



MONASH
University

SPORT AT MONASH

*Equity, Diversity and Inclusion Action Plan
2025 - 2027*

ACKNOWLEDGEMENTS

Monash Sport acknowledges that our Australian campuses are located on the unceded lands of the peoples of the Kulin Nations, and pay our respects to their Elders, past and present.

We're committed to fostering a society that acknowledges, respects and includes Indigenous Peoples, Cultures and Knowledges. Monash Sport will contribute to the creation of this society by working with and celebrating the Indigenous Peoples, their Cultures and their knowledges, of all places where Monash Sport delivers programs and services within Australia.

Monash will be guided by the principles of Indigenous Self-Determination, and acknowledge the unique position Indigenous Australians hold in the decision making and future of their unceded lands, waters and skies. The rights of Indigenous Australians as the Traditional Owners of the land foregrounds and guides Monash's *Equity, Diversity and Inclusion Framework 2022 - 2030* and its subsequent Action Plans, including the *Sport at Monash EDI Action Plan, 2025-2027*.



PREAMBLE

Equity, Diversity and Inclusion (EDI) Framework

Monash's whole-of-institution [2022-2030 Equity, Diversity and Inclusion \(EDI\) Framework](#) was launched in 2023. The purpose of this Framework is to bring [Impact 2030's](#) 'inclusive' goal to life, through four aims, which outline Monash's desired equity, diversity and inclusion destination:

- A community that appreciates, respects and includes Indigenous Peoples, Cultures and Knowledges;
- A community that is equitable, diverse and inclusive;
- A community where every individual feels safe, supported, respected and a sense of belonging; and
- A network of thriving communities where systemic issues of inequality and disadvantage, intolerance, discrimination and violence do not exist.

Monash's EDI Framework is underpinned by the principles outlined below.

- *Whole-of-community:* every member of the Monash community, whether they be staff, students, local community members, or other partners and collaborators, value their role in progressing EDI, no matter where in the world they are.
- *Intersectional:* we acknowledge that individuals have many facets that make up their identity and that if we focus on ending disadvantage through only one lens, we will miss the compounding impacts discrimination can have. In our EDI practice, we seek to consistently apply an intersectional lens.
- *People-centred:* Our focus is on caring for, and supporting members of our community through understanding the diversity of individuals' lived and living experiences. It means not taking a one-size-fits-all approach, and instead ensuring we work meaningfully with many different people to capture the diverse realities of our communities' experiences.
- *Dynamic and iterative:* We do not have all the answers, nor do we know with certainty that each initiative or action will be effective. We create extensive and evolving standards for monitoring and evaluating our new Framework and practices to ensure we remain dynamic and contemporary.

Why Monash Sport?

Sport, recreation and leisure can improve the health and wellbeing of individuals and communities, enhance social coherence, and facilitate inclusion and belonging. At Monash University, Monash Sport supports the effective management and delivery of sporting, physical activity and recreational facilities; as well as sporting services, programs, and initiatives. The Sport at Monash EDI Action Plan is underpinned by the principles outlined in Monash's EDI Framework, and works locally to achieve the overarching aims of the Framework.

Sport at Monash EDI Action Plan

The vision for the Sport at Monash EDI Action Plan, is to create a network of thriving communities and environments that are equitable, diverse and inclusive.

Monash Sport is committed to equity, diversity and inclusion (EDI). This is evidenced through several initiatives and provisions including, but not limited to:

- Development of sport programs, initiatives and events for under-recognised communities, including the Women and Non-Binary Umpiring Program, Women in Sport Leadership Program, Indigenous Graduate Program, Water Women Program and Pride Swim and Gym;
- Investment in equity measures, such as sponsored memberships, that reduce financial barriers to a sporting club or facility membership, and prioritising funding for EDI-focused initiatives;
- Promotion and development of sport-specific training relating to EDI;
- Investment in infrastructure to support people with disability access sporting facilities;
- Development of governance mechanisms, including policies and procedures, to better embed EDI practice within sporting environments; and
- Enhanced signage and communication approaches, with consideration to EDI.

