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## Acknowledgment of Country

RMIT University acknowledges the people of the Woi wurrung and Boon wurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the University. RMIT University respectfully acknowledges their Ancestors and Elders, past and present. RMIT also acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

Artwork 'Sentient' by Hollie Johnson, Gunaikurnai and Monero Ngarigo.





# Professor Sherman Young

Deputy Vice-Chancellor, Education and Vice-President

“We strive to foster inclusive campus environments where everyone who chooses to study or teach at RMIT can participate without barriers. The IDEA Framework encourages us all to think about how inclusive practice can be embedded, from individual actions to systemic change. It’s about valuing diverse thoughts, perspectives and experiences because when inclusion is fundamental, success is universal.”



**Distinguished Professor Calum Drummond**  
Deputy Vice-Chancellor, Research and Innovation and Vice-President

“RMIT is committed to cultivating inclusive environments where our academics, researchers more broadly, professional staff and Higher Degree by Research candidates feel supported and equipped to excel. Through the IDEA Framework, we’re further embedding equity and accessibility into our culture, ensuring that diverse perspectives are valued and empowered to lead. By fostering inclusive communities, we enable our people to generate, disseminate and apply knowledge that makes a real and lasting impact on society.”



**Gaynor Witts**  
Vice-President, People and Culture

“Creating an inclusive RMIT starts with empowering our people. Through the IDEA Framework, we’re embedding inclusive practices into every stage of the staff experience, from recruitment and onboarding to professional development and leadership. Our goal is to ensure that every staff member feels respected, supported, and able to thrive. Inclusion isn’t just one of our values, it’s how we work, lead, and grow together.”



## Inclusion is one of the core values of RMIT.

The RMIT Inclusion, Diversity, Equity and Access Framework is our blueprint for designing an inclusive and accessible RMIT.

It aims to improve student and staff diversity, particularly among under-represented groups, and to ensure that everyone is included and enabled to thrive, by designing an RMIT that is 'Inclusive by design, for everyone, everywhere, all the time'.

The Framework is informed by principles that call us to:

Drive an intersectional whole-of-institution approach.

Embed 'Responsible Practice' in our thinking and doing, by every member of our community.

Be 'inclusive by design' by planning for the diversity of the community from the outset in everything we do.

Support insight and action on inclusion, diversity, equity and access across all locations and operations in the RMIT Group.

Have the flexibility to respond to emerging needs and priorities.

The IDEA framework identifies five domains with aspirations and priority action areas to drive action across the RMIT Group.

Across these five domains, our aspirations are:

- **Access, participation and success:** a more diverse student and staff profile with equity in retention, success and outcomes.~
- **Culture, capability and leadership:** an environment where all individuals are supported, are respected, and feel a sense of belonging.
- **Education and research:** ~ demonstrating best practice in inclusion, diversity, equity and access through our education and research.~
- **Infrastructure, service and operations:**~ inclusive facilities and services, and planning, resourcing and communicating our IDEA aspirations and achievements.~
- **Community and partnerships:** engaging reciprocally and in partnership with the communities we serve, promoting equity, diversity, inclusion and wellbeing.~

This report includes some recent achievements as well as spotlights on selected initiatives and their impact.





# IDEA Framework Domain 1: Access, Participation and Success

**We aim to create a more diverse student and staff profile with equity in retention, success and outcomes**

*This domain focuses on enhancing diversity among our students and staff while ensuring everyone can thrive in learning and careers. We implement strategies to attract underrepresented groups, facilitate successful transitions, and develop responsive policies and targeted initiatives.*

## Key Achievements

### Increased Access for Under-represented Groups:

3,715 offers were made through SNAP access schemes, representing an 8% increase from 2023.

### Enhanced Career Support for Women:

Launched a new mentoring program for women engineering students with professional development, seminars, and mentoring. Program expansion to other STEM disciplines is planned for 2025.

### Enhanced Parent and Carer Support:

Updated resources and webpages with clear action items and key information, with targeted advertising to inform staff and managers about parental leave transition resources.

### Robust Scholarship Program:

Awarded 2,057 equity coursework scholarships totalling \$6 million, plus added 14 new industry/donor scholarships worth \$662,000.

### Disability Support Services:

2042 students with disabilities or mental health conditions consulted Equitable Learning Services in 2024, contributing to more than 3,000 students benefiting from individualized learning plans.

### New Targeted Programs:

Developed specialized programs including a Diploma in IT for regional women and implemented a Disability Support Transition Officer role funded by the state government, providing intensive transition support for VE students with disabilities.

### Recognition for Inclusive Practices:

- Achieved Disability Confident Recruiter status for the fourth consecutive year
- Received Workplace Gender Equality Agency Employer of Choice citation for the sixth time
- Retained Platinum Tier status in the Australian Workplace Equality Index (AWEI) as one of Australia's top LGBTIQ+ inclusive organizations
- Named finalist for the Trans and Gender Diverse Inclusion Award

### Support for Asylum Seekers:

Secured additional funding for our award-winning program supporting students seeking asylum, providing fee waivers, living allowances and support services. Twelve Welcome Scholarships were awarded in 2024, with 69 students graduating over seven years.





