



THE UNIVERSITY OF
MELBOURNE

Faculty of
Architecture, Building
and Planning

DIVERSITY AND INCLUSION ACTION PLAN 2022–2025



ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

The Faculty of Architecture, Building and Planning proudly acknowledges the Aboriginal and Torres Strait Islander traditional owners of the unceded land and their custodianship of the land and waterways on which we work, learn and thrive. We pay respect to the Elders, past and present, and the place of Indigenous knowledge in academia.

Aboriginal and/or Torres Strait Islander readers are advised that this document may contain images and/or voices of deceased persons.

Message from the Dean

The Faculty of Architecture, Building and Planning (ABP) is committed to creating a thriving place for all our community members, through fostering a sense of belonging and enacting our values of diversity, equity and inclusion.

Since the endorsement of the University's Diversity and Inclusion Strategy in 2021, the Faculty's Diversity and Inclusion Advisory Committee (FDIAC) has been working hard with our Faculty members to deepen our understanding of how to shape a diverse, inclusive and welcoming community. This strategy is the start of our journey to implement initiatives that will help shape inclusive education and research offerings.

The strength, skills and talent of our students and staff are what make us a well-respected and desirable destination for built environment education. Yet to be a robust and resilient place to work and learn, we need to ensure it is a place that truly values all. Thus we aspire to be a place that is free of all forms of discrimination, bullying and harassment. A place that aims to create and maintains inclusive and safe spaces. A place that embodies inclusive practices that encourage a healthy dialogue on sensitive topics, even when these conversations can be difficult or uncomfortable. And a place that is serious about creating culturally safe education and research spaces.

Our Diversity and Inclusion Action Plan outlines ten actions to be rolled out over the next three years to enact our shared commitment to supporting **diversity**: increasing representation of under-represented students and staff, **equity**: supporting equal opportunities, and **inclusion**: celebrating ABP as a place that respects and accepts difference, supports place-belonging and encourages participation for all.

As you read through our actions in this Action Plan, we hope that you will be able to sense our commitment and be inspired to help in building a diverse, welcoming and more inclusive place where every student, staff member, visitors and partners feel that they are a welcome part to the ABP community.

Julie Willis

Dean, Faculty of Architecture, Building and Planning



This strategy is the start of our journey to implement initiatives that will help shape inclusive education and research offerings.

Our Commitment to Diversity and Inclusion

FACULTY OF ARCHITECTURE, BUILDING AND PLANNING D&I COMMITMENT STATEMENT

The Faculty of Architecture, Building and Planning (ABP) is committed to shaping a welcoming, equitable and inclusive place for research and education, attracting a diverse mix of talented staff and students working purposefully with engaged partners for the public good. We listen with respect and humility, we acknowledge traditional Indigenous custodians, and we continue to pursue meaningful connections both locally and internationally to create a community rooted in respect, conviviality, and collegiality.

We recognise the path ahead to overcome disadvantage is a complex one but, together as a community of care, strengthened by diverse voices, we are determined to support each other and express our solidarity to meet the needs of future ABP citizens. In our capacity as built environment teachers, students, and researchers, we seek to build momentum for positive change in our research and education community.

ABP works for a world beyond the narrow confines of singular disciplinary perspectives, one which celebrates our diversity as a critical component in the social imaginary of a progressive world.



Indigenous architect and academic Jefa Greenaway with Mphethi M. Morojele, award-winning South African architect, with the *Indigenize Montreal* exhibition, 2018.

