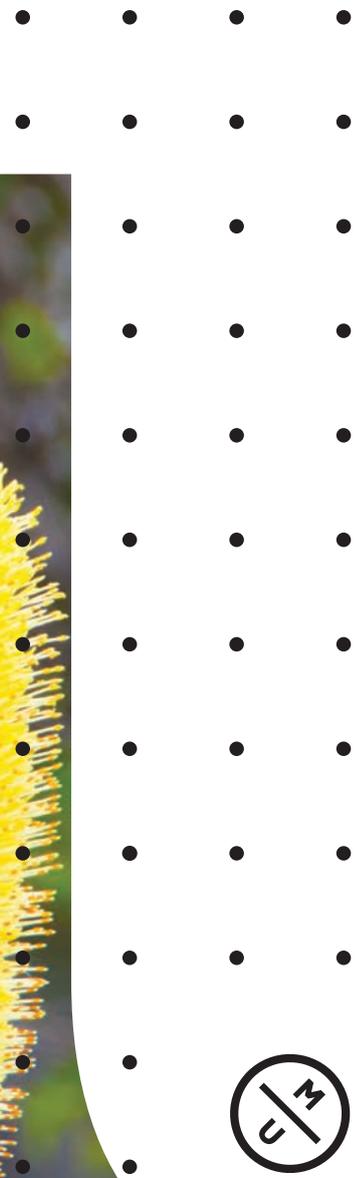


2022-2025

Disability Access and Inclusion Plan





A message from the Vice Chancellor

We are all enriched when everyone can engage fully in work, study, and community life. This statement is especially relevant for people with disability, who still face a range of environmental and systemic barriers to full participation in society.

Murdoch University's *2022-2025 Disability Access and Inclusion Plan* builds on work done over many years to ensure students and staff with disability are supported to reach their full potential. The plan ensures we remain accountable and deliver University structures, policies and practices that foster inclusion and encourage and celebrate diversity.

A range of actions are described in this plan which canvas mental health and wellbeing support; improved accessibility in digital and physical environments; and access to appropriate resources, information, and assistive technologies.

It seems fitting that the commencement of Murdoch's new *Disability Access and Inclusion Plan* coincides with the naming of Paralympian and 15-time grand slam winner Dylan Alcott as 2022 Australian of the Year. As we work to implement this new plan, we can draw inspiration from his purpose to *"change perceptions so people with disability ... can get out there and live the lives they deserve to live"*.

As a university with core values of equity and social justice, opportunity, sustainability, and global responsibility, these words resonate and will help guide us in doing more to make Murdoch a place of belonging for all people.

I proudly present to you the 2022-2025 Murdoch University Disability Access and Inclusion Plan.

**Professor Andrew Deeks
Vice Chancellor**





Acknowledgement of Country

We acknowledge the Whadjuk people of the Noongar nation as the traditional custodians of this country and its waters and that Murdoch University stands on Noongar country. We pay our respects to Noongar Elders past and present and acknowledge their wisdom and advice in our teaching and cultural acknowledge activities.

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Our Vision

Murdoch University is guided by the founding principles of:

