

## Te Tiriti o Waitangi – Treaty of Waitangi Policy

### Rationale

SocialLink acknowledges Te Tiriti o Waitangi, as the founding document of Aotearoa New Zealand. We acknowledge that Māori as mana whenua, have a worldview founded on rich tradition of tikanga (custom/ procedures), kawa (marae customs), and whanonga pono (values) that are connected to both the physical and spiritual realms.

SocialLink acknowledges the importance of protecting this rich history and providing a place whereby Te Ao Māori is legitimised, welcomed and appreciated for its unique contribution to the development of the community as a whole. SocialLink embraces Te Tiriti o Waitangi and values it's relationship with local iwi, hapū and Māori social services as partners in building a valued, connected and resourced social sector.

We further acknowledge Ngāti Ranginui (Ngāi Tamarawaho) as mana whenua of the tribal lands from which The Kollektive and SocialLink business is based. We acknowledge the Iwi and Hapū of Tauranga Moana (Ngāti Ranginui, Ngāi Te Rangi, Ngāti Pūkenga) and the wider Western Bay of Plenty (Tapuika, Waitaha, Ngāti Rangiwewehi, Ngāti Whakaue, Ngāti Mākinu) and seek to build relationships that are founded on respect, trust, and reciprocity.

Ngāti Ranginui	Ngāi Tamarawaho, Ngāi Te Ahi, Ngāti Hangarau, Ngāti Kahu, Ngāti Pango, Ngāti Rangi, Ngāti Ruahine, Ngāti Taka, Ngāti Te Wai, Pirirākau
Ngāi Te Rangi	Te Whānau o Tauwhao ki Rangiwaea, Ngāi Tamawhariua ki Te Rangihouhiri, Ngāi Tamawhariua ki Rereatukahia, Ngāi Tukairangi, Te Whānau o Tauwhao, Ngāti He, Ngāti Tapu, Ngā Pōtiki, Ngāi Tuwhiwhia, Te Ngāre, Ngāi Tukairangi me Ngāti Kuku ki Whareroa, Ngāti Tauaiti
Ngāti Pūkenga	Ngāti Hinemotu, Ngāti Kiorekino, Ngāti Kohokino, Ngāti Te Matau, Ngāti Te Rākau, Ngāti Tōwhare, Ngāti Whakina, Te Tawera
Tapuika	Ngāti Kurī, Ngāti Marukukere, Ngāti Moko, Ngāti Tuheke
Waitaha	Waitaha
Ngāti Rangiwewehi	Ngāti Rangiwewehi ki Tai
Ngāti Whakaue	Ngāti Whakaue ki Maketū
Ngāti Mākinu	Ngāti Mākinu, Ngāti Te Awhe

### Purpose

SocialLink acknowledges that we are in the early development phases of organisational policy and we are therefore providing detail within this policy to ensure it acts as a reference document for our ongoing development and articulation of our organisational response to Te Tiriti o Waitangi.

SociaLink views Te Tiriti o Waitangi as a living document, intended to protect and promote the interests and status of tangata whenua into the future, and sets a premise for respectful partnerships. SociaLink acknowledges that for each of us, our personal response to Te Tiriti o Waitangi is shaped by our own cultural identity and experiences. However, SociaLink has a commitment to ensuring that its staff and representatives develop a responsive approach to engaging and working with Māori. SociaLink wishes to work within a value based framework that guides our approach and professional practice. We will demonstrate a commitment to Te Tiriti o Waitangi through the following framework:

**Manaakitanga**

Generosity & Support

The process of sharing, hosting, showing respect, and being generous. Manaakitanga supports collaborative relationships and helps learning and knowledge flow both ways fostering trust and understanding.

**Ngākau Tapatahi**

Integrity & Fairness

Undertaking engagement that has integrity, goodwill and fairness towards others with a focus on equity and equal opportunity.

**Mana**

Influence & Dignity

Ensuring that your engagement does not undermine the power, dignity and respect of the partner. Every step we take, contributes to the growth, integrity and wellbeing of our community.

