

Sport NZ Ihi Aotearoa

Cultural Capability Programme

Tū Te Ihi

09 Akuhata 2022

Whitiki e! Call to Arms



Journey to date



What is Tū Te Ihi?

Te Wāhanga Tuatahi: Te Tiriti O Waitangi
Te Wāhanga Tuarua – Whanaungatanga
Te Wāhanga Tuatoru - He Tirohanga Māori
Te Wāhanga Tuawha – Te Reo, Tikanga

Cultural Baseline Survey

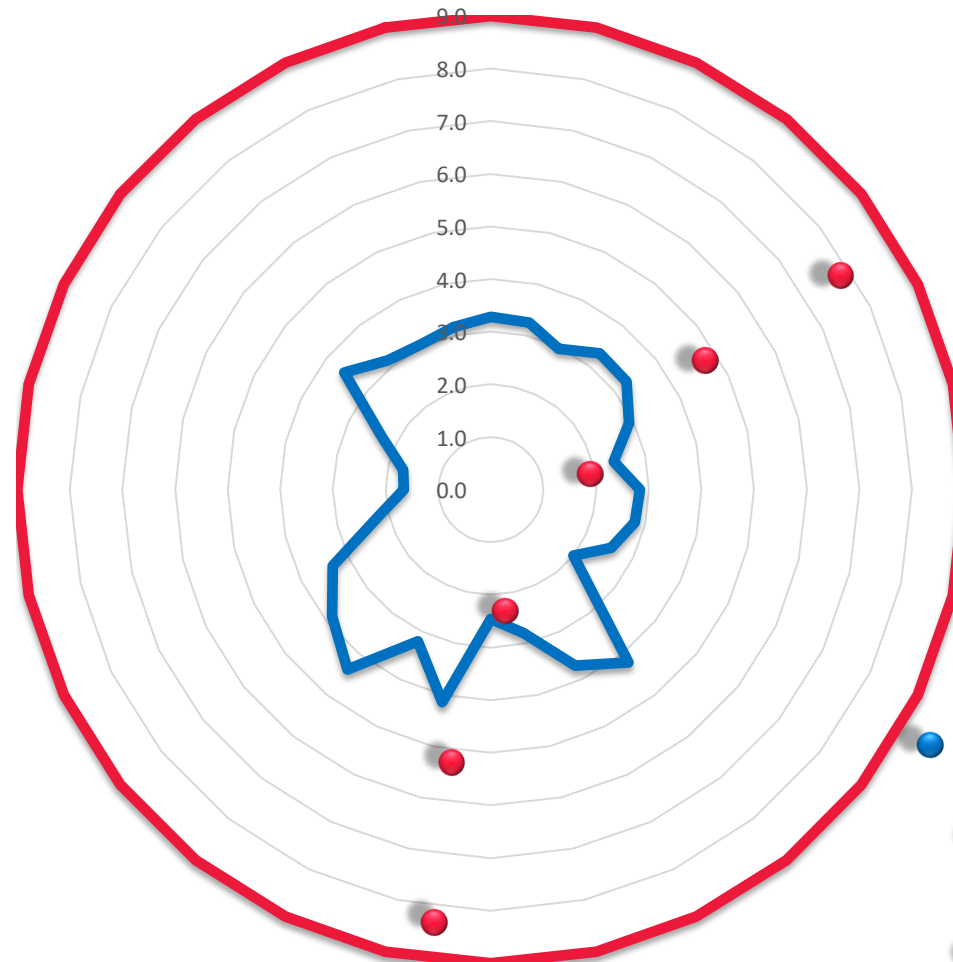
- 24 Specific Cultural Baselines indicators developed from outcomes
- Te Arawhiti competency guidelines
 - Unfamiliar, Comfortable, Confident, Capable
- Survey measures pre & post programme understanding and ability
- Produces data at the levels of individual, team, business unit & organisation

