

UWA Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Inclusion Plan 2016 – ACTION

Background and Context

UWA aspires to be included among the world's top 50 Universities in the next 50 years and a demonstrable commitment to diversity and inclusion is a critical ingredient in this aspiration.

The University has demonstrated a significant commitment around LGBTI inclusivity for more than a decade. There were three key aims around our efforts in this area: the recruitment and retention of high quality staff that were able to reach their full potential; the establishment of a safe and inclusive campus culture for both staff and a predominantly younger student cohort, many of whom are still negotiating their sexual and gender identity; and to demonstrate values-driven human rights leadership through courageous and bold institutional decisions e.g. flying the Rainbow Flag during Pride month.

UWA is the only Australian university that has consistently been ranked, for five years since the inception of the Awards, in the TOP 10 employers for LGBTI inclusion as a result of their Australian Workplace Equality Index (AWEI) submission. The University's achievements in this space include:

- Highly visible and sustained senior leadership and a comprehensive LGBTI inclusive policy environment
- The ground-breaking ALLY Network which aims to promote greater visibility and awareness of LGBTI staff and students and their issues. Since its inception at UWA in 2002, more than 250 staff and students have been publicly identified as ALLYs.
- The ALLY initiative has now been emulated across 22 Universities in the sector due largely to visible leadership on the part of UWA
- Targeted initiatives supporting Transgender and Intersex staff e.g. transitioning support for both the Transgender staff member and their manager/supervisor
- LGBTI consciousness raising across the UWA community through both the curriculum and staff development (both generic and diversity-specific)

It is important that the University now takes stock of its achievements and extends its efforts in this area. The UWA LGBTI Inclusion Plan, 2016, builds on the above foundation in order to achieve international best practice in the key areas of *Culture and Visibility, Education and Training and Community Engagement*.

UWA LGBTI Inclusion Plan - 2016

Purpose: To develop an 'ACTION' plan delivering on recommendations from PID around maximising our potential in the LGBTI-inclusion space.

Key Result Areas (KRAs)	Strategy/Practice/Policy	Responsibility	Time
1. Policy and Practice 2. Culture and Visibility	Address UWA Senior Managers Group (SMG) around LGBTI-Inclusion	Associate Director, Talent, Organisational Development, Inclusion & Diversity (ODTID), Senior Diversity Officer (SDO)	June 2016
	Executive engagement (multiple 'points') – 4+ Comms. : <i>Wear it Purple Day</i> ; WA Pride Week; December 1 (World AIDS Day); ALLY training; VC to promote message during Pride Week; DVC (C & E) and SDVC portfolio bulletins	DVC, Community and Engagement (C & E); UWA Communications; SDO	December 2016
	Rainbow stickers on key University Managers Group door as well as academic staff (quick win)	DVC, C & E	June 2016
	Implement UWA <i>Reverse Mentoring</i> Scheme	DVC, C & E; LGBTI Working Party; SDO	June 2016
	Enhance 'interface' with LGBTI Student Body and Guild	DVC, C & E; LGBTI Working Party; SDO	Ongoing

Key Result Areas (KRAs)	Strategy/Practice/Policy	Responsibility	Time
3. Education, Training and Development 4. Monitoring	Refresh ALLY Program both in content and 'coverage'	HR Business Partners (HRBPs); SDO	October 2016

	Minimum of two UWA staff attend annual <i>Pride in Practice</i> Conference 2016	LGBTI WP; Associate Director, OTSID	December 2016
	Include LGBTI as a category in the biannual UWA Employee Engagement Survey	Associate Director, OTSID	July, 2016
	Build capacity across a 'select' group of ALLYs – the <i>Super Ally</i> initiative	UWA Health Promotions Unit; SDO	October 2016
	Build LGBTI capacity (specific Trans focus) across the Student Life Division	SDO	March 2016

Key Result Areas (KRAs)	Strategy/Practice/Policy	Responsibility	Time
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Community Engagement Inclusion Beyond	Implement Pinnacle Foundation program in WA	LGBTI WP; SDO	Ongoing
	Implement the LGBTI Alumni Network through the Office of Development and Alumni Relations (DAR)	Executive Director, DAR; LGBTI Staff Network	October 2016
	LGBTI <i>Careers Week</i> Event	UWA Guild & Queer Department; Student Life; LGBTI Working Party	September 2016
	Implement LGBTI <i>Student Experience</i> Project (DAR Funded)	LGBTI Co-Chair and Project Manager (Dr Duc Dau); DAR; UWA Guild & Queer Department; SDO	November 2016

(PRIDE 3 year funding program – sustained ‘partnership’ initiative; E