

UQ Ally Action Plan Annual Report 2023



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Abbreviations

AAC	Ally Action Committee
ACU	Australian Catholic University
AEC	Ally Executive Champion
AWEI	Australian Workplace Equality Index
BEL	The Faculty of Business, Economics and Law
CALD	Culturally and Linguistically Diverse
CRM	Customer Relationship Management
DAM	Digital Asset Manager
DVC	Deputy Vice-Chancellor
EA	Executive Assistant
EAIT	Faculty of Engineering, Architecture and Information Technology
FAQ	Frequently Asked Questions
HASS	Faculty of Humanities, Arts and Social Sciences
HDR	Higher degree by research
HR	Human Resources
IDAHOBIT	International Day Against Homophobia, Biphobia, Intersexism and Transphobia
IT	Information Technology
ITS	Information Technology Services
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual and Aromantic +
MIMS	Minorities in Media Society
NSSS	National Student Safety Survey
PACE	The Pharmacy Australia Centre of Excellence
PVC	Pro-Vice Chancellor
QUT	Queensland University of Technology
RAP	Reconciliation Action Plan
SBS	Special Broadcasting Service
SCEDI	Senate Committee for Equity, Diversity and Inclusion
TRI	Translational Research Institute
UQU	University of Queensland Union
USC	University of the Sunshine Coast
USQ	University of Southern Queensland
WDI	Workplace Diversity and Inclusion
WIPD	Wear it Purple Day

Top Achievements of the Ally Network in 2023

- Ten Ally Workshops were facilitated in 2023, reaching 198 staff members. The workshops were held at St Lucia (7), Gatton (1), Herston (1) and online (1).
- The Ally Network has also started holding fortnightly in-person Equali(tea) coffee and lunch breaks
- The Ally Network and WDI organised the fourth annual great Rainbow Bake Off in the Great Court at St Lucia and bake sales at Gatton and Herston. A total of \$1864 was raised towards the LGBTQIA+ bursary.
- The UQ Art Museum hosted an all-day event for Wear it Purple Day showcasing queer artists and voices.
- The UQ Ally network, together with the UQU Queer Collective, joined forces with Griffith University, QUT and USC to march together under the University United banner during the Brisbane Pride Parade.
- UQ Life launched the “For Crying Out Loud” campaign, aiming to shine a light on sexual violence and harassment experienced by LGBTQIA+ students.
- The UQ Ally Network, together with Alumni Friends, agreed to work towards establishing the Alumni Pride Scholarship by creating an endowment fund, enabling an annual award of approximately \$4500 to help advance the education experience by one LGBTQIA+ student experiencing financial hardship every year, in perpetuity.
- Brooke Szucs was awarded the Ally Award, presented by the Vice-Chancellor alongside the UQ Awards for Excellence.
- The Student Naming Convention project continued to make progress in making preferred names available in all UQ student systems. Si-Net, My UQ, Allocate+, Service CRM, UQ Library, Student Affairs Student Management System and InPlace now accept preferred names.
- The new Enterprise Agreement includes a provision for gender affirmation leave. Continuing and fixed-term staff are eligible for a twenty-day non-cumulative allocation of paid leave annually.
- Workplace Diversity and Inclusion and the HR Talent Acquisition Team developed an LGBTQIA+ inclusive requirement guide, which was disseminated to the HR requirement team and published on our website.
- The Ally Action Committee submitted to the 57th Parliament – Birth, Deaths and Marriages Registration Bill 2022. The document was co-signed by the committee and the Ally Executive Champions and expressed our support for legally recognising trans and gender-diverse people and families and amendments to the Anti-Discrimination Act.
- In 2023, Vice Chancellor Professor Deborah Terry announced that the progress flag will fly permanently across the St Lucia, Herston and Gatton campuses.

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 (extended until the end of 2023) provides strategic direction and a planning framework for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Aromantic and Asexual+ (LGBTQIA+) inclusion efforts at UQ. It 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 reviews the Plan's fifth and final year of implementation, celebrating the successes of the UQ Ally Network. It identifies our progress towards our targets, areas of significant contribution, future focus, and challenges.

The Key Achievements within the University's efforts towards LGBTQIA+ inclusion in 2023 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

Marketing and Communications developed a range of new physical and digital assets in 2023, featuring the text "All sexualities, genders and identities are welcome here". The assets have the colours of the progress flag prominent in a heart/ampersand shape. The designs include a new screensaver, posters and an email signature. The new design is not tied to the Ally Network and can be used by all staff. Marketing and Communication also developed email signatures for specific days of significance. Workplace Diversity and Inclusion worked with UQ Brand to create a "celebrate your pronouns" poster available in UQ DAM and upon request from WDI.

