Policy Document and Guidelines 2020

What are the Equity, Diversity and Inclusion Grants?

UNSW Sydney is committed to fostering a campus culture of equity, diversity and inclusion. The Division of Equity Diversity and Inclusion is proud to be offering five grants of up to $5,000 projects which champion the Division’s strategic areas: Divisional Leadership, Widening Access, Staff Equity, Evolving EDI Culture, and Engagement and Collaboration. To encourage and support staff and student engagement in these areas.

What are the criteria for assessment of grant applications?

Applications must align with the strategic priorities of the Division of Equity Diversity and Inclusion.

Strong applications will:

- be deliverable within the project implementation window (April – 31st October);
- have a defined impact (i.e. make a measurable difference)
- align with one or more of the five strategic areas of the Division of EDI. (see table for further details)
<table>
<thead>
<tr>
<th>Strategic Area</th>
<th>Suggested Projects</th>
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<tbody>
<tr>
<td><strong>Divisional Leadership</strong></td>
<td>Applicants might develop new strategies or initiatives to assist the Division in achieving the goals of this area.</td>
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<td>Maximise skills, knowledge and expertise of the Division of EDI so that all programs and initiatives have greater impact across the University and ensure there is a policy framework for support.</td>
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<tr>
<td><strong>Widening Access</strong></td>
<td>Applicants might create projects that support and extend current programs or develop new strategies altogether.</td>
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<td>Develop programs to ensure that Low Socioeconomic Status (SES) students with high academic potential are given opportunities to enable their potential in accessing higher education through development, provision and support of evidence-based academic, social and cultural interventions in their schools and communities and at UNSW with the purpose of creating a more just society for all.</td>
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<tr>
<td><strong>Staff Equity</strong></td>
<td>Applicants might develop strategies/programs/events/etc either related to current initiatives, or that are new, to educate or provide practical solutions.</td>
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<td>Implement programs and policies to support a workplace that is fair, accessible, flexible and inclusive for all staff and where difference is valued.</td>
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<tr>
<td><strong>Evolve the EDI culture</strong></td>
<td>Applicants might develop new or adjunct strategies/programs/events/ to educate or provide practical solutions.</td>
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<tr>
<td>Support and promote a culture that values the importance of equity, diversity and inclusion and embeds these principles and practices across the University to ensure that UNSW delivers a safe learning, research, teaching and employment opportunity for all staff and students.</td>
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<tr>
<td><strong>Engagement and Collaboration</strong></td>
<td>Projects will enable the University to demonstrate the value of equity, diversity and inclusion through collaboration and engagement with external partners and organisations.</td>
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<tr>
<td>Demonstrate the value of equity, diversity and inclusion by creating expertise and global thought leadership, and sharing knowledge with key external organisations and potential partners for local, national and global impact.</td>
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Equity Diversity & Inclusion (EDI) Grants

**Grant Lifecycle**

<table>
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<tr>
<th>Event</th>
<th>Date/Details</th>
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<tr>
<td>Grant Applications Open</td>
<td>Tuesday, 10 March 2020</td>
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<tr>
<td>Grant Applications Close</td>
<td>Friday, 3 April 2020</td>
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<tr>
<td>Grant winners announced</td>
<td>Friday, 10 April 2020</td>
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<tr>
<td>Project implementation / delivery</td>
<td>April – 31st October 2020</td>
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<tr>
<td>Presentation to EDI Board</td>
<td>Thursday, 3 December 2020</td>
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<tr>
<td>Best overall grant project announced</td>
<td>Monday, 14 December 2020</td>
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Guidelines for EDI Grants Program

1. Staff applications must be endorsed by either a Director of their business unit, Head of School, or Faculty Executive Director. In the case of student applications, the endorsement of a member of staff is required.

2. All student applicants must have a staff member on the project team and all staff applicants must have a student. These roles can be active or advisory.

3. EDI Divisional Management Team will select the successful grant recipients.

4. The nature of the projects which may be undertaken with grant funding may include, (but are not limited to) written materials, apps, videos, events, workshops, educational tools, etc.

5. Funds may be spent on goods and services such as printing, design, technology, catering, etc.

6. Travel, vehicles and salaries will not be funded by the EDI Grants.

7. Any funds unspent by November 2020, will be returned to the Division of Equity Diversity and Inclusion.

8. Applicants are encouraged to use inclusive language at all times. Please use the Diversity Council Australia PDF link below as a guide.


9. A mid-project report on the progress of the project must be received by the Division of Equity Diversity and Inclusion. Further funding may not be released if the progress report is not submitted.
10. A presentation on the project and its outcomes either by three-minute video or in the format of the Three Minute Thesis must be made on Wednesday 3 December 2020 at the meeting of the Equity, Diversity and Inclusion Board.

11. An overall winner of the EDI Grants for 2020 will be decided on by members of the Equity Diversity and Inclusion Board.

12. There is a limit of one Grant per applicant. Successful applicants may not apply for extensions to their Grant.

13. The final written report will be due to the Division of Equity Inclusion & Diversity by the last operating day of 2020 summarising the project, expenditure, its outcomes, highlights, etc, including relevant photographs The Division may use these materials as it sees fit.

14. On accepting a grant, applicants agree to have their photograph taken for the EDI newsletter
Equity Diversity & Inclusion (EDI) Grants

We are creating momentum to make a difference.

Strategic Pillars: 3 years

- Strategic Leadership and Operations
- Widening Access
- Staff Equity
- Engagement and Collaboration

2019 Initiatives

a. Develop and implement strategies to support the EDI agenda at UNSW
b. Enhance the divisional and operational EDI strategies

d. Develop and implement a strategy to support the EDI agenda at UNSW

DVC EDI Strategic Plan 2020 – 2024

UNSW will be recognised as an international exemplar in equity, diversity and inclusion, through evolving a culture that values equity, diversity and inclusion, and supporting a diverse and inclusive community for all.

Outstanding support and development opportunities can achieve organisational and individual excellence.

Engagement with key stakeholders, including those from cultural backgrounds, is critical to UNSW's success.

2020 2025

- Student Equity
- Staff Equity
- Academic & E Professional Level 10+ Level 11+

- 11% 15%
- 32% 40%
- % 50%
- % 30%