



Times Higher Education
Impact Rankings



SDG 10
Reduced Inequalities

10.6. Measures Against Discrimination

Universitas Sriwijaya is known for its commitment to promoting equality and fighting against discrimination. This can be seen in their policies, programs, and initiatives aimed at creating a more inclusive and diverse campus community. The university always promotes the optimization of the working environment, gives priority to creating a friendly campus environment for campus members, and organize various types of activities and courses without any restrictions based on race, religion, disability so that they can have a safe and secure working environment.

10.6.1. Non-discriminatory Admissions Policy

Universitas Sriwijaya welcome all prospective students from all backgrounds, regardless of their ethnicity, economic status, gender, or any other distinguishing factor. The university values diversity and inclusivity, creating a welcoming and supportive community for all individuals who choose to be a part of it.

Figure 2 of the 10.3 Metrics shows that 90% of foreign students at *Universitas Sriwijaya* come from developing countries, namely Malaysia, Sudan, PNG, Suriah, and Thailand. This demonstrates the university's commitment to diversity and providing opportunities for international students from underrepresented regions. Additionally, sections 10.4 and 10.5 of the Metrics highlights the university's efforts to provide equal treatment for all campus members with disabilities, ensuring accessibility and support for all individuals in the university community.

10.6.2. Access to University Track Underrepresented Groups Applications

10.6.3. Access to University Underrepresented Groups Recruit

10.6.4. Anti-discrimination Policies

10.6.5. University Diversity Officer

10.6.6. Support for Underrepresented Groups

10.6.7. Accessible Facilities

10.6.8. Disability Support Services

10.6.9. Disability Access Scheme

10.6.10. Disability Accommodation Policy

10.6.11. Anti-harassment policy

Universitas Sriwijaya recognizes the importance of underrepresented groups and strives to provide support and opportunities, regardless of their background or circumstances. The university is committed to creating an inclusive and equitable environment where everyone has the chance to succeed and thrive. The university strives to provide a decent work environment for all campus communities. This includes creating a safe, supportive, and inclusive workplace where individuals can feel valued and respected, and thrive and contribute to the university's mission and goals. Creating a positive work environment is essential for the well-being and productivity of faculty and staff, and the university is dedicated to ensuring that all campus communities have a rewarding and fulfilling experience in their roles. Therefore, to ensure a decent work environment that provides access for all and promotes equality for all, the university focuses on implementing four key scenarios:

1. Triple-bottom campus development (Figure 1): This approach emphasizes the importance of balancing economic, social, and environmental aspects of campus development to create a sustainable and inclusive work environment. Based this concept, the universitas defines 6 important functions of campus, not only as a academic center but also as a place where people are socializing and having recreation. The aims are to:
 - a. make our campus more livable for everyone while minimizing the impact on the environment.

b. ensure that everyone has an equal chance to succeed regardless of their ethnicity, religion, disability, and and gender, thus contributing towards a more inclusive society.

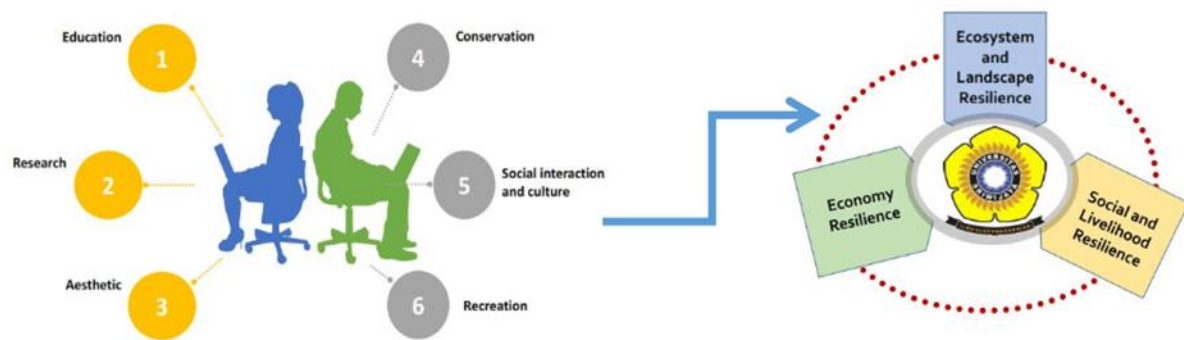


Figure 1. Triple-bottom approach to create Triple Resilience of campus.

