

Systemic Racism Review - Recommendations-Progress Update, Quarter Three 2023/24

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	Alignment
Ipurangi Aotearoa Strategy 2022-2025	This paper connects our Rei Kura that has Te Tiriti at the centre of our strategy.
Te Tiriti o Waitangi	Addressing the Recommendations of the O’Regan Report relates to the Principles of Te Tiriti, Protection, Participation and Partnership

Accountability to Māori community

It was discussed at the apology in 2023 that we would hold a Tatau Pounamu ceremony after 1 year, including reporting back to the Māori tech community where progress on SRR recommendations have got to.

Recommendation

That the May Council 2024 meeting includes Te Tatau Pounamu Hui.

Systemic Racism Review Recommendations Progress Update as at Quarter 3 2023/24

The table below provides an update on each Recommendation area as at the end of December 2023.

Owner	Recommendations	Timeframes Due
<h3>1. Recommendations on Culture Change</h3>		
Te Kāhui Tumu	<p>1.1 Co-design with Māori staff and other experts, protocols between staff, members, Council and Management to</p> <ul style="list-style-type: none"> (a) Address issues of racism and discrimination in safe ways. (b) Raise issues or examples of personal, cultural or institutional racism to Management via a culturally safe mechanism; and communicate these protocols organisation-wide, including to members. 	<p>Underway</p> <p>Codesign with Maori staff through Te Puni Māori and Ropu Kaimahi Māori has seen tikanga created for culture and ceremony development toward cultural safety within INZ. The appointment of te Tumu Kaupapa Māori to Te Kahui Tumu will continue to progress this work and it is now operationalised. Te Komiti Whakauru Māori have also been involved in this work. Council passed in 2023 a paper ‘Becoming Te Tiriti o Waitangi Centric Organisation’ as a key part of this cultural change work</p>
Te Kāhui Tumu	<p>1.2 Address with urgency, current issues of personal racism being experienced in</p>	<p>Complete</p> <p>An immediate process for raising</p>

	InternetNZ and highlighted through this review.	current issues of personal racism was implemented when the recommendations were accepted by Council. No issues have been raised. The co-design process with staff on a policy and protocol on personal racism or harassment is in the planning stages in Q3.
Te Kāhui Tumu	1.3 Explore options for healing with staff and council members for whom the events of 2021 and subsequent events continue to cause hurt and trauma.	Complete Tumu Whakarae and TKT have communicated with kaimahi support via Employee Assistance Programme, Peer Group support networks, talking with Tumu Whakarae if required. There has been no renewed request for ongoing support outside of the pathways already in place.
2. On the Claims of Systemic Racism		
Council, Tumu Whakarae	2.1 Consider giving an apology to the parties who raised the claims, for the harm caused and an acknowledgement of the situation in which they arose.	Completed 16th January 2023, 10:00am
Council, Tumu Whakarae	2.2 Inform the parties who raised the claims, of actions taken by InternetNZ to address systemic racism in the organisation.	Completed After the apology offered to parties in 2023, there have been small group or one on one contact points between parties and INZ staff or management. From this point

		updates will be provided at the INZ AGM and parties will be notified of those events.
3. Governance		
Council, Te Kāhui Tumu, Governance Committee, Membership	3.1 Review the constitution of InternetNZ by 2025 as required by changes to Incorporated Societies and laws. Connect SRR codesign with Māori into proposed options for change to the constitution broadly, e.g objectives	Underway Codesign plan in place
Council, Te Kāhui Tumu, Governance Committee, Membership	3.2 Consider a more representative model of governance for InternetNZ that is co-designed by Māori and informed by iwi that gives effect to Te Tiriti	Underway Part of Constitutional Review and in another paper for this meeting
4. Membership		
Council, Te Kāhui Tumu	4.1 The Membership Discuss forum is immediately reviewed and strategies put in place to prevent the continuation of anti Titiri and Māori sentiment with the intention to create a culturally safe forum for ongoing engagement. This would involve a strong directive from Council articulating the expectations around engagement and the consequences of not adhering to these	Underway The members-discuss channel closed in 2022. Nethub is providing a membership forum for about 60 people. Members tell us (survey 2023) that they prefer email so more communications will be planned for 2024 via email. Membership engagement plan is in development and due Q4 2023/24 The INZ code of conduct will be

		reviewed by staff and consulted with members in 2024/25
Council, Te Kāhui Tumu, Governance Committee	4.2 As part of the constitutional review, consider membership models, including voting systems, to address issues raised in this report including: transparency of membership, diversity and representation, and current imbalance of power.	Underway Part of the engagement with members and Māori in the NZ technical sector will explore all these issues
	4.3 Develop target strategies to widen the membership base to include more Māori and diverse communities	Complete Recruit a Kaiwhakahaere ā Hapori - Community Engagement Manager with strong links to Māori internet community to enable relationship development and win win outcomes for Māori and InternetNZ through partnerships and members. This is now an operational and ongoing piece of work
5. Cultural capability		
Te Kāhui Tumu	5.1 Proactively identify issues of inequity and bias against Māori and Māori knowledge by undertaking an equity self-review process at team and individual role level where appropriate	Complete As part of the cultural competence programme all staff participated in during 2023/24, team and self assessment models were introduced. The focus now is on projects that center Te Tiriti within INZ and tikanga, cultural safety

		and inclusion are considered in each project
Te Kāhui Tumu	5.2 Systemically address identified issues of inquiry and bias against Māori and Māori knowledge through a cultural capability plan that supports transparency and awareness of areas of concern, including the use of staff self-review processes.	Underway Exploration of Te Tiriti based HR practises are being explored in Q3 with a plan to be developed over Q1&2 2024/25 We are reviewing the INZ process for discrimination in Q4, incl workshops with kaimahi Māori and other staff.
Te Kāhui Tumu	5.3 Adequately resource organisation wide delivery of the cultural capability plan, including the use of external experts where appropriate.	Completed As of Q3 2023/24 Now part of ongoing operational planning Cultural Capability Plan completed for Council 2022-2023. Cultural Capability Plan delivered in 2023 for staff facilitated by Kapuhipuhi Resource hub for Te Tiriti and Te Ao Maori, Te Reo launched in intranet.
Te Kāhui Tumu	5.4 Implement clear, time-bound cultural capability targets for all staff as part of team goals and individual performance appraisal processes.	Completed Te Tiriti o Waitangi team goals have been developed supported by Te Puni Maori.
Domain Name	.lwi DNCL Moderator Process	Underway

Commission		Discussions with key Māori organisations have agreed .iwi needs to be moderated by an iwi affiliated or mandated group. DNCL is in a contract agreement process at this stage
6. Scope of control and influence		
Tumu Whakarae Te Kāhui Tumu	6.1 The Tumu Whakarae Chief Executive of InternetNZ is proactive in calling together Netsafe, the NZ Police, and other interested parties with responsibilities in the area of online harm. A priority action will be to collectively agree to new protocols to address the areas where no clear responsibility currently exists.	<p>Underway</p> <p>Significant community networking including with government regulators was done toward developing the INZ Safer Online Services and Media Platforms submission in 2023/24.</p> <p>CEO involvement in the Independent Advisory Committee to DPMC on Mis/disinformation in 2023 also focused on building a more integrated approach to safety online and looked to giving advise to an incoming government in this regard.</p> <p>The CE workplan for 2024/25 will continue to prioritise meetings with existing regulators in order to better understand and use existing regulation toward greater safety online</p>

