



**2016**

**Annual Report**

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**Equity Office**

**Te Ara Tautika**

## Section One: Planning and budget report statement

### Overview and summary

#### **Key objective 1: Enhance communications to contribute to a Safe, Inclusive and Equitable University environment**

The Equity Office (EO) is increasing awareness of equity support among staff and students by expanding its communications channels and scope in response to feedback and demand.

In 2016 the EO:

- Led engagement with colleagues visiting from the Universidad de Chile and Ryukoku University.
- Co-facilitated with DVC SE, the APRU Women in Leadership policy roundtable at Hong Kong University.
- Led the inaugural national Equity Practitioners in Higher Education Symposium 'Tāpiritia" – To join together'. The University was highlighted as a leader of best practice across a range of areas.
- Delivered the University wide Zero Tolerance campaign in response to student and staff feedback reaching 27,232 people through the UoA Facebook page in the first week.
- Exceeded the target for monthly page views of the EO website (refer Section 2 KPIs).
- Led the University's first cohesive presence at Big Gay Out and Pride Parade 2016, with the EO Auckland Pride Parade Facebook album reaching 33,483 people.
- Provided equity briefings to doctoral students in 20 induction sessions.
- Provided 13 workshops on unconscious bias.
- Delivered training on the Family Violence project to approximately 400 staff and students in over 20 sessions.

#### **Key objective 2: Contribute to increasing applications from Māori and Equity group/UTAS students**

In 2016 the EO:

- Was recognised for 'going above and beyond in their support of Pathways to Employment (P2E) clients starting full time study at the University of Auckland' through the receipt of an award from the New Zealand Red Cross.
- Produced new UTAS resources including collateral promoting UTAS as a key alternative pathway to undergraduate study for Māori and equity groups.
- Developed a Māori and Pacific Welcome video celebrating the University's Māori and Pacific communities to be used including as part of outreach and recruitment.
- Released a video clip promoting an inclusive environment for people with disabilities.
- Further enhanced its outreach to students:
  - 95% of Year 13 Māori and Pacific students attending the STEAM Ahead event said they were Satisfied or Very Satisfied with the event. 87% said they felt more positive about studying at the University after attending.

- 90% of Kelston students from refugee backgrounds who visited the University indicated they were more likely to come to the University after their visit.

**Key objective 3: Enhancing support for Māori and equity group students' achievement at the UoA**

In 2016 the EO:

- Led the allocation and monitoring of Tertiary Education Commission Equity Funding including via enhancement of governance and Māori and Pacific advisory roles.
- Enhanced support for Māori and Pacific students – 93% of students at the Māori and Pacific Welcome were satisfied or very satisfied with the event. 94% reported that the University is a good place for them.
- Strengthened collaboration with AUSA, LGBTI staff and student network, TransonCampus and students from refugee backgrounds.
- Supported the Equity Community of Interest's successful first year.
- Developed and promoted a University-wide resource for hosting inclusive events.

**Equity Office Annual Report 2016**

| UniForum Code   | Core Function   | Function Performance Story and Current State/Opportunities   | Priorities 2015 - 2018<br>(highlight the priorities that are focused to shift)  | Relevant KPIs  | 2015 Actual  | 2016 Target  | 2017 Target  | 2018 Target  |
|---|---|--|---|--|--|--|--|--|
| <b>People Strategies</b>  |   |  |   |  |  |  |  |  |
| F105<br>GA05<br>GO01<br>GO02<br>GO05<br>GO06<br>GO07<br>GO09<br>G012          | Staff Equity<br>Staff<br>Performance<br>Health & Safety | <p><b>Current performance rating: 4</b><br/><b>Future performance rating: 5</b></p> <p>The Equity Office has a small and diverse workforce. It is committed to supporting staff career and personal development, health, safety and wellbeing. This is managed through our Equity Office Health, Safety and Wellbeing Committee; through the EVOLVE process, full team and our SLT meetings.</p> | Increasing the internal profile of our Equity Office Health, Safety and Wellbeing Committee and promoting work - life, balance.   | <ol style="list-style-type: none"> <li>% of reports of hazards to HSW shared with the UoA team with accountability for resolution/mitigation.</li> <li>% of reports of 'near miss' HSW incidents shared with the UoA team with accountability for resolution/mitigation.</li> <li>% of incident reports to Equity Office HSW Committee shared with the UoA team with accountability for resolution/mitigation.</li> <li>A minimum of 1 engagement event for the Equity Office team promoting HSW will be held annually.</li> <li>EO HSW committee meets 4 times a year and outcomes are communicated to the Equity Office team.</li> <li>The Equity Office is compliant with all UoA HSW Policy and procedures.</li> </ol> | <p>1.100%</p> <p>2.100%</p> <p>3.100%</p> <p>4. Achieved</p> <p>5. Achieved</p> <p>6. Achieved</p> | <p>1.100%</p> <p>2.100%</p> <p>3.100%</p> <p>4. Achieved</p> <p>5. Achieved</p> <p>6. Achieved</p> | <p>1.100%</p> <p>2.100%</p> <p>3.100%</p> <p>4. Achieved</p> <p>5. Achieved</p> <p>6. Achieved</p> | <p>1.100%</p> <p>2.100%</p> <p>3.100%</p> <p>4. Achieved</p> <p>5. Achieved</p> <p>6. Achieved</p> |
| <b>Enhancing leadership to support an inclusive and equitable environment</b> |   |  |   |  |  |  |  |  |
| GO01<br>GO02<br>GO03<br>GO06<br>GO09<br>GO12<br>HR04                          | Staff Equity<br>Student Equity                          | <p><b>Current performance rating: 2</b><br/><b>Future performance rating: 4</b></p> <p>Senior leaders promote an inclusive and equitable environment.</p>  | Increasing awareness at Senior Leadership level, including via the Equity Leadership Committee, of the equity challenges and opportunities within their area of influence. This will contribute to a safe, inclusive and equitable environment. | <ol style="list-style-type: none"> <li>% of annual plans submitted to the Equity Leadership Committee that include initiatives that support an inclusive and equitable environment.</li> </ol>   | 1. N/A   | 1. 100%  | 1. 100%  | 1. 100%  |

