



Australian Government

DEFGEN006 Work with equity and diversity

Release: 1

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Modification History

Release	Comments
1	<p>This unit was released in DEF Defence Training Package release 1.0 and meets the Standards for Training Packages.</p> <p>This unit supersedes and is equivalent to DEFEQ001C Work with equity and diversity.</p> <ul style="list-style-type: none">• Unit code updated• Content and formatting updated to comply with new standards• All PC transitioned from passive to active voice

Application

This unit describes the skills required to apply the principles of equity and diversity in the workplace. This includes recognising individual differences in the workplace, valuing these differences and adjusting own behaviour to account for these differences.

This unit was developed for those working in any field as a Defence member but may be relevant to others.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to.

Those undertaking this unit would work under direct supervision, while performing specific tasks, in a range of contexts.

No licensing, legislative or certification requirements apply to unit at the time of publication.

Competency Field

General

Elements and Performance Criteria

ELEMENTS	PERFORMANCE CRITERIA
Elements describe the	Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used,

essential outcomes	further information is detailed in the range of conditions section.
1. Recognise individual differences	1.1 Acknowledge differences in accordance with workplace equity and diversity principles. 1.2 Apply equity and diversity principles. 1.3 Identify and apply legislative and statutory requirements.
2. Demonstrate respect for individual differences	2.1 Ensure personal behaviour shows sensitivity to the differences. 2.2 Ensure personal conduct complies with workplace equity and diversity standards. 2.3 Identify and access available support. 2.4 Adjust communication styles to reflect equity and diversity standards.

Foundation Skills

The foundation skills demands of this unit have been mapped for alignment with the Australian Core Skills Framework (ACSF). The following tables outline the performance levels indicated for successful attainment of the unit.

ACSF levels indicative of performance:

1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
Learning					Reading					Writing					Oral communication					Numeracy N/A				

Performance variables

1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
Support					Context					Text complexity					Task complexity				

Further information on ACSF and the foundation skills underpinning this unit can be found in the Foundation Skills Guide on the GSA website.

Unit Mapping Information

This unit supersedes and is equivalent to DEFEQ001C Work with equity and diversity.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=6bdbab1e-11ed-4bc9-9cba-9e1a55d4e4a9>

Companion Volume implementation guides are found in VETNet -

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