ISSUE

To update the Vice President, People and Services and Executive Sponsor of the Ally Network at Macquarie University on the progress of the LGBTIQ+ Inclusion Action Plan for staff (2019 – 2020).

DISCUSSION

Despite the challenges faced during 2020, there has been significant progress made on the University’s path to a more inclusive culture for LGBTIQ+ staff at Macquarie. Our LGBTIQ+ Inclusion Action Plan developed for 2019 – 2020 has helped to focus and monitor activity. This plan uses the Australian Workplace Equality Index (AWEI) framework which reflects leading practice for workplaces around LGBTIQ+ inclusion.

Summary of key progress:

- Macquarie achieved Silver tier organisation ranking in annual AWEI awards.
- Ally training workshops were facilitated by Pride in Diversity, with tailored and bespoke content included for the Macquarie context. Training has been delivered to more than 150 people in 2020, bringing the current Ally Network membership to 450.
- Ongoing support was provided to the Ally Network, with a program of engagement and development initiatives for current network members (including forums, network events and information sharing).
- The Ally Network Steering Committee continued activity and support for the Network. The Steering Committee worked on an action plan for the Ally Network focusing on visibility, education and engagement that was successfully reassessed and reprioritised after COVID-19.
- MQ internal webpages and guidelines such as the Carers HUB or the Domestic and Family Violence site, have been updated to include relevant information for the LGBTIQ+ community.
- University-wide communication and visibility campaigns were implemented in relation to significant days including IDAHOBIT, Pride Month and Wear it Purple Day.
- A range of resources to support LGBTIQ+ inclusion in the workplace were developed and disseminated (including Ally Network materials in induction packs, resources for visibility days, articles, podcasts, etc.).
- U@MQ/Campus Life became a Pride in Sport member in 2019. All Campus Life staff have completed LGBTIQ+ Awareness and Ally training. Campus Life have also led initiatives to signal their commitment to diversity and inclusion, including a more inclusive logo for MQ sports and, developing an Inclusion In Sport Policy, and celebrating Days of significance across the business (Childcare Centres etc.).
CONSULTATION PROCESS

The consultation process on LGBTIQ+ inclusion is ongoing, and it involves the MQ Ally Network, the faculty and portfolio Diversity and Inclusion Committees, Macquarie Inclusion and the broader Macquarie community of staff and students.

RECOMMENDATION

That the Vice President, People and Services and Executive Sponsor of the Ally Network:

- Note the 2020 progress on implementation of the LGBTIQ+ Action Plan and convey this to the Executive at an appropriate time during 2020.
- Continue to support the Workplace Diversity and Inclusion Team in the ongoing implementation of the updated LGBTIQ+ Action Plan 2021-2022.

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