



THE UNIVERSITY OF
AUCKLAND
Te Whare Wānanga o Tāmaki Makaurau
NEW ZEALAND

Service Division Plan 2020 - 2022

[Equity Office : Te Ara Tautika]

Section 1: Overview

Overview

The Equity Office, Te Ara Tautika, leads the University's commitment to be a safe, inclusive and equitable place for all students and staff.

The University's equity commitment and performance enhance its reputation including by attracting, retaining and supporting Māori and [equity group](#) students and staff, and by contributing to New Zealand's wellbeing and to the UN Sustainable Development Goals.

The Pro Vice-Chancellor, Equity provides strategic equity leadership and advises Council and the Vice-Chancellor on fulfilling equity statutory and compliance obligations.

The Equity Office works in partnership with the Offices of the Pro Vice-Chancellor Māori and Pro Vice-Chancellor Pacific. Engagement with diverse student groups is integral to the Equity Office's way of working, with student representation on committees, networks, advisory groups and communities of interest ensuring student voice in equity policy and practice.

Equity Office activities include equity governance, strategy, policy, programmes, resources, training, monitoring, reporting and the provision of advice. Key functions include leadership and coordination of the Equity Leadership Committee, Equity Community of Interest, Rainbow Network, Students from Refugee Backgrounds Advisory Group, Disability Programme Advisory Group and the Family Violence Project.

Student Disability Services leads the Equity Office's support, advice and advocacy to over 900 students with visible and invisible disabilities annually.

Recent achievements include the University Disability Programme; enhanced equity communications; staff equity training; collaboration to establish the Harassment Governance Group; and enhancement of bullying, harassment and discrimination policy, training, communication and reporting.

Equity Office work benefits all members of the University community.

As the University has committed to the UN Sustainable Development Goals (SDGs), the following objectives reflect how the Equity Office will support them.

Objective 1

Enhance participation and wellbeing of diverse, under-represented and/or marginalised groups (SDGs 1, 3, 4, 5, 8, 10, 16, 17)

Significant achievements and major challenges:

Significant achievements:

- Partnership with Pro Vice-Chancellors Māori and Pacific
- Outreach to Māori and equity group students
- Initiated the collection and curation of data to support evidence-based policy and programmes for all student equity groups
- Training provided on unconscious bias, family violence, staff equity induction
- Policy development and advice
- Significant contribution to policy, training and communications including to address bullying, harassment and discrimination
- Monitoring, advising and reporting on equity in employment processes.

Major challenges:

- Balancing academic freedom, freedom of expression and achieving a safe, inclusive and equitable environment
- Uneven awareness and implementation of equity principles and practice.

Strategic initiatives to improve/maintain performance and address challenges:

- Support collaboration across the university community on freedom of expression; academic freedom; and safety, inclusivity and equity
- Review Equity Policy including definition of equity groups
- Leadership of equity networks and advisory groups
- Enhanced equity communications to support understanding and achievement of a safe, inclusive and equitable university including engaging with different cohorts
- Increased awareness of the Family Violence project and increased participation in training
- Enhancing education and training including staff induction modules
- Strategic review of resources and interventions aimed at addressing unconscious bias, with emphasis on priority audiences
- Effective collaboration with Students from Refugee Backgrounds, Disability and Rainbow advisory groups.

KPIs that measure the achievement of Objective 1:

- Increase the use of equity webpages by 20% by 2021
- Increase number of participants in Family Violence training.

Objective 2:

To enhance the University of Auckland environment as accessible and inclusive for people with disabilities (SDGs 3, 4, 8, 10, 11,16)

Significant achievements and major challenges:

Significant achievements:

- Progress of the University of Auckland Disability Programme 2017-2020
- Confidential reporting capability of staff disability data
- Record number of students with disabilities registering with Student Disability Services
- Significant inclusion of voices of students with disabilities in policies, advice, practice and communications
- Memorandum of Understanding with Workbridge to enhance students with disabilities' transition into meaningful employment.

Major challenges:

- Societal discrimination against people with a disability
- Uneven awareness of the support available for people with disabilities in the university, and a lack of consideration of their needs
- Students with disabilities' low level of educational achievement in schools
- Under representation of Pacific students with disabilities seeking support available from Student Disability Services
- Low levels of disclosure of staff with disabilities
- Slower than optimal progress on the physical environment and digital accessibility audits
- Lack of clarity about levels of support for international students with disabilities.

Strategic initiatives to improve/maintain performance and address challenges:

- Programme of work to increase awareness, understanding and disclosure of disabilities
- Engage with PVC Pacific and Pacific communities to increase registration of Pacific students with disabilities in Student Disability Services
- Develop a University of Auckland Disability Action Plan 2021-2023 to include digital, physical and cultural initiatives and appropriate accountabilities
- Collaborate with the International Office to progress support for international students with disabilities.

KPI that measures the achievement of Objective 2:

- Increase the rate of self-disclosure for staff with disabilities as reported by EPR
- Increase the number of Pacific students registered with Student Disability Services
- Development of the University Disability Action Plan 2021-2023.

Objective: 3

Foster, encourage and enhance the use of Te Reo Māori by Equity Office – Te Ara Tautika staff (SDGs 4, 10, 17)

Significant achievements and major challenges:

Significant achievements:

- Partnership with Pro Vice-Chancellor Māori and Runanga to support the development of the Te Reo Policy and the Māori Language Plan.

Major challenges:

- Varying levels of skill and experience
- Ensuring adequate time for training and implementation.

Strategic initiatives to improve/maintain performance and address challenges:

- Training on Te Reo and tikanga will be provided to all staff in the Equity Office
- A Māori language initiative for Equity Office staff will be developed and promoted in the Equity Office for Te Wiki o te Reo Māori (Māori language Week) 2020.

KPI that measures the achievement of the Objective 3:

- All Equity Office staff will have participated in te reo/tikanga training by 2021.

Budget strategies to remain within current levels of resourcing

- Continued management of budgets across the office.

Section 2: Monitoring performance related to the University's strategic objectives (Budget 2019 & Forecast 2020-2021)

Equity Office KPIs

KPI		2016	2017	2018	2019	2020	2021
		actual	actual	actual	target	target	target
1	Increase the use of equity webpages by 20% by 2021	N/A	N/A	N/A	N/A	Increase 10% to 56,029	Increase 10% to 61,631
2	Increase the rate of self-disclosure for staff with disabilities as reported by EPR	N/A	N/A	Baseline 143	Increase by 3% to 147	Increase by 4% to 152	Increase by 10% to 167
3	Increase the number of Pacific students registered with Student Disability Services	N/A	N/A	N/A	N/A	Increase by 10% on 2019	Increase by 10% on 2020
4	Increase number of participants in Family Violence training	N/A	N/A	N/A	N/A	Increase of 20% on 2019	Increase of 30% on 2019
5	All Equity Office Staff will have participated in Te Reo/Tikanga training by 2021	N/A	N/A	N/A	N/A	75% staff trained	100% staff trained