

Trade Aid Importers Te Tiriti o Waitangi Strategy 2023 – 2025

Te Tiriti o Waitangi Articles	Policy Practice	Āhau	Mātou	Tātou
<p>Article 1 – Kāwanatanga - Honourable Governance</p> <p><i>In practice this means:</i></p> <p>Organisations understand their position as Crown agents and affirm Māori as Tangata Whenua.</p> <p>They are governed honourably - decisions are made with those who are impacted the most by them.</p> <p>A shared decision-making process with whānau, hapū and iwi (partnership) is embedded.</p> <p>Communication is meaningful, ongoing, reciprocal and transparent.</p>	<p>Trade Aid affirm Māori as Tangata Whenua of Aotearoa.</p> <p>We will support staff and volunteers within our organisation by providing opportunities and training to develop their knowledge of Te Tiriti o Waitangi and Te Ao Māori.</p> <p>We will engage with Mana Whenua in the areas in which we operate. This will contribute to our understanding of their aspirations and our ability to tautoko (support) these.</p> <p>We will demonstrate honourable governance in our decision-making processes and practices with Tangata Whenua, our staff, volunteers, customers, suppliers, and trading partners.</p>	<p>As individuals we will strive to develop our competence and confidence to engage with Te Ao Māori and tikanga through practice and exposure.</p> <p>As individuals we will engage in a bi-cultural space.</p>	<p>As a workplace, we will provide opportunities for practice and exposure to Te Ao Māori and tikanga by including it into our practice and operations where appropriate, including:</p> <ul style="list-style-type: none"> • Waiata • Karakia • Welcome signage (in Te Reo Māori and Te Reo Pākehā) • Regular professional learning sessions at staff meetings or organised staff sessions. <p>As a workplace, we will provide Te Tiriti o Waitangi workshops every two years. All new staff will attend and those wanting to refresh their knowledge.</p>	<p>As an organisation we will share our bi-cultural journey with our supporters through our national website.</p> <p>As an organisation we will share our excitement and learnings with our community through our internal and external communications (kōrero, social media and internal forums).</p> <p>As an organisation we will attend Rūnaka o Kāi Tahu meetings to engage with the wider community. In lieu of these meetings being held we will seek other ways to engage with the wider Māori community.</p>
<p>Article 2 – Rangatiratanga - Agency</p> <p><i>In practice this means:</i></p> <p>Te Reo Māori, tikanga and kawa, appropriate to local context, is valued, practiced and celebrated.</p> <p>Māori are achieving success as Māori.</p> <p>Māori have agency, voice and choice, the power to act</p> <p>Māori diversity is recognised and valued and self-determination is enacted.</p>	<p>We will build cultural competency and ensure Māori values and practices are embedded within our organisation. Such as: Manaakitanga, Kaitiakitanga, Aroha, Whanaungatanga, Kotahitanga and Rangatiratanga.</p> <p>As an organisation we will observe local tikanga and kawa.</p> <p>We will recognise, value and honour Māori mahi toi (arts and crafts) and hanga (products) through forming trading relationships with Māori enterprises.</p> <p>We will ensure that Māori diversity is recognised and valued throughout our organisation.</p>	<p>As individuals we will seek to understand Māori values and embed them into our practice.</p> <p>As individuals we will celebrate other staff members’ cultures and demonstrate respect for all cultures.</p> <p>As individuals we will learn and use Te Reo Māori in our daily workplace conversations as often as possible – including answering the phone, in email communications and greeting customers.</p>	<p>As a workplace we will provide professional learning opportunities for staff to fully understand these Māori values, and role model where and how we expect these values to be demonstrated.</p> <p>We will hold a cultural pot luck dinner, to create opportunities to share learning about each other’s culture while sharing kai.</p> <p>As a workplace we will better understand what culture our staff identify with so that we can show respect for their culture. This could involve a staff survey, and a section in an induction or interview process.</p> <p>Leaders will attend and other staff will be encouraged to attend an education session at Tuahiwi marae to learn about local Māori history and settlement in Canterbury.</p> <p>We will research mahi toi and hanga from Mana Whenua groups or Māori artisans to develop and implement our indigenous trading model.</p>	<p>We will include Māori values in our internal and external communications (kōrero and social) to encourage and inspire others to recognise these values and place value on them.</p> <p>We will demonstrate Māori values such as Manaakitanga, Aroha and Whanaungatanga when we are interacting with guests, customers, our trading partners and the communities we serve.</p> <p>We will demonstrate Māori values when interacting with Māori artisans.</p>

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<p>Article 3 – Ōritetanga - Equity</p> <p><i>In practice this means:</i></p> <p>In the interest of all, Māori have the same rights and opportunities as non-Māori.</p> <p>Māori perspectives and opinions, and the voices of Māori are equitably represented.</p> <p>Barriers and inequalities are removed to ensure equitable representation and outcomes.</p>	<p>We will ensure Māori staff and volunteers have equal opportunities and participate actively within our organisation.</p> <p>We will ensure that Māori are equitable stakeholders and have opportunities to participate in all levels of our organisation.</p> <p>We will aim for equitable representation of Māori in governance and leadership teams within our organisation to ensure that Māori have a place at the table and contribute to decision making.</p> <p>Our physical environment will have equitable representation of things Māori and non-Māori including the use of te reo.</p> <p>As an organisation our policies and recruitment processes will be inclusive and responsive to Māori, and we will ensure that Māori have the opportunity to co-design this process.</p>	<p>As individuals we will take responsibility to be inclusive in practice and understand the value that diversity brings to a workplace while seeking opportunities to bring this strength to our work.</p>	<p>As a workplace we will be more aware of who is at the table and implement processes and practices to increase the diversity in our organisation.</p> <p>We will make our visual workplace environment more equitably represent our bi-cultural nature by:</p> <ul style="list-style-type: none"> Producing all signs in te reo Māori and te reo Pākehā. 	<p>As a workplace we will demonstrate equity in cultural values to those interested in working at Trade Aid through our recruitment, interviewing and induction processes.</p>
<p>Article 4 – the Spoken Promise</p> <p><i>In practice this means:</i></p> <p>The right to have cultural and religious freedom</p>	<p>We will ensure that our work environment and organisational culture are culturally appropriate and welcoming for Māori and that Māori have the opportunity to frame what this is to look like.</p>	<p>As individuals we will support each other to recognise and be considerate of the diverse cultural and religious beliefs of our staff and the communities we serve.</p>	<p>As a workplace we will seek to understand how well we are achieving our goals by surveying staff on how they feel we are doing.</p> <p>As a workplace we will seek to proactively gain thoughts from staff about culturally appropriate and welcoming behaviour across our workplace.</p>	<p>Our organisation will ensure we are all inclusive of the diverse cultures, spiritual and religious beliefs held by our staff and the clients we serve.</p>