



engineering
new zealand
te ao rangahau

KIMIHIA RANGAHAUA STRATEGY TE RAUTAKI KIMIHIA RANGAHAUA

Introduction

Kimihia Rangahaua is Te Ao Rangahau Engineering New Zealand's Strategy to embed Te Ao Māori (Māori world views) into our work, our organisation and the engineering profession.

This Strategy sets out our objectives and outcomes. The Strategy will inform and guide all aspects of our work, and its principles will be reflected throughout our other organisational strategy and policy documents.

The phrase 'Kimihia Rangahaua' expresses searching intently for truth, clarity and understanding in what is largely the unknown. 'Rangahau' describes researching, surveying, and building relationships and forms a part of Engineering New Zealand's Māori name, Te Ao Rangahau. 'Kimihia Rangahaua' describes the journey of Te Ao Rangahau in striving towards knowledge and enlightenment for ourselves and the engineering profession.

Kupu whakataki

Ko Kimihia Rangahaua te ingoa o te rautaki a Te Ao Hangarau Engineering New Zealand hei whakapiri i ngā whakaaro o Te Ao Māori ki ā mātou mahi, ki tā mātou whakahaere me te umanga pūhanga.

Tā tēnei Rautaki he tātaku i ō mātou whāinga me ā mātou putanga hua. Ka riro mā te Rautaki e whakamārama, e arataki ngā āhuetanga katoa o ā mātou mahi, ā, ka whakaatatia ōna mātāpono puta noa i ērā atu o ā mātou tuhinga rautaki, tuhinga kaupapa here hoki mō te whakahaere.

Te tikanga o te kī 'Kimihia Rangahaua' he kīanga mō te pono, mō te mārāma taiahoaho, me te māramatanga i roto i tētahi āhuetanga kāore te nuinga i te mōhiotia. Ko te tikanga o te kupu 'Rangahau' ko te wherawhera, ko te āta mātaki, ko te hanga hononga hoki, ā, kei roto tēnei kupu i te ingoa Māori o Engineering New Zealand, arā, Te Ao Rangahau. Ko tā 'Kimihia Rangahaua' he whakaatu i te hīkoi a Te Ao Rangahau ki te takakawe whaka-te-mātauranga, whaka-te-māramatanga, mō mātou, otirā mō te umanga pūhanga.

Our whakapapa

Who we are and who we represent

Te Ao Rangahau is a not-for-profit membership organisation. We're dedicated to promoting the interests of engineers and engineering and do so by having a voice on topical issues. We strive for Te Ao Rangahau and our members to be professional, connected, leading and thriving. Our mission is to bring engineering to life, so our members can engineer better lives for New Zealanders.

Engineering touches almost all aspects of our lives – from how we communicate and travel to where we live and work. As the professional body for engineers, we have a responsibility to lead and support engineers to practice in a way that delivers environmental, cultural, and social wellbeing for all people of Aotearoa now and in the future.

The work we do is varied and includes levers and avenues for setting standards and influencing norms for the profession. We:

- ask our members to commit annually to our Code of Ethical Conduct, which includes obligations centred on professional competence, personal integrity and social responsibility
- are the Registration Authority for Chartered Professional Engineers
- run courses to help our members upskill and stay current
- build and facilitate communities so members can connect, get support and work collaboratively to enhance their practice
- manage a process for resolving concerns and complaints
- speak on behalf of our members to government, and
- manage and promote initiatives to increase participation in STEM at school level, encourage and assist the engineering profession to be more diverse and inclusive and help engineers lead the way to a healthier, sustainable Aotearoa.

Tō mātou whakapapa

Ko wai mātou, he aha tā mātou mahi

He whakahaere whai mema, arumoni kore, a Te Ao Rangahau. E ū ana mātou ki te whāinga o ngā painga mō ngā kaipūhanga me te ao pūhanga, ā, kia pērā hoki mā te whakaputa kōrero mō ngā take o te wā. E whai ana mātou kia noho ngaio tonu Te Ao Rangahau, kia tūhono ki ētahi atu, kia ārahi i ētahi atu, kia taurikura hoki. Me whakahihiko te pūhanga hei mea ora i te ao, kia hangaia he oranga pai ake mā ngā tāngata o Aotearoa.

Ka pā te mahi pūhanga ki ngā āhuatanga katoa o tō mātou noho i te ao nei - mai i te āhua o tā mātou whakawhitiwhiti kōrero, ki ngā wāhi e noho nei, e mahi nei hoki tātou. Nā te mea ko mātou te rōpū ngaio mō ngā kaipūhanga, he haepapa tō mātou kia āta ārahi, kia tautoko hoki mātou i ngā kaipūhanga i runga anō i ngā tikanga tiaki tiora taiao, tiora ahurea, tiora pāpori hoki o ngā tāngata katoa o Aotearoa, ināianei, haere ake nei, haere ake nei.

He matahuhua ngā mahi e mahia ana e mātou, ā, kei roto hoki ngā tomokanga me ngā huarahi whakatakoto paerewa, hāpai hoki i ngā ritenga mahi mō te umanga. Ētahi kōrero mō mātou:

- ko ā mātou inoi ki ā mātou mema kia whakaū anō ki tā mātou Rārangi Tikanga Tōtika ia tau, kei roto nei ngā here a pā ana ki te matatau ngaio, ki te tū rangatira o te tangata, me te haepapa pāpori
- Ko mātou te Mana Rēhita mō ngā Kaipūhanga Ngaio Kua Puta i ngā Whakangungu Katoa
- Ko mātou kei te whakahaere akoranga kia piki ngā pūkenga, kia noho hou tonu hoki tō rātou mōhiotanga
- Ko mātou kei te waihanga, kei te whakangāwari hoki i ngā hāpori kia pai tonu te honohono o ngā mema, kia taea te kimi tautoko, te mahi pāhekoheko hei whakapiki i ā rātou mahi
- Ko mātou kei te whakahaere hātepe hei whakatau i ngā āwangawanga me ngā whakapae
- Ko mātou kei te kōrero mā ō mātou mema ki te kāwanatanga, ā, ko mātou
- kei te whakahaere, kei te whakaū kōkiri hei whakapiki i te whāinga wāhi o te taiohi ki ngā kaupapa STEM i te taumata kura, ki te whakatenatena me te āwhina i te umanga pūhanga kia matahuhua kē atu, kia hao i te katoa, ki te ārahi hoki i ngā kaipūhanga kia puta ai he Aotearoa hauora kē atu, toitū kē atu.

Our history

We have been the professional body for engineers in Aotearoa since 1914. The Institute of Local Government Engineers of New Zealand was the first professional engineering body in Aotearoa, established in 1912. As the profession grew and diversified, a more inclusive organisation was desired, and the New Zealand Society of Civil Engineers was established in 1914.

In 1937, new engineering disciplines continued to change the face of the industry. We became the New Zealand Institution of Engineers in recognition of our members' variety of careers. 1982 saw us change our name to the Institution of Professional Engineers New Zealand (IPENZ), to reflect the importance of professional engineering standards and honour the range of specialisations within the industry.

