Welcoming Universities

The Welcoming Universities Standard: a summary

Purpose: The Welcoming Universities Standard sets a national framework for Australian universities to embed *welcome*, *inclusion*, and *belonging* across all aspects of campus life.

Core Principles

- **First Nations recognition:** Acknowledge Aboriginal and Torres Strait Islander peoples as Traditional Owners and embed truthtelling, reconciliation, and cultural safety.
- **Diversity & equity:** Address barriers for equity groups (Indigenous, low SES, disability, regional/remote, NESB, women in nontraditional areas) and other groups experiencing disadvantage (refugees, LGBTQI+, carers, veterans, firstinfamily).
- **Belonging:** Move beyond diversity and inclusion to ensure all students and staff feel valued, connected, and authentic.
- **Intersectionality:** Recognise overlapping identities and structural disadvantages.
- **Global mindset:** Leverage cultural diversity to strengthen learning, research, and international collaboration.

Framework Categories

1. **Leadership:** Inclusive governance, cultural humility, First Nations partnerships.
2. **Social & Cultural Inclusion:** Antiracism, intercultural exchange, safe complaint mechanisms.
3. **Teaching, Learning & Research:** Culturally responsive pedagogy, embedding diversity in curriculum and research.
4. **Places & Spaces:** Safe, inclusive, culturally appropriate environments on campus.

Alignment

- Supports UN Sustainable Development Goals (Quality Education, Decent Work, Reduced Inequalities, Sustainable Communities, Peace & Justice).
- Complements existing frameworks (Universities Accord, Athena Swan Charter, QILT surveys).

Accreditation

- Voluntary but formal accreditation requires evidence of compliance with indicators.
- Reviewed every 4 years by Welcoming Australia Secretariat.

Impact

- Enhances reputation, student experience, staff engagement, and community trust.
- Positions universities as leaders in cultural diversity and inclusion.

Welcoming Australia

Welcoming Universities is an initiative of Welcoming Australia

Contact

universities@welcoming.org.au universities.welcoming.org.au