



Charles Sturt
University

July – December 2022

LGBTIQA+ Awareness and Ally Network Training Plan

For general enquiries relating to the Charles Sturt Ally Network,
please contact ally@csu.edu.au

For further information regarding this plan, please contact:

Nicholas Steepe

Advisor, Equity, Diversity, and Inclusion

Division of People & Culture

nsteepe@csu.edu.au



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
BRONZE
EMPLOYER

Contents

University Context	3
Pride in Diversity Membership Details.....	4
Charles Sturt Ally Network.....	4
Terms of Reference and Network Roles	5
Training Outline	6
Charles Sturt University Training Sessions	7
Pride in Diversity Training Sessions	8

At Charles Sturt, we use the acronym LGBTIQA+, which collectively refers to lesbian, gay, bisexual, transgender, intersex, queer/questioning and asexual people.

We recognise that the community's diversity goes beyond these terms. Our goal is to include the many people and communities who have additional ways of describing their distinct histories, experiences and needs.

University Context

At Charles Sturt University (Charles Sturt), we are proud of our history in regional NSW, and we work together with our students, our people, industry partners, government, and communities for the public good.

Our purpose – Yindyamarra Winhanganha

This Wiradjuri phrase – meaning ‘the wisdom of respectfully knowing how to live well in a world worth living in’ – underpins everything we do.

Our vision

Australia’s leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with global impact.

Our four strategic focus areas



Our values

As a values driven organisation, we bring our values to life and make them part of our daily lives. Underpinning our ethos, our four values are shown below. These values aim to guide our behaviour and way of working to:



Charles Sturt is committed to providing a safe, supportive and inclusive environment for students, staff and visitors where people are encouraged to bring their whole selves to work. We promote equity, diversity and inclusion, which is best supported by information, education, visible signs of support and awareness raising for staff and students to help us achieve our ethos of respectfully knowing how to live well in a world worth living in – *yindyamarra winhanganha*.

Pride in Diversity Membership Details

In late 2019, Charles Sturt University joined Pride in Diversity, the national not-for-profit employer support program for LGBTQ workplace inclusion specialising in HR, organisational change and workplace diversity. Through this membership, Charles Sturt has access to contemporary, evidence-based training and resources to ensure our training demonstrates best practice.

Pride in Diversity also run the Australian Workplace Equality Index (AWEI), Australia's national benchmarking instrument for LGBTQ workplace inclusion.

As members of Pride in Diversity, Charles Sturt staff and students have access to a range of publications, resources and videos on LGBTQ inclusion.

<https://www.prideinclusionprograms.com.au/member-login/>

Username: CSU

Password: CharlesSturtAllies2014

Charles Sturt Ally Network

Charles Sturt University's Ally Network was established in 2014. Since this time, the Ally Network has contributed to:

- Charles Sturt's Institutional Support for Marriage Equality in 2017;
- Participation in the Australian Workplace Equality Index (2019, 2020, 2021), with Charles Sturt receiving Bronze Employer in 2021 and 2022;
- Marking and celebrating key dates of significant to the LGBTIQ+ community;
- Sponsoring and participating in regional LGBTIQ+ events;
- Permanent signs of visibility on campus; and
- Continued advocacy and advancement of inclusion for LGBTIQ+ students and staff.

At the end of 2020, Charles Sturt implemented a two-step training module to replace the previous training delivered on this topic.

Since the launch, 391 students and staff have completed the LGBTIQ+ Awareness module, and 304 have completed the Empowering Allies module.

Current breakdown of Allies – 277 in total. 193 staff (70%). 66 students (24%). 17 both (staff and student) (6%).

The Charles Sturt Ally Network is an informal visible network of students and staff who are identified Allies to the LGBTIQ+ community. Our Allies are spread across the campus footprint of the University, including academic and professional staff, and students. Allies share a range of backgrounds and expertise.

