



**Creating Inclusive
Futures Together:**
Disability Access and
Inclusion Plan
2021-2025



Acknowledgement

Deakin University acknowledges the Traditional Custodians of the land on which our five physical campuses are situated and pay our respects to their Elders; past, present and future. We acknowledge the Wadawurrung people of the Kulin Nation on whose land our Geelong campuses are located, the Wurundjeri and Boon Wurrung people of the Kulin Nation on whose land our Melbourne campus and Melbourne Corporate Centre are located, and the Gunditjmarra people on whose land our Warrnambool campus is located. We welcome all Aboriginal and Torres Strait Islanders to Deakin. Deakin is committed to valuing, building and sustaining recognition, understanding and positive relationships between Aboriginal and Torres Strait Islanders and non-Indigenous Australians.

What diversity and inclusion means to us

Our Strategy has three strategic themes which guide a whole-of-university approach to embedding diversity and inclusion. The themes are:

Respect

We want an environment where students and staff feel included and respected for their unique perspectives and talents.

As a University community, we set strong standards of behaviour and we all have a responsibility to address unacceptable attitudes and behaviours.

We work to uphold inclusion and respect by challenging attitudes that condone violence, gender stereotypes, power imbalance, gender inequality and inequity. We take a proactive approach to preventing sexual harm in our University community and improving how we respond to, and support those, who have been affected.

Belong

Our focus is on creating places — whether on campus or in our virtual spaces — where everyone feels safe to bring their whole selves to all they do.

We have committed to building the inclusive leadership capability of all University leaders so that students and staff feel a strong sense of belonging in our community and achieve success.

Thrive

We want all our people to feel encouraged to speak up and share their diverse experiences, ideas and perspectives — where they feel empowered to challenge ideas and contribute to new processes, flexible ways of studying and working, making a positive impact for the whole community.



Strategic alignment and Legislative context

The Disability Access and Inclusion Plan 2021–2025 (the Plan) updates and replaces Deakin’s Disability Action Plan 2018–2020.

The Plan forms one of a number of interrelated plans developed by Diversity and Inclusion in consultation with, and on behalf of the University. It acknowledges the effect of disability intersecting with other inequities, and the benefit for all in implementing access and inclusion strategies.

Deakin is committed to becoming a truly accessible and inclusive organisation and has created Disability Access and Inclusion Plans since 2000, which have been registered with the Human Rights Commission and are compliant with the Disability Education Standards 2005.

This new Action Plan is also registered with the Australian Human Rights Commission. It demonstrates a commitment to inclusive policies and practices and compliance with the Disability Discrimination Act 1992 (Cth), Equal Opportunity Act, TEQSA and the related Disability Standards for Education 2005.

The Disability, Access and Inclusion Plan 2021-2025 houses the set of actions the University commits to advancing over the life of the Plan, aligned under the themes:

- Education and Employability
- Digital delivery and Innovation
- Partnerships to impact

The Plan:

Education and Employability

| Action | Responsibility | Connected Plans | Timeline |
|---|---|--|----------|
| Develop and promote opportunities for students with disability to establish successful employment pathways. | Deakin TALENT Diversity and Inclusion | Education and Employability Guiding Plan National Disability Coordination Officer Program | 2022 |
| Promote education without barriers through inclusive and open education practices across the University. | Deakin Learning Futures | Inclusive Education Action Plan Deakin Learning Futures Plan | Ongoing |
| Improve inclusivity and connectedness for students with disability. | Division of Student Administration Diversity and Inclusion | Education and Employability Guiding Plan Diversity and Inclusion Strategy DSA Divisional Plan DSL Divisional Plan | 2022 |
| Promote the diversity of our workforce through targeted marketing strategies and employment opportunities. | Talent Acquisition Human Resources Division Marketing | People and Culture Plan Diversity and Inclusion Strategy | 2022 |

The Plan:

Digital delivery and innovation

| Action | Responsibility | Connected Plans | Timeline |
|--|---|--|----------|
| Embed Digital Accessibility across Deakin's online platforms, digital communications and personnel knowledge bases. | eSolutions | <u>ICT Standards</u> , Deakin eSolutions WCAG 2.0 compliance Inclusive Education Action Plan Deakin Learning Futures Plan | Ongoing |
| Provide training opportunities for our professional and academic staff to create a disability confident workforce and study environment. | Diversity and Inclusion Organisational Development | Diversity and Inclusion Strategy People and Culture Plan | 2021 |
| Develop innovative solutions to support staff accessing adjustments. | Health, Wellbeing and Safety | Mental Health and Wellbeing Strategy Diversity and Inclusion Strategy | 2023 |

The Plan:

Partnerships to impact

| Action | Responsibility | Connected Plans | Timeline |
|--|--|--|----------|
| Improve the experience and accessibility of the built environment. | Infrastructure Property Group | Capital Infrastructure Plan | Ongoing |
| Engage with people with disability when planning services, projects, products and experiences. | Division of Student Life | Student Mental Health and Wellbeing Plan DSL Divisional Plan DSA Divisional Plan | Ongoing |
| Increase visibility of our inclusive approaches across the University through targeted communication and engagement. | Diversity and Inclusion | Diversity and Inclusion Strategy Community Partnerships Diversity and Inclusion Reference Group | 2021 |
| Create opportunities for students with disability to have meaningful impact across broad projects and portfolios. | Deakin University Student Association Diversity and Inclusion Division of Student Administration | Education and Employability Guiding Plan Diversity and Inclusion Strategy Students as Partners Framework | 2022 |

AllPlay: Making the World Fit for all Kids



A Deakin researcher's inclusive initiative

Deakin University is proud to have world class researchers working to progress inclusion for all people in our local and global community. We champion this work and raise the profile of disability projects to ensure we are at the forefront of inclusivity and accessibility in the Higher Education environment.

We are already one of Australia's most progressive universities, characterised by our commitment to challenging current ideas and concepts, lifelong learning and employability, discovery and creativity, digital capability, social justice, inclusivity and diversity.

Dr Nicole Rinehart of Deakin University is an international leader in neurodevelopmental disorders and practicing clinical psychologist specialising in Autism Spectrum Disorders and ADHD. Nicole leads the successful [AllPlay](#) program, an initiative that enables children with developmental challenges, such as autism, cerebral palsy, language disorders and intellectual disabilities to access a range of activities. AllPlay was designed so that the community can access strengths and evidence-based resources to support the 1 in 6 Australian children who experience a developmental challenge or disability. The initiative targets attitudes, structures and systems with strengths and- evidenced-based resources and information so that everyone can play and be part of the community.

It is initiatives such as AllPlay that brings the community together through innovations in thinking about disability, and more specifically, how to support children to reach their full potential.



Contact

For further information, please visit the Deakin website at deakin.edu.au

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