

**36<sup>th</sup> ANZAM Conference**  
Te Papa Tongarewa Museum of New Zealand, Wellington, New Zealand

## **Indigenous Issues SIG symposium**

Red Couches Kōrero Room  
7 December 2023, 1:40pm-3:00pm

### **Facilitator**

Jason Mika e: [jason.mika@waikato.ac.nz](mailto:jason.mika@waikato.ac.nz)

### **Panellists**

Mark Jones  
Daysha Tonumaipe'a  
Teresa Rose

**Opening karakia (prayer):** Jason Mika

**Closing karakia:** Jekope Maiono

### **Acknowledgements**

Tui MacDonald and Xiaoliang Niu for the meeting notes.



### **About**

The Indigenous Issues Special Interest Group (SIG) is an ANZAM supported SIG established in 2013. Professor Jarrod Haar and Associate Professor Jason Mika are co-convenors, but the SIG operates on a collegial basis – all are welcome. The SIG has three aims: (1) advance Indigenous management scholarship within ANZAM including its conference, workshops; (2) supporting publication of Indigenous management scholarship in the Journal of Management & Organization (JMO); (3) increasing participation of Indigenous management scholars, academics, and practitioners in ANZAM.

### **Attending**

Mark Jones, Teresa Rose, Daysha Tonumaipe'a, Admiral Manganda, Kevin Moore, Eduardo Ordonez-Ponce, Teresa Rose, Jekope Maiono, Jarrod Haar, Lisa Callagher, Paul Hibbert, Christian Schott, Stephen Cummings, Jason Mika, Diane Ruwhiu (any others, please advise).

## **Apologies**

Ella Henry, Sharlene Leroy-Dyer, Samantha Cooms, Gaala Watson, Mark Rose.

## **What we set out to do**

We had three main aims: (1) establish new connections and re-connect old connections through a common interest in Indigenous management; (2) a panel discussion on advancing Indigenous business management within the ANZAM community; (3) small group discussion on the same topic.

## **What we did**

The symposium started with whakawhanaungatanga, a relationship-building process in Māori. Each of the panellists and attendees shared their background, interests, expertise, and reasons why they got into academic work and Indigenous management research.

The panellists (Mark Jones, Teresa Rose, and Daysha Tonumaip'e'a) shared their backgrounds and thoughts about the challenges faced by Indigenous scholars, including the need for more support for Indigenous students in higher education. They also emphasised the importance of cultural workload and the lack of recognition of Indigenous knowledge and experience in the education system. Understanding their own identities, while being guided by their ancestors was also shared. All said working in academia was a way to give back to the next generation and acknowledged their whānau (families) who support them.

Small group discussions followed where the panellists joined attendees to share their opinions on what ANZAM could do to advance Indigenous management. The discussion focused on opportunities and actions to advance Indigenous management research scholarship, including publishing, teaching, workshops, and building networks. Suggestions were made for creating a more inclusive and culturally oriented environment within ANZAM. Several initiatives and ideas were proposed and supported.

A few key points from the symposium:

1. Challenges faced by Indigenous scholars include economic feasibility for Indigenous students in higher education, lack of recognition for Indigenous knowledge and experience in the education system, and the difficulty in getting published and finding Indigenous supervisors for research. Some of the challenges include working within Eurocentric tertiary institutes and submitting to Western and US publications which do not fully appreciate this field.
2. There are too few Indigenous PhDs and too much work put on these academics. This leads to high turnover, cultural overload, limited support, it's hard to get academic acknowledgements. Acknowledging an Indigenous academic's 'full self' is important. Not just their academic record, but the breadth of skill, values and experiences they bring through their lived experience.
3. Opportunities to advance Indigenous management research scholarship include publishing in high-ranking, high-quality management journals, building networks and capacity, creating workshops and safe spaces for conversations and learning, and forming alliances with other parts of the world.
4. Suggestions for advancing Indigenous management scholarship include organising a special interest issue on Indigenous management scholarship, establishing a research methodology stream that contains Indigenous research methodology, and promoting cultural practices (e.g., tikanga) and protocols in places where the conferences are hosted. Inviting Journal editors to share tips to structuring articles for best chance of publication. Not having competing gender, diversity and indigeneity (GDI) speaking sessions on at the same time.

In addition, below is more information about some events and organisations discussed in the session.

From Stephen Cummings, Ella, and Daysha.

- Katy Mason, President of the British Academy of Management who is on the Executive of the International Federation of Scholarly Associations of Management (IFSAM). She would love to

see more research from our part of the world being nominated for the award below (which I didn't even know existed!). Check out where ANZAM is located on the IFSAM map below (on the West Coast of the South Island).



