

# Equal Opportunities

## Annual Report 2007

[www.eo.auckland.ac.nz](http://www.eo.auckland.ac.nz)





**THE UNIVERSITY  
OF AUCKLAND**

**NEW ZEALAND**

Te Whare Wānanga o Tāmaki Makaurau

**Annual Report  
DECEMBER 2007**

**EQUAL OPPORTUNITIES OFFICE**

## Section One: Overview

### EQUAL OPPORTUNITIES OFFICE

---

There have been significant advances in launching new initiatives and achieving equity objectives in 2007. A detailed commentary is included in Section Two.

Ms Trudie McNaughton has replaced Professor Di McCarthy as Pro Vice Chancellor (EO). Ms McNaughton was the first Equal Opportunities Officer at the University and became the inaugural executive director of the EEO Trust. She has an international reputation for leadership in EEO and serves on the Human Rights Review Tribunal, the Careers Services Board and the National Advisory Council on the Employment of Women.

The EO Office has produced an **Equal Opportunities Strategic Plan 2008-2012** which takes into account the strategic directions signalled in Investing in a Plan. A major challenge for the University will be the recruitment, retention, progression and success of Māori, Pacific, students of low socio-economic status (SES) and students with disabilities in an environment of capped enrolments with a focus on postgraduate growth and research specialisation. A Senate task force will be established to examine the equity implications of our admission policies to ensure that prospective students from all backgrounds have equal opportunity to achieve their potential.

A review of Disability Services has been included in the EO Plan 2008. The review will consider implementation of *Kia Ōrite Achieving Equity: The New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments*.

The **Excellence in Equal Opportunities Awards** were presented by the Vice-Chancellor to Professor Ralph Buck from National Institute of Creative Arts and Industries for his Community Dance Programme; Stallone Vaiaoga-Loasa from the Faculty of Arts for innovation in Māori and Pacific student retention; the Psychology Tuākana Programme in the Faculty of Science for Māori and Pacific Student Support; the Māori Nursing Postgraduate Programme in the Faculty of Medical and Health Sciences for innovation in recruiting Māori nurses into postgraduate studies. Special commendations for new equity initiatives were awarded to Pasifika Law Honours Club in the Faculty of Law; the Pasifika Early Childhood Education Specialisation Programme in the Faculty of Education, and an award for sustained commitment to advancing equity was awarded to Dr Tracey McIntosh, Associate Dean (Equity) from 2004-2007 in the Faculty of Arts.

In addition to core activities the Equal Educational Opportunities team have taken a leadership role in innovative outreach activities such as collaborating with the Pro Vice-Chancellor (Māori) to deliver the pilot **Northland Enrolment Assistance Centre**. This project resulted in an 86% increase in enrolments from Northland. The University has since adopted this concept for other regions including Waikato, Bay of Plenty and Rotorua in 2008.

Promoting the University at major **community events** such as Pasifika Festival, Ngāpuhi Festival, National Kapa Haka Championships and Girls Day Out has attracted considerable public attendance.

The EEdO office in collaboration with the Marketing and Communications and Schools Partnership offices are currently working on a joint project to develop specific marketing strategies for prospective Māori and Pacific students.

The EEdO Office in collaboration with the Pro Vice Chancellor Māori, Ngā Taurira Māori, and the University Pacific Students Association arranged a highly successful **cultural exchange project** with the University of New Caledonia.

**School recruitment and outreach** activities to attract students from equity groups are on-going. 112 school visits have taken place in 2007, a significant increase from 2006. The EEdO team have also participated in 12 regional expos and three roadshows which compares well with the figures for the same period in 2006.

Activities relating to **Women Students in Science and Engineering** have included a *Science Futures Evening* to showcase the study and career opportunities in Science and Engineering, and on-campus events such as *Girls into Science* and *Engenuity Day*. The multi-level pilot mentoring project, *Move Up, Reach Down* involves Engineering students providing mentoring to girls in low decile schools and in return receiving mentoring from women engineers in the workplace.

There are currently 38 **Tuākana** tutor-mentoring programmes operating for Maori and Pacific students. Activities have included a two day Orientation for tuākana, four Tuākana Network meetings for Programme Co-ordinators and a full day tutor-mentor training workshop for 31 newly appointed tuākana mentors.

It was pleasing to note that Pacific pass rates increased by 3% between 2004 and 2006 (compared with 0.5% increase for all students), but still 15% points behind the overall pass rates for The University of Auckland. Māori pass rates were approximately constant at 81% over last three years and only 4% behind the overall pass rate.

A newly developed **Pacific Reference Group** will fulfil important needs in reporting to the Equal Opportunities Committee and providing the Pro Vice-Chancellor (EO) with advice on issues relating to Pacific staff.

