

# STAFF AND STUDENTS OF DIVERSE GENDERS, SEXES AND SEXUALITIES

## ACTION PLAN 2018 – 2021

Monash University aspires to be national leader in maintaining a best-practice approach to inclusion of students and staff of diverse genders, sexes and sexualities through leadership support, engagement with the broader community and visibility of our practices, programs and initiatives. We recognise that when students feel safe and included in their study environment they have better outcomes in participation, wellbeing and success. We also recognise that an inclusive environment where staff can bring their whole selves to work facilitates a sense of belonging that leads to increased engagement, wellbeing and career satisfaction, and improved staff retention and productivity.

Monash proudly hosts events to mark days of significance for the LGBTIQ community and participates in community activities such as the annual Midsumma Pride March. We also have a visible and active Ally Network of staff who are allies to the lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) community at Monash, and take a proactive stance against discrimination based on sexual orientation, gender identity and intersex status.

The Action Plan will build on existing work and is based on four key focus areas:

1. [Leadership and Governance](#)
2. [Access and Participation](#)
3. [Culture and Success](#)
4. [Innovation and Collaboration](#)



## 1. LEADERSHIP AND GOVERNANCE

Category	Stakeholder group	Action	Responsibility	Success indicator	Timeframe
<b>1.1 Institutional commitment to inclusion of students and staff of diverse genders, sexes and sexualities</b>	Students and staff	a. University-wide commitment to institutional policies, strategies and practices to support students and staff of diverse genders, sexes and sexualities	President and Vice-Chancellor	- Implementation of University-wide LGBTIQ strategy	- Ongoing
			Deputy Vice-Chancellor & Vice-President (Education)	- Increase in positive responses to benchmark questions in Staff Engagement Survey about equal opportunity and fairness	- Dec 2020
				- Practices, programs, initiatives and outcomes inclusive of diverse genders, sexes and sexualities are included in the Monash University Annual report	- Annually
	Students and staff	b. Senior leaders are actively engaged in the University's LGBTIQ strategy, programs, events and initiatives	Deputy Vice-Chancellor & Vice-President (Education)	- Senior leader appointed as Executive Sponsor of LGBTIQ inclusion	- Dec 2018
				Chief Human Resources Officer	- Senior leaders actively communicate their support for LGBTIQ equality to both internal and external audiences
	Students and staff	c. Build the capability of allies and senior leaders to actively champion the LGBTIQ community	Chief Human Resources Officer	- Senior leaders actively support external recognition awards for example, Australian Workplace Equality Index (AWEI) submission and ongoing recommendations	- Ongoing
Executive Director, Campus Community Division				- Senior leaders and allies champion inclusion of students and staff of diverse genders, sexes and sexualities	- Ongoing
<b>1.2 Leadership and practice informed by data and evidence</b>	Students and staff	a. Collect and analyse data to inform LGBTIQ equity goals, programs and initiatives	Deputy Vice-Chancellor & Vice-President (Education)	- Senior leaders and allies celebrate days and events of significance for students and staff of diverse genders, sexes and sexualities	- Ongoing
			Chief Human Resources Officer	- Surveying of staff and students with data used to link students and staff with existing services and inform inclusive practices	- Annually
				- Staff Engagement Survey results are reported by relevant demographic variables	- Dec 2020
			- Data collection tools and systems are updated to enable participants to identify as gender diverse and/or non-binary	- Aug 2019	

## 2. ACCESS AND RECRUITMENT

Category	Stakeholder group	Action	Responsibility	Success indicator	Timeframe
<b>2.1 Increase demand from talented staff and students</b>	Students and staff	a. Attract and retain students and staff of diverse genders, sexes and sexualities	Chief Marketing Officer	- Monash's commitment to LGBTIQ inclusion is visibly promoted in recruitment and advertising channels as well as more broadly through Monash media	- Ongoing
			Executive Director, Campus Community Division	- Queer Leaders Scholarship is offered and promoted	- Annually
			Chief Human Resources Officer	- Monash is recognised as a destination of choice for students and staff of diverse genders, sexes and sexualities	- Ongoing
<b>2.2 Select for talent and equity</b>	Staff	a. Training in staff selection contains a diversity and inclusion component covering unconscious bias and LGBTIQ inclusion	Chief Human Resources Officer	- Unconscious bias and LGBTIQ inclusion training component implemented	- Aug 2020
			Executive Director, Campus Community Division	- Intranet resources developed for hiring managers	- Aug 2020

