
Journeying Towards a Tiriti-centric, Mātauranga Informed Aotearoa.



A summary from the May 31 2023, Hui Taumata

Tēnei te mihi nunui ki a koutou!

Thank you for taking time with us to pause and reflect at our recent Hui Taumata:

Journeying Towards a Tiriti-centric, mātauranga informed Aotearoa.

This wānanga was attended by 230 of you from across the mōtū, who spent four hours together **grappling with how we as a public sector are navigating shifts toward a Tiriti-centric**, mātauranga informed Aotearoa.

Our wānanga builds on decades of work led by iwi Māori to advance this kaupapa and what feels like a growing acknowledgment by crown agencies of crown responsibilities.

We focused our time together on:

- hearing from and connecting with others on the journey
- mapping our collective journey and considering what tohu are emerging
- identifying and naming what is helping us navigate forward

We set the scene with our kawa which used the 4 articles of Te Tiriti o Waitangi to frame how we engaged on the day.

We then grounded ourselves using the Hautū Waka, where we considered our individual and collective journey towards a Tiriti-centric, mātauranga informed Aotearoa.

This pack contains all the key information from our time together including:

- + our kawa and provocations, and the Hautū Waka
 - + what we heard from you about what it takes to do this work and what helps us navigate forward
 - + visual summaries of the mahi at ACC and IRD
 - + our collective journey visualised on the hautū waka
- Ngā mihi nunui to you the teams from ACC and IRD who shared their journey as a starting point for our kōrero together.

[The video of the session, visuals and ACC slides can all be accessed from our website.](#)

Please note that the slides from the IRD presentation are not publically available.

A kawa to hold us

This mahi and these conversations take care and bravery, especially in an online setting. Our kawa based on the articles of Te Tiriti helped guide us in our kōrero together on the day.

Kawa: A Te Tiriti-led Approach to Safe and Brave Spaces

Preamble

The Crown undertakes to preserve rangatiratanga and protect Māori from harm.

1. Kawanatanga

Recognise a **responsibility to preserve rangatiratanga and protect from harm** (this is a governing system responsibility)

2. Rangatiratanga

Actively **creating the conditions and spaces for tangata whenua to exercise rangatiratanga**

3. Mana Ōrite

Recognising **equity** can be achieved through **system responses** that **preserve rangatiratanga and protect from harm** (move towards wellbeing)

4. Wairuatanga

Recognise the impact of the failure to deliver the intent of te Tiriti, and **potential of te Tiriti-led practice to reverse engineer system status quo** for wellbeing

In practice this means recognising racism, privilege, positionality, power and bias as impediments to progressing te Tiriti-led kōrero and practice

Provocations to ground us

We shared these provocations as starting points to help to locate us in the journey, acknowledging that those attending will also bring their own provocations.

How might we curate the safe learning spaces to do this confronting and challenging mahi?

What are the perspectives and configurations of leadership required for Te Tiriti-led practice?

How are the considerations of decision making and resources held in the activation of ōritetanga?

How do we acknowledge and reckon with the extra burden that this workplaces on Māori kaimahi?

What are considerations for Tangata Tiriti in creating a common identity across cultures that don't re-privilege Pākehā?

How is the unique relationship between Tangata Whenua and Mana Moana acknowledged?

What are the conditions and resources needed to genuinely attempt this work?

Hautū Waka to guide us

Hautū Waka: A guide for navigating complexity.
We used Hautū Waka to help explore and map our own and our collective journey



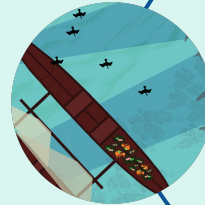
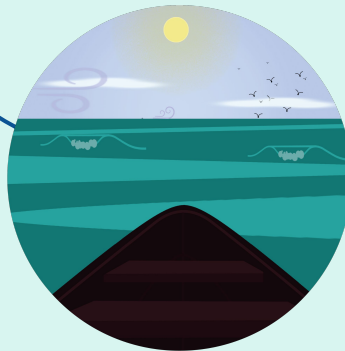
Whakariterite

Preparing the waka to ensure we have everything needed for the journey ahead. Selecting the team, purpose alignment, identifying skill sets, resources and tools needed on board.



