# Te Ara Paerangi – Future Pathways Green Paper

## Individual Submission to the Ministry of Business, Innovation and Employment

### Due Wednesday 16 March 2022.

## Ngā mihi | Acknowledgements

Ko te mihi tuatahi ki tō mahi a Hīkina Whakatutuki, e pā ana ki a Te Ara Paerangi. Tuarua, me mihi atu ki te Toihuarewa o Te Herenga Waka. Kei te mihi, kei te mihi, kei te mihi.

First. I acknowledge MBIE's effort to a) best position the research, science, and innovation (RSI) sector for the future, and b) the long overdue considered effort to bring Te Tiriti o Waitangi to life within the sector. I also acknowledge the efforts you have gone to in the consultation process of the Green Paper. The webinars, workshops, and open invite to submit our feedback submissions has been positive.

Second. I acknowledge my colleagues here at Te Herenga Waka – Victoria University of Wellington, specifically Toihuarewa a forum for Māori academic interests here at THW-VUW, whose contribution to vocalising Māori researcher concerns has guided my submission and responses to the questions outlined in this document.

## Te Whakamāramatanga | Introduction

As I mentioned, the consultation process experience has been a positive experience overall. However, there are at least four points that need to be raised.

1.  Discussions with colleagues that attended the Tiriti workshops commented that a) Much of the Tiriti focused workshops were often dominated by a non-Māori voice, b) Māori experts were unable to attend Tiriti workshops because they were already full of non-Māori, and c) Te Tiriti workshops were not formatted in the same way as the other workshops, albeit they had Māori hosts.
2.  The phrasing of this question is inappropriate *"How would you like to be engaged throughout the Future Pathways programme?"* Who is the 'we' in the sentence? This creates an 'us' and 'them' dichotomy. Why is this question differentiating between Māori who are Tiriti signatories and those who are not? This question is not needed and should be removed.
3.  The 'Tiriti' section heading refers to Te Tiriti, so why does this question relate to 'Treaty' partners? Te Tiriti and The Treaty are two different documents, with Te Tiriti o Waitangi being the recognised version.
4.  Sending out a consultation paper and expecting Māori respondents to imagine a future where our priorities are centred, and then ask them to tell a Crown agency how to do it shows how far behind MBIE are in the Māori and Crown relationship.

There are certain steps and opportunities to lessen the Crown centred messaging within this consultation, which will be highlighted later in this submission, yet it is unlikely to be completely devoid of this. Engagement between Te Tiriti partners will take time, and considerable effort, to reach into Māori communities who will be wary of sharing their insights and knowledge. Māori need the autonomy and resourcing to collectively make those decisions and operationalise them for ourselves. On-going Tiriti focused wānanga are needed that continues beyond this consultation phase. Māori representation needs to be across the entire process to reflect true partnership; from the community hapū and iwi base, to Māori researchers, Māori research leaders, and Māori Governance.

You will notice that *Te Tiriti, Mātauranga Māori, me Ngā Wawatao te Māori* is the first section of this response. Te Tiriti o Waitangi needs to underpin everything about the way the RSI sector is designed and operated. It should not be marginalised or relegated to a 'Te Tiriti' section. To model true Māori and Crown partnership, Te Tiriti will be the overarching korowai of this response, where the challenges and opportunities will reflect Māori interests across the five areas: Research Priorities, Funding, Institutions, the Research Workforce, and the Research Infrastructure.

The recommendation, suggestions and thoughts offered in this submission are within the early stages of thinking and would need a lot more discussion. However, what I do offer is the start of the kōrero needed.

## Ngā Ihirangi | Contents

## 1. Te Tiriti, Mātauranga Māori, me Ngā Wawatao te Māori

As stated in the Introduction, Te Tiriti o Waitangi needs to underpin everything about the way the RSI sector is designed and operated. It should not be marginalised or relegated to a 'Tiriti' section; this green paper does not have Te Tiriti all the way through, and it is not prominent in all other areas.

### What are your thoughts on how to enable and protect mātauranga Māori in the research system?

A Māori Authority model is needed, like the Māori Health Authority, iwi led authorities, regional, community-based hubs, and an independent statutory model. An effort is needed to set up bases in different localities and create space for iwi and hapū leadership. The Māori Language Commission – where the MLC technically sits within the Crown and receives direct funding but works 'independently' – gives faith that such a by Māori, for Māori entity can work.

