Diversity & Inclusion Progress and Impact Framework

**GOALS**

**TRUST AND RECOGNITION**
- We make our commitments public and measure our progress
- Our leaders are informed, accountable, transparent and ‘walk the talk’
- D&I compliant policies and procedures are consistently and transparently applied
- Unsafe, discriminatory and inappropriate behaviour is neither tolerated nor overlooked

**A DIVERSE UNIVERSITY COMMUNITY**
- Leadership reflects the diversity of our local and global communities
- Entry points and pathways support diversification of our student body, workforce, and partners
- All University functions benefit from a diverse workforce
- We embrace diversity of thought, skills and experience for its contribution to excellence and innovation

**CULTURE AND BELONGING**
- Everyone is treated with dignity and respect
- Our communications promote a culture of inclusion and belonging
- All members of our community are welcome and safe (psychologically, culturally and physically)
- We adjust to support success for staff, students and partners of diverse backgrounds, experience and need

**DIVERSITY & INCLUSION IS EMBEDDED**
- Leaders understand and apply inclusive practices
- Staff and students have the knowledge, skills and capacity to support our D&I agenda
- A D&I lens is incorporated into all aspects of our work
- Universal access and design principles are foundational to the development of all buildings, services and technology

**OUTCOMES**

**MEASURES**

1. Achieve accreditation/maintain compliance for: WGEA Employer of Choice, AWEI, Athena SWAN, Gender Equality GEAP, Australian Network on Disability Accessibility & Inclusion Index
2. Improve % of leaders completing TGD, disability awareness, unconscious bias, sexual misconduct prevention training
3. Monitor number and rate of enquiries or complaints relating to discrimination, sexual harassment and bullying
4. Lift complainant satisfaction with timing of complaints handling process

1. Continually improve on our demographic diversity (including in leadership)
2. Improve the recruitment, promotion and retention rate of staff from diverse backgrounds
3. Improve staff satisfaction with flexible work arrangements
4. Lift the access, retention and completion rate for students from diverse backgrounds
5. Increase % of University community that feel respected and connected, and feel they can progress and contribute to the University
6. Increase % of University community that believe people at the University practice inclusive culture and acceptance of diversity well
7. Vignettes on diversity of thought, skills and experience contributing to excellence and innovation

1. Improve % of University community who report feeling welcome, respected and included
2. Improve % of staff that are satisfied with the way the University responds to discrimination and unsafe behaviours
3. Reduce % having personally felt bullied, discriminated against or harassed
4. Improve % of Academic Adjustment Plans (AAPs) implemented and % student satisfaction with implementation of AAPs
5. Number of requests for workplace adjustments (staff), number completed, time taken to implement workplace adjustments and satisfaction with service

1. Vignettes used to illustrate how D&I has been embedded in systems, processes and work
2. Improve % of University community who feel their lived experiences, perspectives and values are reflected in our education and research
3. Improve % of University community that perceive that leaders have an understanding, awareness and apply D&I principles; and lead in a way that reflects inclusive practices
4. Increase % of staff (and students) completing TGD, disability awareness, unconscious bias, sexual misconduct prevention training
5. Improve % of University community that feels the University environment is designed to welcome people of all abilities
6. Increase % of the physical and digital environment that meets accessibility and inclusion standards
7. % of completed, underway, pending projects identified for building accessibility compliance issues (based upon the DDA Compliance Audit)