Equity, Diversity and Inclusion Governance Framework

Purpose

The Equity, Diversity and Inclusion (ED&I) Governance Framework aims to maximise the effort and impact associated with achieving outcomes under the ED&I Framework. It will be responsible for ensuring UniSA meets its equity, diversity and inclusion obligations as part of the E25 Strategic Plan. It also results in decisions being made at the appropriate level within the organisation.

The governance framework is a conceptual structure that outlines how the ED&I activities and initiatives are integrated and managed by the organisation. As part of leading practice, the structure reflects the principles outlined in the ED&I Framework and therefore is based on a participatory, collaborative approach aimed to empower those groups most disadvantaged in the University community.

> *"The lesson of history is that transparent, responsible, accountable and **participatory governance** is a prerequisite to enduring respect for human dignity and the defense of human rights."*[1]

Governance Model

The ED&I Governance Framework is based on four intersecting pillars that guide the University's activities and performance in achieving its aspirational goal of becoming a culturally safe and competent organisation.

1. The E25 **Strategic Plan** drives our aspirations, defines our culture and makes accountable our leadership. It guides us in a common purpose so that Governance is seamless and integrated.
2. The University's **policies and systems** are integral to ensuring that mechanisms are in place for the agency to adhere to relevant standards. They provide an avenue for mitigating risk and aim to eliminate systemic barriers to participation and inclusion.
3. **Action plans** will outline the University's commitment to specific targets and initiatives in areas of identified need. They are developed in consultation with key internal and external stakeholders and are linked to the overarching principles of the ED&I Framework.
4. Robust **data collection** will be key to assessing evidence of cultural change. By using nationally recognised benchmarks will we be able to measure progress and identify areas requiring further improvement.

The following diagram depicts the four pillars and how they intersect in a governance model based on continuous improvement.