# Empowering Students

## From Self-Doubt to Success: The I Belong Program

Claire Brown's story is a testament to the transformative power of RMIT's IDEA Framework and its focus on inclusion. Initially unsure about attending university, Claire's experiences at the Student Equity I Belong camp for aspiring Indigenous secondary school students changed her perspective.

Growing up in a regional Victorian town, Claire faced self-doubt. The I Belong program exposed Claire to university life and potential career paths, igniting her passion for education. "I've always been into sport, but the energy from the RMIT student teachers was incredible, I had a huge smile on my face the whole time," she recalled. This experience inspired Claire to pursue a Bachelor of Education (Primary) at RMIT.

Reflecting on her first year, Claire described it as life changing. "Moving away from everything I've ever known to create a better life for myself has been amazing," she said. Now thriving in her studies, Claire works to inspire other young people like herself to believe in their potential and consider university as a viable path.



High school students participate in RMIT's 'I Belong' program.

## Dylan Alcott Foundation Scholarship

Scholarship recipient Amy Roland

RMIT student Amy Roland is among the first recipients of the Dylan Alcott Foundation (DAF) Scholarship. This initiative, launched in 2024, aims to support young Australians with disabilities by offering financial assistance during their university studies. Each recipient receives up to \$10,000 per year, co-funded by the Foundation and RMIT, with allocations for both living allowances and course fees.

Amy Roland, a Bachelor of Laboratory Medicine (Honours) student with a hearing impairment, shared her journey, emphasising how her condition has enhanced her attention to detail—a critical skill in medical science.



Reflecting on the scholarship's impact, Amy stated, "Honestly, I felt incredibly relieved because I was stressing about how I would be able to financially support myself during my upcoming placement." She expressed deep gratitude towards the Foundation for making her educational pursuits more accessible.

Dylan Alcott AO highlighted the program's goal of creating equal educational opportunities and fostering a sense of community within the university environment. "The university experience offers so much more than just study and qualifications—it's about being part of a community, meeting new people, sharing ideas, and testing your thoughts in a broader context," he said.



# Empowering Students

## Free Diploma of IT for Women and Gender Diverse Students

RMIT, in collaboration with the Commonwealth Government, is offering a free Diploma of Information Technology to women and gender-diverse individuals across Victoria. This initiative aims to equip participants with valuable tech skills, enabling them to enhance their careers, pursue new opportunities, or engage in further studies within IT.

Vicki Kane, based in Corryong, is one of the students benefiting from this program. She works as an education coordinator supporting remote students and describes how the course has boosted her confidence in solving IT problems. “I can study remotely and then use those skills back in my community, which I think is important for rural communities where skilled people, like IT specialists, are needed,” she explained. Vicki appreciates how remote learning empowers women in regional areas, maintaining strong and vibrant rural communities.

The initiative team was recognised with a Vice-Chancellor’s Leadership Award in 2024.



Vicki Kane, participant in the RMIT Diploma of IT

## Workplace Adjustment spotlight – Carla Rawlins

The IDEA (Inclusion, Diversity, Equity, and Access) team at RMIT University has successfully transformed the workplace adjustment process, creating measurable improvements in workplace culture. The initiative's comprehensive approach incorporated community consultation, best practice research, and continuous improvement to optimize accessibility for employees with diverse needs, resulting in significant positive feedback from staff with disability and neurodivergent staff.

### Results and Impact

- Dramatic increase in staff receiving workplace adjustments: from 4 in 2023 to 93 in 2024
- 2% increase in engagement among staff with disabilities
- 9% increase in disability declaration rates
- Reduced engagement gap between staff with disabilities and overall workforce by 2%

RMIT’s Workplace Adjustment Officer, Carla Rawlins, received the Francis Ormond Award in 2024 for her outstanding work and advocacy in supporting staff with disability and neurodivergence.



RMIT’s Workplace Adjustment Officer, Carla Rawlins, receives the Francis Ormond Award



# IDEA Framework Domain 2: Culture, Capability and Leadership

**We provide an environment in which all individuals are supported, are respected, feel belonging, and are thriving, and our leaders are diverse and empowered to apply IDEA**

*This domain focuses on the core enablers of inclusion in our cultures and practices at RMIT. It recognises that the visible artefacts, the values, beliefs and behaviour, and the implicit assumptions and norms we adopt at RMIT will shape inclusion and belonging.*

*This domain also recognises the critical roles leaders at all levels play in setting the tone and in modelling inclusion. Actions in this domain aim to improve diversity among our student and staff leaders and ensure that all of our community is empowered to develop and apply best practice in IDEA.'*

## Selected Achievements

- A new framework for IDEA capability development now guides our professional development programs and events, complemented by a comprehensive SharePoint site that centralizes all IDEA resources and opportunities.
- Over 3,265 staff and students participated in IDEA professional development covering LGBTQIA+ inclusivity, accessibility, race, gender, disability, and neurodivergence—with "IDEA into Action" programs receiving particularly positive feedback. Our digital presence continues to grow, with the IDEA webpage attracting over 21,500 views and 9,100 unique visitors.
- The development of an anti-racism strategy involving community workshops to address racism on campus commenced in 2024 and continues into 2025.
- RMIT celebrated key cultural events including LGBTQIA+ days (Midsumma Carnival, Pride March, IDAHOBIT, and Wear it Purple), Global Accessibility Awareness Day, International Day for the Elimination of Racial Discrimination, and multicultural celebrations like Diwali and Lunar New Year.
- Ongoing support for staff communities and student networks continues through funding, leadership structures, and inclusive practice development.