In 2023, Vice Chancellor Professor Deborah Terry announced that the progress flag will fly permanently across the St Lucia, Herson and Gatton campuses. In addition, the Forgan Smith Building was lit up in the colours of the rainbow during Pride month.

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. A total of 28 staff members were not offered a spot for the workshop in 2024. With the support of Workplace, Diversity and Inclusion (WD&I), ten Ally Workshops were facilitated in 2023, reaching 198 staff members. The workshops were held at St Lucia (7), Gatton (1), Herston (1) and online (1). The Ally Network had approximately 940 members in December 2023. In November 2023, WDI held a train-the-trainer workshop for aspiring Ally Workshop facilitators. 11 new facilitators were trained, which will assist with the 2024 workshop planning and delivery.

The Ally Workshop remains a requirement to become a UQ Ally; however, the online module "[LGBTQIA+ Inclusion](#)" provides a reasonable alternative to those unable to attend the entire Ally Workshop. The training module was co-produced by SBS and UQ in 2019 and 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.

2.1 Events

WD&I facilitated the Ally Network's presence at UQ Open Days, Market Days, and All Staff New Expo in 2023, significantly contributing to the visibility of the Ally Network in critical spaces.

The Ally Network also hosted events to celebrate days of significance, such as IDAHOBIT (17 May) and Wear it Purple Day (26 August). The Ally Network regularly worked in collaboration with other areas of the University to support the development and promotion of these events, such as the Student Experience Team, the UQ Queer Collective and the UQ Art Museum.

2.1.1 Ally Network-led Events

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

- UQ Market Day – St Lucia (15 February): Ally Network stall
- Sophie Labelle Talk (13th March) - The UQ Ally Action Committee, BEL Equity Diversity and Inclusion Committee, and HASS Equity, Diversity and Inclusion Committee engaged Sophie Labelle to present a talk at UQ on the 13th of March as a part of her tour of Australia. Sophie Labelle is a neurodivergent, internationally known trans cartoonist and novelist. This was an excellent opportunity for the UQ community to hear about trans experiences in publishing, especially with the intersection of LGBTQIA+ and disability. This free event was attended by approximately 100 UQ staff, students, and community members.
- Queer Science Coffee Club (12 May) – Social catch-up for LGBTQIA+ and Allies staff and HDR students hosted by the Faculty of Science.
- IDAHOBIT (May 17): This year, the Ally Network celebrated IDAHOBIT by arranging the 4th annual all-staff and student rainbow bake-off in the Great Court at the St Lucia campus. We had 18 entries in the baking competition this year from across the university. The event was supported by our Ally executive champions, Faculty Executive Manager from EAIT and UQU VP Gender and Sexuality, who formed the judging panel, announcing the winners across four categories (best amateur, best effort, best vibe, best professional and people's choice). A bake sale with a fantastic turnout from the UQ community followed the judging. A total of \$1864 was raised for the UQ LGBTQIA+ student bursary. Before the winners were announced, two Executive Champions gave a speech about why we celebrate IDAHOBIT and its importance to the community.

In addition to the event at St Lucia, we arranged a bake sale at our Gatton and Herston campuses, which was featured on our IDAHOBIT website. At this event, we had information flyers about LGBTQIA+ inclusion and how to be an Ally. The website also provided links to IDAHOBIT Australia, which explains what IDAHOBIT is and why it is important. In addition, several morning teas were held in local areas around campus to celebrate the day. An executive champion attended the EAIT morning and gave a speech to the attendees on the significance of this day.

- LGBTQIA+ Domestic Violence Awareness Day (held 27 May): To mark LGBTQIA+ domestic violence awareness day on 28th May, Georgia Killick from Our Watch held a gender equality forum that focused on tackling inequality drivers that underpin gendered violence.
- Market Day (26 July): Ally Network stall
- Open Day (6 Aug): Ally Network stall
- Wear it Purple Day (26 August) (WIPD): The UQ Art Museum hosted events for all staff and students with the theme “Write your story”, showcasing queer artists and voices. The morning kicked off with an exhibition titled “Queer Stories from the UQ art collection”. During the day, two fully booked lunchtime talks were presented by UQ art curators who delved deeper into the artwork exhibited. The museum also facilitated two free panel discussions to explore how Queer expression in the arts can validate Queer experiences and provide a sense of belonging for upcoming generations. The multi-generational panel brought together LGBTQIA+ artists, writers and creative leaders to share their stories and reflect on what has inspired them and how we can work together to inspire future generations of LGBTQIA+ youth. The event was rounded off with a free morning tea.

