



**Australian Government**

**Assessment Requirements for PSPGEN116  
Facilitate the effective implementation of  
diversity and inclusion strategies**

**Release: 1**

# Assessment Requirements for PSPGEN16 Facilitate the effective implementation of diversity and inclusion strategies

## Modification History

Supersedes and is not equivalent to PSPGEN047 Promote diversity.

## Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and on at least one occasion:

- explain the relationship between the management of diversity, inclusion and organisational effectiveness
- identify data sources relevant to workplace objectives
- develop, monitor and report on the progress of strategies including:
  - analysis of data
  - planning and developing objectives and effectiveness measures
  - applying principles of codesign.

## Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- equal employment opportunity, access and equity principles
- legislation and standards that underpin or impact on diversity and inclusion in the organisation
- aspects of diversity:
  - definitions
  - benefits
  - challenges
  - avoidance of bias in language
- key aspects of legislation:
  - direct discrimination
  - indirect discrimination
  - grounds of discrimination
  - areas of discrimination
- key principles of:
  - inclusion
  - equal employment opportunity
  - access and equity
- how to identify and avoid bias in language and organisational communications

- organisational policies, practices and procedures related to diversity and inclusion including:
  - evidence-based decision-making processes
  - reporting requirements and grievance procedures
- strategies to:
  - identify barriers to equity outcomes
  - overcome challenges associated with workplace diversity and inclusion.

## **Assessment Conditions**

Skills must be demonstrated in the workplace or in a simulated environment that reflects workplace conditions

Assessment must ensure access to:

- legislation and standards that underpin or impact on diversity and inclusion in the organisation
- organisational policies, practices and procedures for diversity and inclusion
- sources of information on diversity, equity and inclusion issues including data and reports used in the organisation.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

## **Links**

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623>