

# LGBTIQA+ Inclusion and Engagement

2024 - 2026 Plan



# Acknowledgement

Deakin aims to be a leading LGBTIQ+ inclusive educator and employer in the higher education sector; to create a place where LGBTIQ+ people feel included, have a deep sense of belonging and can thrive in their chosen paths.

LGBTIQ+ terminology is diverse and constantly evolving and there are many abbreviation versions. Deakin uses the acronym LGBTIQ+ as an inclusive umbrella that encompasses a range of diverse sexualities, gender and sex characteristics.

We acknowledge the Traditional Custodians of our lands and waterways. We pay respects to Elders past, present and emerging. Deakin campuses are built on the traditional lands of the Wadawurrung people of the Geelong region, the Wurundjeri and Boon Wurrung people of the greater Melbourne region, and the Gunditjmara people of Western Victoria. We welcome all Aboriginal and Torres Strait Islanders to Deakin. Deakin is committed to valuing, building and sustaining recognition, understanding and positive relationships between Aboriginal and Torres Strait Islanders and non-Indigenous Australians.

**Nathan Patterson Learning Together, Growing Together Commissioned by the Office of Indigenous Strategy and Innovation**  
Image reproduced courtesy of the artist.

# LGBTIQA+ Inclusion at Deakin

Deakin has a long history of LGBTIQA+ inclusion and was one of only 15 organisations in Australia to be awarded the Australian Workplace Equality Index (AWEI) Gold Award in 2019. The University continues to lead and champion LGBTIQA+ inclusion and regularly collaborates with other organisations to increase visibility and support for LGBTIQA+ people. Events include sponsorship of the AFLW Pride Round at the Geelong Cats Football Club and campaigns celebrating Wear It Purple Day and International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT), Pride Month, Transgender awareness week.

The LGBTIQA+ Inclusion and Engagement Plan sets out a comprehensive set of actions to be delivered in 2024 – 2026. Four key focus areas:



**Culture:** University leaders who set the tone and influence of a whole of institutional commitment to LGBTIQA+ inclusion.



**Environment:** A safe, respectful and inclusive physical and online environment.



**Partnerships:** Strong internal and external engagement, collaboration and partnerships.



**Evidence:** A commitment to continuous learning, improvement and innovation through data collection, evaluation and research.

The Plan has been developed in partnership with stakeholders within and beyond the University. Consideration was also given to priority areas identified in the Victorian LGBTIQA+ Strategy 2022 – 2032. While Equity and Inclusion will take a lead coordination role in the implementation of this plan, success is dependent on strong relationships, engagement and collaboration with internal and external stakeholders. LGBTIQA+ inclusion is a shared responsibility, and all staff and students are encouraged to engage with and support the activities and initiatives outlined in this plan. This Plan is a living document, and activities may change or be added.



# A plan that aligns with Deakin's strategic and legislative responsibilities

The LGTBIQ+ Inclusion and Engagement Plan aligns closely with the Deakin Values outlined in [Deakin 2030: Ideas to Impact](#). The Plan establishes a framework through which Deakin can maintain compliance with all legislative obligations, particularly in relation to the Sex Discrimination Act 1984 and the Equal Opportunity Act 2010 which prohibits unlawful discrimination on the basis of a person's sexual orientation, gender identity, and intersex status.

The Plan is aligned with and supports other Deakin strategic planning documents including:

- Education and Employability Guiding Plan
- Deakin 2023: Ideas to Impact
- Disability Access and Inclusion Plan
- Respect and Gender Based Violence Plan
- Student Mental Health and Wellbeing Strategy
- Gender Equity Action Plan

'At Deakin University, we have made a deep commitment to inclusion and diversity – it is central to our organisational values. We support and welcome people from the LGBTQIA+ community and are proud to work together with students and staff to create an open and accepting experience for everyone, both on and off campus.'

Professor Iain Martin, Vice-Chancellor

The Plan has also been guided by student and staff survey data, and existing and emerging best-practice literature including:

- [Pride in our future: Victoria's LGTBIQ+ strategy 2022-32](#) (Victorian Department of Families, Fairness and Housing, 2022)
- [LGBT+ Inclusion @ Work: A Global Outlook](#) (Deloitte, 2022)
- [Writing Themselves in 4: The health and wellbeing of LGBTQA+ young people in Australia](#) (Australian Research Centre in Sex, Health and Society, La Trobe University, 2021)
- [LGBTIQA+ Strategy: Our bodies, our genders and our relationships](#) (NDIS, 2020)



# Supporting LGBTIQ+ inclusion and engagement



We all have a role to play in fostering an inclusive working and learning environment. Addressing challenges and strengthening opportunities for our LGBTIQ+ staff and students is a shared responsibility. Current activities underway across the University include:

