

Chisholm

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Workplace | International

Social Justice Charter



TAFE VICTORIA

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Social Justice Charter
January 2024

**The Social Justice Charter was developed
by the People, Culture and Safety team.**

If you need this document explained in alternative formats please contact the People Services Team at pcsops@chisholm.edu.au.

Acknowledgment of Country

Chisholm Institute respectfully acknowledges the Traditional Custodians of this land. We pay respect to Elders past, present, and future, for they hold the memories, the traditions, the culture and hopes of our nation's First Peoples.

Chisholm is committed to supporting and empowering our Aboriginal and Torres Strait Islander staff, students and their communities through providing quality teaching and learning opportunities.





Foreword from the CEO

It is with great pleasure that I present to you our Social Justice Charter.

The Social Justice Charter provides the principles that guide Chisholm to act as a model social justice organisation. It is fundamental to how we engage with our students, employees, employers, industries and communities, by placing people at the centre of everything we do.

The social justice principles underpin the Chisholm values, ambition and purpose, and will be embedded in all our work.

Our people and culture remain our greatest asset. We continue our practice of consulting and engaging with our people to ensure we create an open, positive and collaborative culture based on integrity, respect and accountability.

- > We are one united team, working together with each other and our partners to meet the needs of our students, customers and government.
- > We take responsibility for our work, focusing on the best outcomes for the student, customer, Chisholm and its people.
- > We always do the right thing, guided by our values and ethical principles even when faced with difficult decisions.

- > We respect our organisation, its people and its guiding principles in all our interactions.

Our Strategic Plan, its eight pillars and our underlying plans all articulate our commitment to strengthening our ties to our community, providing our employees, students and visitors with a welcoming safe place, and listening and responding to community needs.

We know there is much more we can do to progress social justice, in line with four principles that reflect our ongoing commitment:

- > access and empowerment
- > sustainable and resilient operations
- > equity, participation and authentic partnerships
- > dignity and respect.

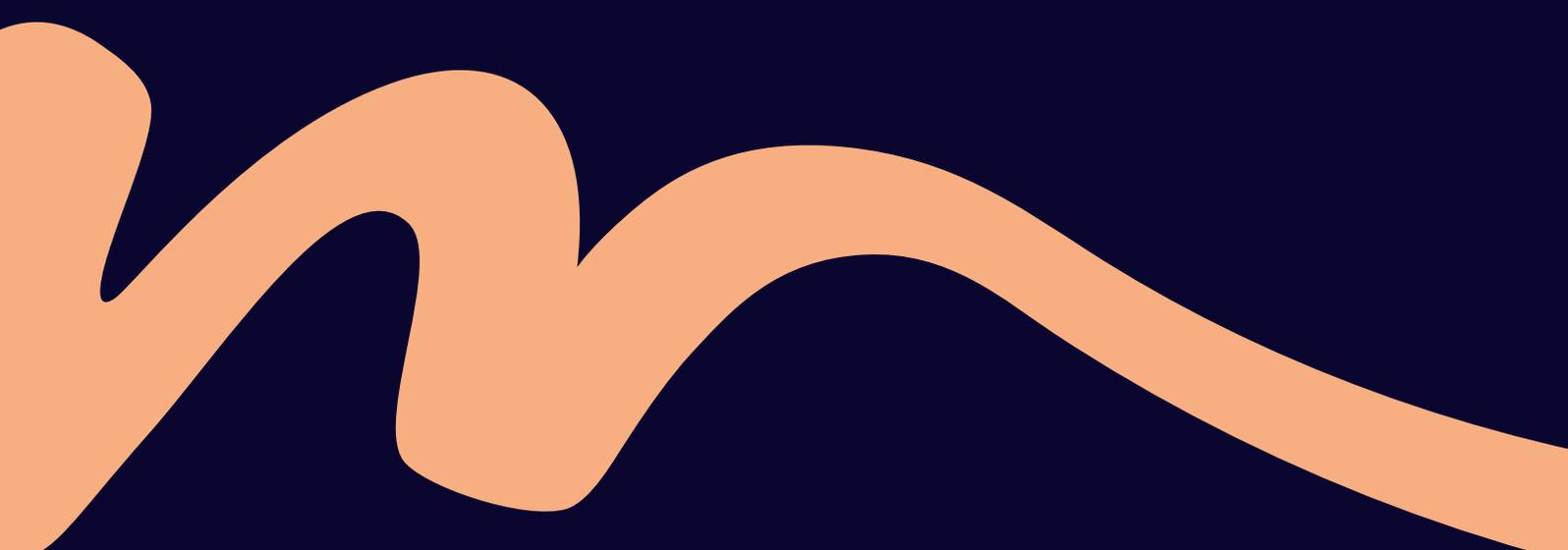
We are committed to our social justice principles and the part they play in ensuring our strategic direction is aligned with our values and commitment to quality education for all.

Stephen Varty



Director and Chief Executive Officer

Social justice and the United Nations Sustainable Development Goals explained



What is social justice?

Social justice means equal rights for all people and the possibility for everyone, without discrimination, to benefit from economic and social progress around the world.

The core principles of social justice include:

- > **access** - All individuals have access to social, cultural, political and economic resources.
- > **equity** - Social difference is understood so that responses can be designed and applied to particular situations to counteract the barriers that prevent participation.
- > **participation** - Participation should not be based on conditions tied to an individual's past advantages or privileges.
- > **human rights** - Individuals have the right to be treated with dignity and respect and to have their individual cultural, social and knowledge systems valued.
- > **self-determination** - Individuals participate in democratic processes to ensure control over their lives.

What are the Sustainable Development Goals?

- > The United Nations (UN) Brundtland Commission defines sustainable development as 'development that meets the needs of the present without compromising the ability of future generations to meet their own needs'.
- > The Sustainable Development Goals seek to address the most pressing social, economic and environmental challenges for human beings in the coming years, while upholding and protecting human rights, social justice and the environment.
- > The Sustainable Development Goals were adopted by the United Nations and its 193 member countries in 2015.

