

# DIVERSITY AND EQUITY STRATEGY - 2019 PLAN

GLOSSARY  
 DECF Diversity and Equity Capability Framework  
 EEO Equal Employment Opportunity  
 ICCF Indigenous Cultural Capability Framework

LGBTIQ+ Lesbian, Gay, Bisexual, Trans, Intersex, Queer and otherwise diverse in sexuality or gender  
 QILT Quality Indicators for Learning and Teaching



	Action Deliverables	Due by End	Responsible
AWARENESS	<b>Monitor Reconciliation and diversity and equity priorities and outcomes</b>		
	1	Diversity and Equity Dashboard configured to meet Faculty/School diversity and equity measurement needs	Jun CSO
CAPABILITY	<b>Enhance staff capability to value diversity and promote equity and inclusion</b>		
	2	Fully incorporate ICCF as part of onboarding so that at least 75% of commencing continuing and fixed term staff complete at least ICCF level 1	Jan COO
	3	Meet White Ribbon accreditation training commitments (alignment with the Respect. Now. Always. Campaign activities)	Mar DVCA
	4	Provide LGBTIQ+ inclusion Level 3+ training and support resources in DECF	Mar DVCA
	5	Develop training and guidance resources to meet gender cultural competency and build into the DECF	Sep DVCA
	6	Deliver Diversity and Equity Capability Framework reflective of Levels 1, 2 and 3 programs	Sep DVCA
	7	Review EEO online training content and establish a biennial review schedule	Dec DVCA
	8	Continue progress toward 2020 targets for delivery of ICCF programs	Dec COO
	<b>Enhance student/graduate capability to value diversity and promote equity and inclusion</b>		
	9	Deliver Indigenous Australian cultural capability through the Curtin Student Leadership Program	Jan DVCA
	10	Progress work on Indigenous Australian Cultural Capability (Level 1 ICCF) scholarship available for International students studying at Australian campuses as of 2020	Jan 2020 DVCA
	11	Progress work on Indigenous Australian unit designed and delivered in 2020 (with contextual relevance for each Faculty) in partnership with Aboriginal and Torres Strait Islander staff for all UG courses	Dec 2020 DVCA
	<b>Enhance leadership capability to value diversity and promote equity and inclusion</b>		
	12	Provide training and support resources for mgrs to guide probation, promotion and performance evaluations	Mar COO
	13	Establish Future Female Leaders Group (FFLG) under its terms of reference	Jun Provost
14	Provide Senior Executive sponsored leadership development strategies for FFLG members	Dec Provost	
15	Deliver leadership development programs for staff new to leadership and committee roles and build into DECF	Dec COO	
INCLUSION	<b>Provide a safe and inclusive work and study environment that is free from bias, discrimination and harassment</b>		
	16	Meet procurement targets to support Aboriginal suppliers and update procurement procedures to emphasise accessibility of products, services and information and active prioritisation of Supply Nation or other Indigenous Australian suppliers e.g. Nyungar Chamber of Commerce	Jan COO
	17	Finalise embedding diversity and equity and universal design principles into all scheduled policy reviews	Dec COO
	18	Update iPerform to record informal learning opportunities, developmental feedback by managers, and outcomes of requests for flexible work	Dec COO
	19	Update protocols and systems for confidential sharing across essential personnel of disclosed identity or equity group information	Dec COO
	20	Ensure, as part of remuneration decision-making review, jobs are fully and fairly described without bias in line with The Australian Standard for Gender Inclusive Job Evaluation and Grading (AS 5376-2012)	Dec COO
	21	Implement direct interventions to close gender pay gap where identified in the remuneration decision-making review	Dec VC
	22	Implement Universal Design Thinking Communication and Implementation Strategy (Properties, Facilities & Development) across all Curtin campuses	Dec COO
	23	Implement Curtin Wayfinding Strategy to ensure safe and accessible paths of travel	Dec COO
	24	Implement Integrated Transport and Movement Plan	Dec COO
	25	Embed universal design principles into the Properties, Facilities and Development benchmarking processes for teaching and learning, research, workplace and public realm management	Dec COO
	26	Adopt universal design guidelines for built form within capital programme	Dec COO
	27	Include Access & Inclusion works program in Curtin's capital programme budget	Dec COO
	28	Introduce inclusive facilities across Curtin to improve accessibility for LGBTIQ+ people and people with family and caring responsibilities, with focus on increasing the number of gender neutral restrooms, on-site childcare and breastfeeding facilities	Dec COO
	29	Ensure student, financial and academic portals meet accessibility requirements	Dec COO
	30	Ensure line of business applications (CITS) meet the World Wide Web Consortium (W3C) requirements <ul style="list-style-type: none"> <li>Implement any recommendations of feasibility study regarding actions to achieve the W3C requirements for AAA level from Curtin's current AA level</li> <li>Maintain W3C AA status when acquiring and designing web or internet facing digital capabilities</li> </ul>	Dec COO
	31	Ensure inherent requirements for all courses are accessible to all students	Dec DVCA
	32	Develop protocols to reflect diversity of Curtin community in marketing and public relations opportunities and ensure inclusion of Aboriginal cultural protocols and Acknowledgement of Country at all Curtin internal and external events including Curtin-sponsored external events	Dec VPCR
	<b>Increase diversity of representation at Curtin</b>		
33	Deliver initiatives under the Indigenous Australian Employment and Engagement Strategy	Jan Provost	
34	Actively use traineeships and apprenticeship programs aimed at attracting youth	Jan COO	

