

This information was provided by the Equity Advisory Committee.

The University of Otago's Equity and Diversity Strategic Framework (EDSF), Action Plan and Policy commit the University to actions that support a campus-wide culture of equity and diversity in which all individuals are valued, different ways of thinking are embraced and all members of the University community are enabled to achieve to their fullest potential.

The Equity and Diversity Policy recognises Māori and Pacific peoples as partners in the advancement of the Strategic Framework. It identifies the following as equity groups:

- i. Students and staff with disability and/or impairment
- ii. Students who are first in their family to attend university
- iii. LGBTTIQA+ students and staff
- iv. Students from low socio-economic backgrounds
- v. Students and staff from migrant and/or refugee backgrounds and those whose first language is not English
- vi. Women where there are barriers to access and/or success

Equity: Deliberate action to identify and work against bias and discrimination with an aim to ensure fair treatment, access, participation, opportunity and advancement in every stage of education or career.

Diversity: A departmental community that represents and respects myriad differences in Aotearoa New Zealand communities, including race and ethnic identity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status and political perspective.

Inclusivity: Ensuring equitable access and opportunity and resources for people who might otherwise be excluded or marginalised.

Equity, Diversity and Inclusivity (EDI) Prompts for Departmental Reviews

1. How does your Department promote equity, diversity and inclusivity?
 - a. How do you ensure that diverse perspectives are included in Departmental planning and governance? Does your Department have an EDI-themed committee?
 - b. What are its (your department's) EDI priorities and goals? Who are your priority groups?
 - c. What resources and expertise are available to work toward those goals?
 - d. How do those goals relate to your Division's goals under all four Strategic Frameworks (Māori, Pacific, Sustainability, Equity and Diversity)?
2. What is your Department's demographic profile (staff and students)?
 - a. How is your profile changing and how would you like it to change in the future?
 - b. How does your profile compare to the University as a whole?
 - c. How does your profile compare to Aotearoa New Zealand society?
3. Inclusive environments
 - a. Are staff knowledgeable about inclusive practices across your areas of activity?
 - b. Do diverse staff, students and visitors feel welcomed, safe, heard and respected?
 - c. Are departmental facilities accessible and non-disabling?

Templates for stocktakes can be found at [Quality Advancement](#) or contact:
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