

Be an equitable and inclusive University of choice

The below is the potential rescope of the pillar to reflect an inclusive environment

ANU will be a great, inclusive and respectful place to work, study and socialise. This means equitable recruitment, development and retention of staff, and equitable recruitment, education and engagement of students. It means attracting, nurturing and retaining outstanding talent wherever it emerges. To achieve this, we will:

- Continue to make the bold decisions in every aspect of our work that break down the barriers to inclusion for our community.
- Prioritise addressing the enduring legacies of unequal practices. This includes revolutionising university career structures and creating proactive appointment and promotions processes.
- Create and maintain a respectful, inclusive and safe environment, and make all members of ANU accountable for their playing their part.
- Aspire to excellence and demonstrate this by changing any part of our campus or culture that accepts, excuses or unintentionally permits exclusion, and make the thresholds for membership of ANU talent, creativity, ambition and respectful collaboration.

Questions to consider

We would like to encourage all attendees to consider the following questions. Responses can be sent to eo.dvcsue@anu.edu.au, and can be attributable or deidentified based on your preference. You can share these until end of day 9 March 2021.

You may also wish to bring responses and insights around these questions to share at the Town Hall on 4 March 2021.

1. Are there comparators of inclusive and diverse workplaces to share?
2. Have you worked or studied somewhere that you felt exemplified good practice in inclusive and diverse practices?
3. Are there parts of the University that you think are doing well at inclusion and diversity where we as a community could learn from these practices?
4. What do you envisage as your 'day on campus' in an inclusive and diverse environment?
5. What evidence or data would you like to see that would give you confidence that we are measuring and testing our inclusion and diversity to 2025?