

## Carry forward Actions from first Plan

Action 4	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
<b>Development of a Researcher Employee Value Proposition Including:</b>  As part of the Employee Lifecycle, focus on the researcher covering career opportunities and development opportunities at each career stage including research leadership and mentoring training for senior staff to enhance the capability in this area.	Supervision & Managerial duties	Q4, 2023	EVP Lead: People Team Activity Lead: R&I	Targeted career and leadership development programs delivered – these will include coaching and mentoring
	Current status – Please select one		Remarks	
	New, In Progress, Completed, <b>Extended</b>		The People team are developing a University wide, needs-based mentoring program, targeted at leaders who are involved in leading change. This will be delivered by Qtr 4, 2023.  Leadership development sessions are underway for our academic leaders across the university in each College through a series of learning interventions in 2021 and 2022. These sessions are being customised and rolled out for each college to suit their unique context. Further evolution of coaching leadership development will take place into 2023.	

Action 5 Development of a Researcher Employee Value Proposition Including:	Gap Principle	Timing (at least by year's quarter/semester	Responsible Unit	Indicator(s)/Target
Implementation of the Athena SWAN Action Plan 2020 - 2027.	Gender Balance	Q4 2027	<ul style="list-style-type: none"> <li>• EVP Lead: People Team</li> <li>• Activity Lead: Dean STEMM Diversity and Inclusion</li> <li>• Athena Swan Steering Group</li> </ul>	Outlined in the Athena Swan Action Plan by 2027
			<p>Remarks:</p> <p>RMIT's efforts to improve gender equity have been acknowledged with an Athena SWAN Bronze award, part of the Science in Australia Gender Equity (SAGE) initiative (2020-2027)</p> <p>RMIT is currently preparing for Silver accreditation which involves deeper review and remediation of 5 key barriers for gender equality and inclusion.</p> <p>RMIT University was successful in achieving Athena SWAN Bronze Accreditation in February 2020. This accreditation is valid for 7-years (i.e. until February 2027).</p> <p>Successful implementation of the Athena SWAN Bronze Action Plan, together with receipt of 5 intermediary Cygnet Awards for impact in our high-priority areas, will enable RMIT to secure Silver Accreditation in 5-years. 4 out of 5 Key Priority Areas have been identified for RMIT's Cygnet Awards to-date. In order of submission, these are:</p> <ol style="list-style-type: none"> <li>1. Recruitment</li> <li>2. Parents and Carers</li> <li>3. Respectful Cultures and Behaviours</li> <li>4. Career Progression</li> <li>5. Local Cygnet, yet to be confirmed. This Cygnet focuses on a specific sub-group e.g. discipline or cohort.</li> </ol> <p>Highlights include:</p> <ul style="list-style-type: none"> <li>• +12% increase of women in senior leadership since 2015</li> <li>• 5 SAGE cygnet awards identified for RMIT's pathway to silver accreditation</li> <li>• 50% women in the STEM College Executive in 2021 increasing from 0% in 2020</li> <li>• Expansion of Special Measures in Recruitment to People with a Disability</li> <li>• 9 women profiled in the Women in STEMM Gallery</li> <li>• 4 weeks, partner leave doubled from 2 to 4 weeks</li> <li>• Removal of the eligibility period to access primary parental leave</li> </ul> <p>73% success rate for women in Academic Promotion</p>	

