



Te Ao Māori, Treaty, and Māori Crown Relationships

Developing

Knowledge and understanding needed to incorporate Te Ao Māori, the Treaty of Waitangi, and Māori Crown relationships in policy making.

- Understanding Te Ao Māori (Māori world view) perspectives and how they differ from non-Māori world views.
- Learning about Aotearoa New Zealand history relevant to the policy work.
- Understanding the role of te Tiriti o Waitangi, Treaty settlements and related legislation, and Māori Crown relationships in the work of the agency and sector.
- Learning about tikanga and how to use te reo Māori.

70% on-the-job learning

Foundations – Tikanga and Te Ao Māori

- Learn about the principles of the Treaty of Waitangi set out in [He Tirohanga o Kawa ki te Tiriti o Waitangi](#).
- Become familiar with expressions of Māori values and principles (e.g. in [He Ara Waiora](#) – the Treasury’s Māori Wellbeing Framework).
- Learn about the rohe (territory or boundaries) and population of iwi in New Zealand, using [Te Kāhui Māngai \(Directory of Iwi and Māori Organisations\)](#).

Applications – The Treaty in policy and law

Learn about the key policy tools or analytical and kaupapa Māori-based frameworks used in your agency and how to apply these.

- Read the [Treaty of Waitangi analysis material](#) in the Policy Project’s Policy Methods Toolbox, which includes the Cabinet Office circular [Te Tiriti o Waitangi/Treaty of Waitangi Guidance](#) (developed by Te Arawhiti – The Office for Māori Crown Relations) on how to apply the terms and concepts of the Treaty to policy development and implementation.
- Learn about Te Arawhiti – the Office of Māori Crown Relations’ resources including the Engagement Framework and Guidelines on the Māori Crown Relations’ [Engagement](#) page.
- Understand the Māori rights and interests, and Treaty principles relevant to your policy area, through a review of relevant Waitangi Tribunal and Court cases, and previous agency responses to Treaty issues.
- Read a range of Waitangi Tribunal reports, especially those relevant to your policy area.
- Familiarise yourself with Public Service Act 2020 provisions relating to the role of the Crown as Treaty partner under te Tiriti o Waitangi.



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70% on-the-job learning (continued)

Context – History and the Māori Crown relationship

- Read key documents with commentary on the Māori Crown relationship, such as the Waitangi Tribunal's report [Ko Aotearoa Tēnei, Pua Te Ata Tu: The Report of the Ministerial Advisory Committee on a Māori Perspective for the Department of Social Welfare \(June 1986\)](#), and the [Summary of submissions](#) from the Minister for Māori Crown Relations: Te Arawhiti 2018 engagement process.
- Learn about Treaty settlement commitments through [Te Haeata](#) (the historical settlements commitments portal), particularly those commitments your agency is responsible for.
- Learn about the history of your agency's business, key decisions that have been made, and what impact these have had on Māori and Māori Crown relations.
- Review your agencies' Māori strategies and Treaty statements, if these exist.

20% learning from others

- If possible, accompany your manager or senior colleagues to meetings with iwi or other Māori groups.
- Identify the implications of the Treaty of Waitangi principles for a policy option you're involved in and get feedback from a colleague.
- Find opportunities to spend time with people who may be affected by your policy area, including Māori and iwi organisations.
- Ask colleagues about how they consider Te Ao Māori and matāuranga Māori in their policy work.
- Talk with your colleagues about the Crown's Treaty of Waitangi obligations and agency examples of engagement and collaboration with Māori groups.

10% formal training

- Take a course on the Treaty of Waitangi and cultural perspectives in policy making.
- Take a course on New Zealand history and the history of the Māori Crown relationship.
- Attend training on Te Ao Māori relevant to your subject area (e.g. Victoria University's Centre for Lifelong Learning offers tailored courses on Māori Crown Relations).
- Take tikanga and te reo Māori training to build your ability to communicate in te reo Māori.