Partnerships and Equity: Te Turuturu 2022

Te Pae Tawhiti – Te Tiriti o Waitangi Excellence Framework
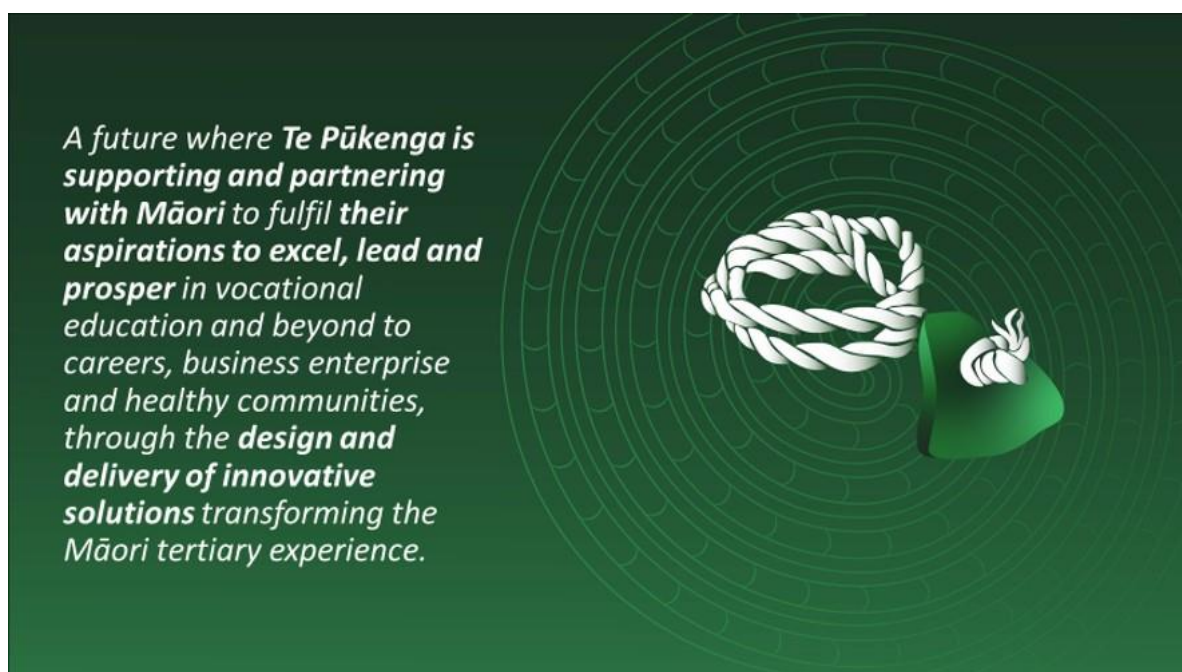
12 Haratua | May 2022

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 first hui, Te Pae Tawhiti Te Tiriti o Waitangi Excellence Framework, took place on Thursday 12 May 2022. Up to 134 people participated in the one-hour online session hosted by Ana Morrison and Janine Kapa, Kaikōkiri (Director), Te Pae Tawhiti.

Kupu whakataki | Introductions

To open the session, a vision for Te Pūkenga was presented in the first slide followed by an overview of Partnerships and Equity including a breakdown of who is responsible for each of the workstreams and what that mahi encompasses.

A future where **Te Pūkenga is supporting and partnering with Māori** to fulfil **their aspirations to excel, lead and prosper** in vocational education and beyond to careers, business enterprise and healthy communities, through the **design and delivery of innovative solutions** transforming the Māori tertiary experience.

Partnerships and Equity

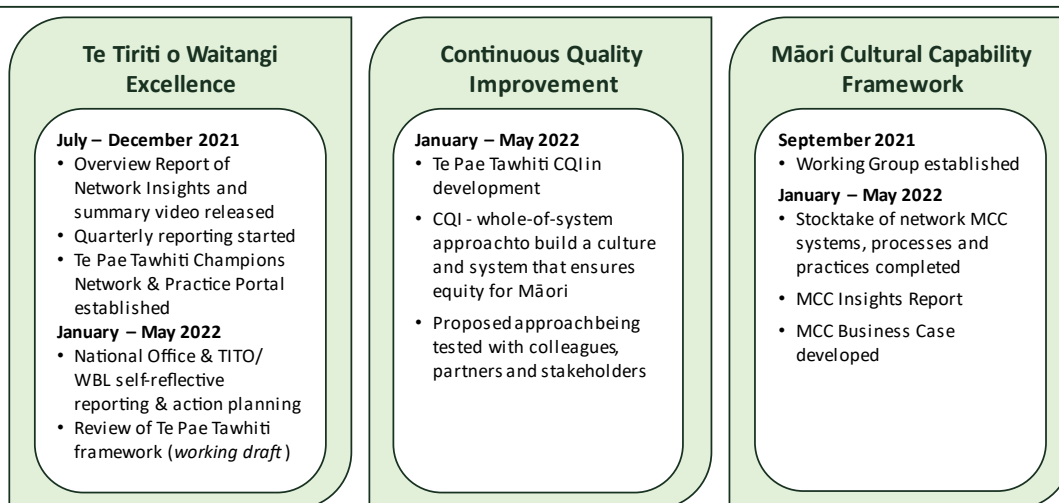| Tiriti Partnership	Te Pae Tawhiti	Te Tiriti Futures	Equity
Kieran Hewitson	Janine Kapa	Aroha Armstrong	Colin Tuaa
• Te Tiriti Partnership Model • Te Tiriti Blueprint • Taonga Māori	• Te Pae Tawhiti Te Tiriti o Waitangi Excellence Framework • Māori Cultural Capability Framework • Te Pae Tawhiti Continuous Quality Improvement	• Te Tiriti Futures Initiatives	• Equity Strategy • Equity Leadership Network Groups • Equity Capability Framework – Pacific, Disability and Anti-Racism & Inclusion

