

WESTERN SYDNEY
UNIVERSITY



Sexuality and Gender Diversity Action and Collaboration Plan

May 2024

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Purpose: This plan articulates the priorities for the collaborative work between the Equity and Diversity team and other key stakeholders in relation to sexuality and gender diversity over the next 12 months.

The plan is drawn from discussions with key stakeholders between October 2023 and April 2024, recent student and staff surveys and other feedback, and relevant research into student and staff experience at WSU.

Objectives:

- To build relationships between key stakeholders working within the sexuality and gender diversity inclusion area across the University.
- To regularly promote WSU's commitment to sexuality and gender diversity inclusion and of supports available for sexuality and gender diversity students and staff.
- To strengthen the University's leadership engagement, policy framework, and guiding documentation regarding sexuality and gender diversity and inclusion at the University.
- To work towards a co-designed 3-5 year whole-of-University plan of major strategic work in relation to sexuality and gender diversity and inclusion at WSU.

Actions	Markers of success	Timeframe
1. LGBTIQ days of significance will be marked visibly across the 12-month period, including the following: • IDAHOBIT • Wear It Purple Day • Intersex Awareness Day • Transgender Awareness Day IDAHOBIT and Wear It Purple Day will be marked using broadcast communications and engagement strategies involving multiple formats, such as online communications campaign leading up to/on the day, in-person engagement activities on-campus or online, and new/refreshed content targeted at students and staff. Other days of significance will mostly be marked using digital communications to raise awareness across the University.	Days of significance will be marked in a way that helps to: • Enhance visibility of Queer supports • Recognise diversity and intersectionality. • Information targeting LGBTIQ students and staff • Information that answers FAQs by others about LGBTIQ students, staff and community • Demonstrate a strong commitment by the WSU on sexuality and gender diversity inclusion	Ongoing
2. Document a new WSU Gender Affirmation policy, procedure, name change process.	New draft policy provisions (and where appropriate, procedural provisions) developed with direct input from LGBTIQ students and staff and key functional teams responsible for implementation of gender affirmation related processes.	Sept 2024 – April 2025 (Q4 2024 – Q1 2023)

	Draft provisions developed are viable and aligned with University values and principles. In addition to new policy content, where relevant, existing processes are documented to help clarify current gender affirmation arrangements within WSU to help make student and staff experiences less difficult and to promote supports available to students and staff. Consult and guide university stance and language to be used for public statements and support, especially around gender diversity and gender affirmation.	
3. Continue WSU's ongoing Mardi Gras participation, securing and using funding received from the University and including support from WSU leadership.	Thorough Project Plan developed that can be replicated for future years' float entry. Workshops and education embedded throughout the year. Post event momentum maintained – debrief and planning to happen within the month post Mardi Gras participation.	Ongoing
4. Specifically incorporate sexuality and gender diversity considerations into upcoming reviews of equity and diversity related policies, including for example: • Domestic and Family Violence Policy • Discrimination and Harassment Prevention Policy and Guidelines • Sexual Harassment Prevention Policy	Review of these policies specifically audit inclusion of sexuality and gender diversity considerations. Review of these policies include direct consultation of sexuality and gender diverse students and staff. Any communications about updated versions of these policies to include highlighting of content which is relevant to sexuality and gender diverse students and staff.	Ongoing
5. Scope needs and opportunities in relation to developing new sexuality and gender diversity inclusive teaching and curriculum frameworks.	Relevant stakeholders to share and profile existing teaching frameworks that have been effective. Relevant stakeholders collectively identify what may be needed and viable to achieve improved guidance and support to teaching staff on how to be	Ongoing

	inclusive of sexuality and gender diverse learning content across curriculum.	
6. Review and redesign Ally Training for the University. This is to incorporate existing training resources that may be available (eg. Pride In Diversity training) and internal lived experience of students and staff.	Key stakeholders to share best practice training, collectively review and redesign Ally Training. This redesign will develop theory and face-to-face components of ongoing Ally Training. Each Ally Training session will include a sharing of lived experience by a student and/or staff member. At least one session will be piloted by the end of the outlined timeframe. In the interim existing Ally Training will still take place and will include the sharing of lived experience by a student and/or staff member.	June 2024 – April 2025

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