



**MANUKAU**  
**INSTITUTE OF**  
**TECHNOLOGY**  
Te Whare Takiura o Manukau

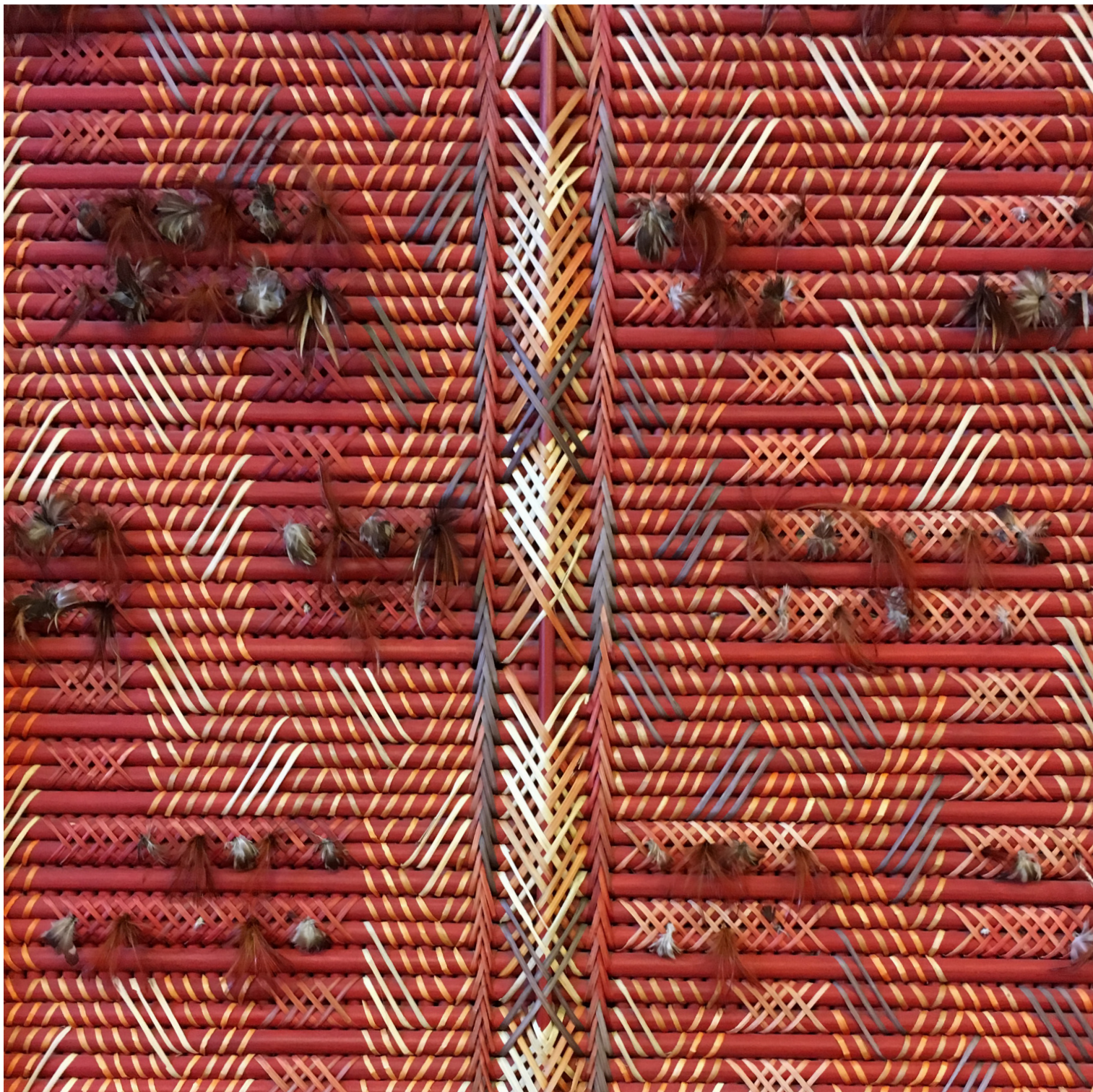
Te Whare Takiura o Manukau

# **Te Rautaki Mātauranga Māori Report**

# MATARIKI 2019







“E kore e taea te whenu kotahi ki te raranga i te whāriki kia mōhio ai tātou ki ā tātou.  
Mā te mahi tahi ō ngā whenu, mā te mahi tahi ō ngā kairaranga, ka oti tenei whāriki.

