

UWA

SAFER COMMUNITIES

Working Group



THE UNIVERSITY OF
**WESTERN
AUSTRALIA**

Key Achievements in Student Safety,
Inclusion and Wellbeing in 2021

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Statement from

THE CO-CHAIRS

At The University of Western Australia we are committed to providing an environment where students, staff and visitors are valued, respected and can realise their full potential.

In 2021, the UWA Safer Communities Working Group continued their strong collaborative approach across the University, Student Guild and College Row.

Key achievements in student safety, inclusion, and wellbeing in 2021 have included:

- The co-location of medical, mental health and wellbeing services for students at the new UWA Health and Medical Services and the Shenton House Wellbeing Hub;
- Driving change through development of the first, university-wide UWA Mental Health and Wellbeing Framework;
- Improved systems for case management, data collection and launch of an online reporting portal called Advocate which allows students to make submissions for complaints, review and appeals of academic decisions and wellbeing concerns;
- Introduction of the award-winning Friendship Friday Project to promote inclusion and connection for our international students unable to travel due to COVID-19.

A key priority in 2021 was maximising student participation in the National Student Safety Survey conducted by the Social Research Centre in partnership with Universities Australia. Participation by our students was 17%, significantly higher than the national average of 11% which is a pleasing result. The results from the survey will drive the future work of the Safer Communities Working Group into the future.

We are determined to continue to build a safe, inclusive and supportive campus culture at The University of Western Australia which requires the commitment from our entire University Community, not just this year, but into the future.

These key achievements in student safety and wellbeing would not be possible without the hard work and dedication from members of our community. We would like to thank those who contributed in 2021 to ensure that the University is a safe, inviting and enjoyable place to study and work.

Emma Mezger
108th President
UWA Student Guild

Chris Massey
Director of Student Life
The University of Western Australia

2021 UWA Safer Community Award

The UWA Safer Community Award recognises the successes of key individuals or teams who have delivered projects to create a safe, inclusive and supportive environment at The University for students, in line with the UWA Student Experience Strategy, 2020-2025.

The winner of the 2021 UWA Safer Community Award was the International Student Support Team for their Friendship Friday Project. This was a new initiative introduced in 2021, aiming to support international students who may be experiencing homesickness or loneliness as a result of COVID-19 travel restrictions. It included a range of fun and resilience-building activities that helped to boost the wellbeing and connection among our international students.

The project was successfully awarded a Student Engagement and Support Grant by Study Perth, in partnership with the Western Australian Government and supported by Lotterywest.



Leadership and GOVERNANCE

The UWA Safer Communities Working Group was convened in 2016, with the delegated responsibility and support of the Vice Chancellor, to oversee and report on initiatives aimed at preventing and responding to safety concerns and concerning behaviour in the University-wide environment.

The Working Group is Co-Chaired by the UWA Director or Student Life and the Student Guild President. Working Group membership includes representatives from a wide variety of University departments, representation from College Row and student leaders from the Student Guild:

- Associate Director, Success and Wellbeing
- General Manager, UWA Sport
- Manager, Student Incident and Support
- Manager, Security Services
- Manager, Health Promotion Unit
- Manager, Integrity and Standards Unit
- Manager, Health and Wellbeing, Human Resources
- Manager, Organisation Development and Workforce Diversity, Human Resources
- Associate University Librarian, University Library
- Graduate Education Officer, Graduate Research School
- Representative, UWA College Row
- Welfare Officer, UWA Student Guild
- Women's Officer, UWA Student Guild
- Residential Student Department, UWA Student Guild

The Working Group's Executive Officer is the Senior Health Promotion Officer from the Health Promotion Unit.

Group of Eight Sexual Assault and Sexual Harassment Working Group

In 2021, The University joined a new Group of Eight (Go8) Sexual Assault and Sexual Harassment Working Group to work toward creating commonality between Go8 universities with uniform standards for best practice. The Director of Student Life and Manager of the Integrity and Standards Unit to represent UWA on the group to build stronger networks with other universities across the country.

Safer Communities work domains include:



Environmental and **STRUCTURAL** MEASURES

UWA Security Services: ensuring continuous quality improvement

UWA Security provide 24-hour security services to the UWA Crawley campus to ensure a safe environment for members of the university community. This year saw the extension of UWA Security Services to University Hall, with two full time Community Officers providing Security support at the College. Both Community Officers have Mental Health First Aid Training.

In 2021, UWA and Wilsons Security staff attended additional professional development for continuous quality improvement. All staff received in-person training from the Customer Service Institute of Australia, and were required to complete the online Responding to Disclosures of Sexual Violence Module developed by the Sexual Assault Resource Centre. Two staff additionally completed the in-person training delivered by the Sexual Assault Resource Centre for frontline staff.

