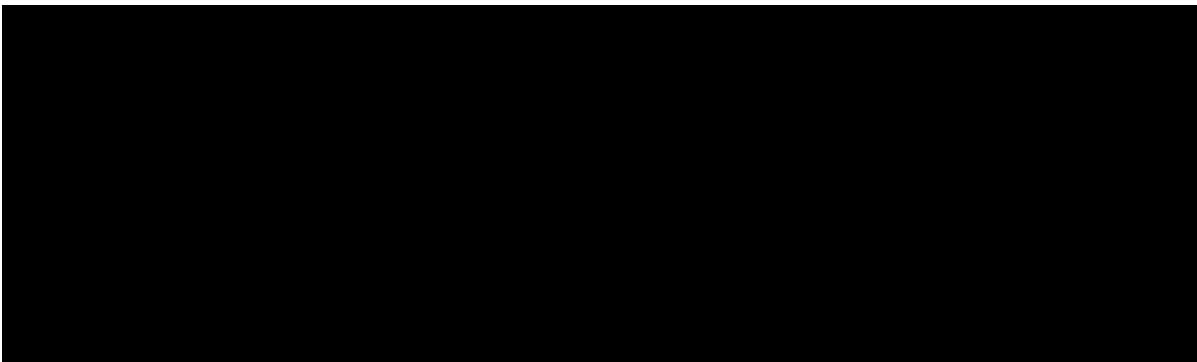


21 August 2025



Official information request regarding Crown Law te reo Māori use

Our Ref: OIA-2526011

I refer to your official information request dated 24 July 2025 for information regarding communication, advice, directives, and approaches related to the use of te reo Māori.

With regards to the portion of your request for “*internal communication, digital or otherwise, relating to the use of te reo Māori since 6 December 2023*”. We have interpreted this to be messages that contain advice or directives sent to the whole organisation or particular cohorts from someone with responsibility. We have not included communication between individuals, or communication about te reo Māori development and learning opportunities provided at Crown Law.

We enclose the following communications in line with this portion of your request. Please note that some information has been withheld under section 9(2)a of the Official Information Act to protect the privacy of natural persons;

- Te Reo Māori update for Crown Law staff, 21 December 2023.
- Crown Law HUDO, 24 July 2024.
- This week in Crown Law 2 August 2024.
- Email from Una Jagose to the Leadership Team regarding Whāinga Amorangi and D and I and ELT, 9 August 2024.
- Email communications from Te Wiki o te Reo Māori, 16-19 September 2024;
 - a) Celebrating Te Wiki o Te Reo Māori 16-19 September, 5 September 2024.
 - b) Te Wiki o Te Reo Māori: Monday's Quiz and Activities, 16 September 2024.
 - c) Te Wiki o Te Reo Māori: Tuesday's Quiz and Activities, 17 September 2024.
 - d) Te Wiki o Te Reo Māori: Wednesday's Quiz and Activities, 18 September 2024.
 - e) Te Wiki o Te Reo Māori – Thursday's Quiz and Activities, 19 September 2024.
 - f) Te Wiki o Te Reo Māori - Friday's Quiz and Activities, 20 September 2024.

- This Week in Crown Law 10 January 2025. We have included this email to show the practice of Crown Law sending out monthly whakatauki for kaimahi to reflect on.

With regards to the portion of your request for *“advice received or prepared on the use of te reo Māori since 6 December 2023”*. We have interpreted this as advice received or prepared on the use of te reo Māori for internal use. We therefore have not included any legal advice that may have been prepared for external clients. If legal advice did fall within scope of this request we would most likely withhold this information under s9(2)(h) of the OIA, on the basis that the information is subject to legal professional privilege.

Crown Law has received no advice on the use of te reo Māori since 6 December 2023. However, we developed a plan to upskill staff competence in te reo and enclose a copy of Crown Law’s 2024/2025 Whāinga Amorangi Plan.

With regards to the portion of your request for *“ministerial directives issued to the organisation pursuant to either te reo Māori or English, since 6 December 2023”*. Crown Law has received no such ministerial directives since 6 December 2023. This portion of your request is therefore refused under s18(e) of the Official Information Act 1982, as the document does not exist.

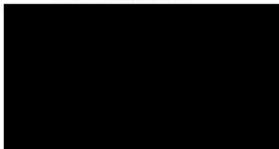
With regards to the portion of your request for *“information regarding any approach (whether concrete, inconsistent or applied case-by-case) that culminates in iterations of documents acquiring less te reo Māori as they pass through the organisation to completion”*. There has been no change to our approach in the use of te reo since December 2023. This portion of your request is therefore refused under s18(e) of the Official Information Act 1982, as the information does not exist.

Please note that we may publish this response (with your personal details redacted), and any related documents, on Crown Law’s website if we decide proactive release of this information is or may be in the public interest. If you have any concerns about this, please let us know within 10 working days of the date of this letter.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you wish to discuss this decision with us, please feel free to contact oia@crownlaw.govt.nz.

Yours faithfully
Crown Law


Julia Smith
Chief Advisor, Strategy and Corporate

Encl Email: Te Reo Māori update for Crown Law staff, 21 December
Email: Crown Law HUDO | 24 July 2024
Email: This Week in Crown Law 2 August 2024
Email: Whainga Amorangi and D and I and ELT [CLO-DOCS.SOL115.708.FID504934], 9 August 2024
Email: Celebrating Te Wiki o Te Reo Māori 16-19 September, 5 September
Email: Te Wiki o Te Reo Māori: Monday's Quiz and Activities, 16 September 2024
Email: Te Wiki o Te Reo Māori: Tuesday's Quiz and Activities, 17 September 2024
Email: Te Wiki o Te Reo Māori: Wednesday's Quiz and Activities, 18 September 2024
Email: Te Wiki o Te Reo Māori – Thursday's Quiz and Activities, 19 September 2024
Email: Te Wiki o Te Reo Māori – Friday's Quiz and Activities, 20 September 2024
Email: This Week in Crown Law 10 January 2025
Crown Law's 2024/2025 Whāinga Amorangi Plan

From: [Carri Baum](#)
To: [Crown Law Office](#)
Subject: Te Reo Māori update for Crown Law staff
Date: Thursday, 21 December 2023 9:02:41 am
Attachments: [image001.png](#)

Kia ora koutou,

As many of you will be aware we have been exploring Crown Law's Māori cultural capability offering, specifically what we want to deliver in 2024.

To do this we have analysed the findings from the survey which 97 of you completed (a great response) and we have met with employees from across Te Rōpū and across Crown Law more broadly who have engaged services over the last year or so. We have already started to pilot some options including the Wall Wall, which almost 40 kaimahi attended and you can expect to see more pilots of this nature as we find other opportunities to fulfil our learning needs.

We met with the Leadership Team a couple of weeks ago to take them through our findings and to seek their endorsement for the proposed way forward. Now that we have that, we can get to work to create a kete of learning experiences that are varied and fit the varying needs and learning styles needs we have across Crown Law.

In the New Year we will be going out to get quotes and expressions of interest from a range of suppliers in the market who can support us. If you know of any providers in the following areas that you'd like us to explore, please contact me with their details.

- Te reo Māori pronunciation
- Te reo Māori learning up to the comfortable level of Whāinga Amorangi [Individual Capability Component](#)
- Te reo Māori translation services
- Te ao Māori learning – Māori world view
- Tikanga learning – preferably experiential

We expect to pilot a variety of learning opportunities, some self-paced, some facilitated and some experiential to cater for different learning styles and the amount of time people have to spend on this. We will also be exploring which roles require additional learning as part of their role.

So please watch this space for more information in the New Year.

Ngā mihi nui

Carri

Carri Baum (she/her) – Kaiwhakahaere Āheitanga me te Ahurea, Manager Culture and Capability

Te Tari Ture o te Karauna - Crown Law Office

M: [s 9\(2\)a](#)

(Work pattern Mon-Thurs)

19 Aitken Street | PO Box 2858 | Wellington 6011

www.crownlaw.govt.nz



From: [Charlotte Wilson](#)
To: [People Leaders](#)
Cc: [EAs](#)
Subject: Crown Law HUDO | 24 July 2024
Date: Wednesday, 24 July 2024 10:44:00 am
Attachments: Out of scope

Crown Law Heads Up and Do (HUDO)

Kia ora koutou,

Please find enclosed the latest set of information and actions for Crown Law people leaders. This is a packed issue and we appreciate you taking the time to read it all.

Out of scope

Matters arising in this HUDO:

- Out of scope
- [REDACTED]
- [REDACTED]
- Whāinga Amorangi Plan published on WorkSite
- Out of scope
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Heads Up and Do At a glance

Out of scope



Action – this is something we are asking you to do

Out of scope

Out of scope

Whāinga Amorangi Plan 2024/25

We are pleased to share that our refreshed [Whāinga Amorangi Plan](#) has been endorsed by our Leadership Team and is published on Worksite. [Whāinga Amorangi](#) is the multi-year cross-agency work programme to lift the Māori Crown relations capability of the public service. You can read more about this and view the plan on WorkSite in the Our Culture Section of Crown Law 101. Communication about this will go out to the rest of the business in the next few days.

