

GARTH BAKER

CURRICULUM VITAE @ April 2018

Great at turning big ideas into effective action

- ✓ **Designer – developing effective programmes**
 - ✓ **Researcher – finding the best ideas**
 - ✓ **Connector – involving others**
 - ✓ **Project manager – making action effective**

Skills and strengths

- Solid expertise and experience in preventing men's violence towards women and developing positive male behaviour
- Proven ability to design effective behaviour change programmes and services
- Proven analytical skills in gathering and analysing data
- Expertise in translating research into effective models, plans and action
- Successful written and verbal communicator in many settings with a wide range of people from different cultural backgrounds
- Demonstrated experience in developing effective professional relationships with a wide range of people including Maori
- A broad perspective from having worked in different government services, educational organisations and community services
- Expertise in seeking innovative solutions to problems.

Designing new behaviour-change programmes for men using family violence

Over the last six years I have designed six different behaviour-change programmes for men using domestic violence. This work involved researching the latest information, writing the specifications for the programme, designing an effective programme structure, detailing session plans, writing new programme resources and working closely with the staff of four different organisations.

These programmes are largely based on the recommendations of a literature review I completed in 2009 on *What Makes Respondent Programmes Effective* (available from Wellington Catholic Social Services). This report summarised recent research into what contributes to men's behaviour change.

I have worked with Friendship House, a Manukau social service agency, to develop a new suite of behaviour-change programmes:

- an English-language general programme
- a programme based on Tongan cultural values for Tongan men
- and a similar programme with Samoan values for Samoan participants.

The Tongan and Samoan programmes use cultural values to address key risks and strengthen protective factors, as well as building on proven approaches to change men's behaviour. A significant feature is a new structure of delivery that will improve participants' learning.

I also researched effective approaches and wrote 'programme specification' documents summarising the new programmes' approaches and strategies. I prepared detailed programme delivery guides for all sessions, identified relevant programme resources and gave full explanations of how the programmes meet the funder's criteria. This significantly improved the organisation's effectiveness in preventing violence and responding to new funder requirements. This work involved liaising with facilitators and cultural supervisors, along with the organisation's service manager.

Designed an approach to change gender attitudes of Pacific Police officers

Working with the NZ Police's Pacific Prevention of Domestic Violence Programme, I developed a strategy to address the gender attitudes and behaviour of Police working in five Pacific countries. This innovative approach applied violence prevention models. I also facilitated a training workshop with Pacific police staff and community representatives, so they can prepare their local plan of action.

Developed a 'whole-school approach' for a new sexual violence prevention programme for secondary schools

I summarised action that schools could take to support a new ACC sexual violence prevention programme for young people. This involved applying primary violence prevention approaches to a new initiative. I was also on the advisory group for this programme and reviewed the content and structure of the trial programme. I facilitated training for the programme facilitators.

Advised on development of a new violence prevention programme

In 2013 I was a member of a committee advising the Dept. of Corrections on a new programme for men on probation to reduce their use of domestic violence.

Developing an education resource for young men

I advised Family Planning on the development of their Men's PhotoPack – photos of kiwi men and boys with accompanying discussion questions. This is to develop young men's ability to manage gender messages and develop a positive male identity. I critiqued the resource, prepared suitable questions, drafted an introduction and suggested how the resource could be promoted to youth workers.

Recent research projects

Researched and wrote a paper on effectively involving men in violence prevention

In 2013 I researched and wrote an issues paper for the New Zealand Family Violence Clearinghouse on *Effectively Involving Men in Preventing Violence*. This drew on international research and theories to identify practical approaches, especially for New Zealand. I made public presentations about this paper and it has been downloaded from the New Zealand Family Violence Clearinghouse website over 2,500 times (www.nzfvc.org.nz/issues-papers-5).

Writing about behaviour-change work with men using violence

Based on my work for the New Zealand Family Violence Clearinghouse issues paper, I've further developed approaches to be used with men in behaviour-change groups. These have been documented in an article published in the October 2014 edition of the Australian *No to Violence* journal.

I have also written a chapter on effective community programmes for violent men for a 2011 book on successful rehabilitative approaches.

Researched and wrote a literature review on effectiveness of self-defence programme girls

Managed the review of research and evaluation reports on self defence programmes to identify what is effective and good practice. This was for the Ministry of Social Development to help guide their funding decisions.

Recent training projects

Facilitated webinar training for social workers

In November 2017 I facilitated a webinar for members of the Aotearoa New Zealand Association of Social Workers. This was part of their series on working with men and this session focused on *Developing respectful, healthy and happy men*. Participants highly rated the facilitation and content, and said it advanced their practice.

Facilitated training workshops on primary violence prevention

I have twice delivered a training programme I designed for the policy analysts at a government ministry to increase their understanding of primary violence prevention and how they can incorporate this into their work.

Training Papua New Guinea men to be effective in working with other men

During 2011 I facilitated training for male educators in a Papua New Guinea HIV prevention programme. This focused on improving their response to family violence and promoting healthy male behaviour. We developed the seven-key healthy behaviours of Trupela Man (Pidgin English for 'True Man') that were to be promoted to men in the educators' communities. We developed key messages that would motivate men, then used them in promotional videos.

Facilitated workshops on working effectively with men

Over the last two years I have developed and delivered workshops on effectively promoting behaviour change in men. This has been at national training workshops on primary prevention of sexual violence, and at an Australian conference about stopping men's use of family violence. These workshops focused on positive behaviour and using proven behaviour change strategies.

Training trainers for the 'Sex and Ethics' programme

I co-facilitated training for facilitators of the 'Sex and Ethics' programme for young people. This involved both delivering the 'Sex and Ethics' programme to participants and assessing their facilitation of an activity. I also developed and delivered new content to increase participants' awareness of how sexual violence is portrayed in the media.

