

UQ Ally Action Plan Annual Report 2022



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Abbreviations

Abbreviations	Full description
AAC	Ally Action Committee
AC	Companion of the Order of Australia
AEC	Ally Executive Champion
AFC	Australian Football Club
AWEI	Australian Workplace Equality Index
BEL	The Faculty of Business, Economics and Law
CEO	Chief Executive Officer
CMG	Companion of the order of Saint Michael and Saint George
COVID	Coronavirus or SARS-CoV2
DVC	Deputy Vice -Chancellor
EAIT	Faculty of Engineering, Architecture and Information Technology
ESOS	Education Services for Overseas Students
IDAHOBIT	International Day Against Homophobia, Biphobia, Intersexism and Transphobia
IEAA	International Education Association of Australia
ITS	Information Technology Services
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, and Asexual +
PACE	The Pharmacy Australia Centre of Excellence
RAP	Reconciliation Action Plan
SAGE	Science in Australia Gender Equity
SBS	Special Broadcasting Service
SCEDI	Senate Committee for Equity, Diversity and Inclusion
TAFE	Technical and Further Education
TRI	Translational Research Institute
UQ	University of Queensland
UQU	University of Queensland Union
WD&I	Workplace Diversity and Inclusion
WIPD	Wear it Purple Day

Top Achievements of the Ally Network in 2022

- Ten Ally Workshops were facilitated in 2022 (up from seven in 2021), reaching 196 staff members. Four out of ten workshops were locally organised for: Art Museum, Gatton Campus, TRI and PACE and the BEL Faculty
- This year WD&I, together with the AAC, created the monthly newsletter Equali(tea) for the Ally Network.
- Workplace Diversity and Inclusion and the Ally Network hosted a three-day leadership conference entitled “Be the Change”, facilitated by the Equality Project for emerging LGBTQIA+ leaders at the University.
- The Ally Network had a presence or an organisational role in at least 18 internal events and 5 external events over the course of 2022.
- Helped create new opportunities for being a visible Ally through the development and procurement of: Ally t-shirts, drink bottles, pronoun pins, rainbow bucket hats, UQ AFC Pride guernsey and updated pins, lanyards and posters reflecting the new logo and artwork.
- UQ Allies are increasingly holding local gatherings. This has occurred both on Days of Significance and as casual catch-ups. As an example, Ally Executive Champion Prof Craig Franklin hosted a morning tea for all EAIT Allies & Equity, Diversity and Inclusion committee to talk about what being an Ally means to him.
- The Ally Network has also started holding fortnightly in-person Equali(tea) coffee and lunch breaks.
- In 2022 the UQ Ally Award was presented alongside the UQ Awards for Excellence.
- \$27,000 had been donated to the LGBTQIA+ Bursary by 93 donors as of end of October 2022
- Professor Heather Zwicker and Ally Action Committee member Dr Dino Willox presented at the Vice Chancellor’s Management Conference on Friday 22 July, a session entitled “*Digging into Diversity: LGBTQIA+ Perspectives*”
- In 2022, UQ was recognised with a Gold Employer ranking in the 2022 Australian Workplace Equality Index (AWEI), which is the definitive national benchmark for LGBTQIA+ inclusion in the workplace, and which places UQ in the top 10-20% of highest-ranking employers in Australia.

1. Context

1.0 Overview

The University of Queensland (UQ) is committed to developing and maintaining welcoming, respectful and inclusive work and study environments where all people feel comfortable and safe to be their authentic selves.

The UQ Ally Action Plan 2019-2022 (Action Plan/the Plan) provides strategic direction and a planning framework for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, and Asexual + (LGBTQIA+) inclusion efforts at UQ and establishes priorities for UQ's Ally Action Committee (UQ AAC). This plan is the third iteration of the UQ Ally Action Plan and builds on the work achieved in previous years.

This report serves to review the Plan's fourth and final year of implementation, celebrating the successes of the UQ Ally Network and identifying challenges that can inform and support its ongoing implementation.

The Key Achievements within the University's efforts towards LGBTQIA+ inclusion in 2022 are detailed below according to the four objectives of the Ally Action Plan.

2. Objective 1: Increase the visibility of the UQ Ally Network consistently across the University

2.0 Workshops and Training

The UQ Ally Workshops continued to be one of UQ's most popular Staff Development workshops, with sessions consistently having waiting lists of ten or more staff members. As a result, with the support of Workplace, Diversity and Inclusion (WD&I), ten Ally Workshops were facilitated in 2022 (up from seven in 2021), reaching 196 staff members.

Face-to-Face workshops have become a popular option following the lifting of most COVID-19 restrictions. Nine face-to-face and one online workshop were organised in 2022. Four out of ten workshops were locally organised for: Art Museum, Gatton Campus, TRI and PACE and the BEL Faculty.

In early 2022, WD&I procured access to the online training module "LGBTQIA+ Inclusion" which had been co-produced by SBS and UQ in 2019. This training is more extensive than "Walking in Rainbow Shoes" (also available to any UQ employee via Workday) but is not as comprehensive as our full-day Ally Workshop. The Ally Workshop remains a requirement to undertake in order to become a UQ Ally, however, the online module provides a reasonable alternative to those who are unable to attend the full day of training.

And finally, Workplace Diversity and Inclusion and the Ally Network were delighted to host a three-day leadership conference entitled "Be the Change", facilitated by the Equality Project. The program was targeted at LGBTQIA+ leaders at UQ, and other higher education institutions in the area were invited to attend, including Griffith, University of Southern Queensland and TAFE Queensland. This allowed members of the AAC to connect with leaders from other Queensland higher education institutions, creating a network that we hope will allow further collaboration in the future.



“Be the Change” leadership conference – hosted by the Ally Network

2.1 Events

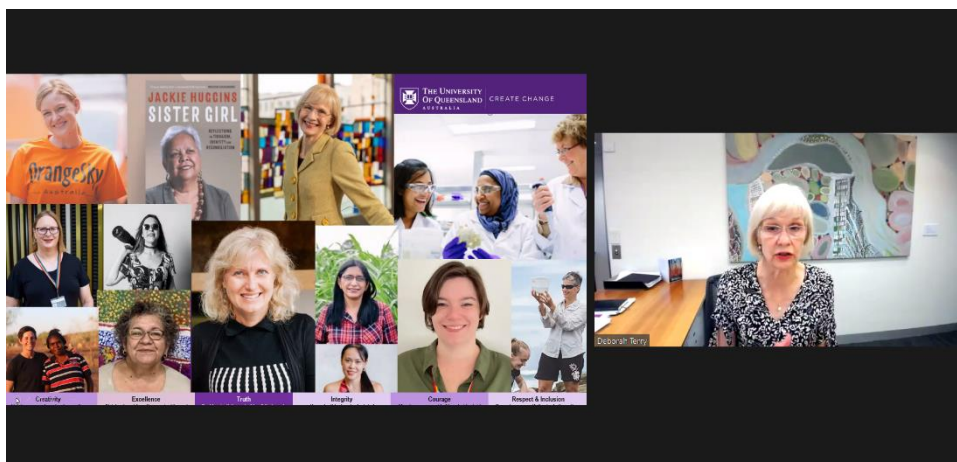
As usual, WD&I facilitated the Ally Network’s presence at all Open Days, Market Days, and New Staff Expos in 2022 significantly contributing to the visibility of the Ally Network in key spaces.

The Ally Network also hosted events to celebrate national days of significance, such as International Day against Homophobia, Biphobia, Interphobia and Transphobia (17 May), Pride Month (June), Wear it Purple Day (26 August) and Transgender Day of Remembrance (20 November). The Ally Network regularly worked in collaboration with other areas of the University, including the Student Experience Team and the UQ Union Queer Collective, to support the development and promotion of these events.

2.1.1 Ally Network-led Events

A full list of Ally Network-led events is provided below:

- UQ Market Day – St Lucia (16 February): Ally Network stall
- International Women’s Day (8 March): Dino Willox joined the Duchesne College panel to discuss the topic #BreakTheBias. Flic French participated in a University-wide online panel that was introduced by the Vice-Chancellor.



Flic French participating in the University wide panel during International Women's Day

- IDAHOBIT (May 17): 3rd Annual IDAHOBIT Rainbow Bake-Off, including locally organised morning teas in several faculties and Institutes. The Bake-Off provided a solid visual in the Great Court supporting Rainbow Pride and an opportunity to raise money for the LGBTQIA+ Bursary. A total of \$1020 was raised from cake sales and donations. PACE allies also raised \$150 from their morning tea.
- UQ Early Career Researcher Symposium (17-18 May): Conceptualised and organised by Megan Ross (AAC member), Alisa Pratt from the AAC was invited to facilitate a discussion around Harnessing Diversity in Science. Simone Blomberg (AAC member), talked about her life, her struggle with gender issues, the influence it has had on her career, and how being "out" can help others along their own journey.



