

Te Reo and Culture policy building.

Purpose

This policy is a formal expression that provides high level direction for how CTP will work to use Te Reo where appropriate and help assist in cultural identity of Maori being welcome in our environment.

Policy Statement and Guidelines

Understanding and respecting cultural diversity is crucial for businesses in Aotearoa New Zealand. Integrating Te Ao Māori—the Māori worldview—into workplace practices fosters an inclusive and dynamic environment. At CTP we will endeavour to follow this when appropriate.

We will achieve this by.

Providing the opportunity for staff to use Maori welcomes and phrases where appropriate.

Understanding Tikanga Māori

Tikanga Māori refers to the customs and traditional values guiding Māori behaviour. In the workplace, adhering to tikanga enhances relationships, creates a sense of belonging, and ensures Māori employees or learners feel respected. Key aspects include:

- Whanaungatanga (Relationships): Foster a sense of community by encouraging collaboration and open communication.
- Manaakitanga: Create a welcoming environment where everyone feels valued and supported.
- Kaitiakitanga (Guardianship): Implement sustainable practices and honour Māori traditions.
- Leveraging Māori Expertise

Engaging with Māori experts brings invaluable insights to the workplace. At CTP, we commit to speaking with Māori experts when required, for:

- Cultural Consultation: Ensuring projects align with Māori values.
- Language and Communication: Promoting the use of Te Reo Māori in communications where appropriate.

- Cultural Competency Training: Educating staff about Māori culture, values, and protocol is offered.

Building Cultural Competency

Cultural competency means understanding and integrating Māori culture into operations. Steps to build this include:

- Education and Training: Provide ongoing cultural competency training for employees.
- Policy Development: Incorporate Māori values into company policies if appropriate.

Integrating Te Reo Māori into workplace practices is about creating a respectful and inclusive environment. By embracing tikanga, leveraging Māori expertise, and building cultural competency, CTP can foster a workplace where everyone feels valued.

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