Recent organisational development projects

Mentoring

I have worked as a mentor for a range of different community organisations, developing plans on how they can increase their effectiveness, including working collaboratively. This was under the Ministry of Social Development's Capability Mentoring initiative.

I have provided mentoring supervision to the project manager of a national youth violence prevention project, advising her on management strategies and the development of a strategic plan, job descriptions and project resources.

Developing an organisation's response to prevent workplace bullying

In 2013 I worked with a health-care provider to develop a public health approach to preventing workplace bullying. This involved facilitating two workshops with staff to gather their ideas and preparing a plan on how these could be effectively used to prevent bullying.

Preparing a service proposal

I worked with a health organisation to prepare their proposal to deliver new services. This involved: identifying what information was required; managing the project so all information was ready within the timeframes; and writing up most of the organisation's proposal. This covered the organisation's capacity, plans and approach to case studies. I also developed a PowerPoint presentation for staff to use when presenting their proposal.

Developing new models of service and organisational values

I worked with a same health organisation to document their new model of service delivery, a revision of their organisational values and a model of staff development. This involved listening to their project team, devising diagrams to clearly demonstrate their ideas, writing a narrative description of models. I prepared a PowerPoint presentation to explain the new approach. I also interviewed managers and wrote a report on what they saw as gaps between the organisation's current operations and implementing the new approaches.

Projects from seven years ago

Managed RAP – Respect All People Whakamana Tangata project

This involved establishing a completely new primary approach that supported youth organisations to become violence-free. We used social marketing to promote involvement and provided training for youth workers.

My contribution was to develop a sound project plan based on research, and to continually respond to our evaluation findings. I was then responsible for all aspects of implementing the plan: building an infrastructure (part-time staff at four pilot sites and a website), developing the project's profile and preparing useful resources that youth workers could use to reduce and replace violence.

In conjunction with this project I managed the development and distribution of a DVD of Pacific Island musicians singing a protest against family violence. This was a local initiative of our staff member based in Otara to support White Ribbon Day. Along with finding funding, arranging the licensing agreement, and overseeing design, production and distribution I managed the DVD's marketing and free distribution. This project was phenomenally successful with 9,000 DVD distributed throughout NZ and 215,000+ people watching the video on You Tube (www.youtube.com/watch?v=8KitGfjj2-k).

Another supplementary project was to champion a move by family violence services into primary violence preventative work. This involved managing a consultation with social services and developing a literature review on how they could effectively support the government's attitude and behaviour change campaign.

Developing a programme logic model for the primary prevention of family and sexual violence

This project involved developing a model for primary violence prevention for sexual and family violence. I interviewed a range of people to map current initiatives and identify approaches. I then linked this on-the-ground information with relevant models and strategic approaches to create a draft programme logic. I developed this further through consultation meetings with a range of community and government groups and presented the final model in reports.

Developing a network of people interested in primary violence prevention

I wrote and published three newsletters with stories about primary violence prevention projects and theoretical explanations of this approach. This involved writing articles from interviews with project managers and summarising academic sources, including developing simple diagrams. This newsletter was distributed to a burgeoning network I coordinated, using promotional material I had prepared.

Preparing a project plan for organisational change

I developed a project plan for how several social services can pool resources and become one national organisation. This involved setting objectives, identifying key tasks, plotting a timeline and estimating a budget. In conjunction with this plan I also wrote several briefing and discussion papers for different audiences.

Other projects

Over the last 14 years I've led a diverse range of projects:

- I designed an education programme for drivers over 70. This involved developing 16 learning modules, based on adult learning principles. I also managed the testing of the programme and analysed participants' feedback.
- Managed the production of education resources on elder financial abuse for a national not-for-profit organisation. This involved running focus groups.
- Managed an evaluation of a pilot programme for Pacific Island prison inmates to address their violent behaviour. This involved interviewing all programme participants and stakeholders and preparing a report for the Dept. of Corrections, recommending actions for future implementation.
- Conducted interviews with groups of staff for a children's health provider and managed a survey of staff to identify the best practice for effective teams, then presented the findings in a report and a PowerPoint show.
- Acted as an interim director of an international education organisation for three months, while a new director was recruited. This involved managing staff, running a scholarship selection process and providing government funders with information.

I have also been a team member in over ten evaluations of crime prevention strategies, new family court procedures, special education initiatives, sexual health programmes, youth employment pilot programmes and new case management approaches. This has involved interviewing a range of people - burglars, their victims, lawyers, counsellors, and programme managers.

For seven years to 2001 I was a trustee of the Projecta Foundation, a philanthropic trust funding social justice and community development innovations.

Qualifications

Social Marketing, a stage three marketing paper at Victoria University of Wellington (B+) 2009

Human Resource Management Master of Business and Administration paper in extramurally at Massey University (B) 2001

Post Graduate Diploma in Business and Administration (in Disputes Resolution) extramurally at Massey University (A average) 1999

BA in Social Anthropology and NZ History from VUW 1979

Other training

'Enabling Change' behaviour change programme design training	2006
Dept of Corrections 'Leadership in Action' training	2000
'Be Your Own Boss' course, Capital Development Agency	1993
'Accounting for Non-Accountants', NZIM	1991
Polytechnic Tutor Training Certificate	1988

Personal interests

Keeping active: I am a very keen cyclist and maintain a high level of fitness and like getting into wild places.

Tree planting: I am very active volunteer, planting native trees in the neighbouring town belt.

Beekeeping: I enjoy serving several hives of bees in exchange for honey

Photography: I have had photos published and regularly present slide shows

References

Professional referees are available to comment on my work – please ask