



VICTORIA UNIVERSITY OF  
**WELLINGTON**  
TE HERENGA WAKA

# TE REO MĀORI PLAN 2021–2025

**MAI I TE IHO KI TE PAE**  
CAPITAL THINKING. GLOBALLY MINDED.

# KUPU WHAKATAKI—INTRODUCTION AND STRATEGIC CONTEXT

*Mai i te Iho ki te Pae* encapsulates Te Herenga Waka—Victoria University of Wellington’s ‘Capital Thinking, Globally Minded’ brand and the *Strategic Plan* vision to ‘be a world-leading capital city university and one of the great global–civic universities’. This includes ‘honouring Te Tiriti o Waitangi, te reo Māori, mātauranga Māori, and our relationships with iwi and iwi-related organisations’ and recognising that we are ‘a global–civic university with our marae at our heart, defined by our heritage and our tūrangawaewae, and with unique attributes that stem from our values and our capital city location’. Te reo Māori is a core element of our iho as Māori. This language plan is designed to support our university community to give effect to our strategic statements and promote and use te reo Māori widely.

The University’s refreshed *Mai i te Iho ki te Pae* Māori Strategic Outcomes Framework 2020-2040 (MIP) provides the overarching plan for Te Herenga Waka—Victoria University of Wellington to deliver better outcomes for Māori. The University’s Māori language plan should be read in conjunction with MIP to enhance and complement the achievement of outcomes and deliver on the targets of the reo plan.

Te Ture mō te Reo Māori 2016 (the Māori Language Act 2016) introduced a new legislative and policy framework to support Māori language revitalisation efforts. Reflective of Te Tiriti o Waitangi, this framework established a partnership between the Crown and iwi and Māori (the latter represented by Te Mātāwai) to set visions and goals to ensure that te reo Māori is a living language—‘kia mauriora te reo Māori’ in Aotearoa New Zealand. When that vision is realised, it is expected that:

- **Kia rere:** Māori language is shared and used in daily life.
- **Kia tika:** Māori language is fit for purpose.
- **Kia Māori:** Māori language is a first language and shared.

Te Mātāwai’s Maihi Māori (Māori strategy) focuses on homes and communities to create Māori children as first language speakers of te reo Māori. The Crown’s Maihi Karauna (Crown strategy) focuses on creating a society that values, learns, and uses the language by developing policies and services that will support Māori language revitalisation.

As a leading public university, Te Herenga Waka—Victoria University of Wellington is committed to contributing to the vision of the Maihi Karauna, ‘Kia māhorahora te reo’. This vision aims to support and ensure that all ‘New Zealanders use, learn, and value te reo Māori’. Upon achieving this vision, there is an expectation that te reo Māori will become ‘a normal part of daily life for wider Aotearoa New Zealand’. As a university, our plan aims to support the three primary outcomes of the Maihi Karauna (Table 1).

Table 1

AOTEAROA—NATIONHOOD	MĀTAURANGA—KNOWLEDGE AND SKILLS	HONONGA—ENGAGEMENT
<ul style="list-style-type: none"><li>■ Te reo Māori is valued by Aotearoa whānui as a central part of national identity.</li><li>■ Te reo Māori offers an opportunity for a shared sense of national identity, and it is important that this is reflected in the activities of government.</li><li>■ Building a national sense of value for te reo Māori is also important in creating favourable societal conditions for its revitalisation.</li></ul>	<ul style="list-style-type: none"><li>■ Aotearoa whānui has increased levels of knowledge, skill, and proficiency in te reo Māori.</li><li>■ The Crown has powerful levers through which it can influence this outcome, including its delivery of the formal education system.</li></ul>	<ul style="list-style-type: none"><li>■ Aotearoa whānui is able to engage with te reo Māori.</li><li>■ Reo speaking environments need to be available to Aotearoa whānui to use, see, hear, and read te reo Māori as a living language.</li><li>■ The Crown is able to influence this through various means, including through more accessible public services in te reo Māori and by supporting the development of bilingual towns and cities.</li></ul>

# NGĀ MATAPONO—MĀORI LANGUAGE REVITALISATION PRINCIPLES

There are five primary Māori language principles that are key to supporting language revitalisation. This Māori language plan will adopt these principles in the delivery of the actions needed to increase our targets to widen the use and promotion of te reo Māori at the University.

Table 2

Principles	Mana—Status	Ako—Acquisition	Tinana—Corpus	Whakamahi—Use	Mārama pū—Critical awareness
Overarching principles that influence the targets and actions in the plan.	Raising the profile and value of te reo Māori within and across Te Herenga Waka—Victoria University of Wellington.	Increasing the numbers of staff and students learning te reo Māori either formally or informally.	The availability and development of terms, words, and names to widen quality te reo Māori use specific to our university.	Normalising and increasing the use of te reo Māori across all areas of the organisation.	Promoting and creating awareness about language revitalisation and how we can contribute to this wider goal.