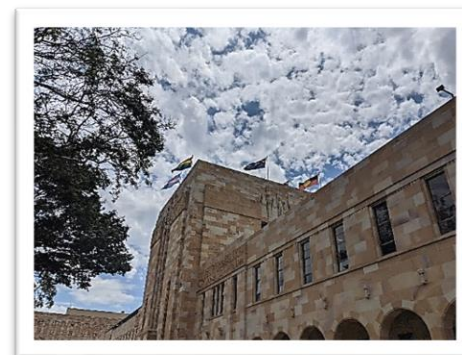
IDAHOBIT Rainbow Bake-Off attended by Ally Executive Champions Professor Heather Zwicker, Professor Doune Macdonald and Professor Craig Franklin

- LGBTIQ+ Domestic Violence Awareness Day (28 May): Ally Network stall
- AAC co-Chair Flic French travelled to Gatton to 8 June to celebrate Pride month and the AWEI gold award.
- Market Day (27 July): Ally Network stall

- Open Day (6 Aug): Ally Network Stall & LGBTQIA+ alumni meet-up at Patinas. Executive champions Professor Doune Macdonald and Professor Heather Zwicker hosted the event.
- Wear it Purple Day (26 August) (WIPD): Ally Network hosted a stall in Campbell Place. An online panel was also held on the topic *"The importance of having an intersectional lens when providing support and services to LGBTQIA+ communities, in Higher Education and Beyond"*. Many Schools, Faculties and Institutes also held Morning Teas in honour of WIPD. In addition, BEL Faculty arranged a colour fun-run. UQ Marketing posted to social media about our celebrations of the day. UQU Minority in Media Society also hosted a free pizza and movie screening of the film "Saving Face". The movie has an intersectional theme, in line with the overall focus of the day.
- New Staff Expo (26 September) – Ally Network stall
- UQ Wellness Festival (12 October): WD&I and Ally Network stall in the great court. The team handed out information relating to the Ally Network, guides to inclusive meetings, events, and targeted recruitment.
- UQ Giving Day (19 October): Ally morning tea at the Grassy Knoll to raise awareness around the LGBTQIA+ Bursary. A total of \$3090 dollars was donated on the day.
- Intersex Awareness Day (26 October): Ally Network stall was set up at Campbell place providing Intersex information and inviting passers-by to sign onto the Darlington Statement.
- Transgender Awareness Week (13-20 November): The AAC circulated a special edition newsletter with information on how to be a good ally to trans folk, as well as a wide range of resources to support the community.

UQ flew the Rainbow Progress Flag on most of the key dates in the LGBTQIA+ calendar at St Lucia, Gatton and Herston campuses as follows. The Transgender flag was also flown at St Lucia, Gatton and Herston campuses during Transgender Day of Visibility and Transgender Awareness week, including Transgender Day of Remembrance.

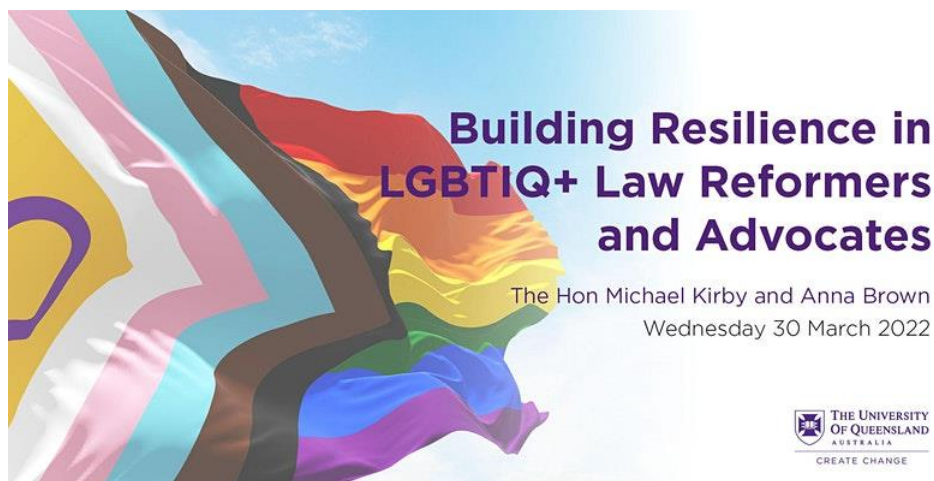
- O Week Semester 1 (14/02/2022-18/02/2022)
- Transgender Day of Visibility (31/03/2022)
- Lesbian Day of Visibility (26/04/2022)
- International Day against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) (17/05/2022)
- Pansexual Visibility Day (24/05/2022)
- International Non-Binary People's Day (14/07/2022)
- O Week Semester 2 (18/07/2022 - 22/07/2021)
- St Lucia Open Day (1/08/2022)
- Wear it Purple Day (26/08/2022)
- Bisexuality Day (23/09/2022)
- National Coming out Day (11/10/2022)
- International Pronouns Day (19/10/2022)
- Asexual Awareness Week (23/10/2022-29/10/2022)
- Intersex Solidarity Day (8/11/2022)
- Trans Awareness Week (13/11/2022-20/11/2022)



Trans and Pride Flag on Forgan Smith building

2.1.2 External events with UQ Ally Representation or Sponsorship

- **Building Resilience in LGBTIQ+ Law Reformers and Advocates (30 March)** UQ hosted this intimate luncheon with former High Court Justice, Michael Kirby AC CMG, and Anna Brown CEO of Equality Australia around the topic: 'Building Resilience in LGBTIQ+ Law Reformers and Advocates'. The Ally Action Committee was a sponsor of this event.



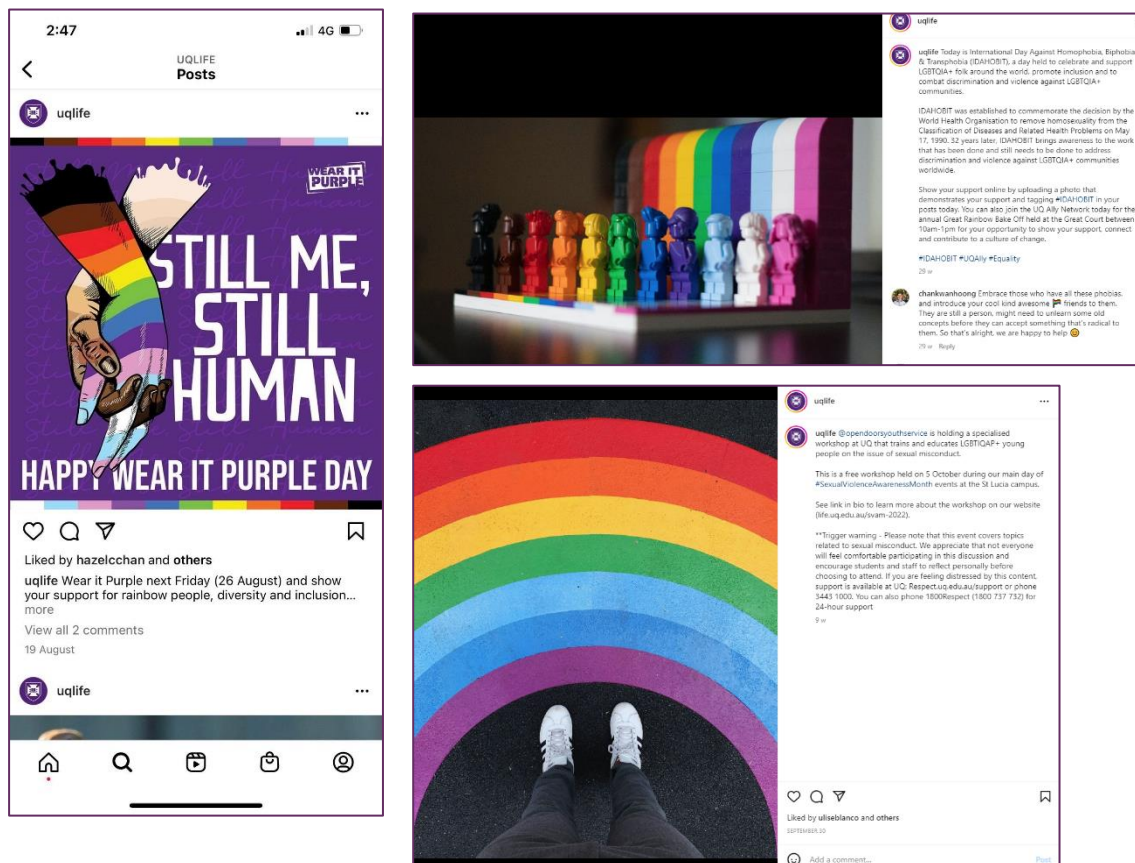
- **Lesbian Visibility Day:** Panel hosted by Pride in Diversity as part of their Sapphire Initiative. This panel was hosted online and had representation from the Ally Action Committee. They created awareness around what it is like to be an LGBTQIA+ person who may be perceived as a woman and the additional barriers they face. The panellists shared their stories and experiences from the workplace and beyond.
- **Review of the Education Services for Overseas Students (ESOS) Act:** Hosted by IEAA (International Education Association of Australia). Dino Willox from the AAC sat on the public panel.
- **Self-Defence Class:** The AAC hosted a free self-defence class on 6 November for LGBTQIA+ staff and students in collaboration with Progressive Martial Arts.
- **Equity Practitioners in Higher Education Australasia, Adelaide (17 November):** Key professional development forum for equity practitioners in a wide range of fields to highlight best practice in student and staff equity. Attended by Celina Campas, member of the Ally Action Committee.
- **Pride in Practice, Melbourne (28-30 November):** Two representatives from the AAC attended this conference arranged by Pride in Diversity. Dr Megan Ross presented on the topic of the development of the Australian Physiotherapy Association's National LGBTQIA+ advisory panel.

