Te Koeke Tiriti.

A framework to advance our
TEU Tiriti relationship.

TEU | TE HAUTŪ KAHURANGI
TERTIARY EDUCATION UNION

Te Koeke Tiriti is the framework developed and agreed upon by TEU members and staff, after a series of workshops held during 2017 and 2018. Work on the Te Koeke Tiriti was initiated by a Tiriti Audit conducted by Dr Moana Jackson which included a number of recommendations for the union to consider. Dr Jackson's recommendations were endorsed and expanded upon by TEU council, including the following, which set Te Koeke Tiriti project in motion:

"That the union investigate how union and other issues may be presented within a Tiriti-based framework to encourage a shared acceptance of its importance." [1]

The title, Te Koeke Tiriti, was gifted by TEU kaumātua Hōne Sadler to acknowledge the union's 10 year Tiriti journey[2] to 2019, signify the union's ongoing efforts to further mature and advance the TEU's Tiriti relationship now into the future.

The framework sets out whāinga or values to guide our decision-making and our actions, in all the work we do together as TEU members and staff. There are four whāinga, which are outlined below and that embrace some of the verses of the TEU waiata "Tū Kotahi".

Contents

---

1   TEU Te Tiriti Audit 2015 – recommendation six

2   See Appendix 1, History of TEU Te Hautū Kahurangi and its Te Tiriti o Waitangi Journey

The whāinga guide our Tiriti relationships and behaviours, setting our vision of how we aspire to work together:

Tō tātou uniana, tō tātou whakakitenga.
Our union, our vision.

Tū kotahi, tū kaha
We are strong and unified; we are committed to actions which will leave no-one behind; and we create spaces where all people can fully participate, are fairly represented, and that foster good relationships between people.

Ngā piki, ngā heke
We endure through good times and bad; we work to minimise our impact on the environment; and we foster ahikā – the interrelationship of people and the land, including supporting tūrangawaewae – a place where each has the right to stand and belong.

Awhi atu, awhi mai
We take actions that seek to improve the lives of the most vulnerable; we give and receive, acknowledging that reciprocity is fundamental to strong and equitable relationships; and we work to advance approaches that ensure quality public tertiary education for all.

Tātou, tātou e
We reach our goals through our collective strength and shared sense of purpose, which are supported through participatory democratic decision-making processes and structures.

The TEU Te Hautū Kahurangi actively acknowledges Te Tiriti o Waitangi as the foundation for the relationship between Māori and the Crown. We also acknowledge the significance of specific reference to Te Tiriti o Waitangi in the Education Act[3] and the emergent discourse resulting from this. Finally we acknowledge the responsibilities and actions that result from our nation's signing of the UN Declaration on the Rights of Indigenous Peoples[4].

Te pūtake o te pātū iringa kōrero
The purpose of the framework

This framework can be used as a daily guide and tool to support our decision-making, actions, and interactions. From our conference and council, to interactions between individual members and amongst union staff, this framework helps us to think about how the Tiriti values it promotes can become an integral part of how we work and behave as TEU members and staff.

The ideas in this guide are not an exhaustive list, but are aimed at illustrating how we can think through the values to guide our individual and collective efforts. The first section of the guide focuses on our union and vision. The second section looks at our structures and policies. The third section is about how we interact with each other – at meetings and events, during negotiations, when dealing with workplace issues, and through campaigns and communications.

3   Specifically Section 181 (b), (c), and Section 220 (2A) (a) to (e)
4   Particularly Article 14

Tō tātou whakakitenga, ō tātou whakahaerenga, kaupapa here anō hoki.

Our vision, our structures and policies.

In an audit report provided by Moana Jackson, following his analysis of the TEU's response to our Tiriti relationship rights and responsibilities, he talks about the problems associated with viewing Māori rights within this relationship in the same way that participation rights are considered:

"...The very requirement that delegations should reflect a balance of membership by situating Māori alongside others is inherently problematic. In a very real way it actually redefines the right of Tiriti-based authority...into a numerically-determined quota.

But Te Tiriti rights and equality are never dependent on numbers. To particularise them in that way has the regrettable and obviously unintended effect of diminishing the Tiriti relationship to a subset of participation or a competition for place with others who have different but valid grounds for inclusion."[5]

---

5   Jackson, M. 2015. "A Tiriti Audit for the TEU Te Hautū Kahurangi o Aotearoa" page 20.

E tohu ana te Tiriti i roto i ō tātou whakahaerenga
Te Tiriti reflected in our structures

How we recognise this difference is an important step on our Tiriti relationship journey. Our commitment to Te Tiriti o Waitangi means our structures foster a sense of tino rangatiratanga – leadership, self-determination and responsible autonomy. This includes creating and adequately resourcing spaces for Māori voices to be heard and decisions made by Māori to be acted upon. So while Māori members offer and expect the same treatment as any other member, their position as the indigenous people of this country and as Tiriti partners (expressed within TEU in terms of their membership of Te Uepū) adds a unique dimension to potential roles and responsibilities within the union. How these roles and responsibilities may be implemented is to a large extent the determination of Māori members locally and nationally.

Branch example
Some branches have adopted a co-chair structure for their branch committees. Typically one co-chair is Māori, and the other is Pākehā, but in some instances, branches have also looked at gender identity for these roles.

When the branch Te Uepū role is unfilled, the branch committee takes active steps (such as meeting with Māori members) to fill the role. This may include suggesting sharing the role between two or more people.

