Equity and Diversity

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In line with the Human Rights Act (1993), the University considers it to be axiomatic that there should be equality of opportunity in employment and education for all of its staff and students, irrespective of background. Thus it is accepted that age, gender, ethnicity, or 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 in addressing equity and diversity issues. 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 are considered to 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.

During 2007, attention was paid to a variety of equity and diversity initiatives as part of operationalising a number of strategic targets from UC Profile 2007-2009. These were:

- Developing 2008 targets and plans for increasing the participation, retention and success rates of students from under-represented groups (strategic target 3.5);

- Monitoring the 2007 patterns of participation, retention and success of students from under-represented groups (strategic target 3.5);

- Developing and implementing a holistic EEdO strategy for 2007 within Liaison (strategic target 3.5);

- Implementing and reporting on agreed Special Supplementary Grant initiatives for Māori, Pacific and Tertiary Students with Disabilities (TSDs) (strategic target 3.5);

- Developing a plan for ensuring a sustainable future for the support of Māori, Pacific and TSDs (strategic target 3.5);

- Developing further targeted scholarships for students from under-represented groups (strategic target 3.5);

- Promoting the University as an employer to Māori and Pacific audiences (strategic target 4.6);

- Launching the Women In Leadership programme (strategic target 4.6);

- Developing a mentoring system for women staff (strategic target 4.6);

- Developing an Equity and Diversity page for the Human Resources Intranet site (strategic target 4.6);

- Developing, testing and implementing relevant Equity and Diversity key performance indicators (strategic target 4.6);

- Convening regular meetings of the Pacific Peoples' Advisory Group (strategic target 5.2);

- Implementing strategic priorities from the University's Pacific Plan (strategic target 5.2); and

- Developing and implementing a Māori plan for the University (strategic target 6.6).

Progress with each of these initiatives is outlined in reports on the respective strategic targets within the Statement of Service Performance earlier.