2.2 LGBTQIA+ Inclusive Marketing and Communication

Stories of LGBTQIA+ inclusion were promoted through various University channels, including UQ News, the Small Change blog and Contact Magazine. In addition, the Ally Network, via the Ally Action Committee, regularly partnered with the M&C to ensure all marketing and communications were inclusive of LGBTQIA+ communities and to provide additional content. Some of the LGBTQIA+ content included:

- [Announcing our New Ally Executive Champion and winners of the UQ Ally Awards](#)
- [Wear it Purple Day website](#)
- [UQ Affirms Support for LGBTQIA+ Students](#)
- [Love at UQ](#)

In addition, WD&I regularly collaborated with the teams managing the Staff and Student social media platforms to ensure visibility, specifically on key dates on the LGBTQIA+ calendar.



- UQ AFC have designed a Pride guernsey for the Pride round in May-June 2023. UQ AFC has worked together with the AAC and agreed to organise relevant LGBTQIA+ training for all teams who will be playing with the guernseys.
- The AAC was able to commission a piece of artwork by an LGBTQIA+ student to be printed on 100 stainless steel water bottles that were pre-purchased in 2021 with surplus funds. These bottles can be given to folks that donate to the LGBTQIA+ Bursary at events in 2023.
- The UQ Alumni Engagement team have, in consultation with members of the AAC, designed a reversible Pride Bucket Hat, which will be launched for Pride Month 2023 to the UQ Shop. A portion of the proceeds of the hats will be going towards the LGBTQIA+ Bursary.
- A limited supply of Ally Polo-shirts were printed and given to members of the Ally Action Committee, Ally workshop facilitators and allies who had actively participated in events during 2022.
- Following the design of a new logo in 2021, WD&I was able to order new lanyards, pins, and posters that are given to Allies on completion of the Ally Workshop.
- WD&I also printed pronoun stickers and commissioned the UQ Union Queer Collective to produce 600 pronoun badges that were given out during key events, such as Open Day and Market Days.
- UQ Brand also approved and provided templates for including pronouns on UQ Business Cards and email footers. From August, staff can now choose to add their pronouns to Workday and display them on their public profile.

2.3 Promotion of Research in LGBTQIA+ Inclusion

UQ Ally and Associate Professor Francisco Perales has continued an academic partnership with Pride in Diversity for a third year working with Australian Workplace Equality Index data and co-authoring academic papers. Unfortunately, Professor Perales left the University mid-way through 2022 so this partnership has now ceased. Dawn Emsen-Hough, CEO of Pride in Diversity, remains an Adjunct Professor at the University.

UQ AAC member, Dr Megan Ross has conducted research in the space between LGBTQIA+ identities and experiences and health care, with a focus on allied health since 2019. In 2022, Megan was elected inaugural Chair of the Australian Physiotherapy Association's LGBTQIA+ advisory panel. In addition to presenting at Pride in Diversity's Pride in Practice conference, Megan's research and the formation of the panel was featured in the UQ Contact Magazine.

In addition to the above, a new Teams channel, open to all UQ Allies, which was set up in 2021 to allow for sharing of LGBTQIA+ related research and research questions and discussion has continued to gain interest and activity during 2022.

2.4 Promotion of LGBTQIA+ Inclusion in Key Areas

The Ally Action Committee provided expert advice and guidance, as requested, to inform key areas across the University. This included, providing tailored training for the School of Nursing and Midwifery, and having Ally Representation at multiple events facilitated by ITS, which was a targeted attempt to increase the visibility of inclusion in a typically man-dominated field. The AAC also provided a bespoke Ally training to 20 UQ Student Mentors who connected with high school students through the Young Scholars Program.

3. Objective 2: Empower the UQ Ally Network to Create Positive Change for LGBTQIA+ Inclusion across the University

3.0 Ally Network Events and community building

This year the WD&I, together with the AAC, created the monthly newsletter Equali(tea) for the Ally Network. The newsletter focuses on sharing information regarding events, days of significance, upcoming workshops, research, and allyship and aims to keep allies up-to-date and engaged. The AAC members are taking turns writing the introduction to the newsletter with the aim for the Ally network to get to know the committee members better. We also include an "Ally Profile" in each newsletter where one member of the network writes about themselves and why the Ally network is important to them.

Further to the events listed in Section 2.1.1., UQ Allies are increasingly holding local gatherings. This has occurred both on Days of Significance and as casual catch-ups. As an example, Ally Executive Champion Prof Craig Franklin hosted a morning tea for all EAIT Allies & Equity, Diversity and Inclusion committee to talk about what being an Ally means to him.

The Ally Network has also started holding fortnightly in-person Equali(tea) coffee and lunch breaks. These events are promoted through the Ally Teams channel as well as our newsletter.

The Microsoft Teams channel has grown in use and is regularly used for information sharing, sharing of relevant events and for discussing current questions and issues facing the LGBTQIA+ communities and which come up

for Allies in their daily work. Teams has also become a great way to share and store documents, and to host a calendar of days of significance and events, which Allies can refer to as needed. The Ally toolkit is consistently updated with additional information and skill-building resources, while the Ally Workshop is updated to ensure that the learnings are current and in-line with industry best-practice.

In November 2022, WD&I circulated an Ally Network Engagement Survey to better understand the growing network and how to improve and strengthen that network. The results of the survey indicated that allies are more engaged and find the information shared via the newsletter informative and interesting. There is still more work to be done, particularly in finding a new way of supporting Ally engagement (further information, including recommendations, can be found in Appendix 1).

3.1 Ally Awards

In January, we celebrated the winners and runners up of the 2021 Ally Award with a lunch at Patina. The Vice-Chancellor and each of the Ally Executive Champions was able to attend and hear about the inspiring ways each of the awardees was supporting inclusion in their day-to-day work.

This year, the Award received ten outstanding nominations from people who have worked to create and promote a safe, welcoming, and inclusive space for sex, gender and sexuality diverse people. In 2022 the UQ Ally Award was presented alongside the UQ Awards for Excellence, which is a significant step in highlighting the importance of Allyship within the UQ community.

2022 Ally Award Winner: James Fowler won the award for their work designing a digital, self-guided mental health tool alongside the LGBTQIA+ community, implementing some of the first LGBTQIA+-focused curricula into the School of Psychology's Psychological Science undergraduate program and for speaking externally on LGBTQIA+ issues.

3.2 LGBTQIA+ Bursary

In February, in response to media reporting around the Religious Discrimination Bill and a local secondary school introducing a later-revoked charter that discriminated against LGBTQIA+ students, the Ally Executive Champions and the Chairs of the AAC worked together to counteract the negative messaging for LGBTQIA+ students by raising visibility of the LGBTQIA+ Student Bursary. This began with an email sent from the Ally Executive Champions to all members of the Ally Network, and continuous fundraising throughout the year.

As a result, almost \$27,000 was donated to the LGBTQIA+ Bursary by 93 donors as of end of October 2022, with 29 people donating \$3250 on UQ Giving Day (19 October 2022) alone.

3.3 Building Knowledge

An opportunity was extended for one member of the Ally Action Committee to participate in Pride in Diversity's LGBTQ+ trainer accreditation program. This opportunity was awarded to Elias Blanch, based on their ongoing commitment and support of the UQ Ally Network and their invaluable contribution to delivering the Ally Workshop. Elias then worked closely with Flic French, who was accredited in 2021, to update the Workshop to ensure it remains at the very top of current practice and better supports the LGBTQIA+ community at UQ.

Further, WD&I was able to train nine new Ally Workshop facilitators to meet the increasing demand for workshop delivery. The nine facilitators will work together with experienced facilitators in 2023, to ensure a high-quality of content delivery and to support the new facilitators to feel confident and empowered to contribute to this important program. The facilitators each brought something unique to the workshops and demonstrated commitment by ensuring the content was both consistent with UQ's approach to LGBTQIA+ inclusion and in-line with national best practice (see Section 5 for more information).

In conjunction with the facilitator training, Pride in Diversity held a one-day deep dive for the new facilitators to strengthen their knowledge and confidence in LGBTQIA+ inclusion.

4. Objective 3: Embed LGBTQIA+ Inclusion in All University Business

The Ally Action Committee, via WD&I, regularly provided advice and guidance into relevant strategies, plans, and other key documents, including the UQ Sage Athena Swan Action Plan, and Faculty and Institute plans for inclusion. In addition, the AAC is regularly consulted when members of the UQ community require advice (including language formulations, LGBTQIA+ representation, and or input) on the various areas' work on LGBTQIA+ inclusion.

4.0 Student Naming Convention Project

Students who have indicated they use a preferred name continue to face issues with that name not being used across all UQ systems. This negatively impacts transgender and gender diverse students especially and continues to be an intersectional issue other students face as well. The issue has been repeatedly noted by the Committee and we welcome the work being done in the Student Affairs division to address the problems. The Project Manager of the Student Naming Convention Project has attended the AAC and presented on progress, which the committee appreciated. We understand the team have secured funding to further the project: the committee supports this request as the status quo represents an unacceptable risk to transgender and gender diverse students.

Members of the committee have also been working with ITS and Academic Services Division to update web content and procedures ahead of the student Microsoft 365 Tenancy Migration in 2023. Phase 2 of the project has been approved by the Project Approval Board and is now being implemented by ITS who have taken over the responsibility from Student Affairs. A project team, which includes the chair of the AAC, has been put together that aims to seek and define an operating model for the application and use of preferred names at UQ for 11 priority systems. Individual systems that are operated within specific organisational units will become the responsibility of those units.

4.1 Ally Presence in UQ Governance

In 2021, the Chairs of UQ's strategic diversity committees (including the Ally Action Committee, the Disability Inclusion Group, the Cultural Inclusion Council, the Gender Steering Committee, Aboriginal and Torres Strait Islander Employment Steering Committee and the RAP Oversight Committee) was invited to attend the Senate Committee on Equity Diversity and Inclusion's (SCEDI) quarterly meetings, alongside the Vice Chancellor.

