



**THE UNIVERSITY
OF AUCKLAND**

NEW ZEALAND

Te Whare Wānanga o Tāmaki Makaurau

EQUITY OFFICE

Report on Annual Plan December 2009

Section One: Overview

The Equity Office develops its annual plan to support the University of Auckland's achievement of equity goals, including the commitment to remain "accessible to all those with the potential to succeed in a university of high international standing".

The Equity Office provides 'good employer' initiatives and programmes to encourage participation, eliminate barriers and maximise the potential of student and staff equity groups. These activities comply with the requirements of the State Sector Act 1988 and the Education Act 1989.

Key activities in 2009 have been implementing policy-related recommendations from the *Undergraduate Admissions and Equity Taskforce*, undertaking the Disability Review *Creating an inclusive teaching and learning environment for students with impairments*, conducting a *Review of Equity Groups*, developing an *Equity Policy* and working effectively with the Pro Vice-Chancellor Māori, Rūnanga and Pacific Reference Group. All planned objectives have been achieved with the Equity Awards being rescheduled to 2010.

1. Significant trends and developments

The 2008 *Undergraduate Admissions and Equity Taskforce* was established to consider the equity implications of extending limited entry to all undergraduate qualifications.

Actions arising have included:

- Completing *The Undergraduate Targeted Admission Scheme (UTAS) Policy*
- Completing guidelines to support faculties in administering the schemes
- Contributing to the Māori and Pacific recruitment strategy
- Participating in the Taskforce's Rank Score and Socio-economic Status working groups.

Creating an inclusive teaching and learning environment for students with impairments, a review of how the University supports the success of students with impairments, was completed and endorsed by Senate. This is consistent with Tertiary Education Commission (TEC) expectations to implement best practice principles outlined in *Kia Ōrite: Achieving Equity. New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments* (2004). The Equity Committee noted the findings will be of considerable assistance in supporting students with impairments to succeed in university study.

The Equity Office undertook a review of equity groups following broad consultation. This led to the development of a new Equity Policy to replace the previous EEO Policy. The Equity Policy combines student and staff equity into one policy which reflects current organisational structure and closer alignment between student and staff equity work areas to enhance the development of a diverse talent pool for the University's future workforce.

The Terms of Reference for the Equity Committee were reviewed and approved by Council. The review recommended a general staff representative be elected to the Equity Committee. This position has been filled.

2. Ongoing activities

Key activities include providing advice, monitoring, education and advocacy on equity issues. Recruitment and retention activities for Māori and Pacific students, women in science and engineering, and students with disabilities continue to be core functions.

The Equity Office has continued to invest TEC equity funding in initiatives for students with disabilities and in Tuākana programmes to support the academic achievement of Māori and Pacific students.

The Student Equity team made over 90 school visits and participated in six careers expos. The *Futures Evening* attracted 320 students from 40 schools. 598 students and 75 teachers attended the *Girls into Science* two-day event. *BEAMS* (Business, Engineering, Architecture, Medicine and Science) attracted over 400 Year 10 Māori and Pacific students. *Engenuity Day* attracted 240 Year 13 girls. Evaluations from these events have been very positive.

STEAM (Science, Technology, Engineering Architecture, Medicine) *Ahead* introduced 317 Māori and Pacific school leavers from 29 schools to all undergraduate degree programmes at the University. A *Finance Information Evening* provided 233 Māori and Pacific school leavers and their parents/whanau with information on financing University study. Student registrations with Disability Services rose 9% over 2008.

Ongoing work for staff equity includes monitoring employment processes such as appointments, performance reviews, promotions, continuation and research and study leave for equity, fairness and impartiality. Analysis of promotions by gender over a five-year period indicated no significant differences between men's and women's application and success rates, but women appear to spend less time on promotions bars. The Equity Office participated in Treaty initiatives such as the Māori Staff Advancement Programme. Support is provided for staff returning to work from parental leave and staff with carer responsibilities. Promoting flexible work and work-life balance provisions continue to be core business.

