

Progress Report Semester 1 2025

# Office of Equity, Diversity and Inclusion.



# Meet the Team



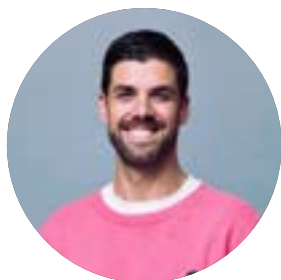
**Dr. Rebecca Bennett** (she/her)  
Pro Vice Chancellor  
*Equity, Diversity and Inclusion*



**Kiri Manuera** (she/her)  
EDI Strategic Projects Coordinator  
*Reconciliation*



**Aaron Green** (he/him)  
EDI Strategic Projects Coordinator  
*Disability and Neurodiversity*



**Yohann Devezy** (he/him)  
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**Dr. Anna Pryor** (she/her)  
EDI Strategic Projects Coordinator  
*SAGE Athena Swan*



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EDI Strategic Projects Coordinator  
*Cultural and Linguistic Diversity*



**Beck Pinker** (she/her)  
EDI Strategic Projects Coordinator  
*Gender Equity*



**Najma Ahmed** (she/her)  
EDI Strategic Projects Coordinator  
*Cultural and Linguistic Diversity*



**Em Readman** (they/them)  
EDI Strategic Projects Coordinator  
*LGBTIQA+*



**Oakley Hands** (they/them)  
EDI Strategic Projects Coordinator  
*Strategic Alignment*

## EDI Student Partners.



**Chan Hardeman**  
(she/her)



**Katelyn Wain**  
(she/her)



**Mutinta Nangongwe**  
(she/her)



**Kelsie Dowley**  
(she/her)



**Kuenlek Tenzin**  
(she/her)



# Semester 1 Highlights



## In June, we launched the University's Reconciliation Action Plan.

Unveiled at a special celebration on Whadjuk Noongar Boodjar, our new Innovate RAP was developed in close partnership with First Nations leadership and colleagues, and the RAP Working Group.

The RAP outlines tangible actions across five key dimensions: race relations, equality and equity, institutional integrity, unity, and historical acceptance.

These pillars will guide Murdoch's efforts to embed reconciliation across university life – from governance and curriculum to community engagement and cultural awareness.

## Redefining Success for International Women's Day.

In March, over 80 staff members joined panelists to explore how women define success beyond traditional norms. The discussion was insightful and well-received, sparking meaningful conversations.



## Dr. Rebecca Bennett awarded Executive Leader of the Year.

In June, Bec Bennet (PVC EDI) was named Executive Leader of the Year at ACON's 2025 Australian LGBT+ Inclusion Awards.

## Launched "Come As You Are" support network.

In June, 11 members of Murdoch's disability, neurodiversity and chronic illness community came together for the first "Come As You Are" session, a casual support network for staff and students. The event was an opportunity to connect, share stories, and rest in the presence of community, and will continue for the remainder of the year with the intention of organically growing a safe community space into 2026.

## Achieved Silver Accreditation in the Australian Workplace Equality Index.

In June, Murdoch was awarded its Silver LGBTQ+ Inclusion Award, in recognition of advanced work to support LGBTIQA+ Inclusion.

## Received SAGE Athena Swan Cygnet Award for LGBTIQA+ Inclusion.

In November 2024, Murdoch's first Cygnet Award was received for LGBTIQA+ Inclusion. This is the first of five Cygnet awards set out to be achieved by Murdoch over the next few years.

## Completed our 2025 WGEA Reporting.

We have completed the 2025 Workplace Gender Equality Agency (WGEA) reporting, giving us valuable insights that help identify areas for improvement in closing the gender pay gap and advancing gender equity.



# Events and Activities

## Reconciliation.

### Moorditj Kaat Kadadjiny – Good Mind Learning.

Murdoch University, Neami National, and Moorditj Koort held a First Nations Social Emotional Wellbeing (SEWB) Suicide Prevention Forum, bringing together some of WA's most respected leaders in the Aboriginal and Torres Strait Islander people's SEWB and research space. It provided a rare opportunity to engage with thought leaders, frontline practitioners, and lived experience voices, bringing together over 200 attendees in person and online from across Australia.



### Allyship Desk Resource.

A practical desk flipbook on Indigenous allyship was released alongside the RAP launch. Designed as a freestanding flipbook, it includes key terminology, Noongar seasonal knowledge, maps, guidance on Acknowledgment of Country, becoming an effective ally, and our reconciliation commitments. The flipbook serves as a daily visual prompt to support culturally responsive action and understanding among staff.

