

Tūpiki Ora Action Plan

2022-2027



Absolutely Positively
Wellington City Council
Me Heke Ki Pōneke

Tūpiki Ora Action Plan

2022–2027

Purpose

1. The Tūpiki Ora Action Plan 2022–27 (the 'Action Plan') sets out how the Council will implement the Tūpiki Ora Māori Strategy over the 2022–2027 period.

The Action Plan

2. The Tūpiki Ora Action Plan (the 'Action Plan') outlines goals and actions across the four Pae Hekenga Waypoint Priorities identified in the Tūpiki Ora Māori Strategy (the 'Strategy'), to start navigating the waka toward the 10-year vision of the Tūpiki Ora Māori Vision:
Kia mauri ora te taiao, kia mauri ora te whānau, kia mauri ora te ao Māori.

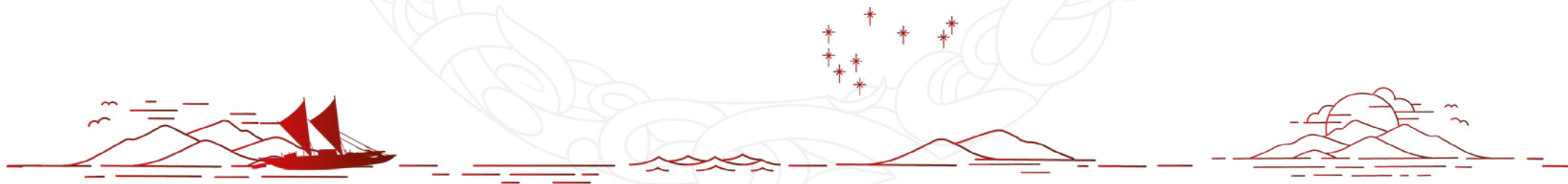
The vitality of our environment is nourished, the wellbeing of our whānau is fostered, te ao Māori is embraced and celebrated.

3. This Action Plan supports progressing the intention of Tākai Here (Mana Whenua and Wellington City Council Agreement), for Mana Whenua, Māori, and the Council to collaborate in a manner that enables a community-led response to the priorities identified through consultation in 2021.
4. The Action Plan sets out actions to be undertaken by the Council in 2022–2027 across each of the four Priority Waypoints as identified in the Tūpiki Ora Māori Strategy:
 1. Te whakatairanga i te ao Māori – Enhancing and promoting te ao Māori
 2. Tiakina te taiao – Caring for our environment
 3. Te whakapakari pūmanawa – Building capability
 4. He whānau toiora – Thriving and vibrant communities
5. The four Priority Waypoints keep the high-level actions across the 10 years connected to the vision and outcomes.
6. The Tākai Here, Mana Whenua and Wellington City Council agreement signed on 29 April 2022, means that this Action Plan also provides further milestone opportunities to bring the partnership to life through implementing actions and in a way that enables community-led responses.
7. For the Council to best enable and position itself to deliver the Strategy and meet the Tākai Here expectations a series of actions were provided in the development of the Strategy that are focused on the Council's internal operations, capability, and capacity. We have reflected these at a high level within the Action Plan, however, we recommend further consideration is made to identify the capability needs of the Council to deliver the Tūpiki Ora Strategy.

Vision

Kia mauri ora te taiao, kia mauri ora te whānau, kia mauri ora te ao Māori.
The vitality of our environment is nourished, the wellbeing of our whānau is fostered, te ao Māori is embraced and celebrated.

