



## Te Ao Māori, Treaty, and Māori Crown Relationships

### Leading

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

- Use a Te Ao Māori lens and Treaty frameworks across all aspects of policy making, incorporating Te Ao Māori and mātauranga Māori into policy systems.
- Guide and lead others to identify diverse Māori rights and interests, and enhances Māori Crown relationships.
- Applies detailed knowledge of kaupapa Māori methodologies, leading early and effective engagement.
- Observes tikanga and converses in te reo Māori.

### 70% on-the-job learning

- Lead complex projects that require an understanding of the relationship between Māori and the Crown and consultation with Māori groups.
- Maintain strong relationships with Māori groups and individuals with an interest in your subject area.
- Read historical accounts related to Treaty settlement legislation or deeds of settlement to help understand the context for Treaty before meeting members of specific iwi who have a Treaty settlement.

### 20% learning from others

- Seek collaboration opportunities with iwi, across sectors and agencies to improve policy methods.
- Establish and drive strong networks within your domain areas, across sectors and with interested external groups, particularly Māori and iwi organisations.
- Engage with and seek critique from Māori thought leaders and experts.

Draw on the experience of senior leaders to better understand how to position Treaty analysis in policy papers.

Work with experienced colleagues to develop a proposed approach to an engagement with iwi and Māori groups.

### 10% formal training

- Take a Māori engagement course (e.g. Te Arawhiti's 101 and 102 Engagement courses).