

*Ehara taku toa i te toa takitahi, engari he toa takitini.*

My success should not be bestowed onto me alone,  
it was not individual success but the success of a collective.



# RANGATAHI ACTION PLAN

## 2022-2026





## FOREWORD

The Rangatahi Action Plan sets out the vision and funding priorities for rangatahi aged 10-24 years for the next four years in Eastern and Central Community Trust's (ECCT) rohe. The Action Plan outlines the joint priorities of ECCT and Rōpū Taiohi to improve the wellbeing of rangatahi.

The Action Plan was written by Rōpū Taiohi who represent rangatahi from across the rohe. It draws on the mātauranga of rangatahi who are not often heard in leadership and decision-making, empowering them and valuing their korero.

The implementation of the Action Plan will be led through continued partnership between Eastern and Central Community Trust and Rōpū Taiohi. Partnerships with other funders will help to ensure the aspirations of the Action Plan are achieved.

*Thank you ECCT for believing in us and partnering with us. The Action Plan recognises the struggles and the strengths rangatahi have across our rohe. With rangatahi direct voices, the action plan aims to support and enhance their mana as rangatira. This is the beginning of something epic.*

Rōpū Taiohi

*“Eastern and Central Community Trust values our rangatahi – their needs, aspirations and dreams for the future – which is why they are a focus area in our funding strategy. Our goal is to support young people in our rohe to reach their potential. We have thoroughly enjoyed venturing on this journey with Rōpū Taiohi and congratulate them on the hard mahi they have put in. We look forward to seeing our Rangatahi Action Plan flourish and making an impact in the areas of focus.”*

Eastern and Central Community Trust Board







## OUR VISION

**Creating safer, more inclusive, and connected communities  
for our rangatahi to thrive in and be heard.**

Success looks like a future where rangatahi are:

- connected, safe and nurtured
- strong in their sense of belonging and identity
- confident in where they are going
- achieving their goals and pursuing self-determined pathways
- heard and valued by decision-makers
- creating change in their communities
- powerful in their lives – they make decisions and lead in areas they are passionate about.

*We want to shift and challenge the way things are for rangatahi.*



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# RANGATAHI ACTION PLAN

- WHAT RANGATAHI SAY
- WHAT WE WILL DO







# VALUES THAT GUIDE THE ACTION PLAN AND RŌPŪ TAIOHI

## WHAKAPAPA

Whakapapa connects us and creates a sense of belonging. People in a strong and sustainable community are grounded within it because they feel it is their whakapapa.

*I am a product of my environment and the people in it. I want to develop my community because I am tied to this community. I whakapapa to my community and I am the community's life force itself. I am my community, and my community is me. This creates my sense of belonging and who I am.*

## MANAAKITANGA

In this context, manaakitanga is about respecting others and nurturing relationships. Embracing the unfamiliar and encouraging innovation helps us all look for the new and grants permission to explore rangatahi ideas, while reviewing the old to understand the purpose it served. We acknowledge its whakapapa (both good and bad) and move into the future, reimagining how we can learn from, build off and dismantle outdated structures.

*If you have been shown manaaki or manaakitanga, you should feel as if you've been nurtured, respected and valued. This helps rangatahi feel like they are truly part of their community.*

## TUAKIRI

This value relates to freedom of identity. Rangatahi have a right to be who they are. We enhance the mana of rangatahi by being inclusive, supportive and respectful of all cultures, ethnicities, sexualities and abilities.

*Tino rangatiratanga can apply not only within communities but within ourselves. If someone's identity has been nurtured within the community, they should feel comfortable expressing themselves as a valued individual. Rangatahi should feel safe and free to express their personality, opinions and ideas without judgement.*

## MANA TAURITE

Mana taurite is about social justice and equity. We all have a role to play in ensuring organisations and programmes contribute to reducing and eliminating inequalities. Rangatahi have moemoea: vision, dreams and goals. We want to help them overcome barriers and fulfil their aspirations.

*As Rōpū Taiohi we are in a position to make changes for rangatahi who don't have the opportunities we do. We are privileged in what we have – in our mind and our voice – and we need to advocate for and empower others. We ask: How can you make opportunities, organisations and systems accessible to all?*

## KAITIAKITANGA

Every rangatahi should feel like a kaitiaki of their community. To embody kaitiakitanga we need to change the narrative and advocate that rangatahi voices matter. This means backing them up instead of changing their vision and engaging with rangatahi beyond the surface; kanohi ki te kanohi.