Courageous Conversation event promotes cultural inclusion and racial equity at RMIT.



## Wear It Purple Day

RMIT University marked an historic milestone during Wear It Purple Day 2024, hosting its first-ever on-campus Pride March along Bowen Street at the CBD Campus. The annual celebration champions LGBTIQ+ youth visibility and empowerment, bringing together students and staff in a colourful display of solidarity.

Marchers paraded with pride down Bowen Street, culminating in a meaningful ceremony at the campus flagpoles where the Inclusive Pride Flag was raised high above the University grounds. The day's festivities extended beyond the march to include engaging Queer Trivia sessions and the visually striking Purple Pride fashion and photography exhibition.

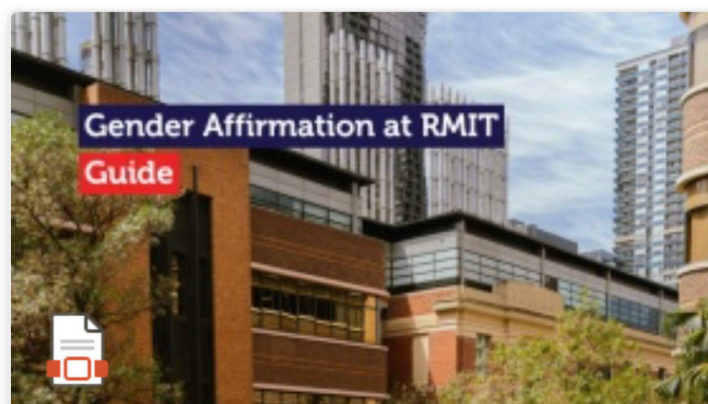
Greg Dennis, IDEA Coordinator said Wear It Purple Day is an incredible opportunity to come together as a community and show support for LGBTIQ+ youth. ***"This year's theme 'Pride and Passion' resonates with me and RMIT, highlighting the work we have done in this space,"*** he said.

***"I'll be wearing purple on the day to increase visibility of our LGBTIQ+ community and show that we are not only celebrating diversity but also reinforcing our commitment to creating an inclusive environment where everyone feels safe, respected, and valued. As a member of the LGBTIQ+ community myself, I recognise the importance of visibility for young folk in the community."***





## New resources published in 2024 to support the RMIT community to be 'inclusive by design'



IDEA: Professional Development and Events ...  
Gender Affirmation at RMIT Guide.pdf



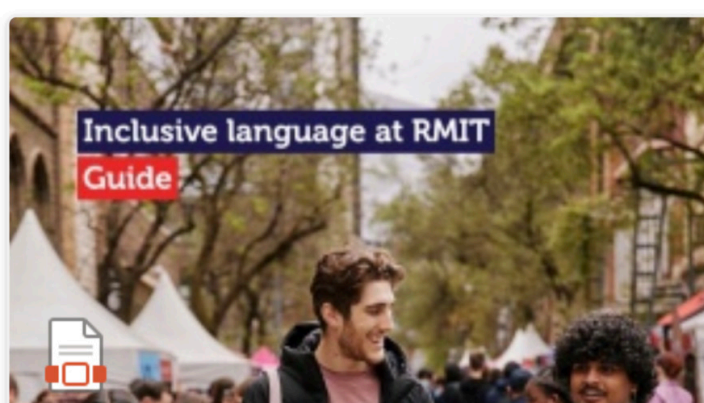
IDEA: Professional Development and Events ...  
IDEA Accessible communications Guide  
(IDEA Style Guide) - Version 1.2.pdf



IDEA: Professional Development and Events ...  
Inclusive and Accessible Events Guide -  
Version 3.pdf



IDEA: Professional Development and Events ...  
Inclusive Data Collection Guide.pdf



IDEA: Professional Development and Events ...  
Inclusive language at RMIT Guide -  
Accessible version.pdf



IDEA: Professional Development and Events ...  
Top Ten Tips to be an Effective Rainbow  
Ally.pdf



# IDEA Framework Domain 3: Education and Research

**Our education and research demonstrate best practice in ~inclusion, diversity, equity and~ access.~**

*We aim to ensure that our learning and teaching are inspiring, inclusive, accessible, and flexible. By embedding equity and inclusion principles into the curriculum, pedagogy, and assessment, we value diverse thoughts, perspectives, and experiences. Our goal is to develop graduates who are Ethical Global Citizens, capable of leading and applying IDEA best practices. We also seek to enhance the diversity of our researchers and support them to apply and lead best ~practice on inclusion, diversity, equity and access matters, benefiting the diverse communities we serve.*

