



Te Tēnehi o Aotearoa

TENNIS NEW ZEALAND

MANA MĀORI POLICY

GOVERNANCE POLICY Nr 12

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This policy forms part of Tennis New Zealand's governance framework.

Contents

12.1	Definitions.....	3
11.1	Background.....	3
11.2	Purpose.....	4
12.4	Scope.....	4
12.5	Preamble to TNZ Commitments	4
12.6	Te Ao Māori.....	5
12.7	Preamble of Te Tiriti.....	5
12.8	Article 1: Kāwanatanga.....	6
12.9	Article 2: Tino Rangatiratanga	6
12.10	Article 2: Tino Rangatiratanga	6
12.11	Rangapū / Partnership Agreement	7
12.12	Accountability and Review process.....	7

12.1 Definitions

<i>The Treaty of Waitangi</i>	means the Treaty of Waitangi with no particular emphasis on the different language versions.
<i>Te Tiriti</i>	means the Māori language version of the Treaty
<i>Tangata Tiriti</i>	means all ethnic groups, cultures and people of New Zealand who are not indigenous Māori. Tangata Tiriti is a multi-cultural concept which covers all people who wish to honour the treaty by strengthening their understanding of it, working alongside Māori and empowering Māori. Therefore a partnership approach between Tangata Tiriti and Tangata Whenua is inclusive of New Zealand's diverse population. Māori have a rightful place as Tangata Whenua as recognised in the Treaty of Waitangi.
<i>Pāhekeā</i>	means early settlers who arrived after Māori
<i>Tauīwi</i>	means settlers and immigrants in the modern era
<i>Tangata Whenua</i>	means people of indigenous Māori descent

11.1 Background

The signing of a refreshed Rangapū / Partnership agreement between Aotearoa Māori Tennis Association (AMTA) and Tennis New Zealand (TNZ) in October 2019 signalled our commitment to working in a meaningful and ongoing way with Māori. This important partnership will embrace the rich and diverse culture of Aotearoa and recognise The Treaty of Waitangi and its key principles of equality, governorship and rangatiratanga.

There is an increasing awareness of The Treaty of Waitangi, both the English language version, the Māori language version and their different meaning and effect. This includes a greater understanding of the principles of The Treaty of Waitangi and the rights, obligations and responsibilities of the treaty partners to each other.

Tennis New Zealand is not a party to The Treaty of Waitangi. However, as a National Sporting Body, TNZ chooses to acknowledge and respect the principles of The Treaty of Waitangi. These will guide our journey of bi-cultural competency, which we call 'Tikanga Rua', and in becoming a partner and an ally for AMTA and other Māori organisations in our work to govern, lead and develop tennis.

More specifically, Tennis New Zealand has articulated why The Treaty of Waitangi is important to us because:

- (a) we value bi-culturalism as a pathway toward greater diversity and inclusion in tennis;
- (b) we recognise the mana and value of AMTA for tennis - we want to give meaning to this partnership;
- (c) we value Te Ao Māori and want to create space for its expression in tennis for the benefit of Māori and for both Pākehā and Taiwi; and
- (d) because it is an anchor for our continual learning and development as we embrace Te Ao Māori.

From the outset, Tennis New Zealand acknowledges and respects the mana of Aotearoa Māori Tennis Association (“AMTA”) and we reinforce our commitment to the important partnership that is developing between our organisations.

“In terms of AMTA’s vision for the future, it’s pretty simple. Solidify what we already have, strengthen this partnership with Tennis NZ and encourage more Māori to be involved in tennis.” - AMTA March 2022

TNZ is working to recognise and uphold our relationships with Māori in a manner that is consistent with the principles of The Treaty of Waitangi. This policy is a key step to guide, influence and effect change through giving mana to The Treaty of Waitangi.

