



# **‘Honouring the Treaty’ in New Zealand organisations**

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*Tiriti o Waitangi*

*Proceedings of*

# TREATY CONFERENCE 2000

Tauīwi communities  
come together to affirm  
the Treaty of Waitangi  
and explore the future  
of Aotearoa

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/Tauwiwi, 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 ten-year 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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