3. Significant new activities

A new role of Equity Analyst has been established to enhance student achievement through strategic analysis, evaluation, reporting and enhancement of Tuākana academic mentoring programmes.

A promotional video highlighting first-year experiences for Māori and Pacific students was developed and will be used to promote the University to prospective students and to encourage new students to participate in the Tuākana programme.

Section Two: Planned activities aligning with the University's strategic objectives

This section examines Equity Office activities against the relevant strategic objective.

Research and Creative Work

- 1. Achieve a PBRF ratio of A: B: C: R rated researchers working at the University of 20:50:22:8 through the development of a high quality research environment.**

Action 3.1: The EO Office will monitor and develop strategies to enhance research performance for members of equity groups in consultation with the DVC (Academic), DVC (Research), Director of HR and faculties in preparation for the 2012 PBRF round. (These strategies will include implementation of outstanding research related recommendations from the Women Returning to Work Project).

Progress

Achieved. A paper examining internal and external grants and awards to ensure their provisions do not directly or indirectly disadvantage women who have taken parental leave has been completed (recommendation arising from the *Women Returning to Work Project*).

The Equity Office is represented on the Future Research Leaders Programme Advisory Group which is supporting the development of a research training programme to enhance research capacity.

Teaching and Learning

- 7. Achieve a high quality student body with an annual growth rate of equivalent full-time students of 1 %. This student body to be composed as follows: 78 % in undergraduate, 12 % in taught postgraduate and 10 % in research postgraduate programmes.**

Action 7.1: The EO Office will work with faculties, service divisions and Schools Partnership Office to recruit students from equity groups into both undergraduate and postgraduate study.

Progress

Achieved. The Equity Office has established:

- a contestable fund to enable faculties to extend their Tuākana programme to postgraduate level
- four final-year undergraduate scholarships for Māori and Pacific students with the potential to pursue postgraduate studies
- a contestable conference fund to support postgraduate Tuākana students making presentations at international and national conferences.

Disability Services had a 9% increase in registration of students with disabilities from 520 in 2008 to 572 in 2009, of whom 275 were new students. There were 77 postgraduate students, 11 of whom were doctoral students.

The Student Equity team collaborated with faculties and service divisions across the University to deliver a coordinated presence at key community outreach events including the Ngāpuhi, Te Matatini and Pasifika festivals in semester one and at Ataamira (Māori in the City) and the Māori Expo and Niue Community expos in semester two.

Action 7.2: The EO Office will initiate a project in conjunction with the Dean of Graduate Studies to investigate and recommend strategies to increase recruitment and successful participation in postgraduate studies for equity groups.

Progress

Achieved. The Equity Office contributed to the draft Postgraduate Recruitment and Marketing plan resulting in the inclusion of student equity groups. The Pro Vice-Chancellor (Equity) continues to provide advice on recruitment and retention issues for postgraduate students including the discretionary use of PRess accounts for students with caring responsibilities for children and other family members and require additional support for completion.

The Equity Office submitted a discussion paper on access to postgraduate scholarships for part-time postgraduate students to the Board of Graduate Studies. The doctoral scholarships regulations were subsequently revised enabling domestic students with socially compelling reasons (e.g. carer responsibilities, medical conditions, impairments or disabilities) to access doctoral scholarships part-time. Benchmarking with Group of 8 Universities (Go8) indicates the University is proactive in responding to diverse student needs.

Action 7.3: The Pro Vice-Chancellor (EO) and the Pro Vice-Chancellor (Māori) will develop the Tuākana programme to enhance Māori and Pacific student participation, retention, completion and progression.

Progress

Achieved. The Equity Office and Pro Vice-Chancellor (Māori) have collaborated to strengthen the evidence base for student equity programmes. A new role of Equity Analyst has been established to enhance student achievement through strategic analysis, evaluation, reporting and enhancement of Tuākana academic mentoring programmes.

