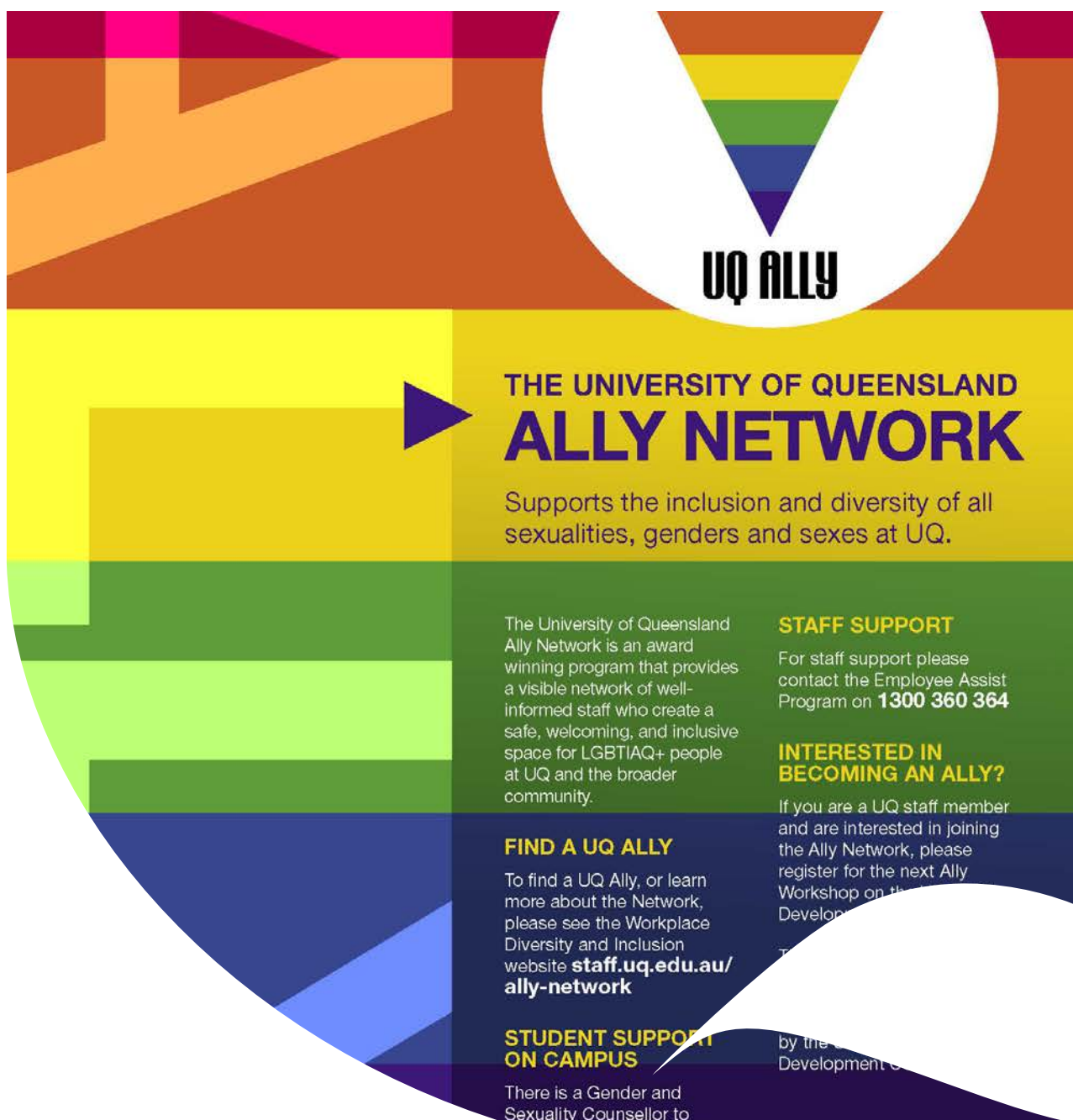


UQ Ally Action Plan 2019-2022



UQ ALLY

THE UNIVERSITY OF QUEENSLAND ALLY NETWORK

Supports the inclusion and diversity of all sexualities, genders and sexes at UQ.

The University of Queensland Ally Network is an award winning program that provides a visible network of well-informed staff who create a safe, welcoming, and inclusive space for LGBTIAQ+ people at UQ and the broader community.

