



Pride Strategy

2021–2024

FED

Message from the **Vice-Chancellor**



Federation University is committed to creating an inclusive, safe and supportive culture that allows all members of our community to be known, seen and to contribute and participate as their whole selves. We know that students and staff will flourish when all members of our university community have their dignity and equality recognised.

LGBTIQ+ members of the community continue to face discrimination, harassment and bullying in many aspects of daily life. That is why Federation's Pride Strategy is aimed at supporting inclusion in every area of university life: from recruitment and enrolment, teaching, learning and research, to our campus culture, and how we engage with the communities we serve.

The Pride Strategy is comprehensive and has been developed with consultation across the University, driven by lived experience from our gender and sexuality diverse staff and students.

The Strategy outlines a number of impact areas and measurable goals that can be benchmarked across our sector – because as a society we can and must do better to support inclusion and end discrimination.

Federation University celebrates the diversity of our staff and students, and is proud to strive for best-practice gender and sexuality diverse inclusion through our focus on achieving the goals and objectives set out in this Strategy.



Acknowledgment of Country

In developing this FedPride Strategy we acknowledge the Traditional Custodians of the lands and waters where our campuses, centres and field stations are located, and pay our respects to Elders past and present. We extend this respect to all Aboriginal and Torres Strait Islander and First Nations Peoples.

FedPride 2021–2024



FedPride is a comprehensive strategy, aimed at achieving best inclusive practice in every area of university life: from recruitment and enrolment, to our culture, campuses, how we engage with the communities where our campuses are located and importantly through our curriculum and research.

We know that diversity – having access to and embracing difference in backgrounds, perspectives, knowledge and skills – gives our university a breadth that supports innovation and the highest quality of thinking. It enriches us as individuals and as a community. FedPride has a particular focus on our staff and students being able to bring their whole selves to university life. When we feel safe, included and celebrated, we contribute freely and with enthusiasm and bring the best of ourselves to work and study.

It is important to note that FedPride is an intersectional strategy, in that the rights, inclusion and access of people from diverse cultural backgrounds, people with disability and Aboriginal and Torres Strait Islander Peoples are held as core to every impact area.

Development and Governance



FedPride 2021–2024 has been developed with consultation across the University. The strategy is led by the FedPride Steering Group and implemented and monitored by the Implementation Group. Reports to measure progress will be provided annually for the Vice Chancellor’s Senior Team. FedPride is endorsed by the Vice-Chancellor and the Vice-Chancellor’s Senior Team.

The **FedPride Steering Group** is a group representing gender and sexuality diverse staff and students at Federation University. An open call-out for staff and students was promoted through FedNews with the opportunity to also provide confidential one-on-one input to the Equity Manager if desired. Staff and students are members of the steering group, which provides advice and guidance on priorities and initiatives to the implementation group. Staff and student representatives from the Steering group have been appointed on sit on the Implementation Group.

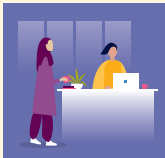
The **FedPride Implementation Group** is a group of senior people representing portfolios and bringing expertise from across the university. Membership of the Implementation Group includes senior representatives from Human Resources, Facilities, Equity and Diversity, University Registrar’s Office, ITS, Student Development, CLIPP (Centre for Learning Innovation and Professional Practice), Campus Life, Health and Wellbeing Centre, the Aboriginal Education Centre, Academia, Marketing and student and staff Steering group representatives.

External Input to FedPride was gathered through a desk-top review of best practice university strategies across Australia and through membership and specialist advice from Pride In Diversity.

FedPride Impact Areas and Goals

Federation University aims to be a place where all gender and sexuality diverse students and staff can bring their whole selves to study and work and participate openly and equitably.

Impact Areas for the FedPride Strategy align with the Australian Workplace Equality Index (AWEI). The 2021–2024 FedPride Strategy will deliver on goals and actions which meet a Gold Award standard by the 2024 Index publication.



IMPACT AREA 1

Policy and Diversity Practices

Equity for the gender and sexuality diverse community must be embedded in foundational documents that set out rights, available supports and expectations of behaviour at Federation University.

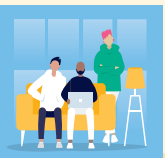
Federation University policies, procedures, toolkits, enterprise agreement, tender documents and guides will be gender and sexuality diverse inclusive. The university will be guided by subject matter experts such as Pride in Diversity to ensure contemporary best-practice in our language and actions. Specific toolkits will support students and staff coming out and/or gender affirmation, and include guides for supervisors, teaching and support staff.



