



Te tiro whānui | Overview

The Partnerships and Equity (PAE) team has launched a series of online hui, Te Turuturu, for all network members to connect and discuss our collective mahi underway across the motu. Deputy Chief Executive Partnerships and Equity Ana Morrison and her team are hosting the virtual sessions where key topics of interest – related to PAE – are the focus.

The third hui, Equity Strategy, took place on Wednesday 22 June 2022. More than 110 people participated in the one-hour online session hosted by Ana Morrison, Sonya Bishara, Kaikōkiri (Director), Te Pūkenga Work Based Learning, and Sonia Hawkins, Strategic Advisor, Partnerships and Equity.

Kupu whakataki | Introductions

To open the session, the presentation included an overview of Partnerships and Equity including a breakdown of who is responsible for each of the workstreams and what that mahi encompasses:

Partnerships and Equity

Tiriti Partnership	Te Pae Tawhiti	Te Tiriti Futures	Equity
Kieran Hewitson	Janine Kapa	Aroha Armstrong	Colin Tuua
<ul style="list-style-type: none"> Te Tiriti Partnership Model Te Tiriti Blueprint Taonga Māori Project 	<ul style="list-style-type: none"> Te Pae Tawhiti: Te Tiriti o Waitangi Excellence Framework Māori Cultural Capability Framework Te Pae Tawhiti Continuous Quality Improvement 	<ul style="list-style-type: none"> Te Tiriti Futures Initiatives 	<ul style="list-style-type: none"> Equity Strategy Equity Leadership Network Groups



Kaupapa | Topic

The following presentation slides set the scene for the kaupapa of this session: Equity Strategy. As an introduction, Ana Morrison said the equity opportunities in Te Pūkenga Charter were exciting.

“Our Charter is very expansive about the expectations of Te Pūkenga ... it talks about diversity around gender, culture, abilities; it requires us to put inclusivity and equity as core principles that drive us forward; and it actually goes even further and calls out specific groups that we must have high priority for. It is a high standard but a very exciting and implicit vision for us.”

Te Pūkenga definition of Equity

- In Aotearoa New Zealand, people have differences in health, social, education and economic outcomes that are not only unfair and unjust but avoidable. It is important to recognise that these inequitable outcomes are driven by systems, legislation, privilege, bias, discrimination and colonial history.

At Te Pūkenga ...



- Equity follows Te Tiriti o Waitangi.
- Equity gives practical and measurable effect to Te Tiriti o Waitangi where all ākonga Māori achieve equitable outcomes, as Māori.
- Equity redistributes resources and power to eliminate racism, discrimination and unearned privilege.
- Equity is about manaakitanga. It creates sustainable learning and working environments for ākonga and kaimahi that are fair, affirming and inclusive.

An integrated Equity Enterprise Framework* Prototype and working title

Ākonga at the centre

Ākonga equity requires us to understand and deliberately meet the needs of underserved ākonga by correcting structures, systems, cultures and policies that create inequity.

We foster and sustain environments that our ākonga experience as fair, affirming and inclusive.

Learner Success Framework

The seven capabilities needed to accelerate learner equity at a system level. Specific activities over the three Horizons are colour-coded.



An integrated Equity Enterprise Framework* Prototype and working title



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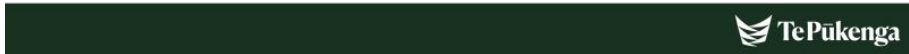
Te Pae Māhutonga

Learner Success and Wellbeing at Te Pūkenga is delivered through a holistic wellbeing framework: Te Pae Māhutonga (Tā Mason Durie)



An integrated Equity Enterprise Framework* Prototype and working title

Te Tiriti o Waitangi
Partnerships, Equity, Options/Choices, Rangatiratanga, Active Protection



An integrated Equity Enterprise Framework* Prototype and working title

- Mana**
- Mana Motuhake
 - Mana Raraunga
 - Mana Māori
 - Mana Tangata
 - Mana Tuku Iho
 - Mana Whakahaere



Next steps

1	Refine, test and validate the Equity prototype.
2	Protect the scholarship and thought leadership integrity.
3	Create platforms for manawa nui, manawa roa and manawa ora – connect to heart and minds, its purpose and our collective understanding and application of Equity.
4	Applicability across all Te Pūkenga functions and junctions.
5	Learning as we go – evaluation and research.