FIND A UQ ALLY

To find a UQ Ally, or learn more about the Network, please see the Workplace Diversity and Inclusion website staff.uq.edu.au/ally-network

STAFF SUPPORT

For staff support please contact the Employee Assist Program on **1300 360 364**

INTERESTED IN BECOMING AN ALLY?

If you are a UQ staff member and are interested in joining the Ally Network, please register for the next Ally Workshop on the Development & Learning website.

STUDENT SUPPORT ON CAMPUS

There is a Gender and Sexuality Counsellor to

1. Context

1.1 Overview

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

The University of Queensland Ally Action Plan 2019-2022 (Action Plan/the Plan) provides strategic direction and planning framework for LGBTIAQ+ inclusion efforts at UQ, and establishes priorities for UQ's Ally Action Committee (UQ AAC).

The Plan is the third iteration of the UQ Ally Action Plan and builds on the work achieved in previous years.

1.2 Strategic Context

The UQ AAC was established in November 2016, to drive and coordinate activities which create a culture and community at UQ that is inclusive, respectful, informed and supportive of gender, sex and sexuality diverse peoples. The UQ AAC exists within an established diversity and inclusion governance, oversight and accountability (see Section 3).

The Plan, and the work of the UQ AAC, aligns with The University of Queensland values and goals outlined in the:

- UQ Strategic Plan 2018-2021,
- UQ Student Strategy 2016-2020,
- UQ SAGE Athena SWAN Gender Action Plan 2019-2023, and
- Workplace Diversity and Inclusion Strategy 2019-2022.

The Plan is also informed by Pride in Diversity, including the Australian Workplace Equality Index, to ensure planning reflects national best practice.

1.3 Key Achievements

The 2018 UQ Ally Action Plan worked to achieve UQ's strategic goals with respect to LGBTIAQ+ inclusion. Some key achievements of the 2018 Plan include:

- strategically-focused LGBTIAQ+ inclusion training provided to the University Senior Management Group (USMG);
- partnering with other Brisbane-based universities to march in the Brisbane Pride March under the banner "university unity" for the first time;
- flying the Transgender Flag on the Forgan Smith Building for the first time;
- five UQ Ally Action Committee members presenting at several national conferences on LGBTIAQ+ inclusion;
- facilitating nine Ally Workshops, including focussed workshops for specific cohorts, including Human Resources, to increase the UQ Ally Network by 45%;
- completing the first UQ Ally Network Engagement Survey, which has informed this Plan;
- recognising multiple days of significance and key dates on the University calendar, attracting national media attention for the activities hosted for Transgender Day of Visibility; and
- UQ Ally Action Committee receiving recognition through the UQ Excellence Award for Diversity and Inclusion.

2. Vision

Our vision is for UQ to be 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. Increased visibility of the UQ Ally Network consistently across the University.
2. Empowering the UQ Ally Network to create positive change for LGBTIAQ+ inclusion across the University.
3. Embedding LGBTIAQ+ inclusion in all University business.
4. Improving UQ's external engagement to contribute to developing LGBTIAQ+ inclusive communities.

3. Governance

3.1 Implementation

UQ Ally Action Plan implementation will be guided by the UQ 6A Inclusion Framework, as outlined in The University of Queensland Workplace Diversity and Inclusion Strategy 2019-2022.

The Ally Action Committee 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 will be done using existing resources available to support the UQ Ally Network. Additional resources may be required to achieve the actions in the Plan. The Executive Champion/s will guide the AAC on securing any additional resources to successfully implement the Plan.

3.2 Monitoring and Reporting

The UQ AAC delivers an annual report on the progress of the Plan to the UQ Ally Executive Champion/s in December each year. This report will then be presented annually to the Senate Committee for Equity, Diversity and Inclusion in March the following year. Once endorsed by Senate, the report is made available to all staff and students via a web portal.

The Senate Committee for Equity, Diversity and Inclusion, in partnership with Workplace Diversity and Inclusion, is responsible for monitoring the implementation of the Plan.

