



Equity and Diversity

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In line with the Human Rights Act (1993), the University recognises that there should be equality of opportunity in education and employment for all staff and students, irrespective of background. Thus age, gender, ethnicity, or any type of disability should not disadvantage or hinder appointment, professional development, promotion and advancement, or successful study.

Formal oversight of equity and diversity within the University rests with the Pro-Vice-Chancellor (Arts) who holds the Equity and Diversity portfolio. In fulfilling these responsibilities, he is supported by the University's Equity and Diversity Advisory Committee (EDAC). The Pro-Vice-Chancellor (Arts) also works closely with relevant members of the Senior Management Team, especially the Assistant Vice-Chancellor (Māori) and the Director of Human Resources. Beyond this, many of the University's Colleges, Schools and Service Units have their own equity and diversity committees. Equity and diversity issues underpin the core business of the University and hence should be of concern to every member of the University community. It is recognised that an awareness of these issues and a commitment to addressing them needs to become an integral part of the University's culture.

An *Equity and Diversity Plan* was developed for the University in 2004. During 2006 operational emphasis was placed on:

- Implementing a more broadly-based equity and diversity structure by creating relevant committees across the University;
- Defining the information needed for regular reporting of equity and diversity issues to management and EDAC;
- Developing a "Women in Leadership" programme and calling for participant nominations for commencement in 2007;
- Commencing a review of all documentation used in the University's recruitment and selection process in order to ensure that it supports equity and diversity goals;
- Reviewing processes used to gather and store equity and diversity information within the University's management information systems;
- Defining objectives for each of the strategic goals in the *Equity and Diversity Plan*.

Strategic goals in the *Equity and Diversity Plan* relate to: (1) placing increased emphasis on the recruitment, appointment, development and retention of Māori, Pacific and women staff, as well as the recruitment and resourcing of staff with disabilities; (2) placing increased emphasis on the recruitment, participation, achievement and retention of Māori and Pacific students, especially at higher levels of study; the recruitment, participation, achievement and retention of students from low-decile schools and female students in areas of the University with relatively low female representation; and increasing the support for students with disabilities; (3) improving the collection of University data relevant to equity and diversity, monitoring relevant University documents to ensure that they conform to equity issues, monitoring workloads for both staff and students and monitoring the University's practices to ensure conformity to the Human Rights Act.

Key aspects of the *Equity and Diversity Plan* have been reflected in the University's *Pacific Plan*. This was developed in 2006 under the direction of the Deputy Vice-Chancellor. Drawing on key strategic areas of the University's *Profile*, the plan identifies an interrelated set of Pacific strategic goals and priorities in the areas of community engagement, teaching and learning, research and creative work, students, staff and governance, leadership and management. The plan was endorsed by the Senior Management Team and Academic Board in September and November of 2006 respectively. Implementation of the plan has now commenced.