# CURRICULUM VITAE

Philip (Pip) Patston — Managing Director,

Diversity New Zealand Ltd

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## AREAS OF EXPERTISE

* Diversity, complexity, uncertainty and  
  change
* Leadership development
* Start-ups
* Governance
* Project management
* Communications and social media

## PERSONAL VALUES

* Authenticity and integrity
* Trust and honesty
* Creativity and courage
* Intuition and humour
* Flexibility and adaptability
* Balanced social conscience and business sense

## OTHER SKILLS

* Excellent understanding and advice skills in human rights issues, legislation, human resource and policy in marginalised sectors
* Expert facilitation skills
* Highly developed management skills
* Outstanding speaking and presentation skills, including professional performance experience
* Highly computer-literate

## ACADEMIC QUALIFICATIONS

* Certificate of Qualification in Social Work (CQSW) – University of Auckland 1991
* Diploma in Applied Social Studies – University of Auckland 1991

**REFEREES**

* Available on request

## EXECUTIVE/GOVERNANCE ROLES

* Health Research Council’s 10-year Health Strategy Development Group Member (2018-2019)
* Auckland Council Disability Strategic Advisory Panel Chair (May 2016-May 2017)
* Home and Community Health Association Independent Trustee (April 2014-May 2016)
* Diversityworks Charitable Trust, Founder and Executive Director (Aug 2005-June 2015)
* Manawanui InCharge Ltd (Individualised Funding Agency), Director and Independent Chair (February 2005-Sept 2007)
* Auckland Disability Law Setup and Steering Group Member (2007)
* Touch Compass Dance Trust, Chair (Aug 2004-July 2007)
* Ripple Trust, Settlor Trustee (Feb-April 2002)
* Auckland City Council Partnerships Committee Member (2000-2001)
* Auckland City Council Disability Issues Advisory Group Member (2001-2002)
* Ministry of Youth Affairs Youth Development Strategy Reference Group Member (2001)

## OTHER KEY INVOLVEMENTS AND ACHIEVEMENTS

* Strategic advisor for research on Assisted Dying (2023-current)
* Designed and executed referendum social media campaign supporting the successful passing of the EOLC Act (2020)
* Top 10 diversity consultant in the Global Diversity List (inaugural 2015, 2016, 2017)
* Inaugural Arts Access Aotearoa Accolade (July 2014)
* Speaker, TEDxAuckland (Aug 2012)
* Patron of Rainbow Youth (2010-current)
* Founded, directed and disestablished Diversityworks Trust Inc (Sept 2005-June 2015)
* Established Manawanui InCharge Ltd Individualised Funding Agency (2005)
* Established Ripple Trust Inc (2003)
* Member of the Youth Development Strategy Reference Group (2002)
* Established Diversity New Zealand Ltd (2001)
* Winston Churchill Fellow (1992)

## PROFESSIONAL DEVELOPMENT

* Working with Polarity retreat, Proteus Initiative – 4 days (Feb 2014)
* Leadership New Zealand programme (2012)
* Living Practice retreat, Proteus Initiative – 4 days (June 2011)
* NZ Social Entrepreneur Fellow (2007-2009)
* Arts Regional Trust ArtVenture Creative Entrepreneur (2007)
* University of Auckland Diploma of Applied Social Studies (1989-1990)

# EMPLOYMENT — CURRENT POSITION

Managing Director, Diversity New Zealand Ltd (August 2001–present)

* Strategic planning and development
* Brand and online design and management
* Design and implementation of workshops, presentations etc
* Regular blogging, marketing and promotion via social media
* Marketing and promotion, client liaison
* Media liaison
* Financial management

# Diversity New Zealand Ltd — current and recent clients

## Te Pou (1 April 2021-30 Dec 2024)

## Strategic Advice – Expert Consumer Advisor

* Responsible for
  + Scoping current workforce pertaining to Dual Disability/ MHID (Mental Health and Intellectual Disability) and developing a national knowledge and skills framework and other tools
  + Supporting Mental Health, Addiction, and other workforce groups
  + Giving voice to people with lived experience (disabled people and whānau)
  + Reviewing the successes, structure and function of the Addiction Consumer Leadership Group (ACLG), exploring the current priorities, challenges and opportunities, and contributing to the production of a report with recommendations
  + Working with Meaningful Mahi employment team

## Manatū Mo Te Taiao/Ministry for the Environment (August 2022-present)

## Reviewer of the draft regulations for the single-use plastic straws ban as part of the second tranche of plastic phase outs

## Responsible for:

* + Review of draft straw provisions within the regulations
  + Review of exposure draft of the regulations

## Manatū Hauora/Ministry of Health (July 2021-present, 2-year term)

* Support and Consultation for End of Life Choice (SCENZ) Group
* Responsibilities of the Group include:
  + Maintaining the list of medical practitioners and psychiatrists involved in providing assisted dying services
  + Providing contact details for replacement, or independent medical practitioners as part of the service
  + Providing the contact details for when psychiatrists may be required

## Te Manatū Whakahiato Ora/Ministry of Social Development (January-July 2022)

## Co-Lead Future Operational Model, Establishment Unit for Whaikaha — Ministry of Disabled People

* Responsible for:
  + Developing an operating model with the mandate, responsibilities and functions to drive improved outcomes for disabled people, including a strategic policy function
  + Defining a culture and work environment that reflects the unique nature of a ministry for disabled people
  + Designing the organisational form to fulfil all the responsibilities of the Ministry

## End-of-Life Choice Society of New Zealand (July 2015-present)

* Advisor — website and social media
* Responsible for:
  + Website design and maintenance
  + Social media presence

## Tatouranga Aotearoa/Stats New Zealand (June-July 2021)

* Stocktake of implementation of AOG Accessibility Charter
* Responsible for:
  + An in-depth analysis of the Accessibility Charter, its requirements and implications for Stats NZ Tatauranga Aotearoa (SNTA)
  + A review of key strategic documents
  + A series of interviews with staff/management
  + Briefing session with key personnel and agreement of priorities and scenarios
  + Development of a high level accessibility improvement plan

## Be Institute (July 2010- February 2021)

* Co-director Be. Leadership programme
* Responsible for:
  + Initial design of programme
  + Ongoing development and delivery of yearly 21-day programmes for 10 years
  + Mentoring and support of approx. 18 participants per year
  + Development of alumni of 150 accessibility leadership experts