UWA Security services include:

- 24/7 security patrols and emergency support
- 24/7 emergency SMS service for those who cannot communicate verbally;
- Security escort service after-hours to parking, College Row or UWA accommodation; and
- Help point emergency phones across the Crawley campus.

New Sensory Room in the Reid Library to support neurodiverse students

The Reid Library Sensory Room is a safe place on campus for students with neurodevelopmental, mental health and physical disabilities to regulate their sensory system. People with neurodevelopmental, mental health and physical disabilities can sometimes have trouble regulating their sensory systems, becoming painfully overwhelmed with sensory information which, if left untreated, can lead to chronic over-stimulation.

The space provides dimmable lighting, comfortable seating, sound proofed walls, and sensory items to stimulate or calm the senses. This project was driven by students involved in the UWA Specialist Mentoring Program (a partnership between UniAccess and the School of Psychological Science) since 2019, and was made possible via a successful 2020 Activate! Student Grant from the UWA Alumni Fund, with support from the Library Team and Campus Management.

More inclusive gender-neutral bathrooms

International studies have shown that the majority of harassment and violence in bathrooms is experienced by trans, non-binary and gender diverse people. By placing gender-neutral signage in and around bathrooms and taking an inclusive approach to bathroom use, the Law School is empowering students to make their own choices. Gender inclusive signage is also being trialed in UWA library spaces and the Shenton House Wellbeing Hub in 2022.



Walksafe Lighting **AND CCTV PROJECT**

The Student Guild and Campus Management conducted student surveys and a campus lighting audit to determine areas for improvement in student safety and facilities after-hours. In response to the findings, infrastructure improvements were completed to ensure that designated 'Walk Safe' routes on the Crawley campus are sufficiently lit after hours.

Additional CCTV cameras were also mounted across the Crawley campus to improve safety for students, staff and community visitors after hours.

EMERGING PROJECT: **SAFE ZONE APP**

The UWA Security Team have launched the Safe Zone App to assist with timely emergency, first aid and call for help access across all UWA campuses. The App features a range of options including a duress function that discretely alerts the control room for assistance if required, a lone worker function to notify Security that staff or students are on campus in labs or for fieldwork after hours and immediate connection to WA Emergency Services if duress is activated outside campus. Safe Zone also supports multiple languages.



Strategic Vision AND POLICY

EMERGING PROJECT: UWA MENTAL HEALTH AND WELLBEING FRAMEWORK

The University has commenced development of a university-wide Mental Health and Wellbeing Framework based on the Australian University Mental Health Framework released by Orygen in 2020. The framework aims to align with recommendations from the UWA Health Service Delivery Review, 2020.

The project commenced by focusing on student mental health, involving an audit of existing services followed by significant community consultation via a student survey and a series of focus groups with staff and students. Key findings from the research and consultation phase will form the basis of The University's first Mental Health and Wellbeing Framework, with phase two of the Framework incorporating staff mental health.

EMERGING PROJECT

Renewed Sexual Misconduct Policy

The UWA Sexual Misconduct Policy, has been renewed and updated to ensure that university responses are aligned with best-practice. First developed in July 2017 in response to recommendations from the Australia Human Rights Commission Change the Course Report, this standalone policy has been a source in several complaint and conduct matters. The updated policy complies with the Department of Foreign Affairs and Trade's Policy on Preventing Sexual Exploitation, Abuse and Harassment and guides issues related to sexual misconduct affecting students, staff and other members of the University community while on University business. The updated policy will be launched in early 2022.

Release of a Guide for Responding to Sexual Harm to simplify referral options for first responders

An updated guide was developed to support staff and student leaders who may receive a disclosure of sexual harm by a student. The step-by-step guide outlines referral options for emergencies, wellbeing or academic support and reporting and complaints to simplify information provided to students by staff or student leaders. This guide is shared at Student Leadership Training and is embedded in online professional development modules for staff.

The UWA Sexual Misconduct Policy, has been renewed and updated to ensure that university responses are aligned with best-practice.

A safe and coordinated response to serious student incidents

A new serious Student Incident Response Pathway has been developed to accompany the Critical Incident Policy. The purpose of the pathway is to create a coordinated and guided response after a serious student incident such as the death of a student, life threatening illness or serious injury, missing student, serious threat of violence, or mental health issues impacting on the safety of self or others. The pathway identifies relevant emergency services and staff to be notified in different scenarios and is accompanied by a package of template emails, letters and other resources that will be hosted in a shared folder on Teams for relevant staff to access if required.

EMERGING PROJECT: INCIDENT RECORDING PORTAL FOR IDENTIFYING TRENDS

A new de-identified reporting portal is currently in development for identifying emerging trends across The University. The public-facing form is intended for use by all members of the University community to record and capture unwanted and inappropriate behaviour, including sexual harm, bullying, discrimination or online harassment.

