

## **Melbourne Experience Support Programs**

### **Equity and Diversity Planning (EDP) Operational Plan 2007**

All MESP programs aim to support the values of the Melbourne Experience, the Nine Principles, the Disability Action Plan and Teaching & Learning Management Plan priorities. Effective student experience initiatives are designed to suit the individual requirements of the different faculties, student cohorts and campuses. In anticipating the Melbourne Model changes for the 2008 cohort, EDP also recognises the needs of students enrolled under the current structures.

EDP aims to support and develop the University's equity priorities by:

1. monitoring the access, performance and retention data of equity group students at the University of Melbourne, in the context of Commonwealth government as well as University equity agendas, through overview of performance indicators and continual benchmarking with Go8 and U21 partners;
2. raising the awareness and understanding of student equity and diversity issues in the University community, the larger Australian and international contexts, especially with regard to the introduction of the Melbourne Model;
3. maintaining and enhancing relationships with the school sector to facilitate the provision of increasingly accessible pathways to university for students from equity backgrounds;
4. promoting and contributing to a culture of best-practice in supporting a diverse student body at the University of Melbourne by hosting events, publishing information and practice guides, and explicitly celebrating the diversity of the University community

#### **Focus Areas for 2007**

1. Continue to chart the recruitment and retention of equity background students to the University and to monitor their student experience throughout 2007
2. Contribute information on equity and diversity issues as required to the development of administrative structures and academic support provisions of the Melbourne Model
3. Maintain and progressively enhance online equity and diversity resources, in particular through the Cultural Diversity website
4. Review and report on student experience support needs for *Access Melbourne* students and other identified equity subgroups, for example mature age and postgraduate students, and to consider these matter in the light of the Melbourne Model implementation
5. Develop further liaison with under-represented schools, especially exploring the commitment of the University to equity principles, and through delivery of the *Aspirations* project (outreach to underrepresented Year 10 level students)
6. Explore opportunities for marking and celebrating the University's cultural diversity through publications, events and media release opportunities, as well as submission of a research paper in a relevant conference

## The University of Melbourne Equity & Diversity Planning unit Operational Plan 2007

### Mission statement

*The University of Melbourne is strongly committed to increasing its accessibility, and this will be a core concern as the Melbourne Model is developed. To ensure that the best students are admitted, ideally the University would be able to operate blind to financial circumstances.*

<http://growingesteem.unimelb.edu.au/strategicplan/binding.html>

Equity and Diversity Planning (EDP) is a unit within [Melbourne Experience Support Programs](#) (MESP)\*. With a commitment to the principles of equity and diversity as expressed in the [Melbourne Experience](#) statement (where the University's ideal is 'a fair community, where diversity is valued and the integrity of the individual is valued'), EDP works to increase levels of cultural awareness and understanding within the University community.

Within the context of the University's Growing Esteem strategy goal to enroll able students regardless of personal circumstances, EDP undertakes particular responsibility for the overall development of the University's Equity Plan. EDP contributes expertise, project support and resources to further the University's development of appropriate strategies for assessing merit and equity in recruitment. EDP is also responsible for the ongoing implementation of equity strategies designed to further embed equity and diversity issues into the mainstream of University culture, and to extend the University's equity perspective to the wider community.

EDP also has executive responsibility for the University's Student Equity and Diversity Committee (SEDC) and for operationalising the University's Cultural Diversity Policy (including preparation of an annual audit on equity and diversity for the University council).

\* MESP is committed to:

- Principles of equity and excellence in student access, participation and educational outcomes within the Melbourne Experience
- The design and delivery of services and programs which are informed by and responsive to the needs of the University's diverse community.

MESP also includes the [Language and Learning Skills Unit \(LLSU\)](#), [Transition & Orientation Programs](#), [International Student Services](#) and [Careers and Employment](#).

