

# Māori and Pasifika Talent Strategy

"Our vision in creating this strategy was to be representative of our MIT values and culture by capturing the heartbeat and soul of who we are as an organisation.

We know how important it is for us to reflect our local communities and region of Tāmaki Makaurau and this supports us in many ways. To have a workforce and leadership team which is diverse with Māori and Pasifika playing key roles are important to our tauira and kaimahi. Just like having the highest quality academic and teaching teams is vital to the success of our learners, our tauira also need to see their own identities and values reflected in the learning institution they are part of.

This is why this strategy is important now and in the future."

- Peseta Sam Lotu-liga, Tumu Whenua ā-Rohe 1 | Executive Director, Region 1, Founding member of the Māori and Pasifika Talent Strategy



## 2018 Benchmarks



## 2022 Progress



## 2023 Goals



Reflect the diversity of our ākonga and community.



Grow, support and retain our kaimahi.



Recruitment practices that are culturally inclusive and responsive.

## Achievements

1. Achievement of our initial goal of 22% Pasifika in leadership roles
2. Introduction of Māori and Pasifika talent pools
3. Introduction of whānau interviews
4. Opt-in cultural competency and unconscious bias training for kaimahi
5. Diverse and inclusive interview panel representation
6. Māori representation on interview panels for people leaders and Māori front-facing roles
7. Te Reo and Pasifika languages woven into communications and adverts
8. Enhancement of MIT's Careers Site with introduction of Te Ao Māori and Pasifika pages
9. Launch of an internal newsletter which is shared with our Māori and Pasifika external networks
10. Enhanced advert templates with more storytelling and 'day in the life' quotes
11. A focus on whanaungatanga and cultural competency included within interview questions



See how our kaimahi feel their cultures are represented at MIT | Te Pukenga [here](#)