Southern Cross University

A new way to think

Equity and Diversity Plan 2011 - 2015

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The Equity and Diversity Plan 2011-2015 takes its ambition from the University's Strategic Plan 2011-2015...

Vision

Southern Cross University will be recognised for enriching our communities through the excellence of our scholarship and the achievements of our graduates.

Mission

We equip our students to live a life they value and to be effective global citizens. We do this by creating inspirational and engaged learning experiences by staff who actively practise scholarship.

We extend internationally recognised educational opportunities for our diverse student body, including those from rural and regional communities.

We create and apply knowledge in partnership with our communities in fields that are regionally relevant and globally significant.

Values

Scholarship

We practise scholarship across our teaching and research activities with intellectual and professional rigour.

Innovation

We draw on the creative talents of our staff, students and stakeholders and their commitment and passion to address the needs of communities.

Social Justice

We advance human rights and are committed to providing opportunities for students and staff in an inclusive, culturally safe environment.

Ethical Behaviour

We act with integrity in an honest, fair, equitable and accountable manner in all our dealings.

Sustainable Practice

We actively pursue practices that develop the social, economic, cultural and environmental sustainability of our communities.

Engagement

We encourage a collaborative, open and transparent culture and engage with our communities through scholarship.

Related Plans and Strategies:

Indigenous Employment Strategy

Disability Action Plan

Teaching and Learning Plan

Goal 1

We will improve the access, participation and success rates of students from all equity groups through a whole-of-University approach to outreach and engagement activities, alternative entry pathways and a supportive student learning environment.

Objectives		Strategies	
1	Develop a University-wide approach to strengthening participation.	1.1	Implement a Strengthening Participation Action Framework by end 2011.
		1.2	Create data collection and reporting capacity for students from identified equity groups by end 2012.
2	Encourage aspiration for university education through the development of collaborative programs with targeted high schools, the VET sector, other universities and the community.	2.1	Grow the High School Outreach Program to include partnering with further low SES schools in the University's region.
		2.2	Evaluate and monitor the effectiveness of the High School Outreach Program in increasing aspiration and participation in higher education of students from equity groups.
		2.3	Develop collaborative programs with other universities and the TAFE/VET sector to increase the attainment and aspiration of students from equity groups by end 2012.
3	Expand pathways and access for prospective students from equity groups.	3.1	Expand seamless pathways options to SCU from VET providers.
		3.2	Increase the number of students in the SCU footprint who participate in the STAR scheme.
		3.3	Increase conversion of students who successfully complete Preparing for Success Program (PSP) to SCU courses.
		3.4	Develop a suite of general associate degree courses through SCU College by end 2013.
4	Increase the success of students from equity groups.	4.1	Identify attrition factors of students from low SES and Aboriginal and Torres Strait Islander backgrounds and develop actions in response to findings by end 2012.
		4.2	Identify success factors of students from low SES and Aboriginal and Torres Strait Islander backgrounds and develop actions in response to findings by end 2012.
		4.3	Undertake exploration of student cohorts and success in the Preparing for Success Program by end 2012.
		4.4	Increase the numbers of first year students participating in the student mentoring program - ongoing.
		4.5	Enhance academic and non-academic support for identified students at risk including first in family at university - ongoing.
		4.6	Promote student self-care strategies throughout first year units by end 2013.
		4.7	Maintain student participation above the state average for students from low socio-economic backgrounds, regional students and Aboriginal and Torres Strait Islander peoples - ongoing.

Goal 2

We will strive for a diverse workplace that has in place sustainable strategies to support and promote our staff in equity groups.

Objectives	Strategies
1 Promote programs and strategies to recruit, support and promote staff in EEO groups.	1.1 Use the SCU website to promulgate the University's equity and diversity programs, policies and support initiatives for both prospective and existing employees - ongoing. 1.2 Deliver employee information and awareness raising activities on the University's equity and diversity programs, policies and support initiatives - ongoing.
2 Improve the representation, retention and career development of Aboriginal and Torres Strait Islander employees.	2.1 Develop an Indigenous Employment Strategy 2011 - 2015 by end 2011.

Goal 3

We will provide an inclusive environment for our students and staff that supports and embraces a knowledge of, and respect for, equity and diversity and is free from harassment and discrimination.

Objectives	Strategies
1 An inclusive university.	1.1 Improve processes for the capture and reporting of accurate EEO data through the University's Human Resource Information System - ongoing. 1.2 The reporting by all University organisational units on activities and performance in relation to equity and diversity targets as established through this Plan by end 2013. 1.2 Promote and affirm diversity through celebrations, workshops, promotional materials and events on campus - ongoing. 1.3 Develop a University Reconciliation Statement by end 2012.
2 Awareness and training.	2.1 Implement a 'community of practice' framework and materials to undertake a number of different types of cultural competency conversations and workshops at SCU by end 2012. 2.2 Implement EEO and anti-discrimination training as a compulsory part of induction to all staff by end 2013.
3 Inclusive teaching.	3.1 Implement globally relevant and inclusive teaching strategies that value students' diverse ways of knowing and learning.

	QUANTIFIABLE TARGETS	PERFORMANCE INDICATORS
1	Grow the High School Outreach Program to include partnering with further low SES schools in the University's region.	Increased number of high schools.
2	Expand seamless pathway options to SCU from VET providers.	Pathways increased.
3	Increase conversion of students who successfully complete Preparing for Success Program (PSP) to SCU courses.	Increase in number of conversions.
4	Increase the number of first year students participating in the student mentoring program.	Increase in number of first year students.

PROGRESS METRICS

QUANTIFIABLE TARGETS	PERFORMANCE INDICATORS	2010	2011	2012	2013	2014
Grow the High School Outreach Program to include partnering with further low SES schools in the University's region.	Increased number of high schools.	10	11			
Expand seamless pathway options to SCU from VET providers.	Pathways increased.	nil*	300**			
Increase conversion of students who successfully complete Preparing for Success Program (PSP) to SCU courses.	Increase in number of conversions.	245	260			
Increase the number of first year students participating in the student mentoring program.	Increase in number of first year students.	379	450			

* Multiple, individually assessed, advanced standing pathways existed between SCU and the VET sector

** Published, transparent advanced standing pathways exist between SCU and the VET sector

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