*To us, the heart of what we are doing is kaitiakitanga. As kaitiaki organisations and people working with rangatahi, we are guardians of mātauranga; rangatahi knowledge, wisdom, understanding and skill. It is not enough to listen to rangatahi. Adults need to be partnering with rangatahi, opening doors to opportunities and developing programmes and services with rangatahi advice.*





## FIVE WAYS TO REACH OUR ASPIRATIONS

Across our priorities, our funding is focused on five strategies to reach our aspirations:

- **Empowering the individual:** Fuelling the mauri of a young person through supporting the development of their identity and their mana.
- **Challenging the system:** Challenging inequalities in systems that marginalise rangatahi. Contributing to decolonisation. Growing rangatahi voice and leadership.
- **Strengthening the sector:** Developing the youth workers, organisations and grassroots opportunities to grow rangatahi capacity and capability.
- **Growing the good stuff:** Being strengths-based in funding, celebrating champion organisations and people behind the scenes doing amazing mahi with rangatahi.
- **Sharing the power:** Supporting more power-sharing between rangatahi and adults in organisations and communities.



## OUR FOCUS COMMUNITIES OF RANGATAHI

The Action Plan has five focus communities of rangatahi. These are:

- Rangatahi Māori
- Pasifika youth
- Young people with disabilities
- Rainbow youth
- Rangatahi in communities experiencing hardship/disadvantage.

When we talk about rangatahi, we are referring to these focus communities.

***“Get voices of people like me who don’t get heard much if you really want to change things.”***

Rangatahi, Tūranganui-a-Kiwa





## OUR PRIORITIES

Our four priorities are based on what rangatahi talked about the most. They discussed the strengths of their communities and the challenges – the things that can be fixed as well as good stuff that is helping them.

### OUR PRIORITIES ARE:

1. Rangatahi Voice and Leadership
2. Whakawhānaungatanga: Positive Connections
3. Creating Opportunities and Opening Doors
4. Pathways for our Futures



## RANGATAHI VOICE AND LEADERSHIP

*“We need more leaders who make the decisions believing in young people.”*

Rangatahi, Tararua

### Our aspirations

The diverse and authentic rangatahi voices of our focus communities are heard by decision-makers at all levels. Rangatahi have a voice and meaningful action follows. All organisations working with rangatahi support ‘for rangatahi, by rangatahi’ initiatives. They partner with rangatahi to design, implement and run opportunities.

#### **Rangatahi are:**

- empowered to become leaders in their communities and beyond
- valued as leaders in their communities.
- proud to express their cultural diversity
- participating and leading on all levels in the rohe

#### **Rangatahi say:**

- They want to share their thoughts and ideas and feel more valued by leaders.
- More diverse rangatahi need to have a voice and lead projects.
- They have dreams and aspirations for rangatahi-led projects and businesses.



## WHAKAWHANAUNGATANGA: POSITIVE CONNECTIONS

*“Fund better things which help people to find who they are and to connect with people and build their confidence. [For example,] safe places for youth to go which have people who can be with them on that journey.”*

Rangatahi, Levin

### Our aspirations

- Rangatahi in our small, isolated communities have opportunities to grow and have positive rangatahi development.
- Rangatahi have a strong sense of belonging. They know who they are and what they want to do.
- Rangatahi have many positive role models and mentors in their lives.
- Rangatahi have strong taha hinengaro and can talk about their mental health without stereotypes and judgment.

### **Rangatahi say:**

- Strong and positive whānau and community is a key part of who they are.
- They would like more opportunities within and outside of their community.
- Youth workers and organisations that create homely and caring spaces where they feel a sense of belonging are valuable to them.
- Having good mental health wellbeing supports their mauri and is mana-enhancing.
- Gangs are an issue for some. There are concerns of safety for some rangatahi and a need to have safe places and people who look after them.

BY RANGATAHI FOR RANGATAHI



## CREATING OPPORTUNITY AND OPENING DOORS

*“There are a lot of kids here who don’t have enough at home. Their whānau don’t have money to let them do things and give them opportunities.”*

Rangatahi, Central Hawke’s Bay

Mana Taurite is a key principle of the Action Plan. We need to work to end racism, stereotyping and negative judgments of rangatahi.

