

Ma & Morley Scholarship Program Equity and Diversity Statement

Equity is in the DNA of the University of Newcastle and is a fundamental principle of the Ma & Morley Scholarship Program. In line with this intrinsic commitment to equity, the program provides a welcoming, respectful, and safe social and learning environment for students from any background. The Scholarship Program has a requisite to support Aboriginal and Torres Strait Islander students through the Indigenous category of the scholarship (Aboriginal and Torres Strait Islander students are welcome to apply for all categories of the scholarship) and students from all faiths, genders, sexualities, upbringings, and experiences of disability are actively encouraged to join the program, and indeed have already joined.

The diversity of the scholars in the program, combined with their alignment with and passion for the values of the program, is what makes the program unique and is the key to its success in nurturing future globally aware and socially conscious leaders. In qualitative research, Ma & Morley Scholars have reported that they feel supported by their peers and University staff within the program.

How the program activity supports equity and diversity:

- The program team works closely with specialist areas of the University including the Wollotuka Institute (the Wollotuka Institute is committed to the advancement and leadership of Indigenous education at the University of Newcastle), Student Central and the Learning Support team to ensure that student needs are being met within the program and scholars are connected with the support networks of the University
- By fostering a safe environment for respectful engagement and discussion. This begins with scholars connecting at the start of the program to engage in open and meaningful discussion
- By facilitating friendship and connection within each Stage group of the program and among the overarching program, allowing scholars to make broad connections
- The program team are ready to adjust activities and logistics to accommodate disabilities or other extenuating circumstances

As a community, the Ma & Morley scholars and staff continue to strive for improvement in proudly and actively creating a welcoming, respectful, and safe environment by:

- Welcoming suggestions and feedback to improve the content, delivery, and culture of the program
- Introducing and adjusting cultural norms within the community such as encouraging acknowledging Country and sharing pronouns
- Continuing to develop knowledge and understanding of the needs of and issues affecting different communities and individuals through active learning, discussion and listening, supported by groups such as the Wollotuka Institute and the University LGBT+ ALLY network

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