

EQUITY AND DIVERSITY STOCKTAKE

In your department/unit/division	Evidence
Vision, Leadership	
We are actively committed to issues of equity, inclusion, and diversity	
Our equity and inclusion values are reflected in internal and external communication	
A culture of respecting and valuing diversity is promoted by the leaders	
Our recruitment process reflects best practices in the areas of equity, inclusion and diversity	
We actively value and seek to hire a diverse staff	
Culture	
Staff are aware of the University's Equity and Diversity Policies and Procedures	
Staff are encouraged to participate in professional development opportunities	
Staff feel valued, respected, treated fairly	
Staff are encouraged and given the opportunity to celebrate diversity – e.g. cultural celebrations, disability week, Matariki, Pride Week	
The workplace is “people friendly” (i.e. made for everybody's needs and capabilities)	
Access	
All staff are considered for new opportunities in the department (e.g. roles/working groups/committees)	
All staff have the opportunity to contribute ideas	
The workload is allocated fairly, based on clear criteria	
The workplace is physically accessible to all	
The effect of unconscious bias is managed, for example in:	
<ul style="list-style-type: none"> • Recruitment 	

• Professional development opportunities	
• Conferences	
• Workload allocation	
• Writing references/statements	
• External engagement – such as advertising, marketing	
• Career advice/mentoring	
• Internal promotion/appraisals/PDR	

Diversity Demographics

	Professional Staff	
	Now	Where do you want to be in 5 years?
%/number of women		
%/number of women in leadership positions		
%/number of Māori staff		
%/number of Pacific staff		
	Academic Staff	
	Now	Where do you want to be in 5 years?
%/number of women		
%/number of women in leadership		
%/number of Māori staff		
%/number of Pacific staff		