



2016

Equity & Diversity Report to University Council

Forward

Professor Martin Betts | Deputy Vice Chancellor (Engagement)

I'm pleased to introduce the annual Equity and Diversity report to the University Council, recapping our many achievements in 2016. We are a University that is committed to inclusion and equal opportunity and which seeks to reflect the diversity of the community around us.

This report showcases the incredible work that has taken place in 2016 in support of the key priorities of the University Equity Committee:

- » First Peoples recruitment and retention;
- » Women in leadership; and
- » Creating an inclusive environment for all students and staff.

I hope you enjoy this report which provides a snapshot of diversity and inclusion at Griffith University.



Professor Martin Betts
Chair, University Equity Committee



Professor Lesley Chenoweth AO | Pro Vice Chancellor and Head, Logan Campus

2016 was an excellent year for Women at Griffith. In December the University again received the Employer of Choice citation from the Workplace Gender Equality Agency, recognising our longstanding commitment to equity, diversity and inclusion within the Griffith community.

In 2016, the Women in Leadership portfolio supported 30 women to participate in the Women in Leadership Program, and graduated our first Leneen Forde Future Leaders program cohort with very pleasing results. Of the cohort of 14, an astounding 10 women have gained promotion to a higher academic or leadership level during their two years on the program.

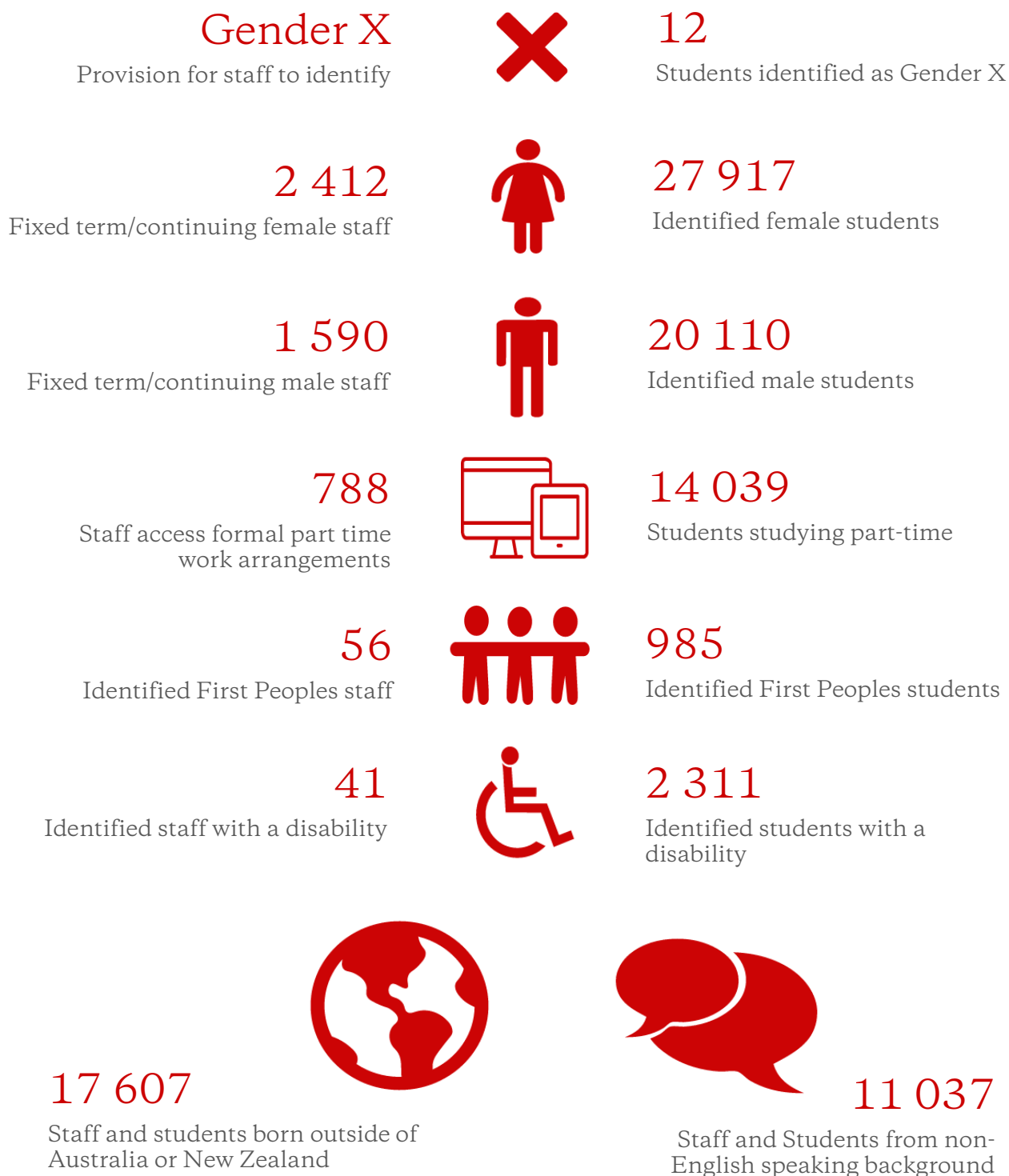
I'm pleased to invite you to read the 2016 Equity Report to Council and to share our successes with each of you.