Sustainable development is intended to resolve physical sustainability, satisfaction of needs, and equal opportunities within and between generations. In this way, the core social justice principles of access, equity, participation, human rights and self-determination are fundamentally linked to the realisation of the Sustainable Development Goals.

At Chisholm, we recognise the Sustainable Development Goals as a global framework that has been adopted by the Australian Government as a 'whole of Australia' endeavour, to be advanced across all levels of government, the business sector, civil society, academia, communities, families and individuals.

This framework has been used to underpin our organisation's commitment to social justice and to guide the definition of specific principles that reflect social justice in practice at Chisholm.

The United Nations Sustainable Development Goals



1. No poverty – End poverty in all its forms everywhere.



2. Zero hunger – End hunger, achieve food security and improved nutrition and promote sustainable agriculture.



3. Good health and wellbeing – Ensure healthy lives and promote wellbeing for all at all ages.



4. Quality education – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



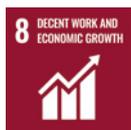
5. Gender equality – Achieve gender equality and empower all women and girls.



6. Clean water and sanitation – Ensure availability and sustainable management of water and sanitation for all.



7. Affordable and clean energy – Ensure access to affordable, reliable, sustainable and modern energy for all.



8. Decent work and economic growth – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



9. Industry, innovation and infrastructure – Build resilient infrastructure, promote inclusive and sustainable industrialisation.



10. Reduce inequalities – Reduced inequality within and among countries.



11. Sustainable cities and communities – Make cities and human settlements inclusive, safe, resilient and sustainable.



12. Responsible consumption and production – Ensure sustainable consumption and production patterns.



13. Climate action – Take urgent action to combat climate change and its impacts.



14. Life below water – Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



15. Life on land – Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.



16. Peace, justice and strong institutions – Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions for all.



17. Partnerships for the goals – Strengthen the means of implementation and revitalise the global partnership for sustainable development.

Purpose of the Social Justice Charter at Chisholm

The Social Justice Charter provides the principles that guide Chisholm to act as a model social justice organisation. It is fundamental to how we engage with our students, employees, employers, industries and communities, by placing people at the centre of everything we do.

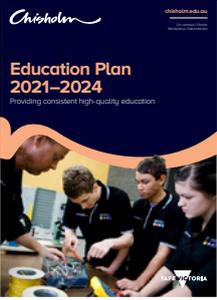
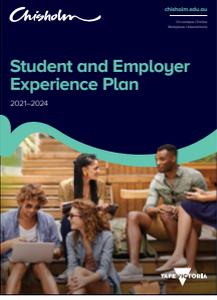
The principles underpin our values, ambition and purpose, and will be embedded in all our work through our strategic pillars.

How the Social Justice Charter informs our strategic pillars

At Chisholm our ambition is to transform lives through relevant and responsive high-quality education and training. Our eight strategic pillars guide our work to deliver this ambition.

The Social Justice Charter has a particular role to embed social justice in the priorities for our strategic pillar plans as outlined below.

<h2>Social Justice Charter</h2>	<p>Our commitment to and principles for achieving social justice for all people at Chisholm.</p>	
<h3>Ambition and purpose</h3> <p>Our ambition guides our strategy and defines what we aim to deliver for our customers. Our purpose defines why we exist and what we aim to achieve.</p>	<h4>Ambition</h4> <p>At Chisholm we transform lives through relevant and responsive high-quality education and training.</p>	<h4>Purpose</h4> <p>Educating and skilling our communities and industries for generations to come.</p>
<h3>Foundational pillars</h3> <p>The four foundational pillars define our primary and strategic direction.</p>	<h4>Deliver on student and employer expectations</h4>	<h4>Extend our influence to grow markets</h4>
	<h4>Provide consistent high-quality education</h4>	<h4>Engage our communities and industries in the south east</h4>
<h3>Enabling pillars</h3> <p>The four enabling pillars define the key processes, resources and capabilities we need to achieve our priority objectives under the foundational pillars.</p>	<h4>Achieve sustainable financial and investment performance</h4>	<h4>Ensure modern and reliable technology platforms</h4>
	<h4>Develop our people and nurture a collaborative culture</h4>	<h4>Design inviting and inspiring campus experiences</h4>
<h3>Values</h3> <p>Our values define who we are and how we behave, both individually and collectively.</p>	<h4>Collaboration</h4> <p>We are one united team, working together with each other and our partners to meet the needs of our students, customers and government.</p>	<h4>Accountability</h4> <p>We take responsibility for our work, focusing on the best outcomes for the student, customer, Chisholm and its people.</p>
	<h4>Integrity</h4> <p>We always do the right thing, guided by our values and ethical principles even when faced with difficult decisions.</p>	<h4>Respect</h4> <p>We respect our organisation, its people and its guiding principles in all our interactions.</p>

Chisholm strategic pillars	Goal	Role of the Social Justice Charter	
 <p>Education Plan 2021-2024</p> <p>Providing consistent high-quality education</p>	<p>Education Plan</p>	<p>Provide consistent, high-quality education.</p>	<p>Reinforces our commitment to providing inclusive, high-quality education that empowers our diverse students to achieve their ambitions and create social and economic opportunities through career pathways.</p>
 <p>Student and Employer Experience Plan 2021-2024</p>	<p>Student and Employer Experience Plan</p>	<p>Deliver on student and employer expectations.</p>	<p>Guides our people-centric approach to deliver outstanding experiences for all across the student and employer journey.</p>
 <p>Industry and Community Engagement Plan 2021-2024</p>	<p>Industry and Community Engagement Plan</p>	<p>Engage our communities and industries in the south east.</p>	<p>Supports our aspiration to increase participation in education and training across our region by partnering with industry and community to build awareness of learning opportunities and reduce barriers to participation.</p>
 <p>People Plan 2021-2024</p> <p>The 2021-2024 People Plan outlines Chisholm's commitment to nurturing our people and developing a collaborative culture.</p>	<p>People Plan</p>	<p>Develop our people and nurture a collaborative culture.</p>	<p>Underpins our commitment to nurturing our diverse workforce and creating a collaborative culture that is positive and inclusive.</p>

How the Social Justice Charter was developed



1. Research and desktop review

We commenced development of a Social Justice Charter by conducting desktop research and conversations with executive stakeholders. We're committed to using the United Nations definition of social justice, underpinned by the 17 Sustainable Development Goals, to which Australia is a signatory.



