



THE UNIVERSITY OF  
**NEWCASTLE**  
AUSTRALIA

# Equity Plan 2007-2011

October 2007

## **Equity and Diversity Objective**

**Our systems, policies, and practices at all levels foster a culture which practises equity, excludes discrimination and values diversity. We recognise that disadvantage creates barriers for some groups and therefore we target assistance to members of those groups to ensure that - regardless of background - they have equal opportunity to access and succeed in study or work.**

## **Equity and Diversity Goals**

- (1) Equity for staff and students is embedded in the way the University plans for and carries out its tasks
- (2) The curricula and content of our programs are inclusive and sensitive to diversity
- (3) Our staff and student bodies reflect the diversity of the wider community
- (4) We offer students a vibrant and supportive learning environment which is free from discrimination, and sensitive to the diversity of the student cohort
- (5) The University is a rewarding and safe place to work and to study, and where diversity is valued

## **Indigenous collaboration**

### **Objective:**

- (1) Improve the attraction and retention rates of Indigenous staff and students.

Targets, strategies and measures are set out in the Indigenous Collaboration Implementation Plan 2007-2011.

## **Cultural Diversity**

### **Objectives**

- (1) The curricula, content and delivery of our courses and programs are inclusive, sensitive to cultural diversity, and designed to prepare graduates who are global citizens.
- (2) As a community, we recognise and affirm the richness of cultural diversity and work with the community to enhance cultural development
- (3) We encourage a work and study environment which is supportive of diversity and free from discrimination

Strategies and monitoring and evaluation measures are set out in the Ethnic Affairs Priorities Statement 2007-2011.

## **Disability Action**

### **Objectives**

- (1) Provide equitable learning opportunities for people with a disability
- (2) Provide equitable employment opportunities for people with a disability
- (3) Provide an inclusive culture and environment, and accessible facilities for people with a disability

Targets, strategies and monitoring and evaluation measures are set out in the Disability Action Plan 2007-2011.

## Affirmative Action for Women

TARGET	STRATEGIES	MEASURE	PRIMARY RESPONSIBILITY & TIMELINE	OTHER RESPONSIBILITY
Improve employment of women at senior levels to: <ul style="list-style-type: none"> <li>▪ 29% at Level D (from 24%)</li> <li>▪ 23% at Level E (from 18%)</li> </ul> Maintain 50% at HEW 10+	Further development of Academic Women's Leadership Program 2007-2009  Support and funding for Women@UoN program  Equity Research Fellowships 2007-2009  Research Enhancement Fellowships 2008-2009	Employment percentage rate for senior women	DVC (A)  2009	DVC (R), DVC (S), Faculty PVCs, Manager EDU
Improve employment of women academics in senior academic positions to: <ul style="list-style-type: none"> <li>▪ 30% Head of School (from 20%)</li> <li>▪ 22% PVC (from 11%)</li> </ul>	Further development of the Academic Women's Leadership Program 2007-2009.	Employment percentage rate of women academics with PhDs	DVC (A)  2008 and ongoing	Manager EDU DVC (R), DVC (S), Faculty PVCs
		Women in senior leadership positions of Head of School and PVC	DVC (A)  2009	Faculty PVCs
	Development and implementation of a Women's Employment Strategy to address barriers to entry by women into academic workforce and to their career progression	Women's Employment Strategy	DVC (A)  2009	Manager EDU
	Support and funding for	University budget allocation	DVC (A)	Manager EDU

	Women@UoN program		2007 and ongoing	
	Equity Research Fellowships 2007-2009 and Research Enhancement Fellowships 2008-2009	Research Fellowship Scheme	DVC (R) 2007 and ongoing	Manager EDU
Monitoring of gender equity in workforce data and access to information to exceed sector benchmarks	Develop appropriate reports in consultation with HRS that include ASCO coding, rates of part-time return to work after maternity leave, and casual staff employment	OEED and EOWA Report measures	DVC (A) 2007	Director, HRS Manager EDU
Assessment of gender equity impacts of Research Quality Framework	Develop and implement an RQF Gender strategy and monitor progress in implementation	Develop RQF Gender Strategy  Implement RQF Gender Strategy	DVC (R) 2008  2009 and ongoing	Manager, EDU Manager, RQF
Successfully promote policy allowing staff to work part-time/job share at all levels	Analyse data on participation by level and determine promotions strategy  Undertake online survey of women staff to ascertain level of support experienced in accessing flexible work arrangements	Percentage staff participation in flexible work arrangements	DVC (A) 2007 and ongoing	Director, HRS Manager, EDU
Sex-based harassment refresher training/ update for all staff every 2 years	Promotion to all staff to complete EO Online  Senior management support through Managing for Performance process	Percentage staff training/update  EOWA Report measures	DVC (A) 2007 and ongoing	VC, Director HRS, Manager EDU