## Selected Achievements

- The Student Equity team designed and delivered 36 bespoke sessions for 1,441 staff to build capability on inclusive practice for students to a variety of audiences including student services staff, academic and professional staff and leaders in Schools and Colleges, and VE educators, for example. In addition to IDEA principles and practices and their application in education and research, content covered neurodiversity, racism, and gender equity.
- Established the Community of Practice for educators on inclusive and universal design for learning to provide a forum for sharing of great research and practice insights including from RMIT educators.
- Stakeholder groups across RMIT also developed and delivered professional development resources and sessions. ~
- The IDEA People Team partnered with RMIT Online to review and develop content for Melba Disability Services for their course 'Human Rights in the Support Context'.
- Education-related policies under review have been assessed against the Sustainability and Equity Evaluation tool to identify impacts and recommended improvements for diverse students.
- Guides to Diversifying Reading Lists in Canvas have been published, to support academics to broaden the resources on their lists, exposing students to various histories and narratives and to authors from under-represented or marginalised groups.
- Networks for RMIT researchers continue to flourish, including the Women's and the LGBTIQA+ Research networks, bringing together diverse researchers and sharing good practice.
- RMIT researchers continue to publish well-regarded research outputs on issues of diversity, inclusion and equity, contributing to awareness and inclusive practice and informing policy and service provision, and sharing our expertise with the broader researcher and public community.
- The new Inclusive Data Collection guide for staff, students and researchers provides guidance on how to collect personal data from individuals in an inclusive and respectful way.
- An Education portfolio team won one of the national ADCET Accessibility in Action Awards 2024 for their educational design work in creating RMIT's Artificial Intelligence in Learning and Teaching course.~
- The 2024 Library Teaching Spotlight Series had a focus on open scholarly practices, including sessions on Inclusive Practices, and Indigenous Knowledge and Perspectives.
- In Open Textbook developments that aim to provide free or low-cost learning resources, a series of Indigenous case studies were curated for MBA programs, and an edited collection of chapters on Contemporary Topics in Mental Health Nursing has been published.





## Spotlight

### Advancing education that is ‘inclusive by design’

In June 2024, RMIT Melbourne hosted the second ADCET Universal Design for Learning (UDL) Symposium, engaging over 300 participants both online and in person.

In his welcome to participants, Professor Sherman Young, RMIT’s Deputy Vice-Chancellor Education, emphasised education’s transformative power and that “it’s only truly successful if everybody, regardless of their background, abilities or preferences, has the opportunity and the conditions required to achieve their ambitions”. Dr Thomas Tobin from the University of Wisconsin-Madison delivered the keynote on "Scaling Up UDL," showcasing practical strategies and fostering inclusive participation.

Participants identified key takeaways from the Symposium including the effectiveness of embedding UDL as the default approach, the importance of starting with manageable improvements, and the recognition of diversity as a strength, especially in educational settings.

Feedback was overwhelmingly positive, with attendees energised by the collective commitment to UDL. Practical workshops, inspiring discussions, and networking opportunities left participants enthusiastic about taking action to create more inclusive educational environments.



RMIT hosted the second ADCET Universal Design for Learning (UDL) Symposium

### Creative video works envision inclusive futures for Arts Centre Melbourne initiative

**Artworks by RMIT students have been selected to feature in Alter State, a disability-led arts initiative celebrating Deaf and Disabled artists, creativity and culture.**

RMIT students Natalie Vigo, Zoe Clare (Enixy), and Xerophytis created video works for Alter State. Their videos, illustrating a future without barriers, respond to the theme "Disabled Futures: A glimpse of what's to come." Jodee Mundy OAM praised the students' approach, stating the pieces were "deeply moving, clever and playful."

Vigo's work, "We breathe underwater," explores accessibility in nature, symbolising adaptation in an ableist world. Vigo studies a double degree in Bachelor of Social Work (Honors) / Bachelor of Social Sciences (Psychology), and drew on themes like nature and invisibility to envisage a world where assistive technology is normalised and adaptive to environmental settings.

"I had been thinking a lot about accessibility and access to nature. Being out in the wild can be really healing for a lot of people but is very seldom accessible," Vigo said. "The underwater scene and the title 'we breathe underwater' is a metaphor for how us disabled folks learn to live within worlds that are not made for us. We constantly adapt and advocate for ourselves and our communities to overcome the challenges of living in an ableist world. The coral reef in the foreground represents diversity and our capacity to accommodate unique differences..."

"It reminds us that, like in the natural world, humankind is not homogenous, and that disability is a diverse and natural human experience," she said.

