



Understanding and Applying Te Tiriti o Waitangi Tailored sector specific workshop

Understanding and Applying Te Tiriti o Waitangi

An understanding of Te Tiriti o Waitangi (the Treaty) is critical to working effectively within the community, government and private sectors in Aotearoa. This workshop builds capability to uphold Te Tiriti. Through gaining an appreciation of the context, intentions and on-going significance of Te Tiriti, participants are enabled to recognise its applicability to their context. From this base, sector-specific impacts of colonisation and inequity are considered. Participants then are provided with an understanding of the key aspects of Te Tiriti implementation which informs the final and critical component of the workshop — the planning of organisational action to uphold Te Tiriti.

Part 1 – Te Tiriti understanding

A shared understanding of the context of Te Tiriti is critical to discussions of current Te Tiriti relevance and organisational application.

There are two options for this part of the workshop which differ in length and depth of detail provided. For either option, participants complete the learning at their own pace in the fortnight prior to Part 2.

Option 1: Understanding Te Tiriti (concise) – 2.5 hours self-paced learning

This workshop provides a succinct and engaging overview of:

- ❖ Pre-treaty relationships
- ❖ Te Tiriti context and content
- ❖ Colonisation and its impacts
- ❖ Current issues and action

It contains videos and reflective activities with short optional readings.

Option 2: Understanding Te Tiriti (in-depth) – 5 hours self-paced learning

This comprehensive workshop provides in-depth exploration of:

- ❖ Why have we got a treaty?
 - Origins and settlement
 - 1830s - hapū, Crown, Pākehā relationships
 - He Wakaputanga/Declaration of Independence
- ❖ What does Te Tiriti o Waitangi say?
 - Understanding the wording and its implications
- ❖ What happened post-signing?
 - Colonisation and its impacts
 - Māori responses
- ❖ Where we are at now?
 - Key events since 1975 - including Treaty settlements



The workshop includes videos, interactive and reflective activities, and a 25-page workbook.

Part 2: Applying Te Tiriti o Waitangi – 5 hour facilitated workshop (via Zoom)

Ehara ko te ia o te wai	<i>It is not the direction in which the current flows</i>
Ehara hoki ko te pupuhi o te hau	<i>Nor is it the direction in which the wind blows</i>
Engari ko te whakatika kē o ngā rā	<i>Rather it is the setting of the sails</i>
Ka tae ora te waka ki uta	<i>That enables a canoe to reach its destination</i>

This participatory workshop equips participants with knowledge and strategies to support applying Te Tiriti o Waitangi within their work. The foundational learning participants gained in Part 1 is contextualised through focusing on specific-sector issues and Te Tiriti application in the kāwanatanga context. Participants are empowered to identify collective and personal actions to give effect to their organisation’s responsibilities to uphold Te Tiriti.

Content: Delivery includes a mix of presentation, group work and facilitated discussion including:

- ❖ The imperative to act: Te Tiriti, colonisation and inequity
 - Kāwanatanga responsibilities
 - Colonisation and inequity in our organisation/sector
- ❖ Te Tiriti application
 - Elements of successful Te Tiriti application
 - Addressing Institutional racism and implicit bias
- ❖ Actions to uphold Te Tiriti
 - Te Tiriti as a framework for change
 - Identifying and planning collective action
 - Personal actions to support organisational change

Online delivery

Part 1: Understanding Te Tiriti – self-paced online workshop (2.5 or 5 hours)

- Participants have the flexibility to engage in the learning at their own pace.
- The content is divided into modules and delivered through a mix of videos and reflective activities with accompanying readings.
- Participants are provided with a login to access the workshop through Groundwork’s website.
- All participants must complete this part of the workshop before attending Part 2.

Part 2: Applying Te Tiriti – facilitated online workshop via Zoom 9am-2pm (5 hours)

- The workshop begins with an opportunity for people to reflect and ask questions about the Part 1 content.
- Participants join from individual devices (and preferably in individual spaces) so that they can fully participate in chat and breakout rooms.

Workshop provider: [Groundwork: Facilitating Change](#)’s skilled and knowledgeable facilitators enjoy working with organisations to support understanding and application of Te Tiriti o Waitangi. Groundwork’s clients include: Ministry of Education, Te Tūāpapa Kura Kāinga, MidCentral DHB, Health Quality and Safety Commission, Te Puni Kōkiri and StatsNZ.

Groundwork is led by Jen Margaret (Pākehā) who has been active in Treaty education for over 20 years. Jen is the author of *Working as allies: supporters of indigenous justice reflect* and *Ngā Rerenga o Te Tiriti: community organisations engaging with the Treaty of Waitangi*.

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