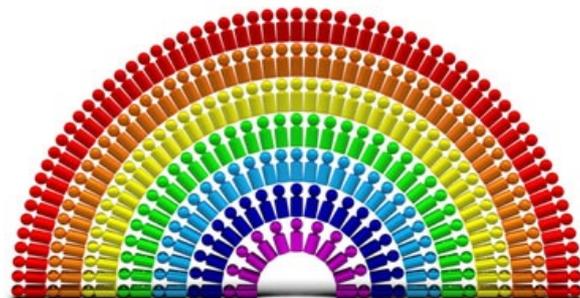




Griffith Pride

Sexual and Gender Diversity Inclusion Strategy

2016 - 2017



Ally Network Griffith University
Promoting an LGBTIQ friendly culture

Introduction

The Griffith University Sexual and Gender Diversity Inclusion Strategy , Griffith Pride, strengthens the University's commitment to inclusion and equal opportunity and reflects the University's longstanding values and commitments as articulated in our Strategic Plan 2013 -2017, including:

- *promoting the respect of individual rights and ethical standards;*
- *contributing to a robust, equitable and environmentally sustainable society; and*
- *recognising and valuing diversity.*

This strategy, Griffith Pride, is focussed on the inclusion of Griffith staff, students and community who are sexually diverse and have diverse gender identities, including but not limited to Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ).

The strategy is aligned with best practice workplace inclusion as recognised by Pride in Diversity (PiD). PiD is Australia's first and only national not-for-profit employer support program for all aspects of LGBTI workplace inclusion. As a member of PiD, Griffith is working alongside their team of specialists in workplace diversity to enhance LGBTIQ inclusion at the University.

Terminology and language

The University acknowledges the significance of terminology and that the use of inappropriate language and terminology can be disempowering. The University understands that LGBTI people form a diverse group and sexuality or gender identity is just one aspect of each person's identity. Given its international recognition and use in best practice workplace inclusion, the University uses the acronym LGBTI most often, and also includes Q.

Goals

The University strives to be recognised as an inclusive place to work and study. Part of this includes recognition in the Australian Workplace Equality Index, the definitive national benchmark for LGBTI workplace inclusion. The goals of the Griffith Pride strategy are to:

- grow an inclusive culture that values the contribution of sexually and gender diverse people;
- identify and address barriers and embed inclusive and innovative practices that contribute to compliance with key legislation, standards and guidelines and also enhance individual's experiences at Griffith; and
- foster collaboration and engagement across the University and with key stakeholders external to the University and the wider community in general.

Griffith Ally Network, Steering Committee and Executive Sponsor

The Griffith [Ally Network](#) is a visible group of students and staff who assist LGBTIQ students and staff by providing support; offering guidance and information on LGBTIQ issues; and promoting an LGBTIQ friendly culture.

The [Ally Steering Committee](#) is a sub-committee of the University Equity Committee and has been established to ensure representation from across the University to act as an advisory group to Griffith University on issues of sexual orientation and gender identity. The Steering Committee's terms of reference can be seen at appendix 2.

Professor Martin Betts, Deputy Vice Chancellor (Engagement) and Chair of the University Equity Committee is the Executive Sponsor of the University's Ally Network.

Implementation

The successful implementation of the Strategy relies on achieving a shared understanding that the development of an inclusive Griffith community requires action from everyone.

This approach would foster University wide, inclusive practices such as:

- linking the implementation of the Griffith Pride strategy to the University's Equity and Diversity Plan and its review cycle;
- implementing a process of regular reports to the University Equity Committee, including evaluation of specific activities/initiatives, informing future activities and an annual evaluation of the impact of the overall strategy;
- building on our current strengths, while also seeking to continuously improve the quality of the experience that LGBTIQ people have at Griffith;
- demonstrating leadership and fostering discussion about emerging issues; and
- recognising inclusive practice around the university and celebrating progress made.

Priorities and targets

The key priorities of the Strategy align with the criteria under the AWEI for which the University's performance in LGBTIQ inclusion is measured. Specific targets for 2015 - 2017 are outlined in Appendix 1.

Policy and Practice

- Continue to report on LGBTIQ and Ally network activities in the Annual Equity report to Council
- In line with the University's existing policy review processes, progress a review of University policies and documentation to ensure the use of inclusive language.
- Develop and implement guidelines and visible assistance to support the transition of transgender staff and students

Culture and Visibility

- Actively promote out role models within the University
- Promote and profile specific individuals within the Ally Network
- Educate the University Community on the significance of key dates in the calendar eg. IDAHOT (International day against Homophobia, Transphobia and Biphobia)

Training and Development

- Continue to provide LGBTI Awareness sessions for staff and students to attend, including staff in key areas eg. Managers, Student Services
- Provide advanced training for new and existing Allies
- Increase resources for staff and managers on the web

Monitoring

- Monitoring of data on membership of the Ally network, and completions of Ally training and LGBTI Awareness sessions.

Community Engagement

- Communicate Griffith's commitment to LGBTI inclusion on its external website
- Promote LGBTI inclusion at Griffith through LGBTI or mainstream media

Inclusion Beyond – potential for the future

- Provide assistance to other organisations/universities setting up an Ally network or LGBTI inclusion strategy.

- Identify, promote and track LGBTI research from Griffith academics.
- Track the impact of the Ally network and resources.
- To be recognised as a distinct equity/diversity group at the University.

