



THE UNIVERSITY OF
MELBOURNE

Faculty of
Fine Arts &
Music



Diversity, Equity, and Inclusion Action Plan 2024 – 2030 (Version 2, 2026)

Sensitivity and care

This document deals with issues of discrimination, inequity, and marginalisation. Sensitivity and care are embedded in the way we work, and the intention is to reflect this in the Diversity, Equity, and Inclusion Action Plan. However, content may be sensitive particularly for those who have experienced or witnessed discrimination. Please prioritise your wellbeing when reading the document.

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Cover image:

Lecturer in Indigenous Arts and Cultures, Lauren Gower, holds coolamon with leaves as part of the Welcome Ceremony for participants in the 3rd Symposium on Indigenous Arts and Cultures. Photograph by Narida Yeatman-Morgan, Wilin Centre for Indigenous Arts and Cultural Development.



Aerial view of Narrm from the surrounds of Southbank Campus looking north. Photograph by Paul Burston.

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Message from Associate Dean, Diversity, Equity and Inclusion

Since the launch of the Faculty's Diversity, Equity and Inclusion Action Plan 2024-2030, the Faculty has pursued systemic improvement of diversity, equity and inclusion for staff and students through work on 40 actions. Highlights of this work so far include extension of the Wilin Centre's professional development program through the launch of the Community of Creative Practice initiative, development and release of a practical guide for diverse committees and inclusive meetings, completion of accessibility upgrades at Southbank for the St Kilda Road Performing Arts Building and other capital upgrades, improvement of food accessibility and affordability for students on campus through the opening of the Southbank Canteen, and ongoing projects and initiatives by champions of diversity, equity and inclusion across the Faculty.

The Diversity, Equity and Inclusion Action Plan 2024-2030 (Version 2, 2026) provides the first annual renewal of the Action Plan, ensuring that our work remains current and relevant to our staff and student communities, and aligned with the strategic direction of the Faculty and University. It is accompanied by the publication of the Faculty of Fine Arts and Music Diversity, Equity and Inclusion SharePoint site, which serves as a primary source of information about progress towards the goals, aims, and objectives of the Action Plan for staff and students.

Your efforts as individuals and teams continue to be absolutely vital to the goals of the Action Plan, to make the Faculty more diverse, inclusive, and equitable in the interests of every member of our community and society as a whole. Thank you for your continued engagement with this initiative as we move through our second year of action.

Professor Sally Treloyn

Please visit the **Faculty of Fine Arts and Music Diversity Equity and Inclusion Action Plan SharePoint communications site** for regular updates on key initiatives, achievements, and highlight stories that reflect the aspirations and outcomes of the FFAM DE&I Action Plan.

Goal 1. All Faculty of Fine Arts and Music students and staff feel included and supported

Aim 1.1 To make all spaces and systems accessible, equitable, and inclusive

Objective 1.1.1 Improve our buildings and spaces for equitable and inclusive access

