



MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HĪKINA WHAKATUTUKI

EQUITY, DIVERSITY & INCLUSION CAPABILITY FUND

INVESTMENT PLAN 2021–2024

[New Zealand Government](https://www.govt.nz)



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI

Ministry of Business, Innovation and Employment (MBIE)

Hīkina Whakatutuki – Lifting to make successful

MBIE develops and delivers policy, services, advice and regulation to support economic growth and the prosperity and wellbeing of New Zealanders. MBIE combines the former Ministries of Economic Development, Science + Innovation, and the Departments of Labour, and Building and Housing.

More information

Information, examples and answers to your questions about the topics covered here can be found on our website, www.mbie.govt.nz, or by calling us free on 0800 20 90 20.

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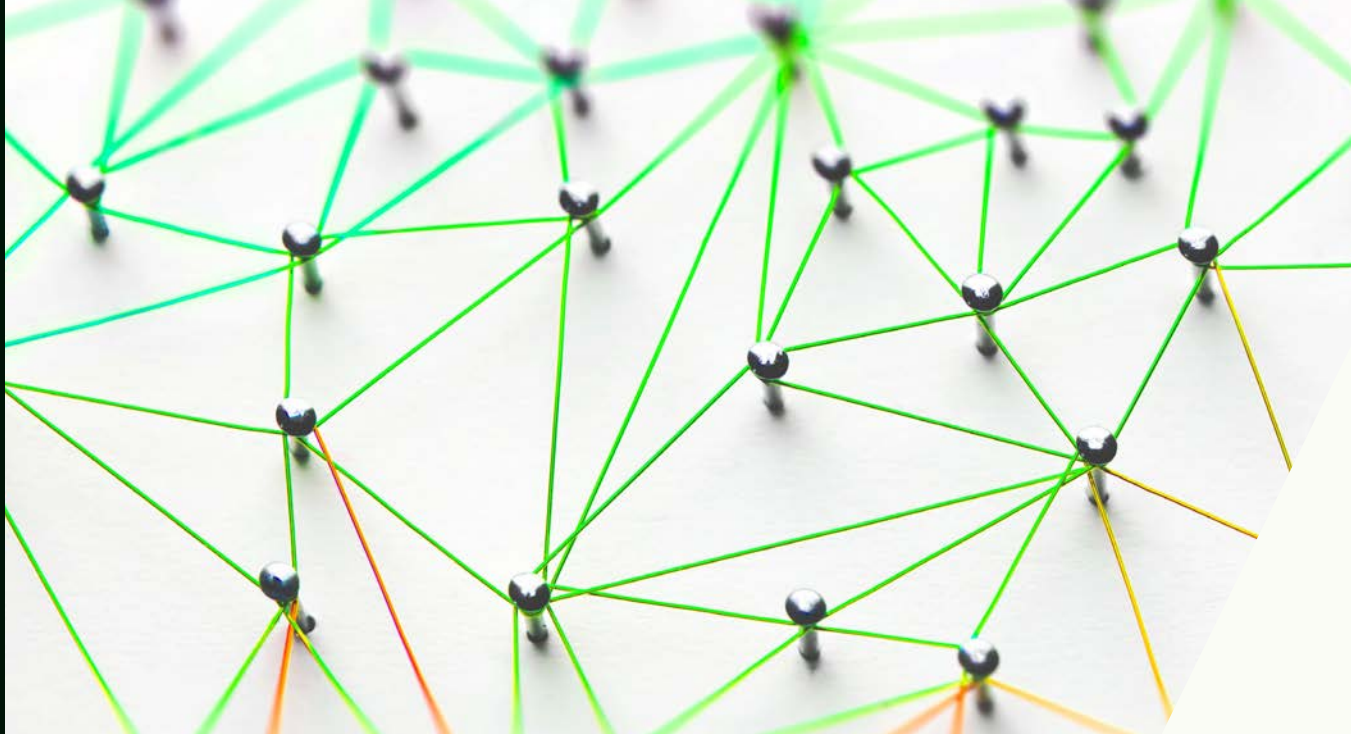
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MBIE Karakia

Tāwhia tō mana kia mau, kia māia
Ka huri taku aro ki te pae kahurangi, kei reira te oranga mōku
Mā mahi tahi, ka ora, ka puāwai
Ā mātau mahi katoa, ka pono, ka tika
TIHEI MAURI ORA

Retain and hold fast to your mana, be bold, be brave
We turn our attention to the future, that's where the opportunities lie
By working together we will flourish and achieve greatness
Taking responsibility to commit to doing things right
TIHEI MAURI ORA



KUPU WHAKATAKI PREAMBLE

Tēnā koutou

The Equity, Diversity and Inclusion Capability Fund invests in activities designed to broaden and strengthen the presence of, and support for, our diverse community in Aotearoa New Zealand's research sector.

