

# Victoria University Wellington Gender Equity Plan

The University’s Gender Equality Plan comes under the umbrella of its [Equity, Diversity and Inclusion Framework](#) (2018) and is encompassed in the University’s [strategic](#) goal of Equitable outcomes for all (Strategic Plan 2020 – 2024).

Compliance with the four minimum mandatory process-related requirements is summarised in the table below.

<b>1. Public document</b>	This GEP has been signed off by the University’s Senior Leadership Team and is published on the public facing website.
<b>2. Dedicated Resources</b>	Our Equity, Diversity, and Inclusion Steering Group oversees and develops resources including the Equity, Diversity and Inclusion Framework.
<b>3. Data collection and monitoring</b>	Data on gender is regularly collected and reported.
<b>4. Training</b>	We offer University-wide training, for instance on unconscious bias.

## Equitable outcomes for all

We consciously build our university community in a manner reflecting the diversity of Aotearoa New Zealand’s population and we are proud to have staff and students with a diverse, broad range of experience, knowledge, and backgrounds from here and overseas. We respect difference and treat all fairly and with respect.

Kaitiakitanga—as guardians, we have an active duty to protect and nurture those entrusted to our care.

As a global–civic university, we are critically engaged with diverse perspectives and world views, actively providing opportunities to broaden people’s experiences. We are a community of students and staff who contribute to an inclusive, robust, environmentally sustainable, and equitable society.

We take responsibility for ensuring equitable outcomes for all by creating inclusive learning environments and development opportunities for students and staff alike.

Our inclusive approach to the design of our learning and research environments also means we tailor support to individual and cohort needs. We work hard to ensure that our students attain their educational aspirations and that they are well prepared to engage in civic futures of local and global influence.

By 2025:

- the composition of our university students, staff, and leaders will fully reflect the gender, ethnic, and cultural diversity of Aotearoa New Zealand
- our identified equity, diversity, and inclusion student and staff groups will actively report better access, inclusion, and support
- student targets will include, but not be limited to, increasing the number of Māori students to 16.5 percent and Pasifika students to 8.1 percent of domestic students
- staff targets will include, but not be limited to, increasing the number of women professors to at least 30 percent, doubling the number of Māori academics, and tripling the number of Pasifika academics across all levels
- all university leaders will have completed equity, diversity, and inclusion training.

## Dedicated resources

Implementation of the University's Equity, Diversity and Inclusion strategy, including its gender equity goals, is overseen by a steering group of 3 senior leaders. The Steering Group reports annually to the Vice-Chancellor and to the University's governance body, the University Council, on progress against EDI targets as set out in the Strategic Plan. Information is available via PowerBI dashboards.

The University has a People and Capability team including a Director, Deputy Director, 2 HR Managers and 12 HR Advisory staff. The Team has the expertise to advise and coach university managers on implementing recruitment processes and providing staff development opportunities that support the achievement of the University's gender equality and EDI goals.

The Team also has expertise to advise and support university managers on addressing behavioural and misconduct issues that may contravene the University's core ethical values including its commitment to inclusivity, equity and diversity. The [staff conduct policy](#) outlines expectations of staff.

Professional development programmes, workshops, and seminars are run by the Organisational Development Team within Human Resources, informally known as HR training. The Team specialises in providing a range of interpersonal, equity, diversity and inclusion skills for all professional and academic staff (see 'Training' below) that support the University's gender equality and EDI goals.

## Data collection and monitoring

The University regularly publishes gender disaggregated data on staff and students and provides annual reporting based on qualitative and quantitative indicators of progress toward its strategic goals, including S4, Equitable outcomes for all, as follows:

- The University's 2023 Annual Report reported the percentage of professors who are female as 28.2%. It also reported on some high-level actions taken in the relevant year to support the University's Equity, Diversity, and Inclusion Strategy.  
[https://www.wgtn.ac.nz/data/assets/pdf\\_file/0004/2193835/2023-annual-report.pdf](https://www.wgtn.ac.nz/data/assets/pdf_file/0004/2193835/2023-annual-report.pdf)
- In November 2024, the percentage of women among all academic FTE staff is 52.7%. Among the academics with the title Professor, women make up 31.8%.
- The majority of professional FTE staff at the university are women (58.2%).
- In 2024 women make up 60% of confirmed EFTS students at Master's level or higher. The reported graduation rates in 2023 show women made up close to 62% of VUW graduates at Master's level or higher.
- Through the NZ Government website [Education Counts](#), the University publishes gender disaggregated data on student achievement and attainment, and "Provider-based enrolments" <sup>page ENR.38</sup>, which shows enrolled numbers of "Domestic students by sub-sector, provider, gender and qualification type/NZQF level 2013-2022".
- The University reports on its website on its contributions to United Nations Sustainable Development Goal 5 (Gender Equality)<sup>[13]</sup>, noting particularly and note these have also been translated into Te Reo Māori and [published](#).

- The University's [Sustainability website](#) reports on its commitment to the United Nations' 17 Sustainable Development Goals through teaching, research, operations and external engagement.
- Based on Scopus publications data for 2021-2024, Victoria University of Wellington's Relative Activity Index for SDG 5 (Gender Equality) is 2.47 compared to a global index of 1 and NZ-wide index for this SDG of 1.64. This index represents the university's share of scholarly Output relative to the worldwide share of Scholarly Output in that same SDG.
- In 2023, the University implemented a new Oracle HCM (Human Capability Management) system that allows collection, reporting and analysis of a much wider range of data with respect to its staff than was previously possible, including the area of gender equality.

## Training

As referred to above, Pūmanawa Tāngata—Human Resources—offer access to a range of online resources and development programmes to support interpersonal, equity, diversity and inclusion skills for all professional and academic staff. It also offers development programmes and resources designed specifically for leaders and managers to support fair and equitable decision making.

The University requires any staff member who has previously not been on a recruitment panel or promotion committee previously to complete the online course: **Moving from Bias to Inclusion in a DEI Journey** through our **Online Leadership Development Programme**.

This online programme also includes short refresher courses and videos, including an experts' insights on unconscious bias series.

For those who have previously been on a recruitment panel or promotions committee, the [short video from the Royal Society Te Apārangi](#) is recommended to provide a quick refresher.

**The University's commitment to an equitable work and study environment is also shown in the following policies, initiatives, and opportunities.**

### Work-life balance and organisational culture

The University offers a number of benefits to its staff which are summarised [here](#). Notably they cover living and working in Wellington, equity diversity and inclusion, values, health and wellbeing, flexible working, employee assistance programme, medical insurance, childcare, staff networks, leave, discounts and superannuation scheme (Unisaver).

The [University offers a generous](#) parental leave package to permanent staff members and staff members on fixed term employment agreements of 12 months or more, and who satisfy the eligibility requirements for statutory parental leave.

The 'Return Carers Scheme' for academic staff returning after a long period of leave was introduced in 2020 and includes the Returning Carers' Research Fund and the Carers' Writing Retreats. The scheme is designed to support women and under-represented academic staff by providing funding to attend conferences, and access other training and development to support academic career and research progression.

### Hybrid work arrangements

Flexible working arrangements acknowledge that people have different work styles, personal responsibilities, lifestyles, values and wellness needs. As a health promoting and inclusive employer the

University recognises the value of flexible work arrangements in supporting and retaining a diverse community of talented staff and offers staff flexibility when possible.

### **Support and opportunities for students**

The University offers a range of support and opportunities for students, including [free menstrual products](#), a number of [scholarships specifically for women](#), and a range of clubs and groups, like [Women in Tech](#), the [Women's Collective](#), the [Victoria University Feminist Organisation](#), and [Women and Gender Minorities in Science](#).

### **Kahukura rainbow and inclusion**

The University's lesbian, gay, bisexual, transgender, queer, intersex, asexual/agender (LGBTQIA+), and takatāpui communities are known as the Rainbow community.