A Tuākana coordinators' workshop was conducted in semester two. Feedback from the workshop has informed the development of a Tuākana conceptual model which will ensure a higher level of consistency across Tuākana programmes.

The Equity Analyst has completed an initial analysis of all Tuākana programmes and is working with individual faculties and the Tuākana Equity Advisor to develop appropriate measures to improve evaluation of their programmes. Guidelines have been developed for ongoing monitoring of Tuākana programmes. Reflective practice, self-review and sharing of good practice is occurring through the monthly Tuākana network meetings. They focus on enhancing Tuākana has been positively received by faculties and the Equity Committee.

The Equity Analyst has completed a stocktake of student mentoring programmes at the University and is currently producing best practice guidelines and processes to ensure better connectivity and coordination across all such programmes, e.g MATES and Tuākana.

A promotional video highlighting first-year experiences for Māori and Pacific students has been developed to promote the University to prospective students and to encourage new students to participate in the Tuākana programme.

9. Create and maintain an outstanding teaching and learning environment.

Action 9.1: The EO Office will continue to administer and promote Equity Funding initiatives for Māori, Pacific and students with disabilities.

Progress

Achieved. The Equity Office has continued to invest TEC equity funding in initiatives for students with disabilities and Māori and Pacific students. A set of practical guidelines for the application of TEC funding was developed and continues to be promoted. The development of postgraduate Tuākana initiatives has been well supported.

Four Tuākana scholarships were established to attract final-year Māori and Pacific undergraduate students into postgraduate studies.

Te Tiriti o Waitangi/The Treaty of Waitangi

10. Fulfill the responsibilities and obligations of the University under Te Tiriti o Waitangi.

Action 10.1: The EO Office will work with the Pro Vice-Chancellor (Māori) and the Rūnanga to provide support in recruitment, participation and success of Māori students in all University activities.

Progress

Achieved. The Student Equity team coordinated and led the University's presence at the Ngāpuhi and Te Matatini festivals and Atāmira and Māori Expo in semester two.

A special projects fund was established with the office of the Pro Vice-Chancellor (Māori) to support Māori student-driven initiatives e.g. Haerenga (recruitment drive) into the regions. Promotional material was provided to support the Ngā Taurua Māori (NTM) Haerenga.

The Student Equity team's Te Reo version of the University's recruitment brochure for junior students has proven very popular at Māori recruitment and outreach events.

The Student Equity Manager, Māori Equity Advisor and Tuākana Equity Advisor have provided advice to the Pro Vice-Chancellor (Māori) on strategic and policy issues relating to recruitment and support of Māori students. The Māori Equity Advisors have continued to collaborate with other institutions to deliver Kei a tātou te ihi (KATTI) programmes to motivate a

total of 720 Year 10-13 Māori students in the Auckland region to aspire to and plan for tertiary studies.

The Tuākana Equity Advisor has provided cultural support to the Pro Vice-Chancellor (Māori) as his representative at a range of events and as speaker during pōwhiri and whakatau ceremonies. He was an active member of Rūnanga and with the Māori Equity Advisor was instrumental in the delivery of Māori language week activities in August.

Action 10.2: The EO Office will work with the Pro Vice-Chancellor (Māori) and the Rūnanga to provide support in recruitment, participation and success of Māori staff in all University activities.

Progress

Achieved. The Staff Equity Manager participated with the Pro Vice-Chancellor (Māori), CAD Kaiwhakaako and HR in organising two Māori Advancement Hui, which arose from a 2007 EO Office Māori Leadership Programme proposal. The Pro Vice-Chancellor (Equity) provided a Work Life Balance workshop for Māori and the Staff Equity Manager co-facilitated a workshop on promotions for Māori academic staff at the June Hui. The programme aims to increase Māori staff engagement, gain skills in promotion, career development, and increase retention and progression. Evaluations have been positive.

