

The Unitec Diversity & Inclusion Strategy 2020 - 2022

Vision:

Led by Te Noho Kotahitanga we manaaki the success of our learners and communities.

Strategic Priorities:

Renewed focus on core business:

- » Improve the success of all learners, achieving parity for Māori, Pacific and Under 25s by 2022, enhancing International learner success, and serving the educational needs of the West, Central & North Auckland communities
- » Provide high quality learning, teaching and applied research to develop work-ready lifelong learners and return to Category One
- » Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning
- » Build a financially sustainable organisation to invest in the future with an operating surplus by 2022

Principles:

- » Led by Te Noho Kōtahitanga
 - Rangatiratanga (Authority and Respect)*
 - Wakaritenga (Legitimacy)*
 - Kaitiakitanga (Guardianship)*
 - Mahi Kōtahitanga (Co-operation)*
 - Ngākau Mahaki (Respect)*
- » Strongly aligned with, and supports and enables Manaakitia te Rito, the Unitec Renewal Strategy 2019-2022 and supporting strategies, in particular the Priority Group Success Strategies, People Strategy and Wellbeing Strategy.
- » Everybody is accountable; aim to build capability/accountability across the organisation; everybody at Unitec has a role to play regardless of functional, level, role, etc.
- » Pragmatic; start from where we are and work with what we have, and aim to build capability over time
- » Learn from the lessons of the past
- » Intersectional in approach; acknowledge and be inclusive of all dimensions of diversity
- » Partner to ensure inclusiveness and that voices and perspectives are heard equitably
- » Grounded in reflective practice – recognise that “it starts with me”
- » Responsive to emerging needs – organisational, social/community, national/global

Goals:

Goal 1: Build a diverse workforce that better reflects and includes the communities we serve

Objectives:

1. Ensure our policies, processes and practices support and enable us to attract and retain diversity that reflects our learners and our community in our workforce
2. Nurture, support and enable formal & informal organisational & staff networks that actively model and promote diversity and inclusion
3. Partner to create initiatives to enhance career development and progression for our priority groups and under-represented groups

Goal 2: Build staff capability and capacity to engage authentically with diversity and inclusion and to better support the diverse needs of our learners and enhance the learner experience

Objectives:

1. Ensure appropriate training and development mechanisms are in place to help build the accountability and capability of all staff to engage with diversity and inclusion
2. Create targeted development initiatives for individuals and groups who have a key role to play in attracting and retaining diversity and in creating the conditions for diversity and inclusion to flourish (eg. Recruitment/HR, Line Managers, etc)
3. Partner to create initiatives that support the development of more inclusive leadership capability at all levels

Goal 3: Foster a diverse, inclusive culture where multiple perspectives are valued and staff can speak up knowing they will be heard and treated respectfully

Objectives:

1. Ensure our places and spaces reflect our diversity and enable our staff and learners to see themselves and their communities valued and respected
2. Provide accessibility in all areas of Unitec by ensuring the removal of existing obstacles and preventing the creation of new obstacles. These obstacles include but are not limited to physical, information, communication, attitudinal and technological barriers.
3. Ensure our policies, processes and practices support and enable diversity and inclusion and are consistently and equitably applied
4. Ensure the Code of Conduct is fully embedded and supported by the ongoing development and improvement of practices and resources that enable all staff to feel comfortable and empowered to speak up
5. Regularly monitor and take action on staff engagement where it relates to diversity and inclusion