The Sport at Monash EDI Action Plan will achieve the outlined vision by:

- Addressing barriers to participation and retention in sport, through a rigorous change process;
- Deepening partnerships with Monash University stakeholders, and broader communities; and
- Enhancing facilities and programs, equitably.

Through this Action Plan, Monash Sport endeavours to create safer, more welcoming, and empowered communities, where everybody feels they belong.

Consultation Process and Findings

Consultation Process

2022	February 2024	March - April 2024	August - September 2024	September 2024	October 2024	October 2024
Equity, Diversity and Inclusion Framework 2022 - 2030 launched.	Monash Sport EDI Working Group established.	Workshops with Monash Sport EDI Working Group to establish scope of project.	Focus groups facilitated by DVC(E) EDI Team.	Sport at Monash EDI Stakeholder Survey conducted.	Additional focus groups conducted by the DVC(E) EDI Team. One-to-one consultations conducted.	Consultation report shared with the Monash Sport EDI Working Group.

The primary objectives of the Sport at Monash EDI Action Plan consultation were to:

- Identify the enablers and barriers to people engaging within sport at Monash;
- Understand current EDI areas of focus (and gaps) within service provision across Monash Sport;
- Identify actions to include within the Sport at Monash EDI Action Plan; and
- Understand stakeholder aspirations, shared values, and needs.

The information gathered through the consultation approach, which included focus groups, one-to-one interviews, a stakeholder survey, contemporary research and evidence, and other EDI data sets, were utilised to develop the Sport at Monash EDI Action Plan. In addition, dedicated consultations with subject matter experts, researchers and students through relevant EDI Governance Committees across Monash, were conducted.

Key Consultation Findings

- *Inconsistent induction and training to support equity, diversity and inclusion:* consultations found that Monash Sport staff, community leaders and affiliates would benefit from consistent and scheduled equity, diversity and inclusion training, to improve culture, wellbeing and engagement.
- *Patrons faced challenges to either access and/or utilise Monash Sport buildings and precincts:* patrons and affiliate members identified accessibility issues with buildings and sporting precincts, including issues with wayfinding, infrastructure and communications.
- *Limited sporting programs and offerings for under-recognised cohorts, including people with disability:* stakeholders identified an array of barriers preventing people from accessing and/or engaging within sport at Monash. Recommendations to address these barriers included developing a broader diversity of sporting offerings, as well as the development of targeted sporting programs for these cohorts.
- *Insubstantial consultation and co-design with user groups, to inform targeted approaches to support equity, diversity and inclusion:* consultations identified that stakeholders had limited opportunities to meaningfully collaborate and co-design approaches to support equity, diversity, and inclusion, which also valued and embedded living expertise from the outset.

Approach

The Sport at Monash EDI Action Plan, 2025-2027, is the first of two Monash Sport EDI Action Plans between 2025-2030. The 2025-2027 plan outlines tangible and pragmatic actions that Monash Sport will undertake to enhance equity, diversity and inclusion, across sporting environments, settings and cultures. Additionally, this action plan will endeavour to address some of the structural barriers preventing under-recognised cohorts from engaging in sport at Monash. All members of the Monash community have a role to play in creating safer, welcoming, and more inclusive sporting environments. The responsibility for actions outlined in this plan will be led by Monash Sport, with support from teams across the University, and beyond.

UNDERSTANDING THE ACTION PLAN

Domain

Each section of the Action Plan has an overarching domain, which outlines the change Monash is seeking to achieve within a specific context or area of the University.

Domain description

Describes the overarching domain in more detail, including any specific call-outs.

Actions to achieve this change

Outlines what actions Monash will take, to facilitate this change.

Rationale for the chosen action

Outlines why an action has been chosen.

Indicators this change has occurred

Outlines what deliverables will be monitored and assessed to determine success.

Monash Sport Lead

Outlines who is responsible for the identified actions within Monash Sport.

