

# Vice-Chancellor’s Awards for Excellence in Equity & Diversity

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The Vice-Chancellor’s Awards for Excellence in Equity & Diversity are aligned with Priority E (Empower Staff, strengthen Accountability) of the UNE Strategic Plan, 2007-2010. These awards are presented each year to members of the University community who have demonstrated exemplary commitment to equity and diversity by their actions and/or who have developed, promoted and/or implemented strategies to improve equity for staff or students at the University of New England (UNE).

Up to five Awards in this category will be available annually and will be presented to individuals and/or teams by the Vice-Chancellor at the annual Staff Awards Ceremony. The Awards recognise contributions to UNE over the preceding twelve months.

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## Timelines

<b>First working day – February 2009</b>	Call for Applications/Nominations
<b>Last working day – March 2009</b>	Applications/Nominations close
<b>Mid-April</b>	Assessment Committee process
<b>End April</b>	Unsuccessful Applicants/Nominees notified; Successful Applicants/Nominees notified; Awards announced via UNE-Official
<b>May</b>	Presentation of Award(s) at Staff Awards Ceremony

## **Eligibility**

All members of the University staff (including teams) will be eligible. A team may consist of a work team or unit who have worked together to achieve a particular outcome. Successful applicants/nominees are ineligible to apply/be nominated again within three years of receiving an Award. Applicants/nominees who have been employed at UNE for less than 12 months are not eligible.

## **Assessment criteria**

These Awards aim to recognise the diverse contributions that staff have made, individually or in teams, to equity and diversity at UNE in the workplace in the twelve months preceding the closing date. Applications/nominations must be supported by evidence that clearly demonstrates how the applicants/nominees have:

- addressed the University's equity and diversity strategic objectives and provide evidence that the contribution has influenced student/staff equity and diversity; has been sustained over time and gained recognition from staff, the institution and/or the broader community;
- assisted the University to improve its outcomes related to its equity and diversity reporting requirements (ie, Department of Education, Employment and Workplace Relations and Equal Opportunity for Women in the Workplace Agency);
- contributed to greater awareness of equity and diversity among staff/students;
- enhanced the working or learning environment for people from diverse or disadvantaged backgrounds;
- provided a capacity for long-term impact within the University community.

In addition, team applications/nominations should demonstrate highly collaborative approaches to their contribution to equity and diversity at UNE and show evidence of the effectiveness of their collaboration against the assessment criteria.

## **Projects/Innovations**

Projects considered include (but not limited to):

- development of inclusive curriculum for a program of study;
- a relevant community outreach program that has brought credit to the University and demonstrated its commitment to equity and diversity;
- programs which can be demonstrated to have enhanced access, participation or success of students from under-represented groups (eg disability, Indigenous Australian, Low Socio-economic students);
- particularly successful educative and awareness program for staff or students about equity and diversity;
- initiatives that have enhanced UNE graduate employment opportunities;

- proactive support for recruitment and promotion of female staff;
- innovative support program for students from equity groups or international students;
- programs that have raised the level of ethical and social understanding in graduates.

## **Applications/Nominations**

Application/Nomination forms can be obtained from the following web address:

<http://www.une.edu.au/od/vc-awards.php>.

In addition to the statement providing demonstrated evidence against the criteria, an abbreviated CV of each applicant/nominee of no more than two pages (outlining workload, responsibilities and significant achievements) should be attached.

## **Assessment Process**

Submitted applications/nominations will be assessed by an Awards Committee comprising the Vice-Chancellor [Chair], Director of Human Resource Services, Academic Staff Council Member, General Staff Council Member and PVC-Deans, a Head of School, or their nominees.

The Chair can co-opt other Committee members if required.

The Vice-Chancellor reserves the right not to assign Awards in any year. Results of the assessment process will be final and no appeal arises from the Committee's decisions.

## **Value of Awards**

Award recipients (either an individual or a team) will receive a Certificate and \$2000. The amount of any team Award will be divided equally between the members of the team.

Winners will have the option of receiving this amount of money as an additional salary payment; or it can be used for:

- attendance at courses or conferences relevant to their work and approved by Head of Cost Centre; or
- purchase of equipment approved by Head of Cost Centre, to an equivalent value, subject to meeting the purchasing requirements of the University.