

2017

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 | Te Whare Wānanga o Waitaha (UC). 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.

The 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. In 2017 its main focus, with extensive consultation, was the introduction and approval of an equity and diversity policy for the University. The policy underpins the University's commitment to eliminating discrimination and reflects Te Rautaki Whakawhanake Kaupapa Māori, UC's bicultural strategy.

This year Kia Ngaringari, a pilot programme for the recruitment of Māori staff, was launched. It is intended that this programme will increase the Māori staff capacity at UC, the ability of the institution to respond to Te Rautaki Whakawhanake Kaupapa Māori, and the University's commitment to the attribute of bicultural competence and confidence in its Graduate Profile.

Te Ngāi Tūāhuriri Rūnanga developed a cultural narrative, which has been incorporated into the Campus Master Plan ensuring the values and aspirations of mana whenua are progressed in culturally appropriate ways in any campus development.

The Pacific Development Team reported the highest number of Pasifika student engagements to date, from 1,279 in 2016 to 2,752 in 2017. There was also a further increase in the number of UC staff and students receiving Pasifika cultural competency training. UC aims to increase the number of Pasifika full-time equivalent staff. The target for the total number of continuing and fixed-term Pasifika academic staff for December 2017 was six, but had reached seven by August. For the same period, the target for the number of general staff was 19, but reached 29 by August.

Fifty percent of employees at the University are women, a ratio represented on the Senior Management Team where seven out of 14 members are female. Over a 12-year period the total number of women employed as Associate Professor, Professor or Distinguished Professor increased from 29 in 2006 to 71 in 2017. UC will continue to build on this advance in coming years. Initiatives by the College of Engineering | Te Rāngai Pūkaha focused on recruiting more female students through outreach to schools and on fostering a supportive environment by strengthening relationships with UC's Women in Technology Society and Women in Engineering group.

The University regularly assesses the value of positions in relation to pay equity which includes work by an independent consultant and systems that monitor promotions.

Key initiatives progressed in 2017 included:

- events promoting diversity themes including Mental Health Awareness Week, Te Wiki o te Reo Māori — Māori Language Week 2017 and the three-week Diversity Fest with the theme 'This is who we are'. The festival featured 29 events and nearly 3,000 attendances
- review of information and support for students from international and diverse ethnic communities and establishment of a plan for further improvement in 2018
- a 15% increase in learning support registrations from the previous year: of 700 inquiries made with the Disability Resource Service, 92% resulted in students being registered with the service for learning support
- sessions for staff on culturally responsive pedagogy and Universal Design for inclusion and belonging as part of UC Teaching Week
- Te Waka Talanoa programme, a Māori and Pasifika student collective within the Certificate in University Preparation (CUP) commenced in 2017 with the goal of improving the retention and overall sense of belonging of Māori and Pasifika students
- work by UC, in consultation with LGBTIQ+ students and CEDAC, to ensure student and staff identities are appropriately captured in the student and staff management systems, and to provide gender-neutral bathrooms on campus as well as enhancing professional development for staff.