Equity & Diversity
In line with the Human Rights Act (1993), the University considers it to be axiomatic that there should be quality 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 three roles within the Senior Management Team (the Assistant Vice-Chancellor Māori, the Pro-Vice-Chancellor Student Services and the Director of Human Resources). They provide policy direction on issues pertaining to students and staff respectively. In fulfilling these responsibilities, they are advised by members of the Equity and Diversity Advisory Committee (EDAC) and their Service Unit teams. Colleges and Service Units also have Equity and Diversity committees that have been able to maintain differing levels of activity during 2011. 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 programme is to make the University a place where equity is an integral part of the culture and in which diversity is celebrated.

Despite distractions from the earthquakes, progress was made on some equity and diversity issues in 2011. These included:

- Annual reporting from equity observers regarding the UC promotions process. Positive trends have been observed especially success rates for female applicants;
  - Further review of academic promotion processes to ensure equity of access to all staff;
  - Ongoing review of staff recruitment and selection processes to ensure they promote equity of opportunity and recognise diversity;
  - Ongoing review of remuneration systems to ensure equity of relativity between roles;
  - The initiation of a joint working party between the Tertiary Education Union and The University to assess equity issues, notably gender and remuneration equity;
  - Continuing involvement in the Women in Leadership programme for early career academic staff;
  - Continuing provision of the mentoring programme for early career academic staff, and the early career researchers workshop;
  - The University appointed a full-time Assistant Vice-Chancellor (Māori), Mr Darryn Russell, who took up his appointment in April 2011;
  - Increasing the number of targeted scholarships for students from under-represented groups;
  - Monitoring of enrolment and progress of Māori, Pacific and female students and those with disabilities;
  - Continuing to assess and respond to learning support needs of students with disabilities.

The University continues to promote equity and diversity through:

- Regular meetings of the 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.