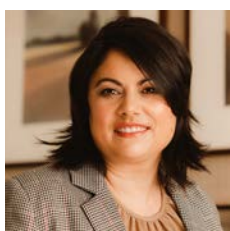
People are at the heart of the sector. A diverse and inclusive research workforce which draws from the widest range of backgrounds, perspectives and experiences possible not only lifts innovation and creativity in science for the benefit of all New Zealanders, but also underpins the strength, depth, quality and growth of our research system.

We need to ensure that we are not limiting in any way the breadth of our research talent or how our people thrive in the sector.



Hon. Dr. Megan Woods

Minister for Research, Science and Innovation



Hon. Dr. Ayesha Verrall

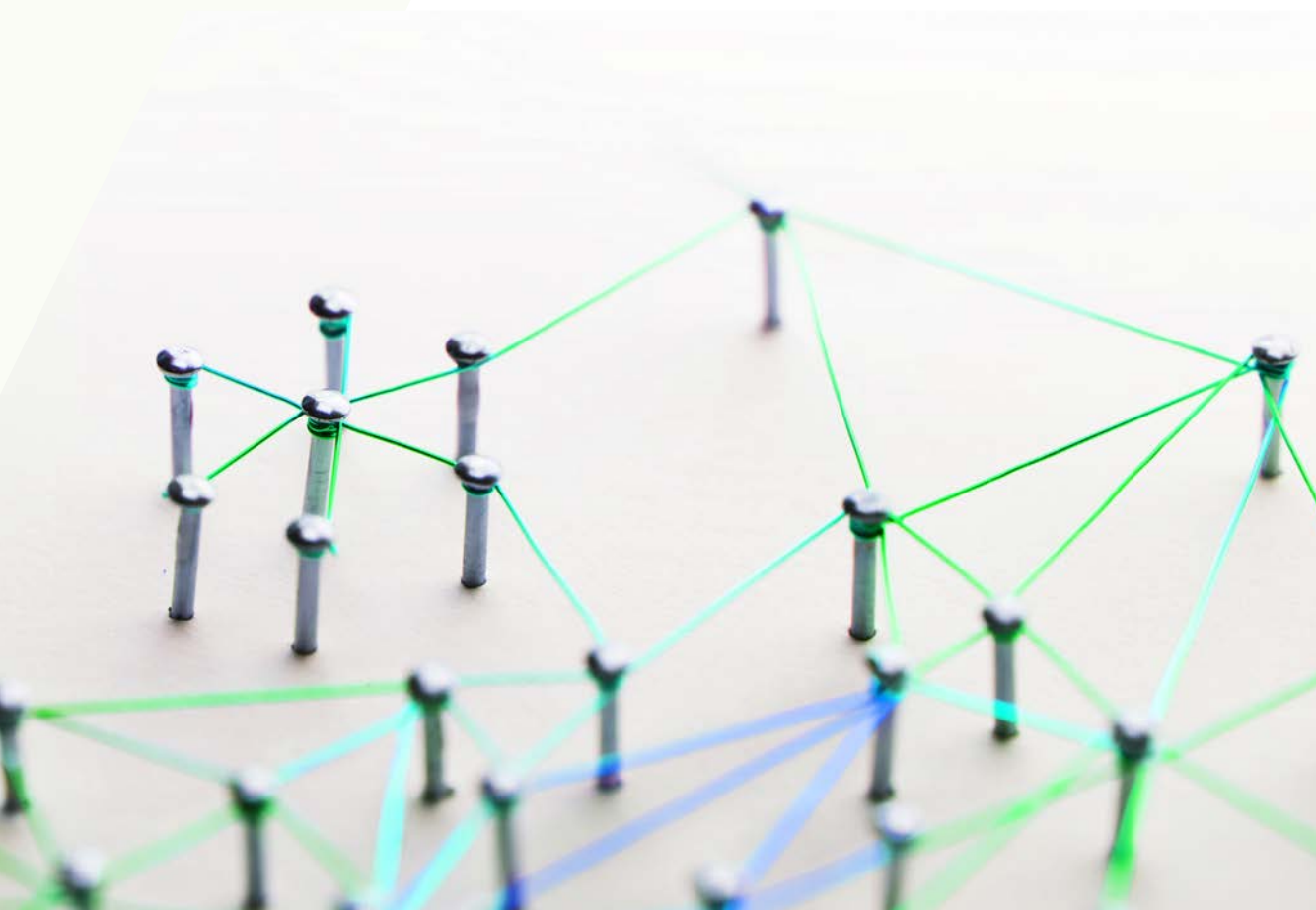
Associate Minister for Research, Science and Innovation