The de-identified data provided will allow for identification of emerging trends that can then be targeted with prevention efforts. This portal is part of ADVOCATE data management system, with restricted access for only key staff. The portal is intended for release in 2022.

Process and REPORTING

Improved systems for case management, data collection and launch of an online reporting portal

In 2021, The University continued to embed new case management software: Simplicity Advocate. The CARE module in this program is now used to plan, respond to and manage student wellbeing needs including those arising from a disclosure or report of sexual harm. The second module CASES is used to manage complaints and discipline processes. CASES and CARE support an easy and confidential referral of any case that needs to be considered across a number of areas. ADVOCATE, in addition to providing an enhanced case management system, supports improved reporting capacity both internally and externally.

2021 saw the addition of a new public facing Report Form that can be used to lodge a complaint, request a review of an academic decision (for students) or report student misconduct (for UWA staff). Once submitted, the report is entered into ADVOCATE and routed to the relevant team so that it can be assessed and processed as per university policy. The form can be accessed online by students at any time.

Additional professional development to conduct sexual harassment investigations

The University identified the need for this training in response to the Australian Human Rights Commission Change the Course Report (2017) and the UWA College Row Cultural Review. This highly interactive two-day course aimed to upskill key staff from the residential colleges, Student Guild and The University in conducting fair and transparent investigations into sexual harassment reports and complaints. Participants worked through a sexual harassment investigation scenario from the receipt of the complaint, interviewing parties, drafting allegations and making finding and recommendations. Members of the College Row Cultural Review Taskforce supported this initiative, and the training was identified and funded by the UWA Integrity and Standards Unit. A total of 25 participants attended from The University, the Student Guild and College Row.



Support SERVICES

Changes to health and wellbeing service delivery for improved student support

Following the Health Services Delivery Review Report recommendations, endorsed by the Deputy Vice-Chancellor Education in 2020, the University introduced an improved mental health service delivery model to promote better student wellbeing and outcomes.

Initiatives implemented in 2021 to support student wellbeing, included:

- Creation of UWA's first university-wide Mental Health and Wellbeing Framework which aims to create a culture of positive mental health and wellbeing (see page 8);
- The merger of Counselling and Psychological Services (CAPS) and the University Medical Centre to provide a new stepped care service delivery model. The model was developed following recommendations from the 2019 Health Services Review and extensive co-design workshops with students and staff. The new service model is aimed at providing better mental health support for UWA students;
- Commencement of brief intervention counselling sessions for students and a co-located and holistic approach to student wellbeing at the Shenton House Wellbeing Hub;
- Introduction of the Care and Assessment (CAT) Team for students in need of urgent mental health care and with complex mental health conditions. The CAT Team is available via referral by designated University staff, and is specialised to provide timely, comprehensive and coordinated support to students.

Introduction of the Student Incident and Support Service

The Student Incident and Support Service was introduced in 2021 to assist in the coordination of complex care, matters relating to sexual harm and serious student incidents. This role links to the work of the Safer Communities Working Group and ensures the advancement of university wide processes and policies such as Serious Student Incidents, and the coordination and promotion of staff training and development, through programs such as Universities Australia responding to suicide and most recently, the Educating for Equality Model to address the drivers of gender-based violence. Accessing the service is confidential and is not linked with the formal reporting process.

Student Incident and Support provide:

- Support with safety planning and violence restraining orders,
- Organisation of security escorts by UWA Security,
- Information about the formal reporting process, confidentiality and what is involved (the service does not receive reports),

- Support with academic matters including timetable changes, special consideration requests, changes to study load (this process is completed confidentially and without disclosing sensitive information to faculty),
- Emergency housing services and financial assistance,
- Fast-tracked referral to Health and Medical Services, and
- Assistance with referral to WA Police and/or the Sexual Assault Resource Centre.



Launch of a peer support model at The Living Room

Launch of the peer support model at The Living Room drop-in service. The Living Room team expanded to include trained Peer Supporters, speaking a total of 8 languages and studying a range of courses at undergraduate and postgraduate level. The Peer Support Team are supervised by clinical staff who facilitate timely referrals to other services for students needing other types of assistance.

The peer support model was well received, with the service seeing higher engagement throughout 2021. Over 2,500 visits were made by students to The Living Room during the academic year, with over 220 students fast-tracked to other support services for longer term assistance. The Living Room was also found to successfully reach high risk students who typically do not access other traditional mental health services.

Medibank partnership agreement

In 2021, UWA entered into a new partnership agreement with Medibank as the preferred provider for Overseas Student Health Cover (OSHC). UWA is working with Medibank to provide new services and initiatives that support student health and wellbeing. Medibank's support through telehealth initiatives in 2021 was invaluable, with a 24/7 telehealth counselling service dedicated to students who were studying online and offshore.



