

Student Equity and Social Justice Strategic Framework



Parity of Participation

Achieving Equity through Parity of Participation is a multi-dimensional goal.

UON is committed to achieving parity between the proportion of UON students from diverse backgrounds, who enter and graduate from all disciplines with the proportion of people who are from those backgrounds in our regions.

Beyond this, parity of participation is about who is included in the design of initiatives, who the university is accountable to, and how backgrounds and cultures are recognised as important to the future of the University.

Resource Accountability

Resources are ethically allocated on the basis of our commitment to equity and are guided by high quality research that is sensitive to the complexities of social inequalities.

Ongoing processes of ethical, contextualised and rigorous evaluation of the short and long term impact of initiatives are engaged across the University to directly inform allocation of resources, related to equity & social justice.

Co-development

Students and our community are at the centre of all equity endeavours.

Frameworks and initiatives are co-developed with students, staff and our communities through ethical consultation and engagement.

Initiatives are research-informed, rigorously evaluated, and have a clear link with the goal of parity of participation.

Valuing Diversity & Difference

The diversity of our student body and communities are celebrated, recognised and valued.

UON thrives on the richness of its diverse communities but also recognises the significance of developing empathy across our differences.

Going beyond a superficial understanding to ensure that systems, frameworks and initiatives respond to student/ community contexts. This will support the development of an environment that nurtures student aspirations, capabilities, and sense of belonging.



These principles intersect and help to strengthen, advance and reinforce the others. Within each principle, key strategies have been prioritised to provide a starting point for implementation.