11.2 Purpose

- (1) The purpose of this Mana Māori policy based on The Treaty of Waitangi principles is to guide Tennis New Zealand (“TNZ”) in strengthening our relationships with Tangata Whenua as an active and supportive partner and ally of Māori in the context of our role in tennis.
- (2) The policy sets out the broad commitments TNZ is making to:
 - (a) contribute to an equal and equitable environment for Māori where partnership is linked to decision making;
 - (b) acknowledge and value indigenous knowledge and values, both generally and specifically relating to tennis; and
 - (c) provide individuals and groups with equity of access to tennis resources and services.

12.4 Scope

This policy provides a framework for TNZ’s current and future initiatives and applies to every level and aspect of the sport that TNZ can influence, including but not limited to the Board and Staff of TNZ and the wider tennis community.

12.5 Preamble to TNZ Commitments

The following sections outline TNZ’s commitment to (i) Māori values, (ii) principles embodied in The Treaty of Waitangi (choosing Te Tiriti as our reference document) and (iii) TNZ’s Rangapū Partnership Agreement with AMTA.

12.6 Te Ao Māori

TNZ seeks to incorporate, uphold and embody these values to guide the work of TNZ:

Kotahitanga

We are purpose driven and take collective and connected action

Whanaungatanga

We value our relationships and build and maintain enduring and reciprocal relationships in the communities we work in

Manaakitanga

We look after people both internally and externally.
We are an inclusive organisation

Pono

We act with honesty, sincerity, integrity and genuine intent

Tika

We do what is fair, just and right

Mana

We recognise, support and enhance the mana of others

Aroha

We act with empathy and compassion

12.7 Preamble of Te Tiriti

TNZ acknowledges the relevant cultural, political and socio-economic context to the agreement reached through Te Tiriti o Waitangi in 1840. This includes (but is not limited to) He Whakaputanga o te Rangatiratanga o Niu Tirenī / The Declaration of Independence signed in 1835 and the strategic alliance being formed between two independent nations.

TNZ places emphasis on the principle of Rangapū Mahitahi or Partnership to further acknowledge the alliance and the value of the relationships being developed with Māori. We are committed to working with Tangata Whenua and Māori generally to further develop our 'shared space' with the utmost respect and good faith.

TNZ is committed to and cherishes the partnership between TNZ and AMTA and seeks to embed this valued relationship.

12.8 Article 1: Kāwanatanga

Kāwanatanga (Article 1) includes the right and obligation of decision makers being carried out in a way that is just, fair and good for all those it affects including Māori and an obligation to foster tino rangatiratanga of Māori.

TNZ is committed to enduring; mutually beneficial relationships with Māori to support tino rangatiratanga, strengthen relationships and deliver equitable outcomes for Māori in tennis.

TNZ is committed to honouring the Rangapū mahitahi with AMTA that was established in 2019. It is based on equality, governorship and tino rangatiratanga. The relationship between TNZ and AMTA will continue to evolve and strengthen.

TNZ is committed to a leadership approach that encourages others to develop their understanding of The Treaty of Waitangi.

TNZ is committed to the continual development of our cultural capability to provide leadership within the tennis system for others to embrace Te Ao Māori. This includes building and retaining cultural competency as an organization with Te Ao Māori at both governance and operational levels.

12.9 Article 2: Tino Rangatiratanga

Tino Rangatiratanga (Article 2) includes sustaining and guaranteeing those rights and responsibilities that Māori communities possessed and practised for generation prior to the time of The Treaty of Waitangi signings. A right of Māori to continue to be Māori and take a by Māori, for Māori approach.