This group of Strategic Diversity Committee Chairs also additionally met twice over the course of 2022 to further facilitate intersectional collaborations and identify shared opportunities and priorities.

This connection was further enhanced in 2022, as Dr Dino Willox (Chair of the Ally Action Committee) has recently been voted in as the Professional staff representative on the 35th UQ Senate. Their running platform was based around bringing diversity and inclusion into the highest governance structure at UQ, and they highlighted their commitment to diversity throughout the election process. They were subsequently elected to represent the approximately 5,000 professional staff at UQ.

4.2 Leading Allies

In 2022, Prof Craig Franklin joined Professor Heather Zwicker and Professor Doune Macdonald as Ally Executive Champion. The AECs met quarterly with the Chair/s of the Ally Action Committee and the Manager of WD&I, to provide advice, guidance, and input on relevant matters. These positions have been integral to raising the visibility of the Ally Network across the University and in providing strategic guidance on how to optimise LGBTQIA+ inclusion and sense of belonging across both student and staff cohorts.

A notable event was the session entitled Digging into Diversity: LGBTQIA+ Perspectives, which Professor Heather Zwicker and Ally Action Committee member Dr Dino Willox presented at the Vice Chancellor's Management Conference on Friday 22 July. This session used the presenters' lived experiences and an intersectional lens to highlight challenges facing members of the UQ community who are LGBTQIA+. Flic wrote in the capacity of Chair to Professor Zwicker and Dr Willox to express the thanks of the Committee for their time, effort, and emotional labour. We are grateful that this opportunity was afforded for them to discuss LGBTQIA+ inclusion at such a high level within the University.

In 2022, Dr Willox was nominated for Ally of the Year award through the Australian Workplace Equality Index awards and won the Diversity and Inclusion UQ Excellence Award for their invaluable contribution to LGBTQIA+ inclusion at UQ. Unfortunately, Dr Willox stepped down as Co-Chair of the Ally Action Committee in late 2022. They remain a key point of contact for all matters related to the Ally Action Committee and LGBTQIA+ inclusion more broadly. Krystian Choros has been appointed Deputy Chair of the AAC to replace Dino, who remains an active member of the committee.

4.3 All Gender Bathrooms

In 2022, UQ updated its Architectural Design standards to include All Gender Bathrooms as a consideration. The inclusion of All Gender Bathrooms will be considered for any new buildings or refurbishments with individual stalls with full-height partitions, individual hand basins and signage. A website was also launched in 2022 with a link to the interactive All Gender Bathroom map and a feedback form where users can suggest where additional facilities are required.

5. Objective 4: Improve UQ's External Engagement to Contribute to Developing LGBTQIA+ Inclusive Communities

In 2022, UQ was recognised with a Gold Employer ranking in the 2022 Australian Workplace Equality Index (AWEI), which is the definitive national benchmark for LGBTQIA+ inclusion in the workplace, and which places UQ in the top 10-20% of highest-ranking employers in Australia. This is the first time UQ was awarded a Gold Employer; a particularly pleasing result considering the yearly increase in the minimum point values to reach each level of attainment (Bronze, Silver, Gold, Platinum)¹. The results from the 2021 index were shared with: the Ally Network; the AAC; WD&I; and senior members of the University, to enhance their awareness and understanding. Much work has been done to address key areas where the University can improve in this space, in consultation with Pride in Diversity, and a focused effort by the AAC in collaboration with WD&I to address areas of need.

[Jacobs](#), a global engineering company, reached out to the Ally Network to seek a guest speaker and panel member for their international Transgender Day of Visibility event. AAC Chair, Dr Dino Willox, agreed to be a part of their panel. The day was attended by 10 people in person, and 50 people globally online.

¹ The AWEI is marked on a curve, meaning that, as organisations get better at LGBTQIA+ inclusion in the workplace, the bar for attaining each level of award is raised. This occurred again in 2022 despite COVID restrictions during 2021 -the reporting period for the AWEI 2022.

WD&I continues to pay for and manage the membership of Pride in Diversity.

6. Challenges

2022 presented some challenges, including:

1. The lack of consistent funding to reflect the growing Network numbers and higher expectations to organise events challenges the Network's ability to achieve the objectives and vision as set out by the Ally Action Plan 2019-2022. As the Ally Network continues to grow and the Australian Workplace Equality Index raises the benchmark, it is anticipated that additional budget and resourcing may be sought over the coming years.
2. In 2021, and again in 2022, WD&I saw a reduction in overall staff leading to difficulties maintaining the level of support provided to the AAC.
3. Changing official policies and institutional practices, even if the changes are minor, can take a long time, which makes it difficult to stay in line with best practices in the D&I space.

Appendix 1: About the Ally Action Plan

Strategic Context

The UQ AAC was established in November 2016, to drive and coordinate activities that foster a culture and community at UQ that is inclusive, respectful, informed and supportive of people with diverse genders, sexes and sexuality. The UQ AAC exists within a well-established diversity and inclusion governance, oversight and accountability framework. While the UQ AAC supports the LGBTQIA+ portfolio of Workplace Diversity & Inclusion (WD&I), WD&I endeavours to apply an intersectional lens to all its activities and bring LGBTQIA+ inclusion to all other portfolios.

The Plan, and the work of the UQ AAC, align with UQ's values and goals outlined in the:

- [UQ Strategic Plan 2022-2025](#),
- [UQ Student Strategy 2016-2020 White Paper](#),
- [UQ SAGE Athena SWAN Gender Action Plan 2019-2023](#), and
- WD&I Strategy 2019-2022.

The Plan is also informed by [Pride in Diversity](#), and feeds into UQ's annual submission to the [Australian Workplace Equality Index](#) (see section 7) to ensure planning reflects national best practice.

Vision

The Vision of UQ Ally Network, driven by the Ally Action Committee, is to make UQ a national leader for the inclusion, respect and support of gender, sex and sexuality diversity in education and employment. This vision will be realised through the achievement of the following objectives:

1. Increase the visibility of the UQ Ally Network consistently across the University.
2. Empowering the UQ Ally Network to create positive change for LGBTQIA+ inclusion across the University.
3. Embedding LGBTQIA+ inclusion in all University business.
4. Improving UQ's external engagement to contribute to developing LGBTQIA+ inclusive communities.

Governance

Implementation

The UQ Ally Action Plan implementation is guided by the UQ 6A Inclusion Framework, as outlined in UQ WD&I Strategy 2019-2022.

The Ally Action Committee, with support from the Ally Executive Champions (AEC) and WD&I, is responsible for implementing the Action Plan. This Plan is supported by an implementation plan that provides the actions, timeframes, responsible officers and reporting mechanisms for the UQ AAC to achieve its objectives.

Implementation is achieved using existing resources available to support the UQ Ally Network, in addition to additional support provided by the Executive Champion/s who guide the AAC on securing any additional resources needed to successfully implement the Plan.

Monitoring and Reporting

This report is delivered annually by the UQ AAC and measures the progress of the Plan during the previous twelve months. The report is shared with the UQ Ally Executive Champion/s in December each year, before being presented annually to the Senate Committee for Equity, Diversity and Inclusion in March the following year. Once endorsed by the Senate, the report is made available to all staff and students via a web portal.

The Senate Committee for Equity, Diversity and Inclusion (SCEDI), in partnership with WD&I, is responsible for monitoring the implementation of the Plan.

WD&I continued to provide administrative support to the Ally Network, including maintaining a database of current Ally membership and completing a full audit of all members through correspondence and terminated appointments, as well as regularly updating the website where necessary.

Appendix 2: UQ Ally Network Engagement Survey 2022

Context

In 2018, the UQ Ally Action Committee (UQ AAC) developed and delivered a UQ Ally Network Engagement survey. This was the first time UQ Ally Network engagement had been measured in this way and has provided an opportunity to compare the data and improve the survey in 2019, and again in 2020.

2018: There were 170 UQ Allies at the time of the delivery of the survey (August 2018). 41 UQ Allies participated in the survey, which resulted in a **24% response rate**.

2019: There were 383 UQ Allies at the time of the delivery of the survey (October 2019). 125 UQ Allies participated in the survey, which resulted in a **33% response rate**.

2020: There were 599 UQ Allies at the time of the delivery of the survey (November 2020). 139 UQ Allies participated in the survey, which resulted in a **23% response rate**.

2021: There were 779 UQ Allies at the time of the delivery of the survey (November 2021). 109 UQ Allies participated in the survey, which resulted in a **14% response rate**.

2022: There were 916 UQ Allies at the time of the delivery of the survey (November 2022). 129 UQ Allies participated in the survey, which resulted in a **14% response rate**.