In 2004, the organisation received the te reo Māori name Pūtahi Kaiwetepanga Ngaio o Aotearoa, a translation of IPENZ, from the Māori Language Commission. However, some were concerned the translation did not capture the intent of the organisation and the name fell out of use.

In 2017, IPENZ changed its name to Engineering New Zealand to reflect a significant shift in strategic direction focused on delivering greater credibility, recognition, influence and connection to members.

Adopting a new English name was an opportunity for a more relevant and modern te reo Māori name. In 2018, Engineering New Zealand was gifted Te Ao Rangahau by Sir Tamati Reedy (Ngāti Porou). Te Ao Rangahau translates as 'the engineering universe' and encapsulates our vision to 'bring engineering to life'.

In August 2020, Chantelle Bailey (Te Rarawa, Ngāpuhi), Lincoln Timoteo (Ngāti Raukawa), Warner Cowin (Ngāti Porou) and Troy Brockbank (Te Rarawa, Ngāpuhi, Ngāti Hine) came together for a Diversity Agenda panel discussion about [Māori in construction](#) and challenged Te Ao Rangahau to do more for Māori. This wero (challenge) aligned with the Te Ao Māori journey commencing for the governing board, new chief executive Richard Templer and kaimahi (workers) to begin the work that became Kimihia Rangahau. Te Ao Rangahau invited those panel members to form an external advisory group to guide that journey. They chose the name 'Papaki Parihau', which means 'flapping wings as a butterfly does when it wants to begin flying'.

Ō mātou kōrero tuku iho

Ko mātou te rōpū mātāmua ngaio o Aotearoa mō ngā kaipūhanga mai i 1914. Ko te Institute of Local Government Engineers o Aotearoa New Zealand te rōpū pūhanga ngaio tuatahi o Aotearoa, ā, i whakatūria i 1912. Nō te tupuranga o te umanga, nō tōna matahuhuatanga atu, i hiahiaia he rōpū kaha ake tōna haonga i te katoa, ā, i whakatūria te New Zealand Society of Civil Engineers i te tau 1914.

Nō te tau 1937, i mahi haere tonu ētahi atu wehenga o ngā momo mahi pūhanga me te puta kē i te āhua o te ahumahi. I huri mātou hei New Zealand Institution of Engineers, i te mea, he huhua tonu ngā ara mahi o ā mātou mema. Nō te tau 1982 ka hurihia e mātou tō mātou ingoa ki te ingoa Institution of Professional Engineers New Zealand (IPENZ), hei whakaata i te hira o ngā paerewa ahumahi pūhanga, hei whakahōnore hoki i te ahunga whānui o ngā mahi whāiti i roto i te ahumahi.

I te tau 2004, i whakawhiwhia te rōpū ki te ingoa reo Māori o te Pūtahi Kaiwetepanga Ngaio o Aotearoa, he ingoa i takea mai i IPENZ (Institution of Professional Engineers of New Zealand), nā te Taura Whiri i tapa. Heoi anō, i te āwangawanga ētahi kāore tēnei ingoa i tino whakaata i te whāinga o te rōpū, warewaretia atu ana e ngā mema.

I te tau 2017, i hurihia e IPENZ tōna ingoa ki Engineering New Zealand, hei whakaata i tētahi huringa nui o tana aronga rautaki, e whai nei kia whakapikia te ingoa pai, te hau o te rongu, te awenga me te hononga mō ngā mema.

Nō te tapanga ki ingoa reo Ingarihi hou, ka puare te mānuka kia rapua he ingoa reo Māori hāngai kē atu, hou kē atu ki te ao o nāianei. I te tau 2018, ka tukua e Tā Tamati Reedy (Ngāti Porou) te ingoa o Te Ao Rangahau ki Engineering New Zealand. Ko te whakamārama o Te Ao Rangahau ko 'te aotūroa pūhanga,' ā, hei kupu waitohu tēnei i tā mātou matakite kia 'whakahihikotia te pūhanga hei mea ora i te ao'.

I te marama o Ākuhata 2020, i huihui tahi a Chantelle Bailey (Te Rarawa, Ngāpuhi) rātou ko Lincoln Timoteo (Ngāti Raukawa), ko Warner Cowin (Ngāti Porou) ko Troy Brockbank (Te Rarawa, Ngāpuhi, Ngāti Hine) i roto i tētahi pae whakawhiti kōrero Rārangi Kanorau [Mō ngāi Māori i te ao waihanga](#), ā, i werohia Te Ao Rangahau kia whakawhānuitia tana mahi mō ngāi Māori. I hāngai tonu hoki tēnei wero ki te hīkoi ki roto i te ao Māori o te poari whakahaere, me te tīmata a te tāhuhu rangapū hou, a Richard Templer me ana kaimahi, i ngā mahi i hua ake ai a Kimihia Rangahau. I pōwhiri Te Ao Rangahau i ērā mema pae kia noho hei rōpū tohutohu o waho hei arataki i taua hīkoi. I kōwhiria e rātou te ingoa 'Papaki Parihau', te tikanga o tēnei 'he kapakapa parirau pēnei i te pūrerehua, ina tīmata ki te rere'.

Papaki Parihau recommended that Te Ao Rangahau needed to have Te Ao Māori competency on its Board. Shortly after, Wharehuia Dixon was welcomed to the governing board of Te Ao Rangahau. As a Māori engineer who navigates both worlds, his appointment was driven by the recognition for the need to build cultural capability around the board table, and to recognise and value mātauranga Māori and Te Ao Māori in our profession.

Acknowledging the past

Historically, Te Tiriti o Waitangi and Te Ao Māori have not been included in the governance structure or operational model of Te Ao Rangahau. In 2019, as one of our first steps to address this, members approved the following clause as part of the organisation's Objective in the Engineering New Zealand Rules, which apply to all members:

3.2 In all aspects of our work we recognise Te Tiriti O Waitangi and commit to promoting the Treaty principles of partnership, protection and participation.

We do not currently require members to commit to honouring Te Tiriti and understanding Te Ao Māori in our Code of Ethical Conduct, or as a requirement of becoming a Chartered Professional Engineer. We have not prioritised and resourced supporting members to develop these skills, for example, through CPD. Nor have we consistently told stories of Māori engineering or made our content accessible in both languages. We have also not placed value on cultural competency in our own staff, either at the recruitment stage, or through ongoing professional development.

Māori have been and continue to be underrepresented in the profession. Our latest membership data, from November 2021, indicates that of those who responded (83% of total membership), only 3% are Māori. In comparison, data from the 2018 Aotearoa census indicates that 7% of engineers¹ in Aotearoa identify as Māori, with Māori comprising 16.5% of the national population.

¹ This may include people who call themselves engineers (eg train engineers) who do not have an engineering qualification.

