



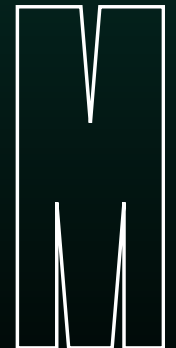
MONASH
University

MONASH
INFORMATION
TECHNOLOGY

Equity, Diversity and Inclusion (EDI) Committee highlights

Championing a more fair, equal and inclusive world

2023
ANNUAL REPORT





DEAN'S ENDORSEMENT

Investing in equity, diversity and inclusion is a sustainable way to fix the STEM pipeline and nurture the skills and perspectives essential to addressing global challenges.

Always future-focused, we proactively tackle unconscious bias and create pathways that ease entry into STEM studies and careers for underrepresented and marginalised identities. We want our field to reflect a rich tapestry of experiences and ideas – a transformation that begins with our community.

Having built a solid foundation over the past few years, I look forward to our strengthened advocacy of our shared humanity. We will continue creating safe, inclusive and empowering environments where everyone feels valued and respected, because tomorrow's success starts with today.

Professor Ann Nicholson

Dean, Faculty of Information Technology

WELCOME FROM OUR ASSOCIATE DEAN (EQUITY, DIVERSITY AND INCLUSION)

At the end of 2023, Professor Yolande Strengers stepped down as the Faculty of Information Technology's inaugural Associate Dean (Equity, Diversity and Inclusion) and chair of the Committee. I am honoured to have been appointed to these roles, building on the important initiatives established under her leadership.

Equity, diversity and inclusion (EDI) is a national imperative, underscored by the Australian Government's [Pathway to Diversity in STEM Review](#). Our commitment in this space aligns strongly, if not seamlessly, with this priority – exemplified in part by our projects featured as case studies in the report.

My goal is to continue building and evolving the EDI portfolio with a special focus on intersectionality spanning gender, cultural and linguistic diversity, disability, neuro-diversity and more, ensuring these are embedded across all our endeavours with a positive ripple effect across the broader University.

A key initiative commencing in 2024 will be strengthening our 'Workplace culture: From good to great, for all' in response to concerns raised in the EDI 2023 Feedback Survey and aligned with Vice-Chancellor Professor Sharon Pickering's vision of Monash being 'a joyful place to study and work for years to come'.

Making a meaningful impact that empowers lives cannot be done by one portfolio alone. We need all members of our community to champion EDI in everyday experiences. That's why I'm excited for the outcomes that will emerge from our partnerships with academics, staff, students and industry across the different facets of our Faculty – from education and research to Indigenous engagement and sustainability.

I would like to thank Professor Strengers for her outstanding leadership over the past several years, setting a strategic agenda that is recognised across Monash as an exemplar of best practice. Reflected by initiatives such as the Carers Travel Support Scheme and the Superbots Industry Immersion Program, she leaves a legacy of impact proudly carried on by the Committee, portfolio and broader Faculty.

We also farewell Professor John Grundy (Deputy Chair), Professor Maria Garcia de la Banda (Athena SWAN Steering Committee Representative), Phillip Abramson (Professional Staff Representative), Swamy Ananthanarayan (Academic Representative), Ruth Nagassa (Postgraduate Representative), El Leeman (Undergraduate Representative) and Elspeth Ellis (Senior HR Business Partner), whose insights, perspectives and guidance have been integral to our progress.

A warm welcome to Associate Professor Matt Butler, Dr Sadia Nawaz, Josh Olsen, Dermott McGrath, Rhea D'Silva, Sharen Yadav and Renay Wallis, who will take over some of these important roles.

I hope you enjoy reading more about our activities in 2023 – with a snapshot of our focuses for the future.



Associate Professor Rashina Hoda
Associate Dean (Equity, Diversity and Inclusion)

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STAFF AND GRADUATE RESEARCH INITIATIVES

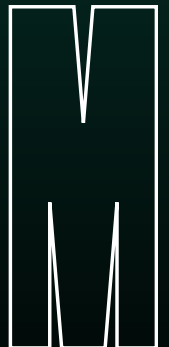
In 2023 we focused on launching programs to address challenges around balancing work with caregiving responsibilities, and fostering empowering connections.

We also celebrated teams and individuals across the faculty who are using their specialist expertise to advance equity, diversity and inclusion in their own way.

STRATEGIC PLAN GOALS

Develop enabling initiatives to support accessible, inclusive education while attracting, recruiting and retaining students from marginalised identities and empowering underrepresented learners at different levels.

