



**THE UNIVERSITY
OF AUCKLAND**

NEW ZEALAND

Te Whare Wānanga o Tāmaki Makaurau

**Equal Opportunities Office
Annual Report
December 2008**

**Template for Faculties
& Service Divisions**

Section One: Overview

EQUAL OPPORTUNITIES OFFICE

In reference to the State Sector Act 1988 and the Education Act 1989, this document reports on 'good employer' initiatives and programmes which encourage participation, eliminate barriers and maximise the potential of groups which are under-represented or disadvantaged in their ability to attend the institution.

Key activities in 2008 have been contributing to the Undergraduate Admissions and Equity Taskforce, and the Strategic Review of Early Childhood Education Centres, Facilities, Services, Kōhanga Reo and Kōhungahunga and providing the Excellence in Equity Awards.

The Undergraduate Admissions and Equity Taskforce was a major activity under **Objective 7** to ensure that changes to entry requirements would avoid barriers to admission and ensure equitable access of Māori, Pacific, students from low SES backgrounds and those with impairments and disabilities (see Section 3). A working group of EO Committee members was established to implement Recommendation 21: *That the Equal Opportunities Committee be asked to recommend a set of consistent policies and practices, to be used in University targeted admission schemes.*

A draft consultation policy and supplementary information form have been developed. The form will be tested with potential users to consider user friendliness of the documents for a variety of students.

The Pro Vice-Chancellor (EO) was a member of the Education Committee working group which developed a University of Auckland submission to the Ministry of Education on the **Schools Plus** discussion document (see Section 3).

The **Review of Early Childhood Education Centres, Facilities, Services, Kōhanga Reo and Kōhungahunga** under **Objective 13** has been completed. This involved a comprehensive benchmarking and literature review on national and international ECE practice, and a survey of approximately 300 University of Auckland staff and students and other interested parties. Survey findings indicated that students and staff endorsed the importance of quality ECE provision as integral to the recruitment of both students (particularly postgraduates) and staff, being aligned to research and professional training in the Faculty of Education, fundamental to quality campus life, and valued for its contribution to breaking the cycle of educational underachievement. Benefits for Māori and Pacific staff and students were also noted. Implementation of the recommendations in 2009 is intended to enhance recruitment and retention of valued staff and students.

Excellence in Equity Awards recognised outstanding achievement and

provided models for the University community to emulate. The winners were:

- Distinguished Professor Dame Anne Salmond for Sustained Excellence in Equity, including in her role as Pro Vice-Chancellor (Equal Opportunities)
- NICAI and SLC for their workshop and mentoring programme for high achieving Māori and Pacific undergraduate students which successfully enhanced their research skills and transition to post graduate study and
- SPIES South Pacific Indigenous Engineering Students for their recruitment in the Pacific of potential engineering students

Activities to encourage participation under **Objective 7** included developing a **Māori and Pacific student recruitment strategy** to support the achievement of its enrolment targets.

Student recruitment activities have been expanded, the **Enrolment Assistance Centre** model, which was piloted in Northland in 2007, with significant increases in enrolments, was introduced into Hamilton, Rotorua, and Tauranga in 2008.

'**Roadshows**' to motivate and inform Māori secondary students about tertiary study were conducted in Hawkes Bay, and the lower North Island region. The EEdO Manager conducted a secondary school **marketing and recruitment visit to the Cook Islands**, and as recognised above in the Equity Awards, Engineering staff and students **visited Samoa** to encourage secondary students to participate in tertiary education.

Other Roadshows were conducted in **Otago, Waikato and Bay of Plenty** regions to raise awareness with secondary school students about the value of Engineering degrees and careers.

On-campus events for equity groups including 'BEAMS', which is focused on Business, Engineering, and Medicine; Whaia te Pai Tawhiti, a week long week campus experience for regional Māori school students; Enginuity Day for Engineering, Girls into Science. Courses and Careers Days have been supported by the EO Office providing information for Māori, Pacific, women students in Science and Engineering and students with disabilities.

56 secondary schools visits have been conducted by the EEdO team.

Activities to maximise educational potential of equity groups under **Objective 9** include investment of Equity Funding in Tuākana tutor/mentoring programme for Māori and Pacific students and support services for students with disabilities and impairments.

472 students with impairments are registered with **Disability Services** to receive services and support. 15% of students accessing support from Disability Services were engaged in postgraduate studies.

In addition to core services Disability Services have produced fact sheets on mental health conditions and Special Conditions for Tests and Exams to enhance support for students with disabilities and impairments.

The EO Office has worked in close collaboration with the Pro Vice-Chancellor (Māori) under **Objective 10** on a range of activities, especially in relation to The Undergraduate Admissions and Equity Taskforce, Review of Early Childhood Education Centres, Facilities, Services, Kōhanga Reo and Kōhungahunga, the Tuākana programme and Māori Advancement (for staff).