4. Action Plan

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
OBJECTIVE 1: INCREASE THE VISIBILITY OF THE UQ ALLY NETWORK CONSISTENTLY ACROSS THE UNIVERSITY				
1.1	Deliver the Ally Workshop annually.	E 1.2	By Dec each year	At least five Ally Workshops held each year, including one workshop at Gatton.
1.2	Increase the number of UQ Allies each year, to achieve a stretch goal of having 6% of UQ staff registered as a UQ Ally.	D 1.1	Ongoing	The number of UQ Allies increase by at least 25% each year and 6% of UQ staff are registered as UQ Allies by the end of the plan.
1.3	Develop a Senior Ally role for members of the University Senior Management Group (USMG).	E 1.4	By June 2021	Senior Ally role is established.
1.4	Increase the number of Senior Allies to eight.	D 1.3	By Dec 2022	At least eight USMG staff hold the role of Senior Ally.
1.5	The UQ Ally Network contact list, database and website are accurately maintained.	E 1.2	Ongoing	Bi-annual audit of the UQ Ally Network demonstrates accuracy of the records of Network members.
1.6	Complete an annual audit of Ally representation across all areas of UQ and coordinate targeted training to address areas of under-representation across UQ each year.	E 1.2	By Aug each year	Audit is completed and targeted training plan developed annually as part of the Staff Development annual workshop submission.
1.7	Coordinate Ally representation at all St Lucia and Gatton Open Days, Market Days and New Staff Expos.	D 2.14	By Dec each year	The UQ Ally Network has a stall at St Lucia and Gatton at each of these events during both semesters each year, with adequate staff coverage of all timeslots.

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
1.8	Coordinate and host events to celebrate national days of significance, including Wear it Purple Day, across all UQ campuses annually.	D 2.14	By Dec each year	At least two events are held at each UQ campus each year, with at least 20 attendees at each event.
1.9	Partner with other areas of the University with expertise, including the Student Experience Team, to support the development/promotion of events.	E 1.8	By June 2020	At least one large scale event is hosted in partnership with relevant areas of the University, e.g. Pride Month event hosted in partnership with Student Experience Team.
1.10	Encourage organisational units to host events to recognise national days of significance each year, to support the large-scale events hosted by the AAC and Ally Network.	E 1.8	By Dec each year	At least three organisational units host a local event each year.
1.11	Submit a proposal to have the Rainbow Pride Flag flown daily and the Transgender Flag flown on national days of significance at all UQ campuses.		By Dec 2020	Proposal is submitted to the Chief Operating Officer for consideration.
1.12	Increase and improve the Ally Network branded resources/merchandise.	E 1.17 E 1.18	Ongoing	At least three new pieces of branded resources/merchandise are provided to the UQ Ally Network by the end of this Plan.
1.13	Promote LGBTIAQ+ inclusion initiatives across UQ media channels, including social media.		Ongoing	At least five UQ LGBTIAQ+ inclusion initiatives are promoted across UQ media channels each year.
1.14	Partner with Office of Marketing and Communication to ensure UQ marketing and communication is inclusive of the LGBTIAQ+ communities.		By June 2021	Process is developed in partnership with the Office of Marketing and Communication to appropriately implement inclusive principles in the UQ Style Guide and marketing and communication practices.

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
1.15	Organise UQ Ally photoshoots to build UQ image bank.	E 1.12 E 1.13 E 1.14	Ongoing	Two photoshoots promoting the UQ Aly Network and LGBTIAQ+ inclusion at UQ with photos added to the UQ image bank are completed by the end of the Plan.
1.16	Develop profiles of UQ Ally members to promote the UQ Ally Network.	E 1.2 E 1.13 E 1.14	By Dec 2021	At least six profiles have been completed and promoted across the University.
1.17	Pilot a UQ Ally Network roadshow to showcase UQ Ally Network initiatives across the University.	E 1.2	By June 2021	UQ Ally Network roadshow is presented at all UQ campuses.
			Ongoing	If successful, consider coordinating an annual roadshow.
1.18	Include LGBTIAQ+ inclusion and Ally Network in the information provided to new staff at induction.	E 1.2 D 1.12	By June 2020	Induction material is amended to include information about LGBTIAQ+ inclusion and the Ally Network
			Ongoing	90% new staff have received information about the Ally Network during their induction.
1.19	Develop process for Faculties/Institutes to visibly showcase UQ Allies in their organisational units.	E 1.2 D 1.12 D 1.15 D 1.16	By Dec 2019	At least three Faculties adopt the process and visible signifiers are visible in key areas of the organisational unit/s.
1.20	Visibly highlight academics that are UQ Allies	E 1.2 D 1.15 D 1.16	Dec 2022	A visible signifier for the Ally Network is available on UQ Researchers, or other similar platform, for academics to choose to use as part of their profile.
1.21	Promote UQ research in LGBTIAQ+ inclusion.	E 1.17	Ongoing 2018	At least two LGBTIAQ+ inclusion research publications are promoted to the UQ Ally Network, UQ community and/or external to UQ.

