



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](http://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.

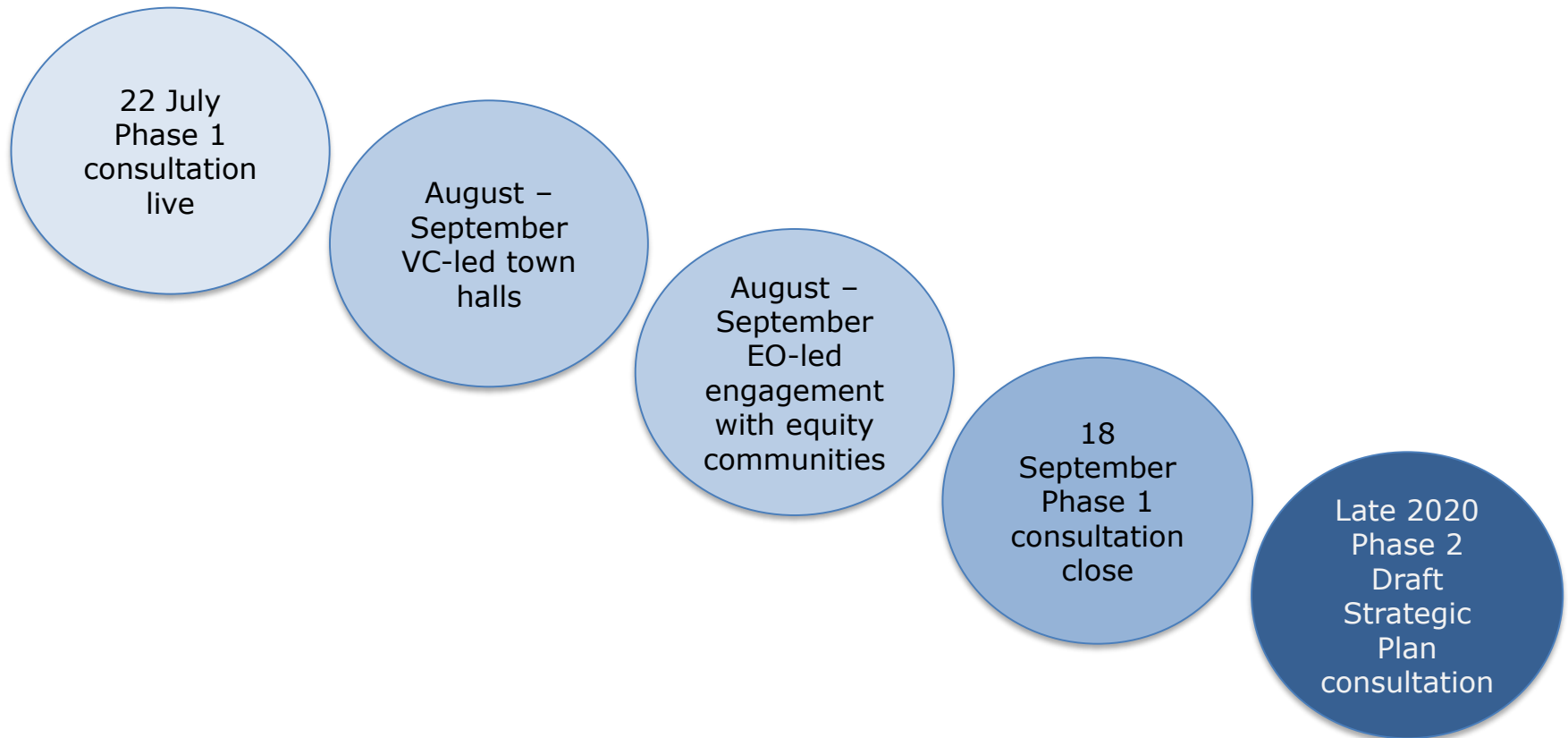
**PVCs Māori and Pacific** are engaging with Māori and Pacific staff and students

**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](mailto:strategy@auckland.ac.nz)