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
1.1.1.1	Develop Faculty of Fine Arts and Music Accessibility Masterplan	Faculty Executive Director	Senior Manager, Programs and Operations	Manager, Health, Safety and Risk; Manager, Resources and Facilities	Associate Dean, Diversity, Equity, and Inclusion, and committee; Associate Dean, Student Wellbeing; Student Support Reference Group; Student Equity and Disability Services; staff and students with lived experience expertise; sources of subject matter expertise	Closed In 2026 actions 1.1.1.1 and 1.1.1.2 were closed. A new merged and reworded action was adopted, action 1.1.1.4 to more accurately reflect the work taking place.
1.1.1.2	Continue works on and maintenance of buildings and spaces to improve equitable and inclusive access	Faculty Executive Director	Senior Manager, Programs and Operations	Campus Services; Manager, Health, Safety and Risk; Manager, Resources and Facilities	Associate Dean, Diversity, Equity, and Inclusion, and committee; Associate Dean, Student Wellbeing; Student Support Reference Group; Academic Support Office; Student Equity and Disability Services; staff and students with lived experience expertise; sources of subject matter expertise	Closed In 2026 actions 1.1.1.1 and 1.1.1.2 were closed. A new merged and reworded action was adopted, action 1.1.1.4 to more accurately reflect the work taking place.
1.1.1.3	Improve processes for staff and students to report issues relating to equitable and inclusive access to buildings and spaces, and processes for the faculty to report on responses and related works	Faculty Executive Director	Senior Manager, Programs and Operations	University Communications & Marketing; Campus Services; Manager Strategic Initiatives; Academic Support Office	Associate Dean, Diversity, Equity, and Inclusion, and committee; Student Equity and Disability Services; staff and students with lived experience expertise; sources of subject matter expertise	In progress
1.1.1.4	Advocate for the Faculty on the University Masterplan and DDA Audit and associated plans to improve our buildings and spaces for equitable and inclusive access and appropriately communicate planned, current and future works.	Faculty Executive Director	Senior Manager, Programs and Operations	Manager, Health, Safety and Risk; Manager, Resources and Facilities	Associate Dean, Diversity, Equity, and Inclusion, and committee; Associate Dean, Student Wellbeing; Student Support Reference Group; Student Equity and Disability Services; staff and students with lived experience expertise; sources of subject matter expertise	Action added in 2026 and in progress

Objective 1.1.2 Improve our buildings and spaces to support cultural safety, social inclusion, and belonging

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
1.1.2.1	Develop a student hub for wellbeing services, and increase provision of culturally safe services	Associate Dean, Student Wellbeing	Manager, Resources and Facilities	Infrastructure Services; Student and Scholarly Services	Head, Wilin Centre; Associate Dean, Diversity, Equity, and Inclusion, and committee; Student Support Reference Group; University of Melbourne Student Union; Graduate Student Association; staff and students with lived experience expertise; sources of subject matter expertise	In progress
1.1.2.2	Increase spaces for social gathering and food accessibility on the Southbank campus, including prioritisation of campus cafeteria	Faculty Executive Director	Senior Manager, Programs and Operations	Academic Support Office – Student Experience Coordinator	Directors, VCA and MCM; Student Support Reference Group; University of Melbourne Student Union; Graduate Student Association	In progress
1.1.2.3	Review and improve provision of quiet spaces across Southbank campus and Melba Hall Music Building	Faculty Executive Director	Senior Manager, Programs and Operations	Associate Dean, Student Wellbeing	Associate Dean, Diversity, Equity, and Inclusion, and committee; Student Support Reference Group; staff and students with lived experience expertise; sources of subject matter expertise	In progress
1.1.2.4	Identify opportunities to ensure that diversity in our staff, student, and wider communities is reflected in the physical environment of the campus and in programming	Faculty Executive Director	Senior Manager, Programs and Operations	Directors, VCA and MCM; Associate Dean, Diversity, Equity and Inclusion and committee; Head, Wilin Centre; Associate Dean, International	Head, Wilin Centre; Student Support Reference Group; University of Melbourne Student Union; Graduate Student Association; First Nations staff and students; other staff and students with lived experience expertise; sources of subject matter expertise	Closed In 2026 action 1.1.2.4 was closed and rescoped as two new actions, 1.2.2.3 and 1.2.2.4

Objective 1.1.3 Improve digital communication about, in, and from the Faculty of Fine Arts and Music, for equitable and inclusive access

