



LGBTIQA+ Inclusion Action Plan 2023 - 2026

30 March 2023

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Acknowledgement of Traditional Owners

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

Introduction

The University of Melbourne aspires to be a place where all people are valued and respected, and encouraged to fulfil their talents and potential (Vice-Chancellor Duncan Maskell, [Diversity & Inclusion Strategy 2030](#)).

The University of Melbourne is pleased to release its first LGBTIQ+ Inclusion Action Plan to support the safety, inclusion and success of LGBTIQ+¹ students, staff, and visitors. This plan addresses the highest-priority issues, identified through consultation, survey responses, benchmarks for leading practice, and legislation², that will advance and embed diversity and inclusion for people of diverse sexual orientation, gender identity and/or with variations of sex characteristics.

The LGBTIQ+ Inclusion Action Plan represents a coordinated ‘whole-of-University’ approach to structural, systemic, and cultural change that reflects and responds to LGBTIQ+ lived experiences and community expectations. The Plan consolidates existing work and outlines new initiatives to progress towards the identified goals.

LGBTIQ+ students and staff have a long history of service, scholarship, and advocacy at the University of Melbourne. The Action Plan recognises and builds on the advocacy and achievements of LGBTIQ+ representatives over many years, including the volunteer run [Pride in Action Network](#). In taking responsibility for leading the development and implementation of the Action Plan, the University hopes to reduce some of the burden from LGBTIQ+ volunteers, but to do so in recognition and partnership with them. An LGBTIQ+ Advisory Group will oversee and provide advice to the Plan’s implementation.

The University has committed to resource and implement the actions outlined in this plan over the next three years. All staff and students are encouraged to play their part and contribute to its success by engaging with this plan and the programs, services, resources, and events it will deliver.

This plan has been endorsed by the University of Melbourne's Diversity & Inclusion Sub-Committee, which reports to the University Executive. It was formally approved by University Executive on 30 March 2023.

¹ For this Action Plan, LGBTIQ+ stands for: lesbian, gay, bisexual, transgender, intersex, queer, asexual, and other sexually or gender diverse identities.

² These include: [Sex Discrimination Act 1984 \(Cth\)](#), [Fair Work Act 2009 \(Cth\)](#), [Equal Opportunity Act 2010 \(Vic\)](#), [Gender Equality Act 2020 \(Vic\)](#).

Focus Area 1: Inclusive Culture

Goal: The University's commitment to inclusion is recognised as authentic and responsive to the diverse needs of LGBTIQ+ people.
The University celebrates and values the contributions of LGBTIQ+ students and staff.

ACCOUNTABILITY AND LEADERSHIP		Indicative timeline to commence	Accountable for implementation
1.1 – Accreditation and benchmarking	Maintain membership and participation in the Australian Workplace Equality Index and establish a framework for regular reporting to the University community on progress.	Commenced	Deputy Vice Chancellor (People and Community)
1.2 – Establish an LGBTIQ+ Advisory Group	Establish an LGBTIQ+ Advisory Group of lived experience and subject matter experts to advise on the design and implementation of LGBTIQ+ Action Plan and inform related University decision making.	2023	Director, Diversity & Inclusion
1.3 – Education program for senior leaders	Establish and deliver an LGBTIQ+ education program for senior leaders that reflects contemporary LGBTIQ+ community issues.	2023	Deputy Vice Chancellor (People and Community)
1.4 – Communicating commitments to LGBTIQ+ inclusion	Design guidance materials for senior leaders to communicate their commitment to LGBTIQ+ inclusion that: <ul style="list-style-type: none"> a. Outline UoM behavioral expectations for students and staff b. Promote Pride celebrations and events c. Report on progress of LGBTIQ+ inclusion work. 	2024	Deputy Vice Chancellor (People and Community)
EDUCATION AND RESOURCES		Indicative timeline to commence	Accountable for implementation
1.5 – Education Program for Staff	Establish and deliver LGBTIQ+ training options for staff relevant to contemporary LGBTIQ+ community issues, by:	Commenced	Director, Diversity & Inclusion

	<ul style="list-style-type: none"> a. Developing training tailored to specific work areas to promote inclusion and support gender affirmation, for transgender and gender diverse students and staff b. Establishing a review cycle to ensure LGBTIQ+ training options for staff are fit-for-purpose as maturity in LGBTIQ+ inclusion improves. 		Chief Human Resources Officer
1.6 – Education Program for Students	Scope, establish, and deliver LGBTIQ+ training for students relevant to contemporary LGBTIQ+ community issues, integrated with other training as required.	2024	Executive Director, Student & Scholarly Services & Academic Registrar Director, Diversity & Inclusion
1.7 – LGBTIQ+ Inclusion Resources	Create and promote an online resource of LGBTIQ+ inclusion materials available to the entire University community.	2024	Director, Diversity & Inclusion
VISIBLE COMMITMENT		Indicative timeline to commence	Accountable for implementation
1.8 – Celebrating Pride	Resource and deliver an annual Pride campaign, informed by consultation with LGBTIQ+ community representatives, to ensure it is perceived as authentic, relevant and celebrates LGBTIQ+ contributions and achievements at UoM.	2023	Director, Diversity & Inclusion
1.9 – Pride Collateral	Create and distribute a range of UoM Pride collateral (e.g. rainbow lanyards, posters etc.) that increase opportunities for individuals and teams to visibly indicate their commitment to LGBTIQ+ inclusion.	2024	Director, Diversity & Inclusion

