

Sustainability & Wellbeing Team Action Plan 2021

Unitec Priority	Team Priority	Action and Timing
Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2022, enhancing the success of International learners and Disabled learners, and serving the educational needs of Tāmaki Makaurau	Build strong partnering relationships across Unitec and Tāmaki Makaurau with a focus on learners and staff needs	<ul style="list-style-type: none"> ❑ Partner with D&I Rōpū to deliver: <ul style="list-style-type: none"> ▪ Women@Unitec events throughout the year (4 CKK, 2 Wanangas) ▪ Processes & resources to align, support & enable organisational/staff networks ▪ Accessibility Action plan by Q2 ❑ Collaborate with MIT to share best practice and ensure alignment with a Tāmaki Makaurau approach, and leverage Te Pūkenga opportunities as appropriate ❑ Partner with STENZ and relevant reference groups to contribute to the sustainability of the Te Pūkenga strategy as appropriate
Provide high quality learning, teaching and applied research to develop work-ready lifelong learners	Engage students and staff in projects that demonstrate integrated nature of sustainability and help reach Unitec Sustainability goals	Collaborate with relevant schools/departments on at least two of the following: <ul style="list-style-type: none"> ❑ Kaitiakitanga strategy (I.e. Mauri metrics and Kaitiakiatanga bedge development) ❑ Zero Waste initiatives (i.e. UPC plastic upcycling project, Recycling week in October) ❑ Sustainable food initiatives (i.e. seasonal cooking, eating and gardening workshops) ❑ Projects that demonstrate low carbon technologies and renewable energy
Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning	Partner to grow a community of support and action for wellbeing (Wellbeing Strategy – Objective 1) Focus on a holistic wellbeing approach (Wellbeing Strategy – Objective 2) Partner to weave the wellbeing strand through a range of initiatives (Wellbeing Strategy – Objective 3)	<ul style="list-style-type: none"> ❑ Rebrand Sustainability club in Q3 ❑ Support Social Club in organising at least two events throughout the year ❑ Develop and deliver inhouse resilience-building workshops in Q3 and Q4 ❑ Investigate and develop a plan for Unitec’s peer-to-peer Support Network in Q3 ❑ To increase Wellness Programme engagement: <ul style="list-style-type: none"> ▪ Run Wellbeing expo in Q2 ▪ Attend at least 10 team meetings across the organisation in Q3 ❑ Partner with HRBPs and L&D team to review and support implementation of the ‘new ways of working guidelines’ across the organisation as needed ❑ In partnerships with H&S team deliver at least 4 workshops for managing risks to mental health ❑ Collaborate with Recruitment and HR Services to develop and implement (as required) an outplacement programme offering by end of Q3
Build a financially sustainable organisation to invest in the future with an annual operating surplus	Work in partnership with internal and external stakeholders to reduce Unitec’s environmental footprint	<ul style="list-style-type: none"> ❑ Complete coding Uniwaka carpooling app in Q1 and trial it in Q2 ❑ Develop and deliver waste minimisation campaign in Q4