



University of Southern Queensland

Our diversity and inclusion framework



University of
**Southern
Queensland**

Our diversity and inclusion framework

The University of Southern Queensland is committed to providing a framework that supports our people to achieve their full potential in a fair, inclusive and diverse environment enabled by robust diversity and inclusion strategies, policies and initiatives.

Our approach

Embracing our diversity

We are connected by our shared values and purpose, recognising all voices and the diverse communities we serve. Fostering a culture that is grounded in relationships and community, mutual respect, diversity and inclusion, and a strong commitment to ethics, integrity, accountability, collaboration and innovation, is core to our ongoing success and evolution as a University.

What does diversity and inclusion mean?

Diversity is what makes each of us unique and includes backgrounds, personality, life experiences and beliefs - all of the things that make us who we are. Diversity shapes our view of the world, our perspective, and our approach. Diversity is also about recognising, respecting and valuing both our differences and similarities based on factors including race, ethnicity, religion, age, caring responsibilities, disability, sexual orientation, gender and gender identity.

We also recognise that there are multiple intersecting identities which create collective and overlapping experiences for individuals and communities, who also hold unique needs related to identity and experience.

Inclusion is making diversity work, in a respectful way, and creating value through intentionally embracing diversity. Inclusion occurs when a diversity of people feel, and are, respected, connected, progressing and contributing to organisational success.

Acknowledgement of First Nations peoples

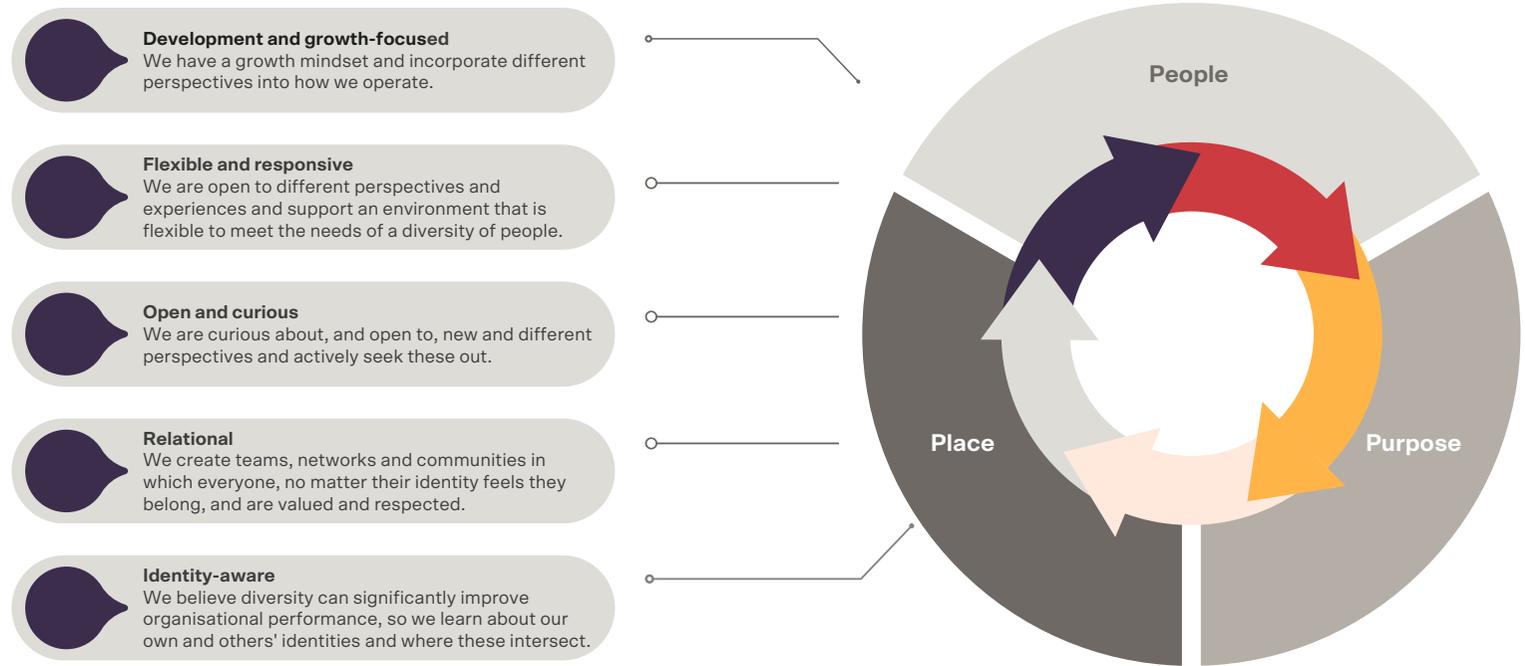
Through the UniSQ Strategic Plan, we are deeply committed to the process of empowering First Nations peoples. We acknowledge the Traditional Custodians of the lands and waterways where our University is located. Further we acknowledge the cultural diversity of Aboriginal and Torres Strait Islander peoples and pay our respects to Elders past, present and future.

