

Employer cultural responsiveness guidelines

This page will have:

- ▶ A brief on what many Māori want to strive for
- ▶ A scale for cultural confidence that you can use to assess your company or how you personally are doing
- ▶ A short list of simple dos and don'ts
- ▶ Links to resources, suggestions, and examples of what's working for others

Māori have historically been a proud people, one of the earliest nations to develop deep sea transport and navigation nearly 800 years ago!

Today many Māori subconsciously want to collaborate and achieve but might struggle adjusting to a more individualistic world. Whānau is important so a boss being a large part of their life can be hard to adjust to.

Here is the scale for cultural confidence, if you have specific work groups it might also be worth it for those teams to evaluate themselves.

And remember, the scale is about confidence, it's ok to not be confident in certain things, like doing a backflip, or going to space.

Cultural confidence scale

Absent	Aware	Interested	Familiar	Confident
Uninformed, doesn't know history or isn't very interested in what may or may not have happened.	History has influenced the world around us but unsure how exactly.	Looks to learn more about how we are influenced by the past, or has done some personal research.	Learnt about some uncomfortable history, and how that makes things easier or harder for people.	Knows what to do with all this information, has a plan for self and others on how to make things at least a little more right.

A quick list of dos and don'ts!

Dos

- ▶ Use conversation as an exchange of information
Ask open questions
- ▶ Be mindful of formality, maybe discuss important things during downtime rather than a direct meeting

Don'ts

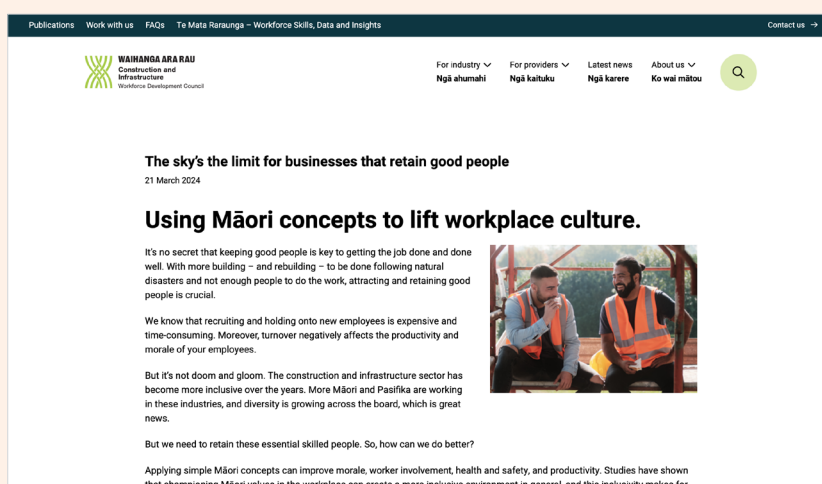
- ▶ Sitting or putting feet/shoes on tables
Assume quiet is disrespect
- ▶ Insult lineage, even as a joke it can be a hard subject

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Resource links

The first external resource link will take you to a site that has some quick nice values and workplace culture ideas, as well as some ways to implement them.

► www.waihangaararau.nz/maori-concepts-lift-culture



This second link will take you to a website that has access to different resources on ways to include te reo and cultural capability.

There is also another segment that has resources to connect with other businesses, giving you the opportunity to connect with other providers and network for potential collaborations.

► ringahora.nz/employer-hub/maori-succeeding-as-maori-employer-hub/