Understanding the UQ Ally Network

Gender and sexuality

- 75% of survey respondents identified as women (up from 69.7% in 2021).
- 58% of respondents identified as heterosexual (up from 53.2% in 2021).
- 40% identified themselves as members of the LGBTQIA+ community (down from 47.7% in 2021)

In 2022, 2.3% of respondents preferred to self-describe their sexuality (down from 4.6% in 2021)

Figure 1: Gender of survey respondents

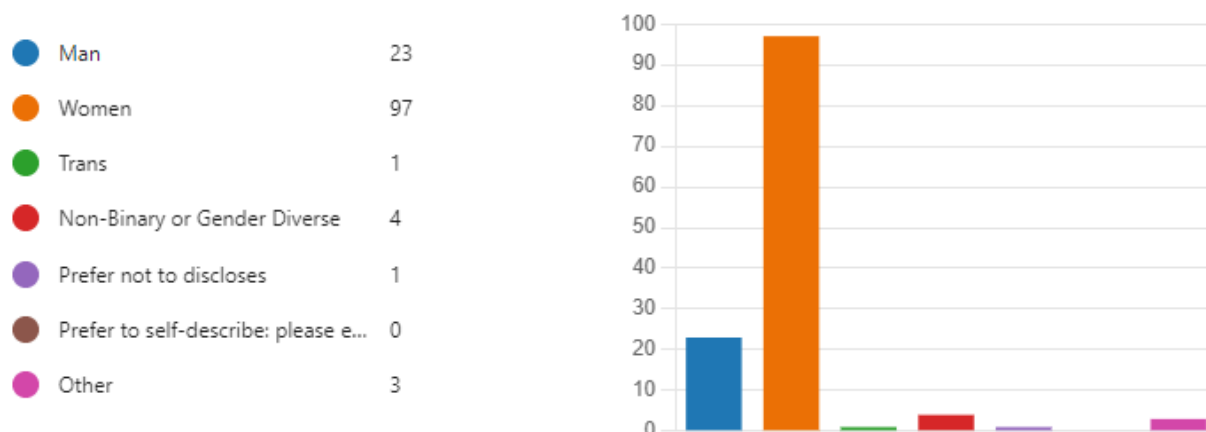
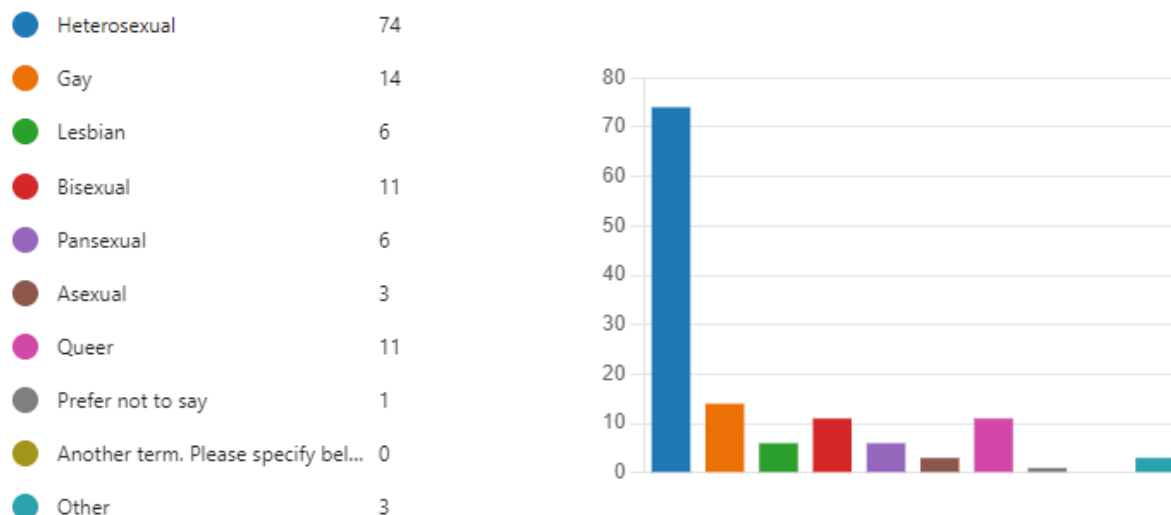


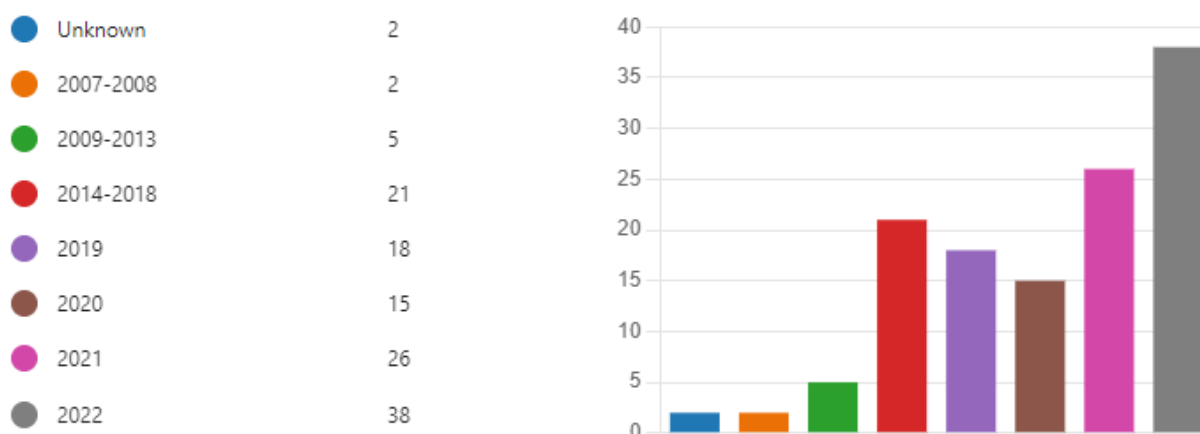
Figure 2: Sexuality of survey respondents



When Allies joined the UQ Ally Network

28.5% of the 2022 survey respondents joined the UQ Ally Network in 2022 and 21.7% (28 respondents) of respondents have been allies for at least 4 years. While this demonstrates that the most engaged members of the Ally Network are also its newest members, this is strengthened with a number of long-standing allies who are firm advocates. Numbers certainly decreased in line with how long the respondents had been part of the Ally Network, indicating that engagement may wane over time.

Figure 3: Year Allies joined the UQ Ally Network



Engagement and visibility

Visibility

91.5% (up from 89% in 2021) selected “Strongly Agree” or “Agree” that the UQ Ally Network is visible. 1.5% (down from 4.5% in 2021) of Allies disagree that the network was visible.

Figure 4: UQ Allies’ perceptions of the visibility of the UQ Ally Network

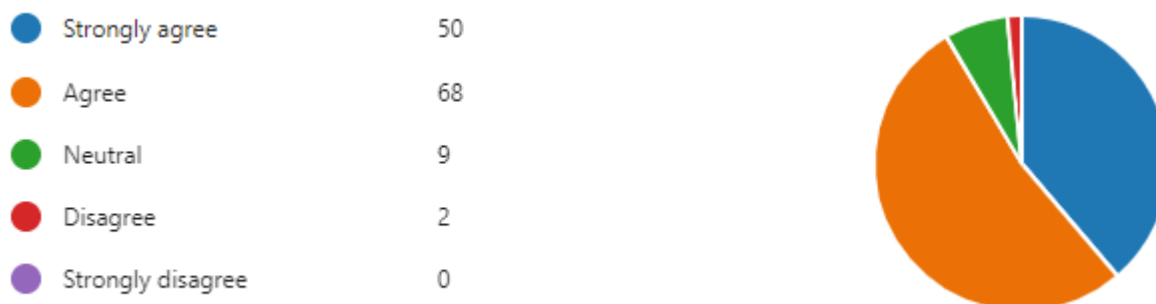


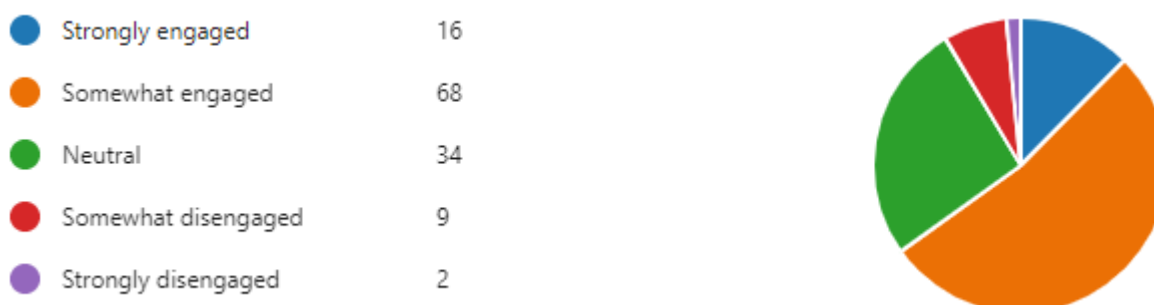
Figure 4b: Word cloud depicting responses on UQ Allies’ perceptions towards the network’s visibility



Engagement

65% of survey respondents feel “Strongly engaged” or “Somewhat engaged” with the network (up from 62.4% in 2021), while 8.5% feel “Somewhat disengaged” or “Strongly disengaged” (down from 19.2% in 2021). 26% of respondents are neutral towards the level of engagement with the UQ Ally Network.

Figure 5: UQ Allies’ feelings of engagement with the UQ Ally Network



The following are some sentiments expressed by respondents towards visibility and engagement with the UQ Ally Network:

- *UQ Ally has one of the stronger presences I've experienced in previous organisations and feel proud to be a part of the Ally network.*
- *The increase in the visibility of the Ally network over the past few years has been impressive.*
- *Wonderful to see stalls throughout important weeks on the grassy knoll/Campbell place. Love the lanyards - very easy to spot.*
- *The Ally Network is visible through their ACTIONS in teams, org units and across the university. From identifying another person's lanyard in the Great Court to events like the Great Bake Off, newsletters like Ideals, to local and Ally Network Teams chats, the Ally Network are really visible and supportive of people*

The survey respondents identified several things that they consider to be the best things about being a UQ Ally. Figure 6 provides a word cloud² that demonstrates several key themes.