### Our aspirations

- Rangatahi have safe places of belonging, are thriving and have opportunities to lead and succeed.
- Rangatahi have doors that open for them and are free from systemic barriers, which stop them from achieving.
- The underlying systems that cause poverty, racism, exclusion and lack of voice are replaced by mana taurite, access and open doors, voice and power-sharing.

### ***Rangatahi say:***

- Many rangatahi and their whānau struggle with paying for life’s basics. Rangatahi see the connection between poverty and well-being and talk about emergency housing needs and couch surfing.
- Dealing with the effects of racism and stereotyping is a part of daily life.
- While rangatahi are connected online, they feel unconnected to the world outside of their community. This makes leaving home extra challenging.

BY RANGATAHI FOR RANGATAHI



## PATHWAYS FOR OUR FUTURES

*“Many of us are out in the fields rather than chasing our dreams.”*

(Rangatahi, Tūranganui-a-Kiwa)

### Our aspirations

- Rangatahi have life skills, opportunities to try new things and the ability to communicate their needs.
- Rangatahi have a positive idea of their future that mentors and communities encourage and support.
- Rangatahi are employed in jobs that offer growth pathways.
- Rangatahi-led businesses are visible in the communities and are doing great.
- Young youth workers/ kaimahi rangatahi are growing as leaders in the youth work sector.

### **Rangatahi say:**

- There are gaps in learning life skills and they would like mentoring as they work out their futures.
- Many rangatahi struggle with income insecurity and the cost of transport is a barrier to accessing training and employment for some.
- Lots of rangatahi have ideas for developing businesses but not the support or resources to fulfil these goals.
- Rangatahi have aspirations and want opportunities to develop in a career, not just a pay cheque.
- Young youth workers feel the need for more training and professional development.

BY RANGATAHI FOR RANGATAHI



## FUNDING ACTIONS

Funding will be targeted at rangatahi programmes, projects and organisations that have an overall focus on improving equity and inclusion (growing opportunities and opening doors) and involving rangatahi in their decision-making.

**This plan will be delivered through funding for:**

### GROWING RANGATAHI-LED PROJECTS

- Funding for local grassroots rangatahi-led projects and longer term rangatahi-led mahi.
- Mentoring and seed funding for rangatahi-led businesses.

### CHAMPIONS IN RANGATAHI DEVELOPMENT

Funding for rangatahi development organisations which are the champions and those striving to be champions. To us, a rangatahi champion organisation:

- values cultural diversity
- involves rangatahi in decision-making
- empowers rangatahi to be leaders
- practises Te Tiriti in their work
- reflects Mana Taiohi principles in their practice
- is mana-enhancing and strengths-based in the way they work
- provides professional development for their youth workers.

### SPECIFIC COMMUNITY-LED RANGATAHI INITIATIVES

Working alongside our smaller and isolated communities with high Māori populations that do not have access to many rangatahi development opportunities. Projects developed through community and rangatahi-led ways. Partnerships with other funders will be sought to maximise the impact of projects.

### YOUTH WORKER TRAINING

Funding to support more training for kaimahi rangatahi in the region which meets the needs of our youth work sector with a focus on Māori, Pasifika and young youth workers.

BY RANGATAHI FOR RANGATAHI



## HE WHAKAMIHI

*We want to acknowledge those who have contributed to the development of the action plan and Rōpu Taiohi along the way.*

**Many thanks to:**

- the whānau supporting rōpū members to attend wānanga for this mahi
- the whānau at Pukemokimoki Marae making us feel so welcome
- the kaimahi rangatahi, experts and rangatahi who shared their whakaaro with us, many who went above and beyond supporting the kaupapa and rōpū members: Tararua Community Youth Services, Pahiatua Youth Centre, Matapuna Training Centre, Highbury Whānau Centre, Lift Business, Ngāti Kahungunu ki Wairarapa, Wairarapa Whānau Trust, Rangatahi 2 Rangatira, Te Takeretanga o Kura-Hau-Pō, Palmy Youth Space, Kaiti School, Tāiki E, Wellington Regional Youth Worker Trust, Directions Youth Health Centre and many more.
- And finally, thank you to the rangatahi who came to wānanga with us right at the beginning of the process. Your contribution is also in there!

*“We want to feel wanted everywhere, community places that not just help young people but who want us and work with us like we are valuable people with ideas and dreams.”*

Rangatahi, Tūranganui-a-Kiwa