In addition to on-going service activities the **Disability Service** has been very active in networking, developing a schools recruitment programme, and collaborating with Property Services to ensure barrier free access to buildings and facilities. In partnership with the Faculty of Science, Student Counselling and the Student Learning Centre, the Disability Service is developing a three-pronged range of information packages for academic and general staff, covering mental health issues, specific learning needs and general disability

awareness. Numbers of students using the service have risen from 450 in 2006 to 470 in 2007. It was noted that 12% of students accessing their services had mental health issues, 23% had physical/mobility disabilities, 17% had specific learning disabilities, and 8% had temporary disabilities.

The **Women Returning to Work Project** is a collaborative venture between the Association of University Staff, the Equal Employment Opportunities Office and Human Resources. Survey data has been analysed and recommendations to support women's re-entry to the work place will be implemented in 2008. As noted in the 2007 Plan, the provision of quality and readily accessible childcare, and support when returning to work after parental leave, are factors in the successful recruitment and retention of staff and students who are parents of young children.

A **National Women in Leadership Programme** was established by Professor Di McCarthy in collaboration with the EEO Commissioner, NZVCC, and other universities. Four senior women from the University attended this year.

Numbers of women professors are increasing (from 30 FTE in 2004 to 38 FTE in 2006) but men are increasing at a similar rate which is tending to maintain the gender gap. Numbers of women associate professors and senior lecturers are increasing more rapidly (from 43 FTE APs and 159 FTE senior lecturers in 2004 to 60 FTE APs and 263 FTE senior lecturers in 2006). The percentage of women lectures is now slightly higher than men (53%).

Advice on best practice in **academic promotions** was provided following EEO monitoring and reported to the Vice Chancellor's Staff Advisory Committee. This resulted in modification to policy to ensure impartiality and consistency in processes.

**PBRF** data has been analysed for equity implications and the key points were that although overall women's Average Quality Scores and Quality Categories are lower than men's, the gender gap has narrowed from a 1.35 difference in AQS 2003 to a 1.17 difference in 2006 at The University of Auckland. The proportion of women academics' scores in the Quality Categories equate roughly with the representation of women in various grades e.g. 8% of all women were assigned A quality scores and 6% of all women were professors.

## Section Two: Activities aligned 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 continue to participate in international EO benchmarking.*

### **PROGRESS**

EO Office hosted an International Equity Benchmarking meeting in February and the EEO and EEdO managers attended a November Benchmarking Meeting in Melbourne. The Universities of Nottingham, Melbourne, Queensland, Western Australia, Queensland University of Technology, and the University of British Columbia are members of the group.

The group examined data on age bands of university staff, promotions and retention of senior women, the feasibility of longitudinal studies that would track academic staff progression by gender, PBRF and Gender, and patterns of student attrition across organisations.

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

*Action 2.1: The EO Office will support the Pro VC (Māori), Māori Studies, Pacific Studies, Ngā Tauira Māori and AUPISA in offering a wide range of opportunities to experience and explore aspects of Māori and Pacific life and languages on campus.*

### **PROGRESS**

The EEdO Office collaborated with Ngā Tauira Māori and AUPISA in the organisation and delivery of Māori Graduation and Pacific Graduation.

The Māori and Pacific Equity Advisors continued to promote the study of Māori and Pasifika languages at all outreach events.

The EEdO Projects Manager assisted in the development of a Te Reo Māori policy and advised the Communications and Marketing Office on most commonly used Māori words with macrons.

The EO Office collaborated with the Pro Vice Chancellor Māori to arrange a cultural exchange with the University of New Caledonia (UNC). Ten Māori and Pacific students and two staff members travelled to UNC to participate in academic and cultural exchange programmes with the

indigenous and Wallisian students at UNC. It is expected that this will be an annual exchange between the two universities.

## **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 work with the Research Office to monitor the PBRF success rates of staff from under-represented groups.*

#### **PROGRESS**

Data provided by the Research Office has indicated that although overall women's PBRF Average Quality Scores (AQS) and Quality Categories (QC) are lower than men's, that women's (AQS) increased in 2006. This has narrowed the gender gap at The University of Auckland from a 1.35 difference in AQS in 2003 to a 1.17 difference in 2006<sup>1</sup>. Recommendations for research advancement for equity groups that will contribute to a high quality research environment will be progressed in 2008.

Action 3.2: *The EO Office will work with Faculties, HR and others in the delivery of training to early career researchers from under-represented groups.*

#### **PROGRESS**

Recommendations from the *Women Returning to Work* project will also benefit early career researchers (see 13.2). The EO Office actively supports the Women in Leadership Programme which provides training for researchers.

### **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 support postgraduate programmes for Māori and Pacific students.*

#### **PROGRESS**

The EO Office, through the Special Supplementary Grant funding (to be called Equity Funding in 2008) from TEC, continues to support the Here Wānanga Programme (for senior Māori and Pacific undergraduates, honours, and masters students across most Faculties), Arts Tuākana

---

<sup>1</sup> In 2003 the average University of Auckland quality rating was 2.10 for female and 3.46 for male staff, 35% of females and 52% of males scored A or B (excluding Auckland College of Education). In 2006 the average quality scores increased to 3.44 for female and 4.61 for males (excluding Auckland College of Education) 38% of females and 54% of males scored A or B.