Under **Objective 13**, the **Women Returning to Work Project**, a joint initiative between the EO Office, AUS and HR was launched in March. This project aims to increase participation of employees returning from parental leave and to assist retention of women. Returned staff are invited to quarterly networking meetings for updates on policy and legislative changes. Mini-refrigerators have been purchased to assist breast feeding mothers; an information package to support parents, colleagues and managers has been developed and an evaluation of research grants and awards is being conducted.

TEC Equity Funding continues to be used to support Māori, Pacific and students with impairments and disabilities. Overall participants in the Tuākana programme have significantly higher retention and pass rates than those who do not participate¹.

The EEO Office has had an active role under **Objective 15** monitoring committee processes for fairness, impartiality, 'good employer provisions' and achievement of strategic objectives relating to equity groups. High standards are reported in committee processes.

The EO Office has been very active in community engagement under **Objective 11**. Activities have included attending Pasifika Festival, Fijian and Nuiean Community events, Girls Day Out, Waitakere City Expo for Young Adults with Disabilities, and Careers Expos.

Under **Objective 18**, Disability Services has worked in close partnership with Property Services, Tamaki Campus, Epsom Campus, the Lecture Theatre re-fit team and the Central Connector (Symonds Street upgrade) team during 2009, to continue to improve accessibility and access routes to facilities for staff and students.

¹ [SPR results will not be available for 2008 until early 2009](#)

The first stage of scoping the 2009 **Disability Services Review**, under **Objective 20**, on provision of inclusive teaching and learning environments for students with impairments has taken into account requirements of 'Kia Ōrite: Achieving Equity. New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments'.

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

International Standing

- 1. Establish The University of Auckland, New Zealand's premier research university, as a peer of the world's leading autonomous universities through association and collaboration, and by an active presence in the international academic community.**

Action 1.1: The EO Office will participate in international conferences of equity practitioners and demonstrate leadership in equal opportunities.

- *Pathways Conference 9 – an international tertiary sector disability providers conference held in Australia;*
- *WIPCE – World Indigenous Peoples' Conference in Education to be held in Melbourne, Australia;*
- *2008 International Conference on Arts and Humanities Conference in O'ahu, Hawai'i;*
- *Women Management and Employment Relations Conference to be held in Sydney, Australia.*

Progress: Two staff from Disability Services attended the *Pathways Conference 9* Conference. The Māori Equity Adviser presented her conference paper titled "*Māori Access to a University Education: Selection and Rejection*" at the 2008 WIPCE conference. The Acting EEO Project Manager attended the *International Conference on Arts and Humanities Conference* in O'ahu, Hawai'i and contributed on the success of Tuākana programmes. The *Women Management and Employment Relations Conference* was not be attended due to competing priorities

Action 1.2: The EO Office will continue to participate in International EO Benchmarking.

Progress: Information on student attrition has been provided. Reports on academic promotion provided by the Benchmarking partners have been collated through the EO Office.

- 2. Create a distinctive international educational experience for our students, in Auckland and overseas.**

Action 2.1: The EO office will collaborate with Pro Vice-Chancellor (Māori) and senior managers to enable student cultural exchanges and opportunities for students from equity groups to study overseas.

Progress: This activity did not proceed in 2008 due to staffing changes.

Research and Creative Work

3. 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 Director of HR, DVC (Academic), and DVC (Research). These strategies will include implementation of research related recommendations from the Women Returning to Work Project. Relevant recommendations include:

- That grants and awards provided by and/or administered by The University of Auckland are audited to ensure their provisions do not directly or indirectly disadvantage women who have taken parental leave;*
- That consideration is given to providing research assistance funding either through an internal grant or through seeking external funding to support women returning to work in disciplines where they are under-represented;*
- That an information sheet on research funding, scholarships and awards for women is produced. It would include information on funding which takes periods of parental leave into account and funding which is tagged for women.*

Progress: This initiative is underway with assistance from the DVC (Research) and staff from the Research Office. Due for completion 2009.

4. Achieve 800 masters and 500 doctoral completions per annum through the development of an international quality graduate programme.

Action 4.1: The EO Office will continue to work with faculties and senior management to support postgraduate study initiatives for equity groups e.g. Tuākana Programmes;

Progress: EEdO office has upgraded the central Tuākana database to meet the information needs of Tuākana faculty staff.

Support for Māori and Pacific postgraduate programmes continued to be facilitated and funded by the EO Office in 2008 via the TEC Equity Funding.

Action 4.2: Recruitment, participation and retention of postgraduate students from equity groups will be carefully monitored, reported on and recommendations made as appropriate.

Progress: 15 students with impairments were enrolled in Masters Courses and 15 students were enrolled in Doctoral courses.

An analysis of the postgraduate enrolment rates of Māori and Pacific students has been undertaken and reported on in the EO Statistics and Activities Report 2007 to the EO Committee.

