

Te Tiriti o Waitangi

Te Tiriti o Waitangi needs to be considered across all your work, both at governance and operational levels. This is not simply case of writing one policy once, rather, it's a continual process – or a journey.

Like a sea voyage, organisational Treaty journeys involve factors that can be influenced and others that can't. Engaging with the Treaty of Waitangi is on-going, relational work which constantly evolves in response to the conditions. There isn't one map or fixed route to a specific destination; navigation requires preparation and skill. These are not entirely uncharted waters however, community organisations have been engaging in this work for many years.

Ngā Rerenga o Te Tiriti, Community organisations engaging with the Treaty of Waitangi.

Fortunately there are resources and learning shared by other organisations undertaking these voyages to support you on your way. In this toolkit we have particularly considered Te Tiriti implications in relation to governance. Good governance is about ensuring that the knowledge and experiences of both tangata whenua (first peoples) and tangata Tiriti (all others who have come here) are balanced within all aspects of an organisation's work. One approach to achieving this is to have a structure that provides equal decision-making power for tangata whenua and tangata Tiriti. Te Tiriti commitments and considerations should also be included in all policy and planning documents – not just those that directly involve or impact on Māori communities.

Willingness to change

Embracing Te Tiriti requires a willingness for organisations structured in Pākehā ways to commit to operating differently – to working in ways that reflect Aotearoa as a Te Tiriti based society.

We have a very non-Māori volunteer base and we know it should be more inclusive. We need to think about whether our processes and procedures exclude Māori from joining us as volunteers. What is it about us as an organisation, is it systemic, is it our advertising, how the training works, or our programme that excludes people from joining us?

Youthline Otago, quoted in Ngā Rerenga o Te Tiriti

Useful Links and Resources

- [Ngā Rerenga o Te Tiriti: Community organisations engaging with Te Tiriti o Waitangi](#) is a particularly useful resource bringing together theory, practice and reflection from community organisations. Created specifically with tangata Tiriti community organisations in mind, it provides guidance and tools for community organisations at a variety of stages of their Te Tiriti voyage.

It also includes links to case studies and resources:

- [Organisational stories: reflections from community organisations on engaging with the Treaty](#)
- [Additional resources to guide community organisations in their engagement with the Treaty](#)

Another useful resource is

- [Working with Tāngata Whenua](#) This provides tips and guidance for Tangata Tiriti groups and organisations about engaging with tangata whenua.

A brief background

Signed by the Crown and over 500 rangatira in 1840, Te Tiriti o Waitangi (the Treaty) is a founding document of Aotearoa New Zealand. Te Tiriti is an agreement between the Crown and hapū, intended to ensure an on-going relationship of good-faith, power-sharing and mutual benefit between tangata whenua (the first peoples of Aotearoa), and tangata Tiriti (all others who have come here).

In brief, Te Tiriti o Waitangi:

1. Provided the Crown with the right of kāwanatanga: the responsibility to govern tangata Tiriti (non-Māori) for the benefit of all
2. Affirmed the tino rangatiratanga of hapū – absolute authority and control over their lands and all their resources (this built on the recognition of tino rangatiratanga expressed in He Wakaputanga o te Rangatiratanga o Nu Tireni (the 1835 Declaration of Independence)
3. Assured ōritetanga –equitable outcomes for tangata whenua
4. Provided the assurance that religious and spiritual freedom – wairuatanga would be respected.

Useful links and resources:

[A copy of Te Tiriti and He Wakaputanga](#)

[Accessible answers to common questions about Te Tiriti](#)

[Background to the historical context and current day relevance of He Wakaputanga \(the Declaration of Independence\) and Te Tiriti.](#)

[Other useful readings and websites.](#)

Te Tiriti in practice – Getting started

Knowing how to get started on your Te Tiriti journey can sometimes be overwhelming. Common questions community groups face include:

- How do we start, or what's the next step, in our voyage?
- Who should we be working with?
- How might we respond to the challenges we encounter along the way?
- How can we sustain the voyage?

Every organisation is different and will have different reasons for wanting to engage with Te Tiriti. Some common reasons include a desire to:

- respond appropriately to the needs of Māori clients and communities
- enhance the effectiveness of your work

- ensure professional competencies can be met
- ground your work firmly in Aotearoa

As a community organisation wanting to engage with Te Tiriti, it is important to understand these drivers and how they will impact on your work both on the ground and at a board or governance level. Depending on your organisation, there are some different approaches you can take to get started, including;

- Accessing some of the [great resources](#) available to help your organisation frame some of its questions and goals
- Attending a Te Tiriti workshop, or enlisting the help of a [Te Tiriti educator](#) to undertake in-house training with all staff.
- Reading some of the [case-studies](#) of other organisations who have gone on this journey.

Community Law

Community Law Wellington & Hutt Valley host at least two in-house Te Tiriti workshops annually. The pricing is staggered depending on your organisation, from \$35 for unwaged, \$75 p/p for a not-for-profits, and \$150 for an individual. Please contact alex@wclc.org.nz or visit wclc.org.nz for more information.

Te Tiriti articles in practice

The following questions can guide tangata Tiriti organisations to consider how they are responding to Te Tiriti within their work. As Te Tiriti is about relationships, it's important to recognise that responding to these questions is only a starting point. The actions you take as an organisation will evolve over time in response to the relationships that you hold with tangata whenua.

1. Kāwanatanga : honourable governance for mutual benefit

- How are our processes, actions and decision-making informed and shaped by both tangata whenua and tangata Tiriti worldviews/perspectives?
- How are we working in partnership with tangata whenua?

2. Tino Rangatiratanga – Māori self-determination/sovereignty means

- How are we supporting tangata whenua led processes, actions and decision-making through sharing power and resources?

3. Ōritetanga – Equity for Māori means

- What specific actions are we undertaking to ensure equitable outcomes for tangata whenua?

4. Wairuatanga – Upholding of belief systems

- How do we ensure the presence of tangata whenua worldviews, values and wairuatanga within our work.

Useful Links and Resources

- [Treaty Resource Centre](#) – an excellent starting point for organisations new to Te Tiriti, it includes a library of resources plus information about education and training.
- The Ngā Rerenga o Te Tiriti [case studies](#) presented by The Treaty Resource centre provide a range of examples from different organisations of how they are engaging with Te Tiriti in both governance and operational ways.
- [This blog](#) is a reflection on Inspiring Communities process of engagement.
- A useful, hands-on [webinar](#) that can assist organisations on their Te Tiriti voyage, whether they are just getting started or are wanting to check they are on the right course.
- [Treaty Educators](#) – A list of people who deliver Te Tiriti education and training. This site includes those educators in the tangata Tiriti network who have websites, however there are other tangata whenua and tangata Tiriti educators, just ask around or contact community law for more information.