

**VICTORIA
UNIVERSITY**

MELBOURNE AUSTRALIA

THE NEW WAY TO DO UNI

LGBTIQA+ & GENDER DIVERSE STRATEGY

Inclusion &
Engagement
2020 – 2023

VICE-CHANCELLOR'S FOREWORD

At Victoria University we are committed to creating a great place to work as well as doing great things within our community, with a diverse and inclusive culture where everyone is enabled to thrive. We foster a deep connection with our community to ensure social cohesion, inclusivity, participation, contribution and belonging.

We value, and are proud to support, LGBTIQ+ and gender diverse staff, students and community.

As an education institution, VU understands the role that we play in the LGBTIQ+ and gender diversity conversation and our commitment to inclusion and diversity is a part of our fabric, it underpins our moral purpose and our values. Creating a uniquely diverse workplace, and providing a rich environment to be successful in contributing in a globalised world, is our strength.

Our ongoing commitment to promoting diversity and inclusion is reflected in this strategy and it ensures that the University celebrates, educates, includes, and supports the LGBTIQ+ and gender diverse community by enhancing visibility and providing opportunities.



Professor Adam Shoemaker
Vice-Chancellor and President

Acknowledgement of Country



Victoria University acknowledges the Ancestors, Elders and families of the Boonwurrung, Woiwurrung (Wurundjeri) and Wathaurung (Wadawurrung) on our Melbourne campuses, and the Gadigal and Guring-gai people of the Eora Nation on our Sydney campus as the traditional owners of University lands.

We pay respect to the deep knowledge embedded within the Aboriginal communities and their ownership of Country.

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INTRODUCTION

Victoria University strives to foster a welcoming and inclusive environment where all staff and students are respected, valued and enabled to thrive.

The more diverse perspectives, identities, and experience of our staff and students, the better our working environment, research and educational experience of our students. Diversity and inclusion is integral to the University's vision and mission.

The LGBTIQ+ and Gender Diverse Strategy 2020 – 2023 outlines the University's goals and aspirations over four years.

The strategy has four key areas of focus:

- ◆ Culture and Visibility;
- ◆ Education and Staff Development;
- ◆ Senior leadership Support and
- ◆ Policy and Practice

Activities under each of these areas aim to contribute to a more inclusive work and learning environment for the LGBTIQ+ and gender diverse community at the University and beyond..

The LGBTIQ+ and gender diverse community are significantly more likely to be subjected to discrimination, homophobic and transphobic behaviour, and more vulnerable to isolation and mental health issues. The University and the Strategy aim to create a work and learning environment that is safe, non-discriminatory and inclusive for everyone.

The collaborative efforts within the University, to deliver on the Strategy will result in positive and impactful change for the LGBTIQ+ and gender diverse community.



ACTION PLAN

1. Culture & Visibility

Victoria University prides itself on fostering an inclusive culture that welcomes and celebrates the LGBTIQ+ and gender diverse community. The University provides opportunities for all staff to participate in celebratory activities. It also seeks to increase the visibility of the LGBTIQ+ and gender diverse community through communications and information to staff at all levels, to promote inclusive practices and to create a positive and respectful work environment.