5. Provide enhanced support for research activities by doubling external research income to \$270M per annum.

6. Develop large-scale research institutes of excellence.

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 collaboratively with faculties, Schools Partnership Office and appropriate others to recruit students from equity groups into both undergraduate and postgraduate study including:

- *school visits and student advice, including enhanced advice on NCEA and admissions requirements;*

Progress: 56 secondary schools visits have been conducted by the EEdO team; 36 in the second half of 2008. These visits included motivational talks, workshops and activities with students; presentations and discussion with parents/guardians and teachers, and course advice and planning for school leavers. The team have been particularly successful in gaining access and engaging with students from equity groups at the lower levels of secondary school including Year 9, 10 and 11.

Information brochures for Māori and Pacific school leavers detailing the new admission requirements and information on targeted admission schemes were produced and distributed.

In partnership with SPO, via the LINK Conference, Disability Services has raised awareness with schools about provisions for students with impairments at The University of Auckland. Careers Advisors from attending schools subsequently referred 9 prospective 2009 students directly to Disability Services for consultations meetings with staff this year to consider strategies to enhance success once the students start their studies.

Disability Services participated in Courses and Careers Day on 30th August and also had a presence at the ADHB Mental Health Expo in October.

Registration requirements for some vocations or professions, such as teaching (The New Zealand Teachers Council: Good Character and Fit to be a Teacher Policy 2007); law (Lawyers and Conveyancers Act 2006: Part 3 Admission and enrolment of barristers and solicitors: Section 55: Fit and proper person); health practitioners who are subject to the Health Practitioners Competence Assurance Act 2003, can create challenges with regard to promoting inclusive access to tertiary education.

In consultation with the EO Office, the Faculty of Medical & Health Sciences has developed guidelines to support academic counselling when considering applications from students with impairments and for considering support that may be required by students who acquire impairment during the course of their studies.

- *Roadshows:*

Progress: Māori liaison advisors from Auckland tertiary institutions have conducted two annual roadshows into the (i) Hawkes Bay region visiting 11 schools and 414 Māori students and (ii) lower North Island region visiting 10 schools and 400 students, where they conducted motivational presentations/activities to Māori secondary school students.

The Women in Engineering Equity Advisor conducted roadshows into the Otago, Waikato and Bay of Plenty regions to raise awareness amongst students of the value of Engineering degrees and careers.

- *STEAM² (which introduces Māori and Pacific students to Science, Technology, Engineering, Architecture and Medicine);*

Progress: The BEAMS (formerly STEAM) programme for year 10 Māori and Pacific students was delivered in mid November and attracted 365 students and 30 teachers. Analysis of participants' evaluations is in progress.

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

Progress: Futures Evening was held in April and attracted 252 participants (including 61 parents and teachers) This total was 20% more than in 2007.

Enginuity Day was held in July. The event attracted 287 students, 10% more than in 2007. 60% of attendees decided to find out more about Engineering after attending the programme. E-day is now the largest recruitment event in the Faculty of Engineering calendar.

² Now called BEAMS to include Business

Girls into Science is currently in progress with over 500 year 10 girls registered to attend. The theme for 2008 is "Handbag Science".

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

Progress: *Whaia te Pae Tawhiti*, a week long week campus experience for regional Māori school students, was held in July and attended by 40 Māori students from Waikato, Bay of Plenty and Rotorua regions. Participant evaluations confirm the WTPT is encouraging regional students to consider The University of Auckland seriously in their tertiary options for the future. Tracking of the 2008 attendees will be conducted in semester one 2009.

Ten KATTI³ programmes were delivered in 2008 at various partner institutions in the Auckland region attracting 600 Māori students from years 10-13. The KATTI programme is now a very well established and largest collaborative programme between Māori liaison advisers across the 8 member institutions enabling Māori recruiters to gain access and engage with a large number of Māori school students in a collaborative and culturally appropriate way.

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

Progress: Finance Information Evening was held in August and attracted 250 people, including 145 parents/guardians of Māori and Pacific students. The increase in the number of applications for CATS scholarships can be attributed to the special emphasis placed on scholarships at this event.

- *Chancellor's Awards selection;*

Progress: Mentoring programme for CATS 2008 scholars was organised by Māori and Pacific Equity Advisors and mentor training completed in February.

The EEdO Manager, Māori and Pacific Equity Advisors participated in the selection of 44 top Māori and Pacific scholars for the University of Auckland Chancellors scholarships for 2009.

- *The selection of STEAM Award students.*

Progress: The EEdO office awarded 10 STEAM scholarships for 2009 to the top 10 Māori and Pacific applicants on the reserve list for the CATS awards. The STEAM awards seek to attract Māori and Pacific students with potential to succeed at University.

³ Kei a Tatou te Ihi: Tertiary motivational and planning programme: collaboration between UoA, AUT, Unitec, Massey University, Otago University, MIT, NZMA, Studylink, Canterbury University, Te Mana, Careers Services Rapuara.

Action 7.2: The EO Office to collaborate with the Pro Vice-Chancellor (Māori) in reconceptualising the Tuākana Programme function and philosophy to include academic support and pastoral care for Māori and Pacific students throughout their undergraduate and postgraduate degrees.