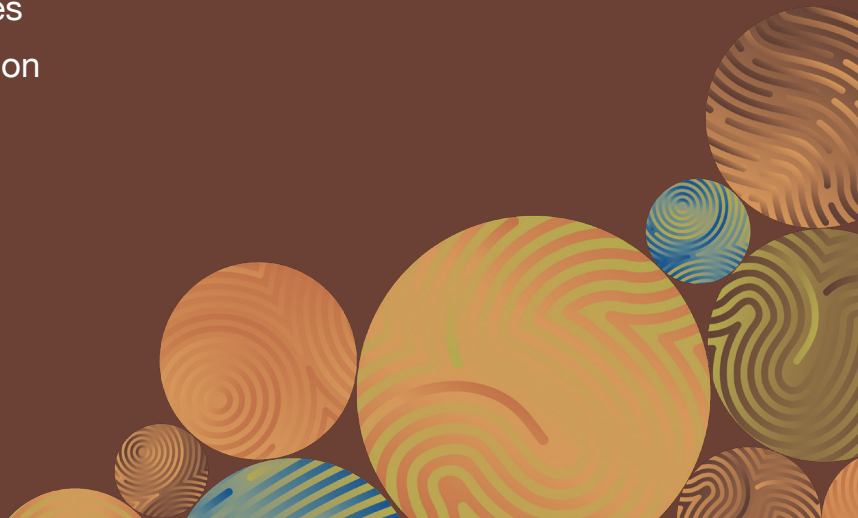
Collaborators

Outlines who is responsible for supporting the identified actions.

Deadline

Outlines when the actions should be completed by.

Acronyms

- DSS - Disability Support Services
 - DAAC - Disability and Accessibility Advisory Committee
 - DVC(E) - Deputy Vice-Chancellor (Education)
 - DVC(E) EDI - Deputy Vice-Chancellor (Education) Equity, Diversity and Inclusion team
 - HR - Monash Human Resources
 - MRS - Monash Residential Services
 - MSO - Monash Student Organisation
 - OQP - Office of Quality and Policy
 - SCU - Safer Community Unit
 - WCI - William Cooper Institute
- 

Domain One: Leadership, affiliations and partnerships

Domain Description: Encapsulates the responsibilities of leadership teams, including those of partners and affiliates, relating to EDI.

Relationship to the Monash 2022-2030 EDI Framework:
 This Domain relates to the goals: G1) Strong collaborative partnerships across the University, and G4) Dismantled barriers through structural change.

No.	Actions to achieve this change	Rationale for chosen action	Indicators this actions has occurred	Monash Sport Lead	Collaborators	Deadline
1.1	Audit EDI programs, projects and/or initiatives of university, sporting and broader communities; to identify opportunities for collaboration and/or partnership.	This will inform how and who Monash Sport, and/or sporting affiliates, can partner with to improve EDI outcomes for our communities.	Audit is completed.	Deputy Director, Monash Sport	DVC(E) EDI Administration Coordinator Monash Sport HSR	Q3, 2025
			Audit is utilised to identify partnership and collaboration opportunities.	Deputy Director, Monash Sport	DVC(E) EDI Administration Coordinator Monash Sport HSR	Q4, 2025
			Process is developed to engage stakeholders in partnership and/or collaboration opportunities.	Deputy Director, Monash Sport	DVC(E) EDI Administration Coordinator Monash Sport HSR	Q4, 2026
1.2	Review and expand sporting guidelines and business processes to support EDI within sporting environments.	Sporting guidelines and business processes play an integral role in guiding the implementation and governance of EDI within sporting environments.	Approach to review Monash Sport documents is determined and conducted, and recommendations to improve existing guidelines are identified.	Director, Monash Sport	DVC(E) EDI OQP Administration Coordinator	Q3, 2025

