Diversity and Inclusion Strategy 2030 on a page

Vision: A thriving, fair and diverse University community working together respectfully to make a difference to each other and the world

THE UNIVERSITY OF MELBOURNE

Cross-cutting focus areas →

Intersectional programs of work linking initiatives implemented via targeted action plans

Student Equity & Diversity + Fully accessible campus + Teaching & Research + Culturally Safe University + Staff Pathways & Entry Points + Effective Leaders

Strategy 2030 focus areas

← **Improve student experience** →

← **Empower people and performance** →

← **Lead with a future focus** →

Enabling equitable access and participation for students of all backgrounds

- Improve student support services relating to D&I focus areas
- Review and expand alternative entry pathways and scholarship programs

Sustainable and resilient foundations of physical and online accessibility

- Ongoing upgrades of existing physical infrastructure
- Accessibility best practice in new building design
- Inclusive design of IT systems and web design

Accessible teaching, learning and research

- Guidance and professional development on inclusive teaching, learning and curriculum design
- Support equitable access and participation for researchers and educators

Creating an environment where every individual can thrive and succeed

- D&I training programs
- Policy reviews
- Support for complaints processes and communications
- Guides on roles and responsibilities

Building and supporting a diverse and inclusive staff community

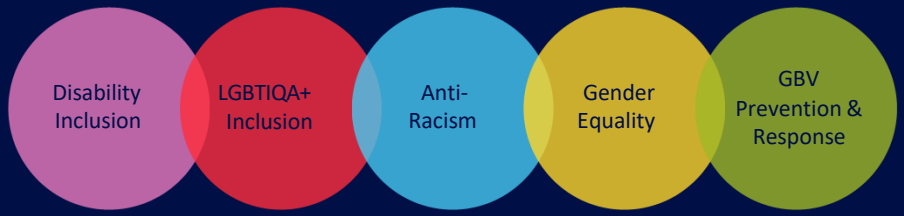
- Workplace adjustments process improvements
- Address D&I in performance reviews
- Equitable recruitment
- Targeted career progression support

Leadership diversity and capability to create meaningful impact and enduring benefit

- Ongoing senior academic leadership of D&I initiatives
- Ensure gender balance on senior executive committees
- Development programs to improve diversity of leaders

Targeted action plans →

Cohort-specific initiatives, directly responding to compliance or accreditation requirements where relevant



Key enablers →

Critical functional areas to enable implementation of initiatives across all of programs of work

Data and evidence + Accountability processes + Communications and engagement

Improve consistency and quality of student and staff data

- Collect feedback (via surveys) and demographic information (via student and staff information systems) and clearly communicate the purpose and uses of this data
- Develop a dashboard for ongoing progress monitoring

Transparent reporting on progress against D&I initiatives

- Refresh progress monitoring frameworks
- Ongoing review and refresh of targeted action plans
- Ensure compliance with legislated requirements
- Participation in accreditation programs, including Athena Swan

Delivery of ongoing communications on D&I strategic initiatives

- Continued delivery of events and targeted communications
- Development of guidelines and resources
- Consult with the University community on D&I strategic initiatives

Diversity and Inclusion Strategy Roadmap 2026 – 2030

THE UNIVERSITY OF MELBOURNE

	2026	2027	2028	2029	2030
D&I Strategy	Ongoing delivery of Diversity & Inclusion Strategy 2030				
	Refresh action plans, plan for new framework and develop evidence base		Commence evaluation	Review evaluation findings and develop new framework	Launch new D&I framework
	Athena Swan Cygnet submissions x3		Athena Swan Silver application	Ongoing participation in Athena Swan program	
Cross-cutting priorities	Intersectional projects on D&I aspects of: Complaints processes; Data collection; Staff training and capability; Career progression				
Disability Inclusion	DIAP 2026–2029 key deliverables: Student Equity and Disability Services (SEDS) new service model; workplace adjustments process improvements; policies; inclusive teaching; uplift digital accessibility; campus physical accessibility upgrades.				Refresh for 2030+ (with new D&I framework)
LGBTIQA+ Inclusion	Develop and launch LGBTIQA+ Inclusion Action Plan 2026–29		Indicative deliverables for 2027–30 (based on 2023–26 plan): IT systems updates for TGD inclusion; gender affirmation support; community building; develop resources.		Refresh for 2030+ (with new D&I framework)
Anti-Racism	ARAP 2024–2027 key deliverables: Resources for teaching staff; policies and processes for reporting and responding to racism; cultural safety in student and staff services; student scholarships and entry programs		Develop and launch ARAP 2027–2030	Implement ARAP 2027–2030, key deliverables TBC.	Refresh for 2030+ (with new D&I framework)
Gender Equality	GEAP 2026–2030 key deliverables: Review and address pay inequities; recruitment and promotions processes; flexible work processes; parental leave support.				Refresh for 2030+ (with new D&I framework)
GBV Prevention & Response	Gender Based Violence (GBV) Prevention and Response Plan 2026–2030 key deliverables: Embed GBV prevention in University governance and risk control processes; improve online safety; Working Together with Men program; targeted support for priority groups and key University areas.				Refresh for 2030+ (with new D&I framework)