In addition, there was a lawn program outside the museum featuring the Ally Network and the UQ Life team, who spotlighted their new primary prevention campaign, “For Crying Out Loud”, seeking to shine a light on the sexual violence and harassment experienced by LGBTQIA+ students at university and other tertiary institutions and calls for social change to end violence experienced by LGBTQIA+ communities.

Before Wear it Purple Day, the Faculty of Business Economics and Law (BEL) held their well-attended annual colour run and bake sale to raise funds for the LGBTQIA+ student bursary. The event featured a speech from the Associate Dean (Academic) and a student representative, highlighting why it is essential to celebrate WIPD. Along with the celebration, a movie screening event was hosted by the Ally Network and the Minorities in Media, putting an intersectional lens on LGBTQIA+ inclusion.

- Brisbane Pride March (26th September) – The Ally Network participated in the Brisbane Pride March with Griffith, QUT, USC and USQ under the University Unity banner.
- New Staff Expo (4 October) – Ally Network stall
- Queer Science Coffee Club (1 November) – Social catch-up for LGBTQIA+ and Allies staff and HDR students hosted by the Faculty of Science.

2.1.2 External events with UQ Ally Representation or Sponsorship

The Ally Network and the UQU Queer Collective joined forces with Griffith University, Queensland University of Technology and the University of Southern Queensland to march together under the “University Unity” banner during the Brisbane Pride Parade. The aim was to unite and foster community across the institutions, both students and staff. The event was advertised to all staff via our dedicated Ally Teams channel. The event included banners and posters branded with the UQ’s official logo.

2.2 LGBTQIA+ Inclusive Social Media Marketing and Communication

The University of Queensland has several external-facing social media accounts on various platforms, and some individual departments also have their own social media accounts. Instagram, Facebook, and LinkedIn are external social media profiles that depict LGBTQIA+ inclusion. The most promoted content on these platforms is Pride Month and significant events such as IDAHOBIT and Wear It Purple Day. The UQU Queer Collective, Instagram, and Facebook also share content educating about LGBTQIA+ topics.

For the IDAHOBIT Great Rainbow Bake Off 2023, UQ Life (23k followers) shared posts leading up to the event, using photos with rainbow flags and cakes. On the event day, stories were shared on UQ Life’s Instagram and Facebook (21k followers) page displaying the amazing pride cakes. The UQ Life account also promoted an IDAHOBIT Queer Health & Inclusion coffee catch-up event; the post used graphics of a rainbow pride flag and a trans flag.

The ‘uniofqlld’ Instagram (81k followers) promoted the IDAHOBIT bake sale, sharing posts to promote the event and adding the registration link to their Linktree. Additionally, ‘uq_health’ Instagram shared posts for the event.

Separately, UQ Life promoted the pride bucket hat giveaway on their Facebook, Instagram and LinkedIn pages; the bucket hat has the Progress pride flag colours on the brim, and the description states that the “pride range will go to the LGBTQIA+ Bursary to support students of diverse genders, sexes, and sexualities experiencing financial hardship”.

Later in the year, UQ Life promoted the Drag Trivia with Henny Spaghetti as a part of the launch of the “Crying Out Loud” campaign, depicting a drag performer with the description stating it’s for the “LGBTQIA+ Sexual Violence Prevention Campaign”. Promotions included stories and posts which also tagged the event co-hosts, such as the UQU Queer Collective, enabling them to promote the event.

Finally, the University of Queensland’s LinkedIn profile has shared several posts that support LGBTQIA+ inclusion. One notable one is a video of Dino Willow speaking on UQ achieving Gold Employer.

To mark Transgender Day of Visibility in 2023, a video featuring Associate Professor Pauline Pounds engaging in a conversation with Noah about their respective experiences as transgender and gender-diverse were posted on the official YouTube channel of the University of Queensland (UQ). This video serves to underscore UQ's explicit endorsement of the transgender community and reaffirms the university's steadfast dedication to fostering inclusivity.