2. Survey

In July and October 2022, all Chisholm employees were invited to complete a survey and use their voice to guide the establishment of the Social Justice Charter. The survey asked for input on the purpose of the Social Justice Charter at Chisholm and its underlying social justice principles.



3. Focus groups

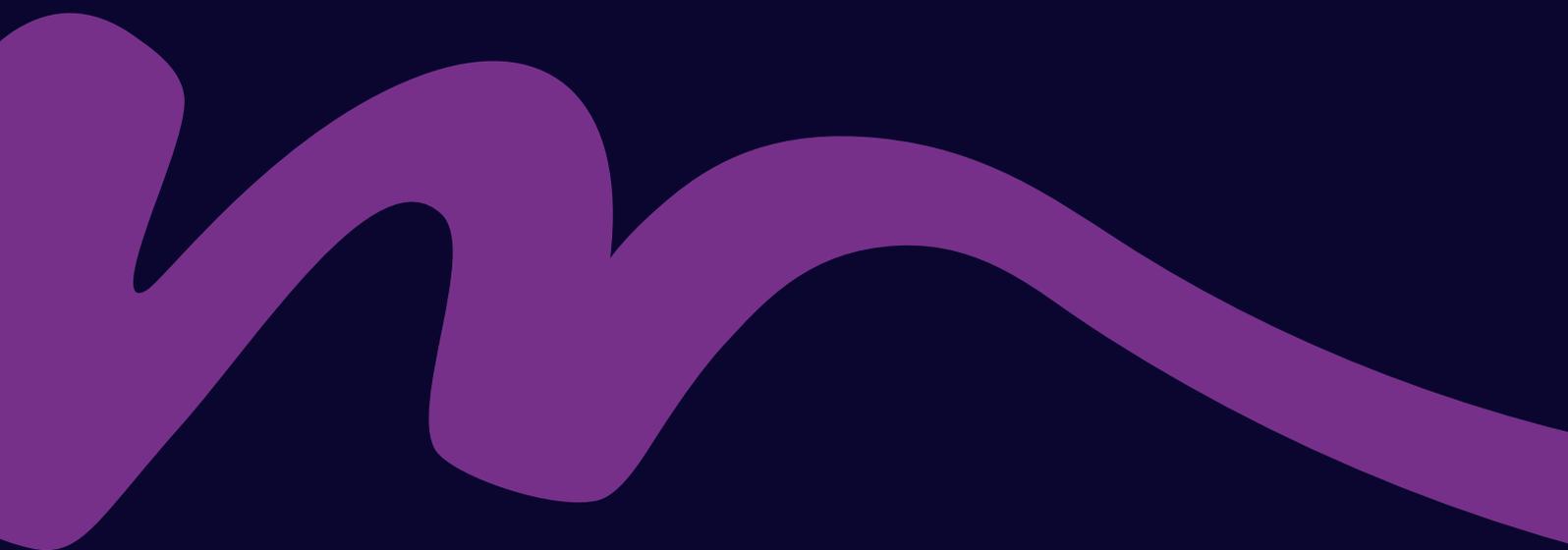
After the employee survey, small focus groups were held, where participants discussed guiding principles for social justice at Chisholm, how to use the Charter, priorities for action, and significant social justice achievements at the institution.



4. Drafting and approval

The outcome of the focus groups were collated and documented in the Social Justice Charter, which was approved by the Chisholm Executive team and Board.

Our social justice principles



Our social justice principles

At Chisholm, we commit to championing social justice for our students, employees, employers, industries and communities by placing people at the centre of everything we do. We identified four principles that guide what social justice means at Chisholm.



The UN principles and Sustainable Development Goals, along with input from stakeholders, shaped the four principles that showcase our dedication to social justice.

Social justice at Chisholm



Equality, diversity and intersectionality at Chisholm

At Chisholm, we recognise that social justice and the Sustainable Development Goals are critical to delivering the best possible outcomes for our students, employees, employers, industries and communities.

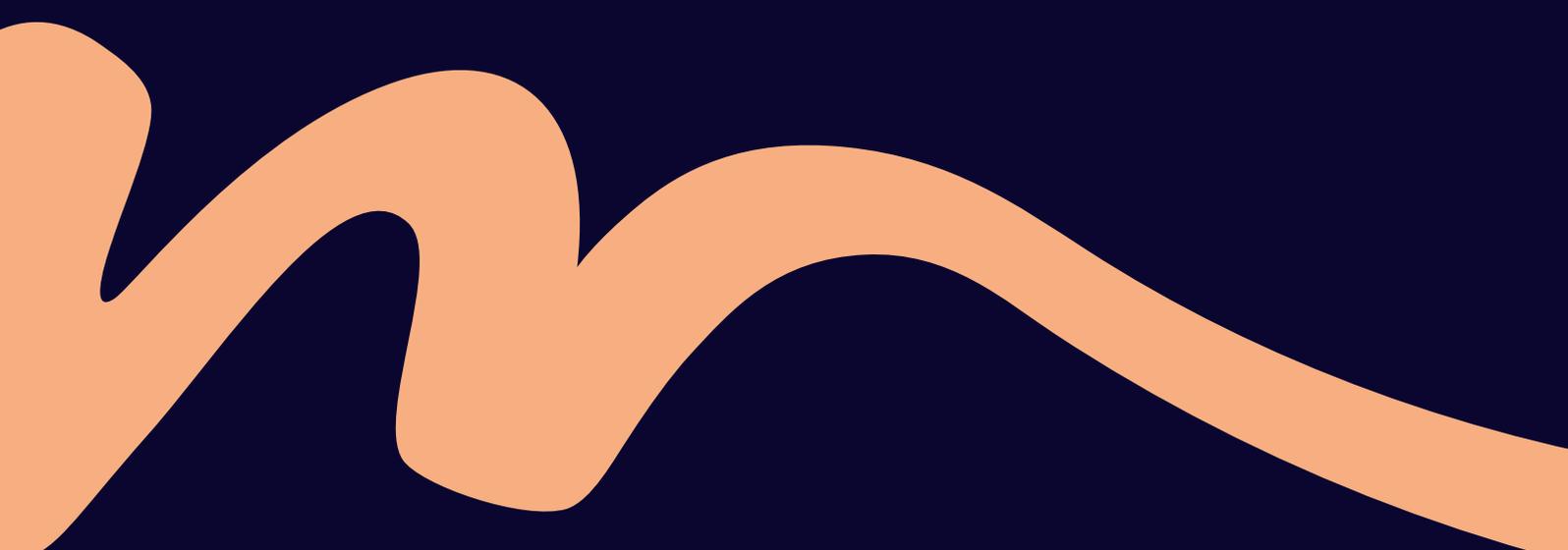
- > To deliver the best possible education and training outcomes and improve employability in our catchment, we recognise the need to understand and support the requirements of students with diverse backgrounds and devote more resources to partnering with local industries.
- > We acknowledge that some individuals and groups in our diverse community need extra support to access educational opportunities and foster social inclusion. The Social Justice Charter will help us make these commitments a reality.
- > The Social Justice Charter demonstrates our dedication to equality, diversity, equity, acceptance, and belonging in our workforce. We believe this will attract, recruit, engage, and retain a diverse and talented team.