I te otinga me titiro tātou ki ngā mea pai ka puta mai.  
Ā tana wā, me titiro hoki ki ngā raranga i makere nā te mea, he kōrero anō kei reira.

nā Kūkupa Tirikatene”

“The tapestry of understanding cannot be woven by one strand alone. Only by the working together of strands and the working together of weavers will such a tapestry be completed.

When it is complete, let us look at the good that has come from it. And also in time, let us look at those dropped stitches because they also convey a message.”





## Te Rautaki Mātauranga Māori Report **MATARIKI 2019**

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MIT has a clear commitment to the advancement of Mātauranga Māori (Māori knowledge), Te Tiriti o Waitangi and the application of Ako Māori (Māori pedagogy). Success centres on mana-enhanced whānau, while in an urban context success may also include strong connections to iwi, hapū and marae-based collectives. We promote Māori living and learning as Māori. A thriving, diverse Māori community raises social outcomes for all.

Te Rautaki is underpinned by Professor Sir Mason Durie's vision for Māori education:



### 1. To live as Māori

Being able to have access to Te Ao Māori, The Māori world, which means access to language, culture, cultural practice, marae, and resources, Iwi, Hapū and Whānau.



### 2. To actively participate as citizens of the world

Higher education should open doors to technology, to the economy, to the arts and sciences, to understanding others, and to making a contribution to the greater good.