Provide targeted training and programs for staff from underrepresented and marginalised identities to progress their careers and apply Achievement Relative to Opportunity in professional development, promotions, funding support and other areas where necessary and appropriate.





2023

DEAN'S AWARDS FOR EQUITY, DIVERSITY AND INCLUSION

Our Dean's Awards for Equity, Diversity and Inclusion recognise staff, academics and graduate research students who have made significant contributions to ensure a more accessible, fair world. In 2023, we [celebrated several group and individual winners](#) across multiple categories.



Marketing and Communications team

Angkit Thapa Magar, Caitlin Reid, Dermott McGrath, Emmelyn Vincent, Heather Beveridge, Keshan Withanage, Teju Hari Krishna and Victoria Zhu

For increasing the visibility of diverse student groups, focusing on reaching underrepresented groups such as low socio-economic status (SES), women and Indigenous students.

Through innovative programs and strategic initiatives including targeted advertising, content creation, scholarships and partnerships with entities like the Regional Education Student Network, the team achieved an SES diversity representation of 13.2% – surpassing the Monash benchmark.



Leona Holloway

Inclusive Technologies, Department of Human-Centred Computing
Vice-Chancellor's Excellence Award for Equity, Diversity and Inclusion finalist

For driving direct change within the blind and low vision (BLV) community, contributing to official standards for accessible formats, public outreach activities, accessible materials and models, and awareness of braille and tactile media as essential for people who are blind and deafblind.

In 2017, only one school for the blind in Australia offered 3D printing as a limited in-house service. Through Leona's leadership within an Australian Research Council Linkage Project partnering with blindness organisations and the Victorian Department of Education, there are now six additional providers throughout Australia and New Zealand – and all seven have formalised processes for production and requests.

2023

DEAN'S AWARDS FOR EQUITY, DIVERSITY AND INCLUSION



Professor Dragan Gasevic, Dr Guanliang Chen and Dr LeLe Sha

Centre for Learning Analytics at Monash (CoLAM), Department of Human-Centred Computing

For improving fairness and inclusivity in education through educational technologies. Dr Gasevic, Dr Chen and Dr Sha have enhanced algorithmic fairness in machine learning techniques commonly used in teaching and learning analytics, advancing the research and practical understanding of predictive fairness.

Notably, their project with Catholic Schools Parramatta Diocese demonstrates the practical application of their research in which they predict the likelihood of student failure in a unit – enabling proactive support from teachers.



2023

DEAN'S AWARDS FOR EQUITY, DIVERSITY AND INCLUSION



Professor John Grundy

Human-Centric Software Engineering (HumaniSE) Lab, Department of Software Systems and Cybersecurity

For his two-pronged approach to drive human-centred research that is purposeful, fair and collaborative. Leading by example, Professor Grundy has set a precedent by spearheading high-quality and award-winning research, developing and designing software that supports diverse end users with a focus on vulnerable communities.

Professor Grundy embodies an empathetic and systematic leadership approach to foster an inclusive work environment. As a result, all members feel empowered to be bold and innovative when developing software with improved accessibility and usability.



I have a daughter who is one-and-a-half-years-old and this was my first academic trip with her. The Scheme enabled me to take both her and my husband, which really helped me attend the training workshops with peace of mind. We all enjoyed it and we wouldn't have made it without the Faculty's support. So, thanks again for piloting this grant."

DR ANURADHA MADUGALLA

CARERS TRAVEL SUPPORT SCHEME PILOT

In 2023 we piloted the Carers Travel Support Scheme which aims to partially mitigate the impact of carer responsibilities on staff and HDR students' ability to travel for conferences, events, fieldwork and other activities.

A total of 14 staff and students across all employment levels were awarded up to \$5,000 to support their responsibilities relating to work- or study-related travel, most commonly covering flights and accommodation for accompanying dependents. This included 10 individuals from overseas without family in Australia to provide extra carer support while they were travelling for work. Due to the pilot's success, the scheme will be running again in 2024.

WOMEN LEADING TECH AWARDS

We were delighted to have three women from our Faculty shortlisted for the 2023 Women Leading Tech Awards – Professor Aldeida Aleti and Dr Pari Delir Haghighi for the Education/Research category, and Dr Kirsten Ellis for the Social Impact category.

Among many worthy contenders, [Dr Ellis won the award](#) for her transformative work making STEM activities more accessible. This included her Tape Blocks which get people with disability hands-on in creating electrical circuits, as well as her Makervans initiative in partnership with disability support organisation Wallara Australia.