Leadership Programme, and the masters and doctoral programmes for Pacific students in some Faculties.

In addition to services provided for Māori and Pacific students, Disability Services supported 46 postgraduate students, 15 doctoral students, six masters students and 25 students enrolled in postgraduate diplomas.

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

**6 Develop large-scale research institutes of excellence.**

### **PROGRESS**

The EO Office supports the development of Ngā Pae o te Māramatanga through the Deputy Pro Vice-Chancellor (EO).

### **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.**

### **PROGRESS**

(See 20) The Equal Opportunities Strategic Plan 2008-2012 takes into account the strategic directions signalled in Investing in a Plan. The Plan has highlighted concerns about the impact of capped enrolments and changing undergraduate/postgraduate composition on admissions for students from equity groups. A Senate task force will be established to examine the equity implications of our admission policies to ensure that prospective students from all backgrounds have equal opportunity to achieve their potential. The Pro Vice Chancellor (EO)'s participation in the taskforce is a priority.

Action 7.1: *The EO Office will continue to deliver programmes to attract students from under-represented groups to the University, including: school visits and student advice, enhanced advice on NCEA and admission requirements*

### **PROGRESS**

The EEdO team undertook a total of 112 school visits in 2007 particularly into schools with large proportions of students from equity groups, to attract students to enroll at the University.

### **Roadshows and regional expos**

- The EEdO team has participated in twelve regional expos: *Māori Expo*, Auckland Coke Expo, Waikato, Tauranga, Wellington, Hawkes Bay, Gisborne, Whakatane, Rotorua, Dunedin, Palmerston North, and Northland expos.



- The Māori and Pacific Equity Advisors have participated in the Certificate of Health Science Careers expo.
- Three regional Māori roadshows took place into the Far North, lower Northland and Hawkes Bay.
- In collaboration with marketing staff in the Engineering Faculty, the Women in Engineering Equity Advisor undertook an *Engineering Futures* generic roadshow into the Northland and Tauranga regions.

### **Campus recruitment events**

- STEAM, (renamed BEAMS to include the Faculty of Business and Economics) which introduces **Year 10 Māori and Pacific students** to Business and Economics, Engineering, Architecture, Medicine and Science, was undertaken over a week in mid November and attracted 315 Māori and Pacific students. Participant and teacher evaluations were very positive.
- STEAM Ahead, which focuses on providing **Year 12 and 13 Māori and Pacific students** with information on BEAMS and other degree programmes at The University of Auckland, attracted 390 students compared with 254 in 2006. This event continues to be the main on campus event which specifically encourages prospective students to consider The University of Auckland as their university of choice.
- Disability Services and EEdO participated in the University-based **Courses and Careers Day**, targeting potential school leavers in August.
- The two WISE Equity Advisors undertook 36 school visits and attended four regional expos in order to raise awareness amongst women about study and careers opportunities in **Science and Engineering**.
- **Science Futures Evening** was held in May and attracted 209 students from 38 schools in the Auckland and Northland regions. This represents an increase of 78 students (59% increase) and 17 schools from 2006 – a pleasing trend which demonstrates that the event is attracting students from a wider range of schools.
- **Girls into Science and Ingenuity Day** programmes were delivered in late June attracting 588 and 221 students respectively. These figures compare well with 2006. The increase in demand from schools for these events demonstrates the success of these events in encouraging girls to consider Science and Engineering as study options for university

### **Whaia te Pae Tawhiti**

Forty regional Māori students participated in the Whaia Te Pae Tawhiti programme, which introduces Māori students from out of Auckland to study opportunities at the University (compared with 36 in 2006). It is pleasing to note that the number of students applying to the University from this programme is steadily increasing.

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

Finance Evening was undertaken in mid August attracting 180 Māori and Pacific students and their parents/guardians compared with 170 in 2006). The evening programme provided specialist advice on finance options for University study, including first year scholarship information.

### **Combined outreach activities**

- The Māori Equity Advisors continued to collaborate with their colleagues in other Auckland institutions to deliver KATTI programmes which expose large numbers of Māori students at Year 10-13 levels to tertiary study opportunities. The KATTI Year 13 programme in March attracted 25 Auckland secondary schools and 119 Māori students. The KATTI Year 10, 11 and 12 programmes were conducted in semester two attracting large numbers of Māori students.
- The Māori liaison group from Auckland tertiary institutions has conducted four roadshows into the Hawkes Bay (10 schools) and Northland regions (12 schools). This is consistent with the number of school visits made during the 2006 roadshows.
- The Pacific Equity Advisor in collaboration with Careers Services participated in five careers fonos with Pacific secondary school students from Years 9-13.
- Disability Services from the University of Auckland, Massey, M.I.T. and UNITEC had a combined stand in the *Living Without Limits* Expo held in Auckland in September targeting potential tertiary students with impairments.

