



Australian Government

DEFGEN010 Supervise equity and diversity in the workplace

Release: 2

DEFGEN010 Supervise equity and diversity in the workplace

Modification History

Release 2. Modifications made to Assessment Conditions.

Release 1. This unit was released in DEF Defence Training Package release 1.0 and meets the Standards for Training Packages.

This unit supersedes and is equivalent to DEFEQ002B Supervise equity and diversity in the workplace.

- Unit code updated
- Content and formatting updated to comply with new standards
- All PC transitioned from passive to active voice.

Application

This unit involves the skills and knowledge required to supervise equity and diversity in the workplace.

It includes the skills required to foster and promote equity and diversity practices in the workplace. The unit requires personnel to identify and access information and support sources related to equity and diversity, to implement equity and diversity programs, and to supervise and monitor equity and diversity processes within the workplace.

This unit applies to those working as team leaders in Defence. Those undertaking this unit would work autonomously, with supervision responsibilities, performing complex tasks, in a broad range of contexts.

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

Pre-requisite Unit

Not applicable.

Competency Field

General

Unit Sector

Not applicable.

Elements and Performance Criteria

ELEMENTS

Elements describe the essential outcomes.

PERFORMANCE CRITERIA

Performance criteria describe the performance needed to demonstrate achievement of the element.

1 Access sources of information and assistance related to equity and diversity policies and practices	1.1	Identify sources of information on equity and diversity
	1.2	Access information and support as required
2 Implement equity and diversity strategies	2.1	Identify equity and diversity strategies and communicate to team members
	2.2	Use training and awareness programs to promote and encourage the benefits of equity and diversity
	2.3	Provide assistance to maximise individual contribution to the attainment of the team objectives
	2.4	Provide feedback on equity and diversity strategies to managers
3 Supervise and monitor the application of equity and diversity in the team	3.1	Apply processes to resolve grievances and complaints related to equity and diversity
	3.2	Take prompt action to correct inappropriate behaviour in the workplace
	3.3	Compile and forward reports on equity and diversity issues

Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Range is restricted to essential operating conditions and any other variables essential to the work environment.

Non-essential conditions may be found in the Companion Volume Implementation Guide.

Unit Mapping Information

This unit supersedes and is equivalent to DEFEQ002B Supervise equity and diversity in the workplace.

Links

Companion Volume implementation guides are found in VETNet -

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