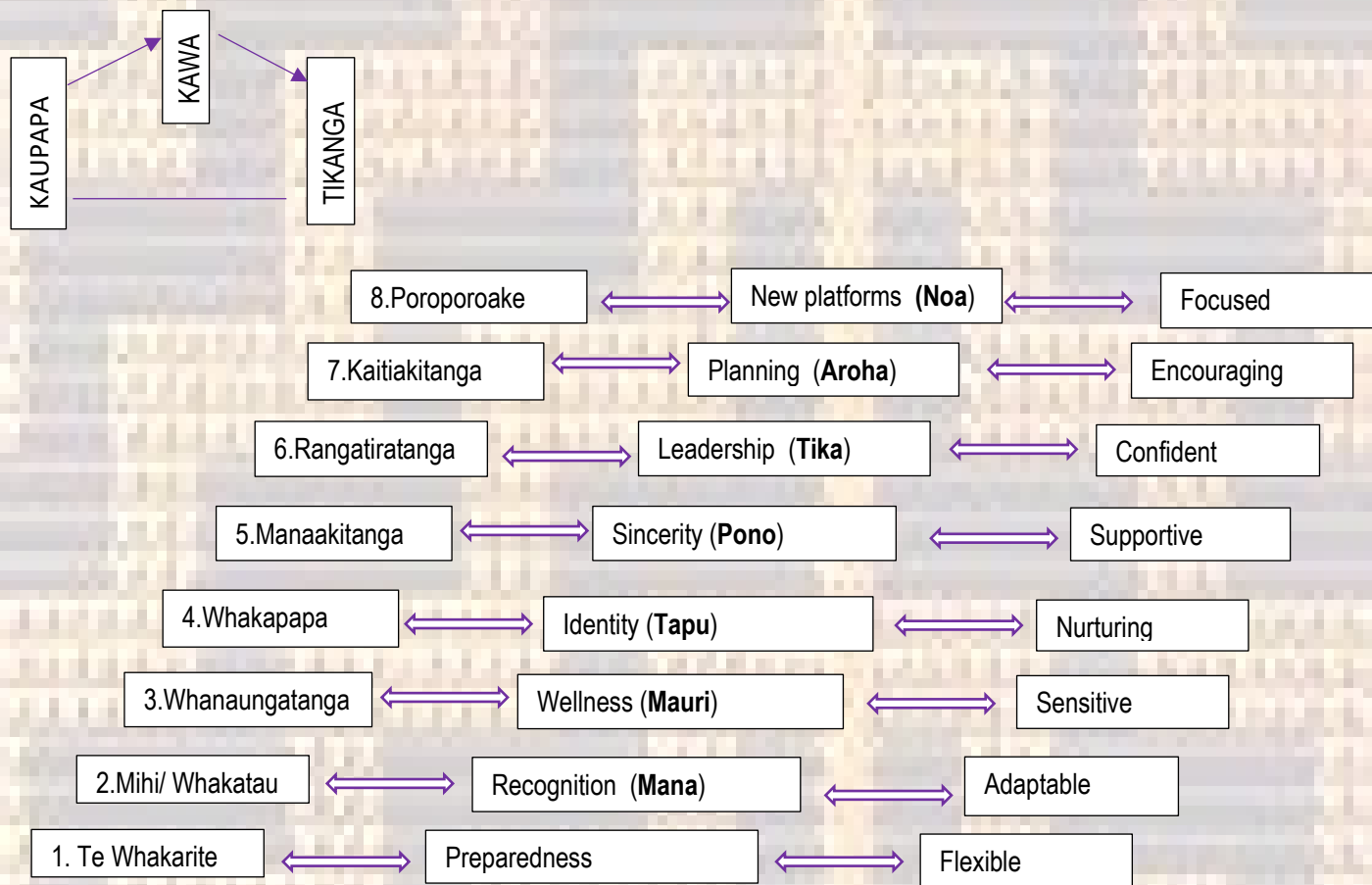
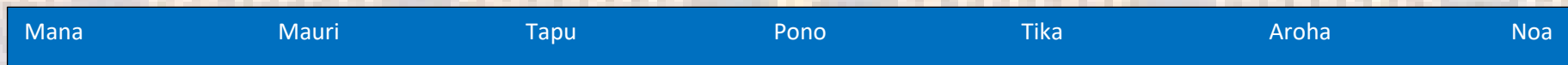


Poutama: NZNO Cultural Safety



Kaupapa	Whakamaori (translation)	Whakamārama (explanation)	Tikanga (process)
Te Whakarite	Organise or institute a goal	Initial preparation is on the basis of the information you have, be flexible when identify the cultural needs to establish a tikanga/process	<ul style="list-style-type: none"> Organise around the issue Ensure you have all the information Identify cultural supports Seek cultural advice
Mihi/Whakatau	Traditionally used for welcoming, introductions, openings and general purpose which take place on an off the marae.	Making first contact and establishing a rapport, adapt your greeting to the needs of the members or the use of Te Reo	<ul style="list-style-type: none"> First contact Find a common ground and basis to work from Apply te reo where appropriate
Whanaungatanga	Is the 'glue' that holds people together	Begin with trust and build upon making good connections with the member and there supports be sensitive to the cultural needs	<ul style="list-style-type: none"> Recognise a place of tapu/belief Anae te mauri: allow the person to speak Be sensitive to the responses and reactions Nurture the tikanga process and identify key points
Whakapapa	whakapapa provides us with identity and history, and connects us with our tūpuna and the whenua	Recognise there is a beginning and start from there. Be respectful not to disregard what connects a person to how they are connected to whānau	<ul style="list-style-type: none"> Identify issues that conflicts with Mana Foster wellbeing and supports Have integrity be respectful and honest
Manaakitanga	Supports to Health and Wellbeing	Manaakitanga is demonstrated through support networks that involve whānau, hapū and iwi.	<ul style="list-style-type: none"> Allow whānau and kaumātua to stand and support you Maintain the mauri within the support network Be open to change and adjust accordingly
Kaitiakitanga	Guardianship and Protection of Māori values of equality and equity in the workplace	Kaitiakitanga promotes guardianship of all things Māori of significance and cultural importance in tikanga practices and the use of Te Reo Māori	<ul style="list-style-type: none"> Respect the tikanga and processes Prepare for next steps Show transparency Maintain integrity
Poroporoaki	In traditional Māori terms Poroporoaki refers to Tangihanga and a time of farewell and letting go	Allow time to grieve before stepping out of te po (the night) ki te ao mārama (into the day). It's a process of healing and beginning again in normality	<ul style="list-style-type: none"> Having a place to reconcile Keeping focused on moving forward Returning to normality from Tapu to Noa