### **Selection of Chancellor's Award (CATS) and STEAM Award students.**

Four EEdO team members participated on the selection panel for the Chancellors and STEAM Awards. Forty four top Māori and Pacific scholars were selected from a national pool of 206 applicants. (CATS scholars were included in the Tuākana Programme for mentoring and tutoring support).

### **Other Outreach Activities**

- In collaboration with the Schools Partnership Office (SPO), staff members from the Disability Service and EEdO team participated in the LINK Conference for Careers Advisors in March 2007.
- The Māori Equity Advisors attended at the *Taiohi Tu* programme delivered by Careers Services and promoted the University's academic programmes and support services for Māori.
- The Pacific Equity Advisor attended the Year 10 Leadership Programme at UNITEC to promote the University's programmes and support services for Pasifika students.
- The Pacific Equity Advisor in collaboration with the International Office (now called Auckland International) hosted a group of visiting Fijian secondary school students in November.

Action 7.2: *In collaboration with Starpath and the Schools Partnership Office, the effectiveness of the University's outreach initiatives for students from under-represented groups will be evaluated.*

### **PROGRESS**

The EEdO Manager has provided feedback on the draft report of the MATES programme evaluation for 2006.

Action 7.3: *The EO Office will assist Starpath to enhance educational outcomes for students from under-represented groups, enabling many more of these students to gain entry and succeed in the University's undergraduate and postgraduate programmes.*

### **PROGRESS**

In 2006-2007 the Deputy Pro Vice-Chancellor (EO) and the EEdO Projects Manager worked collaboratively with the Starpath Project Director and Interim Project Director to complete the follow-up Report on the Tuākana Programme Evaluation. The Acting EO Manager participated in Starpath's Strategic Planning Day. A networking event was held in October to provide opportunities for the staff from Starpath and the EO Office to share information about work being progressed.

Action 7.4: *The EO Office will continue to collaborate with those Faculties and departments where women are under-represented to enhance the recruitment, retention and success of female students.*

### **PROGRESS**

(See section 7.1 for recruitment activities) the WISE Advisors continued to facilitate support via sports and social activities for the women student networks (WEN and WiSci) in Science and Engineering.

In collaboration with the Faculty of Engineering, the WEN Equity Advisor has facilitated *Mechanics* tutorials for first year women students in Engineering in semester one.

The Women in Science Equity Advisor has approached the Faculty of Science to join an international on-line mentoring programme, *MentorNet*<sup>2</sup>, for academic women staff and students in the Departments of Computer Science, Physics, Mathematics and Statistics. The programme will provide participants with on-line access to international and local mentors in similar areas of study and work.

The WEN Equity Advisor has facilitated a pilot multi level mentoring programme in collaboration with *I have a Dream*<sup>3</sup> Programme where current Engineering women students provide mentoring to girls in low decile schools and in return receive mentoring from women engineers in the workforce.

---

<sup>2</sup> <http://www.mentornet.net/>

<sup>3</sup> <http://www.ihaveadream.org.nz/>

The WEN Equity Advisor organised a three day *Shadow an Engineer Programme* to allow current female Engineering students to visit and “shadow” an engineer in the workforce for the day. The programme provided excellent opportunities for networking and introduction to the industry from a female perspective.

Action 7.5: *Disabilities Services will continue to deliver high quality support to students and staff with disabilities, including advice and advocacy, note-taking, sign language interpreting, library assistance, provision of alternative print material, mobility scooters, designated study centres, equipment and technology, mental health service and careers advice.*

### **PROGRESS**

In 2007, 470 students with impairments were registered with Disability Services (as compared with 450 in 2006). Approximately 10% are postgraduate. Appropriate services are provided and effectiveness was evaluated by a survey in 2007. The results will be published early in 2008. 12% of students accessing their services had mental health issues, 23% had physical/mobility disabilities, 17% had specific learning disabilities, and 8% had temporary disabilities. The Service has noted increases in students who identify with mental health needs (from 65 in 2003 to 127 in 2007) and with specific learning difficulties (60 in 2003 and 80 in 2007). Action has been taken to ensure these changing needs are met.

Action 7.6: *Progress in the delivery of barrier-free access to buildings and facilities; and in access to course materials for students with visual disabilities across all campuses will be continued.*

### **PROGRESS**

The Disability Service and Property Services continue to collaborate on projects designed to deliver barrier-free access to buildings and facilities. The barrier-free access projects for 2007 included access initiatives for the Science building upgrade, the installation of door actuators on the main doors of two lecture theatres on the Tamaki Campus, creating a unisex accessible toilet in T Block on the Epsom Campus and installing way-finding signage for accessible routes into the Owen G Glen building and into the Fale. Other projects signalled for this year have not yet been completed due to the additional workload for Property Services related to the Owen G Glen building.