Integrated Equity Enterprise Framework prototype

'In Aotearoa New Zealand, people have differences in health, social, education and economic outcomes that are not only unfair and unjust but avoidable. It is important to recognise that these inequitable outcomes are driven by systems, legislation, privilege, bias, discrimination and colonial history.'

Kawanatanga

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Learner Success Framework

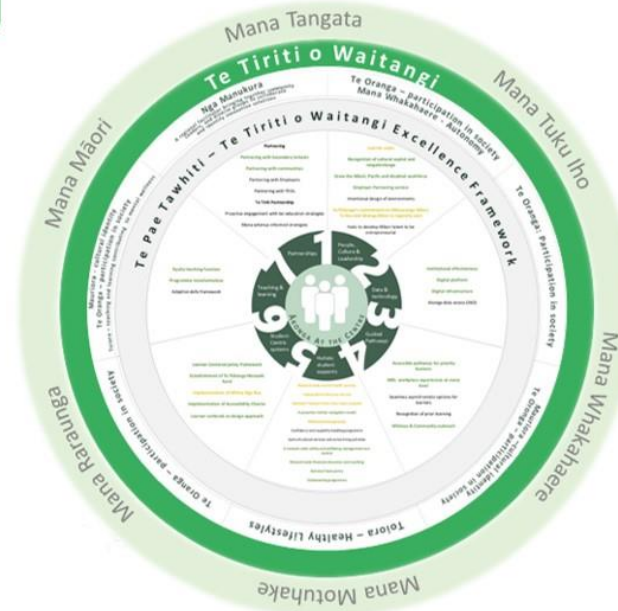
The seven capabilities needed to accelerate learner equity at a system level. Specific activities over the three Horizons are colour-coded.

Te Pae Tawhiti: Te Tiriti o Waitangi Excellence Framework

Inclusivity and Equity for Māori



Demonstrable Te Tiriti o Waitangi Partnerships



Te Tiriti o Waitangi

Partnerships, Equity, Options/Choices, Rangatiratanga, Active Protection

Te Pae Māhutonga

Learner Success and Wellbeing at Te Pūkenga is delivered through a holistic wellbeing framework - Te Pae Māhutonga (Tā Mason Durie)

Rangatiratanga

Mana

Mana Motuhake

- Settle colonisation and restore the balance between Māori and the Crown
- Influence social norms and cultural consciousness
- Devolution of power
- Practices of everyday resurgence and intentional use of reo and tikanga Māori
- Authority to self-determine; charting own destiny, in own image, according to own values and for own reasons
- Māori contribution to public interest

Mana Raraunga

- Values that underpin Māori rights and interests in data and data ethics – Whanaungatanga, Rangatiratanga, Kotahitanga, Whakapapa, Manaakitanga, Kaitiakitanga

Mana Māori

- Greater Māori engagement and leadership

Mana Tangata

- Dignity
- A sense of purpose to attain new heights
- Interdependency (individual and group) so diminishing actions impacts group

Mana Tuku Iho

- Decolonise and indigenise
- Fundamental values inherited from tūpuna Māori
- Whakapapa, marae, maunga, awa, iwi and hapū

Mana Whakahaere

- Engagement with others, environment, language, society
- Engagement to and derived through te ao Māori

Ngā pātai | Questions

What are the outcomes and where are we at?

- This is a prototype that challenges and charts a new pathway around equity for the public service and vocational space. This is the kākano or starting point of what will flourish and grow so we are very much at the start of the process.
- What happens after this is testing and refining the prototype. This is different and new; we must maintain a consistent quality improvement approach.
- The output will be a strategy with an implementation plan that will require us to do more build out and activity over the next three to five years.

What can kaimahi do as individuals to help to support the collective outcome?

- Continue to put learners and kaimahi at the centre of everything that we do.
- Stay connected to the mahi that is being carried out. This will rely on us all coming together over the course of the next year – and possibly the year after – to design this framework together using our collective knowledge of how to operationalise it and what are the challenges. We encourage you to have a proactive involvement in the development of this piece of work.
- From a work-based learning perspective, it is all about whakawhanaungatanga or relationships, the collective impact of what we are doing together and amplifying what we are already doing.
- Feel free to critique our work – we welcome it – and hold Te Pūkenga to account. We need to be courageous and vulnerable in this space because it is pioneering work and people are feeling nervous and afraid. We are not going to achieve this unless we all walk together.
- This piece of work is appreciated in that it will hopefully lighten the load for kaimahi who are already doing extra work in this space trying to break down some of those barriers.

