

Equity Initiatives Framework 2.0

This framework is a sector-wide guide that should be adapted according to the context, participant, and stakeholder needs.

STUDENT LIFE CYCLE	PRE-ACCESS: Engagement with Schools, VET, Communities, Organisations and Industry	ACCESS: Pathways and Admissions (including Enabling Pathways)	PARTICIPATION: Transition, Engagement, Progression and Completion (Undergraduate and Postgraduate)			ATTAINMENT AND FURTHER TRANSITION: Postgraduate and Other Study, Employability and Careers		
FOCUS	Outreach, Development and Information	Pathways and Admissions	Transition and Engagement	Engagement, Progression and Completion	WIL, Placement and Employability	Postgraduate and Other Study	Employability and Career Destinations	
STAGE & TARGET GROUPS	<ul style="list-style-type: none"> Primary school students Teachers and other school staff Parents/carers Communities 	<ul style="list-style-type: none"> School students and school leavers Non-school leavers including mature-age Collaborations with employers and organisations 	<ul style="list-style-type: none"> Commencing/first year students 	<ul style="list-style-type: none"> Continuing and later year students 	<ul style="list-style-type: none"> All undergraduate students 	<ul style="list-style-type: none"> Graduates 		
	<ul style="list-style-type: none"> Secondary school students Teachers, careers and other staff Parents/carers Communities 	<ul style="list-style-type: none"> VET students 			<ul style="list-style-type: none"> Industry and other organisations 	<ul style="list-style-type: none"> Industry, organisations, employer groups and professional associations 		
	<ul style="list-style-type: none"> Non-school leavers, community and industry 							
MAJOR PRINCIPLES & AIMS	<ul style="list-style-type: none"> Increase awareness of higher education pathways and associated careers Improve learning outcomes and access Develop sense of belonging and preparation Professional development for careers advisors and teachers Build collaborations and partnerships 	<ul style="list-style-type: none"> Provide access Develop sense of belonging and preparation 	<ul style="list-style-type: none"> Provide academic, social, wellbeing and financial support Develop peer and staff connections Develop sense of belonging and success Provide flexible and inclusive modes of delivery and teaching, curriculum and assessment Develop competencies in discipline area/relevant knowledges 			<ul style="list-style-type: none"> Support employment equity and outcomes 	<ul style="list-style-type: none"> Enhance employability Provide professional and career mentoring/advice Increase employment equity and outcomes Inform and support further learning 	
KEY INDICATORS	<ul style="list-style-type: none"> Application and admission rates from targeted communities Intent and confidence measures from participants Participant experience and learning outcomes 	<ul style="list-style-type: none"> Rates of admission for students without traditional entry Application, completion and conversion rates for enabling education and VET transfers Student experience and learning outcomes 	<ul style="list-style-type: none"> Retention, pass and completion rates (including in specific education types, such as WIL/placements) GPA Student experience and learning outcomes Confidence and sense of belonging measures 				<ul style="list-style-type: none"> Articulation and employment rates and outcomes (in field and overall) Intent and confidence measures Employer satisfaction Graduate feedback and experience 	
		<ul style="list-style-type: none"> Nb. Any key indicators for student performance must be contextualised to student equity group and study mode 						
INTERVENTION TYPES	<ul style="list-style-type: none"> Interventions for primary schooling Interventions for early secondary schooling Interventions for senior secondary schooling Pre-university information, academic skills, preparation and immersion programs Community and industry activities and engagement Career and pathway education University and subject tasters In-school outreach and pathways Teacher professional development and parent/carer education about developing and supporting all students' capabilities and aspirations Open access tutoring 	<ul style="list-style-type: none"> Inclusive access and admission strategies Alternative selection criteria, pathways and schemes for school leavers and non-school leavers Open access Enabling pathways for preparation and entry Engagement with VET/non-school leavers Bridging and taster programs (for community members, undergraduates and postgraduates) 	<ul style="list-style-type: none"> Orientation and bridging programs General and academic support services Peer learning and activities First Nations centres and supports Inclusive and First Nations educational