

## INTRODUCTION

# A human rights approach to diversity and inclusion – Professional Learning Menu



Victorian Equal Opportunity  
& Human Rights Commission



The suite of professional learning activities included in this menu have been identified and developed through a human-centred design process.

We consulted with school-based human rights ambassadors and project leaders in the course of the project - 'A human rights approach to diversity and inclusion for Victorian schools'.

The purpose of the professional learning menu is to provide easy to use activities to consolidate and deepen staff's understanding of their legal obligations to promote and protect human rights, and ensure non-discriminatory education environments. It is recommended that these activities be undertaken once staff have completed the *Human Rights and Inclusion: eLearning module* for schools and a face-to-face education professional learning program provided by the Department's Legal Division or the Victorian Equal Opportunity and Human Rights Commission.

## AUDIENCE AND CONTEXT

All school staff have obligations under the Charter of Human Rights and Responsibilities, and the Equal Opportunity Act in Victoria.

All members of school staff can use the professional learning menu including senior leaders, teaching staff, school support staff, and allied professionals working at the school. It is suggested that an activity leader, such as human rights ambassadors, facilitate the activities for staff groups.

The activities are designed to be quick and easy to roll out in a staff meeting, or as a part of other professional learning and development programs.

## USING THE PROFESSIONAL LEARNING MENU

The activities included in the menu are designed to improve understanding of human rights and inclusive teaching practice.

You can select activities according to your school's priorities, or in response to particular issues you might be managing.