IMPACT AREA 2

Safety

Federation University aims to become a safe space for gender and sexuality diverse staff, students and community members to participate fully and openly. All staff at Federation University will receive regular training about discrimination and inclusive practice with specific reference to gender and sexuality diverse students and staff. Student face-to-face training at orientation and online training at enrolment will refer specifically to gender and sexuality diverse rights and inclusion. Gender and sexuality diverse inclusion training will be mandatory for the Steering Group, Implementation Group and Ally Network and offered to all students and staff. Teaching at Federation University will reflect best-practice when referencing gender and sexuality diverse content and build cultural competency.



IMPACT AREA 3

Community

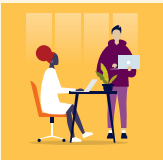
Gender and sexuality diverse students and staff should feel a sense of belonging and have opportunity to contribute to university life. Federation University will support gender and sexuality diverse students and staff through dedicated networks and groups (such as Rainbow Collective and Ally Network).



IMPACT AREA 4

Visibility and Inclusion

Gender and sexuality diverse students and staff should see themselves reflected and be visible as part of our university community. The gender and sexuality diverse community will be represented through Federation University marketing and internal communications materials including print and video. Advocacy materials including posters and screens across the university will promote gender and sexuality diverse inclusion. Staff will be encouraged to visibly show support by joining the University's Ally Network and displaying Pride posters, stickers and lanyards. Days of significance to the gender and sexuality diverse community such as IDAHOBIT, Wear It Purple Day, Transgender Awareness Week and Transgender Remembrance Day will be celebrated across the university.



IMPACT AREA 5

Community Engagement and Advocacy

Federation University will be 'out and proud' at community events – showcasing ourselves as an inclusive university to the gender and sexuality diverse community at pride events. Student and staff Pride groups will be visible at Federation University activities such as Open Days and Orientation Week. Federation University will participate in policy and other public interest forums to promote inclusion.



IMPACT AREA 6

Teaching, Learning, Research and Development

Our teaching, learning and research will be representative of the gender and sexuality diverse community in a respectful, contemporary and culturally aware way. Learning and teaching staff will present well-informed content that demonstrates equity.



IMPACT AREA 7

Accessible Facilities and Services

Federation University campuses and services will achieve excellence in inclusion, proactively working to improve physical access and culturally positive participation of the gender and sexuality diverse community.

Actions, Timelines and Accountability

IMPACT AREA 1

Policy and Diversity Practices Actions

<p>1.1</p>	<p>Review existing anti-discrimination, bullying and harassment policies and procedures to ensure they consistently and specifically refer to gender and sexuality diverse staff and students and include examples.</p>	<p>OWNER OF ACTIONS</p> <p>Corporate Governance Human Resources Student Equity and Diversity</p>	<p>RESPONSIBLE PERSON</p> <p>Manager, Student Equity and Diversity</p> <p>PLAN COMPLETION DATE</p> <p>Year 1 (2021)</p>
<p>1.2</p>	<p>Review of content for the next Union Enterprise Agreement, policy and procedures relating to leave entitlements including family and carer to ensure explicit inclusion of gender and sexuality diverse staff.</p>	<p>OWNER OF ACTIONS</p> <p>Human Resources</p>	<p>RESPONSIBLE PERSON</p> <p>Director, Human Resources</p> <p>PLAN COMPLETION DATE</p> <p>Year 3 (2023)</p>
<p>1.3</p>	<p>Review of policy, procedures, forms and org charts to ensure that personal pronouns and honorific titles are not included (where not required) or where used are gender non-binary inclusive.</p>	<p>OWNER OF ACTIONS</p> <p>Human Resources Governance Student Equity and Diversity Relevant Policy Owners Marketing</p>	<p>RESPONSIBLE PERSON</p> <p>Manager, Student Equity and Diversity</p> <p>PLAN COMPLETION DATE</p> <p>Year 1 (2021)</p>
<p>1.4</p>	<p>Create an Inclusive Language Guide and disseminate and embed into existing standards for university communication.</p>	<p>OWNER OF ACTIONS</p> <p>Student Equity and Diversity Marketing CLIPP (Centre for Learning Innovation and Professional Practice) Human Resources</p>	<p>RESPONSIBLE PERSON</p> <p>Manager, Student Equity and Diversity</p> <p>PLAN COMPLETION DATE</p> <p>Year 2 (2022)</p>
<p>1.5</p>	<p>Secure access to external subject matter experts – membership to Pride In Diversity for the period of the Strategy (2021–2024).</p>	<p>OWNER OF ACTIONS</p> <p>Student Equity and Diversity</p>	<p>RESPONSIBLE PERSON</p> <p>Manager, Student Equity and Diversity</p> <p>PLAN COMPLETION DATE</p> <p>Year 1 and continuing (2021)</p>
<p>1.6</p>	<p>Include gender and sexuality diverse question in the Federation University employee Voice Survey and produce analysis and recommendations from the data.</p>	<p>OWNER OF ACTIONS</p> <p>The Voice Survey working party</p>	<p>RESPONSIBLE PERSON</p> <p>Director, Human Resources</p> <p>PLAN COMPLETION DATE</p> <p>Year 3 (2023)</p>
<p>1.7</p>	<p>Create Federation University Gender Affirmation and Coming Out Toolkit for staff and students and a guide for managers on providing support.</p>	<p>OWNER OF ACTIONS</p> <p>Student Equity and Diversity Human Resources</p>	<p>RESPONSIBLE PERSON</p> <p>Manager, Student Equity and Diversity</p> <p>PLAN COMPLETION DATE</p> <p>Year 3 (2023)</p>