Reduce pay equity gap from previous year by 2%	Promote staff development opportunities through Women@UON and Human Resources Services	Salary distributions by gender OEED and EOWA measures	DVC (A) 2007 and ongoing	VC, Director HRS, Manager EDU
Successful implementation of Academic Women's Leadership Program in 2007-2009	Develop a program to include: <ul style="list-style-type: none"> <li>• Expert external facilitator</li> <li>• 4x2 day workshops</li> <li>• Mentoring and shadowing</li> <li>• Executive coaching</li> <li>• Guest speaker program</li> <li>• Personal career planning sessions</li> <li>• Evaluation or outcomes</li> </ul>	Enhanced capacity and confidence for academic leadership roles  Career development outcomes for academic women  Visibility and support for increase in proportion of academic women in management and decision-making roles  Women role models for other staff and students	DVC (A)  Implement 2007-2009	Manager EDU

## Students

TARGET	STRATEGIES	MEASURE	PRIMARY RESPONSIBILITY & TIMELINE	OTHER RESPONSIBILITY
Increase the participation rate for students from lower socio-economic status backgrounds: <ul style="list-style-type: none"> <li>under 25 years old from 28% to 32%</li> <li>over 25 years old from under 30% to 32%</li> </ul>	<ul style="list-style-type: none"> <li>Unilink Outreach program to disadvantaged schools</li> <li>Educational Access Scheme</li> <li>Enabling programs – Open Foundation and Newstep</li> <li>Equity scholarships (ESSUN)</li> <li>Commonwealth Learning Scholarships (CLS)</li> </ul>	Participation rate for target group	DVC (A) 2011	DVC (S), Manager EDU
Improve the retention rate for students from lower socio-economic status backgrounds to equal that of all students.	<ul style="list-style-type: none"> <li>Orientation sessions</li> <li>Student loan scheme</li> <li>Equity grants and scholarships</li> <li>Learning Skills Support Program</li> </ul>	Retention rate for target group.	DVC (A) 2007 – 2011	DVC (S)
Increase proportion of women in non-traditional disciplines by 25%	<ul style="list-style-type: none"> <li>Gender inclusive marketing materials</li> </ul>	Marketing materials	DVC (A) 2007 – 09	DVC (R), PVC FSCIT, PVC FEBE, Director MPR, Manager EDU
	<ul style="list-style-type: none"> <li>Scholarships for commencing and RHD female students</li> </ul>	Scholarships	DVC (A) 2007 – 09	DVC (R), PVC FSCIT, PVC FEBE, Manager EDU
	<ul style="list-style-type: none"> <li>Connection with high schools to promote maths and science to girls, eg piloting Year ( maths and science summer school for girls</li> </ul>	Post Summer School surveys of participants' subject choice	DVC (A) 2007 – 09	PVC FSCIT, PVC FEBE, Manager EDU
	<ul style="list-style-type: none"> <li>Pilot Benchmarks for Cultural Change in Engineering Education</li> </ul>	Equity indicator reports for access, participation and retention	DVC (A) 2007 – 09	PVC FSCIT, PVC FEBE, Manager EDU
	<ul style="list-style-type: none"> <li>Orientation and mentoring programs</li> </ul>	Feedback from	DVC (A)	PVC FSCIT, PVC FEBE,

