

# Environmental Scan

1. **Institution**

Flinders University

2. **Contact Person (and contact details)**

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3. **Name of Program/Initiative**

Cultural Diversity and Inclusive Practice (CDIP) Toolkit

**3.1 URL:** <http://www.flinders.edu.au/cdip>

**3.2 Start Date/Duration:**

4. **Brief outline of program**

The CDIP Toolkit is a core resource designed to assist all staff members of the Flinders University community promote mutually respectful relationships and translate the University's policies and intentions into practice. It consists of the following information which can be used by staff and students throughout the University:

- General Information about promoting respectful relationships
- University Community
- Leadership and Administration
- Teaching and Learning
- Research
- Religious Identities

5. **Purpose/Aims**

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 discussion.

6. **Breadth of program** (is it in a particular subject, program, school, faculty, across the institution, campus, with a particular cohort, etc)

The Toolkit is available to all Flinders University staff and students. It is divided into different sections (see above), which focus on specific groups of people.

7. **Category (please select all that apply and provide explanation where necessary)**

Category	Y?	Explanation

Policy	Y	Helps translate policy into practice (see CDIP Statement at <a href="http://www.flinders.edu.au/ppmanual/EqualOpportunity/culturaldiversity.html">http://www.flinders.edu.au/ppmanual/EqualOpportunity/culturaldiversity.html</a> )
Curriculum	Y	Teaching and Learning section of Toolkit deals specifically with designing culturally inclusive curriculum and classrooms.
Program	Y	Toolkit assists in developing and delivering culturally inclusive programs. Cultural Diversity Workshops have also been run as part of CDIP
Other (please specify)		

**8. Resources (optional – we are trying to determine what sort of resourcing is necessary to make the initiative work)**

The CDIP Toolkit is available under licence from Flinders University. Other institutions can purchase a licence for an initial cost, and adjust the materials to meet the needs of their institutions.

**8.1 Start up budget:** \$11,000

**8.2 Ongoing budget:** --

**9. Outcomes**

**9.1 Uptake:** The CDIP Toolkit has been a useful and successful resource at Flinders University. Nine other Universities have purchased a licence to CDIP, and adapted the materials to their institutions.

**9.2 Evaluation(s) conducted to date - Informal or formal) – and details of findings:**

The CDIP toolkit was recently evaluated and updated to reflect the findings. A formal evaluation process was conducted between October 2010 and April 2011. This included interviews with partner institutions who have purchased licences, and focus group meetings with Flinders staff. The findings strongly suggested that the Toolkit is a useful resource for all staff and students, and that they needed to be more user-friendly and more widely available. As a result, the Toolkit was amended to be clearer about who would benefit from its use, and to be more user-friendly. The Toolkit now has a stronger web presence and is more easily accessible.

**9.3 Evidence of success:**

The interviews and focus groups strongly suggested that the Toolkit has been a successful resource. The uptake of the Toolkit further illustrates the success of the program, with nine universities across Australia having purchased a licence.

**9.4 Evaluation(s) planned (and dates for this/these):**

No formal evaluation planned.

**9.5 Major challenges:**

The dissemination of the Toolkit has been the main challenge at Flinders Universities and partner institutions. There needs to be more awareness of the Toolkit and its usefulness across the board.

**9.6 Other (Please specify):**

**10. Publications/Reports (including links to those publically available)**

An evaluation report has been compiled for the CDIP Project. The report is attached.