Equity, Diversity and Inclusion

THE UNIVERSITY OF QUEENSLAND
AUSTRALIA
CREATE CHANGE

Our aspiration

UQ's 2025 Equity Diversity and Inclusion (EDI) plan seeks to drive a whole of UQ approach to EDI, maximise opportunities to apply an intersectional approach and direct efforts and resources towards priority actions aligned to UQ's strategic goals. UQ's Stretch Reconciliation Action Plan will sit in parallel and inform the EDI plan to address the needs of Aboriginal and Torres Strait Islander peoples as a distinct and unique part of the UQ community.

Our 5 EDI pillars

	Career pathways	Access and inclusion	Visibility and leadership	Safety and respect	Monitoring our success
OUR GOALS	Staff are supported across the employee lifecycle to drive their success, enabling UQ to harness the collective talent in our diverse workforce.	Our environment both physical and digital is accessible, flexible and inclusive and provides everyone in our community with the opportunity to engage fully in university life with dignity.	We see ourselves represented in all aspects of the university, taking time to celebrate diversity with support demonstrated through strong and meaningful leadership action.	A safe and respectful campus is supported by exercising our right to freedom of speech responsibly. We will address the root cause of discrimination and harassment through early intervention and victim-centred approaches that recognise the unique needs of our community.	Data collection will be continuously improved to enable the tracking of under-represented groups and drive action to address key barriers to success.
OUR PRIORITY AREAS	Implement the UQ **inclusive recruitment** guide Mitigate bias in **performance and progression** policy and practice Expand an **inclusive leadership** focus across UQ programs and ensure **career development** opportunities meet the needs of under-represented groups Monitoring and reporting of **retention** of under-represented groups	**Accessibility and inclusiveness of physical spaces** are audited and barriers removed **Barriers in the digital environment** are addressed including in IT systems and communications platforms **Inclusive learning environments** are created using principles of **universal design and internationalisation** **Meeting and event protocols** enable **access and inclusion** for all	The **'public face' of UQ** including our website and social media **is monitored to promote diversity** of our community through images and stories **Celebrate diversity** during days of significance and through **visible displays of inclusion** across our campuses **Diverse representation** across **governance structures** is enabled through new guidelines **Senior leadership commitment** to EDI is made visible including through executive sponsorship	Our work on the **prevention and response to sexual misconduct** continues to position the university as a best practice employer and takes an **intersectional approach** Develop an **Anti-racism strategy** aligned to the **Anti-racism commitment** Our **reporting and complaint handling mechanisms** are safe and responsive to the needs of our diverse community **Education and training** builds understanding and a shared responsibility for creating a safe and respectful campus	Improved collection of **equity demographic data** through Workday and pulse survey aligns to current best practice **Progress of key groups** across the **employee lifecycle** is routinely tracked and reported Action to **monitor and address the gender pay gap** is undertaken for both external and internal stakeholders Monitor and report annually on the **implementation of the EDI delivery plan**