Assessment Requirements for PSPGEN029 Value diversity

Release: 1

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Modification History

Release	Comments
1	These Assessment Requirements were released in PSP Public Sector Training Package release 1.0 and meet the Standards for Training Packages. • Assessment Requirements created drawing upon specified assessment information from superseded unit

Performance Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the candidate must demonstrate evidence of performance of the following on at least one occasion.

- using communication styles to suit different audiences and purposes
- communicating with people from diverse backgrounds
- identifying racist behaviours
- explaining complex and formal documents, including legislation and codes of conduct, and applying them to work practices
- demonstrating a clear commitment to the principles and practices of workplace diversity

Knowledge Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the depth of knowledge demonstrated must be appropriate to the job context of the candidate.

- aspects of cultural diversity, including issues of racism, discrimination, harassment and victimisation
- direct versus indirect discrimination
- definitions of diversity
- benefits of workplace diversity
- principles and practices of cultural awareness
- avoidance of gender bias in language
- productive diversity principles including flexibility, multiplicity, devolution, negotiation and pluralism
- institutional racism and resulting indirect discrimination
- jurisdictional legislation and standards that underpin or impact on workplace diversity

- public sector policies, practices and procedures related to diversity, including those related to the provision of language services

Assessment Conditions

This unit contains no specific industry-mandated assessment conditions. Guidance on suggested and recommended conditions and methods can be found in the Implementation Guide.

Assessors must satisfy the NVR/AQTF mandatory competency 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

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