Community Engagement

11. Develop effective partnerships with the University's local, national and international communities.

Action 11.1: The EO Office will continue to identify, establish and enhance relationships with key stake holders including:

- *communities whose students are currently under-represented and disadvantaged in terms of their ability to access the University*
- *tertiary institutions*
- *national organisations*
- *international relationships.*

Progress

Achieved. The Equity Office has engaged with external stakeholders to share expertise and develop more effective processes. Meetings included:

- Prime Minister, Hon. John Key
- Hon. Maryan Street
- Ngāti Whatua o Orakei
- Dr Judy McGregor (EEO Commissioner, Human Rights Commission)
- Dr Philippa Reed (CEO, EEO Trust)
- Ms Philippa Hall (Director, Pay and Employment Equity Unit, Department of Labour)
- Ms Shenagh Gleisner (CEO Ministry of Women's Affairs)
- Auckland Tertiary Institutes Articulation group (ATIA)
- Equal Opportunity Practitioners in Higher Education Australasia (EOPHEA)
- Go8 HR Directors' Staff Equity Sub-committee
- Auckland Disability Providers' Network
- Association of Women in Science (AWIS)
- Association of Pasifika Staff in Tertiary Education (APSTE)

- Auckland Network of Pacific Liaison Officers
- Carers NZ and other national and international tertiary institutions.

The Equity Office has strong relationships with the Pacific Reference Group (PRG) which advises the Vice-Chancellor via the Pro Vice-Chancellor (Equity).

Excellent People

13. Recruit and retain a high-quality staff and student body, striving to create equal opportunities for all those of ability to succeed in a university of high international standing.

Action 13.1: The Equal Opportunities Committee will provide recommendations on a set of consistent policies and practices to be used in University targeted admission schemes.

Progress

Achieved. The Equity Office has led the development of the Undergraduate Targeted Admission Schemes (UTAS) policy. This was endorsed by the Equity Committee and approved by Senate for implementation from 2010. UTAS guidelines have been developed to support the implementation of the UTAS policy from 2010.

Action 13.2: The EO Office will contribute to the development of a Māori and Pacific student marketing and recruitment strategy to support the achievement of enrolment objectives.

Progress

Achieved. The Equity Office has contributed to the draft strategy document and provided feedback on the implementation plan. The Pro Vice-Chancellor (Equity) is a sponsor of the project.

Action 13.3: The EO Office will contribute to Student Administration's development of an inclusive case management approach to students including those from equity groups.

Progress

Achieved. Disability Services staff continue to work with staff involved with the Student Management System/nDeva upgrade (see Action 20.1).

Action 13.4: The EO Office will continue to recruit students from equity groups through outreach activities including:

- *School visits and student advice, including enhanced advice on NCEA and new admissions requirements*

Progress

Achieved. The Student Equity team visited 90 secondary schools (including parents' evenings) in Auckland, Northland, Hawkes Bay and Otago, providing motivational talks and activities to encourage equity students to make The University of Auckland their university of choice.

The Women in Science Equity Advisor contributed to the development of an NCEA guide for parents.

Disability Services provided information for outreach activities, such as school visits, and the Pasifika and Ngāpuhi festivals and participated in the LINK Conference for schools' Careers Advisors.

- *Roadshows and regional careers expos*

Progress

Achieved. The Student Equity team has promoted The University of Auckland at careers expos in Rotorua, Whakatane, Gisborne, Hawkes Bay, Waikato, Auckland and Kawerau.

- *BEAMS (which introduces Māori and Pacific students to Business, Engineering, Architecture, Medicine and Science);*

BEAMS attracted over 400 Year 10 Māori and Pacific students to experience a range of interactive activities in the *BEAMS* faculties. *BEAMS* focusses on areas where Māori and Pacific people are seriously under-represented.

STEAM Ahead was held in July to introduce Māori and Pacific school leavers to all undergraduate degree programmes at the University. It attracted 317 students from 29 schools.

- *Girls into Science, Futures and Enginuity Day (introducing women students to Science and Engineering respectively);*

Progress

Achieved. The *Futures Evening* was held in April and attracted 320 students from 40 schools. Evaluations have been very positive.

