

## Vision Statement for the Gender Equity Strategy 2020–2023

### Vision

**Gender equality and empowerment of all wāhine.**

#### The purpose

This statement sets the vision that will guide Te Hautū Kahurangi | New Zealand Tertiary Education Union to advance gender equality and the empowerment of all wāhine within our union, tertiary education institutions, and society.

‘Wāhine’ is used throughout this document to be inclusive of women of all abilities, ages, ethnicities, sexuality and identities including wāhine irawhiti and trans women.

#### The approach

This vision statement will guide the full range of work undertaken by TEU in bringing positive change in our institutions, communities, economy, and international societies.

This vision statement will guide us in shaping equitable structures, policies, decision-making, communications, campaigns, industrial work and day-to-day activities.

### Goals



#### Equality

Gender equality is a fundamental human right. We will take actions to advance gender equality outcomes and the empowerment of wāhine in Te Hautū Kahurangi | NZ Tertiary Education Union, the tertiary education sector, and society, recognising at all times this is integral to tō tātou uniana, tō mātou whakakitenga, the vision of our union.



#### Living Te Tiriti

We call attention to the mana of wāhine Māori. We will enhance our relationships with and the position of wāhine Māori reflecting our collective commitment to Te Tiriti o Waitangi. Working together, wāhine Māori and wāhine Pākehā will exercise their rights and responsibilities as kaitiaki and rangatira of Aotearoa.



#### Diversity

We celebrate the richness and diversity of wāhine. We will listen to and learn from each other giving equal consideration to the diverse values held by wāhine. We will work to ensure that no wāhine is left behind by pursuing equitable remedies so that all have what they need to be successful. We will act with generosity and kindness in our work to achieve gender equality.



## Objectives



Te Kōeke Tiriti is used to guide the union's behaviours and work towards gender equality and the empowerment of wāhine.

### Equality, Te Tiriti, Diversity

All strategies and plans developed for our union and the sector recognise Te Tiriti o Waitangi, progress the aspirations of wāhine māori and promote gender equality for all wāhine.

Wāhine are thriving in safe and healthy workplaces. Wāhine have workloads that enable them to live full lives that they value and they are free from all forms of harassment, discrimination and violence.

Wāhine are able to participate in our union, tertiary education institutions and society on their terms through the valuing of different leadership styles; the creation of workspaces wāhine feel comfortable in; and the facilitation of working patterns that fit with the varied lives of wāhine.

Wāhine are promoted, and have access to the full range of economic, social and political leadership positions at all levels of our union, tertiary education institutions, and society.

The paid and unpaid mahi of wāhine is valued and the increased burden of care that many wāhine face is recognised; women are paid equitably and fairly, and gender pay gaps are eliminated.

Wāhine are visible, their voices influence collective decision-making, and they contribute freely to fostering ahikā and supporting tūrangawaewae, a place where each wāhine has the right to stand and belong.

### Tū kōtahi, 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.