Ko tā Papaki Parihau he tūtohu kia noho ētahi tāngata whai pūkenga nō Te Ao Rangahau i waenga i tana Poari. Nō muri tata mai i pōwhiritia a Wharehuia Dixon ki te poari whakaruruhau o Te Ao Rangahau. Hei kaipūhanga Māori hīkoi haere i ngā ao e rua, i takea mai tōna whakatūrangā i te mōhio, me whakapakari ngā pūmanawa ahurea huri noa i te tēpu poari, me whakaae hoki ki te hua o te mātauranga Māori me Te Ao Māori i roto i tō mātou umanga.

Te maumahara ki ngā mahi o tau kē

I roto i ngā tau kāore Te Tiriti o Waitangi me Te Ao Māori i whakaurua ki te anga whakaruruhau me te taurira whakahaere o Te Ao Rangahau. I te tau 2019, hei hīkoi tuatahi mā mātou ki te whakatika i tēnei āhua, i whakaae ā mātou mema ki te rārangi e whai ake nei hei wāhi o te Whāinga o te whakahaere i roto i ngā Engineering New Zealand Rules, ka pā ki ngā mema katoa:

3.2 I roto i ngā āhuatanga katoa o ā mātou mahi e whakaae ana mātou ki Te Tiriti O Waitangi me te whakaū anō ki te whakatairangi i ngā mātāpono Tiriti o te kōtuitanga, te tautiaki me te whāinga wāhi i roto i ngā mahi.

I tēnei wā kāore kē mātou e here i ō mātou mema kia whakaū ki Te Tiriti, kia mārama rānei ki Te Ao Māori i roto i tā mātou Rārangi Tikanga Tōtika, hei ritenga rānei i raro i te whai i te ara whakangungu kia tū hei Kaipūhanga Ngaio Kua Puta i ngā Whakangungu Katoa. Kāore anō mātou kia whakatāhuhu, i te whakawhanaketanga o ēnei pūkenga mō ō mātou mema, hei taurira, mā roto i te CPD. Kāore hoki mātou i ū ki te taki kōrero paki o ngā mahi pūhanga Māori, kāore anō kia whakawātea mai i ā mātou mahi i roto i ngā reo e rua. Kāore anō mātou kia whakatairanga i ngā pūkenga ahurea i roto i ā mātou mahi ake, ahakoa i te wāhi rapu tikanga, mā roto rānei i te whanaketanga ngaio haere tonu.

I ngā rā o mua, ā, i tēnei wā hoki kāore te tokomaha o ngāi Māori i te eke ki te taumata e tika ana ana. Ka kitea i roto i ngā raraunga mema (Nōema 2021), o ērā i whakahoki kōrero mai (83% o ngā mema katoa), 3% noa iho he Māori. Hei whakatairite, e ai ki ngā raraunga mai te tauranga 2018 o Aotearoa e 7% o ngā kaipūhanga¹ i Aotearoa e kī ana he Māori rātou, otirā, 16.5% o te taupori katoa o Aotearoa he Māori.

¹ Kei roto pea i tēnei tauanga te hunga e kī ana rātou he kaipūhanga rātou (hei taurira, ngā kaipūhanga tereina) kāore kau ō rātou tohu mātauranga.

Every engineer has a right to feel part of a profession that is welcoming, safe and inclusive of their cultural concepts and perspectives. Sadly, there have been instances within the profession, including at the tertiary education level, where this has not been the case.² Our observation is that racism and a general lack of understanding of te reo Māori and the importance of Te Ao Māori to engineering continues.

Perceptions and definitions of engineers and engineering have been dominated by Western concepts and approaches that have not always adequately considered the environmental, cultural, and social contexts of Aotearoa. While there have been attempts to embed Te Ao Māori in relevant legislation, such as the Resource Management Act 1991 (RMA), in practice this has fallen short of delivering the protections that are promised in Te Tiriti o Waitangi, despite some exemplary projects.³ This results in poor outcomes, especially for Māori.

Why Kimihia Rangahaua is important

In acknowledging the past, and as the membership body for engineers in Aotearoa, we have a responsibility to ensure the profession has tools and knowledge to work with iwi and Māori to realise the intention of Te Tiriti. This will ensure we are building and maintaining relationships within Te Ao Māori to co-create better engineering solutions and ways of working that benefit us all.

Kimihia Rangahaua is central to our mission: bringing engineering to life so we can engineer better lives for New Zealanders.

He whāinga tika tō ia kaipūhanga kia mōhio ia he kāinga tana umanga nōna, he haumarū, he hao i ōna ariā me ōna whakaaro ahurea. Arā ngā āhuatanga i roto i te umanga, tae atu ki te taumata mātauranga matua, kāore i āta pērā te pai, te haumarū, ūā ana nei.² Ki tō mātou titiro kei te haere tonu te kaikiri me te korenga e mārama ki te reo Māori, me te hira o Te Ao Māori ki te ao pūhanga.

Mai rā anō e noho ana ngā tirohanga me ngā tautohutanga ariā o tēnei mea te kaipūhanga me te pūhanga tonu o tauīwi hei mātāmua, tae atu ki ōna ariā me ōna ara mahi, kīhai i āta tahuri mai ki ngā horopaki taiao, ahurea, pāpori hoki o Aotearoa. Ahakoa kua kitea ētahi kōkiri kia whakapūmautia Te Ao Māori i roto i ngā ture hāngai, pēnei i te Resource Management Act 1991 (RMA), ina kitea ngā hua, kāore i āta whakatinatia ngā wawaonga e kia taurangitia ana i roto i te Tiriti o Waitangi, ahakoa ētahi kaupapa i tino pai te whāinga hua.³ Nā konei kua hē ngā putanga hua, otirā mō ngāi Māori he tino pērā.

He aha i kīa ai a Kimihia Rangahau he mea nui

I a mātou e tū nei hei rōpū umanga, rōpū mema hoki mō ngā kaipūhanga o Aotearoa, e kawea ana e mātou te haepapa kia whiwhi te umanga ki ngā taputapu me te mātauranga kia mahi tahi me ngā iwi, me ngāi Māori hei whakatinana i te whāinga o Te Tiriti. Ka kitea i konei kei te whakawhanaunga, me te whakapakari hononga i roto i te Te Ao Māori hei hanga ngātahi i ngā rongoā pūhanga me ngā ara mahi whai hua mā tātou katoa.

Ka noho ko Kimihia Rangahaua i waenga pū o tā mātou whāinga: kia whakahihiko te pūhanga hei mea ora i te ao, kia hangaia he oranga pai ake mā ngā tāngata o Aotearoa.