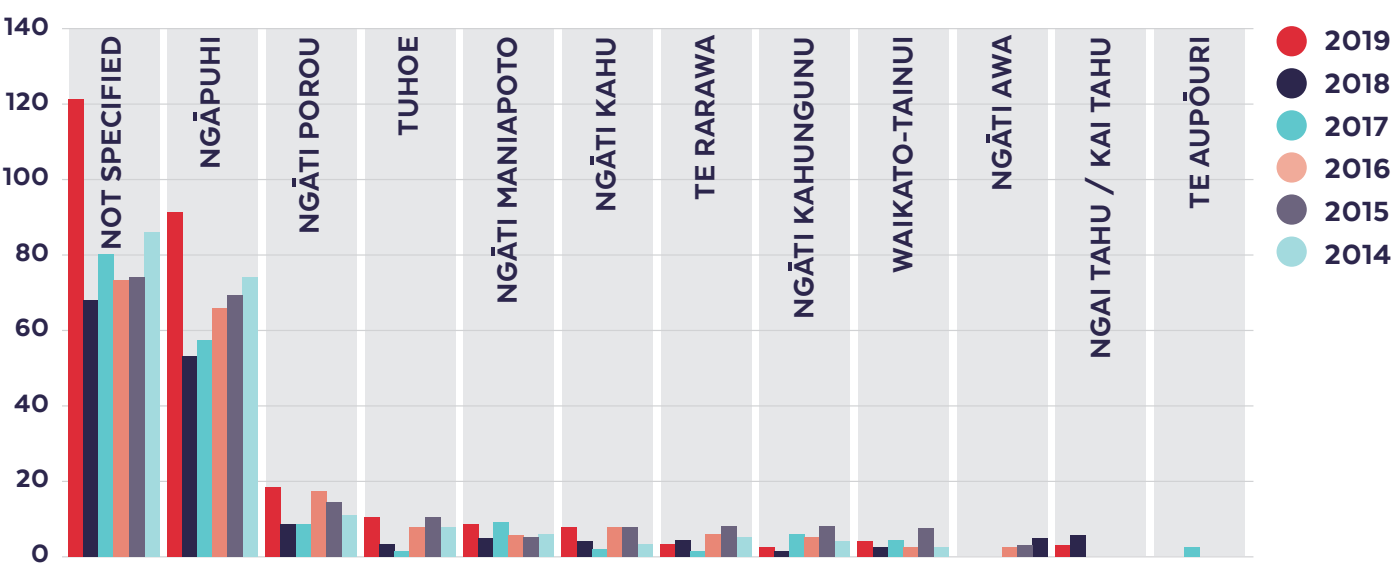
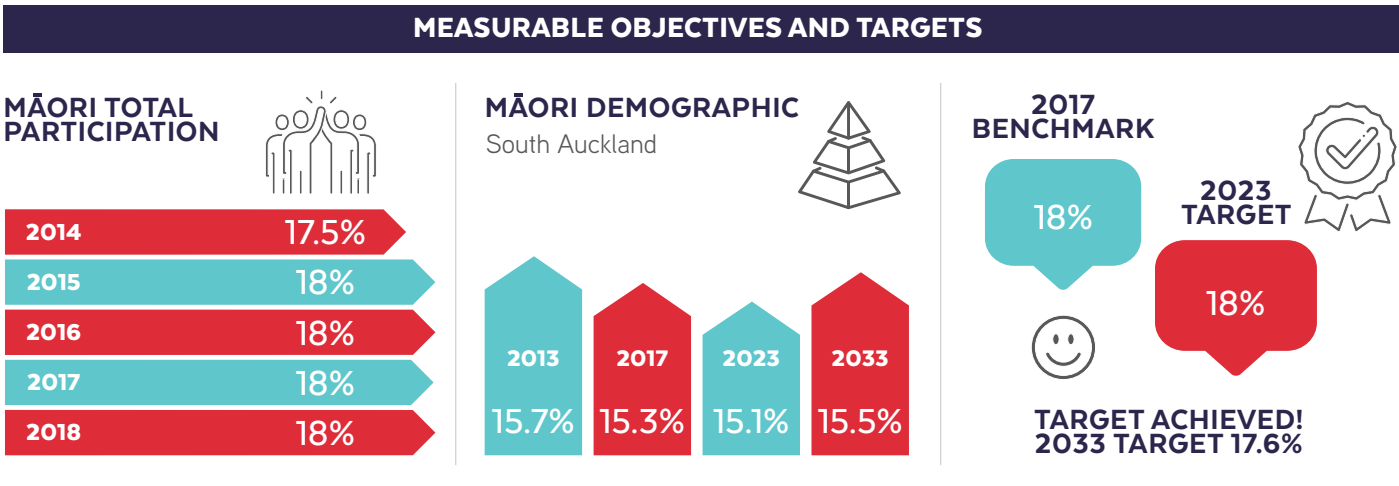
### 3. To enjoy good health & a high standard of living

Educational achievement correlates directly with employment, income levels, standards of health and quality of life.

GOALS, OBJECTIVES & STRATEGIES:

GOAL ONE

By 2022, participation of Māori in MIT will be at least equal to the Māori demographic of the community.



GOAL TWO

By 2019, MIT will have developed a suite of courses which proactively promotes Māori language skills and cultural knowledge and competence among all students, staff and members of the community.

- Te Reo Māori programmes approved for Levels 2-4 zero fees.
- Diploma in Tourism Māori.
- Bachelor of Nursing Māori under development for delivery in 2020.
- Bilingual Teacher Education under development.
- Tikanga training scheme developed for Counties Manukau DHB staff.





