

## Access and Participation Plan 2021

The University of Sydney's Access and Participation Plan 2021 outlines the University's strategic and practical commitment to increasing access to and participation in higher education for people from traditionally underrepresented backgrounds.

The Plan draws upon the collective work of Domestic Recruitment and Access (Sydney Future Students), the Pro Vice-Chancellor Educational Innovation (DVC Education) and significant collaboration with the Office of the Deputy Vice-Chancellor Indigenous Strategy and Services (DVC ISS).

Underpinning this collaborative work in 2021 is a commitment to:

- Develop and implement cross-institutional initiatives that support underrepresented cohorts and align with institutional strategy;
- Support equity and diversity by expanding pathways to the University, extending partnership networks that benefit identified communities, and aligning scholarship offerings to institutional preferences;
- Provide formal recognition of student involvement in the University's widening participation schemes as part of students' application to enrol;
- Promote cross-divisional collaboration to implement cohesive offering to students from traditionally underrepresented cohorts.

## Partnerships and collaboration

To achieve the outcomes set out in the Access and Participation Plan, the following stakeholders will be engaged:

### University of Sydney

- Sydney Future Students
- Faculties and Schools
- Vice-Principal – External Relations
- DVC Education including Educational Innovation, Student Life and Student Experience Program
- DVC Indigenous Strategy and Services
- Scholarships Office
- Student Support Services
- Professional Services including Analytics & Planning, Alumni & Development, Enterprise & Engagement
- University of Sydney Union & Student Clubs and Societies
- Marketing and Communications

### External Stakeholders

- Universities Admissions Centre (UAC)
- University-owned Accommodation and Residential Colleges
- Country Education Foundation
- Harding Miller Education Foundation
- Clontarf Foundation
- Lloyd McDermott Rugby Development Program
- GO Foundation
- National Aboriginal Sporting Chance Academy (NASCA)
- Aurora Education Foundation
- The Story Factory
- NSW Department of Education Schools
- Careers Advisers Association
- The Smith Family

Target Cohort	Programs and Initiatives	Evaluation Instruments and Outcomes
<b>ASPIRATION: Pre-tertiary personal and academic capacity building programs to increase access and participation in higher education.</b>		
<p>Low SES, regional and remote, Aboriginal and/ or Torres Strait Islander students</p> <p>Secondary school teachers and careers advisers from regional and remote NSW</p>	<p><b>On campus learning:</b> Year 10 – 12 Future Fridays, Ngara Future Fridays, ACTIVATE USYD, Experience Sydney days, Faculty-led workshops</p>	<p><b>Outcome:</b></p> <p>Increased application, offer and enrolment from students from target cohorts (inclusive of E12 Scheme and Gadigal Scheme)</p> <p><b>Evaluation:</b></p> <p>Participant pre- and post- responses measured against program objectives and evaluation framework</p> <p>Participant rates of engagement</p> <p>Application, offer and enrolment data (inclusive of E12 Scheme and Gadigal Scheme).</p>
	<p><b>Regional outreach:</b> Year 11 Regionate Challenge, Year 12 Online Tutoring Program, Regional Roadshows (including workshops and presentations)</p>	
	<p><b>Digital outreach:</b> online 1:1 consultation, pathways and application writing support webinars, Meet Sydney webinars, ASTAR website and apps, HSC Ready, Uni Hacks, Scholarship Builder, and ASTAR social media campaigns</p>	
	<p><b>In school and community programs:</b> Meet Sydney events, careers adviser and partner networking), 1:1 consultation, pathways and application writing support workshops</p>	
	<p><b>Residential programs (where possible):</b> Wingara Mura - Bunga Barrabugu Summer Program, Bunga Barrabugu Winter Program, Open Day Residential Program, Life at Sydney Residential Program, Regional Careers Adviser and Teacher Conference</p>	
	<p><b>Partnership agreements:</b> Harding Miller Education Foundation, Country Education Foundation, Clontarf Foundation, GO Foundation, Lloyd McDermott Rugby Development Program, National Aboriginal Sporting Chance Academy</p>	
<b>ACCESS: Delivery of admission pathway programs, selection criteria tools, scholarship, and integrated policy framework on equity-related issues.</b>		
<p>School-leavers from low-SES backgrounds, regional and remote areas and Aboriginal and/or Torres Strait Islander backgrounds</p>	<p><b>Early Offer Year 12 (E12) Scheme:</b> providing an opportunity for an early conditional offer and a \$5950 first year scholarship for eligible students from low SES, regional and remote and students who have experienced financial hardship.</p>	<p><b>Outcome:</b></p> <p>Increased application, offer and enrolment from students from target cohorts.</p> <p>E12+ pilot trialled for 2022 admission.</p> <p><b>Evaluation:</b></p> <p>Application, offer and enrolment data (inclusive of E12 Scheme, Gadigal Scheme and Foundation Program).</p>
	<p><b>Pilot of E12+:</b> to offer automatic early conditional offer to eligible E12 applicants who have participated in approved widening participation capacity building initiatives.</p>	
	<p><b>Gadigal Early Offer Scheme and Program:</b> providing an opportunity to apply for an early conditional offer with lower minimum ATAR requirements.</p>	
	<p><b>Foundation Program:</b> a preparation program for Aboriginal and/or Torres Strait Islanders to equip them for tertiary studies.</p>	

