THE UNIVERSITY OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Ally Network Annual Report 2024

Contents

Introduction

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. Respect and Inclusivity forms part of UQ's core values.

The LGBTQIA+ Action plan 2024-2025 was launched at the beginning of 2024. This plan provides strategic direction and a planning framework for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Aromantic and Asexual+ (LGBTQIA+) inclusion efforts at UQ. This plan is the fourth iteration of the UQ Ally Action Plan and builds on the work achieved in previous years. The plan builds on objectives found in the Australian Workplace Equality Index and UQ specific goals.

This report reviews the Plan's first year of implementation, celebrating the successes of the UQ Ally Network. It identifies our progress towards our targets, areas of significant contribution and future focus.

Areas of Significant Contribution

Network Achievements

- UQ was awarded gold recognition and trans and gender diverse employer of the year in the 2024 Australian Workplace Equality Index.

- The Ally Network celebrated its 20th Anniversary on 26th July.

- The Ally network had over 1000 members at the end of 2024.

- The Ally Network marched with other SEQ universities at Brisbane Pride under the "University Unity" banner. We also held a combined stall during the fair day.

- Members of the AAC and student partners collaborated on a Student Staff Partnership (SSP) project to survey LGBTQIA+ students about their experiences at UQ and perceptions of demographic data collection.

- We delivered 11 workshops in 2024 across St Lucia, Herston, Gatton and online. We delivered one facilitator workshop.

- The Ally Action Committee provided input to the RANZCOG Gendered Language Project

Fundraising

- The Alumni Pride Scholarship was established. The scholarship is an endowment fund, enabling an annual award of approximately $4,500 to help advance the educational experience of one LGBTQIA+ student experiencing financial hardship every year in perpetuity.

- We raised over $15,000 for the LGBTQIA+ Bursary, a fund that directly supports LGBTQIA+ students experiencing financial hardship. The bursary is awarded to multiple students yearly and also provides ad-hoc support to fund legal name changes.

- The 5th great rainbow bake-off was held in the Great Court for IDAHOBIT, raising $2131 for the Alumni Pride Scholarship.

Other Initiatives

- Wear It Purple Day was celebrated across our campuses. The UQ Art Museum arranged a full-day program, including the "William Yang's Closet: UQ in the 1960s" event. School of Psychology held a

research morning to showcase research being conducted across UQ examining the health and wellbeing of the LGBTQIA+ community, and the Faculty of BEL arranged a colour run.

- Preferred names and titles can now be set by students in Si-net without approval. The preferred name has propagated to MyUQ, Allocate+, Student Management System, service CRM, UniTask, and all student library systems.

- We have offered manager-specific LGBTQIA+ inclusion training to people managers in EAIT, HASS, and BEL.

Progress Against Targets

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.

Focus	Measures	Led By	Status	Progress
1.1 LGBTQIA+ 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.	CHRO	Complete	The Ally Champion Reference Guide was reviewed and republished on the Ally Network
	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	CHRO	Complete	We have delivered 11 workshops in 2024 across St Lucia, Herston, Gatton and Online. LGBTQIA+ on-demand training continues to be available in Workday.
	1.1.3 We have communicated the LGBTQIA+ Awareness/Inclusion/Ally training to ALL employees twice yearly for the duration of the plan.	CHRO	In Progress	To commence from 2025. We will offer the Pride in Diversity LGBTQIA+ Awareness Training and advertise this in the 'what's on" section in UQ Update.
	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.	CHRO	Complete	We have offered manager-specific LGBTQIA+ inclusion training to people managers in EAIT, HASS, and BEL. Pride in Diversity facilitated the training.
	1.1.5 We have identified critical roles whereby incumbents require a thorough understanding of	CHRO	Complete	Client Partnering and Talent Acquisition were identified as critical roles. An Ally