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
1.22	Report annually on the progress of this Plan.		Dec each year	The monitoring and reporting mechanisms of the Plan is implemented each year (see section 3.2).
OBJECTIVE 2: EMPOWER THE UQ ALLY NETWORK TO CREATE POSITIVE CHANGE FOR LGBTIAQ+ INCLUSION ACROSS THE UNIVERSITY				
2.1	Coordinate regular Ally Network meetings/initiatives to create a community of practice that provide opportunities for Allies to: <ul style="list-style-type: none"> • share information and experiences, including conference attendance; • develop new skills and/or knowledge; • keep up-to-date with strategic initiatives; • contribute to the development and implementation of strategic initiatives; and • network and build relationships with other UQ Allies. 		Ongoing	At least four Ally Network meetings are held each year.
2.2	Continue to develop the Ally toolkit with additional information and skill building resources.	D 2.8 D 2.3	Ongoing	At least five new information resources are developed and distributed to Allies by the end of the Plan.
2.3	Develop a UQ Ally Network resource pack that can be used by Allies for presentations, lectures, meetings etc. to provide an overview of the Ally Network.	E 2.2	By Dec 2019	An Ally Network slide deck is developed and distributed to Allies.
2.4	Develop an Ally Network Communication and Engagement Strategy that focuses on leveraging engagement and capacity-building for Allies.	E 1.13 E 1.14 E 1.19 E 2.4	By March each year	An Ally Network Communication and Engagement Strategy is developed and in place for the life of this Plan.

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
		E 2.5 E 2.6 E 2.9 E 2.11 E 3.4 E 4.3		
2.5	Implement a UQ Ally Network Sharepoint site to be used by UQ Ally Network members to share information and collaborate.	D 2.4	By June 2019	Sharepoint site is developed.
			Ongoing	At least 6 discussions and/or information resources are posted to the Sharepoint each year.
2.6	Identify opportunities to recognise the work of individuals and teams within the UQ Ally Network, such as an UQ Ally Network Award.	D 2.4	By Dec 2021	Mechanisms is developed and in place to recognise the work of individuals and teams within the UQ Ally Network.
2.7	Monitor the engagement and satisfaction of the UQ Ally Network to identify opportunities for improvement.	D 2.4	Ongoing	Deliver UQ Ally Network survey annually to the UQ Ally Network and develop a survey report identifying trends and recommendations.
2.8	Develop a resource to support Allies to apply a LGBTIAQ+ inclusion lens to everything that they do, particularly with respect to the work of any University committees they may be a member of.	E 2.2	By Dec 2022	Resource is developed and in place.
2.9	Develop a UQ Ally Network Champion role that coordinates LGBTIAQ+ inclusion/Ally Network initiatives in	D 2.9	By June 2022	Ally Champion role is developed and endorsed by AAC and there are at least 8 Ally Champions in place.

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
	organisational units and is an identified point of contact for each organisational unit for the AAC.			
2.10	Include an Ally Network member in the membership of every Faculty/Institute Equity, Diversity and Inclusion Committee.		By June 2021	Governance of Faculty/Institute Equity, Diversity and Inclusion Committees includes an Ally Network member as an identified role on the Committee.
2.11	Develop mechanisms to encourage Allies to share information about activities they have undertaken that are relevant to the UQ Ally Network role on a regular basis.	D 2.4	June 2020	Mechanism is in place.
			Ongoing	Regular reports from Allies are presented to the UQ Ally Action Committee and included in the annual UQ AWEI submission.
2.12	Seek budget and resourcing where needed, including completing an annual budget request to the University Staff Development Committee for the delivery of the UQ Ally Workshops.	E and D for all items ¹	Ongoing	The Ally Network is appropriately resourced to deliver the Plan.
2.13	At least two UQ Allies attend a national LGBTIAQ+/Inclusion-focused conference each year.		Oct each year	Two members of the UQ Ally Network are selected in a fair transparent way to attend the conference each year
2.14	Enhance the engagement and collaboration of Ally Network initiatives at Gatton campus.	E 1.7 E 1.8	Ongoing	At least one member of the St Lucia AAC sits on the Gatton AAC and vice-versa, with cross representatives attending at least four meetings each year (in person or via Zoom).
2.15	Improve the promotion and sustainability of the UQ LGBTI Bursary.		By June 2022	Number of staff who contribute to the UQ LGBTI Bursary increases by 10%.

