

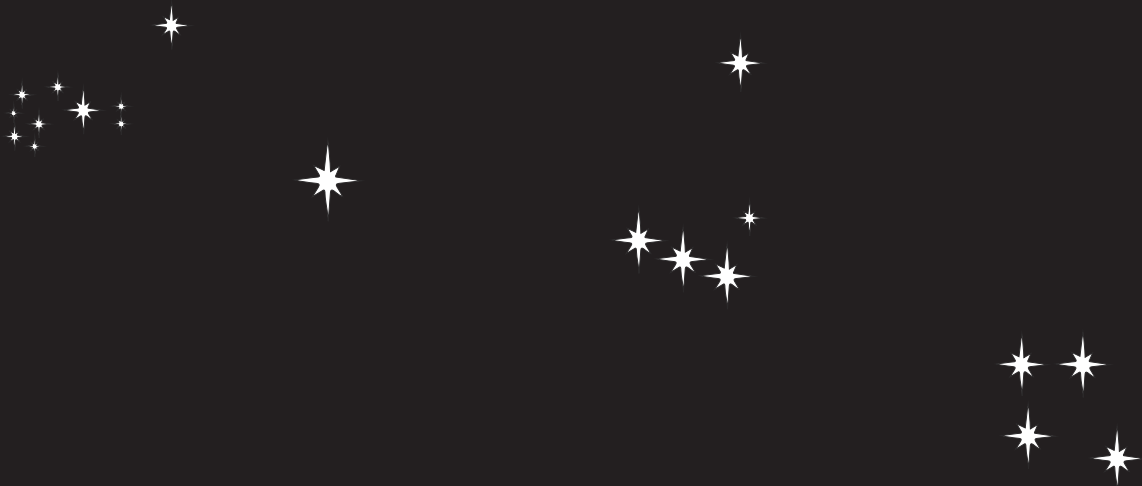
HE AO TAKITAKI

The stars that guide us

Te Rautaki Ao Māori 2022 – 2025

Te Ao Māori Strategy 2022 – 2025





HE AO Ā-RANGI, HE ARA Ā-NUKU.

A star in the sky provides a path on the land and sea



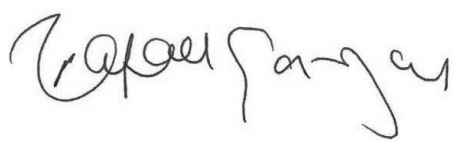
KUPU TŌMUA

TE TUMUAKI O TE RATONGA WHARE PĀREMATA ME TE MANAHAUTŪ O TE WHARE MĀNGAI

Tēnā koutou, tēnā koutou, tēnā tātou katoa.

Ko tētahi o ngā whāinga a Te Ratonga Whare Pāremata me Te Tari o te Manahautū ko te tū hei wāhi mahi e māia ai ō tātou tāngata ki te whakamahi i te reo Māori, ki te whakatinana hoki i ngā tikanga Māori, ā, e mārama kehoheho ana te Tiriti o Waitangi. He kaupapa nunui te whakatakotoranga o tētahi rautaki ao Māori mō tātou hei rangapū. I kī mai ō tātou tāngata koinei tā rātou e pīrangi nei. E aro ana i a tātou koinei te mahi tika mā mātou, ā, mā konei tātou e whanake ai hei rangapū, e whanake ai ko te āhua o ā tātou mahi hei tautoko i te Pāremata.

Ko te tūāpapa o te kaupapa nei ko te Tiriti o Waitangi me ngā mātāpono nei, arā te nōhanga kōtui, te tiakitanga, me te whaiwāhitanga. Pērā anō i ngā ao takitaki, e whiriwhiria ana te Tiriti me ngā mātāpono ki roto ki ngā mātāpono e arataki ana i a mātou, ki ā tātou aronga nui hoki, arā ko ngā tāngata, ngā wāhi me ngā whakahoanga. Mā te rautaki nei tātou e tautoko ai i ō tātou tāngata kia āhei ai, kia māia ai ki te haere tahi i te ao Māori ki te taumata pai mō rātou. Mā reira hoki e māia ai te iwi Māori ki te haere tahi, ki te kōrerorero tahi, ki te uru mai hoki ki te Pāremata.



nā Rafael Gonzalez-Montero
Tumuaki, Te Ratonga Whare Pāremata
Chief Executive, Parliamentary Service

Mā ō tātou tāngata – mā ngā kaimahi o te Ratonga me te Tari – ko He Ao Takitaki, ā, māna tātou e arataki mō ngā tau e toru e tū mai nei.

Mā te rautaki nei e tautokona ai, e whanake ai ngā mahi e mahia kētia ana, ā, māna hoki e whakatakoto te aronga kotahi hei tautoko i ō tātou tāngata katoa, ahakoa he aha ngā mahi o ia rā, ahakoa kei hea e tau ana i roto Aotearoa.

Ka taka mai ngā hua i te mahi nei ki ō tātou tāngata i nāianei, ā muri nei hoki, tae atu ki te hunga e tahuri mai ana ki a tātou – ngā MP, ētahi atu tari, te iwi whānui, me ngā iwi Māori, arā ngā tāngata whenua o ēnei moutere. Ka whakatinanatia te rautaki nei, ka nui ngā hua mō tātou katoa, ā, ā te wā pea puta ake ai hei rautaki ao Māori mō te Pāremata whānui (me ō tātou rangapū hoki).

Nā māua noa,



nā David Wilson
Manahautū o te Whare Māngai
Clerk of the House of Representatives

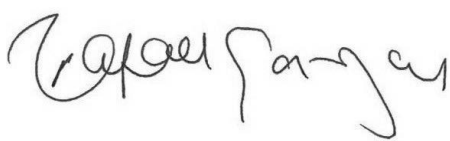
FOREWORD

PARLIAMENTARY SERVICE CHIEF EXECUTIVE AND CLERK OF THE HOUSE OF REPRESENTATIVES

Tēnā koutou, tēnā koutou, tēnā tatou katoa,

One of the shared goals that we have across the Parliamentary Service and the Office of the Clerk is to be a workplace where our people feel comfortable engaging with te reo Māori and tikanga Māori and have a solid understanding of te Tiriti o Waitangi. Establishing an ao Māori strategy has been a priority for us as agencies. Our people have been telling us they want this. We acknowledge that it is the right thing to do and that it will help us grow as agencies and in how we support Parliament.

