

Māori Crown Relations Capability Framework for the Public Service

Why Māori Crown Relations Capability is important

1. Building capability to better support the Māori Crown relationship has been identified by Māori, the government and the public service as a critical area of development for the public service. There are many reasons why this is important and different reasons are likely to resonate for different people. Some of the reasons are to:

Contribute to our society

- 1.1. enable New Zealanders to recognise the place of Māori, as tangata whenua, in New Zealand and to support New Zealand's national identity;
- 1.2. acknowledge the significant contributions of Māori to New Zealand and to New Zealand's national identity;
- 1.3. support New Zealanders outside the public service to better understand the Treaty relationship;

Be a good partner

- 1.4. support the Crown to uphold its commitments and obligations under the Treaty of Waitangi;
- 1.5. enable Māori to exercise rangatiratanga (the right to control decisions in relation to lands and taonga);
- 1.6. enable the potential of the post-settlement relationship to be realised as Māori and the Crown move from a focus on grievances to a focus on the future;
- 1.7. ensure the Crown upholds its commitments entered into through Treaty settlements;
- 1.8. avoid misunderstandings, time delays and costly and uncertain litigation;

Address inequality, promote development

- 1.9. ensure racial equity and address structural discrimination across the public service;
- 1.10. ensure government services that don't work well for Māori, are transformed and work for Māori;
- 1.11. support improved outcomes for Māori, particularly people and whānau with low levels of wellbeing;
- 1.12. enable Māori to realise economic development and other opportunities, and enable Māori and New Zealand to realise the benefits of Māori Crown partnerships;
- 1.13. support New Zealand's future prosperity and environmental and economic wellbeing;

Be a better, more inclusive public service

- 1.14. make the public service more accessible and responsive to Māori;
- 1.15. enable the public service to take "new" approaches to complex issues;
- 1.16. enable public servants to meaningfully engage with Māori and improve the quality of government decision making;



- 1.17. enable the public service to recognise the skills and knowledge Māori public servants bring, and the importance of better supporting Māori public servants;
- 1.18. support the growth of Māori public servants in leadership positions; and
- 1.19. support proposed reforms to the State Sector Act.

Overview of the Māori Crown Relations Capability Framework

2. The Māori Crown Relations Capability Framework aims to support a significant culture change across the public service to:
 - 2.1. position the public service to support the Māori Crown relationship;
 - 2.2. enable government to consistently meet its obligations under the Treaty of Waitangi; and
 - 2.3. achieve a uniquely New Zealand public service that is able to best serve all New Zealanders.
3. In August and September 2018, the Office for Māori Crown Relations: Te Arawhiti, undertook an initial scan of public service needs. Through this, public service human resource staff requested a more coordinated approach to building capability, to prevent each agency from having to reinvent the wheel. The Māori Crown Relations Capability Framework is intended to provide a basis for a more coordinated approach. The Framework is made up of:
 - 3.1. an Individual Capability Component (ICC), which details three capability levels across 11 competency areas, with the following as 6 key focus areas:
 - 3.1.1. Understanding racial equity and institutional racism
 - 3.1.2. New Zealand history and the Treaty of Waitangi
 - 3.1.3. Worldview knowledge
 - 3.1.4. Tikanga/kawa
 - 3.1.5. Te reo Māori
 - 3.1.6. Engagement with Māori
 - 3.2. an Organisational Capability Component (OCC), which details three maturity levels across 6 areas; and
 - 3.3. a survey to enable agencies to assess current staff confidence levels and identify training and development priorities.
4. It is important to note at the outset that building Māori Crown relations capability does not replace the need for engagement and partnership with Māori. The public service will always need to engage with Māori to understand Māori perspectives.

Evaluation

5. Te Arawhiti will be developing an evaluation framework to assess the impact of the ICC, OCC and associated initiatives on staff and organisational capability, on decision making and on broader outcomes. These will contribute to broader reporting on the health of the Māori Crown relationship.
6. Te Arawhiti, Te Puni Kōkiri and the State Services Commission may also draw on this Framework in evaluation and system performance work.



Māori Crown Relations Capability Framework for the Public Service - Bibliography

Te Tiriti o Waitangi & New Zealand history

Cabinet Office Circular - CO (19) 5: Te Tiriti o Waitangi/ Treaty of Waitangi Guidance

Department of Social Welfare Report, (1988). *Puao-Te-Ata-Tu: The Report of the Ministerial Committee on a Māori perspective for the Department of Social Welfare*. Wellington, ISBN: 0-477-07276-3. Accessible at: <https://anzasw.nz/wp-content/uploads/Puao-te-ata-tu-1988.pdf>

Eddie T. Durie, (1991). *The Treaty in Māori history*. In: Renwick, W. (ed.) *Sovereignty & indigenous rights: The Treaty of Waitangi in international contexts*. Wellington, Victoria University Press.