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
1.1.3.1	Develop and implement a First Nations gateway to the Faculty of Fine Arts and Music website, within a larger First Nations communications plan	Head, Wilin Centre	Senior Manager, Academic Support Office	University Communications & Marketing; Manager, Strategic Initiatives	Faculty of Fine Arts and Music Indigenous Academic Staff Network; First Nations staff and students; First Nations community advisors	In progress
1.1.3.2	Review and revise Faculty of Fine Arts and Music webpages to increase accessibility and inclusiveness of language and design	Associate Dean, Diversity, Equity, and Inclusion	Faculty Office	University Communications & Marketing; Diversity, Equity, and Inclusion Committee; Head, Wilin Centre	Student Support Reference Group; Student Equity and Disability Support; staff and students with lived experience; sources of subject matter expertise	In progress
1.1.3.3	Provide staff with resources for accessible and inclusive language and tools for use across all digital communications, including webpages, newsletters, digital documents, and email communications	Associate Dean, Diversity, Equity, and Inclusion	Faculty Office	University Communications & Marketing; Diversity, Equity, and Inclusion Committee; Associate Dean, International; Head, Wilin Centre	Associate Dean, Academic; Manager, Research Office; Student Support Reference Group; staff and students with lived experience; sources of subject matter expertise	In progress

Aim 1.2 Improve the experience of staff and students with respect to diversity, equity, and inclusion in the Faculty of Fine Arts and Music

Objective 1.2.1 Provide additional resources to staff and students to improve equitable and inclusive processes and practices within the Faculty of Fine Arts and Music

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
1.2.1.1	Extend the Wilin Centre's professional development program and develop resources for culturally inclusive and responsive practices across the faculty, aligned with University Diversity and Inclusion Action Plans	Dean	Head, Wilin Centre; Associate Dean, Diversity, Equity, and Inclusion	Faculty Executive Director; Human Resources; Associate Dean, Academic; Associate Dean, Research; Associate Dean, International; Associate Dean, Student Wellbeing; Directors, MCM and VCA; Academic Support Office; Inclusion and Accessibility Advisors	Diversity, Equity, and Inclusion Committee; Student Support Reference Group; Manager, Risk and Safety; Scholarly and Student Services; staff and students with lived experience; sources of subject matter expertise	In progress
1.2.1.2	Establish an inclusion and accessibility advisor program, supported by the Wilin Centre's professional development program, and aligned with University Diversity and Inclusion Action Plans	Dean	Associate Dean, Diversity, Equity, and Inclusion; Senior Manager, Academic Support Office	Directors, MCM and VCA; Faculty Executive Director; Human Resources; Head, Wilin Centre; Associate Dean, Academic; Associate Dean, Research; Associate Dean, International; Associate Dean, Student Wellbeing; Academic Support Office	Diversity, Equity, and Inclusion Committee; Student Support Reference Group; Manager, Risk and Safety; Scholarly and Student Services; staff and students with lived experience; sources of subject matter expertise	In progress
1.2.1.3	Provide staff and students with resources to aid triaging and managing concerns and issues relating to diversity, equity, and inclusion	Faculty Executive Director	Senior Manager, Academic Support Office; Head, Wilin Centre	Scholarly and Student Services; Manager, Risk and Safety; Directors, VCA and MCM	Diversity, Equity, and Inclusion Committee; Student Support Reference Group; Human Resources	In progress

Objective 1.2.2 Provide additional resources to students to engage with activities that support diversity, equity, and inclusion in the Faculty of Fine Arts and Music