Figure 6: Word cloud depicting UQ Allies' responses to what they feel is the best thing about being a UQ Ally



Ally communication

Type of Information communicated

93% of survey respondents “Strongly agree” or “Agree” that the information circulated to them is helpful and informative (up from 90.8% in 2021). There was no respondent who “Disagree” with the usefulness of the information received.

Figure 7: Information shared to UQ Allies is helpful and informative

Strongly agree	56
Agree	64
Neutral	8
Disagree	0
Strongly disagree	0



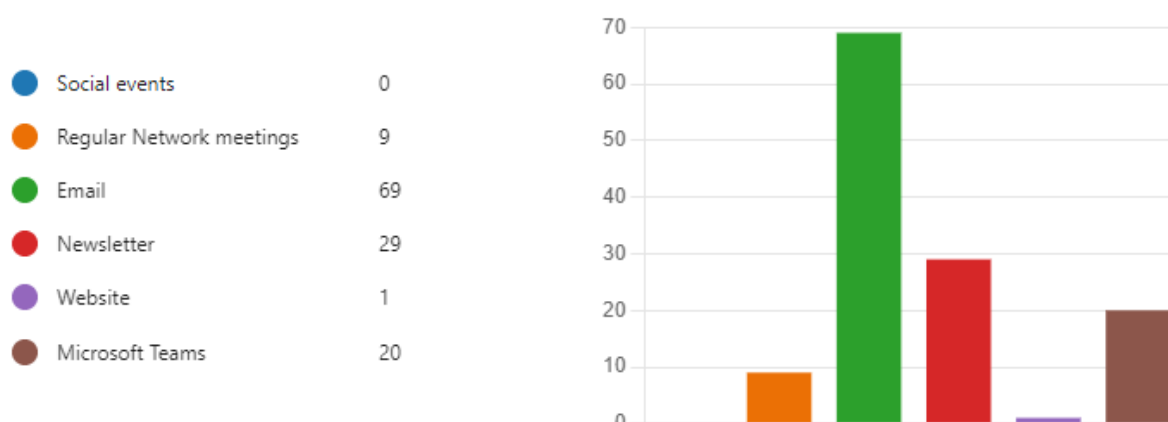
The following are some respondent sentiments towards the information that is being shared:

- *The new Equal(itea) Newsletter is great and provides an opportunity to learn more about the community and what we can do to support this.*
- *I enjoy the newsletter and the resources on the Teams page.*
- *I like hearing about what's happening at UQ :) Makes me feel like we have a bustling community happening at home, so to speak.*
- *I enjoy hearing of updates to changes in the university / Aus policy that support the LGBTQIA+ community. I like to read stories of people's work and experience. As I am not a member of the LGBTQIA+ community it helps me to better understand other lived experiences. I am also always keen to hear about different contexts and perspectives to learn more. I think an increase in 'educational' or storytelling seminars/panels/presentations throughout the year would increase participation - as when it's a learning opportunity, you don't feel like you need to know XY or Z to attend.*

Method of communication

Email as a preferred method of communication received the most votes with 53.5% of respondents. This was followed by newsletters at 22.5% and Microsoft Teams at 15.5%. As the University is increasingly promoting the use of Microsoft Teams as a communication platform, the Workplace Diversity & Inclusion Team will continue to use that as our preferred platform with members, in conjunction with emails and newsletters.

Figure 9: UQ Allies' preferred platform for information sharing and communication



Frequency of communication

Survey respondents indicated that they enjoy receiving regular email communication. The majority (82%) indicated that their preference is to have monthly or fortnightly communication.

Figure 10: UQ Allies' preferred frequency of email communication

Weekly	10
Fortnightly	53
Monthly	53
Every two months	13



Ally events

Frequency of events

48% of respondents hold the view that events should be held Quarterly, while 48% of respondents would prefer to have monthly events.

Figure 11: UQ Allies' preferred frequency of events

More than once a month	5
Monthly	62
Quarterly	62
Yearly	0

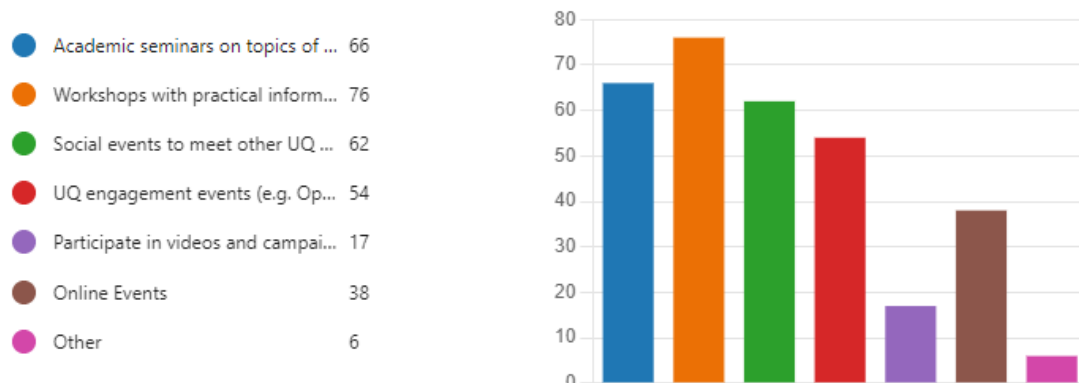


Types of events

UQ Allies identified that they are most likely to attend:

- Workshops with practical information about managing gender and sexuality in the workplace (60%).
- Academic seminars on topics of gender and sexuality (51%); and
- Social events to meet other UQ Allies (48%)

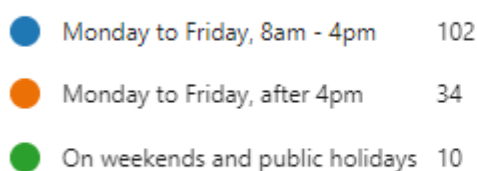
Figure 12: Types of events UQ Allies are likely to attend



Availability of UQ Allies to attend events

A vast majority of survey respondents indicated that they are able to attend events on workdays, between 8am and 4pm (79%) while a smaller majority noted they would be available to attend events after business hours from 4pm on weekdays (26%).

Figure 13: Availability of UQ Allies to attend events



Recommendations

Based on the feedback provided by the UQ Ally Network through the UQ Ally engagement survey, WD&I has devised a number of recommendations on how the UQ Ally Action Committee can enhance the engagement of the UQ Ally Network, including (but not limited to):

- Engage Ally members and host events on campuses outside St Lucia.
- Respondents are motivated to attend social events, but time pressure poses a challenge. Events should be designed with this in mind.
- The information shared via the monthly newsletter is helpful and interesting.
- Seminars and/or refresher courses are of interest
- More resources linked to upcoming days of significance is desired.

Where do our UQ Allies work?

The UQ Ally Network has over 900 members working across all campuses and major operational sites, academic and business divisions, including core affiliates and subsidiaries.

The following is a breakdown on where UQ Allies can be found, categorised to the most appropriate organisational unit as listed on <https://www.uq.edu.au/departments/>.

While every effort has been made to ensure the accuracy of the figures in this document, the dynamic nature of employment at UQ means some members are reported across different work areas concurrently.

University Senior Management Group & Central Portfolios	
Advancement and Community Engagement	1
Alumni & Community Engagement	1
PVC Advancement and Community Engagement Total	2
Office of the Vice Chancellor	1
Office of the Provost	1
Workplace Diversity & Inclusion	5
Provost Total	6
Finance and Business Services	5
Health Safety & Wellness	2
Human Resources	43
Information Technology Services	11
Legal Services	1
Marketing and Communication	12
Property & Facilities	4
Chief Operating Officer Total	78
Academic Services Division	15
Future Students	4
Institute for Teaching and Learning Innovation	8
Office of Deputy Vice-Chancellor (Academic)	1
Student Affairs Division	64
UQ Library	31
DVC Academic Total	123
Global Partnerships	2
Intelligence and Engagement	3
International Development	1
DVC Global Engagement Total	6
Centre for Microscopy and Microanalysis	5
Graduate School	13
Office of Deputy Vice-Chancellor (Research & Innovation)	8
Pro-Vice-Chancellor (Research Infrastructure)	3
Research Office	12
UQ Biological Resources	1

UQ Centre for Clinical Research	5
Pro-Vice-Chancellor (Research)	1
Research Ethics and Integrity	1
DVC Research and Innovation Total	49

Faculties and Schools	
Faculty of Business, Economics & Law	25
School of Economics	6
School of Education	7
TC Bernie School of Law	10
UQ Business School	29
Faculty of Business, Economics and Law Total	77
Faculty of Engineering, Architecture & Information Technology	22
School of Chemical Engineering	6
School of Civil Engineering	5
School of Information Technology & Electrical Engineering	8
School of Mechanical and Mining Engineering	9
Faculty of Engineering, Architecture and Information Technology Total	50
Australian Centre for Water and Environmental Biotechnology	1
Faculty of Health and Behavioural Sciences	12
Faculty of Humanities and Social Sciences	2
School of Dentistry	3
School of Health and Rehabilitation Science	18
School of Human Movement and Nutrition Sciences	13
School of Nursing, Midwifery and Social Work	5
School of Pharmacy	15
School of Psychology	14
Faculty of Health and Behavioural Sciences Total	83
Centre for Health Services Research	2
Diamantina Institute	22
Faculty of Medicine	16
Faculty of Science	22
Mater Research Institute	18
Medical School	2
School of Clinical Medicine	9
School of Public Health	14
Faculty of Medicine Total	105
School of Communication and Arts	12
School of Historical and Philosophical Inquiry	8
School of Languages and Cultures	2
School of Music	1
School of Political Science & International Studies	2
School of Social Science	21
Institute for Social Science Research	5