Dr Ellis' award also recognised her widespread advocacy of inclusive technologies via the media as well as YouTube tutorials showing people around the world how to make activities more accessible.

Launched in 2019, the Women in Tech Awards support gender parity and representation by celebrating women in the IT field across 30 categories including People & Culture, Sales, Product and Sustainability Crusader.

The Social Impact category recognises women who have used their position and skills to make a difference in the advancement of society or a meaningful contribution to help their fellow humans.

EQUITY, DIVERSITY AND INCLUSION TRAINING FOR INCOMING TEACHING STAFF

Created by former Committee member Phillip Abramson and the broader Educational Design, Innovation and Quality team in the Faculty, our Equity, Diversity and Inclusion learning module was introduced to be the second phase of live training delivered by Respectful Communities, which itself was introduced in response to concerns around cultural issues within teaching teams, classrooms and other contexts.

The training is a self-contained module to build empathy and understanding among incoming teaching staff for diverse backgrounds. Participants are introduced to the different dimensions of diversity which affect how people experience the world, and are encouraged to adopt an intersectional lens to the role of power and marginalisation within society.

The module covers topics such as neurodiversity, gender roles and expectations, dis/ability, unconscious bias and practices and behaviours which can reinforce or break down exclusion and discrimination for marginalised peoples. It incorporates scenarios which represent ways marginalised people can experience the world, allowing participants to build an empathetic understanding and develop new views on what they should implement to break down barriers.

With a focus on teaching and classroom behaviours, the training is intended to create supportive and welcoming learning cultures for students while indirectly fostering a similar workplace culture.

There have been 80 completions with 25 people leaving explicit feedback. 80 to 95% of participants agreed that they felt the module developed their understanding on the topics covered.



After commencing my PhD at Monash last year, I was excited to learn that the GEM HDR group existed as it demonstrates the faculty's awareness of marginalisation experienced by women and gender diverse individuals in academia and IT in particular. A faculty-wide network that engages students in conversations about gender equity while creating opportunities for advocacy and increased representation is an opportunity of particular importance to generate cross-department connections and foster a culture of support for all.

MYA BALLIN

WOMEN'S GRADUATE RESEARCH NETWORK COORDINATOR

In 2023 we appointed Jigyra Khabar as the Women's Graduate Research Network Coordinator. The purpose of the position is to create a supportive and inclusive community for non-binary researchers and women in the Faculty.

The group, formed by Jigyra in this role, hosted regular monthly meetups throughout 2023 to foster networking, knowledge sharing and empowerment among its members. Meetups facilitated professional growth workshops through upskilling, learning opportunities and resource sharing, and additional activities such as skill-sharing sessions, roundtable discussions and guest speaker events and networking.

This role provides leadership experience to students who are passionate about inclusivity in IT, with support from the Faculty to pioneer programs that contribute to gender equity goals for the doctoral cohort across all departments.

INCLUDING MULTICULTURAL PERSPECTIVES IN TEACHING AND RESEARCH

To roll out across 2024, we created a program that aims to embed cultural diversity into our research programs and diversity more broadly into our teaching materials, while assisting staff to consider a range of community engagement strategies for priority groups.

The initiative is based on existing discrete programs of work engaging culturally and linguistically diverse communities. It also builds on the work of the Equitable Learning and Disability Liaison.

A partnership between the Faculty of Information Technology, Faculty of Art Design and Architecture (MADA) and the Turner Institute, the program will also extend to school outreach and Open Day activities.

WOMEN'S RESEARCH ACCELERATOR PROGRAM (WRAP)

WRAP is a two-year program open to fixed-term and continuing women academics. It aims to support women in advancing their research career aspirations, increase their participation in funding applications and boost the number of women candidates for external awards.

Activities in its first year spanned an official welcome event, faculty mentorships, GrantEd coaching services, an Atlassian workshop on imposter syndrome, professional development funds and a writing retreat.

87% of participants relayed they were somewhat confident or more confident in applying for funding, awards or promotions after the program. Some even went on to secure a T&R position, external funding and seed funds.



The program supported me in a number of ways. The workshops and mentoring were extremely helpful, they helped me to understand how I need to prepare grant applications as well as improve my profile to best fit my goals.

DR TANJILA KANIJ, HUMANISE LAB

MONASH ASSISTIVE TECHNOLOGIES AND SOCIETY (MATS) CENTRE

Established in 2023 and home to more than 100 specialist researchers, the [MATS Centre](#) supports people with disabilities to live self-directed lives through technology. It partners widely with organisations, groups and individuals in the community to ensure solutions are co-designed, end-user focused and truly fit for purpose.

