

## Equity and Diversity Policy

<b>Last Modified   Nōnahea i Whakarerekē</b>	October 2022
<b>Review Date   Rā Arotake</b>	October 2026
<b>Approval Authority   Mana Whakaae</b>	Vice-Chancellor
<b>Contact Officer   Āpiha Whakapā</b>	Executive Director, Māori, Pacific and Equity

### Introduction | Kupu Whakataki

This is Te Whare Wānanga o Waitaha, University of Canterbury's integrated equity and diversity policy.

### Definitions | Tautuhinga

**Diversity** – respect, appreciation and acknowledgement of people in order to promote acceptance and belonging, regardless of factors that include (but are not necessarily limited to) age, colour, disability, education, employment status, ethical belief, ethnic or national origins, language, family status, marital status, political opinion, race, religious or spiritual belief, sex or gender, sexual orientation, socio-economic circumstances and taste.

**Equity** – to treat people equitably means making reasonable efforts to ensure fairness in the access individuals have to similar outcomes. Sometimes individuals need to be provided with appropriate but not necessarily identical pathways to others in order to achieve this.

**Equity and Diversity Groups** – Tangata whenua are distinguished by the unique position they hold as indigenous peoples of Aotearoa, their rights under Te Tiriti o Waitangi and their underrepresentation and relative inability to access educational outcomes.

Other equity and diversity groups likely to have experienced one or more barriers to accessing and succeeding at the University include, but are not limited to,

- pasifika students and staff;
- students who are first members of their family to attend university;
- lesbian, gay, bisexual, transgender, queer or questioning, intersex and asexual (LGBTQIA+) students and staff;
- international students;

- adult students;
- female students;
- staff and students with disabilities;
- staff and students from refugee backgrounds (SSRB); and
- students from low socio-economic backgrounds (low SEB).

**Inclusion** – a state of being valued, respected and supported through focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve their full potential.

**Mana Whenua** – the people who exercise kaitiakitanga (stewardship) and possess the rights to hold responsibility for land and/or resources in a geo-political area. Ngāi Tūāhuriri are the mana whenua of the land where the University is situated.

**Staff or Staff Member** – for the purposes of this policy, the definition of “staff” or “staff member” extends to cover all persons working at, for, or on behalf of, the University (whether paid or unpaid), including but not limited to, contractors, subcontractors and their employees, adjunct appointees, Erskine visitors, consultants, guest lecturers, interns and volunteers.

**Student** – a person who is currently enrolled as a student at the University, either directly or through official arrangements with another organisation.

**Tangata Tiriti** – the settlers, descendants of the settlers from the late 18<sup>th</sup> century and all people who have immigrated to New Zealand since then.

**Tangata Whenua** – indigenous peoples of New Zealand, inclusive of whānau (extended families), hapū (sub-tribes) and iwi (tribes).

**University Community** – for the purposes of this policy, this is the set of all current students and staff members.

## Policy Statement | Kaupapa Here

This policy’s purpose is to support the University in the pursuit of its strategic objectives and obligations in a way that ensures inclusiveness, participation, appreciation, recognition, support, transparency and a sense of belonging for all students and staff.

Te Tiriti o Waitangi, the Treaty of Waitangi is a cornerstone of equity and diversity at the University. The University has students and staff from a wide range of ethnicities, nationalities, languages, sexualities and genders, belief systems and backgrounds, and it is committed to sitting at the forefront of policy practice that removes inappropriate discrimination and provides equitable opportunities for applications, acceptance, entry and participation at the University, among other things.

It is with this in mind that the University recognises and supports equity and diversity for all students and staff, both tangata whenua and tangata tiriti. Doing so is crucial to the advancement of a diverse and inclusive University culture. The University will uphold the specific equitable rights of tangata whenua under Te Tiriti o Waitangi, while recognising

these rights extend beyond this policy, and endeavour to achieve equality through the creation of equitable pathways.