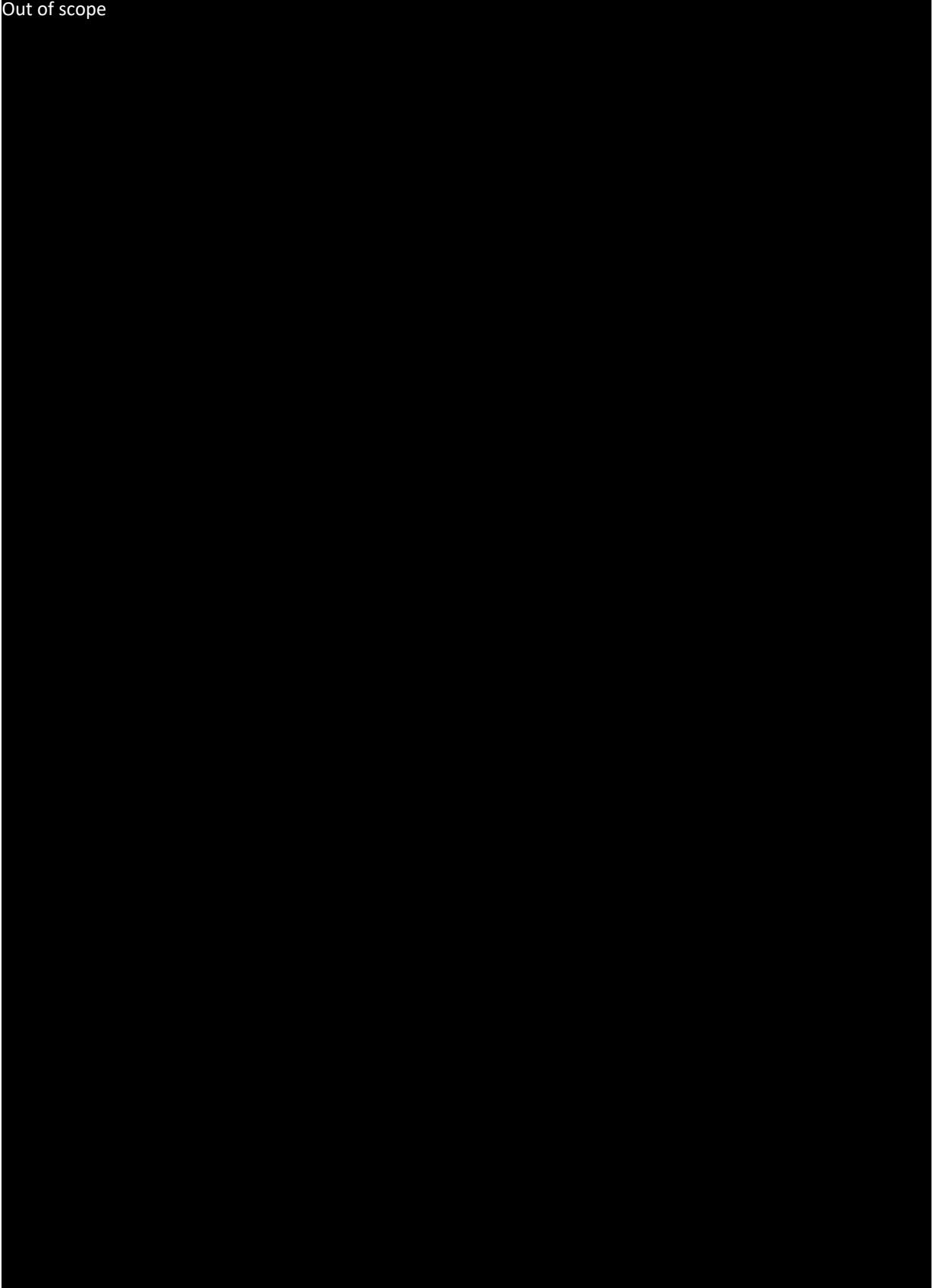


- Please read the plan to understand the actions that we will be

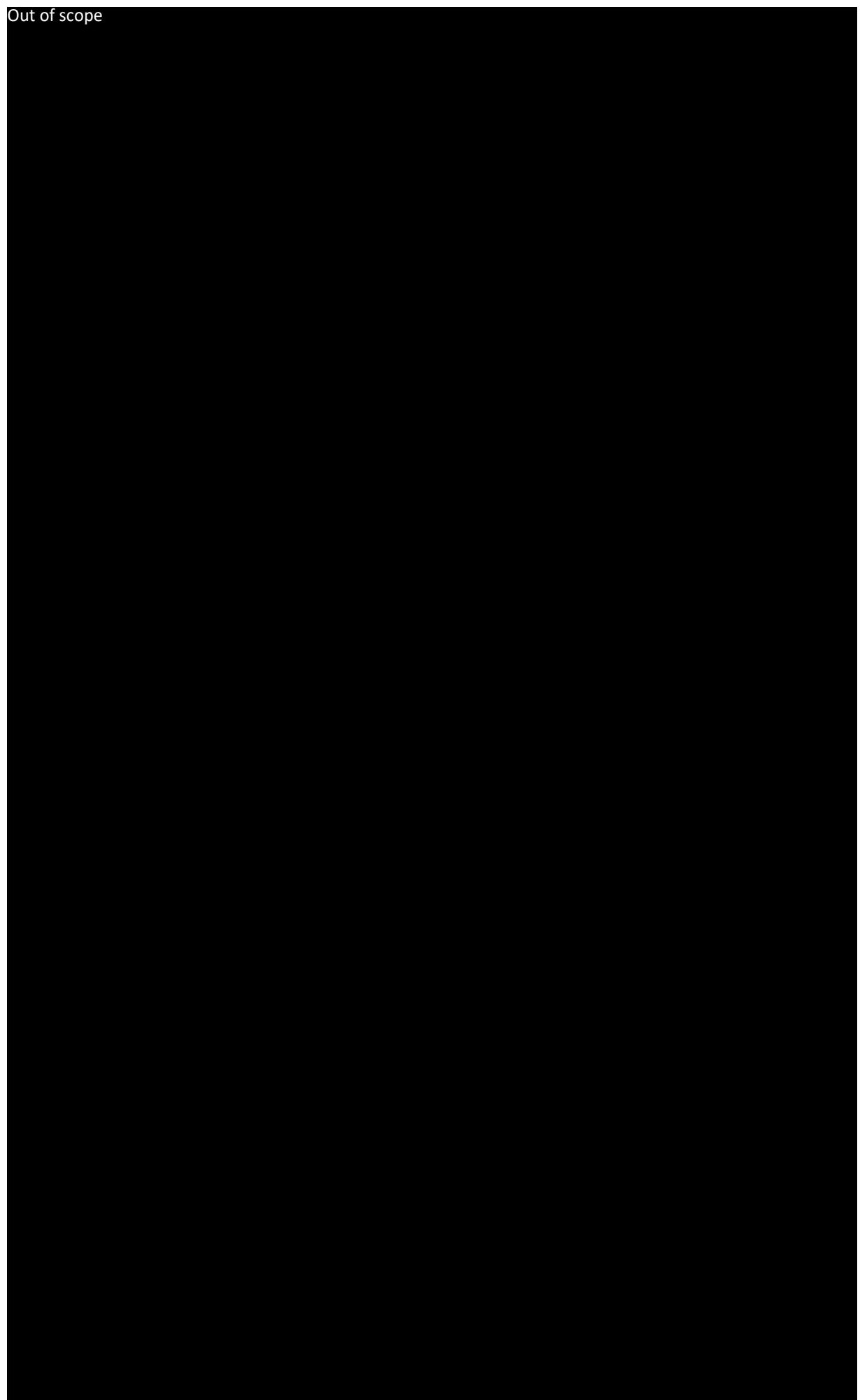
undertaking over the next year and what your part as a leader is in this. Your support by leading by example and supporting our kaimahi (workers) to upskill is appreciated.

- Any questions or comments can be sent to Carri Baum, Manager Culture and Capability.

Out of scope



Out of scope



Proactively released by Crown Law office

Out of scope



Charlotte Wilson (she/her)

Kaitohutohu Matua | Senior Advisor

Strategic, Engagement and Communications

M:  s 9(2)a

E: charlotte.wilson@crownlaw.govt.nz

Te Tari Ture o te Karauna Crown Law Office

M:  s 9(2)a

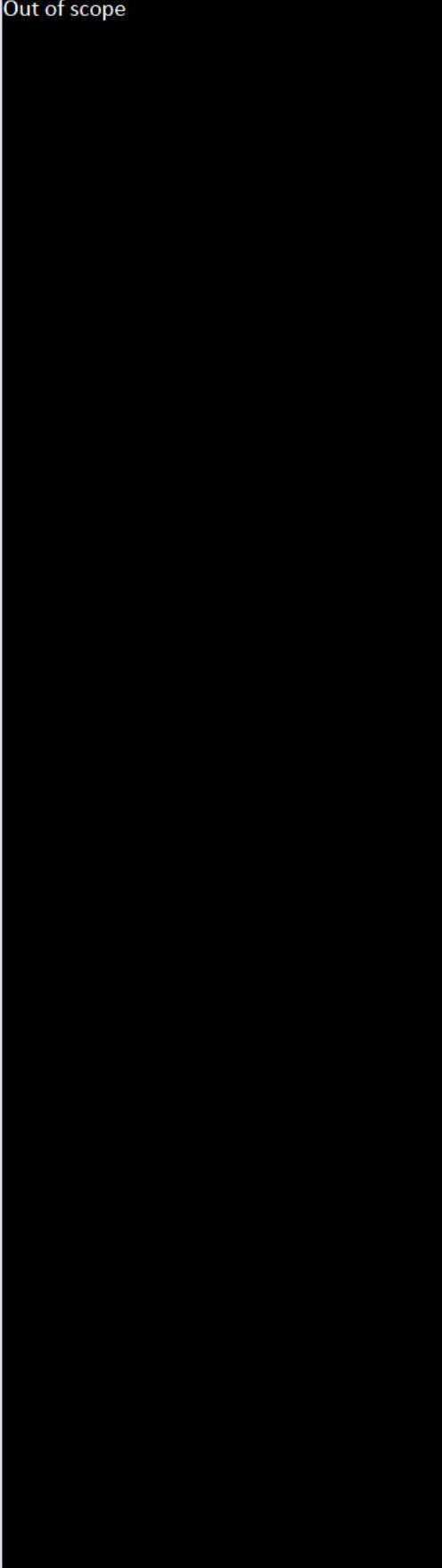
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**Te Tari Ture
o te Karauna**
Crown Law

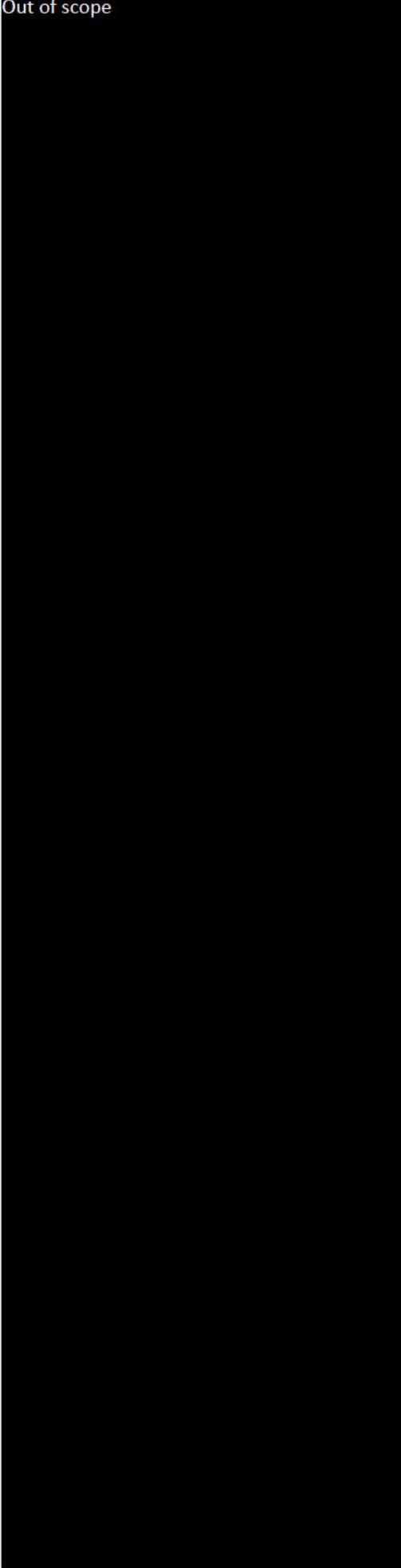
From: [Elizabeth Underhill](#)
To: **s 9(2)a**
Subject: **s 9(2)a**
Date: Friday, 2 August 2024 1:26:07 pm