2.3 UQ Contact Magazine

Dr Dino Willox, Ally Executive Champion and Tamma Sorbello wrote an article called "Why being an ally matters now more than ever, and how to be awesome at it", published in the UQ Contact Magazine in time for June Pride Month. Contact is the front door to the University for alums and the broader UQ community. The monthly e-newsletter is distributed to over 160,000 alums and donors worldwide. Stories are also shared through UQ's alumni, central and faculty social media channels.

The article highlighted the current attempts to challenge Queer rights and laws enacted in targeted attempts to erase some of our most vulnerable people. Dino underscored that transgender people, especially transgender people of colour, are particularly vulnerable groups affected by these laws. They also identified and gave details about five ways to be an awesome Ally: Educate yourself, amplify voices, create inclusive spaces, be active and consider intersectionality.

2.4 Promotion of LGBTQIA+ Inclusion in Key Areas

Student Facing: UQ Life launched the "For Crying Out Loud" campaign in 2023. This awareness and violence prevention campaign was developed by the Vice Chancellor's Advisory Committee on Sexual Misconduct: Prevention and Response – LGBTQIA+ Consultative Working Group. The campaign aims to shine a light on sexual violence and harassment experienced by LGBTQIA+ students and calls for social change to end violence experienced by LGBTQIA+ communities. The use of the idiom, 'For Crying Out Loud', expresses the frustration of the LGBTQIA+ community about the disproportionate burden of sexual violence and harassment they experience, the ongoing social issues that perpetuate violence towards LGBTQIA+ folk, and the erasure and silencing of both queer relationships and experiences of violence in media and campaigns.

The need for an LGBTQIA+-specific campaign was highlighted through the National Student Safety Survey (NSSS) 2021, which showed that gender-diverse students were disproportionately represented (25.3%) in the reported experiences of sexual harassment at UQ in the past 12 months. The NSSS also highlighted that many students did not know, or knew very little about, where to go to make a complaint about sexual harassment or assault or where to find support.

A corresponding artwork accompanies each of the six campaign messages. Posters and other forms of physical collateral have been placed in student spaces across the university as part of the campaign. The campaign also has a dedicated website: <https://respect.uq.edu.au/forcryingoutloud>, where members of the UQ community can make a pledge, access educational resources and download collateral.

External Funding Bodies: One of UQ's significant philanthropic partners is the Alumni Friends Association. Alumni Friends dates back to 1967 when UQ sponsored the formation of an association to foster relationships with UQ alums. Operated by a large group of dedicated volunteers, Alumni Friends of The University of Queensland Inc. contributed significantly to UQ's continued growth and development by supporting UQ students, researchers, and educators. In 2020, Alumni Friends became a UQ Giving Society, celebrating this new chapter with the 'Next Million Dollar' project. By the end of 2022, Alumni Friends' portfolio of endowed scholarships for UQ students had grown to 22 endowed funds.

In 2023, UQ and the Alumni Friends Leadership Board developed plans to establish The Alumni Pride Scholarship. A scholarship will be established for the first time at UQ to encourage and support LGBTQIA+ students experiencing financial hardship to undertake studies at The University of Queensland. With the

combined fundraising efforts of Alumni Friends, Ally Executive Champion Heather Zwicker, UQ, and collective donors, an endowment fund has been created, and the investment income earned will be used to continuously award the scholarship in perpetuity and support LGBTQIA+ students for generations to come.

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 and the AAC continued to publish the Equali(tea) Newsletter 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 network member 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 hosting local gatherings. This has occurred both on Days of Significance and as casual catchups. For example, Ally Executive Champion Dr Dino Willox spoke at EAIT morning tea at a locally initiated IDAHOBIT event.

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

The Ally Network Microsoft Teams is regularly used for information sharing, sharing relevant events, and discussing current questions and issues facing the LGBTQIA+ communities. Teams have 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. In contrast, the Ally Workshop is updated to ensure the learnings are current and aligned with industry best practices.

3.1 Ally Awards

This year, the Award received 17 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 2023, 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.

2023 Ally Award Winner: Brooke Szucs co-founded UQU Minorities in Media Society (MiMS), successfully providing a welcoming group for a variety of students, especially queer students with intersecting identities. After graduating, she stayed in touch with MiMS about new initiatives to help the society widen its connections at the university. As a UQ staff member, Brooke has shown leadership above and beyond her position in response to repeated incidents where Ally network posters have been removed from buildings and vandalised around UQ. At personal cost, she has spent hours visiting affected people and offices to replace missing posters multiple times and let affected individuals know they are not alone. She continues to encourage others to display support for LGBTQIA+ people, and her direct efforts have led to broader action at the university. Her prompting, ongoing response, and outreach have been invaluable in increasing visible support for LGBTQIA+ people. Brooke truly exemplifies the role of a UQ Ally and the purpose of the Network.