The University has a range of statutory obligations in relation to staff and students. These include the University Council's obligation under section 281(c) of the [Education and Training Act 2020 \(New Zealand Legislation website\)](#):

*"...to encourage the greatest possible participation by the communities served by the institution so as to maximise the educational potential of all members of those communities with particular emphasis on those groups in those communities that are under-represented among the students of the institution".*

As a research-intensive higher education institution, the University stands committed to creating environments, whether physical or online, where students and staff are acknowledged, respected, appreciated and included, and can pursue their goals in an environment of non-discrimination.

## Principles

These principles will inform University activities. Education and training are provided to staff, especially Heads of Department/School (HOD/Ss) and Service Unit Managers, to ensure the practical implications of these principles are understood and able to be implemented.

1. Respect is the cornerstone of interaction between all members of the University community.
2. The University is committed to eliminating inappropriate discrimination, including on grounds of age, colour, disability, education, employment status, ethical belief, ethnic or national origins, language, family status, marital status, political opinion, race, religious belief, sex or gender, sexual orientation and socio-economic circumstances.

The University encourages all staff and students to maintain familiarity with their respective codes of conduct, as well as with the University's [Prevention of Harassment and Bullying Policy \(PDF, 305KB\)](#) and other relevant policies.

3. The University will actively seek ways to celebrate the diversity of all members of the University community.
4. Achieving equity requires providing appropriate but not necessarily identical pathways for diverse groups to have fair and reasonable access to achieve similar outcomes.
5. Diversity is treated as an asset that has the potential to enrich the University and contribute to the achievement of its strategic goals.
6. The University is committed to working with Ngāi Tahu as tangata whenua, specifically Ngāi Tūāhuriri, as mana whenua, to ensure it meets its obligations, as a partner, under Te Tiriti o Waitangi. This commitment is also recognised in the [Te Rautaki Māori Strategy for Māori Development 2020-2030 \(PDF, 344KB\) \(University Plans website\)](#).
7. The University is committed to working with Pasifika communities to ensure it meets its goals and aspirations for Pasifika peoples, as reflected in the [Tertiary Education Commission \(TEC\) Pasifika Operational Strategy 2017-2020 \(TEC Pasifika Framework website\)](#) and the [UC Pasifika Strategy 2019-2023 \(University Plans website\)](#).

8. Active consultation and transparency to encourage understanding and trust between diverse stakeholders and increase the likelihood of sound practices that are inclusive and fair.
9. The expression of, and respect for, diverse views is a sign of a healthy University culture.
10. The University has reporting processes that include information on the impact of practices and policy on the achievement of equitable outcomes for the relevant stakeholder groups.
11. The University has established pathways for responding to instances of alleged inequitable, unfairly discriminatory or abusive behaviour, such as outlined in the [Prevention of Harassment and Bullying Policy \(PDF, 305KB\)](#) and the [Raise a Concern web page \(University Student Support Services website\)](#). Staff and students can also write to the University's Central Equity and Diversity Advisory Committee ("CEDAC") if they seek advice or wish to provide feedback.

## Practices relating to students and staff

This section addresses important ways in which the principles above are translated into practice in the University:

- Where barriers to access and success for equity and diversity groups are identified, the University will review and work to ensure fairness and inclusion. This includes for the groups listed in the definition section, as well as those with family and caring responsibilities, diverse ethnic groups, mature aged staff, professional staff, and temporary, part time and casual staff, and any other groups experiencing inequity at the University.
- The University is fully committed to providing appropriate pathways for a diverse staff and student population and will explore reasonable and affordable steps to provide them with equitable access to outcomes.
- Where decisions or practices have substantial impact on students and staff, their views will be sought to ensure the impacts are understood so that disrespectful, unfairly discriminatory or inequitable outcomes can be prevented.
- Strategies will be developed and advertised that are designed to mitigate the effects of barriers to the achievement of equitable outcomes for all students and staff.
- Student and staff satisfaction, in terms of inclusiveness, belonging, participation, recognition, support and transparency, will be regularly monitored by the appropriate academic and support services. Reasonable steps will be taken to address dissatisfaction.

