

Te Kunenga ki Pūrehuroa Massey University Gender Equity Plan 2025-2026



TE KUNENGA | MASSEY
KI PŪREHUROA | UNIVERSITY
UNIVERSITY OF NEW ZEALAND

Annual

GENDER EQUITY STATEMENT

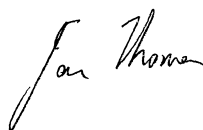
Te Kunenga ki Pūrehuroa Massey University is committed to achieving gender equality in an inclusive and sustainable manner, by ensuring that people of all gender types and identities are respected, valued, and empowered within our university community. We recognise that historical imbalances may have created barriers for gender equality, and that some measures to achieve gender equity may be more appropriate to ultimately achieve gender equality. While equality ensures that everyone is treated the same, equity acknowledges that different groups may require different support and opportunities to achieve equality.

Te Kunenga ki Pūrehuroa Massey University's commitment to gender equity is demonstrated in our Gender Equity Plan (our Plan). Our Plan is reviewed annually and sets out that commitment with reference to specific university policies, processes, initiatives, resources, and activities that the University has in place and that we continue to develop.

Te Kunenga ki Pūrehuroa Massey University is committed to providing equality of employment for all staff and equity of access to educational opportunities for current and prospective students irrespective of their sex, marital status, religious and ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status or sexual orientation, and in accordance with the New Zealand Human Rights Act (1993).

Te Kunenga ki Pūrehuroa Massey University supports the protection of human rights and is guided by international human rights standards, including the United Nations Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child and the International Labour Organisation Core Conventions. As an institution we are committed to treating all those who work for us, and with us, with respect and dignity.

Ngā mihi nui,



Professor Jan Thomas
Vice Chancellor

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Te Kunenga ki Pūrehuroa Massey University is committed to upholding its responsibilities as an equal opportunities employer, and to creating a workplace that attracts, retains and values diversity among our employees. To this end, the University aims to:

- provide equal opportunities for the recruitment, retention, development and promotion of all its current and prospective employees irrespective of sex, marital status, religious/ethical beliefs, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status or sexual orientation.
- develop and maintain a workplace culture that values and supports diversity.
- ensure a safe, supportive and healthy environment is provided for all employees that is conducive to quality teaching, research and community service.
- identify and eliminate all aspects of policies and procedures and other institutional barriers that cause or perpetuate inequality in respect of the employment of any person or group of persons. This includes ensuring procedures for recruitment, selection, promotion and performance reviews are free from bias, including unconscious bias, towards any group of people.
- not tolerate any form of discrimination in the workplace.
- promote equal employment opportunities as an integral part of university policies and practices.
- provide a workplace that welcomes, respects and includes rainbow and takatāpui communities – people of minority sexualities, genders and diverse sex characteristics.