National example
Currently we hold Hui Te Uepū before the National Conference to create a space and place for Te Uepū members to be Māori, experience ahikā, express tūrangawaewae, and exercise tino rangatiratanga. (Tū kotahi, tū kaha).

Te takitini me te whakawhāiti tāngata
Diversity and inclusion

Recognising and valuing diversity means creating and sustaining an environment in which everyone can achieve their full potential. This may include removing systemic barriers and creating new ways of working. Committing to prioritising an inclusive way of working means that goals around equity and access need to be embedded into planning and organisation. Doing this means that the diverse needs of individuals and groups of members become a central organising principle. The 'flow-on' effect of this is that members, seeing that the union – locally and nationally – actively works to reflect their views and address their concerns are then more likely to participate in union activities.

Branch example
Representative roles within branches (other than a few specified roles) are left open for the branch and members to decide what roles best suit them.

National example

The national structures of the union provide for representative and Tiriti-based roles. These may change over time, but currently include a national president, vice-presidents, and national committees with a mix of Tiriti-based and representative roles.

Different groups within the union must be provided adequate space to decide on what they want to do about issues facing them. In doing so, the union as a whole supports progressing these issues, including active involvement from the broader membership as and when appropriate.

Branch example

Many branches actively seek to fill roles such as U35 (union members 35 years and younger), a representative for Pacifika people, and women's representative. This ensures there is an identifiable contact point for bringing issues and ideas to the attention of the committee, and for these groups to organise their own activities and campaigns, supported by the rest of the branch.

National example

The framework developed to identify the features of fair and equitable general staff pay and progression is a tool for branches to use when negotiating to improve these conditions. Whilst the focus is on general staff pay and progression, the union as a whole has agreed that this should be a national priority claim for bargaining across our branches.

Te whakatatūnga
Decision-making

Participatory democracy means that decision-making happens with ongoing conversation and debate until consensus is reached (debate until we find a place that no one is completely uncomfortable with).

Branch example

All members are invited to participate in the development of branch claims for bargaining. The branch president and organiser work to ensure there are a range of ways to provide feedback and input – for example through face-to-face meetings, online forums, etc.

National example

In developing this framework we held small group workshops where we asked members to discuss first principles. Then we took these ideas to national committees and councils for discussion. The draft framework developed from the first principles discussion then went back to members for consideration, before the final draft was sent to council and conference for approval.

Te whakatupu kaupapa here
Developing policies

Policies guide our direction, processes, and public actions. Te Koeke Tiriti framework should be used to shape the ways in which we develop our policies and the substance of them.

Our commitment to Te Tiriti o Waitangi and social justice means that our policies must be based on ensuring whaioranga for those who participate in the sector – the total wellbeing of all staff and students. Decisions must foster ahikā – the interrelation of people and the land, including supporting a sense of tūrangawaewae for all which fosters a sense of belonging.

All members have access to policies and are invited to engage in policy debates. We use multiple avenues of debate in order to enable the widest level of debate as possible.

Our policies must be written in ways which ensure the actions that flow from them are clear and able to be acted upon at all levels of our union This includes making clear the rights and responsibilities of all members and union staff.

Branch example

Union policy development can begin at the branch level, with a branch raising an issue they believe needs a policy position. During the policy development process, branches are encouraged to provide input, feedback and critique on union policies. During conference, individual branches can submit policy remits, as well as debating and discussing the union's policy direction on key issues.

National example

Our most recent 'Keep It Public' campaign showed how the TEU's policy position could be linked to actions taken by TEU members and staff, resulting in withdrawal of that part of the legislation proposed by Government.

The union's work on Te Kaupapa Whaioranga: the blueprint for tertiary education outlined our collective view on the direction the tertiary education sector should head in. This publication drew on extensive engagement with members in different settings, and is used to frame and inform our local and national lobbying efforts, as well as providing a platform for future planning for the sector.

Ngā kaupapa here ahumahi
Our industrial policies

Our commitment to Te Tiriti o Waitangi means we include claims and actions in all negotiations that result in collective agreements that include strong clauses reflecting issues and concerns for Māori members.

Branch example
The current national priority claims for te reo Māori, tikanga, tangihanga, and noho marae, which all branches must work on during their collective agreement negotiations began as a locally promoted position strongly championed by the branch.

National example
Negotiation teams are required to keep presenting the national priority claims relating to te reo Māori, tikanga, tangihanga, and noho marae until these claims are achieved in all our collective agreements.

In working with Māori members to shape the direction of the union's industrial work, we make sure that our strategising recognises the impact of loss of land and cultural alienation for Māori.

Branch example
Some branches have begun developing relationships with local iwi and hapū, with a focus on what the branch can offer, rather than simply coming to local people with issues the branch and its members are facing.

National example
This is an emerging area for the national union in terms of being able to identify specific actions taken so far. Our overall view is that we will discuss and prioritise claims for future iterations of the National Industrial Strategy that seek to protect the taiao (environment and our connections to it). The Industrial Strategy has prioritised national claims relating to te reo Māori me ngā tikanga (the practice and protection of Māori language, customs, and culture).

We will include claims and actions that ensure we are advancing the needs of the most vulnerable.

Branch example
Some branches have had success with negotiating clauses supporting leave for victims of domestic violence into their collective agreements. Several branches continue to work on addressing low wages through Living Wage campaigns.

National example
Our current National Industrial Strategy has as a priority claim of fighting for a Living Wage and seeking to raise the wages of the lowest paid members by advancing flat rate increases.