Students from all campuses access the Alternative Print service.

**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: *Ssg funding for Māori and Pacific students will continue to be invested in those initiatives that effectively enhance student outcomes, and provide high quality training and support for tutor/mentors and co-ordinators.*

### **PROGRESS**

Funding has been invested and training and support has been provided (see 9.2 for details).

Action 9.2: *In collaboration with the Pro Vice-Chancellor (Māori) and Faculties, the EO Office will seek to ensure that successful Tuākana programmes are in place across the University, reaching Māori and Pacific undergraduate and postgraduate students who may benefit from participation in such programmes.*

### **PROGRESS**

In 2007 the number of Tuākana Programmes in operation decreased<sup>4</sup> to 38 (12 less than in 2006). Eight of the Programmes are in Arts, one in Business, one in the National Institute of Creative Arts and Industries, three in Education, one in Engineering, two in Law, one in Medical and Health Sciences, 12 in Science, one in Theology, two in the Māori and Pacific Student Associations, five in Service Divisions, and one at Manukau Institute of Technology.

It was pleasing to note that Pacific students pass rates increased by 3% between 2004 and 2006 (compared with 0.5% increase for all students), but still 15% points behind the overall pass rates for The University of Auckland. Māori pass rates were approximately constant at 81% over last three years and only 4% behind the overall pass rate.

Activities have included:

- A full day tutor-mentor training workshop for 31 newly appointed tuākana took place in April;
- A two day Orientation for tuākana in February 2007 at Tūtahi Tonu Marae, Epsom Campus;
- Six social meetings for teina;
- Ten Tuākana Network meetings for Programme Co-ordinators.

The EEdO Office continued to further develop and maintain the Tuākana database to assist Tuākana co-ordinators with timely information for their programmes.

Action 9.3: *Initiatives to ensure that students from low income backgrounds succeed at the University will be investigated.*

---

<sup>4</sup> The decrease was due to having no contestable funding round for extra programmes, resulting in increased funding to the remaining Tuākana Programmes.

## **PROGRESS**

A joint project between the EO Office and Planning Office was initiated earlier in the year. However, with the confirmation of existing equity groups (Maori, Pacific and students with disabilities) and the departure of the previous Pro Vice-Chancellor (EO) this project was not advanced.

The WEN Equity Advisor has facilitated a pilot multi level mentoring programme in collaboration with *I have a Dream* Programme (see 7.4) where current Engineering students provide mentoring to girls in low decile schools and in return receive mentoring from women engineers in the workforce.

The EEdO Office has continued to actively support both the DREAM and MATES programmes through the services of the Pacific and Māori Equity Advisors and the EEdO Manager.

## **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 VC (Māori) and the Rūnanga to provide support to enable Māori staff and students to enter and succeed to a high standard in every aspect of the University's activities; and to support Māori language and culture in the University's curriculum, and its life as an institution.*

## **PROGRESS**

The EEdO Office has collaborated with the Pro Vice-Chancellor (Māori) to deliver the Northland Enrolment Assistance Centres. This project resulted in an 86% increase in enrolments from Northland over the period 2006-2007. The University has since adopted this concept for other regions including Waikato, Bay of Plenty and Rotorua in 2008 (see Objective 7.1 for further details on recruitment of Māori students).

The EEdO Office in collaboration with the Marketing and Communications and Schools Partnership offices are currently working on a joint project to develop specific marketing strategies for prospective Māori and Pacific students.

The EEdO Projects Manager assisted NorthTec staff to organise a very successful national annual conference, *Te Toi Tauira mo te Matariki* for supporting Māori in tertiary education. This took place October in Waitangi.

The Māori Equity Advisors attended the annual Māori Liaison conference in Wellington in March and *Te Toi Tauira*. These fora provide Māori Equity Advisors with access to valuable professional networks and support for the area of work.

The Māori Equity Advisors attended the annual Māori Liaison conference in Wellington.

The EEdO Projects Manager, with a University delegation, attended the National Māori Academic Awards Dinner hosted by Waikato University at Ngaruawahia Marae. The University had 16 awardees in total, eight of whom attended the dinner.

EO Office staff have been involved in convening and participating in preparations for the Waipapa Marae Celebrations which will take place in February 2008.

