Monitoring Diversity and Inclusion - 2015

1. Māori and Pacific staff profiles

The 2015 total staff numbered 1,406 (FTE) comprised of 596 (FTE) academic staff and 810 (FTE) general staff.

**Ethnicity**

The staff profile reflects a diversity of ethnic backgrounds expected of an international organisation (Table 1). Diversity included 9% Māori and 1.5% Pacific Peoples (Tables 2 and 3). Although overall number of Māori staff in 2015 is 8 FTE fewer than previous years (Table 4), representation of Māori in the ranks of Professor and Associate Professor has improved (Table 2). Representation of Māori staff across the University varies considerably with the majority of Māori staff located in Te Kura Toi Tangata (Faculty of Education) and in the office of PVC Māori (also includes Te Pua Wānanga ki te Ao) with very low numbers of Māori staff in service areas (Figure 1).

The representation by Pacific peoples is relatively unchanged from 2014 with poor representation in senior academic positions including no Pacific Professors or Associate Professors.

**Table 1: Staff profile by ethnicity (FTE) 2015**

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>90</td>
</tr>
<tr>
<td>European</td>
<td>992</td>
</tr>
<tr>
<td>Māori</td>
<td>132</td>
</tr>
<tr>
<td>Middle Eastern/Latin American/African</td>
<td>7</td>
</tr>
<tr>
<td>Pacific Peoples</td>
<td>21</td>
</tr>
<tr>
<td>Other</td>
<td>115</td>
</tr>
<tr>
<td>unstated</td>
<td>50</td>
</tr>
<tr>
<td><strong>Total staff</strong></td>
<td>1406</td>
</tr>
</tbody>
</table>

**Table 2: Māori staff profile 2014-2015**

<table>
<thead>
<tr>
<th>Position</th>
<th>FTE Maori staff 2014</th>
<th>% Maori in occupational groups 2014</th>
<th>FTE Maori staff 2015</th>
<th>% Maori in occupational groups 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>2</td>
<td>3%</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>4</td>
<td>5%</td>
<td>6</td>
<td>8%</td>
</tr>
<tr>
<td>Senior lecturer 2</td>
<td>7</td>
<td>7%</td>
<td>4</td>
<td>4%</td>
</tr>
<tr>
<td>Senior lecturer 1</td>
<td>15</td>
<td>11%</td>
<td>16</td>
<td>12%</td>
</tr>
<tr>
<td>Lecturer</td>
<td>19</td>
<td>20%</td>
<td>18</td>
<td>19%</td>
</tr>
<tr>
<td>Academic other</td>
<td>12</td>
<td>10%</td>
<td>12</td>
<td>10%</td>
</tr>
<tr>
<td>General staff Senior</td>
<td>11</td>
<td>6%</td>
<td>13</td>
<td>7%</td>
</tr>
<tr>
<td>General staff &lt; L6</td>
<td>71</td>
<td>7%</td>
<td>61</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Total FTE and % representation</strong></td>
<td>140</td>
<td>10%</td>
<td>132</td>
<td>9%</td>
</tr>
</tbody>
</table>
Table 3: Pacific peoples staff profile 2014 -2015

<table>
<thead>
<tr>
<th></th>
<th>FTE Pacific staff 2014</th>
<th>% Pacific staff in occupational groups 2014</th>
<th>FTE Pacific staff 2015</th>
<th>% Pacific staff in occupational groups 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Professor</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Associate Professor</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Senior lecturer 2</strong></td>
<td>1</td>
<td>1%</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Senior lecturer 1</strong></td>
<td>3</td>
<td>2%</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Lecturer</strong></td>
<td>2</td>
<td>2%</td>
<td>4</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Academic other</strong></td>
<td>5</td>
<td>4%</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td><strong>General staff Senior</strong></td>
<td>2</td>
<td>1%</td>
<td>2</td>
<td>1%</td>
</tr>
<tr>
<td><strong>General staff &lt; L6</strong></td>
<td>7.6</td>
<td>1%</td>
<td>8</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total FTE and % representation</strong></td>
<td>20.6</td>
<td>1.5%</td>
<td>20.6</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

Table 4: Maori representation 2013-2015

| % of Maori of total staff 2013 | 11 |
| % of Maori of total staff 2014 | 10 |
| % of Maori of total staff 2015 | 9  |

2 Perceptions of equality and diversity as measured by the Staff Engagement Survey, 2015

Table 4 provides an indication of perceptions of equality by Māori staff by looking at the results from the School of Māori and Pacific Development. Although the University benchmarks slightly lower than other universities in New Zealand and Australia on this question, the responses from both Māori and female staff regarding equal opportunity are 14% lower than the benchmark¹ for both groups and have declined since 2014.

<table>
<thead>
<tr>
<th>Survey item</th>
<th>% agree</th>
<th>Benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is equal opportunity for all staff in the</td>
<td>46% (down 4% since 2014)</td>
<td>14% lower than benchmark</td>
</tr>
<tr>
<td>university of Waikato</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

¹ Benchmarked against 39 Australian & New Zealand universities
1. Professional learning – Māori participation in 2015

Seventh annual Women in Leadership Day – around 400 women attended a very successful day. The theme was Your Leadership Potential.

- Morning key note was provided by Professor Linda Waimarie Nikora entitled Leadership in Motion
- Māori staff from the University were well represented.
- A large group attended from Te Whare Wānanga o Awanuiārangi

Inaugural Leadership Learning Programme for academic staff in leadership positions, which targeted women, Māori and Pacific staff in 2015. Around 12 staff completed the 20 week course that focused on how to be accepted as the leader, the contexts of being a leader, organisational culture and change. Three Māori and two Pacific staff members participated in the programme. Participants’ comments included -

‘I would definitely recommend it to colleagues. If this was Leadership Learning 101, I would also be very keen on Leadership Learning 201!’

‘Yes. The programme challenged individual thinking about leadership; the conversations helped individuals understand the wider university context (not just their own department/faculty’.

“Overall - many thanks! I would like to do this programme again myself”.

Post graduate Certificate in Leadership in Higher Education

One Māori staff member (General staff) completed the PG Cert Leadership qualification in 2015. This is the only Māori to have signed up for this course.

NZWiL Programme

One of the four more women who attended the New Zealand Women in Leadership universities programme in 2015 was a senior Māori academic bringing the total number of Māori women who have attended NZWiL over the past nine years to five (out of 35 total participants).

Emerging leaders programme

Two Māori general staff members completed the 2015 Kaitiaki programme.

Seminars

Māori staff attended EEO seminars on:

- Understanding organisational culture for line managers
- Goal setting for career success
- Developing self-awareness
- CV development
- Shaping your Linkedin profile