

UQ LGBTQIA+ Inclusion Action Plan

2024-2025

Overview

The University of Queensland (UQ) is committed to developing and maintaining welcoming, respectful, and inclusive work and study environments where all people are encouraged and able to be their authentic selves. The University of Queensland LGBTQIA+ Inclusion Action Plan 2024-2025 (Action Plan/the Plan) provides the strategic direction and planning framework for LGBTQIA+ inclusion efforts at UQ and establishes priorities for the University's Ally Action Committee (UQ AAC). The Plan is the fourth iteration¹ and builds on work achieved in previous years.

Vision

Our vision is for UQ to be an international leader for the inclusion, respect, support and celebration of the diversity of gender, sex and sexuality in education and employment.

Objectives

Our vision will be realised through the achievement of the following objectives:

1. **Empower** the UQ Ally Network to create positive change for LGBTQIA+ inclusion across the University by providing opportunities to engage and support staff and students of diverse genders, sexes and sexualities.
2. **Support** LGBTQIA+ student inclusion and retention by removing the unique roadblocks that impact their ability to have an equitable experience at the University.
3. **Evidence** our impact through the national Australian Workplace Equality Index, consistently improving on our 2022 Gold status over the duration of the plan.

Governance

The UQ Ally Action Committee (AAC) is responsible for guiding and monitoring the implementation of the Action Plan.

The University Senior Executive Team and the Senate Committee on Equity Diversity and Inclusion both oversee the implementation of the LGBTQIA+ Inclusion Action Plan to ensure it remains in line with the strategic objectives of the organisation.

Monitoring and Evaluation

WDI, in collaboration with the UQ AAC, makes a submission to the Australian Workplace Equality Index annually. This submission will reflect on the progress of the three objectives and the results of the submission will be presented to the UQ Ally Executive Champion/s in June each year, followed by the Senate Committee on Equity Diversity and Inclusion. The results will then be made available to all staff and students via the website.

The Senate Committee for Equity, Diversity and Inclusion (SCEDI), in partnership with Workplace Diversity and Inclusion, is responsible for monitoring the implementation of the Plan, using additional metrics including the SCEDI Score Card, as well as quarterly reports from the Ally Action Committee.

Contact details: UQ Ally Action Committee // T +61 7 334 60402 // E ideals@uq.edu.au // [Website](#)

¹ Of what was previously titled the UQ Ally Action Plan

Objective 1: Empower the UQ Ally Network to create positive change for LGBTQIA+ inclusion across the University by providing opportunities to engage and support staff and students of diverse genders, sexes and sexualities.

Action	Measures	Responsibility	Timeframe	AWEI Reference
1.1 LGBTQ Inclusion Training Availability	1.1.1 Review annually the Ally/Champion Reference Guides that detail how to be an effective ally and/or active champion for LGBTQIA+ inclusion within the workplace.	Chief Human Resources Officer	2025	Foundation 18
	1.1.2 We have made LGBTQIA+ Awareness/Inclusion/Ally training available to ALL employees and delivered 10 Ally workshops annually for the duration of the plan.	Chief Human Resources Officer	2025	Foundation 21, Advanced 17
	1.1.3 We have communicated the LGBTQIA+ Awareness/Inclusion/Ally training training to ALL employees twice yearly for the duration of the plan.	Chief Human Resources Officer	2025	Foundation 21
	1.1.4 We have completed work (over and above the promotion of generic LGBTQIA+ inclusion training) to ensure that people managers understand the challenges faced by LGBTQIA+ employees and are equipped to address any issues that may arise regarding LGBTQIA+ Inclusion issues within their team.	Chief Human Resources Officer	2024	Advanced 18
	1.1.5 We have identified critical roles whereby incumbents require a thorough understanding of challenges that LGBTQIA+ people face, and we have provided role-specific training to those staff.	Chief Human Resources Officer	2025	Advanced 19
	1.1.6 We have company-specific internal management practices or leadership training incorporating an LGBTQIA+ component.	Chief Human Resources Officer	2025	Advanced 20