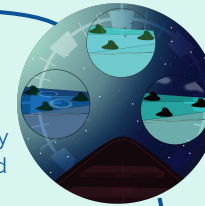
Te Rapunga

While the potential is unclear and our waka could go in any direction, we draw on our past experiences and collective knowledge to guide us in seeking common aspirations.



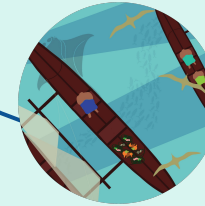
Te Whiwhinga

Tohu are clear and the course has been set to move towards the collective vision. We can see a way forward and are confident in our knowledge and direction but there is mahi to be done.



Te Whāinga

A phase of digging deeper, researching and exploring tohu that will set the journey path. Testing the waters and taking a closer look.



Te Rawenga

A space to celebrate, reflect, acknowledge and share learnings of tohu from the journey as a guide for others to follow.



Te Kitenga

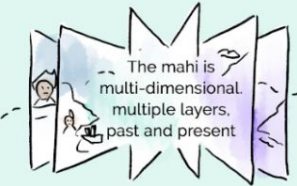
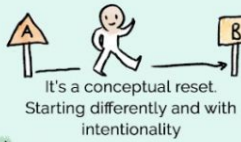
A space of noticing and acknowledging tohu from different perspectives. Attuning to where we are and what is going on around us.

What does it mean to be on this journey?

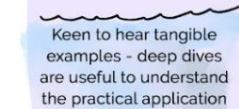
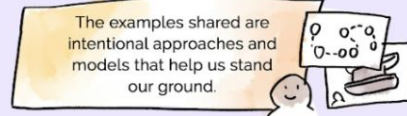
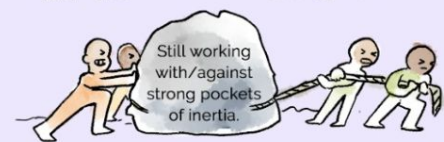
HE HUI TAUMATA

SOME OF THE THINGS WE HEARD

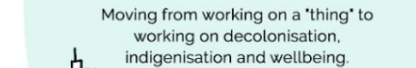
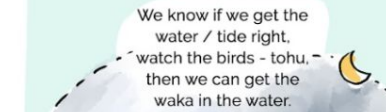
STARTING DIFFERENTLY



JOURNEYING TOGETHER



SEEING NEW TOHU



BUILDING ON THE FOUNDATIONS

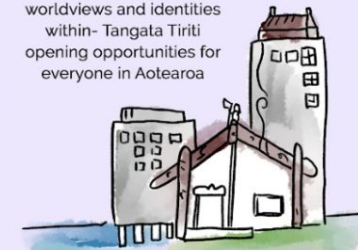
Holding the mana and reciprocity for Tangata Whenua and Tangata Tiriti on the journey



Acknowledging and building from the world views and perspectives of Te Ao Māori and Te Ao Pākehā



Building on this foundation to recognise multiple worldviews and identities within- Tangata Tiriti opening opportunities for everyone in Aotearoa



