

2025-2028 Bicultural Plan for The Y Central South Island

Equity is about fairness and justice. Equity recognises that we do not all start from the same place (equality). The imperative is that we acknowledge and make adjustments to omissions, imbalance, and awareness.

KAUPAPA	MANA TAURITE EQUITY STATEMENTS	WHAKAAROTAU PRIORITIES	AROTAHINGA FOCUS	MAHINGA ACTIONS
<p>Honouring Te Tiriti o Waitangi – Governance Commitment to equity through recognition and application of the Principles of Te Tiriti o Waitangi</p>	<p>Partnership, Participation & Active Protection The Board will:</p> <ul style="list-style-type: none"> • lead iwi engagement and familiarise themselves with iwi and Hapū stakeholders in their rohe (region) to ensure all key stakeholders are kept informed and opinions are sought which may impact on their community. • ensure that Māori have equity of access, opportunity, and outcomes from all services provided by the Y Central South Island. • ensure that Māori values and practices are validated and practiced in accordance with local tikaka (protocol and practice). 	<p>Mana Whenua & Mātāwaka Engagement Maintain respectful and meaningful relationships with Te Rūnanga o Arowhenua, Te Rūnanga o Waihao, Te Rūnanga o Tūāhuriri, Te Rūnanga o Moeraki, Hakatere Marae, Te Aitarakihi Marae-ā-Iwi, Ngā Hau e Wha, Rehua Marae, Te Whare Mahana</p>	<ul style="list-style-type: none"> • Induction process for new Board members is inclusive of bicultural responsibilities • Iwi engagement plan for all rohe: <ul style="list-style-type: none"> ▪ Ōtautahi ▪ Te Tihi o Maru ▪ Hakatere ▪ Te Oha ā Maru • Kete 1 Pūkenga Tūāpapa • Kete 2 Pūkenga Mahi 	<ul style="list-style-type: none"> • Be part of the consultation with iwi and mātāwaka to review and develop the engagement plan • Identify and participate in Kaupapa Māori professional development, aspirations, and training • 3-yearly attend Te Tiriti o Waitangi training
<p>Honouring Te Tiriti o Waitangi – Leadership Commitment to equitable services that recognise the unique aspirations of the Māori community</p>	<p>Leadership & Tūhonohono ā Hapori will:</p> <ul style="list-style-type: none"> • ensure tikaka is the foundation for policies, protocols and implementation plans • actively strengthen bicultural capacity of staff • commit to professional development pathways that recognise the various staff needs • commit to te reo Māori learning opportunities for staff 	<ul style="list-style-type: none"> • Tikaka is applied to processes and procedures • Develop bicultural competency framework • Staff wanaka have a focus on key aspects of Māori culture, e.g. pōwhiri, mihi whakatau, karakia • Empower and support Te Rōpū 	<ul style="list-style-type: none"> • Impactful mana whenua and mātāwaka stakeholder collaboration and partnerships • Induction plan is inclusive of bicultural education pathways • Tūhonohono ā Hapori to have regular communication and engagement with Māori providers and networks • Tūhonohono ā Hapori to support staff to upskill bicultural knowledge/understanding • Performance reviews explore professional development goals, aspirations, and bicultural needs 	<ul style="list-style-type: none"> • Lead by example • Uphold mana of Te Rōpū by commitment to autonomy of members' roles • Continue to develop recruitment/workforce development plan to increase bicultural diversity • Increase the embedding, learning and understanding of te reo to be forward standing within the service • Self-Reflection & Evaluation Reviews completed with a tikaka lens • CEO and Tūhonohono ā Hapori to engage appropriately with stakeholders that include iwi, mātāwaka Māori providers, and Māori community networks
<p>Honouring Te Tiriti o Waitangi – Staff Commitment to cultural competence and awareness towards cultural responsiveness to Māori need and aspiration</p>	<p>Encourage Staff to:</p> <ul style="list-style-type: none"> • apply Tiriti Principles in practice • develop and maintain relationships with Māori • commit to Kaupapa Māori professional development 	<ul style="list-style-type: none"> • Tikaka best practice • Cooperative approach to programme and service delivery • Competence and confidence to work in the bicultural space 	<ul style="list-style-type: none"> • Bicultural knowledge and understanding is pitched at all levels, acknowledging everyone is on their own learning journey • Staff participation in Kaupapa Māori professional development 	<ul style="list-style-type: none"> • New staff complete Pūkenga Tūāpapa within 3 months of starting employment, and Pūkenga Mahi within first year of employment • Staff performance reviews identify bicultural goals, aspirations and training needs