Te Tiriti o Waitangi and the principles of partnership, protection, and participation are foundational to this kaupapa. Like the guiding stars (he ao takitaki), te Tiriti and the principles are incorporated into our guiding principles and our focus areas of people, places, and relationships. Through this strategy, we will support our people to be capable and confident walking with te ao Māori at a level that is comfortable for them. This will in turn help Māori have confidence walking, engaging, and participating with Parliament.



nā Rafael Gonzalez-Montero

Tumuaki, Te Ratonga Whare Pāremata
Chief Executive, Parliamentary Service

He Ao Takitaki, is for our people - the staff of the Service and the Office - and will guide us for the next three years.

Our shared strategy will build on the great mahi already happening and provide our two agencies with a common direction to support all our people, in whatever their day-to-day role is, and wherever they're located around Aotearoa.

This will benefit our people both now and in the future, and all those who engage with us – MPs, other agencies, the public, and Māori, as the indigenous peoples of this land. Delivery of this strategy will lead to better outcomes for all and, potentially, to an ao Māori strategy for Parliament (as well as for our agencies).

Nā māua noa,



nā David Wilson

Manahautū o te Whare Māngai
Clerk of the House of Representatives

TE PAE KAHURANGI

E āhei ana, e māia ana ō tātou tāngata ki te hāereere me te ao Māori, me te aha ka hāneanea ngā tāngata whenua ki te hāereere tahi me te Pāremata.

TE AO MĀORI

Ko tēnei mea te ao Māori he tirohanga, he māramatanga, he nōhanga ki te ao tūroa i whanake ake i ngā whakatupuranga huhua i Aotearoa nei i te takahanga o ngā rau tau.

He mea nui ko te hononga, ko te whanaungatanga i te ao Māori. Inā hoki ko te whakahirahira o te pūtake me te oranga o te iwi, tae atu ki te haepapa ki te hāpai i aua āhuatanga, me te manaakitanga tonutanga hoki o te mana o te tangata.

Ka whakaahuatia, ka whakatinanatia hoki te ao Māori e te mātauranga Māori, ngā tikanga Māori, te reo Māori, tae atu ki ngā whakaaro me ngā mātāpono tuku iho, pēnei me te mana, te tapu, te whakapapa, te manaakitanga me te kaitiakitanga.

Ka whakaaetia, ka whakaūngia, ka whakatūturutia te ao Māori e te Tiriti o Waitangi. Ka whakamānawatia e tātou tēnei āhuatanga mā tō tātou ngākau titikaha ki ngā mātāpono nei, arā te nōhanga kōtui, te whaiwāhitanga, me te tiakitanga.

HE AO TAKITAKI

Nā ngā whetū ō tātou tūpuna i arataki, rātou i tāroi i te moana ki ēnei moutere nei, ā, e arataki tonu ana i ngā tira haere i ēnei rā.

Ko te ingoa o te rautaki nei ko He Ao Takitaki, arā ko ngā whetū e arataki ana i a tātou. I tēnei huanga o te ingoa, ka hoki ngā mahara ki ngā kupu tuatahi mō tō tātou whenua, arā *“he ao tea roa”*.

Pērā anō i ngā whetū nāna nei i hua ai tōna ingoa, ka arataki te rautaki i ā tātou mahi me ā tātou mahinga tahitanga i runga i te mana o te ao Māori, i a tātou e mahi nei i ā tātou mahi.

VISION

Our people are capable and confident walking with te ao Māori which in turn, will help Māori be comfortable walking with Parliament.

TE AO MĀORI

Te ao Māori is a way of perceiving, understanding, and interacting with the world that has been developed by successive generations over several centuries in Aotearoa.

Te ao Māori emphasises connection and relationships. This includes the importance of, as well as the responsibility and contribution to, the collective purpose and wellbeing while maintaining the mana of the individual.

Te ao Māori is described and enabled by mātauranga Māori (traditional Māori knowledge), tikanga Māori (customary practices), te reo Māori, and traditional concepts and principles, including mana, tapu, whakapapa, manaakitanga, kaitiakitanga.

Te ao Māori is acknowledged, affirmed and guaranteed by te Tiriti o Waitangi. We recognise this with our commitment to the principles of partnership, participation, and protection.

HE AO TAKITAKI

The stars guided our people as they navigated their way to these islands, and they continue to guide voyagers today.

He Ao Takitaki, the stars that guide us, is the name of this strategy. In its format, this name is reminiscent of the first words acknowledging the location of our country, "*he ao tea roa*".

Like the celestial bodies that inspired its name, this strategy will guide our actions and interactions with respect to te ao Māori as we navigate our work.

KUPU WHAKATAKI

He nui ngā mahi a Te Ratonga Whare Pāremata me Te Tari o te Manahautū i roto i te kaupapa nei, e aro ana i a tātou me kaha atu te whiriwhiri i te ao Māori ki roto ki te whakapapa o ngā rangapū nei. Ka hua ake ko te pai mō ō tātou tāngata, ā tātou mahi, ō tātou whakahoanga, tō tātou Pāremata, me te iwi whānui o Aotearoa nui tonu.

He mea nui kia noho tō tātou wāhi mahi hei ao e āhei ai te tangata ki te ū ki te ao Māori ki te taumata e pai ai ia.

Kei te hiahia hoki tātou ki te whakaū i te whakaaro me kua te uri Māori e whakarerekē i a ia kia pai ai te mahi i konei – me noho haepapa mō te ao Māori katoa rānei – kia eke ai rānei ki ngā taumata o ngā rangapū nei.

Kua tapaina te kaupapa nei ko He Ao Takitaki, ā, māna e arataki te āhua o ā tātou mahi i te ao Māori. He pānga ōna ki tāna hoa rautaki, ki He Waka Eke Noa – Diversity and Inclusion. Arā kei runga tātou i tō tātou waka, ko ngā whetū e arataki ana i a tātou e kawē nei i ngā mahi i runga i te huarahi e hāereere tahi nei tātou. Ka mihia e He Waka Eke Noa me He Ao Takitaki ngā mahi a ngā Rautaki Tangata a ngā rangapū nei, me te Rautaki Whakapāpātanga Pāremata hoki, ā, ka herea tātou ki aua mahi.