3.2 LGBTQIA+ Fundraising

LGBTQIA+ Bursary: Established in 2013, the [UQ LGBTQIA+ Bursary](#) supports UQ students of diverse genders, sexes, and sexualities experiencing financial hardship at any point in their studies. The Ally Network regularly support the bursary through fundraising efforts throughout the year, such as the Rainbow Bake Off (UQ's IDAHOBIT event). Each year, scholarships of between \$500 and \$2000 are awarded to LGBTQIA+ students needing support, including costs associated with legal name changes. The Ally Action Committee would like to thank the UQ community for donating to the bursary.

Alumni Pride Scholarship: LGBTQIA+ young people are more likely to experience financial hardship and mental health issues during their time at university than their peers due to social stigma and discrimination. In 2023, the UQ Ally Network, together with Alumni Friends, agreed to work towards establishing the Alumni Pride Scholarship by creating 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. Thanks to the support of Alumni Friends, Professor Heather Zwicker, Executive Dean of the Faculty of Humanities, Arts and Social Sciences, fundraising efforts during UQ Giving Day 2023 and collective donors, we are close to reaching our fundraising goal and start awarding the scholarship.

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 Jan Gustav Engmark, based on their ongoing commitment and support of the UQ Ally Network and their invaluable contribution to delivering the Ally Workshop. Jan then worked closely with Elias Blanch, accredited in 2022, to update the Workshop to ensure it remains at the top of current practice and better supports the LGBTQIA+ community at UQ.

Further, WD&I trained eleven new Ally Workshop facilitators to meet the increasing demand for workshop delivery. The eleven facilitators will work together with experienced facilitators in 2024 to ensure high-quality content delivery and to support the new facilitators to feel confident and empowered to contribute to this vital program. The facilitators each brought something unique to the workshops. They demonstrated commitment by ensuring the content was consistent with UQ's approach to LGBTQIA+ inclusion and in line with national best practices.

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

The Ally Action Committee, via WD&I, regularly provided advice and guidance on relevant strategies, plans, and other vital 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 input) on the various areas' work on LGBTQIA+ inclusion.

4.0 Student Naming Convention Project

Students who have indicated they use a preferred name continued to face issues in 2023 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 Committee has repeatedly noted the issue, and we welcome the work being done to address the problems. The Project Manager of the Student Naming Convention Project attended the AAC and presented on progress, which the committee appreciated. The project is officially complete, and the Chairs have been provided with an up-to-date list of which systems now accept preferred names and which software systems were outside of the scope. The Ally Action committee notes

that several systems, such as Si-net, MyUQ, Allocate+, service CRM, UQ Library, Student Hub, Student Affairs Student Management System and InPlace, now accept preferred names. ITS is currently working to address the rest of the student systems. The Ally Action Committee's main priority is updating Blackboard and affiliated systems.

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, the Aboriginal and Torres Strait Islander Employment Steering Committee and the RAP Oversight Committee) were invited to attend the Senate Committee on Equity Diversity and Inclusion's (SCEDI) quarterly meetings, alongside the Vice Chancellor.

This Strategic Diversity Committee Chairs group also met thrice over 2023 to further facilitate intersectional collaborations and identify shared opportunities and priorities.

Dr Dino Willox (Ally Executive Champion) continued as the professional staff representative for the 35th UQ Senate. Their running platform was based on bringing diversity and inclusion into the highest governance structure at UQ.

4.2 UQ Complaints and Appeals Management System

The University of Queensland (UQ) implemented a new online complaints and appeals management system in April 2023 to report and historically document grievances and misconduct, including bullying, discrimination and harassment. The system was put in place to assist in identifying systemic and re-occurring problems. Workplace Diversity and Inclusion worked with the Integrity Unit, defining categories relating to different equality characteristics, including sexual orientation and gender.

4.3 Leading Allies

In 2023, Dr Dino Willox joined Professor Heather Zwicker, Professor Craig Franklin 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 providing strategic guidance on optimising LGBTQIA+ inclusion and sense of belonging across student and staff cohorts.