Centre activities are founded on three pillars:

- **Community Impact** seeks to co-design solutions with the disability community to ensure our activities address real-world needs. We aim to create impact through advocacy and the development of policy and new assistive technologies.
- **Excellent Research** is about adopting a holistic lens encompassing the creation of new assistive technologies all the way to understanding and addressing barriers to their uptake.
- **Rich, Inclusive Education** is multifaceted and sees us collaborate with Monash Disability Support Services to provide students with assistive technologies while engaging in outreach to encourage more people with disabilities to study STEM. We also ensure all Monash graduates appreciate the need for inclusive design and our affiliation with the Monash Assistive Tech (MATT) student team allows learners to get hands-on in key projects supporting the community.

Current projects with community partners include Inclusive STEAM, advancing Sign Language, helping families better understand and use allied health services, and exploring 3D printing to support education, orientation and mobility.



AUSTRALIAN ACADEMY OF TECHNOLOGICAL SCIENCES & ENGINEERING (ATSE) FELLOWSHIP

In 2023, Professor Joanna Batstone, Director of the Monash Data Futures Institute, was selected as an ATSE Fellow – an honour based on excellence, accomplishment and alignment with the Academy's mission to help Australians understand and use applied science, technology and engineering to solve the complex problems facing our nation in a fast-changing world.

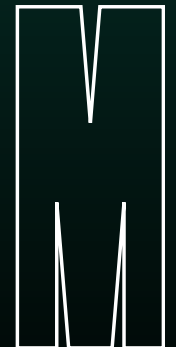
With more than 20 years' experience in top executive roles in the USA, Europe and Australia, and helping universities, companies and government use technology to meet their goals, Professor Batstone is building a global reputation for Monash University's work in AI, along with a digital ecosystem to foster collaborative research with industry engagement.

STUDENT INITIATIVES

Our activities focus on current Monash students and graduate researchers, as well as those who are yet to start further study. This allows us to help address stereotypes and imposter syndrome earlier – paving the way for empathy, positive social interactions and identities free from limiting expectations.

STRATEGIC PLAN GOALS

Develop enabling initiatives to support accessible, inclusive education while attracting, recruiting and retaining students from marginalised identities and empowering underrepresented learners at different levels.





What was most helpful about the mentoring?

1-on-1 tutoring where I could ask whatever questions I had and get a personal response, and having someone who understood what issues I had and helped accordingly.

DISABILITY SUPPORT SERVICES (DSS) MENTORING

This mentoring program pairs DSS-registered students with experienced teaching associates (TAs) who provide them with one-on-one weekly support sessions in specific IT units.

Running Semester 1 and Semester 2 in 2023, we had nine TAs and 18 students participate – with many expressing their gratitude at being able to take part and that the initiative helped them with their studies. We were delighted to hear that many would participate again given the opportunity.

The program was coordinated by our Equitable Learning and Disability Liaison, Dr Rebecca Robinson, and all mentors completed training in Mental Health Basics and Inclusive Education Practices in preparation for their roles.

The Liaison role exists to bridge the gap between students, DSS and academics. In this position, Dr Robinson further supports students by connecting their counsellors with the Chief Examiners of their units to adjust assessments in line with their needs.

MONASH ASSISTIVE TECH TEAM (MATT)

[MATT is a multidisciplinary student team](#) established in 2023 which aims to create innovative technologies that enhance the lives of underserved communities.

The largest in our faculty, the team recruits students from across Monash to work on interesting projects such as making indoor spaces easier to navigate for blind or low vision people, supporting neuro-divergent school children in morning routines and enhancing the accessibility of gaming consoles for people with physical disability.

Student teams operate like mini-organisations, undertaking projects, marketing their outcomes, securing sponsorships and other resources, to carry out their important missions. For participants, they offer valuable experience across business and IT while fostering a job-ready skillset.

UniTy

Launched in 2023, [UniTy](#) is an initiative that aims to foster a supportive student network by building a community of women and non-binary students who support and learn from each other.

UniTy hosted several activities to help students with their social networks and professional development.

This involved events that brought women and non-binary students together such as film nights, trivia nights, an online game night, study club and the end of the semester petting zoo with doughnuts.

