'Honouring the Treaty' in New Zealand organisations

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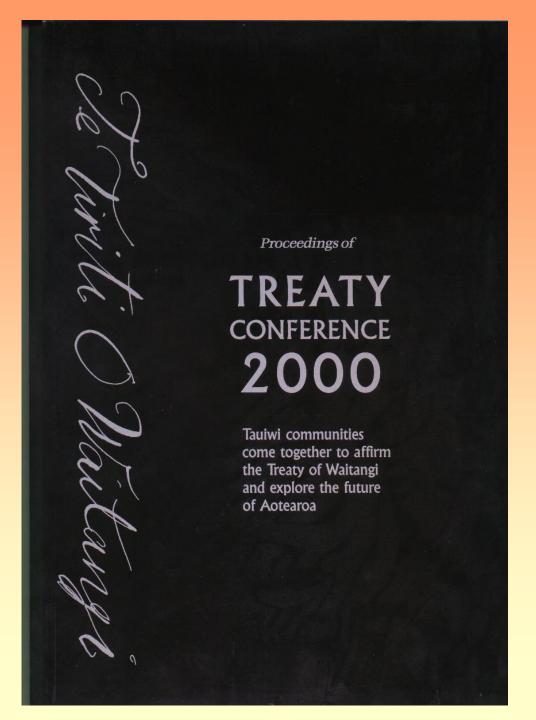


Te Tiriti o Waitangi guaranteed ongoing indigenous authority in all realms of life in Aotearoa New Zealand



wekenstenge hi to Hawanatanga o to Kleini - Ka tiakena e te Tran ka tukua ki a ratou nga tikanya Katoa cite tahi ki ana . We Torane ka kite new it to retenga o enei kupu . Ka tango hea uga in a matter infor a matter tohu. to me a yera . Popusi , to tam ko tahi mano, e waru rime e wa Tarles to tree Token & 1 The to Kathe him the Tripi Agarmente to true the





16 stories of organisational change towards implementing te Tiriti o Waitangi.

My reading as a Treaty educator & organisational worker for Treaty-based change.



Main themes in Treaty journeys

- Affirming Maori authority (by Pakeha)
- The assertive face (by Maori)
- Dissonance between 'what ought to be' and 'what is'
- Discomfort & struggle on a long journey
- Striving towards a 'right' relationship between Maori and Pakeha



Affirming Maori authority

"The most important thing Pakeha can do is consult – recognise *rangatiratanga* and respect it. Our consulting the tribe before we bought land was the most significant thing we have done – it has set the tone for our on-going relationship..."

- Earthtalk women's organic farm



Dissonance & disparity

"Time after time we have had to be brought back to reality of how things are for Māori within institutions like ours, and without"

- Wellington College of Education

The issue of disparity is better described as the difference between where Maori currently are and where they want to be..."

- Nga Tumuaki, Literacy Aotearoa



We, the change workers on a long, hard journey

"...we began this project as a collection of individuals, Tangata Whenua, Pakeha/Tauiwi, with strong personal connections to each other and to each other's work and certain shared beliefs or desires..."

- Magdalena Aotearoa women's performance network

"These actions heralded the beginnings of a tenyear journey to a paradigm shift from a colonial model to one founded on Tino Rangatiratanga."

- Nga Tumuaki, Literacy Aotearoa



Discomfort & struggle

"...a growing sense of discomfort & tension around Treaty issues, and a call [by Maori] to move from aroha to tika..." - Sisters of Mercy

"...the Treaty Team is feeling under-resourced and overworked"

- Manukau City Council



Striving towards a 'right' relationship between Maori and Pakeha

- "Does there have to be a relationship at all? Yet there is a strong desire for that... What can we offer each other?..."
 - Magdalena Aotearoa women's performance network

With a focus on whanaungatanga – a theology of 'right relationship'..."

- Mercy Sisters



Working towards a 'right' relationship between Maori and Pakeha

"We've learnt that it's ok for us to say no to some Ngaati Te Ata requests, as it is for them to say no to ours"

Earthtalk women's organic farm

Commentary by speakers & consultants

- Themes keep returning in a cyclic way organisational speakers, 2002.
- Difficult for government & funding bodies to communicate with dual authorities in Tiriti based organisations- *organisational speakers*, 2002.
- Organisational change still part of an 'assimilation' agenda *Maori decolonisation consultant*, 2004.
- Institutional or *constitutional* change? *Huygens*, 2007.



Working on 'Treaty journeys' where 'we' 'affirm Maori authority' & 'struggle' towards 'right relationships'...

...enables a non-resistant tauiwi/Pakeha dialogue with the 'assertive Maori face'.

...helps sustain an alternative to ongoing colonial patterns.

(Huygens, 2007).

References

Huygens, I. (2006). Discourses for decolonisation: Affirming Maori authority in New Zealand workplaces. *Journal of Community and Applied Social Psychology*, 16(5), 363-378.

Huygens, I. (2007). *Processes of Pakeha change in response to the Treaty of Waitangi*. PhD thesis. University of Waikato, Hamilton.

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