Focus	Measures	Led By	Status	Progress
	challenges that LGBTQIA+ people face, and we have provided role-specific training to those staff.			Workshop tailored to the needs of these teams was provided to them in January 2024.
	1.1.6 We have company-specific internal management practices or leadership training incorporating an LGBTQIA+ component.	CHRO	In progress	An inclusive leadership summer masterclass class is in development. The Managing a Diverse Team training will inform the content, which has an LGBTQIA+ component.
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.	CHRO	Complete	The UQ Ally Network utilises Microsoft Teams for collaboration. All new members are added to the Teams channel. The channel had 694 active users and 29 posts in Q4 2024. We have promoted initiatives such as the Ally Network Volunteering Opportunities, the LGBTQIA+ Bursary and the launch of the #SpeakingOut@Work: Sexual harassment of LGBTQ young people in the Workplace and Workplace training report.
	1.2.2 Our external-facing organisational social media pages have actively shown our LGBTQIA+ -inclusion work throughout the assessed calendar year.	CMCO	Complete	The University of Queensland' LinkedIn profile and Instagram 'uniofqld' shared several posts that show support for LGBTQIA+ inclusion, with a notable example being UQ accepting the Gold Standard Employer Award and the Trans and Gender Diverse Inclusion Award. The 'uniofqld' Instagram also developed two separate posts about understanding pronouns and pride flags. UQ Life shared posts in the lead-up to the IDAHOBIT. On the day of the event, stories were shared on UQ Life's Instagram and Facebook. UQ Union also covered the event on their Facebook page
1.3 Personal Accountabil	1.3.1 Our organisation has put steps in place to ensure	CHRO	Complete	The work delivered by the Ally Action Committee is

Focus	Measures	Led By	Status	Progress
ity for Inclusion	LGBTQIA+-related work delivered by the network, including by network leadership and members of the Ally Action Committee, is formally recognised as critical work within standard working hours, with formal accountability built into performance-based evaluation and as contributing toward individual employee/s career development			formally recognised through the APD process. **Professional staff:** UQ's APD goal library highlights advancing diversity and inclusion and becoming an effective Ally as suggested citizenship goals to encourage staff, including those in the Ally Action Committee, to set specified goals against these targets. **Academic staff:** Citizenship and service is one of the criteria for academic promotion. Undertaking service roles at the university is highlighted as an example of academic staff that can be included in the goal setting for members of the Ally Action Committee and becoming a UQ Ally is listed in APD materials as an example of good citizenship. In addition, all work by the AAC is supported by the Workplace Diversity and Inclusion team
1.4 Network Leadership and Sustainability	1.4.1 To maintain the continuity and longevity of our network, our network will annually review the AAC sustainability plan to ensure that leadership roles are not left vacant, potential successors have the training/skills/motivation to take on leadership roles, and contingency plans should current resources become insufficient, network leadership representation is spread across multiple sites, states, and offices.	AAC	In Progress	A draft update of the Ally Network Sustainability plan will be presented to the Ally Action Committee in 2025.
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.	AAC	Complete	The Ally Network has supported the UQ DIAN network by hosting a joint lunch and promoting the Staff Disability Masterclass in the Equali(tea) Newsletter. During LGBTQIA+ Domestic Violence Awareness Day. the UQ Ally Network and First Responders Network joined forces to host a stall at

Focus	Measures	Led By	Status	Progress
			Complete	Student Central to provide an opportunity for all to connect, take the 'Pledge to Create Change', and find resources for support.
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.	AAC	Complete	The Ally Network hosted the annual Great Rainbow Bake Off in the Great Court to celebrate IDAHOBIT and raise funds for the LGBTQIA+ Bursary. Ally Executive Champion Craig Franklin provided a speech on the importance of IDAHOBIT. School of Psychology arranged a research morning for Wear it Purple Day, showcasing LGBTQIA+ research and poster presentations by LGBTQIA+ students. UQ Art Museum hosted a conversation with renowned queer artist William Yang as he discusses the journey through his 'closet' as a young adult in the 1960s at The University of Queensland and an afternoon talk focusing on gender and queer subjectivities, examining recent queer histories in Australia through works by Luke Roberts and TextaQueen.
1.7 Visibility in the workplace	1.7.1 We actively encourage the visible support of LGBTQIA+ inclusion by providing options for individual employees to indicate that they are allies and displaying visible organisational support across our offices.	AAC	Complete	All new Allies are provided with the Ally lanyard, pin and posters. The progress flag continues to fly across all our campuses. In addition, a new UQ Ally T-shirt was designed in 2024.
1.8 Community Support	1.8.1 We have participated in external LGBTQIA+ community events with organisational branding at least once annually.	AAC	Complete	The UQ Ally Network participated in Brisbane Pride, marching under the University Unity banner. In addition, the University Unity network held a stall during Brisbane Pride Fair Day which included UQ branded material.