IMPACT AREA 2

Safety Actions

2.1	Update discrimination, bullying and unconscious bias training for all staff to include specific gender and sexuality diverse content and examples.	OWNER OF ACTIONS Human Resources Student Equity and Diversity	RESPONSIBLE PERSON Director, Human Resources PLAN COMPLETION DATE Year 2 (2022)
2.2	Update face-to-face and online training to students and student leaders to include specific gender and sexuality diverse content and examples.	OWNER OF ACTIONS Training sub-group of Respect Now Always committee	RESPONSIBLE PERSON Manager, Student Equity and Diversity PLAN COMPLETION DATE Year 1 (2021)
2.3	Procure gender and sexuality diverse awareness and competency training for delivery to Ally Network, Steering Group and Implementation Group and to staff for the life of the plan.	OWNER OF ACTIONS Human Resources Student Equity and Diversity	RESPONSIBLE PERSON Manager, Student Equity and Diversity PLAN COMPLETION DATE Year 2 (2022)

IMPACT AREA 3

Community Actions

3.1	Encourage and support the creation and growth of student support groups (such as Rainbow Collective and Peers and Queers) across all campuses with budget and space provisions	OWNER OF ACTIONS Student Development	RESPONSIBLE PERSON Coordinator Student Engagement PLAN COMPLETION DATE Year 1 (2021)
3.2	Develop, train and promote a Federation staff Ally Network to advocate for rights and support staff who identify as gender and sexuality diverse.	OWNER OF ACTIONS Human Resources	RESPONSIBLE PERSON Human Resources Diversity and Inclusion Partner PLAN COMPLETION DATE Year 2 (2022)

Visibility and Inclusion Actions

4.1	Strengthen promotion and celebration of gender and sexuality diverse significant dates including IDAHOBIT, Wear it Purple Day, Transgender Awareness Week and Rainbow Week (Student Residence) across all campuses.	OWNER OF ACTIONS Public Relations Student Equity and Diversity Student Development Fed Living Human Resources	RESPONSIBLE PERSON Manager, Student Equity and Diversity PLAN COMPLETION DATE Year 1 (2021)
4.2	Increase gender and sexuality diverse representation in marketing, PR materials, career days content and school visits presentations.	OWNER OF ACTIONS Marketing Student Equity and Diversity	RESPONSIBLE PERSON Director, Marketing PLAN COMPLETION DATE Year 2 (2022)
4.3	Produce refreshed gender and sexuality diverse positive posters for use across the university to promote rights and link to supports.	OWNER OF ACTIONS Student Equity and Diversity Student Development Student support groups and Ally Network	RESPONSIBLE PERSON Manager, Student Equity and Diversity PLAN COMPLETION DATE Year 2 (2022)
4.4	Produce new dedicated gender and sexuality diverse webpage with clear information about the strategy, supports, toolkits, networks and events for both internal and external audiences.	OWNER OF ACTIONS Student Equity and Diversity ITS	RESPONSIBLE PERSON Manager, Student Equity and Diversity PLAN COMPLETION DATE Year 2 (2022)



IMPACT AREA 5

Community Engagement and Advocacy Actions

<p>5.1</p>	<p>Partner with gender and sexuality diverse community events (e.g. Daylesford ChillOut, Gippsland Pride Cup, Brisbane Pride, Ballarat Frolic Festival).</p>	<p>OWNER OF ACTIONS</p> <p>Heads of Campus Student Development Student Equity and Diversity</p>	<p>RESPONSIBLE PERSON</p> <p>Director, Student Experience</p> <p>PLAN COMPLETION DATE</p> <p>Year 2 (2022)</p>
<p>5.2</p>	<p>Strengthen relationships between Federation University Student Development and Employability service and specific gender and sexuality diverse organisations. Increase awareness of and promote employers that are gender and sexuality diverse inclusive.</p>	<p>OWNER OF ACTIONS</p> <p>Student Development</p>	<p>RESPONSIBLE PERSON</p> <p>Manager, Student Engagement</p> <p>PLAN COMPLETION DATE</p> <p>Year 3 (2023)</p>
<p>5.3</p>	<p>Influence community inclusion through gender and sexuality diverse positive practices in our community-facing services including Child-Care, Sporting Facilities and Hospitality.</p>	<p>OWNER OF ACTIONS</p> <p>Chief Operating Office</p>	<p>RESPONSIBLE PERSON</p> <p>Chief Operating Officer</p> <p>PLAN COMPLETION DATE</p> <p>Year 2 (2022)</p>
<p>5.4</p>	<p>Identify civic opportunities to participate in supporting and strengthening gender and sexuality diverse policy and strategy interests (for example in local council forums).</p>	<p>OWNER OF ACTIONS</p> <p>Student Experience Directorate</p>	<p>RESPONSIBLE PERSON</p> <p>Director, Student Experience</p> <p>PLAN COMPLETION DATE</p> <p>Year 2 (2022)</p>



