



TEU

**TERTIARY EDUCATION UNION
TE HAUTŪ KAHURANGI**

TEU Women's Newsletter

The TEU Women's vice president, Sarah Proctor-Thomson, and the National Women's Committee share in this newsletter the work being done nationally to advance gender equity.



Giving effect to our Tiriti relationship

Each NWC meeting begins by discussing issues for Māori women and our responsibilities to ensure our te tiriti relationship is lived daily. The importance of this work cannot be underestimated in bringing change not just for Māori but for all living in Aotearoa.

TEU's commitment to Te Tiriti o Waitangi is set out clearly in our [Te Koeke Tiriti](#) and [rules](#). And we have been strong advocates for more to be done in the tertiary education sector to advance the position of both Māori staff and students.

Our work has seen an emphasis on Te Tiriti and equity for Māori included in the legislation creating the new vocational education system and

[NWC member Jael Reiri spoke about this in Tertiary Update](#). Reiri, TEU member and Kaitiaki Māori/Lecturer at Te Aho a Māui | Eastern Institute of Technology noted: "This is a positive step for the promotion of equity for Māori, but this is just a first step. I would like to see Te Tiriti o Waitangi interwoven throughout not only policy, but degrees and certificates. We need to make sure Te Tiriti and te reo Māori are not taught in isolation from other subjects. I think we know where we are headed with Te Ao Māori - we have kōhanga, kura, wharekura, and wānanga, but we currently often see our reo and Te Ao Māori outside of these spaces taught and practised in isolation".



Why is a gender equity strategy and toolkit needed?

You don't need to go far to see that the tertiary education sector, like all parts of the world we live in, is not yet equal.

Most of you will have seen the coverage of [research which shows a gender performance pay gap exists in New Zealand's universities even when men and women have the same research performance score.](#)

This is why the NWC is working on a gender equity strategy and toolkit.

Still in development, the gender equity strategy will focus on a set of priority areas around which we will drive gender equality across the union and develop our annual NWC workplans. The TEU whāinga, **Tū Kotahi, tū kaha; Ngā piki, ngā heke; Awhi atu, awhi mai; Tatou tatou e** will be woven through these areas of action which include achieving:

- The right of women to work in safe environments free from all forms of gender-based violence and discrimination.

- The recognition of and promotion of women in leadership positions at all levels of our union and institutions in ways that reflect their proportion in the workforce.
- The valuing of women and their voice such that they are able to influence decision-making and contribute freely to fostering ahikā and supporting tūrangawaewae, a place where each woman has the right to stand and belong.
- The equitable reward and recognition of the work women do, including the elimination of the gender pay gap.
- The commitment of TEU and our tertiary institutions to work actively and collectively towards gender equality and the empowerment of women.

The online toolkit will be designed to help implement the strategy and will be interactive and user-friendly. You'll be able to join in a range of actions, learn about gender issues, and share your stories as we work to advance gender equity across our sector and union.



A Tribute to Suzanne McNabb outgoing Te Pou Whirinaki | National Women's Officer.

After 23 years working for the TEU and AUS, including 11 years working as Te Pou Whirinaki National Women's Officer, Suzanne McNabb is leaving the union. Suzanne has been integral to building the women's network of members and progressing the National Women's Committee work towards achieving gender equality within our union. We have been incredibly lucky to have been guided by Suzanne's knowledge and experience gathered over more than 50 years in the social justice and labour movements. During this time Suzanne has been a constant advocate for gender equality and the elimination of inequality more broadly. She has been a long-time member of over 40 years of the NZ Council of Trade Unions (CTU) Women's Council including time as the co-convener; she has represented the CTU on NACEW (National Advisory Council on the Employment of Women) which reports to the Minister for Women for seven years; and been Convenor of the Pay Equity Coalition. Suzanne continues in her role as President of UN Women Aotearoa New Zealand.

Since the formation of TEU, Suzanne has worked alongside 4 'Vice President, Women', Alexandra Sims, Sandra Grey, Cat Pausé and Sarah Proctor-Thomson, and supported the work of the National Women's committee over 6 terms. To give you an idea of the impact that Suzanne has made personally to those who have been lucky enough to work closely with her, here is a selection of the tributes provided from current and past National Women's Committee members:

Suzanne has been a true inspiration to me, not only professionally but also in

my personal life. Suzanne has a wealth of knowledge that I know will be truly missed as a guiding light. Suzanne has taken me to places pertaining to woman's issues that I never thought possible. (Jodi Hawe, NWC member and Member from East Bay Reap).

I have been amazed by Suzanne's extraordinary life experience and passion. She can speak French, has an amazing collection of memorabilia on women activism and she even once managed to gift me a T-shirt from the Belgium union my mum used to belong to when I was a child! ...[we had to edit another few sentences espousing the amazing deeds of Suzanne]...Do you need more? I can probably write a book! (Frederique Vanholsbeeck, NWC member and Academic at Auckland University).

Suzanne leaves a legacy of really strong women working at all levels of the TEU membership structures. She had a knack for getting women involved, nurturing them, and making sure they were able to be the best they could. I'm one of those women who will always remember that meeting when Suzanne gently inquired "Why don't you come onto the women's committee" from there, well for me the role of National Secretary. (Sandra Grey, National Secretary).

Click [here](#) to see our photo tribute to Suzanne



Upcoming events

TEU Women's Hui 2020

This year the NWC and national team of the TEU will be putting together a National Women's Hui planned to be held in Wellington over two days in August (provisionally 18 & 19th August). The hui will incorporate a focus on the 2020 election and what it will mean for women and the wider union movement. Each branch will be invited to send their women's rep and may elect to send additional women to learn, grow, and act. More details to come.



Other news

- Outgoing National Secretary Sharn Riggs talks about women in unions - [here](#)
- This virus is not gender neutral - [here](#)

