



Leadership Lab

Fostering collective responses to complex issues

Ehara taku toa i te toa takitahi, he toa takitini
Our strength is not as individuals, but as a collective

Who is Leadership Lab?

Leadership Lab is a collective of passionate, diverse and experienced consultants all focussed on growing equitable and thriving communities and organisations in Aotearoa. We believe that collective approaches provide the key to addressing these complex challenges and we enable this through co-designing collective impact projects with communities and agencies. As an Aotearoa New Zealand organisation we are committed to giving effect to the articles of Te Tiriti o Waitangi. We are guided by our values of mana ōrite, kotahitanga and manaakitanga. These values inform every project we engage in and are reflected in how we work and our commitment to Showing up Differently

*“Is it possible to use our influence
and power to create islands of
sanity in the midst of a raging
destructive sea”*

-Margaret Wheatley



VISION

Equitable and flourishing communities and organisations

STRATEGY

Fostering collective approaches to complex issues

VALUES

Mana Ōrite

Manaakitanga

Kotahitanga

HOW WE WORK

Showing up differently

Our values in action inform every project we engage in

[Our collaborative approach](#)





Our commitment to Te Tiriti o Waitangi

As a Aotearoa organisation we are committed to giving effect to the articles of Te Tiriti o Waitangi.

We acknowledge Te Tiriti o Waitangi as a foundational document of Aotearoa which describes the relationship envisaged by the Rangatira of the hapū with the British Crown.

We see this as a unique opportunity to give mana/agency to mātauranga māori (indigenous knowledge systems) as described by the articles of Te Tiriti O Waitangi; 1) Honourable Kāwanatanga (Governance), 2) Māori right to Rangatiratanga (Sovereignty/Self-determination), 3) Ōritetanga: Equal rights and equity for Māori and 4) Wairuatanga: Upholding Māori worldview and beliefs

We believe that the frameworks, assumptions and beliefs that have largely dominated in Aotearoa in the last 180+ years need to be challenged, deconstructed and then reimaged in the light of mātauranga māori; a process of both decolonization and re indigenization.



Our services

Leadership Lab specialises in the following core services;

1. **Change management and culture change** - Supporting leaders to facilitate a collective vision to build positive and sustainable change
2. **Leadership Development** - Building individual skills, knowledge and confidence while growing trust and collective leadership
3. **Group facilitation** - Facilitating opportunities to enhance and build team culture
4. **Coaching and mentoring** - Working alongside leaders to maintain focus and perspective as they grapple with the many dilemmas they face
5. **Strategy and vision** - A broad system thinking approach highlights connections, synergies and priorities

LinC Incubator Team Members' stories of impact



Fariya Naseem

Pronouns: she/ her

Speaker | Resilience and Leadership Coach | Inclusion Consultant | Diversity Advocate | Storyteller | Facilitation Expert | Learning Advisor | STEM Educator | Savvy Scholar

Ethnicity/Community: Indian, Muslim

“Heartfelt gratitude for the remarkable start to our 23/24 LinC Incubator cohort with astonishing teammates! Thanks to the Te Ora Hou Ōtautahi team for the warm embrace and inspiring stories. The journey ahead holds promises of authentic connections, deep listening, and purpose-driven leadership, and I'm thrilled to embark on this transformative path with the exceptional team to hold the space for us.”



Fariya Naseem (She/Her) • 1st

Speaker | Resilience and Leadership Coach | Inclusion Consultant | Diversity ...
2mo • 🌐

Heartfelt gratitude for the remarkable start to our 23/24 LinC Incubator cohort with astonishing teammates! Thanks to the [Te Ora Hou Ōtautahi](#) team for the warm embrace and inspiring stories. The journey ahead holds promises of authentic connections, deep listening, and purpose-driven leadership, and I'm thrilled to embark on this transformative path with the exceptional team to hold the space for us.

Heartfelt thanks and gratitude towards [Jodi \(Te Aomarama \) Apiata](#), [Sooze Harris](#), [Steve Jones-Poole](#), [Chris Jansen](#), [Fi Deehan](#) and [Pete Cammock](#) for the valuable insights and tools. Love to [Hana Saemon-Beck](#), PhD for the push. :)



Leadership Lab NZ

1,465 followers
3mo • Edited • 🌐

A couple of weeks ago, we welcomed our 23/24 cohort onto the Incubator programme and as programme lead, [Jodi \(Te Aomarama \) Apiata](#), expressed to team members afterwards “it was a beautiful time of making connections, time to pause, to listen, to feel and to gain more of an understanding of what the LinC Incubator journey can offer up if given the space”.

