

Equity and Diversity Policy

Purpose

This policy provides information for the Collarts community and other relevant parties on the ways in which Collarts promotes an equal and diverse workforce and student population. Collarts considers that inclusion and diversity is a business imperative, and we strive to create a culture that is diverse, inclusive and fair, and respects and celebrates our differences.

Scope

This policy applies to all current and prospective students and staff members of Collarts.

Definition of Key Terms

Diversity refers to the mix of people in an organisation – that is, all the differences between people in how they identify in relation to their:

- **SOCIAL IDENTITY** e.g. Aboriginal and/or Torres Strait Islander background, age, caring responsibilities, cultural background, disability status, gender identity, religious affiliation, sexual orientation, intersex status, and socio-economic background.
- **PROFESSIONAL IDENTITY** e.g. profession, education, work experiences, organisational level, functional area, division/ department, and location.

These aspects combine in a unique way for each individual and influence how they perceive their world and workplace – as well as how others view and treat them.

Inclusion is the process of improving the terms of participation, particularly for people who are disadvantaged, through enhancing opportunities, access to resources, voice and respect for rights. Inclusion in a workplace is achieved when a diversity of people (e.g., ages, cultural backgrounds, genders, perspectives) feel that they are:

- **RESPECTED** for who they are and able to be themselves
- **CONNECTED** to their colleagues and feel they belong
- **CONTRIBUTING** their perspectives and talents to the workplace
- **PROGRESSING** in their career at work (i.e. have equal access to opportunities and resources).

Equality ensure that each individual has an equal opportunity to realise their potential. It is also the value belief that no-one should have lesser life outcomes because of their origins, where they come from, what they believe, or whether they have a disability.

Equity is about giving people what they need, in order to make things fair, or a means of achieving equality.

Principles

Collarts will:

- Promote and encourage a diverse and inclusive workforce, by fostering an environment of mutual learning, respect, dignity, openness to all cultures and an appreciation of difference and other perspectives
- Seek to ensure that its business practices, systems and processes do not prevent people from diverse backgrounds having equality of opportunity within the organisation
- Provide equal opportunities in removing barriers to participation, progression and success in employment and education so that all staff and students have the opportunity to fully participate in activities
- Support staff and students to exercise their rights and responsibilities as members of the Collarts community in relation to diversity, inclusion and equity
- Ensure student recruitment, admission requirements (Section 1.1), advice to prospective and enrolled students (Section 7.2) and transition support (Section 1.3) are consistent with this policy and Higher Education Standards Framework HESF (2015)
- Monitor the participation and success of any identified equity groups including Aboriginal and Torres Strait Islander peoples
- Ensure students have access to learning support services consistent with the requirements of their course and mode of study, and with the learning needs of individual students and student cohorts
- Attract and retain staff members, including business leaders, whose composition reflects a diversity of backgrounds, knowledge, experience and abilities
- Not discriminate, directly or indirectly, against a person on the grounds of a person's disability
- Make any reasonable adjustments to enable staff and students with a disability to participate and to be able to use facilities and services on the same basis as others without a disability
- Invest in the physical, mental and emotional wellbeing of our staff and students through ongoing education around inclusion and diversity initiatives, ensuring our policies and processes support and encourage equal opportunity for all individuals and create a culture of inclusion
- Create a culture that values, promotes and benefits from gender diversity and equality. In line with the Collarts Equal Employment Opportunity Policy, we will ensure equal rights and opportunities for people through:
 - Regular remuneration reviews to identify any gender pay gaps.
 - Attracting and developing female talent and educate our leaders about gender equality.
 - Regularly updating policies to reflect our processes for ensuring gender equality and opportunity in the workplace.

COLLARTS

The nature and extent of support services available to students are informed by the needs of student cohorts, including mental health, cultural, disability, safety and wellbeing needs.

Collarts requires the ongoing cooperation of all staff and students to promote the awareness and implementation of its equity and diversity principles into their everyday behaviour, language and decision making.

Related Policies

Wellbeing & Safety Policy Framework
Staff Equal Employment Opportunity Policy
Staff Recruitment and Selection Policy

Related Legislation

Racial Discrimination Act 1975
Sex Discrimination Act 1984
Disability Discrimination Act 1992
Disability Standards for Education 2005
Australian Human Rights Commission Act 1986
Workplace Gender Equality Act 2012
Age Discrimination Act 2004

Further Information

In the development of this policy we acknowledge the following sources:

KAPLAN Professional
Diversity Council of Australia
Australian Human Rights Commission
United Nations
TEQSA Guidance Note: Diversity and Equity

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