			Recommendations to expand the Monash Sport document suite and/or the development of additional guidelines are adopted, and work has commenced to create these.	Director, Monash Sport	DVC(E) EDI OQP Administration Coordinator	Q4, 2026
			Reviews of all affiliate sporting clubs' policy suites are conducted and recommendations to improve existing policies are applied.	Director, Monash Sport Senior Program Leader, Clubs	Affiliate sporting clubs DVC(E) EDI OQP Administration Coordinator	Q3, 2027
			Guidelines developed for a dedicated EDI position in clubs and committees.	Director, Monash Sport Senior Program Leader, Clubs	Affiliate sporting clubs DVC(E) EDI OQP Administration Coordinator	Q4, 2027
1.3	Promote and enhance EDI training offerings for sporting affiliates, patrons, participants and partners.	Training is an important EDI behaviour-change intervention. Increasing sporting communities' engagement in EDI training will improve the general knowledge of EDI, as well as the application of it across sport at Monash.	Audit of existing external EDI training offerings for sporting affiliates, patrons, participants and partners, conducted. Opportunities for additional EDI training offerings are identified.	Participation Programs Manager	Affiliate sporting clubs DVC(E) EDI Sports governing bodies	Q4, 2025
			Communications strategy to promote and engage affiliate sporting clubs in EDI training is developed.	Stakeholder Engagement Manager	Affiliate sporting clubs DVC(E) EDI	Q1, 2026
			Additional EDI training offerings are developed and piloted with affiliate sporting clubs.	Senior Program Leader, Clubs	Affiliate sporting clubs DVC(E) EDI AllPlay	Q4, 2026

Domain Two: Sport participation and engagement

Domain Description: Includes the enhancement of individual experiences relating to accessibility and inclusion, of patrons, members, and sporting participants, who are connected to sporting offerings at Monash Sport.

Relationship to the Monash 2022-2030 EDI Framework:
 This domain relates to the goals: G2) enhanced community knowledge to support equity, diversity and inclusion, and G5) enhanced intersectional data, reporting and evaluation.

No.	Actions to achieve this change	Rationale for chosen action	Indicators this actions has occurred	Monash Sport Lead	Collaborators	Deadline
2.1	Develop a Sport at Monash EDI Community Reference Group, to inform and enhance accessibility and inclusion within sporting environments at Monash Sport.	Community reference groups can provide useful suggestions, ideas and/or feedback, around ways to enhance inclusion across sport at Monash. The group will be chaired by Monash Sport, and be made up of representatives from a diversity of backgrounds and living experiences.	Terms of reference (ToR) and aligned guidelines established.	Senior Program Leader, Clubs	Administration Coordinator DVC(E) EDI	Q3, 2025
			Expressions of Interest (EOIs) were promoted, and community members selected.	Senior Program Leader, Clubs Stakeholder Engagement Manager	DVC(E) EDI Monash Sport: Administration Coordinator Director, Monash Sport	Q4, 2026
			Meetings take place per ToR and are used to inform and enhance processes, projects, and initiatives at Monash Sport.	Senior Program Leader, Clubs	DVC(E) EDI Monash Sport: Administration Coordinator Stakeholder Engagement Manager Director, Monash Sport	Ongoing

2.2	Develop media, marketing and communications campaigns to promote EDI initiatives, behaviours, and supports available to patrons of Monash Sport facilities.	Ensuring that media, marketing and communications approaches at Monash Sport promote EDI, can provide patrons with useful information about what is available for them, and why EDI is important.	Approach to promote accessible facilities and infrastructure (i.e. quiet spaces, hoists, etc.) is developed and delivered.	Stakeholder Engagement Manager	DVC(E) EDI Monash Sport: Aquatics Manager, Fitness Centre Manager, Venues Manager	Q3, 2025
			A social messaging campaign to prevent gender-based violence and sexual harm in sporting environments at Monash is developed and delivered.	Director, Monash Sport Stakeholder Engagement Manager	DVC(E) EDI Monash Sport Management Team	Q4, 2026
2.3	Review and enhance data-collection of EDI demographics within Monash Sport.	By enhancing mechanisms to capture demographic data, Monash Sport can better understand and improve experiences within our programs, services and facilities. Examples of the demographic data Monash Sport may choose to capture, includes data on gender, age, whether a patron was born overseas etc.	Review current data collection and survey systems used throughout Sport at Monash and where systems can be streamlined.	Stakeholder Engagement Manager	Data Protection and Privacy Team DVC(E) EDI Monash Sport Management Team	Q3, 2025
			Guidelines to capture EDI demographic data developed and applied.	Stakeholder Engagement Manager	Data Protection & Privacy Team DVC(E) EDI Monash Sport Management Team	Q3, 2025
2.4	Review online content for inclusivity and accessibility.	Increasing and reviewing the accessibility of Monash Sport's online content will enable more people, more often, access to the information they need, in order to participate in our offerings.	Process to audit and review digital media and communications content developed.	Stakeholder Engagement Manager	Digital Inclusion Team DVC(E) EDI	Q3, 2025
			Review conducted and recommendations adopted.	Stakeholder Engagement Manager	Digital Inclusion Team	Q4, 2026

