

## **Paper at Annual Meeting 2006**

### **Mātauranga Tūhāhā: Moving Forward Together**

#### **1.0 Introduction**

1.1 NZEI Te Riu Roa has undertaken a process of reflection and change over the last 15 years regarding what it means to be a Treaty of Waitangi-based union. It began with the Miro Heretangata report in 1990. In the application of the Treaty to NZEI Te Riu Roa operations, under section 5 of the Miro Heretangata report, it was recognised that the partnership involved existing structures having control of mainstream issues with the right of Māori to be involved in the existing structures as equals (Articles 1 & 3) and the right of Māori to have authority over Māori issues (Article 2).

1.2 Miro Heretangata was an opportunity for the Institute to recognise and accept tikanga Māori practices, philosophies, principles and policies to truly reflect bicultural intentions and was a means through which the Institute could respond to the needs of members by increasing their involvement in Institute activities.

1.3 The Miro Heretangata report went on to discuss Honohonotanga by stating that *“the links between the two strands of the union were the responsibility of both parties to develop”* and that *“links at local levels must be developed in a manner that suits both parties”*. The report finally signalled that Miro Heretangata provided a basis for *“still further development in the future”*.

1.4 This further “future” development is the work that has continued through to today, leading to the paper from the Mātauranga Tūhāhā: Moving Forward Together Working Group being considered at Annual Meeting 2006.

#### **2.0 Background**

2.1 After the initial work around Miro Heretangata, a new impetus on what it means for NZEI Te Riu Roa to be a Treaty of Waitangi based union came from the Hui ā Tau report to Annual Meeting 2001. Recommendations passed at that Annual Meeting asked that the concept of dual presidents (one to be Māori) and two vice-presidents (one to be Māori) be explored.

2.2 A Dual Leadership Working Party (DLWP) was established, in 2002, to investigate these recommendations. The DLWP found that there was a general lack of knowledge about the outcomes of the adoption of the Miro Heretangata report and therefore it was difficult to conduct discussion which looked to the future.

2.3 Work continued but by 2004 it was felt that the original 2001 recommendations exploring the positions of dual presidents and two vice-presidents was detracting from a necessary broader-based focus on the wider development of NZEI Te Riu Roa as a Treaty-based union. To progress the discussion further, the DLWP recommended that members at Annual Meeting undertake a Treaty of Waitangi workshop which reaffirmed the structure of

NZEI Te Riu Roa under the articles of the Treaty of Waitangi. The DLWP recommended the following to Annual Meeting 2004:

1. That the progress report to Hui ā Tau and Annual Meeting 2004: Dual Leadership in NZEI Te Riu Roa be received.
2. That the decision to set aside the following 2001 recommendations be endorsed, to ensure greater membership involvement:  
*“That the notion of dual presidents be explored” and  
“That consideration be given to progressing a position where there are two vice president positions in NZEI Te Riu Roa, one Māori selected by Hui ā Tau and one selected by Annual Meeting”*
3. That exploring the concept of Dual Leadership across all levels of NZEI Te Riu Roa based on Miro Heretangata becomes a strategic priority for NZEI Te Riu Roa in 2005.
4. a) That Te Tiriti o Waitangi training is included in all NZEI Te Riu Roa courses to ensure membership develop an understanding of Miro Heretangata and dual structures.  
b) That Miro Heretangata workshops are delivered to District Councils, Branches, Aronui Tōmua and Komiti Pasefika.  
c) That an education and communication strategy be developed to provide clear communication to members about the Dual Leadership project.  
d) That consultation with membership to build relationships is included as part of the education and communication strategy.
5. That a further report on Dual Leadership across NZEI Te Riu Roa circulating possible rule change recommendations be provided to Hui ā Tau and Annual Meeting 2005.

2.4 These recommendations, passed at Annual Meeting 2004, guided the ongoing work of the DLWP into a broader-based focus.

