

## Appendix A - ACCESS AND PARTICIPATION PLAN 2020

### Deakin University

This plan connects students from low socio-economic status communities to programs that ensure they are welcomed, feel safe and supported throughout their experiences and should they study with Deakin, it will ensure they graduate with the capabilities and resilience to succeed, lead and make a difference in the wider community. The plan aligns under Deakin's core value of Inclusion and the key Diversity and Inclusion themes of 'Respect. Belong. Thrive'. We want everyone at Deakin – our students, staff, and our local community partners – to feel part of our ambitious agenda. Our program is underpinned by a set of guiding principles and values:

- **Participation:** community, students, professional staff, teaching and learning teams are key partners in improving student outcomes.
- **Life-cycle approach and evidence based:** planning across the student life-cycle and activities are age- and stage appropriate, high quality and informed by action research.
- **Cohort and individual needs:** we respond to needs associated with priority cohorts and individuals experiencing educational disadvantage.
- **Intersectionality:** we acknowledge and respond to the unique modes of discrimination influenced by social and political identities such as gender, socio economic status, cultural background and ability.
- **Alignment and integration:** activities will engage with Deakin strategy planning processes and priorities into; teaching and learning, administration, monitoring and planning.
- **Innovation:** new approaches and collaborations in student engagement and teaching have the potential to improve outcomes for individuals and communities.
- **Place based:** we recognise our campuses operate in different contexts and for different communities. Our commitment to diversity and inclusion also enhances Deakin's reputation for being approachable and collaborative with our government, industry and community partners.
- **Our people:** the diversity, quality and commitment of Deakin's staff, students and partners are integral to our success.

#### Benefits

- Individuals feel a sense of belonging, identity and connectedness by 'being known' and valued by peers, programs and teaching staff engaging with Deakin programs.
- Alignment to the Student Learning and Experience Plan (SLEP) outlines our commitment to student success delivering on the Deakin promise to our students of a brilliant education where they are and where they want to go to fulfil their personal and professional futures, particularly for the jobs and skills of the future.
- Deakin benefits from better understanding the diversity of low SES need and experiences and can better manage and shape students' access, expectations and preparedness for study.
- Our communities benefit from our shared commitment to education and employability as the key to overcoming poverty and disadvantage.

#### External Factors (directly impacting student wellbeing, finances and study plans)

- Natural disasters and pandemic – during period of emergency and operational disruption, Deakin operates according to decisions made by the Critical Incident Management Team. The decisions made by this group are based on the advice provided by the Federal and State Governments and Chief Medical Officer.
- External partner planning and impacts – closure of libraries and pause on services and outreach

#### Assumptions

- Approved HEPPP activities commenced in January prior to COVID-19 impacting domestic students. Activity output will be reviewed in two parts; January – June and July – December, to adjust and respond appropriately to COVID-19 impacts. Activities that at the time of submission may support low SES students affected by bushfires and/or the COVID-19 pandemic are highlighted by \*.

## Access and Participation Plan 2020

The plan is summarised in a logic model, addressing the stages in the student life cycle and key activities at each stage that support access and participation.

Action Areas	Pre Access (outreach)	Access	Transition, Participation, Retention, Success	Transition Out
<b>Establish baseline &amp; Trend analysis</b>	Number of: School Partnerships, activities, student participants Qualitative engagement results $\geq$ 70% Number of: hours volunteer support	Access rates for DEAP partners & equity groups ATAR Adjustment	Performance based funding participation & success rates for: equity cohorts vs institution vs state vs national	Performance based funding Low SES students Career & course preferences
<b>Target Groups</b>	Low SES primary & secondary students Indigenous students, community Regional and Remote students and community	Low SES school students Low SES non-current school leavers Low SES refugees Low SES care leavers	DEAP student alumni Low SES students in financial need* Low SES priority students: cohorts, commencing, at-risk behaviours, first failures. low SES students	Low SES graduates all Low SES graduates in non-vocational degrees
<b>Key Activities</b>	Deakin Engagement and Access Program (DEAP) & workshop revisions Literacy Buddies Indigenous – outreach development Academic preparation * Youth Advisory Council research	Review & improve: access scheme, pathways administration * Early intervention support for defined equity groups *	Financial & practical support* Academic & peer mentoring Retention & support campaigns Modified orientation for intervention groups	Deakin Hallmarks Deakin Graduate Talent workshops & resources
<b>Partnership &amp; Collaboration</b>	Schools Other Universities, TAFEs Deakin Faculties Institutes and Centres Nikeri & Deakin Indigenous leadership Department of Education Vic Community NGOs	Student administration Access & participation strategy group Community NGOs Refugee networks Care leaver networks Student Association	Deakin Success & Retention Taskforce* Student Administration First year co-ordinators Indigenous inclusion projects Other Universities, research centres & projects Community NGOs Student Association Mental Health Strategy/ Taskforce	Employers Deakin Graduate Talent Deakin Faculties Advancement
<b>Aim</b>	Encourage aspiration for university study Demystify university choices Increase self and opportunity awareness Increase informed decision making and choice Increase exposure & engagement with current university students Add value to our partnerships	Strengthen access schemes & simplify pathways Improve participation rates of low SES students studying at Deakin	Raise awareness & participation in academic, personal & financial support programs Improve inclusion and resilience of our students Increase early warning and responses systems Raises awareness & embed inclusive education principles & measures of successes Offer peer to peer programs and employment Address avoidable failure and support persistence	prepare students for their chosen career, through workshops, mentoring, cadetship & internship experiences
<b>Outcomes</b>	Increase students' awareness, confidence and motivation toward higher education Increase capacity for school and community to offer career exploration and support Increase student knowledge about higher education and changing world of work Raise awareness pathways Raise awareness of financial supports and equity scholarships	Revised Deakin admissions access schemes and strategy	Revise measures, determine cohort targets, benchmark measures and cohort indicators Increase engagement of first year students Increase academic, co-curricular and personal programs and resources to meet the needs of a diverse student community Increase participation by staff and students in community of practice and peer –peer models Raise access & awareness of financial support Improve retention rates of targeted equity groups	Early exit degree qualifications Grants for work integrated learning Improve low SES employment opportunities with Deakin
<b>Innovations</b>	Co-designing workshops with academic and student mentor engagement Collaborations in regional engagement with other universities Exploring senior years academic support second half of year Online support Culturally sensitive development of materials	Review of associate degree	Implement Equity Innovation Grants - 2020 Add equity data at course & unit review level Pilot equal opportunity online legal clinic Pilot Guided Self Development (GSD) mentoring for enrolment & transition Offer additional professional development for first year teaching staff Open Textbook Social Justice project	Implement Equity Innovation Grants 2020  Pilot equitable employment network
<b>Evaluation &amp; Monitoring</b>	Numbers/proportions of students and teachers reporting: - greater awareness of what university offers and options - better knowledge of the benefits of higher education - a more positive perception of university - increased optimism that university is a realistic option for themselves/their students - volunteers feel valued and able to contribute - partnerships improve capacity to deliver programs	Number of: applications for admission via access schemes; students entering university through pathways, offers made based on adjusted ATAR or other recognition Improving credit transfer and articulation	Financial Action and Inclusion Plan – (FIAP) Geelong Pilot, 11 actions Student experience survey results Student Learning Experience Plan will monitor equity measures and improvements will be reported to the taskforce. Pilots will report progress at mid-year and final summary in 2021. Mid- year equity data synthesis & interpretations Inclusion and Wellbeing Student Survey results	Numbers of equity students using: Deakin services, engaging in Hallmark applications  Pilot will report progress at mid-year and final summary in 2021.