**UNE L&T Symposium 2025 – Presentation Synopsis**

**1. Title of Presentation:**

**Diversity, Equity and Inclusion: reimagining change opportunities.**

**2. Presenter(s) Name(s) and Affiliation(s):**

Rose Mutuota: School of Education, University of New England

Sarah Oluk: School of Education, University of New England

Maria Cotter: School of Education, University of New England

Katy Walsh: School of Education, University of New England

**3. Main Takeaways:**

***Takeaway 1:*** We want teaching staff to be aware of and consider, in their own context, the implications of the UNE action plan *Belonging@UNE Action Plan 2025-2027* and reflect on ways to enact diversity and inclusion in classrooms.

***Takeaway 2:*** - *We are raising awareness of the disconnect*between legislation, policy, guidelines, procedures and the actualities of practice in our broader Community of Practice (COP).

**4. Application in Educational Contexts:**

***Teaching Methods/Assessments/* Student Engagement/ Curriculum Development:**

In raising this awareness, we invite everyone to look at opportunities to differentiate their teaching programs and engage with the COP in line with legislation and policy for culturally responsive, trauma informed and inclusive teaching practice.

**5. Valuable Sources and References:**

**Source 1:** [*Link and brief description – 20 words or less*] University of New England. (2025). *Belonging@UNE Action Plan 2025-2027.* [*https://www.une.edu.au/about-une/executive/media/documents/FINAL\_Belonging@UNE\_06.pdf*](https://www.une.edu.au/about-une/executive/media/documents/FINAL_Belonging@UNE_06.pdf)

1. Belonging to UNE is an action plan that sets UNE agenda for inclusion and representation of all staff and students .
2. Australian Government. Disability Standards for Education. <https://www.education.gov.au/disability-standards-education-2005>
3. Australian Human Rights Commission. (2024). The National Anti-Racism Framework: A roadmap to eliminating racism in Australia. <https://humanrights.gov.au/sites/default/files/2024-11/NARF_Full_Report_FINAL_DIGITAL_ACCESSIBLE.pdf>

**6. Weakness and Area for Future Research:**

**Limitations:**

* Inadequate quantitative and qualitative data around understanding and implementation of legislation and policies in relation to these documents.

**Future research:**

* We will conduct a scoping review of the available data within the Australian Higher education sector of the implementation of the existing legislation and policies.
* We intend to conduct surveys across the UNE COP to explore the existing barriers to applying the policies withing teaching programs.
* Explore ways to address the perceived disconnect, develop mechanisms/protocols to improve the process towards the implementation thus ensuring our university moves beyond mere adherence to Higher Education Key Performance Indicators (KPIs) to be the leading model for diversity and inclusion.