ACTION	2020 – 2021	2022 – 2023	RESPONSIBILITY
Celebrate and promote days of significance to LGBTIQ+ and gender diverse community	<ul style="list-style-type: none"> Review and assess communications and initiatives and improve as required Engage Brand & Marketing, Media & Corporate Communications and collaborate with other teams to assist with promotion of days internally and externally Celebrate intersectionality within the LGBTIQ+ community and engage with other calendar events where relevant Monitor attendance and participation Coordinate activities, events and communications 	<ul style="list-style-type: none"> Review and revise promotion and communication strategies as appropriate Engage with Brand & Marketing, Media & Corporate Communications & Student Services teams to review and improve strategies as appropriate Monitor attendance and participation Coordinate activities, events and communications 	Associate Director, Inclusion & Engagement Pride & Ally network Brand & Marketing Media & Corporate Communications
Increase presence at Midsumma Festival/ Pride March and other external events	<ul style="list-style-type: none"> VU to register and attend Pride March Pursue funding to provide more visibility and presence at march Engage Brand & Marketing, Media & Corporate Communications, and collaborate with other areas of the University to develop strategies to increase visibility at events Increased student and staff presence at events 	<ul style="list-style-type: none"> Annually increase numbers and engagement of staff and students attending Pride March Pride & Ally network to host a Midsumma Westside event, potentially partnering with local businesses 	Associate Director, Inclusion & Engagement Executive Sponsor, Pride & Ally network Brand & Marketing Media & Corporate Communications Pride & Ally network
Promote Pride & Ally network	<ul style="list-style-type: none"> Increase the visibility of LGBTIQ+ women within the network and across the University Produce, distribute and promote education materials for staff and new staff at induction Provide regular information about how to join the network Provide Ally or LGBTIQ+ materials available for staff (e.g. badge, lanyard) Create profiles of Pride & Ally network members 	<ul style="list-style-type: none"> Assess and review initiatives in place, celebrate success and set new objectives for improvements Acknowledge Pride & Ally network members' and contributions 	Associate Director, Inclusion & Engagement Executive Sponsor, Pride & Ally network Brand & Marketing Organisational Development Pride & Ally network
Review and increase material and resources on VU intranet, website and communications	<ul style="list-style-type: none"> Update and revise material on intranet and include timely reference and promotion of days of significance Enhance existing digital resources for staff Revise relevant intranet pages and external webpages Establish Pride & Ally network page on Yammer and encourage interaction with staff 	<ul style="list-style-type: none"> Develop videos and online articles about the network and LGBTIQ+ community Review and update intranet pages, website and online content to refresh the look and message of the pages. Maintain Yammer as an interactive communication tool. Review and update LGBTIQ+ intranet page 	Associate Director, Inclusion & Engagement Pride & Ally network Media & Corporate Comms
Facilities for LGBTIQ+ and gender diverse staff	<ul style="list-style-type: none"> Existing all gender facilities to be visible and promoted, with informed messaging from leadership Education provided for staff and leaders All gender toilets to be included in planning of new spaces 	<ul style="list-style-type: none"> Review and revise education provided for staff and leaders Continue to promote all gender facilities, with informed messaging from leadership 	Facilities Space Management Associate Director, Inclusion & Engagement Executive Sponsor, Pride & Ally network Brand & Marketing

2. Education & Staff Development

The University recognises that education, including staff development, is key to creating and maintaining an inclusive environment. Better understanding and knowledge of diverse communities, including the LGBTIQ+ and gender diverse community, enables leaders, managers, allies and all staff to practice respectful and inclusive behaviours. Providing staff with development opportunities also ensures University staff are informed of contemporary practices and approaches to supporting diverse communities.

ACTION	2020 – 2021	2022 – 2023	RESPONSIBILITY
Provide and promote online and face-to-face learning and development for staff	<ul style="list-style-type: none"> ◆ LGBTIQ+ awareness workshops to be completed by all managers as part of induction ◆ Track attendance and participation rates in LGBTIQ+ workshops and e-learn for staff ◆ Develop and promote new online module for LGBTIQ+ Awareness (to replace existing) 	<ul style="list-style-type: none"> ◆ Online LGBTIQ+ and gender diverse awareness module to be completed by all staff by 2023 ◆ Provide reports to college and work areas to track attendance ◆ Develop and promote new online module on supporting trans and gender diverse students – for staff in student-facing roles 	<p>Associate Director, Inclusion & Engagement</p> <p>Senior Manager, Capability & Culture</p> <p>Vice-President, People & Culture</p> <p>Organisational Development</p>
Maintain and promote Pride in Diversity (PID) membership	<ul style="list-style-type: none"> ◆ Engage PID to review and give feedback on the development of strategy, policy and relevant documentation ◆ Ensure budget is provided for membership ◆ Access and promote PID workshops, courses and learning resources to staff as appropriate ◆ Consult PID for guidance on Australian Workplace Equality Index objectives (AWEI) 	<ul style="list-style-type: none"> ◆ Continued to 2023 	<p>Senior Manager, Capability & Culture</p> <p>Associate Director, Inclusion & Engagement</p>
Provide professional development for the Pride & Ally network	<ul style="list-style-type: none"> ◆ Provide Pride & Ally network members with opportunities to attend online and face-to-face workshops and events, including Gender Affirmation ◆ Provide professional development for the Pride & Ally network 	<ul style="list-style-type: none"> ◆ Continued provision of online and face-to-face education and development opportunities 	<p>Senior Manager, Capability & Culture</p> <p>Organisational Development</p> <p>Associate Director, Inclusion & Engagement</p> <p>Executive Sponsor, Pride & Ally network</p>
Provide cohort-specific education on specialised topics as required	<ul style="list-style-type: none"> ◆ People & Culture Business Partners to receive Gender Affirmation education and support ◆ Key student-facing staff cohorts to receive education focused on: <ul style="list-style-type: none"> ◆ Pronouns ◆ LGBTIQ+ Awareness ◆ Gender Affirmation 	<ul style="list-style-type: none"> ◆ Continued provision and updates as required to 2023 	<p>Senior Manager, Capability & Culture</p> <p>Associate Director, Inclusion & Engagement</p> <p>Executive Sponsor, Pride & Ally network</p>

