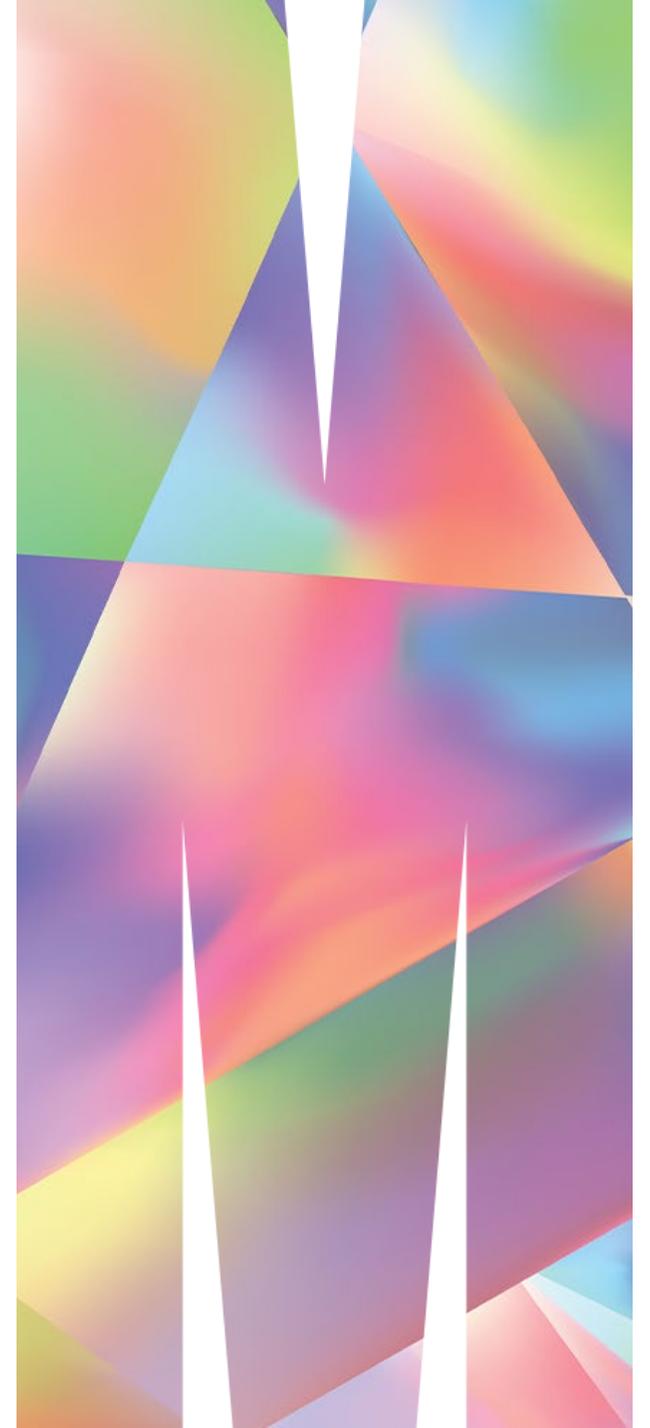


# DIVERSITY AND INCLUSION

## Key Achievements

2018 - 2021



# Acknowledgment of Country

Monash University proudly acknowledges the traditional custodians of the land on which Australian campuses stand and recognise their continuing connection to the land and community. We pay respect to their Elders past, present and emerging whose ancestral land it is upon which we learn, work and grow.

# Message from the President and Vice-Chancellor

Social justice and inclusion are at the core of Monash University's goals and values. From our beginning more than 60 years ago, we have worked to foster an environment where everyone is treated with dignity and respect.

I am delighted to share just some of the diversity and inclusion initiatives we have delivered in the period of 2018-2021, guided by our Diversity and Inclusion Framework and action plans.

I express my sincere thanks to all our dedicated and passionate staff and students for contributing to an inclusive culture where diversity is respected and valued.

I look forward to seeing our community continue to grow in this space. Together we can create a future that is strong, harmonious and just for all.



# Diversity and Inclusion at Monash

Our [Diversity and Inclusion Framework](#) is vital to our strategic goal of fostering an environment where everyone is treated with dignity and respect.

Aligning with our five-year strategic plan, [Focus Monash](#), this Framework adopts an approach to diversity and inclusion that recognises the richness and depth of individual experience and of our University community.

- **We recognise diversity**
- **We work inclusively**
- **We innovate**
- **We are sustainable**

Diversity and Inclusion is supported by the senior executive through the [Diversity and Inclusion Committee](#), reported on in our [annual reports](#), and celebrated through the [Vice-Chancellor's Excellence Awards for Diversity and Inclusion](#).

# Diversity and Inclusion Priority Areas

Monash University has been guided by our [multi-year action plans \(2018-2021\)](#) to strategically implement our objectives, measure our impact and achievements and deliver outcomes. Each action plan focuses on a priority area:

- **Aboriginal and Torres Strait Islander Staff and Students**
- **Staff and students from culturally and linguistically diverse backgrounds**
- **Staff and students of diverse genders, sexes and sexualities**
- **Staff and students with disability, ongoing medical or mental health condition**
- **Gender equality and gender equity**
- **Students from low socio-economic backgrounds**

# Aboriginal and Torres Strait Islander Staff and Students

- Commencement of the University's first Pro Vice-Chancellor (Indigenous).
- Development of the [Monash Aboriginal and Torres Strait Islander Framework](#) (2019 - 2030), establishing our commitment to making a leading national and international contribution to Indigenous advancement.
- Launch of the inaugural [Indigenous Research Action Plan](#), reflecting our ambitions and commitment to working in partnership with and for Indigenous communities.
- Launch of the [William Cooper Institute](#), a platform for Indigenous advocacy and change.
- Opening of a purpose-built Indigenous student engagement space to assist with the attraction, retention and success of Indigenous students at Monash.
- Creation and offering of the transformational leadership program [Master of Indigenous Business Leadership](#), designed to cultivate the next generation of Indigenous business leaders.