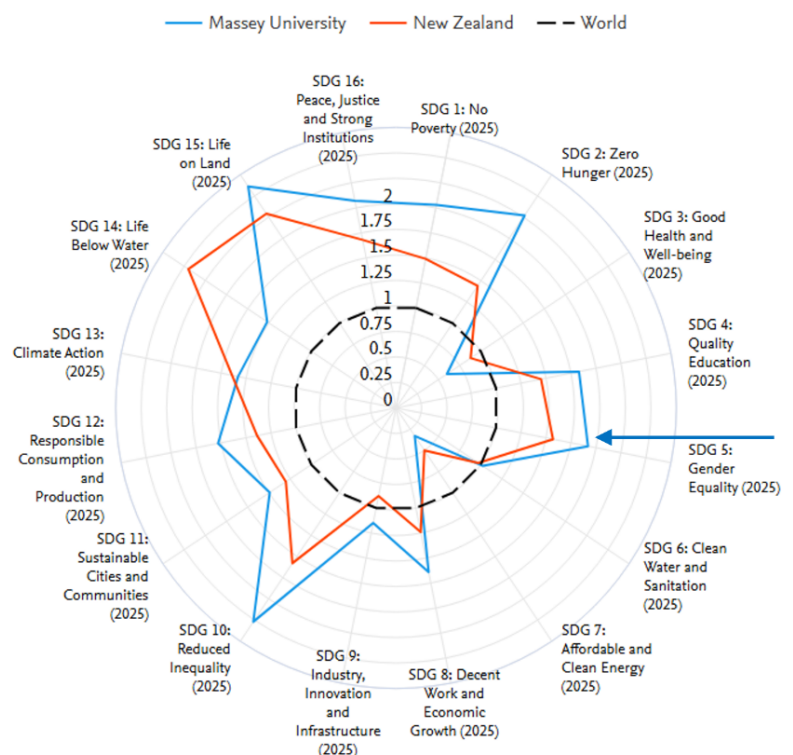
OUR PLAN

Te Kunenga ki Pūrehuroa Massey University is currently ranked #42 out of 1559 institutions globally in the Times Higher Education Impact rankings for Sustainable Development Goal 5 — Gender Equity

The structure of our Plan is consistent with the United Nations' Sustainable Development Goals and the requirements of the Horizon Europe Research and Innovation Programme, and our Plan:

- is published on our University website
- is signed by our Vice-Chancellor
- is reviewed by our Council's People and Culture Committee
- is disseminated and communicated across the University
- emphasises that all employees and students are responsible for the delivery of the commitments and actions outlined in the Plan
- requires regular publication of reports on the University's progress towards gender equality

The University currently performs above its weight for SDG5: Gender Equality when compared to the world and New Zealand. As seen in the infographic provided, the Relative Activity Index for the University in all SDGs, SDG1 to SDG17 (blue line), compared to the world (black dotted line) and New Zealand (red line). The Relative Activity Index is defined as the share of an Institution's Scholarly Output in an SDG relative to the worldwide share of Scholarly Output in that same SDG.



Pay levels are bi-annually reported by gender and ethnicity. A 2020 review of the University’s job evaluation system was undertaken to ensure there is no ethnicity or gender bias.

The University’s research output metrics for SDG5: Gender Equality in the 2025 Impact Rankings, that assesses research outputs between 2019-2023, shows that 47 of the 135 research outputs (92nd percentile worldwide) tagged to SDG5 were published in the top 10% of journals worldwide (95th percentile).

Te Kunenga ki Pūrehuroa Massey University now has the highest proportion of female authorship in New Zealand and is in the 75th percentile worldwide for this metric.

The University is ranked 42nd equal globally for SDG5: Gender Equality in the 2025 Times Higher Education Impact Ranking, which assesses four areas: research, teaching, stewardship and outreach. SDG5 is one of the top three SDGs for the University and notably the University is ranked first in New Zealand for SDG5 research.

Women and leadership

The University is committed to addressing organisational gender imbalance and works to support and encourage women to enter and succeed in traditionally male-dominated career areas.

The table below shows the increase in women in leadership positions since 2019, and highlight that currently:

- 60% of the Senior Leadership Team are women
- 55% of senior managers are women
- 43% of professors and associate professors are women

Annually, the University funds places for our employees’ participation in New Zealand universities’ women in leadership initiatives They are:

- Te Manahua -The New Zealand Universities Women in Leadership programme is a development initiative for women who aspire to senior leadership positions in academia and professional administrative leadership. This long-running programme supports an academic women’s programme cohort and a professional services women’s programme cohort.
- Te Kei Māori Academic Development Programme exists to support the development of Māori wāhine who are early academic career academics.

WOMEN IN SENIOR POSITIONS (HEADCOUNT)⁴⁰

	2020	2021	2022	2023	2024
Senior Leadership Team	6 (55%)	6 (60%)	6 (60%)	6 (60%)	6 (60%)
Senior managers/directors/managers	140 (44%)	168 (53%)	168 (55%)	133 (54%)	138 (55%)
Professors/Associate Professors	109 (35%)	128 (37%)	146 (41%)	118 (41%)	118 (43%)
University Total	255 (40%)	302 (45%)	320 (47%)	257 (47%)	262 (49%)

40 Staff headcount as at 31 December for each year. Percentages shown are the proportion of women in each category. From 2023 a change in classification methodology has reduced the headcount in each category; however, percentages are consistent with previous years.



