

Preamble

The University of Adelaide Multicultural Action Plan 2011-2013 was approved by the Vice-Chancellor and President on 23 September 2011. Through the University of Adelaide Multicultural Action Plan 2011-2013 the University community seeks to:

- provide an inclusive and respectful environment for both domestic and international students and staff
- attract and retain the best staff and students from a variety of cultural backgrounds
- establish a responsive, coordinated and systematic approach to the culturally diverse needs of staff and students
- value the contribution of people from all backgrounds acknowledging and celebrating their rich cultural diversity
- balance the potentially competing needs of staff, students and the community, while supporting the strategic objectives of the University of Adelaide.

At the University of Adelaide, students will receive an Australian education experience where educational standards and a capacity to meet the inherent requirements of a program remain paramount in preserving the quality of education and training received.

Drivers

The cultural diversity of Australian society continues to grow. The University is responding to the changing demographics by delivering services and facilities that meet the needs of this population. The University can also respond to this challenge by aiming for an academic and professional workforce that reflects the diversity of the Australian community.

The University has set ambitious goals for recruiting and retaining international students from around the world. The University has identified new emerging markets to enhance its diversification strategies, including Indonesia, Latin America, the Middle East and Vietnam.

The number of international students choosing the University of Adelaide has steadily increased over the last decade, with current enrolments comprising almost 7000 students. Having come from over 90 countries, this cohort of students brings with them cultural knowledge and observances that are respected in our campus life.

It is important that the University is able to provide:

- an environment free from harassment and discrimination
- an environment that actively encourages the attraction, recruitment and retention of a culturally diverse workforce and student population
- an environment that prepares its graduates to work in an international and cross cultural context
- facilities and support services that meet the needs of a culturally diverse student body and workforce, and where necessary, provide support services to meet specific cultural needs
- opportunities for students from differing cultural, religious and language backgrounds to come together over shared purposeful activities
- culturally aware training and development opportunities for staff

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Strategic Challenge:

- to attract and retain staff and students in a competitive global higher education market
- to continue to build an inclusive University culture
- to demonstrate leadership that values and engages our diverse cultural community
- to contribute through research and teaching, to a broader understanding of multiculturalism

Champion/Key Driver: Deputy Vice-Chancellor and Vice-President (Academic) (DVCA), Deputy Vice-Chancellor and Vice-President (Research) (DVCR) and Vice President (Services and Resources) (VPS&R).

Strategic Driver				
Strategic Driver	Action (proposed)	Outputs	Lead responsibility	Timeframe
Value the positive influence and contribution of multicultural diversity in the achievement of University of Adelaide strategic goals	• Ensure all staff are aware of the University's commitment to supporting and valuing diversity as articulated in the MAP and the University of Adelaide Strategic Plan	• Ensure all staff complete the EO-online program on induction and encourage all staff to complete the program every two years	All Managers and supervisors	Ongoing
	• Include reference to the value the University of Adelaide places on its diverse multicultural community in public documents and public speaking engagements as appropriate	• Positive profiles and representation of the University's diverse multicultural staff and student population reflected in University publications and communications	Director, Marketing and Strategic Communications; Office of the Vice-Chancellor and President (OV-C&P)	Ongoing
	• Engage with multicultural peak bodies and stakeholders to align University activities with community needs and expectations as appropriate	• Increased visible inclusion and consultation with peak bodies and stakeholders to inform University activities	Pro Vice-Chancellor International	Ongoing
	• Ensure face to face induction programs for staff include awareness of the University's commitment to multicultural diversity	• Speech notes of the Vice-Chancellor and President and senior staff include reference to the University's		Ongoing

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Division/Branch:	Services & Resources, Human Resources	Approved by the Vice-Chancellor and President:	23 September 2011