## **COMMUNITY ENGAGEMENT**

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

*Action 11.1: The EEdO team will continue to broaden their outreach to schools and communities whose students are currently under-represented at the University.*

## **PROGRESS**

(See Action 71 for further information about school visits, campus events, expos and road shows). The EEdO team has continued to make significant advances in this area and led the University's participation at the following community events in 2007:

- Tongan Community Outreach –Mangere (new in 2007)
- Pasifika Festival (on-going)
- Girls Day Out (new in 2007)
- Ngāpuhi Festival (on-going)
- Te Matatini (National Kapa Haka) festival (new in 2007)
- Northland Enrolment Assistance Centre (NEAC) (new)
- Māori Expo (biennial)
- Fijian Youth Careers Day and Fijian Family Day
- Samoan Church Community event
- Māori Expo –31 August (biennial)
- Manu Korero Competition
- Ataamira, *Māori in the City*

The WISE Equity Advisors continued to support and actively participate in networking activities with external women's organisations such as:

- Women in Technology (WIT);
- UNIFEM;
- Federation of Graduate Women (NZFGW); and
- Association for Women in the Sciences (AWIS).

Disability Services staff continued to support and actively participate in external disability-related networking activities such as:

- Regional and National Co-ordinators meetings;

- Advance Centre (an Auckland based service established to meet the educational needs of Deaf and hearing impaired tertiary students);
- ACHIEVE (The National Post-Secondary Education Disability Network Incorporated);
- a number of community-based mental health providers and
- the Auckland Disability Providers' Network.

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

### **PROGRESS**

The WISE Equity Advisors continue to maintain relationships with recent women graduates from Science and Engineering who in turn participate as role models and motivational speakers at all WISE events.

Professor Di McCarthy hosted a presentation to women alumni *How to break the glass ceiling without cutting your wrists* by Dr Maris O'Rouke, recipient of a Distinguished Alumni Award.

### **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.**

Enrolments rates of women in Engineering were at approximately 21% over the last 3 years. An issue for Women in Science is the low enrolments of women in Physics, Mathematics and Computer Science. However, women students in Science have higher pass rates and retention rates than the overall Faculty rates

Numbers of women professors are increasing (from 30 FTE in 2004 to 38 FTE in 2006) but men are increasing at a similar rate which is tending to maintain the gender gap. Numbers of women associate professors and senior lecturers are increasing more rapidly (from 43 FTE APs and 159 FTE senior lecturers in 2004 to 60 FTE APs and 263 FTE senior lecturers in 2006). The percentage of women lectures is now slightly higher than men (53%). Effective strategies for research advancement are likely to have the greatest impact on increased seniority for staff from equity groups.

Māori and Pacific academic and general staff FTEs have increased but the percentages have not moved significantly.

Action 13.1: *The EO Office will provide comprehensive analysis and evidence based evaluation of all EO initiatives.*

### **PROGRESS**

The EEdO team continued to conduct participant surveys and debrief meetings with key staff across Faculties after each equity event in order



to evaluate the effectiveness of each initiative and make changes as appropriate.

The *Women Returning to Work* project provides an evaluation of policy implementation in relation to parental leave, Work Life and Family and Flexible Work initiatives.

Disability Services have conducted a student satisfaction survey and held a focus group for participants. The results will be published early in 2008.

Statistical data is provided through Starpath, the Planning Office and HRIS which enables EO Managers to analyse and report on trends in recruitment, retention, participation and success rates.

Action 13.2: *The EO Office will maintain the University's leadership role in producing evidence-based research on advancements in equal opportunities.*

### **PROGRESS**

The Māori Equity Advisor is completing her doctoral studies in the area of EO. She has published a number of papers of relevance to the recruitment of Māori students. The EEdO Manager is pursuing her doctorate in the area of equity programme evaluation.

In the *Women Returning to Work Project*, the EEO Office has conducted research in partnership with AUS and Human Resources, and analysed the needs of general and academic staff women returning to work following parental leave.

A report on Gender and PBRF Ratings was produced by the EEO Office which provides recommendations for best practice (see 3.1).

The EO Office sponsored a visit from Dr Ann Stewart, Director Equal Opportunities at the University of Queensland, to present a seminar to the EO Committee and interested staff on her research on Diversity.

Evidence-based research arises from membership in the International Equity Benchmarking group (see 1.1. for subject matter).

Action 13.3: *The EO Office will continue to work with Pro Vice-Chancellor (Māori), HR and EO Committee on strategies to foster the recruitment and retention of Māori and Pacific staff.*

### **PROGRESS**

A Māori advancement project is being developed in collaboration with Pro Vice-Chancellor (Māori), CAD and SODU (HR). Over 50 Māori academic and general staff attended a hui which identified Te reo me ōna tikanga, promotion and professional development, recruitment and retention, and leadership as priorities. A promotions workshop for Māori academics was

held and other activities, including seminars by Māori scholars are being provided as part of the *Maunu-Ao Māori Academic Network Across Universities in Aotearoa*. The aims of the project are to:

- Share innovative teaching models;
- Increase research participation and productivity;
- Contribute to the development of theoretical and applied bodies of knowledge;
- Accelerate academic progression;
- Enhance collegiality between institutions and;
- Build higher levels of Māori scholarship across institutions.

There will be a further hui in 2008 to focus on general staff issues.

