

Progress Report Semester 2 2025

Office of **Equity,**
Diversity and Inclusion.



Meet the Team



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



Dr. Anna Pryor (she/her)
Acting Manager, and
EDI Strategic Projects Coordinator
SAGE Athena Swan

Coordinators and Program Managers



Natalie Fletcher (she/her)
Program Manager
*National Gender-Based
Violence Code*



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



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



Maritza Orellana Garviso (she/her)
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

Student Partners



Chan Hardeman
(she/her)



Katelyn Wain
(she/her)



Kuenlek Tenzin
(she/they)



Kelsie Dowley
(she/her)



Linda Baek
(she/her)

Semester 2 Highlights



Explored innovation at the CaLD and LGBTIQ+ intersection.

In August, Murdoch hosted the Over the Rainbow Symposium in collaboration with Umbrella Community Care, exploring intersectional support.

Through lived experience, cutting-edge research, and real-world innovation, the symposium examined how we can better support LGBTIQ+ and intersectional communities across all areas of life.

This forum featured dynamic speakers, interactive panels, and collaborative sessions designed to inspire action, foster belonging, and drive meaningful change within and beyond the University community.

Walked for Reconciliation at Galup.

In October, 35 employees and students travelled to Galup for a ceremony and walk around Galup (Lake Monger), a place of deep cultural and historical significance for the Whadjuk Noongar people.

This was a walk of truth-telling and healing, sharing stories on the history and significance of Galup.



Received SAGE Athena Swan Cygnet Award for supporting parents and carers.

In August, Murdoch's was awarded its second Cygnet Award for actions taken to improve support for parents and carers, including introduction of flexible working arrangements, improved parental leave entitlements, new parent and feeding facilities, and introduction of a Carer's Network.

Signed agreement with WestPride Archives to ensure their autonomy in sharing LGBTIQ+ history.

Murdoch University has signed a 10-year agreement with the WestPride Archives to continue to preserve and document LGBTIQ+ Western Australian history within the library's Special Collections.

Became the convening university for HEAPPS WA.

This year, Murdoch became the convening university for the Higher Education Australia Pride Practitioners (HEAPPS) WA, a network of LGBTIQ+ individuals and allies in Higher Education working together for positive change.

Achieved high response rate for the National Racism@Uni Survey.

In October, Murdoch took part in the National Racism@Uni survey, a landmark study to examine the prevalence, nature, and impact of racism in Australian universities, led by the AHRC. We are very thankful to have had so many voices speak up on such an important issue.

Events and Activities

LGBTIQA+.

Wear It Purple Day.

Celebrated WIPD with a morning tea, accompanied by moving speeches from staff and student speakers about effective allyship, accessing resources, and building capacity for supporting diverse and inclusive communities.



Drag Trivia Fundraiser.

To celebrate the start of WA Pride Month, we hosted a Drag Trivia Sundowner with local queens Fayrocious and Donna Kebab. The event raised over \$300 for the WestPride archives, and bragging rights for the winning team from the Marketing and Comms Office.

New online resources for staff and students.

New webpages for , students, and community to find clear and accessible resources, support, and information that make it easier to access gender affirming care at Murdoch.

Relaunched Ally Network.

The Ally Network was relaunched with a new community of practice group for sharing resources and initiatives.

PrideFest 2025 Parade.

Celebrated in the Pridefest WA 2025 Pride Parade with over 75 community members and allies.



PrideFest 2025 Fair Day.

Hosted a stall at Fairday, connecting with the wider Perth community and promoting Murdoch's LGBTIQA+ initiatives.



Fireside Chat with Pride In Diversity.

Dr Bec Bennett (PVC EDI) joined Pride in Diversity's 'In Conversation' series, speaking at the Fireside Chat webinar as ACON's 2025 Executive Leader of the Year.

Cultural and Linguistic Diversity (CALD).

Ask us anything: Health & Survival in Australia.

A Q&A info session in collaboration with Health Consumers' Council. The event brought together international and CALD students to provide essential information on how to navigate the Australian health system, and to advocate for their healthcare rights.

Australian Refugee Welcome Universities Sponsorship Consortium.