I whakatūria e ngā rangapū tētahi ohu hei whakawhanake i He Ao Takitaki, ko Pitomata¹. I kimi kōrero āwhina a Pitomata i te rāngai

tūmatanui whānui, arā ngā wheakoranga a ētahi atu. Waihoki ka āta tirohia ngā mahi e mahia kētia ana e tātou e pā ana ki te ao Māori, ka arongia hoki me mārama ngā mahi o nāianei kia pai ai te koke. I whakaritea ētahi ritenga kia wātea ai ō tātou tāngata ki te homai kōrero, ki te whakatakoto whakaaro. I whakatūria he rūnanga ki ngā kaiwhakahaere tāngata hei whakamārama i te nui o te wāhi ki a rātou, arā ki ngā kaiārahi, kia mārama rā hoki mātou me pēhea te tautoko i a rātou hei āwhina i ō rātou tira ki te whakatinana i te rautaki. I kimihia hoki ngā whakaaro o ngā Mema Pāremata, he kaha nō rātou ki te piri, ki te mahi tahi ki ngā kaimahi, ā, ko rātou hoki ētahi o ngā kaiwhaipānga nunui o ngā rangapū e rua nei.

E whakamānawa ana, e mihi ana tātou ki a Te Ātiawa Taranaki Whānui, te hoa kōtui o te Pāremata me ngā rangapū pāremata nāna nei i tautoko i te kaupapa nei. Ahakoa kāore i tukuna He Ao Takitaki ki ngā iwi katoa o Aotearoa, ko te whakaaro ia he tuku ki te motu mō te putanga tuarua, ā, mō te pitomata e noho ai hei rautaki ao Māori mō te Pāremata katoa.

E toru rawa ngā aronga nui o He Ao Takitaki: ngā tāngata, ngā wāhi, ngā whakahoanga. Koinei ō tātou ao takitaki, arā ko Matariki, ko Māhutonga, ko Te Matau a Māui, hei takitaki i ā tātou haerenga. Mā te arotahi ki ngā tāngata, ngā wāhi me ngā whakahoanga e takoto ai te huarahi mō ngā whakatupuranga ki te Pāremata e whanake tonu ai, e koke tonu ai te kaupapa nunui nei. E aro ana i a tātou, e mārama ana tātou kāore he mutunga o te ao Māori.

¹ He mea takoha te ingoa nei, Pitomata, mō te ohu e noho haepapa ana ki te whakawhanake i te rautaki ao Māori a te Pāremata. Ko Pitomata te pito mata o te rākau e āta whāngaihia ana kia pūāwai ngā āhuatanga papai.

INTRODUCTION

While the Parliamentary Service and the Office of the Clerk are already doing lots of mahi in this space we acknowledge that we need to weave more of te ao Māori into who we are as organisations. This will benefit our people, our work, our relationships, our Parliament, and the people of Aotearoa more generally.

It is important that our workplace is an environment where people can participate in te ao Māori at a level they feel comfortable with.

We also want to ensure that our Māori staff do not have to adapt to work here – or be responsible for all things te ao Māori – and that they can succeed at all levels of the organisations.

This kaupapa will be known as He Ao Takitaki and it will guide the ways we work and interact with te ao Māori. It intersects with its sister strategy, He Waka Eke Noa – Diversity and Inclusion. Together we are aboard our waka, and our guiding stars assist us in navigating our way through our mahi and the shared journey ahead. Along with He Waka Eke Noa, He Ao Takitaki acknowledges and commits to the work of both agencies' People Strategies and the shared Parliament Engagement Strategy.

To develop He Ao Takitaki a cross agency project team, Pitomata¹, was established. Pitomata sought guidance from the wider public sector to learn from the experiences of others and undertook a stocktake of what our

agencies are already doing in the te ao Māori space, acknowledging that we must understand what we are already doing to move forward. A series of different consultation opportunities were offered to our people - a survey, hui, drop-in sessions – so that they could provide feedback and share their ideas. We held a rūnanga with people leaders to highlight the importance of their role as kaiārahi (leaders of the strategy) and an opportunity to understand how they could best be supported to help their teams implement the strategy. Feedback from Members of Parliament was also sought, given their close working relationships with staff and as a major stakeholder for both agencies.

We acknowledge and mihi Te Ātiawa Taranaki Whānui as a partner to Parliament and the parliamentary agencies for their support of this kaupapa. While iwi across Aotearoa were not engaged in the development of He Ao Takitaki, we intend to do so as we implement He Ao Takitaki, and as we look to the second iteration and a potential ao Māori strategy for all of Parliament.

He Ao Takitaki has three focus areas: our people, our places and our relationships. These will become our guiding stars, Matariki, Māhutonga and Te Matau a Māui, who will help steer us on our journey. By focussing on our people, our places, and our relationships, we will set the course for future generations at Parliament to build on and continue this important kaupapa. We acknowledge and understand that there is no endpoint to ao Māori.

¹ The name Pitomata was given for the team responsible for the development of Parliament's te ao Māori strategy. Pitomata is potential that is actively being realised and from which incredible things can flourish.

NGĀ MĀTĀPONO TAKITAKI

MANA

Ka nui te pānga o tēnei mea, o te mana, ki tā tātou whai i te ao Māori, me tāna arataki i a tātou. Ka pāngia tō tātou mana e ā tātou mahi me te āhua o ā tātou mahi ki tāngata kē, ā, ka whai pānga hoki ki ā rātou mahi ki a tātou. Ka whakautetia te mana o ngā tāngata katoa i roto i tā tātou whai i te rautaki nei, me tōna whakatinanatanga, me te mōhio anō he tāngata takitahi tātou, ā, he taonga o tēnā, o tēnā.

MANAAKITANGA

Ka uru mai te aroha, te whakaaro nui me te pūaroa, e whakamanatia ai ētahi kē atu, e wana ai te māramatanga o te ao Māori i ō tātou tāngata katoa. Ka manaaki tātou i a tātou, i ō tātou hoamahi, i ētahi atu e mahi tahi ai tātou, pērā anō i tā tātou manaaki i te Pāremata.

WHANAUNGATANGA

Ka kauanuanutia ngā rerekētanga, ka whakautetia ngā wheako huhua. Ko te pū o te ao Māori ko te ariā o te tangata katoa; mā te kawē mai, mā te whakamihi i te katoa o te tangata e tuputupu ai te whanaungatanga.

NGĀKAU TITIKAHA

E titikaha ana te ngākau ki tēnā ki tēnā o tātou, arā kia ū ai te ao Māori ki ō tātou manawa, ki ā tātou mahi hoki. E titikaha ana tātou ki tēnei mahi, me te mihi anō ki tōna whakahirahira ki ō tātou tāngata, ā tātou mahi, te Pāremata, me Aotearoa nui tonu.