Ngā kaupapa o te wā mō ngāi Māori
Position on contemporary issues for Māori

Historically and today Māori have been negatively affected by the social, political, economic, cultural, and environmental impacts of colonisation. As a union committed to both Te Tiriti o Waitangi and to securing equity and equality for all, it is incumbent on us to actively seek to put these values into practice.

Branch example
Individual branches have taken actions such as supporting members who have become homeless; advocating for the retention of the status of the rūnanga that sits alongside the institution's council or being involved in local issues spearheaded by iwi/hapū.

National example
Within the tertiary education sector, we have recently taken action on 'whitestreaming' – replacing Māori specific support roles with generalist roles – by commissioning research into the issue and developing an action plan to address this practice.

Mana taurite ki Aotearoa, ki kō atu
Equality in Aotearoa and beyond

TEU members actively engage in campaigns to advance material and social equality.

Branch example
Several branches contribute to Union Aid by way of donation or supporting its fundraising events.

National example
The TEU supported a campaign for indigenous Australians through letter writing and social media pressure.

Te pūtea tautoko o te wāhanga kura tuatoru
Funding of the tertiary education sector

In the interests of advancing life-long learning for all New Zealanders, we advocate and take action for publicly funded, publicly controlled tertiary education.

Branch example
Many branches have made submissions that emphasise the importance of our public tertiary education system. Some branches have also lobbied local MPs on these issues.

National example
All of the union's lobbying and publications reiterate the message 'Keep it public' recognising that a well-funded public tertiary education system is the best way to ensure equity of access, participation and achievement.

Tātou, tātou e

We reach our goals through our collective strength and shared sense of purpose, which are supported through participatory democratic decision-making processes and structures.

Tō tātou whakakitenga, ō tātou mahinga tahi.

Our vision, our daily interactions.

Te haere tahi o te wāhanga kura tuatoru katoa

Engagement with the sector and others

Our commitment to Te Tiriti o Waitangi means that we practice manaakitanga towards those in the sector. Our interactions focus on addressing issues and working to find solutions; while there may be times where the position of the TEU membership is at odds with employers or others in the sector, we conduct ourselves in ways that reflect the values of tū kotahi, tū kaha and manaakitanga.

Te whakatakotoria, whakatikahia, me te whakamahia o te mahere mahi uniana

Setting, revising, and enacting the TEU work-plan

Our commitment to Te Tiriti o Waitangi means that a process must be put in place to ensure the issues of the diverse groups that make up our sector are included in the TEU work-plan. This includes ensuring that we advance a range of equity issues. For example, while Council and national committees do the work on writing up the work-plan, it is important that members of these groups use smaller, relational meetings in the sector to hear the key issues arising.

Ngā tikanga huihuinga ā-motu

National meeting practises

We structure agendas and meeting processes in ways that ensure diverse voices are heard at all our national and branch meetings. We understand and use TEU tikanga including the union karakia and waiata which are used to open and close meetings, and allow time for whakawhanaungatanga prior to beginning the business of our meetings. These practises are used to advance our relationships and understanding of each other.

We begin our agenda with discussion about how our decisions will support and advance Te Tiriti relationship, then move to issues for Māori, equity groups, and so on. Each meeting of the union's council now begins with discussions and work that advance Te Tiriti relationship at a national level, before moving to matters arising from Te Uepū/Te Toi Ahurangi and so forth.

Our debates are respectful and open. We accept we will have challenging days when we disagree about our direction, but that together we can find a way through and advance our common cause.

Meetings are action oriented with a focus on how we will advance the collective needs and wishes of us all.

All leaders commit to using our energies to advance the agreed work-plan and to inspire members and union staff to take action on the agree priorities.

We evaluate our achievement of work-plan priorities nationally and locally. We learn from failures and celebrate successes.

Te whakaritenga ā-manga

Organising the branch[6]

If the branch is committed to having an inclusive way of working, goals around equity and access need to be embedded into planning and branch organisation. By doing this, addressing diversity needs of individuals and groups of members can become a central organising principle of the branch. The 'flow-on' effect of this is that members, seeing that the branch actively works to reflect their views and address their concerns are more likely to participate in branch activities.

Te whakamaheretanga hui-ā-manga
Planning an inclusive branch meeting

Planning to make sure your meeting is accessible begins at the earliest stage of organisation – and not as an add-on a couple of days before it happens. This includes such things as finding a suitable venue, creating the agenda, and designing communication materials and publicity. The goal is to make the most of people's time, to ensure everyone is able to participate as much as possible, and that people's diverse needs are accommodated as much as is possible.

Physical, communication and environmental barriers to people's participation are varied and will depend on an individual specific needs. Some barriers can be unintended, while others can be avoided. For example: booking a venue on multiple levels with the only access being stairs, when you have people with limited mobility attending.

Te whakarite rā/wā
Setting a date/time

Organising meeting dates and times is probably one of the most tiresome tasks for Branch Committees! The old adage "You can please some of the people some of the time, most of the people most of the time but never all of the people all of the time" probably rings true for many a branch committee member who has been given the job of organising a union meeting.

Although not always possible, for major events such as claims meetings, it may be worth running more than one meeting at different times of the day, or on separate days.

Be aware of major events within the institution that may impact on attendance on a particular day/time – for example, large pōwhiri, student orientation and so forth.

---

6   Also refer to Appendix 2 for a brief checklist to evaluate your branch's progress.

Te rūma me te wāhi hui
Venue and location
If possible, use a meeting space where food can be served. Showing caring for people through hospitality is an important value for many cultures. The other positive is that food can often be a drawcard for attendance at meetings!

