

## 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"> <li>identify tangata whenua in the area and 'what they value' in relation to organisation's work</li> <li>designated group in organisation with responsibility for Treaty application</li> </ul>	<ul style="list-style-type: none"> <li>check how any property owned/occupied came into General Title</li> </ul>	<ul style="list-style-type: none"> <li>identify disparities between Maori and tauwi</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<i>policy</i>	<ul style="list-style-type: none"> <li>enter into relationships with tangata whenua</li> </ul>	<ul style="list-style-type: none"> <li>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)</li> </ul>	<ul style="list-style-type: none"> <li>EEO</li> <li>cultural safety</li> <li>cultural sensitivity / awareness</li> </ul>	<ul style="list-style-type: none"> <li>use of te reo (greetings, correspondence, signage, etc)</li> <li>kawa (visitors, tangi, etc)</li> <li>consultation/negotiation, especially re environmental matters</li> </ul>
<i>structure</i>	<ul style="list-style-type: none"> <li>formalise relationships (e.g., MOU, governance positions – designated seats, committees)</li> </ul>	<ul style="list-style-type: none"> <li>responsibility in at least one job description</li> </ul>	<ul style="list-style-type: none"> <li>responsibility in at least one job description</li> </ul>	<ul style="list-style-type: none"> <li>formal relationship with culturally competent advisor (internal or external)</li> </ul>
<i>education</i>	<ul style="list-style-type: none"> <li>why Treaty important; organisation's approach</li> <li>negotiating with tangata whenua</li> <li>current issues from tangata whenua perspective/s</li> </ul>	<ul style="list-style-type: none"> <li>accessing historical data</li> </ul>	<ul style="list-style-type: none"> <li>difference between equity &amp; equality</li> <li>differences among cultural awareness, sensitivity &amp; competence</li> </ul>	<ul style="list-style-type: none"> <li>importance of language to culture</li> <li>pronunciation, basic reo, waiata, karakia, etc</li> <li>marae protocol</li> <li>creation, links to environment</li> </ul>
<i>resourcing: staff time, \$</i>	<ul style="list-style-type: none"> <li>depends on strategies</li> </ul>	<ul style="list-style-type: none"> <li>depends on strategies</li> </ul>	<ul style="list-style-type: none"> <li>depends on strategies</li> </ul>	<ul style="list-style-type: none"> <li>depends on strategies</li> </ul>
<i>evaluation (KPIs)</i>	<ul style="list-style-type: none"> <li>improved relationships with tangata whenua</li> </ul>	<ul style="list-style-type: none"> <li>tangata whenua view of organisation's occupation of land</li> </ul>	<ul style="list-style-type: none"> <li>Maori staff &amp; 'customer' levels of satisfaction comparable to those for tauwi, incl cultural safety</li> </ul>	<ul style="list-style-type: none"> <li>appropriate use of te reo and application of tikanga</li> </ul>
<i>specific strategies</i>				