2.5 Progress reported to Annual Meeting 2005 recommended that the work continue using the concept of *Mātauranga Tūhāhā: Moving Forward Together* (Attachment 1). The name change signalled a move developing a joint endeavour by members to improve the achievement levels of tamariki. How members work to achieve this would continue to be developed through consultation with Miro Māori and the wider membership.

2.6 The *Mātauranga Tūhāhā: Moving Forward Together* education and consultation workshop was developed. Consultation over the form and content of the workshop was trialled in a number of forums from November 2005 through to May of this year.

2.7 The agreed form of the workshop focussed on the articles of the Treaty of Waitangi (as per the Rules of the Institute), rather than the principles which were initially included. From Term 2, this year, workshops have been undertaken by District Councils using national office facilitators; one term later than planned. By Annual Meeting 2006, workshops will have been scheduled for all District Councils (except Nelson DC who trialled the workshop).

2.8 This completes the plan of presenting this workshop to every District Council this year. It was envisaged that the workshop would then be further rolled out to Aronui Tōmua, Komiti Pasefika, and branches.

2.9 The Mātauranga Tūhāhā: Moving Forward Together Working Group continued to meet to explore the two 2001 recommendations on NZEI Te Riu Roa dual presidents and two vice-presidents, that were set aside by Annual Meeting in 2004, and agreed that no recommendations would be forthcoming.

2.10 To ensure transparency in the reporting process and the development of recommendations, the National President called District Council Chairs (or their nominees) together to work with the Mātauranga Tūhāhā: Moving Forward Together Working Group (MTWG) as a wider group to draft this paper.

2.11 When this wider group met on 29 July, at Education House in Wellington, the responses from the workshops completed to date were considered. Three common themes – Communication, Partnership and Membership – emerged from their analysis, along with a more collective view of Mātauranga Tūhāhā: Moving Forward Together. These themes are discussed below with recommendations for Annual Meeting 2006 to consider.

### **3.0 Mātauranga Tūhāhā: Moving forward together**

3.1 To date the agreed purposes of Mātauranga Tūhāhā: Moving Forward Together, are where NZEI members learn to:

- Respect and embrace diversity;
- Advance the learning opportunities for all tamariki;
- Meet the needs of different groups or sectors within the Institute;
- Look to the future.

3.2 The Mātauranga Tūhāhā: Moving Forward Together process is an opportunity to:

- Activate members through discussion and information about the Treaty of Waitangi, ultimately linking to discussion about the role of the Treaty of Waitangi in workplaces and practice.
- Learn as unionists and educators to take an individual and a collective responsibility for raising the achievement levels of tamariki.
- Build a shared vision of what the Treaty of Waitangi in operation looks like, so that it becomes a living document within the Institute.

3.3 It was hoped that the process would result in an organisation that had respect for all its members. Agreement was not necessarily the final goal but members should have the opportunity to have their views heard.

3.4 After consultation, discussion and investigation around the 2001 recommendations it was the decision of the Mātauranga Tūhāhā: Moving Forward Together Working Group, endorsed by National Executive, to make no recommendations to Annual Meeting 2006 on the two 2001 recommendations on NZEI Te Riu Roa dual presidents and two vice-presidents.

### **Recommendations**

- (i) That the notion of dual presidents was explored, and no recommendation is being made.
- (ii) That consideration was given to progress a position where there are two vice-president positions in NZEI Te Riu Roa, one Māori selected by Hui ā Tau and one selected by Annual Meeting, and no recommendation is being made.

### **Communication**

3.5 Clear communication would assist in clarifying concepts of Mātauranga Tūhāhā: Moving Forward Together. Suggestions included a FAQ section in *NZEI Rourou*, pamphlets and clearer reporting mechanisms to ensure that all the information was getting out to members and that misconceptions were dealt with quickly.

3.6 It was also important that the opportunity for members to participate in the discussion on, and development of, Mātauranga Tūhāhā: Moving Forward Together was maximised. To this end the group suggested that the current education and consultation workshop be continued, and extended to branches, Komiti Pasefika and Aronui Tōmua as soon as practicable. Consideration also needed to be given to how the feedback as a result of the workshops could be streamlined and made more transparent.

