

ROADMAP TO INTENTIONAL INCLUSION

Diversity is a fact - we are all different. Inclusion is a choice - it requires an active and intentional effort to ensure that our university is a great place to work for everybody, regardless of background or circumstance.

Inclusion doesn't just happen - we have to work at it. Each of us has the power to influence how others experience our workplace. Intentional inclusion is the ongoing effort to build a culture of belonging and empathy, where difference is valued and where the differing perspectives and experiences of others are recognised and appreciated. Here are 5 ways you can be intentionally inclusive.

BE AWARE

Before you can engage in intentional inclusion, you must first be aware of the issues that make inclusion necessary. It is important to understand that social inequity is an issue that continues to affect many communities both inside and outside of the workplace. Without first recognising that people continue to experience oppression and discrimination, we cannot work to overcome these issues.

1

ACKNOWLEDGE PRIVILEGE AND BIAS

While this can be an uncomfortable process, it is essential to understanding people's different lived experiences and creating a more equitable society. Once you acknowledge your biases, you can work to overcome them. Recognising any privilege you have means you can start to think about how you can use this to support and amplify the voices of marginalised groups.

2

EDUCATE YOURSELF

Commit to learning about the society we live in and the experiences of others. Do not rely on others to educate you - there are a wide range of resources available, including those in our [EDI resource library](#). You can also engage in EDI training and events. Share your knowledge and learning with others and model inclusive behaviour.

3

LISTEN TO OTHERS

Listen to your colleagues if they choose to share their experiences, but do not expect them to. By recognising that we all have different lived experiences, you understand that while you may not have experienced something yourself, this does not mean that others haven't. Individuals are the best judge of what they have experienced, and how it made them feel.

4

STAND UP AND SPEAK OUT

Each of us influences how others experience our university by how we interact with one another and how we support each other in the workplace. Intentional inclusion requires us to confidently challenge all forms of unacceptable and exclusionary behaviours and to treat colleagues with fairness and respect.

5

Scan the QR code to access our EDI resource library



We are all responsible for ensuring that our university is a great place to work. Together, we can intentionally create a work environment where every individual feels that they can be their authentic selves, has a sense of belonging and is able to achieve their full potential.