The University of Waikato’s Equal Employment Opportunity (EEO) Programme 2012-2015 has focussed on increasing representation of and opportunities for women and Māori and Pacific peoples, particularly in senior roles and in some occupational areas.

It also prioritised the continual assessment of the EEO situation across the University. The assessment, carried out in 2013-2014, now provides baseline data against which the University can measure progress and inform the revision of the EEO Programme. A new Diversity and Inclusion Programme is planned for 2016.

Two additional forms of communication are now provided to staff – a Diversity and Inclusion Newsletter which includes updates and profiles new and emerging academics and research associated with diversity and inclusion; and the online Diversity and Inclusion Community that provides information and the opportunity for online discussion.

The University’s 2015 gender profile comprised 41% male staff and 59% female staff. There was under/over representation of female staff in some areas and at some levels. In the past five years, the percentage of female professors at Waikato has increased by 5% to reach 28%. Although the University leads New Zealand universities on this matter, there is still considerable room for improvement given a female: male ratio for the lecturer-professor group is 56:44.

An increased representation of women in Senior Lecturer Range 2 provides an important pipeline for promotion to Associate Professor, a level where representation has remained steady for the past five years. General staff representation has remained relatively unchanged over several years.

Waikato staff come from a variety of ethnic backgrounds, including 9% Māori and 1.5% Pacific Peoples. Although the overall number of Māori staff declined slightly in 2015, representation of Māori at Professor and Associate Professor level has improved.

The University continued to provide a suite of professional learning and development programmes and tools in 2015. These included the Postgraduate Certificate in Leadership in Higher Education; the annual Women in Leadership professional development day, attended by 400 people; the Inaugural Leadership Learning Programme for academic staff in leadership positions, which targeted women, Māori and Pacific staff in 2015; and 12 women participating in the Kaitiaki programme for emerging leaders.

Four more University of Waikato women – two academic and two general staff – attended the New Zealand Universities Women in Leadership programme during 2015, bringing the total number of Waikato women who have participated to 39 since the programme’s inception in 2007.

Other activities during 2015 included seminars on goal setting for career success; shaping LinkedIn profiles for success; growing self-awareness; and support for the Gender Research Network and CRN symposium.