

# Inclusive Research Practice Guidelines

(1) The University's commitment to diversity and inclusive practice will be implemented across all core areas of the University's activity including the core activity of research and its administration.

## Section 1 - General Aim

(2) Managers and staff will ensure that University Research and Innovation Services incorporate a respect for diversity and are conducted in an inclusive manner.

## Section 2 - Specific Outcomes

(3) In achieving the above:

- a. The Senior Deputy Vice-Chancellor (Research and Innovation), the Director, Research and Innovation Services and the Dean of Graduate Research will:
  - i. encourage research activities that actively engage and foster understanding of cultural diversity;
  - ii. provide targeted support services and infrastructure to ensure the ongoing provision of an inclusive research environment; and
  - iii. ensure that appropriate professional development and learning opportunities are provided for staff so that they can acquire the knowledge and skills needed to work within a diverse community.
- b. The Senior Executive Group will provide targeted assistance in the form of Equity Fellowships to members of minority groups currently under-represented in research, to assist them to undertake or complete research.
- c. The Senior Executive Group and the Director, Human Resource Services will provide the infrastructure support for managers and supervisors to ensure they fulfil their responsibilities for providing an inclusive work and study environment.
- d. Those responsible for staff appointments will recognise the need to increase the numbers of research staff from different cultural backgrounds.
- e. Academic staff will ensure that University research is conducted in an inclusive manner.
- f. The Senior Executive Group will monitor the effectiveness of managers and supervisors in promoting an inclusive work and study environment.
- g. The Equity and Diversity Unit will make recommendations to the Vice-Chancellor and Senior Deputy Vice-Chancellor (Research and Innovation) on ways to increase the numbers of students and staff from different social, cultural, physical and religious backgrounds undertaking research.

## Status and Details

<b>Status</b>	Historic
<b>Effective Date</b>	8th October 2014
<b>Review Date</b>	31st December 2019
<b>Approval Authority</b>	Senior Deputy Vice-Chancellor Research and Innovation
<b>Approval Date</b>	7th February 2018
<b>Expiry Date</b>	13th August 2018
<b>Responsible Executive</b>	Warwick Dawson Deputy Vice-Chancellor (Research and Innovation)
<b>Enquiries Contact</b>	Jodie Marquez Director, Research Ethics & Integrity

## Glossary Terms and Definitions

**"Academic staff"** - A person employed as an academic staff member or appointed as an academic honorary appointee (including adjunct, clinical conjoint, visiting, honorary and conjoint appointments), but does not include persons who are employed solely as teachers or professional staff.

**"Student"** - A person formally enrolled in a course or active in a program offered by the University or affiliated entity.

**"Research"** - As defined in the Australian Code for the Responsible Conduct of Research, or any replacing Code or document.