



Diversity, Equity, and Inclusion related high use terms

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Access, accessible, accessibility

Definition

Accessibility means everyone can do things like

- Get into buildings
- Use services
- Get information in a way that can be understood

Accessibility is what we should expect to be in place for disabled people without them having to ask.

Physical accessibility includes being able to navigate the built environment with ease and dignity.

Digital accessibility involves being able to navigate the online environment and gain access to information. This may involve tools and platforms that are compatible with assistive technology.

Example of usage

The same accessibility initiatives that enable me to enter buildings with my mobility aids also assist my student to move through the campus with a pram. We both benefit.

Key points

The principles of Universal Design, and Universal Design for Learning (UDL) are often referred to when speaking about accessibility.

Through Te Ara Tautika | The Equity Policy, The University and its members are responsible for “Enabling all members of the University community and those seeking to join it to experience equitable access, participation, and success.”

Sources

[Definitions, concepts and approaches](#) (Office for Disability Issues)

[NZ Disability Strategy: Outcome 5- Accessibility](#) (Office for Disability Issues)

[The Principles of the Accessibility Act](#) (Access Matters, 2021)

[Introduction to Web Accessibility](#)

[Te Ara Tautika | The Equity Policy](#) (Waipapa Taumata Rau | University of Auckland)

Accommodation, adjustment

Definitions

Reasonable accommodation is defined by the [United Nations Convention on the Rights of Persons with Disabilities](#) as necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden.

In addition, the UN Convention advises:

- where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.

The [Office for Disability Issues](#) lists examples of reasonable accommodation¹ that include:

- flexible hours or part-time hours in employment
- ramps for access
- a New Zealand Sign Language (NZSL) interpreter for meetings or events, and
- additional time for tests and examinations in educational settings.

Adjustment While reasonable accommodations are reflected in domestic legislation, an adjustment covers modifications or changes which may be sought by a broad and diverse range of people, including staff and students with disabilities.

Example of usage

As an **accommodation** to those who are mobility-impaired, the University of Auckland installed a wheelchair lift outside the main entrance to the ClockTower.

A workplace **adjustment** taken up by many staff with young children is to work part time, or more flexible hours.

Key points

Accessibility is the baseline of equal service, and accommodation is the support to ensure an individual can participate even with accessibility in place.

Sources

[Office for Disability Issues](#)

[The Principles of the Accessibility Act](#) (Access Matters, 2021)

[United Nations Convention on the Rights of Persons with Disabilities](#)

¹ Interpretation of what is considered 'reasonable' is not always agreed, and case law in this area is evolving both in New Zealand and overseas.

Carers

Definition

Carers are people who care for friends, family, whānau and aiga members with a disability, health condition or illness who need help with everyday living.

Example of usage

The manager of a staff member, who is a carer for their elderly and unwell mother, supports them by:

- Approving flexible working arrangements, including flexible hours and working from home when needed
- Agreeing that they can attend medical and other appointments with their mother using their sick leave or time in lieu.

Key points

Mahi Aroha, the [Carers' Strategy Action Plan 2019-2023](#), identifies that young carers do not always access the support they need. Caring can impact their participation in study, their transition into paid employment, and the usual things young people do. This can have significant impacts on their opportunities later in life.

Sources

[The New Zealand Carers' Strategy](#)

Gender pay gap

Definition

Gender Pay Gaps are broad indicators of gender equity in workplace culture and conditions, and are based on the differences in median hourly pay rates between genders in an organisation. An organisation can have equal pay, and pay equity, and still have a Gender Pay Gap.²

Example of usage

We plan to report gender pay gaps annually. This will help us to identify trends over time and understand whether our efforts to close the gaps are making a difference.

Key points

Equal Pay

If pay is equal it means that people of all genders are paid the same for doing the same work in the same organisation.

Pay Equity

If pay is equitable it means that people of all genders are paid the same for work that is different but of equal value.

Sources

[Gender pay gap](#) (Waipapa Taumata Rau | University of Auckland, 2024)

[2024 Gender Pay Gap Report](#) (Waipapa Taumata Rau | University of Auckland, 2024)

² The causes of gender pay gaps are complex, and inequities in the labour market and society are the result of long-held views and practices around gender roles.

Intersectionality

Definition

Intersectionality refers to the ways in which different aspects of a person's identity can expose them to overlapping and compounding forms of discrimination and marginalisation.

Examples of aspects of a person's identity that can often intersect are their gender identity, ethnicity, disability, religious faith, and sexuality.

Example of usage

[Te Ara Tautika | The Equity Policy](#) states that the University and its members are responsible for considering intersectionality and its effects, in order to effectively remove barriers to access, participation and success.

Key points

The term intersectionality originated from the work of American civil rights advocate and critical race theory scholar Kimberlé Williams Crenshaw in 1989. She used it to describe the cumulative effects of multiple forms of discrimination on women of colour.

