

CULTURAL RESPONSIVENESS / TE TIRITI O WAITANGI

PURPOSE AND NATURE OF PROPOSED TRAINING

In our current work settings, we are either encouraged or required to have the requisite skills to enable us to respond to the needs and values of all those with whom we work.

Of course, there is a myriad of social and cultural values that we all face on a daily basis. These may demand no more of us than recognition and respect. However, in some settings there may be a need for us understand how to engage with our clients when there are differences in their cultural backgrounds and values.

This does not mean that individuals must have an in-depth knowledge about all cultural values and practices, but rather should have an awareness of how to approach new situations in a way that demonstrates a respect for the dignity of our clients.

In New Zealand, we are required to consider two main cultural relationships:

- the bi-cultural relationship founded in the Treaty of Waitangi – that is, the relationship between the Crown and the indigenous peoples of Aotearoa, and
- the multi-cultural relationship founded in Government legislation and policy – the relationship between the Crown and post-1840 immigrants

This series of seminars provides the avenue for staff to consider the principles around cultural recognition and working with differing, and sometimes competing, cultural values.

Seminar 01 – Personal Identity

Individuals would be guided to consider their personal / individual identity – what are the forces / influences that made them who they are today:

- What is their own heritage?
- What is their own family make-up?
- Were they born in New Zealand, or did they migrate to New Zealand later in life?
- How does this impact on their personal and family identity?

Seminar 02 – Te Tiriti o Waitangi

This seminar is an examination of the Treaty of Waitangi / Te Tiriti o Waitangi and what it means for us constitutionally, socially, culturally:

- What does the text of the Treaty say literally – English version / Maori version?
- How is the Treaty interpreted?
- What is the difference between rangatiratanga and kawanatanga?
- How is the Treaty incorporated into New Zealand law?

Seminar 03 – New Zealand Identity

This seminar includes a consideration of personal / individual identity, our personal / individual identity in the wider social context, and the development of a New Zealand cultural identity:

- What is the bi-cultural relationship founded in the Treaty?
- What is the basis of our multi-cultural relationships – and how is this reflected in the Treaty?
- What is the relationship between Treaty-based rights and human rights?
- How do we reconcile these when there is an apparent conflict?

Seminar 04 – Responsiveness in Practice

This seminar considers how we might recognise and incorporate the concepts and values raised during the above discussions into our day-to-day work:

- Is there a universality of cultural values?
- Using ‘tikanga Maori’ as a central focus, what are some of the matters we should take into consideration when working with clients / residents / patients?