Professor Lesley Chenoweth AO
Lead, Women in Leadership

A snapshot of diversity at Griffith

Griffith has always strived to be a University which reflects the community around it. The following provides a snapshot of the diversity of the Griffith community in 2016*.



*Staff data as at census date 31 March 2016.
Student data based on total 2016 enrolments.

Key events and achievements



Athena SWAN Pilot participation

During 2016, Griffith's Athena SWAN team, led by Professor Debra Henly, Deputy Vice Chancellor (Academic), continued to progress work towards the Athena SWAN Bronze Institutional Award submission. This work was highlighted by an official launch event on 28 November at Nathan campus.

Ms Elizabeth Broderick AO, Chair of Science in Australia Gender Equity (SAGE), Expert Advisory Group and former Sex Discrimination Commissioner delivered a keynote address to a packed Sir Samuel Griffith Centre lecture theatre, and was joined by Dr Geoff Garret, former Queensland Chief Scientist, leading Griffith women in STEMM and members of the University's Athena SWAN team.

The two year pilot program aims to address the under-representation of women in Science, Technology, Engineering, Mathematics and Medicine (STEMM) areas.



Access and Participation program milestones

Former Queensland Australian of the Year and founder of Youth Without Borders, Yassmin Abdel-Magied, was keynote speaker at the 20th anniversary celebration of the University's Uni-Key and Uni-Reach programs on 6 October at Logan campus.

Uni-Reach assists to increase opportunities for students from low socioeconomic schools (41 schools in 2016) to attend university at Griffith. The program provides mentor support, preparation for university workshops and an on-campus experience designed to help students feel they belong in the university environment. Uni-Key is designed to help first year students from equity backgrounds make a smooth transition to university through the provision of pre-orientation and ongoing mentoring providing information on academic, personal and financial support.



NAIDOC week launches First Peoples Employment brand

Griffith commenced NAIDOC Week celebrations at Nathan campus on 4 July with the launch of the University's First Peoples Employment branding. The event was opened by The Honourable Leeanne Enoch MP, Minister for Innovation, Science and the Digital Economy and the first indigenous woman elected to the Queensland Parliament.

The artist, Hal Oram, a third-year contemporary Australian Indigenous Art student at the Queensland College of Art also spoke to the crowd of staff who had gathered to celebrate NAIDOC, embracing the 2016 theme of *Songlines: The living narrative of our nation*.



Equity Symposium: Race, Culture & Society – Influencing Harmony

On 19 October, we were honoured to be joined by Dr Tim Soutphommasane, Race Discrimination Commissioner, who delivered the keynote address at the 2016 Equity Symposium.

Staff and students gathered at the Centre for Interfaith and Cultural Dialogue to engage in a conversation focussed on the benefits of finding harmony within such a diverse and multicultural community. Griffith experts who presented at the symposium included Associate Professor Susan Forde, Dr Kerry Bodle and Dr Sharam Dana each spoke to both research and their own personal experiences.



Employer of Choice for Gender Equality

In 2016, Griffith was awarded the Employer of Choice citation for the sixteenth consecutive year. Griffith is one of just nine Queensland organisations and one of only 15 Universities Australia-wide to have been recognised by the Agency for showing leadership in gender equality.

Equity Committee

In 2016, the University Equity Committee continued its focus on the key priorities of First Peoples recruitment and retention; Women in leadership; and Creating an inclusive environment for students and staff. During 2016 the committee endorsed a number of initiatives including the 2016 Equity Symposium and the launch of both a new Disability Action Plan and the University's second Reconciliation Action Plan.