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[1] Australian Human Rights Commission *Promoting Human Rights – Good Governance, the Rule of Law and Democracy,* https://www.humanrights.gov.au/about/news/speeches/promoting-human-rights-good-governance-rule-law-and-democracy, accessed 9/4/2020
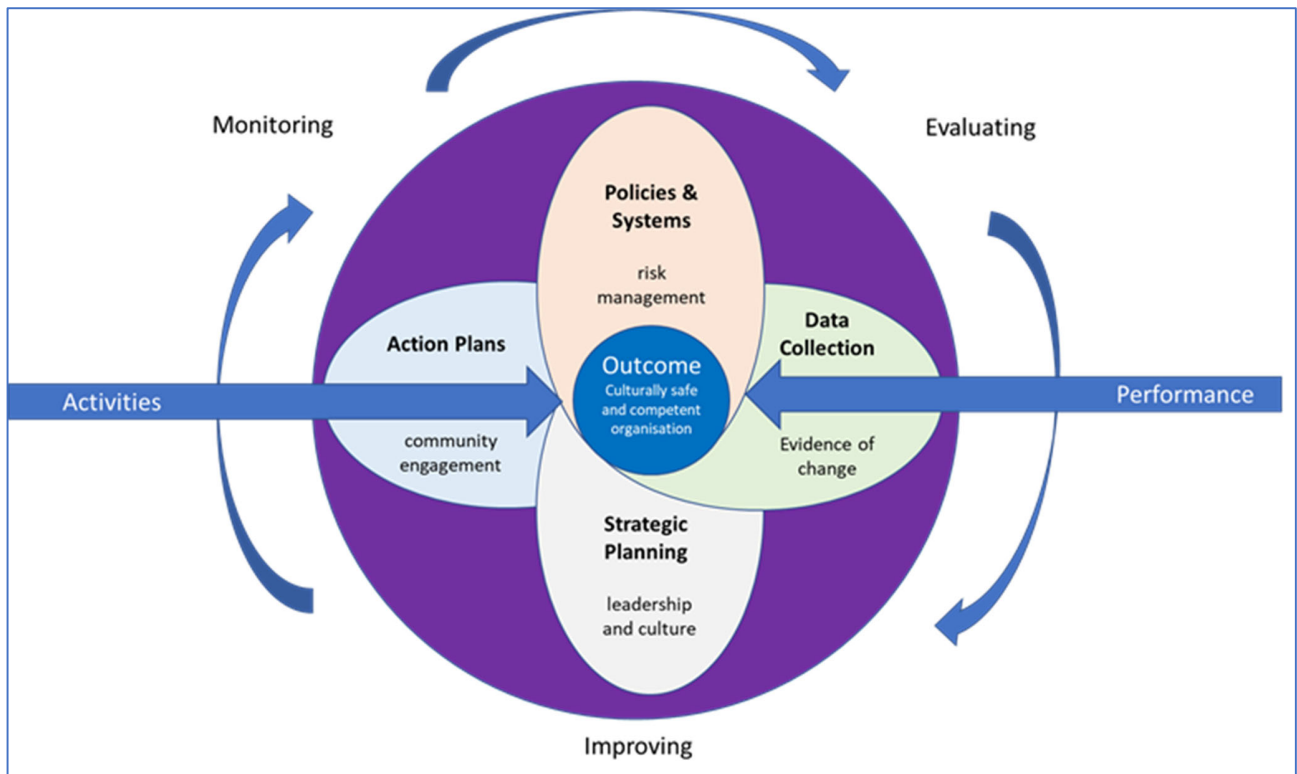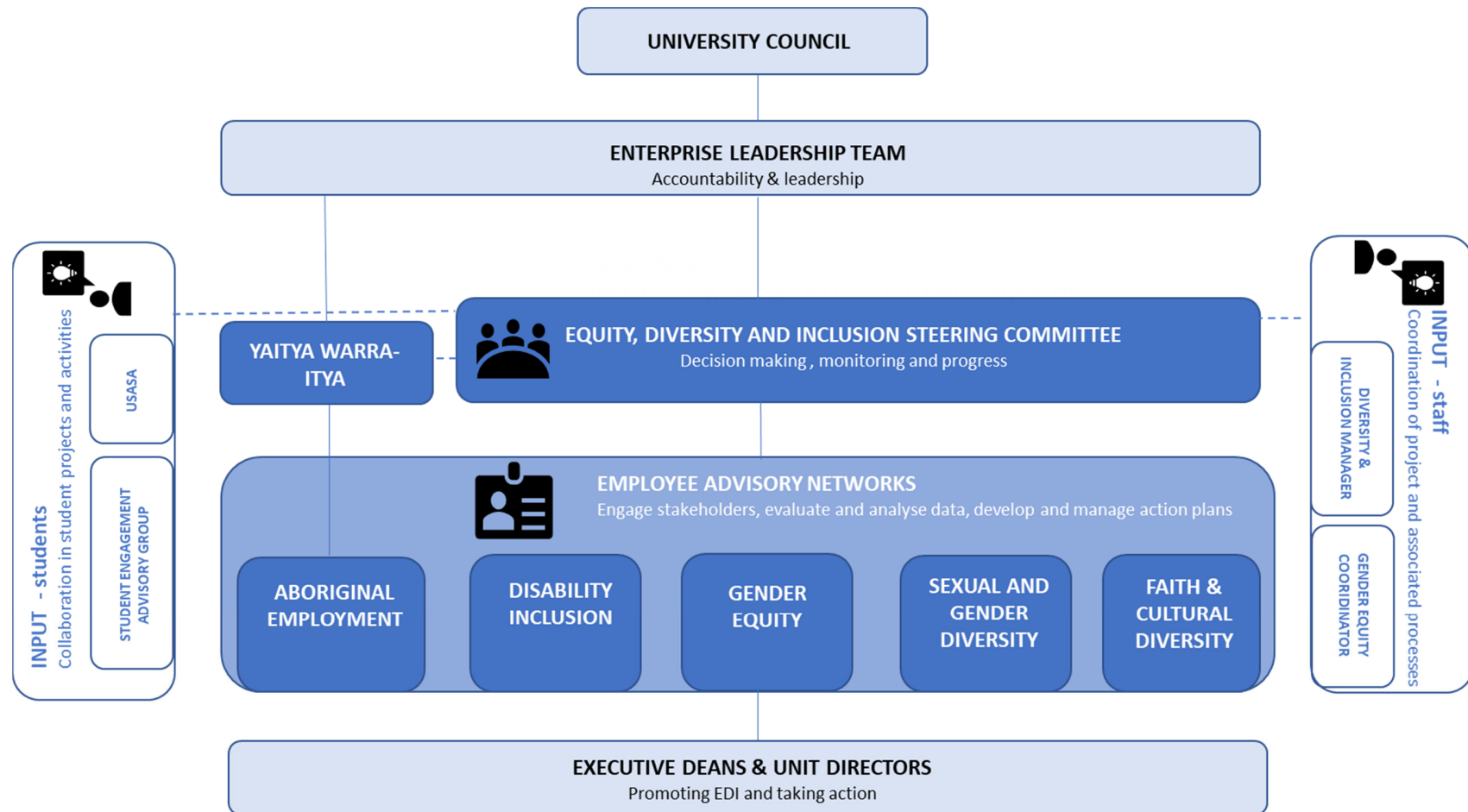
Leadership Engagement and Accountability

In order to succeed, our EDI aspirations must be driven from the top, with visible leadership and accountability. A dedicated structure that involves senior leadership, at its centre, is vital to ensuring EDI goals, targets and measures are monitored, progressed and achieved.

