

Mana Taiohi – practical action cards

The following cards are designed to show how the Mana Taiohi principles can be applied in your mahi and within your organisation.

What's on the cards

Each card provides an example of an action related to the Mana Taiohi principles categorised into:

Policies and systems

Changes your organisation can make to better support young people (dark blue cards).

People

Attitude changes and actions you can lead to enhance the mana of young people (medium blue cards).

Environment

Steps to create a safe and empowering social and physical environment for young people (teal cards).

Some cards may fit into more than one category.

On the back of each card, you'll find discussion questions to inspire further conversation, and the Mana Taiohi principles linked to each action. While each card emphasises one or more of the principles, all 8 Mana Taiohi principles are interconnected and work together.

How to use the cards

- Print the cards, selecting 'print on both sides' (long edge). Choose A3 size to make the text more accessible and easier to read.
- Use them as prompts to start developing an individual or organisational action plan for embedding Mana Taiohi.
- The cards are colour-coded based on the categories. You can use all the cards together or focus on one category specific to your role within an organisation (e.g. policies and systems).
- Organise the cards into groups based on: actions you already do, actions you could do, and actions that are aspirational. From this, create an action plan for embedding Mana Taiohi in your mahi.
- Use the blank cards, on the last page, to create actions and prompts specific to you and your organisation.

Provide opportunities for young people to fully participate in decision making

Ensure young people are viewed as contributors

Consider how images and video footage of young people are shared

Embed the Mana Taiohi principles into your recruitment, employment and management of young people

Seek informed consent, not just consent forms

Utilise Mana Taiohi when gathering data and insights with young people

Utilise Mana Taiohi when sharing data and insights back with young people

Consider integrating Mana Taiohi principles into your strategies/ plans for young people

How does your organisation view young people currently? Do young people feature in your stakeholder survey or processes? How do you enable them to feedback on what your organisation offers, or its future direction?



How are young people involved in decision making? How prepared are you (or your organisation) to support young people to be in decision making positions? Does their experience reflect Mana Taiohi?



How are the Mana Taiohi principles applied in the advertising, recruitment and onboarding of young people into roles? Furthermore, how are they applied during their work/volunteer journey? How do your documents, policies and processes safeguard young people?



Allow young people to choose what images you use and share content with them first. Do they want access to photos/footage for their personal use? Do they also want to share the content on their social profiles? Consider that rangatahi might want to be seen differently in five years. Images could 'expire', or you could seek permission to continue to use images after a certain point.



Ask young people if they felt their ideas and voices were heard and valued, and whether their experience honoured the principles of Mana Taiohi. Think about alternative and culturally responsive ways to evaluate projects or programmes that reflect the diverse young people you engage with.



Have you explained your kaupapa/purpose and the aims of your organisation to the young people you are engaging with? Are the whānau of the young people considered when seeking informed consent? Do young people understand how, when and where their images/data will be stored and used? Is the environment (whenua, awa, maunga, hapū, iwi, community) considered when seeking informed consent?



What needs to happen to support Mana Taiohi principles to be embedded across your organisation? Which principles feel like they already align to your strategies/plans? Where are the gaps? What might need to change? What processes may need to be put in place? What support do you or your staff need to help understand Mana Taiohi and the value it can add to your strategies/plans?



How might you share the results of participant surveys directly with young people? Is the information youth-friendly? Is this information clearly accessible on your website or social media?



Integrating the principles of Mana Taiohi when engaging with young people

Develop programmes and initiatives with youth leadership opportunities

Apply a Mana Taiohi lens to initial project planning hui

Appropriately acknowledge the contribution of young people you engage with

Manage behaviours and attitudes using strengths-based skills

Adapt your policies to reflect Mana Taiohi

How can you ensure that programmes are mana enhancing? Are there opportunities for youth to lead, and do these opportunities reflect the aspirations of the young people themselves? What support is in place for young people during these opportunities?



Does your co-design or youth engagement process allow for authentic Whai Wāhitanga? How do you acknowledge and uphold the mana, knowledge and skills of the young people involved? How do you provide good mātauranga about the process and next steps?