The University's [rainbow and inclusion service](#) supports LGBTQIA+ and takatāpui students and works with our community to make sure our campuses are a safe and inclusive environment for students of all sexual orientations, gender identities, and sex characteristics.

### **Equal Opportunity Employment**

The University is committed to people participating equitably in all areas across the University and expects all managers and staff to integrate Equal Opportunity Employment [principles into everyday practice](#).

### **Gender equality in recruitment and career progression**

All leaders and managers at the University are expected to pay special attention to the composition of their recruitment committees to ensure they reflect gender equality and EDI goals and that committee members have completed the prerequisite addressing unconscious bias training.

The University runs an annual lunch time workshop for academic women considering applying for promotion. The workshop is hosted by 3 senior academic women, with support from the Human Resources Team, and is aimed at providing advice and support to mostly early and mid-career female academics about career progression and the promotions process.

The University's promotion application form has an 'Equity Considerations' section the purpose of which is to provide staff with the opportunity to describe personal circumstances (or barriers) that they believe have had the effect of preventing, or significantly reducing, their ability to engage in one or more academic activities of relevance to their application for promotion. The areas where staff may request special consideration of personal circumstances for equity reasons include parental leave or other significant family/community responsibilities. The means that female staff in particular are less likely to be disadvantaged by an extended absence from their workplace during a period of their career. The University annually accepts and supports applications to the NZ University Women in Leadership Programme.

In 2024, the University launched a new Women in Leadership Programme, Whaipua. This programme is aimed at women in professional staff roles at tier three and four, and academic women at Senior Lecturer above the bar, or above, and those who have leadership experience such as associate dean, or programme director etc.

It is a dedicated programme to provide opportunities for women staff, professional and academic, to develop their leadership capabilities and enhance their networks. It runs for 12 months, starting in July each year. The programme is comprised of:

- One-on-one mentoring, with mentors and mentees carefully matched
- Peer mentoring, formation of communities of practice
- Workshops, approximately eight over the course of the programme.

### Women in Engineering

The Wellington Faculty of Engineering is [committed to supporting the development](#) of future women scientists, technologists, and engineers. A more diverse workforce in these areas will help New Zealand's social and economic prosperity, as well as benefiting individual women.

The Faculty supports the student group, [VUW Women In Tech](#), which was founded at Te Herenga Waka—Victoria University of Wellington in 2018. It encourages their senior undergraduate and postgraduate female students to act as mentors and tutors for first- and second-year students, to ensure they flourish at university.

Through their outreach programme, Faculty staff visit girls' colleges around the Wellington region to encourage young women to study Engineering and Computer Science.

### Integration of the gender dimensions into research and teaching content

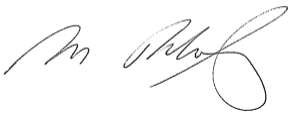
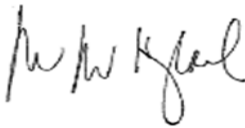
The Rainbow Research Network is an interdisciplinary coalition of staff and students at Te Herenga Waka who have a shared interest in research initiatives related to our LGBTQIA+ and Takatāpui and MVPFAFF+ communities. It is a cross-discipline group of researchers from a range of programmes, schools, and faculties, united by a shared commitment to create dedicated space for supporting intersectional research on gender, sex and sexuality, race, class, feminism, and queer and trans studies. The Rainbow Research Network runs a monthly research seminar series and hosted their inaugural symposium in November 2023.

### Measures against gender-based violence including sexual harassment institutional policies

The University is committed to supporting a learning and working environment that is free from sexually harmful behaviour.

At the University all sexually harmful behaviour is managed through the [Sexual Harassment Response Policy \(PDF\)](#) and [Procedure \(PDF\)](#).

The University also has an [Intimate and Close Personal Relationships Policy](#) which supports the University's commitment to ensuring appropriate safeguards and processes are in place to prevent abuses of power and sexual harassment.

	 Mr Mark Daldorf Director, Human Resources	 Professor Margaret Hyland Deputy Vice Chancellor - Research
Date	27 <sup>th</sup> November 2024	26 <sup>th</sup> November 2024