1.2 LGBTQ Social Media Streams	1.2.1	We have a dedicated internal-facing LGBTQIA+ collaboration platform to engage employees with our LGBTQIA+ inclusion work and provide a safe place for LGBTQIA+ employees and allies to interact. We actively promote UQ's LGBTQIA+ initiatives in this channel.	Chief Human Resources Officer	2025	Foundation 20
	1.2.2	Our external-facing organisational social media pages have actively shown our LGBTQIA+ -inclusion work throughout the assessed calendar year.	Chief Marketing and Communication Officer	2025	Advanced 7
1.3 Personal Accountability for Inclusion	1.3.1	Our organisation has put steps in place to ensure LGBTQIA+-related work delivered by the network, including by network leadership and members of the Ally Action Committee, is formally recognised: <ul style="list-style-type: none"> • as critical work within standard working hours • with formal accountability built into performance-based evaluation • as contributing toward individual employee/s career development 	Chief Human Resources Officer	2024	Advanced 5, 16
1.4 Network Leadership and Sustainability na	1.4.1	To maintain the continuity and longevity of our network, our network will annually review the AAC sustainability plan to ensure: <ul style="list-style-type: none"> • leadership roles are not left vacant. • potential successors have the training/skills/motivation to take on leadership roles. • contingency plans should current resources become insufficient. • network leadership representation is spread across multiple sites, states, and offices. 	Ally Action Committee	2025	Advanced 9
1.5 Broader inclusion support	1.5.1	Our network or network leadership has contributed to the organisation's inclusive culture by supporting or assisting at least two other diversity networks.	Ally Action Committee	2025	Advanced 12
1.6 LGBTQIA+ days of significance	1.6.1	We have promoted a minimum of two LGBTQIA+ Days of Significance annually while providing employees with an understanding of why these dates are important.	Ally Action Committee	2025	Advanced 14
1.7 Visibility in the workplace	1.7.1	We actively encourage the visible support of LGBTQIA+ inclusion by: <ul style="list-style-type: none"> • Provide options for individual employees to indicate that they are an ally. • Displaying visible organisational support across our offices. 	Ally Action Committee	2025	Advanced 15

1.8 Community Support	1.8.1	We have participated in external LGBTQIA+ community events with organisational branding at least once annually.	Ally Action Committee	2025	Advanced 28
	1.8.2	We have supported LGBTQIA+ charities and community groups at least once annually.	Ally Action Committee	2025	Advanced 29

Objective 2: Support LGBTQIA+ student inclusion and retention by removing the unique roadblocks that impact their ability to have an equitable experience at the University.

Action	Measures	Responsibility	Timeframe	AWEI Reference
2.1 Strategic LGBTQIA+ Inclusion	2.1.1 We can evidence at least two initiatives where we include our focus on LGBTQIA+ inclusion when working with future and current students, strategic partners, alumni and/or funding bodies.	Vice-President (Advancement and Community Engagement)/Deputy-Vice Chancellor (Academic)/ Chief Marketing and Communication Officer	2024	Advanced 8
2.2 Naming Conventions Project	2.2.1 Make changes to priority UQ systems/software.	Chief Information Officer	2024	
	2.2.2 Oversee the preferred names framework implementation for other UQ systems/software.	Ally Action Committee	2024	
2.3 Demographic collection	2.3.1 Partner with students to identify the data collection necessary to measure and support LGBTQIA+ student outcomes and experiences at UQ.	Ally Action Committee/ Deputy-Vice Chancellor (Academic)	2025	
2.4 Fundraising Opportunities	2.3.2 Raise at least 50% of the funds required to establish the Alumni Pride scholarship (required by 2028).	Ally Action Committee/ Vice-President (Advancement and Community Engagement)	2025	
	2.3.3 Promote fundraising support twice yearly for the LGBTQIA+ bursary, which provides per-semester and ad hoc disbursements.	Ally Action Committee	2025	

Objective 3 Evidence our impact through the national Australian Workplace Equality Index, consistently improving on our 2022 Gold status over the duration of the plan.

Action	Measures	Responsibility	Timeframe	AWEI Reference
3.1 Ensure HR Policies and Diversity Practices are inclusive of LGBTQIA+ communities.	3.1.1 Review annually the language and terminology across relevant documentation, intranet pages and external web pages is LGBTQIA+ inclusive.	Chief Human Resources Officer/ Chief Marketing and Communication Officer	2025	Foundation 1
	3.1.2 Ensure that all policies reviewed include LGBTQIA+ employees and their families (where families are included within policies/benefits).	Chief Human Resources Officer	2025	Foundation 2
	3.1.3 Ensure that the Paid Parental Leave police includes employees who bring children into their family via arrangements such as surrogacy, adoption and foster/guardianship.	Chief Human Resources Officer	COMPLETED	Foundation 3
	3.1.4 We provide international travel advice to our LGBTQIA+ employees or employees with LGBTQIA+ dependents should they be required to travel for work. We promote this service to all staff annually.	Chief Human Resources Officer	2025	Foundation 4
	3.1.5 Review our Domestic and Family Violence (DFV) resources annually and ensure they explicitly identify unique challenges faced by LGBTQIA+ people.	Chief Human Resources Officer	2025	Foundation 5
	3.1.6 Employees can access additional paid leave (over and above annual, sick, or generic personal/special leave) if they require time to undertake or manage their gender affirmation.	Chief Human Resources Officer	COMPLETED	Advanced 2
3.2 Bullying and Harassment processes and	3.2.1 We promote annually the availability of resource/s to all staff that provide clear guidelines on what is both inclusive language and	Chief Human Resources Officer/ Chief Marketing and	2024	Foundation 6