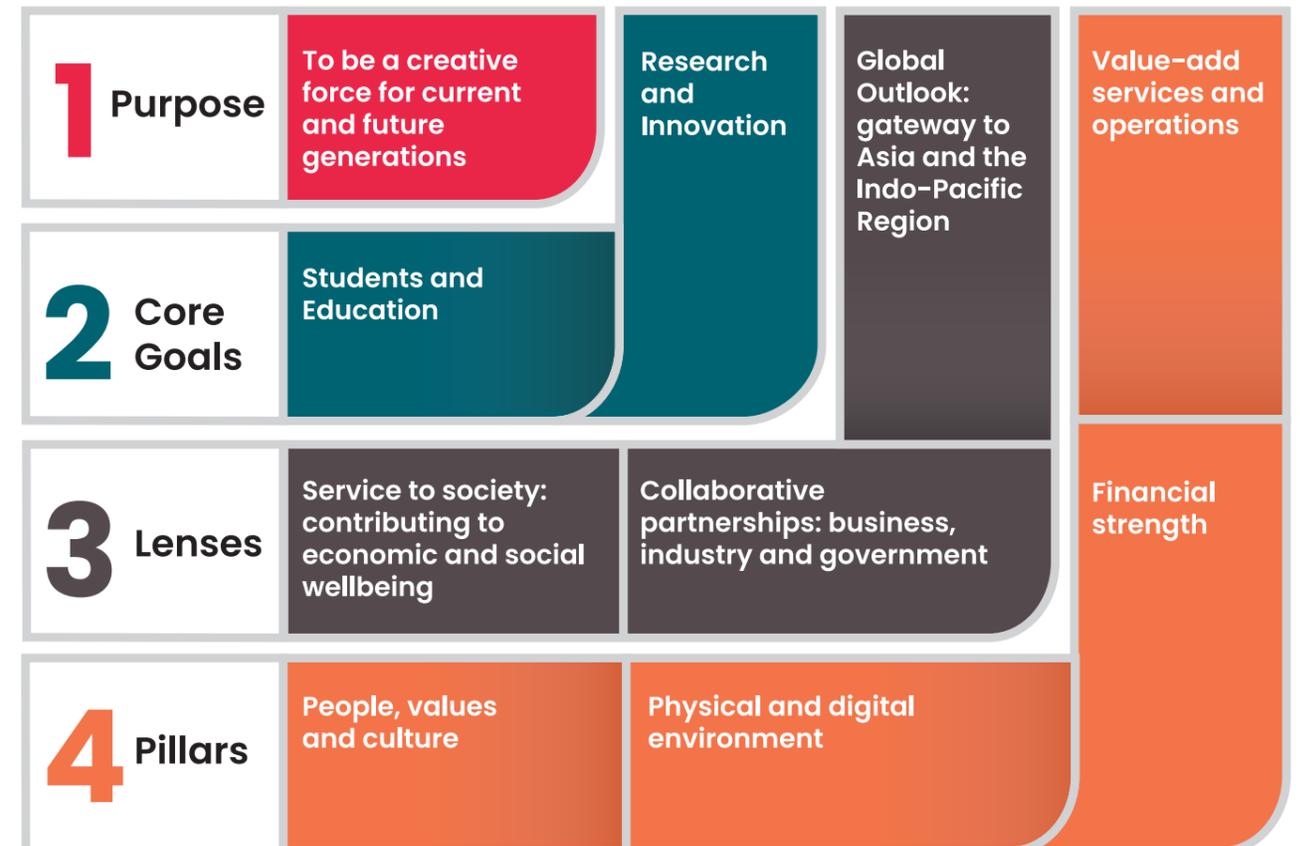
- **Equity and social justice**
- **Opportunity**
- **Sustainability**
- **Global responsibility**

Our **strategic plan** incorporates our role in the economic and social wellbeing of the many communities we are part of.

As a university we have a mandate to be in the service of society, and this extends to students, staff and visitors with disability.

Established in 1976, Murdoch University's commitment to Equity and Social Justice, Opportunity, Sustainability and Global Responsibility are visible through our academic, professional and community activities. Murdoch was the second university in Western Australia to provide inclusive education, irrespective of social standing and background. We pioneered access to tertiary education for people from diverse backgrounds through enabling pathway programs. We continue to remain committed to our purpose: to be of service to our communities and apply our creativity, knowledge and determination to making a sustainable difference for current and future generations.

The Disability Access and Inclusion Plan 2022 - 2025 honours our founding principles and has been informed by an inclusive, accessible and collaborative design and consultation process.



