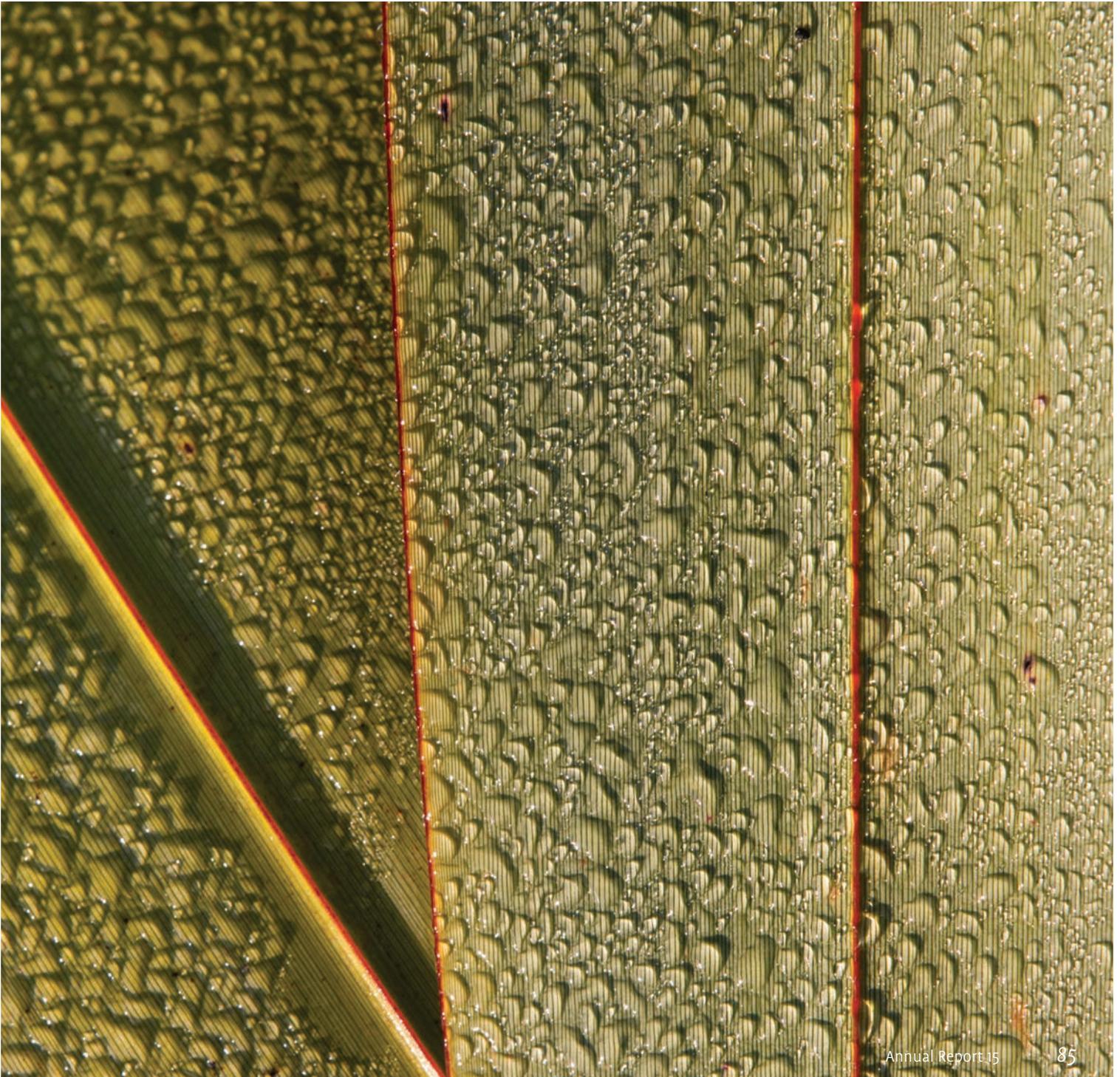


# Equity & Diversity



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**The University of Canterbury (UC), in line with the Human Rights Act (1993) and Education Act (1989), is committed to ensuring quality of opportunity in employment and education for all its staff and students, irrespective of background. It is accepted that age, gender, ethnicity or disability should not disadvantage or hinder appointment, professional development, promotion, advancement or successful study.**

The University recognises its responsibility to adopt procedures to ensure the absence of discrimination in relation to all facets of university life in accordance with prevailing community standards of best practice and relevant legislation.

Equity and diversity issues underpin the core business of the University and are therefore considered to be of concern to every member of the University community. The aim of the University's Equity and Diversity Programmes is to foster a campus environment of inclusion, knowledge and understanding in which students and staff feel a sense of belonging, learn to value diversity and to respect individual differences that enrich the University community and student experience.

While acknowledging that all members of the UC community are accountable for equity and diversity, formal oversight rests with the Director of Student Services and Communications, the Assistant Vice-Chancellor (Māori), and the Director of Human Resources who jointly hold the Equity and Diversity portfolio within the University's Senior Management Team. A Central Equity and Diversity Advisory Committee (CEDAC) composed of UC students, general staff, and academic staff from each of the colleges meets monthly to discuss initiatives and best practice. The Coordinator Student Equity and Diversity Services leads the implementation of educational initiatives and programmes identified as priorities by the committee.

The University of Canterbury continues to make progress towards gender equity amongst its staff. Overall the University staff comprises 49% women. The Senior Management Team is 43% female (six of 14). 28% of senior academic positions (Professor or Associate Professor) in 2015 are held by women. Recruitment of appropriately qualified women for the vacancies that do arise continues to be a challenge. The situation amongst other academic positions is different; 43% of roles occupied by women.

The Office of the Assistant Vice-Chancellor Māori has been working with University Faculty to provide learning opportunities for students so they can develop bicultural confidence and competence. Within the Office of the Assistant Vice-Chancellor Māori, which includes the Māori Development Team, eight of the 12 continuing full time roles are held by women.

The UC Pasifika Strategy 2014–2018, adopted by Council in November 2014 has led to an encouraging number of positive responses and new initiatives set-up in 2015 to improve educational outcomes for Pasifika.

In 2015 the UCSA Student Wellbeing Advisory Group was established to improve the representativeness of student views and input into policymaking. This group worked closely with CEDAC to incorporate a wide range of student views into ongoing discussions about the future of equity and diversity on campus. A Student Success Internship provided two undergraduate students with an opportunity to engage staff, students and the wider community in discussions regarding equity and diversity at UC. This resulted in an annual stocktake of equity with a series of recommendations.

Other initiatives progressed in 2015 were:

- a Diversity Week with over 2,000 staff and students attending 24 events focuses on the theme, 'everyone belongs'
- enhanced training of leaders of student clubs and societies to provide them with a context and tools to support diversity
- review of the UC code of student conduct to make it more accessible and reflective of diversity principles
- development of gender-neutral wash facilities
- creation of a diversity calendar with the aim of promoting and championing equity and diversity events across campus.

As UC progresses its remediation and building projects, consideration is being given as to how to incorporate universal building design and improvements to support all students, staff and community members, including those with disabilities.