

Where are we now in relation to the model?

Preparing ourselves for Treaty Relationships Step 3: Working with 'other'		yes	partially	not sure	no	priority : 0 = none, 3 = highest
1	do we know which groups are 'other' to us? -----					
2	Are Māori 'other' to our group?					
3	do we have a policy for working with 'other'? (e.g., cultural awareness, sensitivity, safety)? -----					
4	do we have a policy for working with Māori?					
5	do we know what 'other' think about us? -----					
6	do we know what Māori think about us?					
7	do we know how 'other' experience working with us? -----					
8	do we know how Māori experience working with us?					
9	do we know which cultural groups feel safe working with our organisation? which don't? (how do we know) -----					
10	Are Māori a cultural group that feel safe with us? or not?					
11	do we have cross-cultural language skills appropriate to working with 'Māori' (pronunciation, te reo, body language, etc)?					
12	do we have other cross-cultural skills appropriate to working with Māori? (conducting hui, marae kawa, conflict resolution, etc)					
13	do we have a process for consulting with 'other'? -----					
14	do we have a process for consulting with Māori?					
15	do we have tolerance for ambiguity? (i.e., the ability to accept lack of clarity and be able to deal with ambiguous situations constructively)					
16	do we have behavioural flexibility? (that is, the ability to adapt our own behaviour to different requirements and situations)					
17	do we understand how our group culture affects how 'other' experience us?					
18	does our respect for 'otherness' include curiosity and openness, as well as a readiness to suspend disbelief about other cultures and belief about our own? ¹					

Note: numbers 16, 17, 18 are based on a model at www.in-languages.com/documents/Interculturalskills.pdf

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