Inclusivity Statement

We want you to feel welcome here at Murdoch. Our University is a socially rich and culturally diverse community where all students and staff can thrive to be their best. It is a place where personal identity, cultural heritage, faith, gender expression, sexuality and ability are respected and celebrated as cornerstones of a vibrant and inclusive learning community.

Our University

The University has three onshore campuses at Murdoch, Rockingham and Mandurah; and provides transnational education in overseas campuses. Whilst the remit of this DAIP extends to national onshore campuses only, there will be cascading benefits to all campuses, particularly in the online/virtual environment.



The main Murdoch campus covers 227 hectares over hilly terrain with a 15.5m elevation, which requires ongoing attention, investment and maintenance to continue improving access to buildings, services and facilities, so that we can support thousands of students annually with self-identified disabilities. In 2023, a modern, sustainable and technology enabled building will be opened offering a contemporary and inclusive learning experience with a physical connection from Discovery Way (at rear of campus) to Bush Court, the heart of the Campus. The building named, Boola Katitjin (Building 360) had the University's Access and Inclusion Team provide consultation during the design phase to provide insight into how students with a disability engage with their environment

Murdoch's Access and Inclusion (A&I) team work under to the *Disability Standards for Education 2005* to support students with physical, sensory, mental health, medical, learning difficulties and temporary illnesses. Staff work with students to create Equity Quality Assisted Learning (EQAL) support plans to better navigate their higher education and experiences on campus.

Other areas, including the Wellbeing and Equity Projects team and the Organisational Development and Culture team, work to ensure that individuals with disability are acknowledged, included and celebrated, by applying an equity lens to all activities, projects and events and improving awareness around how intersectional identities of staff and students add to the rich and diverse culture and community at Murdoch.

At the time of print, Murdoch had 55 staff members disclosing disability, 14 of whom are new or returning Murdoch staff in 2021. Representation increased from 1.4% to 2.1% between 2020 and 2022.

Since 2017 the proportion of enrolled students declaring disability also increased steadily, particularly in the last two years, sitting at 14.6% in 2021 with a 2.1% increase from the previous year. With this encouraging figure being above the national average this reinforces Murdoch University's work to date and to continue our progress to a more inclusive and accessible environment.

Purpose of Disability Access and Inclusion Plan (DAIP)

The development of the DAIP 2022 – 2025 enabled a strategic approach for Murdoch University to reflect, plan, monitor and evaluate historical, existing and future objectives so that we can continue to provide a safe, accessible, inclusive and equitable physical and digital environment where staff, students and visitors can learn, work and grow.



Consultation process

Since the University first developed a Disability Action Plan in 2006 we have refined the consultative process by increasing the involvement of key University stakeholders, and highlighting the importance of accessible and inclusive practices, policies and environments. The planning phase of this 2022–2025 DAIP explored actions, timelines and measures with over 25 individuals across more than 12 department areas to understand what was currently underway or planned, in accordance with the seven desired outcomes.

After finalising the first draft, Murdoch’s internal Access and Inclusion team audited the document for accessibility before a public consultation period commenced. Specific feedback about the DAIP was sought, as well as general comments on campus accessibility. Several modes of advertising were used, including:

- An advertisement in the West Australian state newspaper (4th and 6th December 2021)
- Murdoch University staff intranet articles and promotion during events relevant to disability for both staff and students
- Direct emails to Murdoch University department heads
- Direct emails to numerous disability organisations
- Flyers around campus

People were invited to complete an online survey which asked about general accessibility at Murdoch University which included a direct link to the draft DAIP 2022–2025. For anyone requiring the document in alternative formats, direct office contact details were provided to ensure consultation was inclusive and accessible.

After compiling feedback from the public, staff and students, meetings were arranged with each of the relevant departments to review proposed actions alongside the feedback provided. This enabled us to amend actions where necessary or simply highlight outstanding issues that had not been previously addressed.