support are inclusive of LGBTQIA+ staff and students		negatively perceived language regarding LGBTQIA+ populations.	Communication Officer		
	3.2.2	We have a trained grievance officer who is clearly communicated as a contact for LGBTQIA+ -related grievances; AND who is clearly identified as someone who has been trained in LGBTQIA+ inclusion and awareness.	Chief Human Resources Officer	2024	Foundation 7
	3.2.3	We have documentation that is easily located within our bullying and harassment policy/guidelines that provides clear behavioural examples of what constitutes LGBTQIA+ -related bullying/harassment. The content has been included in the bullying and harassment workshops and relevant training modules.	Chief Human Resources Officer	2024	Foundation 8
	3.2.4	We have a formal process to extract and report on LGBTQIA+-related incidents of bullying and harassment.	Chief Human Resources Officer	2024	Advanced 1
3.3 Addressing the additional barriers for trans and gender diverse employees and students	3.3.1	We have a documented gender affirmation policy/process that will be reviewed once under the duration of the plan.	Chief Human Resources Officer	2025	Foundation 9
	3.3.2	Our employees can easily locate an explicit statement that supports trans and gender diverse people dressing according to their affirmed gender at work.	Chief Human Resources Officer	COMPLETE	Foundation 10
	3.3.3	We include gender diverse options when collecting employee gender information within internal forms and/or IT systems.	Chief Human Resources Officer	2024	Foundation 11
	3.3.4	We are continuously monitoring and improving the availability of 'All-Gender' inclusive bathroom/s across our campuses including those accessible outside buildings year on year for the duration of the plan.	Chief Property Officer	2025	Advanced 2
	3.3.5	Applicants applying for a role can access a documented resource of the internal processes for navigating recruitment barriers and an easily located avenue of support available for trans and gender diverse	Chief Human Resources Officer	2024	Advanced 4

	people. 3.3.6 Recruiters have access to a documented resource of the recruitment barriers faced by trans and gender diverse people.	Chief Human Resources Officer	2024	Advanced 4
3.4 HR/Diversity Professional Accountabilities	3.4.1 The following people within our organisation have documented accountabilities for LGBTQIA+ inclusion: <ul style="list-style-type: none"> Professional staff working on D&I (including WDI) an Ally Executive Sponsor Ally Action Committee Chairs/Deputy Chairs 	Chief Human Resources Officer	2025	Foundation 15
3.5 Research with under-represented LGBTQIA+ populations	3.5.1 Our network participated in two activities to determine the less represented groups within the organisations LGBTQIA+ population' and engaged with the research population to better understand the unique challenges faced.	Ally Action Committee	2025	Advanced 10
	3.5.2 We have participated in one activity annually to increase visibility, awareness and/or engagement of a less represented group within the LGBTQIA+ population.	Ally Action Committee	2025	Advanced 11
3.6 Professional development for LGBTQIA+ employees	3.6.1 We have a process for identifying high-performing LGBTIQ+ employees for inclusion within talent programs, management training and/or organisational success planning.	Chief Human Resources Officer	2025	Advanced 21
	3.6.2 We report on LGBTQIA+ participation within talent/leadership succession programs.	Chief Human Resources Officer	2025	Advanced 21
3.7 Senior leadership advocacy	3.7.1 Our senior executives have visibly shown their support internally for LGBTQIA+ inclusion annually for the duration of the plan.	Ally Executive Champions	2025	Advanced 22
	3.7.2 Our VC has visibly shown their support both internally and externally for LGBTQIA+ inclusion annually for the duration of the plan.	Vice-Chancellor	2025	Advanced 23, 24
	3.7.3 Our VC or AECs have accessed external peer-led LGBTQIA+ inclusion support each year, such as the Pride in Diversity Executive Allies Forums.	Vice-Chancellor / Ally Executive Champions	2025	Advanced 25

3.8 Data Analysis	3.8.1 We have reported on LGBTQIA+ engagement/workplace experience annually.	Chief Human Resources Officer	2025	Advanced 26
	3.8.2 We have engaged in activities to determine whether our LGBTQIA+ employees are disadvantaged in any area of employment	Chief Human Resources Officer	2024	Advanced 27