The University has a new Diversity and Inclusion Programme (2016-2018). Previously known as the Equal Employment Opportunities (EEO) Programme, the Diversity and Inclusion Programme provides goals and actions for the University for the next three years. It is underpinned by the University’s EEO Policy and is in accordance with New Zealand legislative requirements. The Programme goals for 2016-2018 are to:

1. Strengthen the University’s commitment to equal opportunity by ensuring that diversity and inclusion principles are incorporated into organisational development, recruitment, retention, promotion/advancement, succession planning and professional development
2. Strengthen the University of Waikato as an inclusive workplace that fosters and supports equity, diversity and inclusion in the University community
3. Provide learning development across ethnicities, linguistic/religious/socio-cultural groups and genders to improve career opportunities and a diversity of representation in leadership positions
4. Provide support for target groups

Comment online at the Diversity and Inclusion Community (you will need to be logged into Google+ to access)

Women in Leadership Day

Women in Leadership Day will be re-shaped this year; it will be entitled Women in Leadership at Waikato and will provide half a day of professional learning for women. The theme for 2016 is ‘Doing Gender’, and the key note speaker is Professor Wendy Larner, Provost, Victoria University of Wellington. More information will follow, but in the meantime block out the morning of Thursday 25th August

Profiling Dr Maree Roche

Championing the power of positive leadership at the University of Waikato

Dr Maree Roche is a Senior Lecturer in Organisational Psychology, School of Psychology. One of Maree’s great passions is understanding the nature of Leaders and Leadership to develop thriving organisations. She completed her PhD in leadership, finding that organisations benefit when leaders themselves are psychologically resourced to deal with the tough and demanding environments they face. Leading can be personally depleting, and while this can reduce the ability of leaders to be effective, the opposite is also true. When leaders have an understanding of the personal resources that assist them to flourish, they and their organisations benefit. This led onto further research examining positive leadership styles and behaviours and has resulted in many high quality leadership publications including Personnel Psychology and the Journal of Occupational and Health Psychology.

Maree has now researched leaders and leadership widely, and has projects in Maori Leadership and Women in Leadership as well as continuing her research on how leaders themselves become ‘positive contagions’, and influence followers. To this end, Maree has also been running workshops with women leaders throughout New Zealand, such as the Dairy Women’s Network, designed to articulate and promote leadership resources and strategies that aid both personal and organisational wellbeing. Outside of work Maree is a trustee for the Waikato Breast Cancer Research Foundation, mother of two teenagers, and a very amateur student of Tai Chi!

Learning about leadership in Semester B

If you are in a leadership position or aspiring to be a leader, the University offers the following programmes:

PG Cert Leadership in Higher Education – for academic and general staff. Consider enrolling in B Semester in the PG Certificate in Leadership in Higher Education. This qualification was developed specifically as a professional learning qualification for staff (and partner institutions), this course is now in its sixth year and proving to be a great success. See http://www.waikato.ac.nz/pod/postgradcert/index.shtml to register.

Leadership Learning Programme for academic staff will run for two days in the August recess. Email mmarra@waikato.ac.nz for information.

Seminar series for line managers will continue in B Semester and will include:

- Understanding leadership
- Management vs Leadership
- Understanding organisational culture
- Creating effective change for engagement and high performance
Staff survey – your responses relating to gender and equality

According to the University staff surveys (2014 and 2015), the male responses regarding statements about equal opportunities and the University’s commitment to gender equity are considerably higher than the responses of female and gender diverse staff (Figure 1). For example in 2015 62% of males consider there is equal opportunity for all staff at the University of Waikato, while 46% of females consider this to be the case and just 21% of gender diverse people consider there is equal opportunity for all at the University of Waikato.

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<td>There is equal opportunity for all staff in the University of Waikato</td>
<td>62%</td>
<td>61%</td>
<td>46%</td>
<td>48%</td>
<td>21%</td>
<td>no 2014 data</td>
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<td>The University of Waikato demonstrates commitment to gender equality</td>
<td>75%</td>
<td>77%</td>
<td>59%</td>
<td>62%</td>
<td>36%</td>
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Profiling Dr Bridgette Masters

Graduating in April with a PhD, Bridgette has tribal affiliations to the Northland region (Te Aupouri, Ngati Kahu ki Whangaroa and Te Rarawa) and the Bay of Plenty (Ngai te Rangi and Tuwharetoa ki Kawerau). She is married to Shaun Awatere (Ngati Porou) and they have a son and a daughter. Bridgette is a lecturer in Psychology.

Bridgette successfully managed her own practice as an evaluation researcher before joining Waikato University staff in 2001. Her teaching for the past 10 years has included assisting postgraduate students to connect with professional agencies and a graduate research paper which directs students to complete an evaluation project for local Waikato organisations.

With a background in contracting with a variety of agencies in the private, public and not-for-profit sectors, Bridgette’s research experience is diverse. Broadly encapsulated under the banner of Māori development and wellbeing, Bridgette’s approach to her research always keeps in mind the application and relevance of the work to whānau, hapū and iwi everyday realities and future aspirations. She recently completed her PhD thesis entitled “That’s the price we pay”: Kaupapa Māori programme stakeholder experiences of external evaluation and graduated this month. Within the thesis she examined four case studies of culturally centred programmes and presented the experiences and challenges faced within the complexities of an evaluation relationship. Bridgette is currently involved in two key projects: the Pikinga Waiora project within the Healthier Lives challenge of the MBIEs National Science Challenges; and the Hospital Transfers project with the TEC core funded Ngā Pae o te Māramatanga research programme. Both of these projects will evolve Bridgette’s theories and research methodologies about Māori development and wellbeing.

Profiling Sunita Basnet

Sunita Basnet is a second year PhD student who moved to New Zealand from Nepal in July 2014 to study at the University of Waikato under the supervision of Professors Robyn Longhurst and Lynda Johnston. Sunita’s PhD investigates place-based experiences and feelings of (not) belonging amongst Bhutanese women and girls living in New Zealand. Her research includes gender issues, women’s empowerment, migrants and refugees studies, home spaces, identity and belonging. Although Sunita is passionate about and focused on her doctoral work, it has not stopped her from taking on other tasks such as tutoring, working as a research assistant, note-taking and organising events. In addition, because Sunita is committed to making the postgraduate student experience rewarding and vibrant, she has been vice-president of the Postgraduate Student Association (PGSA) since 2014. This year Sunita joined an enthusiastic group to organise TEDxRuakura. “Our vision is to showcase passionate talks that enable connections to be made for a positive future” says Sunita. This year the event will be held in the Gallagher Academy of Performing Arts on 30th of July 2016.

Opportunity to learn te reo and tikanga

Have you considered learning te reo and tikanga as part of your professional learning and development next year? If so below are the intro papers for Semester B 2016 – BUT FIRST check with your line manager and the Staff Fees Concession policy.

Te Reo Māori: Introductory 1 - REOM111. This is an introductory paper for students with little or no knowledge of the Māori language which provides basic everyday language.

He Hīnātore ki te Ao Māori: Introducing the Māori World - TIK163 is an introduction to the Māori world view, language and social organisation including the analysis of the Te Tiriti of Waitangi and its relevance.