The DAIP 2022 – 2025 will be communicated internally via staff intranet articles, student announcements, social media, through the University governance committee structure, at various events that recognise significant days and permanently located on internal and external websites. In addition to online versions, hard copies are available on request via the Access, Wellbeing and Equity Directorate via (awe@murdoch.edu.au). This office is the main contact point for any ongoing issues around accessibility, in addition to online complaints which are handled by the University Secretary.

Federal and State Government compliance

Murdoch University complies with the *Commonwealth Disability Discrimination Act 1992* and the associated *Disability Standards for Education Act 2005* which prohibits discrimination on the basis that a person has, or may have, a disability.

The *Western Australian Disability Services Act 1993* requires local and state government authorities to develop and implement a current and ongoing Disability Access and Inclusion Plan outlining how we provide equal access to our facilities for people with disability, their families and carers.

The *Disability Services Regulations 2013* specifies that the DAIP is communicated in an accessible format to employees and the community.



Responsibility

Murdoch University's DAIP is supplied under Part 5, s 28 of the *Western Australian Disability Services Act 1993* and under ss 60, 61, 62, 63 and 64 of the *Commonwealth Disability Discrimination Act 1992*.

The Vice Chancellor is responsible for ensuring that the DAIP objectives are implemented, with opportunities to review and revise on a regular basis.

The University is responsible for providing an annual statement to the WA Disability Services Commission on achievement of our DAIP objectives, and publishing outcomes in our Annual Report.

Review and Reporting

Murdoch University provides an annual report to the Minister for WA Disability Services Commission.

Any agents and contractors used by Murdoch University, will be advised of the DAIP through procurement/tender documentation.

As for future reporting, along with annual reports to the Minister there will be regular reporting on the progress through the University governance structure to the Equity and Diversity Committee via the Disability Access and Inclusion Advisory Group.

Disability Access and Inclusion Plan (DAIP) Objectives



Objective 1	People with disability have the same opportunities as other people to access the services of, and any events organised by Murdoch University
Objective 2	People with disability have the same opportunities as other people to access the buildings and facilities of Murdoch University
Objective 3	People with disability receive information from Murdoch University in a format that will enable them to access the information as readily as other people are able to access it
Objective 4	People with disability receive the same level and quality of service from the staff of Murdoch University as other people receive from the staff of Murdoch University
Objective 5	People with disability have the same opportunities as other people to make complaints to Murdoch University
Objective 6	People with disability have the same opportunities as other people to participate in any public consultation by Murdoch University
Objective 7	People with disability have the same opportunities as other people to obtain and maintain employment with Murdoch University

Objective 1

People with disability have the same opportunities as other people to access the services of, and any events organised by Murdoch University



Photo: Access PLUS WA Deaf

1.1 Enhancing mental health and wellbeing

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
1.1.1 Increase Students' belonging to the university through contribution to development of wellbeing activities	A student focus group is maintained that reflects the diversity in the student community. To inform wellbeing, actions, and activities across the university	Director Access, Wellbeing and Equity	Ongoing from 2021
1.1.2 Ensure that policies and procedures reflect consideration of accessibility, inclusion and wellbeing factors for both staff and students	Process is developed and implemented that requires the policy/procedure developer to comment on how the document impacts or considers accessibility, inclusion, and wellbeing of the intended audience	University Secretary	Ongoing from January 2022
1.1.3 Implement a range of wellbeing programs and events, using students as partners	Access to and promotional content of wellbeing events is easily attainable and people with disability have inclusion in those programs	Director Access, Wellbeing and Equity	Ongoing from 2021
	Student Wellbeing and Equity Ambassadors to be recruited to include students with disability	Director Access, Wellbeing and Equity	Ongoing from August 2021
1.1.4 Wellbeing success measure will deliver annual employee survey and track wellbeing success measures	Annual survey is accessible digitally and in hard copy upon request. Digital formats to have accessibility options (as per system capabilities)	Director of People and Culture	December 2022
1.1.5 Review location, access and signage (physical and digital) to all support services to ensure students can access appropriate and timely support to meet their needs	Audit tool to be developed for Support Services to self-assess accessibility, with reference to diverse student cohorts including that of disability access requirements	Director Access, Wellbeing and Equity	June 2022
1.1.6 Increase safety within curriculum choices	University position statement and procedure relating to use of Content Warnings within curriculum	Director Access, Wellbeing and Equity	January 2022
1.1.7 Support and organise programs of physical activities for people with disability	The university will partner with external organisations to facilitate sports activities for people with disability	Director of Property, Development and Commercial Services Office	December 2021