Te Pūkenga

Kaupapa | Topic

The next two slides set the scene for the kaupapa of this session: Te Pae Tawhiti – Te Tiriti o Waitangi Excellence Framework.

Te Pae Tawhiti

Inclusivity and Equity for Māori

- More equitable outcomes
- Stronger responsive practices
- Greater relevance of provision
- Better equitable access
- Stronger Māori participation

Demonstrable Te Tiriti o Waitangi Partnerships

Te Pūkenga

PAE Te Turuturu 2022: Te Pae Tawhiti – Te Tiriti o Waitangi Excellence Framework

Ngā pātai | Questions

What one sentence could we use to encapsulate and bring to life the principles of Te Pae Tawhiti?

- Whānau transformation through vocational education, enterprise and agency.
- Upholding the mana of Te Tiriti o Waitangi, we achieve equity and success for all.
- The current system is not built on equity; this is a Tiriti-honouring, equity building opportunity in terms of our vocational system.
- Delivery on Māori aspirations through genuine partnership with hapū and iwi.
- With regards to the elevator pitch, would we be able to frame it in a whakaaro Māori way, perhaps using a narrative that people can relate to and learn from, from which conversations around honouring Te Tiriti o Waitangi and Māori aspirations can stem from? For example, the Wayfinding Leadership (book) uses a waka narrative named 'Te Pae Tawhiti'. Something like: Te Pae Tawhiti sets the intention and direction for us to orientate our waka towards. It offers an opportunity for us to check and re-calibrate our position, and make sure we are on track to arriving at our destination.

How will Te Pae Tawhiti influence curriculum?

- We are working closely with the teams responsible for Academic Delivery and Innovation and Quality Framework and Management Systems to ensure Te Pae Tawhiti is built into policy and activated through praxis.

Is there data describing where subsidiaries are in terms of how Te Tiriti o Waitangi is being honoured?

- Te Pae Tawhiti insights and impact reports are available as a starting point (refer to the 'Links' section below).

- We are working on developing a consistent approach for the network regarding data collection in general.
- For mana whenua, hapū and iwi, we want to advance and enhance this mahi around the information and insights being generated by Tiriti relationships and by giving effect to Te Tiriti o Waitangi.
- Providing feedback, communication and connection is extremely important to improve how we collect and share data and insights. We welcome your suggestions to enhance data collection.

Unitec has parity targets for Māori and Pacific students. Do other institutes across the network have parity targets? If so, is anyone close to meeting their targets? Is Te Pūkenga likely to have parity targets?

- All TEOs have targets for specific learner populations. Historically, these have been determined by funders.
- One of the drivers of the Reform of Vocational Education (RoVE) was the failure of the system as a whole to achieve parity targets.
- Te Pūkenga is setting success targets to measure and respond to what our Charter and our communities are asking of us.
- The Learner Journey and Experience team is out in the network this month workshopping with ākonga and kaimahi to co-design and create a Learner (with Whānau) Success and Equity Strategy. We encourage you to engage in this important piece of work. Contact Debbie.Preston@tepukenga.ac.nz if you want to participate in that mahi when they come to your organisation. The information on that process is [here](#).

Will there be collaboration with universities around Te Tiriti o Waitangi delivery?

- Many subsidiaries already have very strong partnerships with universities, both in and outside of their region. Those relationships will continue.
- A structured collaboration with universities around Te Tiriti o Waitangi is not on our workplan at this point of our development.
- Our current priority is to ensure that the subsidiaries and kaimahi we are welcoming into our network engage with this mahi and that there is positive momentum and impact within our own network. We will then work closely with the wider RoVE organisations as one of the next priorities

Do you have information around the Continuous Quality Improvement (CQI)?

