

# Diversity and Inclusion Report

## December 2024

The Diversity and Inclusion Report captures key work being undertaken across the University in relation to improving the diversity and inclusion experience for both staff and students.

### Status Key

- Not yet started
- On track
- Behind schedule
- Completed

## D&I Report December 2024

	Initiative/Group	Responsible Person	Overview	Progress Update	Status
1	Athena Swan	Director, People and Culture	<p>The University attained bronze status in August 2019.</p> <p>Following five successful Cygnet awards, attained through demonstrated progress against 5 gender equity, diversity and inclusion focus areas, the University is eligible to apply for silver status.</p> <p>The program requires progression from bronze to silver status by 2026.</p>	<ul style="list-style-type: none"> <li>Flinders second of five Cygnet awards, regarding Aboriginal and/or Torres Strait Islander Students, submitted June 2024 and awarded in July 2024.</li> </ul>	Completed
				<ul style="list-style-type: none"> <li>Flinders third of five Cygnet awards, regarding Parental and Caring support for staff, submitted October 2024 and awarded in November 2024</li> </ul>	Completed
				<ul style="list-style-type: none"> <li>Cygnets scheduled for submission in:                             <ul style="list-style-type: none"> <li>2025</li> </ul> </li> <li>Application for Silver Accreditation scheduled for submission in 2026.</li> </ul>	On track
2	Indigenous Workforce strategy (IWS)	Director People and Culture	<p>The IWS was endorsed by SET in April 2022 with a range of deliverables to support Aboriginal attraction and recruitment, culture and retention, development and advancement and governance and leadership.</p>	<ul style="list-style-type: none"> <li>Development of College and Portfolio Indigenous Workforce 2023 – 2025 Action Plans</li> <li>Annual report provided to SET by IWSC in relation to progress against IWS objectives and targets</li> </ul>	On track Completed
				<ul style="list-style-type: none"> <li>University Consultative Committee quarterly reports shared with Committee.</li> <li>3% Full Time Equivalent (FTE) Aboriginal and/or Torres Strait Islander employment by 2025</li> </ul>	Completed On track
				<ul style="list-style-type: none"> <li>Development and submission of inaugural Workforce Action Plan to Minister and Department of Education.</li> <li>Preparation of IWS activity report for inclusion in annual Indigenous Student Success Program (ISSP) performance report.</li> </ul>	Completed Completed

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3	Disability Action Plan (DAP)	Director, Student Life  Director, People and Culture	The University's Disability Action Plan expired in 2016, and a new DAP is required to be collaboratively developed, inclusive of both staff and students.	<ul style="list-style-type: none"> <li>DAP To be finalised, communicated, promoted and provided to Australian Human Rights Commission in 2024.</li> </ul>	Completed
4	Reconciliation Action Plan	Office of Indigenous Strategy and Engagement	The Innovate Reconciliation Action Plan (RAP) is part of ongoing work to increase Aboriginal and Torres Strait Islander community participation, retention, and success in higher education. This is the second Innovate RAP for Flinders University and affirms its commitment to reconciliation.	<ul style="list-style-type: none"> <li>Three (3) day RAP conference delivered in Reconciliation Week 22<sup>nd</sup>- 24<sup>th</sup> May 2024 open to staff and students.</li> </ul>	Completed
				<ul style="list-style-type: none"> <li>Colleges and Portfolio's will report on their specific deliverables biannually.</li> </ul>	On track
5	Anti-Racism Statement	Director, People and Culture	Anti-racism Statement developed in collaboration with PVC Indigenous and PVC International.	<ul style="list-style-type: none"> <li>Current Racial Discrimination Webpage content being reviewed and updated for completion in early 2024.</li> </ul>	Completed
		PVC Indigenous and PVC International		<ul style="list-style-type: none"> <li>Anti-racism statement developed.</li> </ul>	Completed
6	Respect Now Always (RNA)	Director, Student Life	The Purpose of the Respect. Now. Always. Advisory Group is to provide advice to the Vice- Chancellor in respect of matters that inform Flinders commitment to providing a safe and respectful learning environment for all staff and students and the wider University community. Specifically, Flinders	<ul style="list-style-type: none"> <li>First Draft of 2022-2024- RNA – 'Safety on Campus' Action Plan to RNA Advisory Group has gone to students for consultation.</li> <li>Student and staff feedback incorporated and Final Action Plan sent back to SET for endorsement.</li> </ul>	Completed  Completed

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			actions to prevent, respond to and support those affected by sexual harassment and sexual assault at Flinders.	<ul style="list-style-type: none"> <li>Chair of RNA Advisory Group is part of a UA Working Group developing an evidence-based best practice resource to address the drivers of sexual harm and promote respectful relationships at universities. Guide development completed.</li> </ul>	Completed
			National Code is an action within the Government's Action Plan to address gender-based violence in Higher Education. It is due for release in 2025 with evidence of compliance required by 2026.	<ul style="list-style-type: none"> <li>Preparation for implementation including gap analysis and engagement with stakeholders to be undertaken during 2024</li> </ul>	On track
7	Sexual Harassment and assault policy and procedures review.	Director, Student Life		<ul style="list-style-type: none"> <li>Reviewed by Chair RNA Advisory Group, Sexual Violence Project Officer and Senior Policy and projects Officer.</li> </ul>	Completed
				<ul style="list-style-type: none"> <li>Awaiting input by P&amp;C</li> <li>Awaiting input by Governance, Legal, and Risk.</li> </ul>	Completed
				<ul style="list-style-type: none"> <li>Will then need to go to SET Sponsors for endorsement and SET for approval.</li> </ul>	On track
		Director, People and Culture		<ul style="list-style-type: none"> <li>Guidelines to be incorporated into broader complaint-handling process for staff which will also establish frameworks for reporting incidents, including sexual assault and sexual harassment.</li> </ul>	Completed

