

Interculturalism Policy Overview

The term 'interculturalism' is intended to describe the positive, empowered and planned creation of value when two or more cultural traditions encounter one another.

Given CANZ's leadership role in fostering and presenting a distinctive identity as choirs representing Aotearoa, CANZ is mindful of its responsibilities under Te Tiriti as well as the opportunities that Te Tiriti represents. One such opportunity is the enrichment that embedding Te Reo Māori and Tikanga Māori can bring for CANZ, its culture and its work.



Acknowledgements and Objectives

Ki te kotahi te kākaho, ka whati. Ki te kāpui, e kore e whati.

If there is but one reed, it will break. But if it is bunched together, it will not break - there is strength in unity. - Kiingi Taawhiao

CANZ acknowledges this policy is a further step on the CANZ Te Ao Māori journey that will be adapted as organisation responds to its interculturalism aspirations.

CANZ acknowledges Tāngata Whenua, Tāngata Tiriti and Tauīwi in the cultural diversity of Aotearoa and recognises the opportunities and responsibility as a national organisation to address Te Tiriti o Waitangi.

The CANZ Board is also grateful to the Tāwhiri Trust for sharing its Interculturalism Policy and enabling CANZ to set out a similar approach, using the term 'interculturalism' to describe positive engagement of Māori language and culture in the organisation.

The CANZ board's objectives are to set out the CANZ Board's hopes and values in regard to considering Te Ao Māori in CANZ activities.

Provide statement of intent from the CANZ Board to support the increased use of Te Reo Māori and Tikanga Māori, and enable our people to consider interculturalism in all CANZ activities.

To strengthen the CANZ's approach to addressing Te Tiriti o Waitangi and engaging with Te Reo Māori and Tikanga Māori in the context of choral music in Aotearoa, and in doing so strengthen CANZ's relationship with Tāngata Māori.

Activity Areas

Nāu te rourou, nāku te rourou, ka ora ai te iwi.

With your basket and my basket, the people will thrive. Collaboration is the pathway by which we can all flourish.

To assist with implementation, CANZ notes four areas of activity where investigations, experiments and applications of Te Reo Māori and Tikanga Māori could be conducted:

Artistic Practice: This activity area is concerned with the use of Te Reo Māori and Mātauranga Māori in the practices, approaches, attributions and presentation Waiata Māori or Māori works. How can Te Reo Māori and Mātauranga Māori further enrich and strengthen the artistic practice of the organisation?

Audience/Community Experience: This activity area concerns how CANZ presents itself to the public as a forum for presenting works and the organisation itself, in activities such as concert performances and preparations, marketing (digital, online, physical), communications, advocacy and more.

Workplace Culture, Board and Staff Capability: This activity area is concerned with how Māori language and culture can enrich the day-to-day workplace culture of the organisation and the capabilities of Board and Staff to deliver and maintain this culture and capacities/capabilities are required to achieve this.

Stakeholder Management/Key Relationships: This activity area concerns how Māori language and culture can assist in developing and maintaining high-quality relationships with key stakeholders such as artists, fellow artistic organisations and funders.

Aspirations

Whāia te iti kahurangi, ki te tūho koe me he maunga teitei.

Pursue that which is most precious. If you must bow, let it be to a lofty mountain. Perseverance and resilience is essential. Challenges can be overcome and mountains climbed; nothing but the truly impossible should become a barrier.

Outcomes for the Organisation and Choral Music in Aotearoa could be: CANZ is strengthened through the innovative and respectful use of Te Reo Māori and Tikanga Māori in its activities. CANZ is a model for intercultural leadership in activity and performance of works and for the meaningful expression to Te Tiriti in a New Zealand arts organisation.

Outcomes for New Zealanders could be: New Zealanders are inspired by, proud of and encouraged by hearing and engaging Te Reo Māori and Tikanga Māori and its responses to Te Tiriti through choral music. CANZ has grown in the view of New Zealanders as an organisation that really 'shows the way' for New Zealand generally with respect to the use of Te Reo Māori and Tikanga Māori in the use and performance of choral music in a way that enjoys widespread tāngata Māori support.

Outcomes for Māori could be: Māori participation in and contribution to CANZ and its activities grows significantly and in ways that are meaningful to both Tāngata Māori and to CANZ. CANZ is viewed positively by Tāngata Māori as there are visible real opportunities for Tāngata Māori and Tāngata Māori are reflected in the work and culture of the organisation.