

# Diversity & Inclusion

## Online Learning Opportunities (external)

The NSW SES strives to create and maintain a culture of diversity and inclusion that provides an environment for members to feel safe bringing their whole selves to work, and is a living expression of our values. Key areas to strengthen diversity and inclusion (D&I) across the NSW SES include:

- Aboriginal/Indigenous
- Age (Youth and Ageing workforce)
- Disability & Accessibility
- Gender
- LGBTIQ+
- Multicultural
- Inclusion issues such as Flexible Work, Mental Health, and Workplace Support for people experiencing Family/Domestic Violence.

For members across the Service, there are opportunities for us to learn about and practice aspects of D&I as part of our everyday work. Building our own knowledge and understanding in small but meaningful ways is a good starting point. We encourage members to take advantage of our membership of peak diversity bodies (listed below) to access a range of learning resources. We've also compiled some external, leading practice, free D&I online courses (see p2) for members to explore and engage in.

Note: This is a living document and will be updated as we discover new online/e-learning programs.

NSW SES – Diversity Memberships	
<b>Diversity Council Australia (DCA)</b> - independent not-for-profit peak body leading diversity and inclusion in the workplace across all diversity dimensions,	<ul style="list-style-type: none"> <li>• <a href="https://www.dca.org.au/">https://www.dca.org.au/</a></li> <li>• NSW SES members can set up their own login via the DCA website (using their SES email address) to access a range of free webinars, newsletters, podcasts, tools, research etc). Please note the DCA Membership Terms and Conditions when you log-in and ensure you comply when accessing and utilising DCA resources.</li> </ul>
<b>Australian Network on Disability (AND)</b> - a national organisation advancing the inclusion of people with disability in all aspects of business.	<ul style="list-style-type: none"> <li>• <a href="https://www.and.org.au/">https://www.and.org.au/</a></li> <li>• NSW SES members can access the member login area of AND's website with: <ul style="list-style-type: none"> <li>- Login: NSWSES</li> <li>- Password: AND!Bronze (password is case sensitive)</li> </ul> </li> </ul>
<b>Pride in Diversity (PID)</b> - national not-for-profit program for LGBTQ workplace inclusion specialising in HR, organisational change and workplace diversity.	<ul style="list-style-type: none"> <li>• <a href="https://www.prideinclusionprograms.com.au/">https://www.prideinclusionprograms.com.au/</a></li> <li>• Contact <a href="mailto:diversityandinclusion@ses.gov.au">diversityandinclusion@ses.gov.au</a> if you would like to access specific resources on the PID website requiring a login.</li> <li>• NSW SES members can register for a series of PID Webinars in May 2020 listed <a href="#">here</a></li> </ul>



*The NSW SES acknowledges the traditional custodians of the lands on which we walk, work and live. We recognise their continuing connection to land, waters and culture and pay respect to Elders, past and present.*

*The NSW SES strives to create and maintain a culture of diversity and inclusion that provides a safe environment for staff and volunteers to bring their whole selves to work, and is a living expression of our values.*



# Diversity & Inclusion

## Online Learning Opportunities (external)

General Diversity & Inclusion – Online Learning Programs	
NSW Fair Work	<ul style="list-style-type: none"> <li>Promoting diversity and preventing discrimination <a href="https://www.fairwork.gov.au/how-we-will-help/online-training/online-learning-centre/diversity-and-discrimination">https://www.fairwork.gov.au/how-we-will-help/online-training/online-learning-centre/diversity-and-discrimination</a></li> </ul>
Diversity Australia	<ul style="list-style-type: none"> <li>Test Your Unconscious bias <a href="https://www.diversityaustralia.com.au/test-your-own-unconscious-bias/">https://www.diversityaustralia.com.au/test-your-own-unconscious-bias/</a></li> </ul>
Catalyst and edX	<ul style="list-style-type: none"> <li>Communication Skills for Bridging Divides <a href="https://www.edx.org/course/communication-skills-for-bridging-divides">https://www.edx.org/course/communication-skills-for-bridging-divides</a></li> <li>Unconscious Bias Awareness <a href="https://www.edx.org/course/unconscious-bias-from-awareness-to-action">https://www.edx.org/course/unconscious-bias-from-awareness-to-action</a></li> </ul>
Aboriginal & Torres Strait Islander Inclusion – Online Learning Programs	
Reconciliation Australia	<ul style="list-style-type: none"> <li>Share Our Pride <a href="http://www.shareourpride.org.au/">http://www.shareourpride.org.au/</a></li> </ul>
Univ of Sydney – Centre for Cultural Competence	<ul style="list-style-type: none"> <li>A massive open online course (MOOC) <a href="https://www.coursera.org/learn/cultural-competence-aboriginal-sydney">https://www.coursera.org/learn/cultural-competence-aboriginal-sydney</a></li> </ul>
Accessibility & Disability – Online Learning Programs	
NSW Public Service Commission	<ul style="list-style-type: none"> <li>Disability Awareness – All Employees <a href="https://www.psc.nsw.gov.au/static-files/Disability_Awareness/All/pages/home.html">https://www.psc.nsw.gov.au/static-files/Disability_Awareness/All/pages/home.html</a></li> <li>Disability Awareness – Managers <a href="https://www.psc.nsw.gov.au/static-files/Disability_Awareness/Managers/pages/home.html">https://www.psc.nsw.gov.au/static-files/Disability_Awareness/Managers/pages/home.html</a></li> </ul>
National Disability Coordination Officer	<ul style="list-style-type: none"> <li><a href="https://disabilityawareness.com.au/">https://disabilityawareness.com.au/</a></li> </ul>
W3C and UNESCO	<ul style="list-style-type: none"> <li>Introduction to Web Accessibility <a href="https://www.edx.org/course/web-accessibility-introduction">https://www.edx.org/course/web-accessibility-introduction</a></li> </ul>
Curtin University & edX	<ul style="list-style-type: none"> <li>Disability and Digital Media: Accessibility, Representation and Inclusion <a href="https://www.edx.org/course/disability-and-digital-media-accessibility-represe">https://www.edx.org/course/disability-and-digital-media-accessibility-represe</a></li> </ul>
LGBTIQ+ Inclusion – Online Learning Programs	
Pride in Diversity	<ul style="list-style-type: none"> <li>Walking in Rainbow Shoes <a href="http://www.prideindiversity.com.au/e-learning/">http://www.prideindiversity.com.au/e-learning/</a></li> </ul>
Minus 18	<ul style="list-style-type: none"> <li><a href="https://trans101.org.au/">https://trans101.org.au/</a> a concise and accessible introduction to understanding gender identity and gender diversity produced by an Australian network for LGBTIQ youth</li> </ul>
Cultural Diversity – Online Learning Programs	
Deakin University	<ul style="list-style-type: none"> <li><a href="https://www.futurelearn.com/courses/harnessing-cultural-diversity">https://www.futurelearn.com/courses/harnessing-cultural-diversity</a></li> </ul>



*The NSW SES acknowledges the traditional custodians of the lands on which we walk, work and live. We recognise their continuing connection to land, waters and culture and pay respect to Elders, past and present.*

*The NSW SES strives to create and maintain a culture of diversity and inclusion that provides a safe environment for staff and volunteers to bring their whole selves to work, and is a living expression of our values.*