Janine Hayward, (2012) *Principles of the Treaty of Waitangi – ngā mātāpono o te tiriti*, Te Ara. Accessible at: <https://teara.govt.nz/en/principles-of-the-treaty-of-waitangi-nga-matapono-o-te-tiriti>

Ani Mikaere, (2011). *Colonising Myths – Māori Realities: He Rukuruku Whakaaro*. Huia

New Zealand History – Nga korero a ipurangi o Aotearoa, *Treaty of Waitangi*. Accessible at: <https://nzhistory.govt.nz/politics/treaty-of-waitangi>

Vincent O'Malley, (2019) *The New Zealand Wars – Ngā korero a ipurangi o Aotearoa*, Bridget Williams Books.

Claudia Orange, (2013) *The Story of a Treaty*, Bridget Williams Books.

Elizabeth Stanley, (2016) *The Road to Hell: State Violence against Children in Postwar New Zealand*, Auckland University Press.

Te Ara — *The Encyclopedia of New Zealand*. Accessible at <https://teara.govt.nz>

The New Zealand Wars Collection. Accessible at: <https://www.rnz.co.nz/nzwars>

Waitangi Tribunal Reports. Accessible at: <https://waitangitribunal.govt.nz/>

Waitangi Tribunal Report, *Wai 262, (2011). Ko Aotearoa Tēnei*.

Kim Workman, (2017). *Unconditional rather than reciprocal: The Treaty and the State Sector*. In: Bell, R., Kawharu, M., Taylor, K. & Belgrave, M. (eds.) *The Treaty on the ground: where we are headed, and why it matters*. Auckland, New Zealand, Massey University Press.

Te Ao Māori, Tikanga Māori and Te Reo Māori

Lyn Carter, Suzanne Duncan, Gianna Leoni, Lachy Paterson, Matiu Tai Ratima, Michael Reilly and Poia Rewi (eds), (2018). *Te Koparapara: An Introduction to the Māori World*.

Mason Durie, (1994). *Whaiora: Māori health development*. Oxford University Press, ISBN: 0195583167. Brief overview accessible at: <https://www.royalsociety.org.nz/150th-anniversary/tetakarangi/whaiora-Māori-health-development-mason-durie-1994/>



Mason Durie, (1988). *Te Mana Te Kawanatanga: The Politics of Māori Self-Determination*. Oxford University Press, Auckland. Brief overview accessible at: <https://www.royalsociety.org.nz/150th-anniversary/tetakarangi/te-mana-te-kawanatanga-the-politics-of-Māori-self-determinationmason-durie-1998/>

Carwyn Jones, (2016). *New Treaty, New Tradition: Reconciling New Zealand and Māori Law*. University of British Columbia Press, Toronto. Brief overview accessible at: <https://www.royalsociety.org.nz/150th-anniversary/tetakarangi/new-treaty-new-tradition-reconciling-new-zealand-and-Māori-lawcarwyn-jones-2016/>

Maihi Karauna, (2018). *The Crown's Strategy for Māori Language Revitalisation 2018–2023*. Accessible at: <https://www.tpk.govt.nz/docs/tpk-maihi-karauna-en-2018.pdf>

Ministry of Justice, (2001). *He Hīnātore ki te Ao Māori: A Glimpse into the Māori World – Māori Perspectives on Justice*. Wellington, Ministry of Justice. Accessible at: <https://www.justice.govt.nz/assets/Documents/Publications/he-hinatora-ki-te-ao-maori.pdf>

Moana Jackson, (2010). *Constitutional transformation*. In: Mulholland, M. & Tawhai, V.M. H. (eds.) *Weeping waters: The Treaty of Waitangi and constitutional change*. Wellington, N.Z, Huia Publishers.

Hirini Moko Mead, (2013). *Tikanga Māori: Living by Māori Values*. Wellington, Huia.

Hirini Moko Mead, (2001). *Ngā Pēpeha a ngā Tipuna: The Sayings of the Ancestors*. Wellington, Victoria University Press. Brief overview accessible at: <https://www.royalsociety.org.nz/150th-anniversary/tetakarangi/nga-pepeha-a-nga-tupuna-the-sayings-of-the-ancestorssidney-m-mead-2001/>

United Nations, (2007). *Declaration on the Rights of Indigenous Peoples*. Accessible at https://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf

Joseph Williams, (2013). *Lex Aotearoa: An Heroic Attempt to Map the Māori Dimension in Modern New Zealand Law*, Waikato Law Review 1. Accessible at <http://www.nzlii.org/nz/journals/WkoLawRw/2013/2.html>

Te Ao Pākehā

Land of the Long White Cloud (Director Kathleen Winter, 2019), Accessible at <https://www.rnz.co.nz/programmes/land-of-the-long-white-cloud>

Michael King, (1999). *Being Pakeha Now: Reflections & recollections of a white native*. Accessible at: Penguin Books, ISBN: 0340387750.

