

# TREATY APPLICATION FRAMEWORK

## KNOWING OUR ORGANISATION:

- Do we know the history of the land we are located on?
- Do we know our organisation's history in terms of relationships with Māori generally and specifically with mana whenua?
- Do we have a clear understanding of what the Treaty is about?
- Do we know what the Treaty issues are in our sector?
- Why do we want a Treaty relationship? What do we have to offer in a relationship? What do we want from it?
- What are our organisational values?
- How do we approach relationships? (With what values and expectations?)
- What is our tolerance for ambiguity? And for long-term projects?
- What is our tolerance for conflict? How will we deal with disagreements?
- Where is there support/opposition within the organisation?

## WORKING ACROSS DIFFERENCE:

### (equity)

- Do we have a cultural safety policy?
- Is our organisation culturally safe for Māori\*?

### (relationship)

- Do mana whenua rōpū consider us as allies? (How do we know or find out?)
- Do we value each other's history and culture? How do we show this?
- What is our knowledge of te reo me ngā tikanga Māori (for communication)?
- To what degree are we willing/able to make changes to improve engagement with Māori?
- On whom do we place responsibility for improving our ability to work across difference?

\*Cultural safety is defined here as ways of working which ensure that people are not disadvantaged because they are not part of the organisation's dominant culture.

## EQUITY FOR MĀORI:

- Do we have an equity policy?
- Do we know what the equity issues are for Māori in our field?
  - Māori members or clients of our organisation?
  - Māori staff?
  - Māori colleagues, other stakeholders?
- Do we have benchmarks for where we are, to measure progress toward where we want to be?
- How can/do we monitor changes in equity in our organisation?

## DEVELOPING TREATY RELATIONSHIPS:

- Who are prospective Treaty partners?
  - Have we (or how could we) engage with these parties? How could we get to know each other?
- What do our prospective Treaty partners think of us?
- What are our points of connection with mana whenua? What might we work together on?
- Do we know what prospective partners want from us? Or how could we find out? What can we offer?
- What level of power/decision-making are we able/ready to share?
- Do we accept that the other group/s is/are autonomous and free to make their own decisions, including to leave the relationship?
- What resources are we prepared to commit to developing the relationships?

