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# DIVERSITY, EQUITY AND INCLUSION POLICY

## 1 Purpose

This policy outlines ANZSOG's commitment to support and promote diversity and inclusion of nominations from member governments and sponsoring agencies and for students enrolled in ANZSOG's Executive Master of Public Administration (EMPA) program.

## 2 Scope

This policy applies to member governments and sponsoring agencies and all ANZSOG students and staff involved in the delivery of the EMPA program and reflects broader organisational commitments to equity and inclusion in the workplace.

## 3 Guiding Principles

- 3.1 ANZSOG provides a welcoming, non-discriminatory and safe learning space for all EMPA students.
- 3.2 ANZSOG promotes an inclusive and respectful workplace culture that values diversity, equity and inclusiveness.
- 3.3 ANZSOG values diversity of thought, expression and experience and believes that an inclusive and collaborative culture underpins research and teaching excellence and facilitates a positive student and staff experience.
- 3.4 ANZSOG's commitment to diversity, equity and inclusiveness is integral to fostering an EMPA academic and professional alumni community that is representative of the Australia and New Zealand public sector.
- 3.5 ANZSOG adheres to relevant anti-discrimination legislation and does not tolerate unlawful discrimination, harassment and bullying.
- 3.6 ANZSOG actively supports the inclusion and contribution of Aboriginal, Torres Strait Islander, Māori and other First Peoples, LGBTIQ people, women, people with a disability, people of different ages and people from culturally, linguistically and religiously diverse backgrounds.
- 3.7 Recognising its unique position as a dual-country and cross-jurisdictional organisation, ANZSOG has a responsibility to advance the priorities of its government and university partners to encourage the nomination and recruitment of students of Aboriginal, Torres Strait Islander and Māori backgrounds from Australia and Aotearoa-New Zealand into the EMPA program.

## 4 Policy Statement

- 4.1 ANZSOG's commitment to equity ensures the principles of equal opportunity, fairness and impartiality underpin the School's planning, policies and practices advancing the purpose of its education programs particularly in relation to ethical public sector leadership.
- 4.2 ANZSOG creates and promotes equivalent opportunities for admission into the EMPA program for students from diverse backgrounds including culture, religion, gender, sexual orientation, age and disability.

- 4.3 ANZSOG will support equal opportunity by removing unfair and inappropriate barriers to participation and progression and by providing clear information to EMPA students about their rights and responsibilities to foster an accessible, safe and mutually respectful learning environment.
- 4.4 Participation, progress, and completion by identified student diversity cohorts will be surveyed where possible and the findings will be used to inform EMPA student recruitment activities with sponsoring agencies.
- 4.5 ANZSOG's teaching and learning design and approach will seek to include content and learning activities that value diversity and inform public sector best practice regarding management of diverse teams and perspectives. This is addressed further in the core subject guides and the EMPA Program and Learning Design Policy.
- 4.6 EMPA subject leaders will encourage learning opportunities for students to share and reflect on their diverse experiences where relevant to the topic and their work practice.
- 4.7 ANZSOG will openly and promptly address reported incidents of discriminatory or harassing behaviours, attitudes and practices if they occur during EMPA program learning and associated activities. These will be addressed in line with relevant ANZSOG organisational policies and the EMPA Code of Conduct and Student Complaints and Grievances policies.
- 4.8 Students are also encouraged to familiarise themselves with and abide by the equivalent policies and procedures of their sponsoring agency and conferring university in relation to their professional activities and the EMPA elective subjects.

## 5 Definition of Terms

Terms	Definition
<b>Disability</b>	is very broadly defined as any physical, sensory, neurological, intellectual, psychiatric, learning disability, and includes physical disfigurement, the presence in the body of disease-causing organisms (for example the HIV virus) and total or partial loss of part of the body or a bodily function. It also includes a temporary, permanent, current, past or future disability. In some circumstances it may include a chronic illness or medical condition.
<b>Diversity</b>	recognising and respecting individual differences and an individual's uniquely inherent attributes. These include but are not limited to age, disability, race, sex, intersex status, gender identify, and sexual orientation.
<b>Equity</b>	a standard of fairness and equivalency in student access and participation that addresses disadvantage
<b>First Peoples</b>	Aboriginal and Torres Strait Islander peoples are recognised as first peoples of Australia, and Māori as tangata whenua and Treaty of Waitangi partners in Aotearoa-New Zealand.
<b>Inclusion</b>	organisational practice and culture that makes people feel respected and valued for who they are as an individual or group
<b>Prospective Student</b>	a person who is considering lodging an application to study; a person who has not yet applied or a person who is yet to be notified of their admission outcome.
<b>Staff</b>	All ANZSOG employees and externally engaged academics teaching into the EMPA core program, including casual or contracted staff.
<b>Student</b>	any person enrolled within ANZSOG's EMPA program.

## 6 Related Policies

- Admission
- Code of Conduct
- Monitoring, Review and Improvement

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- Program and Learning Design
- Student Disability
- Student Complaints and Grievances

## 7 Australian legislation

- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Disability Standards for Education 2005 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Workplace Gender Equality Act 2012 (Cth)
- Age Discrimination Act 2004 (Cth)
- Various State and Territory Anti-Discrimination legislation.

## 8 Version History

Version Number	Audience	Responsibility	Approved By	Date Approved	Last Reviewed
1	Current Students Subject Leaders ANZSOG EMPA Delivery Team	EMPA Academic Director	Associate Dean, UR and CEO	2020	July 2020