A successful *Enginuity Day* in July attracted 240 Year 13 girls (cf. 140 in 2008). Evaluations show 25% of participants decided to study engineering after E-day (prior to E-day they were unsure) and 33% confirmed their desire to study engineering after attending

A similar event for Year 12 girls and their parents/guardians in November - *Engineer Her Future Evening* - attracted close to 200 girls.

Girls into Science for Year 10 girls was held in late November and attracted 598 students and 75 teachers.

- *Whaia Te Pae Tawhiti, which introduces Māori students from out of Auckland to the University;*

Whaia Te Pae Tawhiti (WTPT) is a campus experience programme for Year 12 and 13 Māori students from out of Auckland. Held in August, it attracted 36 attendees. Prior to WTPT virtually no Māori students from these schools enrolled at the University. Tracking of programme attendees shows an increasing number are choosing to study at the University.

- *Finance Information Evening for the parents of Māori and Pacific students.*

Progress

Achieved. This evening for Māori and Pacific school leavers and parents/whanau provided information on financing options for University study. Held in August, it was attended by 233 people. The increased number of scholarship applications from Māori and Pacific students could be attributed to the success of this annual event.

Action 13.5: The EO Office will maintain the University's leadership role in producing evidence-based evaluations of initiatives, providing research and reporting on equal opportunities. This will include:

- *Annual Statistical Reporting*

Progress

Achieved. The 2008 Annual Activities and Statistical Report has been completed and was approved by the Equity Committee.

- *Participation in international equity benchmarking projects*

Progress

Achieved. The Equity Office has contributed to the International Equity Benchmarking Group via provision of data, analysis of activities, participation in meetings, and the production of the executive summary of the Stage III International Equity Benchmarking Report. The latter has been published on the U21 website.

The Pro Vice-Chancellor (Equity) has participated in the Go8 HR Directors' Staff Equity Sub-committee.

- *Presentations to practitioner based conferences such as EOPHEA (Equal Opportunities in Higher Education in Australasia)*

Progress

Achieved. The Staff Equity Manager made two presentations at the EOPHEA Conference in Sydney, one on parental leave and research and the other on analysis of gender-related statistical data on promotion.

- *Surveys and evaluations of activities.*

Progress

Achieved. The Student Equity team has conducted participant evaluations of all its outreach events and collected data for the Capturing Student Information (CSI) project. This data will indicate what percentage of attendees at student equity outreach events apply for and enrol at the University.

(See also Disabilities Review 20.2 *Creating an inclusive teaching and learning environment for students with impairments*).

Action 13.6: The EO Office will assist in initiatives to improve access and support low SES students at the University (see Action 20.1).

Progress

Achieved. The Student Equity Manager and Equity Analyst have provided expert advice to the Liggins Institute (Lens Science) on its proposed project to strengthen achievement of Māori and Pasifika students in science at secondary school level.

The Equity Office provides advice to MATES (Mentoring and Tutoring Education Scheme) which works with students from low decile schools.

The Pro Vice-Chancellor (Equity) is a member of the Socio-economic Status working group of the Undergraduate Admissions and Equity Taskforce.

Action 13.7: Contribute to the development of recruitment and retention strategies for Māori and Pacific staff.

Progress

Achieved. The Equity Office is working with PRG, HR and senior managers. Key staff have participated in a meeting to identify strategies for Pacific academic and general staff recruitment and retention in relation to objectives 11, 13, & 15 in the Strategic Plan. This project will continue in 2010.

As discussed in 10.2 the Staff Equity Manager is contributing to the Māori Advancement project.

Action 13.8: Collaborate with HR to investigate the possibility of conducting a Review of Pay and Employment Equity at The University of Auckland.

Progress

Achieved. The Equity Office collaborated with HR to investigate the matter. HR advised it was not possible for the University to conduct a Pay and Employment Equity Review this year due to current issues with data integrity. The Staff Equity Manager participated as 'equity expert' on the national University Sub-sector Group, Pay and Employment Equity Reviews in the Tertiary Sector. The group developed a preferred model and tools for implementing Pay and Employment Equity Reviews in the university sector.