2. Talent pool: *Universitas Sriwijaya* retains a diverse talent pool of faculty member, administrative staffs, and students to foster innovation and excellence within the university. Gender equality is indeed one of the key values at *Universitas Sriwijaya*. The university strives to create a safe and inclusive environment for all individuals regardless of gender, promoting equal opportunities and respect for everyone. This commitment to gender equality is reflected in various activities and initiatives organized by the university, such as education, employment, healthcare, and participation in decision-making processes. Promoting gender equality is not only a matter of social justice, but also essential for sustainable development and economic growth.

As described in 10.5 that *Universitas Sriwijaya* employed 2,452 people in 2023, including 1,411 faculty members and 1,041 administrative staffs. It's worth noting that there were more female faculty members (51%) than male faculty members (49%), which is a positive step towards gender equality in academia. However, there were fewer female administrative staffs (38%) compared to male staffs (62%). This data provides insight into the current demographics of the university and may guide future efforts towards achieving greater gender balance in all roles, as shown in Figure 2.

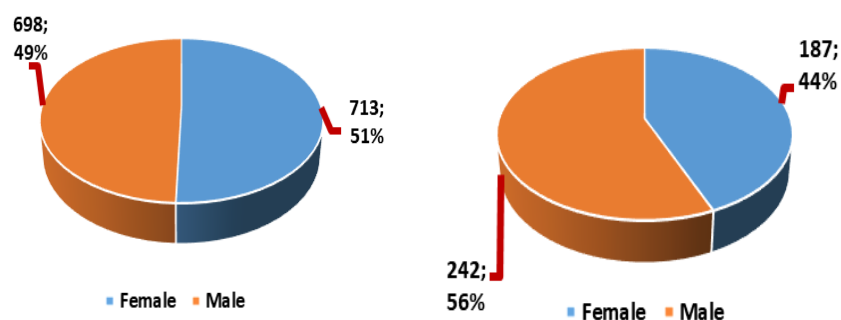


Figure 2. Statistics of employees at *Universitas Sriwijaya* by Gender in 2023.

Universitas Sriwijaya also guarantees equal rights to occupy structural positions on campus. In 2023, 429 faculty members served in structural positions such as managers, directors, deans, vice deans, and others. According to Figure 3, 44% of the managers were women, indicating that there is progress towards gender equality in leadership roles at the university. This commitment to providing equal opportunities for all individuals in structural positions contributes to a more inclusive and diverse campus community on

campus.

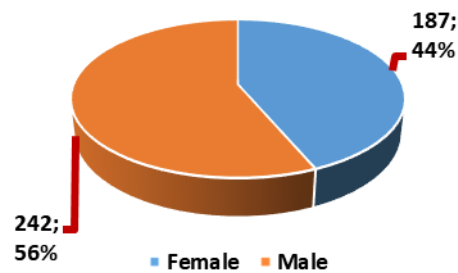


Figure 3. Statistics of managers at *Universitas Sriwijaya* by Gender in 2023.

3. Health support for all: *Universitas Sriwijaya* provides inclusive health support services for all campus communities. This includes offering comprehensive healthcare services and support for all faculty, staff, and students to ensure their well-being and promote a healthy living environment on campus. By prioritizing health support for all campus members, the campus demonstrates its commitment to fostering a safe and inclusive campus community where individuals can thrive and succeed. Currently, *Universitas Sriwijaya* manages two clinics, one located in the Indralaya Campus (<https://www.instagram.com/klinikunsri/>) and the other in the Palembang Campus (https://www.instagram.com/klinik_unsripalembang/). These clinics offer first aid services, emergency rooms, inpatient rooms, and are staffed by certified medical personnel including doctors and nurses. These clinics are accessible not only for university members but also for the public, providing essential healthcare services and support to the local community (<https://oganilir.disway.id/read/10581/rektor-dorong-klinik-unsri-layani-masyarakat-umum>).



