The Library's strategy map is framed within the context of Te Herenga Waka—Victoria University of Wellington's Strategic Plan and commitment to the Te Tiriti o Waitangi Statute.

Mission
The Library provides world class services and resources supporting quality learning, teaching and research.

Values
Our core ethical values are respect, responsibility, fairness, integrity, and empathy.

With, and as, tangata whenua, we realise the values under Mai i te Iho ki te Pae of rangatiratanga, manaakitanga, kaitiakitanga, whai mātauranga, whanaungatanga, and akoranga.

Principles
We realise the opportunities under Te Tiriti o Waitangi Statute through the principles of kāwanatanga, kōwhiringa, kaitiakitanga, rite tahi, rangatiratanga, māhi tahi, whai wāhi, whakaoranga.

<table>
<thead>
<tr>
<th>AMBITIOUS RESEARCH FOR TRANSFORMATIVE IMPACT</th>
<th>EDUCATION PREPARING STUDENTS FOR AN EXTRAORDINARY LIFE</th>
<th>ENGAGEMENT THAT DEEPENS RELEVANCE, IMPACT, AND REPUTATION</th>
<th>EQUITABLE OUTCOMES FOR ALL</th>
<th>BELONGING TO THE ASIA-PACIFIC REGION</th>
<th>TRANSFORMING THE WAY WE WORK</th>
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<td>Whai mātauranga</td>
<td>Akoranga</td>
<td>Whanaungatanga</td>
<td>Kaitiakitanga</td>
<td>Rangatiratanga</td>
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<td>We provide expertise and services to support our researchers</td>
<td>We provide expertise and services to support learning and teaching</td>
<td>Collectively we grow meaningful and long-lasting relationships</td>
<td>We work with our community partners to ensure sustainable access to content and collections</td>
<td>We value leadership at all levels</td>
<td>We are open and generous and foster an environment for inclusiveness and growth</td>
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<tr>
<td>Develop a digitisation strategy</td>
<td></td>
<td>Encourage cross team /university collaboration</td>
<td>Optimise navigations, discoverability and access to content</td>
<td>Ensure collection expenditure reports are managed efficiently</td>
<td>Monitor the Iho and Pae of Te Rautaki Māori a Te Pātaka Kōrero</td>
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<td>Develop a document delivery roadmap including Rapido</td>
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<td>Encourage staff to participate in library related activities and projects</td>
<td>Improve data relevant to e-resources to improve user access</td>
<td>Prepare and deliver new client service model for frontline services</td>
<td>Identify and promote opportunities and participation for staff in coaching and mentoring programmes</td>
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<td>Develop plan to discover JCBR content</td>
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<td>Ensure staff are aware of upcoming conferences and events and encouraged to present and attend</td>
<td>Review the print collection evaluation to streamline processes</td>
<td>Update Collection Development Management Policy</td>
<td>Develop a library induction programme</td>
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<td>Collaborate, develop, and deliver on research initiatives</td>
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<td>Ensure staff are aware and encouraged to nominate staff members and teams for awards outside the library</td>
<td>Ensure a clear transparent process is implemented for acknowledging and rewarding staff achievements</td>
<td>Encourage all levels of staff in learning, practicing, and demonstrating te reo and tikanga Māori</td>
<td>Empower staff to apply sustainable practices in what we do</td>
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<td>Develop and promote tools and strategies to enable academics to increase research reach, visibility and engagement</td>
<td></td>
<td>Increase the use of e resources by academics in learning and teaching</td>
<td>Ensure staff are aware of and encouraged to apply for Supported Study opportunities</td>
<td>Empower leadership and support for Māori students, staff and researchers regarding their research and study needs</td>
<td>Develop and deliver a programme for enhancing staff engagement</td>
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<td>The Library’s Māori collection is world class, well managed, continuously developed, and accessible</td>
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<td>Lead developments in Open Access</td>
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<td>Implement the Information &amp; Records Management roadmap</td>
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