The Pro Vice-Chancellor (Equity) and the Staff Equity Manager continue to benchmark international best practice in pay and employment equity via the Go8 Staff Equity sub-committee and the International Equity Benchmarking Group.

14. Create and promote a student environment that is welcoming, enjoyable and stimulating, encouraging students to reach their full potential within a climate of academic excellence.

Action 14.1: The EO Office will continue to collaborate with others to ensure that activities and information provided for potential, new and returning students signal an inclusive, welcoming environment for those from a wide range of backgrounds, including equity groups. Activities will include:

- *Orientation programmes for students from equity groups*

Progress

Achieved. Orientation programmes were delivered for Māori, Pacific, Women in Science and engineering students. They were coordinated within the

University's generic orientation programme which included information about Disability Services. Evaluations were very positive.

- *Collaboration with Communication and Marketing to ensure promotional material is appealing and appropriate for students from equity groups*

Progress

Achieved. The Student Equity Manager has provided input into the development of the publications policy, Postgraduate Prospectus, Courses and Careers Day programme and new Student Guide for 2010.

- *Publications targeting students from equity groups*

Progress

Achieved. Print advertisements featuring Māori and Pacific students have been coordinated by the Equity Office for each issue of *Mana* and *Spasifik* for 2009.

Scholarship brochures for Māori and Pacific students were produced by the Equity Office and distributed across the University and to prospective students.

Scholarship information for students with disabilities has been developed and promoted.

A Women in Engineering brochure was produced in collaboration with the University of Canterbury to promote role model graduates to secondary school girls.

- *Support for student equity groups initiatives (e.g. Ngā Taurira Māori (NTM), Auckland University Pacific Island Students Association (AUPISA) and Women in Engineering).*

Progress

Achieved. Women in Engineering and the Māori and Pacific Equity Advisors continued to provide advice and support to the Women in Engineering Network, NTM and AUPISA respectively.

The Equity Office provided TEC funding to support study wānanga and study fono conducted by the Māori and Pacific Students Associations respectively prior to and during exams.

15. Create a culture that encourages academic and general staff to reach their full potential.

Action 15.1: *The EO Office will support, monitor and report on employment processes as appropriate, with attention to promotions, research and study leave, continuation and restructuring exercises, providing recommendations to ensure equitable, fair and consistent practices are maintained.*

- *Staff Equity Manager and/or Pro Vice-Chancellor (Equity) will attend Faculty Staffing Committees (FSCs) and University Academic Staffing Committee (UASC)*

Progress

Achieved. The Staff Equity Manager attended Faculty Staffing Committees in all faculties to provide advice on appointments, research and study leave,

continuation, transfer from senior tutor to lecturer and promotions. The Pro Vice-Chancellor (Equity) has advised on UASC processes and participated on selection panels for Deans and Directors.

- *Outcomes and recommendations will be reported through the Vice-Chancellor's Staff Advisory Committee and EO Committee.*

Progress

Achieved. Promotions reports have been provided to the Vice-Chancellor's Staff Advisory Committee. The Staff Equity Manager worked with Professor Chris Triggs (Department of Statistics) to analyse whether there were gender differences in academic promotion rates up to the level of Associate Professor. There were no significant gender differences in men's and women's application and success rates in promotion. However, the study indicated women progressed more quickly and spent less time on promotions bars than men.

The Equity Office submitted a discussion paper to SAC on procedures for taking personal circumstances (performance relative to opportunity) into account in promotions applications.

The Staff Equity Manager drafted and provided advice for policy enhancement on Work Life and Family, Appointments (except professor), Appointments (professor), Redundancy and Redeployment (Managing Change), the GSP&D process, and Guidelines for Children on Campus.

The Staff Equity Manager participated in the HR General Staff Performance and Development Review process (Evolve).