TE TIRITI O WAITANGI

E titikaha ana te ngākau ki ngā mātāpono nei, arā te whakahoanga, te tiakitanga me te whaiwāhitanga, e ū mai nei ki te rautaki nei.

E aro ana i a tātou:

- Nō Te Ātiawa Taranaki Whānui te mana o runga i ngā whenua Pāremata
- Ko ngā iwi Māori ngā tāngata whenua o ngā wāhi katoa e mahi ai tātou
- He mea waitohu te Tiriti o Waitangi nā ngā tāngata whenua me te Karauna, ā,
- Ko te tuhinga reo Māori te tuakana, heoi anō e mihi ana tātou ki te tuhinga reo Ingarihi, ā, ka mahi tātou i runga i tēnā, i tēnā.

GUIDING PRINCIPLES

MANA

Our approach to te ao Māori and its approach with us will be impacted by mana. Our mana is affected by our actions and interactions with others and influences their interactions with us. We will approach this strategy and its implementation with respect for all people's mana, recognising that we are all individuals with something unique to offer.

MANAAKITANGA

We will express empathy, consideration and compassion, empowering others and enhancing the understanding of te ao Māori for all of our people. We will manaaki ourselves, manaaki our colleagues, manaaki others we work with, as we manaaki Parliament.

WHANAUNGATANGA

We respect differences and value diverse experiences. Central to te ao Māori is the concept of the whole self; by bringing and being acknowledged for our whole selves we will support the growth of whanaungatanga.

COMMITTMENT

We make a commitment and a promise to one another to ensure te ao Māori is part of who we are and what we do. We are committed to this mahi, acknowledging its importance to our people, mahi, Parliament, and Aotearoa.

TE TIRITI O WAITANGI

We are committed to the principles of partnership, protection, and participation which are incorporated into this strategy.

We acknowledge that:

- Te Ātiawa Taranaki Whānui are the mana whenua of the Parliament precinct land
- Iwi Māori are tangata whenua of each of our places of work
- Te Tiriti o Waitangi/Treaty of Waitangi was signed between tangata whenua and the Crown, and
- the Māori text is preferable, but we acknowledge the English text and work with both.



NGĀ ARONGA NUI

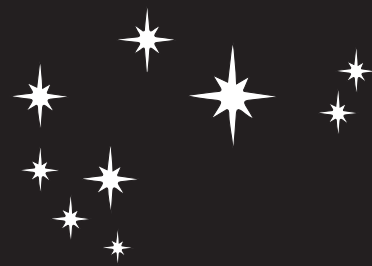
TAONGA

Ngā tāngata, ngā wāhi, ngā whakahoanga: he taonga katoa. I roto i ngā mahi i aua aronga, ka mau tonu tēnei whakaaro, arā me tiaki, me whakanui, me whakawana ō tātou taonga. Mā reira tātou e āhei ai ki te whakatutuki i ngā whāinga o te rautaki nei, me te awhireinga anō i te ao Māori hei huarahi mō ngā rangapū pāremata.

OUR FOCUS AREAS

TAONGA

Our people, our places, and our relationships are all taonga. We will treat our three focus areas with this in mind recognising that our taonga need to be protected, celebrated, and enhanced. This will enable us to achieve the goals of this strategy and embrace a te ao Māori way of being for the parliamentary agencies.



MATARIKI: Ō TĀTOU TĀNGATA

Matariki hunga nui: Matariki, e huihui ai te iwi

Ka tautoko tātou i ō tātou tāngata e haere nei i te ao Māori

E mārama ana ki ō tātou tāngata te whakahirahira o te ao Māori, me tāna awhireinga i a tātou katoa.

Ka waihangā tātou i tētahi ao e āhei ai (e tautokona ai) ngā kaimahi Māori ki te tū tangata, me te kore noa e tuohu. E tautokona ana a tauīwi² ki tōna ake taumata o te tikanga me te reo, tauira mai, tohunga mai, kia hāneanea ai, kia māia ai ki te kōkiri i runga i tēnei huarahi.

Ka wetekina ngā taupā, ka whakawāteatia ai ki ō tātou tāngata te wā me ngā rauemi kia pai ai te arotahi ki te kaupapa nei.

Ka takina te aroha

Ka kite ō tātou tāngata i tētahi wāhi mō rātou, ā, ka whakahīhi i te nōhanga mai a te ao Māori ki te tuakiri o ngā rangapū nei.

Ka mihi, ka whakanui ō tātou tāngata i te ao Māori huri noa i ō tātou wāhi mahi, tae atu ki

ngā huinga kaimahi me ngā huinga nunui mō te iwi Māori (ā, mō Aotearoa hoki).

Ko ō tātou tāngata ngā tino toa o te kaupapa nei.

Ka tautoko tātou i ō tātou kaiārahi

E hāneanea ana te noho a ngā kaiārahi ki te ao Māori, e mōhio ana ki te whakatauirā i te whanaketanga o ēnei āhuatanga, ki te tautoko hoki i ō rātou tira ki te whanake.

Ka māia ake ō tātou kaiārahi i runga i te māramatanga ki te ao Māori, ka mōhio ki te wāhi ki a rātou, ā, ka mōhio ki te ārahi, ki te whakawhanake hoki i ō rātou tāngata i roto i ēnei mahi.

Ka mārama te kitea o te ngākau titikaha ki te kaupapa nei ki ngā taumata katoa o ngā rangapū.

He take nui ngā āheinga me ngā ahunga o te ao Māori ki roto i ā mātou mahi kopou kaimahi.

² He kupu te tauīwi e kōrero ana mō ngā tāngata katoa i tae mai ki Aotearoa e hia rau tau i muri mai i ngā iwi Māori.

MATARIKI: OUR PEOPLE

Matariki hunga nui: Matariki, that brings people together

We support our people on their ao Māori journey

Our people understand the importance of te ao Māori and that it embraces them all in some way.

We create a place where our Māori staff are able (and supported) to be who they are without needing to compromise. And tauīwi² are supported at their level of tikanga and te reo, whether it's expert or novice, to feel comfortable and confident to take further steps on this journey.

We remove obstacles and we give our people the time and resources to enable them to focus on this kaupapa.