<p>Action 9</p> <p><b>Development of a Researcher Employee Value Proposition Including:</b></p> <p>Establishment of Enterprise-wide Professional Experience Program</p>	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
	Recognition of mobility experience	Q4, 2023	EVP Lead: People Team Activity Lead: R&I	Guidelines developed
	<p>Current status – Please select one</p> <p>New, In Progress, Completed, <b>Extended</b></p>		<p>Remarks</p> <p>The initiative to establish enterprise-wide Research Leave guidelines and procedures is being extended to an enterprise-wide Professional Experience Program. The aim of this Program is to enable a streamlined, seamless and consistent experience for all academic staff to pursue research, teaching and learning, scholarship and/or industry engagement activities. An enterprise approach will also ensure consistent and transparent practice, expectations and outcomes. The final version of this Program, including related policies and procedures, will be implemented in 2023 for 2024 activity.</p>	
<p>Action 12</p> <p><b>Development of a Researcher Employee Value Proposition Including:</b></p> <p>Creation of Career development plans for VC Research Fellows to transition beyond the term of their current appointment</p>	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
	Stability and permanence of employment	Q3, 2023	EVP Lead: People team Activity Lead: R&I	Career plans developed for all VC Research Fellows by Q3 2023
	<p>Current status – Please select one</p> <p>New, In Progress, Completed, <b>Extended</b></p>		<p>Remarks</p> <p>An initiative to embed career development planning for ongoing VC Fellowship within the University's annual work planning processes commenced in 2022 with planning and consultation. Post consultation is anticipated that in 2023 there will be:</p> <ul style="list-style-type: none"> <li>• development of a set of career development principles specific to VC Fellows</li> <li>• development of a guide on career planning for line-managers who supervisor VC Fellows</li> <li>• development and implementation of an appropriate career planning process including roles and responsibilities.</li> </ul>	

## New Action Plan 2022 – 2025

<p>Action 13</p> <p><b>Enhance our environment for Responsible, Safe, Inclusive and Respectful Research and Research Training by:</b></p> <p>Implementing Phase 2 of the Respectful Research Training</p>	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
	Supervision	Q 4, 2023	R&I	Content developed and piloted by Q4 2023
	Current status <b>New</b>	Remarks		In 2023, RMIT will develop the second phase of the Respectful Research Training, using a master-class model. The program will allow participating supervisors and research training leaders to build on the skills from the initial program with topics including: managing power imbalances in research training relationships; recognising and dealing with bullying and coercive conduct; and strategies for addressing gendered, cultured and intersectional elements in research conduct and research team dynamics.
<p>Action 14</p> <p><b>Enhance our environment for Responsible, Safe, Inclusive and Respectful Research and Research Training by:</b></p> <p>Implementing the Research Integrity Review Management Action Plan to strengthen the culture and environment of research integrity at RMIT</p>	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
	Good Practice in Research	Q4, 2025	R&I	Implementation of initiatives in the Research Integrity Review Management Action Plan
	Current status <b>New</b>	Remarks		<p>To better understand the culture of research at RMIT, a review of research integrity was completed in 2021 by an external panel of experts. The review did not identify any compliance issues. In contrast, the review provided recommendations for key initiatives to strengthen research integrity, which will be developed and implemented across the next four years.</p> <p>The Research Integrity Review Management Action Plan provides a roadmap for the development and implementation of initiatives recommended by the review including:</p> <ol style="list-style-type: none"> <li>1) Improving processes for managing research integrity investigations, and new ways to support the Research Integrity Advisor network;</li> <li>2) Greater communication, engagement and reporting about research integrity across RMIT;</li> <li>3) Enhancing education and training to enable better practices in authorship and research data management; and</li> <li>4) Strengthening the assessment of researchers to recognise responsible research practice and piloting an audit program.</li> </ol>

			Progress and completion of the Research Integrity Review Management Action Plan is regularly reported to responsible officers and RMIT's Research Committee and Academic Board according to RMIT's governance structure.	
<p>Action 15</p> <p><b>Enhance our environment for Responsible, Safe, Inclusive and Respectful Research and Research Training by:</b></p> <p>Focusing on well-being and psycho-social safety in research</p>	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
	Good Practice in Research	Q4, 2025	Health, Safety and Wellbeing, with support from Colleges	Year on year improvement in the RMIT annual mental wellbeing survey, including a measure of psychosocial safety climate
	<p>Current status</p> <p><b>New</b></p>		<p>Remarks</p> <p>Mental Wellbeing Action Plan in place 2020-2025, includes the following planned initiatives to promote mental wellbeing &amp; uplift psychosocial safety:</p> <ul style="list-style-type: none"> <li>• Peer support program (staff &amp; students)</li> <li>• Introduction of psychosocial risk management and incident management procedures and guides</li> <li>• Mental Wellbeing &amp; Respect Learning Pathway Project (mapping of a cohesive series of professional development offerings to build staff and student capability in mental wellbeing and respect)</li> <li>• Review of guidelines and procedures for suicide prevention and postvention</li> </ul>	