4.4 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. A feedback form where users can suggest where additional facilities are required continued to be managed by Workplace Diversity and Inclusion in 2023.

4.5 Gender Affirmation Leave

On Thursday, 18 January 2024, the Fair Work Commission approved the University of Queensland Enterprise Agreement 2021-2026. This Agreement came into effect on Thursday, 25 January 2024, and sets out the terms and conditions of employment for eligible academic and professional staff. Noteworthy provisions within this agreement include the incorporation of gender affirmation leave. As stated in the Enterprise Agreement (EA),

continuing and fixed-term employees are eligible for a twenty-day allocation of paid leave annually, which remains non-cumulative. This leave is designated for activities pertinent to gender affirmation, encompassing medical, legal, or related undertakings. It is an additional entitlement, separate from any other forms of leave accessible to the employee.

4.6 LGBTQIA+ Recruitment Guide

In 2023, UQ Workplace Diversity and HR Talent Acquisition developed an LGBTQIA+ guide for inclusive recruitment aimed at potential candidates and recruitment staff.

The UQ LGBTQIA+ recruitment guide was developed with a separate section for UQ Talent Acquisition detailing recruitment barriers faced by LGBTQIA+, particularly trans and gender-diverse applicants. Examples of recruitment barriers mentioned are negative perceptions, self-editing, document challenges, and unconscious biases. This guide has been published on our website and shared with all Talent Acquisition team members.

The guide highlights challenges such as discrepancies between legal and preferred names, including in documents and during reference checks, use of pronouns, legal framework, the importance of Allies on recruitment panels wearing rainbow lanyards and pins and the use of inclusive language.

To reduce recruitment barriers, the guide includes a step-by-step section taking a candidate from the start of the application to being a new starter at UQ. This information outlines all the gender-inclusive options in the application process, information regarding preferred names, how this will be embedded in our IT systems, and who can access your personal identification documents. The guide also has a FAQ section identifying the most common concerns.

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

UQ retains its Gold Employer ranking from the 2022 Australian Workplace Equality Index (AWEI), the definitive national benchmark for LGBTQIA+ inclusion in the workplace, and places UQ in the top 10-20% of highest-ranking employers in Australia. Pride in Diversity worked on a new iteration of the Australian Workplace Equality Index in 2023, resulting in a year's submission pause. UQ, therefore, continued to hold its gold accreditation based on the 2022 submission. Based on the new iteration of the Index released in Q1 2023, the network commenced working on the 2024 submission. WD&I continues to pay for and manage Pride in Diversity membership.

5.0 Alumni Pride Scholarship

In 2023, UQ and the Alumni Friends Leadership Board developed plans to establish The Alumni Pride Scholarship. A scholarship will be established for the first time at UQ to encourage and support LGBTQIA+ students experiencing financial hardship to undertake studies at The University of Queensland. With the combined fundraising efforts of Alumni Friends, Ally Executive Champion Heather Swicker, UQ, and collective donors, an endowment fund has been created, and the investment income earned will be used to continuously award the scholarship in perpetuity and support LGBTQIA+ students for generations to come.

5.1 Movie Screening with Minorities in Media

This year, the Ally Network has forged a strong connection with the Minorities in Media Society (MIMS), a student-led club organised by the UQ Union. UQMIMS is dedicated to increasing the visibility of minority groups, particularly those identifying as LGBTQIA+, individuals with disabilities, and those from diverse cultural and linguistic backgrounds. The club primarily comprises Queer students from culturally and linguistically diverse backgrounds.

The Ally Network and MIMS have celebrated significant LGBTQIA+ events, such as Wear it Purple Day, by hosting adjacent stalls. Additionally, members of the Ally Action Committee have met with MIMS several times to discuss their intersectional challenges. These discussions led the Ally Network to organise a special event highlighting these students' unique challenges.

This event, attended by the Chair of the Ally Action Committee and Workplace Diversity and Inclusion, was held after regular working hours in one of our auditoriums. The sponsorship encompassed the acquisition of streaming rights for the selected film, "Everything Everywhere All at Once," along with catering arrangements accommodating 70 participants.

The occasion commenced with an address delivered by a representative of the Minorities in Media Society. The speaker provided a comprehensive introduction to the film and shared personal reflections on their experiences as a Queer student with a CALD background. This thoughtful presentation set the tone for an engaging and insightful backdrop to the movie.

