

MANA TAURITE, KANORAU ME TE WHAKAWHĀITI EQUITY, DIVERSITY, AND INCLUSION



We remain committed to creating an inclusive and supportive environment that enables every member of our community to thrive. We hold equity, diversity, and inclusion (EDI) at the heart of our operations, including our teaching, learning, research, services, and engagement.

Our EDI Framework outlines our policy goals related to the recruitment, development, and retention of a diverse community of talented staff and students and informs our practices across the University.

Our commitment to ensuring disabled staff and students are supported to thrive and achieve their aspirations during their time here was strengthened during 2024, following the 2023 launch of **Te Ara Taupuhipuhi—Disability Inclusion Action Plan 2023–2025**. Te Ara Taupuhipuhi was created by Te Amaru—Disability Services in collaboration with staff and students from across the University. It builds on the success of the first Disability Action Plan from 2017, which resulted in a significant increase in the number of disabled students at Te Herenga Waka. Our new plan will enhance the disability inclusion and confidence of our community, and continue our contribution to best practice in this field.

Here are some of the successes from our EDI programme in 2024:

- ▶ Engaging with Pasifika, Enhancing Rainbow Inclusivity and Building Intercultural Competency. Eighty University staff participated in these workshops.
- ▶ Te Hāpai, which comprises seven different workshops, continues to support our staff community to increase their understanding of an engagement with Māori culture, language and Te Tiriti o Waitangi. There was a total of 272 attendees in 2024. In addition, almost 100 staff attended extension programmes related to Te Reo, applying Te Tiriti and Ako and Rangahau.
- ▶ The Anti-Racism Initiative (ARI), which started in mid-2022, shifted its focus in 2024 to have an Aotearoa context. This ensured that kaimahi do not experience further racial harm from standard processes; therefore, aiming to reduce systematic instances of racial harm. The People and Capability Directorate engaged a Principal Organisation Development Adviser to co-lead with one of our OD Advisors at the end of 2024, and a business case was endorsed for 2025 mahi.
- ▶ In collaboration with all universities (via Universities New Zealand), the first year of a pay equity claim was completed. This included identifying roles in scope, setting up a process for staff to opt in or out of the claim, and reviewing role descriptions.
- ▶ The University published a gender equity plan as part of its access to the Horizon EU research fund.
- ▶ The 2024 Te Herenga Waka Employee Engagement Survey achieved an excellent participation rate, with 79% of staff completing the survey. This is slightly lower than Te Herenga Waka's previous survey (81%), but considerably above the industry average (67%). The response rate indicates that the University's overall results are reliable (accurate within plus or minus 1.0%).
- ▶ Overall, Te Herenga Waka has shown some considerable improvements, and particularly impressive results in relation to leadership. While most of the results are still below or on par with our University benchmarks, the trend is convincingly upwards.
- ▶ Te Amaru—Disability Services continue implementation of Te Ara Taupuhipuhi Disability Inclusion Action Plan. The number of disabled students (2,802) enrolling and being supported has significantly increased, with the proportion of the total student population now registered reaching 14% for 2024, and significantly exceeding the New Zealand university student age demographic (8%).
- ▶ In 2024, 12.3% of students registered with Te Amaru—Disability Services identified as Māori, rising from 10.9% in 2023. In 2024, 4.6% of students registered with Te Amaru—Disability Services identified as Pasifika, rising from 2.6% in 2023. These increases followed strengthened collaboration with Āwhina and Pasifika Student Success.
- ▶ Te Amaru—Disability Services supported the Disabled Students Association to re-start social engagement activities. 725 Disability Inclusion Arrangements were sent to course coordinators, which is a significant increase and responds to demand from academic staff and students.
- ▶ Successful course completion rates for students who declared a disability and engaged with Te Amaru—Disability Services increased from 81.3% in 2022 to 84.5% in 2024.
- ▶ Inclusive learning software training and support continues to be popular with students. Engagement data

and feedback from 2024 was used to inform a refreshed Inclusive Technology Assistant role to provide greater support for students to integrate software into their learning strategies.

The support for Rainbow students has also progressed in 2024:

- ▶ The number of students identifying as LGBTQIA+ or takatāpui (2,604) in 2024 was 13% of the total student population. This was the first year this question has been asked.
- ▶ The number of students who made 1:1 appointments with our Rainbow Inclusion Adviser increased 45% on 2023. This is likely thanks to greater awareness and reach with newly available enrolment data, allowing us to send rainbow and takatāpui students targeted communications.
- ▶ We delivered numerous high profile events including Pride Fest, a week of events for students and staff showcasing the support available and the strong community we have at the University.
- ▶ We developed the Rainbow Inclusive Course Design and Teaching resource in partnership with rainbow and takatāpui teaching staff. This resource offers targeted and pragmatic recommendations and guidelines which support teaching staff to ensure their courses are safe and inclusive learning environments for our rainbow and takatāpui students.
- ▶ We piloted a Rainbow Ally Programme with Te Pūrengi student services. The programme provided training on issues affecting rainbow and takatāpui communities and inclusive practice for a staff member from each service (the 'allies'), who then identified and addressed areas for improvement in their respective services.

The University's Refugee Background Adviser continues to provide support and guidance for prospective and current refugee background students, engaging with whānau and community partners, and fostering a strong relationship with the student representative group Vic Without Barriers.