2.5	Pilot EDI initiatives that facilitate access to Monash Sport facilities, from cohorts who currently under-utilise facilities.	Facilitating safer and more-inclusive entry-points that meet the varied needs of the Monash community, will ensure all community cohorts have the opportunity to access Monash Sport facilities.	Cohorts who under-utilise Monash Sport facilities identified.	Aquatics Manager Participation Programs Manager Fitness Operations Manager Venues Manager	DVC(E) EDI	Q4, 2026
			Cohorts that under-utilise Monash Sport facilities are engaged to inform pilot EDI initiatives.	Aquatics Manager Participation Programs Manager Fitness Operations Manager Venues Manager	DVC(E) EDI DSS WCI	Q4, 2026
			Pilot four EDI initiatives trialled for a minimum of six-months	Aquatics Manager Participation Programs Manager Fitness Operations Manager Venues Manager	DVC(E) EDI DSS WCI	Q3, 2027
2.6	Investigate and explore experiences of non-returning patrons, to inform future approaches to EDI.	Understanding the experiences of non-returning patrons, will ensure that Monash Sport is learning from and responding to incidents in a collaborative and considered way.	Approach to explore experiences of non-returning patrons determined.	Stakeholder Engagement Manager	Monash Sport: Aquatics Manager Participation Programs Manager Fitness Operations Manager Venues Manager	Q4, 2026

Domain Three: Staff experience and engagement

Domain Description: Encapsulates the experiences of all staff employed through Monash Sport, inclusive of casuals, relating to EDI.

Relationship to the Monash 2022-2030 EDI Framework:
 This domain relates to the goals: G2) enhanced community knowledge to support equity, diversity and inclusion, and G3) a diverse community at all levels of the organisation.

No.	Actions to achieve this change	Rationale for chosen action	Indicators this actions has occurred	Monash Sport Lead	Collaborators	Deadline
3.1	Develop EDI training suite for senior leaders.	Leaders play an integral role in demonstrating commitment, changing cultures, and informing behaviours relating to EDI.	Training is completed by senior leaders of Monash Sport.	Deputy Director, Monash Sport	HR DVC(E) EDI Monash Sport: Administration Coordinator	Q4, 2026
3.2	Develop EDI training suite for all Monash Sport staff.	Training is an important EDI behaviour-change intervention. Facilitating EDI training for all staff will improve the general knowledge of EDI, as well as the application of it across sporting environments, settings and spaces at Monash.	Audit of existing EDI training offerings for Monash Sport staff. Opportunities for additional EDI training offerings are identified.	Deputy Director, Monash Sport	HR DVC(E) EDI Monash Sport: Administration Coordinator	Q3, 2025
			Communications strategy to promote and engage all staff in EDI training is developed.	Stakeholder Engagement Manager	DVC(E) EDI Monash Sport: Administration Coordinator	Q1, 2026
			All staff participate in EDI training.	Deputy Director, Monash Sport	DVC(E) EDI Monash Sport: Administration Coordinator	Q4, 2026

3.3	Review and enhance the staff induction process.	An employee's onboarding experience will set the tone and standard for how they are to work and lead within Monash Sport. Ensuring the staff induction process is thorough, well-planned and consistent, will provide all team members the best chance of success.	Staff induction process reviewed, with recommendations relating to consistency, systemisation, training and professional development provided. Considerations relating to EDI are reflected within recommendations.	Administration Coordinator Deputy Director, Monash Sport	HR DVC(E) EDI Monash Sport Management Team	Q3, 2025
			Staff induction process updated, with all recommendations adopted.	Administration Coordinator Deputy Director, Monash Sport	HR Monash Sport Management Team	Q4, 2026
3.4	Develop resources to support Monash Sport staff, to facilitate safer, respectful and more inclusive sporting environments, settings and spaces at Monash.	Staff must have resources to refer to, to support their equity, diversity and inclusion practice.	Consultation with staff to identify resources has been conducted.	Director, Monash Sport	DVC(E) EDI SCU HR	Q3, 2025
			Resources have been developed and are being utilised by staff. These resources are accessible and have been informed by evidence.	Stakeholder Engagement Manager	DVC(E) EDI SCU HR	Q3, 2027