Intersectionality is a concept that recognises the interconnected nature of various social identities, such as race, gender, class, sexuality, and disability, and how they can overlap and intersect to create unique and complex experiences of discrimination and privilege.

It is important to recognise how intersectionality can lead individuals to experience multiple, overlapping forms of discrimination and disadvantage. Some people/groups that are more likely to face barriers to social justice at Chisholm include:

- | | |
|--|---|
| <ul style="list-style-type: none">> women> young people> older people> unemployed or underemployed> the LGBTIQ+ community> Aboriginal and Torres Strait Islander communities> migrants, new arrivals, refugees> people who live in remote areas> early school leavers> people with special education needs and/or disability. | <ul style="list-style-type: none">> carers> people with physical or mental illness> culturally and linguistically diverse communities> people at risk of or experiencing insecure housing or homelessness> people who are or who have been involved in the child protection system> people from low socioeconomic backgrounds> people who have been involved in the criminal justice system. |
|--|---|

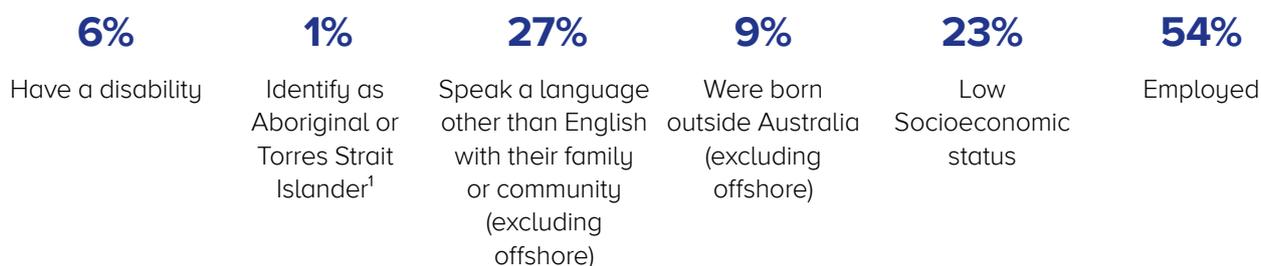
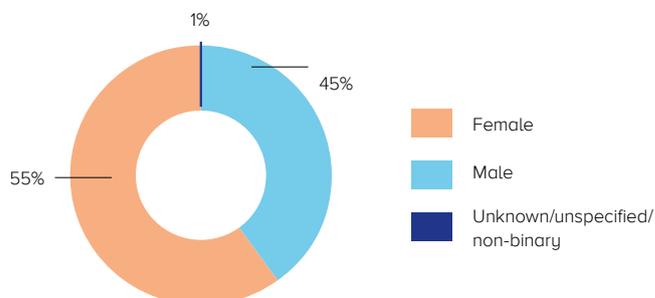
Our student and employee profile



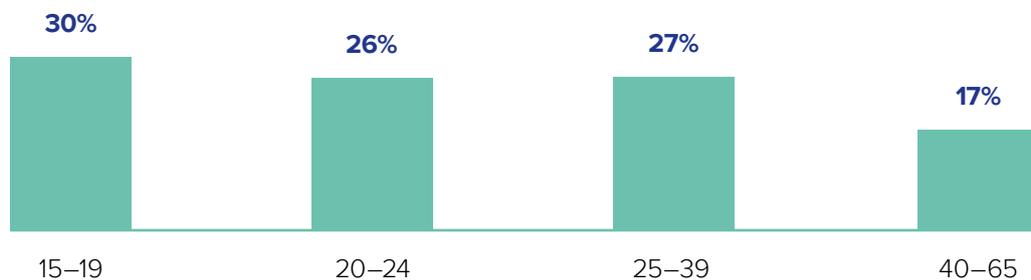
Our student profile



32,241
students



Student age



28 languages spoken¹

Top 5 languages spoken:

1. English
2. Dari
3. Hazaraghi
4. Mandarin
5. Vietnamese

155 countries of birth¹

Top 5 countries of birth:

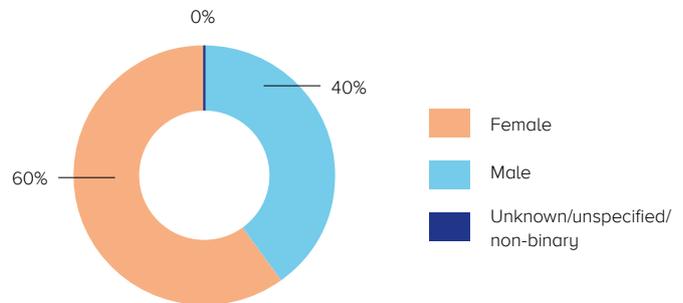
1. Australia
2. Afghanistan
3. India
4. China (excluding Special Administrative Regions and Taiwan)
5. Sri Lanka

Sources: Chisholm. (2022, 14 July). Campus Fast Facts.