We instil a sense of belonging

Our people see a place for themselves and feel proud of how te ao Māori is part of who we are as agencies.

We acknowledge and celebrate te ao Māori around our workplaces, including staff events and key events that are significant for Māori (and therefore Aotearoa).

Our people will be our biggest champions of this kaupapa.

We support our kaiārahi

Our leaders are comfortable in te ao Māori and know how to lead by example and support their teams to develop in this space.

Our leaders will be more confident in their understanding of te ao Māori, know what's expected of them as kaiārahi, and know how they can best lead and develop their people in this space.

Our commitment to this kaupapa will be evident at all levels of leadership.

Te ao Māori competencies and approaches are key considerations in our recruitment practices.

² Tauīwi is a term that encapsulates all peoples that arrived in Aotearoa several centuries after the Māori people.

TE MATAU A MĀUI: Ō TĀTOU WĀHI

Te Matau a Māui, i whakamahia rā e ia hei waihanga i tētahi ao mō ōna uri, he ao e kīia nei e tātou ko te ūkaipō.

He mārama te kitea o Pāremata Aotearoa hei wāhi i Aotearoa

Ka whakaatu te Pāremata i tō tātou whakapapa, tō tātou tuakiri, me te piripono ki te ao Māori, ahakoa ko ō tātou whare, ko ngā hōngere tuku kōrero rānei.

Ka kite ngā uri Māori i a rātou, i tētahi wāhi hoki mō rātou ki te Pāremata.

Nō te Pāremata, me ngā rangapū e rua hoki, te hōnore i te tūranga hei kaitiaki o ngā whenua o Te Ātiawa Taranaki Whānui. Ko tā te kaitiaki he noho tahi, he piri tahi ki a Te Ātiawa Taranaki Whānui, me te mōhio anō ki ā tātou haepapa tikanga Māori.

Ō tātou wāhi puta noa i Aotearoa

Ka tautoko ngā Tari Rohe Pōti, ngā Tari ā-Hapori kia pai ai te whakatinana i te ao Māori i roto i ngā mahi, me ngā wāhi mahi.

Ka piri, ka tata tātou ki ngā iwi huri noa i te motu kia rongo ai rātou i te aroha, i te whakakanohitia ō rātou hoki ki te Pāremata, ā, e āhei ai ō tātou kaimahi ā-rohe ki te whiriwhiri i te taura here ki ngā iwi Māori ki ō rātou rohe.

Ka kawē ō tātou tāngata i te ao Māori i ā rātou tāroinga ā-Pāremata ki roto Aotearoa, ki te ao whānui hoki.

Te tūranga hei kaitiaki

Ka tiaki tātou i ngā kohinga taonga, ngā wāhi, ngā mauhanga, me ngā koha e ai ki te Tiriti o Waitangi, ā, ka arohia hoki he tūranga motuhake tēnei, me te haepapa hoki kia mahia tikatia te mahi nei.

Ko tātou ngā kaitiaki o ētahi taonga huhua, ka tiakina aua taonga e ai ki ngā tikanga e tika ana, me te mahi tahi anō ki ngā iwi me ngā hoa e tika ana.

Ka whakaū tātou i te whakaaturanga o te ao Māori a ā tātou hōngere tuku kōrero, rāroto mai, rāwaho mai.

TE MATAU A MĀUI: OUR PLACES

Te Matau a Māui, Māui's hook that he used to create a place for his people, a place we now call home.

Pāremata Aotearoa is easily identifiable as Aotearoa New Zealand

Parliament will reflect our heritage, identity, and commitment to ao Māori, whether this be in our buildings or communication channels.

Māori will see themselves and a place for them at Parliament.

Parliament, and our two agencies by default, are the privileged custodians of Te Ātiawa Taranaki Whānui whenua. As custodians, we will partner with Te Ātiawa Taranaki Whānui and be aware of our tikanga Māori responsibilities.

Our places throughout Aotearoa

Our Electorate and Community Offices will be supported to be able to reflect te ao Māori in their mahi and their places of work.

We will build relationships with iwi across the motu so that they will feel welcomed and represented at Parliament, and to ensure our local staff are able to have strong links with iwi Māori in their rohe.

Our people will take te ao Māori with them when they're journeying as Parliament both within Aotearoa and internationally.

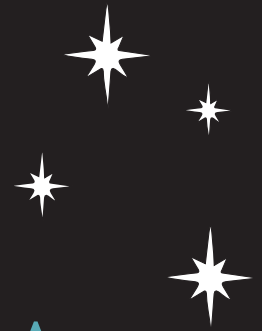
Our place as kaitiaki

We will take care of our collections, places, records, and gifts in accordance with Te Tiriti o Waitangi, recognising that we are in a unique position and have a responsibility to do this well.

As the custodian of many taonga, we will care for the taonga with the appropriate tikanga, working with iwi and relevant partners.

We will ensure that our internal and external communication channels demonstrate our commitment to te ao Māori.

MĀHUTONGA: Ō TĀTOU WHAKAHOANGA



He kaitiaki a Māhutonga, he kaitiaki o te ira tangata. Ka tū tonu ki te tonga o te rangi, ko Māhutonga tētahi tohu o te piringa ki te Moana Nui a Kiwa, ki ō tātou hoa kiritata, ā, ki a tātou anō.

Ka takea mai ō tātou whakahoanga i te nōhanga tahitanga

Ka mihia, ka whakanuia, ka whakautetia ō tātou whakahoanga katoa – ki ngā MP, ki ngā iwi, ki ētahi atu rangapū - ka takea katoatia mai i te nōhanga tahitanga.

E mōhio ana tātou ka kore tēnei e tutuki i tēnei kaupapa anake, ā, ka kimihia he huarahi hei mahi tahi, hei whakawhiti whakaaro hoki ki ētahi atu.

He pakari te taura here ki te mana whenua, ki ngā iwi katoa puta i Aotearoa, i runga i te mahi tahi.

Ka kauanuanutia, ka whakaponotia ngā mahi a te Pāremata

Ka whakapūmau tātou i te āheinga o te marea ki te uru ki ngā mahi a te Pāremata mā roto i te tatau Māori.

Ka tahuri mai ētahi atu rangapū o te rāngai tūmatanui ki ngā rangapū pāremata hei hoa kōtui, hei kaiārahi i roto i te ao Māori.