Focus Area 2: Participation and Wellbeing

Goal: design of policies, systems, and processes support LGBTIQ+ students and staff to safely and fully participate and thrive at the University.

POLICIES, PROCESSES AND SYSTEMS		Indicative timeline to commence	Accountable for implementation
2.1 – Inclusive IT Systems	Update student and staff systems to align with recommended practice for collection of gender, title, preferred name/name changes, and pronouns. Ensure integration of data fields across systems to reduce instances of misgendering and deadnaming.	Commenced	Executive Director, Business Services & Chief Information Officer
2.2 – Consistent Data Collection	Standardise collection of LGBTIQ+ demographic information in line with leading practice to enable consistency of analysis of survey data across the student and staff experience.	Commenced	Deputy Vice Chancellor (People and Community)
2.3 – LGBTIQ+ Policy Guidance	Develop guidance materials to specifically articulate the application of UoM policies to LGBTIQ+ students and staff.	2024	Deputy Vice Chancellor (People and Community)
APPROPRIATE BEHAVIOUR		Indicative timeline to commence	Accountable for implementation
2.4 – Sexual Misconduct Prevention and Response	Review the Sexual Misconduct Prevention and Response Policy and related Respect program of work to identify areas where LGBTIQ+ specific actions and supports are required to address National Student Survey and other data.	2023	Deputy Vice Chancellor (People and Community)
2.5 – Behavioural Expectation Guidelines	Develop and communicate guidelines for staff and students that specify the University's behavioural expectations related to LGBTIQ+ safety and inclusion.	2023	Deputy Vice Chancellor (People and Community)

2.6 – Inclusive Processes and their Review	Implement improvements to accessibility of grievance, complaints, help seeking avenues and support processes for LGBTIQ+ students and staff who experience inappropriate or discriminatory behaviour, that: <ul style="list-style-type: none"> a. Promote more welcoming and inclusive service provision b. Reduce/eliminate misgendering/deadnaming c. Improve knowledge and capacity for all staff to promote appropriate referral pathways d. Collect feedback to inform ongoing review and improvement. 	2024	Deputy Vice Chancellor (People and Community) Executive Director, Student & Scholarly Services & Academic Registrar
LGBTIQ+ COMMUNITY		Indicative timeline to commence	Accountable for implementation
2.7 – Pride in Action Network Support	Support the ongoing operations of the Pride in Action Network through continued investment and in-kind contributions to further explore their role in community building (e.g. running events for LGBTIQ+ students and staff).	Commenced	Deputy Vice Chancellor (People and Community)
2.8 – External LGBTIQ+ Event Participation	Provide opportunities for the University community to participate in external LGBTIQ+ events, festivals, and conferences to facilitate reciprocal learning and engagement with the broader LGBTIQ+ community.	2024	Deputy Vice Chancellor (People and Community)
INCLUSIVE SPACES		Indicative timeline to commence	Accountable for implementation
2.9 – All-Gender Facilities Wayfinding	Acquire and promote an effective way-finding tool to improve awareness and access to all-gender facilities on University campuses.	Commenced	Executive Director, Business Services & Chief Information Officer
2.10 – All-Gender Facility Design Standards	Establish, implement, and embed into the University Design Standards a set of criteria for all-gender bathrooms that references leading practice advice.	2024	Executive Director, Business Services & Chief Information Officer

2.11 – Removing Vandalism	Expand Facility Services (Snap Send Solve) scope to include reporting and prioritised removal of discriminatory / offensive graffiti that impacts the safety and inclusion of students and staff.	2023	Executive Director, Business Services & Chief Information Officer
2.12 – LGBTIQA+ Community Hub	Commission a business case to scope options for a dedicated LGBTIQA+ community hub for staff and students.	2025	Deputy Vice Chancellor (People and Community)

Focus Area 3: Student Experience

Goal: *LGBTIQA+ students are empowered to succeed through inclusive teaching, learning and support services.*

