

Equity and Inclusion Plan

2022-2026

Several whole-of-University supporting plans provide a bridge between the ECU Strategic Plan 2022-2026 and ECU's annual operating plans: Aboriginal and Torres Strait Islander Plan, Educational Experience Plan, Enrolment Growth Plan, Equity and Inclusion Plan, International Plan, Regional Plan, Research Plan, and People and Culture Plan. The supporting plans provide a coordinated approach to achieve a broad range of objectives for the relevant Strategic Priorities from the Strategic Plan.

The overall purpose of the Equity and Inclusion Plan is to articulate a vision for ECU to strengthen its work with, and support for, our diverse students, staff, families, communities, and partners. We recognise the differences and similarities within the ECU community through various intersecting dimensions, such as gender, sex, sexuality, race, ethnicity, language, culture, religion, disability, mental health, socioeconomic status, family and carer responsibilities, and immigration status. ECU aims to foster an environment where everyone feels welcome, respected, and supported to fully participate in their studies and employment.

The Equity and Inclusion Plan complements ECU's commitments articulated in other supporting plans, including our dedicated Aboriginal and Torres Strait Islander Plan. It builds on ECU's previous work in equity and inclusion, and is informed by extensive student and staff consultation. The plan is intended to achieve ECU's vision through commitment, support, and action from all areas of the University.

The ECU Equity and Inclusion Plan's Senior Executive sponsor is the **Deputy Vice-Chancellor (Students, Equity and Indigenous)**. It was approved by the Vice-Chancellor on 2 February 2022. Progress against the plan will be reviewed annually, with adjustments incorporated where necessary.

Objectives

No.	Objective	Strategic Priority
1.	Increase retention and success for students in identified equity groups.	1
2.	Improve graduate outcomes for students from equity groups.	3
3.	Provide student leadership opportunities in equity, diversity, inclusion, and social justice.	3
4.	Increase access and participation for students from equity groups.	4
5.	Ensure students, staff, and visitors with disability have equitable and positive experiences with ECU.	4
6.	Provide an inclusive, welcoming environment for LGBTIQ+ students, staff members, and communities.	4
7.	Deliver an internationalised curriculum that fosters a sense of belonging for all students.	4
8.	Increase equity student access and participation in international mobility activities.	14
9.	Diversify ECU's staff profile to better reflect our communities.	17
10.	Build on ECU's gender equity achievements.	17
11.	Embed inclusive leadership and governance across ECU.	19
12.	Position ECU City as a key site for professional learning on equity, diversity, and inclusion matters.	19
13.	Influence community attitudes towards equity, diversity, and inclusion.	22
14.	Maintain a whole-of-institution approach to implementing key equity and inclusion initiatives.	23

Consultation and development processes

As one of ECU's supporting plans, the Equity and Inclusion Plan contributes to the strategic priorities and key performance indicators articulated in the ECU Strategic Plan. To inform the development of the Strategic Plan, ECU undertook the following consultation:

- 'Blue Sky' workshop with senior leaders across the University (February 2021)
- Four themed workshops on learning and teaching, research, internationalisation, support functions (May-June 2021)
- Four themed online town hall discussions (June 2021)
- Workshop for ECU Council (June 2021)
- Survey sent to all students (September 2021)
- Survey sent to key alumni and industry stakeholders (September 2021)

Feedback from these forums was integrated into the strategic plan and its supporting plans. For the Equity and Inclusion Plan, ECU carried out further consultation, including:

- Equity Plan workshop (October 2021)
- Equity and Diversity Committee, Disability Access and Inclusion Sub-Committee, Pride@ECU Committee, University Executive (December 2021–February 2022)
- Australian Network on Disability (AND) (March 2022)
- Youth Disability Advocacy Network (YDAN) (March 2022)
- *The West Australian* (April 2022)

Development of the Equity and Inclusion Plan also leveraged existing feedback from the ECU community and expert advisors, including:

- ECU *Equity Diversity and Inclusion Blueprint* student survey (2019)
- ECU LGBTIQA+ student open consultation session, in partnership with the ECU Queer Collective (2019)
- ECU Student Services and Facilities Evaluation (SSAFE) survey (2019)
- Australian Network on Disability's (AND's) *Access and Inclusion Index Comprehensive Roadmap Report for ECU* (2020)
- Pride in Diversity's Australian Workplace Equality Index (AWEI) ECU Staff Survey (2020)
- ECU's biennial Staff Engagement Survey, by Voice Project (2020)

This Equity and Inclusion Plan supersedes multiple existing plans, including the *Equity, Diversity and Inclusion Blueprint 2020–2021*; *Disability Access and Inclusion Plan 2016–2021*; and *Respect. Now. Always. Plan 2017–Onwards*. The consolidation is intended to raise visibility for inclusion, equity, and diversity, clarify ECU's commitments, and recognise intersectionality. The Equity and Inclusion Plan is complemented by the Aboriginal and Torres Strait Islander Plan, which is a standalone plan to meet external requirements. Equity initiatives are also included in other supporting plans, particularly the Educational Experience Plan.

The consolidation of existing plans is intended to refine the accountabilities across the organisation, and to allow for a more flexible and responsive approach over the next five years. ECU expects this to drive stronger engagement across the University, resulting in better outcomes for ECU's equity communities.