Sources

[Te Ara Tautika | The Equity Policy](#) (Waipapa Taumata Rau | University of Auckland)

Low socioeconomic background (SEB)

Definition

Socio-economic background takes account of social and economic factors including parents' educational qualifications, parents' occupations, household income, the level of reliance on government income support and the level of household overcrowding.

Example of usage

One of my friends entered higher education later than the rest of us. She was from a lower socio-economic background than many of our peers, and had to start working as soon as she finished high school to help support her family.

Key points

Socio-economic circumstances can lead to barriers for students in reaching their full potential in educational achievement. Undergraduate targeted admission schemes can improve access to higher education for students from low socio-economic backgrounds.

Sources

[Students from low socio-economic backgrounds](#) (Waipapa Taumata Rau | University of Auckland)

[Health and society](#) (Te Ara)

[The Equity Index](#) (Ministry of Education)

Parent, parenting

Definition

Parents can be biological, legal or social. There are many types of parents, including same-sex parents, step-parents and adoptive parents.

Parenting: The raising of a child by their parents; the act or process of becoming a parent; taking care of someone in the manner of a parent.

A **non-gestational parent** is a parent who did not physically give birth to the new child. The non-gestational parent may or may not have contributed genetic material to the conception. This is common in LGBTQIA+ family journeys.

Example of usage

Parent Spaces are available across multiple buildings and campuses at the University so that parents can access secure, quiet rooms to care for their young children.

Key points

Many assumptions about parenthood are derived from cisnormative and heteronormative concepts. The realities of genetic and gestational parenthood, as well as legal parenthood are more complex.

Whāngai parents (matua whāngai) of a child aged under six years can apply for paid parental leave for the period of time when the child begins living with them.

Sources

Darwin, Z., & Greenfield, M. (2022). Gestational and non-gestational parents: challenging assumptions. *Journal of Reproductive and Infant Psychology*, 40(1), 1–2.

<https://doi.org/10.1080/02646838.2021.2020977>

[Parenting](#) (Merriam-webster dictionary)

[Parenting](#) (Te Ara)

[Whāngai adoption](#) (Citizens Advice Bureau, 2023)

[Parenting / Breastfeeding Spaces](#) (Waipapa Taumata Rau } University of Auckland)

Strength based

Definition

A **strength based approach** can be applied to a variety of contexts where people have been othered or marginalised. It focuses on strengths, capabilities and aspirations.

In disability, a strengths-based approach involves focusing on what the person is capable of, rather than what they cannot do because of their disability.

In a whānau wellbeing context, a strength based approach affirms that people have the power and ability to change their own lives, if supported to identify and value their strengths and resources.

Example of usage

A strength-based approach made a lot of difference in my classroom. I have high expectations of my students, and now they have high expectations of themselves.

Key points

Once strengths and aspirations have been recognised, it is important to build on these and support these so that students can grow. Teachers and peers play a role in providing this support.

Sources

[Strengths-based approach](#) (He Pikorua)

[Using a strengths-based approach](#) (Tākai)

[Connecting pathways with strengths and aspirations](#) (TKI Te Kete Ipurangi Inclusive Education, 2016)

[Building on strengths and aspirations](#) (TKI Te Kete Ipurangi Inclusive Education, 2016)

Structural barriers

Definition

Structural Barriers are obstacles that collectively affect a group disproportionately and perpetuate or maintain stark disparities in outcomes. Structural barriers can be policies, practices, and other norms that favour an advantaged group while systematically disadvantaging a marginalised group.

Example of usage

My boss always schedules important team meetings for 3pm, but this is a structural barrier for all the team members who need to collect children from school.

Sources

[Systemic Barriers](#) (Together We Will)

Matthews AK, Abboud S, Smith AU, Smith C, Jeremiah R, Hart A, Weaver T. Strategies to address structural and institutional barriers to success among students of colour in nursing programs. *Journal of Professional Nursing*. 2022 May-Jun;40:96-104. doi: [10.1016/j.profnurs.2022.03.005](https://doi.org/10.1016/j.profnurs.2022.03.005).

Whānau

Definition

Whānau³ includes physical, emotional and spiritual dimensions and is based on whakapapa. Whānau can be multi-layered, flexible and dynamic.

Whānau relationships include whāngai⁴ children and those who have passed on. There are roles and responsibilities for individuals and for the collective. The structure of whānau can vary from immediate family to much broader collectives.

Example of usage

I consider my research group to be my whānau.

My colleague went to visit his whānau up North.

Key points

Whānau is often translated as ‘family’, but its meaning is more complex.

Sources

[Whānau – Māori and Family](#) (Tai Walker, Te Ara, 2011)

Metge, Joan. *New growth from old: the whanau in the modern world*. Wellington: Victoria University Press, 1995.

[Whāngai](#)

³ The most important features of whānau that distinguish it from family and other social groupings are whakapapa, spirituality and the responsibility to marae and hapū. As well as descent-based whānau, there are also whānau who come together for a common purpose- whakapapa-based whānau and kaupapa-based whānau.

⁴ Whāngai children is when a child is raised by members of the whānau.