



FRAMEWORK FOR ACTION

Growing into Wise Freedom

RESPONSE TO CULTURE AND VALUES REVIEW REPORT

The Framework for Action: Growing into Wise Freedom has been developed in response to the independent culture and values review conducted by Ms Elizabeth Jameson AM and Dr Christina Turner in the second half of 2022 and early 2023.

Meaningful conversation between the students and the College Leadership Team has been ongoing since 2022, at the Student Leadership Team training and through regular meetings. This has built connections, deepened collaboration across all areas of College life and led to a growing commitment to organisational improvement and cultural renewal by students which will position Duchesne as a college of first choice for young women studying at tertiary institutions in Brisbane.

Duchesne College recognises that it exists in a dynamic and complex environment and must continuously adapt to successfully lead and support its community of young adults so that all students have equal opportunity to live, grow and flourish while at the College and into the future. We believe that cultural renewal will be successfully and sustainably achieved by cultivating a culture of personal growth in an atmosphere of wise freedom, and embracing student voice to direct cultural change in response to the recommendations of the Report.

To implement a shift in our culture, purposeful leadership by both the College Leadership Team and Student Leadership Team is required as well as behavioural change at the individual level to ensure alignment with the values of our College.

Our Sacred Heart goals are as follows:

- a personal and active faith in God
- a deep respect for intellectual values
- building community as a Christian value
- a social awareness that impels to action
- personal growth in an atmosphere of wise freedom.

These goals will guide us in the implementation of the Framework for Action and address the key areas requiring improvement.



KEY AREAS FOR ACTION

The Report recommends ten key areas for action within the following three distinct categories:

- People
- College Values
- Safety and Wellbeing

From this, Duchesne College has developed a Framework for Action for implementation in both the short and medium term. The College is committed to strengthening its relationships with its community members and other key stakeholders, as such, the College recognises that further ongoing consultation will be required to successfully implement and achieve long-term sustainable positive outcomes in accordance with the Report's recommendations.

FRAMEWORK FOR ACTION

By Key Categories & Timeframes

SHORT-TERM ACTIONS

Category	Action
People	<ol style="list-style-type: none">1. Student Engagement Plan: College Leadership Team (CLT) to collaborate with the 2023 Student Leadership Team to develop a student engagement plan and identify ways to ensure students are heard on key College policy issues and provide conduits for meaningful feedback to the CLT.2. Resident Leaders: CLT to work with the 2023 Resident Leaders to review the Resident Leader role, clarifying their role and objectives in relation to the CLT and the Student Club Executive and include in it an explicit role in relation to the enhancement of a positive College Culture.3. Student Club: CLT to work with the 2023 Student Club Executive to identify formal (through its Constitution) and informal (e.g. through regular forums and events) to help to improve the connections between year groups and between resident and non-resident Associate Members of the College.
College Values	<ol style="list-style-type: none">1. Contemporise the resident family/student buddy system "never leave a Duch girl behind": Charge the Student Leadership Team (SLT) with exploring best practice contemporary models to replace 'Mums and Dads' for the otherwise effective buddy system within the College.2. Review and reset College values: Through a student engagement roundtable/framework in partnership with the CLT and Council review the College values with wide and deep discussion and input from students, provide clear behavioural statements to support each one, clarifying the type of behaviour that is agreed between staff and students to be consistent or inconsistent with each value.3. Review and renew the College's values statement and a separate document outlining how behaviour that is not in line with these values will be addressed collectively by students and the College.



Safety and Wellbeing	<ol style="list-style-type: none"> 1. Student facilities and social spaces: Incorporate into the student engagement plan under “people” the matter of ongoing planning for the maintenance, upgrade and development of student facilities and social spaces. 2. Risk appetite and framework: <ol style="list-style-type: none"> a. College Council to ensure that all physical and other safety and wellbeing risks raised in this Report are properly addressed in the existing College risk appetite and associated framework. b. Discussion about the agreed risk appetite with the ‘owners’ (Bishops of Queensland of Brisbane) and property owners (UQ) given the intersection with their areas of responsibility.
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MEDIUM-TERM ACTIONS

Category	Action
People	<ol style="list-style-type: none"> 1. Following on from the review of the Resident Leader roles and review of the Student Club in 2023, Remuneration of roles: Council, CLT and SLT to discuss and consider and review the equitable allocation of College-provided support and/or remuneration to the student leader positions to fairly support and encourage the more seamless cooperation between the RLs and the Student Club Executive.
College Values	<ol style="list-style-type: none"> 2. Diversity-based inclusivity: Drive staff- and student-led culture of inclusivity based on real and increased levels of diversity (rather than current form of ‘inclusion’ based on a narrow student demographic) through deepening conversations within the College about the barriers and enablers to improvement. 3. Set annual targets for enrolments for 2025 –2027 to ensure real improvements in inclusion correspond with improvements in diversity.
Safety and Wellbeing	<ol style="list-style-type: none"> 1. Awareness-raising discussion and debate culture: Develop a program and culture of discussion and debate for students around the complexity of decision making, including legal and ethical issues, in response to matters of student safety and wellbeing for interested students

A detailed action plan will be prepared following consultation with students and other key stakeholders. The College will regularly update our community on progress in addressing the Report recommendations.