First Peoples

Griffith strives to be a place where Aboriginal and Torres Strait Islander peoples are valued and respected, and where First Australian Peoples' cultures and knowledge form an integral part of our vision for learning, teaching, research and community engagement.

Reconciliation at Griffith

The University was proud to celebrate and acknowledge a number of significant dates and events in 2016 including National Reconciliation Week, Sorry Day, NAIDOC Week and Walk and Talk events at Nathan/Mt Gravatt and Gold Coast campuses.

The University's Stretch Reconciliation Action Plan (RAP) was launched to the University community in July 2016. The RAP is championed by the Deputy Vice Chancellor (Engagement); the University's Equity Committee; the University's Aboriginal and Torres Strait Islander Advisory Committee (ATSIAC); the Griffith University Council of Elders; and the Office of Indigenous Community Engagement, Policy and Partnerships (ICEPP).

The RAP seeks to influence reconciliation through goals and targets in the following areas:

- » Governance and leadership
- » Collaboration and engagement
- » Learning and teaching
- » Research
- » Staffing and supplier diversity
- Positioning Griffith University as an employer of choice

The RAP working party, led by DVC (Engagement) Professor Martin Betts will meet four times per year to monitor progress against targets in all areas and will continue to report against progress to Equity Committee.

First Peoples Staff



The First Peoples Employment Committee, Chaired by Professor Debra Henly, Deputy Vice Chancellor (Academic), officially launched the University's First Peoples Employment branding in July 2016. The branding includes artwork by QCA student Hal Oram and features the tagline 'Deadly Employment Opportunities at Griffith University', a message which will resonate with the Australian Indigenous community.

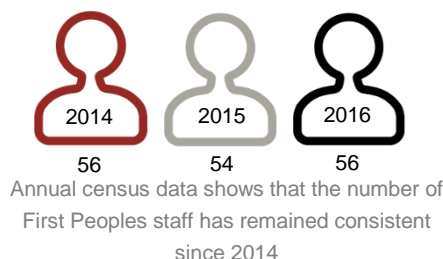
During 2016, the First Peoples Employment Committee also progressed discussions around:

- » Positioning Griffith University as an employer of choice
- » First peoples staff numbers and retention initiatives
- » Attraction initiatives and activities

First Peoples Staff Yarning Circles were held throughout 2016, promoting an active First Peoples staffing network and providing staff with an opportunity to discuss issues and experiences within a culturally safe space.

First Peoples Employment Activities

The University's First Peoples Employment Consultant represented Griffith at a number of employment expos and job fair days throughout 2016, promoting Griffith as an inclusive and supportive employer for Aboriginal and Torres Strait Islander people. The Office of Human Resource Management continues to work with elements across the University to identify strategies for the recruitment of First Peoples staff.



First Peoples Students

 985 enrolments  126 Graduates - 23 Postgraduate and 103 Undergraduate

Indigenous Summer Research Program



The Kungullanji summer research program aims to improve retention and participation by enhancing the undergraduate student experience. Undergraduate student confidence is built through the development of research skills.

The 2016 Program enabled 11 Aboriginal and Torres Strait Islander undergraduate students a unique opportunity to undertake a summer research fellowship in Griffith Sciences and Health research centres and institutes. The program will be rolled out to students across Sciences, Health and Arts, Education and Law in 2017.

GUMURRII Student Support Unit

The GUMURRII Student Support unit continues to contribute to the success of the University's Aboriginal and Torres Strait Islander students through the provision of outreach programs and pathways, culturally appropriate student support and a safe learning environment.

GUMURRII participated in a range of community events in 2016, including: NAIDOC and Harmony Week activities, Walk and Talk and hosted 2 Open Information Sessions for future students.

In 2016, GUMURRII engaged with a number of community partners including Queensland Reds, Career Trackers-Indigenous Internship Program, AIME, Indigenous Accountants Australia, Murri Sisters, 2 Spirits and 98.9 FM.

Hands Up! Tertiary Preparation Program continued in 2016, with 65 Aboriginal and Torres Strait Islander students completing the two-week intensive orientation and study skills program.



GUMURRII also continues to work closely with Griffith International to support student exchanges. In 2016, a number of students visited Simon Fraser University (Canada) and Maastricht University (Netherlands), Borneo – Griffith Business School student Leadership Program, University Honolulu, University of Singapore and Korea.

GUMURRII SSU is also working closely with the University of Victoria, British Columbia on a future exchange program for our students.