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		commitment to multicultural diversity		
	Promote and encourage multicultural awareness across the University.	- Identify potential quality multicultural diversity program providers in order to promote multicultural awareness across the University via the HR internet page. - Gather statistics on the number of staff completing EO-Online and participating in University multicultural awareness programs for annual reporting to VCC.	Director, HR	Ongoing Annually
Support the needs of staff from diverse cultural backgrounds	Capture workforce data on the diverse cultural representation of UoA staff whom English is an additional language (EAL)	Investigate the options available to expand work force data collection through either Staff Services Online or HR payroll systems to record cultural background information volunteered by staff.	Director, HR	30 December 2011
	Review the equity and diversity internet site (for staff) to reflect contemporary equity and diversity information and practice	Internet page revised to reflect contemporary equity and diversity information and practice		30 June 2012
	Identify the needs of our current (EAL) staff to inform culturally inclusive practice and development needs	Preparation of a report for the Vice-Chancellors Committee that identifies, recommends and prioritises the actions to be taken to respond to the needs of EAL staff	Director, HR and DVCA	30 June 2012

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Facilities and services (including technology) consider and respond in a structured way to the culturally diverse needs of staff and students across multiple campus facilities	Infrastructure planning considers the cultural needs of the diverse staff and student population	- A set of principles is developed that represents inclusive multicultural planning for consideration in the planning of all new buildings and major building upgrades - Improved satisfaction scores on both staff and student surveys	Director, Infrastructure, Property and Technology (IPT)	31 December 2011
	Increase the number of spaces for meaningful interaction between all students and the University community	The completion of the Hughes Plaza redevelopment		Ongoing 30 September 2011
The University Community creates opportunities for all students to develop an understanding of their culture within a global context, and to appreciate and experience cultural diversity	Enhance the learning experience of students through the quality and currency of the curriculum and teaching skills of staff	Review the success of existing strategies to raise awareness among staff of the value of including international content in classes and report to the VCC	DVCA	
	Prepare students to work in multinational research teams and value the various perspectives brought to research by different education systems	- Establish a new segment of Higher Degree by Research (HDR) induction - Provide training initially through the Integrated Bridging Program (IBP) and consider extension through additional Research, Education and Development (RED) workshop(s) - Review HDR Supervisor training with the aim of expanding offering to include specific material relating to international students	DVCR, Pro Vice-Chancellor (Research)	31 December 2011 31 December 2011
	Contribute to the national multicultural agenda and discussion through research	Encourage and support research that informs the national multicultural agenda and enhances the learning experience of students		31 December 2011 Ongoing

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Continue to develop higher standards of student service delivery through efficient and responsive information and support services	Enhance the learning experience of students with a coordinated approach to improving student support services and amenities	Improved satisfaction scores for students on student surveys and the international student barometer	General Manager, Student Services and Administration (GM,SSA) and Pro-Vice-Chancellor (International)	Ongoing
	Provide opportunities for meaningful interaction between all students and the University community	Maintain/improve satisfaction scores with the University of Adelaide experience of international students on the International Student Barometer Survey		30 June 2012
	Investigate the feasibility of a work ready skills program for students in those disciplines where work placements are not a course requirement.	Prepare a paper on the feasibility of and recommendations for a work ready program to support students for presentation to Deputy-Vice Chancellor and Vice President (Academic)		
	Develop a feedback process to identify and manage student issues with buildings and amenities	Feedback process documented and promoted to students	GM, SSA and Director, IPT	30 June 2011
Monitoring and evaluation the University's performance against the Multicultural Action Plan	Review the performance of the University of Adelaide against the Multicultural Action Plan	Ensure annual report prepared by the Gender Equity and Diversity Committee includes a summary of overall performance against outputs for the consideration and information of the Vice-Chancellors Committee	GM, SSA/ Director HR/ Convenor Gender Equity and Diversity Committee	End of August annually
	Conduct a review of the Multicultural Action Plan as it reaches expiry or as other wise determined	Review is completed and new/revised Multicultural Action Plan prepared for VCC endorsement and the approval of the Vice-Chancellor	Director, HR & GM, SSA	2013

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