INCLUSIVE LEARNING ENVIRONMENTS		Indicative timeline to commence	Accountable for implementation
3.1 – Name and Pronoun Systems	Review and improve systems for recording student names and pronouns and ensure these are implemented consistently across all student facing processes and settings.	2023	Executive Director, Business Services & Chief Information Officer
3.2 – Inclusive Teaching Guidelines	Develop guidelines to create safer learning environments for LGBTIQA+ students, through a focus on understanding and following protocols for use of personal pronouns and preferred names.	2023	Deputy Vice Chancellor (Academic) Director, Diversity & Inclusion
3.3 – Student Guidance Materials	Develop guidance materials to support students in raising safety and wellbeing issues (e.g. deadnaming) with teaching staff to promote timely resolution.	2024	Executive Director, Student & Scholarly Services & Academic Registrar
3.4 – Impact Assessments for Subject / Courses	a. Establish a process for receiving and monitoring feedback related to curriculum and assessment that may impact the wellbeing of student cohorts from diverse backgrounds.	a. 2023	Deputy Vice Chancellor (Academic)
	b. Implement policy changes and/or guidance materials to provide advice on inclusive curriculum and assessment.	b. 2024	Executive Director, Student & Scholarly Services & Academic Registrar

STUDENT SERVICES		<i>Indicative timeline to commence</i>	<i>Accountable for implementation</i>
3.5 – Gender Affirmation Supports	Invest in and embed provision for specialist gender affirmation services for students in the Safer Community Program.	Commenced	Executive Director, Student & Scholarly Services & Academic Registrar
3.6 – Inclusive Service Provision (students)	<p>Promote welcoming and inclusive service provision to LGBTIQ+ students by reviewing support services, grievance, and complaints processes to:</p> <ul style="list-style-type: none"> a. Adapt feedback mechanisms to provide data to inform continuous review and improvement in service channels b. Reduce/eliminate misgendering/deadnaming across systems c. Improve staff capacity for appropriate referrals d. Review student support services (i.e. CAPS, Stop 1, Health Service) and implement improvements aligned with leading practices in LGBTIQ+ inclusion. 	2024	<p>Executive Director, Student & Scholarly Services & Academic Registrar</p> <p>Deputy Vice Chancellor (People and Community)</p>
3.7 – Visibility, Orientation	<p>Strengthen visibility of LGBTIQ+ inclusion during student orientation:</p> <ul style="list-style-type: none"> a. Promote University commitments and expectations relating to LGBTIQ+ inclusion b. Provide a ‘welcome guide’ for LGBTIQ+ students to help navigate support services, systems, and increase opportunities for connection amongst LGBTIQ+ students and staff. 	2025	Executive Director, Student & Scholarly Services & Academic Registrar

Focus Area 4: Staff Experience

Goal: *LGBTIQA+ staff are valued at the University and have equitable opportunities to contribute and progress.*

RECRUITMENT AND CAREER PROGRESSION		<i>Indicative timeline to commence</i>	<i>Accountable for implementation</i>
4.1 – Recruitment Policies and Practices	Review recruitment policies, procedures, supporting materials and practices through an LGBTIQA+ inclusion lens and implement necessary changes to reflect leading practice in inclusive recruitment.	2023	Chief Human Resources Officer Executive Director, Business Services & Chief Information Officer
4.2 – Career Pathways	Conduct a review of career pathways and promotion processes to identify barriers experienced by LGBTIQA+ staff, and opportunities to remove or reduce identified barriers. This will cover specific considerations related to: a. Academic staff: Confirmation, performance reviews, career development and promotion processes b. Professional staff: Career development, career enrichment, performance reviews.	2023	Deputy Vice Chancellor (People & Community) Deputy Vice Chancellor (Academic) Chief Human Resources Officer
4.3 – Career Continuity	Investigate the impact of gender affirmation on career continuity to identify services, processes, or programs to mitigate this impact.	2023	Director, Diversity & Inclusion
STAFF SERVICES		<i>Indicative timeline to commence</i>	<i>Accountable for implementation</i>
4.4 – Gender Affirmation Supports	Invest in and embed provision for specialist gender affirmation services for staff in the Safer Community Program.	Commenced	Executive Director, Student & Scholarly Services & Academic Registrar

4.5 – Staff Support Services	Develop guidelines for staff support services that establish expectations and protocols for LGBTIQ+ inclusive service delivery.	2025	Deputy Vice Chancellor (People & Community)
4.6 – Visibility, Onboarding	<p>Explore and strengthen visibility of LGBTIQ+ inclusion during staff onboarding:</p> <ul style="list-style-type: none"> a. Promote University commitments and expectations relating to LGBTIQ+ inclusion b. Provide a ‘welcome guide’ for LGBTIQ+ staff to help navigate support services, systems, and increase opportunities for connection with LGBTIQ+ staff. 	2025	<p>Deputy Vice Chancellor (People & Community)</p> <p>Executive Director, Business Services & Chief Information Officer</p>