Data collection, monitoring and reporting on gender equity

The University's first Pay and Employment Equity Monitoring and Analysis Report was released in 2019. This report was the culmination of work undertaken by the Pay and Employment Equity Implementation Group.

The review highlighted that while there were many improvements, there was still more work to be done. All existing material relating to the University-Unions Pay and Employment Equity Group and activities is published internally.

The University publishes annual reports on academic promotions outcomes, which includes progress towards gender equality in promotions.

The University reports bi-annually on equity metrics to its People and Culture subcommittee of University Council.

The University reports bi-annually on bullying and harassment complaints, in a way which safeguards privacy, confidentiality and sensitivity of information.

The University's Rainbow Wellbeing Advisor, the student association, rainbow student clubs, representatives, and other groups assist with monitoring, reporting, support and advocacy.

<https://www.massey.ac.nz/student-life/services-and-support-for-students/rainbow-students-at-massey/>

Training, awareness, work-life balance, and fostering a culture of inclusivity

The following online training is available to all staff:

- Unconscious bias awareness
- Rainbow Tick Module 1: Foundations of LGBTTQIA+ Inclusion
- Rainbow Tick Module 2: LGBTTQIA+ Inclusion at work

Other offerings and support:

- Sexual orientation and gender identity.
- Training on gender bias, anti-bullying and harassment are offered.
- Support is provided to those transitioning gender, including taking leave, updating student records, and financial support for procuring legal name documents (Emergency Financial Support Grant).

Facilities

The University campuses have available spaces for child feeding for those who may want this facility. In respect of childcare on campus, the University offers high-quality early childhood education on the Manawatū and Auckland campuses for children of Massey students and staff, and after school childcare and holiday programmes on the Manawatū campus.

<https://www.massey.ac.nz/student-life/services-and-support-for-students/childcare-massey-campuses/>

Each campus also hosts a rainbow room facilitated by the University's student association, Te Tira Ahu Pae, to provide safe spaces for our rainbow students to connect, study, and relax. All rooms come equipped with comfortable seating, desks for studying, and rainbow-specific resources, and some offer a kitchenette, television, and wardrobe.

Measuring gender equality success

The University will measure its success in ensuring gender equality in terms of the following:

1. The University is recognised as a leader in gender equity, including through relevant accreditation, rankings, and awards.
2. Increased representation of women and gender-diverse individuals in senior leadership roles at the University.
3. Increased representation of women and gender-diverse individuals in fields of study and in roles in which they have been traditionally underrepresented (including STEMM).
4. Principles and practices that demonstrate a commitment to gender inclusivity are reflected and embedded across all facets of employees and student experiences at the university, including in policies, processes, surveys, and culture.
5. A reduction in the gender pay-gap at the University.
6. Recommendations from gender equity and equality research are implemented as may be appropriate and monitored where possible.
7. Continued steps to improve awareness and understanding of gender diversity and inclusion, and the barriers to gender equality, to improve study and work experiences for students and employees.
8. Availability of feedback and comment channels for employees and students, and mechanisms to monitor, consider and address those to improve student and employees experiences at the university.

DEDICATED RESOURCES

Te Kunenga ki Pūrehuroa Massey University is a welcoming place for all our people, and we provide different resources to ensure a safe and inclusive environment.