How can you authentically acknowledge the time and expertise of the young people that you engage with? Are there opportunities to pay them for their work/contribution? How is 'koha' defined or included in your policies and procedures? What connections, resources and opportunities could you provide that will be of value to young people?



How does your project acknowledge the principles? How could these principles be embedded from the very beginning of a project? Who needs to be involved? Are voices of young people represented? Are there opportunities for young people to lead?



How can your policies and processes better align with Mana Taiohi? How can Mana Taiohi be upheld and sustained within your organisation? Are these policies inclusive of young people and accessible to young people?



If someone is late and/or is disruptive, what strategies do you have to support them and understand the reasons for their behaviour? How can you honour the mana of all who might be impacted by the behaviour, including the young person themselves.



Value the knowledge and expertise of young people across all levels of your organisation

Provide opportunities for young people to take leadership in your organisation

Champion Mana Taiohi in your organisation or environment

Recognise the diversity of young people

Write documents in plain and accessible language

Learn and acknowledge the whakapapa of your organisation

Use strengths-based language with young people

Build a database of inclusive whanaungatanga activities

Where do young people have the space to lead? What are the pathways for leadership (paid or voluntary)? How can you ensure diverse young people get a chance to lead (not just young people who are already in leadership roles)? And how do you make that a genuine process (not tokenistic)?



What skills and experience do young people have? (it's not just about being familiar with social media or being good with technology!) How can you be curious and inquisitive to learn about the skills and experiences of young people? How can this be a reciprocal space of sharing skills and experiences?



Do you greet people in their language? Do you introduce yourself with your pronouns? What training and guidance is in place for staff around best practice in engaging with young people or positive youth development?



Do you talk to people and organisations you work with or support about the Mana Taiohi principles and what they mean? Where do you direct people for resources and support about positive youth development? What questions could you ask to prompt deeper consideration of how others can do better for young people?



How do you acknowledge where your organisation has come from, and where you're going? What's changed in the time that you have been an employee? What's your vision for the future? How are young people included in this vision?



Is the information that you provide clear and accessible? Do you provide communications in te reo Māori, or other languages? How would you explain your role, or your strategy to a young person? How easy is it for young people to access information about what you do or how they can be involved?



What activities work well with young people? Are they inclusive of all young people eg, tāngata whaikaha (disabled people), people living with mental illness. Are young people able to lead some of these activities? Can they access this database of resources to help them grow facilitation skills and leadership?



When coaching/instructing or working with young people, are you communicating in a strengths-based way? Are you using jargon that is inaccessible? How are young people reacting to your instructions? What is your coaching style, is it aligned with Mana Taiohi?



Consider including Mana Taiohi training in your own, or your organisations, professional development

Start and finish meetings in a culturally appropriate way/manner

Acknowledge the gift of kai in a culturally appropriate way

Intentionally consider whanaungatanga and the practice of doing your pepeha

Learn and acknowledge the whakapapa of the spaces and places you work

Consider how Mana Taiohi aligns with your own values

Do you use karakia (or a culturally appropriate way/manner) within your organisation currently? Does it reflect different situations and locations? How does this inform and reflect the tikanga/customs of your organisation?



How does Mana Taiohi support your professional development? What additional training could you and other staff members in your organisation access?



Is whanaungatanga prioritised in hui or events across your teams and organisation? Are people supported and encouraged to learn and share their pepeha? How can you create a safe space for young people to explore their whakapapa or pepeha journey?



Who in your organisation currently does this? How could everyone be supported to have the confidence and capability to do this? How could you incorporate other languages and cultures?



How can the Mana Taiohi principles support your own personal growth? What support do you need to help strengthen your practice? How do these principles align with your values?



Is the environment (whenua, awa, maunga, hapū, iwi, community) considered when you welcome people to your place or when you go somewhere? How do you look after the environment in the work you do? How do you acknowledge the environment or place you are in?





**Embedding Mana Taiohi
in your organisation**