Allies are not experts; they are individuals who strongly support making Charles Sturt University an environment where all members can safely work and study free of harassment or discrimination. Allies are able to provide a safe and confidential environment for people to make enquiries regarding issues related to matters of sexual diversity and gender identity; act as a point of contact and provide a safe place for students and staff to seek support; and provide information when required, and refer appropriately.

For a full list of Allies, please visit this [webpage](#).

Terms of Reference and Network Roles

The [Terms of Reference](#) outline the guiding principles and objectives of the Ally Network, the functions and responsibilities of the network, and the leadership structure which will ensure the sustainability of the network. These were endorsed by the Ally Network and are reviewed periodically.

As of June 2022, the Network Roles are:

Co-Convenors

Co-Convenor Role	Name	Email
Chair/Academic Staff	Clifford Lewis	cllewis@csu.edu.au
Secretary	Yianni Athanasopoulos	yathanasopoulos@csu.edu.au
Professional Staff	Deb Thackery	dthackray@csu.edu.au
Student	Mike Sadler	mike@sadler.net.au
Student	Luisa Foliaki	luisafoliaki@gmail.com
Equity, Diversity, and Inclusion Practitioner/ Division of People & Culture	Nicholas Steepe	nsteepe@csu.edu.au

Campus Leads

Campus	Lead Name	Email
Albury-Wodonga	Kerry Read	kread@csu.edu.au
Bathurst	Christine Clements	cclements@csu.edu.au
Canberra	Rachel Stewart-Allan	rstewart-allan@csu.edu.au
Dubbo	Holly Randle-Moon	hrandell-moon@csu.edu.au
Goulburn	Demelza Carroll	decarroll@csu.edu.au
Online	Erika Cross	ecross@csu.edu.au
Orange	Cathy Finlay	cfinlay@csu.edu.au
Port Macquarie	Emily Gollan	egollan@csu.edu.au
Wagga Wagga	Kalindi Edgar	kedgar@csu.edu.au

Champions

Area	Name
Academic Senate	Vacant
Division of Facilities Management	Ed Maher
Division of People & Culture	Vacant
Division of Students	Vacant
Executive Leadership Team	Professor Renée Leon
Faculty of Business, Justice and Behavioural Sciences	Suzanne McLaren
Faculty of Arts and Education	Donna Bridges
Faculty of Science and Health	Vacant
Office of Governance and Corporate Affairs	Vacant

Training Outline

LGBTIQA+ Awareness

This session is 1.5 hours in length, and will cover:

- The importance of creating an inclusive culture within the workplace;
- Some of the experiences of LGBTIQA+ people;
- The differences and diversity of sex characteristics, gender identity, and expression and sexual orientation; and
- Actions that individuals can take to be active allies.

This training is open to everyone who would like more information and knowledge relating to sex, sexuality and gender diversity.

This LGBTIQA+ Awareness session is available in two formats:

- Online, delivered by Pride in Diversity; or
- Online or face to face, delivered by Charles Sturt.

Students and staff can choose the option that best meets their needs and availability. Participants are not required to do both the Pride in Diversity and the Charles Sturt sessions.

Empowering Allies

This session is 1.5 hours in length, and will cover:

- The role of allies;
- Ally actions;
- The importance of visibility; and
- How one might 'call out' problematic behaviours.

To enrol in the Empowering Allies session, confirmation of attendance at an LGBTIQA+ Awareness session is required.

This Empowering Allies session will be delivered primarily online or face to face by Charles Sturt.

This training is only open to those who have completed the LGBTIQA+ Awareness module, and who wish to join the Ally Network and be recognised as an Ally.

Once completed, participants will receive a pack with branded Ally paraphernalia, including an Ally lanyard, Ally lapel pin and Ally poster to ensure they are recognisable to others as Allies. Their name will also appear on the website.

