Diversity, Inclusion and Belonging Policy

1. COMPLIANCE OBLIGATION SUPPORTED

Disability Discrimination Act 1992 (Cth)

Racial Discrimination Act 1975 (Cth)

Equal Opportunity Act 1984 (WA)

Sex Discrimination Act 1984 (Cth)

Workplace Gender Equality Act 2012 (Cth)

2. PURPOSE

The purpose of this policy and its supporting procedures is to:

(a) state the University's position on diversity, inclusion and belonging that reinforces our values and signature behaviours;

(b) provide a framework for embedding diversity, inclusion and belonging practices in accordance with legislative and regulatory obligations; and

(c) affirm the importance of actions that promote diversity, inclusion and belonging at Curtin.

3. POLICY STATEMENT

3.1. The University's position is that:

(a) diversity, inclusion and belonging is core to our business, purpose and values and is to be reflected in our daily operations;

(b) the significance of Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia is acknowledged first and foremost;

(c) every member of the University community is responsible for fostering diversity, inclusion and belonging and creating a safe, inclusive, accessible and equitable environment;

(d) embedding inclusive practices and reducing the impact of unconscious bias is fundamental to improved wellbeing, performance, innovation and an enriched overall experience for the University community;

(e) diversity will be celebrated and recognised through campus events and local area activities;

(f) students and employees will be provided with assistance to develop their awareness and competence related to inclusion and to engage respectfully with diverse groups;

(g) actively participating in equity and inclusion programs and partnerships will help address systemic barriers within the University; and

(h) every member of the University community may express themselves while respecting the rights of others without fear of unlawful discrimination, harassment, prejudice, victimisation or vilification.

3.2. University community members will contribute to an inclusive environment by:

(a) actively working to eliminate harassment, violence, racism and unlawful discrimination;

(b) consulting diverse groups when making decisions which directly relate to or impact their communities and co-designing where possible;

(c) engaging with University diversity, inclusion and belonging activities, learning and events where possible; and

(d) championing Curtin's values and signature behaviours and complying with the Code of Conduct or Student Charter.

3.3. Spoken, written and digital communication created and distributed by University community members will:

(a) be created in line with the *Academic Freedom and Freedom of Speech Policy*;

(b) take all reasonable steps to ensure their digital communication is free of intentional prejudice, bias, unlawful discriminatory language and stereotyping;

(c) include a range of examples, information and cases from people of diverse backgrounds, abilities, lived experiences, cultures and societies where possible, particularly in marketing and course material; and

(d) be created with regard to *Accessible Information Procedures*, *Inclusive Language Guide* and advice from relevant areas of expertise where necessary.

3.4. Heads of Organisational Units will:

(a) provide a diverse, accessible and inclusive employment, education and research environment;

(b) regularly review their employment practices to avoid unlawful discrimination and bias;

(c) promote flexible work arrangements and leave entitlements wherever possible and any counselling or assistance available; and

(d) attend cultural, social and other awareness training that will facilitate working in a diverse environment, while also supporting and providing opportunities for employees to do so.

3.5. The University's Diversity Inclusion and Belonging Committee (DIBC) will play a key role in providing advice and recommendations relating to practices and policies as per the DIBC Constitution.

3.6. The University has a particular focus on the representation of diverse groups in decision-making processes in line with the *Indigenous Governance Policy* and reporting requirements under the *Workplace Gender Equality Act 2012* (Cth). Eligible candidates for positions on decision-making bodies will have equitable opportunity for nomination, appointment and contribution in line with the *Diverse Representation on Decision-Making Bodies Procedures*.

4. SCOPE OF POLICY

This policy applies to University Community members in any location or campus, whether in or outside of Australia, except where this policy is inconsistent with or contrary to a local law or regulation in the relevant jurisdiction.

5. DEFINITIONS

(Note: Commonly defined terms are located in the *Curtin Common Definitions*. Any defined terms below are specific to this document)

Belonging
Belonging is a feeling that arises from a culture where everyone feels valued and supported to be their authentic self. It involves people being able to contribute to a shared purpose using their unique talents, backgrounds, capabilities and ways of working.

Co-designing
Co-designing is a process that involves key stakeholders in defining, developing, implementing and reviewing a necessary change that will improve access, inclusion and participation.

Decision-making bodies
For the purpose of this policy, 'decision-making bodies' are defined as a committee or group which has responsibility related to the institution's governance and management. This may include formal and informal boards, committees, subcommittees, advisory and consultation committees and groups, management and departmental committees, working groups, review groups, steering groups, selection panels, promotion panels and ad hoc bodies which have responsibility for a substantial project.