Teaching, Learning, Research and Development Actions

<p>6.1</p>	<p>Develop an inclusive language and content teaching guide.</p>	<p>OWNER OF ACTIONS</p> <p>Student Equity and Diversity (Draft) CLIPP (Promulgate)</p>	<p>RESPONSIBLE PERSON</p> <p>Director, CLIPP</p> <p>PLAN COMPLETION DATE</p> <p>Year 3 (2023)</p>
<p>6.2</p>	<p>Strengthen the representation of gender and sexuality diverse focused research.</p>	<p>OWNER OF ACTIONS</p> <p>DVC Research</p>	<p>RESPONSIBLE PERSON</p> <p>DVC Research and Innovation</p> <p>PLAN COMPLETION DATE</p> <p>Year 3 (2023)</p>
<p>6.3</p>	<p>Promote gender and sexuality diverse inclusive learning through the Acting Ethically and Acting in Socially and Culturally Competent Ways Graduate Attributes.</p>	<p>OWNER OF ACTIONS</p> <p>Student Development Course Coordinators Student Equity and Diversity</p>	<p>RESPONSIBLE PERSON</p> <p>Manager, Student Development</p> <p>PLAN COMPLETION DATE</p> <p>Years 2 and 3 (2022, 2023)</p>



Accessible Facilities and Services Actions

<p>7.1</p>	<p>Improve all genders toilet and change facilities across all campuses through capital works planning and signage changes & supported through wayfinding and campus maps. Include standards in the University's Space Management Policy and Procedure.</p>	<p>OWNER OF ACTIONS</p> <p>Facilities</p>	<p>RESPONSIBLE PERSON</p> <p>Director, Facilities</p> <p>PLAN COMPLETION DATE</p> <p>Years 2 and 3 (2022, 2023)</p>
<p>7.2</p>	<p>Create streamlined administration and IT systems for change of name, gender identification and personal pronouns.</p>	<p>OWNER OF ACTIONS</p> <p>Student Equity and Diversity ITS Student Administration Corporate Governance Human Resources</p>	<p>RESPONSIBLE PERSON</p> <p>Manager, Student Equity and Diversity</p> <p>PLAN COMPLETION DATE</p> <p>Year 3 (2023)</p>
<p>7.3</p>	<p>Create gender and sexuality diverse specific support through Foundation and Student Support grants.</p>	<p>OWNER OF ACTIONS</p> <p>Student Development Foundation Scholarships</p>	<p>RESPONSIBLE PERSON</p> <p>Manager, Advancement</p> <p>PLAN COMPLETION DATE</p> <p>Year 2 (2022)</p>
<p>7.4</p>	<p>Ensure the staff Employee Assistance Program (EAP) provides adequate specialized, informed gender and sexuality diverse support.</p>	<p>OWNER OF ACTIONS</p> <p>Human Resources</p>	<p>RESPONSIBLE PERSON</p> <p>Director, Human Resources</p> <p>PLAN COMPLETION DATE</p> <p>Years 1 and 2 (2021, 2022)</p>
<p>7.5</p>	<p>Ensure university- led student social and recreational events are gender and sexuality diverse inclusive.</p>	<p>OWNER OF ACTIONS</p> <p>Student Development</p>	<p>RESPONSIBLE PERSON</p> <p>Manager, Student Engagement</p> <p>PLAN COMPLETION DATE</p> <p>Year 1 (2021)</p>
<p>7.6</p>	<p>Create provision within Fed Living for crisis accommodation for gender and sexuality diverse students coming out and being denied accommodation at home.</p>	<p>OWNER OF ACTIONS</p> <p>Fed Living</p>	<p>RESPONSIBLE PERSON</p> <p>Director, Campus Life</p> <p>PLAN COMPLETION DATE</p> <p>Year 2 (2022)</p>

For any enquiries, feedback or input please
contact equity.office@federation.edu.au