1.2 Promoting and celebrating student diversity

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
1.2.1 Provide opportunities that celebrate student success and diversity	A student focus group is maintained that reflects the diversity in the student community. To inform wellbeing, actions, and activities across the university	Director Access, Wellbeing and Equity Associate Director, Student Journeys	Ongoing from 2022

Objective 2

People with disability have the same opportunities as other people to access the buildings and facilities of Murdoch University



2.1 Enhancing accessibility across digital environments

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
2.1.1 A new campus wayfinding technology will provide support for staff and students with reduced mobility to navigate accessible travel pathways	Campus Wayfinding tool is accessible and provides current information relating to accessibility (including accessible pathways, alternate routes if equipment is 'Out of Order')	Property, Development and Commercial Services Office Director Information Technology Services	January 2023
2.1.2 Software design principles include Disability Access and Inclusion (DAI) considerations across the Software Development Life cycle	All new web pages incorporate design elements to ensure disability access factors are a consideration, including pages tested in Reader view, contrast and colour are considered in design, along with general User interface/ User Experience considerations and number of "clicks"	Director Marketing, Communications and Development Director Information Technology Services	Ongoing from 2021
2.1.3 Further expansion of the use of Microsoft (MS) Teams will be available to all staff and students allowing for the wider use of accessibility and collaboration features	Utilise MS Teams - has the ability for bring-your-own-device (BYOD) listening, closed captioning, zoom text, change contrast, remote participation, delayed learning and more, including working relationship with MS Teams accessibility department	Director Information Technology Services Director Learning, Teaching and Technology	January 2023
2.1.4 Deliver a contemporary user experience, providing accessibility, usability and efficiency across learning and working environments for our students and staff	Physical learning spaces (formal and informal) and the digital learning platform will foster collaborative and social learning experiences for our students	Property, Development and Commercial Services Office	Ongoing from 2021
2.1.5 Monitor, develop, advocate and support digital learning guidelines that provide educators with guidelines and thresholds for delivery in the digital learning environments	Digital learning principles have been developed through consultative process and are published on Intranet. These provide an accessible tool for Unit Coordinators to self-assess achievement against digital learning principles and who will use digital learning principles as part of Unit Review and learning design process	Director Learning, Teaching and Technology	Monitoring ongoing from 2021



2.2 Enhancing accessibility across physical environments

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
2.2.1 Ongoing and continuing review of Property, Development and Commercial Services Office policies, procedures and design guidelines with reference to accessibility	All relevant Property, Development and Commercial Services Office policies and procedures reflect best practice standards	Director of Property, Development and Commercial Services Office	Ongoing from 2021
2.2.2 Review quantity and quality of accessible parking spaces	Annual review of accessible parking bays against best practice standards to reflect demand and location along-side Property, Development and Commercial Services Office policies and procedures around Easy Access Bays	Director of Property, Development and Commercial Services Office	Ongoing from 2021
2.2.3 Implement a Universal Access Plan across all campuses	A second 5-year capital works program will identify strategies, budgets and priority works to improve accessibility and ensure legislative requirements are met, with progress reported	Director of Property, Development and Commercial Services Office	Ongoing annual review from 2021
	Murdoch Active and recreation centre will identify and remove potential barriers to accessing the facilities	Director of Property, Development and Commercial Services Office	June 2022
2.2.4 Property, Development and Commercial Services Office to consult with Access and Inclusion, people with disability, and work areas during the development, design and implementation of new building projects and major refurbishments	All relevant Property, Development and Commercial Services Office policies and procedures reflect best practice standards across the University when considering inclusion and accessibility	Director of Property, Development and Commercial Services Office	Ongoing from 2021
2.2.5 Regular review of existing buildings and structures, for areas of access and inclusion improvement	Changes and relocation of the Pop-up Ref to allow easier accessibility as well as a pilot space with flat plate collaborative learning ahead of Boola Katitjin (Building 360)	Property, Development and Commercial Services Office	February 2022

