

# Diversity and Inclusion Strategy and Framework



### Acknowledgement of Country

We respectfully acknowledge the Wurundjeri People of the Kulin Nation, who are the Traditional Owners of the land on which Swinburne's Australian campuses are located in Melbourne's east and outer-east, and pay our respect to their Elders past, present and emerging.

We are honoured to recognise our connection to Wurundjeri Country, history, culture, and spirituality through these locations, and strive to ensure that we operate in a manner that respects and honours the Elders and Ancestors of these lands.

We also respectfully acknowledge Swinburne's Aboriginal and Torres Strait Islander staff, students, alumni, partners and visitors.

We also acknowledge and respect the Traditional Owners of lands across Australia, their Elders, Ancestors, cultures, and heritage, and recognise the continuing sovereignties of all Aboriginal and Torres Strait Islander Nations.



## Inclusion at Swinburne

We are committed to an inclusive culture at Swinburne. Our vision is “people and technology together for a better world”. To achieve this, we need a culture of inclusion where students and staff can bring their whole selves to Swinburne and be celebrated for who they are and the contribution they make.

This diversity and inclusion framework applies to all our Swinburne community; staff, students, alumni and the broader community and partners we engage with. Our aim is to ensure inclusion for all current and prospective members of our Swinburne community.

The Swinburne Strategic Plan 2025 emphasises that we need people who think and do things differently. To enable this, **we are committed to promoting equity, diversity and inclusion.** An equitable and inclusive culture enables diversity because our people are valued and encouraged to contribute different ideas, knowledge, perspectives and approaches.

Our commitment to being diverse and inclusive is a cornerstone for how we will remain an innovative enterprise that is agile, flexible and connected.

Our diversity and inclusion framework recognises that identity is an intersection

of many factors, and that for some of our staff and students one or more components of their identity can lead to disadvantage and exclusion, unless we implement proactive actions that ensure access to equitable and culturally appropriate services, support and development.

With this in mind, our framework incorporates **an intersectionality approach** that aims to **enable and improve access to employment and education**, whilst supporting all of staff and students to thrive.

We are all responsible for creating an inclusive culture that respects and recognises the rights and responsibilities of all who make up our Swinburne community. Where we all work together to understand alternative worldviews and grow in our ability to understand and **respond to the needs of our staff, our students, and our community.** With our ability to think differently and to consider a range of perspectives, we know that our effectiveness, our engagement and our innovation increases, benefiting our Swinburne community and our ability to achieve our 2025 strategic vision for Swinburne.



# Diversity and Inclusion Principles

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**We are committed to promoting and embedding equity, diversity, inclusion and cultural safety**

- We provide an inclusive, safe and supportive culture and environment for everyone in our Swinburne community to thrive.
- We respect and celebrate the diversity of the Swinburne community and value the benefits this diversity brings.
- We have zero tolerance for any form of discrimination, harassment or bullying.
- We embed diversity and inclusion best practice in our policies, procedures, services and facilities.
- We acknowledge key diversity dates of significance, marked with events and/or communications to visibly represent our commitment.
- We encourage everyone in the Swinburne community to champion diversity and inclusion.
- We embrace diverse cultural perspectives and we work and study in a culturally safe and appropriate way.
- We create respectful spaces where people share their ideas, stories and lived experiences.

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**We strive to understand and respond to the diverse needs of our staff, students, and community and adopt an intersectional approach**

- We recognise that our staff, students and community have rich and complex life experiences, orientations and backgrounds. We value this diversity and are committed to understanding and supporting the unique needs that intersectional diversity brings.
- Our intersectional approach seeks to understand the impact of and actively redressing different forms of inequality, discrimination and disadvantage.
- We maintain, analyse and report on diversity and inclusion data to gain insights and identify opportunities to improve equity and inclusiveness.
- We consult with and incorporate the perspectives of our diverse Swinburne community and engage with the broader community in the design, implementation and review of our diversity and inclusion plans and programs.

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**We enable and improve access and participation to employment and education**

- We incorporate the principles and practices of equity, accessibility, universal design, ally ship and cultural competency to ensure Swinburne is welcoming, accessible, inclusive and culturally safe.
- We continually improve and evolve our diversity and inclusion programs through benchmarking and accreditation, establishing Swinburne as a trusted leader in diversity and inclusion practices.
- We are at the forefront of innovative and impactful diversity and inclusion initiatives in the higher education sector.
- We regularly review our policies, procedures, services and facilities to identify and eliminate barriers.
- We identify pathways, design programs and implement plans that enable under-represented groups to participate in our employment and education opportunities.



