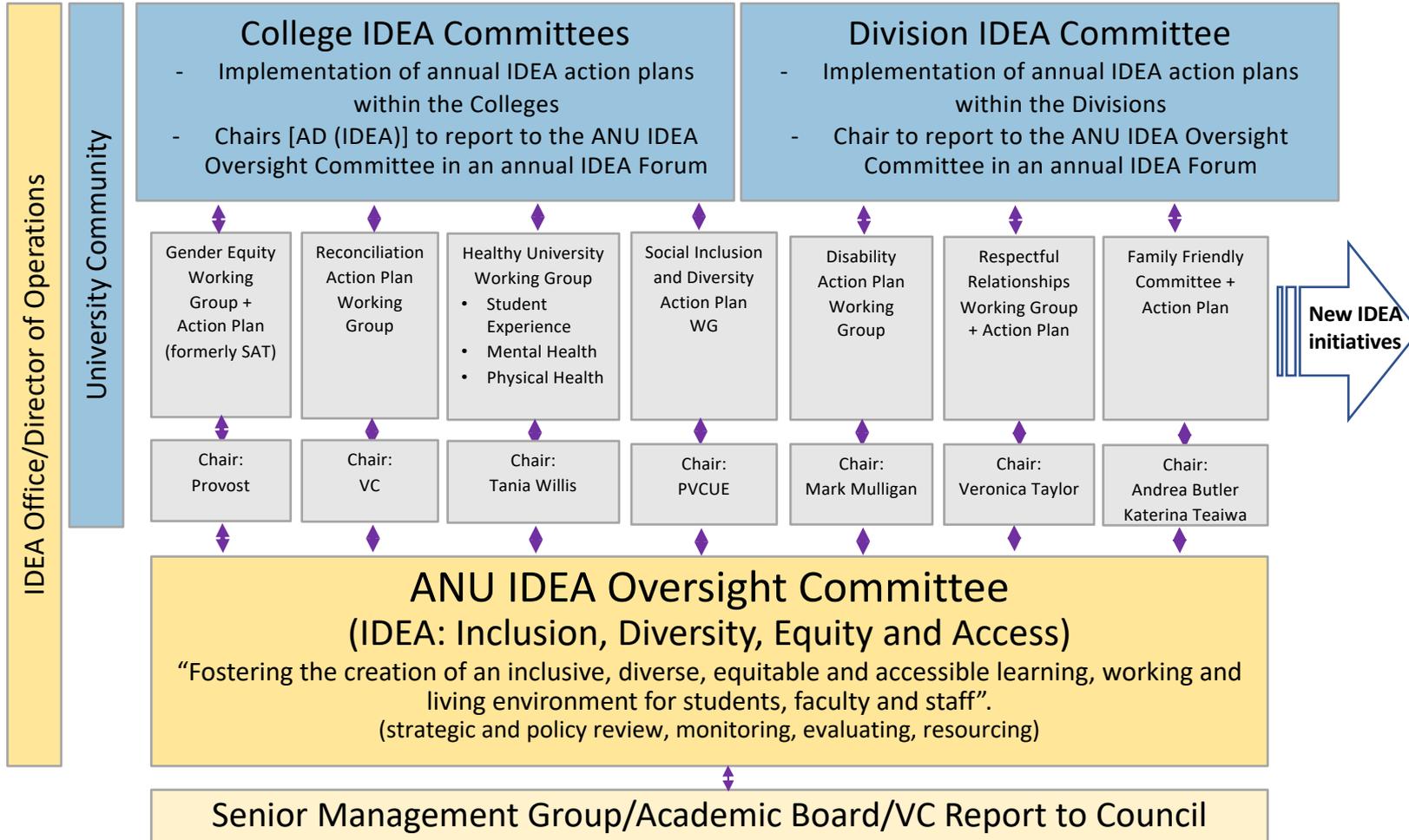


# ANU IDEA GOVERNANCE FRAMEWORK



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(IDEA: Inclusion, Diversity, Equity and Access)

“Fostering the creation of an inclusive, diverse, equitable and accessible learning, working and living environment for students, and staff”.