SPORT NZ TŪ TE IHI CULTURAL BASELINE SURVEY RESULTS



Tū Te Ihi

● Pre Tū Te Ihi

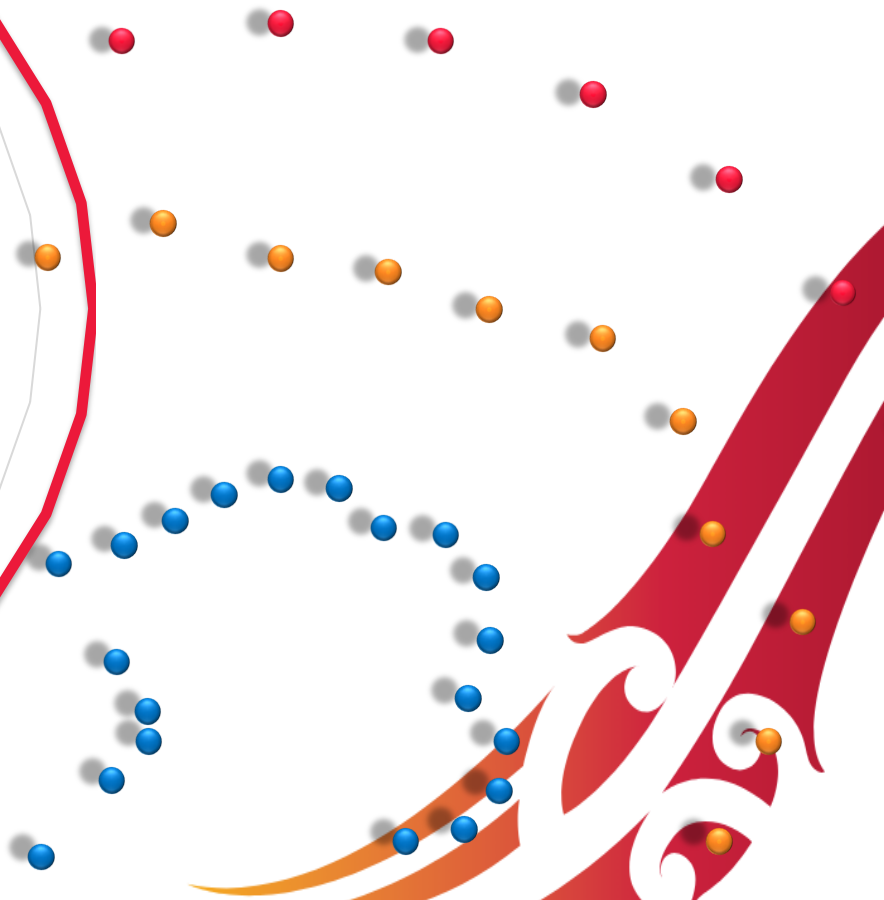
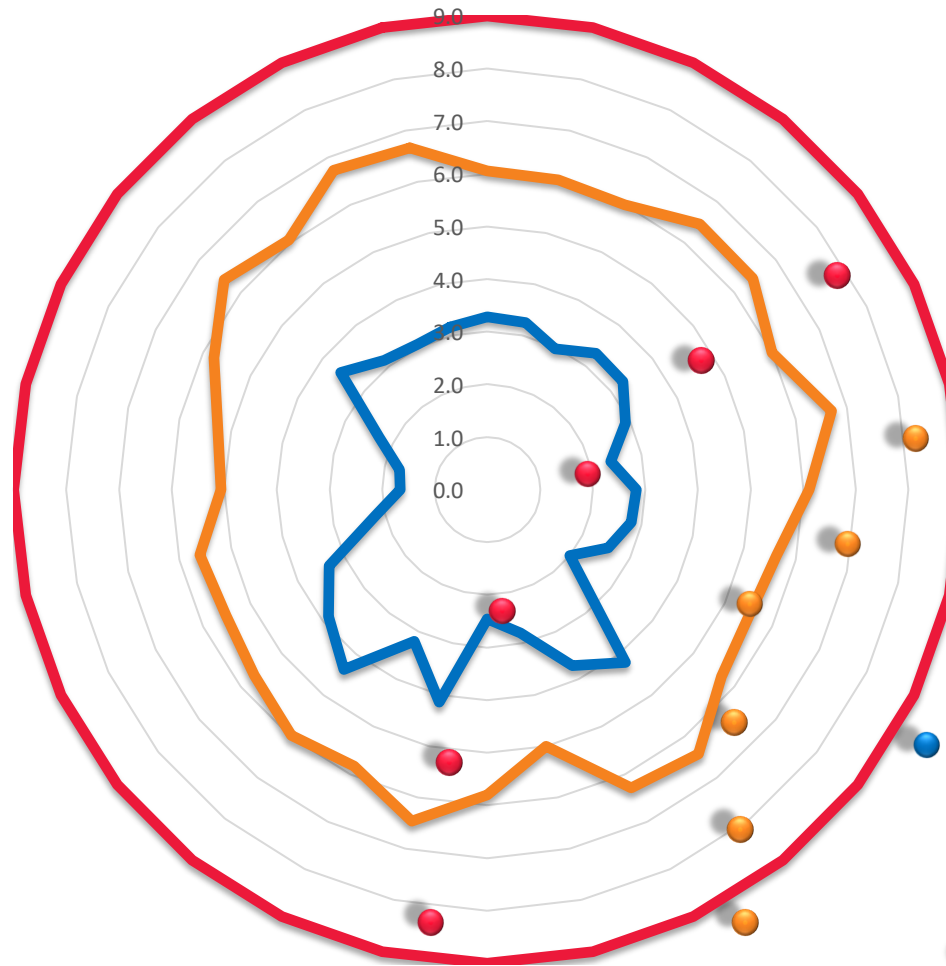