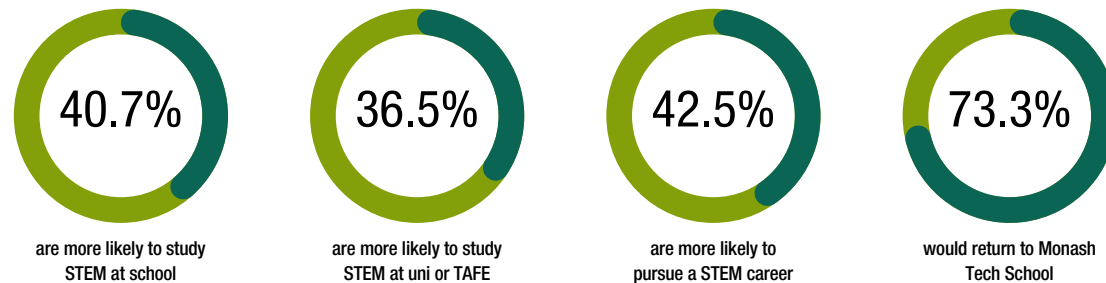
UniTy also hosted 'Nailing Your Interview', 'Negotiating Skills' and 'LinkedIn' workshops to help students better advocate for themselves and develop critical communication skills.



MONASH TECH SCHOOL'S SUPERBOTS INDUSTRY IMMERSION PROGRAM

The [Superbots Industry Immersion program](#) ran three times in 2023 as an expanded two-day project featuring a new visualisation element designed and developed by Monash Tech School (MTS).

Inspired by Professor Yolande Strengers' research on voice assistants and co-designed by her and MTS, the program aims to be meaningful, personal and engaging – giving high school girls more accessible role models and inspiring them to pursue a future in IT. The survey of participants from last year revealed:



The program was co-facilitated by a team of passionate students from the faculty who guided attendees through a series of activities including interviewing commercially available voice assistants, and designing, programming and testing their voicebot. An ongoing feature of the initiative is mentorship from conversational design professionals from the Women in Voice ANZ chapter who provide encouragement and feedback on voicebot designs, and introduce them to career pathways in voice technology.



This program was a great opportunity for me to think outside the box and look at current stereotypes.



I loved being able to participate in an opportunity like this, I had so much fun and learned so much new stuff. I enjoyed collaborating with others and having something I've designed to show off!





It was nice to see the STEM field from the eyes of someone who I could relate to as a person. Dr Rashina is a Muslim from an Indian background, and I'm Muslim and Pakistani, so it was great to know that someone who looked like me and held the same beliefs as I did was not only welcome in the field – but could also achieve great things.

WOMEN IN TECHNOLOGY (WIT) MENTORING PROGRAM

Now in its fifth year, the [WIT mentoring program](#) aims to foster connections and provide development opportunities that help women to thrive in their IT studies and careers.

In 2023 there were 114 participants. We hosted our largest program event launch, with a major highlight being the community and connections forged. We are also pleased to have seen an increase in alumni joining as mentors – growing from 17% in 2022 to 38% in 2023.

Driven by our mission 'IT for Social Good', it's our responsibility to champion gender equity and give everyone an equal chance of success. Paired with accomplished industry professionals, the program helps students expand their networks, gain critical insights into the field, grow professionally and get a headstart on their careers. It's also a great chance for professionals to empower the next generation of IT experts.

CONTINUED OUTREACH TO MUSLIM GIRLS AND WOMEN IN STEM

Throughout 2023, Associate Professor Rashina Hoda engaged in extensive outreach to not only raise awareness but encourage more Muslim girls to pursue a future in STEM.

Starting in terms two and three of 2022, she has visited Islamic schools in North Coburg, Caroline Springs, Keysborough and Epping, speaking to more than 450 girls from Years 7 to 12 about her passions and journey in STEM. Reception was positive among the 'curious, bright, enterprising and eager young girls'.

In 2023, Associate Professor Hoda summarised her work in an insightful [Monash Lens article](#) and spoke more about the topic in a [National Youth Science Forum webinar](#). Building on the engagement of this community is also a priority in 2024 and onwards.

MONASH EMAKER STEAM INITIATIVE WITH WALLARA AUSTRALIA

Throughout 2023, Dr Kirsten Ellis partnered with Wallara Australia to develop an [inclusive, multi-faceted STEAM initiative](#). The goal? To allow people with physical and cognitive disabilities to participate in science and technology, and gain skills our modern world demands.

This included engaging members of the community in [making fashion with electronics](#), and developing Maker Vans that can bring STEAM activities to local areas – navigating challenges around transport and mobility.

So impactful, Dr Ellis, Wallara and the vans have been featured in the [Government's Pathway to Diversity in STEM Review report](#) as a case study to illustrate a significant way to enhance accessibility.