Ease of access for the venue is an important consideration also – if possible try to make some parking available for those attending from off the main campus, or those with limited mobility.

Te whakatakoto paeroa
Setting the agenda
Try to limit the number of items on the agenda to allow for adequate discussion and leave a 'general business' section to allow for other agenda items to be discussed.

It may be possible to try working in different ways during branch meetings e.g. working in pairs/small groups for some discussion items – this gives more opportunity for all to participate, and may address any cultural differences about speaking in public or in front of large groups.

Te whakatuwhera hui
Opening the meeting
A common practice in many organisations is to open meetings with some brief comments about the purpose of the gathering and so forth. This may include karakia a whakatauakī or thought for the day, or some general comments about what the group hopes to achieve.

For some members, it may be important for them to be able to express themselves using a particular religious viewpoint. However individual members choose to do this, the essential point for those attending the meeting to remember is that each person should be afforded the respect to express themselves in a way they feel comfortable. It is worthwhile also remembering what the purpose of the meeting opening protocol is – to provide a positive and caring context for the meeting to proceed in and a broader acknowledgement of why the group has gathered.

Te whakawhiti kōrero me te tautotohe
Discussion and debate
Not all members will feel comfortable with the positional style of debate that tends to characterise discussion in many meetings. For example, in some cultures, directly challenging a speaker is considered disrespectful.

Leave space for people to contribute - silence does not always equate to assent and sometimes a few moments need to be taken to 'check in' with the group about whether views have been adequately canvassed.

As well, have 'house rules' around not interrupting speakers and so forth.

When it comes to making decisions about issues in the branch, it is useful to remember that majority voting is not the only way to reach agreement.

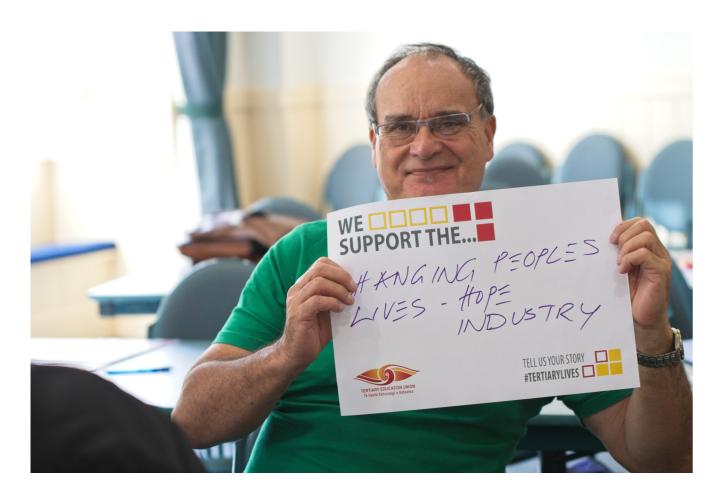### Te tohatoha mahi
Allocating tasks
Nā tō rourou, nā taku rourou ka ora ai te iwi. This whakataukī talks about using the skills of each individual within the whānau, hapū, and iwi to achieve shared goals, thus ensuring the health and wellbeing of everyone. Branch presidents and committee members are responsible for progressing the branch's priorities however each member has something to contribute also, no matter how big or small. Look beyond what may be immediately obvious when asking members to help – they will have a range of other skills and interests that they may be able to offer to the branch.

Te whakakapi hui
Closing the meeting
Try to ensure that a few minutes are kept aside to formally conclude the meeting in whatever way works for your branch.

E tautoko ana i ngā mema ki ngā wāhi mahi

Supporting members in the workplace

When a member is experiencing difficulties in the workplace, the first person they often turn to for help is the branch president or a branch committee member. One of the important considerations at this stage is what kind of assistance the member may need whilst addressing the difficulties. For some members, their needs may be minimal, for others a more comprehensive support strategy may need to be arranged.

Sometimes these branch representatives may act as a support person during ensuing meetings with the member and management. At other times their role may be to assist the member in identifying their needs and arranging appropriate support. In most instances, however, this support would be in addition to that provided by the TEU organiser and/or the branch president.

Knowing where to get expert help within the union (branch, locally, or nationally) is an important aspect of working with other members. Union networks and expertise include the organiser, Te Pou Tuarā (based in National Office), Te Kāhui Kaumātua, Te Toi Ahurangi, Te Uepū network, branch representatives, and other networks within the union.

Ngā tikanga whakapā

Communications

Whilst often we would prefer to be able to physically meet to discuss issues, plan and so forth, circulars, e-newsletters and other written or electronic forms of communication can be an excellent means of ensuring members are kept up-to-date with branch activities.

Newsletters can also be an opportunity for members to participate in the life of the branch – perhaps the branch 'computer whiz' could produce the document; members could be asked to contribute to a 'soapbox-style' column, or to the design of the newsletter.

The branch circular could also be used to highlight other significant events for members – major hui, fono, significant dates throughout the year – Ramadan, Matariki, Diwali, Chinese New Year, Anzac Day and so forth.