Focus	Measures	Led By	Status	Progress
	1.8.2 We have supported LGBTQIA+ charities and community groups at least once annually.	AAC	Complete	The Ally Network fundraised for Open Doors Youth Service during the Bridge to Brisbane fun run. The fundraising was shared on social media channels by network members.

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.

Focus	Measures	Led By	Status	Progress
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.	VP-ACE /DVC(A)	Complete	A project was completed to enhance UQ's visibility as an LGBTQIA+-friendly university for international students by addressing a lack of inclusive content on the study.uq.au website. Two Advanced Humanities students interned on the project, creating articles on LGBTQIA+-friendly places in Brisbane and life as an LGBTQIA+ international student at UQ. These articles showcase UQ and Brisbane as safe, welcoming spaces where queer students can live authentically, boosting confidence for prospective applicants. Members of the AAC and student partners collaborated on a Student Staff Partnership (SSP) project to survey LGBTQIA+ students about their experiences at UQ and perceptions of demographic data collection. The survey covered domains including coursework, campus, research and placement experiences, and students' perceptions of accessing support at UQ. Reporting and

Focus	Measures	Led By	Status	Progress
				recommendations from the data are ongoing.
2.2 Naming Conventions Project	2.2.1 Make changes to priority UQ systems/software.	CIO	In progress	Preferred names and a preferred title can be set by students in Si-net; approval is not required. The use of preferred names has propagated to MyUQ, Allocate+, Student Management System, service CRM, UniTask, and all student library systems. Blackboard is expected to be able to use preferred names after the transition to Blackboard Ultra in mid-2025. UQ is working with the vendors of the Exam Management System software to introduce a preferred name field.
	2.2.2 Oversee the preferred names framework implementation for other UQ systems/software.	AAC	In progress	Members of the AAC have liaised between students and staff to alert staff to systems which continue to use legal rather than preferred names and provide updates to students on the expected timelines of upcoming changes.
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.	AAC /DVC(A)	In progress	Reporting and recommendations from the LGBTQIA+ student experience SSP is in progress (see Focus 2.1).
2.4 Fundraising Opportunities	2.4.1 Raise at least 50% of the funds required to establish the Alumni Pride scholarship (required by 2028).	VP-ACE /AAC	Complete	The fundraising for the Alumni Pride Scholarship met 100% of its fundraising target in 2024. The scholarship will be awarded for the first time in 2025.
	2.4.2 Promote fundraising support twice yearly for the LGBTQIA+ bursary, which provides per-semester and ad hoc disbursements.		Complete	The LGBTQIA+ bursary received strong support through various fundraising efforts. During UQ Giving Day, all donations were matched 100% by the university. To boost awareness and contributions, the Ally Network hosted a morning tea event. Additional funds were raised during the

Focus	Measures	Led By	Status	Progress
				BEL Faculty's annual colour run on Wear It Purple Day, as well as through morning teas organised by local EDI committees. The Ally Network also marked its 20th anniversary with a fundraising initiative to support the bursary.
				The 5th annual Great Rainbow Bake-Off, held in the Great Court for IDAHOBIT, raised $2,131 for the Alumni Pride Scholarship. Together with other donations throughout the year, this milestone enabled the establishment of the scholarship, which will be awarded for the first time in 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.

Focus	Measures	Led By	Status	Progress
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.	CHRO /CMCO	In Progress	The content of the HR diversity and inclusion web pages will be reviewed when the pages are moved to the new UQ Intranet on SharePoint.
	3.1.2 Ensure that all policies reviewed include LGBTQIA+ employees and their families (where families are included within policies/benefits).	CHRO	Complete	UQ has a written commitment to inclusive policies as stated on the Policies and procedures webpage: *Policies are developed collaboratively to reflect the diversity of the UQ community, including people belonging to Aboriginal and Torres Strait Islander communities, LGBTQIA+ communities, cultural and linguistically diverse communities, disability communities and other diverse communities. As*

