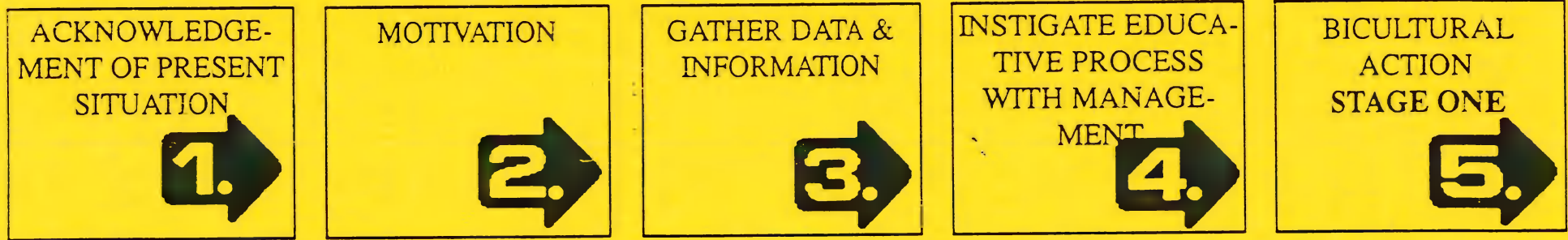


Toward Biculturalism: A model for moving from monoculturalism to biculturalism and racism intervention:



→ Institution fails
Tangata Whenua

- Read data
- Analyse statistics which measure outcomes
- Listen to the voices of protest
- What are the Tangata Whenua saying

→ pursuit of excellence in service delivery

→ Find out why
how
where
when
where



- What is the Treaty?
- What happened to change the situation from good health to bad health?
- What is this institution doing & how?
- Consult with tangata whenua groups
- e.g. Maori Councils, Nurses, so called 'radicals'
- Consult with anti-racism and Treaty of Waitangi trainers and educators.

→ Management training and education on:
Treaty
Racism -
Intervention
Change
Bicultural -
decision making

→ Monitoring by Tangata Whenua

**Develop
Bicultural
Analysis**

→ Write into mission statement

- Educate staff in same way as management
- Appoint Tangata Whenua appropriately
- Acknowledge & reimburse Tangata Whenua expertise
- Encourage Tangata Whenua staff to meet together & provide resources for their appropriate education



BICULTURAL ACTION STAGE TWO



→ Prepare for negotiation

→ Ask of institution

What changes do you propose?

What power will shift to Tangata Whenua?

Who is going to benefit?

What is the protocol?

Who is accountable to whom?

What Maori people will you negotiate with?

→ Intervene in monocultural gate keeping

BICULTURAL ACTION STAGE THREE



→ Include Tangata Whenua in management decision making

→ Free up resources to benefit Tangata Whenua health


BICULTURAL ACTION STAGE FOUR



→ Negotiate equal partnership

- Negotiate
- protocol
 - ground rules
 - job descriptions
 - status
 - staff selection criteria
 - curriculum
 - evaluation
 - quality assurance
 - ethics
 - support
 - resources
 - accountability
 - procedures
 - budget

BICULTURAL OUTCOMES



→ Tangata Whenua decide for Tangata Whenua

→ Tangata Whenua taking part at all levels of decision making. Power sharing organised to guarantee equity

→ Resources of institution freed up for Bicultural provision

→ All employees of institution understand, participate and celebrate biculturalism

TREATY OF WAITANGI HONoured

→ Maori decision makers with budget for Maori self determination.

→ Maori participation in all decision making.

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