The EEdO Manager and others have established a Pacific Reference Group which has representation from across the University. The Pacific Reference Group will provide strategic and policy advice to the Pro Vice Chancellor (EO) and the EO Committee. This will include advice on progress and achievements of the University's Strategic Plan in relation to Pacific people. It will also contribute to the University's submissions to government and external stakeholders.

Action 13.4: *The EO Office will continue to work with HR and EO Committee on the advancement of women to senior positions, and to mid-range academic positions.*

## **PROGRESS**

A National Women in Leadership Programme was established by Professor Di McCarthy in collaboration with the EEO Commissioner, NZVCC, and other universities. Four senior women from the University attended this year.

Monitoring progress in promotions process, reporting to the Staff Advisory Committee and advising on training needs have been the main advancement related activities. The EEO Manager participates in the Women and Leadership working party and has co-facilitated a promotions workshop for the programme. Strategies outlined in the *Women Returning to Work* project are also intended to enable career advancement for women with children.

Currently the HRIS data base does not differentiate between senior levels of general staff (between level 6 and 'Exec' ) and this had not made it possible to monitor general staff advancement. It is hoped that the matter will be resolved by the end of 2008.

Action 13.5: *The EO Office will assist, where necessary, the review of the University's childcare facilities and services currently being conducted by Student Administration.*

## **PROGRESS**

The Pro Vice Chancellor (EO) will lead a review of Childcare Services in 2008.

*Action 13.6: The EO Office will provide advice on strategies to ensure the retention of high-performing senior employees, and the recruitment and retention of high quality early career employees, especially those from under-represented groups.*

## **PROGRESS**

One aspect of the benchmarking exercise involved demographic analysis by age. The data did not indicate that there was a significant trend towards an aging workforce in The University of Auckland 2000-2005. However, the organisation must be responsive to international trends. A range of strategies were collated that would benefit recruitment and retention of a wide age range of staff.

## **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 work to work with others to ensure that the University's outreach, including provision of information, school visits, Course and Careers Day, Orientation, marketing and job advertisements, signals an inclusive, welcoming environment for students and staff from a wide range of backgrounds.*

## **PROGRESS**

The EEdO Office has actively participated in consultation meetings with Marketing and Communications Office in relation to equity issues in the new University branding, print style guide and web style guide. The office has also produced a revised suite of publications adapting the new University style guide.

The EEdO Office and Disability Services have made position statements to Faculties and Service Divisions whose publicity material has failed to promote an inclusive and welcoming environment particularly for students of equity groups.

The EEdO Office has conducted specific orientation programmes for new Māori, Pacific and Women in Science and Engineering students (see Action 71 for further information about school visits, campus events, expos and road shows).

The Disability Service participated in a range of Orientation programmes on the City, Epsom and Tamaki Campuses at the start of the year.

The Disability Service, in partnership with the Faculty of Science, Student Counselling and the Student Learning Centre, is developing a three-pronged range of information packages for academic and general staff,

covering mental health issues, specific learning needs and general disability awareness.

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

Action 15.1: *The EEO Manager will monitor employment processes as appropriate, with attention to promotions, research and study leave, continuation and restructuring exercises to ensure equitable, fair and consistent practices are maintained.*

**PROGRESS**

EEO Manager provided an analysis of 2006 promotions practices to the Vice Chancellor's Staff Advisory Committee in March which indicated that there had been significant improvements in consistency and impartiality across Faculties.

It was agreed in November that the Vice Chancellor's Staff Advisory Committee would receive research and study leave reports from Faculties to enable the same analysis as is currently applied to promotions processes.

The Faculties of Law, Engineering and Education have been attended throughout the year in relation to continuation and research and study leave applications. All Faculties promotions processes were monitored during October and November to ensure equitable, fair and consistent practices were maintained.

Action 15.2: *The EO Office will collaborate with HR and others to deliver the Women in Leadership Programme.*

**PROGRESS**

The Pro Vice-Chancellor (EO) spoke at the University's Women in Leadership retreat in February. The EEO Manager has participated in the University's Women in Leadership working group, and provided co-facilitation of mentoring training, promotions for participants and other workshops as required (also see 13.4).

The EO Office provides resources to support the National Women in Leadership Programme.

Action 15.3: *The EO Office will collaborate with others to deliver the Māori and Pacific Leadership Programmes.*

**PROGRESS**

A Māori leadership (advancement) programme was developed in collaboration with the Pro Vice-Chancellor (Māori), HR and the Centre for Academic Development (see 13.3 for details). A parallel programme for Pacific staff will be developed at a later date.

Action 15.4: *The EO Office will continue to participate in, and benchmark against, international leadership programmes.*

## **PROGRESS**

Attendance at international EO conferences such as Equal Opportunities Practitioners in Higher Education in Australasia (EOPHEA) provides the opportunity for exchange of best practice in leadership.