design and pedagogy CPD for staff in equity First Nations cultural competency training Disability competency training Accessible and equitable online learning and technologies Inclusive student societies and social clubs and activities 	<ul style="list-style-type: none"> Re-engagement strategies for participation, completion and exit qualifications Support and program information, including bridging, postgraduate study, including graduate certificates and diplomas 	<ul style="list-style-type: none"> Equity focused, responsive and supportive employability activities Financial considerations, support and flexible arrangements for students on placement Developing student employability and professional networks 	<ul style="list-style-type: none"> Inclusive access, bridging and transition to postgraduate study Inclusive and culturally aware learning support services Engaging more diverse supervisors Equity informed supervisors and staff 	<ul style="list-style-type: none"> Careers and employment activities, including professional networking, resources and support Inclusive alumni programs Developing understandings of graduate equity for employers 	
	<ul style="list-style-type: none"> Mentoring and role-modelling, particularly by students, employers and industry from similar backgrounds/locations Partnerships and collaboration In community, on-campus, online and blended activities and interventions Careers and industry education and engagement 							
SECTOR STRATEGIES & APPROACHES	<ul style="list-style-type: none"> Equity strategy and lens for policies and procedures Continuing professional development for equity Embedded inclusive practices, educational approaches (program, course and assessment design) and pedagogies First Nations cultural safety, competency and structures Inclusive, non-stigmatising and non-deficit approaches and language Data collection/monitoring and contextualised analysis for provision and evaluation Institution-wide research and evaluation for all student life stages 							
EVALUATION	<p>Programs that demonstrate impact use evaluation that is participant and stakeholder centred and context and equity group specific.</p> <p>Rich information is gained from mixed methods approaches which enable identification of program efficacy and participant experience. Quantitative and qualitative data enables understanding of outcomes for all participants, including gaps and challenges.</p> <p>The following are examples of evaluation methods and data sources which could be utilised to understand equity interventions:</p> <ul style="list-style-type: none"> Literature reviews Datasets from national and institutional systems Surveys of student and other stakeholders for information about demographics, experiences and outcomes (using qualitative and/or quantitative designs) Focus groups with students and other stakeholders (for eliciting targeted feedback and information) One-to-one interviews with stakeholders (for exploring more detailed or complex issues) Yarning circles and individual yarns Community, industry and stakeholder consultation and feedback Program logic analysis (including plausibility analysis, needs analysis and input/output requirements) Documentary/narrative/discourse analysis of program information and resources Documented reflective activities, which may be conducted before and after an initiative to explore its impact Creative forms of feedback from participants (via journal entries, illustrations, responses to narratives, mentors and other stimuli) Participant observation of programs in action (e.g. in learning contexts) Benchmarking (through external program review or comparisons with other interventions or sectoral and/or institutional norms) Case studies of specific interventions (which may involve comparisons between different interventions) Analysis of input/output measures (e.g. numbers of participants, qualifications, numbers of scholarships awarded, etc.) Longitudinal tracking of individual student experience and outcomes Cohort analysis (comparing program offers, admissions, enrolments, attrition, retention, success, and completion rates) Service process tracking (e.g. changes in contact waiting times) Web analytics (using the increasing amount of online data to track and analyse student and/or program performance) Market analysis Randomised control trials Economic modelling 							

The Equity Initiatives Framework 2.0 was developed as part of the *Critical Interventions Framework Part 3: Programs and approaches that enable equity in higher education*. Bennett, A., Naylor, R., Hanley, J., Lewis, J., & Burgess, C. (2024). The project was commissioned in 2023 by the National Centre for Student Equity in Higher Education (NCSEHE), which became the Australian Centre for Student Equity and Success (ACES) in February 2024.