Thank you to the [Te Ora Hou Ōtautahi](#) team for warmly welcoming us into their space and making us feel at home, for sharing the stories of their whare and just generally, being awesome! Thank [Jono Campbell](#) and team :)

The day included the mihi whakatau at [Te Ora Hou Ōtautahi](#), plenty of opportunities to get the others who will the navigate the journey together over the next 9 months, hear from [Pete Cammock](#) about the call for a new style of leadership in this VUCA time (Volatile, Uncertain, Complex, Ambiguous) and how we must reconnect to our purpose and listen deeply to ourselves to hear what is needed in this time. And a return visit from some of last year's team members added a special something to the day - thank you [Dietrich Soakai](#) and Amanda.

It was a day where many left with thoughts and questions that they didn't expect and the general themes from our final reflections showed that team members are hearing the calls to be authentic, vulnerable, open and honest, the calls to slow down, be present and listen deeply, the calls to value and honour whakapapa, strengths of self and others and the calls to hold space, not fill it.

What an incredibly insightful day and if the first day of the programme is anything to go by, quite the journey lies ahead!

Ka pai team!

[Tammi Martin Jodi \(Te Aomarama \) Apiata](#) [Pete Cammock](#) [Sooze Harris](#) [Steve Jones-Poole](#) [Chris Jansen](#)



👍 You and 30 others

3 comments • 7 reposts

Reactions



👍 Like 💬 Comment 🔄 Repost ✉️ Send

LinC Incubator Team Members' stories of impact



Trailblazer | Change maker | Idea generator | Storyteller | Community focused strategic advocate who identifies solutions to generate positive social & environmental outcomes

Ethnicity/Community: Southeast Asian Malay Singaporean

Hana Saemon-Beck

"I am a dedicated community leader with a passion for making a positive impact on people's lives. As the founder and managing director of Aotearoa Adaptive Archery, I have worked tirelessly to increase access to sports opportunities, specifically archery, for tamariki and rangatahi with disabilities."

"What a privilege to be surrounded by such amazing trailblazers! I am extremely honoured to have been selected for this opportunity and I wouldn't have if not for the people who have supported, encouraged, and inspired me to be who and where I am today."



Sahera Laing

Mental fitness consultant, speaker, columnist

Ethnicity/Community: Indian

"I am passionate about providing rainbow youth a safe space where they can connect, discover and explore. I got involved with Waimakariri Libraries in 2021, in particular with Leo, to help get it started. We now have monthly meet ups at Rangiora Library and we would like to get it more local and included Kaiapoi and Oxford districts."

"It's been really interesting. I like the approach. The group work is insightful and the connectivity enjoyable. I am enjoying learning what I can contribute to a group/others. It asks me to consider carefully how I can play a part in something greater than myself. There's no judgement and a very open space. I really like that. I'm letting go of what I don't need to be good at."

"It's given me perspective to lead and be in that space with balance rather than overdrive things. Helping me focus on what I bring and not try and do it all. I send my heartfelt thanks to the team for all their hard work and dedication throughout the project. It was vast and yet personal and has a beautiful synergy to it. Thank you for sharing your knowledge, insight and passion. I wish you brilliance for the future."

LinC Incubator Team Members' stories of impact



Ethnicity/Community: *Indian*

"I have been involved in several voluntary roles with organizations that align with humanitarian values of unity and respect. Worked with former refugee/ migrant communities and women."

Including NZ Red Cross, ESOL volunteer, Woman 2 Woman volunteer

Shalini Jose

"It helped me find my strengths that I for so long had perceived as a weakness. Lot of self- learning and reflection throughout the process. Having a non judgemental environment with the lovely coaches and fellow Lincs."

"Mostly to identify the strengths through Clifton strengths coaching and learning when to regulate the same to save us from burn out. That every person has their own strengths and embracing the differences is also crucial. I'm seeing how my strengths reflect in the profession I have chosen and how I maybe moving in the right direction and places where I need to grow/ learn"

"Would love to learn more of Te reo Maori perspectives, the poems and songs were a great start to our sessions. All of this was new for me and would want to learn more through practice."