CULTURE

We prioritised building empathy, growing understanding and empowering members of our community to use their voice to foster a more inclusive, respectful culture within our faculty, Monash and beyond.

STRATEGIC PLAN GOALS

Grow a respectful culture for equity, diversity and inclusion across the Faculty and in the fields of IT and computer science more broadly.

Empower leaders, staff and students to become visible advocates and allies while increasing their capacity to deliver best-practice outcomes in this space.



2023

EDI EVENT HIGHLIGHTS



25 years in the future, what will happen then depends on what happens now. There are a lot of parts in Ada Lovelace's life which made her successful, including her family support, access to good opportunities and her mentor and role model, Mary Somerville. Most importantly however, she received recognition and respect. If we have these ingredients, the hope is that in 25 years we don't even have to talk about this – we will have true equity.

PROFESSOR MARIA GARCIA DE LA BANDA

INTERNATIONAL WOMEN'S DAY (IWD) (8 MARCH)

Upholding the theme 'Cracking the code: Innovation for a gender equal future', we held a panel discussion featuring our Dean Professor Ann Nicholson, Professor Yolande Strengers, Dr Kirsten Ellis and PhD student Kalani Paranagama.

Having each overcome hurdles commonly faced by women in IT, they delved into what drove their successes in a male-dominated field, intersectionality and the unique issues faced by women of multiple marginalised identities – and how gender equity can be achieved with technology as an enabler.

PRIDE WEEK AND IDAHOBIT DAY (15 – 19 MAY)

For Pride Week, we focused on supporting and promoting the events happening at a broader Monash level such as Queer Movie Night, the Pride Wall, Pronoun Pro Training, panel discussions, lunches, morning teas and more. We also took part in Pride Trivia as a fun way to learn and celebrate the LGBTIQ+ community via questions about identities, history and culture.

Within this week we also honoured IDAHOBIT Day with a free coffee cart and faculty-wide Pride-colour dress-up theme – complete with rainbow ribbons and merchandise from Monash Inclusive Communities.

SORRY DAY (26 MAY) AND NATIONAL RECONCILIATION WEEK (27 MAY – 3 JUNE)

To commemorate Sorry Day and National Reconciliation Week, the Faculty organised a number of activities including a networking lunch and a screening of 'In My Blood It Runs' in the Monash cinema.

In addition to curating a selection of books available through a special library, our Associate Dean (Indigenous) Professor Chris Lawrence shared informative resources to learn more about Indigenous histories, cultures, accomplishments – and how we can all do our part to achieve reconciliation in Australia. This was complemented by a short, engaging trivia competition.

R U OK? DAY (14 SEPTEMBER)

For 2023 R U OK? Day, our staff members Phillip Abramson and Ling Wu facilitated a session called 'What happens if you ask "RUOK?" and the answer is no?'.

This was a live demonstration where participants could listen in on a supportive conversation between two colleagues and observe the responses, commenting on effective practices followed by a collective debrief.

Aligned with the year's theme of 'I'm here to hear', the initiative encouraged participants to share their observations and turn these into actionable steps for themselves.

ADA LOVELACE DAY (10 OCTOBER)

Supported by the Pearcey Foundation, we hosted 'Australian women in IT yesterday, today and tomorrow' to celebrate Ada Lovelace Day – recognising the role of Australian women in early digital computing and opportunities in the future.

The event was opened by Professor Ann Nicholson, the first woman Dean of our faculty, followed by a summary of women in computing history by Dr Judy Sheard and Barbara Ainsworth. Following were inspirational speeches, a thought-provoking panel discussion and networking. The initiative also ventured into the life of Ada Lovelace and how women can carry on her legacy of impact.

Attendees had the rare opportunity to hear from Ada's Tribe founder Catherine Lopes, Chief Digital Officer CSIRO Rebecca Ostergaard, Professor Maria Garcia De La Banda and Superbots Industry Immersion program facilitator and IT PhD candidate Ruchi Sembey.

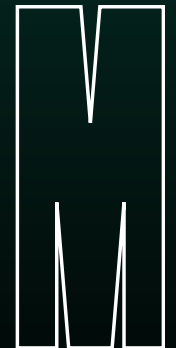
Ada Lovelace Day honours all the innovative women in STEM, commemorating their ingenuity that has changed the course of history.

ACCESSIBILITY AND WELLBEING

In 2023 we continued our ongoing commitment to accessibility and inclusivity across our faculty's facilities and processes – ensuring everyone has an equal chance of success.