5.2 Births, Deaths and Marriages Registration Bill Submission

In 2023, the UQ Ally Action Committee submitted to the 57th Parliament – Births, Deaths and Marriages Registration Bill 2022. The committee used the UQ Ally letterhead and expressed its support for the legal recognition of trans and gender-diverse people, the recognition of diverse families, and the amendment to the Anti-Discrimination Act. This was signed by members of the committee and the three Ally Executive Champions at the time of the submission.

5.3 Support ACU – Removal of Pride Flags

The Ally Network supported Librarians at the Australian Catholic University when they were ordered to remove the public display of rainbow flags across campuses. A message was sent via email and our Teams channel to all UQ Allies, encouraging them to wear rainbows on Tuesday, 28th March, to show solidarity with ACU and bring extra colour to our campuses. Members of the Ally Network gathered in the St Lucia Great Court to take a rainbow photo. It was encouraged to post the images on social media using the hashtag #RainbowUpACU, the same tag that staff members at ACU used to raise solidarity.

6. Challenges

2023 presented some challenges, including:

1. During two months in 2023, an ongoing and targeted removal of Ally Posters was noted in selected buildings at the St Lucia Campus. UQ provided a multifaceted response with buy in from security, Health Safety and Wellness and Workplace Diversity and Inclusion, the Vice-Chancellor, and Executive Deans. One of the outcomes was the development of artwork for the digital screens around campus, underpinning UQ's support for everyone with a diverse sexuality, sex, or gender identity. Communicating the UQ response to everyone affected was an identified challenge, as the link between the new digital screens and the poster incidents may not have been communicated clearly.
2. The Ally Network continuously strives to apply an intersectional lens to our work. A challenge in 2023 has been finding meaningful ways to collaborate with other diversity groups and highlighting the unique challenges faced by LGBTQIA+ people with intersecting identities and underrepresented LGBTQIA+ groups. This is an area with a planned increased focus in 2024.

7. Future Focus

The Ally Action Committee and Workplace Diversity and Inclusion drafted the 2024 – 2025 LGBTQIA+ Action Plan in 2023. The new plan aligns more closely with the Australian Workplace Equality Index and includes additional specific goals the committee would like to focus on. The Deputy Provost, Professor Pauline Ford, has played an integral part in the draft of the plan and brought stakeholders from across UQ together to consult on and identify areas of responsibility. The new plan is a UQ-wide plan, where each action is assigned to the area responsible for implementing the goal. The plan's duration will align with UQ's overall strategic plan moving forward.

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 sexualities. 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](#)
- [Gender Equality Action Plan 2023-2025](#)

Pride in Diversity also informs the Plan and feeds into UQ's annual submission to the Australian Workplace Equality Index to ensure that planning reflects national best practices.

Vision

The Vision of the 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 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 implement the Plan successfully.

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 Champions each year before being presented annually to the Senate Committee for Equity, Diversity and Inclusion in March of 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 members, completing a full audit of all members through correspondence and terminated appointments, and regularly updating the website where necessary.

Where do the UQ Allies work?

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

The following is a breakdown of where UQ Allies can be found, categorised to the most appropriate organisational unit 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	
Finance and Business Services	8
Governance and Risk	1
Health Safety & Wellness	2
Human Resources	69
Information Technology Services	13
Marketing and Communication	10
Office of Chief Operating Officer	3
Property and Facilities Division	7
Office of Chief Operating Officer Total	113
Academic Services Division	18
Faculty of Health and Behavioural Sciences	1
Institute for Teaching and Learning Innovation	7
Office of Pro-Vice-Chancellor (Teaching & Learning)	2
Student Affairs Division	46
UQ Library	29
Office of Deputy Vice-Chancellor (Academic) Total	103
Intelligence and Engagement	1
Office of Deputy Vice-Chancellor (Global Engagement)	4
Office of Pro Vice-Chancellor (Global Partnerships)	7
Office of Deputy Vice-Chancellor (Global Engagement) Total	12
Graduate School	6
Office of Deputy Vice-Chancellor (Research & Innovation)	20
Pro-Vice-Chancellor (Research Infrastructure)	14
Pro-Vice-Chancellor (Researcher Development)	2
Research Office	3
UQ Centre for Clinical Research	2
Office of Deputy Vice-Chancellor (Research & Innovation) Total	47
Office of Deputy-Vice-Chancellor (Indigenous Engagement)	1
Office of Deputy-Vice-Chancellor (Indigenous Engagement) Total	1
Office of the Provost	3
Office of the Provost Total	3
Office of the Vice-Chancellor	1