Women at Griffith

The Women at Griffith agenda was strengthened in 2016 through the introduction of a quarterly newsletter to all staff. The Women@Griffith newsletter is aimed at increasing staff knowledge of the policies, practices and initiatives in place to support them to succeed, celebrate success at an individual and university level, and raise the profile of Griffith women.

A continued priority of the Equity Committee in 2016 was to support initiatives to increase the representation of women in senior roles, in line with Strategic Plan targets:

- » 40% of level D and E academic staff to be female
- » 50% of all University's Senior Administrators (HEW Level 10 and above) to be female.

March 2016 census data indicates that the University is on track in academic appointments, with women being 39.4% of senior academic staff (levels D and E), while the number of women in senior general staff (above HEW10) appointments has dropped slightly, to 44.4%.



Based on March 2016 workforce data, the Workplace Gender Equality Agency (the Agency) has reported Griffith's 2016 organisational pay gap as 15.7%. This compares favourably against national pay gap statistics of 17.3% which were reported by the Agency over a comparable timeframe. While Griffith's pay gap can be attributed to a higher proportion of men being employed at senior levels, it is anticipated that the gap

will lessen in the coming years as we realise the benefits of the strategic plan goals to increase the proportion of women in senior roles, the impacts of Athena SWAN charter work, and a boost in women being appointed to more senior roles through academic promotion and successful completion of targeted leadership and development programs.

Women in Technology awards success

Griffith was awarded the Employer of Choice award at the 2016 Women in Technology awards in September. The awards, which celebrate the achievements of women in the traditionally male-dominated fields of technology and life science, also named Griffith academics Professor Michelle Burford and Dr Cara Beal among category winners.



Athena SWAN

The University's Athena SWAN Self-Assessment team met monthly in 2016 to progress work towards Griffith's Bronze Award submission. Led by DVC (Academic) Professor Debra Henly and PVC and Lead for Women in Leadership, Professor Lesley Chenoweth AO, the team is made up of a range of staff from across the University's STEMM areas together with representatives from Human Resource Management.

Engagement with the University community was strengthened through attendance at Sciences and Health Group Boards, and hosting the official launch event in November. Over 200 staff, students and visitors attended the launch, eager to hear from speakers including:

- » Ms Elizabeth Broderick AO who spoke to the issues of gender equality and the need for champions to influence conversations and change;
- » Dr Geoff Garret, then Queensland Chief Scientist who spoke about the future of science in Queensland;
- » Professor Debra Henly and Ms Alarna Lane-Mullins who gave an overview of Athena SWAN and why Griffith is participating
- » Professor Martin Betts who spoke as a Griffith Champion for Gender Equality and on his own experiences in driving gender equality within an Engineering faculty;
- » Professor Jenny Martin who spoke on the impacts of gender equality initiatives from her perspective as a Research Centre Director;
- » Members of Griffith's Self-Assessment team (Associate Professor Rebecca Ford, Ms Susie Head, Professor Tony Perkins, Professor Sushila Chang) who provided an overview of issues and successes seen in the data to date, and where to from here; and
- » Griffith's own Women in STEM (Professor Cordia Chu, Dr Kate Seib, Dr Lara Herraro) who recounted stories of the impacts of inequality in their own careers.

Engagement with the University community will continue throughout 2017 with plans to seek staff involvement in both an all-staff survey and a series of targeted focus groups, aimed at better

understanding the lived experience of staff in target groups and the impacts of intersectionality in the Griffith workforce.

Leadership and Development programs

Leneen Forde Future Leaders

The inaugural cohort of 14 women completed their participation in the two-year Leneen Forde Future Leaders Program, with outstanding results. During the program, these women participated in a number of workshops and networking sessions facilitated by internal and external speakers, undertook a 360° feedback exercise to enable reflection on their current leadership traits, and accessed coaching sessions with their Pro Vice Chancellor/Deputy Vice Chancellor.

The second program cohort commenced in mid-2016 and will participate in a range similar activities.

Women in Leadership Program

A cohort of 30 women from academic and general staff roles completed the 2016 Women in Leadership Program. The Program ran over four workshops and was highlighted by sessions with the Vice Chancellor and other members of the Executive Group, and a panel discussion showcasing the career stories of a number of successful female leaders at Griffith. The program covered a range of topics including leadership for women, leadership in higher education, resilience, mentoring and career planning.

Academic Promotions sessions for female staff

Professors Debra Henley and Lesley Chenoweth AO hosted women's only promotion sessions at Gold Coast and Nathan campuses respectively in 2016. Over 70 academic women attended the workshops, which are aimed at providing tips, advice and encouragement to our female staff about the process and strategy involved in a successful academic promotion.

