



THE UNIVERSITY OF  
**AUCKLAND**  
Te Whare Wānanga o Tāmaki Makaurau  
NEW ZEALAND

# Policies to enhance equity outcomes

Trudie McNaughton

Pro Vice-Chancellor, The University of Auckland

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



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**FOR**

- Future undergraduates
- Future postgraduates
- Current students
- International students
- Staff
- Alumni and friends
- Business, employers and community
- Parents and family
- The media

**ABOUT**

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## Policy Hub



**Stuart McCutcheon**  
Vice-Chancellor

Welcome to the University of Auckland Policy and Administration area.

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

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

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

**Search the Policy Hub**

**FACULTIES, INSTITUTES, CAMPUSES AND LIBRARY**

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- National Institute of Creative Arts and Industries
- Faculty of Education and Social Work
- Faculty of Engineering
- Faculty of Law
- Faculty of Medical and Health Sciences
- Faculty of Science
- Loggia Institute
- Auckland Bioengineering Institute
- Campuses
- Libraries and Learning Services
- Auckland Uniservices Ltd
- More information...

Please send any comments, feedback and requests for information to [policyregister@auckland.ac.nz](mailto:policyregister@auckland.ac.nz)



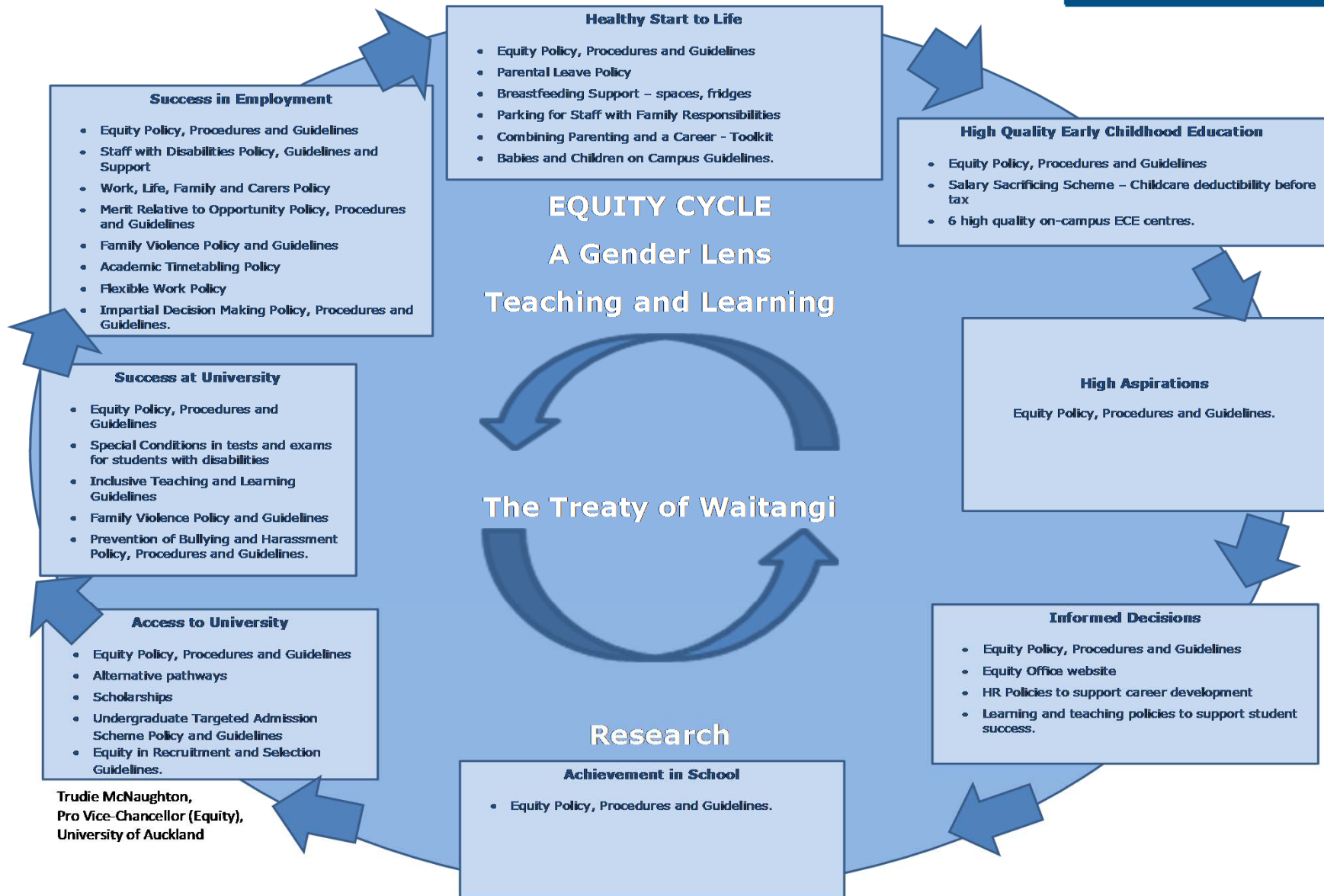
# Role of Policy

- 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



# 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



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