From a holistic perspective, in terms of the Mana model, how is this mana enhancing influence going to be led by Te Pūkenga executives?

- It is all about leadership and execution. When you have mātauranga Māori specialists on Te Pūkenga Council giving their approval, it gives you a sense that we are heading in the right direction.
- Structurally, Te Pūkenga will need kaitiaki to ensure that we remain accountable – like a distributed accountability model.
- Through Mana Motuhake, who holds the power and influence and who is being represented at that level and in every level thereafter. Through Mana Raraunga, we collect the data about the system which guides us to look at our leadership composition.

With New Zealand history being introduced into the school curriculum, is there an opportunity for this to be weaved in with messaging within/as a learning model?

- The strategy will allow us to meet people where they are in the continuum of the equity space.

In what way does the equity and inclusivity work and prototype apply to Ako Frameworks? What opportunities are there to indigenise the curriculum and embed mātauranga Māori and Pacific knowledge and wisdom in the learning experience of our learners and working experience of staff?

- From our perspective, this piece of work is ground-breaking. Crown entities have not taken the seminal documents that we have sourced and put together a Mana aspiration prototype for equity.
- We are at the beginning of this transformational journey, however, and there are so many components and so many connections across Te Pūkenga that we will need to confirm.
- While we do not have a specific answer around what you can do as an individual tomorrow – as we are at the start of this process – it is important that you have started connecting with this work. The next stage will be giving the tools to people so that they can go and apply it.
- Grow as we go – we will be learning lots of lessons as we try different ways of implementing it in our everyday jobs and working alongside the Equity whānau to improve it as we move forward.

How do we ensure that our takatāpui whānau are seen and included in the equity discussion?

- This brings us back to the Mana Tangata aspiration where we talk about enabling human dignity, maintaining that potential to be realised and what the system is currently doing to define and discriminate.
- We are shifting to Mana Tangata and how do we do this. In te ao Māori, it is about that human dignity, potential and realisation so it is a completely different approach.

What role do iwi, hapū, marae and mana whenua have in this Equity Strategy?

- The Mana model is a partnered, Māori-led space. However, we are conscious that iwi and hapū have been telling us that they are being asked to consult and contribute all the time, particularly by Crown entities with their new frameworks and models. That is why we have taken an iterative approach, allowing space for them to engage at the right time and always having that door open.
- We do have existing Tiriti relationships across the entire network with important engagements at a regional level. We also have a national Tiriti partnership relationship with the Iwi Leaders Forum and their Māori education sub-committee who are extremely interested in the equity and anti-racism components.
- Te Pūkenga response to the Mana aspirations of Māori communities will continually evolve over time. The words and language, and the ways that we engage and how we reflect it, will change and the strength of the framework helps us along that pathway.
- All Crown agencies want meaningful Tiriti partnerships but from this point in time – 2022. Our strategy takes us back to 1835 which allows us to have this discussion without the historical amnesia. How do we do the restoration and reclamation in the healing as we move forward.

What about pay equity for wāhine?

- This important piece of work has a connection through to People and Culture so that would be a space that they would lead out on with thought leadership, pushing out on the equity space.

What are you and the whānau doing to keep your Te Whare Tapa 'mansions' standing strong?

- We are working collaboratively, and we are all looking out for each other. Exciting to pioneer this mahi.

In terms of socialising this, I have some concerns about the safety of staff as we transition to decolonisation. This has arisen regarding the issue of Māori history in schools. Are there any discussions about this?

- How we connect through the pūrākau (story telling or narrative) is a pou or pillar for this strategy. We are looking at how we further develop this, how we move people and keep us moving together, in different ways to different audiences, and connect hearts and minds.
- We will build in a specific response and mechanism for this into the strategy implementation as it is very important for us to keep people safe.

Where can we find out what is being done regarding gender equity?

- The Equity Strategy allows us through Mana Raraunga to use data critically and intentionally and then to act in ways that are consistent with Mana Rarunga. We can use the Mana aspirations to start making the invisible, visible.

What will happen in terms of influencing and pushing other spaces – such as regulatory, professional bodies or even workplaces – to be more inclusive and equitable and to interrogate their assumptions and practice as institutions?

