KAUPAPA HERE TIRITI O WAITANGI - TIRITI O WAITANGI POLICY

Section	University Management
Contact	Office of the DVC Māori
Last Review	July 2023
Next Review	July 2027
Approval	C23/52
Effective Date	July 2023

Purpose:

This policy outlines Massey University's commitment to uphold Te Tiriti o Waitangi and its associated principles.

Introduction:

Massey University is "committed to demonstrating authentic leadership in contemporary Aotearoa New Zealand as we uphold Te Tiriti o Waitangi, the founding document of our nation, and its principles through our practice. We see this as a critical requirement to advance more inclusive and socially progressive outcomes for Aotearoa New Zealand" (*MU Strategy 2022-2027*, p. 6). While sec. 281(1)(b) of the Education and Training Act 2020 requires tertiary councils "to acknowledge the principles of Te Tiriti", the University further embraces the overarching vision of the Act to progress an education system for Aotearoa New Zealand that "honours Te Tiriti o Waitangi" (sec. 4(d)) and the benefits of this vision for our staff, students, and wider communities.

As a foundation for Massey University's practice and development into the future, Te Tiriti o Waitangi and its associated principles are reflected across all of the University's four pou, or strategic pillars: Pou Tangata – People; Pou Rangahau – Research; Pou Ako – Teaching and Learning and Pou Hono – Connection.

Massey University further upholds Te Tiriti o Waitangi as a commitment to be embraced by all staff, where both Tangata Whenua (Māori) staff and Tangata Tiriti (Pākehā, Pacific and Tauiwi / New migrant) staff have valuable contributions to make towards achieving our Te Tiriti aspirations. We pursue the attainment of these aspirations in the spirit of solidarity, cooperation and openness to new understandings and exploration of Te Tiriti as a framework unique to Aotearoa that helps define us within the world.

© This Policy is the property of Massey University

We further undergo this work knowing our understandings and efforts to implement Te Tiriti will change and evolve over time as society changes and evolves, to build on our strengths and achievements and to meet new challenges and opportunities in the future.

Definitions:

Te Tiriti o Waitangi refers to the Te Reo Māori (Māori Language) text of the treaty between hapū and the British Crown first signed at Waitangi in 1840. The Treaty of Waitangi (English language texts) is relevant to this policy where the provisions of the Treaty support and inform current day application of Te Tiriti, such as the Treaty principles.

Provisions in this policy refers to the specific terms and phrases from the Te Tiriti texts.

Principles in this policy refers to the principles that assist with the contemporary application of the provisions of Te Tiriti and, where relevant, the Treaty, as defined by the Waitangi Tribunal, New Zealand courts, government policy and other Crown entities.

Policy:

The University acknowledges the following Te Tiriti o Waitangi provisions and associated principles:

- From Article One: the provision of *Kāwanatanga (Governance)* and the principles of *Good governance, Fiduciary duty and Partnership.*
- From Article Two: the provision of *Tino Rangatiratanga (Independence)* and the principles of *Māori Authority, Autonomy, and Self-determination*.
- From Article Two: the provision of *Taonga (Māori treasures)* and the principles of *Active Protection* and *Development*.
- From Article Three: the provision of *Ngā tikanga katoa rite tahi (All the rights)* and the principles of *Access, Participation, Options, Equity* and *Equal outcomes*.
- From Article Four: the provision of *Te ritenga Māori (Māori customs)* and the principle of *Honouring Māori cultural-spiritual values and practices*.

Specifically, the University will uphold Te Tiriti o Waitangi through our:

1. **Kāwanatanga: Good governance, Fiduciary duty, and Partnership**
   - progression, innovation, and leadership of the University as a vehicle for strategic Māori and national development.
   - decision-making, funding and resource allocation cognisant of Māori development goals, priorities, needs, and aspirations as determined by Māori;

© This Policy is the property of Massey University

- partnerships with iwi representations (mana whenua) of each of the university's three campuses, including: Te Rūnanga o Ngāti Whātua (Ōtehā Campus); Rangitāne o Manawatū (Manawatū Campus); Te Rūnanganui o Te Ātiawa o Te Ūpoko o Te Ika Inc (Pukeahu Campus). relationships with Māori authorities, such as iwi, hapū, marae, urban Māori authorities and other Māori expertise collectives, to partner in the advancement of Māori development goals, and.
- creation and further development of opportunities and spaces for dialogue and development of new knowledge and understandings about Te Tiriti, and our collective responsibilities in honouring its provisions and principles.