UQ Art Museum	13
Faculty of Humanities and Social Sciences Total	64
Faculty of Science	1
School of Agriculture and Food Sciences	17
School of Biological Sciences	8
School of Biological Sciences	17
School of Chemistry and Molecular Biosciences	21
School of Earth and Environmental Sciences	8
School of Mathematics & Physics	40
School of Veterinary Science	11
Faculty of Science Total	123

Research Institutes and Centres	
Institute for Molecular Bioscience	48
Queensland Brain Institute	20
Australian Institute for Bioengineering and Nanotechnology	16
Sustainable Minerals Institute	4
Centre for Nutrition and Food Sciences	3
Queensland Alliance for Agriculture and Food Innovation	8
Queensland Alliance for Environmental Health Sciences	4
Queensland Alliance for Agriculture and Food Innovation Total	15

Affiliates, Subsidiaries and non-UQ controlled entities	
UQ Sport	14
International House	2
Emmanuel College	1
Grace College	4
King's College	2
St Leo's College	1
UQ College	1
College Total	9

Division	
University Senior Management Group & Central Portfolios	265
Faculties and Schools	502
Research Institutes and Centres	103
Affiliates, Subsidiaries and non-UQ controlled entities	25

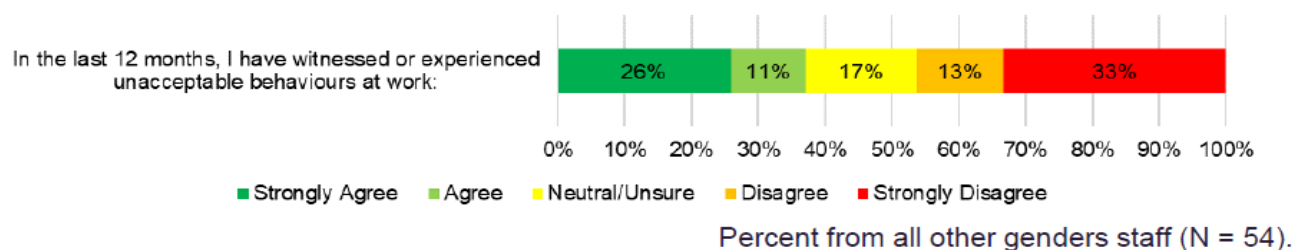
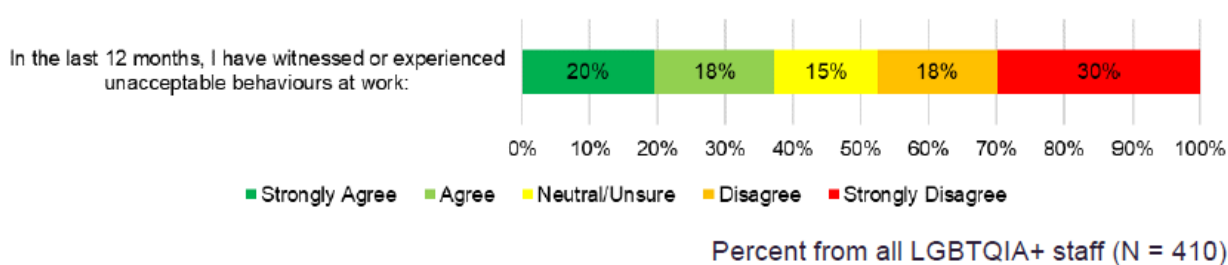
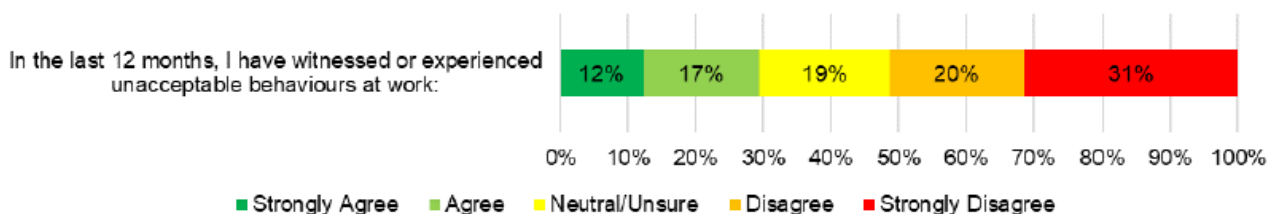
Operational Sites	
Gatton	25
Heron Island	1
Herston	39
Indooroopilly	3
Long Pocket	11
Mater Hospital	8
PACE	20
Princess Alexandra Hospital	10
Queensland Children's Hospital	2
Royal Brisbane and Women's Hospital	2
St Lucia	737
Toowong	3
Translational Research Institute (TRI)	33
UQ Brisbane City	1

Appendix 3 - Snapshot of LGBTQIA+ Data – Pulse Survey 2022

Quick Summary

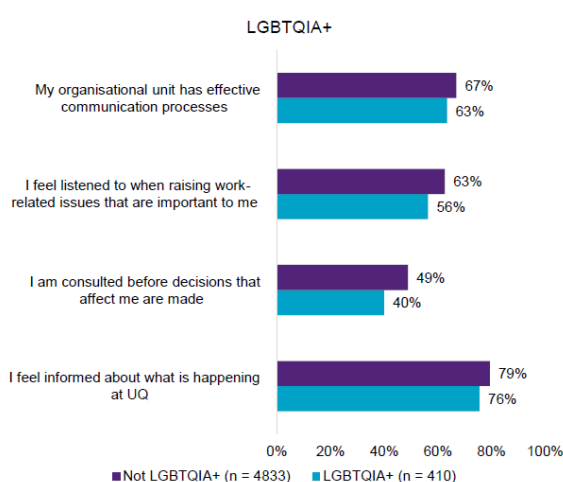
- 6239 UQ employees undertook the Pulse Survey in 2022.
- 410 or 6.5% of respondents identified as belonging to the LGBTQIA+ communities. (This figure was 6.6 % in 2021 PULSE survey).
- 38% of LGBTQIA+ staff either strongly agreed or agreed that they had witnessed unacceptable behaviour at work in the last 12 months. The same number for non LGBTQIA+ staff was 20%. When the LGBTQIA+ staff responded to what type of behaviour was witnessed or experienced, the top three were inappropriate communication and language (29%), bullying (17%) and aggressive behaviour (14%).
- 26% of “all other gender staff” (non-binary/gender fluid/x/other/prefer not to say) had witnessed or experienced unacceptable behaviour at work during the last 12 months. The type of behaviour witnessed or experienced was inappropriate communication and language (30%), bullying (15%) and aggressive behaviour (15%).

Complete Pulse Results

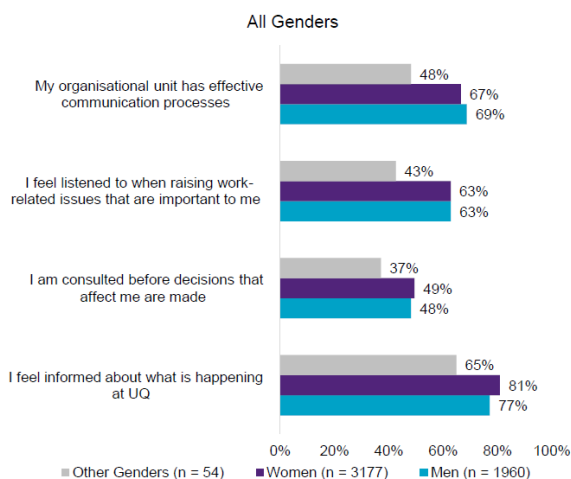


- 40% of LGBTQIA+ staff/37% of “All other gender staff” agreed with the statement “I am consulted before decisions that affect me are made” This number is 49% for not LGBTQIA+ staff.
- 74% of LGBTQIA+ staff agreed with the statement “UQ demonstrates a genuine commitment to diversity and inclusion”. This number was 80% for non-LGBTQIA+ staff.