	Action Deliverables	Due by End	Responsible
LEADERSHIP	35	Amend constitutions as necessary to promote diverse representation on decision making bodies, in order to meet the Indigenous Governance Policy and TEQSA requirements	Jun Provost
	36	Identify and remove any structural barriers that may be impeding female research productivity	Sep DVCR
	37	Operationalise a University-wide Gender Research Network that shares best practice, raises awareness and influences change	Sep DVCR
	38	Deliver disability employment and engagement strategy as part of talent acquisition	Dec COO
	39	Establish support for staff who are new to key committee roles or who have caring responsibilities, including setting University, Faculty and School executive committee meetings between 10.00am and 3.00pm (with remote participation as needed)	Dec Provost
	40	Commence work on workforce planning processes, recognising any additional workloads for people from underrepresented groups, in particular any arising from cultural commitments and expectations	Mar 2020 Provost
	41	Commence work to deliver formal succession plans that progress diversity in representation across key management positions and leadership roles	Mar 2020 Provost
	<b>Support the contribution, progression and success of students and staff from under-represented groups at Curtin</b>		
	42	Develop a strategy that recognises Aboriginal and Torres Strait Islander research and researchers as a key priority, including: <ul style="list-style-type: none"> <li>Promotion and celebration of research achievements</li> <li>Growing the Indigenous Australian Research Network to be a sustainable initiative</li> <li>Mentoring program for researchers</li> <li>At least one researcher/fellow attracted, developed and retained each year</li> <li>Development of a website for Indigenous Australian Research</li> <li>Assistance in place for grant applications</li> <li>Up to four 'Rob Riley' postgraduate scholarships offered annually</li> <li>Introduction of a postgraduate unit focussed on Indigenous Australian methodologies</li> <li>Identification and codification of Indigenous Australian research methodologies as appropriate</li> <li>Introduction of a framework for ensuring timely completions by HDR students</li> </ul>	Jan DVCR
	43	Implement new retention strategies to address barriers to success/completion by students from underrepresented groups and retain Aboriginal students at same rate as all other students	Jan DVCA
	44	Establish and implement strategies to provide staff with mentors, with at least five Aboriginal staff being mentored	Mar COO
	45	Develop and implement mentoring framework as part of the Confirmation / Probation Procedures	Mar COO
	46	Expand student experience activities - celebrate transition into mainstream courses involving students, families and communities	Jun DVCA
	47	Create at least one learning/yarning circles at Perth and Kalgoorlie campuses as recognised places for sharing ideas and knowledges to enhance student retention and success	Jun DVCA
	48	Initiate multi-year career plans for academic staff as part of WPPR	Sep COO
49	Formalise processes for consultation with people from underrepresented groups, including: <ul style="list-style-type: none"> <li>Consultation opportunities through Indigenous Australian governance framework and Student Guild, to form part of all strategy and policy review plans and any initiatives requiring public consultation</li> <li>Consultation on strategies to increase staff and student confidence to identify as Aboriginal or Torres Strait Islander or to disclose equity information [consider Discussion Paper: Disclosure of Disability by a Student presented to Feb 2016 DAIC (DAIC 01/17)]</li> <li>Consultation on inherent requirements</li> </ul>	Oct DVCA	
50	Deliver entrepreneurial and employability programs: <ul style="list-style-type: none"> <li>Enhanced student career development services with focus on Aboriginal, low SES, rural/remote students</li> <li>Increased leadership and volunteer program places for at least five Aboriginal students as well as low SES, rural/remote students</li> <li>All Aboriginal students supported to obtain employment within six months of graduation as measured by QILT data</li> </ul>	Dec DVCA	
51	Involve Aboriginal and Torres Strait Islander community members in the following initiatives: <ul style="list-style-type: none"> <li>Regional Access Strategy development and implementation</li> <li>Development of community consultation model(s) aligned with the Curtin Indigenous Governance Policy</li> </ul>	Dec DVCA	
52	Implement a reward and recognition strategy for staff from underrepresented groups	Dec COO	
53	Offer leadership and career development programs under the DECF targeted at senior Aboriginal women and people from underrepresented groups	Dec COO	
54	Establish student exchange program between Perth and Curtin Malaysia for up to 20 Aboriginal students	Dec DVCI	
<b>Champion Reconciliation, diversity, equity and inclusion with local and global community partners</b>			
55	Curtin engagement in the Colgate University's bicentenary	2019 VPCR	