

## What is a safe, inclusive and equitable University?

A place where:

- We value all our students and staff
- We respect difference
- We celebrate our diverse communities
- Our campuses are accessible
- We take concerns about the study and work environment seriously
- It's OK to ask for help and support
- It's safe to disclose issues that may affect study or work
- There's zero tolerance for illegal discrimination

We support:

- Outreach, recruitment, retention and success of members of diverse communities, including those previously under-represented at university
- An inclusive teaching and learning environment
- Provision of advice and resources for Māori students and students from equity groups
- An equitable and supportive workplace for staff
- Provision of resources for parents, carers and staff with disabilities
- Fair recruitment and work conditions for Māori staff and staff from equity groups



## Find out more

The Equity Office – Te Ara Tautika offers a range of resources, information and support for our students and staff. Learn about what we do and how we can support you.

### Equity Office – Te Ara Tautika

[www.equity.auckland.ac.nz](http://www.equity.auckland.ac.nz)

### Family Violence: It's Not OK

[www.equity.auckland.ac.nz/itsnotok](http://www.equity.auckland.ac.nz/itsnotok)

### LGBTI students and staff

[www.equity.auckland.ac.nz/lgbti](http://www.equity.auckland.ac.nz/lgbti)

### Māori students

[www.auckland.ac.nz/maoristudents](http://www.auckland.ac.nz/maoristudents)

### Pacific students

[www.auckland.ac.nz/pacificstudents](http://www.auckland.ac.nz/pacificstudents)

### Staff equity

[www.equity.auckland.ac.nz/staff](http://www.equity.auckland.ac.nz/staff)

### Students and staff from refugee backgrounds

[www.equity.auckland.ac.nz/ssrb](http://www.equity.auckland.ac.nz/ssrb)

### Students from low socio-economic backgrounds

[www.equity.auckland.ac.nz/lowseb](http://www.equity.auckland.ac.nz/lowseb)

### Students with disabilities

[www.disability.auckland.ac.nz](http://www.disability.auckland.ac.nz)

### Tuākana Learning Community

[www.equity.auckland.ac.nz/tuakana](http://www.equity.auckland.ac.nz/tuakana)

Email [equity@auckland.ac.nz](mailto:equity@auckland.ac.nz)

[www.equity.auckland.ac.nz](http://www.equity.auckland.ac.nz)

# WHAT IS EQUITY?

Equity Office – Te Ara Tautika



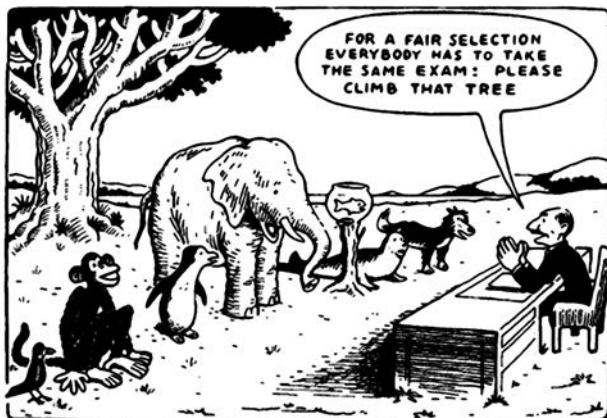
THE UNIVERSITY OF  
**AUCKLAND**  
Te Whare Wānanga o Tāmaki Makaurau  
NEW ZEALAND

## What is equity?

“Equity” means fairness.

The Equity Office – Te Ara Tautika leads the University of Auckland’s commitment to be a safe, inclusive and equitable place to study and work.

Equity does not mean one size fits all.



## Why are we committed to equity?

The University condemns illegal discrimination and is committed to equitable outcomes.

Fairness benefits everyone.

The University’s commitment to equity helps us attract and value a strong community that reflects the diversity and talents of New Zealand’s population.

Respected students and staff can achieve amazing results and make valuable contributions nationally and internationally.

For more information and to find out how to help achieve the University’s equity goals, contact us:

**Email** [equity@auckland.ac.nz](mailto:equity@auckland.ac.nz)

**Visit** [www.equity.auckland.ac.nz](http://www.equity.auckland.ac.nz)

## Equity benefits everyone

### Māori

Māori are Treaty of Waitangi partners and have a distinct status as tangata whenua (indigenous people of the land). The University is committed to partnerships that acknowledge the principles of the Treaty of Waitangi.

### Equity groups at our University

- The University celebrates our **students and staff from diverse Pacific communities**, who are a vital part of New Zealand’s success and global contribution.
- **Students and staff with disabilities** are supported and encouraged to achieve their potential within the University and in employment.
- The University is committed to a study and work environment in which **Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) students and staff** are respected and supported to succeed.
- **Students and staff from refugee backgrounds** enrich the quality of intellectual and cultural life of the University and New Zealand.
- **Students from low socio-economic backgrounds** contribute to the University’s success and to the wellbeing of families and communities through their achievements.
- **Equitable participation of men and women** across disciplines and at all levels enhances achievement within the University and beyond.

Members of equity groups are more likely than others to have experienced barriers to participation and success at the University.

**For more information visit**  
[www.equity.auckland.ac.nz/policies](http://www.equity.auckland.ac.nz/policies)

## The University’s Equity Cycle

The University of Auckland makes a difference by contributing at each of the following stages of the Equity Cycle through our research, teaching and learning.

