USC Diversity and Inclusion Plan 2021–2023

USC is a community which recognises and embraces diversity among our staff, students and community partnerships. It provides an inclusive environment where each person feels they belong and are respected, connected and empowered to rise, and shine.

- Vision statement

At USC, we are informed by best practice. Ensuring diversity and inclusion is what we do on a day-to-day basis.

Through consultation with staff, students and community, we have developed definitions for diversity and inclusion at USC.

DIVERSITY describes the multifaceted identities in our USC community, such as gender, race, ethnicity, cultural linguistic background, age, ability, sexual orientation and socio-economic status. It also includes our professional and educational identity with characteristics such as learning and working styles. These aspects are interconnected and come together in a unique way for each individual, shaping personal perspectives and life experiences.

INCLUSION embraces, values and champions diversity, through creating a culture where everyone has an equitable opportunity to contribute and thrive.

Initially, we will focus on six key diversity areas:

- Aboriginal and Torres Strait Islander people
- Cultural and Linguistic Diversity
- Disability
- Gender Equity
- LGBTIQ+
- Life Stages

The following principles apply to the key diversity areas and inform USC's enabling plans. The enabling plans detail specific actions and associated metrics to measure our progress.

PRINCIPLE 1: Safe, supportive and respectful

Freedom for everyone to meet their full potential and participate in all aspects of university life with confidence.

PRINCIPLE 2: Accessible and equitable opportunities and experiences

Enabling pathways to foster attainable outcomes for everyone.

PRINCIPLE 3: Culture of belonging

Making meaningful connections through feeling valued while maintaining our authentic selves within USC's diverse communities.

PRINCIPLE 4: Individual and collective responsibility

USC is committed to ensuring that diversity and inclusion are at the core of everything we do. As individuals, we understand our own responsibilities in creating a culture of inclusion, as we build the collective capacity of our university and broader communities.

All portfolios are responsible for developing and delivering their own actions in response to these overarching principles and USC's enabling plans.

Principles and strategies on their own are not sufficient. All of us, regardless of our roles at USC, need to choose to be inclusive as part of our day-to-day practices.

Through this individual commitment, we will create an environment that allows us to be our authentic selves, where people feel free to express relevant thoughts and feelings in both learning and work environments.

Rise, and shine.