Domain Four: Sport programs and events design

Domain Description: Includes the development and/or enhancement of sporting programs and event offerings, underpinned by EDI.

Relationship to the Monash 2022-2030 EDI Framework:

This domain relates to the goals: G3) a diverse community at all levels of the organisation, and G4) dismantled barriers through structural change.

No.	Actions to achieve this change	Rationale for chosen action	Indicators this actions has occurred	Monash Sport Lead	Collaborators	Deadline
4.1	Audit Monash Sport's sporting programs and events, to understand current accessibility.	By conducting this audit, Monash Sport can identify strengths and gaps in EDI service provision and practice, which can inform future EDI approaches.	Audit is completed.	Venues Manager Events and Services Coordinator	DAAC DSS DVC(E) EDI Monash Sport: Senior Program Leader Varsity, Senior Program Leader Clubs, Participation Programs Manager	Q4, 2026
Approach to improve accessibility across Monash Sport sporting events and programs is determined. Work has commenced to address gaps.			Venues Manager Events and Services Coordinator	DAAC DSS DVC(E) EDI Monash Sport: Senior Program Leader Varsity, Senior Program Leader Clubs, Participation Programs Manager	Q4, 2026	

4.2	Embed prevention of gender-based violence and sexual harm training within the LEAD program.	All student organisations, affiliates, and sporting clubs have a responsibility to meet and uphold relevant Federal and State legislative obligations, as well as University policies and procedures, including those relating to violence, discrimination and bullying.	Approach to embed prevention of gender-based violence and sexual harm training within the LEAD program determined.	Senior Program Leader, Clubs	DVC(E) EDI SCU	Q4, 2025
			The LEAD program includes prevention of gender-based violence and sexual harm training.	Senior Program Leader, Clubs	DVC(E) EDI SCU	Q4, 2026
4.3	Review and enhance the Women in Sport Program.	Finding opportunities to facilitate more gender-equal representation within sporting leadership, is a core objective of State and Federal Sporting bodies. Additionally, this action aligns with Monash University's 2024-2030 Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response.	Opportunities to sponsor student participants of the Women in Sport Program to attend professional development opportunities beyond Monash are identified.	Senior Program Leader, Varsity	DVC(E) EDI WCI Federal and State Government	Q4, 2025
			Funding pool is identified to support women student-leaders from under-recognised communities to access additional professional development opportunities.	Senior Program Leader, Varsity	DVC(E) EDI WCI Federal and State Government	Q4, 2026
4.4	Create a suite of EDI templates and resources for affiliate sporting clubs and partners.	Affiliate sporting clubs and partners must have resources to refer to, to support their equity, diversity and inclusion practices.	Consultation conducted with affiliate sporting clubs and partners, and a list of proposed EDI templates and resources determined.	Senior Program Leader, Clubs	Affiliate sporting clubs DVC(E) EDI Sports governing bodies OQP SCU	Q4, 2025
			Live resource bank of EDI templates and resources developed for affiliate sporting clubs and partners.	Senior Program Leader, Clubs	Affiliate sporting clubs DVC(E) EDI Sports governing bodies OQP SCU Stakeholder Engagement Manager	Q4, 2026