Jen Margaret, (2018). *State of the Pākehā Nation*. Network Waitangi Whangarei. Accessible at: <http://www.scoop.co.nz/stories/HL1802/S00010/state-of-the-pakeha-nation-jen-margaret.htm>

Data and Evidence

Statistics New Zealand,(2002) *Towards a Māori Statistics Framework: A Discussion Document*, accessible at: http://archive.stats.govt.nz/browse_for_stats/people_and_communities/Māori/towards-a-Māori-stats-framework.aspx

Te Mana Raraunga, (2018). *Principles of Māori Data Sovereignty*. Accessible at: <https://cdn.auckland.ac.nz/assets/psych/about/our-research/documents>



Institutional racism and racial equity

Dr Jessica Hutchings, Dr Helen Potter, Katrina Taupo (eds). *Ako, New Zealand Council for Education & Te Wahanga, (2011) 'Ke Tua o Te Pae'*. Ke Tua o Te Pae Hui, Pipitea Marae, Wellington. Accessible at: https://www.nzcer.org.nz/system/files/Hui_Proceedings_v3_Web_1.pdf

Anton Blank, Dr Carla Houkamau and Dr Hautahi Kingi, *Unconscious bias and Education: A comparative study of Māori and African American students*. Accessible at http://oranui.co.nz/images/oranui_reports/unconscious-bias-and-education.pdf

Robert and Joanna Consedine, (2012). *Healing our History*. Accessible at: Penguin Books, ISBN: 9780143567691.

Elana Curtis et al. (2019). *Why cultural safety rather than cultural competency is required to achieve health equity: a literature review and recommended definition*. Accessible at <https://equityhealth.biomedcentral.com/articles/10.1186/s12939-019-1082-3>

Robin DiAngelo, (2018). *White Fragility: Why It's So Hard for White People to Talk about Racism*. Dreamscape Media, United States.

Paulo Freire, (1970). *Pedagogy of the Oppressed*. New York: Continuum. Accessible at: https://selforganizedseminar.files.wordpress.com/2011/08/freire_pedagogy_oppressed1.pdf

Max Harris, (2018). *Racism and White defensiveness in Aotearoa: A Pākehā Perspective*. Accessible at: <https://e-tangata.co.nz/comment-and-analysis/racism-and-white-defensiveness-in-aotearoa-a-pakeha-perspective/>

Ricci Harris, James Stanley, Donna Cormack, (2018). *Racism and health in New Zealand: Prevalence over time and associations between recent experience of racism and health and wellbeing measures using national survey data*. Accessible at: <https://doi.org/10.1371/journal.pone.0196476>

Human Rights Commission, (2012). *A fair go for all? Rite tahi tatou katoa?: Addressing structural discrimination in public services*. Accessible at: https://www.hrc.co.nz/files/2914/2409/4608/HRC-Structural-Report_final_webV1.pdf

Camara Jones, (2002). *Confronting Institutionalized Racism, Phylon*. Accessible at: https://sph.umd.edu/sites/default/files/files/Jones-Confronting-Institutionalized-Racism_Phylon%202003.pdf

Moana Jackson, (2019). *The connection between white supremacy and colonisation*. Accessible at: <https://e-tangata.co.nz/comment-and-analysis/the-connection-between-white-supremacy/>

Peggy McIntosh, (1989). *White Privilege: Unpacking the Invisible Knapsack*". Accessible at: <https://nationalseedproject.org/Key-SEED-Texts/white-privilege-unpacking-the-invisible-knapsack> and <https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>

Bronwyn Morrison, (2009). *Identifying and Responding to Bias in the Criminal Justice System: A Review of International and New Zealand Research*. Ministry of Justice. Accessible at: <https://www.justice.govt.nz/assets/Documents/Publications/Identifying-and-responding-to-bias-in-the-criminal-justice-system.pdf>

Layla Saad, (2018). *Me and White Supremacy Workbook*.

The Māori Crown Relations Capability Framework for the Public Service does not create new legal obligations on Crown agencies or override existing statutory obligations or duties. The Framework should instead guide and support Crown agencies processes and decision-making. Agencies will consider their specific context and decide how to apply the Framework.