Kuputaka
Glossary

Aroha	Caring, compassion, gratitude, approval, sympathy
Āwhina	Assist, contribute, donate
Iwi	Tribe, bone – which can also refer to the relationship an individual has to the tribal group
Mana	Authority stemming from the in-dwelling of spiritual power, prestige, the ability to do and get things done
Manaaki	Show respect or kindness, care for, the expression of aroha
Māori	Indigenous person/people of Aotearoa
Pākehā	Directly from usage in the original Te Tiriti o Waitangi document and refers to descendants of all subsequent settler groups to Aotearoa New Zealand
	Rose Black offers this additional meaning for Pākehā "Pākehā is a unique and indigenous word for the non-Māori settler of Aotearoa/New Zealand [and] implies an acceptance of Māori as a separate cultural entity . . . a relationship with Māori as a Treaty partner, a cultural identity for people of Northern European origin and a sense of uniquely belonging to Aotearoa/New Zealand.' (Black, R (2000) Political Implications of the Name "Pākehā" in Living Justly in Aotearoa Newsletter, Issue Three, Catholic Justice and Peace Office, Auckland, p1)
	TEU position(s) calling for Pākehā representation may be filled by any TEU member other than Māori
Utu	The binding of people by mutual benefit, debt and obligation.
Taonga	Treasure, something highly prized
Tikanga Māori	Rules or guidelines for living generally accepted as fair, correct, just
Whakamā	A range of feelings from shyness through embarrassment to shame and behaviour involving varying degrees of withdrawing and unresponsiveness
Te Whare Tapa Whā	Taha Hinengaro, Taha Wairua, Taha Tinana, Taha Whānau

Tāpiritanga Tuatahi
Appendix One: History of TEU Te Hautū Kahurangi and its Te Tiriti o Waitangi Journey

TE WĀ	TE KAUPAPA	NGĀ WHAKARITENGA
Prior to Jan 2009	AUS and ASTE makeup prior to merger	Respective unions had specific provision within their Rules and policies on the Tiriti and Māori i.e. 1. Governance – representation on Association of Staff in Tertiary Education Te Hau Takitini o Aotearoa (ASTE) and Association of University Staff (AUS) councils through AUS Tumuaki and ASTE Tumu Arataki 2. Structures – AUS Te Kahurangi Whāiti and ASTE Te Rōpū Whakaū national Māori committees and ASTE Tiriti Partnership Group 3. Fora – AUS Hui-ā-Motu and ASTE Hui-ā-Tau 4. Tiriti – ASTE in 2004 commissioned Dr Moana Jackson to carry out a Tiriti Audit 5. Staffing – 1.0 FTE AUS Māori Officer and 1.0 FTE ASTE Māori Officer
1 Jan 2009	TEU Te Hautū Kahurangi comes into existence phyiscally and constitutionally	Constitutional recognition of Te Tiriti o Waitangi in the Objects (TEU Rules), including committment to the Māori text: Object 3.8 "the safeguarding of the rights of Māori members, te uepū, and the meeting of the union's responsibilities to wider Māori communities through the promotion of and adherence to Te Tiriti o Waitangi, in particular by supporting Māori staff in achieving their objectives within the union, tertiary and further education and training institutions, the union movement, and the wider community" Object 4.1 "Te Tiriti o Waitangi shall be implemented in the policies and practices of the union and a copy of Te Tiriti o Waitangi shall be appended to these rules in schedule C." Object 4.2 "The council shall monitor the implementation of Te Tiriti o Waitangi and ensure that the union is fulfilling its obligations to honour Te Tiriti o Waitangi." Object 4.3 "Conflict in policies, priorities, and/or processes shall be resolved by negotiation between an equal number of representatives of tāngata Māori and Pākehā." Rule 17.3 "Te toi ahurangi shall take full responsibility for the management of all matters Māori, mana Māori motuhake. Provision within TEU Rules and policies on the Tiriti, specific roles for Māori in the new structure, and a dedicated staff role i.e. Governance – six Māori representatives of fourteen on TEU Council, Te Tumu Arataki (Māori Vice-President) and two Te Tumu Āwhina (Māori Deputy Vice-Presidents), three Kaumātua

TE WĀ	TE KAUPAPA	NGĀ WHAKARITENGA

1 Jan 2009	TEU Te Hautū Kahurangi comes into existence cont...	2. Structures – Māori representation on all four TEU's national committees:
		   a. Te Toi Ahurangi National Māori Committee (fifteen Māori and one Pākehā)
		   b. Industrial and Professional Committee (three of sixteen Māori representatives - two Māori and one wānanga)
		   c. National Women's Committee Te Kahurangi Māreikura (one of thirteen representatives)
		   d. Tiriti Relationship Group (five Māori and five Pākehā)
		3. Fora – Hui-ā-Motu and Hui Te Uepū (prior to conference)
		4. Staffing – 1.0 FTE Te Pou Tuarā (National Māori Officer)
		5. Kaumātua – from AUS (Whaea Mere Broughton) and ASTE (Whaea Kāterina Daniels and Koro Huirangi Waikerepuru become the inaugural Te Kāhui Kaumātua of TEU.

1 Jan 2009	Inaugural President	Dr Tom Ryan commences as the inaugural TEU Te Tumu Whakarae, becoming the first Māori to hold the position since the merger into TEU.
1 May 2009	Inaugural Māori Vice-President	Cheri (Panda) Waititi commences as the inaugural TEU Te Tumu Arataki.
2 Oct 2009	Inaugural Council on marae meeting	TEU has its inaugural Council on marae two-day sleepover meeting at Te Kuratini, Massey University marae, Wellington.
10 Nov 2009	Te uepū representation at branch level	At the inaugural conference, Māori members put forward a remit to identify te uepū representatives (Māori roles within branches) as one of the roles a branch should have: Rule Remit 2: That each branch of the union has a Te Uepū (Māori) representative.
	Nomenclature change to Pākehā	Rule Remit 3: That the nomenclature of terms in the rules emulates those used within the Tiriti e.g. "tauiwi" be replaced with "Pākehā" and "tangata whenua" with "tāngata Māori" (this shift further confirmed TEU's commitment to the Māori text of Te Tiriti o Waitangi. In the context of 'treaties' international law supports the treaty written in the indigenous language of the country i.e. te reo Māori in Aotearoa New Zealand).
	Connecting national committees	Rule Remit 4: That the the Te Uepū representative on Te Kahurangi Māreikura be a member of Te Toi Ahurangi.
19 Apr 2010	Māori membership numbers	TEU Māori member density 6.6% or 864 of the total membership of 10,369.