Ethnicity/Community: *German*

"I'm the president of "Deutsch in Christchurch", a local Centre for German culture and language. In addition i have strengthened connection with several European community leaders."

"The reason I would like to be involved is, that I am very engaged in my ethnic community and would like to find and better my strengths as well as connect to other community leaders."

Tobias Maletz

"It's great to have new tools and perspectives."

"Having learned my strengths, I have started to see a more holistic picture for my inner conflicts. It has made me aware of the fact that my strengths may clash in some situations and that makes it a little easier to find ways to solve problems."

"In my opinion, our connections are very important. Together we are representing so many people and so many good values. I would love to see some brainstorming on how make our voices heard together in unity."

LinC Rourou story of impact: Ethnic Women's Bootcamp



Collaborator:

**Dr Hafsa Ahmed, Lady Khadija
Charitable Trust NZ**

Ethnic Women Leadership Bootcamp

An initiative for ethnic women working in the community to make a difference - developed and delivered by ethnic women.

The first version of the course is complete. The bootcamp will offer an opportunity for 15 additional women from ethnic communities a chance to experience this programme who missed out on the leadership course earlier in the year. Part 2 completed in October 2023 with a graduation ceremony.

In the first half of 2023, Lady Khadija Trust received funding from the Ministry for Ethnic Communities for the country's first-ever Ethnic Women's Leadership course. The course which was designed and delivered by Lady Khadija Charitable Trust co-founder Dr. Hafsa Ahmed (MNZM), aimed to help ethnic women achieve a greater sense of self and build confidence in their leadership skills.

The programme was tailored for women from ethnic communities with the first cohort graduating on 30 June 2023. However, a group of women missed out on this first cohort due to work commitments. The purpose of the boot camp, offered in collaboration with Leadership Lab through its LinC Rourou programme with Erica Austin, was to provide an opportunity for the women who missed out on the ethnic women's leadership course earlier in the year.

There were diverse attendees of the boot camp who came to Aotearoa New Zealand from India, China, Sri Lanka, Malaysia, Indonesia, South Africa, Iran, Afghanistan, Chile, Brazil, Colombia.

The course had many benefits, particularly in building self-awareness and confidence, which will help the women succeed in their communities and employment. The women described the sessions as "life changing", which gave them a greater sense of belonging.

Over the course of the boot camp the attendees also heard from other ethnic women leaders in the community such as Himasha Gunasekara and Mavis Kamota. Lady Khadija Trust hopes to be able to continue to offer this leadership course in the following years as well to support more ethnic women.

LinC Rourou story of impact: Ethnic Women's Bootcamp

You and 22 others 4 comments · 5 reposts

Reactions



Celebrate Comment Repost Send

Give your good wishes...

Most relevant



Mona Soltani · 2nd

2w ...

Researcher in Marketing and Communications

It was an incredibly thought-provoking course. I'm grateful for the inspiration, knowledge, and courage it provided to empower women. Thank you so much for leading the way, Hafsa.

Like · 1 | Reply



Komathi Ramiah · 2nd

3w ...

Doctoral Student in Education

This course has helped me to build my confidence and rediscover myself back. Thank you so much Dr. [Hafsa Ahmed MNZM PMP® Ph.D.](#) for all the knowledge and insights that you shared with us in this journey. I will cherish the tools and friendship forever ❤️ Thank you [Erica Austin](#) for your sharing and all the lovely photos ❤️ Thank you too to a ...see more

Like · 1 | Reply · 1 Reply



Te Whāriki Team Members' stories of impact



Amanda Smith

Pronouns: *She/her*

Age/ Tau: 34

Ethnicity/ Whakapapa: *Māori, Pākeha*

Community/ Hāpori: *Māori*

'I work for Te Ora Hou Ōtautahi and am currently a tuakana for Puāwai. Systems change is challenging current systems that don't work for marginalized people. It's about creating equitable outcomes so that everyone can have experience equal opportunity.'

