

LGBTIQ STAFF INCLUSION STRATEGY

We recognise and celebrate the rich diversity of our employees and students at Monash, including our lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) staff.

STRATEGIC OBJECTIVE

We are committed to creating a safe inclusive and respectful environment for all members of our community. We promote an inclusive workplace culture that is supportive of staff diversity in all its forms, including those of diverse sexes, genders and sexualities.

This commitment is articulated in the Focus Monash Strategic Plan 2015-2020, which has “Inclusive” as one of its four strategic goals.

The LGBTIQ Staff Inclusion Strategy (‘Strategy’) further supports our goal to attract and retain talented staff, a critical element of the University’s Human Resources Enabling Plan. We recognise that an inclusive environment supports staff in developing a sense of belonging, value and acceptance of bringing their whole selves to work. This in turn leads to increased engagement and career satisfaction, improving staff retention and productivity.

The Strategy is underpinned by an LGBTIQ Staff Inclusion Action Plan, which is designed to drive improvements across the following five areas of focus:

1. Leadership Support
2. Inclusive Policies and Practice
3. Training and Education
4. Culture, Visibility and Recognition
5. Data monitoring, reporting and metrics

Accountability for the implementation of Monash University LGBTIQ Staff Inclusion Action Plan: Chief Human Resources Officer

Responsibility for progressing action items: Staff Equity and Diversity team, Human Resources

Reporting on the LGBTIQ Staff Inclusion Action Plan takes place via:

- Quarterly reporting on the Monash University Human Resources Workforce Enabling Plan
- Quarterly reporting against a standing agenda item on the Monash University Diversity and Inclusion Committee, chaired by the Vice-Chancellor
- Quarterly reporting against a standing agenda item on the Monash University Diverse Genders and Sexualities Advisory Group

LGBTIQ STAFF INCLUSION STRATEGY – KEY AREAS OF FOCUS

1. LEADERSHIP SUPPORT

- Senior leaders demonstrate their understanding of the importance of LGBTIQ inclusion
- We seek and encourage engagement of senior leaders as champions of LGBTIQ staff inclusion at events, conferences or symposia

2. INCLUSIVE POLICIES AND PRACTICE

- LGBTIQ inclusion is considered at all levels of policy and practice
- Policies provide LGBTIQ staff with equal entitlements to leave, including parental leave, adoption leave, superannuation and family violence support
- Policies utilise non-binary, inclusive language
- Gender affirmation procedure outlines processes and support available to staff who are seeking to affirm or transition their gender

3. TRAINING AND EDUCATION

- We provide Ally Training, including targeted training sessions to Human Resources professionals and academic staff
- We provide advanced training to Allies, including transgender awareness sessions
- We maintain relevant resources for staff and supervisors (Staff Equity Toolkit)
- We promote unconscious bias training (Inclusive Leadership)

4. CULTURE AND VISIBILITY

- We promote our commitment to fostering an inclusive workplace culture at Monash
- We publish Ally Network membership and feature profiles of selected members
- We maintain publicly facing web presence on LGBTIQ staff inclusion, including web content specifically designed for job seekers who are considering to work at Monash
- We foster shared learning by promoting best practice in LGBTIQ workplace inclusion
- We recognise the importance of providing a Monash network for LGBTIQ employees to connect, support each other and promote workplace inclusion
- We seek external recognition of LGBTIQ inclusive practices by participating in the Australian Workplace Equality Index (AWEI) and Australian Human Resources Initiatives awards.

5. DATA MONITORING, REPORTING AND METRICS

- We participate in the Australian Workplace Equality Index Survey, coordinated by Pride in Diversity, to benchmark against other leading organisations
- We seek to understand how to further advance an inclusive workplace culture by conducting focus groups with staff and utilising survey instruments.
- We continue advancing institutional capability to measure specific outcomes on LGBTIQ staff inclusion (i.e. ensure data collection tools enable participants to identify as gender diverse and/or non-binary)
- We work to implement necessary system changes to include capability to record and report on those with non-binary genders.
- We report on LGBTIQ staff inclusion in the Monash University Annual Report