UWA AFTER HOURS WELLBEING LINE

1300 515 199

Student Life partnered with Medibank to launch a new telephone service that provides UWA students with mental health support after hours, when on campus wellbeing services are not available. The service operates 24 hours a day on weekends (from 4:00pm on Friday afternoons to 8.30am on Monday mornings each week), public holidays and during UWA's shutdown periods.

If a student needs help, the phone line offers:

- professional help and advice
- referrals to local mental health services.

It is staffed by mental health professionals who will ask questions to determine if the student needs ongoing mental health care and how urgently it is needed. The phone service launched on 21 December 2021 and can be reached by calling 1300 515 199.

Prevention and **CULTURAL CHANGE**

Educational initiatives aiming to promote a safe, respectful, inclusive and healthy University community for students have been embedded in multiple leadership programs across College Row and The Student Guild. These initiatives form the core business of the Health Promotion Unit in Student Life and Organisational Development and Workforce Diversity in Human Resources for staff.



Above: UWA students who successfully received their nationally-recognised accreditation in Mental Health First Aid.

In 2021, a total of 406 students and 94 staff received Mental Health First Aid Training and UWA remained as a Gold Level Mental Health First Aid Skilled Workplace



COLLABORATIVE PROJECTS

Progressing the College Row Cultural Review Action Plan

College Row Cultural Review Taskforce

The College Row Cultural Review Taskforce was convened in December 2019 to address the eight recommendations from the College Row Cultural Review (2019). The Taskforce consisted of Deputy Heads of the five residential colleges and is Chaired by the UWA Associate Director, Success and Wellbeing. The Taskforce developed an Action Plan to address the recommendations and met bimonthly during 2020, and twice in 2021.

The majority of the recommendations and suggested actions were addressed in 2020 however the Action Plan progressed further in 2021 to include:

- The development and introduction of consistent Sexual Misconduct Policies and Procedures across each of the four affiliated residential colleges based on a template that was refined collaboratively by the Taskforce. University Hall is owned by UWA, and therefore The University's policies in relation to Sexual Misconduct apply;
- Each College has a comprehensive training program for residents, student leaders and staff, supported by UWA Student Life and UWA Human Resources for University Hall;
- All Colleges have introduced internal webpages with information, policies, and training information for

Resident Advisors and residents;

- Strengthened referral pathways between Colleges and the spectrum of University student support services, from short term peer support to crisis intervention;
- Increased access to medical assistance for non-UWA students residing on College Row, through the UWA Health and Medical Services; and
- Creation of a new position, UWA College Row Wellbeing Advisor to provide advice, support and care navigation for College Row students and staff, as well as providing psycho-educational training. The position is co-funded by UWA and all colleges.

College Row Event Management Toolkit

Health Promotion Unit, College Row, ADF

The Health Promotion Unit, College Row, student leaders and external agencies continued to provide the College Row Event Management Toolkit and Training Program supported with funding from the Alcohol and Drug Foundation. The Toolkit utilises G-Suite and is hosted on a Google Site, providing accessible best practice resources across all Colleges, while allowing for personalisation using each College's procedures and processes.

The Toolkit provides students with information regarding:

- Alcohol at events;
- Liquor licensing and Responsible Service of Alcohol; and
- Templates and guidelines for Event Management Plans, Risk Management Plans, budgets and Event Evaluation.

Mental Health First Aid Training

Health Promotion Unit and Safety, Health and Wellbeing

Mental Health First Aid Training enables participants to develop the knowledge and skills to provide support to others who may be developing a mental health problem or in a mental health crisis, including traumatic events. Mental Health First Aid Training has been delivered at UWA since 2002.

In 2021, a total of 406 students and 94 staff received Mental Health First Aid Training and UWA remained as a Gold Level Mental Health First Aid Skilled Workplace.

'Ask for Angela' Initiative

The Student Guild, Guild Tavern, Varsity Bar and The Captain Stirling Hotel

'Ask for Angela' is an initiative which aims to help patrons to seek help to safely and discretely extricate themselves from unsafe situations in licensed venues. Patrons can ask the bar staff for 'Angela', who will then discretely guide the person away from a potentially unsafe situation.

This initiative has been successfully implemented in the Guild Tavern since 2017 and has since been extended at Varsity Bar and Captain Stirling – local venues frequented by UWA students.

STEP UP BYSTANDER TRAINING

Health Promotion Unit, Organisational Development & Workforce Diversity, UWA Student Guild, College Row

Step Up is a prosocial behaviour and bystander intervention program developed by The University of Arizona. The Program encourages individuals to actively help others in their communities by building participant knowledge and confidence to intervene in a variety of contexts when they witness disrespect, including bullying, discrimination, harmful alcohol or other drug consumption, sexual harassment, sexual assault, hazing and stalking.