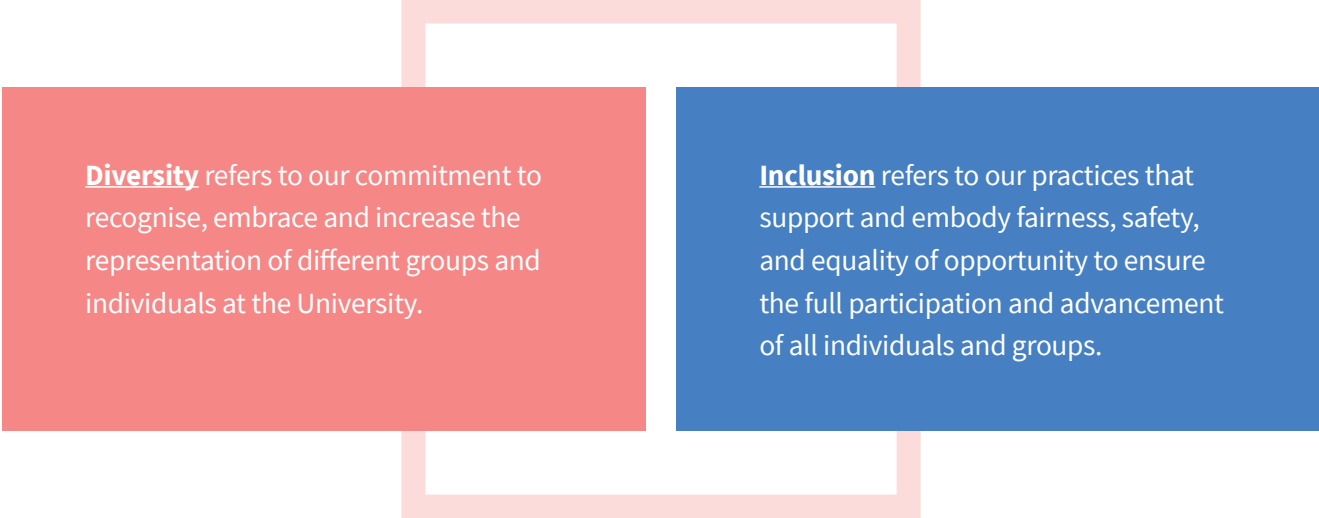


Djirri Djirri Dancers, taken at the *Indigenous Design Symposium*, 2018.

Diversity and Inclusion defined

The University's Diversity and Inclusion Strategy aims to "advance and embed the principles of diversity and inclusion across all activities at the University to create enduring and widespread cultural change."

In supporting ABP's D&I action planning, the following definitions of Diversity and Inclusion were adopted from the University-level D&I Strategy as guiding, overarching statements.



Diversity refers to our commitment to recognise, embrace and increase the representation of different groups and individuals at the University.

Inclusion refers to our practices that support and embody fairness, safety, and equality of opportunity to ensure the full participation and advancement of all individuals and groups.

ABP celebrates our diversity as a critical component in the social imaginary of a progressive world.

About our D&I Action Plan

Our Diversity and Inclusion Action Plan is our commitment to organisational change that matters to the ABP community and the broader communities in which we work, learn, and operate. It is a roadmap to advance and embed diversity and inclusion within the faculty.

The Plan was developed with strong alignment with the University's Diversity and Inclusion Strategy, the Athena Swan Action Plan, and other strategic and action plan documents by the University.

Its implementation is positioned to contribute to the broader United Nations Sustainable Development Goals No.3 (Good Health and Wellbeing), No.4 (Quality Education), No.5 (Gender Equality), and No. 10 (Reduced Inequality).

In setting its goals, objectives and actions, the Plan recognises the multiple dimensions of diversity and is informed by an intersectionality framework that acknowledges that intersecting drivers of marginalisation and exclusion can result in multiple disadvantages.

We have identified four key pillars driving ABP's Action Plan. This has been informed by the insights drawn from students and staff focus groups, conducted during 2021, which are enumerated in the Summary of Diversity and Inclusion Results and Findings.

The Action Plan provides the direction for ABP's Diversity and Inclusion initiatives over 2022-2025.

**Faculty Diversity and Inclusion
Advisory Committee (FDIAC)
Faculty of Architecture, Building and Planning
The University of Melbourne**

Participating in the Midsumma Pride March has become an annual tradition.