Pae Hekenga: Priority Waypoint 1	Goal	Action 2022-2027
 <p>Te whakatairanga i te ao Māori - Enhancing and promoting te ao Māori</p> <p>Mana Whenua and Māori aspirations for Wellington are firmly fixed on elevating and celebrating te ao Māori in all spaces, normalising te reo Māori, and creating a sense of community pride for all things Māori within our city. Through increased visibility and presence of te ao Māori, Wellington will become a culturally rich city for all.</p>	<p>1.1 A Te Reo Māori Strategy and Action Plan is designed and implemented in partnership with Mana Whenua. The Strategy will set out the Māori language priorities and activities for the city.</p> <hr/> <p>1.2 Wellington is a bilingual city by 2040 - Māori, Mana Whenua, and the wider community have access to learning opportunities to use te reo Māori.</p> <hr/> <p>1.3 Mana Whenua and te ao Māori narratives, identities, histories and landmarks are increasingly present, visible, and there is a growing understanding and recognition within the region through education and resource.</p>	<p>In partnership with Mana Whenua, we will:</p> <ul style="list-style-type: none"> • facilitate and enable the development of a Te Reo Māori strategy to align with the goal of being a bilingual city by 2040 • co-design a Māori language action plan for 5 years - this will identify priorities and measures and be reviewed in 4 years); and • identify the activities to enable access, use, learning and exposure to te reo Māori. <p>We will review and renew internal policies to align with the strategic direction and expectations of the Te Reo Māori strategy. Some of the specific actions that fall within this are:</p> <ul style="list-style-type: none"> • develop a bilingual policy that supports our progress towards becoming a bilingual city • refresh Mapihi Maurea - Naming Policy; and • explore new spaces for te reo Māori in the city. <hr/> <p>In partnership with Mana Whenua, we will:</p> <ul style="list-style-type: none"> • explore ways to restore the indigenous names within our city • embed te ao Māori into our communications, engagements and interactions that present a balanced worldview • design opportunities for Mana Whenua to bring Indigenous histories to the forefront; • develop our understanding of Mana Whenua; expectations and aspirations for how they are visually represented, acknowledged, and reflected throughout the city, including through artworks, landmarks, gateway signage, and street signs • identify, establish, resource and/or support events, celebrations, that give expression to a te ao Māori presence.



Pae Hekenga: Priority Waypoint 2 Goal



Tiakina te taiao - Caring for our environment

Environmental issues in our city require targeted resourcing, investment, and strategy to support real change within communities. The Council, Mana Whenua, Māori, and community groups will work together to support existing environmental initiatives and ensure there is a considered approach to addressing major environmental challenges for the next 10 years and beyond.

Action 2022-2027

2.1 The Council, Mana Whenua, Māori and community groups will work together to support existing environmental initiatives to address major environmental challenges for the next 10 years and beyond.

We will work in partnership with Mana Whenua and key partners to:

- develop our collective aspirations and expectations for the city's environment including identifying the key challenges and opportunities for change (including the urban streams, climate resilience, community gardens, restoration of key sites, waste reduction)
- identify activities that we can support and/or fund with Mana Whenua that enable us to reach the collective aspirations for the urban environment of the city.

2.2 Support Climate Change actions through increasing access and improving partnerships between Mana Whenua, Māori and key players (including local government) who are advocating for climate change solutions, human behavioural changes and activities towards a more sustainable future.

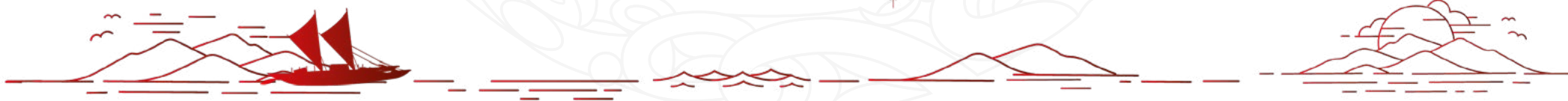
We will:

- fund the establishment of a Mana Whenua-led environmental working group that will oversee, monitor, and advise on the Council's climate change actions to ensure it aligns with Mana Whenua aspirations and values
- identify and design with Mana Whenua the environmental and climate change priorities and these will be reflected in climate change policy and actions and Te Atakura - First to Zero Climate Action Plan (Te Atakura)
- establish a Māori climate change action and engagement workstream of Te Atakura
- facilitate and lead with Mana Whenua a series of wānanga on the impacts of change to resource management system, the Three Waters Review, and key environmental initiatives and programmes including the Waste Sewage Sludge processing, recycling and waste management.