TNZ recognises and respects AMTA as the governing body for Māori tennis.
TNZ actively supports Māori tennis, its activities and kaupapa.¹

12.10 Article 2: Tino Rangatiratanga

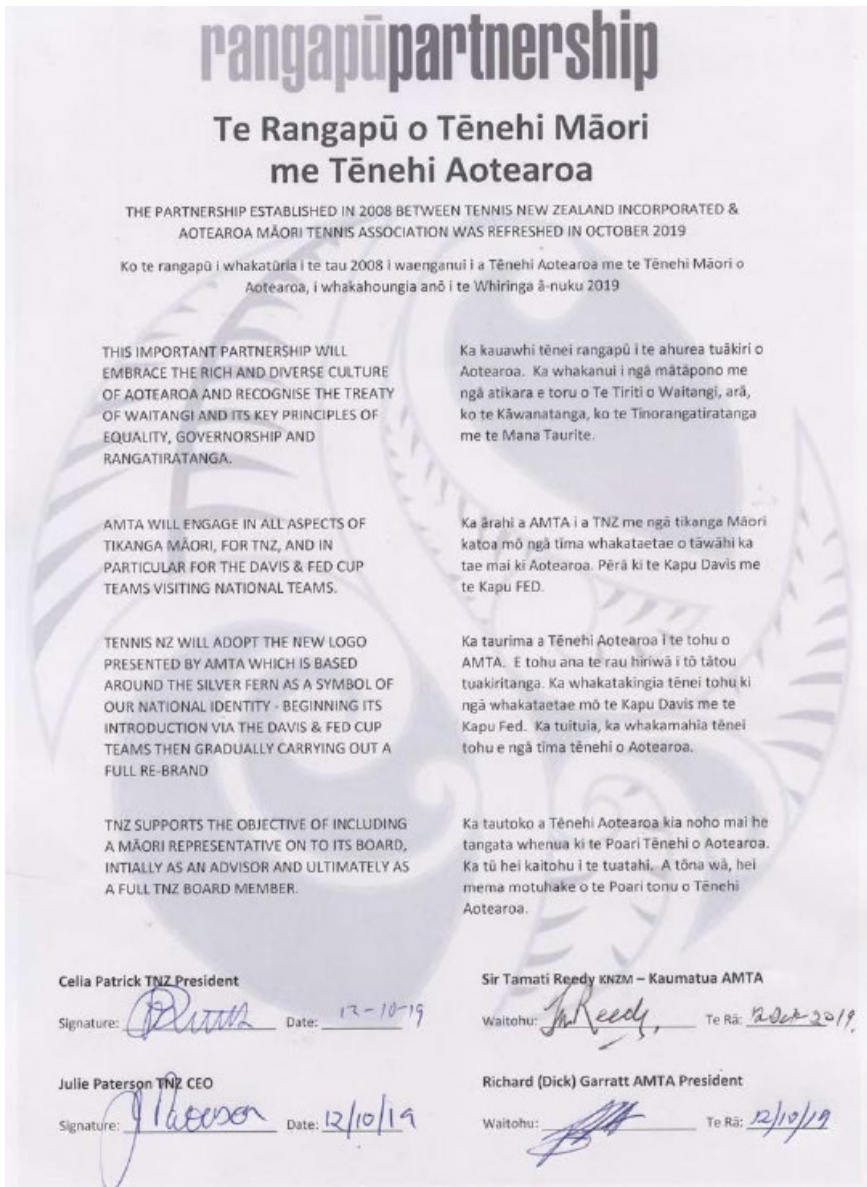
Ōritetanga (Article 3) includes ensuring equitable outcomes for Māori and addressing areas of inequity for Māori.

TNZ will engage with Māori throughout Aotearoa on their needs and wishes for Māori Tennis.

TNZ is committed to developing and collaborating with Māori, our strategic priorities and delivery to meet the needs identified.

¹ Including (but not limited to) through attendance at AMTA tournament and creation of materials in Te Reo Māori.

12.11 Rangapū / Partnership Agreement



12.12 Accountability and Review process

The whole board shall be accountable to deliver on this policy.

The Tikanga Rua Committee shall have primary responsibility for oversight to ensure we deliver.

***He aha te mea nui o te ao? He tangata, he tangata, he tangata
What is the most important thing? It is always about the people.***

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