POSTCOLONIAL BIOSECURITY POSSIBILITIES

National
SCIENCE
Challenges

DECOLONISING KNOWLEDGE PRACTICES

NEW ZEALAND'S
BIOLOGICAL
HERITAGE

....

Ngā Koiora
Tuku Iho

Mobilising for Action | Ngā Rākau Taketake

These cards are prompts to foster effective teamwork that supports biosecurity. Use them to reflect on your individual and collaborative practices, spark discussions, and cultivate behaviours that enhance collective working.

Your journey to better team synergy starts here!
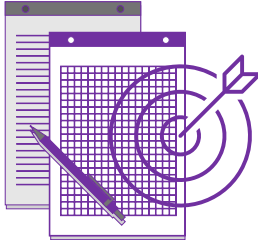
SHARED DIRECTION

Te Ahunga Ngātahi

When working together, how do we know if all team members are moving in the same direction?

These are prompts for good practices.
Feel free to adopt, modify, or reimagine
what might work for you and your team.

Team members are actively involved in developing a common vision and a plan for reaching it.

Group discussions highlight (shared and individual) values and aims.

People are empowered to have a voice.

Team members recognise how their different skills, backgrounds, perspectives, and contributions add to the project.

There is strong leadership that helps the team to collectively set and reach their aims.
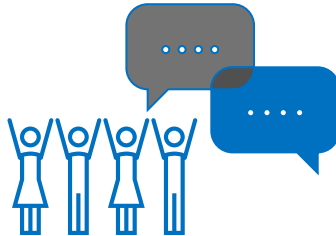
INCLUSION

Te Whakawhāititanga

How do we know if our team embraces a pluralistic
and respectful approach towards all people and their
knowledge systems and values?

These are prompts for good practices.
Feel free to adopt, modify, or reimagine what might work for you and your team.

Team leaders and members use language in a mindful and inclusive way.

Team members actively seek a range of perspectives by bringing together people with different backgrounds and abilities.

Team leaders include and resource different people and approaches meaningfully and equitably.

Project coordinators promote diversity in leadership.

Research activities are designed and conducted in a manner that is respectful of the land, species, and local communities with whom we work or who are affected by our work.

RELATIONALITY AND REGENERATION
Te Hononga me te Whakahaumanu

Do we work to strengthen the relationships
between our organisation,
local communities, and the land we inhabit?

The relationships between individuals, communities, and the living world are acknowledged and valued.

The team recognises relationships of mutual care and interdependence between humans and nature.

The team acknowledges the importance of such connections to individual and collective well-being and sense of identity.

The team strives to create resilient ecosystems and communities.

The projects and interventions designed provide opportunities for people to reconnect with the land they inhabit.
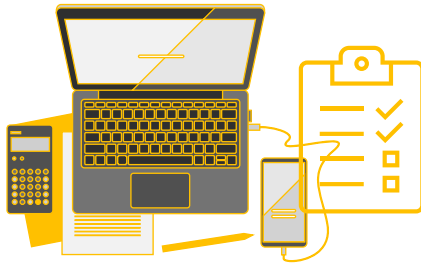
ACCOUNTABILITY AND TRUST
Te Papanga me te Whakapono
How do we know if our work practices are transparent, consistent, and trustworthy?

Relevant project information is available in a timely manner and is shared in an accessible language and format with team members and research partners.

The decisions and actions taken around specific projects are consensual and fair.

The project aims, processes, and decision-making practices are transparent, and take into consideration socio-cultural and environmental values.

Trust and reliability between team members and research partners are actively earned and not taken for granted.

REFLECTION AND REFLEXIVITY
Te Huritao Whaiaro

Do we have processes to evaluate our performance and results, and check that the team is still on track?

The team critically reflects on how their preferences, assumptions, and partialities shape their work and strives to counteract their influence.

Team members recognise where the power and privilege lie within their project and implement corrective measures.

Team members regularly check with each other about how they are going collectively and individually.

Lessons learnt through self-critique and reflection are readily applied, and planning and milestones are adjusted accordingly.
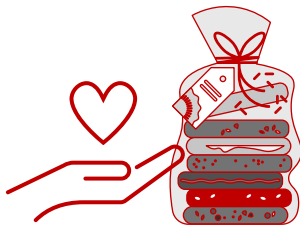
CARE
Te Manaakitanga

Do we ensure that all teammates and research partners have a safe and welcoming work environment?

Caring about each other while co-designing research is common practice.

Hospitality is never left to chance or individual discretion.

The team works hard to create and maintain a safe space for all project members and partners, particularly those who have historically been excluded and marginalised.

Care is all-encompassing and demonstrated through the ways we work with local communities, species, biological samples, systems, data, etc.