It works easier if kawanatanga knows its obligations under Te Tiriti



The journey of ACC

HE HUI TAUMATA ACC

PARTNERED DELIVERY MANAGER
MĀORI INJURY PREVENTION



TE MIRI RANGI

KO NGĀ RANGITIRA
O TE WAKA HOORUA
O ACC



JUSTINE PIVAC SOLOMON

MANAGER OF STRATEGIC INVESTMENT



THE LAST 180 YEARS HAVE NOT WORKED

RECOGNISED A NEED TO DO THINGS DIFFERENTLY

WE HAVE NOTHING TO LOSE BY TAKING A DIFFERENT APPROACH

LOOK AT ROOT CAUSE OF HARM

COLONISING INTO A GENERATIONAL HISTORIC HARM

RATHER THAN THE SIMPLISTIC VIEW OF WHAT HAPPENED DIRECTLY BEFORE THE EVENT

BLAME SLATE

A STRATEGIC MANDATE & ORGANISATIONAL CHANGE

BUILDING A TEAM WITH UNIQUE SKILLS

CREATED SPACE TO EXPLORE A NEW APPROACH



INSIGHTS

- 1 THE WAKA HOURUA MODEL CREATES A DIFFERENT PERSPECTIVE TO HOW WE WORK
- 2 THIS CHANGES NOT ONLY WHAT WE ARE DOING BUT HOW WE ARE DOING IT
QUESTION OUR PRACTICES
- 3 THE PAPANOHU ENCOURAGES A RESPECT FOR THE VIEWS & OPINIONS OF THE PARTNER
THIS TAKES TIME & CONTINUES TO EVOLVE

CHALLENGES

STARTED IN 2020 AT THE BEGINNING OF COVID-19

TRANSITIONING FROM OLD WAYS OF THINKING

RECONCILING DUAL APPROACH

TANGATA WHEHUA

TANGATA TIRITI

A FUNDAMENTAL CHANGE TO THE WAY WE WORK

THE MOVE FROM THEORY TO HOW IT WORKS IN PRACTICE TAKES TIME

LEARNING APPROACH

WE CAN'T CARRY ON DOING THE SAME THINGS WE HAVE ALWAYS DONE!

WE LEARN'T WE HAD TO START WITH OURSELVES FIRST

MOVING FROM DEFICIT FOCUS TO STRENGTHS BASED

HARDER TO MEASURE SUCCESS

BREAKING THE NORM SHIFTING THE SYSTEM

ENTRENCHED WAYS OF WORKING

AS BOTH SIDES HAVE DIFFERENT WAYS OF SEEING THINGS / VALUES AND BELIEFS

BUILDING THE WAKA HOURUA MODEL

PULLED FROM EXISTING CONCEPTUAL FRAMEWORKS

MADE FIT FOR PURPOSE

TANGATA WHEHUA

HULLS

TANGATA TIRITI

PONO & TIKA

BALANCE

SHARED SPACE

HONESTY, INTEGRITY RESPECT

TOOLS / METHODOLOGIES

OVER TIME WE ARE ADDING MORE THINGS TO THE WAKA

LEARNING MODEL

- 1 KAWA: VALUES & PRINCIPLES FOR BEING IN RELATIONSHIP
INTERNAL ACC BUILD & STRENGTHEN EXTERNAL ACC PONO & TIKA
- 2 CAPABILITIES
WHAT CAPABILITIES DO WE NEED?
TOOLS SKILLS RESOURCES
- 3 WORKING TOGETHER
WHAT ARE THE MECHANISMS OF CONNECTING, WORKING, LEARNING AND SHARING?
- 4 NGĀ TOHU
WHAT ARE THE SIGNS/ INDICATORS THAT GIVE US CONFIDENCE WAKA HOURUA IS BEING EMBEDDED?

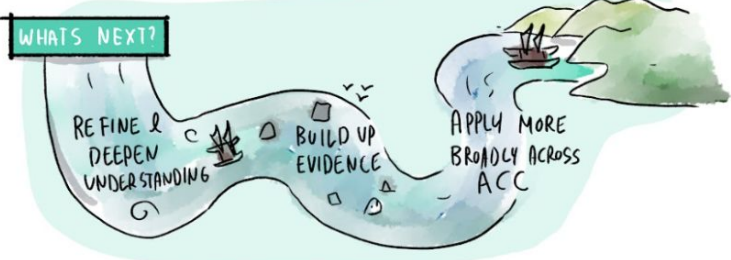
WHAT'S NEXT?