Māori are not interested in minor tinkering that will produce a lukewarm Vision Mātauranga 2022 policy. There needs to be a system that can support mātauranga Māori in all its forms. Māori need the authority to manage the development and use of mātauranga Māori. Some suggestions and ideas are.

1.  The development of a dual system, where a Māori model is established to match (and balance) the existing Crown systems.
2.  A type of mātauranga Māori commission, that would sit outside the public service with its own baseline funding, along the lines of what has been advocated by Te Pūtahitanga. A new commission could potentially create regulations, frameworks, guidelines, etc., around the protection of mātauranga Māori. It could also employ staff who have the resources to think about issues like the protection of mātauranga Māori instead of people having to do it on top of their other jobs.
3.  Critical to this dual system is the need for the Māori entity to be given the authority, respect, value, standing, and resourcing necessary. Having a parallel system is good in theory but without proper resourcing it is doomed to fail.

Another area of mātauranga Māori protection is intellectual property rights. There is a desperate need for some clear guidelines around the protection, and culturally appropriate ethical use of mātauranga Māori. For example, there is no consistency in approach across the eight universities in Aotearoa New Zealand and none of those institutions are currently doing an adequate job of identifying and managing the use of mātauranga Māori in ways that centre Māori rights and risks. There is also a growing practice of non-Māori researchers drawing on mātauranga Māori and claiming expertise in that space. This also needs to be moderated more effectively.

### What are your thoughts on regionally based Māori knowledge hubs?

There is a concern that establishing regional hubs is a continuation of 'large natural groupings' (LNG), an approach favoured by the Crown in Te Tiriti settlements process. This approach undermines tino rangatiratanga of iwi and hapū and stifles the development of smaller but otherwise independent groupings.

However, it makes sense that taking a regional approach to supporting research activity, particularly if it was structured in a way that still engaged and recognised the independence of hapū and iwi structures. It is impossible, nor is it desirable, to divorce Māori research from whānau/hapū/iwi aspirations but acknowledge that the impact of colonisation and decades of racist and discriminatory Crown policy and practice has reduced Māori access to research resource and capability development opportunities, particularly in regional spaces. Thus, one of the challenges likely to be faced is identifying suitable people to fill regional representation roles.

### "How do we commit to our people when we are part of the mainstream?".

Māori occupy all spaces and do not default to iwi or hapū based research, we create in all spaces. Māori knowledge hubs run the risk of moving this already prolific, and vastly underrepresented, workforce away from the Universities when Māori exist within them and wish to continue doing so. The focus on regionally based Māori knowledge hubs are important yet can fall into the trap of ghettoization of University based Māori researchers.

### "How do we support our current institutions, workforce and infrastructure to transition into a Te Tiriti based RSI sector?".

There is already a lot of pressure on non-Māori researchers to be inclusive of mātauranga Māori when designing their research, who have little to no expertise in this area. This places an overwhelming amount of pressure on Māori to engage with these research activities, including but limited to; early career research Māori on multiple projects and programmes to design the

"Vision Mātauranga or Mātauranga Māori component"; core professional Māori staff that support, build and develop non-Māori researchers capability in te ao Māori; and outreach to iwi or hapū to be research partners on research activities.

Before a Te Tiriti based model for the new RSI sector is decided, and implemented, steps need to be taken now to ensure the transition is successful. This includes investing heavily in developing Māori capability and capacity of the RSI sector's institutions, workforce, and infrastructure. A recent, and ongoing, successful model has been the transformation and transition of the Vocational Education sector; Te Pūkenga and the Workforce Development Councils.

## 2. Ngā Whakaarotau Rangahau | Research Priorities
This submission further emphasise that Te Tiriti o Waitangi needs to underpin everything about the way the RSI sector is designed and operated. Research priorities of Māori interests need to be in step, alongside and in balance with those from the RSI sector.

*What principles could be used to determine the scope and focus of research priorities?*
In relation to the scoping and focus of research priorities, the principles should be drawn directly from the articles of Te Tiriti o Waitangi, Kāwanatanga (Article 1), Rangatiratanga (Article 2), and Ōritetanga (Article 3).