- Te Pae Tawhiti CQI project will embed Te Tiriti o Waitangi excellence and equity for Māori into our policies, procedures, systems, processes and practices; and support us to apply principles and approaches that are embedded in te ao Māori.
- Right now, we are developing a policy and equity statement for Te Pae Tawhiti that will underpin the quality approach across Te Pūkenga network. We are working with the Quality Team in the Academic Delivery and Innovation division.

What does the review of Te Pae Tawhiti mean to those programmes that are hitting the mark?

- Te Pae Tawhiti is a self-assessment exercise rather than an audit and is one component of the insights being gathered to measure success in this space. The review will highlight not only areas for improvement but also the excellent initiatives that are taking place.
- The strength of having a network-wide view is that we can share practice with potential and scale things that work, for the benefit of all learners in our network.

When will the Equity Strategy be available?

- The draft framework for the Equity Strategy will be presented to Council in early June 2022, and then will undergo extensive internal (within the network) and external testing (with communities and stakeholders) in June and July.

How have the (People Culture and Wellbeing) planning and development teams addressed barriers to engagement?

- We are taking a whole of system approach that draws heavily on the Ākonga at the Centre project and new data insights.
- For learners: Through Learner Success engagements, data has been gathered and analysed to support identification of barriers across all aspects of the organisation. This work is being led by Warwick Pitts, Kaikōkiri (Director) – Learner Strategy and Experience.
- For kaimahi: To support engagement with Te Pae Tawhiti, we have an Induction Programme. This sits within a larger piece of work called the Māori Cultural Capability Framework, which is led by Aniwairua Komarkowski-Chapman, Kaitohutohu – Māori Cultural Capability.

How do I let people know if they are bringing Te Pae Tawhiti to life in the context of their mahi?

- Te Pūkenga is building towards everyone's understanding of what Te Tiriti o Waitangi excellence looks like in their role and what each of us can do to support this. We will be establishing the necessary policies, systems, processes and development to support us all in that journey.
- Part of that journey is working with our partners to define what success looks like in their campuses, communities, regions and across the motu.

What about vcCapacity and capability?

- This will be addressed in the Māori Cultural Capability Framework session of Te Turuturu on 13 July 2022.

Is there a list available of who the local Te Pae Tawhiti Champions are at each subsidiary?

- Yes, this list is included in this document.

PAE | Te Turuturu 2022

Te Rā	Kaupapa	Lead
Tues 31 Haratua | May	Taonga Māori Project	Ana Morrison, Deputy CE

11am – 12pm		Kieran Hewitson, Kaikōkiri (Director), Tiriti Practice
Wed 22 Pipiri | June 10am – 11am	Equity	Ana Morrison, Deputy CE Colin Tuaa, Kaikōkiri (Director), Equity Sonya Bishara, Kaikōkiri (Director), WBL Sonia Hawkins, Strategic Advisor
Wed 13 Hōngongoi | July 3pm – 4pm	Māori Cultural Capability Framework	Ana Morrison, Deputy CE Janine Kapa, Kaikōkiri (Director), Te Pae Tawhiti Aniwairua Komarkowski-Chapman, Kaitohutohu, Māori Capability Development
Tues 2 Hereturikōkā | Aug 9am – 10am	Pacific Capability Framework	Ana Morrison, Deputy CE Colin Tuaa, Kaikōkiri (Director), Equity
Thurs 25 Hereturikōkā | August 12pm – 1pm	Disability Capability Framework	Ana Morrison, Deputy CE Colin Tuaa, Kaikōkiri (Director), Equity
Wed 14 Mahuru | Sept 2pm – 3pm	Anti-Racism and Inclusion Capability Framework	Ana Morrison, Deputy CE Colin Tuaa, Kaikōkiri (Director), Equity

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://tepūkenga.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://tepūkenga.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://tepūkenga.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

Whakapā mai | Contact us

PAE workstream	Contact name and details
Tiriti Partnerships	Kieran Hewitson Kaikōkiri (Director) – Tiriti Practice Kieran.Hewitson@tepukenga.ac.nz
Te Pae Tawhiti	Janine Kapa Kaikōkiri (Director) – Te Pae Tawhiti Janine.Kapa@tepukenga.ac.nz
Te Tiriti Futures	Aroha Armstrong Kaikōkiri (Director) – Te Tiriti Futures Aroha.Armstrong@tepukenga.ac.nz
Equity	Colin Tuaa Kaikōkiri (Director) – Equity Colin.Tuaa@tepukenga.ac.nz

Te Pae Tawhiti Champions

Allie	Hemara-Wahanui	Western Institute of Technology at Taranaki (WITT)	A.Hemara-Wahanui@witt.ac.nz
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