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- 2 Basil Keane, 'Ngā rōpū – Māori organisations - Protest organisations', Te Ara - the Encyclopedia of New Zealand, teara.govt.nz/en/photograph/32014/engineers-haka-1955 (accessed 4 March 2022)
 - 3 In 2020, an independent review of the Resource Management ACT 1991 (RMA) found that the RMA has insufficient recognition of Te Tiriti and lacks support for Māori participation. For more on the review see the Ministry for the Environment's website environment.govt.nz/publications/new-directions-for-resource-management-in-new-zealand/

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- 2 Basil Keane, 'Ngā rōpū – Māori organisations - Protest organisations', Te Ara - the Encyclopedia of New Zealand, teara.govt.nz/en/photograph/32014/engineers-haka-1955 (i tomokia i te 4 Māehe 2022)
 - 3 I te tau 2020 i kitea e tētahi arotake motuhake o te Resource Management ACT 1991 (RMA) kāore i rawaka ngā tautoko o te RMA i Te Tiriti, kāore hoki he tautoko i te whāinga wāhi mai o ngāi Māori. Mō ētahi atu kōrero mō te arotake nei tirohia te pae tukutuku o te Manatū Taiao environment.govt.nz/publications/new-directions-for-resource-management-in-new-zealand/

How it aligns with our ambitions

Kimihia Rangahaua will help us achieve our ambitions. We strive for Te Ao Rangahau and our members to be:

- **Connected:** Nationally and internationally linked with the profession, allied disciplines, government and communities.
- **Leading:** Champions of the sustainable change needed to solve society's and the planet's complex challenges.
- **Professional:** Technically skilled, credible, trusted and valued by the communities they serve and live in.
- **Thriving:** Building a diverse, equitable and inclusive profession where everyone is equipped to succeed.

Connected

The skills championed through Kimihia Rangahaua, such as engagement and relationship-building, will support the interconnection of engineers. Support networks and the incorporation of mātauranga Māori in engineering practice will enable greater connection within Māori engineering communities and between Māori and the wider profession.

Leading

Aotearoa engineers will lead the wider industry and the world when they demonstrate the positive social, cultural, and environmental outcomes of embracing indigenous worldviews and knowledge in engineering practice.

Professional

Building cultural competency is part of acting professionally. When we demonstrate cultural competency, we build trust and credibility with iwi, hapū (sub tribes), whānau, government and the public, enabling us to deliver better outcomes for the communities we serve and live in.

Thriving

Māori engineers and students will feel welcomed into the profession and Te Ao Rangahau, comfortable to speak out, will share their knowledge and ideas, and be listened to. The profession will thrive with increased diversity.

He pēhea e hāngai mai ana ki ō mātou wawata

Hei āwhina a Kimihia Rangahau i tō mātou whai i ō mātou wawata. E whai ana mātou kia noho tonu Te Ao Rangahau me ō mātou mema, kia:

- **Tūhono:** Kia honohono ā-motu, ā-ao hoki ki te umanga whānui, ki ngā momo mahi noho whanaunga, ki te kāwanatanga me ngā hapori.
- **Ārahi:** E hiahiatia ana ngā toa o te panonitanga toitū hei hīraurau i ngā wero matatini o te pāpori me te ao haere nui tonu.
- **Ngaio:** Kia matatau ā-hangarau, kia mōhiohia hei rōpū pono, ka whakaponotia, ka whakanuia e ngā hapori e mahi nei te rōpū mō rātou, e noho nei hoki rātou i roto.
- **Taurikura:** Kia hanga i tētahi umanga matahuhua, manarite, hao hoki i te katoa, kua ākona nei hoki te katoa ki ngā pūkenga e eke ai rātou ki ngā taumata.

Tūhono

Hei tautoko ngā pūkenga i hāpainga mā roto i Kimihia Rangahaua, pēnei i te tuitui i te tangata me te whakawhanaunga ki te tangata, i te honohongonga o ngā kaupūhanga. Mā ngā whatunga tautoko, mā te whakaurunga hoki o te mātauranga Māori ki roto i ngā tikanga mahi pūhanga e piki ake ai ngā hononga i waenga i ngā hapori pūhanga Māori, ā, i waenga hoki i te iwi Māori me te umanga whānui kē atu.

Ārahi

Mā ngā kaupūhanga o Aotearoa te ahumahi whānui kē atu me te ao e ārahi ina whakaahua rātou i ngā putanga pāpori, ngā putanga ahurea me ngā putanga taiao takatika i roto i mātauranga tikanga mahi pūhanga.

Ngaio

Hei wāhanga te matatau ahurea nō te mahi i runga i ngā tikanga ngaio. Ina whakaahua mātou i te matatau ahurea, ka whakapakari i te whirinakitanga me te ingoa pai o te rōpū i waenga i ngā iwi, i ngā hapū me ngā whānau, i te Kāwanatanga me te iwi tūmatanui hoki, e pai ake ai tā mātou hora putanga pai mā ngā hapori e āwhinatia ana e mātou, e noho nei mātou i roto.

Taurikura

Ka rongu ngā kaupūhanga me ngā ākongā Māori i te mahana o te awahi a te umanga me Te Ao Rangahau i a rātou, ka ngāwari tā rātou whakaputa whakaaro, tiri mātauranga, ariā hoki, ā, ka rangona hoki. Ka taurikura te umanga mā te pikinga o te matahuhua o te tangata.

How it aligns with our values

Our organisational values help shape our workplace culture, behaviours, relationships and beliefs. These values were developed with staff in 2022 and direct how we go about our work. They are:

Te Tū Rangatira | Integrity

He kōrero tātou i te pono, he whakaute tangata, he pono hoki ā mātou mahi katoa.
We are honest, respectful and authentic in everything we do.

Te Ngākau Āwhina | Service

Ka whakaputa hua mātou mō ā mātou mema, mō te umanga, me tō tātou hapori i roto i ā tātou mahi katoa.
We provide value for our members, the profession and our community in every interaction.

Mahi Tahi | Cooperation

He tira kotahi tātou, he hoehoe tahi, he tū tahi.
We are one team, stronger working together as a collective.

Te Toa | Bravery

E ārahi ana tātou i Te Ao Rangahau i runga i te māia, me te hautoa.
We lead the profession boldly and with courage.

He pēhea e hāngai mai ana ki ō mātou wawata

Ka riro mā ā mātou whanonga pono ā-whakahaere e tārei ō mātou ahurea i te wāhi mahi, ō mātou whanonga pono, hononga, whakapono hoki. I whakawhanaketia ēnei whanonga pono i te taha o ngā kaimahi i te tau 2022, ā, hei ārahi ēnei i tā mātou kawē i ā mātou mahi. Inā ngā whanonga pono:

Te Tū Rangatira | Integrity

He kōrero tātou i te pono, he whakaute tangata, he pono hoki ā mātou mahi katoa.
We are honest, respectful and authentic in everything we do.

Te Ngākau Āwhina | Service

Ka whakaputa hua mātou mō ā mātou mema, mō te umanga, me tō tātou hapori i roto i ā tātou mahi katoa.
We provide value for our members, the profession and our community in every interaction.

Mahi Tahi | Cooperation

He tira kotahi tātou, he hoehoe tahi, he tū tahi.
We are one team, stronger working together as a collective.

Te Toa | Bravery

E ārahi ana tātou i Te Ao Rangahau i runga i te māia, me te hautoa.
We lead the profession boldly and with courage.

