



Te Ao Mārama

Realising Our Potential

Working with Māori

Te Ao Mārama is the realm of being - a state of enlightenment. Here, we realise the full potential of our Rautaki Māori - we use the tools and skills we have built to develop and strengthen enduring relationships with Māori.

Te Pō

Developing Our Potential

Policies and Processes

Te Pō is the realm of becoming. We use this to help describe the next step in our journey, when we are actively developing our potential by reflecting what we have learnt into how we work.

Te Kore

Understanding Our Potential

Cultural Capability

Te Kore is the realm of potential being. This is the first step in our journey – where we are understanding our potential through building our cultural capability.

The journey to achieve our vision is inspired by Te Orokohanga - the Māori Creation Story

The Poutama is a stepped pattern seen in tukutuku panels and woven mats. It represents the different levels of knowledge and learning. We use this model as a guide, to identify the best path to take to realise our potential.

Ka whai hua te iwi Māori

Māori will benefit from our work

Our three focus areas

3. Working with Māori

Competently working with Māori to ensure Māori feel safe and their contributions valued. We have tools and skills to build enduring relationships with Māori.

2. Policies and Processes

Look at how we operate with a kind but critical eye, to help us build inclusive practices that see more Māori working here and better outcomes for Māori impacted by our work.

1. Cultural Capability

This focuses us on our learning journey, by building knowledge and understanding. It provides the foundation we need to realise our aspirations.

Outcomes

Mahi tahi tātou mō te ora o te katoa

Work as one for the benefit of all

We are working with Māori for better outcomes

Mātua whakapai i tōu whare, ka whakapai whare kē

Set our own house in order, so we're better equipped to work with others

The frameworks and policies that underpin how we work are fit for purpose

Poipoia te kākano kia puāwai

Nurture the seed and it will flourish

We are growing our cultural capability

Actions to support focus areas

- > Develop an engagement framework
- > Engagement training
- > Build relationships with Māori
- > Establish an advisory group

- > Tiriti o Waitangi position statement
- > Recruitment practices
- > Business Planning
- > Tools to address any bias
- > Capability review process

- > Mahere Reo (Māori Language Plan)
- > Tikanga Māori training
- > Te Tiriti o Waitangi training
- > Bicultural history training
- > In-house training
- > Annual staff survey