**Titiro, Whakarongo, Kōrero**

Look, Listen & Discuss

Taking the time to look, listen and establish your grounding before speaking. Understanding the realities and aspirations of the partner allows for a relationship based on mutual interest and respect.

**Kia Tūpato**

Caution & Vigilance

Treading carefully and being intentional. Where you find yourself in new situations and unfamiliar territory, seek advice and guidance before acting.

**He kāhohi kitea**

Physical Presence

The process of becoming a familiar face, which acknowledges that relationships and trust take time to develop. Putting time and energy into relationships is more important than the result.

This policy is to be read in conjunction with the SociaLink Te Tiriti o Waitangi Procedures and policy on employment.

This policy is due for review in 2021.

## Te Tiriti o Waitangi – Treaty of Waitangi Procedures

SocialLink will demonstrate its commitment to Te Tiriti o Waitangi through:

### Relationships

- Nurturing relationships with whānau, hapū, iwi, mātā waka, and Māori organisations, particularly when they have a social services focus; and,
- Ensuring that Māori are equitable stakeholders and have opportunities to participate in both, the governance and operations levels of our organisation.

### Resourcing

- Providing resourcing for a Māori social sector reference group (or other similar function) to guide the focus and coordination of Māori specific interests and aspirations;
- Providing resourcing for work programmes and projects that specifically focus on enhancing and developing the Māori social sector;
- Ensuring written documentation reflects the inclusivity of Māori interests; and,
- Ensuring Māori social sector advancement is included in future SocialLink strategic planning.

### Representation

- Ensuring provision for Māori representation on the SocialLink Board of Trustees;
- Ensuring provision for Māori representation within SocialLink employees;
- Advocating for Māori representation on local, regional, and national forums; and,
- Recognising the importance of consultation, co-design, and co-development in maintaining strong respectful relationships with Māori partner organisations.

### Promotion and Advocacy

- Acting in good faith and working out answers in a spirit of honest cooperation, with an active interest in protecting Māori interests; and,
- Supporting and advocating opportunities for Māori groups to exercise mana whakahaere (governance, management, authority) in delivering social services that serve Māori interests.

### Professional Development

- Providing professional development opportunities for staff members to increase their understanding and skill in te reo me ōnā tikanga Māori (Māori language and customs), including but not limited to: pōwhiri and whakatau protocols, karakia, waiata, mihi mihi, and pepehā; and,
- Supporting the provision of social sector workforce professional development opportunities to increase their understanding in cultural competence, cultural responsiveness, and maintaining positive cultural relationships.

### SocialLink Professional Practice

- Encouraging of the use of te reo me ōnā tikanga Māori within day-to-day work life, and in representation of SocialLink at external activities, events and meetings;
- Ensuring correct procedures are followed when working with the Māori social sector, and seeking advice on correct procedure when in doubt;
- Providing services that are culturally appropriate, and that effectively meet the needs and aspirations of Māori;
- Advocating and promoting culturally responsive practice across the social sector;

- Supporting and resourcing ongoing learning and articulation of Te Tiriti o Waitangi and ways of demonstrating culturally responsive professional practice; and,
- SocialLink acknowledges its obligation as an employer to protect the rights and customs of its staff in its employment practices.

## Glossary of Terms

Hapū	kinship group, subtribe section of a large kinship group (Iwi)
Iwi	extended kinship group descended from a common ancestor
Karakia	incantation, ritual chant
Kawa	marae protocol, customs of the marae, particularly related to formal activities
Mana Whakahaere	governance, management, authority
Mana Whenua	authority over land or territory, possession and occupation of tribal lands
Mātā Waka	Māori who are from another region
Mihimihi	introductory greeting, tribute and acknowledgement
Pepehā	tribal reciting of genealogy and ancestral connections
Pōwhiri	formal welcome ceremony, ritual of encounter
Tikanga	correct procedure and custom
Waiata	tribal song
Whakatau	official welcome and greeting, less formalised than pōwhiri
Whānau	extended family group
Whanonga Pono	principles and values