

Decision-Making Framework: NZSTA Perspective

At NZSTA, our commitment to diversity, equity, and inclusion is deeply rooted in our responsibility to uphold the articles of Te Tiriti o Waitangi. We recognise that these are critical social justice issues in which the rights of individuals may be compromised, affecting their ability to communicate effectively or advocate for themselves.

At NZSTA, a diverse membership strengthens our ability to achieve better outcomes, fostering innovative solutions to ensure human communication is accessible and achievable for all. Our dedication to fostering inclusion and actively working to reduce discrimination and harassment reflects our steadfast support for all NZSTA members and the communities they serve.

You are not alone on this journey.

How we Determine When to Act

At NZSTA, addressing injustice is essential when it aligns with our [vision, mission, and core values](#). The NZSTA Board is responsible for acting on social justice matters and issuing statements.

The Board follows a **structured framework* to determine when an injustice warrants the Association's action, focusing on issues where our actions can make a meaningful impact. This framework considers the following key questions:

1. Does the issue significantly and directly relate to advancing the science of speech and language therapy, setting standards, promoting excellence in education and professional practice, or advocating for accessible and quality care for those with communication and related disorders?
2. Does the issue significantly and directly affect our members' ability to deliver speech-language therapy, related services, and/or professional preparation?
3. Does the issue significantly and directly impact clients, patients, or students' ability to access quality services and achieve their desired communication and related outcomes?
4. Does the issue significantly and directly affect our members or staff as individuals?
5. Can our actions significantly and directly influence the issue?

Additional considerations, including our core values:

- Kōtahitanga – work in partnership with integrity, respect and humility
- Rangatiratanga – share our expertise in the field of communication and swallowing
- Whanaungatanga – be person- and whānau-centred with a focus on connection and relationships
- Aroha – empower others and provide an equitable and excellent service to all

guide the NZSTA Board when issuing statements, ensuring our responses are thoughtful, relevant, and impactful.

The factors outlined below could potentially conflict or be interpreted or prioritised differently, depending on one's perspective.

ADDITIONAL GUIDANCE

- What expert advisors or subject matter experts (SMEs) can be consulted for input?
- Can NZSTA provide thoughtful and substantive commentary relevant to our key audiences?
- Is there a key date or milestone that impacts when and why NZSTA would comment?
- Can NZSTA provide more on this topic? What existing resources and information can NZSTA contribute to the issue?
- How shall NZSTA represent significant diversity of opinion on an issue?
- What will be immediate responses/reactions to an NZSTA statement? What are the unintended consequences of issuing a statement, and is NZSTA prepared?
- What are the potential consequences if NZSTA does not comment on the issue?
- Is there an opportunity for NZSTA to participate in a coalition or offer a joint message with similarly concerned or focused organisations?

*Structured Framework follows.

Decision-Making Framework: NZSTA Viewpoint

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| <p>1. Does the issue significantly and directly relate to advancing science, establishing standards, fostering excellence in education and professional practice, or advocating for accessible and quality care for all with communication and related disorders?</p> | <p>YES</p> <p>Speak out decisively and as a leader to indicate a strong stance in favour of or in opposition to something. Determine if an existing Association policy exists on the issue or whether a policy should be developed.</p> | <p>NO</p> <p>Consider the relevance of NZSTA's Vision, Mission (Core Purpose), and Values.</p> <p>These statements should be routinely reviewed and reaffirmed; things change relatively quickly, and adjustments may be needed.</p> |
| <p>2. Does the issue significantly and directly impact members' ability to deliver speech-language-hearing, related services, and/or professional preparation?</p> | <p>YES</p> <p>Speak out in a balanced manner to demonstrate compassion and empathy, acknowledging the varied perspectives on the issue, that there may be limits to our influence, but that the impact is of clear concern. Provide support where and as needed. This may include using video messaging by the president on behalf of the Association, developing policy analyses, etc.</p> | <p>NO</p> <p>Will this hold true over time and across the board? Who could it affect? Could it affect our pipeline? Do we need to pressure test the issue across audiences/stakeholders and in various circumstances? We must consider current and potential impacts.</p> |
| <p>3. Does the issue significantly and directly impact clients/patients/ students' ability to access quality service and achieve their desired communication and related outcomes?</p> | <p>YES</p> <p>Speak out in a balanced manner to demonstrate compassion and empathy; acknowledging the varied perspectives on the issue, that there may be limits to our influence, but that the impact is of clear concern. Provide support where and as needed.</p> <p>This may include the use of video messaging by the President on behalf of the Association, the development of policy analyses, etc.</p> | <p>NO</p> <p>Will this hold true over time and across the board? Who could it affect? Could it affect our pipeline? Do we need to pressure test the issue across audiences/stakeholders and in various circumstances? We must consider current and potential impacts.</p> |
| <p>4. Does the issue significantly and directly impact members or staff as individuals?</p> | <p>YES</p> <p>Speak out in a balanced manner to demonstrate compassion and empathy; acknowledging the varied perspectives on the issue, that there may be limits to our influence, but that the impact is of clear concern. Provide support where and as needed. For example, this may include the use of video messaging by the President on behalf of the Association, the development of policy analyses, etc. Speak out to announce participation in a coalition or offer a joint message with similarly concerned or focused organizations.</p> | <p>NO</p> <p>Consider whether a survey or poll is needed to ensure the clearest understanding of the membership's perspective. Doing so will at least inform the Board of the need for education and how to educate members.</p> |
| <p>5. Can the issue significantly and directly be influenced by our actions?</p> | <p>YES</p> <p>Monitor the issue to assess the impact, and adapt if/as needed. Communicate with members so they know that we are aware of the issue and are monitoring for direct impact on them and their clients/ patients/students, as well as seeking opportunities to influence outcomes.</p> | <p>NO</p> <p>Seek a partner leading on this issue to increase our organisational influence and avoid the appearance of inconsistencies in our values and actions, especially if the issue is not closely related to NZSTA's mission.</p> |