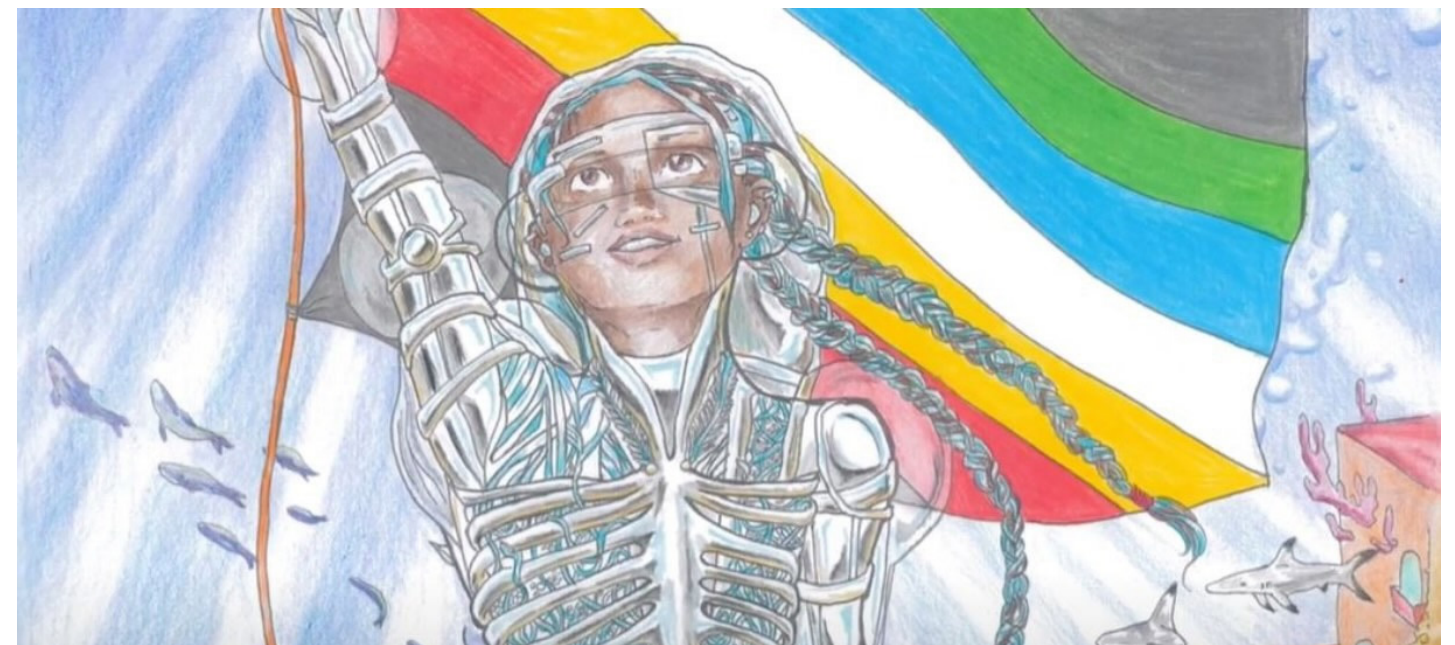


Image: Screenshot from 'We breath underwater' by Vigo



## Research Spotlight

### Addressing Barriers to Support for the LGBTIQA+ Community

New research led by RMIT highlights persistent barriers to accessing life-saving support for the LGBTIQA+ community. In collaboration with community organisations Switchboard, Roses in the Ocean, and the University of Sydney, the study delved into suicidal thoughts and behaviours within this community, focusing on protective factors during distress.

Professor Katherine Johnson, Dean of RMIT's School of Global, Urban Social Studies, revealed a significant lack of research on support needs, especially for those with intersecting identities such as First Nations people, people of colour, and people with disabilities. "Understanding the context in which LGBTIQA+ people attempt to live affirmatively must be the starting point for effective policy and services," she explained.

The study uncovered that many experience suicidal distress from an early age, often concealing it due to fears of discrimination, lack of support, and distrust in the healthcare system. Johnson emphasised the need for targeted interventions and developing affirming services, particularly in rural and remote areas.

"We found family support was vital, but it was not always available or positive," she noted. The research plays a crucial role in crafting tailored, intersectional support systems for LGBTIQA+ individuals. RMIT's Social Change Enabling Impact Platform has funded the translation of Johnson's research into training materials. Switchboard will help fund the roll-out of the training across Victoria.



Professor Katherine Johnson, lead author in the research, received two RMIT Leadership Awards in 2024. She is shown here with Vice-Chancellor Professor Alec Cameron (R) and Professor Calum Drummond, DVC Research and innovation.