TE WĀ	TE KAUPAPA	NGĀ WHAKARITENGA
9 Nov 2010	Te Kāhui Kaumātua roles and responsibilities clarified	Te uepū members in discussion with our Kāhui decide to change their roles from full voting to non-voting ones to protect them from liability e.g. council resolutions, finances decisions, etc. Remit 4, Rule 14.2: That Te Kāhui Kaumātua became non-voting advisory capacity on TEU Council (NB protecting them from being liable, especially financially). As part of the same discussions it was identified that our Kāhui are busy and in high demand with whānau, hapū, iwi, and community mahi and attending 3 TEU national committees 4 times a year is 12 days away from their cultural responsibilities and obligations. Remit 5, Rule 12.3 and 12.9: That Te Kāhui Kaumātua no longer be members of the national committees for the general staff, university sector, and ITP sector.
13 Jun 2011	Te Kotahi Mano Māori recruitment strategy	Te Toi Ahurangi created the recruitment strategy aimed at increasing Māori membership density to 1000 members.
22 Nov 2011	Te Tiriti o Waitangi policy passed	A Tiriti policy was presented and passed at conference – it includes a range of specific roles and responsibilities with regard to governance, management, staff, use of te reo Māori, industrial activities, policy development, and relationships with external stakeholders: Policy Remit: TEU Te Tiriti o Waitangi policy was approved by Annual Conference (NB The Tiriti Partnership Group reviewed and combined the former AUS and ASTE Tiriti policies for create the new TEU policy).
	Wānanga sector recognised	Rule Remit 1: That reference to Te Whare Wānanga o Awanuiārangi and Te Wānanga o Aotearoa in Rule 12.3 and 12.9 change to "Wānanga" because we have membership within all the three Wānanga (including Raukawa).
12 Nov 2012	Structures review recommendations	This formalised the Tiriti Partnership Group as a sub-committee of council and saw an expression of mana Māori motuhake, with Māori members formalising processes they wished to use for appointing their national representatives: 1. Formalised the Tiriti Partnership Group as a subcommittee of Council as well as created the Executive (one Māori of six). 2. Enacted the wish of members for all positions to be elected by the membership at-large (rather than appointed as is the current practice in some cases); and, to encompass the desire by Te Toi Ahurangi to have the election of Māori representatives conducted at Hui-ā-Motu. 3. Changed Tiriti Partnership Group composition from four Māori and four Pākehā to one Kaumātua, one experienced Pākehā, three Māori, three Pākehā, one Māori staff, and one Pākehā staff member.

TE WĀ	TE KAUPAPA	NGĀ WHAKARITENGA
11 Nov 2013	Te Kaupapa Whaioranga published	Te Kaupapa Whaioranga – the blueprint for tertiary education was the first time that Māori set the shape of a major TEU project by providing the values framework that the document was written to. Te Toi Ahurangi also led the writing of a specific paper for Māori and provided input and expertise on other supplementary papers: 1. Te Kaupapa Whaioranga 5 principles: Mana atua, mana tangata; Mana whenua; Mana motuhake; Ahu Kāwanatanga; and Mana Tiriti. Koro Huirangi Waikerepuru gifted the name and Whaea Pareārau Nīkora identified 4 of the 5 principles. 2. Industrial Strategy identified 11 national claims, 2 of which were Māori: recognition of te reo Māori me ngā tikanga skills; and acknowledging the importance of tribal or whānau hui as an integral element of Māori staff professional development.
25 Nov 2013	Survey for Māori members	The union survey's Māori members about TEU services and structures
Feb 2014	Whitestreaming discussion	Dr Margaret Taurere initiates a discussion at Te Toi Ahurangi about whitestreaming[7] occurring in ITPs and universities i.e. specialist Māori positions that have been changed to generalist positions.
14 Mar 2014	Blueprint for Māori tertiary education launched	Te Kaupapa Whaioranga work in 2013 led by Te Toi Ahurangi resulted in the writing of a Māori supplementary paper, "Te Kaupapa Whaioranga: the blueprint for Māori tertiary education" which was launched at NorthTec during Hui-ā-Motu.
16 Oct 2014	Tiriti Checklist confirmed	The Tiriti Partnership Group combined Dr Moana Jackson's ASTE Tiriti Checklist (2004) with his latest Tiriti Checklist (2014).
10 Nov 2014	Te reo rangatira policy approved	Te Reo Rangatira policy with the purpose of furthering acknowledge and defining the union's commitment to Te Tiriti o Waitangi, as it relates to the promotion and protection of te reo Māori and tikanga Māori. This includes TEU's own responsibilities as an organisation and our work within tertiary education institutions. Policy Remit: TEU Te Reo Rangatira policy was approved by Annual Conference.
	Tiriti Partnership Group attend conference	Rule Remit 3, Rule 25.2: That the Tiriti Partnership Group attends annual conference as of right.
	Unionism fits like a glove	Workshop facilitated by Hēmi Houkāmau, Dr Margaret Taurere, Hūhana Wātene, and Lee Cooper linking tikanga Māori with union values
May 2015	Dr Moana Jackson engaged to conduct a Tiriti Audit	Tiriti Audit of TEU commences and involves Dr Jackson and Lee Cooper meeting with all five national committees and focus groups with TEU staff, and regional hui with branch committees and members.
	Audit terms confirmed	The Tiriti Audit terms of reference are finalised and approved.

