

DIVERSITY AND EQUITY STRATEGY - 2020 PLAN

	Action Deliverables	Due by End	Responsible
AWARENESS	<i>Promote Reconciliation, diversity and equity rights and responsibilities, priorities and outcomes</i>		
	1	Develop three-year campaign plan to promote our global diversity and equity strategies and enhance recognition of First Nation Peoples	Dec VPCR
	<i>Monitor Reconciliation and diversity and equity priorities and outcomes</i>		
CAPABILITY	2	Diversity and equity benchmarking protocols established and in use	Mar CSO
	<i>Enhance staff capability to value diversity and promote equity and inclusion</i>		
	3	Introduce mandatory implicit bias training for recruitment officers and selection panel members	Jun DVCA
	4	Meet target of at least 75% of commencing continuing and fixed term staff complete at least ICCF level 1	Dec COO
	5	Meet target of at least 75% of staff delivering Indigenous Australian units have completed ICCF Level 2, with online resources available to teach and evaluate learning outcomes	Dec COO
	6	Develop ICCF Level 3+ activities, including Jawun program, to enable staff to engage within community to support Aboriginal peoples	Dec COO
	7	Meet target of at least 20% of staff and senior leaders have completed Level 2 or 3+ ICCF activities	Dec COO
	<i>Enhance student/graduate capability to value diversity and promote equity and inclusion</i>		
	8	Provide Indigenous Australian Cultural Capability (Level 1 ICCF) scholarship for International students studying at Australian campuses	Jan DVCA
	9	Deliver Indigenous Australian unit (with contextual relevance for each Faculty) designed in partnership with Aboriginal and Torres Strait Islander staff for all UG courses	Dec DVCA
	<i>Enhance leadership capability to value diversity and promote equity and inclusion</i>		
	10	At least 5 members of Future Female Leaders Group (FFLG) attend internal leadership programs annually	Jan Provost
	11	At least 5 members of Future Female Leaders Group (FFLG) attend external leadership programs annually	Jan Provost
	12	Provide training and support resources for managers to guide career development discussions and feedback	Mar COO
13	Adapt implicit bias training to specifically meet the needs of committees and Chairs	Jun DVCA	
14	Establish Male Gender Equity Champions Group (MGEC) under terms of reference to champion gender equity, requiring minimum of one member from each Faculty and major corporate areas	Sep COO	
INCLUSION	<i>Provide a safe and inclusive work and study environment that is free from bias, discrimination and harassment</i>		
	15	Develop and include in policy effective strategies to support staff before, during and after a significant career break or period of leave	Sep COO
	16	Commence work on policy and procedure reviews of academic support mechanisms, staff exiting procedures, and mechanisms to support sessional staff required to be delivered in 2021 under the Athena SWAN project	Q1 2021 COO
	<i>Increase diversity of representation at Curtin</i>		
	17	Implement workforce planning processes, recognising any additional workloads for people from underrepresented groups, in particular any arising from cultural commitments and expectations	Mar Provost
	18	Establish formal succession plans that progress diversity in representation across key management positions and leadership roles	Mar Provost
	19	Build job preparation and interview skills program into talent acquisition strategy, targeting internal candidates from underrepresented groups	Mar COO
	20	Develop career support strategies for female HDR students	Dec DVCR
	<i>Support the contribution, progression and success of students and staff from under-represented groups at Curtin</i>		
	21	Implement at least two academic promotion strategies to encourage females to apply in a timely manner	Mar COO
22	Plan at least three engagement and support activities to coincide with opening of new Curtin residences	Dec DVCA	
23	Establish student exchange program with partner institutions offering exchange opportunities between Aboriginal and Torres Strait Islander peoples and First Nations peoples around the world	Dec DVCI	
LEADERSHIP	<i>Champion Reconciliation, diversity, equity and inclusion at Curtin</i>		
	24	Increase the number of senior leaders appointed to the Indigenous Leadership Group (goal is for one senior leader per Faculty) who will provide the voice of Aboriginal peoples, and have that group engage with the Senior Executive Team quarterly	Dec VC
	25	Work towards the goal of having at least one Executive Manager position occupied by a person who identifies as Aboriginal or Torres Strait Islander	Dec VC
	<i>Champion Reconciliation, diversity, equity and inclusion with local and global community partners</i>		
	26	Lead Recognition through completion of three initiatives: <ul style="list-style-type: none"> Recognition agreements progressed with the traditional owners of the land on which Curtin operates Recognition and Acknowledgement of Country through digital displays during cultural events and permanently on large welcome signs at Curtin entrances Naming of infrastructure on Kalgoorlie Campus using Wongutha language for 2019-2020 capital works program 	Dec VC
	27	Complete three collaborative relationships with local partners including: <ul style="list-style-type: none"> establishment of the Nowanup Bush Campus collaboration with the Nyungar Language Centre (Bunbury) to develop / teach Nyungar Language unit development of Jawun program development opportunities 	Dec DVCA
	28	Attract at least three significant philanthropic donors for Carrolup Research, Education and Engagement Centre (CREEC)	Dec VPCR
	29	CREEC operational and delivering education to the broader community about the impact of the stolen generations	Dec VPCR
	30	Develop Curtin Malaysia Plan reflecting appropriate diversity and equity initiatives	Dec DVCI
	31	Work toward development of additional campus plans reflecting appropriate diversity and equity initiatives	Dec DVCI
<i>Recognise and reward leadership in diversity and equity</i>			
32	Implement annual award to recognise excellence in staff who who embed gender equality and LGBTIQ+ inclusion in their teaching or workplace activities	Mar COO	