

# **Core skills toolkit: A culturally responsive way of working**

Kathryn Nemec & 'Emeline Unga

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# Introduction to the capability development resources

## Funding Guide

*designed to help your community group or not-for-profit organisation apply for funding.*



## Core skills toolkit

*A practical, easy-to-use toolkit of resources and insights to help new and small community groups or not-for-profit organisations thrive.*



## Capability support wheel

*A signposting tool designed to help community organisations find development resources through universal, tailored and targeted support.*



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# Introduction to the Core skills toolkit: Working in a culturally responsive way



**Audience:** new and small community groups.

**Topics included:**

- Community engagement
- Te Tiriti
- Strategic planning
- Evaluation and measuring impact
- Communicating your work
- **Working in a culturally responsive way**
- Wellbeing / Hauora

**Content:**

Each section covers why this is important, how to get started and a curated list of resources and templates

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## We will cover

- Why culture matters
- What is a culturally responsive way of working?
- Why is it important?
- Some practical examples.
- Talanoa time: Q & A

Photo by 'Emeline Unga, 2025



# Please write in the chat

1. For me, working in a culturally responsive way means...
2. Any pātai/question you may have about working in a culturally responsive way

All questions are great questions.

# Why culture matters- **Itulagi** different views of the heavens



**Culture** is the work we do...  
knowledges, values, beliefs, and practices that  
define individuals and communities.

Photos: Te Pane o Mataoho, Māngere Mountain, by 'Emeline Unga, 2025

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A Tongan proverb:

## Tākanga 'etau fohe - Our paddles rowing as one



**Vā-Relational**

**Taonga**

**Itulagi**

Picture of people rowing together. <https://timelessmoon.getarchive.net/media/outrigger-canoe-boats-form-various-clubs-race-to-the-e2fa45?zoom=true>

Words: Pacific concepts on culturally responsive practice. Vaai, U.L., & Casimira, A. (2024). The 'Whole of life' way. Unburying Vakatabu philosophies and theologies for Pasfiika development.

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# What is a culturally responsive way of working?

- **Cultural diversity**
- **Cultural considerations**
- **Cultural collaboration**



Photo: Christina @ wocintechchat.com on Unsplash

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# Why work in a culturally responsive way?

## Solutions are already within communities

*"...delve a lot more into where people come from, what their values are, and see what we can find from their context in order to create solutions for their problems".*

*(Indigenous Pacific cultural expert, Professor Konai Helu Thaman)*



# How is your 'culturally responsive' kete?

## Pause and reflect

- How do we know what matters?
- How do we create together what matters to us?
- How do we know we're making a real difference?



Photo by Brendan O'Connell, 2025

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# Resources

Explore some culturally responsive resources



## Resources to explore

- *Diversity Works NZ* has a range of resources including an Aotearoa Inclusivity Matrix, policy and strategy templates and diversity sessions webinars.
- *Working with tāngata whenua*. Community-led Development.
- *How to hold a conversation on belonging*. A resource from Inclusive Aotearoa Collective Tāhono.
- *Te Tiriti justice from a faith-based organisation*. A Christian group sharing the promise of mutual flourishing, that Te Tiriti o Waitangi represents.
- *A case study*. Sharing Te Tāpui Atawhai Auckland City Mission's commitment to acknowledging the relationship between Māori and Tāngata Tiriti under Te Tiriti o Waitangi.

# Talanoa time: Q&A

No such thing as a silly question.

Please put any **pātai/question** you may have about working in a culturally responsive way in the chat

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## **Ngā mihi**