Out of scope

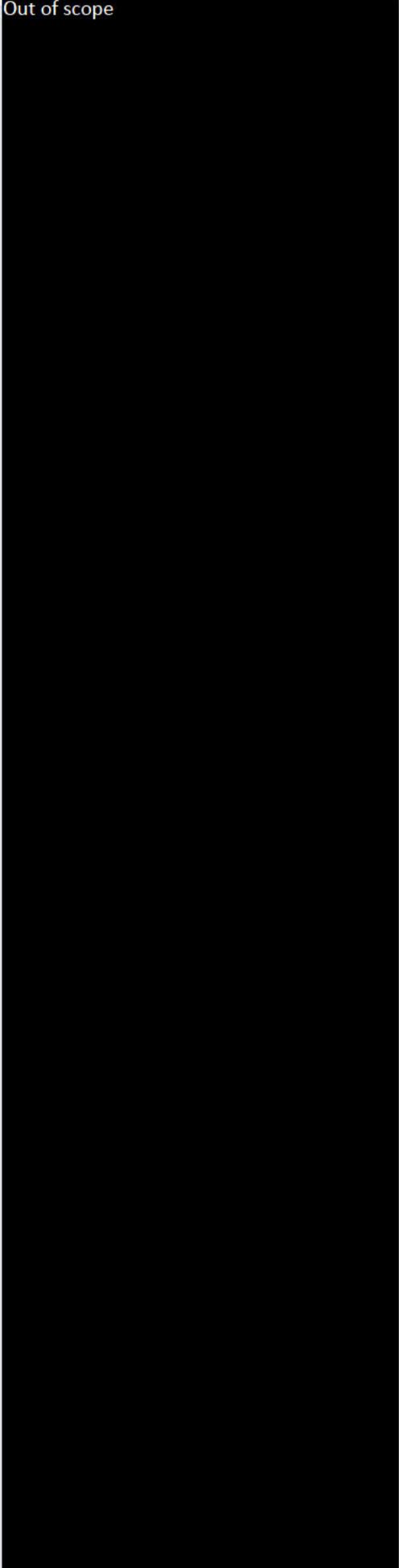


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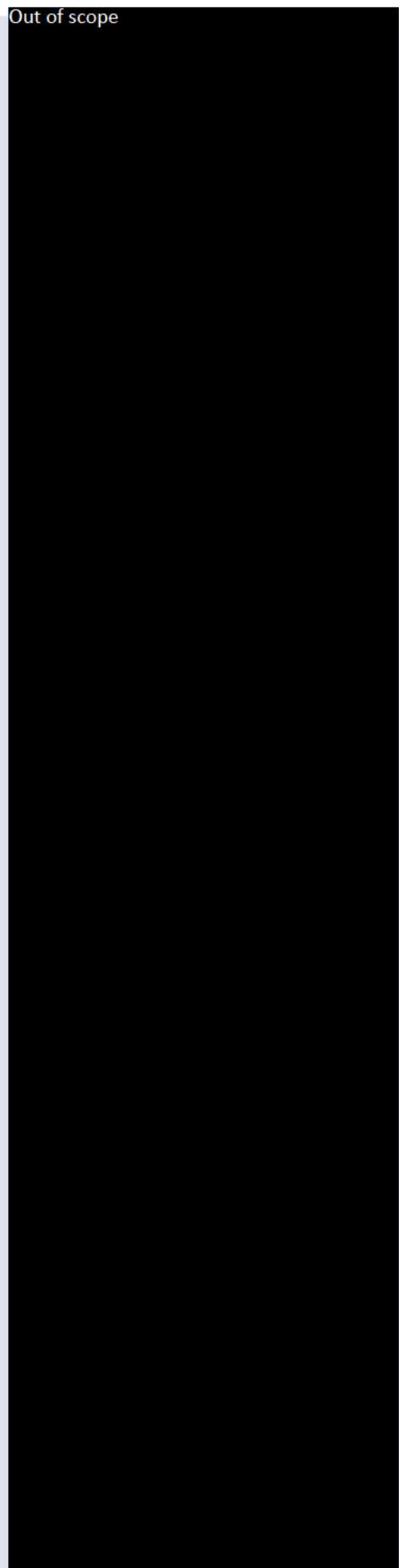
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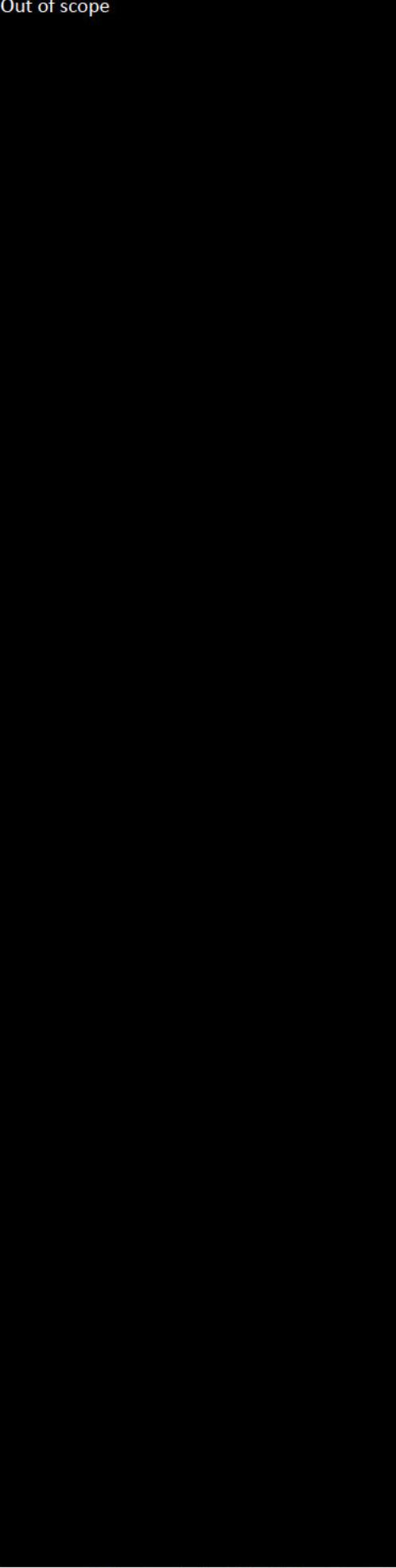
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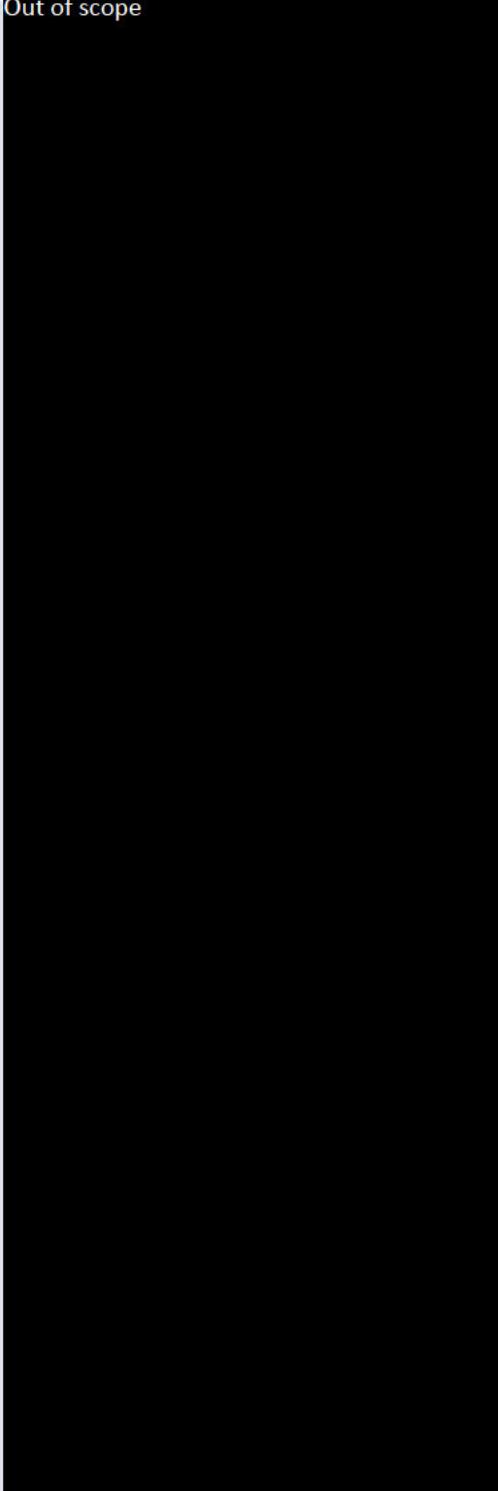
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Out of scope



Kia kaha te reo Māori!
Māori Language Week is
Coming

Call for volunteers to plan events

Te Wiki o te Reo Māori / Māori Language Week is coming up 14th-21st September and we'd like to invite kaimahi of Te Tari Ture o Te Karauna who are passionate about speaking and supporting te reo Māori to volunteer for the organising group to plan this year's events.

Please email capability.culture@crownlaw.govt.nz if you're interested in learning more.

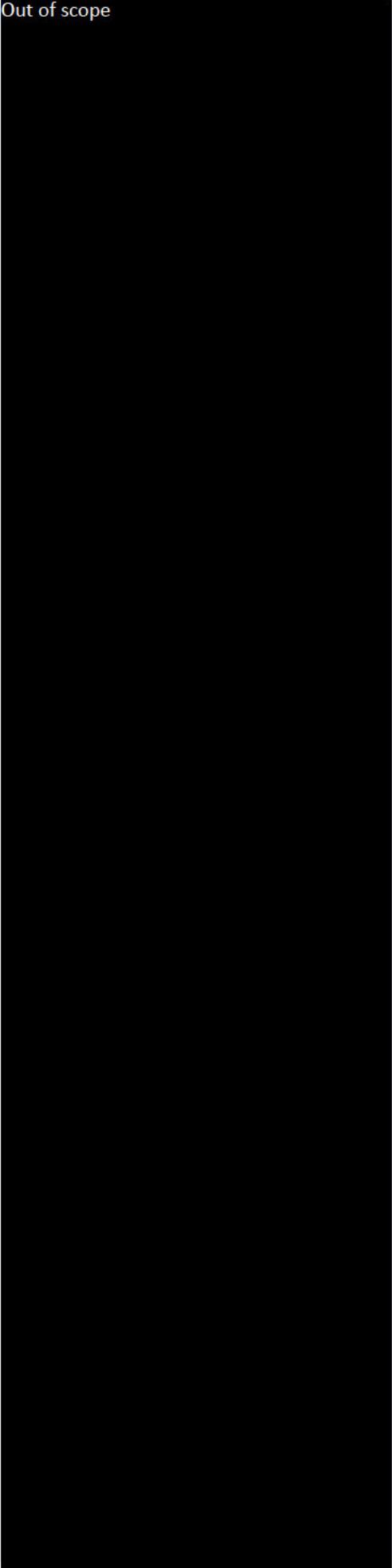
Keen for a hāngi?

Would you like a hāngi lunch in Te Wiki o Te Reo Māori? We're keen to organise delivery of hāngi to our Wellington tari on *Thursday 19th September* as part of Te Wiki o Te Reo Māori. Pork free, and vegetarian options are available. The Hāngi would be \$19 per person, and we'd need a minimum order of 50 meals to organise this. Please indicate interest in the hāngi (including how many meals you'd order) by emailing gabrielle.duggan@crownlaw.govt.nz by Wednesday 14 August, and if we have 50 people keen, we'll add this to the events for the week.

