Diversity & Inclusion - Action Plan 2020

Unitec Priorities	D&I Strategic Goals 2020-2022	Actions completed early 2020	
Strategic Priority 1: 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 West, Central and North Auckland communities **Strategic Priority 3:** Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning	**General**	• Diversity & Inclusion Rōpū established • Rōpū Terms of Reference developed & signed off • Unitec Diversity & Inclusion Strategy developed & signed off	
		Actions June-December 2020	**Rōpū Lead/s**
		a) Build the visibility of D&I; communicate the work of the Rōpu *(ongoing)* b) Undertake a D&I diagnostic *(by end Sept)* & gather data/metrics to help inform the development and assess the effectiveness of D&I initiatives *(ongoing)*	a) JM b) DH/JM
	Goal 1: Build a diverse workforce that better reflects and includes the communities we serve 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	a) D&I review of key policies & develop recommendations for change *(by end 2020)* b) Partner with HR on D&I review of recruitment strategy/practices *(by end Aug)* c) Review & refresh of ALLY Network *(by end 2020)* d) Develop *(by end Sept)* & rollout *(by end 2020)* Women@Unitec Programme e) Develop processes & resources to align, support & enable organisational/staff networks *(by end Aug)*	a) DH/JM b) PB/JM c) CS/PB/KV d) ND/MZ/KV e) PB/MZ
	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 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 3. Partner to create initiatives that support the development of more inclusive leadership capability at all levels	a) Ongoing support for I See Me capability initiatives *(ongoing)* b) Explore options and develop a recommended approach/programme for D&I training/development - to meet the needs of all staff, managers/leaders, and those in key roles *(by end 2020)*	a) JM/MS b) JM
	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 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. 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 Regularly monitor and take action on staff engagement where it relates to diversity and inclusion	a) Partner to develop a consistent organisation-wide approach to communicating, promoting, supporting & rolling out a calendar of cultural & informative events/activities (by end Sept) b) Partner to undertake an organisational review of our places & spaces for accessibility and with a diversity/inclusion lens; develop recommendations for change *(by end 2020 – depending on scope TBC)* c) Develop *(July/August)* & roll out *(ongoing)* Speak Up workshops for managers & staff	a) ND/PB b) DC/DH/PB/MZ c) PB/JM

Diversity & Inclusion
D&I Rōpū - Roles Matrix for Action Plan 2020

D&I Actions/Projects	Lead	Contribute	Stay Informed
	Willing to take a lead role for this action/project eg. - develop plan - form & engage working group and/or others - ensure progress against plan - regularly report back to Rōpū	Keen to contribute & be part of this action/project eg. - actively participate & contribute to hui/working group & other project activities - review & provide input to deliverables	Happy to stay informed about this action/project eg. - participate in discussions as part of our regular D&I Rōpū hui
General			
a) Build the visibility of D&I; communicate the work of the Rōpū *(ongoing)*	Julie McGregor	Dave Hicks, Norasieh Md Amin, Mirela Szekely, W	Ciarin Smith, Nirmala D'Souza, Kristie Venegas, Donna Cavell,
b) Undertake a D&I diagnostic *(by end of Sept)* & gather data/metrics to help inform development & assess effectiveness of D&I initiatives *(ongoing)*	Dave Hicks, Julie McGregor	Pauline Bishop, Wetini Paul	Ciarin Smith, Nirmala D'Souza, Kristie Venegas, Donna Cavell, Norasieh Md Amin,
Goal 1	**Build a diverse workforce that better reflects and includes the communities we serve**		
a) D&I review of key policies & develop recommendations for change *(by end of 2020)*	Dave Hicks, Julie McGregor	Ciarin Smith, Mirela Szekely, Norasieh Md Amin, Pauline Bishop, Wetini Paul	Donna Cavell, Kristie Venegas, Nirmala D'Souza
b) Partner with HR on D&I review of recruitment strategy/practices *(by end of Sept)*	Pauline Bishop, Julie McGregor,	Donna Cavell, Mirela Szekely, Nirmala D'Souza, Wetini Paul	Ciarin Smith, Kristie Venegas, Norasieh Md Amin
c) Review & refresh of ALLY Network *(by end of 2020)*	Ciarin Smith, Pauline Bishop, Kristie Venegas,	Mirela Szekely, Julie McGregor, Gia Ngatai-Smith, Wetini Paul	Donna Cavell, Nirmala D'Souza
d) Develop *(by end of Sept)* & rollout *(by end of 2020)* Women@Unitec Programme	Nirmala D'Souza, Maja Zidov, Kristie Venegas	Gia Ngatai-Smith, Mirela Szekely, Norasieh Md Amin, Julie McGregor	Ciarin Smith, Donna Cavell, Wetini Paul
e) Develop processes & resources to align, support & enable organisational/staff networks *(by end of August)*	Pauline Bishop, Maja Zidov	Ciarin Smith, Mirela Szekely, Nirmala D'Souza, Kristie Venegas, Julie McGregor,	Gia Ngatai-Smith, Donna Cavell, Norasieh Md Amin
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**		
a) Ongoing support for I See Me capability initiatives *(ongoing)*	Julie McGregor, Mirela Szekely	Pauline Bishop, Norasieh Md Amin, Wetini Paul	Ciarin Smith, Dave Hicks, Nirmala D'Souza, Kristie Venegas, Donna Cavell
b) Explore options and develop a recommended approach/programme for D&I training/development - to meet the needs of all staff, managers/leaders, and those in key roles *(by end of 2020)*	Julie McGregor	Ciarin Smith, Dave Hicks, Nirmala D'Souza, Kristie Venegas, Donna Cavell, Maja Zidov, Wetini Paul	Norasieh Md Amin, Gia Ngatai-Smith
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**		
a) Partner to develop a consistent organisation-wide approach to communicating, promoting, supporting & rolling out a calendar of cultural & informative events/activities *(by end of Sept)*	Nirmala D'Souza, Pauline Bishop	Dave Hicks, Gia Ngatai-Smith, Mirela Szekely, Julie McGregor, Maja Zidov, Kristie Venegas, Wetini Paul	Donna Cavell
b) Partner to undertake an organisational review of our places & spaces for accessibility and with a diversity/inclusion lens; develop recommendations for change *(end of 2020 - depending on scope TBC)*	Donna Cavell, Dave Hicks, Pauline Bishop, Maja Zidov,	Norasieh Md Amin, Kristie Venegas, Ciarin Smith, Julie McGregor, Mirela Szekely, Wetini Paul	Nirmala D'Souza
c) Develop *(July/August)* & roll out *(ongoing)* Speak Up workshops for managers & staff	Julie McGregor, Pauline Bishop	Ciarin Smith, Nirmala D'Souza, Donna Cavell, Mirela Szekely, Kristie Venegas, Wetini Paul	Dave Hicks, Norasieh Md Amin, Gia Ngatai-Smith