Office of the Vice-Chancellor Total	1
Office of Vice-President (Advancement & Community Engagement)	5
Office of Vice-President (Advancement & Community Engagement) Total	5

Faculties and Schools	
Centre for the Business & Economics of Health	1
Faculty of Business, Economics & Law	29
School of Economics	7
T.C. Beirne School of Law	12
UQ Business School	38
Faculty of Business, Economics & Law Total	87
Faculty of Engineering, Architecture & Information Technology	18
School of Architecture, Design and Planning	6
School of Chemical Engineering	5
School of Civil Engineering	3
School of Electrical Engineering and Computer Science	14
School of Mechanical and Mining Engineering	10
Faculty of Engineering, Architecture & Information Technology Total	56
Faculty of Health and Behavioural Sciences	17
Qld Alliance for Environmental Health Science	2
School of Dentistry	7
School of Health & Rehabilitation Sciences	9
School of Human Movement and Nutrition Sciences	7
School of Nursing, Midwifery and Social Work	4
School of Pharmacy	8
School of Psychology	16
Student Affairs Division	15
UQ Library	9
UQ Poche Centre for Indigenous Health	1
Faculty of Health and Behavioural Sciences Total	95
Centre for Microscopy and Microanalysis	2
Faculty of Business, Economics & Law	2
Faculty of Humanities, Arts and Social Sciences	16
Institute for Social Science Research	3
Office of Deputy Vice-Chancellor (Research & Innovation)	3
Research Office	5
School of Communication and Arts	12
School of Education	10
School of Historical and Philosophical Inquiry	10
School of Languages and Cultures	2
School of Music	1

School of Political Science & International Studies	1
School of Social Science	6
Faculty of Humanities, Arts and Social Sciences Total	73
Centre for Health Services Research	1
Faculty of Business, Economics & Law	3
Faculty of Medicine	12
Finance and Business Services	2
Frazer Institute	6
Mater Research Institute-UQ	7
Medical School	13
School of Biomedical Sciences	13
School of Economics	2
School of Education	5
School of Pharmacy	1
School of Public Health	9
Student Affairs Division	1
T.C. Beirne School of Law	3
UQ Business School	6
UQ Centre for Clinical Research	3
Faculty of Medicine Total	87
Academic Services Division	2
Biodiversity & Conservation Science Centre	1
Faculty of Science	25
Health Safety and Wellness	1
Information Technology Services	4
Marketing and Communication	3
School of Agriculture and Food Sustainability	5
School of Chemistry & Molecular Biosciences	13
School of Mathematics & Physics	40
School of The Environment	18
School of Veterinary Science	9
UQ Skills	3
Faculty of Science Total	124

Research Institutes end Centres	
Australian Institute for Bioengineering & Nanotechnology	17
Centre for Advanced Imaging	1
Australian Institute for Bioengineering & Nanotechnology Total	18
Institute for Molecular Bioscience	41
Institute for Molecular Bioscience Total	41
Centre for Crop Science	1

Centre for Nutrition and Food Sciences	2
Qld Alliance for Agriculture and Food Innovation	2
Qld Alliance for Agriculture and Food Innovation Total	5
Queensland Brain Institute	13
Queensland Brain Institute Total	13
Centre for Water in the Minerals Industry	1
Julius Kruttschnitt Mineral Research Centre	1
Sustainable Minerals Institute	5
WH Bryan Mining and Geology Centre	1
Sustainable Minerals Institute Total	8

Affiliates, Subsidiaries and non-UQ controlled entities	
Emmanuel College	1
Grace College	2
International House	2
King's College	1
St John's College	1
St Leo's College	1
UQ College	1
College Total	9
UQ Sport Total	8
UQU Queer Collective	1

Division	
University Senior Management Group & Central Portfolios	285
Faculties and Schools	522
Research Institutes and Centres	85
Affiliates, Subsidiaries and non-UQ controlled entities	18

Operational Sites	
Bundaberg Regional Clinical Unit	1
Gatton	33
Heron Island	1
Herston	52
Indooroopilly	3
Julius Kruttschnitt Mineral Research Centre	1
Long Pocket	12
Dutton Park	56
Queensland Children's Hospital	2
Royal Brisbane and Women's Hospital	2
St Lucia	744
Toowong	2
UQ Brisbane City	1



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