

1. Equity outcomes and strategies

a) Outcomes for improving performance for equity groups from 2015-2017

- Increase access for students from equity groups, with a focus on students from low socioeconomic status (SES) backgrounds, and under-represented schools
- Increase the participation and retention rates for Indigenous students
- Increase the retention rate and success ratio for undergraduate students from low SES backgrounds
- Increase the success ratio for students with disability
- Increase participation of women in at least one course in a non-traditional area
- Increase the percentage of students from equity groups, with a focus on low SES backgrounds, attaining full time work following graduation

b) Strategies for achieving the outcomes

- Strengths-based community and school outreach with students in Years 3–12 in at least 30 under-represented schools across the Geelong, Barwon South Western, Eastern, Southern and Western Metropolitan regions, spanning parental engagement, academic enrichment, university experience, careers and pathways advice
- Community based learning in targeted undergraduate and associate degree courses to widen participation in, and transition into, university study in strategic locations with rich cultural diversity, disproportionate financial disadvantage and low tertiary participation rates
- Targeted scholarship schemes to address financial hardship and disadvantage for commencing and continuing students
- Targeted curriculum interventions which support student transition and success, drawing on Universal Design for Learning principles and approaches to embedding academic literacies, digital literacy and career development learning into courses
- A university-wide program of peer support and mentoring to inclusively support student success, which encompasses university-wide and faculty-based peer mentoring, Peer Assisted Study Sessions (PASS) in targeted units; drop-in stations staffed by students; and centralised resources and training
- A university-wide program to enable students from equity groups to successfully undertake work-integrated learning placements, and gain professional experience through a targeted work placement scheme, which incorporates skill building and dedicated career planning advice.

2. Evaluation Plan

A mixed method evaluation methodology (Creating Impact Through Evaluation) will be implemented during 2015–2017 to evaluate the impact of:

- participation in school outreach interventions on educational aspiration and engagement
- scholarships (by type) on student access and retention
- community based learning at Deakin Learning Centres on access to higher education, student engagement and success
- peer support and mentoring (by type) on student retention and success
- curriculum interventions on student retention and success, and of capacity building in relation to academics' attitudes and practice
- work-integrated learning support bursaries on student retention and success
- participation in the Work Placement Program on student success and graduate employment outcomes

3. Partnerships and collaboration

- Deakin will build on school students' educational aspiration and transition to higher education through co-development and delivery of strengths-based outreach program activities in partnership with schools and community organisations such as The Smith Family, headspace and Geelong Cats
- In partnership with local employers and industry representatives, graduate employability programs will build the professional skills and networks of students from low SES backgrounds.

- Deakin will explore opportunities to partner with other universities to share resources and knowledge, and expand the reach and impact of the six strategies outlined above in 1b).