Murdoch has now joined the ARWUSC, a sector-wide initiative convened by the ANU. It brings together higher education institutions, government, and community partners to co-design and implement the Refugee Student Settlement Pathway.

Indo-Pacific Research Centre Seminar - Refugee Student Settlement Pathway.

Hosted a seminar with Dr. Sally Baker (CEO and founder of Refugee Education Australia) to learn more about the Refugee Student Settlement Pathway, and the benefits that participating can offer universities, students and staff, alumni, and our broader communities.



Here to Hear.

A community event for Bhutanese students to share their experiences at Murdoch. The event, in collaboration with the Murdoch Guild, was completely in Dzongkha, giving students from Bhutan a rare opportunity to express their voice, and to receive blessings (kago) from a spiritual leader.



Events and Activities

Gender Equity

16 Days in WA – Packing Party.

Hosted a packing party for the 'It's In The Bag' campaign to raise awareness and encourage community action to stop violence against women. Together, we packed 70 bags, each with handwritten notes of support.



Carers Thank You Lunch.

Hosted a 'thank-you' lunch to give employees with caring responsibilities time to pause and connect with colleagues with similar experiences.



Sharon Russell (CPO) opened the event, and Esme Bowen, Chair of the Carers Advisory Council, shared updates on current initiatives and ways staff can get involved.

New online resources for staff and students.

Launched a new gender equity webpage about how to connect with community, support, and get involved with gender equity projects at Murdoch.

National Gender-Based Violence Code

Program Manager for the National GBV Code.

Natalie Fletcher has joined the team as the Program Manager for the University's implementation of the National Code to Prevent and Respond to Gender-based Violence.

GBV Prevention and Response Plan, Policy and Procedure.

Developed in consultation with staff, students and Advisory Groups, these documents set a clear direction for strengthening prevention and responses across the University, with implementation and capability-building to continue in 2026.

This co-design process brought valuable perspectives and lived experience into the work, ensuring our approach is practical, culturally informed and supportive.

CaNDiD

Disability Data at Work.

Co-hosted the Disability Data at Work panel event with Diversity Council Australia. Aaron Green led a discussion with our guest panel to explore the critical role capturing disability data has in cultivating inclusive workplaces where all employees can thrive.



Campus-wide accessibility audit.

Appointed an accredited Universal Accessibility Consultant for a two-year campus-wide accessibility audit.

Accessible shuttle system.

Laid the foundations for an EV transit system to improve movement across our 227-hectare hilltop campus.



Reconciliation

RAP Learning Circle

Kiri Manuera was invited as a guest speaker to Reconciliation WA's RAP Learning Circle event, sharing Murdoch's experience developing our RAP, and aligning the RAP with our First Nations Strategy.



The event provided a space for participants to connect, share experiences, and learn from one another to collaborate and advance their reconciliation efforts.

Engagement

Strategic Alignment

Implemented University-wide reporting system for EDI initiatives.

To track the progress and support the implementation of the EDI Sub-Strategy, a database and reporting system was established to help collate EDI initiatives from across the University. This allows us to give visibility to best practice and identify gaps that need more support.

EDI Staff Dashboard.

An EDI staff dashboard has been created to allow our team to utilise university-collected diversity data to plan more effective initiatives and identify gaps across the University.

Celebrating the start of Murdoch's EDI journey.

The Office of the PVC EDI hosted an appreciation morning tea for our amazing community members who have helped the University embrace EDI during our formative years. The event gave people the chance to celebrate, plan, and find ways to collaborate on future initiatives.



Internal.

Recruitment.

- 1 FTE Program Manager (Gender Based Violence Code)

Advisory Group Meetings

- 4x GBV Advisory Group
- 2x CALD Advisory Group
- 2x LGBTIQ+ Advisory Group
- 2x CaNDiD Advisory Group
- 2x Gender Equity Advisory Group
- 1x RAP Working Group

Training

- Updated Ally Training
- Piloted Action Planning Workshop

Resource Development

- 8x internal news articles
- 10x public news articles

Collaboration.