**Kāwanatanga: Act reasonably and in good faith in partnership with Māori to ensure the protection of Māori rights and interests, and the participation of Māori within the RSI sector.**
- Priority: Commit to providing robust Māori representation within the sector at all governance and decision-making levels.
- Action: The creation of Māori-led research entities, research funding, research workforce, and research infrastructure.

**Rangatiratanga: Support Māori to exercise authority in respect to their own affairs.**
- Priority: Commit to supporting Māori rights and interests to preserve Māori self-determination, and provide opportunities to exercise that right.
- Action: The appointment of Māori leadership, panels, and committees that supports, guides and monitors Māori research interests and the creation, maintenance, and protection of kaupapa Māori rich spaces.

**Ōritetanga: Work with Māori towards achieving equitable outcomes for Māori in all aspects of the RSI sector and drive all efforts to attain that goal.**
- Priority: Commit to prioritising, reviewing, and resourcing research activities that produce equitable outcomes for Māori.
- Action: The creation of Māori-led entities that develop and monitor systems, processes, and resources that support equitable outcomes for Māori.

In addition to these three core principles, there are several additional principles that have been extrapolated from Te Tiriti o Waitangi that are also relevant for this context, these include mahi tahi, kaitiakitanga, and whai wāhi.

**Mahi Tahi: Work with Māori towards mutually beneficial outcomes and supporting the integrity of relationships formed.**
- Priority: Commit to the active visibility, establishment, and maintenance of positive internal and external partnerships with Māori.
- Action: Invest in all research entities to develop their capacity to include strong mātauranga Māori policy, systems, and processes with Māori.

**Kaitiakitanga: Māori exercise the right to actively protect Māori knowledge, resources, interests, and rights.**
- Priority: Commit to supporting Māori in the active protection of Māori rights and interests in research activities and funding, in relation to mātauranga Māori and intellectual property.
- Action: Invest in the validation, protection, and monitoring of mātauranga Māori, Māori research roles, kaupapa Māori-led research, and Māori data collections.

**Whai Wāhi: Ensure Māori have representation on key leadership and decision-making bodies and provide opportunities for Māori to participate as equals across the RSI sector.**
- Priority: Commit to ensuring that new and existing Māori roles, committees, working groups, and project teams include people who can represent relevant Māori interests.
- Action: The appointment of Māori individuals or groups who can represent relevant Māori interests across all levels and facets of the sector.

Furthermore, to address the risk of the ghettoization of Māori academics with the mainstream research system, kōwhiringa will help guide the choice made by Māori.

Kōwhiringa: Acknowledging that Māori have right to pursue their own interests within the RSI sector.
▪ Priority: Commit to establishing supports that allow Māori to choose to engage in kaupapa Māori-led research activities or not.
▪ Action: Invest in kaupapa Māori-led research funding, entities, workforce, and infrastructure and the right for Māori researcher's choice not to use engage in these.

Holding these principles at the core of any decision making and action around structure or funding or other priorities of the sector will ensure more attention is given to Māori needs and aspirations than is currently the case. These principles must be enacted and given effect.

*What principles should guide a national research priority-setting process and how can the process best give effect to Te Tiriti?*
The principles listed above are also relevant here, yet real change is needed in the RSI sector, not just 'rearranging the deck chairs.' For too long, research priorities for this country have depended on who is in government, with little long-term vision or impact. For Māori, the ultimate research priority is survival — not the economy.

*How should the strategy for each research priority be set and how do we operationalise them?*
Equal time and energy should be spent talking and strategizing with Māori scientists and other Māori knowledge holders to determine a complementary set of Māori national research priorities. Māori people and knowledge are not just a small component of the SRI context, we are meant to be equal partners and should be treated as such within the approach taken to set the priorities.

## 3. Te Tuku Pūtea | Funding
*How would this funding model support the principles, priorities, and actions of te Tiriti o Waitangi?*
Kāwanatanga: Act reasonably and in good faith in partnership with Māori to ensure the protection of Māori rights and interests, and the participation of Māori within the RSI sector.
▪ Māori leadership on all decision-making panels specific to funding that involve Māori interests. This includes, but not limited to, decision-making on future funding models, and future funding grants that involve non-Māori research led proposals that incorporate mātauranga Māori.