# IDEA Framework Domain 4: Infrastructure, Services and Operations

**We provide inclusive facilities, tools and services. We plan, resource, review and communicate our IDEA aspirations and achievements.**

*Through this domain, we aim to build an RMIT that is 'Inclusive by design for everyone, everywhere, all the time.' This domain focuses on ensuring that our physical, digital and cultural environments are inclusive, accessible and safe. It is about demonstrating inclusion and welcome, while providing practical provision for our diverse community in our campus facilities, our digital tools and systems, and in our communications and operations.*

## Selected Achievements

- A new co-chair of the IDEA Committee was appointed, and the group held two meetings in 2024. Diversity working groups were refreshed with new membership and terms of reference. A new "IDEA in Action" group was established to share and learn best practices across RMIT. An IDEA celebration of achievements took place in November 2024.
- New data dashboards for priority student equity cohorts were developed and shared with colleges, portfolios, and schools. These dashboards track key metrics like representation, retention, success, and graduate outcomes, aiding in local assessment and future planning.
- Colleges, portfolios, and schools participated in "maturity assessments" against the IDEA Framework to evaluate current practices and identify areas for improvement.
- Services, programs, and initiatives across the Education portfolio adopted an "inclusive by design" approach. Strategic planning discussions were held between the Centre for Indigenous Research, Education and Engagement and IDEA to integrate the IDEA and Indigenous Student Success Strategy. The IDEA Framework's "inclusive by design" approach was embedded in strategic initiatives, including developing the next Education Plan.
- The previous disability-focused program within Property Services expanded to "IDEA" to align with the IDEA Framework. The 2024 program includes sensory-friendly spaces, disability access, and all-gender toilets across Melbourne campuses. An All-Campus Access Audit was completed to guide the next five years of IDEA work and support the RMIT Master Plan to 2045.
- 400 Bachelor of IT students attended lectures on digital accessibility, enhancing their skills in creating accessible web applications.
- Eighteen accessibility initiatives were delivered during Open Day 2024, including a sensory-friendly calm zone, accommodating over 40,000 attendees. A post-event survey showed 89% of respondents with disabilities had their access needs met.
- RMIT achieved national and international recognition, ranking #5 globally for performance against the UN Sustainable Development Goals, including #1 for "reducing inequalities," and received additional accolades for gender equality and LGBTIQ+ inclusion.



Eighteen accessibility initiatives were delivered during Open Day 2024



# RMIT Library

## People and Community

RMIT University Library encourages all staff to undertake diversity and inclusion training, while also providing dedicated support for students with disabilities, mental health conditions, and those who are neurodiverse. The use of preferred names and pronouns is promoted to foster an environment of respect and inclusion. The Library celebrates diverse communities by hosting events for significant days, such as International Women’s Day, which include reading lists, cinema screenings, podcasts, and more. Additionally, Neurodiverse Study Success workshops are offered in partnership with various groups across RMIT.

## Spaces and Facilities

The Library provides sensory-friendly study spaces designed to reduce sensory overload, offering a safe and quiet environment for study and self-regulation. Assistive technology is available for use within the Library to support diverse needs. Additionally, the Library enhances its visibility as a safe and inclusive space through digital signage and its web presence.

## Collections, Resources, and Curation

The Library is committed to addressing and amending collection content that may be deemed discriminatory or harmful towards marginalised groups, including LGBTIQ+, people with disabilities, neurodivergent individuals, and Indigenous people. It aligns with the University’s Digital Accessibility Framework to ensure that digital content is created with accessibility, diversity, and inclusion in mind. Furthermore, the Library undertakes the conversion of learning resources into accessible formats to better serve all students.



Study pods in the Swanston Library.

