**Equity Initiatives Framework**

This framework is a sector-wide guide that should be modified according to context and stakeholders’ needs.

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**STUDENT LIFE CYCLE**

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**TARGET GROUPS**

- **Outreach to early years of schooling (Years K-4)**
- **Community outreach**
- **Outreach to primary and middle years schooling (Years 5–9)**
- **Outreach to senior secondary schooling (Years 10–12)**
- **Pre-university experience programs**
- **Community outreach**
- **School curriculum enhancement and support**
- **Career development for careers advisors and teachers**
- **Scholarship provision and grants**
- **Engaging and inclusive curriculum/course design**
- **Inclusive pedagogies**
- **Reflective practice**
- **Embedded literacies and skills development**
- **Contextual learning**
- **Diversity of strategies, including extra-curricular learning and development of programs**
- **Academic literacy**
- **Employability**
- **Postgraduate study**
- **Employment support pre-course completion (including work integrated learning, part-time employment, leadership programs and professional mentoring)**

**SECTOR AND INSTITUTION-WIDE PRINCIPLES AND PROCEDURES**

- **Development and review of federal policies, sector-wide policies and procedures with an equity lens**
- **Review of university policies, procedures and plans with an equity lens provided by equity practitioners and inclusive learning scholars, drawing on insights gained from both practice and research (praxis-approach)**
- **Continuing professional development for promoting inclusive practices and pedagogies**
- **Care or cultural engagement**
- **Inclusive, non-stigmatising, non-deficit language**
- **Data collection to facilitate provision of support and evaluation**
- **Institution-wide research/evaluation projects**
- **Monitoring at each stage (access, performance, outcomes) utilizing inclusive approach and language**

**EVALUATION**

- **Programs that demonstrate impact use evaluation that is stakeholder centred, context specific and iterative. Rich information may be gained from a mixed methods approach (usually combining qualitative and quantitative methods) to understanding the impact of an initiative/suite of initiatives. The following are examples of evaluation methods and data sources relevant to equity initiatives:**
  - Program logic analysis (including plausibility analysis, needs analysis and output/input requirements)
  - Surveys of student and other stakeholder characteristics and experiences (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)
  - N.B. Focus groups and interviews may be conducted online or by telephone to overcome challenges of distance and cost
  - Documentary/narrative/discourse analysis of program information and resource
  - 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)
  - Bench-marking (through external program review or comparison with other initiatives or sectoral and/or institutional norms)
  - Case studies of specific initiatives (which may involve comparisons between different initiatives)
  - 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)
  - Randomised control trials (initially designed for testing new drugs but now being used for educational interventions)
  - Economic modelling (to estimate economic and community-wide or individual benefit from participating in a program)

The Equity Initiatives Framework was created as part of the Critical Interventions Framework Part 2: Equity Initiatives in Australian Higher Education: A review of evidence of Impact Bennett, A., Naylor, R., Mello, K., Brett, M., Giore, J., Harvey, A., Munn, B., James, R., Smith, M., and Whitty, G. (2015). This was funded by a grant from the Australian Government Department of Education and Training. The grant was made under the Higher Education Participation and Partnerships Program.