Our Te Tiriti principles

Te Ao Rangahau acknowledges Te Tiriti o Waitangi as a founding document of Aotearoa. We are committed to upholding Te Tiriti in our organisation and the profession.

The Articles of Te Tiriti have been interpreted and are often expressed as a set of principles; however, no single set of universally accepted principles is applied in all cases.⁴ Partnership, participation, and protection, the three historic and commonly used principles – the “three Ps” – which originate from the Royal Commission on Social Policy 1988,⁵ informed early work including Engineering New Zealand's Rules.

When developing this Strategy, we conducted further research and reviewed Te Tiriti o Waitangi policies of other organisations, including other professional bodies. We noted many have expanded upon the three Ps to include principles that are specific to their context. Likewise, we sought to define Te Tiriti principles for Te Ao Rangahau that reflect and support the context and scope of our organisation.

Following workshops with Te Ao Rangahau staff to understand how Kimihia Rangahaua may interact with different functions of our organisation, with the support of an external Te Ao Māori consultant and in partnership with our external advisory group of Māori engineers – Papaki Parihau, we selected the following principles to guide our work:

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- 4 Te Puni Kōkiri. (2001). He Tirohanga o Kawa ki te Tiriti o Waitangi, A guide to the Principles of the Treaty of Waitangi as expressed by the Courts and the Waitangi Tribunal. tpk.govt.nz/en/o-matou-mohiotanga/crownmaori-relations/he-tirohanga-o-kawa-ki-te-tiriti-o-waitangi
 - 5 Te Kaunihera Tapuhi o Aotearoa Nursing Council of New Zealand. (n.d.). Te Tiriti o Waitangi Policy Statement. nursingcouncil.org.nz/Public/NCNZ/About-section/Te_Tiriti_o_Waitangi.aspx?hkey=36e3b0b6-da14-4186-bf0a-720446b56c52

Ō mātou mātāpono mō Te Tiriti

E whakaae ana Te Ao Rangahau ki Te Tiriti o Waitangi hei pukapuka taketake mō Aotearoa. E ū ana mātou ki te hāpainga o Te Tiriti i roto i tō mātou whakahaere, tō mātou umanga hoki.

Kua oti ngā Upoko o Te Tiriti te whakamārama, ā, he rite tonu te whakaahua o aua upoko hei rārangi mātāpono; ahakoa tērā, kāore he kāhui mātāpono kotahi anake i whakaaetia mō ngā kaupapa katoa.⁴ I noho ko te kōtuitanga, te whāinga wāhi me te tautiaki, ēnei mātāpono i rangona nuitia, i whakamahia nuitia i roto i ngā tau – ngā “p” e toru “partnership, participation me te protection” – i takea mai i te Komihana a Te Karauna mō ngā Āhuetanga ā-Iwi/Royal Commission on Social Policy 1988,⁵ hei kahupapa mō ngā mahi tuatahi, tae atu ki ngā Ture o Te Ao Rangahau.

I te whakawhanaketanga o tēnei Rautaki i kawe e mātou ētahi atu rangahau, i āta tirohia hoki ngā kaupapa here o ētahi atu whakahaere e pā ana ki Te Tiriti o Waitangi, tae atu ki ētahi rōpū umanga. I kite mātou i reira he tini rātou i whakawhānui i ngā mātāpono mō te kōtuitanga, mō te whāinga wāhi me te tautiaki kia hāngai tonu ki ō rātou horopaki mahi. Waihoki, i whai mātou ki te tautuhi i ngā mātāpono o Te Tiriti hei whakaata, hei tautoko i te horopaki me te aronga o tō mātou whakahaere.

I muri i ngā awheawhe ki ngā kaimahi o Te Ao Rangahau kia mārāma ai mātou ki te pānga pea o Kimihia Rangahaua ki ētahi o ngā momo mahi o tō mātou whakahaere, me te āwhina mai o tētahi kaitohutohu nō Te Ao Māori nō waho, me te mahi kōtui mai ki tō mātou rōpū kaipūhanga tohutohu Māori, e mōhiotia nei ko Papaki Parihau, kua kōwhiria e mātou ngā mātāpono e whai ake nei hei ārahi i ā mātou mahi:

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- 4 Te Puni Kōkiri. (2001). He Tirohanga o Kawa ki te Tiriti o Waitangi, A guide to the Principles of the Treaty of Waitangi as expressed by the Courts and the Waitangi Tribunal. tpk.govt.nz/en/o-matou-mohiotanga/crownmaori-relations/he-tirohanga-o-kawa-ki-te-tiriti-o-waitangi
 - 5 Te Kaunihera Tapuhi o Aotearoa Nursing Council of New Zealand. (n.d.). Whakapuaki Kaupapa here mō Te Tiriti o Waitangi. nursingcouncil.org.nz/Public/NCNZ/About-section/Te_Tiriti_o_Waitangi.aspx?hkey=36e3b0b6-da14-4186-bf0a-720446b56c52

Tino rangatiratanga (self-determination): is the right of Māori to exercise autonomy and organise in whatever way they choose. In our context, this means Te Ao Rangahau recognises and supports Māori engineering education, and business and property ownership models. Engineers practising in Aotearoa must recognise Māori as tangata whenua (people of the land) and engage genuinely with local iwi and hapū from project initiation through to completion. Māori will see and hear themselves – and their values – reflected in engineers and engineering. Rangatahi (young people) will be inspired to enter the profession and feel it is a place for them.

Partnership: requires Te Ao Rangahau, engineers, iwi and Māori to work collaboratively, address the unequal power dynamics, and prioritise long-lasting relationships to enable mutually beneficial outcomes.

Equity: means Te Ao Rangahau commits to achieving equitable outcomes for Māori by removing barriers and addressing disparities for Māori entering and progressing in the profession. We can champion equity issues through our policy and advocacy work with government and industry, and our thought leadership for the profession.

Active protection: Te Ao Rangahau will provide welcoming and safe spaces, such as events, CPD, branches and groups for Māori. Engineers need to be aware of potential negative consequence to Māori in their practice. Engineers will respect wāhi tapu (sacred places) and actively work with iwi to protect these. Engineers will understand that some wāhi tapu are unmarked and not included in public lists of heritage or archaeological sites. Open and authentic engagement with iwi before a project begins is essential. Te Ao Rangahau will hold engineers and the profession to account for the impacts of engineering projects on iwi, hapū and Te Taiao. Māori see engineering as a trusted profession, whether working with or within the industry.