<p>Action 16</p>	<p>Gap Principle:</p>	<p>Timing (at least by year's quarter/semester)</p>	<p>Responsible Unit</p>	<p>Indicator(s)/Target</p>
<p><b>Enhance our environment for Responsible, Safe, Inclusive and Respectful Research and Research Training by:</b></p>	<p>Good Practice in Research</p>	<p>Q4, 2025</p>	<p>Health, Safety and Wellbeing, with support from Colleges</p>	<p>20% increase of research activities with quality risk assessments from baseline in 2020  10% reduction in HSW incidents associated with research projects</p>
<p>Embedding safe design of research into our research practice and ensuring safe conduct of research through project lifecycles</p>	<p>Current status  <b>New</b></p>		<p>Remarks</p> <p>RMIT works to address any Research Environment gaps as they arise. Specifically, as part of the 2025 <i>Health, Safety and Wellbeing Strategy</i>, the following actions are focused on Safe Research, being improved consistency and effectiveness of HSW controls relating to HDR (Higher Degree by Research) supervision and research risk assessments and management. This will ensure we embed safe design of research into our research practice and ensure safe conduct of research through project lifecycles.</p> <p>We are rolling out the safe research project as part of our strategy where seven health and safety principles will be rolled into research lifecycle</p> <ol style="list-style-type: none"> <li>1. Clear responsibility and accountability</li> <li>2. Embed safe design into research lifecycles</li> <li>3. Deploy systematic risk management</li> <li>4. Build knowledge and capability</li> <li>5. Enhance information sharing and transfer</li> <li>6. Apply safety assurance</li> <li>7. Enhance research experience and success</li> </ol>	

Action 17	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
<p><b>Enhance our environment as a University of Choice for equity diversity and Inclusion.</b></p> <p>Develop a Diversity and Inclusion Framework towards 2030.</p>	Non-discrimination	Q1 2023	<p>EVP Lead: People Team / Student Team</p> <p>Activity Lead:  People and Student Equity teams.</p>	<p>Primary indicator will be the development of RMIT 2030 D&amp;I Framework by March 2023.</p> <p>Continued evaluations and Annual Plans delivered 2023-2030.</p> <p>Implementation and progression of RMIT's Gender Equality Action Plan 2022-2025.</p> <p>Review 2025.</p>
	<p>Current status</p> <p><b>New</b></p>	<p>Remarks</p> <p>RMIT Launched in July 2022 July a Gender Equality Action Plan 2022—2025.</p> <p>RMIT's distinction as a leader in the sector is our enterprise level approach, with strong champions and contributions from leaders, advocates, and staff across the University globally.</p> <p>In addition to BAU activity including compliance reporting, case management and expert advisory services in the equity, inclusion and diversity program areas.</p> <p>Expiration of existing action plans 2016-2022, alongside has resulted in a need to redefine out priorities through the development of an Equity Diversity and Inclusion Framework that will guide our work through to 2030.</p> <p>Focus areas include:</p> <ul style="list-style-type: none"> <li>• Developing an intersectional approach that supports our entire community of staff and students.</li> <li>• Access and Success and diverse participation and attainment in learning and employment outcomes.</li> <li>• Supporting RMITs focus of building a vibrant community connection, virtually and on place through strengthening and supporting student and staff communities and networks</li> <li>• Progressing and maturing RMIT's approach to flexible and accessible ways of working and learning</li> </ul>		