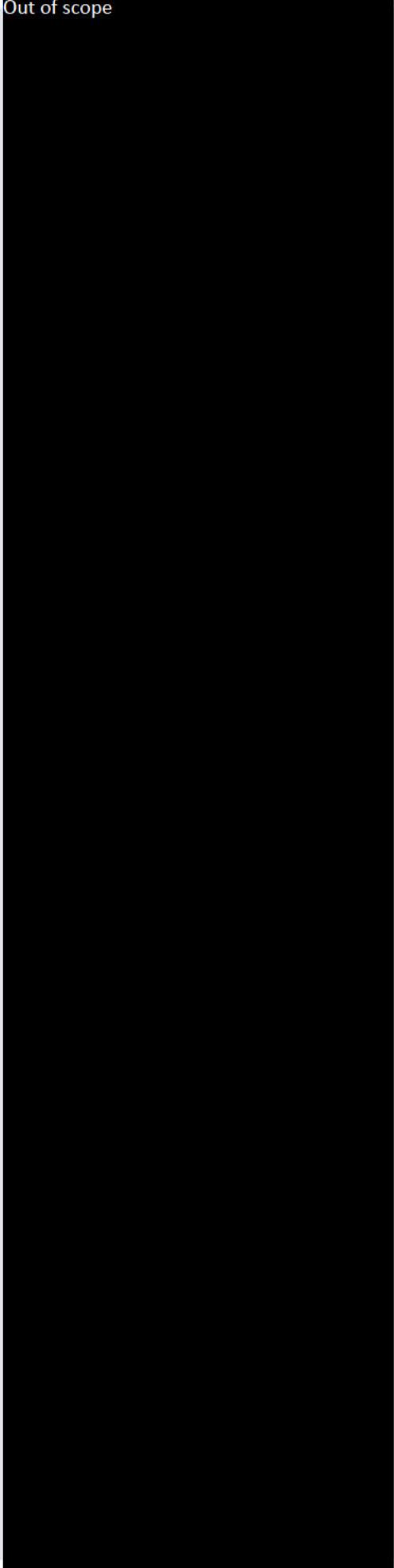
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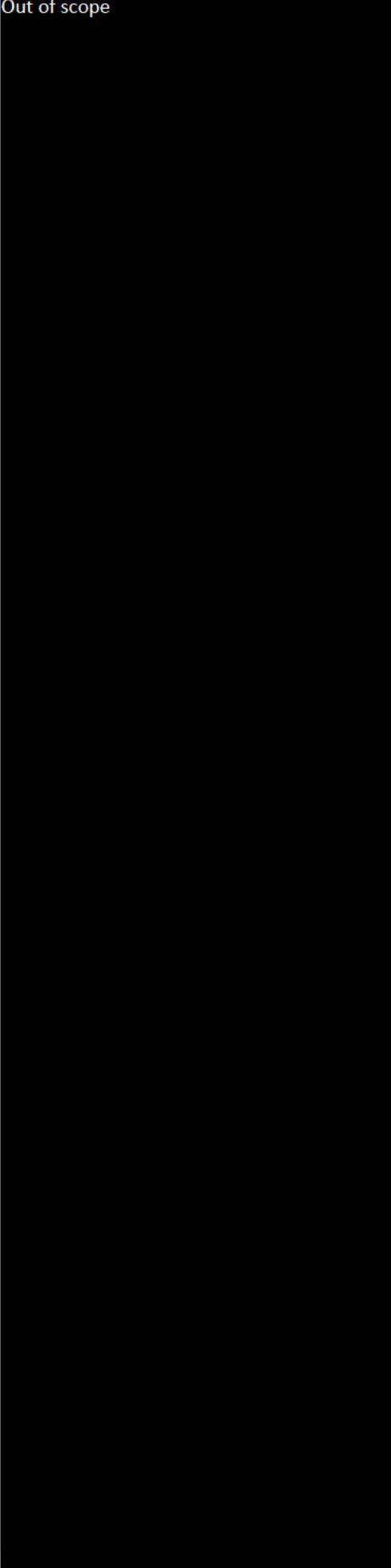
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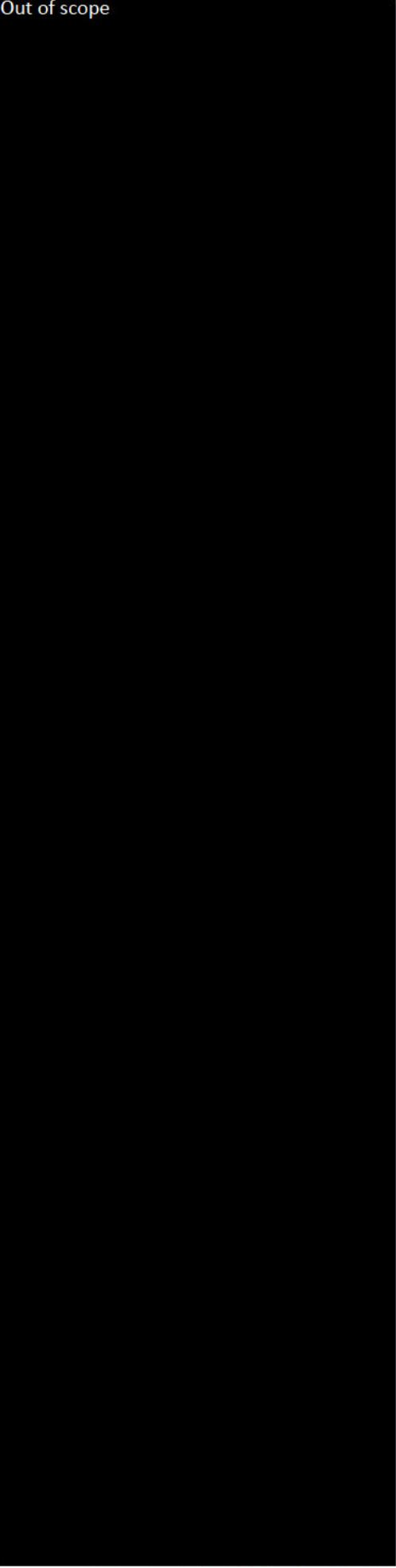
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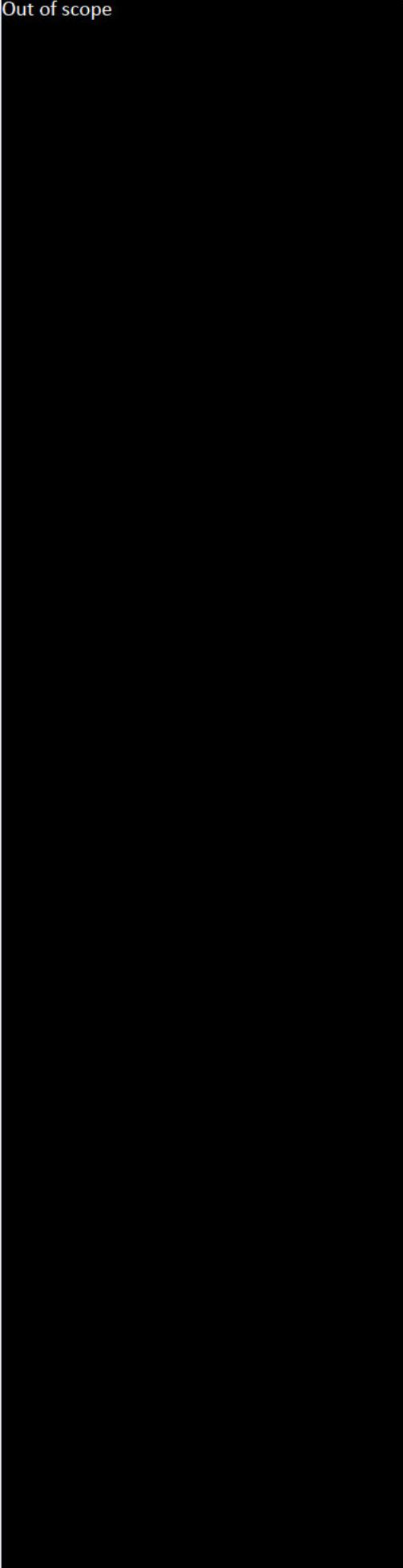
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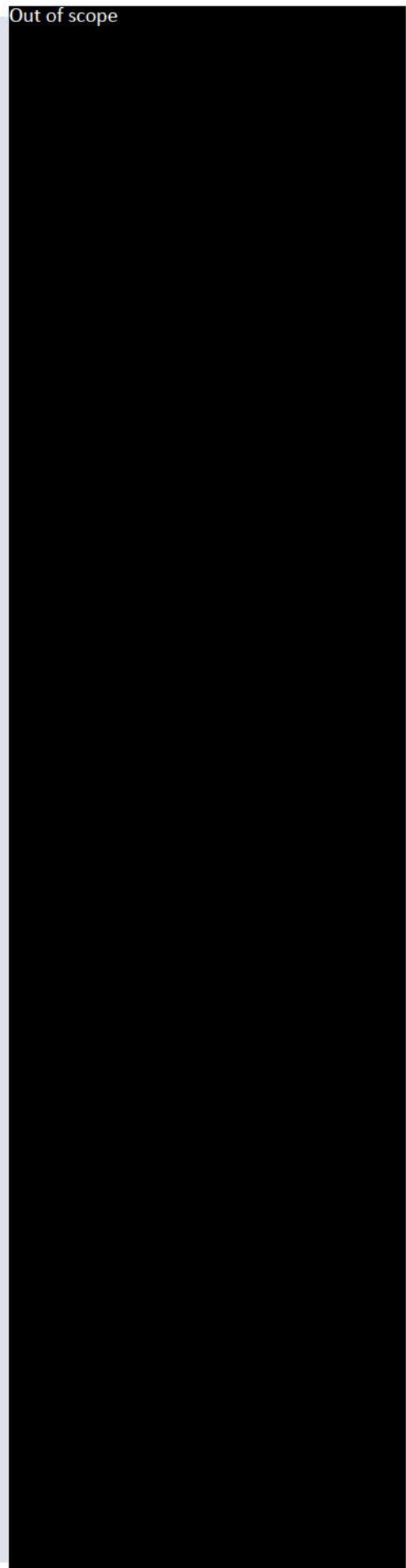
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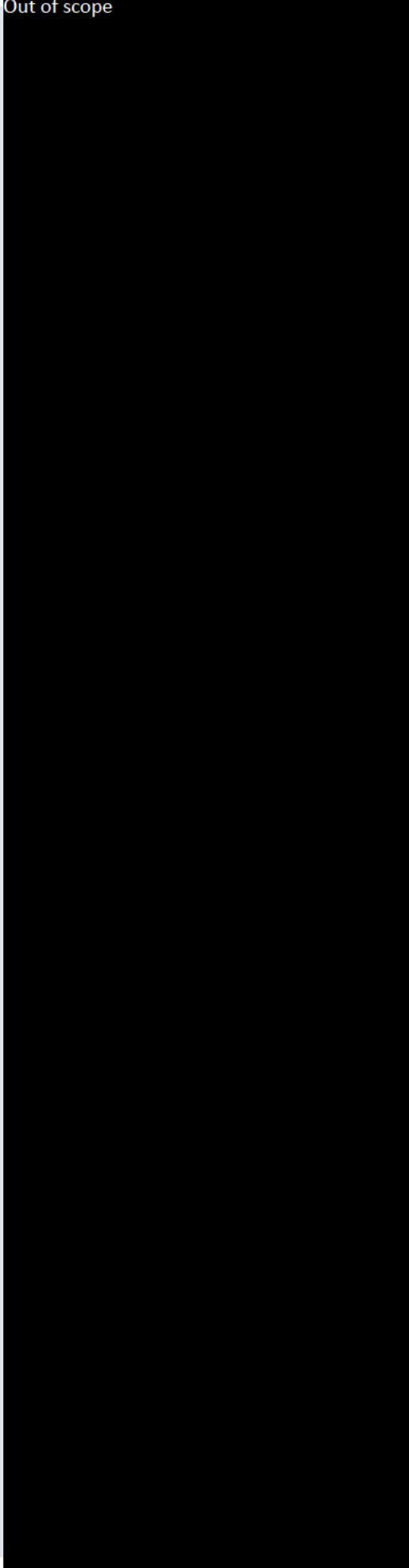
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This newsletter is distributed to Crown Law staff and is intended for internal audiences only.

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From: [Una Jagose](#)
To: [Leadership Team](#)
Cc: [Carri Baum](#); [Charlotte Wilson](#)
Subject: Whainga Amorangi and D and I and ELT [CLO-DOCS.SOL115.708.FID504934]
Date: Friday, 9 August 2024 11:00:12 am

I am breaking the cardinal rule of one thing per email and here address two things.

Tuatahi. Ngā mihi kōrua, Anthea, ko Maddie for agreeing to be the champions of these recently finalised plans (Anthea on Whainga Amorangi and Maddie on Diversity and Inclusion) .

My thinking is that its really up to you as to how you champion the cause – and I have some notes below as to how I see it. But Carri is very able and keen to provide any support you may need.

- Communicate to the office about the initiative – in the first instance, to tell them the plans are approved by LT and what they mean
- Keep the plan alive.
 - You might:
 - Find places and times (could be hui or ELT) to update on the initiatives and anything interesting related
 - Invite people to speak to you about it if they are interested
 - Champion the cause at relevant times
 - for example, at a discussion about recruitment, you might enquire along a Diversity and Inclusion line into the processes being discussed.
 - Circulate an article of interest...

FYI Sophie is “the executive sponsor” of D and I initiatives across the Public Service – where TKM or other agencies can direct initiatives/questions etc.

Out of scope



Una

From: [Capability_Culture](#)
To: [Crown Law Office](#)
Subject: Celebrating Te Wiki o Te Reo Māori 16-19 September
Date: Thursday, 5 September 2024 12:44:56 pm

Kia ora koutou,

In the week starting 16 September we'll be celebrating Te Wiki o te Reo Māori, an annual celebration of te reo Māori. We are thrilled to be celebrating this week in partnership with Aku Rake Tihau Ora, our Employee Led Network for kaimahi Māori.

The theme for Te Wiki 2024 is 'Ake Ake Ake – A Forever Language'. It represents the resilience, adaptability, and endurance of te reo Māori.

Whether you are already a confident speaker of te reo Māori, or taking the first steps on your learning journey, there are lots of ways you can participate in Te Wiki o te Reo Māori at Te Tari Ture o te Karauna.