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8	Pride Committee and Network	Director, People and Culture	Initiative designed to enhance University culture by creating a more welcoming and inclusive environment for members of the Flinders community who identify as lesbian, gay, bisexual, transgender, intersex, and queer/questioning, asexual, as well as other expressions of gender, sex, sexuality, and identity (LGBTIQA+).	<ul style="list-style-type: none"> <li>TOR updated</li> <li>EOI's for Chair, Secretary and Treasurer to be circulated in 2024.</li> </ul>	Completed Completed
				Developing forward plan outlining activity of PRIDE Committee for 2025, due for completion end of 2024.	On track
				<ul style="list-style-type: none"> <li>Results received for the 2023 Australian Workplace Equality Index (AWEI) employee Survey. The annual survey provides a national benchmark on LGBTQ workplace inclusion initiatives.</li> <li>Wear it purple day promoted in FIT article</li> </ul>	Completed Completed
9	Preferred Names and Pronouns Working Group	Deputy Vice-Chancellor (Students)	This Project was developed in response to student feedback regarding the lack of consistency and ease by which students can update their preferred names and pronouns within university systems.	<ul style="list-style-type: none"> <li>The Working Group met in 2023 to discuss actions under the categories of system changes, culture change, policy review and training and education.</li> <li>2023 Leadership Program had a small group project aligned to this topic and will assist with furthering the objectives of the Working Group.</li> </ul>	Completed
		Director Student Life		Working Group successful in obtaining CIP bid to investigate system alignment.	Completed
				Procedures are being drafted and system consistencies for nominated name changes being tested.	On track
10	Best Practice Breastfeeding Friendly Workplace Accreditation	Director, People and Culture	Flinders accredited as best practice Breastfeeding Friendly Workplace.	<ul style="list-style-type: none"> <li>The University to reapply for accreditation in 2024.</li> <li>New buildings (FHMRB and City Campus) to be included.</li> </ul>	Completed

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11	Workplace Gender Equity Agency WGEA) Reporting	Director, People and Culture	Flinders university is required to undertake annual gender and pay equity workforce analysis and submit to the WGEA.	<ul style="list-style-type: none"> <li>WGEA annual report prepared, approved by VC and published.</li> <li>Compliance confirmation from WGEA received</li> <li>certificate to be issued by WGEA.</li> </ul>	Completed
				<ul style="list-style-type: none"> <li>In accordance with changes to the Workplace Gender Equality Act:                             <ul style="list-style-type: none"> <li>Executive Summary and Industry Benchmark Reports available for generation end of 2024.</li> <li>Preparation of Employer statement, to give context of Flinders Gender Pay Gap, and to accompany publication of reports.</li> <li>Executive Summary with the Industry Benchmark Report to be provided to VC and Council first meeting in 2025.</li> </ul> </li> </ul>	On track
12	Equity, Diversity and Inclusion Events	Director, People and Culture	Strategic approach to Diversity and Inclusion Events to be developed and promoted.	<ul style="list-style-type: none"> <li>Exploration of key Equity, Diversity and Inclusion (EDI) events to be supported centrally.</li> <li>EDI events live calender to be developed.</li> <li>EDI university events register to be developed.</li> </ul>	On track
				<ul style="list-style-type: none"> <li>Application for funding central events submitted and approved:                             <ul style="list-style-type: none"> <li>International Women's Day (9th March)</li> <li>Reconciliation Week (27<sup>th</sup> May)</li> <li>RUOK Day (12<sup>th</sup> September)</li> </ul> </li> </ul>	Completed
13	D&I Committee TOR and membership	Director People and Culture.	TOR include requirement to undertake annual review of TOR and Committee membership.	<ul style="list-style-type: none"> <li>Review and update TOR and membership to ensure clear lines of accountability and authority to implement and monitor D&amp;I initiatives across the University</li> </ul>	On track

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14	D&I Commitment and governance framework	Director People and Culture.		<ul style="list-style-type: none"> <li>Develop D&amp;I Commitment for launch in 2025 to cement our reputation as an employer of choice.</li> </ul>	On track
15	Equity, Diversity and Inclusion Website	Director People and Culture  Director, Student Life.	P&C consulting stakeholders and working with Marketing to update and consolidate information on Equity, Diversity and Inclusion Website, and review structure of connected content.	<ul style="list-style-type: none"> <li>Interim changes to current EO Webpages drafted and Marketing updating.</li> <li>Review and updates to Racial Discrimination page drafted. Marketing updated content.</li> <li>Consultation with stakeholders for Parental leave webpage.</li> </ul>	Completed
				<ul style="list-style-type: none"> <li>Review, consultation and updates to remaining Equity, Diversity and Inclusion webpages.</li> </ul>	On track
16	Family and Caring Guide and Webpage	Director People and Culture	Following feedback received during Athena Swan Bronze accreditation process action taken to increase visibility and awareness of family and caring supports for staff and supervisors.	<ul style="list-style-type: none"> <li>Develop family and caring guide for staff and supervisors and include checklists.</li> <li>Develop family and caring webpage, with detailed information and resources available internally for both parents and carers.</li> </ul>	Completed
17	Equity, Diversity and Inclusion Training and workshops.	Director, People and Culture.	Review and promotion of current and future Equity, Diversity and Inclusion training needs.	<ul style="list-style-type: none"> <li>Disability Awareness training under consideration (pending DAP)</li> <li>Cultural awareness training requirements</li> <li>Delivery of online unconscious bias training</li> <li>Piloting of face to face inclusive leadership workshops (professional staff)</li> </ul>	On track
				<ul style="list-style-type: none"> <li>Parental wellbeing session</li> </ul>	Completed