### **Recommendations**

- (iii) That the Mātauranga Tūhāhā: Moving Forward Together communications plan be reviewed where necessary to maximise the information going to members on the process.
- (iv) That the Mātauranga Tūhāhā: Moving Forward Together education and consultation workshop be extended to branches, Aronui Tōmua and Komiti Pasefika as soon as practicable after the District Councils round is completed.
- (v) That facilitators to deliver the Mātauranga Tūhāhā: Moving Forward Together education and consultation workshop be identified from District Councils and that training be held during Term 4, 2006.

### **Partnership**

3.7 More work was needed to be done within the membership about what it meant for their union to be a Treaty-based Institute. Once this partnership was acknowledged there were certain implications for the structure of the union and the way that it worked. These implications needed to be considered and the Mātauranga Tūhāhā: Moving Forward Together education and consultation workshop was the best way to continue this development.

3.8 Future developments did raise the issue of how a process of change would continue to occur over time. If the Treaty of Waitangi was to be seen as

a living document within the Institute, then there was a need to see this type of discussion become an integral part of the union's workings, embodying honohonotanga, rather than using a special working party approach.

### **Membership**

3.9 Consideration was given to how the general membership, as well as committed activists, gain knowledge and understanding about how the union works, and their participation and activism within it.

3.10 Comments referred to opportunities to build and sustain knowledge through work programmes and education opportunities within membership structures:

- At recruitment;
- Through worksite representative training;
- Through branch and network structures;
- Through leadership development at all levels.

3.11 These were all identified as opportunities to embed Treaty based understanding. It was important to recognise that as structures got more complex and fractionised, there was a need to commit to the broad goals of NZEI Te Riu Roa to protect NZEI Te Riu Roa as a unified Institute. Members saw the lack of understanding of structures, and the need for a 'sense of place' for all members within structures (e.g. *"how can I participate?"*, *"where do I fit?"*) as challenges to membership activism.

- (vi) That the NZEI Te Riu Roa membership education programme be reviewed to find ways to further encourage membership participation, involvement and activism.**

### **4.0 Conclusion**

4.1 The Mātauranga Tūhāhā: Moving Forward Together workshops have started to progress an understanding of how NZEI Te Riu Roa should enter into an ongoing process of reflection and action which will continue to shape the union and its processes moving forward from the Miro Heretangata report recommendations. This should continue as an integral part of union work across the membership.

4.2 Mātauranga Tūhāhā: Moving Forward Together has refocused NZEI Te Riu Roa on the need to develop and consider the processes within NZEI Te Riu Roa structures which support:

- Inclusion and activism;
- The concept of equal parties;
- The concept of a unified membership.

### **RESOLUTIONS**

- 1. That the paper from the Mātauranga Tūhāhā: Moving Forward Together Working Group 2006 is received.**

- 2. That Annual Meeting 2006 notes that the notion of dual presidents was explored, and no recommendation is being made.**
- 3. That Annual Meeting 2006 notes that consideration was given to progress a position where there are two vice-president positions in NZEI Te Riu Roa, one Māori selected by Hui ā Tau and one selected by Annual Meeting, and no recommendation is being made.**
- 4. That Annual Meeting 2006 endorses the following:**
  - a. That the Mātauranga Tūhāhā: Moving Forward Together communications plan be reviewed where necessary to maximise the information going to members on the process.**
  - b. That the Mātauranga Tūhāhā: Moving Forward Together education and consultation workshop be extended to branches, Aronui Tōmua and Komiti Pasefika as soon as practicable after the District Councils' round is completed.**
  - c. That facilitators to deliver the Mātauranga Tūhāhā: Moving Forward Together education and consultation workshop be identified from District Councils and that training be held during Term 4, 2006.**
  - d. That the NZEI Te Riu Roa membership education programme be reviewed to find ways to further encourage membership participation, involvement and activism.**
- 5. That the paper from the Mātauranga Tūhāhā: Moving Forward Together Working Group 2006 is adopted.**