Our employee profile



1,311
employees



48%

Female executives²

52%

Male executives²

<1%

Identify as
Aboriginal or Torres
Strait Islander¹

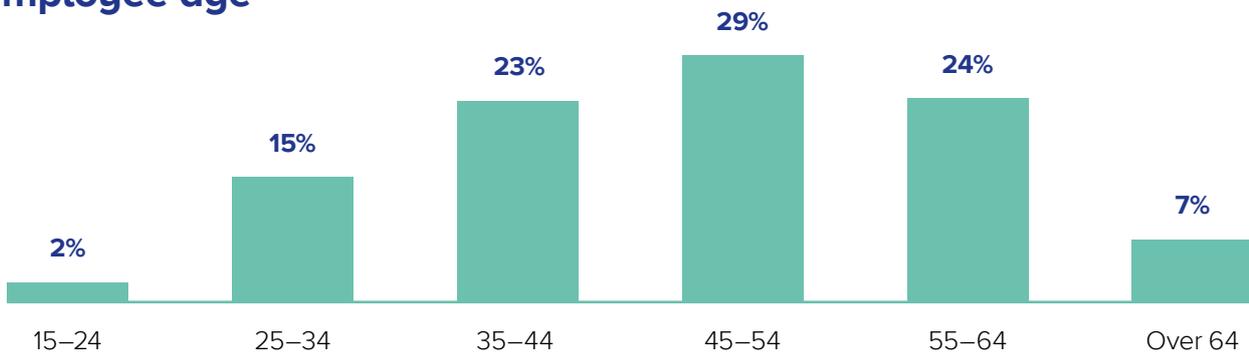
9%

Speak a language
other than English
with their family or
community¹

28%

Were born outside
Australia¹

Employee age²



28 languages spoken¹

Top 5 languages spoken:

1. English
2. Chinese
3. Arabic
4. Sinhala
5. Greek, Indian, Italian, Persian (all equal)

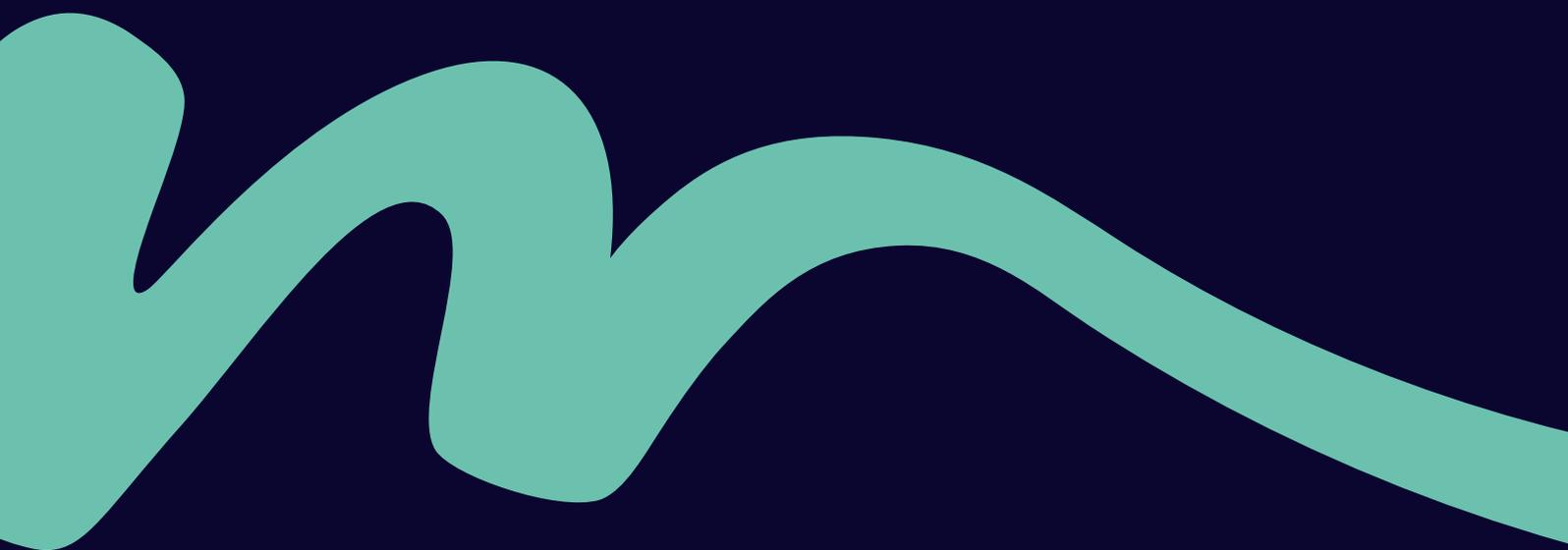
66 countries of birth¹

Top 5 countries of birth:

1. Australia
2. India
3. England
4. Sri Lanka
5. New Zealand

Notes: 1. Data from Chisholm employee data as of 23 August 2022. 2. Data from Chisholm Annual Report 2021.
Sources: Chisholm. (2022, 3 August). Employee data; Chisholm. (2022, 28 February). Annual Report 2021.

Our social justice achievements



Social justice achievements for our students

As a vocational education and training provider, Chisholm provides accessible and inclusive pathways to education and employment, delivering lifelong learning opportunities for people from all backgrounds.

Students

Student support and counselling

Throughout remote learning periods, our Student Support teams proactively delivered workshops to ensure students were supported and set up for learning success. Over 300 students attended workshops to deal with issues, including coping in times of uncertainty and building resilience.

Student success and retention

We provide support to students, particularly those in high-priority courses and those identified as being at risk of withdrawal. We provide these cohorts with a dedicated and tailored support program, connecting with them across the student journey.