ACTION PLAN

3. Senior Leadership Support

The University expects all leaders to be inclusive leaders. Support from University leaders for the LGBTQIA+ and gender diverse community is key to creating and maintaining a positive and respectful culture. Actions designed to enable senior leadership engagement and support will increase the impact of other action areas and lead to better inclusion at the University.

ACTION	2020 – 2021	2022 – 2023	RESPONSIBILITY
Increased engagement and understanding by senior leaders	<ul style="list-style-type: none"> ◆ Host events for senior leaders to provide opportunities for engagement and education of LGBTQIA+ and gender diverse topics, programs and activities ◆ Strategic initiatives to be sponsored by University leaders 	<ul style="list-style-type: none"> ◆ Review and improve ways to leverage senior leadership support and sponsorship 	Executive Sponsor, Pride & Ally network Associate Director, Inclusion & Engagement
Senior leaders participate in LGBTQIA+ and gender diverse awareness workshop	<ul style="list-style-type: none"> ◆ Workshops to be included as part of senior leaders induction ◆ Attendance recorded and participation encouraged 	<ul style="list-style-type: none"> ◆ Workshops to be included as part of senior leaders induction ◆ Monitor increases in participation in workshops and activities by staff ◆ Implement improvement strategy for completion rates where required ◆ Workshops scheduled for SEG and senior manager groups 	Executive Sponsor, Pride & Ally network Associate Director, Inclusion & Engagement Vice-President, People & Culture
Visible presence and support of events and days of significance	<ul style="list-style-type: none"> ◆ Senior leaders advocate for LGBTQIA+ Inclusion at an executive level externally amongst peers and internally ◆ Executives attend Pride in Diversity Executive Allies Forums ◆ Communications from senior leaders to all staff about progress made in LGBTQIA+ inclusion work and its importance to the University 	<ul style="list-style-type: none"> ◆ Increased visible support of the community, particularly at events i.e. Pride March ◆ Senior leaders to continue advocacy and speak at University LGBTQIA+ events of significance ◆ Executives to continue to attend Pride in Diversity Executive Allies Forums 	SEG Executive Sponsor, Pride & Ally network Associate Director, Inclusion & Engagement
Annual reports on LGBTQIA+ and gender diverse Action Plan to senior leaders	<ul style="list-style-type: none"> ◆ Reports to be developed and include: <ul style="list-style-type: none"> ◆ participation rates in workshops/learning sessions by area and completion rate ◆ engagement activities ◆ policy development ◆ advocacy ◆ Reports will be produced annually 	<ul style="list-style-type: none"> ◆ Reports to be reviewed and updated as required ◆ Data to be reviewed to identify areas at the University for opportunity and growth 	Senior Manager, Capability & Culture Associate Director, Inclusion & Engagement