E titikaha ana te ngākau ki te tautoko i ngā tāngata o Aotearoa ki te tūhono mai ki te Pāremata. Mā te tauawhi i ngā tāngata katoa te Pāremata e whiwhi ai ki ngā painga o te urunga mai a te iti me te rahi.

Tō tātou wāhi i te Moana a Kiwa

Ka takina ngā kōrero mō tō tātou wāhi i te Moana a Kiwa, ā, ka hāngai ki ā tātou mahi.

Ka whakakikītia ngā taura e here nei i a tātou ki te Moana a Kiwa, ki ngā hapori Pasifika hoki mā te hāpai i te ao Māori me te āhua o āna mahi.

He pūmau tātou ki ngā whakahoanga o roto i te Moana a Kiwa, ā, ka whakawhānuitia, ka whakapakaritia.



MĀHUTONGA: OUR RELATIONSHIPS

Māhutonga is a kaitiaki, a guardian of the people. Perpetually in the southern night sky, Māhutonga is symbolic of our relationship with the south Pacific, our neighbours and each other.

Our relationships will be based on partnership

We acknowledge, value and respect all our relationships – whether with MPs, iwi, other agencies – these will be based on partnership.

We know that we cannot deliver this kaupapa alone and will find ways to collaborate, share ideas, and work with others.

Our relationships with mana whenua as well as all iwi across Aotearoa will be strong and collaborative.

The mahi of Parliament is valued and trusted

We will ensure that people can engage with the work of Parliament through an ao Māori lens.

Other public sector agencies will look to the parliamentary agencies as a partner and a leader in te ao Māori.

We are committed to enabling New Zealanders to connect with Parliament. By embracing more diversity, Parliament will in return benefit from more diverse engagement.

Our place in the Pacific

The stories of our place in the Pacific are shared and relevant to our mahi.

Our relationships in the Pacific and with Pasifika communities are strengthened by embracing an ao Māori way of doing things.

We are committed and build on our partnerships in the Pacific region.

NGĀ WHĀINGA A HE AO TAKITAKI – TAU 1

Matariki: ngā tāngata

- Ka whakaaturia tō mātou manawa rahi ki te ao Māori e ā mātou mahi kopou kaimahi, ngā whakamārama tūrangā mahi, me ngā whakaaro o te iwi
- Ka whai wāhi te whānau o te kaitono Māori ki te hātepe kimi kaimahi
- Ka pōhiritia ngā hoamahi hou ki ngā rangapū pāremata
- Tērā he rōpū kaitaki (kaitaki ao Māori) hei arataki i ngā mahi mā ngā kaimahi
- Ka tautokona ngā kaiārahi, ka whai wāhi ki ētahi āheinga ako hoki, ki te whakapiki i te mōhio me te māia kia pai ai te arataki i ngā 'haerenga i te ao Māori'
- Ka nui atu ngā āheinga, ōkawa mai, ōpaki mai, ki te haratau i te reo Māori (ki ngā taumata 'pia', 'tauira' hoki), ā, mā ngā kaitaki reo e arataki
- Ka whakaritea he akoranga tikanga mō ngā kaimahi e ngākaunui ana, pēnei me ngā waiata ā-rohe, ngā waiata i runga ipurangi, te takinga karakia, me te whai wāhi hoki ki ngā tātai kōrero tangata whenua
- Ka whai wāhi te ao Māori ki ngā takawaenga kōrero, me ngā mahi rongoā i te rarurau
- E hāneanea ake ana, e māia ake ana ō tātou tāngata ki te kōrero i te reo Māori ki te taumata e taea ana ki mua i te aroaro o ngā hoamahi
- Ka whai wāhi ngā kaimahi Māori ki tētahi kāhui e whai āheinga ai rātou
- Ka mihia, ka whakanuia ki ngā huinga ōkawa me ngā horopaki ōpaki ko ngā mahi a ō tātou tāngata hei tautoko, hei haere tahi i te ao Māori
- E marama ana ngā kaupapa taketake o te Tiriti o Waitangi me te hāngai o te Tiriti ki ā tātou mahi
- Ka tautokona ō tātou tāngata ki te whakapakari i te māramatanga ki ngā tikanga, ā, ka auau te takinga pepeha, te takinga karakia

Te Matau a Māui: ngā wāhi

- E tino kitea ana te ao Māori huri noa i ngā whenua Pāremata ki ngā mahi toi huhua, ki ngā tohu reo rua hoki

- Ka whakatauria ngā manuhiri ki te reo Māori me te reo Ingarihi
- Ka mihia, ka takina hoki ngā kōrero o te tangata whenua
- Ka arohia, ka whakanuia ngā hinonga ā-ahurea nui, hei tauira ko Matariki, ko te Rā o Waitangi, ko Te Wiki o te Reo Māori, me Te Matatini
- E arohia ana tā mātou whakatutuki i ngā hiahia o te Public Records Act hei tautuhi, hei whakawātea mai i ngā kōrero nunui ki te iwi Māori i raro i te Tiriti o Waitangi, me ētahi atu whakaaetanga whai mana

MĀHUTONGA: NGĀ WHAKAHOANGA

- He whānui atu te mōhiotia i roto i ngā hapori Māori o ngā uri Māori kei te Pāremata e mahi ana
- Ka whai wāhi ngā kaimahi o ngā Tari Rohe Pōti me ngā Tari Hapori ki te whakawhānui i te mōhiotanga, i te whakahoanga hoki ki ngā iwi o te rohe
- I roto i ā mātou mahere, ka mihia te nui o te wā e pau ana i ngā iwi ki te piri tahi, ki te kōrero tahi ki ā mātou
- Ka hora he akoranga tikanga, he akoranga reo Māori mō ngā huarahi e uru ai te marea ki ngā mahi Pāremata kia hāneanea ai ngā uri Māori, hei tauira te tāpae kōrero ki ngā komiti whiriwhiri take pāremata, te whakatakoto petihana, te whakapā i ngā MP
- Ka whakaihiihitia ngā tukunga kōrero me ngā hātepe kōrerorero mā te whiriwhiri tahi i te reo Māori me ngā tikanga Māori
- He pakari, he whaikoha te whakahoanga o ngā rangapū pāremata me te mana whenua, e takea ana i te whakaute me te mahi tahi
- E whakaarohia ana te rāngai pāremata hei whakaihuwaka hou o te ao Māori, ā, he pakari ō mātou whakahoanga huri noa i te rāngai tūmatanui e mahi ai tātou, e tautoko ai tātou i roto i ēnei mahi
- Ka hāpaitia tā tātou ahunga ao Māori ki ā mātou mahi i te Moana a Kiwa hei huarahi whakanui i ō tātou ahurea, hei huarahi whakamānawa i tō tātou wāhi, i tō tātou hītori i te Moana a Kiwa
- Ka whakaritea he Tākai Here i waenga i ō tātou rangapū me Te Ātiawa Taranaki Whānui