Caroline Chisholm Foundation

The Foundation helps students in financial hardship receive a high-quality vocational qualification. Since its establishment in 2007, the Foundation has granted over 25,000 scholarships at a cost of more than \$2 million.

Student Experience Committee

Students are appointed to the committee to provide feedback and updates on issues that are important to the broader student community.

Gender Impact Assessments

We conduct Gender Impact Assessments on our curriculum and spaces to make these inclusive and welcoming for all.

Student Ambassador Program

This program gives students the opportunity to access more than 300 hours of on-campus paid employment, gaining enhanced employability, career development and improved workplace experience.

Equitable learning and disability support

Our Student Support and Student Engagement teams facilitated over 10,000 direct student support sessions in 2021.

Join the Dots and Reconciliation Week

We celebrate First Nations culture and our Aboriginal and Torres Strait Islander community through annual events.

Young Parents Program

Since 2013, we have partnered with Anglicare's Communities for Children to run the Learn Engage Connect Young Parents Program. This learning program is tailored to meet the needs of young parents 15–25 years of age who have disengaged from secondary education.

Women in Business, Finance and Technology Program

We partner with EQUANS AV technologies to provide free mentoring, work experience opportunities and careers counselling for women who want to break into industries with typically low levels of female participation, including business, finance and technology.

Women in Trade at Chisholm

We support women in trade by providing resources and access to industry networks and programs that help women to succeed within their chosen field.

Chisholm Foundation College

We create significant impact in reducing inequalities in Melbourne's south east through various programs offered by our Foundation College.

Family violence We have established a postgraduate course in family violence.

Casey Tech

This facility provides opportunities for women to learn and undertake further studies in STEAM.

Social justice achievements for our employees

With over 1,000 employees, we understand the importance of promoting equality, diversity, equity, acceptance and belonging in our workplace.

Employees

Fair Treatment and Dignity at Work Policy

This document outlines our procedures for upholding fairness and dignity in our workplace.

Gender Equity Action Plan

Our plan for promoting gender equality in our workplace will further strengthen the diversity and inclusion principles that are part of our People Plan.

Family Violence Response Policy and employee training

These initiatives support employees and students who experience family violence.

Workforce capability programs

Under our People Plan 2021–2024, we introduced training programs designed to deliver on our ongoing commitment to invest in our people. These include workshops on wellbeing, women in leadership, speaking up awareness and respectful workplace behaviours.

Occupational violence training

We have provided 84 frontline employees with training in defusing and de-escalating potentially violent incidents in case they are confronted by verbal or physical violence in the workplace.

Springday Community Hub

We partner with Springday Community Hub, an online platform that provides our employees with access to a diverse range of wellbeing initiatives including exercise programs, nutrition tips, and meditation and relaxation guides.

Inclusive practices

These include, for example, supporting our employees' choice to use pronouns on their email signatures.

Chisholm Wurreker Implementation Plan

As a VET provider, we support the Victorian Department of Education's Wurreker Plan, which aims to enhance Indigenous post-secondary education, training, and employment.

Our Wurreker Implementation Plan aligns with our Belonging and Inclusion Roadmap, focusing on empowering Aboriginal and Torres Strait Islander employees and students for career advancement and equitable opportunities.



“My identity as a parent has been embraced and I feel supported with flexible work arrangements.”



“Our Gender Equality Action Plan is a promising start in recognising and promoting gender equality in the workplace.”

Social justice achievements for our community

We play a significant role in promoting social justice through our partnerships and initiatives across Melbourne's south east.

Community

Women over 45 job seekers

We collaborated with Jobfind to develop a customised, job-ready coaching and case management pilot for women over 45 years who are experiencing long-term unemployment.

Family violence awareness and response project

As one of the leading TAFEs in Victoria, we are committed to education and raising awareness about family violence response and prevention. We established a Family Violence Training Hub to share learnings across the Victorian TAFE network on how TAFE organisations can promote family violence awareness to work towards the elimination of violence against women in education and community settings.

Groomed to Go

We support Groomed to Go, a not-for-profit in Melbourne's south east that offers free styling and clothing for people who do not have access to specific clothing for life events. We deliver free career counselling, vocational training workshops and share local employment opportunities with Groomed to Go clients.

Community youth programs

We run a number of programs that assist young people to access employment opportunities. These include programs for young parents, incarcerated youth, and youths in out-of-home and foster care.

Springvale Learning and Activity Centre

We partner with the Springvale Learning and Activity Centre to develop dedicated English for Work classes for former offenders, as English literacy is a huge barrier to employment.

Toyota Materials Handling

We partnered with Toyota Materials Handling to develop tailored assessment solutions that address the training needs and knowledge gaps of entrants and those currently in the workforce. The goal was to help address the acute shortage of materials handling equipment mechanics.

Chisholm's Modern Slavery Statement

This document outlines policies and actions to assist in addressing modern slavery risks across our supply chain and operations.

Frankston Social Enterprise Hub

We partnered with Peninsula Health and Frankston Foundry to launch a hub that offers free co-working opportunities, mentoring, workshops and networking to create jobs in the Frankston Mornington Peninsula region, particularly for disadvantaged job seekers.

