

## Equity Policy

### Purpose

This policy is to support The University of Auckland achieving its strategic objectives; in particular those relating to Te Tiriti o Waitangi and to achieving equity outcomes for all staff and students who have the potential to succeed in a university of high international standing.

### Policy

Māori have a distinct status as tangata whenua. The University of Auckland will recognise its commitments and obligations under the Treaty of Waitangi.

The University aims to provide a study and work environment that removes unnecessary, unlawful and unfair barriers. It will plan, monitor and report progress towards achievement of aspirational equity goals. It will foster fairness and respect for social and cultural diversity. The University's commitment to equity outcomes will attract, retain and support talented people to achieve their potential, benefit the creative and intellectual life of the University, support engagement with the University's diverse communities and enhance the University's national and international reputation.

### Definition

**Equity** concerns the unjust disparities/differences between groups and seeks change in outcomes for disadvantaged groups.

**Equity outcomes** are the measurable results of equity strategies to eliminate unjust disparities.

**Equity groups** include Māori staff and students as Te Tiriti o Waitangi partners and other groups who are:

- identified in legislation and regulation; and/or
- under-represented and/or disadvantaged in gaining access to and succeeding in the institution, compared with their representation in the wider community or peer group;
- students identified through evidence of the need to remove barriers to improve access, participation, retention, progression and success;
- staff identified through evidence of the need to remove barriers to improve the recruitment, selection, appointment, development, recognition, career progression, retention, job satisfaction and success;

Equity groups for whom programmes will be developed are: Māori staff and students; Pacific staff and students; staff and students with disabilities and impairments; women students in certain areas; students from low socio-economic backgrounds; ethnic group staff; academic women; academic and general staff women in senior positions; general staff; staff with family/carer responsibilities; part-time, temporary and casual staff.

Equity groups whose requirements need to be established and monitored include students from non-English speaking backgrounds; students from rural areas; mature-age students;

students with multiple group membership; older employees; male students in Education and Nursing, and gay, lesbian, bisexual, transgender and intersex (GLBTI) staff and students.

#### **Audience**

All staff and students including visitors and contractors

#### **Relevant Legislation**

Employment Relations Act 2000  
Health and Disability Commissioner Act 1994  
Human Rights Act 1993  
Privacy Act 1993  
Education Act 1990  
State Sector Act 1988

#### **Legal Compliance**

The University of Auckland is committed to meeting its responsibilities under Te Tiriti o Waitangi and to the principle and practice of equity. It opposes all prohibited grounds of discrimination as stated in the Human Rights Act 1993, being sex, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, and sexual orientation.

Equity initiatives comply with legislation and Tertiary Education Commission reporting requirements. Requirement for 'an equal opportunities programme' under the State Sector and Education Acts is met by strategies and activities within faculty and service division strategic and annual plans.

#### **Related Procedures**

The role of the Pro Vice-Chancellor (Equity) role includes advising Council and the Vice-Chancellor on Equity. The Pro Vice-Chancellor (Equity), the Equity Committee and the Equity Office will develop policy, deliver planning, reporting and programmes in consultation with staff and students, the Pro Vice-Chancellor (Māori), the Runanga and the Pacific Reference Group.

Leadership, support and accountability for achieving equity outcomes are delegated to Deans, Directors and Managers. Equity principles and practices will be embedded in strategic and annual planning with appropriate budget lines for achieving outcomes.

Procedures in the following areas will need to reflect a consideration of equity issues and contribute to the achievement of equity outcomes:

- Student marketing, recruitment, enrolment, admissions, selection, retention, completion, transition to post graduate and teaching and learning.
- Staff recruitment, selection, appointment, development, working conditions, recognition, career progression, retention, performance assessment and job satisfaction.

Selection and progression of staff will be on the basis of merit and the definition of merit should be wide enough to include such matters as applicants' community and cultural standing or their work experience (whether paid or unpaid).

Workload allocation models and implementation will reflect an understanding of the extra contribution members of some equity groups make in addition to their core roles and will ensure that workload models and their monitoring are both fair and support achievement of equity outcomes.

Students will be admitted to the University on the basis of both demonstrated prior achievement and the potential to succeed. Methods of assessment to determine "potential to succeed" may vary to meet discipline and subject requirements and may include interviews, essays, portfolios etc.

Undergraduate Targeted Admissions Schemes (UTAS) will be administered by faculties in accordance with the UTAS policy and the guidelines provided by the Equity Office to achieve equity objectives.

#### **Related Documents**

The University of Auckland Strategic Plan 2005-2012  
The University of Auckland Work, Life and Family Policy  
The University of Auckland Equity and Admissions Taskforce Report 2008  
Undergraduate Targeted Admissions Scheme (UTAS) Policy  
The University of Auckland Flexible Work Policy  
The University of Auckland Staff with Disabilities Policy  
The University of Auckland Alternative Print Recommendations  
TEC Māori Education Strategy Ka Hikitia Managing for Success  
TEC Pasifika Education Plan  
TEC Kia Ōrite: Achieving Equity. New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments  
EEO Grievance Protocol

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