

TREATY-RELATED STRATEGIES

The Treaty of Waitangi protected Maori culture¹ (in Articles 3 and 4) and power² in relation to all that they valued (Article 2). Tauwiwi organisations have responded to the challenge of honouring the Treaty with a variety of strategies, at different levels, in relation to each of these aspects. They may be summarised as follows:

	POWER (sharing) ←	→ CULTURE	
<i>the organisation distributes information to Maori</i>	information sharing	cultural awareness	<i>members of the organisation are aware of how Maori culture is different</i>
<i>the organisation undertakes to consult with relevant Maori groups (but may not act)</i>	consultation	cultural sensitivity	<i>members of the organisation change (some) behaviour to respect the differences</i>
<i>the organisation enters into a decision-making relationship</i>	negotiation		
<i>the organisation delegates authority in (some) areas</i>	delegation	cultural safety	<i>the organisation undertakes to ensure that its processes are as "safe" for Maori as Pakeha</i>
<i>the organisation makes itself accountable to Maori</i>	accountability	cultural competence	<i>members of the organisation who work with Maori are assessed as culturally competent</i>

NOTES: Power and culture are inextricably linked in a relationship. A group needs power to ensure that its culture, which defines the group, is protected; the culture needs to be understood in order to have communication between the groups.

These issues pertain to any group, but, in Aotearoa, they primarily apply to the Crown and tangata Tiriti in their relationships with tangata whenua. Models (or templates) developed in that relationship may be useful in others.

The designations of "Maori", "tauwiwi", "Pakeha" are flexible. In some cases, "Maori" would be "tangata whenua" or "hapu/iwi"; in some cases "tauwiwi" would be "tangata Tiriti"; in some cases, "Pakeha" culture would be "British" culture

¹ "Culture" has many definitions: a simple one is "a distinctive way of life shared by a large group of people". Any culture includes values and beliefs, customs, arts, history and traditions, knowledge.

² In this context, "power" is being used to mean "control of decision-making", in relation to self and/or others.