4.5	Develop EDI events and celebrations at Monash Sport beyond Pride Pool Night.	Celebrating the richness and diversity of the Monash Sport community is one way Monash Sport can create a safer, more welcoming environment for all patrons.	EDI events to be promoted and hosted throughout each year. EDI events included within the existing events calendar, developed with input from the EDI Community Reference Group.	Venues Manager Events and Services Coordinator	DVC(E) EDI Monash Sport Management Team	Q3, 2027
			A minimum of three EDI events are delivered annually.	Venues Manager Events and Services Coordinator	DVC(E) EDI Monash Sport Management Team	Ongoing
4.6	Develop an all-abilities program.	Monash Sport understands the barriers people with disability can face, in accessing sport. This action endeavours to provide more opportunities for people with disabilities to participate at our facilities and campuses.	Affiliate sporting clubs interested in co-designing an all-abilities program and/or initiative identified.	Senior Program Leader, Clubs	Affiliate sporting clubs DVC(E) EDI DSS Sports governing bodies	Q4, 2025
			Selected affiliate sporting clubs run an all-abilities program and/or initiative annually.	Senior Program Leader, Clubs	Affiliate sporting clubs DVC(E) EDI DSS Sports governing bodies Venues Manager	Q3, 2027
			All abilities programs are developed and delivered at selected Monash Sport locations.	Affiliate Sporting Clubs Senior Program Leader, Clubs	DVC(E) EDI DSS Sports governing bodies Venues Manager	Q3, 2027

Domain Five: Sport facilities (buildings and precincts) and allocations

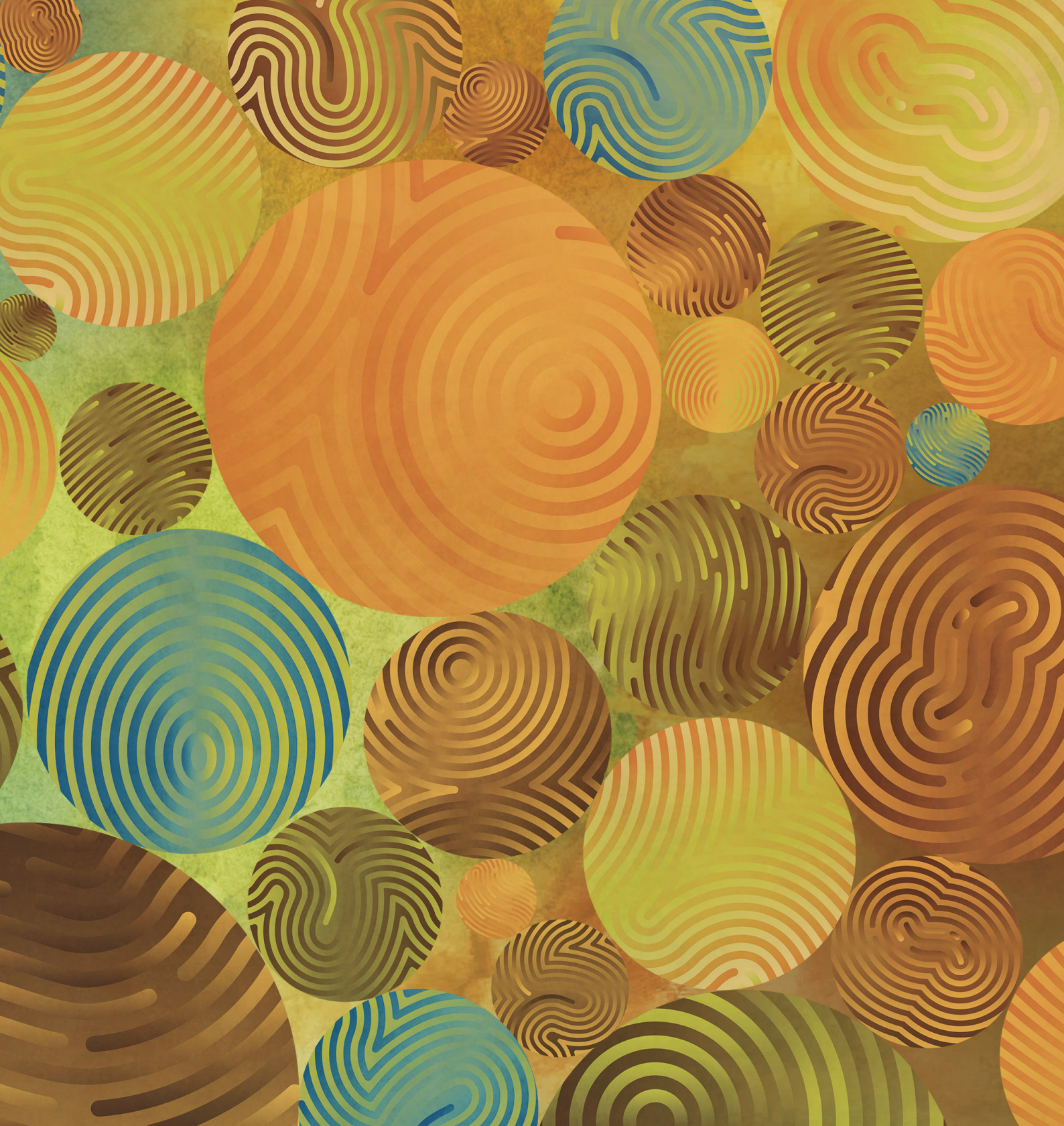
Domain Description: Includes the provision, enhancement, development and allocation of sporting facilities as related to EDI.

