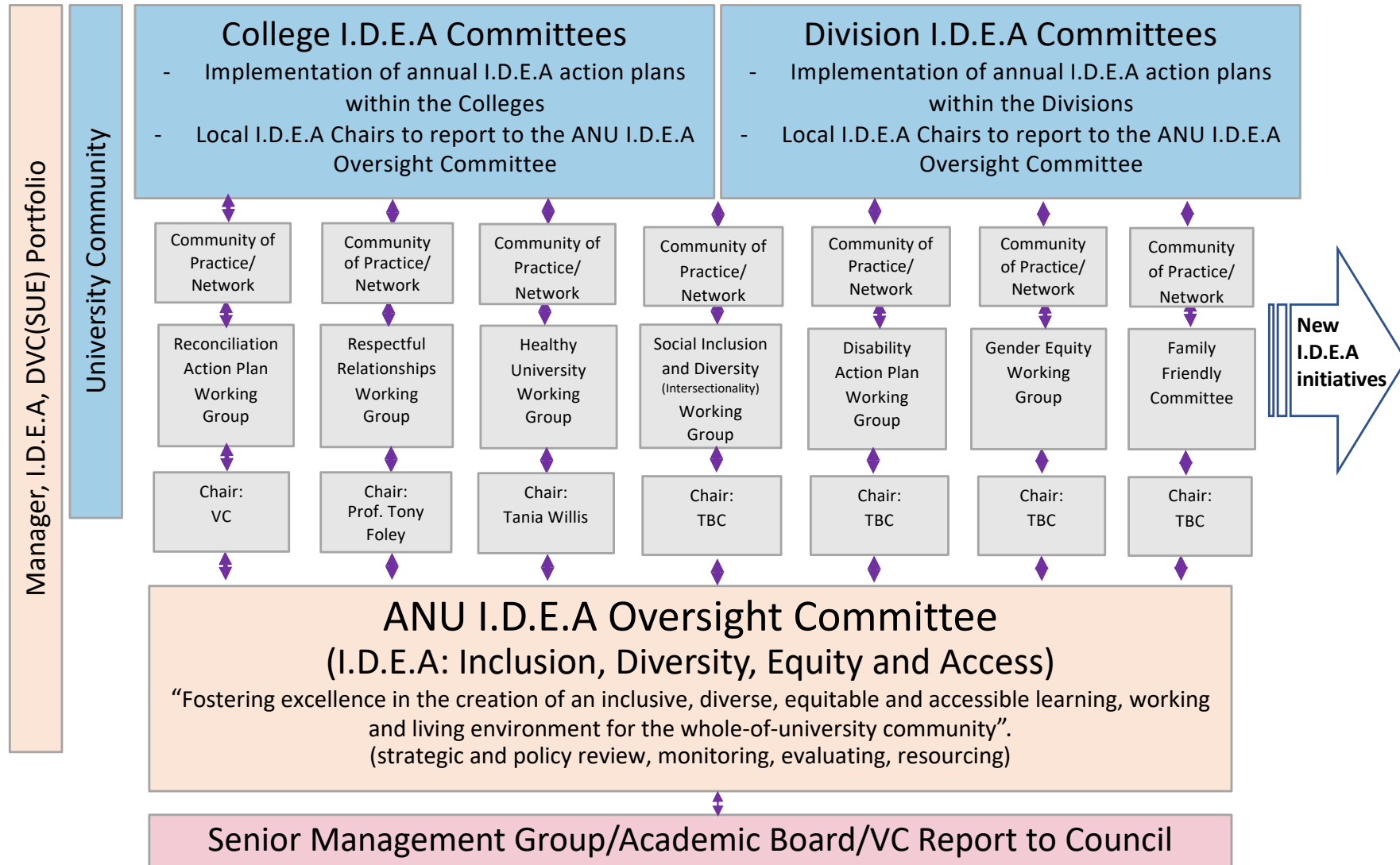


ANU I.D.E.A GOVERNANCE FRAMEWORK



ANU I.D.E.A GOVERNANCE FRAMEWORK

(I.D.E.A: Inclusion, Diversity, Equity and Access)

I.D.E.A Vision

“Fostering excellence in the creation of an inclusive, diverse, equitable and accessible learning, working and living environment for the whole-of-university community”.

IDEALS

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.