2.3 Providing accessible low stimulation areas

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
2.3.1 As part of Boola Katitjin (Building 360), will provide areas more suitable for staff and students that require a reduction in sensory stimulation	Headspace - areas within Boola Katitjin (Building 360) which have little to no digital screens/content to reduce stimulation in these areas	Director of Property, Development and Commercial Services Office	January 2023
	Academic staff will have accessible collaborative space for office use and quiet zones	Director of Property, Development and Commercial Services Office	January 2023



Objective 3

People with disability receive information from Murdoch University in a format that will enable them to access the information as readily as other people are able to access it



3.1 Accessible resources to enhance wellbeing and inclusion

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
3.1.1 Provide an accessible platform for students to access education relating to wellbeing; develop individual resilience and skills	Review current online and hardcopy content to enable access to relevant and accurate information	Director Access, Wellbeing and Equity Director Access, Wellbeing and Equity with Director Information Technology Services	June 2022
	Implementation and ongoing review of Being Well, Living Well online toolkit	Director Access, Wellbeing and Equity	Ongoing from August 2021
3.1.2 Accessible wellbeing links within Student Portal with multiple formats	Student Portal will have accessible wellbeing equity and inclusion information via minimal links, consistent places, alternative ways of accessing (video and audio) and contrasting colour for readability	Director Access, Wellbeing and Equity Director Marketing and Communications	December 2023
3.1.3 Provide interactive and curated digital wellbeing content	Staff online Wellbeing Hub is provided in accessible formats	Director People and Culture	Ongoing from 2021





3.2 Enhanced accessible audio-visual facilities

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
3.2.1 Deliver enhanced visual service option for staff and students that have low or no vision and requiring use of a Personal Computer (PC)	Infrared Hearing Augmentation in all current and future teaching venues that are equipped with microphones	Director Information Technology Services	User/ Requestor feature to be enabled by from January 2022
	Users can individually enable 'user preferences' for themselves to meet their accessibility needs and improve the user experience when accessing things such as screen readers and keyboard navigation. This will be activated as part of portal project	Director Information Technology Services	1. Currently available (fulfiller) In progress for Portal 2. User/ Requestor feature to be enabled by no later than 31/12/2021
3.2.2 Explore personalised study support for students, including using predictive analytics and adaptive technologies, and evaluate the success of the use of technology-based supports	Online study support tools such as Grammarly, Studiosity and online toolkits have been implemented in recent years. Assess uptake of these tools and future technology-based supports by student cohorts	Director Learning, Teaching and Technology	December 2023

3.3 Enhanced accessible audio-visual facilities

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
3.3.1 Ensure the accessibility and suitability of student support services for all cohorts	Outreach campaigns delivered to specific cohorts including international, external, access pathway and low Socioeconomic Status (SES) students are accessible and provide information about student support services	Director Student and Library Services Director of Marketing and communications	Ongoing from 2022
3.3.2 Improve outreach campaigns and targeted scholarships for non-traditional students and/or educationally disadvantaged groups	The information and promotional content for scholarships is user friendly and accessible for individuals with disability	Director Student and Library Services	Ongoing from 2021
	Future Students program provides relevant information relating to students with disability	Associate director Student Journey	Ongoing from 2022
3.3.3 Ensuring people with disability are aware of how to obtain information in an accessible format	Place a statement on the relevant webpages for governance, appeals, complaints and fourth attempts offering the provision of documentation in alternative formats to people with disability, upon request and where possible	University Secretary	December 2022
3.3.4 Enhance accessibility of university governance documents	Review the Senate, and Academic Council Statements of Governance Principles to ensure incorporation of the use of accessibility best practice guidelines for governance documents	University Secretary	June 2022

