

Encouraging the use of Te Reo Māori (the Māori language) and building our cultural competence is a fundamental part of LINZ's culture and how we work. Building these capabilities will enable LINZ to deliver our services to iwi and Māori more effectively and meet our legislative obligations under Te Tiriti o Waitangi/the Treaty of Waitangi.

This policy outlines the expectations for using Te Reo Māori and following tikanga (Māori customs and values) at LINZ. The policy, and all related guidelines, apply to anyone employed or otherwise authorised to act for LINZ, including temporary employees, consultants and contractors.

## Our approach

LINZ will take all reasonable steps to support our people to understand and competently use Māori language and culture.

To achieve this LINZ will:

- develop a **Māori language plan** to build our people's competence in using Māori language and following cultural practices to meet expectations set by government in its strategy Maihi Karauna
- deliver **Māori language and culture programmes**. These will provide:
  - everyone with a basic competency level in Māori language and culture
  - opportunities for everyone to use Māori language and culture in their work to maintain or build on their competency
  - tailored engagement programmes for people who engage regularly with iwi and Māori.
- develop **Māori engagement guidelines** to assist our people in engaging effectively with Māori and iwi.

Funding for the language, culture and engagement programmes outlined above will be covered centrally by Human Resources. The costs for any additional learning and development required will be provided from group or team budgets.

## HANDY LINKS

- [Maihi Karauna \(Te Puni Kōkiri\)](#)
- [Cabinet Minute of Decision Progressing Our Government's Priorities \(The Beehive\)](#)

## An all of government approach

One of the government's 12 priorities is building closer partnerships with Māori. Te Arawhiti (Māori-Crown Relations) states that stronger Māori language and cultural competence across government is crucial to achieving this outcome.

The government has created the Māori language strategy Maihi Karauna to support a strong, healthy and thriving Māori language. It sets out three challenging goals to achieve by 2040:

1. 85 per cent of New Zealanders (or more) will value Te Reo Māori as a key element of national identity
2. One million New Zealanders (or more) will have the ability and confidence to talk about at least basic things in Te Reo Māori
3. 150,000 Māori aged 15 and over will use Te Reo Māori as much as English.

To support the language strategy and the government's goal of building closer partnerships with Māori, all government agencies are taking actions to strengthen Māori language and cultural competence. Part of this includes developing Māori language plans and measures to evaluate their progress against Maihi Karauna by 30 June 2021.

## Key areas of responsibility

We all play a role in building LINZ's capability in using Te Reo Māori and using tikanga in our day-to-day work. This policy outlines the specific roles and responsibilities in achieving this.

### Our Executive Leadership team

- champions the use of Māori language and culture
- encourages everyone in following this policy and guidance
- ensures their business group apply the policy consistently and comprehensively.

### Our leaders

- understand the aims of the policy and what it means for their team/group
- champion the aims of the policy and encourage their teams in following this policy and guidance
- ensure their teams complete the required core language and cultural learning programme/s
- ensure they budget for any additional language and/or culture programmes that their people may need, above the required core learning.

### Our people

- understand the aim of the policy and what it means for their role
- follow the policy and guidance provided
- complete the core learning components of the Māori language and culture development programme.

### Business with Māori

- partner with Human Resources to promote, lead and manage the delivery of the learning and development programmes referred to in this policy
- provide advice and support to managers and our people to support their development and engagement with Māori
- oversee any other responsibilities required within this policy
- establish on-going monitoring of the effectiveness of the learning programmes in building the capabilities of our people.

### Human Resources

- sponsor and oversee the delivery of the learning and development programmes included in this policy.