RE FINE & DEEPEN UNDERSTANDING

BUILD UP EVIDENCE

APPLY MORE BROADLY ACROSS ACC

RULES & REGULATIONS LEGAL REQUIREMENTS



The journey of IRD

HE HUI TAUMATA



START DIFFERENTLY

THE JOURNEY IS JUST AS IMPORTANT AS THE END RESULT!
(IF NOT MORE SO)

TE TIRITI
IMPORTANT
KŌRERO IN IR

ORGANISATION HAS BEEN ON A JOURNEY TO EXPLORE WAYS OF WORKING THAT HONOUR TE TIRITI



DECONSTRUCT & RECONSTRUCT

MĀORI OUTCOMES

LOOK TO PAST TO GUIDE US IN OUR FUTURE



MAKE IT WORK FOR TWO WORLDVIEWS



PHASE 1

TUITUI TE HONO

BIND CONNECTIONS BETWEEN MĀORI AND IR

UNDERSTAND BETTER OUTCOMES FOR MĀORI

EIGHT INSIGHTS

- OUTCOMES FOR IR AND OTHER GOVT AGENCIES ARE OFTEN ABOUT MEASURABLE RESULTS...
- OUTCOMES FOR MĀORI ARE BROAD AND MULTIFACETED AND THERE IS NO SINGLE DEFINITION
- OUTCOMES FOR MĀORI ARE ABOUT WELLBEING ON A CONTINUOUS AND INTER-GENERATIONAL JOURNEY
- WHĀNAU ORANGA
WHĒNUA TANGATA
3 VITAL CONCEPTS
- BIND CONNECTIONS BETWEEN MĀORI AND IR
- UNDERSTANDING OF MĀORI WORLD VIEW IS MISSING
- TINO RANGATIRANGA IS A KEY ASPIRATION
- DATA COLLECTION IS A FUTURE STEP
- IT'S ABOUT PARTNERSHIP, NOT OWNERSHIP

CHALLENGES

BRINGING TE AO MĀORI VIEWS TO THE TĒPU

WHĀNAU MĀORI WANT TO SEE THEMSELVES REFLECTED IN STRATEGY - POLICY - OPERATIONAL SERVICES IN THE ORG

RO TE KAI ATE RANGATIRA HE KŌRERO

PEOPLE GO DIRECTLY TO SOLUTIONS

RATHER THAN SEEKING UNDERSTANDING

GO ON THE JOURNEY

RELATIONAL

NOT TRANSACTIONAL

IT TAKES TIME

A LOT OF TIME

AUDIENCE ARE THE STAFF

THEY MAY KNOW VERY LITTLE AND MAY NEED UPSKILLING

TE AO MĀORI

SHARE KNOWLEDGE IN A CULTURALLY APPROPRIATE WAY

WHAT IT TAKES

KEEPING PEOPLE INFORMED INTERNALLY & EXTERNALLY

CONSTANT CHECKING IN & SOCIALIZING WITH ALL

WHĀNAU MĀORI

COMMISSIONER BUY IN!