STRATEGIC PLAN GOALS

Regularly review and update accessibility features in our buildings and operations while providing in-house support for parents, carers and people with disability and ongoing mental health issues.



ACCESSIBILITY REVIEW

First conducted in 2022, our accessibility review involves Equity, Diversity and Committee members, specialist accessibility researchers and a consultant from the Operations portfolio. The review aims to address concerns about the maintenance of accessibility features within the Faculty's facilities and buildings.

The 2023 review covered six crucial categories of inspection: Building surroundings, braille signage, visibility, wheelchair access, noise issues and parenting rooms. The Operations team is working with the University's Buildings and Property Division to resolve issues and establish systematic approaches for ongoing quality control.

EMBEDDED COUNSELLOR

In 2023, our Embedded Counsellor Dr Haylee Danaher continued to provide free consultation services to staff seeking confidential guidance on the management of student and/or staff mental health and wellbeing concerns.

She offered and ran mental health programs such as Understanding Mental Health to Teaching Associates and also facilitated an interactive Lunch and Learn on self-care as part of our R U OK Day event.

Additional programs that the Embedded Counsellor provides include Mental Health First Aid, safeTALK and Getting Your 'Mojo' Back for HDR students.

DEDICATED EXPRESSING ROOM

We were pleased to establish and open the Faculty's dedicated expressing room in 25 Exhibition Walk (Building 63) to address a critical gap in facilities for staff and students – and improve walking distances between other available rooms and buildings. This room joins a number of publicly-available, centrally-managed parenting rooms around our campuses to support returning parents, including the Woodside parenting room (Building 90, 20 Exhibition Walk).



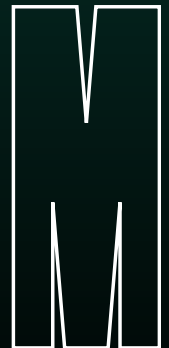
RESEARCH AND INSIGHTS

Last year we conducted the first survey to gather feedback on programs introduced by the faculty over the past four years – and to give us a more holistic picture of equity, diversity and inclusion perceived by different people.

STRATEGIC PLAN GOALS

Deliver targeted and timely research insights and data analytics that advance our understanding of equity, diversity and inclusion (EDI), inform our initiatives and strategy, and track our progress.

THE WOODSIDE
BUILDING FOR
TECHNOLOGY
AND DESIGN



TRACKING AND EXPANDING OUR FACULTY KPIS

In 2023 we advanced four existing KPIs for the Equity, Diversity and Inclusion portfolio, achieving an improvement on nearly all indicators. We also introduced two new KPIs to progress LGBTIQ+ awareness and inclusion, and track progress of women's academic promotion applications relative to men (non-binary gender data is not available).

While overall improvements are being made, there are still significant differences within each KPI. For instance, there are proportionally less academic women at more senior levels, as well as a larger gap between men and women on rates of promotion applications at more junior levels.

In addition to these indicators, we are also monitoring progress across a number of other portfolios such as increasing the proportion of HDR women candidates (Research portfolio), which continues to be a focus for us along with growing our cohort of Indigenous graduate researchers.

Within the Indigenous portfolio, we tracked:

- recruitment of Indigenous staff and students – down slightly in 2023 compared to 2022
- completion of cultural safety training by staff – up to 48% completion compared to 41% in 2022 but still short of our 100% target
- number of Indigenous engagement and partnerships – seven established in 2023.

We will continue to run and develop initiatives to improve these KPIs in 2024 while reviewing them to considering additional measures for tracking our progress using available datasets at Monash.

KPIs	Last status (Feb 2023)	Current status (Jun 2023)	Increase/ Decrease	Target gap	Data update status
Diversity: Student – domestic women in UG	23.5% (2022)	24.6% (2023)	↑	-3.4%	
Diversity: Student – domestic women in PG	27.7% (2022)	30.9% (2023)	↑	-2.1%	
Diversity: Student – low SES	11.6% (2022)	13.1% (2023)	↑	+1.1%	
Diversity: % proportional women academic growth (overall)	33.0% (2022)	33.5% (2023)	↑	-1.5%	
Awareness and inclusion: Fixed-term and T&R staff attended Ally Network training	4% (2022)	1.1% (2023)	↓	-3.9%	 NEW
Diversity: Women applying for promotion relative to men	-8% (2021)	-6% (2022)	↑	-6%	 NEW

2023

STAFF FEEDBACK

In August 2023 we conducted a feedback survey across our Australian-based employees, which received responses from across all departments, faculty offices, and staff types (professional, academic, sessional, PAE and HDR students).