**EDP Goals and Strategies 2007**

<p><b>GOAL 1:</b>          To monitor the access, performance and retention data of equity group students at the University of Melbourne, in the context of Commonwealth government as well as University equity agendas, through overview of performance indicators and continual benchmarking with Go8 and U21 partners</p>	
<b>Strategies</b>	<b>Targets</b>
<ol style="list-style-type: none"> <li>1. Participate in a national and international benchmarking project</li> <li>2. Operationalise the University's Cultural Diversity Policy</li> <li>3. Monitor the equity and diversity of the University's student profile in the context of Access Melbourne and Growing Esteem</li> <li>4. Raise awareness within the University community of the Victorian Charter of Human Rights &amp; Responsibilities</li> </ol>	<ul style="list-style-type: none"> <li>▪ Prepare a University equity benchmarking report</li> <li>▪ Interact with benchmarking partners including GO8 and U21</li> <li>▪ Explore and implement events celebrating equity &amp; diversity</li> <li>▪ Review, reprint and distribute the Cultural Diversity policy</li> <li>▪ Liaise with faculties and central administration</li> <li>▪ Prepare the 2008-9 Interfaith Calendar</li> <li>▪ Collaborate with Disability Liaison Unit in preparation of the Disability Action Plan</li> <li>▪ Prepare paper on the influence of Access Melbourne on the University's equity profile</li> <li>▪ Investigate the implications of the Melbourne Model on the University's equity goals</li> <li>▪ Liaise with Compliance Officer regarding the Charter</li> </ul>

<b>GOAL 2:</b> To raise the awareness and understanding of student equity and diversity issues in the University community, the larger Australian and international contexts, especially with regard to the introduction of the Melbourne Model	
<b>Strategies</b>	<b>Targets</b>
<ol style="list-style-type: none"> <li>1. Provide annual feedback to departments about equity and diversity performance</li> <li>2. Continue to develop and distribute publications to enhance awareness of issues associated with equity and diversity</li> <li>3. Stimulate discussion on equity issues University-wide through events or papers</li> <li>4. Undertake outreach to the wider community to communicate the University's equity perspective and to promote equitable access to tertiary education</li> <li>5. Contribute to strategies which further the University's goals around assessing merit and equity in recruitment</li> </ol>	<ul style="list-style-type: none"> <li>• Disseminate the Equity and Diversity Report internally</li> <li>• Use the EDP website to promote awareness of and responses to equity issues within the University community</li> <li>• Prepare an equity profile document for internal and external distribution</li> <li>• Proactively seek good practice equity &amp; diversity examples from the University community and appropriately promote and celebrate these</li> <li>• Complete the Aspirations project with web, print and face to face implementation</li> <li>• Prepare discussion papers as appropriate</li> </ul>

<b>GOAL 3:</b> To maintain and enhance relationships with the school sector to facilitate the provision of increasingly accessible pathways to university for students from equity backgrounds	
<b>Strategies</b>	<b>Targets</b>
<ol style="list-style-type: none"> <li>1. To implement the Aspirations project for underrepresented Year 10 students throughout 2007</li> <li>2. To review and reprint the Understanding Uni booklet for parents of under-represented students</li> <li>3. To develop a network of contacts at underrepresented schools</li> <li>4. To explore further possibilities of outreach to under-represented groups through Marketing &amp; Recruitment Onshore</li> </ol>	<ul style="list-style-type: none"> <li>▪ Develop a strategy for distribution of the aspirations resources</li> <li>▪ Launch the aspirations website</li> <li>▪ Launch the second edition of “understanding uni”</li> <li>▪ Explore the creation of a steering committee or other structure to facilitate dialogue with target stakeholders</li> <li>▪ Liaise with M-Ron and StudySmart to develop contacts in underrepresented schools</li> </ul>

<b>GOAL 4:</b> To promote and contribute to a culture of best-practice in supporting a diverse student body at the University by hosting events, publishing information and practice guides, and explicitly celebrating the diversity of the University community	
<b>Strategies</b>	<b>Targets</b>
<ol style="list-style-type: none"> <li>1. Provide executive responsibility for the University's Student Equity and Diversity Committee (SEDC)</li> <li>2. Liaise with stakeholder groups on campus to extend awareness of equity and diversity issues</li> </ol>	<ul style="list-style-type: none"> <li>▪ Provide timely and thorough executive service to the SEDC</li> <li>▪ Bring relevant matters before the SEDC, alerting Committee members to developing issues</li> <li>▪ Work with the Chair of the SEDC in the preparation of the University's annual Access &amp; Equity Audit (internal) and the</li> </ul>

<p>3. Collect field of study data on equity and diversity</p> <p>4. Disaggregate data to increase understanding of the needs of equity students</p>	<p>Equity Update (in response to Commonwealth annual guidelines/priorities) Prepare a University equity benchmarking report</p> <ul style="list-style-type: none"><li>▪ Interact with benchmarking partners including GO8 and U21</li><li>▪ Explore and implement events celebrating equity &amp; diversity</li><li>▪ Review, reprint and distribute the Cultural Diversity policy</li><li>▪ Liaise with faculties and central administration regarding equity issues</li></ul>
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