Equity and Diversity
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, advancement or successful study.

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. Formal oversight of equity and diversity rests with the Pro-Vice-Chancellor (Arts) who holds the Equity and Diversity portfolio within the Senior Management Team. In fulfilling these responsibilities, he is supported by the University’s Equity and Diversity Advisory Committee (EDAC) and by a range of College and Service Unit Equity and Diversity Committees. 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.

During 2008, attention was paid to a variety of equity and diversity issues as part of implementing a number of strategic targets from UC Profile 2008-2010. These included:

- Ensuring that all College and Service Unit Equity and Diversity committees were formally constituted, meeting regularly and functioning effectively;
- Launching the University’s Equity and Diversity intranet website;
- Monitoring the patterns of participation, retention and success of students from under-represented groups and developing targets and plans for increasing these where appropriate;
- Increasing the number of targeted scholarships for students from under-represented groups;
- Promoting the University as an employer to Māori and Pacific audiences through marketing materials and web profiles;
- Involvement in the Women In Leadership programme of the New Zealand Vice-Chancellors’ Committee (NZVCC);
- Initiating a pilot mentoring programme for academic staff with a particular emphasis on women;
- Convening regular meetings of the Pacific Peoples’ Advisory Group and meeting regularly with representatives of Pacific communities;
- Implementing strategic priorities from the University’s Pacific Plan;
- Providing training for staff in specialist support areas;
- Continuing to assess and respond to learning support needs of students with disabilities; and
- Planning for a sustainable future for Tertiary Students with Disabilities in conjunction with the implementation of Kia Orite (“New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments”).

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