



Brief curriculum vitae

NAME

Alison Mary GRAY

CONTACT DETAILS

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NATIONALITY

New Zealand

QUALIFICATIONS

M.A. Hons. English, Auckland University 1968
M.A. Sociology, Victoria University 1978

LANGUAGE AND DEGREE OF PROFICIENCY

English (Mother tongue)
French – literate, moderate oral
German – reasonably literate, some oral
Spanish – reasonably literate- some oral

COUNTRIES OF WORK EXPERIENCE

New Zealand, Samoa, Solomon Islands, Vanuatu, Cook Islands
Fiji, Tonga, Kiribati, Tuvalu, Nauru plus brief visits to India and Sri Lanka

EMPLOYMENT HISTORY – 1978-present

- 1988–present Director, Gray Matter Research Ltd, undertaking contracts in social policy research, and programme evaluation
- 1981-87 Partner, Urban Research Associates
- 1987-88 Claude McCarthy Fellow, Stout Centre for Research into N.Z. Society, History and Culture, Victoria University
- 1978-86 Lecturer (Research Methodology), Dept. of Sociology and Social Work, Victoria University
- Prior to 1978, worked in various NZ Government agencies 1962-1968, then engaged in childcare and study

The list of projects below focuses on projects completed since 2000

LITERATURE REVIEWS AND EVIDENCE BRIEFS

1. *Effective services for women victims of family violence: A rapid review of the literature.* Ministry for Women, 2017
2. *Parental leave in the public sector: exploring parents' experiences and HR policies and practice.* Ministry for Women and The Treasury, March 2017
3. Editing and other work on *SuperU Status of Families Whanau Report 2017*, SuperU, 2017
4. *Supporting women returning to work.* Ministry for Women, 2016
5. *Increasing the representation of women on private sector boards.* Ministry for Women, 2016
6. *Funding services through umbrella or national organisations.* Ministry for Social Development, 2016
7. *Developing young women as leaders: A background paper.* Ministry for Women, 2015
8. *Women aged 25 to 44: A brief statistical profile.* Ministry for Women, 2015
9. Work on Families Commission briefing papers and other work - 2004-2014. Two examples are:
 - (a) *Early intervention support for vulnerable families and whānau.*
Issues Paper 05: Investing in the early years
Early intervention and parent education programmes for vulnerable families
The views and experiences of teen parents – A literature scan 2011
 - (b) Work on the Status of Families – Family Wellbeing project
Conceptual framework paper, 2013
Ongoing work on The Status of Families and Family-Friendly Policy 2013
10. *Focusing on what works – child maltreatment and neglect.* Background paper for Investing in Service Outcomes project, MSD 2014
11. *Engaging parents of vulnerable children.* Evidence brief Families Commission 2013
12. *Long-Term Settlement of Refugees: An Annotated Bibliography of New Zealand and International Literature* (with Natasha McMillan), DOL 2009

Aspects of Refugee Resettlement: A literature review DOL 2007
13. A literature review to inform a work programme on lifting literacy, numeracy and language skills, DOL 2006
14. *Upskilling through foundation skills – A literature review,* DOL 2006

15. Literature reviews on aspects of Family Support Programmes:
 - (a) *Family support programmes: a literature review*. Ministry of Education 2002
 - (b) *A review of programmes and programme features of two-generation and other high-intensity overseas programmes*. MSD 2003
 - (c) *Features and Examples of Effective Parenting Education Programmes*. MSD 2007
16. *Families with Dependent Children: Successful outcomes Literature review*, The Families Commission, April 2005
17. *Work on health and family Issues: Provision of long-term disability support systems A literature review*, The Office for Disability Issues, 2005
18. *Regional co-ordination and integrated service delivery: a literature review* Ministry of Social Development, 2002
19. *Increasing the participation of children, young people and young adults in decision-making: a literature review; draft best practice principles and examples*, Ministry of Social Development and the Ministry of Youth Affairs, 2002
20. *Definitions of Crowding and the Effects of Crowding on Health: A Literature Review*. MSP 2001

EDITING AND REPORT WRITING

21. Preparing a journal article from a research report, NZCER, 2015
22. Editing book chapter, NZCER 2015
23. Editing Department of Corrections Psychological Services reports and manuals for publication, 2012
24. Preparation of research briefs for MSD for the Vulnerable Children Paper, 2012, including briefs on workforce development, core competences and family violence in the disability sector.
25. Work with Koloto and Associates, NZ on Pacific Providers Development Fund analysis and report writing (MSD/CYF 2005)
26. Reworking of *Whanau Development Report*, MSD 2004