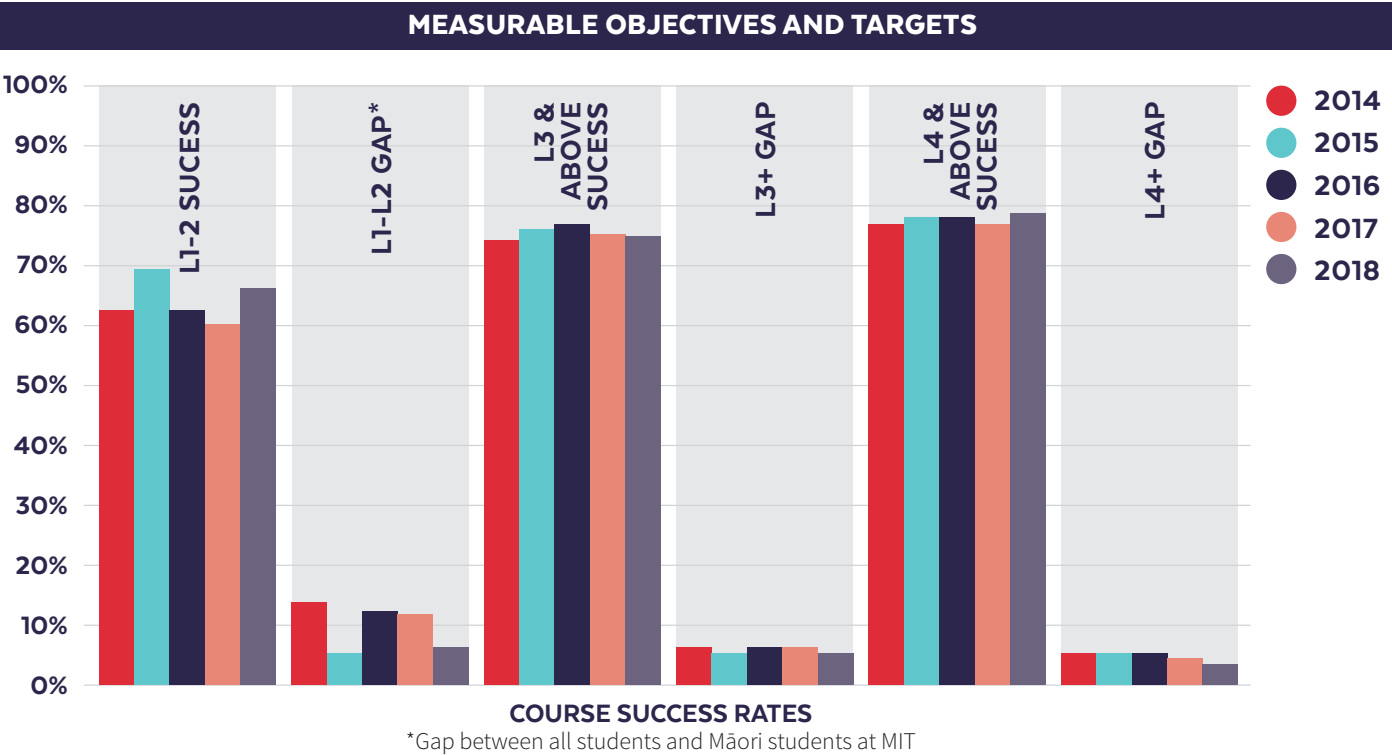
# GOAL THREE

By 2022, Māori success in MIT programmes at all levels is equal to the institution performance.

Interventions:

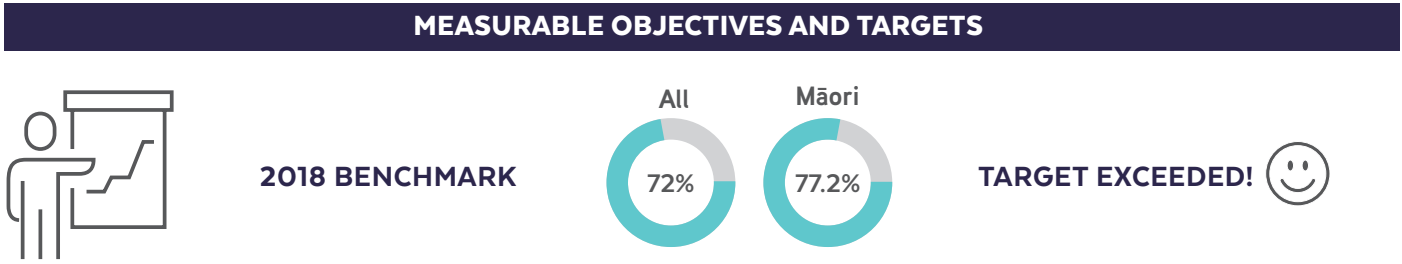
Hokule'a project of early student advisement has focused on Māori and Pasifika success in targeted programmes in the TechPark Campus. This has been made business as usual in 2019 across a wider range of MIT-wide programmes. We believe that Hokule'a has made a difference in the Level 1-4 results given the improvement in completion rates of 23% compared to the control group results, and a similar improvement in retention rates of 26% for Hokule'a students.

