

**THE UNIVERSITY OF WAIKATO  
TE WHARE WĀNANGA O WAIKATO**

**THE TASKFORCE**

**Terms of Reference**

1. To consider the principles of Te Tiriti o Waitangi The Treaty of Waitangi as embodied and enacted in the University's:
  - values and strategy
  - structures and systems
  - people
  - places and spaces
  - scholarship.
  
2. To develop and consult on a plan to redress structural, systemic and casual discrimination and racism at the University founded in the equal status of mātauranga Māori and Western knowledge that will:
  - a. animate the University's motto "Ko te tangata" in the everyday life of the University community, and
  - b. embed Te Tiriti o Waitangi The Treaty of Waitangi as the future focused framework for the University.
  
3. To develop an implementation process, for the plan to commence during 2021 utilising resourcing consistent with the financial environment of the University in 2021 and 2022, including provision for ongoing monitoring or achievement of milestones and opportunities for critical reflection.