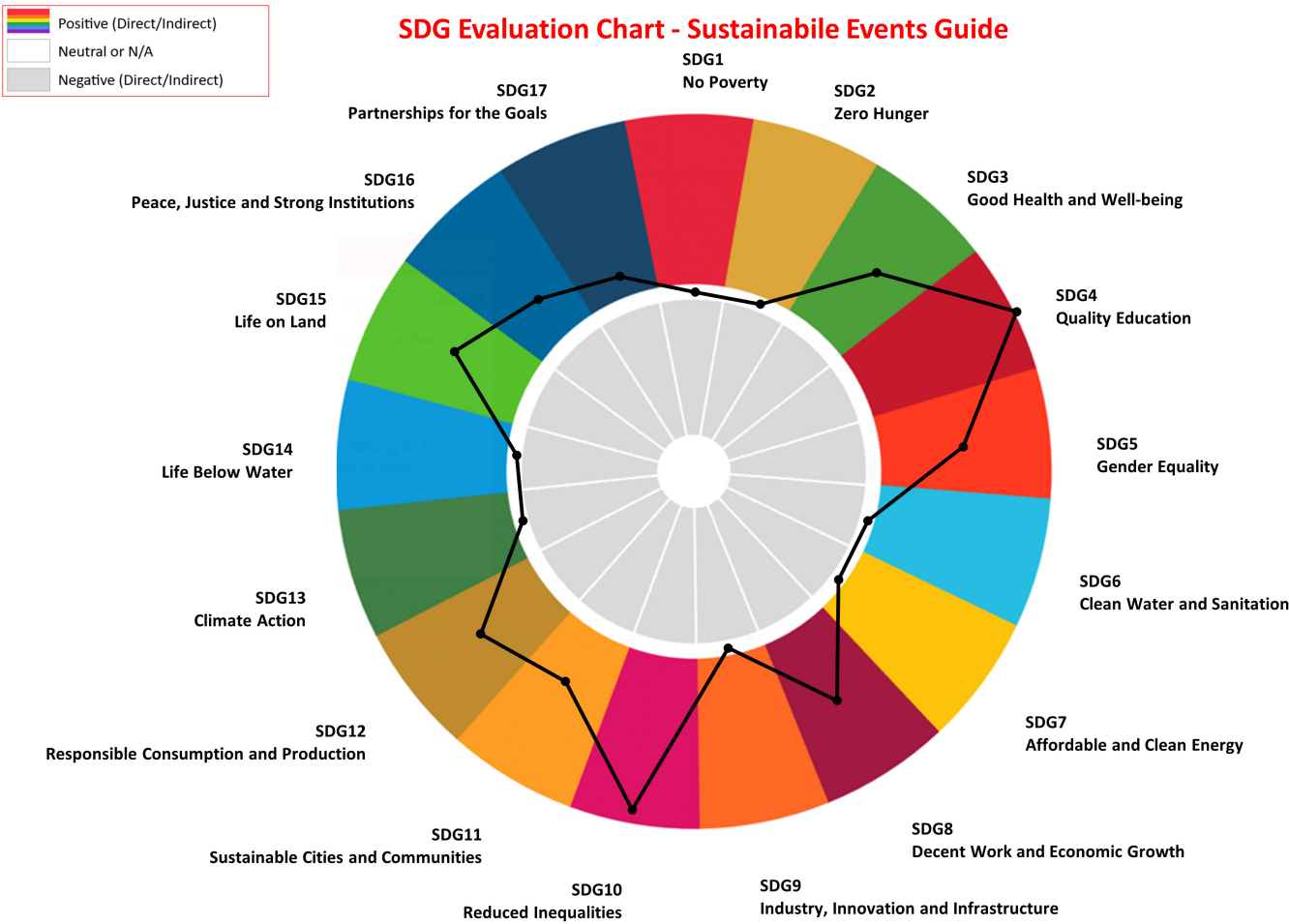
# Sustainability and Equity Evaluation Tool

The Diversity & Inclusion Teams from across People and Students Group, the Sustainability Team and the Indigenous Education, Research and Engagement Team have worked together to create a holistic evaluation tool. The Sustainability & Equity Evaluation (SEE) Tool can be used to help assess the impacts of projects, policies and services at various stages to make sure we are meeting our commitments.

It draws together all the strands of our values to reduce duplication and streamline process. The tool brings in three key areas, streamlining conversations and allowing for participants to have discussions with universal design thinking. The key areas the tool addresses are:

- Inclusion, Diversity, Equity and Access Framework
- Sustainability
- Responsible Practice

The Sustainability and Equity Evaluation Tool was implemented in RMIT’s Policy review process in 2024. This tool received recognition from the 2024 Green Gown Awards Australasia and engaged external bodies like Victoria Police and UniSuper.





# IDEA Framework Domain 5: Community and Partnerships

**We engage reciprocally and in partnership with the communities we serve, promoting IDEA.**

*The Community and Partnerships domain considers how others contribute to our knowledge and success in relation to inclusion, diversity, equity and access, and how we can reciprocate.*

*It considers the ways we can have a positive impact in the communities we serve, sharing our resources and expertise and learning from others. We seek to be a source of good practice in inclusion, diversity, equity and access and to address our mission to the broader community through a positive influence on public policy, academic practice and broader societal debate and practice. We partner with industry, communities and community organisations to identify and overcome needs and challenges.*

## Selected Achievements

- New community partnerships were established with the Neurodiversity Hub for supporting resources, the "Raising Expectations" organisation for assisting out-of-home care youth into tertiary education, and the Board of Imams Victoria for anti-Islamophobia training.
- RMIT maintains its partnership with the Equal Employment Opportunity Network (EEON) as a venue sponsor. Five events have been held in 2024, covering AI in diversity, gender pay gaps, hybrid working, and advocacy burnout. In September, the biennial EEON Summit took place at RMIT's Storey Hall, with 85 attendees from various sectors.
- RMIT regularly presents its IDEA approach at national and international conferences and delegations, including a presentation in 2024 to a group of women leaders from Vietnam participating in an Australian government-sponsored leadership development program.
- RMIT continues to support community organisations like the Women of Colour Collective, hosting their annual event at the university.



Dr Radhika Santhanam-Martin (clinical psychologist specialising in trauma) in conversation with Summayyah Sadiq-Ojibara (Psychotherapist and counsellor).

Participants at the Women of Colour event, 2024





## Spotlight

### Black Rhinos community sport program charges on

New research reveals the community basketball program aimed at supporting young African-Australians is improving community engagement and academic performance.

Afri-Aus Care and RMIT University co-designed the Black Rhinos Junior Basketball program for African-Australian young people and their families in southeast Melbourne. The recently released research report found the program made a significant impact on the lives of young program participants, their families, teachers and school communities.

