

Cultural Diversity and Inclusion Policy

1. Purpose

The purpose of this policy is to affirm The Centre of Excellence's (COE) commitment to fostering an inclusive, respectful, and culturally diverse learning and working environment. COE values the richness that cultural and individual diversity brings to its community and actively promotes inclusive practices that recognize, respect, and celebrate these differences. This includes removing barriers to participation and ensuring every individual feels welcomed, supported, and empowered to thrive.

2. Scope

This policy applies to all stakeholders including students, staff, trainers and assessors, contractors, and visitors associated with COE, across all campuses and delivery sites, including online platforms.

3. Policy Statement

COE acknowledges Australia's multicultural society and the diverse cultural, social, and personal backgrounds of its stakeholders. We are committed to:

Promoting equity, inclusion, and access in education for individuals of all identities, including those from culturally and linguistically diverse backgrounds.

Creating a safe and inclusive environment where diversity is valued, celebrated, and embedded into institutional culture.

Actively preventing and addressing any form of discrimination, exclusion, or unconscious bias, including those based on culture, race, religion, gender, disability, or socio-economic status.

4. Principles

COE's approach to cultural diversity and inclusion is guided by the following principles:

4.1 Respect and Inclusion

All members of the COE's community are treated with dignity and respect, regardless of cultural, ethnic, linguistic, religious, gender, or socio-economic background. Inclusive behaviour is expected and encouraged across all levels of the institute.

4.2 Cultural Competence

Staff are encouraged and supported to develop cultural awareness and competence to engage respectfully and effectively with individuals from diverse backgrounds. Ongoing training and reflection are promoted to build inclusive mindsets.

4.3 Equity, Accessibility, and Belonging

COE uses inclusive teaching methods and support services that ensure students of all identities and backgrounds have equitable access to learning, participation, and academic success. We foster a sense of belonging by ensuring that all voices are heard and valued.

4.4 Zero Tolerance for Discrimination and Exclusion

Discrimination, harassment, exclusion, or unfair treatment based on culture, language, ethnicity, religion, gender, disability, or any other attribute is not tolerated. All breaches will be managed under COE's Code of Conduct and associated policies.

4.5 Community and Cultural Engagement

COE engages with local and global communities to build partnerships that reflect the diversity of our society and support inclusive education. This includes collaboration with multicultural and Indigenous communities.

5. Responsibilities

5.1 Management:

- Promote and support diversity and inclusion strategies.
- Provide leadership in inclusive practices.
- Allocate resources for training and implementation.

5.2 Trainers and Assessors:

- Incorporate inclusive teaching strategies and diverse perspectives.
- Foster an inclusive classroom culture.
- Accommodate individual learning needs where possible.

5.3 Students:

- Respect and celebrate the diversity of others.
- Report discriminatory or exclusionary behaviours.
- Engage constructively in a collaborative, inclusive learning environment.

5.4 Support Staff:

- Provide culturally safe and inclusive services.
- Identify and remove barriers to access and participation.
- Support individuals from diverse backgrounds with empathy and respect.

6. Implementation Strategies

To ensure this policy is effective, COE will:

6.1 Provide ongoing professional development on cultural awareness, inclusive practices, and unconscious bias.

6.2 Integrate multicultural and inclusive perspectives into curriculum design and delivery.

6.3 Celebrate cultural and inclusion-focused events throughout the year to promote awareness and engagement.

6.4 Review and update materials, policies, and procedures to reflect inclusive values and diverse representation.

6.5 Seek feedback from diverse stakeholder groups to identify and address barriers to inclusion.

6.6 Promote inclusive leadership and decision-making processes across the organisation.

7. Complaints and Grievances

Any individual who feels they have been subject to discrimination, exclusion, or culturally insensitive behaviour is encouraged to raise concerns through the COE complaints and appeals process. All concerns will be handled with sensitivity, confidentiality, and in accordance with the Complaints and Appeals Policy.

8. Continuous Improvement

COE is committed to continuous improvement in its diversity and inclusion practices. This includes regular reviews of policies, monitoring effectiveness through stakeholder input, and aligning with national and international standards for inclusive education and equity.

Approved by: CEO Anirban Sarkar

Next Review: July 2027