In 2021, the Step Up Program was expanded further to staff, and to students at three Residential Colleges with 31 Peer Facilitators undergoing the train-the-trainer pathway delivered by the Health Promotion Unit. Overall during 2021, Step Up Training was delivered to 570 members of the UWA community, with 79 staff and 491 students receiving training in bystander intervention.

EDUCATION PROGRAMS FOR STUDENTS

College Row Event Management Training

To complement the College Row Event Management Toolkit that was released in 2019, an Event Management Training Program was developed for student leaders. The program was embedded in the College Row Leadership Programs for Residential Advisors and event organisers. The training covers the safe and respectful planning and management of events, especially involving alcohol. In 2021, 2 training sessions were delivered to 36 student event organisers.

Becoming a Research Professional Online Course for new higher-degree research students

This online course is available for students on Blackboard LMS. The content covers important information on student wellbeing and mental health and respectful relationships in line with the Universities Australia Principles for Respectful Supervisory Relationships. It incorporates video vignettes developed by the Australian Council Graduate Research as part of the Respect. Now. Always. initiative. In 2021, 55 students enrolled in the module.

Reducing the Risk of Sexual Trauma Training

This training was developed by the Health Promotion Unit and is delivered by Sexual Assault Resource Centre (SARC) staff with expertise in sexual violence prevention. The training forms part of compulsory Student Leadership Training Programs in the Student Guild and on College Row. The training covers what constitutes sexual violence, the prevalence of sexual violence in Australian Universities, consent and respectful use of technology, the impact of violence and responding to disclosures effectively and with empathy. UWA staff deliver the final module within the training to provide information on support and reporting options at The University and disseminate the Guide for Responding to Sexual Harm. In 2021, 13 sessions were delivered to 363 student leaders across the Student Guild and on College Row.

SARC and the Health Promotion Unit also developed a series of film clips to accompany the training for student leaders. The clips were filmed on campus and featured two UWA students. The aim of the clips is to build skills among emerging leaders to respond to a disclosure of sexual assault in a supportive way and to refer to appropriate services at The University and externally. The clips are intended for use across other Western Australian universities.

EMERGING PROJECT: RESPECTFUL RELATIONSHIPS ONLINE MODULE

UWA has partnered with Curtin University to pilot their online Respectful Relationships Module with students. The pilot was conducted in 2021 with a cohort of student leaders from the Student Guild, College Row and frontline staff. Module content was customised for the UWA context to feature university values, policies, and support services. The pilot indicated increases in participant knowledge, understanding and confidence in line with its outlined objectives. Participants particularly resonated with the interactive nature of the module and themes of diversity, with 90% also agreeing that the module would be of value to UWA students. Collaboration will continue with Curtin University in 2022.

Negotiating consent: low barrier peer led activities

The Health Promotion Unit Peer Educators ran activities on campus and College Row to encourage students to talk about consent negotiation, respectful relationships and University support services. Activities were conducted in partnership with student groups such as the Guild Women's, Pride and Welfare Departments at awareness-raising events. The Peer Educators received training in the drivers of gender-based violence, communication and were required to complete the online Responding to Disclosures of Sexual Violence Training module prior to volunteering.

In 2021, 10 student peer educators were trained to deliver consent and healthy relationships outreach activities to their peers. A total of 3 low-barrier education events were conducted, engaging over 85 students.

STAFF PROFESSIONAL DEVELOPMENT

Responding to Disclosures of Sexual Violence Training for frontline staff

The University has identified staff members and student representatives most likely to receive disclosures of sexual assault and harassment and have taken action to provide additional professional development for these representatives. In 2021, four in-person training sessions were delivered on campus for frontline staff from Student Life, the Student Guild, University Libraries, Human Resources and College Row.

The training, delivered by the Sexual Assault Resource Centre, upskilled staff to respond appropriately, empathetically and confidently to a disclosure of sexual assault. An additional UWA services module was delivered by the Health Promotion Unit to outline relevant support services and reporting options for disclosures including self-care information for first responders. Evaluation data indicated that the training was well received and increased participant self-reported knowledge, skills and confidence to respond appropriately to a disclosure and refer students to appropriate internal and external support services. The training was attended by 52 staff in 2021 and will be embedded in the core business of the Health Promotion Unit to continue in 2022.

Launch of a new series of sexual assault and sexual harassment awareness online modules

Throughout 2021, Human Resources transitioned to a new series of sexual assault and sexual harassment awareness online modules, developed by the Australian Psychological Society for Universities Australia. The aim of these modules is to increase awareness of the drivers of violence against women, key skills in responding to a disclosure of sexual harm and promoting gender equity in the workplace.

The previous online modules were active from January to April on the ELMO online platform, with the new modules transitioned into use from March to December.