External

- AHRC – Racism@Uni Study
- Umbrella Multicultural Community Care Services
- PWdWA – DAIP Consultancy
- YDAN – DAIP Consultancy
- 16 Days in WA – It's In The Bag
- Reconciliation WA – RAP Learning Circle
- WestPride – Archives
- PrideFest WA
- Pride in Diversity – In Conversation
- ECU – Event collaboration
- Sponsorship – Women in STEMM research symposium

Internal

- Presented at all student orientation sessions to speak about support, our team, and our strategy
- Sponsored the Pride Preparation day at The Den
- Hosted 2x grievance, complaints, and GBV consultation sessions
- Security consultation – Queer Collective
- Engaged lived experience voices to codesign DAIP
- Reviewed UDL implementation across schools and drafted an institutional recommendations report

Articles and Media



Murdoch walks together towards reconciliation with Innovate RAP.

Murdoch has officially launched its 2025–2027 RAP, marking a new chapter in its commitment to reconciliation, truth-telling and Indigenous empowerment...

[Read more](#)



Pride Can Be.

To celebrate PrideFest 2025, we asked staff and students to reflect on their own personal definition of Pride – what safe spaces and authentic allyship look like, and what they hope for the future...

[Read more](#)



“Everyone should be welcome”: the local partnership making sport more inclusive.

If you walk past the gym at Murdoch University on a Saturday morning, the sounds of children laughing and playing spill out the door...

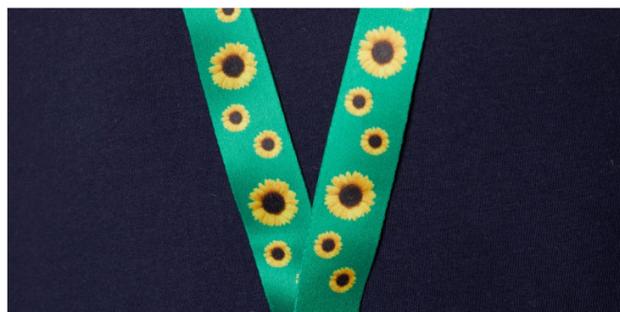
[Read more](#)



Inspiring the next generation of girls who code.

In Australia, women only account for about 28% of the tech sector’s workforce, but the School of Information Technology set out to help change that with the 2025 CodeCrush event...

[Read more](#)



Recognising invisible needs: Hidden Disabilities Australia.

Everyone deserves to feel supported, included, and respected – including when their challenges may not be immediately visible. In less than 10 minutes, you could help us achieve this vision...

[Read more](#)



When flexibility and inclusivity are woven into an institution’s fabric, the results are powerful.

Parents and carers play a pivotal role in our society. They should not be forced to choose between these roles and their careers...

[Read more](#)



Agreement with WestPride Archives protects autonomy in sharing LGBTIQ+ history.

Murdoch has signed a 10-year agreement with the WestPride Archives to continue to preserve and document LGBTIQ+ WA history within the library’s special collections....

[Read more](#)



“Clear, powerful, and deeply meaningful”: what inclusion really looks like.

“Partnerships like ours challenge stigma and build understanding,” Georgia explains....

[Read more](#)

Student Partner Highlights

Fighting period poverty on campus.

Kelsie Dowley

Kelsie Dowley (EDI Student Partner) and Tahlee Cale, have launched a new program through the Students as Change Agents program, coordinating the installation of six period product dispensers across the South Street and Mandurah campuses, including in the new gender-neutral bathrooms in Boola Katitjin.

The pair designed and circulated a survey to Murdoch students, with the majority of the 356 respondents indicating that this service was both desirable and a necessity.



Where you can find the dispensers.