Rangatiratanga: Support Māori to exercise authority in respect to their own affairs.
▪ Māori-led panels and committees that determine the funding of Māori interests. A core function of these groups would be to redress te Tiriti o Waitangi gap and address core inequities through more equitable funding opportunities.

Ōritetanga: Work with Māori towards achieving equitable outcomes for Māori in all aspects of the RSI sector and drive all efforts to attain that goal.
▪ Māori are renumerated equitably. Māori are often placed in situations that go above and beyond their contracted research roles without renumeration; such as, supporting colleagues through their te ao Māori journey, supporting and advising, and at times pastoral care, of Māori (University) students, and advising on multiple programmes or projects. This also includes the recognition, validation and renumeration of mātauranga Māori holders such as Kaumātua, Māori experts, consultants, and advisors.

**Mahi Tahi: Work with Māori towards mutually beneficial outcomes and supporting the integrity of relationships formed.**
▪ Community-based approach to creating differentiated funding models. A robust funding model needs to be flexible enough to connect and grow Māori research interests at the community level, which sits in-line with the idea of Māori Research Hubs. Further investment is needed to implement findings from community-based research activities into the community the research was conducted in.

Kaitiakitanga: Māori exercise the right to actively protect Māori knowledge, resources, interests, and rights.
▪ Processes and systems that protect and monitor Māori data and collections. Significant investment is needed to develop policies, processes and systems that protect Māori data and collections. Funded research activities need to include kaupapa

and tikanga inclusive and robust systems and process that protect Māori data and collections. Māori are key stakeholders, such as mātauranga Māori knowledge holders, consultants, advisors, and communities who all need to be renumerated equitably.

Whai Wāhi: Ensure Māori have representation on key leadership and decision-making bodies and provide opportunities for Māori to participate as equals across the RSI sector.
▪ The appointment of Māori individuals or groups on funded projects and programmes who best represents Māori interests. Substantial investment is needed for Māori representation on proposed or funded research activities to protect the collection and use of Māori data. This includes, but not limited to, Māori representation on proposal review panels or sub-committees, and Māori advisory or review panels to support the Māori workforce within funded projects.

Kōwhiringa: Acknowledging that Māori have right to pursue their own interests within the RSI sector.
▪ Māori researchers are given the same supports to enable their research. Māori occupy all spaces within the RSI sector, all options for funding need to be inclusive and made available to Māori who do not engage in kaupapa-led research. This includes, but not limited to, substantial investment for equitable renumeration, and barriers to funding grants removed.

## 4. Ngā Hinonga | Institutions

### How do we design Te Tiriti enabled institutions?

The focus of research activities with Māori within research entities should be on the development and strengthening of on-going partnerships with Māori, this includes iwi, hapū, Māori-led organisations and Māori-owned businesses. The current structures do not align with the priorities and needs of Māori. At an absolute minimum, research institutes should incorporate and embrace te reo and tikanga Māori and have a sound understanding of Te Tiriti o Waitangi. There is an expectation by Māori that all research institutes support the creation, maintenance, and protection of kaupapa Māori rich spaces.

Kāwanatanga: Act reasonably and in good faith in partnership with Māori to ensure the protection of Māori rights and interests, and the participation of Māori within the RSI sector.
▪ Māori governance roles within research entities. To support institutes to develop meaningful partnerships with Māori the creation of governance and senior leadership roles for Māori need to be created. This also ensures the protection of Māori research interests.

Rangatiratanga: Support Māori to exercise authority in respect to their own affairs.
▪ Māori panels and committees that determine the role of mātauranga Māori within research entities. The protection of mātauranga Māori is paramount, this will go a long way in stopping the un-lawful misuse and commodification of mātauranga Māori.

Ōritetanga: Work with Māori towards achieving equitable outcomes for Māori in all aspects of the RSI sector and drive all efforts to attain that goal.
▪ The creation of Māori-led research institutions that are supported and well-funded. This goes a long way in validating both mātauranga Māori and its knowledge holders. Māori research hubs are a fantastic beginning, albeit tricky, towards creating Māori-led research entities.

**Mahi Tahi: Work with Māori towards mutually beneficial outcomes and supporting the integrity of relationships formed.**
▪ Community-based approach to supporting Māori-led research institutions. Research activities that involve kaupapa Māori-led, Māori centred or involve Māori have an impact on Māori communities, either through the discovery of interesting and tikanga rich ideas, or as part of their outputs. These research activities are drawn from the needs of Māori communities seeking to solve an issue or enrich ideas.