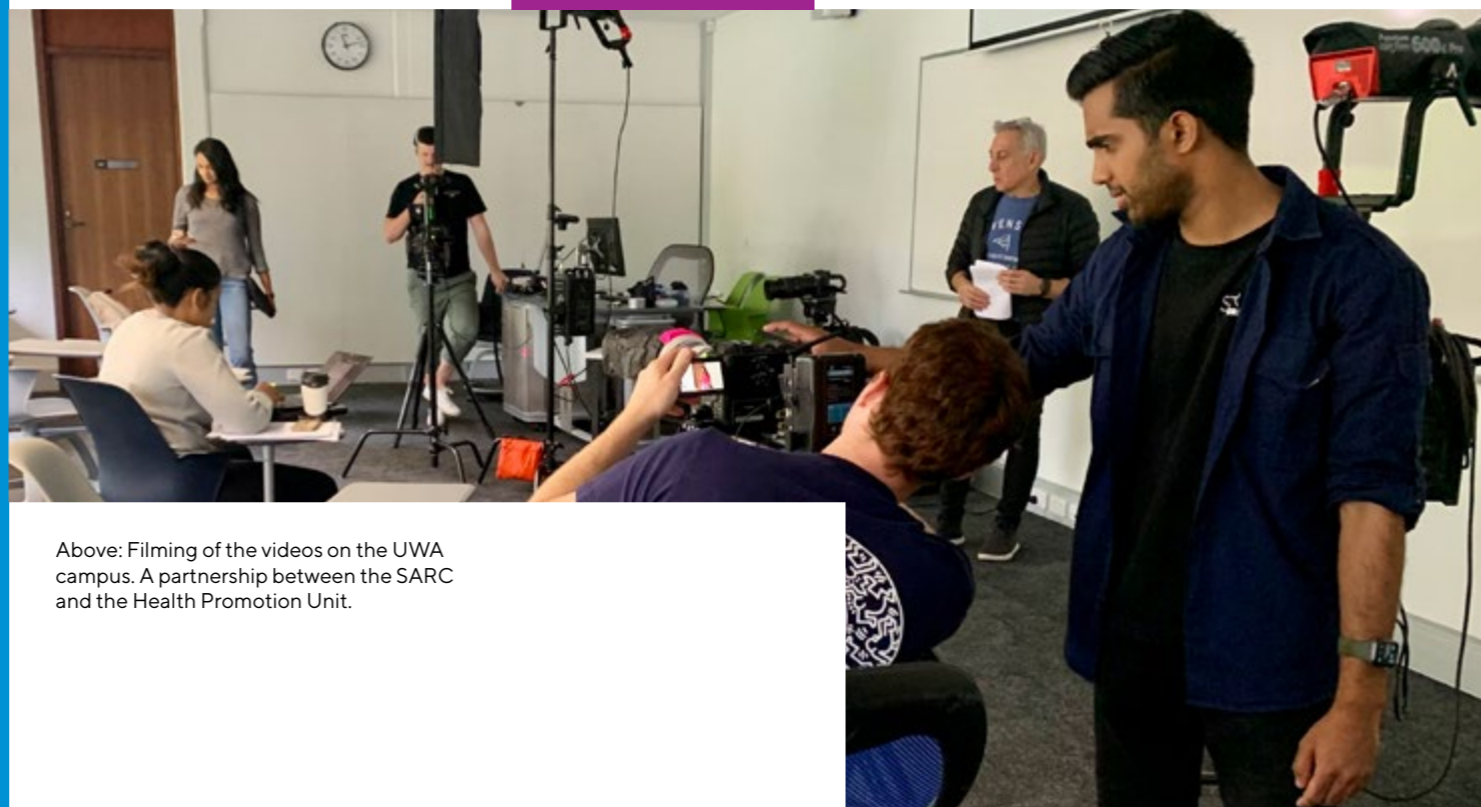
STUDENT GUILD LEADERSHIP PROGRAM

The Student Guild provides compulsory leadership training for registered Club and Society representatives to ensure that they run safe, professional and inclusive events.

The Program included:

- Reducing the Risk of Sexual Trauma Training delivered by SARC;
- Mental Health Awareness Workshops and Step Up Bystander Training delivered by the Health Promotion Unit;
- Know the Line: Sexual Harassment Training delivered by the Equal Opportunity Commission;
- Event Management and Camps Training delivered by the Student Guild Events Department.

In 2021, the leadership program grew to allow for more incoming leaders to participate. Nine rounds of the training were delivered to approximately 290 student event organisers within The Student Guild.



Above: Filming of the videos on the UWA campus. A partnership between the SARC and the Health Promotion Unit.

