



Cultural Diversity Action Plan 2024 - 2026

Vision

The University of Wollongong (UOW) is an open and welcoming community for students and staff members from any background, empowering the communities in which we operate. We are renowned as an interculturally engaged, educationally responsive, and globally connected university that enriches the lives of many and prepares us for the challenges of the 21st century.

Cultural Diversity at UOW

UOW is known for its multicultural richness. The cultural diversity that distinguishes our students, staff and community enriches the UOW experience. It enables intercultural interactions and understanding and promotes values around social cohesion. UOW aims to create outstanding opportunities for students and staff members from all backgrounds. The Cultural Diversity Action Plan (CDAP) addresses the University's specific, conscious commitment to create a culturally inclusive university, as set out in the University's Strategic Plan (2020-25). It outlines the actions UOW will take **over the next three years** to build and extend opportunities and initiatives that enrich the lives of students, staff, and the community, and to celebrate the powerful benefits that cultural diversity provides.

The CDAP is informed by the principles outlined in the Australian Racial Discrimination Act 1975 and the Australian Human Rights Commissions 'National Anti-Racism Report'. This document embraces the socially responsible ethos that characterises UOW and reflects other key University equity, diversity and inclusion initiatives and strategies. This Action Plan also supports the Aboriginal Employment and Engagement Strategic Plan (AEES) and the Healing and Recognition Track (HART).

Cultural diversity, for the purposes of this action plan, encapsulates notions of identities around nationality, ethnicity, race, faith, language(s) background cultural heritage and refugee or asylum seeker status, noting the intersectionality of any number of these. UOW uses the term Culturally and Racially Marginalised (CARM) to refer to people who face marginalisation due to their Cultural Diversity.

The CDAP underlines UOW's overarching cultural diversity vision, and in adopting a whole-of-university approach it calls upon each member of the University community to be an active and responsive participant. The CDAP aligns with the [UOW Equity, Diversity, and Inclusion Strategic Plan](#) and with the [Equity Diversity and Inclusion Policy](#) and has four goals which reflect this whole-of-UOW responsibility, and influence student, research, staff, and community engagement. These goals are:



Goal 1: UOW will create an inclusive, safe and respectful culture through best practice and whole-of-university initiatives.

#	Action description
1.1	Demonstrate a high-level strategic commitment and integrate a whole-of-university approach to create a culturally inclusive, educationally innovative, and globally connected culture.
1.2	Develop cultural competence & awareness resources for all staff to enable stronger learning, teaching, research, and cross-cultural partnerships.
1.3	Understand and address the barriers to cultural diversity and cultural inclusivity at UOW through targeted Networks (e.g., FUSE), collaborations, and activities across UOW that lead to improved policies, programs, research, and practices.
1.4	Underpin the employment lifecycle with culturally inclusive practices.
1.5	Implement the International Experience Initiatives Map, to welcome and transition international students and staff to the University of Wollongong (translated into multiple languages).

Goal 2: Equitable opportunities to access, participate and contribute to all aspects of university life

#	Action description
2.1	Develop culturally inclusive initiatives for staff to reduce barriers to promotion, leadership, and professional development
2.2	Review of grants and scholarships that aim to address participation barriers for culturally and racially marginalised (CARM) students and staff.
2.3	Develop resources that assist leaders to foster culturally inclusive workplaces & learning environments, and the wellbeing of the UOW community.
2.4	Develop cross-cultural inclusion principles to guide UOW strategies, policies, practices, teaching, and research.
2.5	Create dedicated scholarships for students who identify as refugees or asylum seekers to support their transition and success at UOW.
2.6	Develop and promote programs for CARM students that support their sense of belonging at UOW & preparedness for study

Goal 3: Celebrate and value the cultural diversity of UOW's staff and students

#	Action description
3.1	Promote and celebrate cultural diversity through a range of communication channels, highlighting UOW events, activities, and collaborations which aim to share cultural knowledge, understanding and experience.
3.2	Creation of visible culturally safe physical spaces and facilities on campus for students, staff, and their communities.
3.3	Strengthen & develop research initiatives that focus on building community understanding, inclusive language & capacity to be culturally engaged.
3.4	Deliver a learning suite that enables students and staff to improve their understanding of the importance of cultural diversity; recognise and address racism and discrimination; and raise awareness of respectful workplace behaviours

Goal 4: Culturally responsive and globally connected multi-campus university

#	Action description
4.1	Promote and encourage internal and external research and cross-campus partnerships which champion cultural diversity practices and advance collaborations, research, and programs locally and internationally.
4.2	Develop strong engagement with schools & community groups to create pathways & engagement opportunities that attract CARM students.
4.3	Create and participate in cultural community events and programs that generate engagement opportunities for students, alumni, industry, staff, and community members as well as potential stakeholders.
4.4	Promote opportunities to develop connections that will promote sharing of cultural knowledge, understanding and experiences across both staff and students.

Table 1: Cultural Diversity Workforce Targets

UOW	2023	2029 Target
Academic	25.7%	30%
Professional	15.4%	20%
Average	19.9%	26%

Figure 1

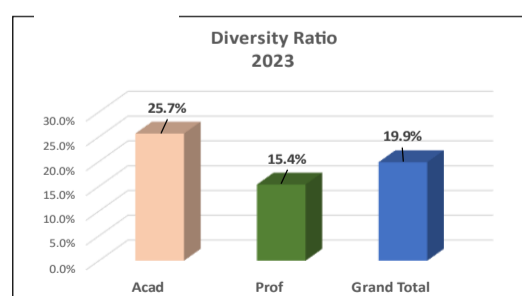
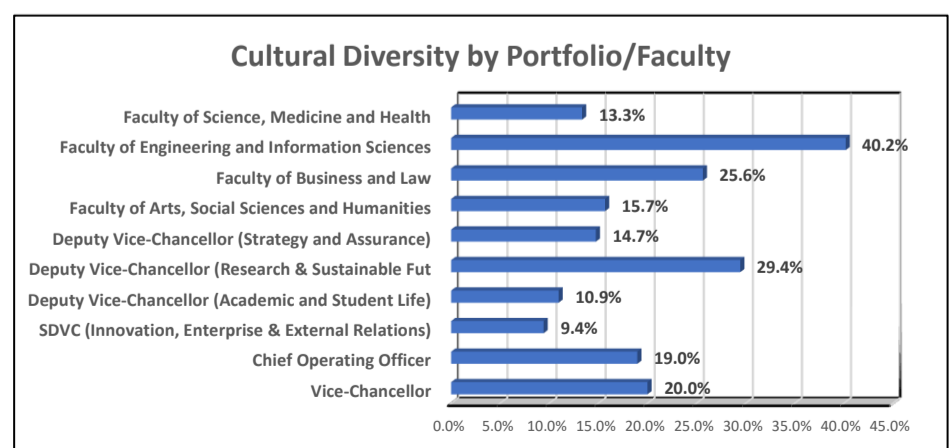


Figure 2



The content in this action plan is subject to resourcing and context, and as such may be adapted accordingly. The Cultural Diversity Action Plan (2024-26) will be complemented by an implementation plan and a tracking and reporting database.

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[Equity Diversity and Inclusion \(EDI\) \(sharepoint.com\)](#)

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