## Related Documents and Information | He kōrero anō

### Legislation | Whakaturetanga

- [Education and Education Act 2020 \(New Zealand Legislation website\)](#)
- [Employment Relations Act 2000 \(New Zealand Legislation website\)](#)
- [Health and Disability Commissioner Act 1994 \(New Zealand Legislation website\)](#)

## UCPL-4-6

- [Health and Safety at Work Act 2015 \(New Zealand Legislation website\)](#)
- [Human Rights Act 1993 \(New Zealand Legislation website\)](#)
- [New Zealand Bill of Rights Act 1990 \(New Zealand Legislation website\)](#)
- [Privacy Act 1993 \(New Zealand Legislation website\)](#)
- [Public Service Act 2020 \(New Zealand Legislation website\)](#)

## UC Regulations | Ngā Waeture

- [Appeals Regulations \(PDF, 46KB\)](#)

## UC Policy Library | Te Pātaka Kaupapa Here

- [Disability and Impairment Policy \(PDF, 273KB\)](#)
- [Equal Employment Opportunity \(EEO\) Policy \(PDF, 257KB\)](#)
- [Flexible Employment Policy \(PDF, 257KB\)](#)
- [Prevention of Harassment and Bullying Policy \(PDF, 305KB\)](#)
- [Recruitment and Selection of Staff Policy \(PDF, 287KB\)](#)
- [Staff Code of Conduct \(PDF, 481KB\)](#)
- [Student Code of Conduct \(PDF, 303KB\)](#)

## UC Website and Intranet | Te Pae Tukutuku me te Ipurangiroto o UC

- [2015 Equity and Diversity Stocktake \(PDF, University Equity and Diversity website\)](#)
- [Equity and Diversity \(University Student Support website\)](#)
- [New Zealand Human Rights Commission \(New Zealand Human Rights Commission website\)](#)
- [Raise a Concern \(UC Support Services website\)](#)
- [Student Incident Response Plan \(SIRP\) \(University Emergency Plans website\)](#)
- [Te Rautaki Māori Strategy for Māori Development 2020–2030 \(PDF, 344KB\) \(University Plans website\)](#)
- [UC Pasifika Strategy 2019-2023 \(University Plans website\)](#)

## External | Mōwaho

- [New Zealand Disability Strategy \(Officer for Disability Issues website\)](#)
- [New Zealand Health Strategy 2016 \(Ministry of Health website\)](#)
- [Kia Ōrite – Code of Practice: New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments \(ACHIEVE website\)](#)
- [Tertiary Education Commission \(TEC\) Pasifika Operational Strategy 2017-2020 \(TEC Pasifika Framework website\)](#)
- [UCSA Student Equity and Wellbeing Advisory Group \(EWAG\) Charter \(PDF\)](#)

<b>Document History and Version Control Table</b>			
<b>Version</b>	<b>Action</b>	<b>Approval Authority</b>	<b>Action Date</b>
<i>For document history and versioning prior to 2013 contact <a href="mailto:ucpolicy@canterbury.ac.nz">ucpolicy@canterbury.ac.nz</a></i>			
1.00	Document developed and published on the UCPL	Vice-Chancellor	Dec 2017
2.00	Scheduled review by CO, minor changes to definitions, correction of version control table information	Vice-Chancellor	Dec 2018
2.01	Scheduled review date pushed out to align with equity and diversity review, minor changed to content.	Policy Unit	Nov 2020
2.02	Hyperlinks updated, Appeals Regulations added, review date pushed out until Sept 2022 at the request of the ED, M, P & E.	Policy Unit	March 2022
2.03	Review date pushed out until December 2022 at the request of the ED, M, P & E.	Policy Unit	June 2022
3.00	Scheduled review with minor changes.	Approval Authority	Oct 2022

**This policy remains in force until it is updated.**