

## TREATY – RELATED STRATEGIES

The Treaty of Waitangi protected Māori Culture<sup>1</sup> (in Articles 3 and 4) and power<sup>2</sup> in relation to all that they valued (Article 2). Taiwi organisations have responded to the challenge of honouring the Treaty with a variety of strategies, at different levels, in relation to each of these aspects. They may be summarised as follows:

	<b>POWER (sharing)</b>	←   →	<b>CULTURE</b>	
the organisation distributes information to Māori	information sharing		cultural awareness	members of the organisation are aware of how Māori culture is different
the organisation undertakes to consult with relevant Māori groups (but may not act)	consultation		cultural sensitivity	members of the organisation change (some) behaviour to respect the differences
the organisation enters into a decision-making relationship	negotiation			
the organisation delegates authority in (some) areas	delegation		cultural safety	the organisation undertakes to ensure that its processes are as “safe” for Māori as Pākeha
the organisation makes itself accountable to Māori	accountability		cultural competence	members of the organisation who work with Māori are assessed as culturally competent

### NOTES:

Power and culture are inextricably linked in a relationship. A group needs power to ensure that its culture, which defines the group, is protected; the culture needs to be understood in order to have communication between the groups.

These issues pertain to any group, but, in Aotearoa, they primarily apply to the Crown and tangata Tiriti in their relationships with tangata whenua. Models (or templates) developed in that relationship may be useful in others.

The designations of “Māori”, “Taiwi”, “Pākeha”, are flexible. In some cases, “Māori” would be “tangata whenua” of “hapū / iwi”; in some cases, “taiwi” would be “tangata tiriti”; in some cases, “Pākeha” culture would be “British” culture.

<sup>1</sup> “Culture” has many definitions: a simple one is “a distinctive way of life shared by a large group of people”. Any culture includes values and beliefs, customs, arts, history and traditions, knowledge.

<sup>2</sup> In this context, “power” is being used to mean “control of decision-making”, in relation to self and/or others.