Kaitiakitanga: Māori exercise the right to actively protect Māori knowledge, resources, interests, and rights.
▪ Processes and systems to protect and monitor Māori interests and aspirations. Māori are the authority on the protection of Māori interests and aspirations such as mātauranga Māori. Non-Māori led research entities that work with Māori need to develop robust processes and systems with Māori to protect these interests.

Whai Wāhi: Ensure Māori have representation on key leadership and decision-making bodies and provide opportunities for Māori to participate as equals across the RSI sector.

- The appointment of Māori individuals or groups in key roles at all levels within research entities. Participation with Māori require needed supports within institutes, in the form of senior roles that guide and support research entities through the connection, relationship building and authentic partnerships with Māori. This also extends to the creation of tikanga and kaupapa Māori rich spaces within research institutes.

Kōwhiringa: Acknowledging that Māori have right to pursue their own interests within the RSI sector.

- Process and supports for Māori researchers to pursue their own research interests. Inclusive spaces are needed to support Māori researchers to pursue their own research interests, whether their research is kaupapa Māori-led, Māori centred, or has no Māori interests.

NOTE: Several of the suggestions and recommendations above can inform the other questions within this section, such as; how institutes can support workforce development, improve coordination of capital works, the designing of collaborative, adaptive and agile research institutions, the operationalisation of knowledge and innovation.

## 5. Te Hunga Mahi Rangahau | Research Workforce

### *"How do we support Māori across the research workforce?"*

The Māori research workforce is diverse and spread across regional and institutional boundaries. Māori researchers and their work continues to be undervalued and not respected, evidenced on the lack of Māori promotions and career progression. Māori Tiriti relationships within universities, the translation and facilitation roles, are not always understood or appreciated. That needs to change. An obvious place to start that change is to get more Māori into the university system. We need to make it more attractive for future Māori academics and students to study and work with us, including decolonising our systems and processes. There needs to be more Māori in senior leadership roles to influence those systems and processes. If the national research priorities also factored in an expectation of Māori capacity and capability development, that would support internal goals and enable Māori researchers to contribute more to the national priorities.

### *How should we include workforce considerations in the design of research Priorities?*

This question prompts us to think about the role of universities into the future. One of the benefits of Māori working at a university is the diversity of mātauranga. Māori research practices welcomes the opportunity for inter- and cross-disciplinary collaboration, and the university environment makes that a lot more possible. However, Māori researchers are often perceived by Māori-led research or learning institutions, as being part of the mainstream as university staff. Potential changes in the sector suggests a focus towards setting up structures and funding with iwi and wānanga. Within that kind of approach, how would Māori within universities connect to those iwi research hubs? If the research funding was pushed out to iwi or hapū groups, then there would be movement of Māori academics into those spaces. While on the one hand that would be great for iwi development, we could end up with fewer Māori within universities, rather than more.

Kāwanatanga: Act reasonably and in good faith in partnership with Māori to ensure the protection of Māori rights and interests, and the participation of Māori within the RSI sector.

- Māori leadership roles and committees that govern the Māori interests in the research workforce. The current Māori workforce within the sector is broad and diverse and needs leadership in senior roles to ensure the growth of capacity and strengthening of capability.

Rangatiratanga: Support Māori to exercise authority in respect to their own affairs.

- Māori panels, committees, and roles that represent Māori within the research workforce. Strong representation is needed to support the needs of all Māori within the sector.

Ōritetanga: Work with Māori towards achieving equitable outcomes for Māori in all aspects of the RSI sector and drive all efforts to attain that goal.

- Support of Māori capability and capacity development within the sector. The capability and capacity development of Māori connects strongly to the validation, protection and renumeration of mātauranga Māori and Māori research practitioners.

**Mahi Tahi: Work with Māori towards mutually beneficial outcomes and supporting the integrity of relationships formed.**
▪ Community based approach to develop Māori capacity and capability within the sector. Māori research hubs have the potential to develop the capability and capacity of Māori within the sector, yet this runs the risk of marginalising Māori researchers within universities.