ABP Diversity and Inclusion goals

MEANINGFUL CONNECTIONS, PURPOSEFUL ENGAGEMENT

- foster opportunities for intentional interactions rooted in respect, conviviality, and collegiality
- lead purposeful engagements, to create stronger, meaningful connections, locally and internationally.
- work with engaged partners for the public good, expanding outreach to redress equity gaps in the community.

EVERYONE IS WELCOME, SAFE AND CAN BELONG AT ABP

- cultivate agency in students and staff, to help shape a welcoming, equitable and inclusive ABP
- fosters a strong sense of belonging for all identities
- supports its staff and students to thrive and contribute to a culturally safe and accessible ABP community
- listen with respect and humility, contributing to better collective health and wellbeing
- enable excellence in research and education.

A DIVERSE ABP COMMUNITY

- a community strengthened by diverse voices
- attract a diverse mix of talented staff (professional and academic), students (undergraduate, graduate) and graduate researchers that reflect the diversity of the broader society
- recognise intersectionality to improve the representation of underrepresented groups
- discover a better way of living together to meet the needs of future generations
- celebrate diversity.

TRUSTED LEADERS IN THE BUILT ENVIRONMENT EMBEDDING DIVERSITY AND INCLUSION

- a trusted leader to bring about diversity and inclusion
- demonstrate a whole-of-faculty commitment to embedding diversity and inclusion best practices in our teaching and research activities, processes, work
- adopt diversity and inclusion metrics to chart progress
- build capacity for transformative change as built environment teachers, students, and researchers.

Our Diversity and Inclusion Action Plan is a roadmap to advance and embed diversity and inclusion within the faculty.

GOAL 1: Meaningful connections, purposeful engagement

An engaged ABP fosters opportunities for intentional interactions with each other, the faculty, and the community it services, which are rooted in respect, conviviality, and collegiality. We lead purposeful engagements, to create stronger, meaningful connections, locally and internationally. We work with engaged partners for the public good, expanding outreach to redress equity gaps in the community.

OBJECTIVE	ACTION	ACCOUNTABILITY	TIMELINE	MEASURES
<p>Increase awareness of and foster trust and openness in discussing diversity and inclusion topics/ issues in ABP.</p>	<p>1. ABP Diversity and Inclusion (D&I) Awareness and Competency Training (ACT) Program</p> <p>Roll out an Inclusion Program as part of a program of events (i.e. D&I Chats) that is curated and targeted to increase awareness of and competency in addressing acknowledged key Diversity and Inclusion themes and issues (e.g. core inclusion, gender diversity & LGBTQ+, Indigenous, disability awareness & inclusion, cultural awareness).</p>	<p>Assistant Dean, Diversity and Inclusion (Program Lead) with support from the Faculty Diversity and Inclusion Advisory Committee</p>	<p>Q3 2022: bi-monthly seminar</p> <p>Q4 2023: program evaluation and sustainability</p>	<p>Increase in scope and coverage of D&I training program themes.</p> <p>Improvement in participation and completion rate of ABP staff and faculty leaders in the D&I training program.</p> <p>Improvement in the proportion of the faculty community, including its leaders, who perceive that they have a better understanding and awareness of D&I issues and concerns; and apply D&I principles to reflect inclusive practice.</p>
<p>Provide diversity-related learning opportunities, civic engagement and on the ground experience in working with and engaging with diverse communities.</p>	<p>2. ABP Community Outreach for Inclusion Program</p> <p>Develop a program proposal underpinned by consultation, research and analysis.</p>	<p>Manager, Engagement and Partnership in collaboration with the Assistant Dean (Diversity and Inclusion) with support from the Faculty Diversity and Inclusion Advisory Committee</p>	<p>Q4 2022: Proposed program design completed for consideration by Faculty Executive</p> <p>Q1 2023: Program launch</p> <p>Q1 2024: Program evaluation</p>	<p>Increase in participation and engagement of the ABP community, including its leaders, in the community outreach program.</p> <p>Improvement in the perception of faculty community who report feeling engaged and connected; and that they can contribute and their contributions are valued.</p>

GOAL 2: Everyone is welcome, safe and can belong at ABP

We strive to cultivate agency in students and staff, to help shape a welcoming, equitable and inclusive ABP – a place that fosters a strong sense of belonging for all identities. ABP supports its staff and students to thrive and contribute to a culturally safe and accessible ABP community, where we listen to each other with respect and humility, contributing to better collective health and wellbeing, and enabling excellence in research and education.

