

Key Result Area	Strategic Initiative	Project Description	KPI/Outcome	Account-ability	Timeline
Strengthening Community	Support gender equity and Monash's Employer of Choice for Women status	To facilitate the University wide Women's Mentoring Program	Implementation and evaluation of the program	Co-ordinator Women in Leadership & Advancement Scheme	Completed by Dec 2007
Strengthening Community	Build positive relationships with Indigenous Communities, increasing and retaining Indigenous Staff	To implement Indigenous Traineeships across the Victorian Campuses	No. of Placements monitored and reported at WEC	Co-ordinator Advancing Indigenous Employment	2007 and onward
Strengthening Community	Support the staff experience	Implement "Lads and Dads" pilot program aimed at improving the work life balance of staff who are fathers or carers	Pilot program implemented, policy changes drafted, workplace flexibility participation rates monitored	Work Life Consultant	End December 2007
Strengthening Community	Support the Student and Staff experience	Promote Discrimination and Harassment Grievance Procedures at Monash by increasing the Adviser network.	Provide training for a network of male and female Advisers on all Victorian campuses including at least one Adviser from each Faculty or Division.	Co-ordinator Equal Opportunity	2007 Onward

## 2007 Group Action Plan

## Equity and Diversity Centre

Key Result Area	Strategic Initiative	Project Description	KPI/Outcome	Account-ability	Timeline
Strengthening Community	Create an environment that supports students to reach their full potential	To assist the University in its compliance with the Commonwealth and State Government anti-discrimination legislation	On-line discrimination and harassment training package developed for students	Co-ordinator Equal Opportunity	During 2007
Strengthening Community	Create an environment that supports students and staff to reach their full potential	Foster the implementation of objectives arising out of Addendum to the Inclusive Practices Disability Plan 2004-2008	Progress report completed by end of 2007.	Disability Liaison Unit	During 2007
Optimising People Potential	Support the staff experience	Review of Staff with Disabilities policy and procedures and Development of resource Kit for staff with disabilities and their managers	Resource Package developed	Disability Liaison Unit	During 2007
Optimising People Potential	Create an environment that supports students and staff to reach their full potential	Implementation of Deferred delayed examination Policy	Policy approved by Education Committee	Disability Liaison Unit	During 2007
Optimising People Potential	Support the Student Experience	Research the viability and introduction of the assessment used in the UK as an alternative to the (expensive) battery of Educational Psychologists tests for students with a learning disability	Research conducted with evaluation report produced	LD Specialist	End December 2007