Kaitiakitanga: Māori exercise the right to actively protect Māori knowledge, resources, interests, and rights.
▪ Processes and systems to protect and monitor Māori interests and aspirations within the research workforce. This includes the rights, interests and aspirations of all Māori; from university or wānanga based students, early career researchers, mid-career and senior career researchers, professional support staff Māori in junior, mid-level, management and senior leadership roles, sub-committees, associations, groups and panels.

Whai Wāhi: Ensure Māori have representation on key leadership and decision-making bodies and provide opportunities for Māori to participate as equals across the RSI sector.
▪ Māori individuals and groups in key roles at all levels that support Māori within the research workforce. To build a substantial support system, Māori representation is needed on senior leadership roles, and key-decision making groups. A focus is needed to develop this support alongside supporting Māori within the sector.

Kōwhiringa: Acknowledging that Māori have right to pursue their own interests within the RSI sector.
▪ Process and supports for Māori researchers based in non-Māori led research entities to engage in their own research interests. Diversity creates a healthy RSI sector, creating an inclusive environment that supports all Māori aspirations, regardless of where the pursuit leads, offers the opportunities for Māori research to flourish.

## 6. Te Hanganga Rangahau | Research Infrastructure
*How do we support sustainable, efficient, and enabling investment in research infrastructure?*
As previously mentioned, there are some considerations and concerns with the movement of Māori academics into different spaces, once this new Tiriti based RSI sector becomes operational.

Kāwanatanga: Act reasonably and in good faith in partnership with Māori to ensure the protection of Māori rights and interests, and the participation of Māori within the RSI sector.
▪ Māori leadership roles and committees that govern the creation of Māori-led entities. The development of a Māori-led research infrastructure is vital for the growth, preservation and protection of Māori research rights, interests, and aspirations.

Rangatiratanga: Support Māori to exercise authority in respect to their own affairs.
▪ Māori leadership roles, panels and committees that determines access to Māori owned resources. Māori leadership in key roles will ensure the development, maintenance, and governance of a Māori-led research infrastructure.

Ōritetanga: Work with Māori towards achieving equitable outcomes for Māori in all aspects of the RSI sector and drive all efforts to attain that goal.
▪ Reduce and remove barriers for Māori to develop a Māori-led infrastructure. This includes reducing and removing the barriers within the mainstream research infrastructure.

**Mahi Tahi: Work with Māori towards mutually beneficial outcomes and supporting the integrity of relationships formed.**
▪ Community-based approach to the inclusion of a Māori-led infrastructure. Māori communities are key stakeholders to a Māori-led infrastructure, which ensures communities benefit from Māori research outputs.

Kaitiakitanga: Māori exercise the right to actively protect Māori knowledge, resources, interests, and rights.
▪ Māori data and collections are protected for the life cycle of the data. Māori participants are stakeholders in Māori-led research, often offering rich insights.

Whai Wāhi: Ensure Māori have representation on key leadership and decision-making bodies and provide opportunities for Māori to participate as equals across the RSI sector.

- Reduce and remove barriers that limit Māori participation in the research infrastructure. The mainstream RSI infrastructure offers great resources and connections yet are difficult to engage with

**Kōwhiringa: Acknowledging that Māori have right to pursue their own interests within the RSI sector.**
- Supports for Māori to access research infrastructure regardless of their chosen research practice.

## 7. Whakarāpopototanga | Summary

Strong Māori leadership, well-resourced Māori groups, and a focus to prioritise Te Tiriti is key to developing an inclusive RSI fit for Aotearoa New Zealand, that has its community at its centre will create something distinctive on the global stage. A lot more discussion, fact finding, and thinking is needed before decisions can be made on the shape of the RSI sector. A Māori perspective is needed now more than ever, if we are to truly engage in authentic partnerships that benefits both Tangata Whenua and Tangata Tiriti.

In closing, I offer the table below to highlight what a possible Te Tiriti based RSI sector could look like. It is a very rough draft yet serves as a starting point.

Nā reira, tēnā koutou, tēnā koutou, tēnā tātou katoa.