Focus	Measures	Led By	Status	Progress
				such, UQ policies use language which is inclusive of people from these communities.
	3.1.3 Ensure that the Paid Parental Leave policy includes employees who bring children into their family via arrangements such as surrogacy, adoption and foster/guardianship.	CHRO	In Progress	The University of Queensland Enterprise Agreement 2022-2026 include 26 weeks of parental leave for either the birthing or non-birthing parent or when adopting. This leave can be taken in flexible blocks of time. The non-birthing parent can also share this leave at the same time as the birthing parent. Surrogacy and foster/guardianship is not included in the leave provisions.
	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.	CHRO	Complete	All UQs travellers have access to the International SOS (ISOS) membership which provides travel advice and support available to our LGBTQIA+ employees or employees with LGBTQIA+ dependents.
	3.1.5 Review our Domestic and Family Violence (DFV) resources annually and ensure they explicitly identify unique challenges faced by LGBTQIA+ people.		In Progress	There are a variety of available resources which are specific to LGBTQIA+ people. We are currently reviewing where to make these resources available e.g. new staff intranet.
	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.		Complete	The University of Queensland Enterprise Agreement 2022-2026 provides a twenty-day allocation of paid gender affirmation leave annually, which remains non-cumulative.
3.2 Bullying and Harassment processes and support are inclusive of LGBTQIA+ staff and students	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 negatively perceived language regarding LGBTQIA+ population		In Progress	UQ's guide to inclusive language can be found at UQ's Written Style Guide website.
	3.2.2 We have a trained grievance officer who is clearly communicated as a contact for		In Progress	The Respect Network was established in 2024. The network aims to educate,

Focus	Measures	Led By	Status	Progress
	LGBTQIA+ -related grievances; AND who is clearly identified as someone who has been trained in LGBTQIA+ inclusion and awareness.			equip and empower UQ staff and students to enhance the prevention of, and response to, sexual misconduct and all forms of discrimination and harassment across the university. Network members will not be listed on the website as in the past this has been difficult to maintain, however we are working with HCMS on a type of flag called certification on Workday. The Respect Network Co-ordinator will retain the list and organisational units will be encouraged to promote their 'Respect Ambassadors' locally.
	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.		In Progress	Behavioural examples are listed on the Preventing discrimination, harassment and bullying website. This information is complemented with webpage LGBTIAQ+ inclusion at UQ taking you directly to information from the Australian Human Rights Commission (AHRC) which speaks directly to discrimination of people with diverse genders, orientation and intersex status.
	3.2.4 We have a formal process to extract and report on LGBTQIA+-related incidents of bullying and harassment.		Complete	The complaints management system Advocate acts as a formal process to report incidents of LGBTQIA+ related incidents or bullying.
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.		Complete	The UQ Guide to Supporting Gender Transition/Affirmation in the Workplace will be reviewed in 2025.
	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.		Complete	UQ is inherently accepting regarding all forms of dress and does not have a formal dress code, which enables staff to express themselves through clothing in any way that they personally choose,

Focus	Measures	Led By	Status	Progress
				regardless of gender. We make this explicitly clear on the Gender Diversity webpage, which is accessible publicly.
	3.3.3 We include gender-diverse options when collecting employee gender information within internal forms and/or IT systems.		Complete	Staff can opt to input their gender identity in Workday. Options are man, woman, non-binary and prefer not to say. UQ Pulse survey includes gender options: man, woman, and non-binary/gender-fluid.
	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		Complete	P&F continues to receive suggestions on the WDI website for additional all-gender toilets and roll them out as needed. An update to UQ Maps was completed where all-gender toilets that were not included previously have been mapped.
	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 people.		Complete	UQ Workplace Diversity and HR Talent Acquisition has developed an LGBTQIA+ Inclusive Recruitment guide aimed at potential candidates and recruitment staff.
	3.3.6 Recruiters have access to a documented resource on the recruitment barriers faced by trans and gender-diverse people.		Complete	UQ Workplace Diversity and HR Talent Acquisition has developed an LGBTQIA+ Inclusive Recruitment guide aimed at potential candidates and recruitment staff.
3.4 HR/Diversity Professional Accountabiliti es	3.4.1 The following people within our organisation have documented accountabilities for LGBTQIA+ inclusion: Professional staff working on D&I (including WDI); an Ally Executive Sponsor; Ally Action Committee Chairs/Deputy Chairs		Complete	Associate Director Workplace, Diversity and Inclusion and Senior Project Officer, Workplace Diversity and Inclusion have documented accountability for LGBTQIA+ inclusion. The Ally Network has 4 Executive Sponsors and 2 Co-Chairs that manage the Ally Action Committee.
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 organisation's LGBTQIA+ population' and engaged with the research population to better understand the unique challenges faced.		Complete	Two collaborative internships completed in 2025 focusing on LGBTQIA+ people of faith and Asexual people. The results were presented in the Equali(tea) Newsletter and during an Ally Workshop.

