

Dietitians NZ Statement of Intent

Dietitians NZ acknowledges that ¹Te Tiriti o Waitangi was signed between ²Tangata Whenua and ³Tangata Tiriti. We are committed to the essence of Te Tiriti o Waitangi - a true partnership between Tangata Whenua and Tangata Tiriti which shares power equally, celebrates cultural difference and collectively improves health and wellbeing for all without prejudice.

This means that Dietitians NZ will:

- Implement a Te Tiriti o Waitangi Relationship governance model in partnership with Te Kahui Manukura o Kai Ora
- Develop and enhance our values and tikanga reflected in our Statement of Intent
- Be an ally to Te Kahui Manukura o Kai Ora.

The rationale underpinning the Dietitians NZ Statement of Intent follows on a separate page in addition to a glossary of terms.

¹ Te Tiriti o Waitangi Māori text as translated by Professor I H Kawharu, published in the Report for the Royal Commission on Social Policy, Wellington 1988

² Tangata Whenua: Generic term for Māori comprising those with Mana Whenua responsibilities (Māori who are tied culturally to an area by whakapapa and whose ancestors lived and died there) together with Taura Here (Māori resident in an area, but who belong to waka and Iwi from other parts of Aotearoa)

³ Tangata Tiriti: Generic term to describe people whose rights to live in Aotearoa derive from Te Tiriti o Waitangi and the arrangements that the Crown has established under the provisions of 'Ko te tuatoru' of Te Tiriti o Waitangi (Māori text)

Rationale underpinning the Dietitians NZ Statement of Intent

The Dietitians NZ Council reflected on their understanding of Te Tiriti o Waitangi in late 2019 and recognised that the association and all its processes and systems were monocultural, leading to a lack of opportunity, power sharing and support for Māori dietitians. Dietitians NZ had not been 'living' Te Tiriti o Waitangi and had been contributing to the inequitable outcomes that Tangata Whenua experience. As an outcome of these discussions, the Dietitians NZ Council is committed to implementing a Te Tiriti o Waitangi Relationship Governance Model. This model recognises the special place of Tangata Whenua in Aotearoa and the rights and responsibilities associated with that in the following ways:

- Firstly, it recognises that Te Tiriti O Waitangi was signed between two nations - Tangata Whenua and the Tangata Tiriti.
- Secondly, it recognises that Tangata Whenua have suffered grievances; these grievances are currently being addressed by the Treaty Settlement process.
- Finally, it recognises that Tangata Whenua have the right and the responsibility to manaaki all Tangata Tiriti who come to Aotearoa in a manner that expresses Tikanga Māori and acknowledges cultural worldview difference. The partnership between Tangata Tiriti and Tangata Whenua allows even power and for each group to retain their own identity and dignity.

Dietitians NZ understands that dietetic training, practice, and our organisational systems and processes have been developed and standardised in the dominant Te Tiriti cultural paradigm. Institutional racism and monocultural practices are a significant barrier to growing and supporting our Māori dietetic workforce and in turn reducing the enormous health inequities that exist. Dietitians NZ is committed to working in partnership with Te Kahui Manukura o Kai Ora to ensure our processes, actions and decision-making is informed and shaped by both Tangata Whenua and Tangata Tiriti worldviews.

One of the core elements of Te Tiriti o Waitangi based practice is Whanaungatanga. Over time, there has been a lack of opportunity, sharing and support for Māori dietitians and this has led to a fractured relationship with Te Kahui Manukura o Kai Ora. In June 2020 the Dietitians NZ Council, on behalf of the organisation, apologised to Te Kahui Manukura o Kai Ora for the mamae Māori dietitians have endured in the past. We are committed to honouring Te Tiriti o Waitangi; working with and being an ally to Te Kahui Manukura o Kai Ora and other relevant stakeholders to grow and develop the Māori dietetic workforce.

Being an ally to Te Kahui Manukura o Kai Ora means Dietitians NZ will:

- Work with Te Kahui Manukura o Kai Ora to build capability and capacity within the Māori dietetic workforce to lift the status of Māori dietitians and acknowledge their tino rangatiratanga.
- Support Te Kahui Manukura o Kai Ora to meet their goals, as defined by Te Kahui Manukura o Kai Ora.
- Encourage other organisations in the profession to also support Te Kahui Manukura o Kai Ora to meet their goals.

In addition, Dietitians NZ will support members to develop cultural awareness, take responsibility, and own their own privilege, address their own biases and prejudices. Dietitians NZ acknowledges that many members are part of the dominant culture in New Zealand and, as such, should recognise the advantages, opportunities, resources, and power that automatically comes with this. Dietitians NZ are committed to the normalised use of Te Reo Māori, increasing frequency of its use within our work.

Dietitians NZ will encourage its members to own their cultural development by learning about the challenges and inequities under-represented or marginalised groups face without expecting those people to provide the answers. Dietitians NZ will be an up stander, not a bystander, have the courage to speak up for what is right, will not tolerate racism and will promote a safe environment for Māori in our environments. Dietitians NZ acknowledge there will be mistakes in their journey and will resist defensive behaviour, listen to feedback, and receive comments as a gift.

Tangata Whenua worldview is multi-faceted and reflected in the values of the organisation. Examples of how this will be demonstrated in practice include:

- The use of karakia at the start and end of all Dietitians NZ meetings
- Waiata tautoko to acknowledge and support those who speak on our behalf
- Meet kanohi ki te kanohi where possible
- Interactions with external organisations will include both Tangata Whenua and Tangata Tiriti (when feasible) to ensure all work reflects two world views.

How Dietitians NZ operationalise and provide governance for the Statement of Intent sits outside the context of this document.

Glossary of terms

Kanohi ki te kanohi:	Face to face - in person
Karakia:	A karakia is performed to invite and acknowledge a Greater Being. It is an invitation to our Tupuna and our Atua to abide with us to provide guidance, inspiration and protection should we err in things Māori. A closing karakia is offered to give thanks for the guidance and protection received.
Mamae:	For the purposes of this document, it is the hurt felt by individuals who were aggrieved by certain behaviour of DNZ.
Manaaki:	The act of upholding mana by taking care of people by way of protecting, showing respect, serving and providing hospitable service to everyone.
Rōpū:	A group of people
Te Kahui Manukura o Kai Ora:	The Māori Dietitian's rōpū
Te Reo Māori:	An official language of Aotearoa, a taonga gifted to the Nation by Tangata Whenua and acknowledged by the Crown in 1987.
Tikanga:	Tikanga is about correctness. It is commonly based on experience and learning that has been handed down through generations. It is based on logic and common sense associated with a Māori world view. Tikanga can differ from whanau, hapu, Iwi and/or organisations. Tikanga incorporates all the mana enhancing values of manaakitanga, whanaungatanga, pono, aroha etc.
Tino rangatiratanga:	Tino Rangatiratanga in its true essence is in the Māori text of Te Tiriti o Waitangi. – <i>ki nga tangata katoa o Nu Tirani te tino rangatiratanga o o ratou wenua o ratou kainga me o ratou taonga katoa</i> – which means ultimate sovereignty over land, villages and all treasures.
Whanaungatanga	The key aspect of whanaungatanga is 'whanau' which is the connection bound by and to our tupuna/ancestor through whakapapa/genealogy. The act of whanaungatanga is a mechanism used to connect, to form relationships that replicates the connectivity through being a member of a whanau.