

SWINBURNE UNIVERSITY OF TECHNOLOGY

Charter of Cultural Diversity

PREAMBLE

Located on the traditional lands of the Wurundjeri people of the Kulin Nations, Swinburne University of Technology (Swinburne) acknowledges the rich cultural heritage of the First Nations People.

This Charter reaffirms, and extends this acknowledgement and respect to the many cultures that make up Swinburne's diverse community. At Swinburne we believe that educational excellence is achieved by valuing and nurturing each individual within its community.

This Charter recognises the importance of cultural diversity and affirms Swinburne's commitment to the principles of inclusiveness, mutual respect, equality and social cohesion. It expresses the university's underlying and abiding appreciation of Australia's open, progressive, democratic and multicultural values and traditions.

Swinburne aims to create a vibrant intellectual and innovative community and workplace that enjoys the full advantage of the wide ranging economic, educational and social benefits of cultural diversity.

This Charter expresses Swinburne's belief that cultural diversity is one of the priceless assets of humanity, which the university wishes to embrace and to nurture.

In this Charter and the accompanying objectives, 'cultural diversity' means cultural, religious, racial and linguistic diversity.

This Charter does not create in any person any legal right or give rise to any civil cause of action.

CHARTER OF CULTURAL DIVERSITY

PRINCIPLES

Commitment to cultural diversity

Swinburne recognises, celebrates and values the cultural diversity of all members of its community and the benefits and richness that such diversity engenders.

Equality

Swinburne supports the rights and entitlements of all its members from diverse backgrounds to mutual respect, equality and understanding free from any discrimination, biases or prejudices.

Right to express heritage

Swinburne supports the rights and entitlements of all its members to promote, preserve and express their racial and cultural heritage and identity, religion, traditions and languages within the university and in the context of Australia's shared laws, values, aspirations and responsibilities.

Right to participate

Swinburne supports the rights and entitlements of all its members from diverse backgrounds to access opportunities that it offers, to achieve advancement, and to participate in and to contribute fully to the social, cultural, economic and political life of the university.

Access to services

Swinburne affirms the rights and entitlements of all its members to access services provided by the university, which shall be delivered on the basis of equality and fair treatment of all its members.

Promoting understanding and mutuality

Swinburne is committed to promoting unity, understanding and harmony among its culturally diverse community and to fostering a culture of understanding, acceptance, appreciation and respect within its diverse communities.

Commitment to shared values

Swinburne recognises that respect and support for cultural diversity are best achieved through shared and common commitment by its members to the dignity of the human person, to Australia's laws, values, aspirations, duties and traditions, and to the duties, responsibilities and obligations associated with responsible citizenship.

Benefits of cultural diversity

Swinburne recognises that cultural diversity is an asset and an invaluable resource of the university. It seeks to promote the social, cultural, educational and economic benefits of such diversity for the benefit, enjoyment and enrichment of the university and all its members, its partners and the general community.

Commitment to cross-cultural partnerships

Swinburne will continue to develop, strengthen and maintain cross-cultural partnerships and relationships with all relevant individuals, organisations and community groups in order to collaborate with, promote, and enhance the opportunities and benefits associated with cultural diversity, both within Australia and internationally.

Commitment to a whole-of-university approach

Swinburne further recognises that the university's commitment to cultural diversity should be reflected in a whole-of-university approach to policy development, implementation and evaluation.