- That is within scope, but our focus currently is to understand how we do equity first and that requires us to develop the strategy, and to demonstrate impact and outcomes.
- This prototype is the first step or foundation in building that strategy and its associated implementation activities.

Can you give us some examples of ‘equitable outcomes’?

- This prototype challenges us to rethink what is often the default thinking around equitable outcomes i.e., parity/sameness.

Can you provide some detail on how resources will be redistributed to eliminate racism and discrimination?

- This will be an important piece of work within the strategy implementation.
- In terms of resources, we will note that as a specific task to ensure and double check that we prioritise this.
- Top of mind are some of the system levers such as Investment Planning, Mix of Provision and Financial Frameworks.

Whakahoki korero | Feedback

- Great mahi. Great discussion.
- Such a valuable conversation
- Awesome kōrero – love these webinar ... Look forward to next one.
- Wonderful kōrero!
- Beautiful kōrero i te rangi nei – ngā mihi ki a koutou katoa
- Thank you for the opportunity to kōrero.
- Ngā mihi and congratulations for the great mahi and for the presentation and korero.
- Congratulations on this amazing/mīharo mahi. Can't wait to support and see it rolled out.

- Great to know the accountability is across DCE. I love the mana framework. Kia kaha. And great mahi.
- Thank you for the encouraging discussion and info.
- I totally love this conversation. Yes!

Te Turuturu 2022

Te Rā	Kaupapa	Lead
9am – 10am Tues 2 Hereturikōkā August	Māori Cultural Capability Framework	Ana Morrison, Deputy CE Janine Kapa, Kaikōkiri (Director), Te Pae Tawhiti Aniwairua Komarkowski-Chapman, Kaitohutohu (Advisor), Māori Capability Development
12pm – 1pm Thurs 25 Hereturikōkā August	PAE Kaupapa	Ana Morrison, Deputy CE
2pm – 3pm Wed 14 Mahuru September	PAE Kaupapa	Ana Morrison, Deputy CE

Ngā hononga | Links

Te Pūkenga: Work Plan overview (May 2022)	https://xn--tepkenga-szb.ac.nz/assets/Publications/Te-Pukenga-work-plan-overview-May-2022.pdf
Te Pūkenga: What you can expect	https://xn--tepkenga-szb.ac.nz/assets/OM/Te-Pukenga-What-you-can-expect.pdf
Te Pae Tawhiti: Te Tiriti o Waitangi Excellence Framework	https://tepukenga.ac.nz/assets/Publications/TTW_ Excellence Framework Nov 2020 Working Draft.pdf
Te Pae Tawhiti Insights into Te Tiriti o Waitangi and Māori Equity practices throughout our network	https://tepukenga.ac.nz/assets/Publications/Te-Pae-Tawhiti-Insights-into-Te-Tiriti-o-Waitangi-and-Maori-Equity-practices-throughout-our-network.pdf
Te Pae Tawhiti summary video	https://www.youtube.com/watch?v=rOvgazgSais
Te Pae Tawhiti Impact Report October – December 2021	https://tepukenga.ac.nz/assets/Publications/20220310_TP_PAE-Te-Pae-Tawhiti-Quarterly-Report_Final.pdf
Breathing life into Te Tiriti o Waitangi and Māori equity key to learner success at Te Pūkenga	https://xn--tepkenga-szb.ac.nz/news/category/News/breathing-life-into-te-tiriti-o-waitangi-and-maori-equity-key-to-learner-success-at-te-pukenga
Te Turuturu provides opportunities to connect with Partnerships and Equity mahi	https://xn--tepkenga-szb.ac.nz/news/category/News/te-turuturu-provides-opportunities-to-connect-with-partnerships-and-equity-mahi-2

Te Turuturu FAQs	https://xn--tepkenga-szb.ac.nz/about-us/faqs/partnerships-and-equity-te-turuturu-2022-fags?mkt_tok=MzA1LUFVWi0xNjMAAAGEsca8AslN6OF-ZdWPH4xgA2UPFk-vx3oJ-1pII53_Aw8Z_LQE6wCNK0cawCmKjVwEH1kc61GrSe17-OggLQ
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Whakapā mai | Contact us

PAE workstream	Contact name and details
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Equity	Colin Tuua Kaikōkiri (Director) – Equity Colin.Tuua@tepukenka.ac.nz