

## ASPECTS OF TREATY APPLICATION

### EQUITY FOR MAORI:

- Do we have a policy?
- Do we know what the equity issues are for Maori
  - Maori members, clients ....
  - Maori staff
  - Maori 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?

### KNOWING SELF (as organisation):

- Why do we want Treaty relationship?
- Do we have a clear understanding of what the Treaty is about?
- Where is there support/opposition within the organisation?
- Do we know what the Treaty issues are in our sector?
- What is our tolerance for ambiguity? long-term projects?
- What do we have to offer to a relationship? what do we want from it?

### WORKING WITH 'OTHER':

- do we know which groups are 'other' to us?
  - are Maori 'other' to us?
- do we have a policy for working with 'other', with Maori?
- do 'other', Maori consider us allies (how do we know or find out)?
- is our organisation culturally safe for 'other'/Maori?
- what is our knowledge of te reo me ona tikanga (for communication)?
- to what degree are we willing to make changes to improve engagement with 'other'/Maori?

### TREATY RELATIONSHIP/S:

- Do we have a Treaty policy?
- Who are prospective Treaty partners?
  - Have we (or how could we) engage with these parties? get to know each other?
- Do we know what they want from us? or how could we find out?
- Who could help us on this journey?
- What resources are we prepared to commit to developing the relationships?
- What do our prospective Treaty partners think of us?
- Are we capable of sustaining this relationship in the long-term?



Treaty Resource Centre  
He Puna Matauranga o Te Tiriti