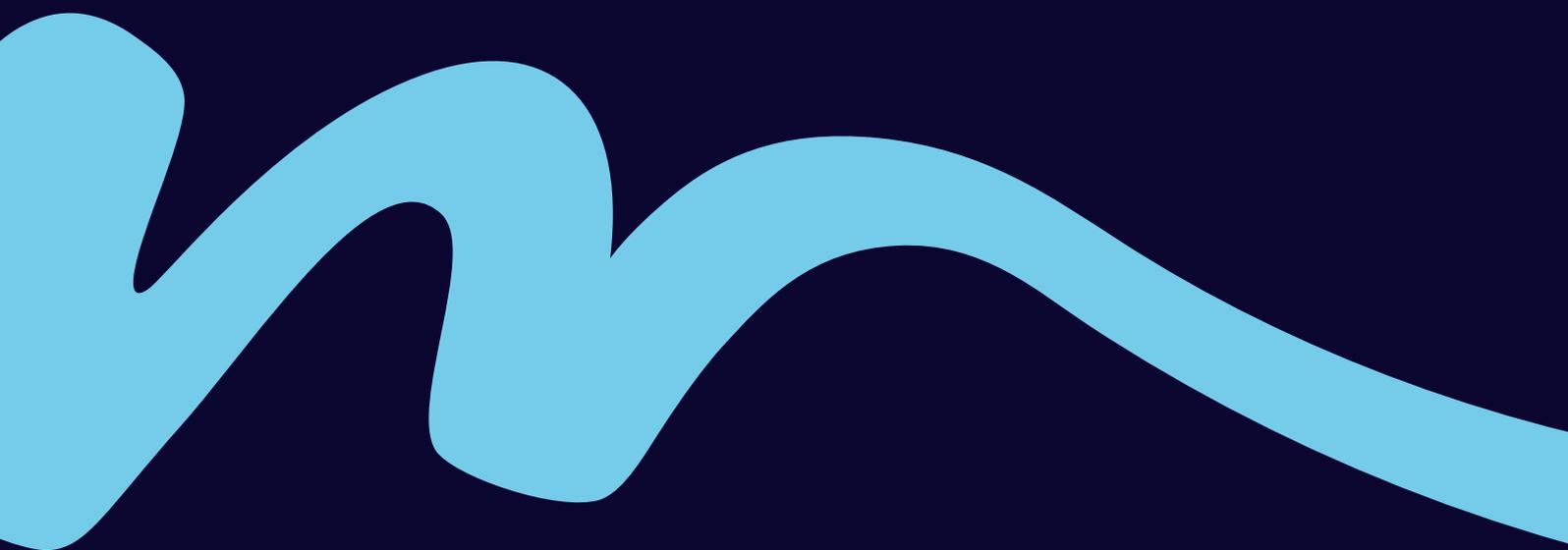
Australian Migrant English Program

This program provides English language lessons to migrants and humanitarian entrants to increase their further study and employment opportunities. Presented to more than 2,500 participants in 2021, it also provides students with services such as careers counselling, personal counselling, mentoring and tutoring support.

Committed to supporting veteran employment

We partner with the Australian Defence Force to support the training and employment of veterans. We play an important role in supporting Australia's service people to gain meaningful employment after service.

Our commitments for 2023–2024



Our commitments for 2023–2024



Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages.

Actions

Students

- > Continue to provide high-quality, wraparound services to Chisholm students, supporting them to achieve their study goals, engage in student life, balance their personal wellbeing needs and enhance employability and career readiness. Services include counselling, wellbeing, careers, Koorie support, equitable learning and disability support, and student life (events and social connection).
- > Strengthen connection with local community organisations, exploring the opportunity for co-location to expand service offerings to our students.
- > Pilot the introduction of group counselling sessions, presentations throughout the year and providing the opportunity for students to engage in a safe, facilitated space with a qualified counsellor.
- > Provide opportunity for peer connection through the Chisholm Social Club, increasing a sense of belonging and social/peer connection, with the aim of positively impacting academic outcomes and personal wellbeing.
- > Deliver a rich and diverse Student Life Calendar, providing space to celebrate and acknowledge diversity, inclusion and connection, and introduce youth-specific workshops including online safety and respectful relationships.
- > Pilot a physical wellbeing program, including weekly group fitness classes, nutrition workshops and individual fitness goals co-designed with Chisholm students.

Employees

- > Continue to demonstrate our commitment to zero tolerance for occupational violence by providing support and training for all high-risk frontline employees.
- > Establish a Mental Health First Aid Network that provides support and awareness of psychological wellbeing at Chisholm.
- > Improve the health, safety and wellbeing of our people through the implementation of Health, Safety and Wellbeing Action Plans that will document and drive health, safety and wellbeing improvement and accountability for business areas.
- > Establish a Child Safe and Wellbeing Committee that will ensure Chisholm is a safe environment for all.
- > Provide continued access (at no cost) to our Employee Assistance Program to support employees in building the skills needed to adapt to the changing world of work and to thrive in all areas of life.
- > Maintain a healthy psychosocial safety climate in our workplace by partnering with industry experts/ research associates to enhance our understanding of supportive workforce strategies that prevent stress.
- > Continue to invest in our employees' health and wellbeing through our ongoing partnership with Springday, which offers digital solutions to support individual and team goals.
- > Improve the health, safety and wellbeing of our people through the introduction and implementation of Risk Register Programs for each business area.

We will regularly select key focus areas to progress social justice that align to the UN Sustainable Development Goals.

For 2023–2024 there will be five key focus areas: good health and wellbeing, quality education, gender equality, decent work and economic growth, and sustainable cities and communities. Details of the actions below are contained in Operational Plans, our Gender Equality Action Plan and our Belonging and Inclusion Roadmap.



Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Actions

Students

- > Continue to deliver skills for today and tomorrow by enhancing our hybrid learning delivery.
- > Maintain a broad, consolidated offering of viable courses that are aligned to student, industry and community expectations.
- > Implement the Library Strategic Project, enhancing our current suite of library and learning services to ensure services and resources are contemporary, relevant, inclusive and accessible.
- > Implement care team meetings for students with complex barriers to education to ensure wraparound support, including students with a disability and students from at-risk backgrounds such as living in formal out-of-home care or youth justice.
- > Expand self-service service delivery through multiple channels that are convenient and accessible to students, including through our Learning Management System (myChisholm).
- > Deliver against our Wurreker Implementation Plan to strengthen training delivery for Koorie students through community engagement and an inclusive environment.

Employees

- > Develop teacher capability by developing and delivering an AQF 6 Qualification Pathway for Teachers.
- > Enhance education of employees through mandatory diversity and inclusion training in partnership with SBS.
- > Design and implement a Leadership Capability Framework.
- > Continue to support employee development by providing access to LinkedIn Learning Online.
- > Embed the Mentoring Program annually for all employees.
- > Implement a Learning Management System for all employees to enable them to access relevant, specific and as-needed professional development opportunities.
- > Provide employees with opportunities to undertake further studies in areas that are relevant to their career and interests.
- > Continue to provide relevant and timely professional development to our educators through Professional Educator College initiatives, including the Teacher Essentials Kit and Educator Passport.