	<p><b>Re-inventing the Gap Year:</b> a digital initiative to dispel myths about university and encouraging transition to university for regional students.</p>	<p>Subscription rate to, and participation in Gap Year resources.</p>
<p><b>PARTICIPATION: Provision and promotion of support programs which address the challenges faced by identified student cohorts - transition, retention, and success programs.</b></p>		
<p>Tertiary education practitioners and academics</p>	<p><b>Widening Participation Network (WPN):</b> communities of practice initiatives (e.g., pilot research symposium and Yammer community) to stimulate and build the University's social inclusion/exclusion agenda, widening participation and inclusive teaching and learning practices to positively impact the access, transition, retention, and success of students from low-SES and regional/rural/remote backgrounds.</p> <p>Understand more fully the experience and needs of the equity cohorts due to the COVID-19 disruption.</p>	
<p>University of Sydney enrolled students from low SES, regional and Aboriginal and Torres Strait Islander cohorts</p> <p>Tertiary education practitioners and academics</p>	<p><b>“Get Prepared”:</b> Monitor, evaluate, and ideate canvas modules for student engagement and reported impacts. These modules form part of an expanded university-wide online student orientation program. They are offered across the student body, with targeted outreach and engagement directed to equity cohorts as part of early engagement</p> <p><b>Academic Support:</b> Develop online asynchronous (no fee) academic support site to support equity students' academic preparation for University, in collaboration with Student Life. Co-design this resource with equity student team.</p> <p>Enrich individual and collective efficacy and capacity for quality learning and teaching through strategic review, update and key inclusions to the Inclusivity and Diversity module within the Modular Professional Learning Framework (MPLF), including modules such as the Inclusivity and Diversity module and the Enhancing Group Work module</p> <p>Track and report the access, transition, retention and success of students from low-SES and regional/rural/remote backgrounds and harness the various sources data available across the university to improve access, interrogation, and reporting of university available data to inform future Widening Participation initiatives.</p> <p>Explore the intersection of disadvantage for undergraduate students classified as both low-SES, first in family, and regional/rural/remote enrolments.</p>	<p><b>Outcome:</b> Increase in target cohort retention and success rates</p> <p><b>Evaluation:</b> Engagement metrics for online modules and portals</p> <p>Support program/s participation numbers and participant feedback</p> <p>Student Experience Survey results</p> <p>Student Life Survey results</p>

	<p>Understand more fully the experience and needs of the equity cohorts due to the COVID-19 disruption and HECS/HELP changes.</p> <p><b>Establish a students-as-partners collective:</b> develop an ongoing collective/register of equity students to contribute to multiple academic and co-curricular University initiatives and programs (e.g. Teaching@Sydney, Get Prepared "My Stories", MPLF case studies, Student podcast, mentoring programs, pre-commencement and transition programs, student leadership programs etc.), in collaboration with Student Life.</p> <p><b>2021 Strategic Grants:</b> Widening Participation category</p>	
<b>PROGRESS AND ATTAINMENT: Ensuring successful completion and preparation for employment.</b>		
University of Sydney graduating students from low SES, regional and Aboriginal and Torres Strait Islander cohorts	<p><b>Graduate Outcomes:</b> Review and analysis of the student experience and graduate destinations for students from target cohorts.</p>	<p><b>Outcome:</b> Increased completion rates for target cohorts, increased rates of graduate employment or postgraduate study by target cohorts</p> <p><b>Evaluation:</b> Graduate Trajectories Survey</p>
University of Sydney students from low SES, regional and Aboriginal and Torres Strait Islander cohorts	<p><b>Partnership Agreement:</b> The Smith Family Learning for Life Program to provide financial support, a tertiary support coordinator, cadetship and career mentoring.</p>	<p><b>Outcome:</b> Learning for Life student's completion and graduate capabilities.</p> <p><b>Evaluation:</b> Student progression tracking</p>