UOW SAFE & RESPECTFUL COMMUNITIES

ACTION PLAN

UNIVERSITY OF WOLLONGONG AUSTRALIA

DOMAIN

GOALS AND OBJECTIVES	Specific – Measurable – Achievable – Relevant – Time specific (SMART).

SHORT-TERM OUTCOMES

Short-term outcomes - the changes we expect to see on completion of the plan. Easiest to measure. Timeframe will usually be the length of your plan (1 year). Short-term outcomes are most often changes in skills or knowledge.

1. Increase in support-seeking and reporting rates in relation to SASH
2. Increased staff awareness of SASH, confidence in responding to disclosures and knowledge of referral pathways to SARC and other UOW services
3. Evidence based initiatives addressing the drivers of gender-based violence implemented with expert researchers, students & community partners
4. Programs to reduce sexual harassment and gender-based violence run in collaboration with community partners to enhance community safety
5. Cohort specific and intersectional improvements implemented with regard to First Nations; Gender, Sex and Sexuality Diverse and disability student experiences in relation to SASH.
6. SASH, student conduct and student mental health policies reviewed and improved to be clear, user-friendly and trauma-informed

MEDIUM-TERM OUTCOMES

Medium-term outcomes are what you would expect to follow on from the short-term outcomes.

1. Evidence based initiatives addressing the drivers of SASH implemented and evaluated with expert researchers, students and community partners
2. Cohort specific and intersectional improvements implemented and evaluated with regard to First Nations; Gender, Sex and Sexuality Diverse and disability student experiences in relation to SASH.
3. Programs to reduce sexual harassment and gender-based violence run in collaboration with community partners to enhance community safety
4. Increase in support-seeking and reporting rates in relation to SASH
5. UOW staff and students understand the drivers of SASH, and can combat them through being active bystanders and through structural and systemic change

LONG-TERM OUTCOMES

Long-term outcomes should fit with your goal. They usually take a long time to be seen, and will be influenced by factors outside of your control.

1. Evidence based initiatives addressing the drivers of SASH scoped with expert researchers, students and community partners reviewed and lead to positive change, particularly in relation to men's' behaviour
2. Structural and systemic changes in place to help counter the drivers of gender based violence
3. Higher support-seeking and reporting rates in relation to SASH
4. SARC programs successfully address higher rates of SASH for First Nations students; Gender, Sex and Sexuality Diverse students and students with disabilities as well as responding to and intersectional needs.
5. Feedback and program evaluation and review inform actions and initiatives

ACTIVITIES

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What will the university do? Who is involved and what is their role? (Immediate to 1 year)

- Ongoing awareness raising campaign that is student co-designed rolled out
- Widespread roll-out of the Bystander Intervention program for student leaders
- Education on relationship 'red flags' and coercive control (eg, EAAA 'Flip the Script', new coercive control laws)
- 'Ride with Respect' campaign to address safety on local transport
- Continue policy reviews informed by Our Watch and HE policy group
- Workshops and programs targeting focus areas eg Accommodation, Library, local communities to further improve education, awareness, support seeking and safe interventions
- Work with international students on cultural awareness re SASH
- Engaging male leaders to prevent violence, abuse and harassment through targeted MATE bystander cultural change education program
- Hold focus groups with First Nations, gender, sex and sexuality diverse students and students with disabilities to inform SARC education, service improvements and responses
- Ensure SARC is visible at UOW events promoting safety and respect

INPUTS

What resources do you have? (People, funding, time, knowledge, evidence)

a) SARC Team
b) Colleagues in faculties, student services, accommodation and administration
c) VC and Exec Support
d) Student interns, volunteers and representatives
e) SARC Advisory and Working Groups
f) Student, Staff and Community Roundtable Participants and Partnerships

OUTPUTS

What will have been done? What has been delivered?

1. Education and awareness programs including online tools and resources
2. Evidence and expert led research programs and initiative
3. Streamlined, trauma-informed and user-friendly policies and procedures Enhanced support and reporting processes

INDICATORS

How will the goals be demonstrated? How will progress be tracked? Try to measure both short and medium-term outcomes.

- Feedback from student, staff and community partners
- SARC case reporting on issues, cohorts, actions
- Results of evidence and expert led programs
- Next National Survey Results
- Contribution to joint and collaborative initiatives demonstrated

ASSUMPTIONS AND EXTERNAL FACTORS

Key principles, people involved and how the plan will work, as well as the environment in which the plan is being delivered.

- Taking a "students as partners" approach to our services and initiatives
- Resources match cases and allow for implementation of projects & initiatives
- Continued support from UOW and external community
- Evaluation and review are built into our programs and initiatives

Our WATCh — End violence against Women and Their Children

UNIVERSITIES AUSTRALIA

Adapted from the Our Watch and Universities Australia Educating for Equality Action Plan Template