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.

Formal oversight of equity and diversity rests with the Pro-Vice-Chancellor (Education) who holds the Equity and Diversity portfolio within the Senior Management Team. In fulfilling these responsibilities, she is advised in policy making and operational matters by members of the Equity and Diversity Advisory Committee (EDAC) and the Human Resources team. Colleges and Service Units also 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. The overall aim of Equity and Diversity is to make the University a place where equity is an integral part of the culture and in which diversity is celebrated.

During 2010, attention was paid to a variety of equity and diversity issues. These included:

- Annual reporting from equity observers regarding the UC promotions process. Positive trends have been observed especially success rates for female applicants;
- The University’s Pacific Plan was revised, updated and approved by the Academic Board;
- As part of Project STAR (Supporting Teaching and Research) a new role was created for a Senior Pacific Advisor (0.5FTE) and the role was filled in December 2010;
- The University recruited a full-time Assistant Vice-Chancellor Māori, Mr Darryn Russell, who will take up his appointment in April 2011;
- Increasing the number of targeted scholarships for students from under-represented groups;
- Regular meetings of University EDAC and individual College EDACs;
- Student (UCSA) representation on all EDAC committees;
- The chairs of College EDACs are members of the University EDAC, thus supporting dissemination of equity and diversity initiatives throughout the University;
- Formal annual reporting of College EDACs to University EDAC;
- Monitoring of enrolment and progress of Māori, Pacific and women students and those with disabilities;
- Introduction of staff seminars on issues in relation to students in minority groups and those with disabilities;
- Monitoring of women in senior academic positions;
- Members of EDAC committees are equity observers on academic promotions committees;
- Members of EDAC are equity member on some recruitment panels for senior academic positions;
- EDAC advice on promotions processes for part-time academic staff and those with significant employment gaps;
- EDAC submissions to Project STAR in relation to student services for Māori, Pacific, Adult students and those with disabilities;
- Equity and diversity issues raised in relation to Student Services Levy for part-time students;
- Continuing involvement in the Women In Leadership programme of the New Zealand Vice-Chancellors’ Committee (NZVCC);
- Continuing involvement in mentoring programme for early career academic staff;
- Continuing to assess and respond to learning support needs of students with disabilities.

Trish Shaw (centre) shows students Em Haley Walker (left) and Latifah Almanea the art of stone carving in a workshop held as part of celebrations on campus to mark Te Wiki o Te Rea Maori (Maori Language Week).
NZDX Waivers – Para 10.4.1(a) Preliminary Announcements

The University of Canterbury (“UOC”) applied for, and was granted, several waivers on 2 November 2009 (prior to its initial Listing), including waivers from NZDX Listing Rules (“Rules”) 10.5.3 and 10.5.4, being the requirement to prepare and provide a half-yearly report to the market and to make half-yearly and annual reports available to Bond holders, respectively.

The waiver granted from Rule 10.5.3 was granted on the condition that, among other things, UOC release a copy of the report prepared by TEI Financial Monitoring, being a division of the Tertiary Education Commission, on UOC’s finances, governance and management practises (“TEI FM Report”), to NZX at the same time as it is made publicly available.

UOC is now of the view that it is in a position to provide half-yearly reports to the market and that, as the release of the TEI FM Report in this manner could potentially be misinterpreted as an endorsement by the Ministry of Education, it is more appropriate that it comply with the requirements of Rule 10.5.3.

Additionally, UOC sought a waiver from Rule 10.4.1(a), being the requirement to provide a preliminary announcement to the market not later than 60 days after the end of its financial year-end, on the basis of the existing financial reporting obligations it has to the Minister of the Crown (“Minister”) under the Education Act 1989 (“Education Act”).

The waiver for Rule 10.4.1(a) was granted on the following conditions:

- that UOC make an announcement pursuant to Rule 10.4.2, in the manner prescribed by Rule 10.2, at the earlier of:
  i. the time at which UOC’s annual report is presented to the House or Representatives;
  ii. the time at which UOC’s annual report ceases to be confidential; and
  iii. 5 weeks after the annual report is received by the responsible minister pursuant to section 220(1) of the Education Act 1989.
- that UOC make an announcement, in the manner prescribed by Rule 10.2, as soon as it is known, and in any event, within 60 days of each of UOC’s financial year ends, an announcement disclosing the date on which UOC’s annual report and UOC’s preliminary announcement are expected to be released to the market;
- that, not later than 60 days after the end of each of UOC’s financial years, UOC provide to the market, in the manner prescribed by Rule 10.2, a certificate from:
  i. the Chancellor or the Vice Chancellor; and
  ii. the chief financial officer of UOC.
- that all relevant financial information required to be disclosed to the market, pursuant to NZDX Listing Rule 10.1.1, has been provided.
- NZXMS revoked the waivers granted from Rules 10.5.3 and 10.5.4 on 2 November 2009.