Ko te tino rangatiratanga: te whāinga tika o te iwi Māori ki te kawē i ō rātou tikanga ake, kia whakahaere rātou i ā rātou mahi i runga anō i ā rātou e kōwhiri ai. I tō mātou ao, te tikanga o tēnei ka tahuri Te Ao Rangahau ki te whakamana, ki te tautoko hoki i te akoranga pūhanga Māori, me ngā taura pupuru pakihi, pupuru rawa Māori anō hoki. Me mātua whakaae ngā kaipūhanga e mahi ana i Aotearoa ko te iwi Māori te tangata whenua, me mātua whakapā atu ki ngā iwi o ō rātou takiwā, hapū hoki, mai i te tīmatanga o ngā mahi taea noatia te otinga. Ka kite tonu ka rongō tonu te iwi Māori i a rātou anō - me ō rātou whanonga pono - i waenga i ngā kaipūhanga me te mahi pūhanga. Ka hihiko te wairua o te rangatahi mō te whai i te umanga nei, ā, ka mōhio tonu rātou he wāhi tonu tēnei mō rātou.

Hei wāhi taketake o te Kōtuitanga: me tahuri Te Ao Rangahau, ngā kaipūhanga, ngā iwi me ngāi Māori ki te pāhekoheko, ki te āta titiro ki ngā taukumekume kāore kē nei i te taurite, me te whakatāhuhu ki mua ko ngā hononga toitū, kia puta ai he hua papai mō ngā taha e rua.

Hei wāhi taketake o te Ōritetanga: e whakaū ana Te Ao Rangahau ki te whakatinana putanga ōrite mō ngāi Māori mā te ūkui i ngā maioro me te whakatika i ngā korenga e ōrite mō ngāi Māori e urutomo mai ana, e ahu whakamua ana i roto i te umanga. Ka taea e mātou te whakatairanga ngā take ōritetanga mā ā mātou mahi kaupapa here, kauwhau tikanga hoki ki te Kāwanatanga me te ahumahi, me tā mātou ārahi wāhanga mō te umanga.

Te āta tautiaki: Ka horaina e Te Ao Rangahau ētahi wāhi pōwhiri i te tangata, haumarua hoki, pēnei i te hui, i te mahi whakapakari ngaiotanga, i ngā pekanga ā-takiwā, i ngā rōpū, mō ngāi Māori. Me mātua noho mārama ngā kaipūhanga ki ngā putanga tērā pea ka hē ngā pānga ki a ngāi Māori, i roto i ā rātou mahi. Me āta whakaaro ngā kaipūhanga mō ngā wāhi tapu, me te āta hanga tikanga ngātahi me ngā iwi hei tautiaki i aua wāhi tapu. Ka noho mārama ngā kaipūhanga kāore ētahi o ngā wāhi tapu i te tūtohungia, kāore hoki e kitea ana i roto i ngā rārangi tūmatanui o ngā pae whenua taonga tuku iho, mātai whaipara tangata rānei. He mea taketake kia āta torotoro mārire, kia pono hoki te kōrero ki tētahi iwi i mua i te tīmatanga mai o tētahi kaupapa. Ka riro mā Te Ao Rangahau e here ngā kaipūhanga me te umanga mō te pānga o ngā kaupapa pūhanga ki ngā iwi, ki ngā hapū me Te Taiao. Ka whakapono tonu te iwi Māori ki te pūhanga hei umanga e whakaponotia ana, ahakoa mahi i te taha, ahakoa mahi i roto te Māori i te ahumahi.

Mātauranga: Te Ao Rangahau values mātauranga alongside and in conversation with Western frameworks of scientific enquiry and recognises and supports it as an expression of Te Ao Māori. Māori concepts of whakapapa (genealogy), kaitiakitanga (guardianship), manaakitanga (hospitality), whanaungatanga (relationships), mātauranga (knowledge) and mauri (life force) are understood and valued by all engineers. Te Ao Rangahau will elevate the use of Māori placenames, recognising the stories and knowledge of place embedded in them. Te Ao Rangahau recognises Māori as the owners of mātauranga and will ensure attribution and recognition when applied.

Implementation

Kimihia Rangahau as a guide and lens

Te Tiriti principles outlined above will guide and inform the work of Te Ao Rangahau, both internally as it relates to our staff, and externally for our members and the public.

Our key organisational strategy and operational documents are listed below. As each comes due for review, we will redevelop these to reflect and incorporate our Te Tiriti principles.

[Te Ao Rangahau Strategy – Our Ambitions](#)

[Our Rules](#)

[Code of Ethical Conduct](#)

Ko te Mātauranga: Ka whakapono Te Ao Rangahau he mea nui te mātauranga, me haere tahi me ngā anga tūhura pūtaiao o ētahi atu iwi o te ao, i roto hoki i ngā kōrero, ā, whakatairanga ana, e tautoko ana hoki i aua mea hei whakaahuatanga o Te Ao Māori. Ka whakanuia e ngā kaipūhanga katoa, ā, ka mārama hoki rātou ki ngā ariā Māori, ki te whakapapa, ki te kaitiakitanga, ki te manaakitanga, ki te whanaungatanga, ki te mātauranga, ki te mauri anō hoki. Ka whakatairangatia e Te Ao Rangahau te whakamahinga o ngā ingoa takiwā Māori, hei whakamana i ngā pūrākau me te mātauranga ki aua takiwā e noho nei i roto i aua ingoa. Ka whakaae Te Ao Rangahau ko te iwi Māori tonu te hunga pupuru i te mātauranga, ā, ka riro mā rātou e whakaū te whakaingoa o te kaipupuru i te mana, me te whakaaetanga, ina hoatu ki roto.

Te Whakatinanatanga

Ko Kimihia Rangahau hei aratohu, hei karu mātaki hoki

Ka riro mā ngā mātāpono o te Tiriti i runga ake nei hei ārahi, hei whakamārama i ngā mahi a Te Ao Rangahau, ahakoa i roto mō ngā mahi e pā ana ki ā mātou kaimahi, ahakoa i waho ki ā mātou mema, me te iwi tūmatanui.

Anei e rārangi ake nei ā mātou tuhinga rautaki, whakahaere matua. Hei te takanga o te whakahoutanga mō ia tuhinga ka whakawhanaketia anō hei whakaata, hei whakauru hoki i ā mātou Mātāpono Tiriti ki roto.

[Te Ao Rangahau Strategy – Our Ambitions](#)

[Ā Mātou Ture](#)

[Rārangi Tikanga Tōtika](#)

Our approach

Kimihia Rangahaua is an ongoing journey, and we are committed to bringing our membership along with us.

We will develop our work in three steps, reaching outwards at each step as we lead by example. This is explained in the poutama pattern. First, we will build our internal capability and culture before reaching out to our membership and, lastly, the profession as a whole.

Poutama

The poutama (steps) pattern is commonly recognised on tukutuku (pattern) panels and in weaving. Poutama has significant spiritual and educational meaning: the stepped pattern symbolises levels of attainment and advancement, striving ever upwards. Demigods used poutama to ascend to the topmost evolutionary realm in their quest for superior knowledge.

Our poutama:

Our people: Cultural competency is a skillset we value and actively build in our staff and Board. Our workplace culture embodies our Te Tiriti principles, and these are at the core of everything we do. Staff feel ownership of, and a commitment to, the Kimihia Rangahaua Strategy and are empowered to take an active part in achieving it.

