

## Māori Crown relationship skills survey

This survey is intended to assess [name of agency]'s capability to support the Māori Crown relationship. It does this by gauging staff confidence in their abilities in various competencies. The results will be used to inform and prioritise training available to staff to build capability.

Results will be aggregated to ensure anonymity. Categories will be merged where responses may otherwise be identifiable.

Please consider your confidence levels in a work context and in relation to your previous experience and ability to undertake relevant work.

How confident are you in your ability to undertake the following tasks?

		Not at all confident	Slightly confident	Moderately confident	Confident	Very confident
1	I feel confident in my ability to practice tikanga in the office, including in meetings					
2	I feel confident in my ability to introduce myself in te reo Māori					
3	I feel confident in my ability to converse in te reo Māori					
4	I feel confident in my ability to pronounce te reo Māori words correctly					
5	I feel confident in my ability to sing two waiata from memory					
6	I feel confident in my ability to participate in a pōwhiri					



		Not at all confident	Slightly confident	Moderately confident	Confident	Very confident
7	I feel confident in my ability to explain kaupapa Māori concepts, including all the following: kaitiakitanga, mana, manaakitanga, mātauranga Māori, tikanga, whanaungatanga, wairua and aroha					
8	I feel confident in my ability to seek further understanding of Te Ao Māori					
9	I feel confident to describe where iwi are located around the country					
10	I feel confident to name key Māori individuals, groups and/or entities with an interest in my work area					
11	I feel confident to work in partnership and share decision making with a Māori group					
12	I feel confident to incorporate current Māori perspectives on Māori Crown relations into my work					
13	I feel confident to describe key historical moments in the Māori Crown relationship from a Māori and Pākehā perspective					
14	I feel confident to describe the articles and principles of the Treaty of Waitangi					
15	I feel confident to describe how the Treaty of Waitangi applies to my work					
16	I feel confident to analyse data from multiple cultural perspectives					



		Not at all confident	Slightly confident	Moderately confident	Confident	Very confident
17	I feel confident in my knowledge of Treaty settlement commitments that affect my work area					
18	I feel confident in my judgement on when and how the Crown needs to engage with Māori					
19	I feel confident in my ability to identify practices and processes in my agency's work that may inadvertently disadvantage Māori					

Do you agree with the following statements?

		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
20	I think it is worthwhile building my confidence in Te Ao Māori					
21	I actively seek opportunities to broaden my understanding of Te Ao Māori					
22	I believe that a Te Ao Māori perspective is relevant to my work					
23	I believe that [agency name] actively embraces and nurtures Te Ao Māori					
24	I believe that [agency name] engages effectively with Māori					
25	I believe [agency name] enables me to apply Māori Crown relations skills to my work (circle the appropriate option)	No	Yes	Sometimes		



Te ao Māori experience questions (Circle the appropriate option)

26	How many times have you attended a noho marae <sup>1</sup> ?	Never	1 – 2 times	3 – 5 times	6 times or more		
27	Have you studied te reo Māori and if so, for how long (in total)?	Never	Less than 1 year	1 - 2 years	3 - 4 years	More than 4 years	
28	Have you been involved in a waiata or kapa haka group?	No	Yes				
29	Have you undertaken training, study (formal or informal) in tikanga and kawa?	No	Yes				
30	Have you done any other kaupapa Māori study formally or informally outside of work? (e.g. weaving, mātauranga Māori, waka ama)	No	Yes				
31	I feel comfortable talking about race in the workplace	Never	Sometimes	Usually			
32	How often do you think about your race? <sup>2</sup>	Never	Once a year	Once a month	Once a week	Once a day	Constantly

<sup>1</sup> Marae stay

<sup>2</sup> Camara Jones, (2002). *Confronting Institutionalized Racism, Phylon*. Accessible at: [https://sph.umd.edu/sites/default/files/files/Jones-Confronting-Institutionalized-Racism\\_Phylon%202003.pdf](https://sph.umd.edu/sites/default/files/files/Jones-Confronting-Institutionalized-Racism_Phylon%202003.pdf)



Demographic questions (circle the appropriate option)

33	What is your age?	24 years or under	25 – 34 years	35 – 44 years	45 – 54 years	55 – 59 years	60 years or over	Prefer not to say
34	What is your gender?	Female		Male		Gender diverse		Prefer not to say
35	What ethnic group do you belong to? (participants can circle multiple options)	<ul style="list-style-type: none"> <li>• Māori • New Zealand European/Pākehā • Pacific Islander • European • Chinese • Indian • Middle Eastern/Latin American/African • Other (specify) • Prefer not to say</li> </ul>						
36	What is your role?	<ul style="list-style-type: none"> <li>• Management • Policy (including all analysts and advisors) • Community facing • Administrative support • Other</li> </ul>						
37	How long have you worked at the [agency name]?	<ul style="list-style-type: none"> <li>• 25 years or more • 20-24 years • 15-19 years • 10-14 years • 5-9 years • 3-4 years • 1-2 years • Less than 1 year • Prefer not to say</li> </ul>						
38	How long have you worked in the public service?	<ul style="list-style-type: none"> <li>• 25 years or more • 20-24 years • 15-19 years • 10-14 years • 5-9 years • 3-4 years • 1-2 years • Less than 1 year • Prefer not to say</li> </ul>						

Further feedback

39	<p>If you have attended training or had other experiences that have been useful or had a significant impact on your skills to support the Māori Crown relationship, we would be interested to know more about them here.</p>	
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Thank you for completing the survey!

If you have any comments that could help us improve this survey, please write them here or email them to [redacted].

