



# Equity and Diversity

During 2004 an Equity Plan was developed for the University covering equity and diversity issues pertinent to staff and students. Formal responsibility for implementing the plan rests with the Pro-Vice-Chancellor (Arts) who holds the equity and diversity portfolio within the Senior Management Team. Following the Human Rights Act, the University recognises that there should be equality of opportunity in education and employment for all, irrespective of their backgrounds. Thus age, gender, ethnicity or any type of disability should provide no disadvantage or barrier to the appointment and professional development of staff or to successful study for students. Furthermore, it is recognised that equity and diversity issues underpin the core business of the University and hence should be of concern to every member of the University community. As such, it is recognised that an awareness of these issues and a commitment to addressing them needs to become an integral part of the University culture.

The content of the Equity Plan reflects the fact that the University places great value on both staff and students and hence espouses equity and encourages diversity in all matters. Of significance here, the University is committed to the principles embodied in the Treaty of Waitangi and to the particular encouragement and development of educational and employment opportunities for the peoples of the Pacific. Moreover, the University welcomes the fact that an increasing number and range of international students are choosing to study at Canterbury and that appropriate provision should be made for the cultural diversity that this brings.

In devising the Equity Plan, various operating assumptions were made:

- Equity is a principle that informs the core business of the university.
- Diversity is something that should be encouraged.
- The implementation of the plan should be data driven. That is, data should be collected and analysed with respect to Employment Opportunities (EO) and Equal Educational Opportunities (EEdO) across all categories of staff and students and used to ensure equity and promote diversity.
- The plan should be action based with clear goals and key performance indicators.
- Members of the Senior Management Team and, through them, Heads of Schools and Departments and Service unit Heads will play key roles in implementing the plan.
- Performance against the plan will be monitored by the Pro-Vice-Chancellor with responsibility for Equity and Diversity, aided by the Equity and Diversity Advisory Committee.

These assumptions inform steps that are being taken to implement the plan.

During 2005 the Pro-Vice-Chancellor (Arts) initiated discussions with the Senior Management Team and the Equity and Diversity Advisory Committee on possible ways of implementing staff and student initiatives in the plan. As a first step pro-vice-chancellors were requested to set up appropriate committees within their Colleges. Input was also sought from the Heads of relevant Service units. Late in the year a meeting was held with chairs of all the Equity and Diversity committees of the Colleges to discuss and coordinate information about issues that particularly relate to them. The Equity and Diversity Advisory Committee met monthly during the year and held discussions with the Assistant Vice-Chancellor (Māori) on equity and diversity issues.