OBJECTIVE	ACTION	ACCOUNTABILITY	TIMELINE	MEASURES
<p>Provide support and resources for students and staff to contribute to the shaping of a welcoming, equitable, diverse and inclusive work and learning environment at ABP, cultivating a shared sense of responsibility and active participation from students and staff in ABP.</p>	<p>3. ABP Diversity and Inclusion Placemaking Staff and Student Grants</p> <p>Provide small-scale funding to support student and staff-led D&I placemaking initiatives, expanding internal channels and networks that support diversity and inclusion in ABP.</p>	<p>Assistant Dean (Diversity and Inclusion) and Deputy Chair (Faculty Diversity and Inclusion Advisory Committee)</p>	<p>Q2 2022: Program pilot deployed</p> <p>Q4 2024: Program evaluation</p>	<p>Diversity in the number of D&I initiatives & ideas applications submitted.</p> <p>Diversity in the number of awarded D&I initiatives.</p> <p>Increase in engagement and participation of staff and students in D&I initiative implementation.</p> <p>Improvement in the perception of faculty community who report feeling engaged and connected; and that they can contribute and their contributions are valued.</p>

GOAL 3: A diverse ABP community

We are a community strengthened by diverse voices. We attract a diverse mix of talented staff (professional and academic), students (undergraduate, graduate) and graduate researchers that reflect the diversity of the broader society and recognise intersectionality to improve the representation of underrepresented groups. We discover a better way of living together to meet the needs of future generations. We celebrate our diversity as a critical ingredient for the social imaginary of a progressive world.

OBJECTIVE	ACTION	ACCOUNTABILITY	TIMELINE	MEASURES
Provide targeted funding to support the career progression of staff returning to work.	<p>4. ABP Diversity and Inclusion Career Transition Funds</p> <p>Funded support to staff who have experienced severe career interruptions.</p> <ul style="list-style-type: none"> • Parental leave research fund • Carer’s conference travel fund • Return-to-work fund for staff (academic/ professional). 	Assistant Dean (Diversity and Inclusion) with support from the Faculty Diversity and Inclusion Advisory Committee	<p>Q4 2022: Program design completed, including the development of criteria and award process</p> <p>Q1 2023: Call for Expression of Interest</p> <p>Q4 2024: Evaluation of program conducted</p>	<p>Number of applications to the program (participation rate).</p> <p>Diversity of grants awarded per year.</p> <p>Improvement in the retention rate of staff, particularly from diverse backgrounds or those with diverse experience.</p> <p>Improvement in staff satisfaction in terms of work arrangement.</p>
Provide career development support for diverse staff and students, encouraging mentoring as an integral part of ABP culture and fostering a culture of inclusion.	<p>5. ABP Diversity Mentoring Program</p> <p>Program of mentored career development for professional and academic staff who are intersectionally-diverse members of the ABP community.</p>	Deputy Chair, Faculty Diversity and Inclusion Advisory Committee	<p>Q4 2022: Program design completed</p> <p>Q4 2022: Program proposal considered by Faculty Executive</p> <p>Q1 2023: Program launch and call for Expression of Interest</p> <p>Q1 2024: Program evaluation</p>	<p>Improvement in the retention rate of staff, particularly from diverse backgrounds or those with diverse experience.</p> <p>Improvement in our demographic diversity (including in leadership).</p> <p>Increase in the proportion of the faculty that feel respected and connected, feel they are well-supported and can progress and contribute to the faculty.</p>

GOAL 4: Trusted leaders in the built environment embedding diversity and inclusion

We are a trusted leader to bring about diversity and inclusion. We demonstrate a whole-of-faculty commitment to embedding diversity and inclusion best practices in our teaching and research activities, processes, and work, fostering opportunities and pathways for all at ABP to thrive. By adopting diversity and inclusion metrics, we chart our progress and capacity for transformative change as built environment teachers, students, and researchers.