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
1.2.2.1	Increase opportunities and support for students to engage in and lead initiatives that support community-building and improve understanding in relation to diversity, equity, and inclusion, aligned with Wilin's professional development training program	Associate Dean, Student Wellbeing	Senior Manager, Academic Support Office	Head, Wilin Centre; Directors, VCA and MCM; Associate Dean, Diversity, Equity and Inclusion and committee; Associate Dean, International; Student and Scholarly Services; Academic Support Office	Diversity, Equity, and Inclusion Committee; Coordinator, MCM Ignite Lab; Student Support Reference Group	In progress
1.2.2.2	Develop and maintain Faculty of Fine Arts and Music webpages that promote and improve accessibility of global and local experience opportunities, internships, and other programs	Associate Dean, International	Senior Manager, Academic Support Office	University Communications and Marketing; International Committee; Student Experience Coordinator, Academic Support Office; Senior Manager, Research Office	Directors, VCA and MCM; Faculty of Fine Arts and Music Work-integrated Learning Lead; MCM Ignite Lab	In progress
1.2.2.3	Identify opportunities to ensure that diversity in our staff, student, and wider communities is reflected in the physical environment of the campus	Faculty Executive Director	Senior Manager Academic Support Office	Directors, VCA and MCM; Associate Dean, Diversity, Equity and Inclusion and committee; Head, Wilin Centre; Associate Dean, International	Head, Wilin Centre; Student Support Reference Group; University of Melbourne Student Union; Graduate Student Association; First Nations staff and students; other staff and students with lived experience expertise; sources of subject matter expertise	Action added in 2026 and in progress
1.2.2.4	Identify opportunities to ensure that diversity in our staff, student, and wider communities is reflected in Faculty programming.	Faculty Executive Director	Faculty Office	Directors, VCA and MCM; Associate Dean, Diversity, Equity and Inclusion and committee; Head, Wilin Centre; Associate Dean, International	Head, Wilin Centre; Student Support Reference Group; University of Melbourne Student Union; Graduate Student Association; First Nations staff and students; other staff and students with lived experience expertise; sources of subject matter expertise	Action added in 2026 and in progress

Aim 1.3 Improve teaching and learning to support diversity, equity, and inclusion in the Faculty of Fine Arts and Music

Objective 1.3.1 Ensure knowledge, practices, and systems reflect diverse student identities and are accessible to all students

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
1.3.1.1	Establish a Community of Practice for diversity, equity, and inclusion in teaching and learning, and in graduate research training	Associate Dean, Academic	Directors, VCA and MCM	Head, Wilin Centre; Associate Dean, Diversity, Equity, and Inclusion; Associate Dean, Research; Senior Manager, Research Office; Associate Dean, International; Academic Support Office; Chair, Library Committee; Southbank Library	Student and Scholarly Services; staff and students with lived experience expertise; sources of subject matter expertise	In progress In 2026 there was an action title adjustment from 'Establish a Working Group for diversity, equity, and inclusion in teaching and learning, and in graduate research training'
1.3.1.2	Re-establish the Working Group for Indigenising the curriculum, aligned with the Wilin Centre's professional development program	Associate Dean, Academic	Head, Wilin Centre	Directors, VCA and MCM; Associate Dean, Diversity, Equity, and Inclusion; Associate Dean, International; Associate Dean, Academic Support Office; Chair, Library Committee; Southbank Library	First Nations staff and students; Wilin Centre; sources of subject matter expertise	In progress

Goal 2. The Faculty of Fine Arts and Music community is diverse

Aim 2.1 To increase the diversity of our student community

Objective 2.1.1 Improve our understanding of diversity in our student community and where increases in diversity are needed

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
2.1.1.1	Monitor underrepresentation within the student population in relation to diversity	Senior Manager, ASO	Manager, Strategic Initiatives	Manager, Academic Support Office; Senior Manager, Research Office; University Data Analyst	Associate Dean, Diversity, Equity, and Inclusion, and committee; University of Melbourne Student Union; Graduate Student Association	In progress

Objective 2.1.2 Increase diversity in our student community via a coordinated approach to outreach, recruitment, support, and services

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
2.1.2.1	Develop and roll out the Widening Participation initiative, to target all areas of underrepresentation in alignment with the Anti-Racism Action Plan	Directors VCA and MCM	Manager, Strategic Initiatives	Senior Manager, Academic Support Office; Student and Scholarly Services; Associate Dean, Diversity, Equity, and Inclusion	Head, Wilin Centre; Coordinator, MCM Ignite Lab; Senior Manager, Research Office; Inclusion and Accessibility Advisors; Wilin Centre; Scholarships; Advancement; University of Melbourne Student Union; Graduate Student Association; staff and students with lived experience expertise; sources of subject matter expertise	In progress

Objective 2.1.3 Improve use of data to better support students and future students