## Staff and students from culturally and linguistically diverse backgrounds

- Increased the number of Humanitarian Scholarships offered. In 2020, 56 students from asylum seeking backgrounds received a scholarship to cover course fees and provide an allowance.
- Founding of the [Monash Intercultural Lab](#) (MIL), supporting the implementation of the University's Intercultural Competence strategy.
- Amended the academic promotion procedure to introduce the expectation that academic promotion panels should strive for cultural diversity.
- Introduced and implemented Inclusive Leadership training to reduce the impact of unconscious bias in hiring, promotion and other career building opportunities.
- Developed *Active Allyship for Anti-Racism* training, in partnership with Monash Student Association, to improve students' understanding of the impact of racism and enhance their anti-racist advocacy.

## Staff and students of diverse genders, sexes and sexualities

- [Ally Network](#) membership increased to 869 registered staff. 1,275 staff received training by the end of 2020. In 2021, the network and training were expanded to include students.
- Developed and implemented a [Gender affirmation/transition in the workplace procedure](#) to articulate support for transgender and gender diverse staff.
- Conducted audit of staff policies and procedures to ensure they are inclusive of all LGBTIQ people and that no outdated/unacceptable terminology was utilised.
- Expansion in number of dedicated all-gender toilets, with 15 across Clayton and Caulfield campuses and other off-campus locations in 2020.
- Creation of the Library's [Inclusive teaching toolkit](#), providing guidelines and resources related to inclusivity of diverse genders, sexes and sexualities.
- Participated in the Australian Workplace Equality Index, the national benchmark on LGBTIQ workplace inclusion, and awarded Silver employer status (2019, 2020).
- Expanded visible signs of LGBTIQ inclusion around Australian campuses with widespread distribution of over 6000 rainbow lanyards, events and celebration of days of significance.

## Staff and students with disability, ongoing medical or mental health condition

- Delivered award-winning [GradWISE](#) program in partnership with Monash Career Connect and WISE employment, with 74% of graduates participating in the program gaining employment in line with their studies.
- Approved the revised [Mental Health Policy](#) and associated Procedures.
- Provided increased online support including a 150 per cent increase in closed captioning and 650 per cent increase in live captioning to support deaf and hard of hearing students.
- Improved accessibility for students with a physical disability at MRS by introducing automated doors to selected studio apartments and residential common rooms.
- Supported students to participate in an overseas experience. Domestic students with disability, ongoing medical or mental health condition (46%) were more likely to participate in an overseas experience than the overall student population (39%).
- Undertaking an accessibility audit of all Australian Campuses, due be finalised in 2021. Spaces and elements are being audited, including building entries, amenities, corridors, teaching spaces and computer labs.
- Became a Silver member of the Australian Network on Disability (AND).

# Gender equality and gender equity

- Received [Athena SWAN](#) Bronze Award for strategies and actions to advance gender equality in STEMM and promote inclusive workplace culture.
- Developed Monash University [Workplace Gender Equity Strategy \(2019-2022\)](#) and gender equity targets to achieve 42% of women in senior roles and 40% in senior academic roles by 2022.
- Reached parity for women in senior professional roles and increased the proportion of women in senior academic roles in STEMM.
- Facilitated a number of flagship gender equality programs and initiatives such as Women's Mentoring, Senior Women's Shadowing, Advancing Women's Research Success Grant and [STEMM Women Academic Network](#) to support the retention and progression of women.
- Developed and implemented ten [training programs](#) for students and staff, to prevent gender-based violence and combat sexual violence on campus. The *Respect at Monash module* was made compulsory for all commencing students in 2019 and has been completed by more than 42,000 students.
- Launched the [Monash bSafe App](#), contributing to the increased awareness of support services and reporting processes.

## Students from low socio-economic status backgrounds

- Implemented a new scholarships strategy, with a focus on increasing the level of financial support to students from under-represented communities.
- Delivered an intensive one-on-one [mentoring program](#) to more than 600 per annum secondary school students from low socio-economic status backgrounds aspiring to attend university.
- Facilitated Strengthening Engagement and Achievement in Mathematics and Science ([SEAMS](#)) camps, with 98% of participants contacted receiving a University offer.
- Launched the [Peer Mentoring](#) program, matching all undergraduate students with an experienced senior student to support their transition to university life.
- Increased the participation rates for undergraduate and postgraduate students from low socio-economic status backgrounds.
- Increased enrolments in pathway courses, supporting students become independent learners and providing an introduction to studies in students' area of interest.
- Increased access to university for students from under-represented communities through [entry schemes](#). 1,656 offers were made in 2021 based on SEAS points and 3,196 Monash Guarantee eligible students received offers.

## Awards Received and Rankings

### GLOBAL IMMERSION GUARANTEE

Received an IEAA Excellence Award and an International Education Award at the AFR Awards.

### ADVANCING GENDER EQUALITY IN STEM

Recognised by the Australian Academy of Science as a “Women in STEM Decadal Plan Champion”

### ENGLISH CONNECT

Awarded a PIEoneer Award for innovative work supporting international students.

### ACCESS MONASH MENTORING CYCLE

Awarded the Equity and Opportunity Award at the AFR Higher Education Awards

### GENDER EQUALITY

Ranked 10th in the global Times Higher Education Impact Ranking against the United Nations Sustainable Development Goal 5 - Gender Equality.