Five consistent themes were identified:

1. The positive impact of the Carer's Travel Support Scheme pilot
2. General low awareness of equity, diversity and inclusion initiatives
3. While we are making a difference, there's more to do for different groups
4. Concerns about inappropriate treatment of women and other cohorts in the workplace
5. Concerns with direction and purpose of equity, diversity and inclusion objectives and activities

As a result of this feedback we've:

- extended the budget for the Carer's Travel Support Scheme for 2024
- run a number of information sessions on specific programs of support for staff
- raised awareness through the Faculty's internal newsletter FIT BITS, liaising with Head of Departments and portfolio leads, media coverage and a range of other communication channels
- drafted a 'workplace culture – from good to great, for all' initiative to make our Faculty and Monash more broadly a positive place to work
- advocated for continued and open leadership to support underrepresented groups and marginalised identities across the faculty
- actively worked with the University's equity, diversity and inclusion leaders to provide appropriate forums for dialogue and debate in addition to the Monash's dedicated Community of Practice.



2023

COMMITTEE AND CONTRIBUTIONS

Our Equity, Diversity and Inclusion Committee comprises diverse people from across our faculty who represent different genders, ethnicities and backgrounds.

Our members have lived experiences in mental health and disability, LGBTIQ+ communities, underrepresentation in IT, parenting, different cultures and low socioeconomic backgrounds – having been the first in their families to attend university. We also have representation for Indigenous peoples and their knowledges, perspectives, experiences and needs.

Alongside our passion, our members possess research and teaching expertise in gender equity, inclusive technologies, LGBTIQ+, training and inclusion, mental health and wellbeing, cultural diversity, Indigenous engagement and disability inclusion.

We would like to thank our Committee and collaborators for their dedication and contributions to equity, diversity and inclusion in 2023.

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TECHNOLOGY
AND DESIGN





Professor Yolande Strengers
(She/her)
Chair



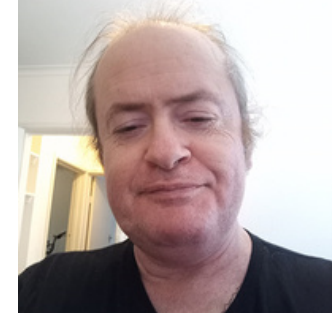
Professor John Grundy
(He/him)
Deputy Chair



Professor Maria Garcia de la Banda
(She/her)
Athena SWAN Steering Committee
Representative



Philip Abramson
(They/he)
Professional Staff Representative



Paul Miller
(He/him)
Sessional Staff Representative



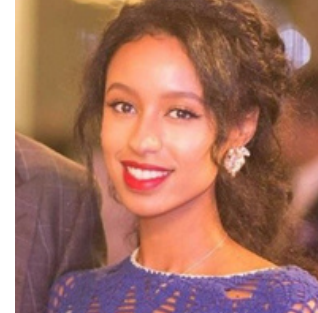
Swamy Ananthanarayan
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Roisin McNaney
(She/her)
Academic Representative



Dr Pierre Le Bodic
(He/him)
Academic Representative



Ruth Nagassa
(She/her)
Postgraduate Representative



El Leemann
(She/her/they)
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Professor Christopher Lawrence
(He/him)
Associate Dean (Indigenous)
(Ex Officio Member)



Courtney Johnson
(She/her)
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(Ex Officio Member)



Cally Martin
(She/her)
Strategy and Planning Specialist
(Ex Officio Member)



Peter Barton
(He/him)
Manager, Educational Services
(Ex Officio Member)



Elsbeth Ellis
(She/her)
HR Representative
(Ex Officio Member)

2024

OUR PRIORITIES

Every year we make significant progress towards our vision of a more fair, equal and inclusive world for all. But there is still much to be done. And as is the nature of society, we must remain dynamic and adaptable in our strategies and activities.

On top of progressing our [EDI Strategic Plan 2023-2025](#), we will also focus on:

- improving workplace culture: from good to great, for all
- bringing an intentional and strategic intersectional lens to all our initiatives
- bolstering awareness of our EDI initiatives so staff and students can better access opportunities and facilities (e.g. parenting and expressing rooms, carer travel support, women's research accelerator program)
- increasing intersectional representation at key events and opportunities such as Open Day 2024
- enhancing our contributions and impact to EDI initiatives more broadly across the University and community, at a national and global level.





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The information contained in this report was correct at the time of publication (May 2024).

Monash University reserves the right to alter this information should the need arise.

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