Action 7.3: The new Tuākana Programme function and philosophy will involve a focus on recruiting Māori and Pacific undergraduate students into postgraduate study.

Progress: *Tuākana Yesterday Today and Tomorrow* workshop, attended by Tuākana staff from across all faculties, explored Tuākana's genesis and achievements to date. Recommendations from the workshop have been reviewed by the Pro Vice-Chancellor (EO) and Pro Vice-Chancellor (Māori) and adopted where appropriate

8. Create a curriculum meeting the highest standards of excellence across the University.

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

Action 9.1: The EO Office will continue to invest Māori and Pacific Equity Funding in initiatives, such as the Tuākana Programme, that effectively enhance Māori and Pacific student outcomes.

Progress: This continues in 2008 with funding secured for three years. Assistance has been provided to the Faculties of Medical and Health Science and Business and Economic to re brand and re model their respective Tuākana programmes, which better suit their unique learning environments.

Action 9.2: The Pro Vice-Chancellors (EO) and (Māori) will work in partnership with Māori and Pacific staff and students on the decision-making for Māori and Pacific Equity Fund allocation and use.

Progress: Recommendations arising from the *Yesterday, Today and Tomorrow* workshop will involve active consultation with stakeholders.

A Tuākana Equity Adviser was appointed in September and has begun consultation meetings with Tuākana co-ordinators across the University. He has organised a function attended by the Pro Vice-Chancellor (Maori) to acknowledge the contribution of Tuākana tutors and mentors in enhancing Māori and Pacific achievement in 2008.

Action 9.3: The EO Office will continue to invest Tertiary Students with Disabilities (TSD) Equity Funding in Disability Services, in consultation with students concerned, to effectively enhance outcomes for students with disabilities.

Progress: Equity Funding is confirmed until at least 2010.

Action 9.4: The EO Office will collaborate with faculties and service divisions to ensure that Māori and Pacific, and Disabilities Equity Funding is used to the best effect to promote teaching and learning for Māori, Pacific and students with disabilities.

Progress: The EEdO Manager and Tuākana Equity Adviser have assisted faculties develop their Work Plans for 2009. The EEdO Manager has drafted practical guidelines for the use of TECEF funding in Tuākana programmes, and circulated them for consultation.

Action 9.5: The EO Office will work collaboratively with faculties, senior managers and service divisions to provide high quality professional development for staff teaching equity groups including:

- *Tuākana tutor-mentoring training;*

Progress: Two Tuākana tutor/mentor training programmes were delivered by the EO Office in collaboration with Centre of Academic Development (CAD), Māori Staff Development lecturer, before the start of each semester in 2008. Disability Services presented to the Tuākana mentors during their initial training programme.

- *Dissemination of Staff Disability Awareness Packages*

Progress: Disability Services has produced factsheets on mental health conditions and special conditions for tests and exams. These can be downloaded from the Disability Services website www.disability.auckland.ac.nz

Presentations were made on the range of impairments and needs of students with disabilities to staff in a number of Faculties and Service Divisions throughout the year.

The Faculty of Science EO representative has produced an advice sheet for faculty staff on what to do if they have concerns about the mental wellbeing of a student, in collaboration with Disability Services, Student Counselling and the Student Learning Centre.

Copies of *Tertiary Students with Disabilities; A Resource Guide for Staff*, were distributed to the Department of Anthropology, Student Health and Counselling and the Faculty of Education Equity Committee members.

- *Support provided for managers implementing requests for flexible work;*

Progress: The policy on flexible working arrangements has been updated and approved. Supporting procedures and documentation have been developed. HR managers have been briefed on providing support to managers.

- *Consultation with CAD and SODU as required on relevant input in training programmes.*

Progress: Consultation took place with CAD and SODU to ensure EO content is included in general and academic staff Orientation and training implications arising from the Equity Taskforces and Women Returning to Work Project are included in training plans. More general 'equity and diversity' professional development opportunities were included in the SODU semester two programme and provisional plans made for 2009.

Te Tiriti o Waitangi/The Treaty of Waitangi

10. Fulfil 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: refer to section 7.1

Māori Liaison (Takawaenga Maori) conference was organised and delivered by the Māori Equity Advisors from 16-18 April. Keynote speakers included Dr Pita Sharples, now Minister for Māori Affairs. 63 participants from all 13 institutions attended.

Special projects funding provided:

- Two tutors for Waipapa Kapahaka (The real face of the University for Māori students);
- Grant in aid to Nga Tauira Māori for Haerenga 2008 which will visit schools outside of Auckland with high numbers of Māori students and engage their interest to study at The University of Auckland;
- Academic and pastoral support at the Faculty of Education with additional Māori tutorials;
- Grant in aid to the Waipapa 20 year celebrations;
- Participation in Tuākana mentor orientation workshop to raise awareness about the possible needs of Māori students with disabilities.