## ANU IDEA Strategy (in draft)

### INCLUSION

‘We are inclusive, open and respectful’. An inclusive university promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members. Organizationally, inclusion requires the identification and removal of barriers (e.g. physical, procedural, visible, invisible, intentional, unintentional) that inhibit members’ participation and contribution. Inclusion also requires every member of the community to demonstrate university values and principles of fairness, justice, equity, and respect in learning, teaching, research, service and employment, by being open to different voices and perspectives, developing an understanding of different cultures, experiences and communities, and making a conscious effort to be welcoming, helpful and respectful to everyone.

### DIVERSITY

The differences individuals bring to the university environment. These may be individual - such as personality, traits, identity, learning styles and life experiences; physical ability or attributes cultural and linguistic background, ethnicity, class, age, gender and sexual identity, disability, family responsibilities; religious or ethical values system, national origin, and political beliefs. To have a truly diverse university community requires an inherent commitment, demonstrated through actions, that recognizes and values these differences.

### EQUITY

Fair and just treatment of all potential and existing members of the university community through the creation of opportunities to address historic and current disadvantage for underrepresented populations. These opportunities will lead to equitable outcomes in the context of learning, teaching, research, service and employment, including closing representation and participation gaps within our university community. Equity requires an intentional commitment to strategic priorities, resources, respect and civility, and ongoing action and assessment of progress towards achieving specified goals.

### ACCESS

The commitment to foster attitudes, behaviors, and procedures to facilitate access that promotes equity and diversity, fosters inclusion and allows people to maximize their contribution to the university and communities that the university serves.

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## **ANU IDEA Strategy (in draft)**

### ***IDEA Action Plans -Visions***

#### **Reconciliation Action Plan**

The University has committed to delivering on our unique national responsibilities, as the national university, to constructively engage with our responsibility to Indigenous Australia. The University is committed to renewing, building on its history of engagement, and seeking a new partnership with Indigenous Australia. The University wishes to become the destination of choice for Aboriginal and Torres Strait Islander intellectual leaders as a place to be educated, to undertake research and to contribute to policy making. The RAP is one of the key initiatives of the University’s Strategic Plan (2017-2021) and details specific action items, deliverables, timelines, and responsibilities in order to achieve the University’s vision for reconciliation.

#### **Gender Equity Action Plan**

The ANU Athena SWAN Action Plan 2019 – 2022 sets out a wide range of gender equity initiatives which will be undertaken by the Australian National University (ANU) to address the issues and opportunities identified in the self-reflective process of the SAGE Athena SWAN pilot program and as an integral part of our broader IDEA (Inclusion, Diversity, Equity and Access) Framework and Strategy. The Action Plan will drive a cultural transformation across the whole University community aligned with Athena SWAN principles.

#### **Healthy University Action Plan**

ANU will lead the sector in supporting student and staff wellbeing through accessible and inclusive services and initiatives, providing the structures and organisational support to promote wellbeing at all levels and areas across the University.

#### **Disability Action Plan**

The ANU Disability Action Plan will ensure equity in access, participation and success for people living with disability in our student cohorts and our workforce as well as providing an accessible, welcoming environment for our many visitors. The Action Plan provides an ambitious framework for action, supported by clearly defined evaluation and review cycles, to position the ANU as an organisation of choice for current and prospective staff and students living with disability, and as a global community leader in pursuing genuine equity for all people living with disability.

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## ***IDEA Action Plans – Visions (continued)***

### **Respectful Relationships Action Plan**

The Respectful Relationships Action Plan will inform the continued development of whole of university policy and strategies aimed at both staff and students to address sexism, sexual assault and sexual harassment on campus as well as other behaviours that are disrespectful and damaging.

### **Family Friendly Action Plan**

ANU is committed to creating a welcoming and safe environment for children, parents and carers, providing easily accessible support and information to make it easy to balance work and life. ‘Family-friendliness’ is broadly defined and includes diverse dimensions of family life and carer responsibilities. Family of ANU staff and students are welcome on campus and treated with respect, and valued.

### **Social Inclusion and Diversity Action Plan**

ANU is committed to creating a culture of social inclusion by incorporating the ANU values of equity and diversity into all aspects of the study, work and living environment. ANU strives to support an equitable and diverse representation of communities in all aspects of university life while providing a supportive and sustainable educational and workplace environment.