Resource/Group	Description
Senior Advisor, Diversity, Equity & Inclusion	The University has a Senior Advisor within the People & Culture team with responsibility for providing expertise for DEI across the University to support the achievement of positive evidence-based equity outcomes that align with the University's strategic direction, policies and values. This role provides specialist advice and guidance on matters of policy, practice and resources focusing on equitable outcomes. The position also contributes to shaping and implementing our DEI strategies, initiatives, and actions.
Pay and Employment Equity (PaEE) Implementation Group	The PaEE is a joint group made up of the University and Unions representation. The group meets periodically on actions that are being progressed, and to identify the next areas of focus.
Rainbow Wellbeing Advisor	The Rainbow Wellbeing Advisor is available to help navigate services such as health and counselling, provide general guidance and support, and can be contacted via studentcare@massey.ac.nz . Anyone who has questions about rainbow advocacy or policy, or who wants to get involved with rainbow and takatāpui initiatives can contact via rainbow@massey.ac.nz .
Women@Massey	Women@Massey is a self-organised women's community group for support and advocacy that receives some enabling financial support from the University.
Kāhui Irarau	The University connects rainbow community students, staff and alumni via Kāhui Irarau, which is a social platform currently available via Facebook and Instagram. https://linktr.ee/kahui.irarau
UniQ	UniQ is a rainbow and takatāpui diversity group that operates on each campus. It is run by and for rainbow students and organises social meetups and events, and provides advice, advocacy, and support. https://www.tetiraahupae.ac.nz/find-a-club/
RĀTĀ Group	The Rainbow and Takatāpui Advisory Group is made up of students and staff members committed to the rainbow and takatāpui community development at the University. The Group meets monthly.
Rainbow student representatives	Four part-time rainbow student representatives, at each of the three University campuses and for distance students, are appointed to engage with their respective communities.

Student advocates	Professional student or welfare advocates offer practical advice and support in any area that affects student welfare and wellbeing, including harassment and discrimination.
Employee Assistance Programme (EAP)	EAP Services offer employees a wide range of support services that includes counselling; financial guidance; career guidance; legal guidance; fitness coaching; nutritional support; health coaching and sleep coaching.

Legislative/Regulatory Framework

Legislation	Description
Education and Training Act 2020	<p>The University must include in its annual report a summary of its EEO programme and an account of the extent to which it was able to meet the EEO programme for each year.</p> <p>The University must foster equity of access for all staff and students.</p>
Public Service Act 2020	<p>The University must develop and publish an EEO programme aimed at the identification and elimination of all aspects of policies, procedures, and other institutional barriers that cause or perpetuate (or tend to cause or perpetuate) inequality in respect to the employment of any persons or group of persons.</p> <p>The University has an obligation to ensure that its EEO programme is complied with.</p>
Human Rights Act 1993	<p>The University must not refuse to admit, deny or restrict access, or exclude any person by reason of any of the prohibited grounds of discrimination.</p> <p>Prohibits the University from discriminating against any employee, job applicant or contractor on the grounds of sex, marital status, religious belief, colour, race, ethnic or national origin, disability, age, political opinion, employment status, family status or sexual orientation.</p> <p>An employee can decide to make a complaint of discrimination or harassment to the Human Rights Commission.</p>
Parental Leave and Employment Protection Act, 1987	<p>Provides leave entitlements which may be shared by both parents during a child's first year of life. It may also be used by adoptive parents of a child under six years of age during the first year the child becomes part of the adoptive family.</p> <p>Reference to rights under this Act is included in employment agreements. Employees are eligible for both the benefits under their employment and under government legislation.</p>
Equal Employment Opportunities Employers' Group Charter	<p>The University is a signatory to the Equal Employment Opportunities Employers' Group Charter (under Te Uru Tāngata Centre for Workplace Inclusion). By signing the Charter, the university has agreed to develop and maintain a policy that endorses EEO; develop plans to achieve EEO goals with specific actions, performance measures and senior management accountabilities.</p> <p>The University has achieved and seeks to maintain Rainbow Tick.</p>



Gender equity issues addressed in university policies

The University supports and manifests its commitment to gender equality through its policies, procedures and guidelines. Some examples are provided in the table below.