Monitoring, reporting and review

The Ally Steering Committee will monitor progress against goals and targets within the Griffith Pride strategy. Regular updates on LGBTIQ inclusion and initiatives will also be provided at meetings of the University Equity Committee, with key messages to be dispersed throughout the Equity Champion network.

The impact of the Griffith Pride strategy will be evaluated through internal and external surveys and the University's recognition and performance within the annual Australian Workplace Equality Index (AWEI).

An annual report, evaluating the impact of the Griffith Pride strategy will be provided to the University Equity Committee.

The strategy will be reviewed in line with the review of the university Equity and Diversity Plan, or as required in response to emerging issues.

Appendix 1 | 2015 -2017 Goals and Targets

Goal	Target	Who is responsible?	Timeframe
Policy and Practice			
Continue to report on LGBTIQ and Ally network activities.	Regular reporting to University Equity Committee	Head, Ally Steering Committee / HRM	At Equity Committee meetings (4 per year)
	Reporting on activities within the Annual Equity Report to Council	HRM	November annually
Review of University policies	Review of relevant University policies and documentation (available on policy library) to ensure the use of inclusive language	Ally Steering Committee	Throughout 2016-2017
Support the transition of transgender staff and students	Develop and implement guidelines and other resources to assist staff to manage the transition process for other staff and students	OHRM/Student Services/Ally Steering Committee	Semester 2 2016
Culture and Visibility			
Promote the Ally Network	Introduction and maintenance of an Ally Network facebook page	Ally Steering Committee	Ongoing
Identify and promote out role models	Encourage other Allies/LGBTI staff to become role models	Ally Steering Committee and Ally Network members	ongoing
	Profile role models on web and at Ally events	HRM	ongoing
Promote and profile specific Ally network members (LGBTI and non LGBTI)	Send profiles through to OHRM for inclusion on Ally web pages	Ally Steering Committee and Ally Network members	ongoing
	Increased visibility of Ally network sponsor/s	Ally Steering Committee/HRM	Mid 2016
	Profile within the National LGBTI Recruitment Guide	Ally Steering Committee /HRM	May/June annually
Educate staff and students on the importance of significant dates on the calendar	Promote dates within the Equity & Diversity Calendar	Ally Steering Committee and Ally Network members/HRM	ongoing
	Provide details of dates and their significance to the Equity Champion network	Ally Steering Committee	ongoing
	Plan one on campus, flag raising event to celebrate one key date annually (eg. IDAHOT)	Ally Steering Committee	ongoing
	Plan one off campus event/celebration annually (eg. Pride Fair Day)	Ally Steering Committee	ongoing

Goal	Target	Who is responsible?	Timeframe
Training and Development			
Provide LGBTI Awareness sessions	Arrange PiD to provide LGBTI awareness sessions as part of the Short Courses program	HRM	3-4 per year
	Promote awareness sessions to University community	Ally Steering Committee and Ally Network members/HRM	Ongoing
Provide advanced training for Allies	Arrange PiD to provide advanced training for new and current Allies on specific or general topics	Ally Steering Committee/HRM	1-2 sessions per year
Provide resources for staff and managers to access on the website	Review publications available to PiD members	Ally Steering Committee	February 2016
	Re-publish relevant documents on the Griffith Ally & LGBTI Inclusion webpages	HRM	February 2016
Monitoring			
Monitor membership of Ally Network	Evaluate membership and reach of Ally Network	Ally Steering Committee/HRM	November/December annually
Monitor completion of training and awareness sessions	Offer Advanced Ally training at least once annually, and LGBTI awareness sessions across the campuses annually. Keep records of staff and student completions of both.	Ally Steering Committee/HRM	November/December annually
Community Engagement			
Promote the University's commitment to LGBTI inclusion	Review web content and ensure a visible message on Griffith's commitment to LGBTI inclusion is accessible on its external website	Ally Steering Committee/OHRM	Semester 1 2016
	Promote LGBTI inclusion at the University through LGBTI or mainstream media	Ally Steering Committee and Ally Network members	Ongoing
Inclusion Beyond			
Provide assistance to other organisations/ universities setting up an Ally network or LGBTI inclusion strategy	Record interactions with other Universities and organisations	Ally Steering Committee/OHRM	Ongoing
Identify, promote and track LGBTI research from Griffith academics	Identify research in this space and work with Academic staff on methods to showcase and measure the impact of the research	Ally Steering Committee	Ongoing
Track the impact of the Ally network and resources	Gather information from staff and students on the impact of the Ally network and student Queer bodies on their Griffith experience.	Ally Steering Committee (AWEI debrief)	Annually

Appendix 2 | Griffith University Ally Network Terms of Reference

These terms of reference have been established to promote equality and inclusion for lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) students and staff and to value sexual and gender diversity within the Griffith University community.

1. To champion LGBTIQ equity and inclusion through the provision of introductory and ongoing training and education
2. To provide support and networking for LGBTIQ students and staff
3. To assist the University provide a safe environment for students and staff irrespective of sexual or gender identity
4. To organise social events that celebrate diversity and inclusion
5. To promote positive attitudes towards LGBTIQ peoples and to increase visibility of LGBTIQ equality, including (but not limited to) promotional materials and awareness initiatives across the University and its campuses
6. To establish a steering committee of students and staff representatives to act as an advisory group to Griffith University on issues of sexual orientation and gender identity

Steering Group Members are Ally Network Trained. Positions are normally held for 2 years.

- Chair (staff member)
- Up to 10 staff representatives (ensuring at least one staff member from each Campus)
- 2 student representatives
- Other members as invited by the Chair