Our framework

Our guiding principles

Our framework seeks to provide UniSQ's strategic commitments to developing safe and inclusive environments - socially, culturally, emotionally and physically - across all diversity factors.

The involvement of representatives from all our equity groups and identities is central to our guiding principles, and will help shape the design of our deliverables through lived experience perspectives.



Our pillars



Our values Respect | Integrity | Excellence

Our pillars

Diverse and inclusive leadership We build leadership capability to be flexible, agile, relational, diverse and inclusive.

- Our leaders represent a workforce with diversity of race, ethnicity, religion, age, disability, caring responsibilities, sexual orientation, gender and gender identity.
- Our leaders champion and model inclusive behaviours and practices and actively pursue opportunities to improve diversity and inclusion.
- Our leaders focus on empowering employees to build inclusive teams and harness diversity of thought.
- Our leaders have increased knowledge of how to be inclusive and how diversity supports innovation and performance.

Enhanced capability

Our people understand and value diversity and practise inclusive behaviours.

- Our capability aligned development opportunities meet the needs of employees for inclusion and connection.
- We have a culturally competent workforce that recognises the richness of First Nations peoples and perspectives, and respects cultural and linguistic diversity.
- Inclusion is demonstrated through enhanced focus on self-awareness, awareness of others, recognition of bias, and values aligned behaviour.
- We create opportunities for improving our lives and the lives of others through continual education and learning.

Connection

We shape a place of work that is community connected and grounded in culture and Country.

- We create a welcoming and safe place of work (psychologically, culturally and physically).
- Our culture and environment is one where people feel connected to colleagues, respected and valued and have a shared sense of purpose and belonging.
- We communicate in a way that promotes inclusion and belonging.
- Greater connection and inclusion is created within the University and, through the 'placing uni in community' First Nations blueprint, we unlock place-based knowledge exchange.

Measures and accountability

We address workforce diversity at all levels through targeted strategies and actively monitor and measure progress.

- Our workforce is reflective of the communities we serve, with entry points and pathways that support diversification of our people.
- We address workforce diversity at all levels with attraction, onboarding and development programs that seek to address bias, enhance diversity and promote equity.
- We monitor the effectiveness of our diversity and inclusion strategies and continuously monitor and measure our performance through analysis of workforce data, metrics, policies and practices.

Embedded D&I

We embed evidence-based diversity and inclusion practices in all aspects of our work.

- Our communication, systems, policies, processes and facilities are accessible, flexible, equitable and inclusive.
- We design ways of working that support the diverse needs of our people and allow them to perform to their full potential.
- We harness technology to increase participation and two-way communication with our people to promote equity, diversity, inclusion and wellness.
- We are recognised as an inclusive place of work through embedded and activated strategies, and enhance our brand and reputation in the marketplace to attract and retain a diverse, high-performing workforce.

Diversity and inclusion is a shared responsibility

Our goal is to reflect the diverse community in which we operate and to create a great place to work for our people. We will do this by embracing individual skills, perspectives and experiences and harnessing these for high performance and improved service delivery.

Achieving an inclusive culture, where everyone feels valued and respected, will support full participation at work along with the engagement and retention of a diverse, talented, high-performing workforce. We all have a role to play in creating an inclusive and diverse workplace culture, and contributing to the attainment of our diversity and inclusion goals:

Employees

- Support colleagues by being inclusive and becoming an active bystander to non-inclusive behaviour.
- Participate in learning opportunities to build an understanding and capability relating to diversity and inclusion.
- Actively become involved in diversity and inclusion initiatives, e.g. committees, working groups etc.
- Develop standards of responsive, competent and inclusive practice that embed principles of diversity and inclusion into the educational experience and outcomes for our students.

Managers and supervisors

- Set an example by demonstrating inclusive behaviours.
- Encourage diversity and inclusion development goals for team members.
- Encourage regular and meaningful discussions with team members on how they can contribute to improving diversity and inclusion.
- Fostering a culture where team members feel comfortable and willing to share their unique skills, knowledge, experiences and ideas.

Senior leaders and executives

- Exemplify and role-model inclusive behaviours.
- Actively pursue opportunities to increase diversity and inclusion in the workplace and decision-making processes.
- Track and measure accountabilities and audit performance.
- Provide transparency and ensure progress through regular reporting to governing bodies

Our impact

Our impact will be demonstrated through trends and changes to our work environment, outcomes and relationships including:

- Increasing the diversity of the workforce profile across all diversity groups and identities.
- Attainment of established growth targets for First Nations representation across all cohorts and work areas.
- Continued growth in gender representation at senior levels and in under-represented areas of the University workforce more broadly.
- Growth in inclusive leadership practices and behaviours.
- Continued support for the ongoing reduction of obstacles and systemic barriers to equitable participation in the workplace.
- An engaged workforce that is culturally aware and capable, and takes active measures to embed into work practices.
- Improved organisational performance and productivity through diversity of thought and decision-making.



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Shaping our future

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