WORK IN NEW ZEALAND WITH AN EVALUATIVE COMPONENT

27. Analysis of ASB Community Trust Impact Data, ASB Community Trust, October 2014
28. Evaluation of Family Mediation Pilot in the Family Court, Ministry of Justice, 2007 (with Helena Barwick and Garth Baker) – project manager
29. *Evaluation of the Enhanced Programme Fund*, Ministry of Education – a three-year contract completed in 2006

30. *Evaluation of the List Court Pilot*, Ministry of Justice (formerly Department for Courts, 2005 (with Helena Barwick, Tau Huirama and Garth Baker) – project manager
31. *Evaluation of two youth transition to employment projects*, Ministry of Economic Development, 2004 (with Vicki Wilde and Garth Baker) – project manager
32. *Evaluation of case management: DPB/Widows Benefit clients and case managers* MSD, 2004
33. *Formative and outcome evaluation of the Sickness and Invalids Benefit Demonstration Projects (employABLE: Nga Pukenga Hei Whai Mahi)*, MSD, 2003-2004 - project manager
34. *Development of an Evaluation Plan for the Crime Prevention Unit*, Ministry of Justice, 2002
35. *A Review of the Implementation of the Structured Intervention Programme*, Department of Corrections, 2001

EXPERIENCE OF WORKING ON DEVELOPMENT PROJECTS

36. Development of a Monitoring and Evaluation Framework for the Civil Society Support Programme, Samoa. (EU/AusAID-funded project) 2011. Support provided in October 2011, August 2012 and January 2013.
37. Reviewer of the Cook Islands Community Initiatives Scheme, Team leader, NZ Aid Programme 2010
38. Reviewer of Trade Aid New Zealand (with Mary Cretney). Team leader, fieldwork in India, Sri Lanka and Kiribati, NZAID Programme 2009-2010
39. Reviewer, NZAID, Wan Smolbag, Vanuatu, March-May 2009
40. Reviewer, NZAID, Rights to Information and Participatory Democracy in Nauru and Melanesia, managed by PCPI, Fiji. Fieldwork in Fiji, Vanuatu and Nauru, 2008
41. Partner with Evalue Research Ltd, NZ Department of Labour, Evaluation of Recognised Seasonal Employment Programme, responsible for Pacific State Interviews and field report, working with a researcher from each country - Kiribati, Tuvalu, Samoa, Tonga and Vanuatu, 2008 (An evaluation that won the Evaluation of the Year Award 2010 from the Australasian Evaluation Society)
42. Reviewer, NZAID, Fair Trade Mainstreaming Project, July- August 2008
43. Reviewer, NZAID, Diploma in Public Sector Management, Tonga, June 2008
44. Reviewer, AusAID, Tonga Fisheries Project, March - April 2008
45. Reviewer, NZAID, In-Country Training Programme, Tonga, November-December 2007

46. Reviewer, NZAID, NZ Red Cross International Delegates Programme, October-December 2007
47. Prepared discussion paper on strategic directions for NZAID youth development support, February-March 2007
48. Evaluation of Civic Education Programme, Solomon Islands, NZAID 2006 – Team leader. The programme was co-funded by NZAID and AusAid and delivered by an Australian organization.
49. Literature review on international and national policies and practices in evaluation to contribute to the development of an NZAID Evaluation Framework, NZAID 2004

TRAINING

50. Ran workshops on Developing Effective Monitoring and Evaluation Frameworks for the In Country Training Programme in Samoa, November 2010, October 2011 and August 2012.
51. Ran NZ Aid Programme-funded workshops on monitoring and evaluation in Fiji (February and November 2010) and for IPPF in May 2010.
52. Co-facilitated a course in programme design and monitoring and evaluation in May 2010 for 20 participants from IPPF member organisations from Tuvalu, Kiribati, Tonga, Samoa, Fiji, Cook Islands, Vanuatu and Papua New Guinea
53. Ran workshop in Fiji on evaluation and monitoring for Ministry of Women, Social Welfare & Poverty Alleviation, August 2005
54. Facilitated training courses with public servants and SUNGO members in Samoa on Research and Analysis Skills (2000); Applied Research Skills (2003), Research for Policy (2003), Policy Development and Analysis (2003 and 2005); Evaluation and Monitoring for SUNGO members (2005).