South Street campus:

- 127.2.005
- 350.2.009
- 360.3.053
- 430.2.030
- 450.2.031

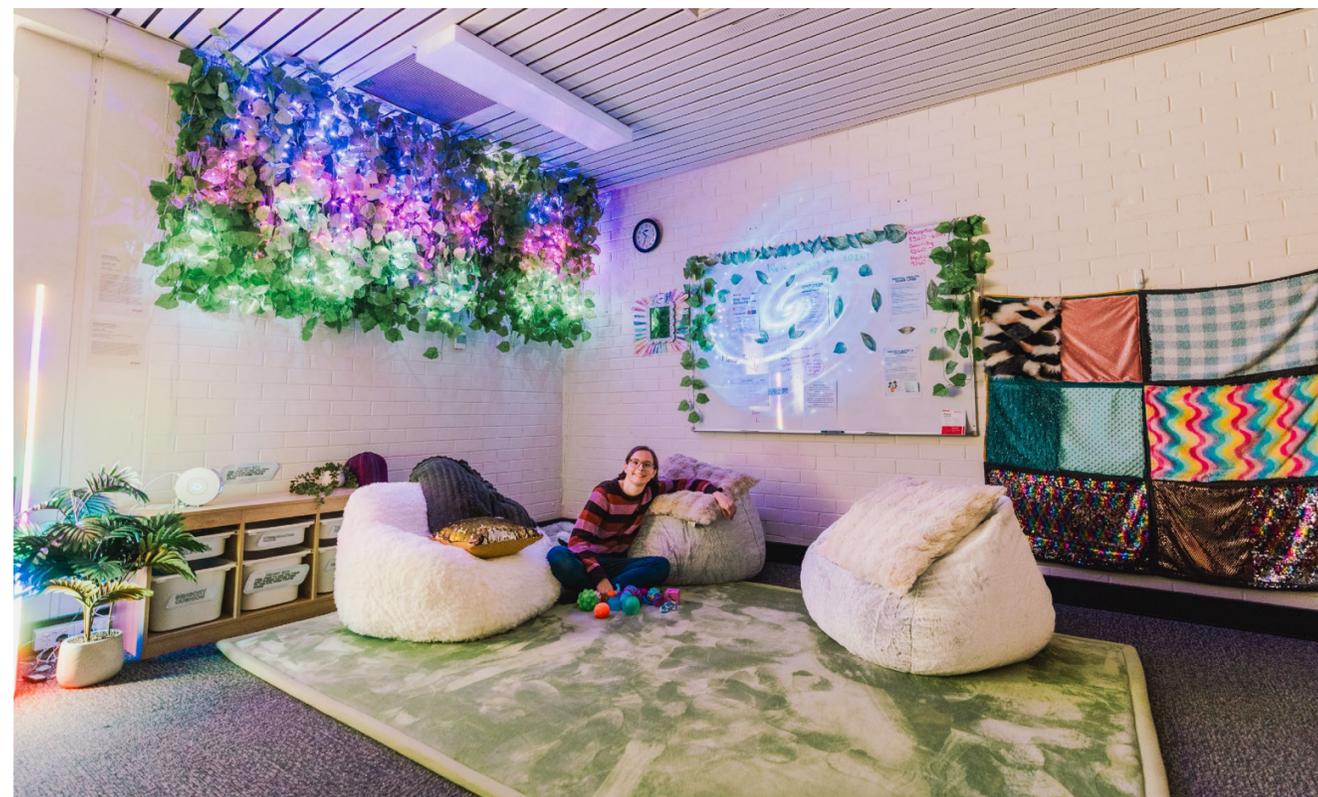
Mandurah campus:

- 101.1.015A

The team is currently working on adding the dispensers to Murdoch Maps to help people find them more easily.

"We knew other universities provided their students with free period products, so it seemed reasonable to suggest that Murdoch could."

– Kelsie Dowley (EDI Student Partner)



New sensory room open for trial use.

Chan Hardeman

Codesigned by Chan Hardeman (EDI Student Partner) and Giselle Hein, this new sensory room responds to a huge demand for more neurodiverse-friendly spaces on campus. The project was created by the duo through the Students as Change Agents program, working closely with the Autism Lab and Office of the PVC EDI.

While consulting with community, Chan and Giselle designed and installed the space, providing a peaceful, calming environment for students who need a moment to decompress, step away from the noise of campus, or simply find peace amidst the busy atmosphere.

Where you can find the space.

Located in 460.1.014, the space is open for a trial period, set to run until the end of Semester 1 2026, before the next stage of the project.