| Enhancing communications to key audiences to support a Safe, Inclusive and Equitable environment                             |                                |  |   |   |   |   |   |   |
|--|--------------------------------|--|---|---|---|---|---|---|
| GO04<br>CE20<br>CE18<br>CE13<br>CE06<br>CE07   | Staff Equity<br>Student Equity | <p><b>Current performance rating: 2</b><br/><b>Future performance rating: 4</b></p> <p>There is potential to further strengthen communication to further highlight equity support, resources and advice available. This includes support for students and staff who are Māori, and from equity groups including Pacific, LGBTI, those experiencing family violence, have family and carer responsibilities or disabilities. These resources will enable resilience, self-efficacy, provide sources for help and management advice on best practice. This will support the creation of a safe, inclusive and equitable environment.</p> | Enhancing strategic use of communications so that more staff and students are aware of and accessing information and services provided by the Equity Office and the UoA.  | <ol style="list-style-type: none"> <li>Increase the average number of page views per month to the Equity Office website.</li> <li>Increase in the number of equity focused questions added to the Knowledge Base.</li> </ol>  | <ol style="list-style-type: none"> <li>6384 average page views per month</li> <li>Increase of 15 p.a</li> </ol> | <ol style="list-style-type: none"> <li>6462/6702 average page views per month</li> <li>Increase of 20 p.a achieved</li> </ol> | <ol style="list-style-type: none"> <li>7022 average page views per month</li> <li>Increase of 25 p.a</li> </ol> | <ol style="list-style-type: none"> <li>7341 average page views per month</li> <li>Increase of 30 p.a</li> </ol> |
| Contribute to increased applications for admission from Māori and equity groups  |                                |  |   |   |   |   |   |   |
| CE08<br>CE11<br>CE18<br>F105<br>F108<br>GA03<br>GA05<br>GA07<br>G002<br>G005<br>G009<br>G012<br>G013<br>SS05<br>SS10<br>SS15 | Student Equity                 | <p><b>Current performance rating: 3</b><br/><b>Future performance rating: 5</b></p> <p>There is potential for the Equity Office to contribute further to increased applications for admission from Māori students and students from equity groups.</p>   | Engagement with internal and external key networks and "Communities of Interest" will contribute to increases in the number and percentage of students from these groups indicating that they will apply for admission. | <ol style="list-style-type: none"> <li>Increase the % of students indicating that as a result of attendance at an EO outreach event/engagement they will apply for admission at the UoA.</li> <li>Increase the % of students and families attending EO outreach events who indicate that they are satisfied or highly satisfied with the event.</li> <li>Increase the % of students and families indicating upon attendance at an EO outreach event that they perceive the University to be a safe, inclusive and equitable place.</li> <li>Increase the # of SRB UoA engages with via schools outreach.</li> </ol> | <ol style="list-style-type: none"> <li>75%</li> <li>85%</li> <li>N/A</li> <li>N/A</li> </ol>                    | <ol style="list-style-type: none"> <li>87.3%</li> <li>93%</li> <li>94.9%</li> <li>44</li> </ol>                               | <ol style="list-style-type: none"> <li>1.80%</li> <li>90%</li> <li>85%</li> <li>10</li> </ol>                   | <ol style="list-style-type: none"> <li>85%</li> <li>95%</li> <li>90%</li> <li>15</li> </ol>                     |
| Enhancing support for Māori and equity group students' achievement at the UoA  |                                |  |   |   |   |   |   |   |
| CE11<br>F105<br>F108<br>G002<br>G009<br>SS10   | Student Equity                 | <p><b>Current performance rating: 2</b><br/><b>Future performance rating: 4</b></p> <p>The Equity Office will continue to support Māori and equity group student achievement, through</p>  | Contribute to student success through expertise in supporting Māori, Pacific and equity groups/networks either through direct provision of support or through engaging  | <ol style="list-style-type: none"> <li>All CATS Scholars (Māori and Pacific Scholars after 2017) participate in Tuākana.</li> <li>All CATS Scholars participate in meetings with the Equity Advisors.</li> <li>Increase the % of Māori and Pacific UTAS students registered to participate in the</li> </ol>  | <ol style="list-style-type: none"> <li>100%</li> <li>100%</li> <li>N/A</li> <li>100%</li> <li>N/A</li> </ol>    | <ol style="list-style-type: none"> <li>N/A</li> <li>100%</li> <li>N/A</li> <li>100%</li> <li>N/A</li> </ol>                   | <ol style="list-style-type: none"> <li>100%</li> <li>100%</li> <li>75%</li> <li>100%</li> <li>75%</li> </ol>    | <ol style="list-style-type: none"> <li>N/A</li> <li>N/A</li> <li>80%</li> <li>100%</li> <li>80%</li> </ol>      |

|                              |  |  |   |  |  |  |  |  |
|------------------------------|--|--|---|--|--|--|--|--|
| SS13<br>SS14<br>SS15<br>SS17 |  | enhanced support of the Tuākana Learning Community and undergraduate scholarships. | with key networks and "Communities of Interest" | Tuākana Learning Community.<br>4. Maintain the % of UTAS students with disabilities registered with Student Disability Services.<br>5. Increase the % of students with disabilities who indicate that they are satisfied or highly satisfied with Student Disability Services. |  |  |  |  |
|------------------------------|--|--|---|--|--|--|--|--|