			<ul style="list-style-type: none"> <li>Enhancing the University's Employer Value Proposition (EVP) through external benchmarking and evaluation, including contribution expertise as leaders in diversity to the development of new benchmarks.</li> <li>Reinforcing RMIT's Culture of Care and Mental Health and Wellbeing strategies, respect, prevention of sexual harm and Safer Community services.</li> </ul>	
Action 18  <b>Enhancing management of IP</b>  Intellectual Property Policy review to refine and simplify wording and structure to improve clarity for RMIT staff, HDR candidates and partners.	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
	Intellectual Property Rights	Q4, 2024	R&I	Policy to be revised and republished by Q4, 2024
	Current status  <b>New</b>		Remarks  Intellectual Property Policy review due to commence review in 2022. The process will commence with drafting some proposed amendments to the current policy. Input will then be sought from key stakeholders across the organisation to make the policy easier to understand.  This should result in researchers and students having a better understanding of Intellectual Property rights and better understand their rights and obligations in relation to Intellectual Property.	
Action 19  <b>Increasing mobility of our researchers by:</b>  Scaled up industry engagement for HDR candidates as part of their candidature	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
	Value of mobility	Q4, 2025	R&I	Increased number of HDR candidates with industry engagements as part of their candidature
	Current status  <b>New</b>		Remarks  RMIT's impact-focused research training at scale supports the university's impact agenda and delivers a skilled workforce for employers and diverse careers for graduates.  Enhancing the HDR candidate experience through improved collaborations and partnerships with industry partners through the research training program	



<p>Action 20</p> <p><b>Increasing mobility of our researchers by:</b></p> <p>Development and implementation of global mobility strategy between Australia and Vietnam</p>	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
	Value of mobility	Q 4, 2025	People team	Global mobility strategy developed by Q4, 2025
	Current status <b>New</b>	Remarks		
<p>Increased ability for RMIT staff to have secondment and career development opportunities between Australia and Vietnam through a delivered global mobility strategy. This strategy would be supported by appropriate process.</p> <p>This work has been captured as part of the 2025 People Strategy and a Vietnam Growth initiative. The People team will be focused on increasing and recognising mobility.</p>				
<p>Action 21</p> <p><b>Recognise and reward our researchers for excellent, impact-focused research by:</b></p> <p>Refreshing Academic Promotion criteria to place a greater emphasis on research impact</p>	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
	Evaluation/appraisal systems	Q4 2024	Education, R&I and HR	Promotion criteria revised to recognise research impact
	Current status <b>New</b>	Remarks		
<p>The Academic Promotion policy provides promotion pathways for RMIT to recognise and reward the achievements of academic staff who demonstrate:</p> <ul style="list-style-type: none"> <li>• sustained excellence in performance across the domains of academic activity outlined in the <a href="#">Enterprise Agreements</a></li> <li>• ongoing and positive contribution to the achievement of RMIT's vision and strategic goals</li> <li>• workplace behaviours that reflect the RMIT values, equity principles and ethical standards.</li> </ul> <p>With the Next Strategy aspirations it is timely for a review to be conducted to ensure promotion criteria align with the strategic goals.</p>				

Action 22	Gap Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target
<b>Deepening our impact culture and capabilities by:</b>  Boosting researchers' impact literacy	Continuing Professional Development	Q4 2025	R&I	<ul style="list-style-type: none"> <li>• Between 2023-2025 year-on-year increase in engagement with impact focused capability development opportunities</li> <li>• Between 2023-2025 increase in number of researchers advancing their capability</li> </ul>
	Current status  <b>New</b>			Remarks  Boosting our researcher's impact literacy will be a focus for professional development, research training, and coursework programs.  This will involve active collaboration between our relevant research support teams including those from our Research and Innovation Portfolio's National Reporting and Assessment and Research Capability and Translation teams; RMIT's Library and Communication and Media teams. These teams will work together to identify the best ways to support our researchers to achieve, record, and promote their research impact.