

# Monaro Higher Education

## EQUITY AND DIVERSITY POLICY

*Policy title: Equity and Diversity Policy*

### *Table of Contents*

## Table of Contents

<i>Table of Content</i> .....	1
<i>1. Purpose</i> .....	1
<i>2. Principles</i> .....	1
<i>3. Context</i> .....	1
<i>4. Scope</i> .....	2
<i>5. Definitions</i> .....	2
<i>6. Policy details</i> .....	2
<i>7. Legislation</i> .....	3
<i>8. Policy Administration</i> .....	3
<i>9. Version control and change history</i> .....	3
<i>10. Reference /Benchmark</i> .....	4

### **1. Purpose**

1.1 The Equity and Diversity Policy specifies the principles and framework for Monaro Higher Education (MHE) to ensure equivalent opportunities for student academic success regardless of students' backgrounds.

### **2. Principles**

2.1 MHE recognises, values and promotes the diversity of its student community as a positive feature of our teaching and learning environment.

2.2 MHE is committed to meeting the learning and support needs of all our students, so that as far as possible all students have equal opportunities for academic success. MHE policies, practices and approaches to teaching and learning are designed to accommodate student diversity, including the under-representation and disadvantage experienced by identified groups.

### **3. Context**

3.1 The Equity and Diversity Policy outlines procedures and mechanisms to ensure the establishment of conditions for equity of academic outcomes for SICS students, irrespective of their background, and a

# Monaro Higher Education

## EQUITY AND DIVERSITY POLICY

framework for the creation of an institutional environment in which respect for diversity is fostered, supported, and promoted. The CEO, Dean, Academics and Academic Skills Advisor are the responsible officers overseeing the development and implementation of this policy.

### 4. Scope

4.1 This policy applies to all staff, students, stakeholders, and members of the MHE community.

### 5. Definitions

Discrimination – unfavourable treatment of a group or an individual based on their: sex; potential pregnancy or pregnancy; age; sexual orientation; race, nationality, colour, ethnicity, ancestry or descent; national origin or ethno-religious group; domestic or marital status; presumed disability or disability; intersex status and gender identity; political or religious activity, or belief.

Diversity - Similarities and differences among groups of people and individuals.

Equity - The creation of opportunities for equal access and academic success among all students. This includes specific provisions to support students from underrepresented groups in Australian higher education.

### 6. Policy details

6.1 MHE recognises the seven classes of under-represented students that have been specifically identified in Australian higher education policy are:

- students from a non-English speaking background (NESB)
- students with disability
- women in non-traditional areas of study (WINTA)
- Aboriginal and Torres Strait Islander (ATSI) students
- low socio-economic status (LSES) students
- students from regional and remote areas and
- students who are the first in their families to attend a higher education institution.

6.2 MHE is committed to providing small, innovative, friendly learning environments where all students can truly engage in active and inquiry-based learning. MHE delivers specialised programs and services that cater to students' needs.

6.3 MHE's approach to increasing the access, retention, and success rates of underrepresented students includes:

- reaching prospective students with potential (outreach),
- helping them to connect with higher education (facilitating access),
- assisting the learning experiences and providing the support once the students commence (developing experience), ultimately improving the retention and completion rates of those students; and
- evaluating the effectiveness of equity programs in achieving their goals (measuring outcomes).

# Monaro Higher Education

## EQUITY AND DIVERSITY POLICY

6.4 MHE will provide special consideration to the recruitment, admission, participation, and completion of Aboriginal and Torres Strait Islander students.

6.5 Students with identified and /or stated needs are consulted concerning their study requirements and supported throughout their enrolment to be as successful as they can within the limits of the available resources. Each student's situation will be handled on its merits. MHE will provide reasonable adjustments within the learning environment for students with special needs through a range of services such as, but not limited to reasonable modifications to assessment, special consideration, and physical access to premises. MHE will also provide students with literacy, numeracy, academic skills development, counselling services and support.

### 7. Legislation

MHE acknowledges its legal and regulatory obligations under the following frameworks:

- Age Discrimination Act 2004 (Cth)
- Anti-Discrimination Act 1977 (NSW)
- Australian Human Rights Commission Act 1986 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Disability Standards for Education 2005 (Cth)
- Higher Education Standards Framework (HESF) 2021
- Racial Discrimination Act 1975 (Commonwealth [Cth])
- Sex Discrimination Act 1984 (Cth)
- Workplace Gender Equality Act 2012 (Cth)

Under these obligations, MHE will ensure that a safe, secure, and supportive environment is provided for staff and students.

### 8. Policy Administration

Policy category	Governance
Policy owner	Board of Directors / Academic Board / Senior Management Group
Responsible officer	CEO, Dean, Academic Skills Advisor
Approving authority	Board of Directors or Academic Board
Contact officer	Dean and or Academic Skills Advisor
Approval date	
Commencement date	
Review date	Three years
Version	1.2
Related documents	

### 9. Version control and change history

Version	Approval date	Approved by	Summary of changes
1.1	10 August 2023	Academic Board	Removal of reference to Higher Education Admin

# Monaro Higher Education

## EQUITY AND DIVERSITY POLICY

			Change name from Academic Skills Support Officer to Academic Skills Advisor Added link to Reference/Benchmark <a href="https://aihe.sa.edu.au/pages/policy-and-procedure-directory">https://aihe.sa.edu.au/pages/policy-and-procedure-directory</a>

### 10. Reference /Benchmark

- *The University of New South Wales*

<https://www.gs.unsw.edu.au/policy/documents/equitystatement.pdf>

- *Western Sydney University*

[https://www.westernsydney.edu.au/equity-and-diversity/about/relevant\\_policies](https://www.westernsydney.edu.au/equity-and-diversity/about/relevant_policies)

- *Adelaide Institute of Higher Education*

<https://aihe.sa.edu.au/pages/policy-and-procedure-directory>