OBJECTIVE	ACTION	ACCOUNTABILITY	TIMELINE	MEASURES
<p>Increase leadership opportunities for ABP expertise in disability inclusion in teaching, research and outreach.</p>	<p>6. Opportunities framework to enhance ABP leadership and expertise in disability inclusion in the built environments</p> <p>Identify and support opportunities for disability inclusion expertise in the built environment to emerge and thrive in ABP.</p>	<p>Program Lead, Faculty Diversity and Inclusion Advisory Committee with support from the Assistant Dean (Diversity and Inclusion) and the Faculty Diversity and Inclusion Advisory Committee</p>	<p>Q2 2022: Scoping Study completed</p> <p>Q2 2022: Disability and Inclusion Proposal completed</p> <p>Q3 2022: Disability and Inclusion Proposal to be considered by Faculty Executive</p> <p>Q1 2023: Disability Inclusion hub/group launched</p> <p>Q3 2024: Program evaluation and sustainability</p>	<p>Increase in the number of initiatives to improve the physical/built and digital environments, meeting accessibility and inclusion requirements.</p> <p>Improve the number of advocacy and leadership in the disability inclusion in the built environment space.</p> <p>Increase in the proportion of the faculty who perceive that their lived experiences, perspectives and values are reflected in built environment education and research.</p>
<p>Provide visible and reliable information and resources about Diversity and Inclusion in ABP.</p>	<p>7. ABP Diversity and Inclusion Website</p> <p>Provide a key point of information and resources related to ABP Diversity and Inclusion.</p>	<p>Program Lead, Faculty Diversity and Inclusion Advisory Committee with support from the Assistant Dean (Diversity and Inclusion), the ABP/FEIT Marketing Communications Divisional group</p>	<p>Site launch Q1 2022</p>	<p>Increase in the level of engagement with the D&I website (metrics on the download of resource materials, #views).</p>

GOAL 4: Trusted leaders in the built environment embedding diversity and inclusion (cont'd)

