Policies to enhance equity outcomes

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APRU
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Outline

• Policies as tools for change

• University of Auckland policies that support equitable recruitment, retention, engagement, career progression and success
Policy Hub

Welcome to the University of Auckland Policy and Administration area.

This area provides convenient, user-friendly access to our University's policies, procedures, standards, and associated documents.

All these documents assist the University's mission and values to the everyday actions of its community. Members of the University community include staff (whether permanent, temporary or on part-time), honorary staff, students (whether full-time or part-time), contractors, subcontractors, suppliers, alumni, associates, business partners, or official visitors or guests of members of the University or its subsidiaries.

The documents clarify the University's expectations of individual members of our community, mitigate institutional risk, enhance efficiency, and support compliance with legal obligations. All members of the University community must comply with University policies, procedures, standards, and associated documents.

Stuart McChesney
Vice-Chancellor

Search the Policy Hub

- University organisation and governance
- Information technology
- Finance
- Human resources
- Health, safety and wellbeing
- Policy development and review
- Legislative documents

Please send any comments, feedback and requests for information to policyref@audl.ac.nz.
Role of Policy

- Policies connect **mission** and **values** to everyday actions of university members
- Support Strategic Plan and objectives
- Clarify expectations
- Mitigate institutional risk
- Enhance efficiency
- Support compliance with legal obligations
Role of Policy in your university?
The University of Auckland Equity Cycle

• Framework for our equity work
EQUITY CYCLE
A Gender Lens
Teaching and Learning

Healthy Start to Life
- Equity Policy, Procedures and Guidelines
- Parental Leave Policy
- Breastfeeding Support – spaces, fridges
- Parking for Staff with Family Responsibilities
- Combining Parenting and a Career – Toolkit
- Babies and Children on Campus Guidelines.

Success in Employment
- Equity Policy, Procedures and Guidelines
- Staff with Disabilities Policy, Guidelines and Support
- Work, Life, Family and Carers Policy
- Merit Relative to Opportunity Policy, Procedures and Guidelines
- Family Violence Policy and Guidelines
- Academic Timetabling Policy
- Flexible Work Policy
- Impartial Decision Making Policy, Procedures and Guidelines.

Success at University
- Equity Policy, Procedures and Guidelines
- Special Conditions in tests and exams for students with disabilities
- Inclusive Teaching and Learning Guidelines
- Family Violence Policy and Guidelines
- Prevention of Bullying and Harassment Policy, Procedures and Guidelines.

Access to University
- Equity Policy, Procedures and Guidelines
- Alternative pathways
- Scholarships
- Undergraduate Targeted Admission Scheme Policy and Guidelines
- Equity in Recruitment and Selection Guidelines.

High Quality Early Childhood Education
- Equity Policy, Procedures and Guidelines
- Salary Sacrificing Scheme – Childcare deductible before tax
- 6 high quality on-campus ECE centres.

High Aspirations
Equity Policy, Procedures and Guidelines.

Informed Decisions
- Equity Policy, Procedures and Guidelines
- Equity Office website
- HR Policies to support career development
- Learning and teaching policies to support student success.

Research

Achievement in School
- Equity Policy, Procedures and Guidelines.

The Treaty of Waitangi

Trude McNaughton,
Pro Vice-Chancellor (Equity),
University of Auckland
The University of Auckland Equity Policy

• Supports us to achieve our mission and strategic objectives consistent with our values and commitment to the Treaty of Waitangi
• Acknowledges status of Māori as indigenous people of New Zealand
• Equity groups defined
Equity Policy ctd

- Includes elimination of barriers to equitable access and success for all staff and students
- Safe and inclusive work and study environment
- Impartial merit based decision making
- Plan, resource, monitor and report progress to achieve aspirational equity goals
Equity Policy ctd

• Foster respect for social, cultural and gender identity diversity

• Attract, retain and support talented people

• Opposes discrimination

• Meet legal obligations
Equity Policies and Support

Equity Cycle - Healthy start to life

- Equity Policy, Procedures and Guidelines
- Babies and Children on Campus Guidelines
- Parking for staff with family responsibilities
- Parental Leave Policy
- Breastfeeding support – spaces, fridges
- Combining parenting and a career support
Equity Policies and Support

Equity Cycle - High Quality Early Childhood Education

- Salary sacrifice scheme – childcare deductibility before tax
- 6 ECE centres for staff and students
Equity Policies and Support

Equity Cycle - High aspirations

Equity Policy, Procedures and Guidelines
Equity Policies and Support

**Equity Cycle - Informed decisions**

- Learning and teaching policies to support student success
- HR policies and practices to support career success
Equity Policies and Support

Equity Cycle - Achievement in school

Equity Policy, Procedures and Guidelines
Equity Policies and Support

Equity Cycle - Access to university

- Alternative pathways, foundation courses
- Undergraduate targeted admissions scheme
  Policy and Guidelines
- Scholarships
- Equity in Recruitment and Selection Guidelines
- Impartial decision making policy and procedures
Equity Policies and Support

Equity Cycle - Success at university

- Inclusive Teaching and Learning Guidelines
- Family Violence Policy, Guidelines and resources
- Prevention of Bullying and Harassment Policy, Procedures and Guidelines
Equity Policies and Support

**Equity Cycle - Success in employment**
- Work, Life, Family and Carers Policy
- **Merit Relative to Opportunity Policy, Procedures and Guidelines**
- Staff with Disabilities Policy and Guidelines
- **Family Violence Policy and Guidelines**
- Academic Timetabling Policy
- Flexible Work Policy
- Impartial Decision Making Policy and Procedures
- Prevention of Bullying and Harassment Policy, Procedures and Guidelines
Why a family violence project?

- To meet our obligations as a University, as critic and conscience, as a safe, inclusive and equitable place to work and study
FV Impacts on University

- Impacts throughout equity cycle
- May adversely impact performance, effectiveness, attendance and wellbeing of those affected by violence and abuse
- Colleagues and other students may be affected
- Perpetrators a risk to selves and others