DIVERSIFY NZ | KANORAU AOTEAROA

A practical pathway to lasting change

For individuals, couples, teams, organisations and governments.

WHERE IT WORKS	Whakaanui kē. **Think differently.** Question assumptions.	Mahi māia. **Act courageously.** Make the choice that matters.	Panoni mauroa. **Create lasting change.** Build conditions for it to last.
Individuals			
Confidence	Notice the need to change	Take one meaningful step.	Practise, reflect and grow.
Boundaries	Notice what drains you.	Say what you need.	Protect time for what matters.
Couples			
Conflict	See the pattern, not the blame.	Have an honest conversation.	Build regular, caring check-ins.
Shared load	Question assumed roles.	Agree a fairer division.	Review and adjust together.
Teams			
Participation	Notice whose voice is missing.	Invite and hear different views.	Make inclusive meetings routine.
Learning	Treat mistakes as information.	Discuss a mistake openly.	Build reflection into the work.
Organisations			
Accessibility	See barriers in the system.	Redesign with affected people.	Embed access in budgets and reviews.
Leadership	Question who gets opportunities.	Change how leaders are selected.	Track fairness and grow new talent.
Governments			
Public policy	Value lived experience as expertise.	Share policy design with communities.	Embed participation and accountability.
Public services	Question one-size-fits-all delivery.	Trial services around people’s needs.	Fund what works and keep learning.

Reflect, learn and repeat.

Illustrative examples • Adapt the pathway to your context.