Objective 4

People with disability receive the same level and quality of service from the staff of Murdoch University as other people receive from the staff of Murdoch University

4.1 Promoting awareness of equity, diversity and inclusion

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
4.1.1 The Access, Wellbeing and Equity services promote awareness of equity, diversity and inclusion for students	Awareness raising events, activities, initiatives, and projects are undertaken to enhance understanding of diversity and inclusion in the wider Murdoch community	Director Access, Wellbeing and Equity	Ongoing 2021
4.1.2 Deliver a range of resources to ensure staff awareness of responsibilities so that staff and student needs are met in a timely and inclusive manner	Identified package of training accessible by all staff relating to staff and student wellbeing and inclusion (from orientation onwards)	Director Access, Wellbeing and Equity Director People and Culture	May 2022

4.2 Improved student outcomes

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
4.2.1 Improve the retention and completion rate of undergraduate students from equity groups to equal that of the student cohort overall	Monitor and review student progression and success	Deputy Vice Chancellor Education and Equity	Ongoing from 2021
	Implement project to review and improve the data set relating to student diversity in order to improve student progression and retention	Director Access, Wellbeing and Equity	Ongoing from 2021
	Deliver engaging Orientation, transition and support services in a timely manner, that promote awareness and advice seeking behaviour in new students	Director Student and Library Services	Ongoing from 2021
	Student Success advisors deliver outreach campaigns to students at risk at any point across the student lifecycle	Director Pathways, Aboriginal Education and Student Success	Ongoing from 2021

4.2 Improved student outcomes continued...

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
4.2.2 Develop strategy to implement universal design for learning across the curriculum	Universal design for learning implementation strategy is available and based on inclusive stakeholder consultation	Deputy Vice Chancellor Education and Equity	December 2022
	Create strategy for implementation of Universal Design for Learning (UDL)	Deputy Vice Chancellor Education and Equity	December 2022
4.2.3 Enhance digital and peer support information that prepares students for university studies and life at all Murdoch campuses	Co-design information for targeted groups to be shared prior to arrival at University	Director Student and Library Services Director Pathways, Aboriginal Education and Student Success Director Information Technology Services	Ongoing from 2021
	Deliver an engaging transition to University via "O Week" and other opportunities prior to and post-arrival each semester that helps students connect to their course, the campus and their peers ensuring people with disability have awareness of the campus logistics and any timetabling issues and can access relevant support needed to resolve this	Director Pathways, Aboriginal Education and Student Success Associate Director, Student Journey	Q1 2023
	Campus tours for new staff and students are planned to take into account, accessibility requirements	Director Student and Library Services Director People and Culture	Ongoing from 2022
4.2.4 Establish single point for online student support consolidating the range of services available to students, including development of high-quality embeddable study support resources	Single point of online student support is established and maintained	Director Student and Library Services Director Learning, Teaching and Technology Director Marketing, Communications and Development	Monitoring ongoing from 2021
4.2.5 Deliver a contemporary user experience, providing accessibility, usability and efficiency across learning environments for our students and staff	Quantitative and qualitative feedback gathered via University Experience Survey and internal Unit Surveys	Director Learning, Teaching and Technology Associate Director Strategy, Quality and Analytics	Monitoring ongoing from 2021

Objective 5

People with disability have the same opportunities as other people to make complaints to Murdoch University