What's on in the Tari for 2024?

Each day of the week we'll be sending out a quiz question relating to te reo Māori, and when you reply back with the right answer, you'll go in the draw for a spot prize.

We have some fantastic things to give away this year courtesy of Te Taura Whiri including beanies and books.

We're also running events you can participate in throughout the week.

Monday / Rāhina 16 September

We'll be launching our new Te Reo Māori Pronunciation short online module, developed with Aku Rake Tihau Ora.

Keep an eye out for an email with details about this.

Tuesday / Rātū 17 September

Practice your [Court Appearance Introduction in te reo Māori](#) with Anthea. Online and in person, 12:30 – 1pm.

There will also be time to practice pronunciation of the [Kōrero Tuakiri](#) recently shared by Aku Rake Tihau Ora.

Reply to this email for the calendar invite.

Wednesday / Rāapa 18 September

Te Reo Māori Pronunciation Workshop 12:30-1:30pm. In person at our Wellington Tari. This is the last time we'll be running a pronunciation workshop for 2024.

Reply to this email to book your spot as spaces are limited.

Thursday / Rāpare 19 September

Māori Language Moment at Midday – Teams invite to come soon.

Join us in celebrating Te Wiki o Te Reo Māori and learn the waiata [E Minaka Ana](#) about upholding the mana and wairua of te reo Māori.

Shared lunch and practicing our [Karakia Kai](#) in our Wellington Tari at 12:30pm. Hāngī lunch for those who have pre-ordered

Friday / Rāmure 19 September

We've been invited to join the weekly Rōpu Waiata led by Te Arawhiti on Level 2 of Justice Centre from 9:30am-10am (meet across from Mojo in the atrium).

This is a singing group where you can come along to listen or join in, regardless of your experience or skill at singing.

We look forward to seeing you

Kia kaha te reo Māori

Te Wiki o Te Reo Māori Organising Rōpū
Ala, Amy, Anthea, Carri, Gabrielle, ^{§ 9(2)} Maree & Savanna



AKE AKE AKE
A FOREVER LANGUAGE
KIA KAHA TE REO MĀORI

Te Wiki o te Reo Māori
14–21 o Hepetema 2024



TE TAURA WHIRI
I TE REO MĀORI
MĀORI LANGUAGE COMMISSION

From: [Gabrielle Duggan](#)
To: [Crown Law Office](#)
Subject: Te Wiki o Te Reo Māori: Monday's Quiz and Activities
Date: Monday, 16 September 2024 10:41:39 am
Attachments: [image001.png](#)
[image002.png](#)

Kia kaha te reo Māori!

Nau mai, haere mai ki te wiki o te reo Māori this Monday / Rāhina.

Each day this week we'll send you an email with information about activities you can participate in, a quiz you can choose to complete, and a Word of the Day.

Plus, keep an eye out for an invite for Thursday's Māori Language moment where we invite the whole office to

Today's Quiz Question: By The Numbers

Reply to this email with your answer to the question, and go in the draw for today's spot prize courtesy of Te Taura Whiri.

When was the first Te Wiki o Te Reo Māori held in Aotearoa New Zealand?

- a. 1840
- b. 1975
- c. 1987
- d. 2001

Try your hand at the five-question quiz by yourself, or with your team, and check your knowledge of some of the key dates and data relating to te reo Māori in Aotearoa New Zealand by pasting this link in your browser:

<T:/Learning%20and%20Development/eLearning/te%20wiki%202024%201/index.html#/>

What's on today?

We're thrilled to be launching our new eLearning Module [Introduction to Te Reo Māori at Te Tari Ture o te Karauna Crown Law](#). You can access the module by clicking the hyperlink or by pasting the link below into your web browser (check your T drive is live before doing so).
<file:///T:/Learning%20and%20Development/eLearning/Introduction%20to%20te%20reo%20at%20crown%20law/index.html#/>

Everyone who completes the module this week and emails the course completion confirmation code to capability.culture@crownlaw.govt.nz goes in the draw for a bonus spot prize.

Ngā mihi nui ki Aku Rake Tihau Ora for their support in the development and review of this module.

What's on tomorrow?

Drop in / dial in session: Practice your [Court Appearances Introduction in Te Reo Māori](#) with

Anthea.

Drop into Waititi at 12:30 or reply to this email for a calendar invite to join online, for an opportunity to practice your Te Reo Māori introduction for court appearances.

Rāhina / Monday

Kupu o te Rā / Word of the Day

Takaroa

(To be late or to delay)

As in “*Mō taku takaroa!*” / “Sorry I’m late”



Gabrielle Duggan ([they/them](#)) – Senior Advisor Culture and Capability, Kaitohutohu Aheitanga Me Te Ahurea Matua

Te Tari Ture o te Karauna Crown Law Office

M: +[s 9\(2\)a](#)

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AKE AKE AKE
A FOREVER LANGUAGE
KIA KAHĀ TE REO MĀORI

Te Wiki o te Reo Māori
14–21 o Hepetema 2024

 **TE TAURA WHIRI
I TE REO MĀORI**
MAORI LANGUAGE COMMISSION

From: [Capability Culture](#)
To: [Crown Law Office](#)
Subject: Te Wiki o Te Reo Māori: Tuesday's Quiz and Activities
Date: Tuesday, 17 September 2024 9:30:22 am
Attachments: [image001.png](#)
[image003.png](#)

Kia kaha te reo Māori!

Happy Tuesday / Rātū

Today's Quiz Question: Te Ao Māori

Reply to this email with your answer to the question, and go in the draw for today's spot prize courtesy of Te Taura Whiri.

Te reo Māori is considered 'a prized treasure'. What te reo Māori term means 'prized treasure'?

- a. *Tikanga*
- b. *Tohunga*
- c. *Taonga*
- d. *Tūrangawaewae*

Try your hand at the five-question quiz by yourself, or with your team, and check your knowledge of some key concepts in Te Ao Māori / The Māori world view by pasting this link in your browser:

<file:///T:/Learning%20and%20Development/eLearning/te%20wiki%202024%202/index.htm>
l#/

Out of scope

What's on today?

Drop in / dial in session: Practice your [Court Appearances Introduction in Te Reo Māori](#) with Anthea.

Drop into Waititi at 12:30 or reply to this email for a calendar invite to join online, for an opportunity to practice your Te Reo Māori introduction for court appearances.

What's on tomorrow?

Tomorrow in our Wellington tari we have a one-hour introductory pronunciation lesson from 1pm – 2pm.

We still have *six spaces left*, so if you'd like to join, reply to this email ASAP to claim a spot, or drop in on the day.

Rātū / Tuesday

Kupu o te Rā / Word of the Day

Āwhina

(To assist, help, support)

As in “Āwhinatia mai” / “Please assist me”



Gabrielle Duggan ([they/them](#)) – Senior Advisor Culture and Capability, Kaitohutohu Aheitanga Me Te Ahurea Matua

Te Tari Ture o te Karauna Crown Law Office

M: [s 9\(2\)a](#)

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Te Wiki o te Reo Māori
14–21 o Hepetema 2024

TE TAURA WHIRI
I TE REO MĀORI
MĀORI LANGUAGE COMMISSION

From: [Capability Culture](#)
To: [Crown Law Office](#)
Subject: Te Wiki o Te Reo Māori: Wednesday's Quiz and Activities
Date: Wednesday, 18 September 2024 9:31:00 am
Attachments: [image001.png](#)
[image003.png](#)

Kia kaha te reo Māori!

Happy Wednesday / Rāapa

Today's Quiz Question: Te Tiriti / The Treaty

Reply to this email with your answer to the question, and go in the draw for today's spot prize courtesy of Te Taura Whiri.

Where can you view the original treaty documents?

- a. *They are on display at Parliament*
- b. *They are on display at the National Library*
- c. *They are on display at Te Papa Museum*
- d. *You can't view them, they are not on display for the public to see.*

Try your hand at the five-question quiz by yourself, or with your team, and check your knowledge of some key facts relating to Te Tiriti / The Treaty by pasting this link in your browser::

<file:///T:/Learning%20and%20Development/eLearning/te%20wiki%202024%203/index.html#/>

Out of scope

What's on today?

Today in our Wellington tari we have a one hour introductory pronunciation lesson from 12:30 – 1:30pm.

We look forward to seeing everyone who has registered there. We still have five spaces left, so if you're keen to attend, let us know or drop in to the room at 12:30.

If you're not able to attend the workshop today remember you can also practice your pronunciation by completing our new eLearning module [Introduction to Te Reo Māori at Te Tari Ture o te Karauna Crown Law](#). You can access the module by clicking the hyperlink or by pasting the link below into your web browser (check your T drive is live before doing so). Everyone who completes the module and sends their completion code back to me by the end of this week goes in the draw for a bonus spot prize.

What's on tomorrow?

Tomorrow in our Wellington tari we have a hāngi lunch for those that have opted in and pre-paid. Hāngi will be ready to collect in the atrium at 12:30.

We'll also be using this as an opportunity to practice our new Karakia Kai gifted to the organisation. Copies will be available at the hāngī pickup spot, and were sent out by email from Aku Rake Tihau Ora earlier this month.

If you haven't ordered a hāngī you're still welcome to bring your lunch, sit with those eating hāngī, and practice the karakia kai and any other Te Reo Māori you're comfortable speaking.

Rāapa / Wednesday

Kupu o te Rā / Word of the Day

Paramanawa

(Refreshment, snack, morning tea, afternoon tea)

As in “*He paramanawa māu*” / “*would you like some refreshments?*”



AKE AKE AKE
A FOREVER LANGUAGE
KIA KAHA TE REO MĀORI

Te Wiki o te Reo Māori
14–21 o Hepetema 2024

 **TE TAURA WHIRI
I TE REO MĀORI**
MAORI LANGUAGE COMMISSION

Gabrielle Duggan ([they/them](#)) – Senior Advisor Culture and Capability, Kaitohutohu Aheitanga Me Te Ahurea Matua

Te Tari Ture o te Karauna Crown Law Office

M: [s 9\(2\)a](#)

19 Aitken Street | PO Box 2858 | Wellington 6011



**Te Tari Ture
o te Karauna**
Crown Law



AKE AKE AKE
A FOREVER LANGUAGE
KIA KAHA TE REO MĀORI

Te Wiki o te Reo Māori
14–21 o Hepetema 2024

 **TE TAURA WHIRI
I TE REO MĀORI**
MAORI LANGUAGE COMMISSION

From: [Capability Culture](#)
To: [Crown Law Office](#)
Subject: Te Wiki o Te Reo Māori - Thursday's Quiz and Activities
Date: Thursday, 19 September 2024 9:50:06 am
Attachments: [image001.png](#)
 [image003.png](#)

Kia kaha te reo Māori!

Happy Thursday / Rāpare

Today's Quiz Question: Kupu Māori (Words)

Reply to this email with your answer to the question, and go in the draw for today's spot prize courtesy of Te Taura Whiri.

The tohutō (Macron) lengthens vowel sounds, and can change the meaning of a word.

"Keke" means "Cake", but what is "Kēkē"?

- a. Cabbage
- b. Biscuit
- c. Shoe
- d. Armpit

Try your hand at the five-question quiz by yourself, or with your team, and check your knowledge of some key Kupu Māori (words) by pasting this link into your browser:

[file:///T:/Learning%20and%20Development/eLearning/te%20wiki%202024%204/index.html#/_](file:///T:/Learning%20and%20Development/eLearning/te%20wiki%202024%204/index.html#/)

Out of scope



What's on today?

Māori Language Moment at Midday

Check your calendar for the invite to join us online or in person for a Māori Language Moment, to sing a waiata and practice our Karakia Kai.

Hāngi Lunch 12:30 Level 5 Atrium

Today in our Wellington tari we have a hāngi lunch for those that have opted in and pre-paid. Hāngi will be ready to collect at 12:30. We'll have set up tables for those who want to come and sit together for the hāngi lunch.

We'll also be using this as an opportunity to practice our new Karakia Kai gifted to the organisation. You can collect a copy of the karakia with your hāngi.