Focus	Measures	Led By	Status	Progress
	3.5.2 We have participated in one activity annually to increase the visibility, awareness and/or engagement of a less-represented group within the LGBTQIA+ population.		Complete	See comments for 3.5.1.
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.		Not started	Work is planned in this area for 2025 in the UQ Leadership Programs.
	3.6.2 We report on LGBTQIA+ participation within talent/leadership succession programs.		Not started	Work is planned in this area for 2025 in the UQ Leadership Programs.
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.		Complete	Our Executive Champions have attended and spoken at Ally Network Events such IDAHOBIT, the 20th Anniversary of the Ally Network Event and LGBTQIA+ Domestic Violence Awareness Day Movie Night.
	3.7.2 Our VC has visibly shown their support both internally and externally for LGBTQIA+ inclusion annually for the duration of the plan.		Complete	The VC held a speech during the Ally Network 20th Anniversary celebrations and showed support in the All-Staff emails.
	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.		Complete	Our Executive Champions participated in the Pride in Diversity Executive Roundtable.
	3.8.1 We have reported on LGBTQIA+ engagement/workplace experience annually.		Complete	The Pulse survey and the AWEI survey reports on the LGBTQIA+ work experience at UQ.
	3.8.2 We have engaged in activities to determine whether our LGBTQIA+ employees are disadvantaged in any area of employment		Complete	An intersectional analysis was completed and will continue in 2025 to track progress over time.

Additional Advice Provided

AWEI Survey Results

The Chairs of the Ally Action Committee presented the results of the Australian Workplace Equality Index to the Universities Senior Executive Team in July 2024 to ensure that senior staff are aware of the experiences

of LGBTQIA+ staff and how we can support them. The presentation was welcomed by the executive team, who invited them back to present the progress based on the next survey results.

EDI plan 2025

UQ's 2025 Equity, Diversity, and Inclusion (EDI) plan aims to implement a comprehensive, university-wide approach to EDI, prioritising the application of an intersectional framework. It focuses efforts and resources on key actions that align with UQ's strategic goals. The plan incorporates actions and priorities from the LGBTQIA+ action plan developed by Workplace Diversity and Inclusion and the Ally Action Committee. The Co-Chairs of the AAC are members of the EDI Management Committee, which oversees the plan's implementation.

Student Naming Conventions Project

The Student Naming Conventions Project was a project run collaboratively between ITS and Student Affairs, allowing students to more easily change their preferred name in their student record and see that name propagated across the vast ICT ecosystem at UQ. This will ensure that students' identities will be better reflected, supporting LGBTQIA+ students, international students, and any students who use names different from their legal names.

The project formally completed in early 2024, delivering preferred name updates to 11 key UQ systems, including Si-net and student-facing applications such as My.UQ. The initiative has transitioned to a business as usual (BAU) operating model supported by ITS Integration Services. The Ally Action Committee and Ally Executive Champions have been consulted as a key stakeholder during this project and have continued to advocate for uptake of preferred names across remaining systems, including Blackboard and Student ID cards as a priority.

Student Staff Partnership

This project aims to address a gap in UQ's equity, diversity, and inclusion efforts by developing a method to collect demographic data specific to LGBTQIA+ students. Currently, UQ lacks mechanisms to understand and compare the experiences, retention, and outcomes of LGBTQIA+ students against non-LGBTQIA+ and other equity cohorts, hindering efforts to support this community effectively. The project involves collaboration between staff from the Ally Action Committee and students to design a sustainable data collection framework informed by student consultations, such as surveys or focus groups, to ensure the approach is inclusive and actionable. By fostering trust and leveraging student lived experiences, the project seeks to empower LGBTQIA+ students to contribute to co-creating solutions that improve their university experience. The outcome will be a detailed proposal for an ongoing demographic data collection mechanism that can guide UQ in addressing the needs and priorities of its LGBTQIA+ student population. Reporting and recommendations from the data are ongoing.

