

*Equal Employment Opportunity*  
*Equal Educational Opportunity*

## Equal Employment Opportunity (EEO)

*The responsibilities relating to the University's EEO Policy and Programme remain with the Director of Human Resources and the staff within his department.*

In 2002 a committee on equity and diversity was established. This committee, since renamed the Equity and Diversity Advisory Group, comprises academic and general staff who have expressed strong interests in equity issues. They have interpreted their brief to extend broadly to all areas of equity and diversity.

The incoming Pro-Vice-Chancellor of the College of Arts has been given a university-wide portfolio for equity and diversity. In this role he will work in consultation with the Equity and Diversity Advisory Group.

Specific key accountabilities for equity and diversity have been included within position descriptions for the College Pro-Vice-Chancellors and Heads of academic units.

Early in 2003 the Vice-Chancellor appointed Jonathan Mané-Wheoki to the Senior Management Team to represent Māori. The University has signed a Memorandum of Understanding with Ngāi Tahu and this is seen as a very significant development in our partnership with Māori.

The University has robust policies and systems in place to deal with harassment. Cases which occur are dealt with by a Disputes and Mediation Consultant and, where appropriate, she works closely with Education Co-ordinators from the University of Canterbury Students' Association.

## Equal Educational Opportunities (EEoO)

The Equal Education Opportunities Project was chaired by the Dean of Undergraduate Studies. Its membership consists of four university staff members who act as contacts for the high schools involved in the project. In 2003 a part-time EEoO Co-ordinator worked with members of the committee on projects including:

- a programme involving four low-decile Christchurch city schools researching factors involved in the decision of students and their families on whether or not to attend university
- introducing high school students from the four schools to university students who are graduates of those high schools
- interactions with the same schools and students to attract capable students who are 'at risk' of deciding not to attend university because of real or perceived barriers
- events held at the target schools and the University with the aim of informing and supporting prospective students, whilst familiarising students with life at university
- making four undergraduate scholarships available to the target schools as a means of motivating and rewarding those 'at risk' students who are scholastically able, but lack the financial means to attend university

Feedback from the target schools and prospective students has been positive. The aim is to extend the programme to involve younger high school students and to undertake further research regarding obstacles to university access.