SPORT NZ TŪ TE IHI CULTURAL BASELINE SURVEY RESULTS



Tū Te Ihi

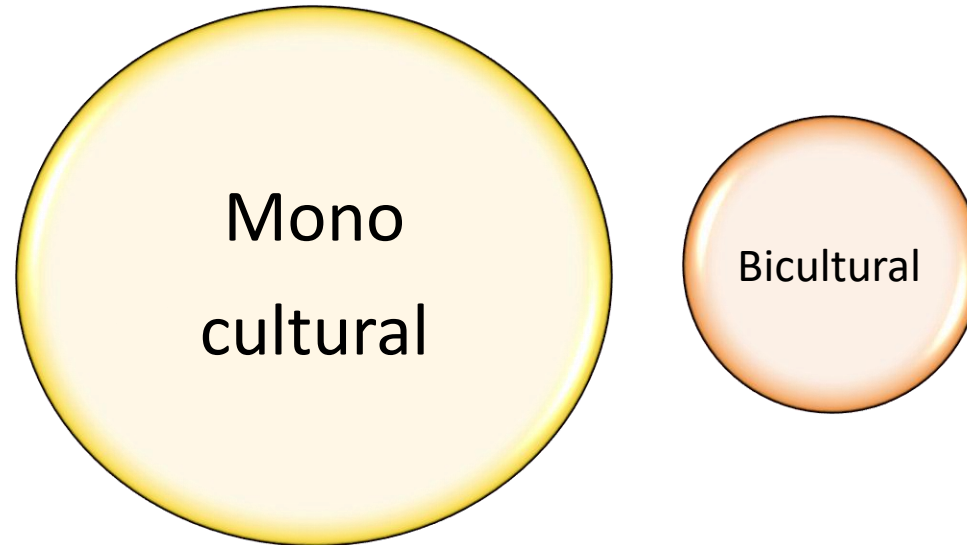
● Pre Tū Te Ihi ● Post Tū Te Ihi



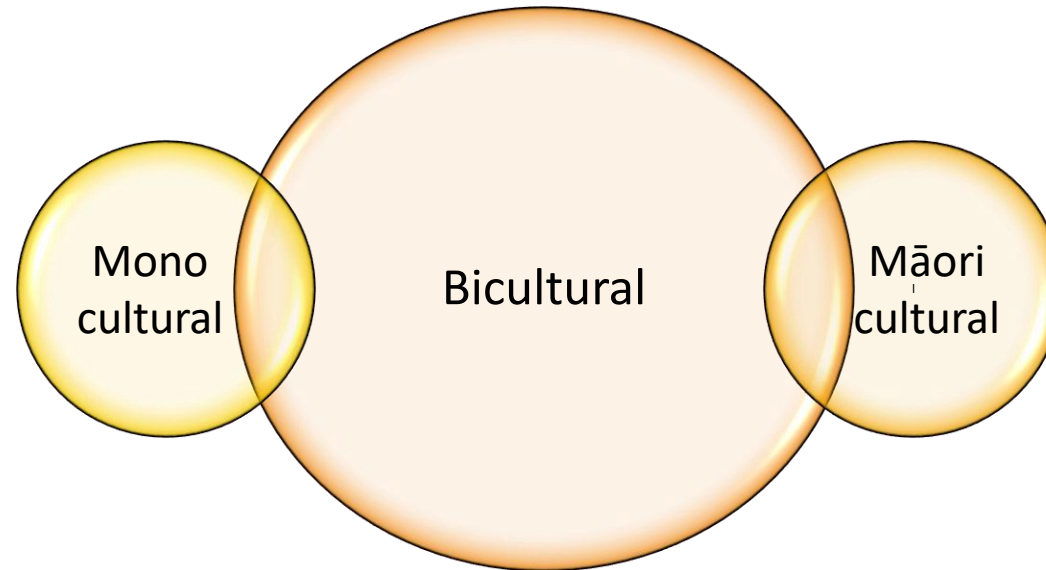
Benefit of a Baseline

- Creates a basis for measurement and tracking change
- Ensures common language and understanding exists
- Builds confidence and trust
- Shares the load across an organisation
- Builds appreciation of Mātauranga Māori, kaupapa Māori approaches and kaimahi Māori value add
- Enables staff to practice in a culturally supportive environment
- Creates the ability to measure understanding and ability at an individual, team and organisational level

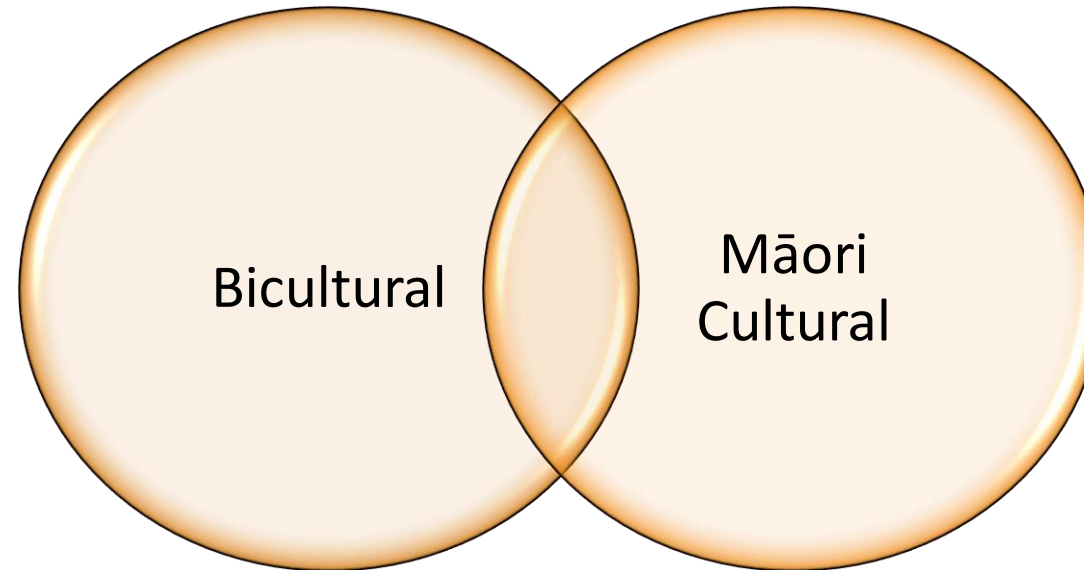
Why was Tū Te Ihi successful?



Why was Tū Te Ihi successful?



Why was Tū Te Ihi successful?



‘What makes Tū Te Ihi different from other cultural capability programmes?’

- Empowering Leadership
- Create the space for Māori, by Māori
- Trust
- Place of safety for Pākehā and Māori
- Vulnerability

The cultural transformation Tū Te Wehi

- Te Tiriti o Waitangi Commitment Statement
- Mauri Pounamu
- Formal apologies to He Oranga Poutama Providers & Māori National Sport Organisations
- Revived Māori Name – Ihi Aotearoa & new Brand
- Sport NZ strategic priority – Honouring Te Tiriti
- Sport NZ internal processes & systems reflect our Te Tiriti commitment
- Mihi Whakatau adopted by Teams
- Tū Te Ihi Programme embedded as part of Sport NZ Induction Programme
- Connections Conference – Inclusive of Te Reo, Tikanga, Kaupapa Māori & Māori Award

Pata Pātai