Action 15.3: The EO Office will provide awards for Excellence in Equal Opportunities. These will encourage and reward outstanding achievements that support the organisation's equity objectives, and promote good practice and innovation in implementing equity.

Progress

Rescheduled. After discussion with the Equity Committee it was agreed this event would be held every two years to allow more time for the development of sustainable initiatives with adequate reporting of outcomes. The next awards are planned for the second semester in 2010.

Resourcing and Organising for Quality

18. Provide an infrastructure that supports teaching, learning, research, and community engagement of the highest quality.

Action 18.1: Disability Services will continue to collaborate with Property Services and Lecture Theatre Management to ensure barrier-free access to buildings and facilities.

Progress

Achieved. Enhancements have been made to ensure barrier-free access to four campuses.

19. Promote governance and management practices consistent with the mission and values of The University of Auckland.

(See Actions 13.2, 13.3, 15.1, 20.3.)

20. Operate planning and review processes that drive achievement of the University's strategic objectives

Action 20.1: The EO Office will work with the Planning Office and Human Resources Information Technology to ensure there are robust systems of data collection, analysis and statistical reporting to fulfil responsibilities for equity evaluation, research, planning and reporting.

In particular this will relate to information and data needed to support research and initiatives on participation, retention and achievement of students from low socio-economic backgrounds and students with disabilities.

Progress

Achieved. The Equity Office worked with Human Resources Information Technology and the Planning Office. Detailed HR data by grades and levels by faculty and service divisions for 2008 were not accessible with the transition to HR Connect+. Accordingly, it has not been possible to provide the detailed reports which have been previously available. The Equity Office continues to work with HR and the Planning Office to ensure the necessary data will be available in the future.

The Student Equity team uses data from DSS and the Tuākana database to inform its work on student participation, retention and achievement.

Disability Services has improved its methods of collecting statistical information about students with disabilities who register with Disability Services. Disability Services staff continue to work with staff involved in the Student Management System/nDeva upgrade to see if this can provide a more robust means of capturing statistical information on students who report a disability at the time of application, regardless of whether they choose to access support from Disability Services.

Action 20.2: The Pro Vice-Chancellor (EO) will review how The University of Auckland is supporting the success of students with impairments, using 'Kia Ōrite: Achieving Equity. New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments'.

Progress

Achieved. The Review *Creating an inclusive teaching and learning environment for students with impairments* has been completed, approved by the Equity Committee and endorsed by Senate. An action plan to implement the recommendations has been developed.

Action 20.3: The EO Office will contribute to University Academic and Administrative Reviews.

Progress

Achieved. The Equity Office has provided submissions to academic reviews of the:

- Department of Applied Language Studies and Linguistics
- Centre for Pacific Studies
- Department of Accounting and Finance
- Department of Chemistry
- School of Teaching Learning and Development.

Action 20.4 The EO Office will complete the review of equity groups in The University of Auckland.

Progress

Achieved. The Review of Equity Groups at the University has been completed.

Action 20.5: The Pro Vice-Chancellor (EO) will review the EEO policy to encompass both EEO and EEdO.

Progress

Achieved. The EEO Policy has been reviewed and an Equity Policy developed.

Action 20.6: The Pro Vice-Chancellor (EO) will develop revised Terms of Reference for the EO Committee.

Progress

Achieved. Terms of Reference for the Equity Committee have been revised and approved by the Equity Committee and Council. Guidelines to assist Faculty Equity Committee processes have been approved by the Equity Committee.

Section Three: Other activities to be undertaken in 2009 (maximum two pages)

Women Returning to Work. Completion of activities begun in 2007:

- A web-based 'Toolkit' on all aspects of parental leave for staff and managers
- Production and distribution of flyers and posters to publicise the Toolkit.

A Powhiri protocols video for inducting new staff has been developed by the Equity Office.

The role of the Women in Science Advisor has now been incorporated into the new Lecturer in Science Communication academic position in the Faculty of Science. The position will include accountabilities for outreach to equity students.