

# Diversity & Inclusion Rōpū - Action Plan 2022

Unitec Priority	D&I Strategic Goals 2020-2022	Actions 2022
<p><b>Strategic Priority 1:</b> 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><b>Strategic Priority 3:</b> Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning</p>	<p><b>Goal 1:</b> Build a diverse workforce that better reflects and includes the communities we serve</p>	<ul style="list-style-type: none"> <li>• <b>Attracting/Retaining Diversity</b> - Partner with HR/Recruitment team to support the continuous improvement of people practices that impact the attraction and retention of diversity (particular focus on recruitment and career development)</li> </ul>
	<p><b>Goal 2:</b> 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>	<ul style="list-style-type: none"> <li>• <b>Visibility of Diversity &amp; Inclusion Initiatives</b> – Build the visibility of the Rōpū within and beyond Unitec - our kaupapa, who we are, what we have done/are doing and how people can get involved</li> <li>• <b>Te Pūkenga</b> – Take opportunities to collaborate across and beyond the Te Pūkenga network to share practices and learnings, provide input and advocate for diversity, equity and inclusion wherever possible</li> <li>• <b>D&amp;I Survey</b> – Develop and roll out a Diversity &amp; Inclusion survey to provide insight into the current D&amp;I landscape and any particular areas of concern that might require targeted action (<i>Note: Scope and approach TBC – need to get timing and positioning right given information overload and limited capacity of our people to engage</i>)</li> </ul>
	<p><b>Goal 3:</b> Foster a diverse, inclusive culture where multiple perspectives are valued and staff can speak up knowing they will be heard and treated respectfully</p>	<ul style="list-style-type: none"> <li>• <b>Accessibility</b> – Support and enable the rollout and implementation of the Unitec Disability Strategy and Action Plan (<i>Note: Specific actions TBC following the development of Unitec Disability Action Plan</i>)</li> <li>• <b>D&amp;I Events &amp; Activities</b> – Partner to promote, support and enable initiatives across Unitec that promote, model and celebrate diversity and inclusion – includes the rollout of 2022 <b>Women@Unitec Programme</b></li> </ul>