

2024-2025 Diversity Statement

"The best part of working at Studiosity is working with a diverse team"
- Denise Stewart, General Manager, Global Operations

We value our diverse team

Diversity is also about inclusiveness. It means that differences brought to the organisation by people of diverse backgrounds, experiences, and perspectives are valued and respected. The diversity of our Subject Specialists, students, and colleagues comes from - but is not limited to - origin, age, gender, race, cultural heritage, lifestyle, education, physical ability, appearance, and language.

We know through lived experience that different perspectives and backgrounds create a better workplace and improve company performance: when you are able to bring your whole self to work, as part of a friendly, caring, inspired team, we all thrive.

We prioritise this commitment in our recruitment and on-going team member development practices:

- Studiosity hires corporate team members based on their competence to perform the role, alignment of goals, and commitment to our vision of increasing life chances for students globally. We offer flexible working arrangements, including work from home options. Our diverse team is gender balanced and a mix of many nationalities and cultures.
- Studiosity hires Subject Specialists and Student Mentors, based on their ability to deliver to our mission of increasing life chances for students. We welcome diverse applicants through a recruitment process that begins with self-selecting stages and concludes with our Quality Assurance team assessment. We are guided by our institutional partners in higher education to ensure the Student Mentors we recruit mirror the diversity of their own student cohorts. During the recruitment process and ongoing we do not ask for or evaluate based on any protected characteristics. Instead we focus on the candidate's ability to provide appropriate feedback to our students.
- Subject Specialists and Quality Assurance Mentors are trained in cultural competence, with the focus at present on Indigenous Australian and Māori-Pasifika cultures. Institutional partners also request this for Student Mentors. These modules are being expanded as we extend our services to other geographies and as discussed with our education partners.

Above all, Studiosity is committed to ensuring that all team members are treated with respect and dignity as supported through our Diversity and Inclusion policy.