

## Equity Policy

### **1.0 PURPOSE**

This policy is to support The University of Auckland achieve its strategic objectives; in particular those relating to the Treaty of Waitangi and to achieving equity outcomes for all staff and students who have the potential to succeed in a university of high international standing.

### **2.0 POLICY**

Māori have a distinct status as tangata whenua. The University of Auckland will recognise its commitments and obligations under the Treaty of Waitangi.

The University seeks to eliminate unjust disparities by developing robust equity strategies with measurable outcomes. The University's commitment to equity outcomes will enhance its national and international reputation and attract, retain and support talented people to achieve their potential. This will benefit the creative and intellectual life of the University and support engagement with the University's diverse communities.

The University aims to provide an inclusive study and work environment that removes unnecessary, unlawful and unfair barriers. It will plan, monitor and report progress towards achievement of aspirational equity goals. It will foster fairness and respect for social and cultural diversity.

### **3.0 DEFINITION**

**Equity** at The University of Auckland ensures just and fair outcomes enabling people with potential to succeed.

**Equity outcomes** are the measurable results of equity strategies to eliminate unjust disparities.

**Equity groups** include Māori staff and students as Treaty of Waitangi partners and groups who are:

- identified in legislation and regulation; and/or
- under-represented and/or disadvantaged in gaining access to and succeeding in the institution, compared with their representation in the wider community or peer group;
- students identified through evidence of the need to remove barriers to improve access, participation, retention, progression and success;
- staff identified through evidence of the need to remove barriers to improve the recruitment, selection, appointment, development, recognition, career progression, retention, job satisfaction and success.

Equity groups for whom programmes will be developed are: Māori staff and students; Pacific staff and students; staff and students with disabilities and impairments; women students in certain disciplines; students from low socio-economic backgrounds; ethnic group staff; academic women; academic and professional staff women in senior positions; professional staff; staff with family/carer responsibilities; part-time, temporary and casual staff.

Equity groups whose requirements need to be established and monitored include students from non-English speaking backgrounds; students from rural areas; mature-age students; students with multiple group membership; older employees; male students in Education and Nursing; and gay, lesbian, bisexual, transgender and intersex (GLBTI) staff and students; refugee staff and students from refugee backgrounds.

**Refugees** are defined by The United Nations Convention Relating to the Status of Refugees: *“A refugee is: any person who, owing to a well founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his/her nationality and is unable, or owing to such fear, is unwilling to avail himself/herself of the protection of that country.”*

For the purposes of this policy, a “refugee” is a person who has been granted refuge in New Zealand because they have a well founded fear of persecution in their country of origin.

#### **4.0 AUDIENCE**

All staff and students including visitors and contractors.

#### **5.0 RELEVANT LEGISLATION**

Employment Relations Act 2000  
Health and Disability Commissioner Act 1994  
Human Rights Act 1993  
Privacy Act 1993  
Education Act 1990  
State Sector Act 1988

#### **6.0 LEGAL COMPLIANCE**

The University of Auckland is committed to meeting its responsibilities under the Treaty of Waitangi and to the principle and practice of equity. It opposes all prohibited grounds of discrimination as stated in the Human Rights Act 1993, being sex, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status and sexual orientation.

Equity initiatives comply with legislation and Tertiary Education Commission reporting requirements. Requirement for “an equal opportunities programme” under the State Sector and Education Acts is met by strategies and activities within faculty and service division strategic and annual plans.

#### **7.0 RELATED PROCEDURES**

The role of the Pro Vice-Chancellor (Equity) includes advising Council and the Vice-Chancellor on Equity. The Pro Vice-Chancellor (Equity), the Equity Committee and the Equity Office will develop policy, deliver planning, reporting and programmes in consultation with staff and students, the Pro Vice-Chancellor (Māori), the Rūnanga and the Pacific Reference Group.

Leadership, support and accountability for achieving equity outcomes are delegated to Deans, Directors and Managers. Equity principles and practices will be embedded in strategic and annual planning with appropriate budget lines for achieving outcomes.

Procedures across the University will reflect a commitment to achieving equity outcomes:

- Student marketing, outreach, foundation programmes, recruitment, enrolment, admissions (including through UTAS), selection, retention, completion, transition to postgraduate and teaching and learning.

- Staff recruitment, selection, appointment, development, working conditions, recognition, career progression, retention, performance assessment and job satisfaction.

Selection and progression of staff will be on the basis of merit and the definition of merit should be wide enough to include such matters as applicants' community and cultural standing or their work experience (whether paid or unpaid) and will be in accordance with the Merit Relative to Opportunity Policy.

Workload allocation models and implementation will reflect an understanding of the extra contribution members of some equity groups make in addition to their core roles and will ensure that workload models and their monitoring are both fair and support achievement of equity outcomes.

### **Equity monitoring, reporting and planning**

The Equity Office will monitor equity progress through the project Measuring Leadership in Equity (MLIE), which includes benchmarking. Outcomes will be reported to the Vice-Chancellor and Council.

Faculties and service divisions will monitor and report on equity progress and submit equity reports annually to the University's Equity Committee. These reports will inform annual planning to ensure equity goals are met.

### **8.0 RELATED DOCUMENTS**

The University of Auckland Work, Life, Family and Carers Policy  
 The University of Auckland Prevention of Bullying and Harassment Policy  
 The University of Auckland Academic Timetabling Policy  
 The University of Auckland Undergraduate Targeted Admissions Scheme (UTAS) Policy  
 The University of Auckland Merit Relative to Opportunity Policy  
 The University of Auckland Merit Relative to Opportunity Guidelines  
 The University of Auckland Staff with Disabilities Guidelines

The University of Auckland Strategic Plan 2005-2012  
 The University of Auckland Equity and Admissions Taskforce Report 2008  
 The University of Auckland Alternative Print Recommendations  
 TEC Māori Education Strategy Ka Hikitia Managing for Success  
 TEC Pasifika Education Plan  
 TEC Kia Ōrite: Achieving Equity. New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments  
 Staff Equity Grievance Protocol

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**Authorised by:** Chancellor  
**Date Issued:** 14.12.2009  
**Last Reviewed:** 01.02.2012  
**Review Date:** 01.02.2015