

# *Wintec (Waikato Institute of Technology)*

## *Cultural Celebration*

Wintec (Waikato Institute of Technology) is doing all it can to empower Māori in a region with a rapidly growing Māori population. Wintec is one of New Zealand's leading institutes of technology with 14,500 students. Māori make up 22 per cent of the residential population and at Wintec 14 per cent of staff and 27 per cent of domestic students identify as Māori.

Wintec has developed three key initiatives which sit under the umbrella of its Māori Achievement Unit. They are Te Tauihu, a cultural competency module; He Manukura Māori, a programme to support Māori women into leadership; and The Dr Hare Puke Māori Leadership Scholarship.



The Te Tauihu module is free to all staff and is taught at Te Kōpū Mānia o Kirikiriroa, Wintec's marae, which was opened in 2013.

The module was first offered in 2014, focusing on five core areas: Ako - Māori teaching and learning theory and practice; Te Tiriti - understanding the Treaty of Waitangi and how it applies at Wintec; Ahureā - Māori culture and society; Tikanga - Māori cultural practices and etiquette; and Te Reo Māori - language and pronunciation.

Te Tauihu is designed to build staff capability through teaching and learning in a bicultural context. It targets teaching staff but is also offered as a stand-alone paper for all staff.

A target was set for all academic staff who teach classes with more than 20 per cent Māori students to complete it. To date, nearly half of the target has completed the course, as well as 70 professional and managerial staff. Demand is growing with a waiting list of staff wanting to enrol, and external organisations requesting Te Tauihu as a short course.

He Manukura Māori (HMM) was established two years after Te Tauihu. The holistic programme focuses on balancing whānau, hapū and iwi obligations with professional commitments, empowering participants to understand their own values and strengths. HMM was established to retain female Māori staff and empower them to have a positive impact on Māori students.

Managers nominate participants who are open to development and recognised as innovative strength-based current or future leaders. Wānanga are centred on the values of kaitiakitanga, (a way of managing the environment) whakamana (empowerment), pono (truth) and tika, (integrity), and offer safe spaces to be reflective, contemplative and active.

Participants receive one-on-one coaching, and together acknowledge challenges and celebrate successes. An online community encourages discussion, resource sharing, ideas and moments of learning.

HMM participants represented Wintec at the World Indigenous Peoples' Conference: Education in 2017. They presented on their personal experiences and learnings.

Executive Director Māori Achievement Hera White says Wintec is becoming more responsive to the students and communities it serves as a result of its cultural initiatives. "As an organisation we are developing skills and confidence to incorporate tikanga into our daily activities, creating environments where our students can flourish."



Research & Capability Coordinator Jamie Lambert explains how she has benefited from the programme. "HMM offers me a network of supportive wāhine, who share my world view, cultural practices, and strategies of making meaning of the world. This network of wāhine encourages and supports me to pursue opportunities regardless of the challenges that lie ahead."

Te Kete Kōnae Manager Renee Evans says, "being a part of HMM has been empowering and uplifting. Being surrounded by other Māori women who share the same experiences and challenges has encouraged me to be confident in who I am and push myself further outside of my comfort zone."

Three participants of HMM progressed to higher-level managerial positions, two have moved into roles with wider organisational responsibilities, one has moved to manage her own business, and one has set up a consultancy venture.

A third mechanism to support and encourage Māori is The Dr Hare Puke Scholarship, which invests in developing aspiring Māori leaders, with \$105,000 awarded to date.

The Dr Hare Puke Māori Leadership Scholarship was established in 2008 in memory and recognition of the valued work of Kaumātua Dr Hare Puke. The scholarship allows Māori staff to develop their leadership potential to significantly contribute to their profession, the sector and the region in ways that are applied positively for Māori.

One of the scholarship recipients Kate Wynyard, along with Marlana Maru, went on to establish HMM.

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