If you've not ordered hāngi, you're still welcome to bring your own lunch and come and join us at 12:30.

What's on tomorrow?

Rōpu Waiata, 9:30am on level 2 by Mojo.

Rāpare / Thursday

Kupu o te Rā / Word of the Day

Ingoa (Name)

As in “*Ko wai tō ingoa?*” / “*What is your name?*”
“*Ko __ toku ingoa*” / “*__ is my name*”



AKE AKE AKE
A FOREVER LANGUAGE
KIA KAHA TE REO MĀORI

Te Wiki o te Reo Māori
14–21 o Hepetema 2024

 **TE TAURA WHIRI
I TE REO MĀORI**
MĀORI LANGUAGE COMMISSION

Gabrielle Duggan ([they/them](#)) – Senior Advisor Culture and Capability, Kaitohutohu Aheitanga Me Te Ahurea Matua

Te Tari Ture o te Karauna Crown Law Office

M: [s 9\(2\)a](#)

19 Aitken Street | PO Box 2858 | Wellington 6011



AKE AKE AKE
A FOREVER LANGUAGE
KIA KAHA TE REO MĀORI

Te Wiki o te Reo Māori
14–21 o Hepetema 2024

 **TE TAURA WHIRI
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MĀORI LANGUAGE COMMISSION

From: [Capability Culture](#)
To: [Crown Law Office](#)
Subject: Te Wiki o Te Reo Māori - Friday's Quiz and Activities
Date: Friday, 20 September 2024 8:50:53 am
Attachments: [image001.png](#)
 [image003.png](#)

Kia kaha te reo Māori!

Happy Friday / Rāmatahi

Today's Quiz Question: Kīanga (phrases)

Reply to this email with your answer to the question, and go in the draw for today's spot prize courtesy of Te Taura Whiri.

He te aha te kupu Māori mō ____ ?

- a. *What is the Māori word for ____ ?*
- b. *Where is ____ 's house?*
- c. *Do you have Māori ancestry to ____ iwi?*
- d. *Have you seen my housekeys?*

Try your hand at the five-question quiz by yourself, or with your team, and check your knowledge of some handy kīanga (phrases) in te reo Māori by pasting this link into your browser:

<file:///T:/Learning%20and%20Development/eLearning/te%20wiki%202024%205/index.html#/>

Out of scope

What's on today?

Rōpu Waiata, 9:30am on level 2 by Mojo.

This group is made up of people from across the different agencies in Justice Centre and meets most Fridays. Whether you're a Waiata expert or novice, or just want to come along to listen, we hope we see you there.

Keen to continue your journey to learn Te Reo Māori?

Sixty-five of our kaimahi are currently on a learning journey completing a 12 month online, self-paced course in te reo Māori and te Ao Māori and the feedback so far is excellent. The next cohort starts in November if you'd like to take advantage of this opportunity. Spaces are limited, so talk to your manager about if this course would fit with your development goals for the year, and email Gabrielle to secure your spot.

Check out this great article for ideas on how to get more te reo Māori in your daily life :
<https://thespinoff.co.nz/atea/12-09-2023/how-to-get-your-te-wiki-o-te-reo-maori-fix-without-leaving-the-couch>

This article has some phrases you might want to try out over the weekend:

<https://www.wellingtonnz.com/visit/using-te-reo-in-wellington>

There's also a wealth of resources available to work through to support your cultural capability development at your own pace, compiled in this document: [Self-paced learning options for Te reo Māori and Te ao Māori](#).

Rāmere / Friday

Kupu o te Rā / Word of the Day

Aroha

(To feel love, pity, compassion, concern or empathy)

As in “Aroha mai” / “My apologies, please forgive me”



AKE AKE AKE
A FOREVER LANGUAGE
KIA KAHA TE REO MĀORI

Te Wiki o te Reo Māori
14–21 o Hepetema 2024

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Gabrielle Duggan ([they/them](#)) – Senior Advisor Culture and Capability, Kaitohutohu Aheitanga Me Te Ahurea Matua

Te Tari Ture o te Karauna Crown Law Office

M: s 9(2)a

19 Aitken Street | PO Box 2858 | Wellington 6011



Te Tari Ture
o te Karauna
Crown Law



AKE AKE AKE
A FOREVER LANGUAGE
KIA KAHA TE REO MĀORI

Te Wiki o te Reo Māori
14–21 o Hepetema 2024

TE TAURA WHIRI
I TE REO MĀORI
MAORI LANGUAGE COMMISSION

From: Elizabeth Underhill
To: [REDACTED]
Subject: [REDACTED] s 9(2)a
Date: [REDACTED] Crown Law 10 January 2025
Friday, 10 January 2025 12:45:14 pm

No Images? [Click here](#)



This Week in Crown Law

Nau mai ki te marama o Kohi-tātea :
Welcome to the month of January

Kohitātea refers to the many summer fruits and kai that are ready to be harvested and eaten at this time of year.

You may also see this month referred to as Hānuere, which is a Māori transliteration of the English name for the month.

Whakatauki o te marama: Proverb of the month

This year we'll be sharing a whakatauki each month. We invite our kaimahi to reflect on the meaning of each month's whakatauki and discuss it in their upcoming team hui.

These whakatauki were collected in the book "Aroha: Māori wisdom for a contented life lived in harmony with our planet" by Dr Hinemoa Elder. A copy is available from the Crown Law Library.

Tūwhitia te hopo!

Banish your fears!

(Feel the fear and do it anyway)

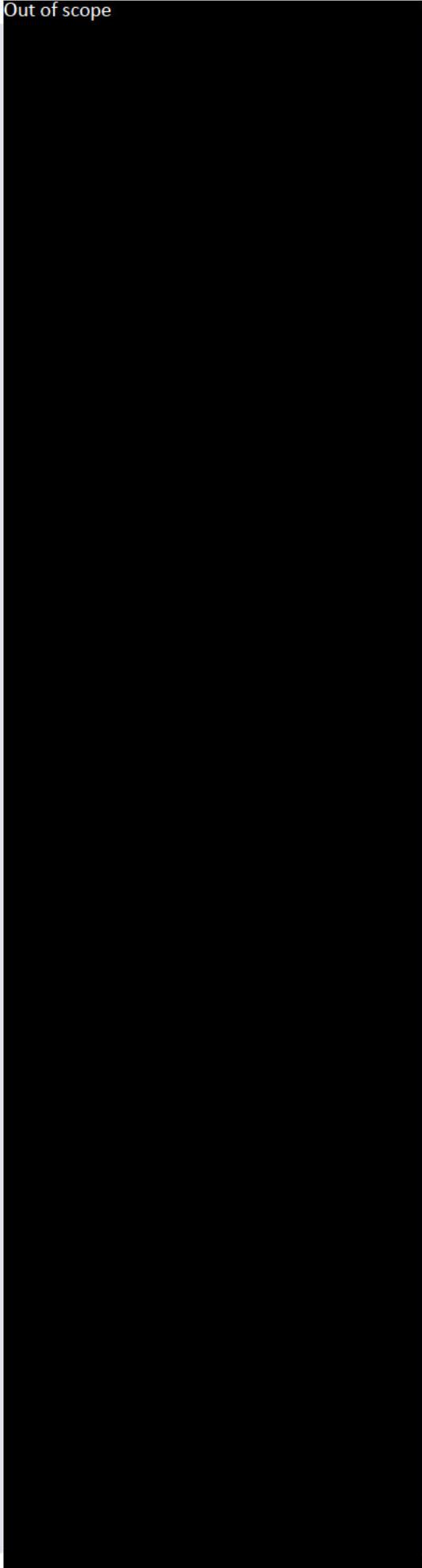
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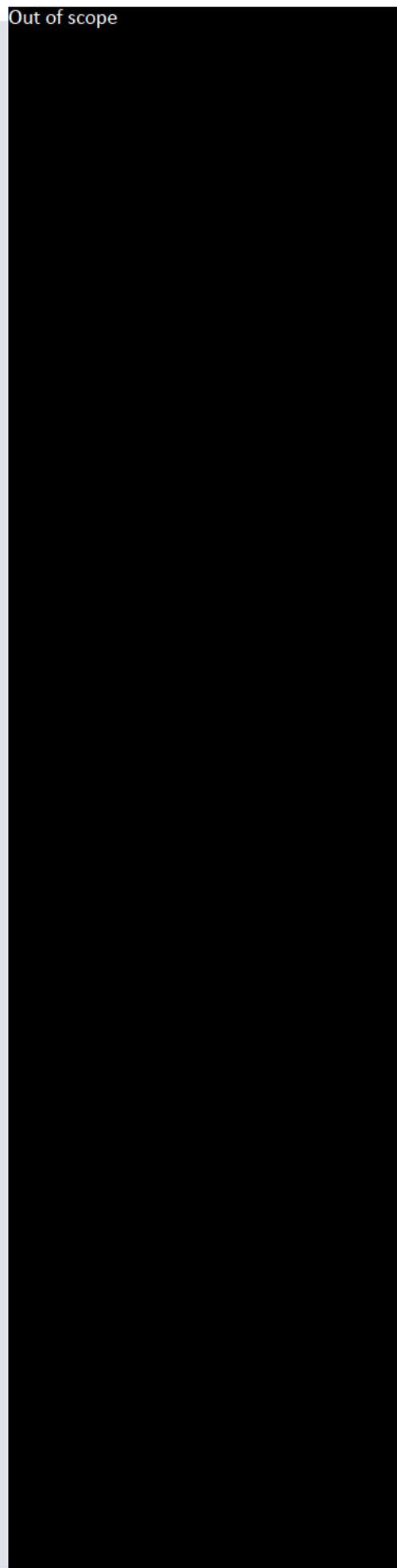
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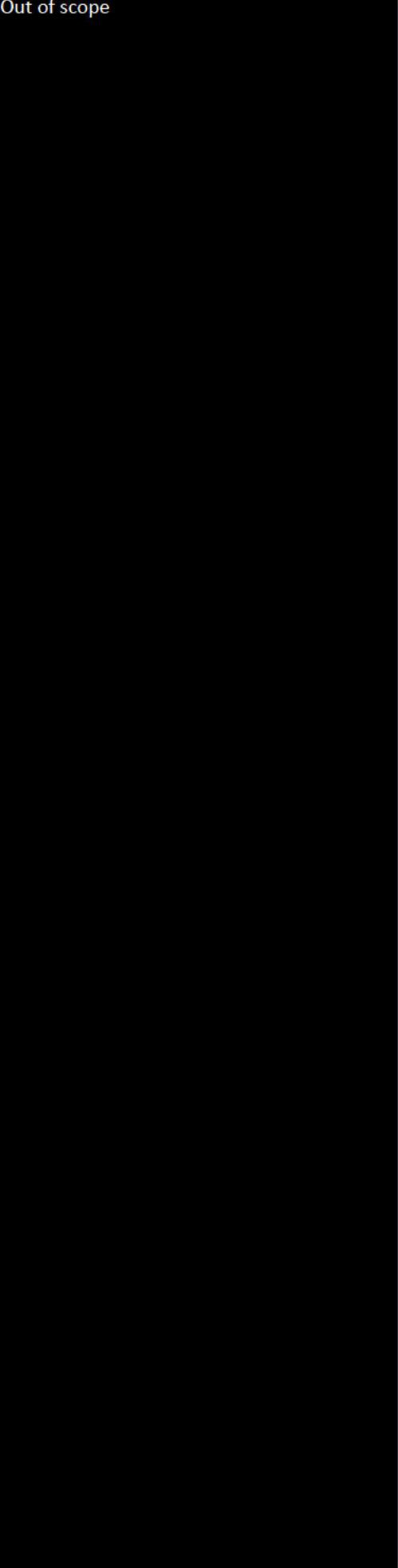
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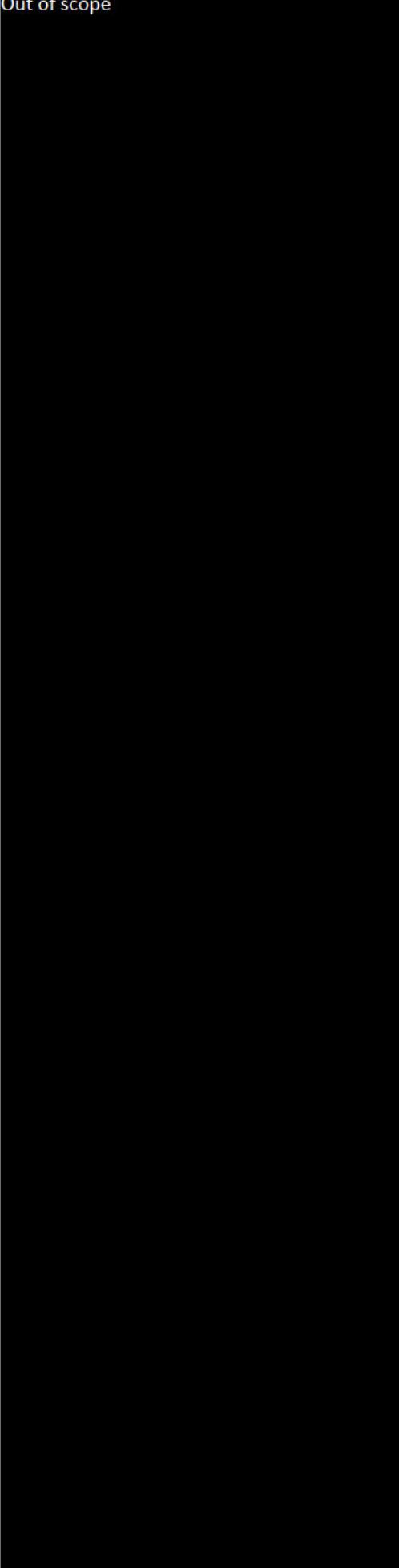
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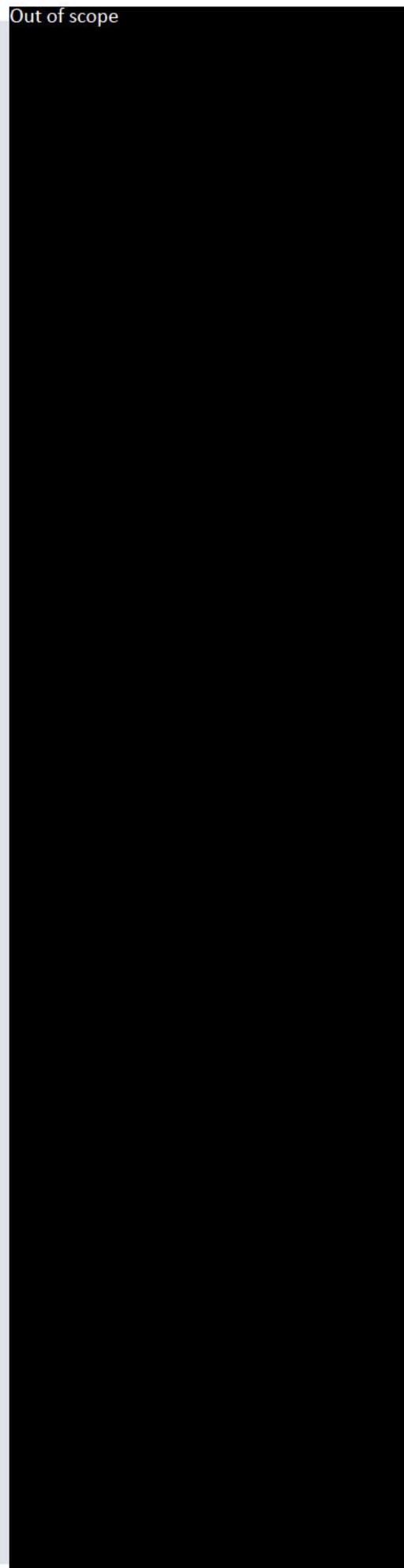
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Te Tari Ture o te Karauna Crown Law

