



Te Ketē o Kōtūi participants hosted by Ngāti Whakaue ki Tai Māketū Marae in 2025.
Photo: Gitty Yee/TuCAN



TE PAE TATA

OXFAM AOTEAROA TE TIRITI ACTION PLAN 2026-2027

OUR COMMITMENT

Oxfam Aotearoa is committed to upholding Te Tiriti o Waitangi.

Te Tiriti is an agreement to an enduring relationship between tangata whenua (the first peoples of Aotearoa) and tangata Tiriti (all others who have come here) to ensure peace and mutual benefit for all.

Te Tiriti created a power-sharing relationship between existing hapū (Māori nations) authority – the tino rangatiratanga sphere, and the sphere of authority hapū provided for the British Crown – the *kāwanatanga sphere. As a civil society organisation, we are located within the kāwanatanga sphere as our ability to operate here in Aotearoa derives from the powers granted by hapū to the Crown in Te Tiriti. Therefore, we have a responsibility to honour Te Tiriti o Waitangi.

Since the signing of Te Tiriti, the Crown has established and exercised government in breach of this agreement. Through laws, policies, and war, successive governments have undermined the political, cultural, economic, and social power base of tangata whenua, while directly benefiting those in the kāwanatanga sphere. This has led to deep injustice, inequality, and imbalance in Aotearoa.

These acts of colonisation are ongoing and continue to cause direct harm to Māori and te taiao (the environment). The issues which Oxfam Aotearoa works to address – injustice, inequality, and poverty, are shaped by the racism, patriarchy, and extractive capitalism that is entwined with colonisation. We acknowledge that the international aid and development system has, and continues to, perpetuate power imbalances and disempowering neo-colonial relationships.

As Oxfam Aotearoa, our position in the kāwanatanga sphere means we have a responsibility to address the injustices of colonisation here in Aotearoa just as we are committed to elsewhere. **Supporting self-determination here in Aotearoa, the Pacific, and beyond is fundamental to fighting injustice and achieving equity. It is foundational to our work.**

**The use of 'spheres' to describe the Tiriti relationship is taken from He Puapua, the report of the working group on a plan to realise the UN declaration on the rights of indigenous peoples in Aotearoa/New Zealand.*

OUR ROLE IN THIS WORK IS AS HAUMI (ALLIES) TO TANGATA WHENUA.

This means we advocate for Te Tiriti honouring change in the kāwanatanga sphere and support the autonomy and authority of the tino rangatiratanga sphere. We commit to upholding the articles of Te Tiriti o Waitangi:

- Kāwanatanga: Governance for mutual benefit
- Tino Rangatiratanga: Māori authority and self-determination
- Ōritetanga: Equity for Māori
- Wairuatanga /Ritenga Māori: Upholding of belief systems and Māori practices

IN PRACTICE THIS MEANS WE WILL:

- Reflect our Te Tiriti commitment in our governance arrangements.
- Seek to develop long-term, high trust, and mana enhancing relationships with tangata whenua in areas of mutual benefit.
- Advocate for justice and self-determination for tangata whenua as part of existing policy and advocacy work in Aotearoa and/or as requested by tangata whenua as appropriate.
- Advocate for Te Tiriti honouring change to government and in our relationships with the iNGO sector.
- Support all of our stakeholders to understand our Te Tiriti commitment and our role in fighting injustice, supporting self-determination, and achieving equity in the places we work.
- Promote equity for Māori, including ensuring our organisational processes support Māori to participate fully at all levels of our work.
- Work to be an organisation that better reflects Aotearoa through normalising te reo and tikanga Māori, and ensuring our people understand Te Tiriti o Waitangi and its relevance to our work.

OUR PLAN

Throughout 2025, Oxfam Aotearoa worked with Groundwork, a NZ-based Te Tiriti education organisation, to bring together an action plan to guide our implementation of this commitment.

TE PAE TATA – OXFAM AOTEAROA TE TIRITI ACTION PLAN 2026-2027

Ko te pae tawhiti, whāia kia tata, ko te pae tata, whakamaua kia tina.

Pursue distant horizons so that they may become close and secure near horizons so they are fastened.

Guided by our values of Manaaki, Māia and Tika we will apply a Te Tiriti lens to all our work to align it with our Te Tiriti commitment.

We will undertake the following specific actions to enact our commitment:

Te Pae Tawhiti – Te Tiriti commitment outcomes	Te Pae Tata – Maintain existing actions	Te Pae Tata – Actions 2026	Te Pae Tata – Actions 2027
1. Our commitment to Te Tiriti is reflected in our governance arrangements.	Board commitment to ensuring representation of Tangata Whenua, Tangata Moana and Tangata Tiriti	<ul style="list-style-type: none"> i. Understanding Te Tiriti workshop (or equivalent) included as part of Board induction ii. Template for Board papers updated to include reporting on Te Tiriti alignment iii. Training for Board on assessing Te Tiriti alignment iv. Te Tiriti and Te Ao Māori skills/experience considered in Board recruitment 	<ul style="list-style-type: none"> i. Review of Board representation arrangements to ensure effective Māori voice
2. We hold long-term, high trust, and mana enhancing relationships with Tangata Whenua in AREAS OF MUTUAL BENEFIT .	Initial relationship built with Whakaue Marae (in Maketū) via Te Kete	<ul style="list-style-type: none"> i. Respond to request from Whakaue Marae to develop a relationship – to guide us, in support of our partners, on climate change and inclusive governance e.g. via relationship building visit with Pacific partners ii. Maintain connection with Papatūānuku Marae e.g. via holding hui there, working bees or other support as requested iii. Determine year 2 actions based on the outcomes of i and ii 	<ul style="list-style-type: none"> i. Actions to be identified in Year 1

