

## Appendix Two: Māori Values Framework and Critical Shifts

### TE HIRA O TE TANGATA, TE ORA O TE WHĀNAU

*The dignity of the individual within the wider context of whānau*

### MĀORI VALUES

#### MANAAKITANGA

- People are treated with dignity
- Inclusionary actions and policies
- Fundamental respect for all people
- Support sufficient to meet needs
- Positive people-centred focus
- Recognising the mana that people hold

#### WHAKAWHANAUNGATANGA

- Engaging and maintaining relationships
- Recognising the interconnectedness of people and mutual wellbeing
- Supporting participation in society
- Collective responsibility
- Whānau-centred approach

#### TIAKITANGA

- Proactive way of providing care
- Accountability of the system and balance
- Guarding, nurturing, protecting by invigorating/whakaoho
- Accepting responsibility and obligations

### Tikanga to guide implementation

#### TIKA

Doing what is correct, right, and just

#### PONO

Ensuring transparency, truth, and honesty

#### AROHA

Acting with compassion and respect

*Doing the right thing with integrity and compassion*

### Critical shifts identified by Ngā Mātanga

- shifting the emphasis from individual welfare dependency to **enabling self-determination and autonomy**
- emphasising that **individual and family/whānau wellbeing** are important foundations for our 'common good' responsibilities as a society
- emphasising **policies, practices and outcomes that align with social wellbeing goals** as indicated by Treasury and which reflect a cohesive society
- enabling and supporting individuals and whānau by **supporting social capital development**
- shifting how the system defines and enacts '**equity**' provisions
- understanding that **Treaty of Waitangi provisions are a distinctive equity issue** and should not be subsumed or diminished as 'just another equity issue' amongst general equity concerns
- understanding more profoundly why particular cultural groupings suffer from persisting and disproportionate levels of social and economic inequity, to **produce more culturally 'fit for purpose' processes** and effective transforming outcomes
- shifting the emphasis away from individual meritocracy to also **emphasising social cohesion/wellbeing**.