The Ally Action Committee recommended a broad and targeted dissemination strategy to maximise participation, including: Sharing through the Ally Action Committee network, collaborating with student societies, leveraging UQ Life's platforms, advertising on Blackboard, engaging Academic Deans to share with course coordinators, involving student liaison officers, promoting through social media, adding advertisement slides to lectures and HDR updates and utilising the library's HDR induction sessions.

Future Student Initiative

This project focused on enhancing UQ's visibility as an LGBTQIA+-friendly university for prospective international students and was recommended by the Ally Action Committee. Collaborating with the Ally Action Committee, Workplace Diversity and Inclusion, UQ Future Students team, and the Advanced

Humanities Program, the project produced two articles to showcase LGBTQIA+-friendly spaces in Brisbane and share the experiences of LGBTQIA+ international students at UQ. These articles were published on the study.uq.au website, which serves as the landing page for prospective students. The goal was to provide representation and promote UQ and Brisbane as safe, inclusive spaces, building confidence in prospective LGBTQIA+ international students considering applying to UQ.

Intersex Inclusion

The Ally Action Committee advised UQ to change the phrase "diversity of sex" to "diversity of sex characteristics" to better include intersex individuals, with the update communicated through newsletters, emails, and signature templates. Additionally, the committee discussed enhancing the gender affirmation leave policy to address the unique healthcare needs of intersex and transgender staff and planning consultations to refine guidelines.

Psychosocial Health and Respect@Work

The aim of this project is to foster a safe, inclusive, and respectful environment at UQ by addressing psychosocial risks and sexual misconduct in the workplace. This is achieved by implementing recent legislative changes to prevent violence and promote work respect. The Ally Action Committee has provided advice on implementing a people-centric approach to address sexual misconduct and psychosocial risks in the workplace. Key advice includes:

- Endorsed a proposal for quarterly updates on the progress of the Psychosocial Health/Respect@Work Implementation Working Group.

- Advised that updates should include meaningful consultation on proposed changes and allow for questions.

- Highlighted the need for proposed policy updates to consider the impact on LGBTQIA+ staff.

- Recommended increased LGBTQIA+ representation in decision-making committees and bodies across the University.

- Supported the creation of consultation pathways involving the Working Party, HR, UQ Legal, and Ally Executive Champions to address policy and implementation concerns effectively.

- Suggested that the Principal Sexual Misconduct Prevention Coordinator co-present updates on student-related issues during quarterly updates to ensure comprehensive coverage of LGBTQIA+ concerns among staff and students.

- Suggested updates in the Equali(tea) Newsletter, ensuring ongoing communication with the Ally Network and First Responders.

Future Focus

Ally Workshops

In 2025, Workplace Diversity and Inclusion and the Ally Action Committee are looking to redevelop the Ally Workshop to ensure it is current and reflects current practices at UQ, including references to relevant policies and procedures. Feedback will be sought from current facilitators and recent Ally Workshop participants. An opportunity to integrate part of the training in a pre-requisite on-demand training in Workday will be explored to ensure a more time-efficient face-to-face part of the workshop. The workshop will also be offered across our four campuses in 2025.

Broader Inclusion Support

The Ally Action Committee will continue seeking collaboration opportunities with the UQ DIAN network in 2025 to leverage the strengths of both networks. The committee will also evaluate how we can assist with implementing the Stretch Reconciliation Action Plan and seek out collaborative opportunities where feasible.

Rainbow Art installations across our campuses

In 2025, the Ally Action Committee aims to finalise the Rainbow Art installation project. The aim of this project is to implement rainbow art installation across our four campuses. Approvals and funding for the project were confirmed in 2024. The art installation will be a rainbow crossing at St Lucia, Dutton Park and Gatton, whilst the Herston campus installation has yet to be confirmed due to considerations regarding building heritage listing.

Contact details

Ally Action Committee
T   +61 7 3443 6425
E   Ideals@uq.edu.au
W   uq.edu.au

CRICOS Provider Number 00025B • TEQSA PRV12080