Māori Partners focus on Māori pedagogy and cultural competency with teaching teams on the three main campuses, and relevant curricular content. Teaching teams from all three campuses have engaged with the partners, including cultural competency training for TechPark, Otago and City Campuses.



# GOAL FOUR

By 2019, Māori student progression to employment or further education and training within six months of graduation is equal to the institution performance.



GOAL FIVE

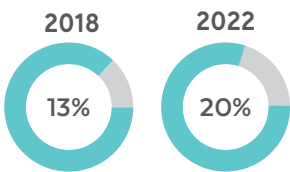
By the end of 2019, a Māori staff recruitment, retention and progression plan has been developed and is being implemented across MIT.

- Māori and Pasifika Talent Strategy is in place.
- Targets are to increase Māori in leadership roles from 13% to 20%.
- Increase proportion of Māori in academic roles from 8% to 15%.

MEASURABLE OBJECTIVES AND TARGETS



STAFF RECRUITMENT  
AND RETENTION



GOAL SIX

By the end of 2019 an action plan will be in place to enhance internal MIT and external community engagement in support of Māori educational outcomes.

- Unconscious bias training to be launched in 2019.
- 20th Marae Anniversary celebrations on 20 June.
- Te Toi Tauira Mō Te Matariki national conference 2-4 October.
- Te Tiriti o Waitangi training for new staff.
- New business development manager and Iwi liasion hired.
- Over the past 24 months we facilitated and delivered twenty Cultural Competency workshops for a number of external organisations, developing customised course materials, and maintaining positive ongoing relations.
- This has provided a boost to MIT’s revenue, capacity and capability. We received consistently positive feedback from every group who participated. Groups we have delivered to include Competenz, EMA, Auckland Council, Martin Jenkins. We look forward to a new relationship with the teams of Counties Manukau DHB.





## EBONY KOMENE

(Ngāti Pikiao – Te Arawa) Bachelor of Nursing

Ebony Komene (Ngāti Pikiao – Te Arawa) graduated in 2019 with a Bachelor of Nursing. Securing a job with Counties Medical immediately after her final exam Ebony is looking forward to making an impact in her community.

“Being in a Māori area (Papakura) it’s something that’s close to my heart, I want to help my people,” says Ebony. “You build relationships with patients which are important, you can’t make a difference in people’s lives if you don’t have that relationship first.”

A life-long passion for education has helped Ebony to embrace her studies and set her sights on the bigger picture.

“Education has really helped me to get on the right path. It has always been something that didn’t scare me, it’s something I hold close and value a lot. I see my success in it.”

She also credits MIT’s hands-on approach and smaller class sizes to helping her succeed, pointing out that MIT students have close relationships with the teachers. “At other providers you have 300 in a lecture theatre and you’re a drop in the ocean.”

Her family are naturally over the moon with her success. “They are so proud. Mum, Dad, my family, brothers and sisters. They are always there for me. Words can’t describe it. They show it,” she says. The future is bright for this recent graduate who is considering overseas options while continuing her studies.

“Nursing provides opportunities career wise. It’s international. You can get a job anywhere. I want to become a nurse practitioner. Which is half doctor half nurse. I’m studying postgraduate at present and will continue with that and see where it goes.”



