

# An Equity Cycle approach

Trudie McNaughton

Pro Vice-Chancellor, Equity

The University of Auckland, New Zealand



THE UNIVERSITY  
OF AUCKLAND

NEW ZEALAND

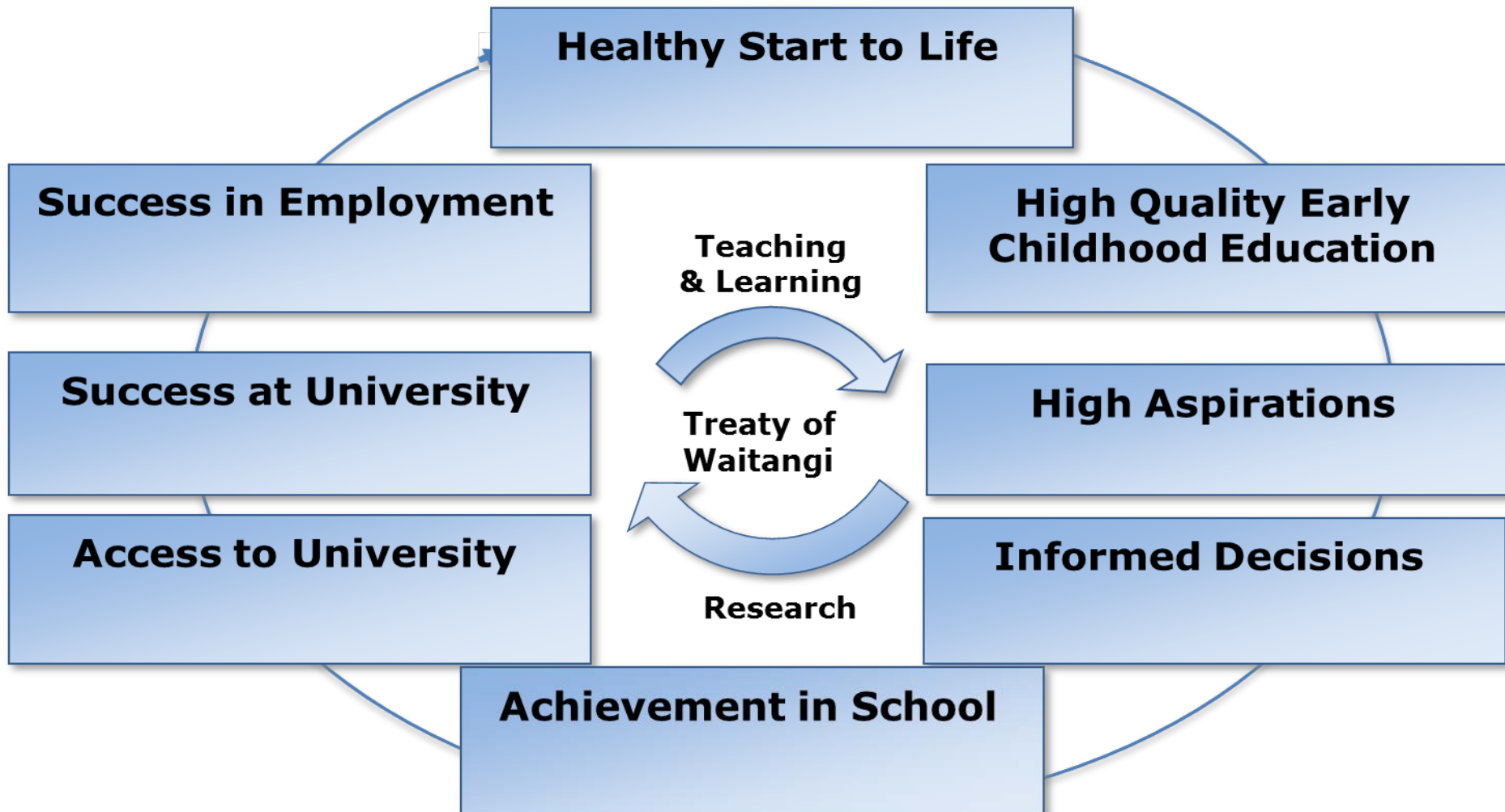
Te Whare Wānanga o Tāmaki Makaurau

# Context

- Treaty of Waitangi
- NZ - traditional commitment to equity
- International conventions
- Asia Pacific relationships
- Inequality – increasingly a shared concern
- Demographic change - increasingly diverse population

# Our Equity Cycle

The University of Auckland makes a difference to achieving equity outcomes for students and staff at our University and for people throughout New Zealand. We do this by contributing at each of the following stages of the Equity Cycle through our research, teaching and learning.



# Reflections on critical success factors

- Leadership explicitly supports equity
- Genuine engagement with stakeholders
- Resourcing; evidence, people, infrastructure, \$\$\$
- Aspirational goals as well as achievable ones
- Data, evidence/research base informs measures and reporting
- Benchmarking – measures of success
- Staff and student equity – needs to be integrated and equally important



# A Whakatauki (Māori proverb)



*‘E koe koe te tui, e ketekete te kaka, e kuku te kereru’.*

*‘The tui sings, the kaka chatters and the pigeon coos’.*

A reflection of the richness diversity brings.



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