

Diversity & Inclusion Rōpū Action Plan 2021

Unitec Priority	D&I Strategic Goals 2020-2022	Actions 2021 Note: Timeframes subject to capacity & availability of key stakeholders across the organisation	Who Note: Kaitiaki will support as required across all projects
<p>Strategic Priority 1: 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</p> <p>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</p>	<p>General</p>	<p>a) Build the visibility of D&I; communicate work of Rōpū - ongoing</p> <p>b) Undertake a D&I Diagnostic/Survey – TBC but likely to be Diversity Works Aotearoa Inclusivity Matrix (launched with assessment tools in late 2021)</p> <ul style="list-style-type: none"> • Explore & confirm diagnostic tool (external) – Q2/Q3 • Develop plan for rollout – Q3/Q4 • Rollout – Q4/Q12022 (subject to availability of tool) • Review findings & develop plan – TBC 	<p>a) Kaitiaki</p> <p>b) D&I Survey Project Team: TBC</p>
	<p>Goal 1: Build a diverse workforce that better reflects and includes the communities we serve</p> <ol style="list-style-type: none"> 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 	<p>a) Partner with HR to support review/development of people policies/practices that impact attraction/retention of diversity – scope TBC; target to most impact</p> <p>b) ALLY Network/Initiatives</p> <ul style="list-style-type: none"> • Support continued delivery of existing workshops for specific groups on request only – ongoing through 2021 • Research different models/approaches – Q2/Q3 • Develop recommendations – Q3/Q4 • Agree model/approach & develop plan for 2022 rollout – Q4/Q12022 <p>c) Women@Unitec Programme</p> <ul style="list-style-type: none"> • Rollout 2021 programme of events – ongoing through 2021 • Review learning & develop 2022 programme – Q4 	<p>a) Policy Project Team: DH,PB</p> <p>b) ALLY Review Project Team: CBS,PB,MS</p> <p>c) W@U Team: MZ,MS,NMA,KV,ND</p>
	<p>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</p> <ol style="list-style-type: none"> 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 	<p>a) Ongoing support for I See Me capability initiatives – ongoing BAU</p> <p>b) D&I Capability: Training & Development – to meet the needs of all staff, leaders/managers & those in key roles</p> <ul style="list-style-type: none"> • Explore options & develop recommendations for signoff – Q2/Q3 • Develop plan for rollout & train trainers if required – Q3/Q4 • Rollout – Q4/Q12022 	<p>a) L&D (as BAU)</p> <p>b) D&I Capability Project Team: CBS,MS,KV,ND</p>
	<p>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</p> <ol style="list-style-type: none"> 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 	<p>a) Accessibility Initiatives</p> <ul style="list-style-type: none"> • Undertake Accessibility Audit of selected buildings – Q1 Complete • Accessibility Workshop for key staff – Q2 • Review findings & develop recommendations for next steps – Q2/Q3 • Develop plan and implement (scope TBC) – TBC <p>b) Cultural/Informative Events & Activities – ongoing as required</p> <ul style="list-style-type: none"> • Partner to support & promote initiatives across Unitec that promote, model or celebrate diversity and inclusion (eg. Mental Health Week, International Food Festival, etc) 	<p>a) Accessibility Project Team: DC,MZ,DH,PB</p> <p>b) All as required</p>