<p>3. We advocate for justice and self-determination for Tangata Whenua - as part of existing policy and advocacy work in Aotearoa and/or as requested by Tangata Whenua as appropriate.</p>	<p>Support of Pacific Koloa Collective (PKC)</p> <p>OAO advocacy partnerships foregrounding voices of Indigenous women leaders</p> <p>Involvement in Aotearoa Climate Action Network (AoCAN)</p>	<ul style="list-style-type: none"> i. Leadership discussion to determine stance and scope of advocacy work within Aotearoa, what we engage on and the extent of this engagement ii. Responsive action informed by PKC – amplifying Māori voices and supporting Māori leadership iii. Support opportunities created by COP 2026 to centre Māori voices and Indigenous voices from the Pacific e.g. funding travel and events iv. Determine year 2 actions based on the outcomes from year 1 	<ul style="list-style-type: none"> i. Actions to be identified in Year 1
<p>4. We advocate for Te Tiriti honouring change to government and in our relationships with the iNGO sector.</p>	<p>Support of Pacific Koloa Collective</p>	<ul style="list-style-type: none"> i. Share our Te Tiriti commitment with other iNGOs via CID and CEO network. ii. Initiate conversation with those interested in working collectively to build sector capability and action. iii. Determine year 2 actions 	<ul style="list-style-type: none"> i. Actions determined by outcome of Year 1 conversations ii. Advocating to government iii. Advocate for Māori to be part of NZ aid and foreign policy decisions
<p>5. Our stakeholders understand our Te Tiriti commitment and our role in fighting injustice, supporting self-determination, and achieving equity in the places we work.</p>	<p>Te Tiriti commitment on website</p>	<ul style="list-style-type: none"> i. Develop comms to educate supporters on connection between Te Tiriti and our work (using our Te Tiriti commitment) <ul style="list-style-type: none"> – Via welcome packs, social media, website, and other comms channels – Develop standard responses for criticism ii. Amplify Māori voices/stories in comms -informed by existing work and relationships and learning from Oxfam Australia’s First Peoples’ team re impact storytelling centring Indigenous voices 	<ul style="list-style-type: none"> i. Build Te Tiriti commitment and te reo pronunciation into training of suppliers (street-based and tele fundraisers) ii. Encourage supporters to act on local issues in alignment with focus determined through 3i, 3ii and 4

<p>6. Our organisational processes support Māori to participate equitably and fully at all levels of our work.</p>	<p>Job descriptions include Te Tiriti commitment</p>	<ul style="list-style-type: none"> i. Te Tiriti, te ao Māori capabilities/experience included in job descriptions, recruitment questions and selection in ways that are relevant to the role being recruited. ii. Have an org wide discussion about what including relevant/role specific Te Tiriti actions in performance expectations could look like for staff. iii. Networks and relationships that Māori bring are valued e.g. in job descriptions, work plans etc 	<ul style="list-style-type: none"> i. Review recruitment and employment process to create alignment with Te Tiriti commitment ii. Cultural supervision offered to Māori staff
<p>7. Our people understand Te Tiriti o Waitangi and its relevance to our work. Our organisation reflects Aotearoa through normalisation of te reo and tikanga Māori.</p>	<p>Enacting our values of Manaakitanga, Māia and Tika.</p> <p>Our relationships with partners reflect manaakitanga, e.g. taking Te Kete partners to marae</p> <p>Leadership prioritises, and staff members take time, to complete trainings on Te Tiriti</p> <p>Changing our name to Oxfam Aotearoa, and using te reo in our updates</p> <p>Karakia before and after fortnightly stand-up. Welcome new staff with harae mai</p>	<ul style="list-style-type: none"> i. Te Tiriti training and understanding of our Te Tiriti commitment included in staff induction ii. Develop opportunities to use te reo as a gateway for understanding te ao Māori. This can include, but will not be limited to, learning of waiata and karakia, using reo greetings and signoffs consistently in emails and other communications and having bilingual signage in shared spaces iii. Use national events like Matariki and Te Wiki o te Reo Māori as anchors for learning and reflection iv. Develop plan to build capability to engage appropriately in Māori spaces (e.g. on marae) and to welcome people to Oxfam – e.g. through learning mihimihi, waiata, karakia, tikanga 	<ul style="list-style-type: none"> i. Actions as per plan developed in Year 1