### 3. CULTURE AND SUCCESS

Category	Stakeholder group	Action	Responsibility	Success indicator	Timeframe
<b>3.1 Inclusive policies and practices</b>	Students and staff	a. Ensure University policies and procedures are inclusive of students and staff of diverse genders, sexes and sexualities	Chief Human Resources Officer	- University policies and procedures utilise inclusive language and terminology	- Ongoing
	Students and staff	b. Ensure resources and clear procedures for students and staff in relation to specific diverse genders, sexes and sexualities matters are available and promoted	Executive Director, Campus Community Division	- Clear procedures for students and staff wishing to formally affirm their gender are developed and promoted	- Dec 2018
			Chief Human Resources Officer	- Clear and relevant resources are available online for students and staff, managers and supervisors	- Aug 2019
Students and staff	c. Ensure all campuses are accessible for students and staff of diverse genders, sexes and sexualities	Executive Director, Campus Community Division  Executive Director, Buildings and Property Division	- All-gender toilets are available and appropriately signed on Monash campuses (Caulfield, Clayton, Peninsula)	- Dec 2019	
<b>3.2 Training and education</b>	Students and staff	a. Deliver targeted and comprehensive training for staff and students to support an environment inclusive of students and staff of diverse genders, sexes and sexualities	Deputy Vice-Chancellor & Vice-President (Education)	- Increased attendance at relevant training	- Ongoing
			Chief Human Resources Officer	- Qualitative feedback from training participants demonstrates value	- Ongoing
			Executive Director, Campus Community Division	- Diverse genders, sexes and sexualities literacy content is incorporated into University induction programs and supervisor training	- Dec 2019
			Executive Director, Campus Community Division	- Teaching resources specific to teaching students of diverse genders, sexes and sexualities is available and promoted	- Aug 2019
				- Inclusive learning and teaching practices embedded in courses	- Ongoing

<b>3.3 Foster a culture where diversity is valued</b>	Students and staff	a. Celebrate and foster an inclusive culture at Monash focusing on inclusion of students and staff of diverse genders, sexes and sexualities	Deputy Vice-Chancellor & Vice-President (Education)  Executive Director, Campus Community Division  Chief Human Resources Officer	- Vice-Chancellor's Diversity and Inclusion Awards program recognises practices inclusive of diverse genders, sexes and sexualities  - Monash hosts and participates in LGBTIQ-inclusive initiatives and events including celebration of days of significance	- Annually  - Ongoing
	Students and staff	b. Foster an inclusive culture at Monash through student and staff networks, clubs and associations	Executive Director, Campus Community Division  Chief Human Resources Officer  Monash student associations	- Network for LGBTIQ staff is established in coordination with DGSS Advisory Group and Ally Network  - Impactful Ally Network  - All Monash student associations have queer representation on the student council  - Student LGBTIQ networking opportunities available on campus (Clayton, Caulfield, Peninsula)	- Aug 2019  - Ongoing  - Annually  - Ongoing
	Students and staff	c. Promote a safe and respectful community for students and staff of diverse genders, sexes and sexualities free from discrimination and harassment	Chief Human Resources Officer  Executive Director, Campus Community Division  Senior Manager, Study Abroad	- Education opportunities, service delivery, provision of accommodation, and sport are inclusive of students of diverse genders, sexes and sexualities  - Increased participation of students of diverse genders, sexes and sexualities in mobility experiences  - Increased awareness of support services and reporting process as measured by utilisation  - Respect. Now. Always. recommended initiatives are implemented	- Ongoing  - Ongoing  - Ongoing  - Ongoing
	Students and staff	d. Offer targeted health and counselling services for students and staff of diverse genders, sexes and sexualities	Executive Director, Campus Community Division  Chief Human Resources Officer	- Inclusive health and counselling services are accessible for students and staff of diverse genders, sexes and sexualities  - Doctors and counsellors who are trained allies to be marked as such on website  - Monash Employee Assistance Program offers appropriate support for people of diverse genders, sexes and sexualities	- Ongoing  - Aug 2019  - Ongoing

#### 4. INNOVATION AND COLLABORATION

Category	Stakeholder group	Action	Responsibility	Success Indicator	Timeframe
<b>4.1 Commitment to innovation and excellence</b>	Students and staff	a. Commit resources for continuous research, evaluation, development and innovation of university programs and initiatives targeting students and staff from diverse genders, sexes and sexualities	Chief Human Resources Officer  Executive Director, Campus Community Division	- Ongoing research and evaluation informing the development of programs and initiatives to improve access, participation and success of students and staff of diverse genders, sexes and sexualities	- Ongoing
	Staff	b. Contribute to academic knowledge on gender and sexual diversity to inform best practice and improve community understanding of inclusive practices	Senior Vice-Provost and Vice-Provost (Research)	- Ongoing research into gender and sexual diversity that is used to inform future inclusive practices	- Ongoing
<b>4.2 External engagement</b>	Staff	a. Monash expertise is showcased	Deputy Vice-Chancellor & Vice-President (Education)	- Monash is represented at external conferences, symposia and fora on LGBTIQ inclusion	- Ongoing