

## Equity and Diversity Policy

Policy number	PCP021 (Version 6.0)
Approving authority	NIDA Executive
Date implemented	January 2016
Date of Last Review	March 2024
Date of Next Review	January 2025
Responsible Officers	Director, People and Culture (Staff) Director, Learning & Innovation (Students)

### 1. DEFINITIONS

Term	Definition
Equity	<i>Equity</i> refers to ensuring that everyone is treated in a fair manner, according to their individual needs and circumstances. Equity requires an unbiased approach, but not necessarily treating everyone the same way.
Diversity	<i>Diversity</i> refers to individual differences and circumstances, and how these are recognised and promoted within an organisation. Diversity is more than merely accepting people from diverse backgrounds. It is managing and integrating their varied identities.
Protected Attributes	This policy makes reference to <i>protected attributes</i> as outlined by the relevant State and Commonwealth anti-discrimination legislation. These include, but are not limited to: <ul style="list-style-type: none"><li>• Age;</li><li>• Disability;</li><li>• Ethnic and racial identity;</li><li>• Gender identity;</li><li>• Marital status;</li><li>• Political affiliation, views, or beliefs;</li><li>• Pregnancy and parenthood;</li><li>• Religious affiliation, views, or beliefs;</li><li>• Responsibilities as a carer;</li><li>• Sexuality; and</li><li>• Actual or imputed characteristics of any of these attributes</li></ul>

## 2. SCOPE OF POLICY

This policy applies to all of the activities of NIDA.

NIDA's commitment to equity and diversity coalesces in two specific goals:

1. **Equity of access**; and
2. **Respect for diversity**.

### 2.1 Equity of Access

As a conservatoire education and training institution, NIDA recruits students using commitment, passion, motivation, and creative potential as criteria. However, NIDA recognises that it must actively seek to ensure equity of access to the education and training it provides. NIDA will therefore seek to widen the range of students applying for and attending all of its courses, and make reasonable arrangements to ensure that the protected attributes of individuals do not influence improperly or unfairly their progress in applying for courses, attending auditions and interviews if required and ultimately studying on the NIDA sites and/or within NIDA programs.

Similarly, NIDA will actively seek to ensure that applicants for employment reflect the social and cultural diversity of the community. This includes, but is not limited to, making reasonable arrangements for individuals with protected attributes to attend interviews, and subsequently to work on the NIDA sites and/or within NIDA programs.

### 2.2 Respect for Diversity

All NIDA employees and students will show respect for diversity in their dealings not only with their peers and colleagues, but also with the wider NIDA community. This extends to ensuring equality of opportunity, with particular reference to the protected attributes, for all students and staff at NIDA. In all of its activities, NIDA recognises that treating all individuals equally does not necessarily ensure equality.

Historical barriers to education and other disadvantage based on any improper or unfair reliance on the protected attributes have created distinctive challenges for student success and retention. Course content and assessment procedures at NIDA will be devised to ensure respect for diversity. In addition, learning and teaching methods will be employed that respect diversity in the classroom and on stage.

## 5. CHANGE HISTORY

<b>Date</b>	<b>Change description</b>	<b>Reason for change</b>	<b>Author</b>	<b>Version</b>
02/06/2015	Creation		Chair, Equity and Diversity Working Group	1.0
18/06/2015	Working Group redrafting		Equity and Diversity Working Group	2.0
17/07/2015	Redrafting in consultation with Director, Staff and Student Services		Chair, Equity and Diversity Working Group	2.1
28/07/2015	Minor corrections		Chair, Equity and Diversity Working Group	2.2
13/10/2015	Minor corrections in consultation with Executive Team (ET)	Broaden language to include all of NIDA's activities	Chair, Equity and Diversity Working Group	2.3
17/11/2015	Structural corrections	In order to ready the document for online publication	Chair, Equity and Diversity Working Group	3.0
21/07/2016	Changes to the definition of equity	To clarify equity as it operates at NIDA	Executive Director People and Culture	4.0
01/01/2023	Review and Update	Compliance review	Director, People and Culture	5.0
27/03/2024	Change to approving authority	Compliance review	Director, People and Culture	6.0