Our organisation: Our organisation has the capability and cultural intelligence to partner with Māori to ensure our work incorporates and is influenced by Māori views and perspectives, including the work we do in partnership and on behalf of government and other partners. We actively build Māori relationships and networks, and deploy knowledge to become more diverse. Our policies, practices, processes and procedures are influenced by Te Ao Māori, appropriate to the context in which we operate and uphold Te Tiriti and the mana of Māori.

Our members and communities: We support our members, communities and the engineering profession by modelling culturally intelligent behaviour, reflecting Māori world views through our work, uplifting cultural intelligence in the engineering profession, and supporting others to constantly deepen, expand and diversify their capabilities.

Tō mātou ara mahi

He ara haere tonu a Kimihia Rangahau, ā, e ū ana mātou ki te ārahi tahi i ā mātou mema me mātou.

Ka whakahou haere mātou i ā mātou mahi mā ētahi hipanga e toru, me te toro whakawaho i ia hipanga, arā, me noho mātou hei tirohanga mā ētahi i muri. E whakamāramatia ana ēnei wawata i te taurira poutama i raro iho nei. Tuatahi, ka whakapakaritia e mātou ō mātou pūmanawa, ahurea whakaroto i mua i te toronga atu ki ō mātou mema, ā, mutu rawa atu ki tō mātou umanga nui tonu.

Ko te Poutama

E mōhio nuitia ana te taurira poutama, ka kitea nuitia i roto i ngā tukutuku, me te mahi raranga. He tikanga wairua, he tikanga mātauranga hira hoki tō te poutama: hei tohu te poutama mō ngā taumata kua ekea, kua ahu whakamua, ā, e piki whakarunga tonu ana. I piki haere ngā tūpuna atua ki te toi o ngā rangi ki te whai i ngā kete o te mātauranga

Ko tō mātou poutama:

Ō mātou tāngata: He kāpuinga pūmanawa nui te matatau ahurea, ā, kei te whakapakaritia tonutia i roto i tō mātou tira kaimahi me te Poari anō. Hei whakatinana tō mātou ahurea wāhi mahi i ō mātou mātāpono mō Te Tiriti, ā, e noho ana ēnei hei iho mō ā mātou mahi katoa. E noho ana ngā kaimahi hei kaiāpai, kei kaimahi pono hoki i raro i te Rautaki o Kimihia Rangahaua, ā, kua whakamanaia rātou kia whai wāhi pono mai ki tōna whakatutukitanga.

Tō mātou whakahaere: Kua whai pūmanawa, kua noho matatau ā-ahurea tō mātou whakahaere ki te kōtui atu ki a ngāi Māori, kia whai wāhanga mai ngā whakaaro me ngā tirohanga Māori ki ā mātou mahi, kia noho hei pūtake whakahihi i ngā mahi, tae atu ki ā mātou kōtuitanga mō te kāwanatanga, me ērā atu hoa kōtui. Ka āta mahi mārire mātou ki te hanga hononga me ngā whatunga Māori, ki te tiri i te mātauranga, kia matahuhua kē atu anō hoki. E tōia ana ā mātou kaupapa here, ā mātou tikanga mahi, ā mātou hātepe, ā mātou ara mahi hoki e Te Ao Māori, he hāngai ki te horopaki e mahi nei mātou i roto, he tautoko i Te Tiriti me te mana o ngāi Māori.

Ō mātou mema me ō mātou hapori: E tautoko ana mātou i ā mātou mema, ō mātou hapori me te umanga pūhanga mā te whakaahua i te whanonga atamai ā-ahurea, mā te whakaari i ngā whakaaro Māori mō te ao i roto i ā mātou mahi, mā te hāpai i te atamai ahurea i roto i te umanga pūhanga, me te tautoko i ētahi atu kia whakahōhōnu tonu, kia whakawhānui, kia kawē kē i ō rātou pūmanawa ki taumata hou.

KIMIHA RANGAHAUA POUTAMA CONCEPT

The Poutama (stairway to heaven) has spiritual and educational meaning: the stepped pattern symbolises levels of attainment and advancement, striving ever upwards. The steps represent the various levels of learning and achievement.

#1 Awareness and knowledge: Our people *matauranga*

Our people (Board, leadership and staff) have a solid basic knowledge of te Tiriti, history of colonization and cultural fluency. We know how and when to incorporate tikanga / Māoritanga and protocols in the ways we operate and conduct ourselves.

#2 Connections and relationships: Our organisation *whanaungatanga*

Our organisation has the capability and cultural intelligence to partner with Māori to ensure our work incorporates and is influenced by Māori views and perspectives – including the work we do in partnerships and on behalf of government and other partners. We actively build Māori relationships and networks, deploy knowledge, become more diverse.

#3 Partnership and participation: Our members and communities *mahi tahi*

We support our members, communities and our sector by modelling culturally intelligent behaviour, reflecting Māori world view through our work, uplifting cultural intelligence in the engineering profession and supporting others to constantly deepen, expand and diversify their capabilities.

Building meaningful relationships with iwi and hapū will be at the heart of good engineering practice. Māori will see and hear themselves – and their values – reflected in engineers and engineering. As the professional body for engineers and the Registration Authority for Chartered Professional Engineers, Te Ao Rangahau will support engineers to build their competency to develop meaningful and lasting relationships with mana whenua. Te Ao Rangahau will also work with iwi partners when concern is raised about the impacts of an engineer's work on Te Taiao.

Key documents

The Kimihia Rangahau Strategy describes our strategic objectives and principles.

Our three yearly strategic workplans describe in more detail the actions we will take to achieve our goals as set out in this strategy. Workplans are refreshed each financial year by Kaimahi (our internal steering group) with input from across the organisation and Papaki Parihau. These workplans will then be noted by the Board at their September planning and budget meeting. The Strategy sponsor is responsible for the workplan. Specific projects or actions within the workplan will be undertaken by the relevant teams and individuals. Workplans will follow the Poutama structure, with actions falling into each of the three steps – Our People, Our Organisation, and Our Members and Communities.

Ka noho ko te waihanga i ngā hononga whai tikanga ki ngā iwi me ngā hapū i te manawa tonu o ngā tikanga mahi pūhanga papai. Ka kite tonu, ka rongu tonu te iwi Māori i a rātou anō - me ō rātou whanonga pono - i waenga i ngā kaupūhanga me te mahi pūhanga. E noho ana Te Ao Rangahau me te Mana Rēhita mō ngā Kaipūhanga Ngaio Kua Puta i ngā Whakangungu Katoa, nā reira ka tautokona e Te Ao Rangahau ngā kaupūhanga kia whakawhanake i ngā hononga whai tikanga, toitū hoki ki te mana whenua. Ka mahi tahi Te Ao Rangahau ki ngā hoa kōtui ā-iwi ina whakaarahia he āwangawanga mō te pānga o te mahi a tētahi kaupūhanga ki te Taiao.

Ngā tuhinga taketake

Hei whakamārama te Rautaki Kimihia Rangahau i ō mātou whāinga me ō mātou mātāpono rautaki.

