Cultural Diversity and Inclusive Practice (CDIP) Toolkit

Flinders University is a culturally diverse community which recognises that each student and staff member brings their own unique capabilities, experiences and characteristics to the study or work environment.

People within our community:
• have diverse national, racial, ethnic, religious and language origins
• live with a range of abilities and disabilities
• experience different socio-economic histories and status
• experience different gender and sexual identities.

Flinders University values and respects the social, cultural and linguistic diversity of its community and encourages inclusive practices in order to provide an environment that is creative, innovative, flexible and productive.

Cultural Diversity & Inclusive Practice Project
The Flinders University Cultural Diversity & Inclusive Practice (CDIP) Project supports our commitment to sustain and enhance a culturally inclusive environment at Flinders University. Cultural diversity refers to the similarities and differences among cultures across ethnic, religious and language boundaries, for example. Flinders University promotes inclusive teaching and internationalisation in all areas of teaching and research through discussion forums on the internationalisation of the curriculum, teaching diverse learners and cultural diversity in the workplace.

To recognise our commitment to cultural diversity and to sustain and enhance a culturally inclusive environment, Flinders University will:
• continue to promote a respect for cultural diversity in University programs and policies
• continue to encourage our staff and students to observe the values of inclusiveness and fairness whilst maintaining high professional standards so they are able to effectively interact with and operate in culturally diverse communities
• continue to provide adequate facilities and use materials and methods that are culturally appropriate for students and staff in the University
• develop further initiatives that promote mutual respect, harmony, cooperation and opportunities for cross-cultural exchange
• support an educational approach to the challenges that cultural diversity brings.

CDIP Toolkit
The CDIP Toolkit is a core resource designed to assist all members of the Flinders University community, promote mutually respectful relationships and translate the university’s policies and intentions into practice.

The Toolkit is designed to support staff in monitoring their own practice for strengths and identifying areas for development. It is not a prescriptive, fixed set of practices. It can be used by individuals for self-reflection or by small groups to facilitate discussions about:
• reflecting on current practice
• obtaining colleague / student feedback
• planning
• review and evaluation.

The Toolkit consists of the following information which can be used by staff and students throughout the University:
• General Information
• University Community
• Leadership and Administration
• Teaching and Learning
• Research
• Religious Identities
General Information

These folios provide General information across all core activity areas about specific topics relating to cultural diversity. They can be used by all staff and students across the university who wish to reflect on their current practices and/or review and evaluate their cultural competencies.

They consist of:
1. Flinders University Cultural Profile
2. Appropriate Terminology, Indigenous Australians
3. Culturally Inclusive Environment
4. Culturally Inclusive Practice
5. Understanding and Supporting People Experiencing Culture Shock
6. New and Emerging Communities
7. Race, Power and Privilege

University Community

The University Community folios contain strategies and suggestions for enhancing inclusive practices in the social setting at the University. They offer self-assessment tools to assist the reader to reflect on and evaluate current practices and provide links to other resources available. These are useful for staff and students who organise social or sporting events or venues which host such events.

They consist of:
• Culturally Inclusive Social Events
• Culturally Inclusive Participation in Sport

Leadership and Administration

The Leadership and Administration folios contain strategies and suggestions for enhancing inclusive practices in administrative environments. They offer self-assessment tools to assist the reader to reflect on and evaluate current practices and provide links to other resources available. These are particularly helpful for administrative staff and supervisors, and front line staff who respond to student enquiries.

They consist of:
• Guidance on Naming Systems
• Student Services

Teaching and Learning

The Teaching and Learning folios contain strategies and suggestions for enhancing inclusive practices in teaching environments. They offer self-assessment tools to assist the reader to reflect on and evaluate current practices and provide links to other resources available. These are aimed at providing teaching staff with the skills to create and maintain culturally inclusive classrooms and curriculum.

They consist of:
• Designing Culturally Inclusive Classrooms
• Inclusive Practices for Managing Controversial Issues in the Classroom
• Integrating Indigenous Knowledges into Curriculum
• Religion in a University Classroom
• Teaching Small Groups
• Teaching Offshore

Research

The Research folios contain strategies and suggestions for enhancing inclusive practices in research environments. They offer self-assessment tools to assist the reader to reflect on and evaluate current practices and provide links to other resources available. These are aimed at providing research staff with culturally inclusive research and supervision skills.

They consist of:
• Research in the Social Sciences and Humanities
• Supervising Research Higher Degree Students

Religious Identities

The Religious Identities folios contain information about specific religious identities present at Flinders University. These are useful for all staff and students who wish to understand and learn about Flinders University’s rich religious profile.

They consist of:
• Baha’i Identities
• Buddhist Identities
• Christian Identities
• Hindu Identities
• Muslim Identities

The Toolkit can be found on our website at flinders.edu.au/cdip.