OUR STORY

HAVING A GREAT STORY TO TELL SO PEOPLE SEE VALUE & INVEST IN IT

BEING PREPARED TO HEAR SOMETHING DIFFERENT IF YOU WANT TO HEAR THE VOICE OF WHĀNAU MĀORI

PHASE 2

HAEHAE WHAKAREI

ENHANCE

CARVE A DEEPER UNDERSTANDING OF MĀORI OUTCOMES

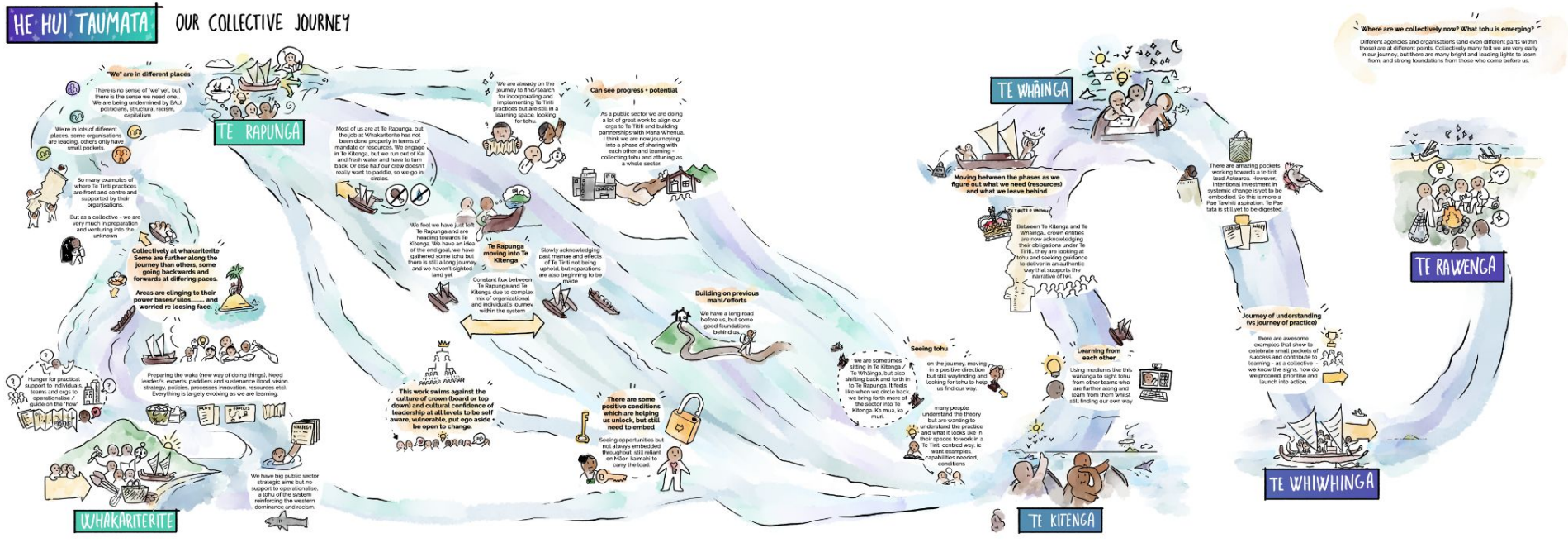
BUILD YOUR MARAE & SURROUND YOURSELF WITH EXPERTS

Mapping our collective journey...

1 Where are we collectively now?

We asked people where we are as a collective in the public sector. People were clear that different agencies and organisations are at different points. Collectively many felt we are very early in our journey, but there are many bright and leading lights to learn from and strong foundations from those who have come before us.

2 What tohu are emerging?



[Download a full PDF version of the visuals from The Lab website.](#)

And what helps us to keep navigating forward....

HE HUI TAUMATA

WHAT HELPS US NAVIGATE FORWARD?

TE TIRITI AS FOUNDATION



Te Tiriti gives a solid foundation. The generosity but also continued challenge from tangata whenua



Building relationships with iwi, hapū and whānau living in the communities, give them a voice.



Tino rangatiratanga as provided for by te Tiriti



Goodwill and determination of individuals, particularly kaimahi Māori.

SENIOR LEADERS LEANING INTO THE FIRE



Belief, pono to the kaupapa. Right people in the right place Lots of Māori leadership Māori lived voice



Leadership that demonstrates and supports high trust approaches, trusted relationships internally and externally. Relinquishing control (power) and becoming facilitators of conversations rather than maintaining our more traditional positions.

KÖRERO! LEARNING, FRAMEWORKS & TOOLS THAT HELP TEST OUR COURSE



Continuing cross-organisational kōrero, sharing tools, resources, whakaaro and kōrero that help us to navigate and bring everyone on this haereinga with us all helps



CREATING & HOLDING THE SPACE, RESOURCES, PEOPLE, TIME, SUPPORT



Making space for this and knowing that we aren't going to get this perfect from the beginning, and even that it will never be perfect, but with all relationships we are there together, learning from each other.



A movement. Maturity. Additional resources. An understanding that the benefits of realising Te Tiriti will be huge. Challenging assumptions. Courage. Establishing our national identity. Trailblazers.



And what helps us to keep navigating forward....?

