

# Māori final word

This document is a summary of presentations, breakout rooms, and group discussion at the  
Critical Tiriti Analysis Community of Practice's Māori final word hui on 20 February 2023

## Mana

- Remember that all Māori have lived experience of being Māori and therefore all have something to contribute. Respect the mana of Māori. Recognise and value the contributions of Māori staff.
- Who decides who is "Māori enough"? Māori can decide by discussing with Māori colleagues to check if they are the right person for the kaupapa.
- Nurture emerging Māori leaders. How will confidence and capability develop without opportunities to demonstrate leadership in a CTA group?
- Context matters. What is the kaupapa? What is the organisation? How are your relationships with Māori staff, Māori organisations, and mana whenua?
- Do the groundwork by setting up systems and processes. What are your Māori leadership pathways? Do you have strong relationships with Māori staff, Māori organisations, and mana whenua? Is there a safe pathway for partnership to take place in a CTA group?

## Courage, respect and unity

- He aha te mea nui o te ao? He Tāngata, He Tāngata, He Tāngata. He ora te whakapiri, he mate te whakatakariri - There is strength in unity, defeat in anger. Anger is an important emotion, not necessarily a negative thing. Be prepared for mamae - a range of emotions can be felt.
- Mahia i runga i te rangimārie me te ngākau māhaki - With a peaceful mind and respectful heart, we will always get the results. Respect is always important. Doesn't mean agreement.
- Kaua e rangiruatia te hāpai o te hoe; e kore tō tātou waka e ū ki uta - Do not lift the paddle out of unison or our canoe will never reach the shore. Channel the wairua of your tūpuna – be bold and courageous.
- Be courageous - We know purpose - He Tāngata - that is what keeps us going. Takes courage to keep going, to challenge. How we go about it! Stay strong together – be courageous and challenge. Don't stand for second best. You are not alone - don't struggle by yourself! Make connections outside these wānanga. CTA is ongoing mahi not magic bullet. Pre-conditions for CTA – values, who to do CTA with?

## Values

- How many values do we talk about in our mahi?
- Could use the values in [Matike Mai](#): Tikanga; Community; Belonging; Place; Balance; Conciliation; Structure; Rangatahi Values – The wellbeing of Ranginui and Papatūānuku, Mana Motuhake, Traditional Knowledges, Kotahi Aroha, and Education, health and well-being.
- How do we use these values in our aspiration to bring about wellbeing to our whānau?
- Pūrākau of Kupe journey and what he used to navigate
- A number of resources are around us all the time – whetū (stars) – the values are our stars, our guide. Values provide us with a guide and flexibility.
- Outcomes versus outputs: Slow things down. Do things properly and hold values in mind. Little things done properly, and build on this. Kōrero is relevant at all levels – micro and macro.