### Truth-Telling and shared dialogue.

A truth-telling event from the Office of the PCV EDI, Murdoch University Art Gallery, Reconciliation Working Group, and passionate First Nations staff. The event created a safe and reflective space for open dialogue about historical injustices, lived experiences, and institutional responsibilities, contributing to deeper cross-cultural understanding and accountability.

### National Reconciliation Week.

The University organised for 20 First Nations staff and allies to attend the Perth NRW Breakfast, to recognise and celebrate the contributions of both groups to reconciliation and allyship within the University. This gesture reinforced the importance of shared commitment and visibility of First Nations leadership and support.



### New First Nations Visibility Initiatives.

A campus-wide rollout of over 500 shirts and hundreds of lanyards featuring Aboriginal artwork and Acknowledgment of Country started earlier this year. New staff and student ID cards also now feature artwork with an Acknowledgment of Country.



### Post-Referendum Sector Leadership.

Murdoch published their "Post Referendum: What's Next for Universities?" report alongside Professor Braden Hill and Professor Martin Nakata. The report explores the role of universities in continuing to advance reconciliation and truth telling after the Voice referendum, offering practical recommendations for institutional leadership, allyship, and structural reform.

## Gender Equity

### Carer's Network.

Since March, the EDI team coordinates the Carer's Network, providing a valuable space for parents and carers at Murdoch to connect, share experiences, and collaborate on EDI initiatives that support carers more effectively. We meet monthly, and it's been exciting to welcome several new members.

### Soroptimist Public Speaking Competition: The Floor Is Yours.

Murdoch proudly participated in the public speaking competition for tertiary-enrolled women, sponsored by Soroptimists International of WA. Four Murdoch students delivered compelling presentations on the impact of social media on young women, showcasing both their passion and public speaking skills.



## Athena SWAN

### Parents and Carer's Cygnet

In late June, we submitted our second Cygnet Award for improving support for parents and carers, including changes to flexible working arrangements and parental leave and supports.



# Events and Activities

## DaND

### Graduation Ceremony Accessibility.

A working group has been established to address the accessibility concerns of the graduation ceremonies held in Boola Katitjin. The group comprises members of the Events team, Graduations team, AWEI, and PVC EDI, guided by concerns raised by the DaND Advisory Group.

### Universal Design for Learning.

Consultations with key stakeholders, AD LTs, A&I, Teaching, Learning, and Technology, and the Learning Design teams to understand the barriers Murdoch is experiencing to implementing UDL effectively across schools.

### PWdWA State Conference.

The University sent 5 staff to attend the People with Disability WA State Conference for professional development, networking opportunities, and to explore best practices from industry leaders on the topics of Education and Young People, and Disability and Workforce.



### Hidden Disabilities: Sunflower Program.

Designed to give people living with a non-visible disability a way to signal that they may require additional support without needing to start a conversation and explain their disability. A learning module will be online prior to semester 2, with a campaign to encourage staff to learn how to support Murdoch's growing sunflower community.



## Cultural and Linguistic Diversity.

### New CALD Positions.

The EDI team now has welcomed back our CALD Strategic Projects Coordinator, alongside hiring an additional coordinator for the CALD portfolio.

A CALD Action Plan is currently in development, alongside a number of new and existing CALD initiatives.

### Refugee Week.

Celebrated Refugee Week by working with Murdoch student Daniel Kazemi to share his remarkable story, and shed light on the unique challenges and contributions of refugees in the Australian community.

## LGBTIQA+

### LGBTIQA+ Action Plan.

Created by the LGBTIQA+ Advisory Group, the plan provides a dedicated list of actions to inform the direction of the Advisory Group and to shape the University's approach to supporting LGBTIQA+ inclusion.

### Trans Day of Visibility.

Staff were invited to a drop-in clinic, sharing posters, resources, lanyards and pins, and forming a community of practice.



### Den Collaborations.

Celebrated IDAHOBIT and Trans Day of Visibility with students through meaningful activities at the Den, in collaboration with Creative Arts Therapy placement students.

### Queering the Curriculum: Psychology.

Delivered workshops for pre-prac Masters of Professional and Clinical Psychology students on delivering informed, supportive practice to LGBTIQA+ clients. These workshops are embedded in curriculum, and include a panel discussion with members of the Counselling team.