¹ 2.12 is an enabler for all items in the plan and all items of the plan are dependent on the provision of budget. This means that the enablers and dependencies for this action item haven't been identified for each action separately, but is captured within this note.

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
OBJECTIVE 3- EMBED LGBTIAQ+ INCLUSION IN ALL UNIVERSITY BUSINESS				
3.1	Implement the UQ Ally Executive Champion Roles and Responsibilities.	D 3.2	Ongoing	Expected activities outlined in the UQ Ally Executive Champion Roles and Responsibilities document are achieved each year.
3.2	Support the UQ Ally Executive Champion/s to implement their roles and responsibilities, as detailed in the UQ Ally Executive Champion Roles and Responsibilities document.	E 3.1	Ongoing	Quarterly meetings are held with the UQ Ally Executive Champion/s.
3.3	Strengthen the relationship between the UQ Ally Network and UQU, particularly the Queer Collective and Pride Alliance.		Ongoing	The Queer Collective and Pride Alliance actively participate in UQ Ally Network events and initiatives.
3.4	Embed LGBTIAQ+ days of significance and key dates in the Ally Network calendar in relevant University calendars.	D 2.4	By Oct each year, for publication the following year	LGBTIAQ+ days of significance and key dates in the Ally Network calendar are included in the University calendar of events.
3.5	Include gender diversity, sexuality and sex as demographic questions in relevant future UQ all-staff engagement/experience surveys and analyse results.		By June 2020	Gender diversity, sexuality and sex are embedded as demographic questions in all relevant all-staff engagement/experience surveys and LGBTIAQ+ analysis report developed.
3.6	Investigate the option of enabling staff to self-select gender diversity, sexuality and sex demographics in the		By Dec 2022	Proposed approach is presented to the Chief Human Resources Officer for consideration and decision.

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
	Human Resources Enterprise System (HRES) to enable improved benchmarking, analysis and action.			
3.7	Further embed gender, sex and sexuality diversity and inclusion in UQ policies, procedures, guidelines and tools.	E 3.14	Ongoing	A policy and procedure audit is completed and gender, sex and sexuality diversity is included in relevant policies, procedures, guidelines and tools.
3.8	Identify, and work towards addressing, key areas where focus may be needed such as intersex awareness and gender diversity.		Ongoing	Area of focus is identified and at least one initiative is implemented each year.
3.10	Provide advice to relevant University strategies and plans, particularly where UQ Ally Network is identified as a stakeholder, including the UQ SAGE Athena SWAN Action Plan, UQ Mental Health Strategy 2018-2021 and UQ Student Strategy 2016-2020.		Ongoing	AAC is identified as a key consultation point for diversity and inclusion within the structure of the University.
3.11	Investigate a UQ LGBTIAQ+ mentoring scheme (including partnering with external organisations such as Pinnacle, reverse mentoring schemes etc).		By June 2021	A proposal for a mentoring scheme and/or partnership is presented to the UQ AAC for consideration and implementation.
3.12	Investigate the opportunity for the UQ Ally Network to engage more thoroughly with students, including potentially expanding to include student members.		By Dec 2022	A proposal for how the UQ Ally Network can expand to engage students is presented to the UQ AAC for consideration and implementation.
3.13	Embed LGBTIAQ+ considerations in the UQ Building Standards.		By June 2022	LGBTIAQ+ inclusion considerations are included in the UQ Building Standards.

