

## KEY QUESTIONS FOR ORGANISATIONS DEVELOPING A MĀORI LANGUAGE PLAN

### Strategic Links To Language Planning

- Why develop a language plan now?
- Does your organisation already have policies that could form part of a Māori language plan?
- What are your organisation's short, medium and long-range goals?
- What factors will influence your organisation over the next 5 years? (e.g. increase in the number of Māori language speakers in the 15-24 age group)
- What are the risks of not having a language plan? (ie to client services and delivery, organisational capacity)

### Organisational Buy-In

- Who has the responsibility for language policy/cultural responsiveness policy and planning in your organisation?
- Is this the same person who determines the priorities in Māori language acquisition planning within your organisation?
- How does your organisation's vision/mission/planning link to:
  - -commitment to the principles of Te Tiriti o Waitangi
  - -the Māori Language Act 2016
  - -developing an organisational Māori language plan
- How do you intend to consult and with whom?
- What do you think will be the best process of collaboration and consultation?
- What sort of information do you think you need to give to the people in your organisation about language planning?
- How can you convince your organisation that it is worthwhile spending money in this area?

### Monitoring And Evaluation

- What are your milestones?
- What is the link between these milestones and your overall outcomes?
- How can you measure these milestones?
- How can you evaluate the effectiveness and efficiency of your activities?
- Who will evaluate your effectiveness and efficiency?
- How will you report the results?
- What will you do with this information?

### Overcoming Barriers

- What do you think the barriers to language planning will be?
- What are some possible strategies for overcoming them?
- What are some potential benefits to your organisation if they implement a Māori language plan?

### TE TAURA WHIRI I TE REO MĀORI | THE MĀORI LANGUAGE COMMISSION

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### Organisation Capacity And Capability

- What knowledge does your organisation have about the Māori language ability of its staff? (What information does HR currently hold?)
- What bilingual Māori/English services does your organisation currently offer?
- How can your organisation support staff who wish to become bilingual?
- What remuneration should be in place for speakers of te reo Māori?
- What further information do you need to complete a profile of staff capacity and capability and how will you gather this information?

### Client Profile

- What is your organisation's client base?
- How do you communicate/ interact with your clients? (phone, email, website etc)
- Have your clients ever requested bilingual services?
- What do you think your client base will look like in 10 years?
- Where will it be useful to offer bilingual service? How do you know this?
- What further information do you need to complete a client profile and how will you gather this information?

### References

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