OTHER CROSS-CULTURAL WORK

55. Work in partnership with Koloto and Associates, NZ and the NZ Institute of Economic Research on the Pacific People's Experiences of Housing for Centre for Research on Housing, Aotearoa New Zealand (2007) – research design, analysis and report writing
56. Evaluation and mentoring with Hinengakau Development Trust, Taumaranui and Tuwharetoa Ki Kawerau Hauora Trust, Kawerau, Department of Internal Affairs 2005 (with Laurie Porima)
57. Reworking of Whanau Development Report, MSD 2004 – for this project I worked with Maori community groups to help them clarify indicators and monitoring requirements and improve analysis and report writing skills
58. Managed a three-strand project (Maori, Pacific and Pakeha) looking at *Good Outcomes for Young People*, MSD, 2002 – tasks included research design, fieldwork, liaison, analysis, report writing and financial management

59. Prepared a paper for Statistics NZ for the Review of the Measurement of Ethnicity (2001) – *The definition and measurement of ethnicity: A Pacific perspective*
60. Undertook work for NZ Immigration Service with Susan Elliott which resulted in two papers: *Refugee Resettlement: A Literature Review*, NZIS 2001; *Family Structures: A Report for the NZ Immigration Service*, NZIS, 2000. This work required an understanding of cross cultural and resettlement issues.
61. Worked with Lanuola Asiasiga on a review for the Ministry of Justice (1998) *Intervening to prevent family violence in Pacific communities: a literature review*. This project depended on our ability to locate and assess literature on Pacific experiences of and attitudes to family violence.
62. Worked on an early cross-cultural study with Maori and Pacific researchers to produce *Attitudes to Family Violence: A Pakeha Perspective 1988 in Attitudes to Family Violence: A Study Across Cultures*, Family Violence Prevention Co-ordinating Committee, 1988

OTHER PROJECTS COMPLETED SINCE 2000

63. Interviews with women at high risk of breast and cervical cancer; for Alison McEwen, Central Regional Genetics Service 2008
64. Review of Amaryllis House (residential care for people with late stage Huntington's disease), Healthcare NZ Ltd, 2007
65. *Youth in the Pacific: Youth development and NZAID*, A strategy paper for NZAID, 2007
66. *Literature review on international and national policies and practices in evaluation to contribute to the development of an NZAID Evaluation Framework*, NZAID 2004
67. Preparation of paper on *Outcome Domains for the Social Report 2003*, Ministry of Social Development, 2002.
68. Work on *The Social Report 2001*, including as the independent member of the review team, Ministry of Social Development, 2001.
69. Analysis of children and young people's submissions on the Agenda for Children, Ministry of Social Development, 2001

PERSONAL STATEMENT

I prefer to work on a collaborative basis. I enjoy project management, including financial management, liaison with clients, providers and colleagues, working cross-culturally, supervising fieldwork, and coordinating analysis and report writing.

I have a strong interest in participatory evaluation which focuses on learning as well as assessment, is useful to funders, providers and other stakeholders, and recognizes the shared interest of all parties.

I like strategic thinking and policy analysis and pulling together the key points from diverse material. I regularly prepare background papers and undertake literature reviews. I have had several articles published in journals and am the author of 11 books, including both fiction and

non-fiction. I enjoy encouraging people to find and develop their strengths, and to recognize areas where they need more practice or to liaise with others.

AWARDS AND SCHOLARSHIPS

- ICI Writers' Bursary 1984
- Claude McCarthy Research Fellowship 1987
- N.Z. 1990 Commemoration Medal 1990 – for services to women
- Stout Research Centre - SRA-Readers Digest Fellowship 1996
- The Queen's Service Medal for Services to the Public (QSM) 2003 – for work in research and policy
- Team member - Evaluation of the Year Award 2010 from the Australasian Evaluation Society for the evaluation of the RSE Scheme for Pacific countries

PUBLICATIONS

I have had several articles published in journals and am the author of 11 books, including:

- The Smith Women (with Rosemary Barrington) Reeds 1981
- The Jones Men Reeds 1983
- Teenangels Allen & Unwin 1988 (based on interviews with 300 teenagers)
- Springs in My Heels - Stories about Women and Change BWB 1991
- Mothers and Daughters Bridget Williams Books, 1993
- Genes and Generations - Living With Huntington's Disease WHDA, 1995
- Huntingtons and Me: A guide for young people Wellington HDA, 2000.