

This information was provided by the Equity Advisory Committee.

The University of Otago's Equity and Diversity Strategic Framework and Policy commit the University to actions that support a campus-wide culture of equity and diversity in which all individuals are valued and different ways of thinking are embraced. It aims to enable all members of the University community 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 in any form 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.

Inclusion: Deliberate action to create and sustain a safe and accessible environment in which differences are valued, and in which individuals feel a sense of belonging.

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

1. How does your Department promote equity, diversity and inclusion?
 - a. Does your department have an EDI-themed committee?
 - b. What are its (your department's) priorities and goals?
 - c. What resources and expertise are available to work toward those goals?
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 teaching practices?
 - b. Do diverse students feel welcomed, safe, heard and respected?
 - c. Are departmental facilities accessible regardless of (dis)ability status?

Templates for stocktakes can be found at [Quality Advancement](#) or contact: [Joe Llewellyn](#), Adviser, Equity, Diversity and Inclusion, Human Resources
[Professor Christina Hulbe](#), Chair, Equity Advisory Committee