HE AO TAKITAKI GOALS – YEAR 1

MATARIKI: OUR PEOPLE

- Our recruitment practices, position descriptions, and people's expectations reflect our commitment to te ao Māori
- We offer Māori candidates the opportunity to include whānau during the recruitment process
- New colleagues are welcomed to the parliamentary agencies through pōwhiri
- We have a cohort of kaitaki (te ao Māori leaders) who guide efforts for staff
- Leaders have the support and development opportunities to improve knowledge and confidence to lead 'walking in te ao Māori'
- There are increased opportunities for formal and informal practice of te reo Māori (at 'beginner' and 'intermediate' level), led by our in-house kaitaki reo
- Tikanga opportunities are made available for interested staff, including local and online waiata, wider use of karakia and access to tangata whenua storytelling
- Mediation and restorative practices are inclusive of te ao Māori
- Our people are more comfortable and confident to speak their level of te reo Māori in front of all peers
- Māori staff have access to a network group that provides opportunities for them
- Our people's efforts to embrace and walk in te ao Māori are acknowledged and celebrated formally and informally
- Our people have a foundational understanding of te Tiriti o Waitangi and the relevance of te Tiriti to our mahi
- Our people will be supported to develop their tikanga understanding and will regularly use pepeha and karakia

TE MATAU A MĀUI: OUR PLACES

- Māori culture is more prominent throughout the precinct through dispersed artwork and visible bi-lingual signage
- Manuhiri (visitors) are welcomed with te reo Māori and English

- We acknowledge and tell the story of tangata whenua
- We acknowledge and celebrate significant cultural events, for example Matariki, Waitangi Day, Te Wiki o te Reo Māori, and Te Matatini
- We are recognised for meeting Public Records Act requirements to identify and make available information of importance to Māori under te Tiriti o Waitangi and other acknowledged agreements

MĀHUTONGA: OUR RELATIONSHIPS

- There is increased awareness amongst Māori communities of Māori working in Parliament
- Electorate and Community Office staff have the opportunity to build increased knowledge and connections with local iwi
- We acknowledge, in our planning, the time commitment from iwi to partner and engage with us
- Tikanga and te reo Māori support is offered in the ways people can participate with Parliament to ensure Māori are comfortable e.g. making submissions to a select committees, lodging a petition, contacting an MP
- Channels of communication and engagement processes are enhanced by integrating te reo Māori and tikanga
- The parliamentary agencies have a strong reciprocal partnership with mana whenua built on respect and collaboration
- The parliamentary sector is seen as an emerging leader in our ao Māori approach and have strong relationships across the public sector who we work with and support in this mahi
- Our ao Māori approach is showcased in our work with the Pacific as a means of celebrating our cultures and recognising our place and history in the Pacific
- A Tākai Here (memorandum of partnership) is established between our agencies and Te Ātiawa Taranaki Whānui

NGĀ WHĀINGA A HE AO TAKITAKI – MŌ TE TAU 2025

MATARIKI: NGĀ TĀNGATA

- E whakaarohia ana tātou he kaitukumahi papai e āta kōwhiria ana e ngā uri Māori e kimi mahi ana ki ngā wāhi manaaki, ki ngā wāhi tikanga-rau
- Ka pōhiritia, ka whakatauria rānei ngā kaimahi hou ki ō rātou tira ka tīmata ana i tō tātou taha
- Ka arohia ngā tikanga Māori e ā tātou mahi kopou kaimahi
- He kāhui kaitaki tō tātou, huri noa i te rāngai, e hāpai ana, e whakatairanga ana, e whakatinana ana i te ao Māori
- E akiakina whānuitia ana, e whakamahia whānuitia ana te reo Māori i roto i ā tātou mahi o ia rā
- Ka aro i ā tātou e takea mai ana te ahurea Māori i tētahi tirohanga whānui o te oranga katoa tokitoki, o te ao katoa tokitoki, ā, me rerekē pea ā tātou mahi i ētahi wā kia mau ai ngā ariā nei kia ū, pēnei me te kawae ake i tō katoa ki ngā hui, tinana mai, hinengaro mai, wairua mai
- Ka whai wāhi ō tātou tāngata ki ētahi wānanga ao Māori hōhonu ake
- Ka tautokona ngā akoranga tikanga e ngā huinga me ngā mahi auau, hei tauira te kapahaka, ngā waiata, te whai wāhi ki ngā takinga kōrero a te tangata whenua, me ngā mahi toi
- Ka whanake tonu, ka tupu tonu te māramatanga a ō tātou tāngata ki te Tiriti o Waitangi, me te pānga o te Tiriti ki ā tātou mahi³, ki tua noa o te taumata hakahaka
- Ka tahuri ngā ratonga whakamāori i te whakamāoritanga ki te arotakenga o ā ngā tira ake whakamāoritanga
- E māia ana ō tātou tāngata kia whai tūranga ai ki ngā pōhiri me ngā whakatau
- Ka whai wāhi ngā kaimahi ki te toro i tētahi marae / moe ki tētahi marae o te rohe i ngā marama tekau mā rua tuatahi ki te Tari, te Ratonga rānei

TE MATAU A MĀUI: NGĀ WĀHI

- Ko ō tātou wāhi ko Aotearoa, Aotearoa ake nei ki tā te tangata e kite ai, e rongō ai
- E tino kitea ana te ao Māori huri noa i ngā wāhi mahi katoa, ā, kāore e whakatapua mō ētahi taiwhanga motuhake noa iho (arā he mahi toi, te reo Māori, ngā waiata me ngā tohu)
- E whāngaihia ana ā tātou mahi o ia rā, ā tātou kōrerorero hoki ki ngā tikanga me ngā tātai kōrero
- He wā tōna e mihia ai ngā manuhiri ki te reo ōpaki;

he wā tōna e pōhiritia ai, e whakatauria ai rānei

- Ka arohia, ka whakanuia hoki e tātou ngā hinonga hitori whakahirahira o Aotearoa, ka āta ākona ngā tātai kōrero o tēnā, o tēnā, ā, ka whai pānga ēnei āhuatanga ki ā tātou mahi
- Ka hāpaitia ngā takinga pakiwaitara, ka ākona ngā tātai kōrero Māori me te whakapapa o ngā iwi kia mārama ai tō tātou horopaki
- E reo rua haere ana, e ahurea rua haere ana ngā tukunga kōrero rāroto, rāwaho hoki
- E whiriwhiria tahitia ana te ao Māori me ngā mahi tautoko i ngā kaimahi (pēnei me EAP), tae atu ki ngā kaitautoko Māori, me te huarahi Māori nei ki te ora, ki te hauora hoki
- Ka kitea e te arotake rāwaho te āheinga o ngā rangapū e rua ki te tautuhi, ki te manaaki hoki i ngā kōrero whakahirahira ki te iwi Māori, tae rawa atu ki te taumata “whakahaerenga”

