

# Create a culture where all people are united by purpose and can deliver their best work

## Impact Pathway 4

### Impact at a 4.1

#### Objective Description

UNSW Values of collaboration, innovation, diversity, excellence and respect are central to our identity and will continue to be at the heart of everything we do. It's not just what we do, but how we do it. Over the next ten years we will foster an environment that recognises our diverse strengths and invests in the areas where improvement is needed. We will create a safe environment, fostering a culture of inclusion and belonging for all people; it will be a supportive and dynamic atmosphere where students, staff and the broader community are valued for their diverse perspectives, can thrive and contribute positively.

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Develop and embed Psychosocial safety plan

Develop and Deliver UNSW Workforce Strategy

Develop and embed our Indigenous workforce Plan

Invest in training, leadership and talent development

Continue to promote and embed the principles of EDI across the University.

Develop and nurture a thriving innovation ecosystem through the support of a UNSW innovation hub, training, coaching, recognition and bandwidth.

### Impact at a 4.3

### Impact at a 4.2

#### Objective Description

As our people are our biggest asset, we must invest in strategic workforce planning to support the needs of our people now and into the future. We will develop a workforce plan to enable workload management and will invest in devan to et ma0.5 (t)4023.5 (i)g1.4 (n 13.5 (u)1326 (i)22.5 3n)14.4 (g t)40.4 (o /P <</Lang (en-GB)/MCID 532 >>BD0

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### Impact at a 4.4

#### Objective Description

By simplifying processes and reducing unnecessary complexity, we're making it easier for everyone to focus on what really matters — their strengths and expertise. Our goal is to streamline the way we work, giving our people more time and freedom to focus on the areas where they can have the greatest impact.

We will normalize prioritisation and stop busy work to help individuals succeed and give people the space and bandwidth to innovate and think.