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
2.1.3.1	Improve how we collect and use data to ensure our application and selection processes are accessible to all	Senior Manager, Academic Support Office	Manager, Academic Support Office	Student and Scholarly Services; Head, Wilin Centre; Manager, Strategic Initiatives (Widening Participation); Associate Dean, Diversity, Equity, and Inclusion	Diversity, Equity, and Inclusion committee; Faculty Office	In progress
2.1.3.2	Improve how we provide students with information about support relating to accessibility and equity in the Faculty of Fine Arts and Music throughout their candidature	Senior Manager, Academic Support Office	Manager, Academic Support Office	Student and Scholarly Services; Head, Wilin Centre; Manager, Strategic Initiatives (Widening Participation); Associate Dean, Student Wellbeing; Associate Dean, Diversity, Equity, and Inclusion	Inclusion and Accessibility Advisors; Wilin Centre; Faculty Work Integrated Learning coordinator; Associate Dean, International; Student Support Reference Group; University of Melbourne Student Union; Graduate Student Association; students with lived experience expertise	In progress

Aim 2.2 To increase the diversity of our staff community

Objective 2.2.1 Increase diversity in our staff community via a coordinated approach to recruitment and support

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
2.2.1.1	Identify where and what information about staff diversity in the Faculty of Fine Arts and Music is recorded and fill gaps in knowledge	Faculty Executive Director	Faculty Office	Human Resources; Associate Dean, Diversity, Equity, and Inclusion; University Data Analyst	Inclusion and Accessibility Advisors; Wilin Centre; staff with lived experience expertise; sources of subject matter expertise	In progress
2.2.1.2	Implement inclusive recruitment practices	Faculty Executive Director	Faculty Office	Human Resources; Associate Dean, Diversity, Equity, and Inclusion and committee; Associate Dean, International; Associate Dean, Research; Senior Manager, Research Office	Inclusion and Accessibility Advisors; Wilin Centre; Associate Dean, Indigenous; staff with lived experience expertise; sources of subject matter expertise	In progress
2.2.1.3	Increase mentoring and professional support for academic and professional staff relating to diversity, equity and inclusion	Faculty Executive Director	Associate Dean, Diversity, Equity, and Inclusion	Human Resources; Associate Dean, Diversity, Equity, and Inclusion and committee; Associate Dean, International; Head, Wilin Centre; Associate Dean, Research; Senior Manager, Research Office	Inclusion and Accessibility Advisors; Wilin Centre; First Nations staff; Associate Dean, Academic; staff with lived experience expertise; sources of subject matter expertise	In progress

Goal 3. Faculty of Fine Arts and Music meets the expectations of the communities that we serve in relation to diversity, equity, and inclusion

Aim 3.1 To better meet the expectations of our staff and student communities in relation to diversity, equity, and inclusion

Objective 3.1.1 Embed understanding of the expectations of staff and student communities relating to diversity, equity, and inclusion in faculty planning

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
3.1.1.1	Identify, monitor, and report on data and insights that reflect staff and student perspectives on diversity, equity, and inclusion	Associate Dean, Diversity, Equity, and Inclusion	Faculty Office	Associate Dean, International; Head, Wilin; Senior Manager, Academic Support Office; University Data Analyst	Inclusion and Accessibility Advisors; Associate Dean, Academic; University of Melbourne Student Union; Graduate Student Association; staff and students with lived experience expertise; sources of subject matter expertise	In progress
3.1.1.2	Embed results of reports on how we are meeting expectations of staff and students in faculty planning	Faculty Executive Director	Senior Manager, Strategy Planning and Resources	All Action sponsors and leads; Directors, VCA and MCM	All Associate Deans and Senior Managers	In progress

Objective 3.1.2 Increase opportunity for students and staff with lived experience expertise to inform the work of Faculty of Fine Arts and Music committees and strategic projects