He hōhonu kē atu ngā whakamārama i roto i ā mātou mahere mahi rautaki ā-toru tau mō ngā mahi ka mahia e mātou hei whakatutuki i ō mātou whāinga e tākina atu nei i tēnei rautaki. Ka whakahoutia ngā mahere mahi ia tau ahumoni e ō mātou kaimahi (tō mātou rōpū arataki whakaroto) me ngā āwhina puta noa i te whakahaere, waihoki i Papaki Parihau. Ka āta tirohia ēnei mahere mahi e te Poari hei tō rātou hui whakamahere, whakatakoto rārangi pūtea hoki hei te Mahuru. Ka noho haepapa te kaikōkiri Rautaki mō te mahere mahi. Ka kawea ngā kaupapa me ngā mahi motuhake o te mahere mahi e ngā tira me ngā tāngata takitahi hāngai. Ka whakaahua ngā mahere mahi i te anga Poutama, ā, ka takoto ngā mahi i roto i tēnā, i tēnā o ngā hipanga e toru - Ō Mātou Tāngata, Tō Mātou Whakahaere, me ō Mātou Mema, Hapori hoki.

Objectives and outcomes

Objective	Outcome	Te Whāinga	Te Putanga
Celebrate and uplift Māori engineers and engineering and support connection	<ul style="list-style-type: none"> We support our Māori members to connect and collaborate with each other. All our work prioritises and lifts the role of Māori in engineering. We lift up the stories of past engineering and showcase current Māori engineers and engineering projects and organisations doing great work in this space. 	Kia whakatairangatia, kia hāpainga hoki ngā kaipūhanga Māori me te pūhanga, ā, tautokona hoki ngā hononga	<ul style="list-style-type: none"> Ka tautokona e mātou ō mātou mema Māori kia tūhono, kia pāhekoheko tētahi ki tētahi. Ka whakatāhuhu ki mua ā mātou mahi katoa i te tūranga o ngāi Māori i roto i te mahi pūhanga, ā, ka hāpainga hoki. Ka whakatairangatia e mātou ngā pūrākau o ngā mahi pūhanga o mua, ka whakaatatia hoki ngā kaipūhanga Māori o nāianei, waihoki ngā kaupapa pūhanga, whakahaere pūhanga hoki e kawē nei i ā rātou mahi hira i tēnei ahumahi.
Valuing cultural competency within our organisation and the profession	<ul style="list-style-type: none"> Increased cultural competency of Te Ao Rangahau staff members through upskilling and training opportunities. We increase our organisation's cultural competency through improvements and updates to processes and policies. 	Kia whakanuia te matatau ahurea i roto i tō mātou whakahaere me te umanga nui tonu	<ul style="list-style-type: none"> Ka whakapikia te matatau ahurea o ngā mema kaimahi o Te Ao Rangahau mā ngā whāinga wāhi whakapakari pūkenga, whakangungu hoki. Ka whakapikia e mātou te matatau ahurea o tō mātou whakahaere mā ētahi whakapainga ake, me ētahi whakahoutanga hātepe, kaupapa here hoki.
Valuing mātauranga Māori in engineering practice	<ul style="list-style-type: none"> We support our members to upskill their cultural competency. We hold the profession and ourselves to account for our collective responsibilities under Te Tiriti o Waitangi. Mātauranga Māori is recognised and valued in the profession and as part of every project. It has the same status as Western science. 	Kia whakanuia te mātauranga Māori i roto i ngā tikanga mahi pūhanga	<ul style="list-style-type: none"> Ka tautokona e mātou ō mātou mema kia whakapikingia tō rātou matatau ahurea. Ka noho mātou ki te here i te umanga, i a mātou anō hoki mō ō mātou haepapa tū tahi i raro i te Te Tiriti o Waitangi Ka whakanuia e mātou te mātauranga Māori, ā, ka whakamānawatia i roto i te umanga, hei wāhanga hira hoki o ia kaupapa mahi. Kia taurite tōna mana ki te pūtaiao o whenua kē.
Partnering with Mana Whenua	<ul style="list-style-type: none"> We build long-lasting relationships with iwi that allow us to collaborate on important pieces of work. 	Kia noho kōtui ki te Mana Whenua	<ul style="list-style-type: none"> Ka hangaia e mātou ngā hononga mauroa ki ngā iwi, e taea ai e mātou te pāhekoheko ki ngā mahi hira.
Influence with government	<ul style="list-style-type: none"> Drive better outcomes for Māori in the engineering profession. 	Kia taea te whakaawe i te kāwanatanga	<ul style="list-style-type: none"> Ka ākina ngā putanga pai ake mō ngāi Māori i roto i te umanga pūhanga.

Overall measures

- Te Ao Rangahau surveys its Māori members to ascertain satisfaction and engagement with the offerings of the Kimihia Rangahaua programme.
- Increased number of Māori engineering students and graduates.
- Increased percentage of members who are Māori to meet or exceed the percentage of Māori in the general population.
- We are a trusted profession to, and for, Māori.

Ngā mahi whānui tonu

- Ka uia e Te Ao Rangahau āna mema kia mōhio mehemea kei te hari, pēhea hoki tō rātou aro mai ki ngā tāpaetanga o te hōtaka Kimihia Rangahaua.
- Kia whakapikia te tokomaha o ngā ākongā pūhanga me ngā pia Māori
- Kia whakapikia te ōrau o ngā mema e kī ana he Māori rātou, kia eke ki tua atu rānei o te ōrau Māori o te taupori nui tonu.
- He umanga mātou e whakaponotia e te Māori, mā te Māori.

Glossary

Kupu (word/s)	Definition
Aotearoa	New Zealand
Hapū	Clan or Sub-tribe
Iwi	Tribe, race, nation
Kaitiakitanga	Guardianship
Kaimahi	Worker, employee
Kaumātua	Old man, elder, adult
Mana	Integrity, prestige, formal, charisma
Manaakitanga	Caring for, entertain, show respect, hospitality, entertainment, hosting
Mātauranga Māori	Māori knowledge
Mauri	Life force, life principle, special character
Ngāti Porou	Tribe based on the East Coast of the North Island
Papaki Parihau	Name given to external advisory group
Poutama	Steps, Māori pattern that indicates levels of achievement
Rangatahi	Youths, young people, young adults
Rōpū	Group
Tangata Tiriti	Treaty person, people of the Treaty
Tangata Whenua	People of the land, e.g. Māori are people of the land in Aotearoa, local people, native.

Kupu (word/s)	Definition
Te Ao Māori	Māori worldviews
Te Ao Rangahau	The world of research
Te Reo Māori	The Māori language
Te Taiao	The environment
Tikanga / Tikanga me ōna reo	Customs / Customs and its language
Tino Rangatiratanga	Self-determination
Tukutuku	Pattern
Wāhi tapu	A sacred place
Whakapapa	Genealogy, cultural identity
Whakatauki	Proverb
Whānau	Family
Whānaungatanga	Relationships



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te ao rangahau

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