Whāinga Amorangi plan 2024-2025



Introduction

Introduction

Our Whāinga Amorangi Plan 2024/25 builds on, and directly links with, the actions we are undertaking as part of our Kia Toipoto plan 2023/24 and our Diversity, Equity and Inclusion Plan 2024/25. This plan should be seen as complementary to those plans and be read together. These links are shown in the next slide.

This plan supersedes the previous Whāinga Amorangi Phase One Plan 2021/22 and builds on the learning acquired by our kaimahi through that plan.

As public servants we are required to be well-positioned to support the Māori Crown relationship.

Previously we have focused mainly on upskilling kaimahi in te reo Māori through the delivery of classes across Crown Law. In response to the survey completed in 2023, this plan aims to widen the scope of development opportunities offered to our kaimahi to encompass more areas of the Whāinga Amorangi framework. This is to normalise the use of tikanga in the office and make it a safe place to practise and discuss learning. It will assist our Kaimahi to learn and understand Māori world view, NZ history and how that has shaped what we do today. We will also encourage kaimahi to understand te Tiriti o Waitangi/the Treaty of Waitangi from the legal perspective of the Crown.

Our Focus for 2024/25

Our 2024/25 Whāinga Amorangi Plan will focus on providing learning opportunities for our kaimahi to reach or exceed the “comfortable” level of the individual capability component of the Te Arawhiti framework (see slide 6 for details);

- Aotearoa New Zealand history and Te Tiriti o Waitangi/Treaty of Waitangi
- Worldview knowledge – te ao Māori, tauiwi worldviews including te ao Pakehā and diverse tauiwi worldviews
- Tikanga/kawa
- Te reo Māori

This may look different for each person, and we will encourage managers and kaimahi to discuss this development regularly using the “comfortable” level indicators as a guide to support these discussions.

We recognise that there are some roles within Te Tari Ture o te Karauna Crown Law that require a higher level (than “comfortable”) of understanding and capability, or a wider range of knowledge, to fulfil their responsibilities. For example, those who work in the Treaty team, senior leaders or those whose work may require them to advise on or build capability of others across Crown Law or the System. In these cases we would expect employees to bring all or part of this knowledge and where further support is required we welcome employees to discuss with their manager.

Learning opportunities 2024/25

Many of our learning and development opportunities offered to kaimahi will be sourced as a low- or no-cost solution. This will mean we offer more self-paced learning and group discussion activities. This approach acknowledges our current financial context and the need to make savings and utilises the excellent resources available to us.

Time during work will still be available for engaging in learning and development activities and this can be arranged with managers as part of regular development conversations. The measures included in this plan provide a good framework to support those discussions and identify learning needs and solutions. For those employees who feel they are already at or beyond the “comfortable” level and wish to continue their learning they may do so using our study assistance policy.

We will have an increased focus on ensuring that the learning opportunities offered result in an increase of knowledge/understanding/capability in those kaimahi engaging with them.

Evaluation

In October 2023 we conducted a survey where kaimahi self-evaluated their capability against the te reo Māori and Tikanga individual capability component. We will use this data as a benchmark and conduct a similar survey again late in 2024.

Learning activities with a cost associated will include an evaluation of learning to ensure the investment is sound and the expected level of learning is taking place.

At Crown Law we build a better Aotearoa through responsible, lawful Government

We help to ensure: Democracy that serves all New Zealand | Government Decisions that inspire confidence | Justice that strengthens communities

We want to ensure Crown Law is a safe and inclusive workplace for all kaimahi.

To support this, our Diversity, Equity and Inclusion Plan includes on 4 key workstreams which will develop over time:

Kia Toipoto

Our 23/24 Action Plan aligns to the goals set out in Kia Toipoto 2021-2024 Public Service Action Plan which are to:

- Make substantial progress toward closing gender, Māori, Pacific, and ethnic pay gaps.
- Accelerate progress for wāhine Māori, Pacific women, and women from ethnic communities.
- Create fairer workplaces for all, including disabled people and members of rainbow communities.

Papa Pounamu

Papa Pounamu sets the diversity and inclusion work programme for the wider Public Service. It covers 5 priority areas that are focused on making the most positive impact across all diversity dimensions

- Te Urupare i te Mariu | Addressing bias
 - Hautūtanga Kākano Rau | Fostering diverse leadership
 - Te āheinga ā-ahurea | Cultural competence
 - Ngā tūhononga e kōkiritia ana e ngā kaimahi | Employee-led networks
 - Hautūtanga Ngākau Tuwhera | Inclusive leadership

4 Point Rainbow Action Plan

Foundational four-point plan to embed opportunities for Rainbow people in the Public Service

The Public Service overall goal is to make substantial progress towards achieving the following four outcomes over the timeframe of the plan July 2023 – 2025

- Increased visibility and information
- Increased numbers of people
- Promote greater inclusion and remove barriers
- Identify and close inequities

4 Point Disability Action Plan

Foundational four-point plan to embed opportunities for tāngata whaikaha Māori and disabled people in the Public Service

The Public Service overall goal is to make substantial progress towards achieving the following four outcomes over the timeframe of the plan July 2023 -2025

- Increased visibility and information
- Increased numbers of people
 - Improved accessibility
- Identify and close inequities

Whāinga Amorangi

Whāinga Amorangi is a standalone programme of work aimed at building Māori Crown Relations capability in the public service. For Crown Law this means building our internal capability.

Our 2024/25 Whāinga Amorangi Plan will focus on providing learning opportunities for our kaimahi to reach or exceed the “comfortable” level of the individual capability component of the Te Arawhiti framework; NZ History / Te Tiriti, Māori world view, tikanga and te reo Māori. This work can play a role in supporting our DEI priorities by helping Māori kaimahi feel like they belong and can bring their whole selves to work.

Results from survey October 2023

This survey was open to all kaimahi at Te Tari Ture o te Karauna Crown Law for two weeks in October 2023. 92 responses were received (approx. 42% of our workforce).

Te Reo Māori –

- approx. 35% self-report being at the comfortable standard;
- 22% self-report being almost at standard; and
- 43% self-report being below standard

Tikanga/kawa –

- approx. 32% self-report being at the comfortable standard;
- 21% self-report being almost at standard; and
- 47% self-report being below standard

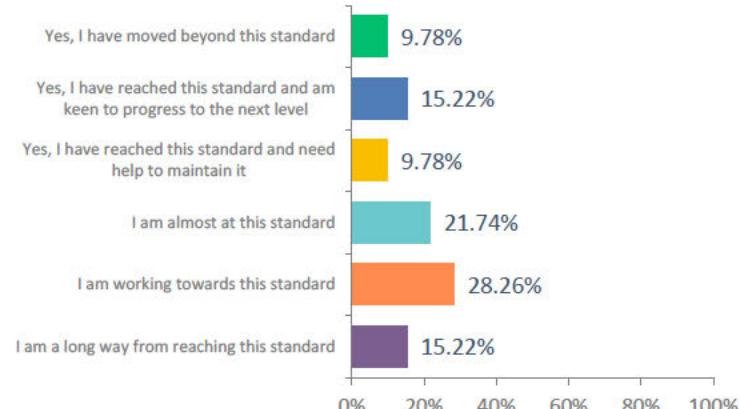
Main themes

- 65% of respondents would like to learn more about the key events in Māori Crown relationships through history
- 51% of respondents would like more practical opportunities to use te reo Māori in office life
- People find it hard to prioritise lessons over work
- Kaimahi would like a variety of options for learning te reo Māori
- Kaimahi expressed interest in a variety of ways to learn more about te ao Māori

Te Reo Māori

Self-assessment against the "comfortable" standard (noted below).