The EEdO Office hosted the annual KATTI managers meeting in November where the outcomes of KATTI programmes for 2008 were presented to tertiary managers in the area of Māori student recruitment.

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: Planning has taken place with EO Office, CAD and Pro Vice-Chancellor (Māori) for a Māori staff advancement programme in 2009.

Action 10.3: The EO Office will support the inclusion of Māori protocol, perspectives and language in the University and will model best practice whenever possible.

Progress: Managers have been provided with copies of *Māori for the Office*, a booklet to assist bilingual business writing. Lessons in protocol, and te reo activities to improve understanding and usage of Māori language took place in Māori language week.

The assistant Māori Equity Advisor and Tuākana Equity Adviser were involved in the organisation and delivery of the Māori Language Week programme at the University. This programme gained the top tertiary award at the National Māori Language week awards in Wellington.

Community Engagement

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

Action 11.1: The EO Office will continue to work collaboratively with faculties and service divisions to broaden its outreach to communities whose students are currently under-represented and disadvantaged in terms of their ability to access the University including:

- *Pasifika Festival and Outreach;*

Progress: The EEdO Manager conducted a marketing and recruitment visit to secondary schools in Rarotonga in May. This was the first time The University of Auckland has actively recruited students in the Cook Islands.

The EEdO Office co-ordinated the University's presence at Pasifika in March. Disability Services, faculties and service divisions participated. Interactive and information sessions drew very large crowds of children and parents.

The Pacific Equity Advisor also participated in a number of community expos including the Tongan Methodist educational expo, Otahuhu Youth expo and the 274 Youth and Family festival, plus two careers Services fono. In semester two the Pacific Equity Advisers attended Fijian and Niuean community events to provide information on The University of Auckland programmes and scholarships. The team has also represented the University at the annual Auckland Girls Day Out.

In collaboration with the Auckland International, the Pacific Equity Advisor co-hosted two large groups of Fijian secondary school students.

The Pacific Equity Advisor facilitated a network meeting of Pacific liaison staff. Representatives from AUT, MIT, UNITEC and Massey University attended the meeting which investigated collaborative outreach opportunities between the main institutions.

The Pacific Equity Advisor presented at the Careers Services workshops for Pasifika students in 2008 (So'ō and Fono).

Disability Services were represented at three community events including the Pasifika Festival, the Waitakere City Expo for young adults with disabilities and the ADHB Mental Health expo. In addition, the Disability Office has sent representatives to three Auckland Disability Provider Network meetings this year.

The Māori Equity Advisors have attended key Māori community events to promote The University of Auckland. These included Ngapuhi festival, Tainui festival and Ngati Whatua Education hui.

Business School was promoted at the Māori Small Business Expo at Trusts Stadium in March.

- *Other Community Events*

The EEdO Office in collaboration with SPO and Faculty of Education promoted The University of Auckland at Girls Day Out event on 28-30 March.

- *Careers Expos;*

The team has promoted the University at key regional careers expos including Rotorua, Whakatane, Gisborne, Hawkes Bay, Rarotonga and Dunedin expos.

- *Regional enrolment assistance centres provided in Northland, Waikato, Tauranga and Rotorua.*

The EEdO team in collaboration with SPO and Student Administration staff provided enrolment assistance at five regional centres in February 2008 which were attended by approximately 100 students in total.

Action 11.2: *The EO Office will collaborate with Starpath to ensure evidence of best practice in student outreach is effectively taken into consideration in University procedures.*

- *Quarterly meetings to be held with Starpath to monitor implementation of best practice in student recruitment, transition from secondary to tertiary, retention and progression.*

Progress: EEdO manager attended partnership day at Starpath in March. Starpath reports were incorporated into the EEdO submission to Equity and Admissions Taskforce on Limited Entry. The Pro Vice-Chancellor (EO) regularly meets with the Director of Starpath.

Action 11.3: The EO Office will investigate establishment of a national student equity practitioners' group.

Progress: This action will not proceed due to the departure of the staff member who was leading the initiative and because there are existing networks of specialist practitioners e.g. Māori Liaison (Takawaenga Māori) Conference.

12. Engage alumni and friends in mutually supportive and productive relationships.

Action 12.1: The EO Office will develop and maintain relationships with alumni from equity groups to ensure that current student and staff are provided with excellent role models and mentoring for success. Associations from which role models are invited include:

- *Pacific Alumni chapter;*
- *Association of Women in Science;*
- *Association of Women in Technology (WIT);*
- *Association of Women in Engineering.*

Progress: The EEdO Manager attended the Pacific Alumni ball to celebrate The University of Auckland's 125th Anniversary and establish links between the group and the EO office.

The Women in Engineering and Women in Science Equity Advisers have attended networking events with the WIT and AWE networks where key speakers and role models for WISE events have been identified and invited.

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 EO Office will continue to provide advice, education and advocacy for equity within the University.

Progress: In addition to core activities of responding to requests for advice, participation in staff orientation and induction, EO Managers were active in making submissions and participating in hui on implications of limited entry to the Undergraduate Admissions and Equity Taskforce.