Our commitments for 2023–2024



Gender equality

Achieve gender equality and empower all women and girls.

Actions

Students

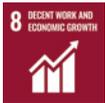
- > Embed ongoing commitment to review all teaching materials to remove gender stereotypes and focus on inclusion and intersectionality lenses.
- > Establish a Child Safe and Wellbeing Committee that is tasked with ensuring Chisholm is a safe environment for all.
- > Deliver the Women in Business, Finance and Technology Program to create employment pathways for women who want to work in industries with typically low levels of female participation, including business, finance and technology. We are delivering the program in partnership with EQUANS to help women in Melbourne's south east gain new skills and find local employment opportunities.
- > Continue to provide tailored equitable learning and disability support to students through a range of supports; focus on assistive technology, promoting and empowering students to use a range of technology and strategies that can provide lifelong assistance.
- > Celebrate International Women's Day by providing equal opportunity to students and employees to educate and empower themselves or the women in their lives.
- > Establish an inclusive Yarning Circle for all First Nations students and employees so that they can come together and connect to Country.

Employees

- > Implement commitments made under our Gender Equality Action Plan.
- > Continue to be an active member of the Respect and Equality in TAFE Network.
- > Continue our ongoing commitment to gender-based and family violence prevention through the Family Violence Response Officers Program.
- > Review and refresh our Flexible Work Policy in accordance with legislative and industry best practice to improve employee work-life balance.
- > Establish a Belonging and Inclusion Committee to draw together relevant initiatives from the Gender Equality Action Plan, Wurreker Plan, Disability Inclusion Group for TAFE and the Chisholm Queer Connect Working Group to foster a culture of belonging and inclusion.
- > Develop and implement a Prevention and Response to Sexual Harassment Policy.
- > Deliver mandatory training for employees, volunteers and contractors on child safety and respectful workplace behaviours.
- > Develop and communicate our Additional Payment Framework to employees.

We will regularly select key focus areas to progress social justice that align to the UN Sustainable Development Goals.

For 2023–2024 there will be five key focus areas: good health and wellbeing, quality education, gender equality, decent work and economic growth, and sustainable cities and communities. Details of the actions below are contained in Operational Plans, our Gender Equality Action Plan and our Belonging and Inclusion Roadmap.



Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Actions

Students

- > Provide independent, high-quality career advice to our students, including tailored careers models based on both student journey (placement, completing) and specified cohorts such as academically at-risk cohorts.
- > Continue to deliver our Student Ambassador Program, providing students the opportunity to undertake paid, on-campus casual employment with dedicated career mentoring that enhances their employability and career readiness.
- > Continue to host Apprenticeship Support Officers, who provide on-campus and workplace support to apprentices across Melbourne's south east.
- > Deliver a consistent, inclusive and inspiring user and visitor experience through all new building design.
- > Continue to partner with emerging industries, such as sustainability, to provide students with industry-ready skills in new labour markets.

Employees

- > Develop and strengthen partnerships that promote Chisholm as an inclusive employer, including:
 - The Field digital job site to support candidates with disability
 - veterans as they make the transition into employment
 - Aboriginal and Torres Strait Islander people through our Wurreker Implementation Plan.
- > Establish a Belonging and Inclusion Committee that gives all representative minority groups the opportunity to effect change at Chisholm.
- > Continue to provide Women in Leadership Programs for our leaders to network and grow their skills.
- > Continue to celebrate key dates throughout the year promoting an inclusive environment for all. Key dates include including Harmony Week, NAIDOC Week, International Day Against Homophobia, Biphobia, Intersex Discrimination and Transphobia, Wear IT Purple, RU OK Day, International Women's Day and other significant dates.
- > Develop and continue to improve communications to employees about internal career development opportunities and secondments to enable full and productive work and economic growth.
- > Establish an Institute Sustainability Committee that oversees the actions in our Sustainability Plan.

Our commitments for 2023–2024



Sustainable cities and communities

Make cities and human settlements inclusive, safe, resilient and sustainable.

Actions

Students

- > Continue the implementation of the Campus Master Plan for Dandenong, Cranbourne, Berwick and Frankston campuses.
- > Establish a Chisholm Sustainability Committee.
- > Ensure all new building designs deliver a consistent, inviting and inspiring user and visitor experience with commitments to sustainability in all aspects of planning, procurement, design, build and maintenance.
- > Commit to establishing 'green precincts' that increase campus greenery and canopy cover, provide shade, reduce ambient temperatures, and help restore and foster native wildlife such as birds and insects.
- > Implement on-site composting of organic waste generated by students, employees, campus food vendors and trade areas that produce organic waste (such as carpentry and culinary schools).
- > Engage with on-campus retailers to eliminate single-use plastics (for example, reduce bottled water sales and install water fountains and reusable bottle refilling stations).
- > Conduct feasibility assessment of large-scale installation of rooftop solar PV on campus to reduce campus emissions and reduce the risk of power failure.

Employees

- > Update and seek Board endorsement of our Sustainability Plan, including reduction in emissions and efficiency targets.
- > Integrate sustainable design into major capital expenditure projects.
- > Embed our building maintenance program with a continuing focus on reducing and/or eliminating inefficient building stock.
- > Commit to the removal of gas infrastructure where possible across our campuses.
- > Continue to embed Victoria's Social Procurement Framework, which clearly defines social and sustainable procurement and how it can make a difference to our communities. This includes Aboriginal businesses, social enterprises, people with disability, women and the long-term unemployed, and initiatives that address climate change.
- > Update corporate fleet procurement guidelines to ensure that any new purchases are full-electric or best-in-class hybrid vehicles.
- > Implement facility energy efficiency projects under the Greener Government Building Program, with a focus on heating, ventilation and air-conditioning, domestic hot water and compressed air networks.
- > Establish a Chisholm Sustainability Committee.

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Chisholm