



THE UNIVERSITY OF
AUCKLAND
Te Whare Wānanga o Tāmaki Makaurau
NEW ZEALAND

Roadmap for engagement on Mission, Vision, Values and Strategic Plan from equity perspectives

PVC Equity 25 August 2020

We are committed to being
safe, inclusive and equitable

www.equity.auckland.ac.nz



An aspirational commitment to equity

Important not to regress in equity commitment, policy, practice, monitoring and impact

Critical to be **even more aspirational**

Imperative to work with and for Māori and equity communities.

Our distinctiveness and our impact

- How do we ensure Te Tiriti is fundamental in all aspects of the University?
- How do we earn recognition for our equity commitment and achievement?
- How do we use our critic and conscience role to prioritise eradication of pervasive inequities in the University of Auckland and Aotearoa New Zealand?
- How do we maintain our international leadership in achieving #1 in the [SDGs](#)/impact?

Equity and Excellence

Achieving excellence on traditional university measures of success is frequently antithetical to equity success

We could be distinctive by a commitment to excellence **and** equity being equally important and mutually dependent in all aspects of the university; our research, teaching, staff and student participation, engagement and success and our impact

Values

The Vice-Chancellor’s 7 July All-staff email focused on values and culture:

“The development of the new Strategic Plan provides an opportunity for us to revisit the collective values that serve as a reference point for how we relate and present ourselves to each other and to our communities.

Defining our values is a vital part of setting our course for the future. They guide our behaviour, define our culture, and show the world (and ourselves) who we are and what we believe in”.

Values - Discussion points:

- Should Equity Mana Taurite be one of the values for the University of Auckland?
- (Note current values include “providing equal opportunities to all who have the potential to succeed in a university of high international standing”)
- Should UoA values be expressed first in te reo Māori and then be translated into English?

Values

The Code of Conduct has four principles:

- We act with **manaakitanga**: this means we show respect, care and support for others and we act with kindness and hospitality.
- We foster **whanaungatanga**: this means we commit to making our University community a place in which all feel they belong.
- We build **kotahitanga**: this means we recognise that our community of teaching, learning and research is a partnership between our students and our staff.
- We uphold **kaitiakitanga**: this means we recognise our responsibilities as kaitiaki (guardians) to protect and respect our environment, traditions, knowledge, culture, languages and other taonga.

Question: Are these appropriate values for our university with the addition of mana taurite equity?

A Vision statement is

- **forward looking** and **active: what we want to achieve**
- a description of the **desired future state** not activities
- an **aspirational** description of what an organisation would like to achieve
- intended as a clear point for navigating the institution through current and future courses of action
- aligned with the Values of the University

How do we ensure the University vision is aspirational in terms of Equity?

Should the vision of the university include a commitment to being a safe, inclusive and equitable place to work and study in order to achieve our aspirational goals?

A Mission statement is

- a description of what an organisation does, whom it serves and how it serves them in order to achieve its **Vision**
- **focused on today** and the core business of the organisation
- a simple **explanation of an organisation's purpose** or reason for being
- generally **short**, either a single sentence or a short paragraph
- a **driver of the objectives and culture**

Mission

Should the university's mission include ideas such as the following:

To provide internationally distinctive research, teaching and learning that contributes to a sustainable future, reduced inequities and enhanced wellbeing?

Academic freedom?

Critic and conscience?

The Position Papers

The first phase of consultation for the strategic plan includes five position papers :

- Research and Innovation
- Engagement
- Education
- People and Culture
- Sustainable University

The five position papers present 91 “challenge questions” with limited focus on equity beyond some equity issues for Māori and Pacific.

Consultation process

Written submission - University staff and students are invited to respond to:

- Vision, Mission, Values
- Research and Innovation
- Engagement
- Education
- People and Culture
- Sustainable University
- Other – **Use this to make a specific submission on equity and also note in the comments box that you are making an equity submission**
- **Critical to have equity related feedback on Vision mission values**

Also make any equity related comments to the position papers too.

Submissions are made through online forms on behalf of [an individual](#), or a [team or other group](#) - up until 18 September.

Submissions

NOTE: The submission form invites ideas on cross cutting themes including Te Tiriti and Equity.

Comments are not limited to the position papers which will not be amended.