Disability Services see 9.5.

Action 13.2: *The EO Office will maintain the University's leadership role in producing evidence-based evaluations of initiatives, conducting research and reporting on equal opportunities. This will include:*

- *Annual Statistical Reporting;*

Progress: The EO Annual Statistical Report has been provided to the EO Committee and is available on the web.

The Women Returning to Work Report was launched in March. The EEO Trust has requested copies of the report as resource material.

The Disability Services Evaluation Report conducted by Belinda Hansen, was completed in February 2008. The low response rate limited generalisations but 80% of respondents reported that the University environment was positively supportive for students with disabilities. Three main categories for suggested improvement included: service based improvements; environmental improvements; and heightened staff awareness. (See Actions 9.4/9.5/10.1/14.1 & 18.1).

- *Tuākana Equity Funding Report;*

Faculty and service division reports were received in February. TEC report for 2007 SSG funding was provided.

- *Disability Services Equity Funding Report;*

TEC report for 2007 SSG funding was provided

- *Evaluations as required for Equity Benchmarking Project;*

Evaluations of student attrition and academic promotion have been provided.

- *Outcomes of the Women Returning to Work Project.*

Progress: A database of women and men who have returned to work from parental leave over the last 5 years has been compiled and is being updated. Returned staff are invited to quarterly networking meetings for updates on policy and legislative changes. Mini-refrigerators have been purchased to assist breast feeding mothers; a Review of Early Childhood Education Centres, Facilities, Services, Kōhanga Reo and Kōhungahunga has been completed; an information package for staff and managers has been developed in consultation with Communications and Marketing and AUS; research related initiatives are being pursued (see Action 3.1).

Action 13.3: *The EO Office will work in collaboration with the Pro Vice-Chancellor (Māori), HR, EO Committee, Starpath, Faculties,*

Departments, Service Divisions and Pacific Reference Groups on strategies to foster the recruitment, success and advancement of staff and students in equity groups. Examples of related projects include:

- *Māori advancement project with PVC(Māori), HR and CAD;*
- *Māori and Pacific student recruitment project with Communications and Marketing;*

Progress: The EEdO Office has organised: an extensive literature review, and Māori and Pacific focus groups to inform the development of a marketing strategy for Māori and Pacific students. The EEdO Manager, Māori and Pacific Equity Advisors have provided advice on the working group. A marketing analyst from Strategic Communications and Marketing, was seconded to work on a recruitment strategy for Māori and Pacific students and was based in the EO Office for the project's duration.

- *Development initiatives arising from Pacific Reference Group.*

Progress: The EEdO Manager has provided input into all policy submissions presented by PRG in 2008. The EEO Manager has provided a discussion paper on developing a recruitment and retention strategy for Pacific staff.

- *Women in Engineering Network*

Progress: The Women in Engineering Advisor has facilitated tutorials for first year women students in Engineering.

In semester two the WEN Equity Adviser facilitated several social and networking activities for women students in Engineering including an annual WEN dinner and a fundraising drive, "Pinkify Engineering" raising over \$3000 in the Faculty of Engineering for breast cancer research.

Action 13.4: *The EO Office will ensure Work, Life and Family initiatives are progressed, including implementation of recommendations from the Women Returning to Work Project. These activities will include:*

- *The Pro Vice-Chancellor (EO) progressing the Strategic Review of Early Childhood Education Centres, Facilities, Services, Kōhanga and Kōhungahunga*

Progress: The Strategic Review of Early Childhood Education Centres, Facilities, Services, Kōhanga and Kōhungahunga has been completed.

- *Supporting networking meetings held by HR for women returning to work staff*

Progress: Six meetings have been held each attracting 30-40 staff (three City Campus, two at Tamaki and one at Grafton). Topics have included Heather McDonald from the Department of Labour speaking on changes arising from

The Employment Relations (Flexible Working Arrangements) Amendment Act 2007, and the Employment Relations (Breaks and Infant Feeding) Amendment Bill 2008; consultation on resource material to support women returning to work, and recent policy development.

- *Assessment being made of breastfeeding provisions, policy developed and information provided to prospective parents and women returning to work.*

Progress: Breastfeeding facilities were assessed and results posted on the web. There is one space in Engineering which meets requirements and is available for all women to use (NICA I also have a space for women in their Faculty). A project is currently underway with Communications and Marketing to produce a high quality information package.

- *Parking provisions for women returning to work being explored.*

This project has begun and will proceed in 2009.

Action 13.5: *The EO Office will assist in initiatives to improve access and support low SES students at the University. Projects which specifically target low decile schools include:*

- *MATES tutor-mentoring;*

Progress: The EEdO Manager, Māori and Pacific Equity Advisors have participated at the MATES advisory board meetings in 2008.

- *Dream Fono recruitment programme.*

Progress: The EEdO Office funded the student workbooks for the DREAM Fono programme, organised by the Schools Partnership Office, in July 2008. The Pacific Equity Advisor provided staff expertise and consultation at the event.

