

Te Ao Māori Strategy for Parliamentary Agencies

BACKGROUND TO THE PROJECT

Parliamentary sector agencies, Parliamentary Service and Office of the Clerk, share a goal to "create a culturally competent workforce that supports New Zealand's Parliament to be world leading in the way it embeds Indigenous culture and language into its work".

The first step towards this goal was to develop an ao Māori strategy for the people working in Parliamentary Service and Office of the Clerk agencies.

"Developing an ao Māori Strategy for our agencies was a daunting task. We knew it was the right thing to do, and we wanted to do this for our people and Parliament, but we also weren't sure where/how to start, and our capability was only with a few (already stretched) people. Engaging Margo as the project management partner was a game changer for us. She set us on the right course and was passionate about this kaupapa, treating it with the care, respect and aroha that it warranted."

- Amy Brier, DCE, Sponsor for He Ao Takitaki

THE CASE

The Parliamentary Sector agencies were looking for a strategy development / project management partner who were as passionate about an ao Māori strategy for Parliamentary staff as they were.

Tregaskis Brown was engaged to assist the agencies to develop a strategy that spoke to what kaimahi (agency staff) wanted, as well as the needs of mana whenua, Te Ātiawa Taranaki Whānui.

Very early on the Tregaskis Brown / Parliamentary sector project team established that if they were tasked with delivering this important mahi, then 'walking the talk' of becoming comfortable with te ao Māori was going to be essential.

The team held many kōrero with staff, listening to their needs, wants and desires. The project team, recognising that other agencies have been before them, engaged with public sector agencies to learn from their experiences and form ongoing hononga (relationships) that will support greater knowledge and capability of te ao Māori across the public sector.

He Ao Takitaki, the stars that guide us, was formally launched to both agencies' staff in July 2022, with Te Ātiawa Taranaki Whānui and other public sector agency guests present.

THE OUTCOMES

He Ao Takitaki as the joint te ao Māori strategy has been well received by staff who are keen to contribute to the vision of an organisation where "our people are capable and confident walking with te ao Māori which in turn, will help Māori be comfortable walking with Parliament".

STAFF INVOLVED



Margo Ray
Principal Consultant