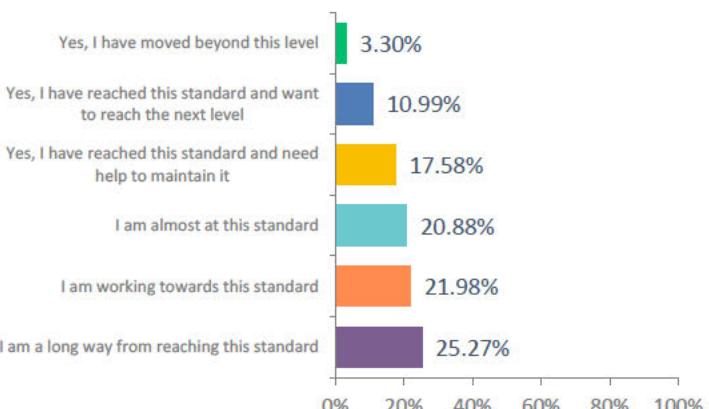
- I pronounce te reo Māori words correctly
- I understand te reo Māori that contains well-rehearsed sentence patterns and familiar vocabulary
- I can interact in predictable exchanges
- I can greet people correctly
- I can introduce myself and others (script-based interactions)



Tikanga/Kawa

Self-assessment against the "comfortable" standard (noted below).

- I use day to day tikanga Māori in the office
- I can explain a range of meeting tikanga and know when to seek advice on appropriate approaches
- I can sing at least two common waiata and perform simple karakia from memory
- I can recite pepeha





In August 2023 we paused the facilitated online te reo Māori lessons. In addition to the survey, we used this time to explore and discuss with HR, Finance, GLN programmes/summer clerks, and Te Rōpū Māori to discover the needs of our organisation. The needs highlighted include:

For Crown Law

A provider or providers who

- can work one-on-one with senior staff members when they are required to speak at public events and need to include te reo Māori.
- can advise on tikanga and assist in the running of events e.g. mihi whakatau.
- can provide te reo Māori and tikanga/kawa learning opportunities for our kaimahi. This needs to be targeted at bringing people to the “comfortable” standard and have a mechanism of confirming capability uplift. This could be lessons or another way of learning to provide for different learning styles. Noting that some of this can be via low- or no-cost solutions such as apps or online freely available learning.
- Can provide generalised training on the Treaty of Waitangi and Te Tiriti (the legal approach is covered elsewhere).
- Can provide some New Zealand History with a te ao Māori lens.

And

- A solution for translation services – role titles, annual report, public speaking events, other ad hoc translation requirements.

For The Government Legal Network

A provider or providers who

- can advise on tikanga and assist in the running of events e.g. mihi whakatau for new Graduates and Summer Clerks.
- Can provide generalised training on The Treaty of Waitangi and Te Tiriti and te ao Māori.

And

- A solution for translation services to support development of articles for the GLN.

For our Office Environment

From our Health, Safety and Wellbeing focus groups in 2023 and during collective bargaining we have heard that more work is required to support cultural safety and inclusion across the office. To help address this we will continue to bring more te reo Māori and tikanga into the daily life of working at Te Tare Ture o te Karauna Crown Law.

Needs, Requirements and Foundational Actions

Foundational Actions

Some of these identified needs are outside of the requirements of Whāinga Amorangi but are foundational to the success of this plan so will be actioned along with the identified actions on page 7 and 8.

To ensure we have appropriate providers in place to deliver the identified needs we will

- Undertake a procurement process to ensure a fair and equitable process is followed.
- Ensure contracts are in place for providers so we can monitor quality and evaluate effectiveness.

Additionally, we will

- Work with the business to identify roles which require further development and explore targeted learning opportunities for the people in those roles.
- Build relationships with mana whenua for sense checking and guidance.
- Continue to test ideas with Te Rōpū Māori as per their Terms of Reference
- Explore the creation of a cultural capability learning and development policy or see how this can be included in the current L&D policy.

Measures of the “comfortable” standard in the Individual Capability Component

Aotearoa New Zealand history and Te Tiriti o Waitangi/Treaty of Waitangi	Worldview knowledge – te ao Māori, tauwi worldviews including te ao Pakehā and diverse tauwi worldviews	Tikanga/kawa	Te reo Māori
Has a good, broad knowledge of Aotearoa New Zealand history from Māori and tauwi perspectives (pre- and post-1840)	Is open to new ways to approach subject matter	Uses some tikanga Māori in the office	Pronounces te reo Māori words correctly
Can describe significant events in the Māori Crown relationship (historic and contemporary)	Understands key differences between Māori and non-Māori worldviews*	Can explain a range of meeting tikanga and knows when to seek advice on appropriate approaches	Can understand te reo Māori that contains well-rehearsed sentence patterns and familiar vocabulary
Understands the ongoing impacts of colonisation for Māori and tauwi and can place current-day Aotearoa New Zealand within this historical context	Is familiar with contemporary Māori experiences and perspectives	Can sing at least two common waiata and perform karakia from memory	Can interact in predictable exchanges
Understands how the impacts of colonisation may affect people’s attitudes and behaviours today	Identifies own knowledge and experience gaps (ie knows what they don’t know)	Can recite pepeha	Can greet people correctly
Understands the history and importance of Māori activism in shaping and building the Māori Crown relationship	Can describe the rohe and population of iwi		Can introduce themselves and others (script-based interactions)
Is familiar with the text of the Treaty of Waitangi and what the Treaty means for Māori, tauwi and the Crown	Can identify key Māori organisations in subject area and relations between those organisations		
	Understands the meaning behind Māori and non-Māori place names where they live and work		

*such as the centrality of collectivism, the importance of rangatiratanga and the interconnectedness of environmental, cultural, spiritual and physical wellbeing in Māori worldviews, and the centrality of individualism and western systems and values in Pākehā worldviews

Actions we will undertake 2024/25

	Actions we will undertake 2024/25	Areas of ICC included	Success Indicators
1	Introductory te reo Māori and Tikanga/kawa learning pathways and options are identified and promoted to kaimahi, meeting the various learning preferences of kaimahi. Including: <ul style="list-style-type: none"> • Pronunciation • Pepeha • Introductions • Te Tare Ture o te Karauna Crown Law karakia • Sentence structure and vocabulary • Tikanga for the office e.g. manaakitanga for guests, karakia for shared food 	✓ Tikanga/kawa ✓ Te reo Māori	<ul style="list-style-type: none"> • Provider relationships are in place • A range of additional resources and learning opportunities are in place • Percentage of staff accessing learning • Participant feedback and completion rates from accessing learning, measured and reviewed at least annually so we can assess when to move to next level of learning.
2	Opportunities to learn and use te reo Māori are made available to all staff. This may include the following: <ul style="list-style-type: none"> • Comprehensive online and blended learning opportunities • Kaimahi conversational te reo practice sessions • Mihi and pepeha practice opportunities • Displaying and learning karakia and incorporating these into regular meetings and events • Attending and participating in mihi whakatau for new kaimahi • Participating in waiata sessions, and learning a selection of waiata suitable for situations encountered in the workplace that may require them 	✓ Tikanga/kawa ✓ Te reo Māori	<ul style="list-style-type: none"> • A range of opportunities to use te reo Māori are in place • Percentage of staff accessing opportunities • Participant feedback from accessing opportunities • Signage in the office is bilingual (te reo Māori/English) where practicable
3	Ensure all people leaders are aware of the obligations of this plan as required by Whāinga Amorangi and their responsibility to act as champions and role models of the use of te reo Māori, and acknowledgement of te ao Māori in the workplace.	✓ Aotearoa New Zealand history and Te Tiriti o Waitangi/Treaty of Waitangi ✓ Worldview knowledge ✓ Tikanga/kawa ✓ Te reo Māori	People leaders report that they will develop to reach at least the “comfortable” standard
4	Encourage people leaders to support their people at an individual and team level to participate in opportunities for learning and regular use of te reo Māori and tikanga/kawa.	✓ Aotearoa New Zealand history and Te Tiriti o Waitangi/Treaty of Waitangi ✓ Worldview knowledge ✓ Tikanga/kawa ✓ Te reo Māori	Team commitments are documented, circulated, and kaimahi are aware of their content.
5	Provide access to cultural awareness programmes ^	✓ Worldview knowledge	<ul style="list-style-type: none"> • Percentage of staff accessing programmes • Participant feedback and completion rates from accessing programmes, measured and reviewed at least annually so we can assess when to move to next level of learning

*similar or complementary action included in the Kia Toipoto action plan 23/24

^ Also included in the Diversity Equity and Inclusion plan

Actions we will undertake 2024/25 continued

	Actions we will undertake 2024/25	Areas of ICC included	Success indicators
6	Provider relationships for cultural training are established on the following topics: <ul style="list-style-type: none"> History of our country prior to, at the time of, and subsequent to, February 1840 Tikanga and kawa concepts, including those that apply in the professional settings our kaimahi encounter Te Tiriti / The Treaty training specifically relevant to Crown Counsel 	<ul style="list-style-type: none"> ✓ Aotearoa New Zealand history and Te Tiriti o Waitangi/Treaty of Waitangi ✓ Worldview knowledge ✓ Tikanga/kawa 	Provider relationships and contracts are in place and actively managed
7	Build relationships with local iwi / Māori to encourage understanding of local context. Explore running sessions for kaimahi to understand local context and to further build these relationships	<ul style="list-style-type: none"> ✓ Worldview knowledge ✓ Tikanga/kawa ✓ Te reo Māori 	Relationships are established and maintained through regular interaction
8	Provide the opportunity for kaimahi to attend the interactive workshops on New Zealand history with a te ao Māori lens and ensure appropriate pre and post support is available.	<ul style="list-style-type: none"> ✓ Aotearoa New Zealand history and Te Tiriti o Waitangi/Treaty of Waitangi ✓ Worldview knowledge 	Workshops are booked, planned and run approx. 2x per year
9	Review the draft He Rautaki Māori to see what is consistent with Whāinga Amorangi commitments and what is practical and possible for us to put into action.	<ul style="list-style-type: none"> ✓ Aotearoa New Zealand history and Te Tiriti o Waitangi/Treaty of Waitangi ✓ Worldview knowledge ✓ Tikanga/kawa ✓ Te reo Māori 	He Rautaki Māori is considered and updated according to Whāinga Amorangi commitments
10	<p>Survey – in addition to ongoing evaluation of activities we will conduct a survey similar to that of October 2023 to identify how we are tracking against that benchmark and aid in identifying next steps.</p> <p>We will include a question regarding people's comfort and ability to identify where Māori interests and Treaty obligations are relevant to their work.</p>	<ul style="list-style-type: none"> ✓ Aotearoa New Zealand history and Te Tiriti o Waitangi/Treaty of Waitangi ✓ Worldview knowledge ✓ Tikanga/kawa ✓ Te reo Māori 	<p>Survey</p> <ul style="list-style-type: none"> receives the same or more respondents than Oct 2023 and shows an increase in self-reported capability in our areas of focus. gives a benchmark score on people's confidence and ability to identify where Māori interests and Treaty obligations are relevant to their work

*similar or complementary action included in the Kia Toipoto action plan 23/24 ^ Also included in the Diversity Equity and Inclusion plan

Looking forward to 2025/26 - Suggestions and actions for our longer term

Practicality

Capacity and practicality dictate that our kaimahi can dedicate a small amount of time to formal learning and development activities. So, we will incorporate as many learning experiences into our day-to-day work as practicable and provide online learning that can be done at a time that suits the individual.

This also means that some actions will need to be staggered over the 2024/25 period and rolled out in stages.

Suggestions for actions for the future

Intermediate and ongoing te reo Māori learning pathways and options are identified and established to support kaimahi whose roles are identified as needing additional knowledge.

Support senior leaders to reach a minimum level of te reo Māori capability as role models, including

- Correct pronunciation
- Ability to introduce self through mihi/pepeha
- Ability to deliver at least one karakia timatanga and karakia whakakapi, explain its meaning, and use it appropriately

Kaimahi and leaders who have completed te reo Māori learning and development (either within or outside Crown Law) are supported to have their language proficiency assessed using Te Taura Whiri Level Finder Examinations, NZCER, or comparable assessments.

Add in additional area of the Whāinga Amorangi Individual Capability Component of “Understanding racial equity and institutional racism” into our plan including actions to upskill kaimahi.

Explore the creation of a te reo Māori policy that reflects the organisation’s commitment to te reo Māori.