*"I didn't class myself as a leader"
"In order to grow others, you must know and grow yourself."
"You are powerful beyond all measure" - Our Deepest Fear by Marianne Williamson
"Own your prejudice, own your racism, own your arrogance and don't take anyone in this room for granted"
"By the end, I could recognise others' indigeneity and connect more meaningfully with them."*



Dietrich Soakai

Pronouns: *He/ Him*

Age/ Tau: 39

Ethnicity/ Whakapapa: *Samoan*
Community/ Hāpori: *Tangata Moana*

'I love creating more faikava spaces to explore cultural identity and enrich the vā between us - Tangata Moana, Mana whenua and Tangata whenua'

*"Wondered what have I gotten myself into, what's this all about....Tam - just keep coming along; asked "who are you and how are you entering other spaces?"
"I had shelved at lot of who I am to fulfil a function"
"helped me to find my voice again" (writing poems)
Recited poem he had written, Take Stock
"Having the space and time to take stock. This was a space for me to just be me."
"...held a space for me to fill"
"Let this (Incubator) be the resistance" to all the external noise"*

Te Whāriki Team Members' stories of impact



Wikitoria Kurene

Pronouns: She/her

Age/ Tau: 30

Ethnicity/ Whakapapa: Māori, Samoan

Community/ Hāpori: Māori, Pasifika

'I currently hold multiple leadership roles in various spaces in my communities, particularly in my Māori and Pasifika spaces. I am the kaiawhina for the Pasifika roopu in Puāwai. All these spaces align with many things that I am passionate about with people at the core of it all. I love being able to advocate on behalf of my communities, support whānau to lead greater and healthier lives.'

When I reflect on my time in this space, I think of the first day. We are all standing outside, a little bit cold, maybe hot, waiting at the gates to be welcomed onto Rehua marae. I'm feeling a bit anxious, nervous, excited, but mostly tired and drained...and then the pōwhiri begun. Introductions were made, deeper discussions about what incubator was, and is, and what to look forward to were opened in a space that felt a little different, but safe. Then the profound question or statement around 'Alignment' dropped, and all I could feel was a yearning for alignment, my alignment was out, and it had been struggling for months, maybe even years.

As the months passed, I found myself in and out of this space of 'finding' what alignment looked like for me. There were definitely moments where I felt, 'this is it, this is what I'm about', and there were definitely moments where I became distracted and fell back into a space of unalignment. However, learning more about my strengths helped me to step into spaces of alignment a lot more quicker, than I have in the past. My favourite question I heard throughout coaching and hui were 'what strength(s) do you need to dial up, and what strength(s) needs to be dialled down'? - this helped me to see the bigger picture – find a new dance, or hop off the dancefloor onto the balcony (other incubator favs).

This program/ space allowed me to bring my whole self, even when I did not feel the strength, mentally and physically to do so. It showed me how to open my mind to the possibilities outside of the circumstances I was experiencing, or had experienced, and helped me to be vulnerable, reflective and excited to move forward.

If I were to sum this experience up, I would describe it as an 'awakening'. An awakening to let go of the past, be present in the now, and look forward to the future without getting stuck there. I am grateful for all the learnings, for all those who walked beside me and guided me on this journey. I am grateful for the person I am now, and becoming.

*Fa'afetai lava mo le avanoa | Ngā mihi nui
Wikitoria Kurene*

Te Whāriki Team Members' stories of impact



Cooper Sides

Pronouns: *They/ Them*
Age/ Tau: 36
Ethnicity/ Whakapapa: *Pākehā*
Community/ Hāpori: *Rainbow*
'I'm Pākehā, fifth generation, so feel very connected with Aotearoa but am privileged to have done a lot of research about my whakapapa so feel grounded in other cultural connections.'

<https://leadershiplab.co.nz/amplifying-rangatahi-voices/>

[Episode 1 of People of Puāwai on Spotify](#)

Authors



Discover

Search Articles...



Filter by category

Featured

Dr Cheryl Doig
Keeping Future Generations in Mind
August 1st, 2023

Gabrielle Wall, Helena Avery, Jordan Mayes
Authentic inclusion in school board decision making
July 1st, 2023

M Grace-Stent
Amplifying Accessibility
June 1st, 2023

Libby Davenport
Starting the Puāwai 2023 journey
May 1st, 2023

Danette Abraham-Tiatia
From Coach to Tiriti Partner
April 1st, 2023



Cooper Sides

September 1st, 2023

Amplifying rangatahi voices

This month, we profile Cooper Sides.

Cooper (they/them) has extensive experience as a youth worker with a diverse range of rangatahi. They are passionate about equity, advocacy and ensuring that marginalised voices are heard and acted on. Cooper is also host of the **People of Puāwai podcast** which aired on PlainsFM earlier in 2023.