A total of 35 female staff were successful in the 2016 academic promotion process, with an average 83.3% success rate, this compares with 29 successful male applicants with an average 70.7% success rate.

Inclusion for all



UniKey – 73 mentors | 368 mentees



UniReach – 93 mentors | 10,300+ students reached

Student access and participation

In March 2016, The Griffith University Widening Tertiary Participation Program for Pasifika Communities, was selected as the NASPA (Student Affairs Administrators in Higher Education) Excellence Award Silver Honoree in the category for International, Multicultural, Cultural, Gender, LGBTQ, Spirituality, Disability, and related. The NASPA Excellence Awards were created to recognize student affairs practitioners who develop transformative, innovative, and data-driven programs at the institutional level.

In 2016, Griffith continued to support the aspiration, well-being, development and success of students from a diverse range of backgrounds. Outreach programs extended to students from Year 6 to Year 12, adult learners and the parents and care-givers who support these students.

Programs and services on-campus and on-line provided current students from all backgrounds with support and development, and with multiple opportunities for paid employment as mentors and student leaders. Griffith further demonstrated its commitment to an inclusive learning community through institution wide events such as Harmony Week (March); Reconciliation Week (May), NAIDOC Week (July) and University Mental Health and Wellbeing Week (October).

Griffith continues as a founding member of the Queensland Widening Participation Consortium with five other Queensland Universities and the Queensland Department of Education. The Consortium, in conjunction with Curtin University and the National Centre for Student Equity in Higher Education has received \$319,000 in funding to explore 'Widening Regional and Remote Participation: interrogating the impact of outreach programs across Queensland.

People with a disability

The Disability Advisory Committee officially launched the University's third Disability Action Plan (DAP) in 2016 and have introduced the new [Accessibility and Inclusion](#) website, to assist staff and students in the uptake of more inclusive and accessible practices.

The Disability Advisory Committee continues to monitor progress against goals and targets within the DAP such as the commencement of disability awareness training for University staff in 2017. The training will complement the Accessibility and Inclusion website and be run through Student Equity Services.



Griffith was shortlisted as a finalist in the 2016 National Disability Awards, showcasing the exemplary support provided to Mr Gary Allen by the Office for Research who have enabled flexible working arrangements and workplace adjustments. As a leader in research ethics, the support has meant that both Mr Allen and his colleagues have benefited from his continued contribution to the workplace.

LGBTI+ Inclusion

The *Griffith Pride: Sexual and Gender Diversity Inclusion Strategy* was released early in 2016 and formed the basis for work of the Ally Steering committee throughout the year.



The University continued its membership with the LGBTI workplace inclusion organisation Pride in Diversity in 2016 and through this, was able to provide access to the Walking in rainbow Shoes eLearning module to all staff and students. The 20 minute module focuses on the use of inclusive language and behaviour in a workplace context, showing benefit to both the

University workforce, students on placement and the future workforce of University graduates. Over 400 staff and students completed the module in 2016.

In addition to Walking in Rainbow Shoes, Ally and LGBTI Awareness sessions were successfully continued as part of the University's 2016 training & development offerings.

In September, Information Services launched the Library Safe Space initiative, promoting all Griffith libraries as inclusive of all students and staff, including those who identify as sexually and/or gender diverse.

Cultural Diversity

The University continued its support for the Australian Human Right's Commission Racism. It Stops with Me campaign during 2016 through visibility at a number of First Peoples and other cultural events.

Equity Symposium

The University's support for the Racism. It Stops with Me campaign was showcased at the November Equity Symposium, where Race Discrimination Commissioner Dr Tim Soutphommasane delivered the keynote speech around the theme of Race, Culture and Society: Influencing Harmony.

The symposium was aptly hosted at the Centre for Interfaith and Cultural dialogue on Nathan campus, with Dr Brian Adams, Director of the Centre, facilitating the panel discussion.

Four Griffith experts joined Dr Soutphomassane to share their knowledge and experiences in the areas of racism and the benefits for advancing inclusion. Griffith experts, and the focus of their contributions were as follows:

- Professor Sushila Chang – Influencing graduate employability through cultural competency
- Dr Kerry Bodle – A journey of Inclusion at Griffith
- Dr Shahram Dana – Identity, racism and human rights
- Associate Professor Susan Forde – Setting the context for a diverse and representative media agenda