# TE MAHERE REO—MĀORI LANGUAGE PLAN

Te Herenga Waka—Victoria University of Wellington currently engages in a wide range of activities supporting te reo Māori. These activities, policies, and initiatives have been organised by domains. Table 3 identifies where information can be found for these, a three-year target to increase the use and promotion of te reo, and the actions needed to realise these targets. It is hoped that this will provide strategic guidance for staff and students of the University to help realise the aspirations to ensure that te reo Māori is used, valued, and learned.

Table 3

DOMAINS	CURRENT STATUS	TARGETS (THREE YEARS)	ACTION
<b>Learning and teaching</b>	<a href="#">The Use of Te Reo Māori Assessment Policy</a>  <a href="#">Study options for te reo Māori</a>	<ul style="list-style-type: none"> <li>Increased uptake of assessment in te reo Māori</li> <li>Broaden the range of reo Māori course offerings available to students at the university</li> <li>Increase the use of te reo Māori in learning and teaching contexts</li> </ul>	<ul style="list-style-type: none"> <li>Establish a university-wide register, a preferred providers list, and translation fund</li> <li>Identify designated contact person/s regarding assessment in te reo Māori</li> <li>Investigate online and face-to-face options for new reo Māori courses</li> <li>Institute a new Staff Excellence Award for incorporating te reo and mātauranga Māori</li> </ul>
<b>Research</b>	<a href="#">Doctoral regulations: for PhD and other Doctorates with Theses</a>  <a href="#">Master's Theses Regulations</a>  Mātauranga Māori Research Fund	<ul style="list-style-type: none"> <li>At least five reo-related PhD studies underway/completed per annum</li> <li>At least one reo-related Master's thesis underway/completed per annum</li> <li>Increased volume of Māori-language-related research produced by University staff and postgraduate students</li> <li>Increased contribution to reo Māori scholarships and grants</li> </ul>	<ul style="list-style-type: none"> <li>Targeted recruitment of reo Māori PhD and Master's candidates</li> <li>Establish Māori research hub</li> <li>Actively apply to reo Māori research funds</li> <li>Create a webpage about the Mātauranga Māori Research Fund and encourage Māori language research</li> </ul>
<b>Professional development</b>	<a href="#">Promotion process</a> and <a href="#">Academic Career Framework</a> recognise reo Māori ability  <a href="#">Te Hāpai, Te Kawa a Māui, CLL</a> , and other reo Māori tuition  <a href="#">EEO Policy 4.2.2 (e)</a>	<ul style="list-style-type: none"> <li>All staff have completed Te Hāpai Part 1 within three years of appointment</li> <li>Increased recognition of te reo Māori ability in recruitment and promotion</li> <li>All staff can pronounce Māori words properly</li> </ul>	<ul style="list-style-type: none"> <li>Revise recruitment templates to emphasise te reo Māori</li> <li>Investigate changes to promotion and professional development and career planning processes</li> <li>Increase funding of Te Hāpai and emphasise language revitalisation awareness</li> <li>Investigate instigation of <a href="#">Level Finder Examinations</a> process</li> <li>Develop pronunciation tools for staff</li> </ul>
<b>Tikanga</b>	<a href="#">THW Marae policy</a>  <a href="#">Tikanga Māori at Victoria booklet</a>	<ul style="list-style-type: none"> <li>Increase capacity to perform mihi whakatau across all university campuses</li> <li>Develop a university-wide waiata for mihi whakatau</li> </ul>	<ul style="list-style-type: none"> <li>Develop mihi whakatau guide and hire dedicated staff</li> <li>Establish a University waiata group</li> </ul>
<b>Promotion of te reo Māori</b>	<a href="#">Naming Rights Statute</a> Signage principles document  <a href="#">Te Reo Māori at the University</a>	<ul style="list-style-type: none"> <li>Māori names at the University are all relevant and consistent</li> <li>Establish te reo Māori style guides and principles for entire promotional domain (including marketing, signage, web, and print)</li> <li>Translation process established and promoted.</li> </ul>	<ul style="list-style-type: none"> <li>Audit current Māori names at the University to ensure relevance and consistency</li> <li>Extend signage principles to cover entire domain</li> <li>Refresh Te Reo Māori at Victoria booklets and web material</li> <li>Develop the translation service in the research hub</li> <li>Set up reo@vu.ac.nz email address and investigate options for translation process</li> </ul>



VICTORIA UNIVERSITY OF  
**WELLINGTON**  
TE HERENGA WAKA

**MAI I TE IHO KI TE PAE**  
CAPITAL THINKING. GLOBALLY MINDED.