

Champion Rangatahi Development Tool

ECCT's Rōpū Taiohi are dedicated to supporting organisations that are working towards and which are champions in rangatahi development. We can provide some funding to organisations to strengthen their rangatahi development practices. We are particularly interested in those wanting to involve diverse rangatahi in decision-making or empower rangatahi to be leaders as these elements link to our equity value and to empowering rangatahi voices in our society.

This tool was developed by us, Rōpū Taiohi, to help us understand where your group is at on its rangatahi development journey. We acknowledge that groups sit right across these different elements of being a champion organisation. We want to know more about where you are now in your practice.

For each question in the grey column, mark in the white columns where you think your organisation's practice sits on the continuum. Are there any areas that your group wants to work on developing? What support or resources or support might use need to make this happen? Use this Tool to answer questions 9.1-9.2 in the Expression of Interest Form.

	1	2	3	4
Does your organisation promote, value, reflect cultural diversity of its rangatahi communities?	We are not focused on this.	We are aware of the barriers facing our rangatahi in participating in our programmes.	We are aware of barriers and exclusion that groups in the communities of focus areas experience and have a plan to address these.	Our organisation reflects the communities we work with. Barriers to participation have been addressed. We recognise and celebrate the cultural diversity of our rangatahi.
How is Te Tiriti o Waitangi (Te Tiriti) practiced in your work?	We don't have Te Tiriti in our policies yet.	We have Te Tiriti in our policies but we are not sure how to put Te Tiriti into practice yet.	We have Te Tiriti in our policies. We are embedding Te Tiriti and Te Ao Māori into our practice.	Te Tiriti informs our work. We apply a Te Tiriti lens and engage with Te Ao Māori to shape our mahi. We are intentional in seeking input and involvement from Māori at strategic and operational levels.
Does your organisation involve diverse groups of rangatahi in its decision-making?	We sometimes consult rangatahi in our mahi (e.g. surveys, evaluation forms, advisory groups). We are unsure if our engagement reaches all groups of rangatahi in the communities we work with.	We consult rangatahi in our mahi and sometimes share decision-making with rangatahi, but we know they are not often representative of our diverse rangatahi communities.	We are improving the effectiveness of how rangatahi are involved in decision-making in our organisation. We are actively working to grow the diversity of our advisory groups and be more rangatahi driven our practice.	We have partnership, co-leadership and authentic decision-making with diverse rangatahi in our organisation. We have a strong understanding of whai wahitanga and practice this in our mahi. Diverse groups of rangatahi are actively involved in decision –making.
Does your organisation empower rangatahi to be leaders in your organisations and their communities?	We provide services or programmes that help rangatahi clients with their problems and needs. rangatahi	We support rangatahi to make decisions about themselves and their development goals within a programme run by our organisation. We may also provide tailored leadership programmes and opportunities for rangatahi to help them develop and grow.	We work purposefully to develop independence with our rangatahi through empowerment. We are doing things to increase the leadership opportunities of the rangatahi we work with. For example, this could be teina becoming tuakana and growing as leaders in our organisation.	We support rangatahi in one or more of ECCT's Communities of Focus to lead across many different parts of our organisation and community. For example, rangatahi are in paid and meaningful roles, rangatahi develop their own initiatives, rangatahi lead new kaupapa for our organisation. We purposefully build community capacity to support rangatahi in the longer term.

	1	2	3	4
Is your organisation mana enhancing and strengths-based in the way it works?	We provide services or activities or programmes to help rangatahi who need support in their lives.	We deliver organised activities for rangatahi to participate in. Rangatahi make decisions about how they participate in our programmes.	Rangatahi are supported to have a voice, work to their strengths and step into leadership in different ways in our organisation and in their lives We believe rangatahi have mana and our work enhances what already exists.	Rangatahi can see how they are at the centre of things in our organisation and we work with them as experts in their own lives. We develop our programmes with rangatahi and work in ways that respond to diversity of our rangatahi communities. We understand the four dimensions of mana that all rangatahi have Mauri (o te Taiohi), Whakapapa Taiohi, Hononga Taiohi, Te Ao Taiohi.
Does your organisation reflect Mana Taiohi principles in its practice with rangatahi?	We don't know much about what the Mana Taiohi principles are but are keen to learn more.	We are starting to learn about what Mana Taiohi principles are.	We have a rangatahi development approach to our mahi and working to embed the principles of Mana Taiohi in our practice more.	Mana Taiohi principles and values are embedded in our policies and practice. Our work with rangatahi purposefully prioritises, upholds, and extends Whanaungatanga, Manaakitanga, Whai Wāhitanga, Mātauranga
What professional development opportunities do you provide your kaimahi rangatahi?	We do 3 or less of these things. <input type="checkbox"/> our staff are passionate about working with rangatahi and utilise lived experience <input type="checkbox"/> have staff working with rangatahi who are trained/training in rangatahi development <input type="checkbox"/> have staff working with rangatahi who are or are aspiring to be members of Korowai Tupu (Youth Worker Professional Association in Aotearoa) <input type="checkbox"/> we have professional development plans in place for our staff working with rangatahi <input type="checkbox"/> are a member of Ara Taiohi <input type="checkbox"/> provide training in rangatahi development ways of working for our staff <input type="checkbox"/> provide staff working with rangatahi have supervision. <input type="checkbox"/> have staff working with rangatahi that are professionally trained/qualified in working with rangatahi	4 or more of these things.	We do 5 or more of these things.	We do 6 or more of these things.