

SUSTAINABILITY, INCLUSIVE PRACTICE, AND TE TIRITI O WAITANGI

This section will address my responsibilities to my peers and the environment, and the importance of fostering strong relationships. I will explain the freedoms I have when conducting this project, and I will also explain the usage of Te Reo Māori in my work.

RELEVANCE OF PRINCIPLES TO STUDENT AND INDUSTRY

Kaitiakitanga

Kaitiakitanga is the Māori worldview of how humans are connected to their natural environment. *Kaitiakitanga* translates to guardianship and protection. (Royal, 2007).

I can practise *Kaitiakitanga* by caring for my project teammates, my resources, and the natural and work environments. It is a privilege to work in the office of XXX Company . Their equipment and space must be treated with respect and not misused. If I happen to break something, I will notify my supervisors. Whilst working from home, I should also take regular breaks to go outside. This will improve my mental state and help me avoid burnout. I will look after my colleagues by showing empathy for them and not getting aggressive if they disappoint me.

Rangatiratanga

Rangatiratanga appears in the Māori language version of the Treaty of Waitangi. It expressed the Māori right to ownership over their land and possessions (Independent Māori Statutory Board).

Today, it conveys the notion of sovereignty and the freedom to make one's own decisions. This is a basic human right, echoed in the United Nations' *Universal Declaration of Human Rights (UDHR)*: "Everyone has the right to life, liberty and security of person" (United Nations, 1948). *Liberty* is synonymous with *freedom*.

In my project, if I feel a task asked of me is unreasonable or out of my area of competence, I have the power to decline that task. I will still aim to challenge myself in this project and be open to learning new skills; there may be grounds for dismissal if I refuse too many tasks. I will exercise this right only if what I feel is being asked of me is unreasonable for a junior employee or if XXX Company causes me distress in their requests.

Whanaungatanga

Whanaungatanga describes the kinship humans have to each other. Each human has a right to be treated with dignity and respect, and I also have a responsibility to offer the same to others (Youth Development Strategy Aotearoa, 2019). By practising *Whanaungatanga*, I can build quality relationships built on communication and respect.

To practise *Whanaungatanga*, I will be as engaged as possible with my industry supervisor and everyone else at XXX Company. Due to my introversion, I may sometimes prefer to withdraw from social situations. If my issues disrupt the workplace, I will explain these to my peers. Outside of the workplace, I will initiate and maintain regular communication with my supervisors, and I will establish meetings if I have issues preventing my productivity or happiness at work.

When the project ends, I will remain connected with XXX Company staff on LinkedIn, to see future updates of interest to me.

Mana Reo

Mana Reo refers to the power of communication, both verbal and non-verbal. Using Te Reo Māori in an appropriate amount can help communication become more personal and gives team members a sense of belonging (Te Whāriki, n.d.).

To embrace Te Reo Māori, an easy step I have taken is to use Māori greetings: *Kia ora*, *Tena koutou*, etc., and the signoff *Ngā mihi* (Library and Information Association of New Zealand, 2013) in my emails. I have created an automatic signature in Gmail to reflect the Māori signoff.

In-person, the use of Māori is not embraced within the XXX Company team. I will use it for greetings and signoffs in emails, as something I am personally fond of.