



**DIVERSITY WEEK**

**2006**

***A World of  
Difference***

**15 - 19 May**

- Start planning early
- Successful activities can be low-key and simple
- Link to core university business and daily practice
- Relevance for your area – teaching & learning or administration



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# Why Diversity Week ?

- Celebrate the diversity of UQ
- Increase awareness and understanding of equity and diversity issues
- Encourage and support activities that work to eliminate discrimination and harassment
- Highlight good practice and activities taking place within UQ
- Improve the work and study environment
- Recognise and reward those who have made an outstanding contribution to equity and diversity at UQ.



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## Why Diversity Week ? (cont)

- Current global situation – our students and staff are from all over the world. Implications for us as a university?
- Current national situation – fear, rise of ultra-conservatives
- Graduate attributes – capacity to mix with others across the world, ethics
- University role in addressing these issues?



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# What sort of issues?

- Indigenous Australian history and culture
- disability
- cultural and linguistic diversity
- sexuality
- religious diversity
- gender identity
- Carer responsibilities
- Parenting responsibilities
- Discrimination and harassment (including bullying)
- Inclusive curriculum & teaching practice



# Key Aims

- To have some impact on current practice
- To get people thinking about the relevance of diversity and equity in their daily work
- To encourage people to engage in *meaningful* activities, rather than the superficial.
- To encourage us all to think about our own positioning – and how we consider others and ourselves



# VICE CHANCELLOR'S EQUITY AND DIVERSITY AWARDS.

- Designed to reward *outstanding* equity and diversity performance.
- Award monies used to enhance or initiate an equity or diversity strategy or project.
- individual (staff member or student), (\$5,000)
- group or organisational unit (\$10,000)
- What's happening in your area that might be worth nominating?



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# Diversity Week Grants?

- Maximum \$1,000 – usually smaller amount
- Aim to support activities during or related to Diversity Week.
- Cover costs such as advertising, printing off pamphlets, tea or coffee, payment of guest speaker or perhaps travel associated with the activity, etc.
- Org. unit expected to contribute



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# What's registration?

- Register with The Equity Office
- Activity or event placed on the Diversity Week calendar of events
- Ensures suitability, and
- Enables us to perhaps offer suggestions to assist with the development of the activity, and
- Provide publicity and coverage where possible



# Who organises ?

- **YOU DO!** 😊
- Get support from the Head of the unit
- Venue (book early!)
- Refreshments
- Publicity (flyers, posters, emails, brochures etc)



# So, what might be possible?

( for student engagement)

- Guest lecture (or develop a relevant lecture yourself)
- Send your students to someone else's lecture/activity
- Assignment topic, poster session....
- Critique inclusive curriculum/teaching practice – (whose voices are missing in material? How are student's learning needs catered for?)
- Buddy system
- Forum or seminar
- Student awareness of rights and responsibilities?
- Encourage students to organise an activity or event



# So, what might be possible?

( for staff engagement)

- Seminar, forum, symposium, debate.....
- Equity Self-Audit (available on the web)
- Staff meeting – invite guest speaker
- Give a public lecture – eg about research
- Open day
- Display



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**For more information contact  
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