7 Adapting from the feminist notion of "malestream", Canadian sociologist Claude Denis coined the term "whitestream" to mean the idea that, while society is not white in sociodemographic terms, it remains principally structured around the basis of white, Anglo-Saxon experience (see Denis, C. (1997). We Are Not You: First Nations and Canadian Modernity. University of Toronto Press, Canada).

TE WĀ	TE KAUPAPA	NGĀ WHAKARITENGA
May 2015	Project Whitestreaming proposed Dr Helen Potter engaged to do the project	Dr Margaret Taurere writes a funding research proposal to TEU Council who approve up to $8,000. Dr Potter, kaupapa Māori community researcher, begins the investigation into whitestreaming and is assisted by Lee Cooper. May through December a survey is conducted along with key informant interviews.
11 and 18 Sep 2015	Draft Tiriti Audit presented	Dr Jackson presents the draft of the Tiriti Audit to TEU members of Te Toi Ahurangi and Council.
8 Oct 2015	Whakapūpūtia mai ō manuka – Unionism fits like a glove	Hēmi Houkāmau presents to Te Toi Tauira mō te Matariki (national conference for Māori tertiary staff) linking tikanga Māori with union values
9 Nov 2015	Final Tiriti Audit presented	Dr Jackson presents the final Tiriti Audit to TEU members at annual conference.
9 Nov 2015 cont...	Branch co-presidents endorsed Tiriti Partnership Group Māori co-chair acknowledged	Remit Rule 9.4: That where co-presidents are elected to share the branch president position they share the office and shall act together. Remit 4, Rule 12.2: That the Māori co-chair of the Tiriti Partnership Group be a member of the TEU Council (NB Pākehā co-chair is already selected from Council).
Jan 2016	Draft Project Whitestreaming report presented	Draft Project Whitestreaming report is completed by Dr Helen Potter. Feedback on the report is provided by Lee Cooper, Jo Scott, Te Toi Ahurangi, and te uepū members.
Mar 2016	Project Whitestreaming launched	Project Whitestreaming Report is launched with karakia by Matua Hōne Sadler at Hui-ā-Motu, EIT in Gisborne.
5 May 2016	Draft Tiriti Relationship Plan approved	Draft of the Tiriti Relationship Plan (implementation of Dr Jackson's Tiriti Audit recommendations) agreed by council. Decision to develop a Tiriti-based values framework for all the union's work, rather than just focusing on policy. Recognised that change is required individually and collectivley to move forward on this journey.
May 2016	Project Whitestreaming appendix written	TEU write an addendum to the Project Whitestreaming Report recognising the inherent harm that the practice of whitestreaming is doing to Māori education, and impact on people working in Māori specific tertiary education jobs.
Sep 2016	Whitestreaming Cessation Plan created	TEU create a Whitestreaming Cessation Plan to implement the recommendations of the Project Whitestreaming Report. Whitestreaming recommendation incorporated into TEU Goals and Work Plan.
7 Nov 2016	Tiriti Relationship Plan approved Nomenclature change to relationship	The final version of the Tiriti Relationship Plan is approved by annual conference. Remit Rule 12.2: That the term "partnership" be replaced with "relationship" e.g. Tiriti Relationship Group.

TE WĀ	TE KAUPAPA	NGĀ WHAKARITENGA
16 Jan 2017	Māori staff appointment to an Organiser role	Jo McLean, first Māori appointment to a TEU Organiser position, started work in the southern region (South Island). Two more are planned for the central (Wellington to Hamilton) and northern (Hamilton to Kaitaia) regions.
14 Feb 2017	Tiriti relationship framework discussed	Begin to discuss the development of a TEU Tiriti relationship framework (Tiriti Audit, Recommendation 1b, see below). In their wisdom, the TRG Group decide that the framework will be the lens through which TEU will approach all of its work e.g. from setting budgets to employing staff, and writing policy to deciding on campaigns, and so on. Recommendation 1b "That a Tiriti relationship framework be developed and used when developing and reviewing TEU policy and other documentation."
15 Mar 2017	Te Kotahi Mano Māori recruitment strategy	Māori membership went over 900 for the first time, increasing the total to 909 Māori members.
17 Mar 2017 through 12 Nov 2017	Mihimihi or pepeha	Council introduced a whakawhanaungatanga session at the beginning of its meetings for members and staff thus creating a supportive and safe environment to become confident in sharing their mihimihi. Subsequently, other national committees followed suit as did Annual Conference in November.
May 2017	Project Whitestreaming Report sited	Community Research uploaded the Report to their website thus providing another portal, in addition to TEU's website, and with potential for wider readership.
2 Jun 2017	Inaugural Hui-ā-Rohe	Māori member, Ānahera Mōrehu, hosts the inaugural Hui-ā-Motu at Waipapa marae, Auckland University for Māori branch members from Hamilton through to Whangārei.
Jun 2017	State of the Sector (Māori Supplement) launched	Drs Charles Sedgwick and Sandra Grey create a Māori supplement from the larger research project, "State of the Sector".
22 Jun 2017	Te wāhanga Māori	Introduction of Māori member only time for their forums such as Te Toi Ahurangi, Hui-ā-Motu, Hui Te Uepū, and Hui-ā-Rohe.
Jul 2017	Project Whitestreaming Report refresh approved	Publication opportunity for whitestreaming in an Ngā Pae o Te Māramatanga (Auckland university) journal, AlterNative (an international indigenous journal). July Council approves $5k to adapt the report into a publication.
12 Nov 2017	Taitamariki Māori recognised Māori members recognised Draft Kaupapa Tiriti Framework presented	Remit 8, Rule 17.2: That two taitamariki Māori positions be created from converting the existing general and academic positions. Remit 9, Rule 20.1: That Māori members on national committees elected to represent Māori attend Hui-ā-Motu as of right. Draft Kaupapa Tiriti Framework is presented to TEU Annual Conference (the final Framework will be launched at TEU's Annual Conference, May 2018).

