

## **Non-Constitutional Remit**

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### **Remit:**

NZAC actively works towards being an anti-racist counselling association, where tangata whenua are guaranteed tino rangatiratanga and mana motuhake and are in an equitable partnership with Tangata Tiriti.

### **Rationale:**

This remit acknowledges the inherent colonising nature and therefore racism of NZAC. Formed nearly 50 years ago as a Pākehā association using Pākehā laws such as the Incorporated Societies Act, a Westminster style of conducting meetings.

This has resulted in an organisation where there is an inequity of power and decision making for Māori, our Te Tiriti partners. For example, a governance structure which ensures only 2 designated Māori positions, Te Ahi Kaa and Te Kai Tumutumu. The remainder of the Executive has 3 office holders, President, Treasurer, Secretary and 8 Regional Representatives, all potentially Tangata Tiriti.

NZAC enshrines in the Code of Ethics many values and principles; partnership, being caring and respectful of cultural differences, actively supporting the principles embodied in Te Tiriti o Waitangi, being honest and trustworthy in professional relationships, being tika and pono. Can we honestly say we are enshrining these values and principles?

There are many actions which both the association and individual members can do to address this inequality. A Working Party is looking at changing the Constitution. Te reo Māori kupu need to be in all policies and documents. Members can be asked to engage with CPD Puawananga every 3 years, all members should want to tick the Puawananga box on their RAPC yearly, engage with Te Tiriti webinars, research and self-educate on decolonising practices and many other professional practices.

NZAC was gifted the name Te Rōpu Kaiwhiriwhiri o Aotearoa by Mr Don Ngāwati and approved by the Reverend Sir Kingi Ihaka of the Māori Language Commission. The name broadly translates as: The “weaving” group of Aotearoa. Weaving is used in a figurative sense meaning the combining together of various elements into a whole, i.e., making the whole person, drawing “ideas” or “threads” together. Is it time we honoured this gift by using this name as often as NZAC?

This remit therefore recognises the inherent racism and colonising practices within NZAC and seeks to actively working towards being an anti-racist professional counselling association.