PSPGEN029 Value diversity

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Modification History

Release	Comments
1	This unit was released in PSP Public Sector Training Package release 1.0 and meets the Standards for Training Packages.

This unit supersedes and is equivalent to PSPGOV408A Value diversity.

• Unit code updated
• Content and formatting updated to comply with the new standards
• All PC transitioned from passive to active voice |

Application

This unit describes the skills required to value diversity in the workplace. It includes promoting the benefits of diversity and contributing to diversity outcomes.

This unit applies to those working in public sector roles but may be applied to anyone working in a similar organisational context.

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 be working independently, possibly supervising others, performing complex tasks in a range of familiar contexts.

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

Competency Field

General

Elements and Performance Criteria

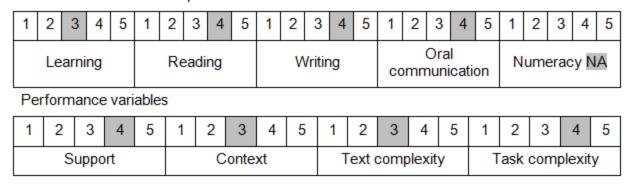| ELEMENTS	PERFORMANCE CRITERIA
Elements describe the essential outcomes	Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, further information is detailed in the range of conditions section.

1. **Promote the benefits of diversity**	1.1 Analyse the diversity of the workgroup to identify the strengths and differences that benefit both staff and the organisation.
	1.2 Explain workplace diversity issues, benefits and risks to others, using language and supporting material suitable to their needs and the situations they are likely to experience.
	1.3 Identify and promote diversity training and awareness programs
	1.4 Use opportunities for leadership in, and advocacy of workplace diversity.
2. **Contribute to diversity outcomes**	2.1 Maintain knowledge of diversity principles and practices that apply to the workplace.
	2.2 Assist others to ensure work practices contribute to diversity benefits.
	2.3 Develop a range of communication styles suitable for the workplace and its clients.
	2.4 Provide managers with feedback on diversity policies, strategies and practices/services.

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:

Learning					Reading					Writing					Oral communication					Numeracy NA				
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

Performance variables

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

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 PSPGOV408A Value diversity.

Links

Companion Volume implementation guides are found in VETNet - https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623

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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