- *Move Up, Reach Down programme*

Progress: The Women in Engineering Equity Advisor has facilitated a three tiered *Move Up, Reach Down*⁴ mentoring programme for a group of Year 9 girls in low decile schools

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*

⁴ In collaboration with “I Have a Dream” programme, the year 9 girls are mentored by University Engineering women students who are in turn mentored by women Engineers in industry.

returning students signal an inclusive, welcoming environment for those from a wide range of backgrounds, particularly equity groups. Activities will include:

- *Participation in Orientation programmes for students from equity groups;*

Progress: The EEdO Office participated in the annual Course Advice Day for new students in late January 2008.

EEdO Office delivered special orientation programmes for first year Māori, Pacific and Women in Science and Engineering students attracting close to 500 new students.

The EO Office subsidised and led the organisation and delivery of Pacific Graduation dinners in May and September.

The Women in Engineering Equity Advisor organised customised tutorials for stage one women students in Engineering. She has also facilitated support for a number of social events organised by the women students' network in Engineering.

Disability Services presented general orientation programmes and participated in Business School and Pacific students Orientation.

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

The EEdO office has provided advice to the Communications and Marketing on the 2009 undergraduate prospectus, the School Leaver Admissions Brochure and the new University of Auckland website structure.

- *Publication of handbooks targeting students from equity groups;*

The EEdO Office has produced a revised suite of brochures and banners for Māori, Pacific and Women in Science and Engineering future and current students incorporating the new University of Auckland style guide.

- *Collaboration with student support groups (e.g. Nga Tauira Maori, WEN and AUPISA).*

Māori, Pacific and WEN student groups have been involved as role models, facilitators or student ambassadors in the delivery of all EEdO programmes in 2008 including E-day, BEAMS, Orientation, GIS, WTPT etc.

Funding was provided to both NTM and AUPISA by the EO Office via TECEF to implement study Wānanga and Fono workshops for Māori and Pacific students during first and second semester exams.

The Pacific Equity Adviser provided MC services at the AUPISA Aaron Marsters Scholarship Benefit concert in August.

Refer 10.1 - Grant in aid to Nga Tauira Māori for Haerenga 2008.

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.

- EEO Manager and/or PVC (EO) will attend FSCs and UASC;
- Outcomes will be reported through Vice Chancellor's Staff Advisory Committee and EO Committee.

Progress: Faculty Staffing Committees and the University Academic Staffing Committee have been attended. Monitoring and advice has been provided on promotions, appeals, research and study leave, recruitment, appointments and marketing. Promotions achievements have been reported to the Vice-Chancellor's Staff Advisory Committee.

Action 15.2: The EO Office will support mentoring and leadership programmes for equity groups including the Māori advancement, Pacific Reference Group Development initiatives, Faculty of Science MentorNet, Engineering mentoring programmes for women staff and students, the University and national leadership programmes for women.

Progress: The EEO Manager has participated in planning the 2009 Māori Advancement programme and supported Pacific Reference Group recruitment and retention planning. She has presented in workshops, assisted mentor and participant selection for the Women in Leadership programme. The EEO Manager has contributed as a mentor on the University-wide Women in Leadership programme. The Pro Vice-Chancellor (EO) has participated in selection for the National NZVCC WIL programme. Funding for this programme is administered through the EO Office. The EEO manager has co-presented at the National NZVCC WIL Conference.

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: The EO Office hosted a very successful award ceremony. Winners were:

- Distinguished Professor Dame Anne Salmond for Sustained

Excellence in Equity, including in her role as Pro Vice-Chancellor (Equal Opportunities)

- NICA and SLC for their workshop and mentoring programme for high achieving Māori and Pacific undergraduate students which successfully enhanced their research skills and transition to post graduate study and
- SPIES South Pacific Indigenous Engineering Students for their recruitment in the Pacific of potential engineering students

Resourcing and Organising for Quality

16. Safeguard the long-term viability and autonomy of The University of Auckland through excellent financial management.

The EO Office ensures the appropriate systems are implemented to ensure excellent financial management.

17. Increase and diversify the University's revenue.

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 to ensure barrier-free access to buildings and facilities.

Progress: Disability Services has worked in close partnership with Property Services, Tamaki Campus, Epsom Campus, the Lecture Theatre re-fit team and the Central Connector (Symonds Street upgrade) team during 2009, to continue to improve accessibility and access routes to facilities. Examples include:

- Installation of door actuators on the Tamaki and City Campuses
- Installation of contrast strips at the Epsom Campus
- Improved wheelchair access to lecture theatres in Science and Engineering, including way-finding signage
- Consultation on design and positioning of lecture theatre writing tablets for wheelchair users
- Consultation on access issues relating to the Symonds St upgrade
- Consultation on access issues relating to the Thomas Building extension
- Barrier free audit of two lecture theatres and the Population Health Building at the Tamaki Campus

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, 15.3, 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 Systems to ensure there are robust systems of data collection, analysis and statistical reporting to fulfil responsibilities for equity evaluation, research, planning and reporting.

