

Kanorau Charter

A commitment to diversity and inclusion

Diversity on its own is not enough. Our organisation must also be committed to inclusion. In accordance with this Charter, we make the following undertakings.

1. Honour Te Tiriti o Waitangi by understanding that it is an important reference point for all New Zealanders to claim citizenship.
2. Understand the special place of Māori under Te Tiriti o Waitangi as tāngata whenua of Aotearoa.
3. Understand that citizenship is about everyone having a place to belong or tūrangawaewae.
4. Respect the tūrangawaewae of others.
5. Understand that everyone has mana and that enhancing a person's mana is about recognising their humanity, dignity, wairua (spirit) and status.
6. Ensure that tāngata (people) can be who they are without fear of prejudice or discrimination.
7. Ensure we reflect the diversity of Aotearoa society in everything we do.

**“Nothing about us
without us”**

Our spirit is

He tāngata te mea nui
People are paramount.