2.3 Restoring the mauri ora to our taiao is a priority for all environmental initiatives.

We will:

- support and facilitate mātauranga Māori-led environmental initiatives that focus on restoring mauri ora to our taiao
- identify opportunities to support rangahau Mātauranga Māori that supports environmental efforts
- With Mana Whenua, identify key areas of significance across the city and engage regularly with key partners to inform resource management system to ensure Mana Whenua priorities and aspirations are reflected and upheld.



Pae Hekenga: Priority Waypoint 3 Goal

Action 2022-2027



Te whakapakari pūmanawa - Building capability

The capability of Mana Whenua partners and Māori across our city is important to us as a Council and we must contribute to its growth in order to create successive, thriving leaders in our communities. We are committed to developing trusted relationships and partnerships that are mutually beneficial, collaborative, and that ensure decisions and direction are set by Mana Whenua partners and supported by Council.

3.1 Council decision-making is underpinned by Te Tiriti o Waitangi and actively addresses and considers Mana Whenua perspectives and values.

To support robust decision-making, we will work in partnership with Mana Whenua to:

- develop a Partnership model that will support engagement and building a relationship between partners
- ensure the Council reflects Mana Whenua priorities and aspirations in all we do
- ensure Mana Whenua involvement at all levels of decision-making to discuss key policy issues, priorities of each party, opportunities for collaboration and implementation of shared goals.

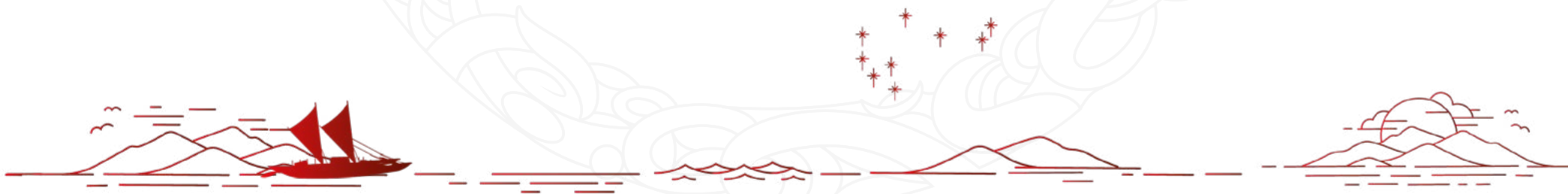
We will:

- build internal capability on Council Tiriti leadership, Te Ao Māori, and Mana Whenua priorities so that they are woven in all that we do
- explore opportunities to support kaimahi Māori to confidently undertake their roles within the Council (e.g. Māori staff networks, wānanga, staff connecting to their own hau kāinga)
- reflect Tūpiki Ora strategy in all decision-making
- collect quality data, analysis, reporting, and engagement with Mana Whenua.

3.2 The importance of partnership is recognised through an annual review of the partnership agreement with Mana Whenua (Tākai Here).

We work in partnership with Mana Whenua to:

- keep track of our relationship and progress against the Tākai Here agreement and its shared priorities with a goal of continuous improvement; and review and refresh annually the Tākai Here agreement.



Pae Hekenga: Priority Waypoint 3	Goal	Action 2022-2027
3.3 Growing iwi and Māori leadership and capability in the community.	<p>We will work in partnership with Mana Whenua to:</p> <ul style="list-style-type: none"> • identify opportunities (such as secondments, internships, scholarships, kura reo, wānanga, and other initiatives) to foster Māori leadership in the community • develop an understanding of iwi leadership and other capability needs and aspirations, and identify activities and levers to address them • explore future leadership programmes and opportunities for Mana Whenua to build sustainable governance. 	
3.4 Te reo Māori capability is growing among staff.	<p>We actively work to increase access to te reo Māori learning opportunities for whānau Māori and the Council staff at all proficiency levels.</p> <p>We will develop opportunities for mātauranga Māori, Pou Tikanga, and language expertise to be nurtured internally.</p>	
3.5 The Council is leveraging the community, business and industry reach to support Mana Whenua science and technology capability aspirations.	<p>We partner with relevant agencies to support the development of a programme for Mana Whenua and Māori to boost capability and capacity in science and technology fields and industries.</p>	