MĀHUTONGA: NGĀ WHAKAHOANGA

- Ka piri tātou me ngā iwi, ka kimi ai, ka tuku ai hoki i te tautoko, i te āwhina - ka poua tēnei ki ā tātou mahere, ā, ka arohia hoki ko ētahi momo huihuinga huhua, hei tauira kia whai wā i mua, i muri hoki i ngā hui
- Ka āta kimi mātou i ngā āheinga kia tūturu te hoahoa tahi me ō tātou hoa iwi i ā tātou mahi, me te noho hoki ki te ako, ki te uru, ki te whakaū hoki i tētahi ahunga ao Māori
- Ka tautokona ngā kaimahi o ngā Tari Rohe Pōti me ngā Tari ā-Hapori ki ngā pūkenga e tika ana, me ngā rōpū tautoko hoki kia whaitake ai te mahi tahi ki ngā hapori Māori, ki ngā iwi o te rohe hoki
- He kaha atu tā te Māori uru ki ngā mahi a te Pāremata, he matareka, he āhuareka, he hiahia hoki nō te Pāremata (me ōna māngai katoa hei tauira ko ngā Tari Rohe Pōti me ngā Tari ā-Hapori) ki te whakarongo pīkari
- Tērā ia ngā āheinga kia noho tauira mai ngā uri Māori ki te Pāremata mā roto i ngā whakahoanga ki ngā wānanga, ngā whare wānanga me ngā iwi, ā, me ngā āheinga kia tū ngā kaimahi pāremata ki ētahi tūranga popoto kia whānui atu ai ō tātou mōhiotanga ki te ao Māori
- E whakaarohia ana te rāngai pāremata hei whakaihuwaka o te ao Māori puta noa i te rāngai tūmatanui; ka piri, ka tata ki ngā tari kāwanatanga kia whānui atu ai te raukaha, te āheinga hoki puta noa i te rāngai tūmatanui

³ <https://thewallwalk.co.nz>

HE AO TAKITAKI GOALS – BY 2025

MATARIKI: OUR PEOPLE

- We are recognised as being an employer of choice for Māori people looking to work in welcoming multi-cultural environments
- New employees are welcomed into their teams with a pōwhiri or whakatau when they start with us
- Our recruitment practices acknowledge tikanga Māori
- We have a sector-wide network of kaitaki promoting, championing, and enabling te ao Māori
- Te reo Māori is widely encouraged and practiced in our day-to-day interactions
- We acknowledge that Māori culture is based on a holistic view of life and the world, and that this may require us to work differently at times to embrace concepts, such as bringing your whole self to hui
- Our people have access to more intensive ao Māori support and development opportunities
- Tikanga learning is supported by regular events and activities such as kapa haka, waiata, access to tangata whenua - led storytelling, and arts and crafts
- Our people's understanding of te Tiriti o Waitangi and the relevance of te Tiriti to our mahi³ continues to develop and evolve beyond the introductory level
- Translation services extend from translation to peer reviewing teams' own te reo Māori translation
- Our people are confident to take more active roles in mihi whakatau and pōwhiri
- Staff have the opportunity to visit a local marae / have an overnight stay within their first twelve months with the Office or Service
- We acknowledge and celebrate significant Aotearoa NZ historical events, actively learning the historical significance of each event, and this influences our mahi
- We showcase storytelling, learning Māori narratives and iwi identities to understand our context
- Our internal and external communications are increasingly bilingual and bicultural
- Our employee support (such as EAP) is increasingly inclusive of te ao Māori including Māori counsellors, and a te ao Māori approach to health and wellbeing
- The external audit acknowledges both agencies ably identify and manage information of importance to Māori up to the "managing" level

MĀHUTONGA: OUR RELATIONSHIPS

- We partner with iwi, seeking and providing support and guidance – this is embedded into our planning, and includes acknowledging different forms of consultation e.g. sufficient time before and after hui
- We actively seek opportunities to genuinely co-design our mahi with our iwi partners, taking the time to learn and participate, adopting an ao Māori approach
- Our Electorate and Community Office staff are enabled with relevant skills and support networks to work effectively with Māori communities and their local iwi
- Māori engage more with Parliament because Parliament (and all its representatives such as Electorate and Community Office's) are seen as approachable, welcoming, and willing to listen
- Through partnerships with wānanga, universities, and iwi there are opportunities for Māori internships to Parliament, and, in turn, opportunities for parliamentary staff to be seconded into roles that will add to our ao Māori competencies
- The parliamentary sector is seen as a leader of te ao Māori across the public sector; we work closely with government agencies to build capacity and capability across the public sector

TE MATAU A MĀUI: OUR PLACES

- Our places are quintessentially, unmistakably Aotearoa New Zealand in appearance and feel
- Our Māori culture is prominent, visible and embraced throughout all of our workplaces and not reserved only for special rooms (through artwork, te reo Māori, song and signage)
- Our everyday actions and interactions are more informed by tikanga and storytelling
- We welcome our manuhiri with conversational te reo Māori, and with pōwhiri and mihi whakatau when appropriate

³ <https://thewallwalk.co.nz>



KARAKIA

Mānawa maiea ngā ariki i te rangi
Mānawa maiea he ao takitaki
Ka takina atu te ara matua o ngā whetū
Ka takina atu te ara o ēnei tauira i te ao mārama
Hui nuku, hui rangi, hui e
Taiki e

We acknowledge the celestial entities
We acknowledge our guiding stars
The coursing of the stars is invoked
Inspiring the path we follow through our world
In this endeavour, heaven and earth come together
Let it be