



Activity Area	Key Result Area
<p><b>Activity Area: Staffing</b></p> <p>Item 3.1 Provide ongoing training and education in cultural diversity to university staff</p> <p>Report 2002 Workshops in cultural diversity were conducted by Equity Services with an external consultant, Dr Zane Ma Rhea.</p> <p>Item 3.2 Ensure staffing profile is analysed and reported annually.</p> <p>Report 2002 Statistics indicate that 14 per cent of academic staff and 6 per cent of general staff are from culturally diverse backgrounds. The local region has on average 3.7 per cent to 4.4 per cent population who are overseas born. The University contributes ethnic diversity through its staff.</p> <p>Plan 2003 Develop mechanisms to portray and market Southern Cross University as supportive of a Culture of Diversity, both within and external to the university.</p> <p>Increase access for both domestic and international students from culturally diverse backgrounds.</p> <p>Item 3.3 Continue to provide anti discrimination training for staff.</p> <p>Report 2002 The University has recorded high numbers of staff who have completed anti-discrimination training either as part of an on-line learning package or face to face training that has been offered.</p> <p>Plan 2003 Training in anti-discrimination will continue. Objective 2 of the Equity and Access plan is to promote a positive culture that is free of discrimination and harassment. It is planned that commencing in 2003, all new staff will be required to complete training in antidiscrimination during the probationary period.</p>	<p>Community Harmony</p> <p>Economic and cultural opportunities.</p> <p>Economic and Cultural opportunities.</p> <p>Community Harmony</p>

