

## Navigating around the Pakaru Pipeline

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Chronic and severe under-representation of Māori and Pasifika within academia in general and the sciences in particular has been recently highlighted (McAllister et al. 2019; McAllister et al. 2020; Naepi et al. 2019, Naepi 2019). Those findings seriously question whether universities and crown research institutes are committed to honouring their Te Titiri o Waitangi/Treaty of Waitangi obligations. It is also widely recognised and documented that the barriers are systemic, structural and pervasive, and that significant effort and commitment needs to be made to indigenising and decolonising these spaces. In our approach indigenising is distinguished from decolonising by its focus on aligning space, structures and systems with indigenous ways of knowing and being, whereas decolonising is more about acknowledging and addressing settler-colonial power.

Indigenisation can be manifest as intentional processes undertaken cognisant of the settler-colonial foundations of the university that directly address the inequalities at the core of the institution that impede Indigenous scholars or students opportunities to enjoy success and realise their potential. This abstract and presentation are a direct response to the call to action in McAllister et al. (2019) and will report broadly on some general recent indigenisation efforts in the Faculty of Engineering and specifically regarding the summer internship programme.

For many years firmly ingrained institutional and casual racism was manifest as the annual Haka Party, until He Taua intervened in 1979. Fast-forward to December 2019, where a faculty-led haka (Me Hoki Whakamuri Kia Anga Whakamua) and the unveiling of a pou whenua at the dawn blessing of Te Herenga Mātai Pūkaha (new Engineering facility) demonstrates just how far the faculty has come since the 1970s. The haka was performed by the Dean, staff and students and is representative of a wider commitment to welcome and embrace Māori and Pacific people who wish to study, work or partner with the faculty – building on the first acknowledgement and faculty hosting of He Taua in 2009. All of these actions were intentional and are examples of considered reflection and action aimed at transforming structures and practice. In the tikanga framing of take-utu-ea – the take was the Haka Party, the utu was partially addressed by He Taua and by a subsequent apology, arguably the response of He Taua members at the blessing indicate kua ea.

Summer internships are a mechanism for promising students to engage further with academics and/or industry and are keenly contested. Typically the criteria for selection is academic merit, yet this approach has continually resulted in under-representation of Māori and Pasifika students. An intervention that created opportunities for those students and the quality of the internship reports will be discussed.

## Biography of co-presenting author/s

### Dan Hikuroa

Dan Hikuroa (Ngāti Maniapoto, Waikato-Tainui), Senior Lecturer, Earth Systems, Te Wānanga o Waipapa, University of Auckland. He is an established world expert on weaving indigenous knowledge and science to realise the dreams and aspirations of the communities he works with. He is UNESCO NZ Commissioner for Culture, Tumuaki of Ngā Kaihautū Tikanga Taiao (Chair of the Statutory Māori Advisory to the Environmental Protection Authority) has key roles within New Zealand's National Centres of Research Excellence and National Science Challenges. Dan is spearheading alternative ways of assessing sustainability, including weaving indigenous knowledge and epistemologies into legislation, assessment frameworks and decision-support tools.

### Tumanako Fa'aui

Tumanako Fa'aui (Ngāti Uenukukōpako, Te Arawa, Fasi Moe Afi a Tungī (Tonga)) is a lecturer in the Department of Civil and Environmental Engineering at The University of Auckland, New Zealand. He is interested in the integration of indigenous knowledge systems and mātauranga Māori (traditional Māori knowledge) within Western based methodologies and the engineering community disaster response and geothermal resource management. Tumanako has worked with Māori (indigenous peoples of New Zealand) communities around the country on a range of engineering projects including