# NGĀ KAINGĀKAU



## MANAAKITANGA

To enhance the experience and satisfaction for Māori within MIT

- Te Rautaki Mātauranga Māori is embedded in the rolling MIT Strategic Plan
- \$20,000 distributed in Runanga Scholarships annually
- Te Arikinui Te Atairangikaahu Scholarship in Nursing distributed annually
- Wānanga for staff offered at Ngā Kete Wānanga Marae.



## MĀORITANGA

To enhance institutional responsiveness to Māori

- All Campus orientations are led by a welcoming pōwhiri. 2,609 students in 2018
- Celebration of Kingitanga, Matariki, Te Wiki o Te Reo Māori, Marae Anniversary, Te Toi Tauira mo Te Matariki national conference in 2019, blessing of the new TechPark Campus construction site.



## MĀTAURANGA

To improve academic success, employability and progression for Māori staff and students

- 2018-19 Cultural Competency training delivered to TechPark Campus academic teams, People and Culture, Early Childhood Education, and all Student Journey teams.



## WHANAUNGATANGA

To strengthen engagement with and between Māori across the institute and also with the community

- Whānau Days for students offered in Semester 1 and Semester 2 2018, and Semester 1 2019 led by the Māori Partners. A Māori Student Relationships Manager has been appointed in Semester 1 2019. The Māori and Pasifika Trades Training cohort participate in Whanaungatanga Days led by the consortium. 20th Marae anniversary hosted in June 2019. Kingitanga Exhibition hosted in October
- Many community events are hosted at the Marae at a reduced fee. Other tertiary providers use our facilities to teach te reo Māori including Te Wānanga o Aotearoa and North Tec.



## WHAI ORANGA

Increase Māori prosperity

- The Future of Work for Māori means realignment with significant forecast shifts across many industries Māori are employed in. A suite of soft skills will be required in graduates who possess the critical and innovative mindsets required to meet the future of work needs
- The TechPark Campus development is a proactive investment in the future of trades through a state of the art training facility in South Auckland
- Bachelor of Nursing Māori programme development will assist Health Workforce New Zealand and the regional DHBs in meeting Māori workforce targets
- The bilingual Primary education degree will boost outcomes for Pacific and Māori.



## BUILDING THE FOUNDATIONS OF CULTURAL COMPETENCY

TechPark staff have enjoyed the first of two cultural competency workshops hosted by the marae team.

More than one hundred of them took part in a session at Ngā Kete Wānanga Marae.

“I think the great majority of people got a lot out of it. In fact quite a few are asking ‘when can we do something like this again?’” says Paul Hollings, General Manager - TechPark.

It was part of MIT’s drive to deliver better outcomes for its Māori students.

The content covered pōwhiri, pepeha, waiata, the significance of mana whenua and the application of Sir Mason Durie’s model Te Whare Tapa Whā to education.

The model focuses on the physical, spiritual, family and mental health of an individual.

“The principles come from a Māori world view, but could be applied to anyone from students to checking on the wellness of colleagues,” says Mr Hollings.

The workshop was led by TechPark’s Māori Partner, Luke Tai-Rakena, Nippy Paea and Wiremu Manaia.

“An evaluation form is being sent out and there will be a second workshop later in the year so attendees can talk about how they are introducing these concepts into the workplace,” says Luke Tai-Rakena.

For the team, that is spread over different campuses it was a great opportunity to bond and focus on the values that bring them together.

“From our campus’s perspective, we want the marae to be the ‘family marae’ and go back every few months to freshen up. It was one of the first times we have all been together and felt like we belonged somewhere,” says Paul Hollings.

MIT sees cultural competency training as an important part of our educational offering and believe it will be the X factor for the employees of the future.



2nd row: Dr Robert Sullivan, Sonny Wilcox 1st row: Luke Tai-Rakena, Helen Rawiri, Priscilla Abraham, Nippy Paea  
Absent: Dr Wiremu Manaia, Nive Larkins, Melba Pakinga





“Tihē mauriora  
Ki te Whaiao, ki Te Ao Mārama.”

“I issue the breath, the energy of life.  
To the dawn, and to the world of light.”





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