- Ana Maria Peredo for the discussions about the International Academy of Research in Indigenous Management and Organizational Studies (IARIMOS) conference. This gathering provides the opportunity to form a new or enhance an existing global academy (e.g., bring together GDI, NAIC, Dilin Duwa, and any others together with IARIMOS. For more information, see <https://telfer.uottawa.ca/en/the-international-academy-of-research-in-Indigenous-management-and-organizational-studies/>  
Zoom link: <https://uottawa-ca.zoom.us/j/8897892242?omn=92954975256>  
Meeting ID: 889 789 2242
- The IFSAM [Award for Excellence in Indigenous Management Scholarship](https://www.ifsam.org/ifsam-2023-awards/), this awards has not received many nominations or applications, which would be a great opportunity for Indigenous scholars. More information can be found at: <https://www.ifsam.org/ifsam-2023-awards/>

### Panellists

- Why and how do you become Indigenous scholars.
  - Mark – try to understand my own identity, colonisation affects me. Having faith and being guided by ancestors. Learn and trust the ancestors.
  - Teresa – not encouraged to go to university. Didn't know who I really was. Love the multiple, cross-discipline sectors. Interested in how to make an impact.
  - Daysha – being told her grades were not good enough for university but suggested by a career advisor to go to Polytech. Cherishing ancestors.
- Main challenges in advancing Indigenous scholarship and how to advance indigenous scholars.
  - Mark – spectrum of challenges: accept the methodology, knowledge transfer and what the solutions are for the issues experienced by Indigenous people. Not only to call out the issues but also to provide solutions. Provide cultural confidence for non-Indigenous researchers who have good intentions. Change and challenge the perspective.
  - Teresa – trying to find my own way to positively impact Indigenous research as a non-Indigenous researcher.

- For Indigenous students, economic sustainability is critical. Education is important for Indigenous students. Changes the realm, make education possible for Indigenous students – teaching in open universities.
- There are only a few PhDs, and there is way too much work. Why is it so difficult to get Indigenous students in higher education.
  - Cultural workload
  - No connection/support when they come in
  - The financial system makes it too difficult to get awards.
  - Difficult to get published.
- Thinking about what I can do, but whether I can do it right.
  - Students look for Indigenous supervisors, but there are not enough Indigenous supervisors.
  - Co-supervise with Indigenous supervisor for students researching Indigenous issues.
  - Elders come on to the PhD committee to guide students regardless of whether they hold qualifications now.
  - MBA on reconciliation at Victoria University (Canada) brings Indigenous and non-Indigenous people together.
  - Learning together, making mistakes, and thinking about what's working and not working.
  - Share experience together.
- Daysha – keep going back to a box that was designed for Māori and Pacific.
  - One major challenge facing Indigenous management scholarship is the Eurocentric, colonial nature of tertiary institutions and academic publishing that do not value Indigenous knowledge and thought
  - Coming into a place where Māori and Pacific not recognised
  - I want to see more recognition of the social capital that Māori and Pasifika scholars bring.
  - No recognition of the knowledge and experience of Indigenous people.
  - Health and science school is more open, but management school has many more criteria restricting Indigenous scholars.
  - Eurocentric education system
- Opportunities and actions on how to advance Indigenous management research scholarship
  - By trying to publish in high-ranking, high-quality journals is encouraged. Change perspective for high-ranking journals.
  - Build network, capacity, and brand to expand social and financial capital.

### **Small group discussion**

- Create a sole/own stream for Indigenous management research not attached to other streams. Also, the academy needs to ensure there are enough papers to be included in this stream.
- Make more commitment such as ensuring high-profile positions on the board/decision-making and better scheduling for the stream to attract important attendees. Put the stream in a more prime time position. Promote Indigenous representation and voices in executive positions and decision-making processes. More than just words, want more representation, want Pasifika representation, attract these scholars. More power in executive position to make decisions.
- Networking opportunities: [PRME](#) – UN Principles for Responsible Management Education
  - Exemplify the voice of Indigenous peoples
  - SDGs have little voice from Indigenous peoples
- Utilise organisations like the Association of Industrial Relations Academics in Australia and New Zealand [AIRRAANZ](#) for relationship building. Work hard to build connections with other

universities, domestic and global, for the Indigenous management academy. Target universities and other institutions.

- The workshop is important, creating safe space to acknowledge the good and call out matters for conversation and learning.
- Include more cultural orientation activities, such as allocating time for site visits, visiting a marae when the conference is hosted in New Zealand, more culturally-oriented elements should be implemented when hosted in Australia.
- Build connections with other universities, domestically and globally. Also, bring the allies into the conversation.
- Propose networking opportunities and support for Indigenous journals
- Hold workshops to target specific journals and address session conflicts and overlaps to help colleagues learn about Indigenous issues.
- One major opportunity (action) to advance Indigenous management scholarship, is to build stronger Indigenous networks, to increase our capacity, raise the profile of our 'brand', and thereby enhance the capitals (social, financial, cultural and spiritual) that are important for Indigenous knowledge and scholars.

#### **Further discussion**

- Special issue on Indigenous Management Scholarship. The timing needs to be cautious as there are many other special issues. Also, consider the ranking of the journals of the special issue will be in.
- A newsletter to communicate with the network. Attendees were comfortable with email for now.
- PRME has a special interest group. The SIG could connect with this group and attend its annual meeting.
- A research methodology stream – Indigenous research methodology + mix-method methodology stream – a proposal for this at the next conference is taking shape. A way to engage with it is to split research papers between reporting content and methodology for the methods stream.
- Tikanga – cultural practices/customs. How to behave properly in a conference in different places. What are the protocols, explaining what is acceptable and not acceptable behaviours? Good manners for behaving well ensuring cultural safety. [University of Newcastle](#) has a video and information on this, which is very good.