


EXAMPLES OF ORGANISATIONAL RESPONSES TO TE TIRITI O WAITANGI

if Maori Text	Article 1 & 2: authority (kawanatanga & rangatiratanga)	Article 2: land sales	Article 3: Maori have rights of English people	Article 4: Maori culture will be protected
<i>preparation</i>	<ul style="list-style-type: none"> identify tangata whenua in the area and 'what they value' in relation to organisation's work designated group in organisation with responsibility for Treaty application 	<ul style="list-style-type: none"> check how any property owned/occupied came into General Title 	<ul style="list-style-type: none"> identify disparities between Maori and tauwi (staffing, 'clients', other relationships) 	<ul style="list-style-type: none"> identify current levels of knowledge/understanding
<i>policy</i>	<ul style="list-style-type: none"> enter into relationships with tangata whenua 	<ul style="list-style-type: none"> ownership/occupation of land unfairly shifted into General Title (e.g., check before deciding to purchase/lease new, consult with tangata whenua re proposed use) 	<ul style="list-style-type: none"> EEO cultural safety cultural sensitivity / awareness 	<ul style="list-style-type: none"> use of te reo (greetings, correspondence, signage, etc) kawa (visitors, tangi, etc) consultation/negotiation, especially re environmental matters
<i>structure</i>	<ul style="list-style-type: none"> formalise relationships (e.g., MOU, governance positions –designated seats, committees) 	<ul style="list-style-type: none"> responsibility in at least one job description 	<ul style="list-style-type: none"> responsibility in at least one job description 	<ul style="list-style-type: none"> formal relationship with culturally competent advisor (internal or external)
<i>education</i>	<ul style="list-style-type: none"> why Treaty important; organisation's approach negotiating with tangata whenua current issues from tangata whenua perspective/s 	<ul style="list-style-type: none"> accessing historical data 	<ul style="list-style-type: none"> difference between equity & equality differences among cultural awareness, sensitivity & competence 	<ul style="list-style-type: none"> importance of language to culture pronunciation, basic reo, waiata, karakia, etc marae protocol creation, links to environment
<i>resourcing: staff time, \$</i>	<ul style="list-style-type: none"> depends on strategies 	<ul style="list-style-type: none"> depends on strategies 	<ul style="list-style-type: none"> depends on strategies 	<ul style="list-style-type: none"> depends on strategies
<i>evaluation (KPIs)</i>	<ul style="list-style-type: none"> improved relationships with tangata whenua 	<ul style="list-style-type: none"> tangata whenua view of organisation's occupation of land 	<ul style="list-style-type: none"> Maori staff & 'customer' levels of satisfaction comparable to those for tauwi, incl cultural safety 	<ul style="list-style-type: none"> appropriate use of te reo and application of tikanga
<i>specific strategies</i>	<ul style="list-style-type: none"> 			 <p>Treaty Resource Centre Te Puna Matauranga o Te Tiriti</p>