Progress: EEO data provided by HRIS has fully satisfied requirements. Consultation has taken place with the Planning Office to provide accurate and appropriate data on students with disabilities.

Action 20.2: The EO Office will contribute to University Academic and Administrative Reviews.

Progress: The EO Office has contributed submissions to the reviews of the Departments of Classics and Ancient History, Anthropology, and Marketing.

In semester two the EEdO office made submissions to the reviews of the *Certificate in Health Science programme* and *Academic Administration* at the University.

The EO Office has worked with the office of DVC (Academic) to provide relevant information on EO for the University's draft portfolio and academic audit scheduled for 2009.

Action 20.3: The EO Office, in collaboration with the EO Committee, will undertake a project to review the current definitions of equity groups at the University.

Progress: An assessment of current terminology and equity language has been undertaken in preparation for Actions 20.3 and 20.4. A discussion paper on defining equity groups has been drafted this will be used as the basis of wider consultation early in 2009.

Action 20.4: The Pro Vice-Chancellor (EO) will work collaboratively with Council to redevelop the EEO Policy into a University EO Policy which encompasses both EEO and EEdO.

Progress: A first draft has been prepared and will be progressed when the equity groups have been determined as above (20.3).

Action 20.5: The Pro Vice-Chancellor (EO) will initiate an audit of Disability Services in relation to the requirements of 'Kia Ōrite: Achieving Equity. New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments' (this document

was named by TEC in 2007 as underpinning provision of disability services in the tertiary sector).

Progress: The first stage of scoping the 2009 Disability Services review on provision of inclusive teaching and learning environments for students with impairments has been completed. It included preliminary consultation with student representatives and staff from faculties, CAD and Disability Services and a final report with recommendations for 2009 and onwards.

Section Three: Other activities to be undertaken in 2008 (maximum two pages)

Undergraduate Admissions and Equity Taskforce

The PVC (EO) was an active member of the taskforce, submissions were provided from the EO Office and the EO Committee following an extraordinary meeting of the Committee to discuss limited entry. The Taskforce Report was presented to the Equal Opportunities Committee.

A working group of EO Committee members was established to implement Recommendation 21: *That the Equal Opportunities Committee be asked to recommend a set of consistent policies and practices, to be used in University targeted admission schemes.*

Schools Plus

The Pro Vice-Chancellor (EO) was a member of the Education Committee working group which developed a University of Auckland submission to the Ministry of Education on the *Schools Plus* discussion document.

Policy Updates**The University of Auckland Flexible Work Policy**

The University of Auckland Flexible Work Policy was updated following changes to the Employment Relations Act that came into affect on 1 July. The amendments allowed employees with career responsibilities to request flexible work provisions. In addition it was noted that the passing of the Employment Relations (Breaks and Infant Feeding) Amendment Bill had implications for flexible work practices.

Parental Leave Policy

The Parental Leave Policy was updated to confirm that parental leave is treated as continuous service as stated in section 43 of the Parental Leave and Employment Protection Act 1987.

Continuation Policy

The Continuation Policy was also amended to clarify that parental leave is treated as continuous service, and to allow employees who have had absences due to parental leave (or for health related reasons) to request their HoDs for an extension for an equivalent length of time to prepare for continuation.

Work, Life and Family Policy

Amendments were made to the Work Life and Family Policy clarifying that eligible employees are able to take both University and Government paid leave.

Section Four: Performance Measures

| Objective | Measure | 2006 actual | 2007 forecast | 2008 forecast |
|-----------|--|-------------|---------------|---------------|
| 2 | Total International EFTS | 3773 | 3543 | 3347 |
| 2 | % International EFTS | 13 | 12 | ≥12 |
| 2 | % of international EFTS that are new to The University of Auckland | | | |
| 7 | Total EFTS | 29,451 | 30,233 | 30,212 |
| 7 | Total Domestic EFTS | 25,678 | 26,690 | 26,865 |
| 7 | % Domestic EFTS | 87 | 88 | 89 |
| 7 | % of domestic EFTS that are new to The University of Auckland | 89 | 90 | 90 |
| 7 | Total Undergraduate EFTS | | | |
| 7 | % Undergraduate EFTS | | | |
| 7 | Total Taught Postgraduate EFTS | 3278 | 3631 | 3814 |
| 7 | % Taught Postgraduate EFTS | 11 | 12 | 13 |
| 7 | Total Research Postgraduate EFTS | 1854 | 1862 | 1914 |
| 7 | % Research Postgraduate EFTS | 6 | 6 | 7 |
| 10 | Total Maori EFTS | 1818 | 1838 | 1831 |
| 10 | % Maori EFTS | 7 | 7 | 7 |
| 13 | Total Pacific EFTS | 2332 | 2365 | |
| 13 | % Pacific EFTS | 9 | 9 | ≥10 |