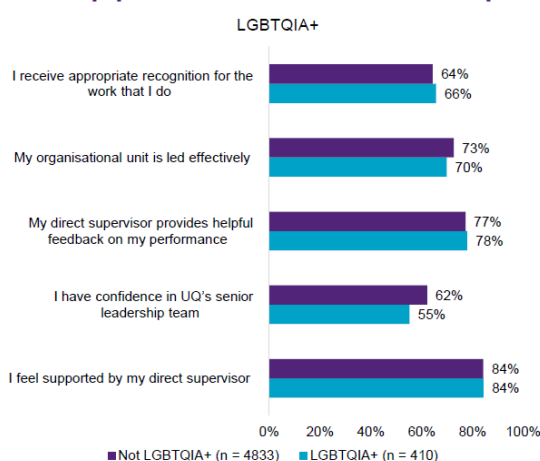
Communication



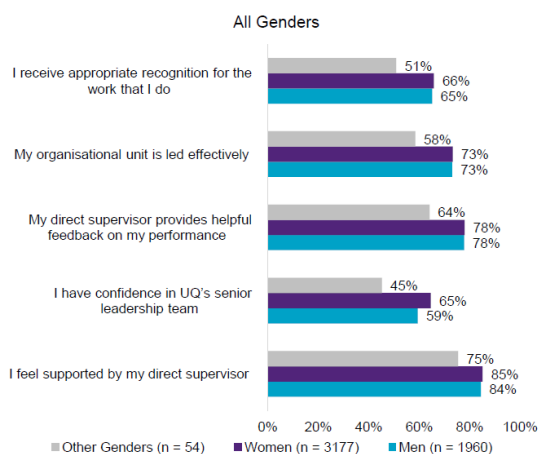
Communication



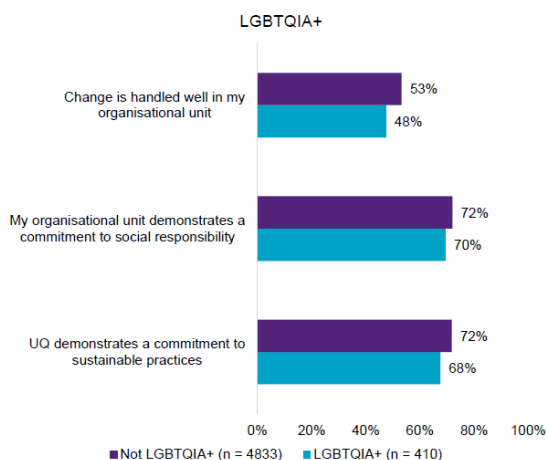
Support and Leadership



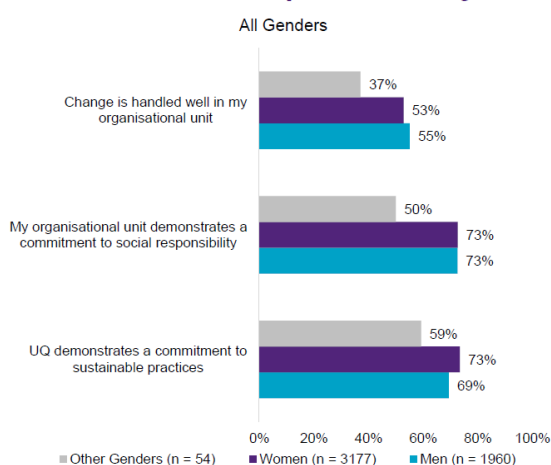
Support and Leadership



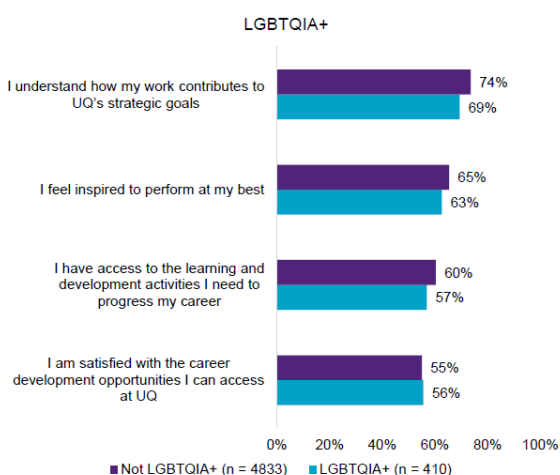
Social Responsibility



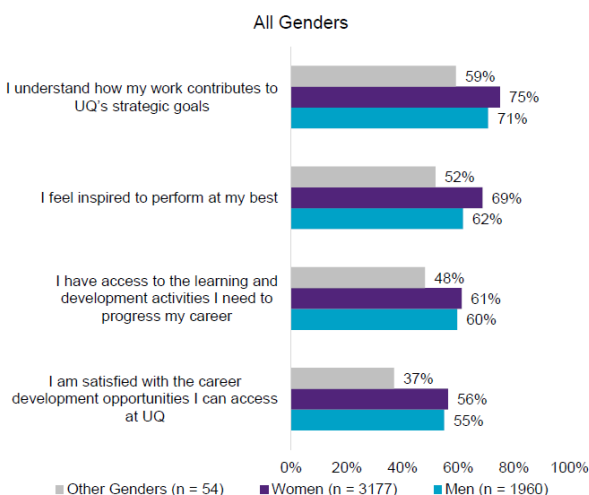
Social Responsibility



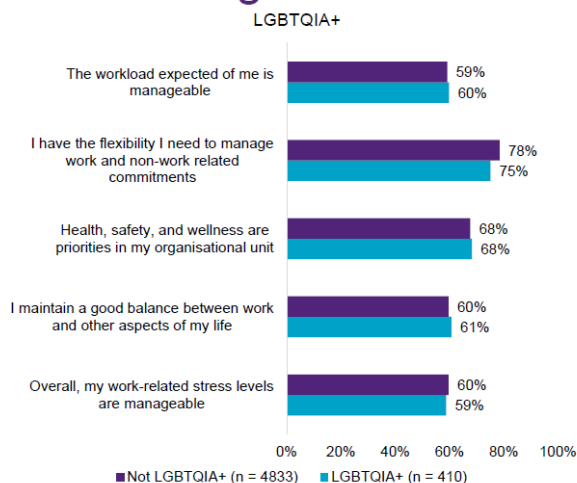
My Work and My Job



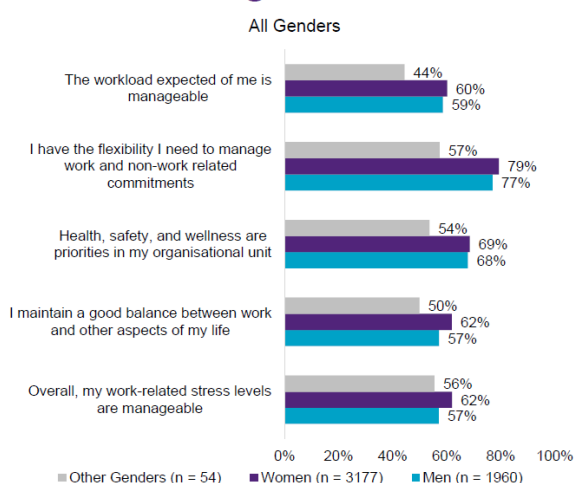
My Work and My Job



Well-Being and Workload

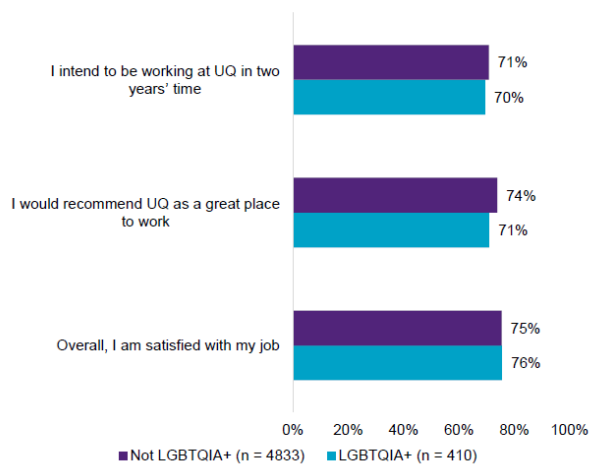


Well-Being and Workload



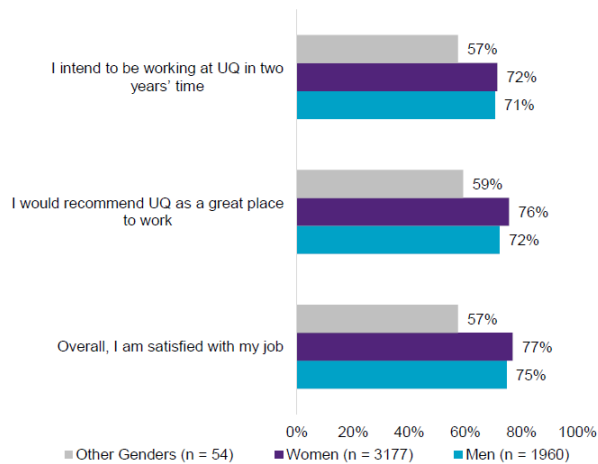
You and UQ

LGBTQIA+



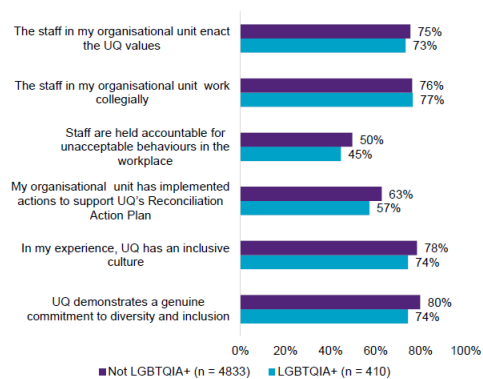
You and UQ

All Genders



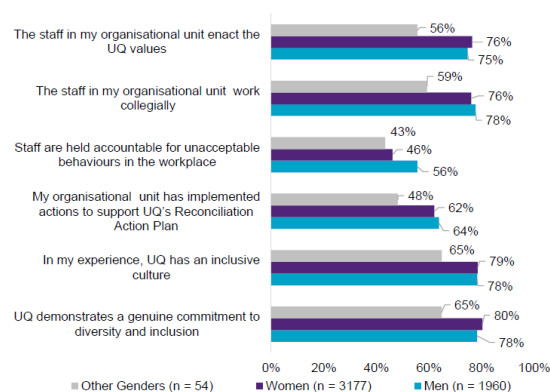
Diversity, Inclusion, and Culture

LGBTQIA+



Diversity, Inclusion, and Culture

All Genders



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CRICOS Provider Number 00025B