4. Policy & Practice

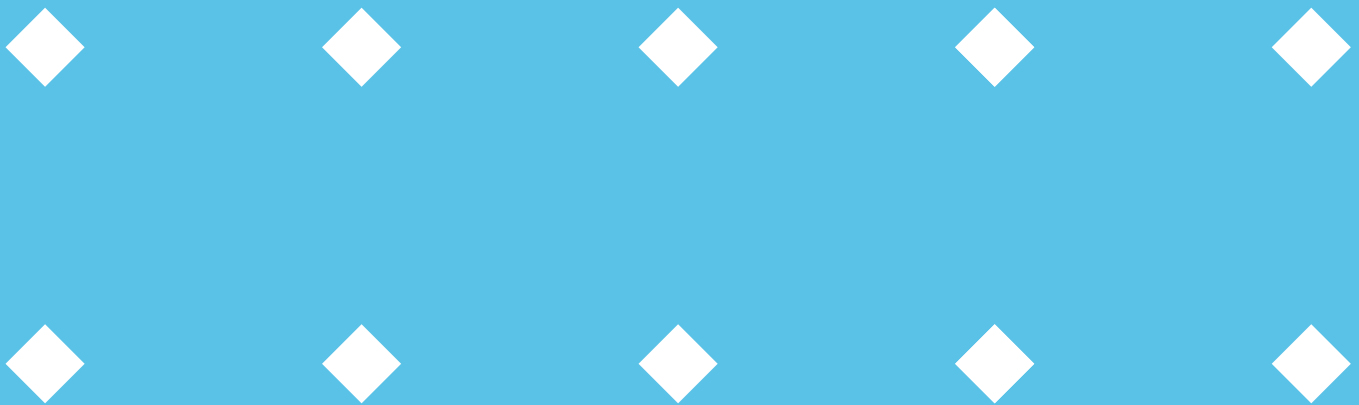
Inclusive policies and practice underpin and support an inclusive environment. Appropriate, contemporary policies also guide practice and inform staff of ways to ensure the LGBTIQ+ and gender diverse community are enabled to fully participate. Policies are a means of signalling support and inclusion of the community and are enhanced by guidelines, information and other supporting documentation to ensure staff are aware of the context and rationale for inclusive policies and approaches.

ACTION	2020 – 2021	2022 – 2023	RESPONSIBILITY
Develop gender affirmation procedure, guideline and supporting material	<ul style="list-style-type: none"> ◆ Working group established to develop materials for staff and students ◆ Appropriate professional development provided to implement suite of processes and support materials ◆ Communicate procedure, guideline and accompanying material across the University ◆ Working group established to ensure all aspects of Gender Affirmation guide, procedure and supporting material are current and processes align, including system/s for change of details 	<ul style="list-style-type: none"> ◆ Review and update professional development provided around the suite of processes and support materials ◆ Enhance education materials and resources to build on gender affirmation support at the University 	Associate Director, Inclusion & Engagement Pride & Ally network Vice-President, People & Culture Executive Director, IT Services
Inclusive recruitment	<ul style="list-style-type: none"> ◆ Training provided to People and Culture Business partners and Hiring Managers about inclusive recruitment for the LGBTIQ+ and gender diverse community ◆ Communicate VU's commitment to LGBTIQ+ inclusion on external website and internal channels 	<ul style="list-style-type: none"> ◆ Promote information regarding attraction and selection processes inclusive of the community ◆ Review data to determine impacts of inclusive recruitment practices –review and improve as required 	Vice-President, People & Culture
Review existing policies to align with best practice guidelines	<ul style="list-style-type: none"> ◆ Existing policies revised and updated to reflect best practice and alignment with AWEI ◆ Review and update policies for inclusive language 	<ul style="list-style-type: none"> ◆ Continued to 2023 	Associate Director, Inclusion & Engagement Policy Unit
Submit AWEI application	<ul style="list-style-type: none"> ◆ Review AWEI results and measure improvements from previous year's submission ◆ Identify areas for development and priorities to increase points 	<ul style="list-style-type: none"> ◆ Review previous year's AWEI results note and measure improvements ◆ Review AWEI survey with a view to participating ◆ Achieve Bronze status by 2023 	Associate Director, Inclusion & Engagement Executive Sponsor, Pride & Ally network



Inclusion & Engagement would like to thank the Pride & Ally network for their contributions to this strategy and ongoing commitment to inclusion at Victoria University.

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