2. Tino Rangatiratanga: Māori Authority, Autonomy and Self-determination

- acknowledgement of the special status of Māori as Tangata Whenua (the Indigenous peoples of Aotearoa) with rights to authority and autonomy over matters pertaining to Te Ao Māori (the Māori world).
- recognition of the right, and support of, Māori to determine, represent and advance Māori development goals, priorities, needs and aspirations both at and through the work of the University.
- ongoing development of Māori leadership and expertise at and through the work of the University, for the greater realisation of Māori self-determination at the University, locally and nationwide, and.
- commitment to increasing the presence and progression of Māori staff across and at all levels of the University.

3. Taonga: Active Protection and Development

- acknowledgement of the special status of taonga, including te reo Māori (the Māori language), mātauranga Māori (Māori knowledges), ako Māori (Māori pedagogies) and toi Māori (Māori creative works and processes) as unique treasures Indigenous to Aotearoa New Zealand.
- efforts to actively restore, revitalise and protect taonga Māori, both tangible (such as lands, waterbodies, creative works) and intangible (such as language, knowledges, pedagogies, worldviews) at and through the work of the University.
- recognition of the right, and support of, Māori to restore, maintain and further develop taonga Māori through access to, and utilization and development of, current and emerging technologies, and.
- recognition of, and provisions for, the right of Māori learners to access taonga Māori as valued and everyday aspects of teaching, learning, research, and life at the University.

4. Ngā tikanga katoa rite tahi: Access, Participation, Options, Equity and Equal outcomes

- work to enhance Māori learner access, participation, success, and excellence, as determined by Māori, at all levels of provision (undergraduate and postgraduate) of the University.
- commitment to achieving more equitable outcomes for all Māori learners and their whānau, hapū, iwi, and communities to whom they belong, at and through the work of the University, in wider society.
- ongoing provision of and investment in kaupapa Māori (Māori language, knowledges and pedagogy) pathways of study as essential options for Māori learners and their whānau engaging in tertiary education in Aotearoa New Zealand, and.

© This Policy is the property of Massey University

- ongoing provision of, investment in, and exploration of practices, services, initiatives and activities known to improve tertiary education outcomes for Māori learners.

5. Te ritenga Māori: Honouring Māori cultural-spiritual values and practices

- acknowledgement of the special status of tikanga and kawa (Māori laws and protocols) and Māori philosophies and practices pertaining to hauora (health and wellbeing) as Indigenous to Aotearoa New Zealand.
- recognition of the centrality of Māori philosophies and worldviews, such as *Te Whare Tapawha* that acknowledges spiritual, physical, mental/emotional, and collective/relationship elements, to the provision of tertiary education that is responsive to the health and wellbeing needs and aspirations of Māori learners and their whānau.
- commitment to nurture the wellbeing and potential of Māori learners throughout all aspects of university life, and to reflect this commitment in the policies and practices at the University, for example the *Academic Freedom Policy* (2022) that states the freedoms of academic speech and expression "ought not to contravene, undermine, or diminish" (p. 5) the status or rights of Māori as Tangata whenua, and.
- work to progress University spaces, systems and processes that provide for Māori cultural-spiritual values and practices as a valued, everyday characteristic of life at the University for all staff, students, whanau/families and our wider communities.

Implementation:

Implementation of this policy will be guided by specific commitments in University strategies, planning and projects across all areas of the University: Pou Tangata – People, Pou Rangahau – Research, Pou Ako – Teaching and Learning, and Pou Hono – Connection. Please see Appendix A for examples of current commitments made within the *Massey University Strategy 2022-2027*.

Responsibility for progressing the University's Te Tiriti commitments will rest with all leaders and managers of the University and is to be accounted for in their annual planning and reporting.

The Office of the DVC Māori office will be available to provide Te Tiriti advice and guidance and to support the development of Te Tiriti plans, projects and initiatives as required.

Audience:

Massey University Council, staff, students, and external stakeholders including mana whenua, iwi, hapū and whānau associated with the University.

Relevant legislation:

Education and Training Act 2020

© This Policy is the property of Massey University

Treaty of Waitangi Act 1975

Related procedures / documents:

Academic Freedom Policy (2022).

Matua Kaupapa Reo – Māori Language Policy (2014).

Massey University Strategy 2022-2027.

Document Management Control:

Prepared by: Office of the DVC Māori

Approved by: Council C23/52

Next review: July 2027

© *This Policy is the property of Massey University*

APPENDIX A: TE TIRITI COMMITMENTS 2022-2027

Examples of Te Tiriti commitments made by the University within the *Massey University Strategy 2022-2027* include:

Art.	Provisions and Principles	Commitment	Reference within MU Strategy
1	**KĀWANATANGA: Good governance Fiduciary duty and Partnership**	Developing University governance models, policies, procedures, and regulations in accordance with Te Tiriti responsibilities.	*Ō Āpōpō*, p. 6.
		An emphasis on Māori research and teaching and learning to support Māori development goals.	*Ō Āpōpō*, p. 7.
		Giving effect to Te Tiriti through the design and content of our curricula, pedagogies, and academic decision-making, and teaching and learning approaches, regulations, and procedures.	*Pou Ako*, p. 11.
		Graduates and staff with knowledge, understanding and awareness of Te Tiriti, and our individual and collective Te Tiriti responsibilities.	*Pou Ako*, p. 12; *Pou Tangata,* pp. 13-14; see also *Ō Āpōpō*, p. 6.
		Well-resourced Te Tiriti education (for students and staff) supported by research, teaching and learning, and Te Tiriti-informed collaborations.	*Ō Āpōpō*, p. 6; *Pou Tangata,* pp. 13-14.
		An emphasis on Māori staff capacity and capability building across all levels of the University and building pathways to support the development and trajectory of Māori staff.	*Ō Āpōpō*, p. 7; *Pou Tangata*, p. 14.
2	**TINO RANGATIRATANGA: Māori Authority Autonomy and Self-determination**	Supporting Māori leadership and proportional representation in key decision-making bodies and processes at the University.	*Pou Tangata,* p. 15.
		Maintaining relationships and developing partnerships with the mana whenua of each campus.	*Pou Hono*, p. 16; see also *Ō Mua*, p. 3.
		Recognising iwi and Māori organisational and community leaders as key stakeholders.	*Pou Hono*, p. 16.
		Connecting with iwi and hapū across Aotearoa to explore new opportunities for collaboration.	*Pou Hono,* p. 16.
		Supporting Māori development research priorities and emphasising the importance of positive impacts.	*Pou Rangahau*, p 10.
		Contributing to new opportunities for Māori research and research leadership, at the University and in partnership with iwi.	*Pou Rangahau*, p 10.
		Promoting iwi as a destination for graduate employment.	*Ō Āpōpō*, p. 7.

© This Policy is the property of Massey University

3	**TAONGA: Active Protection** and **Development**	Promoting, advancing, and protecting Te Reo and Tikanga Māori.	*Ō Āpōpō*, p. 7.
		Acknowledging the place and status of Mātauranga Māori and championing further Māori knowledge development and leadership.	*Pou Rangahau*, p. 10.
		Developing of Mātauranga Māori research capacity and expertise at and through the work of the University.	*Pou Rangahau*, p. 10.
		Increasing Mātauranga-centred learning pathways, including through Kaupapa Māori provisions.	*Pou Ako*, p. 12; see also *Ō Āpōpō*, p. 7.
		Development of all students' understanding of a range of knowledge systems, including Mātauranga Māori.	*Pou Ako*, p. 11.
		Providing to all Māori students opportunities to develop their understanding of Te Reo and Tikanga Māori.	*Pou Ako*, p. 12.
		Building staff knowledge of Te Ao Māori and opportunities to learn Te Reo Māori me ōna tikanga.	*Pou Tangata*, p. 14
		Aligning graduate qualification attributes with cultural capability and awareness.	*Pou Ako*, p. 12.
4	**NGĀ TIKANGA KATOA RITE TAHI: Access Participation Options Equity** and **Equal outcomes**	Upholding Te Tiriti to advance more inclusive and socially progressive outcomes nationally.	*Ō Āpōpō*, p. 6.
		Contributing to positive and transformative outcomes for whānau, hapū, iwi and Māori communities.	*Ō Āpōpō*, p. 7.
		Actively contributing to research that supports positive outcomes for the University's mana whenua, and whānau, hapū, iwi and Māori communities.	*Pou Rangahau*, p 10.
		The provision and ongoing development of Kaupapa Māori programmes and qualifications.	*Ō Āpōpō*, p. 7.
		The provision and ongoing development of Kaupapa Māori student support, success and excellence models and initiatives.,	*Pou Ako,* p. 12; see also *Ō Āpōpō*, p. 7.
		Reducing inequities and barriers to Māori access, participation, and success at undergraduate and postgraduate level.	*Pou Ako,* p. 12; *Pou Rangahau*, p 10.
		Increasing the focus on whānau engagement and connecting with iwi and hapū to enhance student support.	*Pou Ako,* p. 12; *Pou Hono,* p. 16.
5	**TE RITENGA Māori: Honoring Māori cultural-spiritual values and practices**	Ongoing development of culturally informed environments (physical and digital/online).	*Pou Hono,* p. 17.
		Acknowledging the importance of Māori roles and responsibilities in the provision of a study and work environment where students and staff feel safe, respected, dignified, and able to flourish.	*Pou Tangata,* p. 13.
		Developing leaders whose management capabilities prioritise manaakitanga.	*Pou Tangata,* p. 15.
		Foregrounding of health, safety and wellbeing for all staff and students, including diversity and inclusion.	*Pou Tangata,* p. 13.

© This Policy is the property of Massey University