The governance structure on the following page, reflects the need for senior leadership engagement in EDI as a strategic priority. The EDI Steering Committee consists of members from senior leadership, including ELT. The Steering Committee makes strategic decisions and guides the prioritisation of budgets to enable success of our EDI targets (see Steering Committee Terms of Reference for information on role and responsibilities).

The Employee Advisory Networks (EAN) consist of members drawn from the University community, primarily those with lived experience, and are sponsored by senior leadership. The EANs are 'action focused' and drive our EDI action plans, capture EDI issues and propose recommendations to the Steering Committee. Most importantly, the EANs provide a 'safe' platform for employees to network, share ideas and collaborate on areas that require improvement.

Implementation Structure

UNIVERSITY COUNCIL

ENTERPRISE LEADERSHIP TEAM
Accountability & leadership

INPUT - students
Collaboration in student projects and activities

USASA

STUDENT ENGAGEMENT ADVISORY GROUP

YAITYA WARRA-ITYA

EQUITY, DIVERSITY AND INCLUSION STEERING COMMITTEE
Decision making , monitoring and progress

INPUT - staff
Coordination of project and associated processes

DIVERSITY & INCLUSION MANAGER

GENDER EQUITY COORIDINATOR

EMPLOYEE ADVISORY NETWORKS
Engage stakeholders, evaluate and analyse data, develop and manage action plans

ABORIGINAL EMPLOYMENT

DISABILITY INCLUSION

GENDER EQUITY

SEXUAL AND GENDER DIVERSITY

FAITH & CULTURAL DIVERSITY

EXECUTIVE DEANS & UNIT DIRECTORS
Promoting EDI and taking action

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Equity, Diversity and Inclusion Steering Committee
Terms of Reference (Template Only)

Establishment

When:	January 2022
By what authority:	Vice-Chancellor
For what period:	January 2022 – January 2024

Objectives

Role:

The Equity, Diversity and Inclusion Steering Committee is accountable for ensuring that appropriate mechanisms are in place for making transparent, open and clear decisions in the best interest of the organisation, as it relates to its goals of inclusivity.

The ED&I SC will achieve this role through:

- Monitoring the progress of ED&I goals at UniSA and advising ELT on institutional level action required to achieve our aspirations.
- Overseeing that ED&I Action Plans are implemented to deliver the intended impact and take corrective action where appropriate.
- Ensuring effective communication and influence implementation of the Action Plan through championing and promotion across the University and our stakeholder communities.
- Prioritising effort and direct the formulation of new initiatives to achieve inclusivity across UniSA.
- Engaging ELT and Council to ensure support and commitment to any new ED&I initiatives
- Providing oversight for awareness raising and engagement activities that encourage cultural and behaviour change within UniSA.
- Investigates opportunities for external partnerships/sponsorships that assist in promoting UniSA's equity, diversity and inclusion agenda.

Quorum:

A quorum for the committee meeting is 50% of the membership, plus one.

Procedures prescribed:

Co-Chairs

Executive Director: People Talent and Culture

Chief Academic Services Officer or another representative nominated by ELT

Meetings

The ED&I SC will meet as per the agreed schedule, to be determined at its first meeting. Additional meetings may be coordinated as the group requires.

Meeting Minutes

The meeting minutes will be the responsibility of the Diversity and Inclusion Manager. They will be reviewed by the Co-Chairs, prior to finalising and distributed to all members.

Decision Making

The ED&I SC will generally reach agreement through discussion. In the event that consensus cannot be reached, a simple majority among voting members will determine the outcome of the decision under consideration.

Membership

Members of the Steering Group will be approved by the Enterprise Leadership Team. Staff representatives can self-nominate based on their capacity to:

- understand the issues associated with equity, diversity and inclusion and the impact this has on the university community;
- dedicate time to review and comment on written reports, including progress, evaluation and monitoring data sets; and
- actively and positively contribute to meetings.

Membership includes:

- Executive Director: People Talent and Culture (Project Sponsor, Co-Chair)
- Chief Academic Services Officer or another representative nominated by ELT (Co-Chair)
- Diversity and Inclusion Manager (Executive Officer)
- Data and Systems Representative (nominated by appropriate delegate)
- Student Representatives (2 members nominated, one from from Student Engagement Advisory Group and one from USASA)
- Staff Representatives (2 members nominated from Employee Advisory Network)
- Yaitya Warra-Itya representatives (1 member nominated)
- Sexual Assault and Sexual Harassment Reference Group representative (1 member nominated)

Proxies: If members are unable to attend a meeting, proxies will not be invited.

Term of Office: January 2022 – January 2024

Out of Session Activity

Purpose: To ensure timeframes are maintained, from time to time there may be a requirement for members to consider items outside formal meetings.

Method: All items requiring out of session consideration will be issued via e-mail.

Contact Details

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