Figure 4. Accessible clinics on campus (<https://www.youtube.com/channel/UCLiKgt-4f5i1qRw1BIWdXNw>).

4. Transparency: Information openness is indeed essential in today's interconnected world. It allows for

transparency, accountability, and trust to be established within organizations and institutions like *Universitas Sriwijaya*. By providing open access to information, the university can promote communication, collaboration, and innovation among its employees, students, and stakeholders. Embracing information openness can lead to greater understanding, engagement, and support for the university's mission and goals. In accordance with the Law Number 14/2008 on the Information Openness, the Government Regulation Number 61/2010 on the Implementation of Law Number 14/2008, and the Commission Regulation Number 1/2010 on the Public Information Service Standards, the university prioritizes transparency in decision-making, and trust accountability building among stakeholders.

The implementation of the prevailing laws and regulations above at *Universitas Sriwijaya* was marked by the issuance of the following regulations:

- a. The Decree of the Rector of *Universitas Sriwijaya* Number: 0615/UN9/KP/2017 concerning the Appointment of Information and Documentation Management Officers at *Universitas Sriwijaya*.
- b. The Regulation of the Rector of *Universitas Sriwijaya* Number 08/2017 concerning the Organizational Structure of Information and Documentation Management Officers at *Universitas Sriwijaya*.
- c. The Regulation of the Rector of *Universitas Sriwijaya* Number 02/2018 concerning the Organizational Structure of the PPID of *Universitas Sriwijaya*.
- d. The Decree of the Rector of *Universitas Sriwijaya* Number 001/UN9/SK.BPHM.IH/2018.

To strengthen the commitment to transparency, *Universitas Sriwijaya* has established a unit called the Information and Documentation Management Officer (Figure 5). This unit is responsible for managing and facilitating access to public information in accordance with the prevailing laws and regulations. By having a dedicated *PPID*, *Universitas Sriwijaya* demonstrates its commitment to upholding transparency, accountability, and open communication with its stakeholders (SBR2024).



Figure 5. Information and Documentation Management Officer(<https://ppid.unsri.ac.id/>).

To support the implementation of these laws and regulations, the *Universitas Sriwijaya* has assigned an Information and Documentation Management Officer (PPID) - <https://ppid.unsri.ac.id/>. The main mission is to create accurate, responsive and transparent public information services to achieve an excellent



In accordance with Ministerial Regulation of Ministry of Education, Culture, Research and Technology No. 30/2021

(https://jdih.kemdikbud.go.id/sjih/siperpu/dokumen/salinan/salinan_20211025_095433_Salinan_Permen%2030%20Tahun%202021%20tentang%20Kekerasan%20Seksual%20fix.pdf) and Regulation of the Secretary General No. 17 of 2022 concerning Guidelines for the Implementation of Permendikbud No. 30 of 2021 concerning Prevention and Handling of Sexual Violence in Higher Education Environments (https://jdih.kemdikbud.go.id/sjih/siperpu/dokumen/salinan/salinan_20220909_150942_Persesjen%2017%20Tahun%202022.pdf), *Universitas Sriwijaya* have established a Task Force to prevent sexual harassment on campus (<https://fp.unsri.ac.id/blog/2022/09/05/unsri-menetapkan-satuan-tugas-pencegahan-dan-penanganan-kekerasan-seksual-p PKS/>).

The functions and duties of this task force have been socialized to the entire academic community of *Universitas Sriwijaya*.



(<https://fp.unsri.ac.id/blog/2022/09/05/unsri-menetapkan-satuan-tugas-pencegahan-dan-penanganan-kekerasan-seksual-p PKS/>).