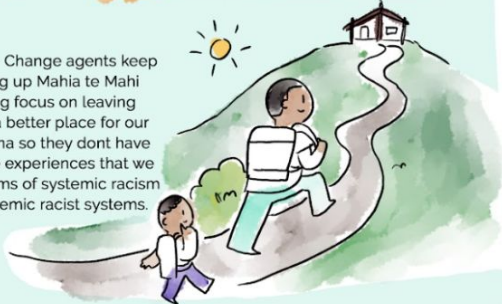
HE HUI TAUMATA WHAT HELPS US NAVIGATE FORWARD?

BUILDING MĀTAURANGA-LED CAPABILITY



Communication between like minded individuals that lead to a Māori kaupapa support collective courage and consistency in how we navigate this challenging space.

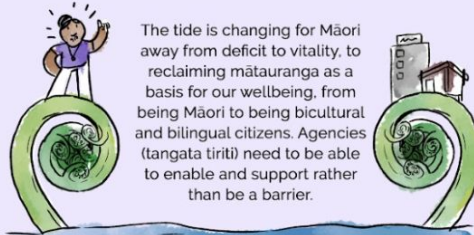
Mataora - Change agents keep showing up Mahia te Mahi keeping focus on leaving behind a better place for our mokopuna so they don't have the same experiences that we had in terms of systemic racism and systemic racist systems.



It is the kaupapa Māori way not to work in isolation



RECOGNISING WE ARE AT DIFFERENT PLACES IN OUR HAERENGA



The tide is changing for Māori away from deficit to vitality, to reclaiming mātauranga as a basis for our wellbeing, from being Māori to being bicultural and bilingual citizens. Agencies (tangata tiriti) need to be able to enable and support rather than be a barrier.

Having permission to be on the voyage and being able to clearly place ourselves on the Hautū Waka has been really helpful. Knowing I am at the beginning of another voyage, recognising those who need to be on the waka, the skill and knowledge they hold and there are sometimes challenges at te rapunga and te kitenga.



BRAVERY & WILLINGNESS TO LISTEN, REALLY HEAR & ACT



Being prepared to hear something different and do something different. Two world views



Recognising growth is uncomfortable and uncertain and feels unnerving and scary, for our teams and our stakeholders.

Whakarongo + kōrero. We have to listen to ngā iwi Māori about what is the best approach. REALLY listen to hear which can inform practice!



Learning the true impact of colonisation and understanding how the inequities have occurred. Education and learning will be vital going forward.

What might come next?

Thank you for your feedback via our survey. We heard that you:

- + would value more detailed practice examples and case studies
- + are keen to stay connected with the progress that ACC and IRD are making on their journeys, and
- + desire spaces for regular wānanga on this kaupapa.

If you're not already connected, please consider joining our monthly Practice Foundations session where we explore emerging practice in this space. Email us: aucklandcodesignlab@aucklandcouncil.govt.nz

Additional resources to explore

[Hautū Waka](#) An introduction with Roimata Taniwha-Pao

[Shane Ta'ala](#) Speaking on Tangata Whenua, Tangata Moana, Tangata Tiriti and the Vā space

[Eru Tarena](#) Speaking on Iwi lead systems change

Te Tiriti-led reader (need to link to this)

[From the Gorse to the Ngahere](#)

[Te Tiriti Futures Website](#)

[Playlist from the](#) Hui Taumata

Ngā mihi to:

All of those who joined us on the day and supported the kaupapa.

Our MC and Facilitator

Donna Te Whiu - The Lab

Angie Tangaere - The Lab

Speakers

Roimata Taniwha-Paoo - Hautū Waka

Justine Pivac-Solomon - ACC Injury Prevention group

Te Miri Rangi - ACC Injury Prevention group

Tania Faulkner - Inland Revenue Department

Dr Debbie Goodwin - Director, Evaluation Research at DBZ Consultancy Ltd

Keynote listeners

Kimi Tangaere - Counties Manukau Health

D'Arcy Dalzell - ACC Injury Prevention group

Shane Taala - Te Tohu Rautaki Angitu Māori

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