

Provide opportunities for young people on decision making panels

Ensure young people are viewed as stakeholders

Share images and video footage directly with young people

Embed the Mana Taiohi principles into your internship/graduate programme

Value the knowledge and expertise of younger staff members

Recruit young people within your organisation

Provide opportunities for younger staff members to attend conferences and events

Seek informed consent, not just consent forms

How does your organisation view the young people in your region currently? Do young people feature in your stakeholder survey or processes? How do you enable them to feedback on what your organisation offers, or it's future direction?



Do you have young people on your Tū Manawa funding panel, or other decision-making panels? If so, does their experience reflect the Mana Taiohi principles? How else can young people be involved in your decision making?



How are the principles applied in the advertising, recruitment and onboarding of this role? How do your documents, policies and processes safeguard the principles? How can you ensure a mana-enhancing experience for those who participate in the programme?



Allow young people to choose what images you use, and share content with them first. Do they want access to photos/footage for their personal use? Do they also want to share the content on their social profiles? Consider that rangatahi might want to be seen differently in five years. Images could 'expire', or you could seek permission to continue to use images after a certain point.



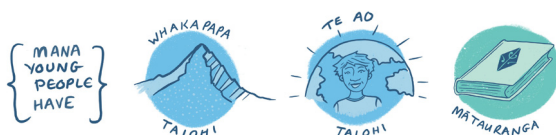
How do you ensure young people know about opportunities and apply for roles? How could you reach diverse young people? Where do you advertise? What do young people think about your application process? Are there any barriers?



What skills and experience do younger staff members have? (It's not just about being familiar with social media!) What were their school experiences? Or the socio-economic factors that influenced them? What could their experiences teach you about rangatahi today?



Do young people understand how, when and where their images/data will be used? Have you explained your kaupapa and the aims of your organisation? Are the whānau of the young people considered when seeking informed consent? Is the environment (whenua, awa, maunga, hapū, iwi, community) considered when seeking informed consent?



How can you support younger staff to attend conferences and networking events? Could you give up your place, or pass on opportunities to others? Could you invite younger staff members as a plus one? Who could you introduce them to in your networks already?



Share data and insights back with young people

Promote Mana Taiohi to your providers

Embed Mana Taiohi into your strategies/ plans for young people

Start meetings with karakia

Bless the kai

Whanaungatanga and use of pepeha

Promote Mana Taiohi to schools and teachers

Use Mana Taiohi when co-creating with young people

What conversations do you have about Mana Taiohi to those who work directly with young people? What is your understanding of what this looks like in practice? Where do you direct people for resources and support? What questions could you ask to prompt deeper consideration of the principles?



How might you share the results of participant surveys directly with young people? Is the information youth-friendly with little to no “jargon” for the young people to understand? Is this information clearly accessible on your website? What additional insights could the young people provide on their survey data?



How do you use karakia within your organisation currently? Do the karakia you use reflect different situations and locations? How do you support this kawa within your organisation?



What needs to happen to support these principles to be embedded across your organisation? Which principles feel like they already align to your strategies/plans? Where are the gaps? What might need to change? What processes may need to be put in place? What support do you or your staff need to help understand Mana Taiohi and the value it can add to your strategies/plans?



Is whanaungatanga prioritised in hui or events across your teams and organisation? Are people supported and encouraged to learn and share their pepeha?



Who in your organisation currently does this? How could everyone be supported to have the confidence and capability to do this? How could you incorporate other languages and cultures?



Does your co-design or youth engagement process allow for authentic Whāi Wāhitanga? How do you acknowledge and up-hold the mana, knowledge and skills of the young people involved? How do you provide good mātauranga about the process and next steps?



What specific challenges and opportunities exist for bringing this framework into an education setting? What initiatives might this apply to? How could you think about applying Mana Taiohi to the Voice of Rangatahi survey?



**Include Mana Taiohi
in your evaluation
processes**

**Support programmes
and initiatives with
youth leadership
opportunities**

**Apply a Mana Taiohi
lens to initial project
planning hui**

**Through manaakitanga,
recognise the identities
of the people you
work with**

**Acknowledge your
colleagues' worlds,
including their
digital worlds**

**Acknowledge the
spaces you use
for external hui**

**Ensure inclusive and
safe environments
for staff and the
communities you serve**

**Acknowledge the
whakapapa of
your colleagues**

How can you ensure that leadership programmes are mana-enhancing? Do the youth leadership opportunities reflect the aspirations of the young people themselves? What support is in place for the young people?



