

## Appendix 2

### Ethnic Affairs Priorities Statement

<p><b>Activity Area 1: Planning and Evaluation</b>  <b>Item: 1.1</b>                  Incorporate cultural diversity into University plans.                  Report 2001:                  Cultural diversity has been incorporated into the University Mission statement, that states:                  A commitment to:                  'equity and cultural diversity with a particular focus on Australian Indigenous Peoples'                  Plan 2002:                  Following an organisational restructure process, the University has agreed to incorporate cultural diversity planning into a University Equity and Access Plan.                  The Vice Chancellor has agreed to establish management accountabilities that include equity and cultural diversity goals.</p>	<p><b>Key Result Area</b>                   Social justice</p>
<p><b>Activity Area 2: Program and Service Delivery</b>  <b>Item:2.1</b>                  A framework for curricula that support diversity.                  Report 2001                  A booklet on inclusive curricula brochure was given to new staff members at induction.  <b>Item:2.2</b>                  Provide access to language resources of staff.                  Report 2001                  A telephone list of staff languages is maintained and updated annually.  <b>Item:2.3</b>                  Acknowledge and reward staff for achievement in equity and cultural diversity.                  Report 2001                  The Vice Chancellor's Equity and Diversity Awards were offered for the first time.                  Plan 2002                  Continue to offer the Equity and Diversity Awards.</p>	<p><b>Key Result Area</b>                   Community harmony                   Social justice                   Community harmony</p>
<p><b>Activity Area 3: Staffing</b>  <b>Item:3.1</b>                  Selection processes to encourage cultural diversity.                  Report 2001                  All newspaper advertisements contain the phrase 'committed to equity, cultural diversity and a safe workplace.'                  The University incorporated a section on cultural diversity into its training on staff selection.                  Selection criteria incorporated, where relevant, reference to knowledge of cultural diversity.  <b>Item:3.2</b>                  Ensure staffing profile analysed and reported annually.</p>	<p><b>Key Result Area</b>                   Social justice                          Economic and cultural opportunities</p>

<p><b>Report 2001</b> A report was made to the University Executive on the cultural diversity of the staff profile. The report shows 6% of general staff and 15% of academic staff identify themselves as coming from culturally diverse backgrounds. In comparison with the local region, which has on average 3.7% to 4.4% overseas born (Ethnic Affairs Commission 1998), the University contributes ethnic diversity to the region through its staff.</p> <p><b>Plan 2002</b> The University intends to research mechanisms to attract and retain staff from culturally and linguistically diverse backgrounds.</p> <p><b>Item: 3.3</b> Provide anti-discrimination training for staff.</p> <p><b>Report 2001</b> The University has purchased an on-line training package, which was offered to all staff.</p> <p><b>Plan 2002</b> The University intends to analyse participation in training rates.</p>	<p>Community harmony</p>
<p><b>Activity Area 4: Communication</b> <b>Item: 4.1</b> Ensure that the principles of multiculturalism are known throughout the University.</p> <p><b>Report 2001</b> The University's Website was updated with a link to the principles and all staff informed. Staff interviews were conducted on intercultural issues as a preliminary action to providing on-line and tape training programs focussed toward academic staff. The University continued to issue the diversity posters produced in 2000. The University updated and delivered training to staff on intercultural communication. The University developed an inclusive policy statement on spiritual practice.</p> <p><b>Plan 2002</b> The University plans to provide face-to-face training in intercultural communication. The University plans to provide web and audiotape resources on cultural diversity, particularly focussed on teaching and learning.</p> <p><b>Item:4.2</b> Ensure that all members of the University community know the inclusive language guidelines.</p> <p><b>Report 2001</b> Inclusive language guidelines booklets were distributed throughout the University.</p> <p><b>Plan 2002</b> The University plans to place the guidelines on the web.</p> <p><b>Item: 4.3</b> Promote events that support intercultural understanding.</p> <p><b>Report 2001</b> A 'Living in Harmony' lecture was delivered to staff and students by Ms Maria Pallotta-Chiarolli. A cross-cultural week was conducted at the Coffs Harbour campus.</p> <p><b>Plan 2002</b> Maintain the 'Living in Harmony' series.</p>	<p><b>Key Result Area</b></p> <p>Community harmony</p> <p>Community harmony</p> <p>Community harmony</p>