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Equity and  
Diversity

Te Mana Taurite  
me te Kanorautanga



# Equity and Diversity

## Te Mana Taurite me te Kanorautanga

**Te Tiriti o Waitangi provides the context and foundation for equity and diversity at the University of Canterbury. In line with the Human Rights Act 1993 and Education Act 1989, UC is committed to ensuring equity of opportunity in employment and education for all its staff and students, irrespective of their background.**

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 respect individual differences that enrich the University community and student experience.

A Central Equity and Diversity Advisory Committee (CEDAC) composed of UC students, general staff and academic staff from each of the five UC colleges meets regularly to discuss initiatives and best practice.

Key initiatives progressed in 2016 included:

- The development of a Campus Master Plan incorporating a cultural narrative, to ensure the values and aspirations of Mana Whenua are visible and accessible in any future development, and incorporating universal design principles, both of which will shape the UC campus to 2045
- Continuing work across each programme of study to ensure the UC curriculum meets the UC Graduate Profile requirement of ensuring each graduating student from UC is biculturally competent and confident to work in a bicultural Aotearoa and multicultural world
- The launch of an easily accessible "rights and responsibilities" charter for students, to set clear expectations of behaviour in conjunction with the Student Code of Conduct
- Review of the UCSA representation model, including the addition of a new equity and wellbeing portfolio
- A range of events promoting diversity themes including Mental Health Awareness Week, Sexuality Awareness Week and the seminar 'Women Behind the Law'
- Peer notetakers were introduced to support students who cannot take notes for disability-related reasons across 51% of courses offered across the University in Semester One and 62% in Semester Two
- The UC RecCentre trialled a Women Only space in response to requests from women who were looking for a space to train privately.

Fifty percent of employees at the University are women. The Senior Management Team is 47% female (7 out of 15). As well, the University of Canterbury's 2016 academic promotions saw eight women (out of ten) newly promoted to the position of professor, while six of the 13 new associate professors are women. Of 21 academics promoted to the rank of Senior Lecturer Above the Bar, nine are women.

To support bicultural skills development and practice, the introduction of Te Ohu Reo enables staff to lodge a request for te reo content, including translations, cultural content in English and te reo Māori and naming requests.

The Māori Development Team provided significant support and development for Māori students across the University. Mentoring and development with tuākana (senior) students remains a critical element of supporting their role in mentoring tēina (new-to-UC students).

In 2016, more UC groups received Pasifika competence training from the Pacific Development Team. Embedded Pasifika cohorts were introduced into the LAWS101 course following findings from UC-funded research, the School of Law created a dedicated study space and UC Pasifika students formed the first UC Pasifika Law students association in 10 years. A Kaiārahi Pasifika position was established in the College of Education, Health and Human Development | Te Rāngai Ako me te Hauora.

Due to current and planned future growth in international student numbers, UC has identified the ongoing need to ensure its international communities are appropriately supported. To this end, in 2016 UC worked to improve orientation materials and experience, English language support and enhanced career education for international students to support their success in internships and employment.