

## Tiriti o Waitangi

Te Tiriti o Waitangi (The Treaty of Waitangi) is primarily a document ensuring social justice for all New Zealanders and as community work is also concerned with social justice, recognising and actively promoting the principles of the Treaty is an important part of being an effective community organisation.

Policy development in relation to the Treaty of Waitangi must be given appropriate consultation from the beginning of the process. Organisations should involve Maori board members, general members and other experts.

To follow are some guidelines (from the Hutt City Council's Community Development Good Practice Guidelines) for writing Treaty of Waitangi policy.

### WRITING A TREATY POLICY - SOME FOCUS QUESTIONS

- Why do we want a Treaty of Waitangi policy?
- What will be achieved by having this policy?
- Who will benefit from it?
- What is the purpose of our organisation?
- What are the main issues on which we need to consult with Maori?
- Who are the iwi in our area?
- How would we go about consulting with local iwi?
- What is the local Maori kaupapa (needs, plans) for our organisation?
- What services already exist for Maori in our area?
- How can we work alongside these services to benefit our community?

## Understanding the principles of the Treaty

**Kawanatanga** - the First Article gives the Crown the principle of governance or the right to make laws and to govern in accordance with its constitutional process on the condition that appropriate priority is given to the interests of Maori as set out in this Article.

*What does it mean?*

Responsibility to consider the interests of Maori in the decision-making process.

**Rangatiratanga** - the Second Article guarantees iwi the principle of self-management or Maori control and enjoyment of those resources and taonga they wish to retain.

*What does it mean?*

Responsibility to actively protect Maori rights to rangatiratanga in your actions and decisions.

**The principle of equality** (Article 3) - guarantees legal equality between Maori and all other New Zealand citizens essentially ensuring equal access to resources and participation in systems and processes.

*What does it mean?*

Responsibility to ensure Maori have equal access to your service and in your decision-making processes.

**The principle of co-operation** - the Treaty establishes New Zealand as a bicultural country and values cultural differences while encouraging the development of a common purpose and co-operation.

*What does it mean?*

Responsibility to actively consult and ideally to work in partnership with Maori, to create shared understandings and work together for common goals.

**The principle of redress** - the Crown has accepted the responsibility of providing a process for the resolution of grievances arising from the Treaty through the Waitangi Tribunal and Maori Land Court.

*What does it mean?*

Responsibility to provide opportunity for redress of past injustices through current actions, in particular, by ensuring no further injustice occurs.

Community resource kit: [www.community.net.nz](http://www.community.net.nz)



# Implementing Te Tiriti o Waitangi Checklist

## **Ngaa Patai / Questions?**

- Do you have a "Te Tiriti o Waitangi Policy"?
- Why do you want to implement Te Tiriti o Waitangi?
- Does your organisation recognise Te Tiriti o Waitangi as the founding document of NZ?
- What do you want to achieve?
- Who will benefit? How will you know?
- Who are the Iwi / Hapu in your area? Do you have a relationship with them?
- How can you make the implementation meaningful within your organisation?
- What are the costs of implementation? Training, recruitment etc?
- What are the costs to the organisation of not implementing Te Tiriti o Waitangi?
- How can we ensure our recruitment practices reflect our Te Tiriti o Waitangi values?

## **Whakatauranga tikanga / Organisational Culture**

- Is Te Tiriti o Waitangi reflected as a value of the organisation?
- Does your work environment reflect the aspirations of Maori? How will you know?
- Staff meetings - do you have karakia / blessings and waiata at all staff meetings and powhiri?
- Are all staff at ease with this value? How will you know?
- Is a kaumatua present at staff meetings or at the board level?

## **Whakatauranga mahi / Decision making**

- Is there Maori representation on your governance?
- Are the aspirations and interests of Maori reflected in the development of services?
- Are Maori full participants in all levels of the organisation?

## **Ngaa kaupapa whangai totika / Policy development and good practice:**

- Is Te Tiriti o Waitangi reflected in other policies and documents?
- Is there any reference to Te Tiriti o Waitangi in your trust deed or constitution?

## **Ngaa rawe tangata e tupua / Human resources and workforce development:**

- How do you reflect Te Tiriti o Waitangi in ads, job descriptions, interviews?
- How will you incorporate Te Tiriti o Waitangi into the interview process?
- Do you have Maori sitting on the interview panel.
- Do staff have opportunities for tikanga, and Te Tiriti o Waitangi training support?
- How can Maori career pathways be supported?

## **Hikanga painga / Marketing:**

- Website, pamphlets / brochures / posters, letterheads, business cards, presentations.
- Do you have a "Te Tiriti o Waitangi statement" to place on the above material?
- Do you have a Maori translation of your organisations name or vision / mission statements?
- Do you have any Maori artwork or photographs of Maori on your brochures etc?
- Do you have a kaumatua to help you with these translations?

## **Mahi tahi / Collaboration:**

- Do you have a relationship with local Iwi and local Maori providers?

## **Ngaa tohutanga pukapuka / Recommended Reading:**

- "Te Tiriti o Waitangi and Community Development" by Mairehe Tankersley

## **Ngaa tohotanga rorohiko / Recommended Websites:**

[www.nzhistory.net.nz](http://www.nzhistory.net.nz)  
[www.treatyofwaitangi.govt.nz/treaty/](http://www.treatyofwaitangi.govt.nz/treaty/)  
<http://aotearoa.wellington.net.nz/back/project.htm>  
[www.treatyofwaitangi.net.nz/](http://www.treatyofwaitangi.net.nz/)  
[www.waitangi-tribunal.govt.nz/treaty/](http://www.waitangi-tribunal.govt.nz/treaty/)  
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Hurahia te whakaaronui

33 Victoria Street, P O Box 391, Hamilton 3204.  
Ph: 07 838 1583 Fax: 07 957 1981  
[www.communitywaikato.org.nz](http://www.communitywaikato.org.nz)