ELMO – Walking in Rainbow Shoes

This 20-minute online module was developed by Pride in Diversity and the Australian Red Cross Blood Service. The training covers terminology, everyday challenges, inclusive workplaces and why it is important.

Please note: This training is only available to Charles Sturt staff and can be [accessed here](#). Completing of this training will not be accepted as evidence required to enrol in the Empowering Allies module.

Charles Sturt University Training Sessions

There will be a maximum number of participants in each session.

Training	Date	Time	Registration information
LGBTIQA+ Awareness	18 th July 2022	10:00am-11:30am	https://www.eventbrite.com.au/e/lgbtqa-awareness-tickets-362760866517
Empowering Allies	18 th July 2022	1:00pm-2:30pm	https://www.eventbrite.com.au/e/empowering-allies-tickets-362775389957
LGBTIQA+ Awareness	9 th August 2022	10:00am-11:30am	https://www.eventbrite.com.au/e/lgbtqa-awareness-tickets-362772210447
Empowering Allies	9 th August 2022	1:00pm-2:30pm	https://www.eventbrite.com.au/e/empowering-allies-tickets-362772531407
LGBTIQA+ Awareness	22 nd September 2022	10:00am-11:30am	https://www.eventbrite.com.au/e/lgbtqa-awareness-tickets-362772862397
Empowering Allies	22 nd September 2022	1:00pm-2:30pm	https://www.eventbrite.com.au/e/empowering-allies-tickets-362772842337
LGBTIQA+ Awareness	14 th October 2022	10:00am-11:30am	https://www.eventbrite.com.au/e/lgbtqa-awareness-tickets-362775871397
Empowering Allies	14 th October 2022	1:00pm-2:30pm	https://www.eventbrite.com.au/e/empowering-allies-tickets-362775921547
LGBTIQA+ Awareness	1 st November 2022	10:00am-11:30am	https://www.eventbrite.com.au/e/lgbtqa-awareness-tickets-362776031877
Empowering Allies	1 st November 2022	1:00pm-2:30pm	https://www.eventbrite.com.au/e/empowering-allies-tickets-362776051937
LGBTIQA+ Awareness	8 th December 2022	10:00am-11:30am	https://www.eventbrite.com.au/e/lgbtqa-awareness-tickets-362776463167
Empowering Allies	8 th December 2022	1:00pm-2:30pm	https://www.eventbrite.com.au/e/empowering-allies-tickets-362776443107

Pride in Diversity Training Sessions

Training	Date	Time	Registration information
(Pride in Diversity) LGBTQ Awareness	14 th July 2022	3:00pm-4:30pm	https://www.eventbrite.com.au/e/pride-in-diversity-online-learning-lgbtq-awareness-tickets-175921725617
(Pride in Diversity) LGBTQ Awareness	9 th August 2022	12:30pm-2:00pm	https://www.eventbrite.com.au/e/pride-in-diversity-online-learning-lgbtq-awareness-tickets-175925446747
(Pride in Diversity) HR & Recruitment	10 th August 2022	12:30pm-2:00pm	https://www.eventbrite.com.au/e/pride-in-diversity-online-learning-hr-recruitment-tickets-175928375507
(Pride in Diversity) LGBTQ Awareness	15 th September 2022	3:00pm-4:30pm	https://www.eventbrite.com.au/e/pride-in-diversity-online-learning-lgbtq-awareness-tickets-175931254117

LGBTQ Awareness

Pride in Diversity will provide participants with an overall understanding of why LGBTQ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

LGBTQ HR & Recruitment

Pride in Diversity will provide an interactive session on LGBTQ inclusion tailored to HR professionals, recruitment teams and hiring manager to understand the specific issues faced by LGBTQ employees and prospective employees. NB: attendees for this session MUST have completed an LGBTQ Awareness session within the past 12 months.

Pride in Diversity regularly run training sessions; however, the dates are released throughout the year. To sign up to receive notifications from Pride in Diversity, [visit here](#).