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
3.1.2.1	Develop and implement faculty approaches to engaging staff and students, inclusive of lived experience expertise in areas of diversity, equity and inclusion, in committees and strategic projects	Faculty Executive Director	Faculty Office	Associate Dean Diversity, Equity, and Inclusion; Head, Wilin Centre	All Associate Deans and Senior Managers; Melbourne Student Voice Forum; Student Support Reference Group; University of Melbourne Student Union; Graduate Student Association; First Nations staff and students; staff and student with lived expertise; sources of subject matter expertise	In progress
3.1.2.2	Increase online and on-campus spaces for lived-experience groups to meet and build community, aligned with the Wilin Centre's professional development program	Associate Dean, Diversity, Equity, and Inclusion	Faculty Office (Staff); Senior Manager, Academic Support Office (Students)	Head, Wilin Centre; Manager, Buildings and Resources; Academic Support Office; University Communications and Marketing	Associate Dean, Student Wellbeing; Associate Dean, International; staff and student with lived expertise; sources of subject matter expertise	In progress

Aim 3.2 To better meet the expectations of the broader community in relation to diversity, equity, and inclusion

Objective 3.2.1 Embed understanding of the expectations of the broader community relating to diversity, equity, and inclusion, in faculty partnerships and planning

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
3.2.1.1	Prepare paper on the expectations relating to diversity, equity, and inclusion, that exist within the communities with which Faculty of Fine Arts and Music partners and/or interacts, identifying alignment and areas of need in relation to the commitments and goals of the faculty	Faculty Executive Director	Manager, Strategic Initiatives; Manager, Research and International Collaborations	Engagement and Partnerships; Advancement; Head, Wilin Centre; Associate Dean, Diversity, Equity, and Inclusion; Associate Dean, Indigenous; Associate Dean, Research; Senior Manager, Research; Associate Dean, International	Directors, VCA and MCM	In progress
3.2.1.2	Develop local and global partnerships and relationships, in alignment with the diversity, equity, and inclusion goals of the faculty	Faculty Executive Director	Manager, Strategic Initiatives; Manager Research and International Collaborations	Head, Wilin Centre; Directors, VCA and MCM; Engagement and Partnerships; Advancement; Associate Dean, Diversity, Equity, and Inclusion; Associate Dean, International; Associate Dean, Research; Senior Manager, Research	Wilin Centre; MCM Ignite Lab; Faculty Work-integrated learning lead; Engagement and Partnerships; Advancement	In progress

Goal 4. Faculty of Fine Arts and Music leadership values diversity and is committed to equity and inclusion

Aim 4.1 Faculty of Fine Arts and Music leadership demonstrates commitment to creating diverse, equitable, and inclusive spaces, processes, and community

Objective 4.1.1 Increase awareness and recognition of the Faculty of Fine Arts and Music’s commitment to diversity, equity, and inclusion

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
4.1.1.1	Publish leadership statements on the faculty’s commitment to diversity, equity, and inclusion on Faculty of Fine Arts and Music webpages	Dean	Faculty Office	University Communications and Marketing	Faculty Executive	Completed in 2025
4.1.1.2	Update and refine FFAM diversity, equity, and inclusion webpage to include news and reporting on progress relating to the Diversity, Equity, and Inclusion Action Plan	Associate Dean, Diversity, Equity, and Inclusion	Faculty Office	University Communications and Marketing	Diversity, Equity, and Inclusion Committee	In progress In 2026 there was a minor adjustment to action title from ‘Develop and launch a webpage about Faculty of Fine Arts and Music diversity, equity, and inclusion initiatives and news, including reporting on progress relating to the Diversity, Equity, and Inclusion Action Plan
4.1.1.3	Acknowledge, celebrate, and promote student, staff, and partnership stories that raise awareness about initiatives and activity in the Faculty of Fine Arts and Music related to diversity, equity, and inclusion	Associate Dean, Diversity, Equity, and Inclusion	Faculty Office	Head, Wilin Centre; University Communications and Marketing	Diversity, Equity, and Inclusion Committee; Wilin Centre; Research Office; Engagement and Partnerships; Advancement	In progress