## **Equity and Inclusion:**

- Delivery of LGBTIQ+ Awareness and LGBTIQ+ Ally training. All DEI training case scenarios and examples reflect an intersectional lens and include people with diverse sex, sexual and gender identities.
- Ongoing data collection to support the development of evidence-based inclusion actions and initiatives. The Equity and Inclusion Staff and Student Surveys are conducted on a biennial basis to capture the experiences of all staff and students, including members of the LGBTIQ+ community.
- Communication and event planning for days of significance including International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) and Wear It Purple Day.
- Periodic reviews of Deakin's policies and procedures to ensure language and content is inclusive of LGBTIQ+ members of the University.

## **Student life and services**

Deakin strives to provide a welcoming and inclusive environment where all students are respected, valued, and supported. We recognise and value the rich diversity of our students including members of our community who are LGBTIQ+ or questioning their gender or sexuality. Find out more [LGBTIQ+ Services | Students](#)

## **People and Culture, and People and Services**

Deakin's People Functions empower our people to achieve their full potential and create a thriving University community. We support and develop our people so that they can achieve their personal and professional goals and value the rich diversity of our staff including members of our LGBTIQ+ community.

## **Acknowledgement**

This plan is a culmination of a collaboration and engagement, drawing on expert knowledge from students and staff with lived experience across the University.

# Support services and networks

## Deakin provides the following support services and networks:

**Deakin Pride Network:** The LGBTIQ+ Pride Network is a member-led network, designed to provide community, social support, and a safe and welcoming space for LGBTIQ+ staff, students, and allies. To join, email [respectbelongthrive@deakin.edu.au](mailto:respectbelongthrive@deakin.edu.au).

**Deakin's Queering-Up Equity and Equality Research Spaces (Q-UEERS) Network** Queer-led, interdisciplinary research space open to queer researchers and our genuine allies with a commitment to strengthening the "ABC's of living Queer" (Authenticity, Belonging, and Connection) in local communities and mainstream research spaces at Deakin. [Join here.](#)

**Deakin Pride; Queer Society (Burwood)** is a club for LGBTIQ+, Queer or Questioning students and allies to meet and socialise. [Join here.](#)

**Deakin Geelong Queer Collective:** The Collective is here to run a safe, inclusive and social group for anyone who identifies as either LGBTQIA+ or an Ally. [Join here.](#)

**Inclusion Officer Network:** A network of staff across the university who have received additional training to provide gender affirmation support for students and staff.

**Harassment and Discrimination Contact Officer (HDCO) Network** Providing an avenue through which staff and students can seek advice and support in relation to instances of discrimination, harassment, bullying and victimisation.

**Safer Community** A free, confidential support service for those who experience concerning, threatening, inappropriate or uncomfortable behaviour.

**Student support:** [Student Wellbeing | Deakin](#)

**Staff support:** [Employee Wellbeing Support \(EWS\)](#) This program is provided by Converge and offers staff free resources and access to confidential coaching and counselling services to assist in resolving issues that may be work-related or of a personal nature.

**Deakin LGBTIQ+ Active Allyship Guide:** [Allyship Guide](#)

University leaders who set the tone and influence of a whole of institutional commitment to LGBTIQ+ inclusion.

<b>ACTIVITY, INDICATORS AND DELIVERABLES</b>	
<b>Engage managers and executive in LGBTIQ+ inclusion initiatives</b>	
1.1	Establish a recognised LGBTIQ+ Champion at the Executive level.
<b>Promote LGBTIQ+ initiatives and research, including the LGBTIQ+ Inclusion and Engagement Plan</b>	
1.2	Develop a communication and engagement plan to promote initiatives and outcomes of the LGBTIQ+ Inclusion and Engagement Plan.
1.3	Increase engagement with, and understanding of, LGBTIQ+ inclusion initiatives among the staff and student community by publishing articles for Deakin Life (student news) and Network (staff news).
1.4	Promote Deakin-based research to generate awareness and understanding of a broad range of issues affecting people of diverse sexes, genders, and sexualities.

Figure 1. Culture – Activities, indicators, and deliverable items.



# Environment

Safe, respectful and inclusive physical and online environment.