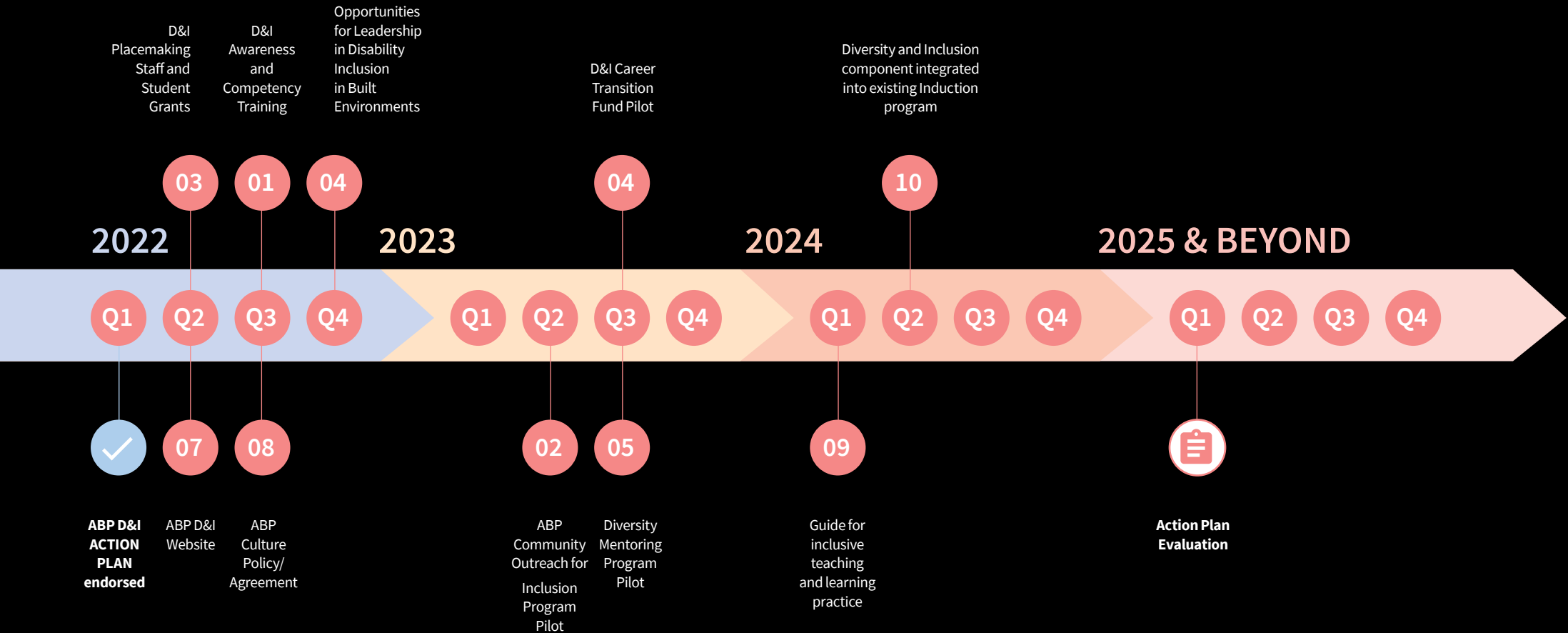
OBJECTIVE	ACTION	ACCOUNTABILITY	TIMELINE	MEASURES
Develop strategies and guiding principles to support a culture of diversity and inclusivity in the faculty community.	8. ABP Culture Policy/Agreement Develop Diversity and Inclusion principles for ABP to support more welcoming, equitable and inclusive place for research and education.	Program Lead, Faculty Diversity and Inclusion Advisory Committee	Q3 2022: Policy developed and approved by Faculty Executive Q2 2023: Strategic communications plan to raise staff awareness of policy delivered	Improved staff perception that ABP leaders have a better understanding and awareness of D&I issues and concerns; ABP Leaders can apply D&I principles; and ABP leaders lead in and reflect on their inclusive practices.
Embed diversity and inclusion concepts in teaching and learning at ABP.	9. Guide for inclusive teaching and learning practice	Program Lead, Faculty Diversity and Inclusion Advisory Committee, ABP/FEIT Marketing Communications Divisional group, in collaboration with Built Environment Learning and Teaching (BEL+T)	Q4 2023: Guide/s delivered 2024: Guide deployed and implemented Q4 2024: Evaluation of adoption rates amongst ABP staff	Improvement in the proportion of the faculty community (students and staff) who feel their lived experiences, perspectives and values are reflected in their teaching and learning. Improvement in the proportion of the faculty community, including its leaders, who perceive that they have a better understanding and awareness of D&I issues and concerns in teaching and learning; and apply D&I principles to reflect inclusive education practice.

GOAL 4: Trusted leaders in the built environment embedding diversity and inclusion (cont'd)

OBJECTIVE	ACTION	ACCOUNTABILITY	TIMELINE	MEASURES
Provide clear and accessible information, resources, and support for new staff.	<p>10. Diversity and Inclusion component integrated into an existing Induction program</p> <p>For staff, incorporating ABP and University-wide Diversity and Inclusion resources</p>	Assistant Dean (Diversity and Inclusion) in collaboration with HR Business partner	Integration into Induction Pack completed and incorporated into ABP staff induction Q1 2024	Improvement in the faculty community who report feeling welcome, respected and included (by diversity dimensions).

We demonstrate a whole-of-faculty commitment to embedding diversity and inclusion best practices in our teaching and research activities, processes, and work, fostering opportunities and pathways for all at ABP to thrive

D&I Action Plan implementation timeline





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