

25 October 2018

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Tēnā koe Alanah

I refer to your request for information under the Official Information Act 1982 (OIA) of 26 September 2018 about te reo Māori capacity at the Ministry for Culture and Heritage (the Ministry). Please refer below for responses to your questions.

*Does your organisation have legal responsibilities under the Treaty of Waitangi?*

The Ministry has explicit obligations arising from the Treaty of Waitangi through the Waitangi Day Act 1976 and the Heritage New Zealand Pouhere Toanga Act 2014. Both these Acts are administered by the Ministry for Culture and Heritage. Copies of legislation are available at [www.legislation.govt.nz](http://www.legislation.govt.nz).

The Ministry, as part of the Crown, also recognises the general legal expectation to act consistently with the principles of the Treaty – through partnership, active protection, and redress. These obligations were clearly identified in the 1987 Court of Appeal decision in *New Zealand Māori Council v Attorney General* (the Lands case).

*Does your organisation have legal responsibilities to engage with te reo Māori in some way or another?*

The Ministry, like all Crown agencies, acknowledges the role played by Te Ture mō Te Reo Māori 2016/Māori Language Act 2016. Section 6 of that Act expresses a Crown “commitment to work in partnership with iwi and Māori to continue actively to protect and promote this taonga, the Māori language, for future generations.” Section 9 of the Act provides guidance to departments, though the legal status of the provision is limited by the statement that the “guidance does not confer on any person any legal right that is enforceable in a court of law.”

*Does your organisation have a duty (such as in its charter, or its empowering legislation) to reflect New Zealand’s cultural identity?*

New Zealand is a Party to the International Covenant on Economic, Social and Cultural Rights (ICESCR) which it ratified on 28 December 1978. The Ministry of Justice is responsible for administering the ICESCR. Article 3 of the ICESCR provides that State Parties to the Covenant (including New Zealand) undertake to ensure the equal rights of men and women to the enjoyment of all economic, social and cultural rights set forth in the Covenant. As a Crown agency the Ministry for Culture and Heritage recognises the ICESCR and endeavours to reflect New Zealand’s cultural identity in its policy, legislative development and decision making.

New Zealand is also a Party to the Convention on the Protection and Promotion of the Diversity of Cultural Expressions 2005. It ratified the Convention on 5 October 2007. The Convention recognises the rights of Parties to take measures to protect and promote the diversity of cultural expressions, and impose obligations at both domestic and international levels on Parties.

The Ministry provided an UNESCO Periodic Report in 2016 which discusses the achievements and challenges in implementing the Convention and the outlook for the future. This is a publicly available report which is provided online through the UNESCO website: <https://en.unesco.org/creativity/governance/periodic-reports/2016/new-zealand>. We have provided a PDF copy of this report in response to this OIA request. It outlines the cultural policies and measures the Ministry has implemented in recognition of the Convention and the protection and promotion of cultural expressions.

*Does your organisation have a formal policy, strategy, or commitment, relating to te reo Māori ability and proficiency for staff? (If so, can you please provide a copy of it)?*

Please find attached the Ministry's Te Arataki (iwi/Māori engagement) Strategy, which includes a focus area on capability building for staff.

The Ministry is also a lead agency in the working party for the development and implementation of the Maihi Karauna (Crown Māori Language Strategy). The current draft of the strategy includes the Public Sector as a priority group.

*Does your organisation have a policy on diversity and inclusion? (If so, can you please provide a copy of it)?*

The Ministry has included diversity and inclusion in both its simplified strategy (a copy of which is attached) and is including it in the People and Culture strategy which is currently being developed.

*How many staff in your organisation are recorded as being fluent in te reo Māori?*

The Ministry does not currently keep a record of those employees who are fluent in te reo Māori or their level of fluency. However, approximately 5 – 10 Ministry employees have a high fluency in te reo Māori.

The Ministry has particular projects that require te reo Māori fluency and recruits to meet this requirement.

*Has your organisation provided any te reo Māori lessons or education to staff in the past 12 months? (If so, how many staff has it provided those to, and what was the format of the lessons?)*

The Ministry has provided several opportunities for employees to improve knowledge of, and proficiency in, te reo Māori as detailed below:

**1. Te Reo Foundations course:**

- 19 October – 7 December 2017; 12 participants
- 2 October – 7 November 2018; 12 participants
- Format - 1 hour per week group sessions for the duration of the course, focused on the foundations of te reo Māori including pronunciation, greetings, business te reo, mihi/pepeha and cultural awareness.

**2. Te reo Māori lessons for staff through Te Rōpu Pou Ārahi (The Office of the Pou Ārahi) during the period 27 September 2017 to 26 September 2018:**

- The total number of staff who participated was 23.
- The lessons were delivered in one of two different formats:
  - a. One-on-one for 30 minutes, two to three lessons per staff member. These were mostly for members of the Ministry's Leadership team focused on leading hui appropriately, such as opening and closing hui, practicing tailored mihi for public events etc.
  - b. Two groups of approximately nine staff members each received 45 minutes of coaching fortnightly. These were mostly people who worked with and for iwi/Māori frequently, mihi/pepeha, counting, greetings, asking and responding to simple questions.

**3. Two workshops:**

- Nine people attended the half day Te Tiriti o Waitangi workshop in April 2018 organised through Te Rōpu Pou Ārahi (The Office of the Pou Ārahi). The theme was "What do the principles of the Treaty actually mean to me as an employee, and as a New Zealander". The workshop focussed on an introduction to the Treaty of Waitangi and what the Treaty means for employees work.
- All staff attended a full day workshop (Te Haerenga) at Pipitea Marae in May 2018. The overall objective was to further build our Māori knowledge and capability across the Ministry. Te Haerenga was an opportunity to better understand as a collective Te Arataki (our Māori strategy ) and make links to our newly established common purpose of "Promoting a confident and connected culture - He ngākau titikaha, he hononga tāngata".

*Does your organisation have any te reo Māori lessons or education scheduled to be provided to staff in upcoming 12 months? (If so, how many staff does it intend to provide those to?)*

A Te Reo Māori Foundations course is currently underway. A second Te Haerenga full day/all staff event is also planned. We will be assessing and organising future education following these lessons and the successful recruitment of additional employees to Te Rōpu Pou Ārahi.

*How many personnel does your organisation currently engage? (Please include full-time staff, part-time, employees, and volunteers)*

The Ministry currently employees approximately 130 staff.

*Does your organisation have any personnel who manage the relationships between your organisation and Māori communities? (If so, how many personnel are engaged for that purpose?)*

All of the Ministry's major initiatives and projects require iwi/Māori engagement. We currently have about 27 employees who work with iwi and Māori regularly in aspects of their day-to-day roles. We are currently recruiting for a further four employees who will also work with iwi/Māori. This number may fluctuate depending on the focus of the current projects.

Nāku noa, nā



Katie Hair

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