Objective 4.1.2 Faculty of Fine Arts and Music leaders apply a commitment to diversity, equity, and inclusion to decisions and decision-making

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
4.1.2.1	Measure and report on progress of the faculty in relation to its Diversity, Equity, and Inclusion Action Plan	Associate Dean, Diversity, Equity, and Inclusion	Faculty Office	Human Resources; Diversity, Equity, and Inclusion Committee	Faculty Executive	In progress
4.1.2.2	Review and revise Faculty of Fine and Music committee Terms of Reference documents to align with our diversity, equity, and inclusion, goals	Faculty Executive Director	Faculty Office	Faculty Executive; Associate Dean, Diversity, Equity, and Inclusion	Human Resources	In progress
4.1.2.3	Embed the Faculty of Fine Arts and Music’s Diversity, Equity, and Inclusion goals and principles in role descriptions and appointment processes as part of change management processes	Dean	Faculty Office	Faculty Executive; Associate Dean, Diversity, Equity, and Inclusion	Areas undergoing change management processes	Completed in 2025

Aim 4.2 Faculty of Fine Arts and Music leadership actively supports staff and students to contribute to improving diversity, equity, and inclusion

Objective 4.2.1 Enable and encourage staff and students to pursue and contribute to the goals, objectives, aims, and actions, of the Diversity, Equity, and Inclusion Action Plan

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
4.2.1.1	Develop project to improve access to participation in professional development for diversity, equity, and inclusion, across the workforce and student community, in alignment with central deliveries	Dean	Faculty Office	Human Resources; Head, Wilin Centre; Associate Dean, Diversity, Equity, and Inclusion; Faculty Executive	Inclusion and Access Advisors; Associate Dean, Student Wellbeing; Associate Dean, International; Associate Dean, Indigenous; Student Support Reference Group; Wilin Centre; Melbourne Student Union; Graduate Student Association; staff and students with lived experience expertise; sources of subject matter expertise	In progress
4.2.1.2	Develop and launch a Faculty of Fine Arts and Music Diversity, Equity, and Inclusion grant program for staff and students to support and advance the goals of the Diversity, Equity, and Inclusion Action Plan	Faculty Executive Director	Faculty Office (staff), Senior Manager ASO (Students)	Directors, VCA and MCM; Head, Wilin Centre	Inclusion and Access Advisors; Associate Dean, Diversity, Equity and Inclusion; Associate Dean, Student Wellbeing; Associate Dean, Academic; Associate Dean, Research; Senior Manager, Research Office; Human Resources	In progress

Objective 4.2.2 Recognise service and leadership relating to lived-experience expertise and allyship, in annual performance reviews, promotions, and communications

Action Number	Action	Sponsor	Lead	Supported by	Others to be consulted	Status in 2026
4.2.2.1	Develop and provide a briefing document to staff and supervisors for use in performance review preparation, assessment, and meetings	Dean	Associate Dean, Diversity, Equity, and Inclusion	Head, Wilin Centre; Human Resources	Faculty Executive; Inclusion and Accessibility Advisors; Head, Wilin Centre; Associate Dean, Indigenous; staff and students with lived expertise; sources of subject matter expertise	In progress
4.2.2.2	Develop and launch a Faculty of Fine Arts and Music Diversity, Equity, and Inclusion Excellence Award for staff and students, to recognise and reward exceptional leadership and service relating to diversity, equity, and inclusion in the faculty	Faculty Executive Director	Faculty Office (Staff); Senior Manager ASO (Students)	Associate Dean, Diversity, Equity, and Inclusion; Head, Wilin Centre; Scholarships; University Communications and Marketing	Faculty Executive; Student Support Reference Group; Diversity, Equity, and Inclusion Committee; Directors, VCA and MCM; Head, Wilin Centre; Advancement	In progress

A class in the Victorian College of the Arts Metal Casting Lab. Copyright Michael Kai Photography





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