



## NZPsS Strategic Plan

2022-2027

### Vision

*Peoples Using Psychology to Flourish – Mā mātou tātou e whakarangatira ai*

### Mission

The New Zealand Psychological Society\* (NZPsS) takes collective responsibility for the success of the Society's mission to:

1. Raise the profile of psychology by enhancing its standing as a discipline and a profession.
2. Commit and be responsive to Te Tiriti o Waitangi.
3. Support best practice principles and tikanga\*\* across all areas of research, education, teaching, and practice

\*Being members, executive, and staff

\*\* Tikanga – Māori protocols and best practice

### Values<sup>1</sup>

- ❖ Aroha ki te tangata
- ❖ Manaakitanga
- ❖ Pono (ki te tangata)
- ❖ Manatika

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<sup>1</sup> Based on the four principles of the Code of Ethics for Psychologists Working in Aotearoa New Zealand. Te Ao Māori concepts articulated above relate to (but are not identical to or direct translations of) the following English concepts:

- Respect for the dignity of persons and peoples
- Responsible caring
- Integrity in relationships
- Social justice and responsibility to society

## Strategic Aspirations for 2022-2027

Objective	Goal	Actions
Whakamana Te Tiriti o Waitangi	1.1 Promotion of mātauranga Māori as visible in all areas of psychology	1a. Collaborate with stakeholders to increase Māori participation in teaching, research and practice of psychology
	1.2 Ensure that Māori worldviews are reflected in all the Society's activities	1b. Composition of the Executive reflects and enables Te Tiriti o Waitangi
		1c. Collaborate with College and Board to respond to Wai claim.
	1.3 Support the establishment of a kaupapa Māori psychology	1d. Support the development of resources and structures to enable the development of kaupapa Māori psychology
Nurture Connections and relationships	2.1 Have mana-enhancing relationships with members, branches and institutes	2a. Create opportunities for members to be active, engaged and feel valued
		2b. Identify communication channels and strategies which are fit for purpose
		2c. Proactive communication and consultation with members
	2.2 Have mana-enhancing relationships with key external stakeholders	2d. Identify key external stakeholders
		2e. Shared goals are identified and actioned
		2f. Collaborate with the Board and the College on mutual projects
	2.3 Foster collaborative relationships with national and international organisations to achieve common goals	2g. Collaborate with International Psychology organisations on projects and networks of mutual interests

		2h. Support national networks or organisations in areas of common interest.
Grow knowledge and expertise	3.1 The Centre for Professional Development (CPD) offers high quality psychological knowledge and expertise	3a. CPD Business case and growth plan developed
		3b. External funding options for CPD are sourced and accessed
	3.2 The public understands the role of a psychologist	3c. Develop and disseminate resources to promote the roles and contributions of psychologists
	3.3 The Society is a leader in psychology workforce development	3d. Accurate and timely data on the psychology workforce is created, collected and disseminated to inform planning
		3e. Determine and provide for Māori workforce needs.
		3f. Provide training and resources for psychologists on Te Tiriti o Waitangi, decolonisation and anti-racism.
		3g. Advocate for increased focus on and support for culturally competent and culturally safe practice in psychology training programmes and in practice settings.
	3.4 Members at different stages of their career are supported.	3h. Provide and promote access to Early Career professional development training
		3i. Develop whanaungatanga pack for new members who have migrated to New Zealand.
		3j. Develop practical support and training for members to participate in governance and leadership roles
Promote and Advocate	4.1 The Society and psychologists are promoted and recognised as specialist knowledge holders	4a. Contribute policy recommendations to issues of national significance.
		4b. Timely responsiveness to topical issues
		4c. Quality dissemination of messages – using media, social media, wananga and other formats.
		4d. Proactive promotion of the knowledge, expertise and skill base of psychologists.
	4.2 The psychology workforce is flourishing	4e. Support internship pathways

		4f. Advocate to decision makers for the psychology workforce to equitably meet the needs of the New Zealand population
		4g. Identify opportunities to submit proposals to decision makers to enhance psychology workforce
		4h. Advocate for sustainable and equitable working conditions for psychologists
	4.3 The Society contributes to research development and knowledge/mātauranga dissemination	4i. Promote NZPsS journal and research of members
		4j. Active on multi-media platforms
	4.4 Psychology is applied in advocacy for social and environmental wellbeing and justice.	4k. Make representations to government decision-makers, policy development and planners to respond to environmental issues
4l. Advocate for those who are marginalised under current social and political structures.		
Nurture the mauri of peoples and taiao	5.1 Multiple identities and worldviews of members and communities are acknowledged and responded to.	5a. Create safe and inclusive spaces for members
		5b. Amplify the voices of diverse and marginalised communities and increase their representation -
		5c. Amplify the voices and increase representation of members of the community with lived experience
	5.2 Address the impact of imperialism and racism in psychology	5d. Acknowledge the role and impact of the Society in imperialism, institutional violence, and racism
		5e. Develop policies and restorative practices to address colonisation, racism and abuse.

	5.3 Take a Tiriti- informed approach to respond to the need for urgent action on Climate and Social Issues and their impacts	5f. Identify leadership roles and contributions for psychology and psychologists
		5g. Establish and maintain actions on poverty, climate action and other social and environmental issues
		5h. Engage with organisations in Aotearoa and globally to address the needs of peoples and communities related to the climate crisis and its effects
		5i. Facilitate and support the development of policies, strategies, and empowerment required to assist people to mitigate, adapt to and ameliorate the effects of climate change.
	5.4 Prioritise, promote and support self-care for psychologists	5j. Concerted drive to address issues contributing to burnout, including providing guidance on safe practice.
		5k. Promoting role modelling and managing of self-care within organisations