similarity of experience is the basis of the peer support relationship. The peer support relationship is underpinned by principles of trust, respect and shared responsibility which supports recovery.

Self-determination, choices and mutual support to achieve valued outcomes equip people with the knowledge that they can and do have control over their life. A collaborative relationship between peer support workers and people experiencing distress allows for power sharing and provides the opportunity for both parties to move beyond inequalities built on expert/patient, bio-medical, and diagnostic worldviews.

WHAT DIFFERENCE WILL ACHIEVING GOAL 2 MAKE?

- Policy, practice and funding are revised and increased to recognise and embed peer support as an integral intervention
- Peer support becomes a freely accessible intervention to all who request it
- Consumers lead to the development and implementation of peer support models and interventions
- Consumers, communities, health and other social sectors and government will understand the benefits and use of peer support
- A culture of enquiry is put in place to explore intervention and support effectiveness through evidence based principles

WHAT DIFFERENCE WILL KITES MAKE TOWARDS ACHIEVING GOAL 2?

- Increase the evidence base for peer support by supporting evaluation and research of peer support services
- Increase the awareness of peer support as an effective intervention for people who experience distress
- Support the development of peer support workers through mentoring, training and education programmes
- Drive and/or support the development of peer support initiatives



GOAL 3

Eliminate discrimination

WHY IS GOAL 3 IMPORTANT?

Segregation, compulsory treatment and seclusion are examples of forms of social control which contribute to the diminished responsibility of the individual and society. Discriminatory attitudes, language, behaviours and structures deny people who experience distress equality of citizenship. Eliminating discrimination is increasing citizenship, which is about shared responsibility – of the individual, their community and the services designed to support people in recovery. A key obstacle to realising this goal is the predominant framing of intervention and support within expert/patient, bio-medical and diagnosis worldviews.

WHAT DIFFERENCE WILL ACHIEVING GOAL 3 MAKE?

- Law, policy and practice is critiqued to ensure discrimination is identified and eliminated
- The 'Power of Contact' conditions are used to eliminate discrimination. For contact to be effective, the conditions to be present are: equal status, the chance for individuals to get to know each other, information challenging negative stereotypes, active participation, and pursuit of a mutual goal
- Consumers, communities, health and other social sectors and government are actively engaged in reframing interventions and support within an equal citizenship framework that recognises the whole person, their individual circumstances and their relationships in their communities
- Establishing a collaborative relationship between people allows for power sharing and creates an environment in which both parties can be self-determining, have freedom to choose/be chosen and can be mutually supportive.
- The community becomes actively engaged and supported in challenging discrimination in the home, workplace and wider community

WHAT DIFFERENCE WILL KITES MAKE TOWARDS ACHIEVING GOAL 3?

- Actively engage with consumers, communities, health and other social sectors and government in reframing interventions and support within an equal citizenship framework
- Influence delivery of effective awareness raising methods to eliminate stigma and discrimination through the use of evaluation and taking corrective action
- Advocate for the elimination of the practice of seclusion through on-going engagement with DHBs and other relevant organisations
- Actively promote 'Power of Contact' as a key tool in effectively countering stigma and discrimination
- Draw on legal and judicial processes to ensure rights are upheld and to promote equality through system change



APPENDIX 1: WHO WE ARE

OUR CULTURAL RESPONSIVENESS

Kites is committed to active promotion of and adherence to Te Tiriti o Waitangi. This is reflected in our Trust Deed and demonstrated through our values and practices of whānaungatanga, manaakitanga and oritētanga.

Kites seeks to improve our responsiveness not by what we say but by what we do. We accept Te Tiriti o Waitangi as the founding document of Aotearoa New Zealand and that it is a constant and unchanging statement of partnership, tino rangatiratanga and mana motuhake.

We recognise Māori as tangata whenua of Aotearoa New Zealand and believe Māori are able to define their own priorities and develop their own capacity for delivery of services to their communities.

OUR WAY OF WORKING: COMMUNITY DEVELOPMENT

- Encourage people to define their own problems and issues
- Involve the skills, knowledge and experience of people who experience mental health problems
- Promote people working together rather than as individuals
- Develop local solutions to local problems
- Facilitate processes toward resolution where there are conflicting interests
- Engage in policy development at both community and government levels

OUR WAY OF WORKING: SPECIFICS

- Model, promote and develop consumer leadership
- Seek out and promote innovative solutions; initiate new ideas and build capacity
- Educate, challenge and advocate systematically
- Bring about positive change in behaviours, services and systems that impact on the lives of people who experience distress
- Be innovators and champions for socially just and inclusive communities

OUR MANDATE

- Kites Trust Deed outlines the aims and rules of the Trust (see Trust Deed)
- Kites is a registered charity and adheres to the requirements of the Charities Act 2005
- Kites has entered a number of contractual agreements (see annual contracts reporting and invoicing schedule and grant expenditure summary report)
- Expectations of stakeholders



ABOUT KITES

Kites Trust (Registration Number CC10276) is a well-established community development organisation working nationally and in the wider Wellington region in the mental health and addictions sector. We are committed to consumer leadership and this is reflected in the fact that the majority of Kites' trustees and staff have personal experience of distress.

The Kites Trust vision is equal citizenship for people who experience distress. Our goals are:

1. Increase the influence and accountability of consumers in decision making positions
2. Increase the availability and effectiveness of Peer support
3. Eliminate discrimination

Our services include: consumer leadership, peer support, facilitating forums and workshops, research and evaluation, anti-stigma and discrimination education and training, systemic advocacy and submission writing.

We specialise in delivering nationwide, regional and local projects in the mental health and addictions sector. Our current contracts include: Like Minds Like Mine national training and education projects, Like Minds Like Mine regional workshop delivery, Buddies peer support service, CALMHA (Consumer Leadership in Mental Health and Addictions) mentoring and leadership, Toka Tu peer support evaluation and research, Peer Workforce Association, as well as ongoing systemic advocacy and sector support activity.

Who we work with includes: Ministry of Health, Health Promotion Agency, Capital & Coast District Health Board, Mental Health Foundation, New Zealand Lotteries Commission, Wellington City Council, Whitireia Community Polytechnic and a number of organisations, NGOs and private trusts.