## ACTIVITY, INDICATORS AND DELIVERABLES

### Review, refresh and promote LGBTIQ+ Inclusion training offerings

2.1	Review and refresh LGBTIQ+ Awareness and Ally training, including content and delivery, identifying opportunities for enhancement.
2.2	Ensure at least one DEI trainer has completed Pride in Diversity's Endorsed LGBTIQ+ Trainer Program.
2.3	Promote participation in LGBTIQ+ Awareness and Ally training (face-to-face and online).
2.4	Provide annual inclusive recruitment and gendered language training to the People and Culture team including advice on supporting LGBTIQ+ and gender diverse applicants

### Promote gender identity awareness to support trans, non-binary and gender diverse students and staff

2.5	Review and refresh membership of Inclusion Officer (IO) Network.
2.6	Promote and encourage the use of pronouns, circulating resources to raise awareness.
2.7	Promote gender diverse options for graduates and members of the Alum community, including non-binary and gender diverse titles as options within Alum database.
2.8	Conduct a feasibility study and develop a plan for streamlining and updating intersectional data records to support analysis and reporting.
2.9	Provide annual Gender Affirmation Awareness training for members of the IO Network and at least one training offering open to all staff.
2.10	Offer LGBTIQ+ awareness topics as part of the DEI Guest Lecture program.

### Enhance the safety and inclusivity of physical and online spaces.

2.11	Visually demonstrate support for LGBTIQ+ inclusion and allyship across campuses and explore opportunity to introduce Pride range of Deakin merchandise and apparel, available for purchase through the Deakin University Shop
2.12	Develop and promote inclusive campus maps highlighting safe and welcoming areas/services for students and staff to engage, relax, and access support.
2.13	Promote the eSafety Commission's LGBTIQ+ learning lounge resources and explore the opportunity to partner with the eSafety Commissioner to provide tailored online workshops to support LGBTIQ+ inclusion and online safety.
2.14	Increase LGBTIQ+ cultural safety and improve discovery of LGBTIQ+ literature and research by establishing a programme of metadata remediation/augmentation and discovery system improvements, based on international best-practice standard.

Figure 2. Environment – Activities, indicators, and deliverable items.



# Partnerships

Strong internal and external engagement, collaboration and partnerships

## ACTIVITY, INDICATORS AND DELIVERABLES

### Reinvigorate Deakin's Pride Network

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| 3.1 | Reinvigorate Deakin's Pride Network (formerly LGBTIQ+ Allies Network) to promote alliance, engagement and participation across all campuses and areas of the University. |
| 3.2 | Coordinate and promote LGBTIQ+ events and days of significance for staff and students across all Deakin campuses.  |

### Review services and resources for LGBTIQ+ staff and students to ensure they are welcoming, safe, and inclusive

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| 3.3 | Review and update student and staff-facing websites and resources to include relevant and current information (including through an intersectional lens) and who are participating in internships, placements, study abroad/exchange and study tours. |
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### Establish and strengthen relationships with key stakeholders in the LGBTIQ+ community

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| 3.4 | Explore opportunity to consult and/or partner with LGBTIQ+ stakeholders, peak organisations, funding bodies and expert advisors to inform implementation and/or find specific actions. |
| 3.5 | Explore opportunity to collaborate with Geelong City Council LGBTIQ+ Advisory Committee  |
| 3.6 | Explore opportunities to partner with students to co-design implementation of specific actions.  |
| 3.7 | Explore reinvigoration of the School of H&SD theatre-based education programs in partnership with the Dean of Students.  |

Figure 3. Partnerships – Activities, indicators, and deliverable items.



A commitment to continuous learning, improvement and innovation through data collection, evaluation and research.

## ACTIVITY, INDICATORS AND DELIVERABLES

### Ensure curriculum design and best practice teaching strategies promote inclusive language and teaching environments.

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| 4.1 | Promote inclusive language teaching resources including the <a href="#">Victorian Government's LGBTIQ+ Inclusive Language Guide</a> and <a href="#">ICCB</a> website. |
| 4.2 | Develop and facilitate webinar on the use of the Inclusive Education (ICCB) website and resources, including the LGBTIQ+ specific resources.                          |

### Identify and incorporate institutional, national and international research, data, and recommendations relating to best practice in LGBTIQ+ inclusion.

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| 4.3 | Facilitate and incorporate relevant findings from Deakin's Equity and Inclusion Staff Survey (DISS). Provide a summary of the results to relevant University stakeholders and incorporate findings as part of future Action Plans and relevant training. |
| 4.4 | Facilitate and incorporate relevant findings from Deakin's Inclusion and Wellbeing Student Survey (IWSS). Provide summary of results to relevant University stakeholders and incorporate findings as part of future Action Plans and relevant training.  |
| 4.5 | Use relevant results of the National Student Safety Survey (NSSS) to guide future LGBTIQ+ related activities, incorporating as part of future Action Plans.  |
| 4.6 | Review LGBTIQ+ Inclusion strategies, action plans and reports across the tertiary sector to explore areas of focus for Deakin and opportunities for collaboration.   |

Figure 4. Evidence – Activities, indicators, and deliverable items.

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