

RMIT Diversity and Inclusion

FRAMEWORK

RMIT University's mission is to create transformative experiences for students, getting them ready for life and work, and to help shape the world with research, innovation, teaching and engagement*.

RMIT's Strategic Plan identifies inclusion as one of our key values:

RMIT creates life-changing opportunities for all, welcomes students and staff from diverse backgrounds, honours the identity and knowledge of Aboriginal and Torres Strait Islander nations, and is an accessible and open institution dedicated to serving the needs of the whole community.

Accordingly, this Diversity and Inclusion Framework is the high-level statement of our aspirations.

We aim to support the achievement of our strategic objectives and values by:

- Increasing access, and building a more diverse student and staff community, and
- Providing a designed equitable and inclusive experience for all students and staff.

We will achieve this by:

1. Promoting diversity and inclusion through visible commitments and actions by the University leadership, and through communications, events, and staff development

2. Implementing leading practice in the equity and inclusiveness of our policies, facilities, services, and our workplace culture and behaviour

3. Improving access:

- **to education, employment, and enterprise for diverse students**, by building aspiration towards further study and enhancing access schemes, pathways, scholarships, preparatory programs, and career employability
- **to employment at the University** for staff with a diverse range of personal circumstances and characteristics, by ensuring equal opportunity and by actively recruiting to address pockets of under-representation

4. Ensuring an equitable and inclusive experience for all students and staff, by:

- Ensuring inclusive course structure, curriculum design and pedagogy, and by providing extra-curricular learning and support services for students
- Providing targeted support, policies, initiatives, services and career development for identified staff groups

While the commitment to an inclusive and diverse university community applies to all, Action Plans have been developed under this Framework for six priority focus areas:

- Aboriginal and Torres Strait Islander staff and students (in the Reconciliation Action Plan)
- Gender equity for staff
- Staff and students of culturally and linguistically diverse backgrounds
- Students from low socio-economic backgrounds
- Staff and students with disability
- Staff and students of diverse genders, sexes and sexualities

Each portfolio and college is responsible for developing and delivering its own actions in response to these priorities. Reporting through to the Vice-Chancellor and Executive, the RMIT Diversity and Inclusion Advisory Committee, chaired by the DVC Research and Innovation, has oversight of the implementation, monitoring, review and evaluation of this Framework.