Relationship to the Monash 2022-2030 EDI Framework:

This domain relates to the goals: G1) strong collaborative partnerships across the University, and G4) dismantled barriers through structural change.

No.	Actions to achieve this change	Rationale for chosen action	Indicators this actions has occurred	Monash Sport Lead	Collaborators	Deadline
5.1	Conduct a holistic review of facility access, facility hire and scheduling with consideration to EDI. The review is to include stakeholder groups such as students, members, social sport participants, and affiliate sporting clubs.	By conducting this review, Monash Sport can understand the gaps in facility access, hire and scheduling, which can inform future approaches. Additionally, this is an action within Monash University's 2025-2030 Disability and Accessibility Action Plan, and Monash University's 2024-2030 Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response.	A review of facility access, facility hire and scheduling is conducted.	Venues Manager Deputy Director, Monash Sport Aquatics Manager	EDI BPD DAAC Monash Sport: Senior Program Leader, Clubs, Senior Program Leader, Varsity, Participations Program Manager	Q3, 2025
			Recommendations for review are adopted, and work has commenced to address any identified areas of inequity.	Venues Manager Deputy Director, Monash Sport Aquatics Manager	EDI BPD DAAC Monash Sport: Senior Program Leader, Clubs, Senior Program Leader, Varsity, Participations Program Manager	Q3, 2027

			Building Changing Places toilets at selected Monash Sport locations explored.	Deputy Director, Monash Sport	BPD DAAC DSS Monash Sport: Venues Manager, Aquatics Manager, and Fitness Centre Manager	Q3, 2027
			Work has commenced to update change-room facilities, with consideration to all gender change-rooms and school change-rooms.	Deputy Director, Monash Sport	BPD DAAC Monash Sport: Venues Manager, Aquatics Manager, and Fitness Centre Manager	Q4, 2026
5.2	Enhance wayfinding at all sporting locations on campus, including buildings and sporting precincts, with consideration for EDI.	Diversifying and enhancing wayfinding at all sporting locations will ensure all peoples can navigate our sporting locations, effectively. Additionally, this is an action within Monash University's 2025-2030 Disability and Accessibility Action Plan.	Digital sensory maps of all Monash Sport facilities are developed.	Stakeholder Engagement Manager	BPD DAAC DVCE EDI Monash Sport: Aquatics Manager, Venues Manager and Fitness Centre Manager	Q3, 2027
			Digital wayfinding is adopted across all Monash Sport facilities, inclusive of virtual tours and videos.	Stakeholder Engagement Manager	BPD DAAC DVCE EDI Monash Sport: Aquatics Manager, Venues Manager and Fitness Centre Manager	Q3, 2027
			Physical signage is audited across all facilities against accessibility standards. Work has commenced to update signage that does not meet these standards.	Stakeholder Engagement Manager	BPD DAAC DVCE EDI Monash Sport: Aquatics Manager, Venues Manager and Fitness Centre Manager	Q4, 2026



FURTHER INFORMATION

Monash Sport

Portfolio of the Deputy Vice-Chancellor (Student Experience)

Email: sport.feedback@monash.edu

Website: www.monash.edu/sport