MODULE	INCOMING/OUTGOING	ATTENDEES
Preventing and Responding to Workplace Bullying	Outgoing	291
Sexual Harassment Awareness	Outgoing	295
Sexual Assault and Sexual Harassment: What are the Drivers and How can Staff Respond?	Incoming	173
Respect in the Workplace	Incoming	293

Ongoing development for higher degree research supervisors on respectful relationships and wellbeing

The Graduate Research School provide a range of professional development opportunities for higher degree research (HDR) supervisors, including online learning and an annual workshop series. Both the in person and online content aims to increase awareness of the resources available to support the wellbeing of HDR students and supervisors.

Content includes: pastoral care responsibilities, reporting and disclosure requirements, support services, and reasonable accommodation of requests as well as outlining appropriate relationships, cross-cultural communication, constructive feedback and conflict resolution. The Supervisor Online Induction and Refresher modules additionally include information about supporting student wellbeing and understanding appropriate relationships. In 2021, 61 HDR supervisors attended in-person professional development workshops, 141 completed the online induction and 24 completed the online refresher course.

Supervising Doctoral Studies Online Course

Supervising Doctoral Students is an online course available on Blackboard LMS to any staff undertaking supervision of a doctoral student. The course includes a module on managing progress which highlights common skills required during Supervision, such as supporting candidates with disabilities and managing relationships. In 2021, a total of 66 supervisors enrolled in the module.

Unconscious Bias Workshops

This workshop, delivered by Organisational Development and Workforce Diversity, introduces participants to the concept of unconscious bias, raises awareness of the impact it has in the workplace, and explores ways to proactively challenge our own and others' biases, including those based on gender and sexuality. Participants are encouraged to face and share their own biases, and reflect on how and when these biases may have emerged. This program was delivered to a total of 101 staff in 2021.

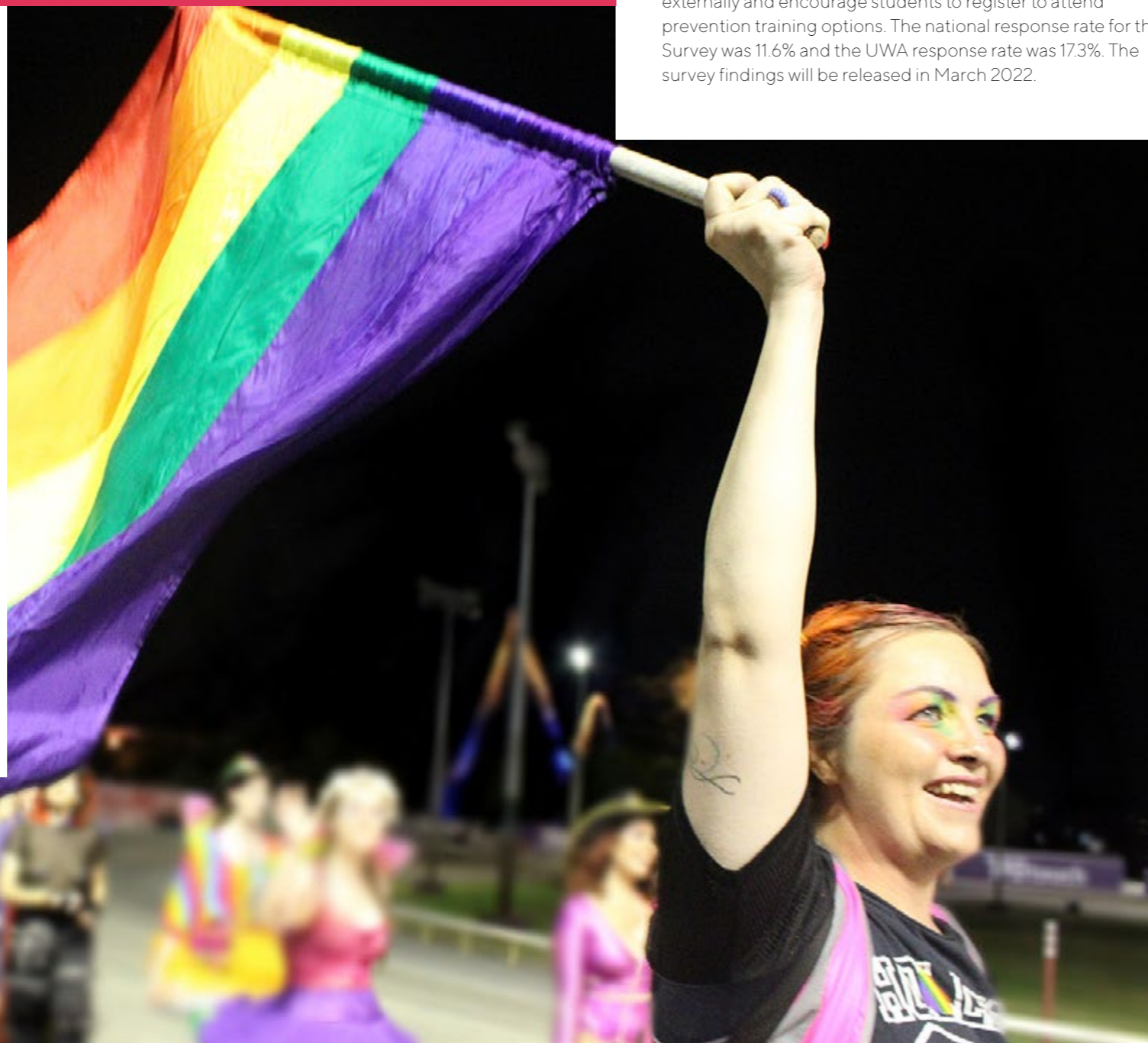
Project Peacock: Promoting LGBTIQ+ inclusion through curriculum