Tell us about how you got involved with Leadership Lab and your journey since.

I joined the Puāwai programme as a Tuakana for the Rainbow rōpū in 2021 and in 2022. I participated in the Incubator programme. I had actually applied to be part of Incubator a few years previously but had to withdraw as my work could not give me the time to participate. This year, I am part of the Te Whāriki programme, which is about activating intersectional leaders to provoke systems change and that's my jam! These three years of being part of Leadership Lab have been a privilege, an honour, and I wonder how I can use my connections to involve others, to help them find spaces like this for themselves, that have been mana-enhancing for me. Many other spaces have tried to destroy me. Leadership Lab creates a space for a higher level of leadership, where people can grow and develop, and has shown me there are other people who get it, who get this kind of emotional and empathic leadership.

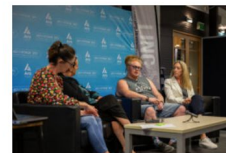


What inspired the idea for the People of Puāwai podcast? Why was it important for you to do this?

I had a previous connection with Pia at PlainsFM and they had been looking for more content about young queer people. From there, I introduced Pia and Chris (Jansen) over coffee to bounce some ideas around. To be honest, I wasn't sure initially as I hadn't met the 2022 Puāwai cohort and I hadn't done anything like this before. I didn't know if Chris was just really enthusiastic or if he saw something I didn't. Also, I had no work at the time so I said yes. But most importantly, I did believe in the idea of the project - getting these young, marginalised voices out there for others to hear. Reflections from Pia Titus, PlainsFM Youth Coordinator, who worked with Cooper on this series:

'I was really inspired by the stories the young people shared. I was really impressed with Cooper's sensitivity to the young people and creating a safe space for them to share their sometimes painful stories.'

'I feel like this experience has reinforced the idea that Plains FM should be sharing marginalised voices in the youth space. I think we could also do a lot better on gender diversity in our organisation.'



What did you hope to achieve through the podcast? How did you approach this project?

Honestly, I had no idea what I hoped to achieve at first other than getting their voices out there! I wasn't sure anyone would even take any interest but I went ahead and introduced the idea for it at a Puāwai hui and 7 or 8 came on board. I gave the rangatahi a really broad brief first, asking 'what would you do a podcast about?' and that didn't work so I had to rein it in. It was suggested that we talk about their lives and they questioned who

would want to hear about them. When I said that loads of people would be interested and that their stories were worth listening to. I saw a look in their eyes that made me realise that this was something that had to happen. I realised that telling these stories would change attitudes towards these marginalised young people and would help them see that their stories matter.

What is the impact of telling the stories of these young people's experiences? For marginalised communities? For others?

It's clear that rangatahi understand a lot more than we give them credit for. It has shown these rangatahi that they matter, that their stories matter, and that by telling these stories, they can change attitudes towards them as marginalised young people, and by extension, their communities. Telling these stories empowers and inspires others to share their experiences and what could have made things easier for them, how we can do better, and how to cause less harm. There is something to learn for everyone here.



How do you see leadership reflected in this mahi? How is your leadership growing and changing as a result?

It was through viewing the production of this podcast with the lens of the code of ethics for youth workers, by primarily focusing on relationship and mana-enhancing ways of working with the rangatahi. I see their leadership for their communities in them having the confidence to speak about their

Podcasts - Rourou conversations

[Listen on Spotify](#) - amplifying marginalised voices for advocacy and provoking system change



Gender Health Justice is a [Leadership Lab Rourou initiative](#), developed in collaboration with [PlainsFM](#) and its objective is to amplify marginalised voices for advocacy and to provoke system change where there is gender-related healthcare inequities.



People of Puāwai is where Cooper Sides and the amazing rangatahi from the [Leadership Lab's Puāwai programme](#) share their stories, the changes they want to see in society, their hopes for the future and things they're passionate about.



Digital Divide is a [Leadership Lab Rourou initiative](#), developed in collaboration with [Ako Ōtautahi Learning City Christchurch](#) and [PlainsFM](#). Its objective is to amplify marginalised voices for advocacy and to provoke system change in relation digital equity, access and wellbeing in Aotearoa New Zealand.



Becoming Tangata Tiriti is a [Leadership Lab Rourou initiative](#), developed in collaboration with [PlainsFM](#), and is a series of kōrero/conversations about Te Tiriti o Waitangi and what it means to be Tangata Tiriti in Aotearoa New Zealand.

