

The University of Melbourne's Equity Access and Participation Plan for 2020 continues and extends current access and participation activities. The Plan encompasses a suite of strategies and initiatives that can be categorised under five themes: Outreach, Access, Support, Research and Engagement. Throughout all categories, and particularly through Outreach and Engagement, the University collaborates with: secondary and primary schools and other universities, offering a variety of on and off-campus programs; TAFEs to offer alternative pathway entries to the University; and community to foster partnerships in support of educationally disadvantaged students. The University's priority equity groups are: Indigenous students, low SES students, regional and remote students, and students with disability. Students with non-English speaking background and women in non-traditional areas of study are also supported through the wide range of services and activities at the University. In response to the recent bushfires and the ongoing Covid-19 pandemic, the University is also focusing on becoming more flexible and adaptable to changing circumstances.

Goals	Initiatives	Outcomes	Evaluation
<b>OUTREACH: Building awareness and aspiration for higher education</b>			
Sustained outreach to target regions with the aim of building student aspiration, increasing teacher and parental support of student aspiration, increasing Year 10 -12 retention rates, and providing pre-university experience programs.	Melbourne Connect – Low SES School Undergraduate Outreach Programs	Raised awareness of and aspiration to higher education in pre-tertiary students.	Program participation numbers.
	SEAMS – Strengthening Engagement and Achievement in Maths and Science, Year 8 and 9 for underrepresented students	Increased applications from students in equity groups.	Participant feedback.
	RISE - Residential Indigenous Science Experience		
	Careers Practitioners and Teacher Outreach	Increased confidence and career aspirations.	University application rates for equity cohorts.
	Year 9 and 10 Discipline Days		
	Discipline specific and general outreach activities: <i>on- and off-site camps; school visits; campus-based activities; hands-on future career workshops and experiential learning; short vocational courses</i>		
	Indigenous Leadership, Excellence and Achievement Program		Special Entry Access Scheme (including <i>Access Melbourne</i> ) application statistics.
<b>ACCESS: Recruitment, pathways and selection mechanisms</b>			
Provision and promotion of pathway programs, guaranteed entry, alternate selection criteria tools, scholarships, and integrated policy frameworks on equity-related issues.	<i>Access Melbourne and Graduate Access Melbourne</i> - alternative selection program for disadvantaged students	Greater than 20% of undergraduate students accessing the university through alternative selection criteria and pathways.	Access Melbourne enrolment numbers and offer statistics. Course enrolment numbers.
	SEAMS – Strengthening Engagement and Achievement in Maths and Science, VCE low SES and Indigenous Program	Increased participation of equity group students, especially low SES and Indigenous students in STEM courses.	Equity scholarships granted.
	DiGS – Diploma in General Studies		
	Indigenous degree programs- <i>Bachelor of Arts Extended, Bachelor of Science Extended</i>	Increased equity group access rates and participation ratios.	Guaranteed accommodation offered from 2016.
	Student Accommodation Project – meeting growing demand for high quality, affordable student housing		
	Equity Scholarships		
	Student Equity and Diversity Project	Mechanisms and measurement framework for targeted equity access to graduate programs. Available accommodation for offer to equity group students based on need.	Internal analysis of access and participation numbers; government higher education statistics data.
<b>SUPPORT: Equality of Participation and Outcomes</b>			
Provision and promotion of programs and support which ameliorate the challenges faced by students in groups of disadvantage - transition, retention, progress and success programs, scholarships, financial aid, employment, housing.	<i>ITAS Excellence Program</i>	Maximised success and retention ratios for equity groups.	Internal analysis of retention and success ratios; government higher education statistics data.
	Academic Skills Programs	Maximised completion rates for equity groups.	
	<i>Student Connect</i> – transition and university experience advising program		Maximised rates of graduate employment or postgraduate study.
	<i>First Year at Melbourne</i> – transitions and making connections		
	<i>Students @ Work</i> – student employment program prioritising disadvantaged students		
	University of Melbourne Student Union's <i>Destination Melbourne</i> Transition Program	Program participation numbers.	
	<i>Student Precinct</i> – co-created accessible space where students can connect, study, innovate and unwind.		
	Academic English subjects		
	Indigenous Leadership, Excellence and Achievement Program		
	Equity Scholarships and exchange programs		
WiL and Career development support		Graduate Destination Survey.	