TE WĀ	TE KAUPAPA	NGĀ WHAKARITENGA
Feb and Mar 2018	Draft Kaupapa Tiriti Framework presented	Draft Framework presented to and feedback received from Te Toi Ahurangi (21 Feb) and te uepū members at Hui-ā-Motu (24 Mar).
Apr to Nov 2018	Growing the union / whitestreaming workshops	Lee Cooper facilitates workshops with TEU members and prospective members NMIT (12 Apr with Suzanne McNabb and Sarah Proctor-Thomson), Aotearoa Wānanga (17-18 Apr with Megan Morris and Marcia Browne), Toi-Ohomai (15 Aug with Megan and Lois France), Awanuiārangi Whare Wānanga (16 Aug with Megan and Ngahirata Gardner), Tai Poutini (18 Sep with Suzanne and Colin Skates), APSTE conference (11 Oct with Tino Vaireka), Otago university (15 Oct with Kris Smith, Naomi Carvell, Shaun Scott, and Sonja Mitchell), Pasifika Liaison Officers National Fono(7 Nov, VUW university).
Jul to Nov 2018	Te Koeke Tiriti workshops	TEU's Tiriti framework, Te Koeke Tiriti (formerly called "Kaupapa Tiriti Framework") is 'soft' launched at TEU Annual Conference followed by workshops with members and staff.
10 Jul 2018	Pasifika members and the Tiriti cont...	Representatives of the Tiriti Partnership Group and Te Toi Ahurangi meet with the Tangata Pasifika Advisory Group to establish a relationship and commit to supporting the Advisory Group in: 1. finding their place on the side of the crown with Pākehā and non-Māori; 2. developing their Tiriti relationship moving forward; 3. maintaining an ongoing relationship with Te Toi Ahurangi and Tiriti Relationship Group e.g. annual or biennial meeting kanohi ki te kanohi; and 4. drafting a remit to create a Pasifika position on TEU Council.
Nov 2018	Project Whitestreaming Report refresh	Dr Potter agrees to work with Lee Cooper to update and refresh the Project Whitestreaming Report (i.e. stats, figures, etc.) in 2019.
Mar 2019	Hui-ā-Rohe	Te Toi Ahurangi members and Lee Cooper organise and host four Hui-ā-Rohe at Toi-Ohomai Rotorua (5 Mar with Jane Matua), Ara Institute Christchurch (12 Mar with Michelle Manuel), Massey University Palmerston North (20 March with Shirley Barnett), and Unitec (28 Mar with Hūhana Wātene).
9 Mar 2019	Māori representation on the Executive	Carla Jeffrey and Bill Rogers are elected by Council as their two members on the Executive Committee making them the first Māori members on the Executive, in addition to the Māori Vice-President.
6 May 2019	Te Koeke Tiriti framework Māori representation on the Executive Taitamariki attendance at Hui-ā-Motu	TEU formal launch the framework booklets, short version (4 whāinga, waiata, and karakia) and long version at TEU's Annual Conference using the new union branding by Obvious design company. Te Toi Ahurangi propose a remit to formalise that if the only other member of the executive committee is the Māori vice-president then the two positions shall be filled by Māori members in accordance with TEU's Tiriti responsibilities. Te Toi Ahurangi propose a remit that Hui-ā-Motu shall additionally comprise of five taitamariki Māori members as a way of creating places and spaces for U35 Māori in TEU.

Tāpiritanga Tuarua
Appendix Two: How are we doing as a branch?

Te mahinga tahi me te uepū
Working with Māori Members
- Our branch has a Te Uepū representative
- We know how many Te Uepū members are in our branch
- We know how many Māori staff are working in our institution

Te mahinga tahi me ētahi atu mema
Working with other members
- We have run Te Koeke Tiriti workshops with members
- We have filled all our representative positions

Ngā whakahaeretanga ā-Manga
Organising the branch

Involving members in branch activities:
- We encourage and support the participation of Māori members in branch activities (formally and informally)
- We encourage and support the participation of all members in branch activities
- We show that people are valued

Te whakahaere hui-ā-manga/ā-tau
Running Branch meetings and AGMs
- We begin our meetings by creating a focus and sense of inclusion
- We ensure that our environment is welcoming for all members
- We have strategies for engaging people in our TEU meetings

Ngā tikanga whakapā
Effective communications
- We have effective communication links and consultation processes with Māori members
- We communicate successfully with the general membership and know this method/s is effective