Pānui and events

Through our monthly [Pānui](#), we have shared thought-provoking, reflective pieces alongside profiles of leaders and project and event case studies. These included topics like futures thinking, CliftonStrengths coaching, accessibility and inclusivity. Some of these related to collaborative projects Leadership Lab contributes to eg [Grow Waitaha](#) and [Tārai Kura](#).



In September, Leadership Lab was involved in the [Te Kupeka Ukeka Māori ki Araiteuru](#) (Māori business network for the Otago/Southland region) as sponsors of one of the awards called "Te Tohu Tangata Tiriti – Te Tiriti Partnership Award" which endorses a kaupapa that is of central and vital importance to our own practice.

While in Queenstown, Te Ao Marama Apiata and Chris Jansen joined Darren Rewi to facilitate a workshop, offering an opportunity for local communities and businesses to explore the original intent of Te Tiriti o Waitangi and how this can be effectively integrated in business practice and community life in 2023.



Pictured at the awards gala, from left: KUMA board member Amber Bridgman, awards MC Cory Ratahi, WFCO Operations Manager Raymond Clark, Te Ao Marama Apiata and Dr Chris Jansen from category sponsor, Leadership Lab.

WORKSHOP

LIVING THE PROMISE OF TE TIRITI O WAITANGI IN LIFE AND WORK

Te. Aramira, Remarkables Park
Queenstown

SAT 30 SEPT | 12pm—2pm

with
KUMA



Curated learning tools: System change webinar series

Introduction to Systems Change in Aotearoa was an interactive webinar series for emerging and established leaders interested in learning more about the frameworks and methodologies of systems thinking, tools, leadership, and change.

- 421 registrations (266 unique) - across different sectors
- Approx 180 actual participants
- Approx 350 youtube views

"The Te Korekoreka presentation brought to life/added a more personal touch to what I had read and viewed on the website and gave more insight to the relationship with the karakia."

"Loved the format and interaction."

"It was great to step away from my mahi and have time to learn / reflect."

"...my knowledge is still growing in this space. Systems are often large and complex. I've probably come away with more questions, rather than an "action plan".

#1 [Systems Change Series | Hautū Waka with Auckland Co-Design Lab - YouTube](#)

#2 [Systems Change Series | Design Thinking, Systems Thinking & Futures Thinking 101 | Jade Tang Taylor - YouTube](#)

#3 [Systems Change Series | Te Korekoreka | Alice Dimond & Sam Wixon - YouTube](#)



Introduction to Systems Change in Aotearoa
WEBINAR SERIES

Introduction to Systems Change in Aotearoa is an interactive webinar series for emerging and established leaders interested in learning more about the frameworks and methodologies of systems thinking, tools, leadership, and change.

Each one hour webinar will provide opportunities to:

- **Connect with other community and sector leaders** within NZ interested in equity issues
- **Gain fresh understandings of systems change** and ways to apply knowledge and tools
- **Share innovative practices and ideas** that generate systems change

SEPT 14
4-5 PM

Hautū Waka
An Approach to Navigating Complexity drawn from Mātauranga Māori
Dr Penny Hagen (Pākehā, Kaitohu Tangata Tiriti) and Angie Tangaere (Ngāti Porou, Kaitohu Tangata Whenua), Auckland Co-Design Lab

[REGISTER HERE](#)

OCT 12
4-5 PM

Thinking 101
Design Thinking, Systems Thinking, Futures Thinking
Jade Tang-Taylor, academyEX and Toi Āria

[REGISTER HERE](#)

NOV 09
4-5 PM

Te Korekoreka
A Kawa for Māori Future Making
Alice Dimond (Kāi Tahu, Kāti Māmoe, Waitaha, Ngāti Kahungunu) Sam Wixon (Kāi Tahu, Kāti Māmoe, Waitaha, Ngāti Toa Rangatira), Tokona te Raki

[REGISTER HERE](#)

This series is a Leadership Lab Rorou initiative. The Rorou project hosts spaces to listen to contemporary voices, to collaborate with others and to address gnarly issues. The purpose of the project is to amplify marginalised voices for advocacy and to provoke system change.



Ehara taku toa i te toa takitahi, he toa takitini

*Our strength is not as individuals,
but as a collective*