	National Indigenous Business Summer School		
	Employment Fundamentals – developing employment literacies		
	Expansion of childcare program		
	Mentoring programs – peer, alumni, professional and academic		
<b>RESEARCH: Focused research on national equity priorities and issues</b>			
Conducting and supporting focused and strategic research into equity in higher education to deepen understanding and inform practice with data-driven decision making.	<i>Centre for Study of Higher Education</i>	High quality equity in higher education research.	Reports and research contributions produced.
	<i>Melbourne Social Equity Institute</i>	Contribute to national policy formulation and evaluation.	
	<i>Scope Victoria</i>		
	<i>Refugee Studies Program</i>		
	<i>Melbourne Disability Institute</i>		
<b>ENGAGEMENT: Building socially inclusive communities and partnerships</b>			
Cultivating a university community engaged in a range of programs and activities that promote positive social change.	<i>Leaders in Communities Award</i> – student leadership and volunteering award	Integrated and enriched University environment, attuned to social inclusion, equity and reducing disadvantage.	Participant feedback Number of participants/ partnerships. Partnership outcomes met.
	Academic Subjects with a community service focus		
	Community Partnerships and Networks- including <i>Carlton Community, The Smith Family, Goulburn Valley Partnerships</i>		
	<i>Diversity Week</i> – celebrating diversity through a range of socially inclusive activities		
	Student and faculty organisations supporting women in non-traditional areas – <i>Women in: Physics / Science / Engineering &amp; IT; Business &amp; Economics; Robogals</i>		
	<i>Award for Excellence in Social Inclusion</i> - recognising outstanding contribution towards achieving the University's equity, diversity and social inclusion goals		
	Student Life Projects - signature initiatives of the University designed to engage and support undergraduate students enabling social inclusion and community building amongst peers, activities include the <i>Academic Advising and Peer Mentoring Program</i> and the <i>Melbourne Commencement Ceremonies</i> .		
	New Student Precinct Project – a co-creation project with students, ensuring equity group consultation at all stages of development, to develop an equitable and accessible new student precinct – with best practice guides for future development.		
	Student Union engagement activities – supporting social inclusion through engagement activities such as the <i>Disabilities &amp; Mental Wellness Collective, International Student Ambassador Program</i> and <i>Wellbeing and Diversity Workshops</i> .		
Respect Engagement Activities including - Respect Week – collaborative celebration with a new theme each year, focusing on different aspects of why Respect is important. Take Action Bystander Intervention – an email series sent to both students and staff to promote awareness of active bystander intervention against sexism and sexual harassment on campus.			

**ENABLERS**

<p>Equity Strategy (planned for 2020 - 2021)</p> <p>Diversity &amp; Inclusion Steering Committee</p> <p>Respect Taskforce</p> <p>Social Inclusion Barometer – equity performance assessment publication</p> <p>Indigenous Internationalisation Program</p> <p>Indigenous Outcomes Performance Report (IOPR)</p> <p>Indigenous Strategy Highlights 2017 – 2019</p> <p>Group of Eight Equity Working Group</p>	<p>Integrated policy and planning frameworks on diversity related issues:</p> <ul style="list-style-type: none"> <li>• Indigenous Student Plan;</li> <li>• Disability Action Plan;</li> <li>• Mental Health Promotion and Support Strategy;</li> <li>• Indigenous Programs and Reconciliation Action Plan (IRAP);</li> <li>• Engagement Strategy</li> </ul>
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