NAU MAI WELCOME

Hīkina Whakatutuki – The Ministry of Business, Innovation and Employment welcomes you to the Investment Plan for the Equity, Diversity and Inclusion (EDI) Capability Fund.

This Investment Plan outlines the policy and strategic context for the EDI Capability Fund, the fund's aims and objectives, and provides an overview of how the fund connects with broader EDI initiatives. This plan covers a four year period from 2021 to 2024 during which we will allocate EDI Capability Fund grants to both individual and collective proposals from Universities, Crown Research Institutes and Independent Research Organisations, and their peak bodies.

See our website for all documents, including our Diversity in Science Statement, supporting the EDI Capability Fund.



MŌ TE TAHUA ĀHEINGA ŌRITENGA, KANORAU ME TE WHAKAURUNGA ABOUT THE EQUITY, DIVERSITY AND INCLUSION CAPABILITY FUND

The EDI Capability Fund seeks to support research organisations to identify and break down barriers to attracting, retaining and growing an equitable, diverse and inclusive workforce.

The Fund aims to promote best EDI practice across Aotearoa New Zealand to ensure our research sector includes different perspectives reflecting our diverse population. The Fund will support research organisations to build stronger connections and partnerships with Māori, and to create an environment and workforce that reflects the diversity of Aotearoa New Zealand, giving equal opportunities for all to participate, grow and thrive.

Ngā Mātāpono Paihere i te Waihanga i te Tahua Āheinga Principles Underlying the Design of the EDI Capability Fund

A set of three principles guide the management of the EDI Capability Fund. These principles frame the objectives and key design features of the Fund.

Principle 1: Te Whakahirahiratanga Awareness of areas of significance

We want organisations to prioritise populations that are under-represented in the science system and to take an inter-sectional approach when appropriate. That is, organisations should be aware that identity and, in turn, inequity are multi-faceted; therefore, in tackling barriers, organisations cannot have a one size fits all approach to their analyses and/or activities.

Principle 2: He Hāpai i te Tiriti o Waitangi Upholding the Treaty of Waitangi

The principle of partnership in te Tiriti will be a central element of EDI initiatives supported by this fund. Organisations will need to ensure that they partner with Māori to identify and remove barriers to Māori, so that Māori may participate in and access all the tools and supports of the RSI system on an equitable basis. Organisations should also consider where Māori might have specific interests, rights, or unique potential and capabilities in RSI activities and within the RSI system.

Principle 3: Te whāngai mōhio ki ngā upane-whakarerekē EDI Informing an EDI step-change

The Government seeks to support a step change in our research sector's ability to attract, retain and promote a diverse workforce. The fund will help organisations to develop the tools and relationships needed to achieve a positive culture change and enduring transformation, enabling an equal participation of individuals regardless of gender, ethnicity or any other aspect of identity.

TUMANAKOTANGA

INVESTMENT OBJECTIVES

The EDI Capability Fund investment objectives are:

For research organisations, to:

- › Attract and retain the full range of talent available in New Zealand.
- › Increase commitment to eliminating bias, build inclusion and encourage positive culture change that benefits all staff.
- › Prioritise equity, diversity and inclusion.
- › Disseminate best practice.
- › Increase collaborative approaches, including resource and knowledge sharing between organisations to grow EDI capability.
- › Analyse their current state and to understand what is needed to create an equal, diverse and inclusive system.
- › Create responsive approaches to improving equity, diversity and inclusion that reflect organisation's unique contexts.

For the sector, to:

- › Achieve full participation of individuals regardless of gender, ethnicity, or any other aspects of identity.
- › Foster a community of practice through a collaborative, sector-wide approach to equity, diversity and inclusion.
- › Encourage collaborative solutions and make best practice mainstream.
- › Improve the monitoring and measuring of EDI capability.
- › Improve the quality and impact of science and research produced.



KA RERE TE MANU

INVESTMENT SIGNALS

The EDI Capability Fund's investment signals highlight the areas in which we expect to see impact from EDI Capability Fund investments.