5.1 Providing accessibility to both staff and students for complaints

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
5.1.1 Review and improve methods for reporting faults and hazards around the campus and to request property improvement projects	Improved, universal access via a central reporting portal that will allow for feedback and status updates back to the users via the 'Service Now' process	Property, Development and Commercial Services Office	January 2022
5.1.2 Reviews of complaints and appeals processes to ensure systems and procedures are accessible to all	Embed information about disability support services within communications to students regarding appeals, complaints and fourth attempts by providing links to relevant webpages/ services	University Secretary	June 2022
	Ensure that all students with disability/ medical condition are provided with the opportunity to attend appeals, complaints and fourth attempt meetings in a mode that is conducive to their disability/medical condition i.e. online, where possible. Where this is not possible, ensure the availability of a support person	University Secretary	Ongoing 2021
	Review all complaints, appeals and fourth attempts associated webpages to ensure accuracy of information for students with disability/medical conditions	University Secretary	June 2022

Objective 6

People with disability have the same opportunities as other people to participate in any public consultation by Murdoch University

6.1 Providing accessibility to Murdoch information

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
6.1.1 Ensure that all Murdoch activities, advertisements, publications and media comments preserve the rights and the dignity of all equity groups, including people with disability and/or medical conditions	No Murdoch University activities contravene acceptable standards	Director Marketing, Communications and Development	Ongoing from 2021
	All Murdoch advertisements and publications are provided in an accessible format	Director Marketing, Communications and Development	Ongoing from 2021



Objective 7

People with disability have the same opportunities as other people to obtain and maintain employment with Murdoch University

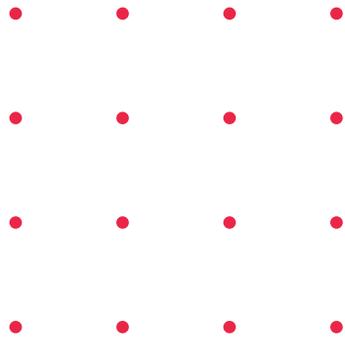


7.1 Providing optimal employment prospects

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
7.1.1 Prepare students with real world learning and employability experiences to facilitate smoother transitions to successful careers	Provide work integrated learning opportunities that are accessible and inclusive for people with disability	Director Learning Teaching and Technology	Monitoring ongoing from 2021
	Liaise with industry groups with proactive equity employment strategies to connect students with employment opportunities	Director Student and Library Services Director Learning Teaching and Technology	Liaison ongoing from 2021

7.2 Attraction and retention of staff with disability

ACTION	MEASURE	PERSON RESPONSIBLE	PLANNED COMPLETION DATE
7.2.1 Review, develop and implement mentoring, networking, coaching and sponsorship opportunities to enhance career development	Ensure any program in place are inclusive of people with disability	Director People and Culture	December 2022
	University Leadership Group (ULG) will have Key Performance Indicators (KPI's) relating to equity, diversity and inclusion. KPI's to include attendance in ULG Inclusion Awareness training series and targets for their staff group's completion of compliance modules related to access and inclusion	Director People and Culture	December 2022
7.2.2 Establish partnerships with disability employment service providers that lead to placements, build awareness and foster a supportive environment for staff with disability	Partnerships are put in place, the number of placements are monitored and support provided for staff who are seeking and are established in this partnership	Director People and Culture	December 2021
7.2.3 Understand and enhance the experience of staff with disability	Biennial Equity Diversity Inclusion (EDI) staff survey provides specific insight of the experience of staff with disability and actions are created to address areas requiring development	Director People and Culture Director Access, Wellbeing and Equity	Ongoing from 2021
	Update recruitment policies, procedures and related training to promote better understanding of employing staff with diverse backgrounds, including disability	Director People and Culture	December 2022
7.2.4 Maintaining compliance with staff training and raising awareness of equal opportunity in the workplace	All staff to complete compliance modules in line with University requirements (on starting and then every two years)	Director People and Culture	Ongoing and reported through Audit and Risk Committee Quarterly



MU Murdoch
University

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