

Welcome to

He Ao Takitaki

Bringing a Māori worldview to Parliament

with Melissa White He Ao Takitaki advisor and Relationship Manager









HE AO TAKITAKI

The stars that guide us

Te Ao Māori Strategy 2022-2025



Karakia

Karanga, karanga ki a Ranginui e tū nei
Karanga, karanga ki a Papa e takoto nei
Huakina atu rā te tatau o tēnei whare kōrero
Uhia te kōrero
Uhia te whakaaro
Uhia ki te ao mārama
E Rongo whakairihia ki runga
Hui e, taiki e

Call, summon universal space
Call and summon solid matter
Open the doors of the house of dialogue
Lay out the dialogue
Lay out the thought
Lay out to gain enlightenment
Rongo uplift these words
Gather...affirm!

Our te ao Māori strategy – why it's important

One of the shared goals we have across the Office of the Clerk and the Parliamentary Service – the parliament agencies - is to become a workplace where our people feel comfortable engaging with te reo Māori, tikanga Māori, and have a solid understanding of te Tiriti o Waitangi.

Together, Māori language, tikanga (protocols), perspectives and te Tiriti o Waitangi (Treaty of Waitangi) are te ao Māori.

Over the last 24 months the interest from staff in learning Māori language and also about te Tiriti o Waitangi (the Treaty of Waitangi) has been increasing. Our people have been telling us this is a priority for them in our engagement surveys.

Our shared strategy provides our two agencies with a common direction to support all our staff, in whatever their day to day role is and wherever they're located around Aotearoa.

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VISION

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

How did we get here?

- We established a cross-agency project team of volunteers, Pitomata, focussed on developing the strategy. Having a dedicated Project Manager was key given everyone else was doing this "on top of their day jobs".
- Pitomata approached government agencies to learn about their lessons in developing and implementing a te ao Māori strategy in their work place. We learnt from their mistakes **and** successes.
- We consulted staff via survey, hui (meetings), leader engagement and suggestion boxes to find out about what was already happening in their teams, and what they would like to see in this space.
- We partnered with Te Ātiawa Taranaki Whānui, who have mana whenua (historical and territorial rights) over the land where Parliament stands. While iwi across Aotearoa were not engaged, 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.



- Our people ngā tāngata
- Our places ngā wāhi
- Our relationships ngā whakahoanga
 Implementation plan for each of the three years
 Alongside strategy and each focus area



HE AO TAKITAKI GOALS – YEAR 1 MATARIKI: OUR PEOPLE

- We support our people on their ao Māori journey
- We instil a sense of belonging
- We support our kaiārahi





MATARIKI: Ō TĀTOU TĀNGATA OUR PEOPLE

Communities of learning – reo, waiata, karakia

Candidate and new starter experience

Mediation and restorative practice

Tikanga webinars

Role-specific reo Māori — pilot



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HE AO TAKITAKI GOALS - BY 2025



MATARIKI: OUR PEOPLE



- We are recognised as being an employer of choice for Māori people
- Our recruitment practices acknowledge tikanga Māori
- Our people's understanding of te Tiriti o Waitangi and the relevance of te Tiriti to our mahi
 continues to develop and evolve beyond the introductory level
- Staff have the opportunity to visit a local marae / have an overnight stay within their first twelve months with the Office or Service
- We have a sector-wide network of kaitaki promoting, championing, and enabling te ao Māori
- Our people are confident to take more active roles in mihi whakatau and pōwhiri
- Translation services extend from translation to peer reviewing teams' own te reo Māori translation
- New employees are welcomed into their teams with a powhiri or whakatau



TE MATAU A MĀUI: Ō TĀTOU WĀHI OUR PLACES

Te Pātaka Kōrero — Our House

Reo Māori job titles

Bilingual signage*

Redesign of public areas*





MĀHUTONGA: Ō TĀTOU WHAKAHOANGA OUR RELATIONSHIPS

Building iwi relationships

Maintaining sector relationships

Building sector relationships

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









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