Submissions can be anonymous

Submissions can be from individuals, teams or groups

VC-led town hall meetings

The VC has 'town hall' style meetings across the University during August in faculties and service divisions. Invitations will be sent via Deans/Directors

Equity Webinar

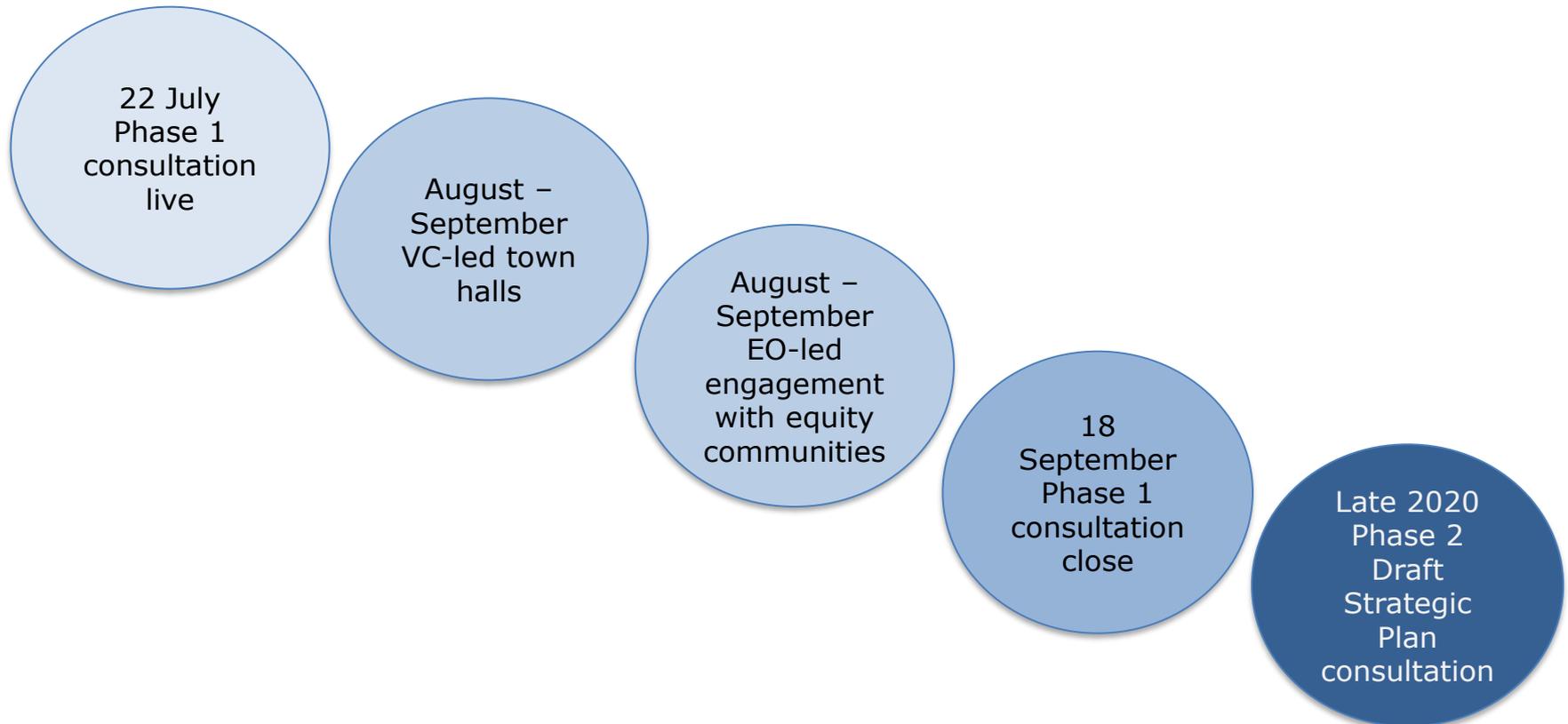
The Equity Office will facilitate engagement via webinar in September for equity communities - people with disabilities, LGBTQITakatāpui+ / Rainbow, students from refugee backgrounds, and also for anyone interested in equity.

PVCs Māori and Pacific are engaging with Māori and Pacific staff and students

ECOI members will be engaging locally

Consultation timeline

Details of the Strategic Plan process can be viewed [here](#). All staff and students are invited to comment by 18 September 2020.



Links to relevant documents and webpages

- S Plan 2021-2030 [webpage](#) “Whakatō Kākano: Developing the Strategic Plan 2021-2030”
- The VC’s May 2020 paper: [“Beyond 2020 Vision”](#)
- Phase 1 Position papers:
 - [Research & Innovation](#)
 - [Education](#)
 - [Engagement](#)
 - [People & Culture](#)
 - [Sustainable University](#)
- Our current plan: [Strategic Plan 2013-2020](#)
- [Code of Conduct](#)
- [Equity Policy](#)
- [University of Auckland 2019 Equity Profile](#)
- [Sustainable Development Goals #1 ranking](#)
- Submission form: [“Strategic Plan Submissions”](#)
- Queries - contact address: strategy@auckland.ac.nz