### **Other activities**

The Excellence in Equal Opportunities Awards were presented by the Vice-Chancellor in June. These awards are intended to reward excellence and provide models of best practice. Recipients were:

- Professor Ralph Buck, Innovation in Disability Community Outreach, Community Dance Programme: National Institute of Creative Arts and Industries.
- Stallone Vaiaoga-Loasa, Innovation in Māori and Pacific Student Retention, Tuākana Programme in Film Media & Television (FMT): Faculty of Arts.
- Psychology Tuākana Programme, Māori and Pacific Student Support: Faculty of Science.
- Māori Nursing Postgraduate Programme, Innovation in Recruiting Māori Nurses into Postgraduate Studies: Faculty of Medical and Health Sciences.

Special Commendations for New Equity Initiatives were awarded to Pasifika Law Honours Club in the Faculty of Law, Pasifika Early Childhood Education Specialisation Programme in the Faculty of Education, and a Special Award in Sustained Commitment to Advancing Equity was awarded to Dr Tracey McIntosh, Associate Dean (Equity) 2004-2007 Faculty of Arts.

## **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.**

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

Action 19.1: *By its advocacy, delivery, monitoring, evaluation and reporting, the EO office will continue to assist the University to realise its mission in providing opportunities for all those with the potential to succeed in a University of high international standing.*

## **PROGRESS**

This is achieved in multiple settings including committee participation, annual reporting, training, community outreach, and conference participation.

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

### **PROGRESS**

The EO Office has drafted a Strategic Plan 2008-2012 and an annual Plan for 2008 which take particular account of investment planning expectations, including: the Māori Education Strategy (*Ka Hikitia – Managing for Success*), the *Pasifika Education Plan* and *Kia Ōrite: Achieving Equity. New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments*.

A major challenge for the Equal Opportunities Office in the next five years will be the recruitment, retention and success of Māori, Pacific, students of low socio-economic status (SES) and students with disabilities in an environment of capped enrolments with a focus on postgraduate growth and research specialisation. It is also important to ensure that staff from equity groups will have the opportunity to progress in their careers, succeed as researchers and gain long-term positions.

The EO Office has made submissions on equity achievements to the Reviews of:

- Auckland International;
- Student Administration;
- Department of Commercial Law;
- Department of Statistics;
- Department of Mechanical Engineering.

## Section Three: Other activities undertaken in 2007

---

### Policy Advice

- EEdO and Disability Service team members represented EO on University committees including, EO, Students Affairs Committee, Schools Liaison, Careers Advisory Board, University Entrance Taskforce, Foundation Studies, MATES advisory board, Access Awards Committee, CATS Selection, Science and Engineering EO committees.
- EEO Manager attends Faculty Staffing Committees, Vice Chancellor's Staff Advisory Committee, Staff Professional Development Committee, Senate and Council.

### Advocacy and Education

- Māori Equity Advisor published her paper in the *International Journal of Diversity in Organisations* titled: Cultural Sustainability : The Recruitment of Māori students in Secondary Schools.
- Māori Equity Advisor presented her doctoral seminar titled " *NCEA : a help of hazard on the path to UE?*"
- EEdO Manager presented Critiquing Pasifika Education at the University Conference, AUT, April 2007, *Enhancing Learning for Pasifika @ UoA : A View from the Inside*.
- The EEdO Manager delivered her presentation titled, " *Out with Equity, In with Diversity?*" at the national Liaison Conference in July.
- EEO Manager has co-facilitated a workshop on *Continuation* in NICA.
- The EEdO Projects Manager participates on the General Staff Excellence Awards Selection Committee, the General Staff Professional Development Awards Selection Committee and the General Staff Forum Organising Committee to ensure a Māori presence in decision-making.
- The Pacific Equity advisor was well supported by the EEdO office to complete her Masters degree in November. She was also supported to attend the national Pacific Liaison conference at Canterbury University in July.

## Section Four: Performance Measures

Objective	Measure	2005 Actual	2006 Actual	2007 Target	2007 Forecast
7	Total student EFTS	30,800	29,451	29,319	30,192
10.1	% Māori academic staff (FTE)	5%	5%	5%	6%
10.2	% Māori general staff (FTE)	5%	6%	5%	6%
10.3	% Māori students (EFTS)	7%	7%	7%	7%
10.4	% Māori successful course completion (undergrad)	78%	79%		>80%
10.5	% Māori qualification completion (5 year degree level and above)	44%	49%		46%
13.3	% Senior academic women	21%	22%	23%	23%
13.4	% Pacific academic staff (FTE)	2%	2%	3%	3%
13.5	% Pacific general staff (FTE)	5%	6%	5%	5%
13.6	% Pacific students	9%	10%	8%	9%
13.7	% Pacific students successful course completions	67%	67%		>67%
13.8	% Pacific students qualification completion (5 year degree-level and above)	44%	41%		40%