Ask young people if they felt their ideas and voices were heard and valued, and whether their experience was mana-enhancing. Think about alternative and culturally responsive ways to evaluate a project that reflects the communities that you engage with.



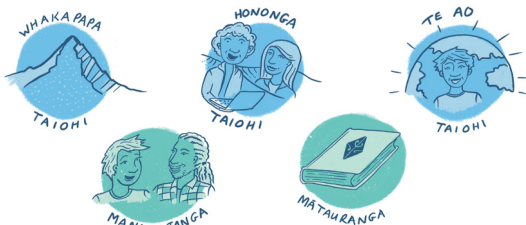
Do you greet people in their language? Do you introduce yourself with your pronouns? What training and guidance is in place for staff around best practice?



How does your project acknowledge the principles? How could these principles be embedded from the very beginning of a project? Who needs to be involved? Are youth voices represented?



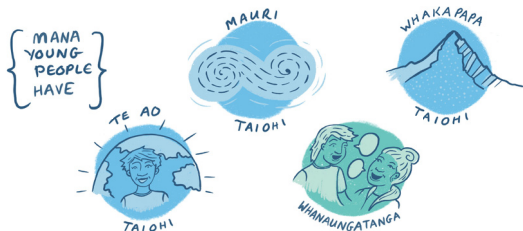
What is the whakapapa of the space or facility that you are using? Who are the people and communities that also connect to this space?



Support a culture that values personal wellbeing. Notice if your colleagues are sending emails late at night, or at the weekend. What does that mean for their wellbeing, and how could you support them?



Build authentic connections through whanaungatanga. Be intentional in the ways that you provide opportunities to learn about the whakapapa of your colleagues. What are some prompts you could use for discussion?



Do you provide welcoming and inclusive spaces for all? Are you aware of inclusive practices? (e.g. using personal pronouns.) Are the organisations and people you engage with also inclusive?



Acknowledge the whakapapa of your organisation

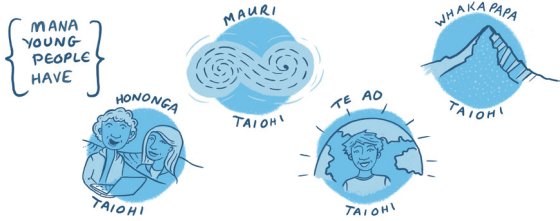
Acknowledge the whakapapa of the region that you are in or serve

Write documents in plain and accessible language

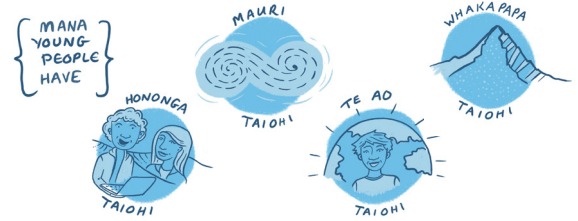
Think about appropriate forms of engagement for your communities

Provide a koha for the young people you engage with

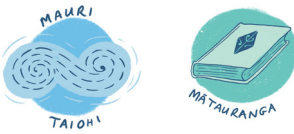
What's the history of your region and those that live in it? How does this impact your mahi? Who are your local iwi/hapū? Who in your organisation holds those relationships/connections?



How do you acknowledge where your organisation has come from, and where you're going? What's changed in the time that you have been an employee? What's your vision for the future?



Consider the needs of those you are engaging with. Who should lead that engagement? What skills, connections, and relationships do they have? Is your engagement culturally responsive? (E.g. wānanga or talanoa process).



Is the information that you provide clear and accessible? Do you provide communications in Te Reo Māori, or other languages? How would you explain your role, or your strategy to a young person? How easy is it for young people to access information about what you do?



How can you authentically acknowledge the time and expertise of the young people that you engage with? Are there opportunities to pay them for their work/contribution? What connections, resources and opportunities could you provide that will be of value to young people?