Policy	Description
Academic Freedom Policy	Academic freedom and freedom of speech, research, research-informed public engagement, teaching, and the expression of views is strongly defended at the University. An environment, spaces, opportunities and platforms are provided where all voices can be heard and, where appropriate, provides access to security and protection. As an academic and professional community, we seek to affirm the dignity of our fellow human beings in a way that encourages the recognition of difference and enhances inclusiveness. The University recognises the need to reflect the diversity of the communities we serve, and it is important that all members of those communities feel welcomed by our university, and that they can contribute to the learning process – theirs and that of others – in a way that encourages participation and success, rather than silencing or marginalising them.
Appointment to Supernumerary Academic Positions Policy	This policy supports the development and entry into academic career pathways for persons in employee categories which are considered to be under-represented in the University's academic workforce.
Compliance Policy	University policies, procedures, guidelines and processes must reflect not only legislative compliance requirements, but also compliance requirements in respect of mandatory or voluntary codes or sector standards, within a framework that encompasses the principles of commitment, transparency, capability, competency, and positive action.
University Council Appointments Statute 2023	So far as is reasonably practicable, the Council will appoint members to reflect the gender, ethnic and socio-economic diversity of the communities served by the University.
Employee Support Services Policy	The University is committed to providing an enabling work environment where employees are encouraged and assisted in seeking help in resolving personal and professional problems that may affect their work performance and health and wellbeing. Employee Assistance Programme Services are the primary external, independent support agency who are contracted by the University to provide support for employees.
Equal Employment Opportunities Policy	The University's commitment to the principle of equal employment opportunities is reinforced by its Equal Employment Opportunities Policy.
Equity of Access to Educational Opportunities Policy	The University is committed to reducing barriers and providing equity of access to educational opportunities for all current, prospective, and future students who meet the University's entrance requirements, irrespective of diverse characteristics such as age, belief, colour, disability, employment status, ethnic or national origins, family status, marital status, race, religion, gender, or sexual orientation.



<u>Fieldwork Safety Guideline</u>	Fieldwork involving mixed gender students should consider that mixed gender staffing (which may include suitable post graduate students) is provided, and in the event that it cannot, should be clearly communicated to participants.
<u>Harassment and Discrimination at Work Policy</u>	The policy provides information for employees about what constitutes harassment; resources for seeking advice, information and support; and promotes the prevention of all forms of discrimination and harassment across the University.
<u>Harassment and Discrimination Resolution Procedures</u>	The procedure provides employees with clear steps dealing with any incidences arising including the raising of a complaint or personal grievance if they experience harassment or discrimination. The University provides independent, professional, and confidential EAP support to staff in instances of harassment.
<u>Harmful Sexual Behaviour Policy</u>	The University is committed to reducing harmful sexual behaviours through promoting a safe campus, healthy relationships, and a supportive culture, which encourages reporting of incidents and ensures that they are dealt with sensitively and as per already existing policies or regulations. The University considers all sexual violence unacceptable and will not tolerate sexual violence in any form. The safety and wellbeing of the person disclosing or making a formal complaint of sexual violence is a priority of the University.
<u>Policy on Staff Conduct</u>	The University endeavours to provide a safe, healthy, supportive, and equitable work environment that enables all employees to carry out and meet their responsibilities. In line with this, the University seeks to ensure that discrimination and harassment are not tolerated within the working environment.
<u>Retirement Policy</u>	All staff will be subject to the retirement provisions of their employment agreement, irrespective of gender or gender identity.
<u>Staff Recruitment Policy</u>	<p>This policy underpins the University's recruitment activity as an equal opportunities employer. Appointments are made on the basis of relevant merit while ensuring we meet our legislative and contractual responsibilities. All reasonable care is taken to avoid bias through each step of the process including:</p> <ul style="list-style-type: none"> • An unbiased Job Description and Person Specification. • Neutral wording in advertising for all diversity categories. • Recognition of the added value of flexible work practices. • A balanced and appropriate selection panel. • Interviewed candidates are assessed equitably and transparently.
<u>University Workloads Policy</u>	Staff members will be allocated equitable, reasonable and safe workloads through a mechanism that is comprehensive and transparent. This means that staff members with comparable levels of appointment and responsibilities should have similar workloads.





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