

## PROJECT WAITANGI HAMILTON/KIRIKIRIROA

### STANDARDS OF PRACTICE FOR WORKSHOPS

All workshop facilitators running workshops on behalf of PROJECT WAITANGI HAMILTON/KIRIKIRIROA will adhere to the following standards of practice

#### 1. PHILISOPHY

Project Waitangi Hamilton/Kirikirihoa facilitators believe that the time is long overdue for Pakeha to recognise their responsibility in honouring the Treaty of Waitangi. Facilitators acknowledge that many Pakeha are poorly or incorrectly informed about the Treaty of Waitangi, the history of Aotearoa, and the monocultural nature of our society. As well as this many Pakeha are now faced with policy decisions at Government level which require them to honour the Treaty within their organisations. Frequently they are unaware and unsure of how this commitment can be met in practical terms.

Therefore, as well as supporting these positive changes at Government and Departmental level, Project Waitangi believe that education at the grass-roots level is vital in order that policies are able to be implemented effectively.

Furthermore, Project Waitangi facilitators believe that the educational needs of Pakeha in this area can best be met by Pakeha who have been through a similar process of re-evaluating Pakeha responsibility for honouring the Treaty of Waitangi. Facilitators believe that this process can best be achieved in a positive, supportive and creative way.

#### 2. WORKSHOP AIMS AND OBJECTIVES

To provide workshops in accordance with the National aims of Project Waitangi which are:

1. to encourage Pakeha to study and discuss the Treaty of Waitangi in order to understand Pakeha commitments under the Treaty
2. to acknowledge Maori an Tangata Whenua
3. to encourage Pakeha to study the full history of Aotearoa, to face the issues and to actively work to a genuine bi-cultural society

- Workshops will consider a Pakeha perspective

- Workshops will cover the following broad areas:

- (a) the Treaty of Waitangi and the history of Aotearoa in relation to the Treaty
- (b) racism and monoculturalism awareness at a personal and institutional level
- (c) honouring the Treaty today: Pakeha responsibility

The areas above will be covered in the order stated. They may be offered as separate workshops

- Workshops aim to provide education specifically for Pakeha. Pakeha are defined as the heirs and descendants of the British Crown, and people of European ancestry who identify primarily with the dominant culture of Aotearoa.

- Workshops will also be appropriate for people of other (overseas) ancestry who now identify as New Zealanders (Tauwiwi).

### 3. RELATIONSHIP TO TANGATA WHENUA

#### Facilitators

- recognise Tangata Whenua status of Maori in Aotearoa
- acknowledge the local Tangata Whenua of their area
- acknowledge the importance of Maori access to Treaty and racism awareness from a Maori perspective
- acknowledge the own inability to provide the above and recognise the expertise of Maori groups to provide this Maori perspective for Maori
- recognise their responsibility to provide appropriate support necessary to ensure that Maori members of organisations seeking Project Waitangi workshops receive workshops specific to their needs as Tangata Whenua
- will liaise and network with Maori facilitators for any workshops where both Maori and Pakeha perspectives are offered
- recognise their responsibility to liaise and consult with Tangata Whenua regarding workshops on a regular and ongoing basis
- recognise their responsibility to actively publicise the aims of Project Waitangi and Project Waitangi workshops in the wider Maori community
- will make provision for monitoring and critical evaluation of workshops by Tangata Whenua

### 4. RELATIONSHIP TO PROJECT WAITANGI NATIONAL

#### Facilitators will

- demonstrate a personal commitment to the aims of Project Waitangi National
- liaise regularly with National regarding workshops
- attend appropriate regional and national networking meetings of Project Waitangi workshop facilitators
- support the work of facilitators from other areas by sharing ideas, information, evaluation of workshops and resources

### 5. RELATIONSHIP TO THE LOCAL PROJECT WAITANGI GROUP

#### Facilitators will

- be members of the local Project Waitangi group
- be actively committed to the work of the local group in addition to running workshops
- be accountable to the local group by
  - providing regular reports on workshops
  - providing for monitoring and critical evaluation by members of the local group

- establish appropriate fees for workshops with the local group

6. RELATIONSHIP TO OTHER GROUPS COMMITTED TO TREATY EDUCATION AND HONOURING THE TREATY

Facilitators will

- liaise regularly with other groups and individuals both Maori and Pakeha who are involved in Treaty and racism awareness education

7. RELATIONSHIP TO OTHER LOCAL PROJECT WAITANGI FACILITATORS

Facilitators will

- develop a supportive relationship with co-facilitators
- acknowledge the strengths and weaknesses of co-facilitators
- provide support to develop the skills of co-facilitators
- have regular supervision sessions regarding workshops

8. PERSONAL

Facilitators will

- be committed to personal and political change in accordance with the national aims of Project Waitangi
- be strong in their own cultural identity
- be committed to honouring the Treaty at a personal and political level
- be committed to an ongoing process of critical thinking about themselves regarding
  - personal responsibility to the Treaty
  - the society of Aotearoa
  - the global political context
- build on a thorough knowledge of the Treaty of Waitangi, the history of Aotearoa and issues of racism, through commitment to active and ongoing personal learning and study
- have commitment to increasing their own bicultural awareness and a sensitivity to the separateness of Maori and Pakeha domains
- be aware of and challenging of their own racism
- have experienced Treaty of Waitangi and racism awareness education workshops as a participant
- have group facilitation skills
- have experience and understanding of group processes

9. RELATIONSHIP TO WORKSHOP PARTICIPANTS

Facilitators will

- recognise the diversity in cultural backgrounds of participants
- acknowledge that for some participants this means dual or multicultural identity
- recognise that some participants may be in the process of exploring their cultural identity

- acknowledge the uniqueness of all participants and the uniqueness of participant's experiences
- respect the right of all participants to express their own views without fear of ridicule or belittlement
- respect the right to confidentiality of all participants
- respect the right of all participants to learn at a speed and in a manner that best suits their needs
- respect the right of all participants to make their own decisions on issues related to the Treaty of Waitangi and racism
- endeavour to provide an appropriate learning environment for all participants especially those with special needs
- have responsibility to ensure that follow-up support is available to all participants if required

#### 10. WORKSHOP PROCESSES

Facilitators will

- be open and explicit about the agenda of workshops
- plan specifically for each workshop, taking into account the particular needs of each group
- use a group process approach to workshops
- encourage critical thinking by providing a framework in which to consider issues and appropriate challenges to participants
- provide for feedback from participants both during the workshop and at the end; this will include written evaluations
- aim to facilitate in pairs or more during workshops
- evaluate every workshop and keep written records of these evaluations with specific information regarding activities used and suggestions for change and improvement
- work at an optimum of 20 participants to allow for effective group processes
- actively seek to provide workshops which incorporate new knowledge ideas, activities and skills and avoid set workshop formulas