## 8. Bringing Te Tiriti o Waitangi to Life within the RSI Sector

| | Kāwanatanga<br>Governance | Rangatiratanga<br>Self-Determination | Ōritetanga<br>Equality | Mahi Tahi<br>Partnership | Kaitiakitanga<br>Protection | Whai Wāhi<br>Participation | Kōwhiringa<br>Choice |
|---|---|---|---|---|---|---|---|
| **Ngā Whanonga Pono** Principles | Act reasonably and in good faith in partnership with Māori to ensure the protection of Māori rights, and interests, and the participation of Māori within the RSI sector. | Support Māori to exercise authority in respect to their own affairs. | Work with Māori towards achieving equitable outcomes for Māori in all aspects of the RSI sector and drive all efforts to attain that goal. | Work with Māori towards mutually beneficial outcomes and supporting the integrity of relationships formed. | Māori exercise the right to actively protect Māori knowledge, resources, interests, and rights. | Ensure Māori have representation on key leadership and decision-making bodies and provide opportunities for Māori to participate as equals across the RSI sector. | Acknowledging that Māori have right to pursue their own interests within the RSI sector. |
| **Ngā Whakaarotau** Priorities | Commit to providing robust Māori representation within the sector at all governance and decision-making levels. | Commit to supporting Māori rights in preserving Māori self-determination, and provide opportunities to exercise that right. | Commit to prioritising, reviewing, and resourcing research activities that produce equitable outcomes for Māori. | Commit to supporting Māori in the active protection of Māori rights and interests in mātauranga Māori, key activities, and funding in relation to intellectual property. | Commit to supporting Māori in the active protection of Māori rights and interests in research activities and funding, in relation to mātauranga Māori and intellectual property. | Commit to ensuring that new and existing Māori roles, committees, working groups, and project teams include people who can represent relevant Māori interests. | Commit to establishing supports that allow Māori to choose to engage in kaupapa Māori-led research activities or not |
| **Ngā Hohenga** Actions | Support the creation of Māori-led research entities, research funding, research workforce, and research infrastructure. | Māori leadership, panels, and committees that supports, guides and monitors Māori research interests. | The creation of Māori-led entities that develop and monitor systems, processes, and resources that support equitable outcomes for Māori. | Invest in all research entities to develop their capacity to include strong mātauranga Māori policy, systems, and processes with Māori. | Invest in the validation, protection, and monitoring of mātauranga Māori, Māori research roles, kaupapa Māori-led research, and Māori data collections. | The appointment of Māori individuals or groups who can represent relevant Māori interests across all levels and facets of the sector. | Support the right for Māori researcher's choice not to engage in Māori led research activities. |
| **Te Tuku Pūtea** Funding | Māori leadership on all funding decision panels funding that involve Māori interests. | Māori panels and committees that determine the funding of Māori interests. | Māori are renumerated equitably. | Community-based approach to creating differentiated funding models. | Processes and systems that protect and monitor Māori data and collections. | The appointment of Māori individuals or groups on funded projects and programmes who best represents Māori interests. | Investment for Māori researchers to pursue their own research interests. |
| **Ngā Hinonga** Institutes | Māori governance roles within research entities. | Māori panels and committees that determine the role of mātauranga Māori within research entities. | The creation of Māori-led research institutions that are supported and well-funded. | Community-based approach to supporting Māori-led research institutions. | Processes and systems to protect and monitor Māori interests and aspirations. | The appointment of Māori individuals or groups in key roles at all levels within research entities. | Process and supports for Māori researchers to pursue their own research interests. |
| **Te Hunga Mahi** Workforce | Māori leadership roles and committees that govern the Māori interests in the research workforce. | Māori panels, committees, and roles that represent Māori within the research workforce. | Support of Māori capability and capacity development within the sector. | Community based approach to develop Māori capacity and capability within the sector. | Processes and systems to protect and monitor Māori interests and aspirations within the research workforce. | Māori individuals and groups in key roles at all levels that support Māori within the research workforce. | Process and supports for Māori researchers based in non-Māori led research entities to engage in their own research interests. |
| **Te Hanganga** Infrastructure | Māori leadership roles and committees that govern the creation of Māori-led entities. | Māori leadership roles, panels and committees that determines access to Māori owned resources. | Reduce and remove barriers for Māori to develop a Māori-led infrastructure. | Community-based approach to the inclusion of a Māori-led infrastructure. | Māori data and collections are protected for the life cycle of the data. | Reduce and remove barriers that limit Māori participation in the research infrastructure. | Supports for Māori to access research infrastructure regardless of their chosen research practice. |