	for female students in non-traditional areas	students through focus groups and surveys	2007 – 09	Manager EDU
	<ul style="list-style-type: none"> <li>▪ Seminar series highlighting achievements of the work of women in non-traditional areas</li> </ul>	Established seminar series	DVC (A) 2007 – 09	DVC (R), PVC FSCIT, PVC FEBE, Manager EDU
Increase retention rate of women students in non-traditional areas and of women postgraduate students in areas where they are under represented to equal that of all students in those areas.	<ul style="list-style-type: none"> <li>▪ Inclusion of material on gender-inclusive teaching in the various teaching programs (Sessional teachers orientation workshop, Graduate Certificate in the Practice of Tertiary Teaching Program, Supervision of Research Higher Degree Students Training )</li> <li>▪ Resourcing and operation of Faculty Equity Committee in Faculty of Engineering and Built Environment to foster diversity</li> <li>▪ Support the establishment of women's interest groups in discipline specific areas (Information Technology, Physics, Engineering) and support activities arising from these</li> <li>▪ Implement Learning Styles Project which promotes Inclusive Practice and Diversity in teaching</li> <li>▪ Piloting the Benchmarks for Cultural Change in Engineering Education within the Faculty of Engineering and Built Environment</li> <li>▪ Organise culture and diversity awareness workshops for faculty members</li> </ul>	Retention rates	DVC (A)  2011	Manager EDU

	<ul style="list-style-type: none"> <li>▪ Seek additional funding for scholarships for female students in these areas</li> </ul>			
Improve the participation of students from rural areas to 15% and from isolated areas to 1%.	<ul style="list-style-type: none"> <li>▪ Commonwealth Accommodation Scholarships (CAS)</li> <li>▪ University of Newcastle scholarship scheme for disadvantaged students including expansion of number of scholarships for rural and isolated students (ESSUN)</li> <li>▪ Regional and Rural Access Scheme</li> <li>▪ Outreach activities to rural and isolated schools as part of the Regional Universities Road Show</li> <li>▪ Participation in Careers Markets in regional areas</li> <li>▪ Hosting of visits by students from isolated schools</li> <li>▪ Rural/Remote Entry Scheme to B.Medicine</li> </ul>	Participation rates for target groups.	DVC (A) 2011	DVC (S)
Increase retention rate for students from rural and isolated areas to equal that of all students.	<ul style="list-style-type: none"> <li>▪ Orientation Sessions for students from rural/isolated areas;</li> <li>▪ Faculty Student Support Officers;</li> <li>▪ Faculty-based support and mentoring programs for commencing rural/isolated students in Faculty of Business and Law.</li> </ul>	Retention rates	DVC (A) 2011	DVC (S)
Implementation of student-focussed elements of Cultural Diversity and Inclusive Practice	<ul style="list-style-type: none"> <li>▪ Implementation strategy following consultation with academic staff in Faculties of Engineering and Built</li> </ul>	CTS	DVC (A) 2009 and ongoing	PVC SCIT, PVC FEBE, Director CTL, Director CIS, Manager EDU

Toolkit	<p>Environment and Science and Information Technology, and with staff in Centre for Teaching and Learning and the Equity &amp; Diversity Unit</p> <ul style="list-style-type: none"> <li>▪ Online surveys of staff and students in 2008 and 2010 to assess changes in inclusive/culturally sensitive environment and curricula</li> </ul>	Cultural Diversity and Inclusivity Online Survey	DVC (A) 2008 and ongoing	Faculty PVCs, Director CTL, Director CIS, Manager EDU
---------	---	--	-----------------------------	---

### Staff Awareness of Equity and Diversity

TARGET	STRATEGIES	MEASURE	PRIMARY RESPONSIBILITY & TIMELINE	OTHER RESPONSIBILITY
Improve the level of awareness and understanding of equity and diversity issues and related legislative requirements amongst staff through achievement of 100% EO Online completions.	All Schools and Units will incorporate annual targets for EO Online completions into Operational Plans.	EO Online completion rates at School level.	VC  2011	
	Senior management to provide leadership through Managing For Performance process and other proactive measures in encouraging all staff to complete EO Online.			
Equity strategies and targets included in all Operational Plans.	Provide staff and student equity profiles to faculties and divisions and link to equity goals.	OEED Report measures	DVC (A) 2009	Manager EDU