# Engagement

## Internal.

### Recruitment.

- 0.6 FTE Strategic Projects Coordinator (Strategic Alignment)
- 1.0 FTE Strategic Projects Coordinator (DaND)
- 1.2 FTE Strategic Projects Coordinator (CALD)
- 0.7 FTE Strategic Projects Coordinator (Reconciliation)
- 6x EDI Student Partners

### Consultation and Engagement.

- Individual consultations with all Associate Deans EDI.
- AD EDI Network
- RAP Working Group
- Athena Swan Working Group
- International and Relations Office
- School of Law and Criminology
- School of HASS
- Murdoch Guild
- Australian Awards Scholars
- Cognition in Autism Lab

### Advisory Group Meetings

- 2x CALD Advisory Group
- 2x LGBTIQ+ Advisory Group
- 2x DaND Advisory Group
- 2x Gender Equity Advisory Group

### Resource Development.

- 15x internal news articles
- 26x public news articles
- RAP Desktop Resource

### Student Placements.

- Supervised 1x student placement
- GRD338 Client Project
- MCM683 3x Client Projects

### Students as Change Agents

- **Sensory Space Project:** Provided mentorship and funding to assist with building a sensory space for a student led project in partnership with Dr Shu Yao. Their aim is to provide a research-backed best practice proposal for integrating sensory spaces across campus. This will ensure Murdoch is meeting recommendations outlined in the National Autism Strategy.

## External.

### First Nations Art Commissions.

- Official artwork for the RAP, symbolising shared responsibility, healing, and the post-Referendum commitment to reconciliation.
- Artwork reflecting the vision and values of the EDI portfolio, including our Acknowledgment of Country and Murdoch's commitment to Equity, Diversity, and Inclusion to feature across communications, events, and institutional resources.

### Compliance Reporting.

- 2025 Public Sector Commission Equal Employment Opportunity
- 2025 Workplace Gender Equality Agency Annual Report

### Ally Training

- 37x Staff (3 sessions)
- 77x MSP200 Students (2 sessions)
- 35x Psychology Students (1 session)

### Training

- Youth Disability Advocacy Network: Building Accessible Events training/ workshop (pilot)

### Consultation and Engagement

- Health Consumers' Council
- Australian Human Rights Commission
- Umbrella Multicultural Community Care Services





# Articles and Media

## Internal.



### Calling allies to step-up and be seen this Trans Day of Visibility.

Dr Rebecca Bennett reflects on the importance of allies speaking up against transphobia...

[Read more](#)



### Voices of reconciliation: Murdoch community shares what it means to them.

Hear our staff and students share what reconciliation means to them and why it matters...

[Read more](#)



### National recognition for leader creating safe, inclusive spaces for LGBTIQA+ community.

Dr Rebecca Bennett has been named Executive Leader of the Year at ACON's 2025 Australian LGBT+ Inclusion Awards...

[Read more](#)



### Celebrating diversity this International Migrants Day.

Murdoch has proudly collaborated with the Asian Research Centre for Migration for International Migrants Day...

[Read more](#)

## External.



### Reconciliation at Murdoch University: A shared responsibility.

Reconciliation is a responsibility that should rest primarily with non-Indigenous people. Yet, for too long...

[Read more](#)



### Our Community Voices: Awareness of Deaf culture.

Challenges faced by our students might not always be immediately apparent, and these awareness sessions...

[Read more](#)



### Support Murdoch's Muslim community through Ramadan.

While there are points of unity, every individual experiences Ramadan differently...

[Read more](#)



### 2025 Equity, Diversity and Inclusion Calendar.

This calendar is just a small snapshot of the significant dates and celebrations we would like to celebrate...

[Read more](#)



# The Journey Together

## A new artwork has been commissioned to showcase Murdoch University's vision for EDI.

The artwork, titled "The Journey Together", was specifically commissioned by the EDI team and created to reflect our team's work and story.

Because it represents our identity and purpose, it is to be appreciated and enjoyed, but not used outside of our team.



### Meet the Artist.

Jarni McGuire is a Whadjuk, Ballardong and Yued Noongar 2D/3D Visual Artist and Designer.

Whilst relatively new to the realm of art and design, Jarni Creative since inception in 2021 has forged her own path through colour and celebration of her culture through many mediums to date.

Her inspiration is found in her Boodja (country); sharing the stories and history of her people to celebrate and amplify in a modern landscape.

### About the Artwork.

This piece represents the journey of EDI and their values. The artwork's wavy movement symbolizes Noongar country and its waters, highlighting the significance of the land and its connection to the community.

Each community and individual holds a special place within Noongar Boodja, and the artwork reflects this by emphasizing the importance of moving and owing together as one people. The artwork serves as a reminder of the good spirit of our ancestors, encouraging us to be kind, caring, and grounded. Working together and celebrating our differences.

### What the artwork is for.

The artwork will be included in communications and promotions from the EDI team, and displayed on campus. An accompanying Acknowledgment of Country was also written uniquely for the EDI team.

The artwork is designed specifically for, and is only available to be used by our team. To respect the intentions of the artist and the integrity of the piece, all applications of the artwork need to be considered carefully by our team.