There is no one way to improve equity, diversity and inclusion. We encourage research organisations to propose initiatives that address their EDI inequities, that work within and with their own contexts, and that will ultimately lead to an EDI step-change in their workforce and practices.



Manawanui Commit

Organisations and their leaders commit resource to enhance their equity, diversity and inclusion capability and prioritise attracting, retaining and promoting a diverse workforce.



Wetewete Analyse

Organisations analyse and report their workforce diversity and how researchers advance through their careers, to understand the barriers and progress of all groups.



Mahi Tahī Collaborate

Organisations collaborate and share best practice across the sector, for a sector-wide approach to identifying and tackling barriers.



Karawhiua Act

Organisations tackle the barriers they identify, and design and implement actions that create an enduring transformation for their workforce.



NGĀ WHAI WĀHITANGA TUKU PŪTEA THE FUNDING OPPORTUNITIES

In October 2019, the Minister of Research, Science and Innovation announced \$6m¹ for organisational equity, diversity and inclusion capacity building. With these resources, we will support initiatives that encourage diversity in science and the pipeline of talent.

We anticipate around \$4m¹ will be allocated for the EDI Capability Fund.

We invite research organisations and their peak bodies in Aotearoa New Zealand looking to address and/or uplift their capability to identify and remove EDI barriers within their workplace to apply for funding from the EDI Capability Fund. Organisations are welcome to apply individually or in collaboration with one or more partner(s).

Full details on fundable activities, the eligibility criteria, the application process, the assessment criteria against which eligible applications will be assessed, and the reporting requirements will be detailed in a Call for Proposals.

Investment decisions are influenced by:

- › available funds for investment, and may be subject to government changes to investment levels or appropriations
- › the quality of applications received, with final decisions of funding made by MBIE.

¹ NZ Dollars, GST exclusive

TE TAHUA ĀHEINGA EDI I ROTO I TE HOROPAKI Ā-MOTU

THE EDI CAPABILITY FUND IN THE NATIONAL CONTEXT

This EDI investment is one of many government and research sector initiatives aimed at achieving an inclusive, equitable and diverse science system by supporting the removal of barriers at different levels.

PRIMARY & SECONDARY SCHOOL EDI INITIATIVES

ONE-OFF INITIATIVES

- › DiscoveryCamp
- › Gatehouse Travel Award

ONGOING INITIATIVES

- › NZQA
- › Pūhoro STEM Academy
- › Toloa
- › Amanaki STEM Academy
- › Women in engineering target and network
- › Te Waka STEM

RESEARCH SECTOR EDI INITIATIVES

ONE-OFF INITIATIVES

- › UoO Conference Assistance
- › Te Punenga

ONGOING INITIATIVES

- › Te Koronga
- › Royal Society Te Apārangi: Fellowships
- › VUW Assistant Vice-Chancellor, Pasifika
- › Te Kupenga o Mai
- › Tuākana Programme
- › VUW Women in Tech Group
- › Undergraduate Women in Science Network
- › Āwhina
- › Oritetanga Learner Success (TEC)

TERTIARY EDUCATION EDI INITIATIVES

ONE-OFF INITIATIVES

- › Ngā Pae o te Māramatanga Publication Support Grant
- › Ngā Pae o te Māramatanga Postdoc Research Fellow
- › Eru Thompson Māori Postdoc Fellowship
- › Māori Health Research Postdoc Fellowship
- › Financial aid, such as Tertiary Scholarships for women and iwi
- › Capstone Editing Early Career Academic Research Grant for Women
- › Pacific Emerging Researcher First Grants
- › Rangahau Hauora Training Grant

ONGOING INITIATIVES

- › Kia Ngaringai Māori staff recruitment programme
- › AUT Māori and Pacific Early Career Academic Programme
- › Māori Health Research Career Development Awards
- › UoA Women in Science Network
- › NZ Women in Leadership Programme
- › The Diversity Agenda
- › Royal Society Te Apārangi: Diversity Policy
- › Ako Aotearoa

OTHER GOVERNMENT EDI INITIATIVES

ONE-OFF INITIATIVES

- › PBRF Review
- › Marsden Fund Fast-Start Grant
- › CoRE criteria
- › HRC double-blind peer review
- › CRI Letters of Expectation
- › A Nation of Curious Minds
- › Vision Mātauranga Capability Fund
- › Diversity in Science Statement
- › MBIE Science Whitinga Fellowships



**FOR MORE INFORMATION VISIT US
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