Pae Hekenga: Priority Waypoint 4 Goal



He whānau toiora - thriving and vibrant communities

Whānau wellbeing is important to our communities, and the Council will support them to thrive. Specific areas for action include combating homelessness; supporting whānau Māori into their own homes; providing more options to access social services such as mental health for rangatahi Māori; increasing opportunities to grow Māori businesses, leaders and entrepreneurs; and investing in greater representation and presence of Mana Whenua and Māori culture, language and identity within and across our city. These actions (and others) contribute to strong, vibrant whānau who are self-determining.

Action 2022-2027

4.1 Whānau Māori are in warm, quality, safe and affordable housing throughout the city.

We will work in partnership with Mana Whenua to:

- engage with whānau Māori to identify housing needs and aspirations
- develop housing initiatives and to actively seek solutions to prioritise putting whānau Māori into quality, safe, warm, and affordable housing.

4.2 Whānau, tamariki, māmā + pēpī, tangata whaikaha people and kaumātua can move around the city and access the services and spaces they need in Wellington.

We will develop a plan with Māori to identify priority actions to complete in the Accessible Journey Action Plan 2019 to enable Council-owned spaces and services to be more accessible and equitable to whānau, tamariki, māmā + pēpī, Disabled people and kaumātua.

4.3 The local Māori economy is thriving in the city and is supported by deliberate efforts between Wellington City Council and partners to support Mana Whenua, Māori and businesses.

We will:

- develop and implement progressive procurement policies that increases Māori businesses and enterprise participation in council contracts (and align this with the Government's progressive procurement policy)
- create a space and support the development of a network for the local Māori economy within the city (i.e. Māori businesses) to connect and collaborate
- support more Māori businesses and social enterprises through Council and provide opportunities for businesses to build their own capability.

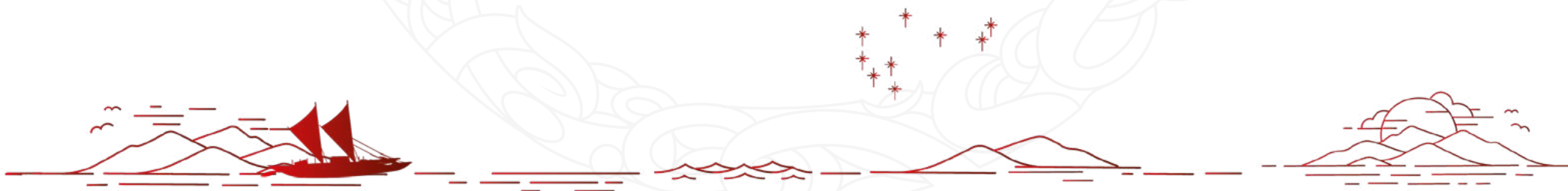
4.4 Rangatahi Māori in the city have an opportunity to grow their leadership capability through initiatives designed with Mana Whenua.

We will work in partnership with Māori in the city to:

- lead and facilitate wānanga for Rangatahi Māori to understand their leadership aspirations and to develop a leadership programme for them
- engage with key community groups online and in-person to develop an understanding of key priorities for these groups for the city and identify how their needs can be addressed through future changes in the city; and
- support initiatives that are Māori-led and/or educational/learning programmes that advocate against racism in the city.

4.5 Rangatahi, tangata whaikaha, takatāpui inform decision-making at all levels with Wellington City Council and Mana Whenua.

4.6 The Council is a strong advocate for human rights and advocates against racism, discrimination against marginalised communities, including Māori communities.



Tūpiki Ora is a metaphor for the pursuit of wellbeing. The koru image represents the cyclic – intergenerational nature of wellbeing. The source of wellbeing sits as the centre of the koru. We want to drive energy to the centre in partnership with Mana Whenua and our Māori communities, to transform the balance between people, place and nature. Through the regeneration of wellbeing, energy will reverberate outward from the centre in a cyclic dynamic way, that will flow through generations over time and space.



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