Associate Professor Ronnie Egan from the RMIT Social Equity Research Centre said, "We worked with the community to co-design what a sports-based youth development program for African-Australians and their families would look like," she said. "As a result, we saw enhanced engagement with learning, leading to increased school attendance and better grades. By strengthening relationships and engagement with learning, we created a sense of belonging for a group of people who had long been denied that feeling."

Afri-Aus Care CEO and Founder Selba-Gondoza Luka said key to the Junior Black Rhino's success was the involvement of the African-Australian community. "If you work with the community to develop the program, it will have a better impact," she said. "My heartfelt thanks to VicHealth and RMIT for working with us and with the community."



Youth mentors played a key role in the program's success.



The research report was celebrated with the community.



# RMIT Vietnam Report

## Access, Participation and Success (Staff)

- 22% of all RMIT Vietnam staff attended the 'Increasing cultural intelligence through powerful conversations' full day training and 75% of expat staff completed the newly launched 'Working in Vietnam - Do's and Don'ts' online course.
- Our Organizational Development team published the 'Cultural Intelligence Toolkit for Managers' to support our leaders in promoting a culture of inclusion by facilitating meaningful intercultural connections and dialogues within their teams.

## Access, Participation and Success (Students)

- 500+ students registered with Equitable Learning Service in 2024, representing a 34% growth from 2023. This means that even more students with additional learning needs and/or disabilities received valuable additional support to help them successfully complete their studies.
- The School of English and University Pathways (SEUP) appointed two equitable learning advisors and established a system for allocating extra planning time and reduced class sizes for teachers with visually impaired students in their student cohorts. This has significantly increased the ability of SEUP teachers to respond to the unique learning needs of their diverse student group.
- We launched the 'Student Accessibility Program Award'. This award is helping our clubs and societies be more accessible and inclusive through the development of their leader's understanding of IDEA concepts and recognition of their impactful initiatives.
- We continued to award 'opportunities scholarships' to students with disabilities or financially disadvantaged, with several more of our awardees graduating in 2024. We continued to engage with our scholarship alumni, some of whom have gone on to make incredible contributions in the field of IDEA in Vietnam.
- We delivered the third installment of The Vietnam Child Wellbeing and Safeguarding Summit, drawing over 600 participants from across the Vietnam. The summit successfully brought together a community of professionals with a shared goal of supporting young people in Vietnam with the best standard of care.



RMIT Opportunity Scholarship recipient Hoang Nhat Minh celebrates his achievements.



In 2024, two new equitable learning advisors have been appointed at RMIT Vietnam to support students and staff.



# RMIT Vietnam Report

## Culture, Capability and Leadership

- We appointed RMIT Vietnam's first full time dedicated IDEA Advisor. This appointment underlined our organizational commitment to IDEA, while helping to shape our strategic direction for the coming years.
- We celebrated a range of diversity dates that reflect our staff, student and alumni profile, including; Pride, International Day of Persons with Disability, Women Entrepreneurship Day and World Mental Health Day.
- We had our most inclusive annual Carnival ever, with diversity as its theme. Accessible facilities were provided, and quiet spaces were made available for neurodivergent attendees for the first time.
- We launched the first dedicated IDEA survey for students. The data we received has helped ensure that our IDEA plans are evidence based and led by the lived experience of our students.
- Our Safer Communities Team delivered 'Gendered Harm Training' to 92 managers, which strengthened their understanding of how to identify and respond to incidents of gender-based harm.



RMIT Vietnam celebrating Wear It Purple.

## Community and Partnerships

- Our Careers, Alumni and Industry Relations team delivered the latest iteration of the annual Accessible Design Competition. Through partnerships with industry, students generated a range of innovative ideas that promote inclusivity for individuals with disabilities in the workplace.
- RMIT's College of Business and Law, RMIT Vietnam's Business School, and the Student & Education Portfolio Vietnam hosted the 2024 Festival of Social Impact, to showcase and celebrate our commitment to community engagement and social impact on our local communities.
- We engaged with 1400 educators and education managers across Vietnam as part of the Application of Artificial Intelligence (AI) Tools in Teaching and Learning project. The program represents a collaborative effort between RMIT University Vietnam, local educational authorities, and educational communities in Vietnam. By providing free, accessible training, the initiative aims to support Vietnam's ongoing digital transformation in education.



Participants attended the "Kick-off Bootcamp: Accessible by design, powered by AI."

## Education and Research

- The Learning Design Team established an 'Accessibility Working Group' and co-designed solutions with visually impaired students to make Canvas materials more accessible.
- Our Researchers published several studies focused on improving outcomes for underrepresented groups in Vietnam and beyond. This included Dr Abdul Rohman's research on 'helping to improve access to health services and boost digital literacy for people living with a disability in Vietnam and Indonesia'

## Infrastructure, Services and Operations

- ELA Students supported the introduction of Braille signs for campus toilets, helping make our facilities more accessible for students with visual impairments.



Dr Abdul Rohman leads research to improve digital literacy for people living with Disability in Vietnam and Indonesia.