Diverse groups
In the Curtin context diverse groups encompasses the understanding that each individual's lived experience is unique and that people and social groups may be traditionally underrepresented in the University environment due to identifying with one or more of the following attributes: sex; age; race; colour; national or ethnic origin; marital or relationship status; pregnancy or potential pregnancy; breastfeeding; political conviction; religious beliefs; disability; impairment; need for carers, assistance animals and disability aids; family responsibility or family status; gender identity; intersex status; sexual orientation; and gender history.

Diversity
In the Curtin context diversity encompasses acceptance and respect of the differences that make people and social groups unique. It requires actively embracing a diversity of demographics, thoughts and approaches, resulting in new perspectives and enriching the experience of all University community members.

Digital communication
Digital communication created by University community members may include: University run social media accounts and website content; marketing materials; presentations; unit outlines; unit content; videos; and iLectures.

Inclusion
Inclusion occurs when a culture of belonging, values and behaviours enables every University Community member to feel valued, accepted, safe and able to participate fully. It is more than only protecting personal characteristics from unlawful discrimination.

6. SUPPORTING PROCEDURES

Children on Campus Procedures

Discrimination and Harassment Prevention Procedures

Diverse Representation on Decision-Making Bodies Procedures

Diversity in the Workplace Procedures

7. RELATED DOCUMENTS/LINKS

Internal

- *Academic Freedom and Freedom of Speech Policy*
- *Accessible Information Procedures*
- Code of Conduct
- Curtin Disability Access and Inclusion Plan
- Curtin University Anti-racism Commitment
- Curtin University Enterprise Bargaining Agreement
- Curtin Values and signature behaviours
- *DIBC Constitution*
- *Disability Inclusion Policy*
- *Employees with Disability Procedures*
- *Family and Domestic Violence Leave and Support Procedures*
- *Gender-based Violence Prevention and Response Policy*
- *Inclusive Language Guide*
- *Indigenous Governance Policy*
- *Recruitment, Selection and Appointment Policy*
- *Remuneration and Benefits Policy*
- *Staff Performance and Development Policy*
- Student Charter

- *Students with Disability Procedures*
- *Workers' Compensation and Injury Management Procedures*

External

- *Age Discrimination Act 2004* (Cth)
- *Disability Services Act 1993* (WA)
- *Fair Work Act 2009* (Cth)
- *Gender Reassignment Act 2000* (WA)
- *Higher Education Standards Framework (Threshold Standards) 2021*
- *Racial Hatred Act 1995* (Cth)

Policy Compliance Officer	Pam Spencer and Jacqui Pike, Manager, Diversity, Inclusion & Belonging, People and Culture
Policy Manager	Chief People Officer
Approval Authority	Senior Executive Team
Review Date	1st April 2029

REVISION HISTORY (*filled out by Compliance Services*)

Version	Approved/ Amended/ Rescinded	Date	Committee / Board / Executive Manager	Approval / Resolution Number	Key Changes & Notes
New	Approved	01/11/2002	Academic Senate	AS 216/02	Document No AS 129/02
	Amended	12/07/2005	Planning and Management Committee	PMC 80/05	Document No 00867/05
	Administratively Updated	20/03/2008	Director, Legal and Compliance Services		Reformatted and Amended to Reflect Organisational Chart
	Administratively Updated	12/09/2008	Director, Legal and Compliance Services		Formerly Reviewed, No Changes Required
	Administratively Updated	17/06/2010	Director, Legal and Compliance Services		Amended to Reflect Organisational Chart
	Administratively Updated	15/10/2012	Director, Legal and Compliance Services		Policy Manager Updated
	Administratively Updated	06/10/2015	Director, Legal and Compliance Services	EC 76/15	Executive manager Titles Changes
	Amended	28/06/2016	Planning and Management Committee	PMC 52/16	Attachment A to Item 11 (previously Diversity Policy)
	Administratively Updated	09/05/2017	Director, Legal and Compliance Services		Policy name change only (previously Equity and Diversity Policy)

Version	Approved/ Amended/ Rescinded	Date	Committee / Board / Executive Manager	Approval / Resolution Number	Key Changes & Notes
	Administratively Updated	08/10/2018	Director, Compliance Services		Policy name change only (previously Diversity and Inclusion Policy)
	Approved	7/12/2023	Senior Executive Team (SET)	SET 108/23	Attachment A to Item 6.3 (previously Diversity and Equity Policy; effective 08/12/2023)