Project Peacock is a series of online staff development modules designed to empower professional and academic staff to support LGBTIQ+ students. The training is opt in, so staff can access it as required. A total of 64 staff completed the module in 2021.

ALLY TRAINING

This in-person workshop aims to raise participant awareness of the life experience, issues and needs of LGBTIQ+ staff and students with a particular focus on campus and work or study experiences.

The program is delivered by trained facilitators from the UWA LGBTIQ+ Working Group and features a lived experience panel at each session. In 2021, a total of 5 sessions were delivered to 129 attendees.



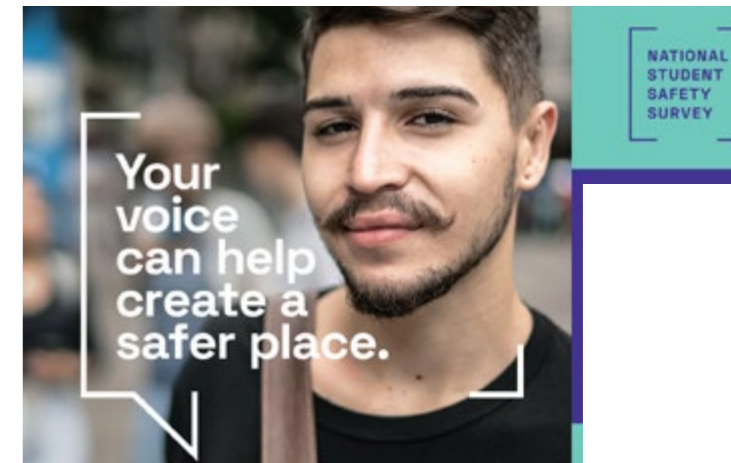
Right: The University of Western Australia at Pride Parade WA 2021. Image courtesy of UDHAYA SK.

COMMUNICATIONS

The National Student Safety Survey

The 2021 National Student Safety Survey was conducted by the Social Research Centre in September-October and funded via the Universities Australia's Respect. Now. Always. Initiative. The 2021 survey built on and extended from the first survey on sexual harassment and sexual assault conducted by the Australian Human Rights Commission in 2016. The aim of the survey was to measure the prevalence of sexual assault and harassment experiences among university students and the broader perceptions of safety and views towards student campus life. The findings of the survey will help to measure the extent of these experiences among university students.

At UWA, a Communication Strategy was developed and implemented to promote the survey and maximise participation by selected students. The Strategy aimed to: encourage students to complete the survey if they were invited, raise awareness of services at the University and externally and encourage students to register to attend prevention training options. The national response rate for the Survey was 11.6% and the UWA response rate was 17.3%. The survey findings will be released in March 2022.



Inclusion Seminar Series

Four inclusion and diversity seminars were run in 2021, in collaboration with The University's staff-focused Inclusion and Diversity Working Groups. The objectives of the seminars were to:

- Increase awareness for diversity and inclusion at UWA
- Educate the UWA community on issues affecting the prioritized diversity groups
- Encourage meaningful dialogue about diversity and inclusion.

DIVERSITY AREA	SEMINAR TOPIC
Cultural and Linguistic Diversity Seminar	Building Meaningful Connections: Moving Beyond Multicultural Food to Multicultural Connection
Disability Access and Inclusion Seminar	Rethinking Digital Accessibility for ADHD
Gender Equity Seminar	The Workforce of the Future: Creating Equitable Outcomes
LGBTIQ+ Seminar	Creating Queer-inclusive Learning Environments

Improvements to the student support services website

Significant changes have been made to the online student services information to improve the user experience and increase visibility of the range of services available.

A new *Caring for your Mental Health and Wellbeing* page was created to simplify the spectrum of mental health services available on campus and externally, with introduction of an online booking system for counselling and psychology services.

An improved *Support for Sexual Harassment and Assault* web page was created on the UWA website to increase visibility and simplify options for immediate help, support and reporting to The University or externally while providing information for first-responders and carers.

UWA Student Life
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Information in this document was published in February 2022
and is subject to review.