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
3.14	Formalise policy guidance to support the use of paid leave for staff who are affirming/transitioning their gender in the workplace	D 3.14	By Dec 2022	Policy specifically references paid leave to support affirmation/transitioning activities and all staff transitioning/affirming their gender in the workplace have access to paid leave.
3.15	Review the process for staff and students to affirm/transition their gender and improve and simplify processes where possible.		By Dec 2022	Review complete and any improvements are included in the UQ Guide to Gender Affirmation in the Workplace.
3.16	Include a LGBTIAQ+ inclusion initiative/event as part of the UQ Alumni suite of programs.		By Dec 2021	At least one LGBTIAQ+ event/initiative hosted as part of the suite of UQ Alumni programs delivered by UQ.
3.17	Develop a set of principles to inform curriculum design and delivery that includes active consideration of LGBTIAQ+ inclusion.		Ongoing	Principles are developed in partnership with relevant stakeholders, endorsed by AAC and provided to ITaLI for implementation.
3.18	Identify risk areas for potential exclusion for LGBTIAQ+ communities across the University, e.g. UQ Health Centre, recruitment and selection processes etc., and develop initiatives to address issues.		Ongoing	At least one risk area identified and initiatives developed to address identified issues.
3.19	Develop guides/toolkits for staff to promote LGBTIAQ+ inclusion in all areas of UQ business.	E 2.2	Ongoing	At least three new information resources are developed during the length of the Plan.
3.20	Include LGBTIAQ+ considerations as part of the quarterly diversity dashboards being delivered to Faculty Executive Deans and Institute Directors by Workplace Diversity and Inclusion.		By June 2020	LGBTIAQ+ is included in the diversity dashboards being delivered by Workplace Diversity and Inclusion.

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
3.21	Apply the 6A Inclusion Framework to ensure intersectionality is considered in all work completed by the Committee.		Ongoing	6A Inclusion Framework is applied to all work completed by the Committee.
OBJECTIVE 4- IMPROVE UQ'S EXTERNAL ENGAGEMENT TO CONTRIBUTE TO DEVELOPING LGBTIAQ+ INCLUSIVE COMMUNITIES				
4.1	Complete and continue to improve in the Australian Workplace Equality Index (AWEI) annually.	D 4.1	By March each year	UQ submits the AWEI each year and receives an increased score each year.
4.2	Review UQ's results in the AWEI each year to develop recommendations on how to improve UQ's results in the AWEI the following year that will be implemented by the UQ AAC.	E 4.1	By July each year	A plan is developed based on UQ's results to increase UQ's score in the AWEI the following year.
4.3	Identify and apply for local/national/international LGBTIAQ+ inclusion awards that UQ is eligible for.	D 2.4	By Dec 2019	The UQ AAC is made aware of all awards in LGBTIAQ+ that UQ may participate in.
			Ongoing	Submit an application to at least two national awards during the length of the Plan.
4.4	Investigate and implement appropriate sponsorship opportunities.	E 2.15	Ongoing	UQ sponsors at least one external LGBTIAQ+ inclusion initiative and/or event each year.
4.5	Build partnerships with external organisations to improve UQ's reputation as a national leader in LGBTIAQ+ inclusion.		Ongoing	UQ develops a partnership with at least one LGBTIAQ+ inclusion organisation during the length of the Plan.

Item no.	Action	Enabler (E) /Dependency (D)	Timeframe	Success measure
4.6	Coordinate UQ's utilisation of its Pride in Diversity membership and regularly participate in the Pride in Diversity Roundtable, including the Pride in Diversity Higher Education Community of Practice.	D 2.12	Ongoing	UQ utilises all aspects of its membership with Pride in Diversity and is present at all relevant Pride in Diversity Roundtable/Community of Practice events.
4.7	Represent UQ at relevant internal and external LGBTIAQ+ inclusion events, such as the Pride in Diversity Networking Drinks.		Ongoing	There is at least one UQ Ally representative present at all LGBTIAQ+ inclusion events that UQ is invited to.
4.8	Continue to partner with other Queensland universities to participate in the Brisbane Pride March.		Sept each year	UQ participates in the Brisbane Pride March each year.
4.9	Coordinate and host the national Ally conference, in partnership with other Queensland universities.		By Dec 2020	The national Ally conference is held in Brisbane and UQ is one of the hosts.
4.10	Present at national conferences/symposiums etc. on LGBTIAQ+ inclusion.		Ongoing	Member of Committee present at at least one conference/symposium etc. on LGBTIAQ+ inclusion each year.



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