Our Framework

EQUITY, DIVERSITY AND INCLUSION FRAMEWORK

OUR ASPIRATIONS

The University of South Australia aspires to be a culturally competent and inclusive organisation.

OUR PRINCIPLES

1. Equity, diversity and inclusion are a key to organisational innovation and excellence.
2. We celebrate uniqueness and respect difference. We will work from a social justice and human rights perspective.
3. We commit to the removal of attitudinal and systemic barriers to participation to create culturally safe and inclusive environments, where people feel a sense of belonging and different perspectives are valued.
4. We foster a respectful environment where we value our students and staff and the University has a zero tolerance to sexual assault and sexual harassment.
5. We prioritise equity and opportunity and commit to action through strategies and plans that target disadvantaged groups.
6. We will build the cultural capacity of the organisation and ensure that resources are designed to empower people, through positive learning and developmental experiences.
7. Our leaders will commit to inclusive and collaborative partnerships, to create momentum and support positive change within the higher education sector and wider community.
8. We will be guided by evidence and the use of robust and reliable data, to ensure we achieve our commitments.

Provides solutions

Takes the initiative and delivers results

Is trusted, authentic and self aware

Communicates with impact

Leads and works well with others

OUR GOALS

SAFETY

Our University will build an environment of <u>trust</u> where individuals feel safe to disclose their needs and express their views.

We will ensure that our learning and working environments promote inclusive language and encourage practices that are mutually respectful and meet the diverse needs of those we serve and support.

Our leaders will demonstrate inclusive behaviours and act as the primary advocates for change. They will be responsible for and take action to remove systemic barriers to inclusion.

EMPOWERMENT

Our University will develop a <u>learning</u> environment where individuals can share their diverse experiences to increase the organisation's understanding of diversity and inclusion

We will build the cultural capacity of the organisation by developing a comprehensive learning and development program that reduces unconscious bias and provides individuals with the skills and tools necessary to address the diverse needs of our communities.

OPPORTUNITY

Our University will <u>collaborate</u> to involve people with lived experience in progressing our aspirations and organisational initiatives.

We will develop strategies and targeted action plans that, at a minimum, address the attraction, recruitment, retention and progression of students and staff from our prioritised groups.

We will engage with our students and staff to ensure that barriers to participation are removed and opportunities for success promoted.

INCLUSION

Our University will work towards our aspiration of inclusivity by cultivating an environment of <u>continuous improvement</u>, and measuring our progress.

We will prioritise the use of diagnostic tools that consider belonging, acceptance, connection and the satisfaction of individuals as key to inclusivity.

We will use nationally recognised benchmarks for measuring progress and acknowledge success. This will drive accountability measures through the development of an evaluation, monitoring and reporting plan which aligns to the Key Result Areas agreed with and set for our leaders.

OUR PRIORITIES

The priority groups acknowledge where significant disadvantage, racism and discrimination occurs for people in the University Community – priorities may change over time in line with the review and monitoring process.

- Aboriginal Peoples *(links to the reconciliation section on page 6 of full document)*
- Culturally diverse people
- People with disability
- People who identify as sexually and/or gender diverse
- Women, as it relates to gender equity

OUR EXPECTED OUTCOMES

As a culturally inclusive organisation we would expect to see:

- Accessible policies and practices that support and integrate the University's equity, diversity and inclusion principles
- A diverse talented workforce and student population that reflects the communities we serve and support
- High levels of employee motivation, satisfaction, engagement and retention
- High levels of student motivation and satisfaction, and increased retention and completion rates
- Increased availability of Flexible Working Arrangements across the organisation
- Reduced incidences of bullying and discrimination
- Recognition by external accrediting bodies that UniSA is meeting its obligations and leading with best practice
- Increased confidence amongst staff and students, that complaints of inappropriate attitudes and behaviours will be satisfactorily addressed

UNISA WILL BE A HIGH PERFORMING, CULTURALLY ENTERPRISING ORGANISATION; OUR CORE ATTRIBUTES EMBEDDED IN ALL THAT WE DO, BE AT THE FOREFRONT OF OUR LEADERSHIP AND REFLECTED IN THE DIVERSITY OF OUR PEOPLE AND HOW THEY WORK TOGETHER.

Framework adapted from Victoria University Wellington[17]

[17] Victoria University of Wellington 2018 *Equity, Diversity and Inclusion Framework*