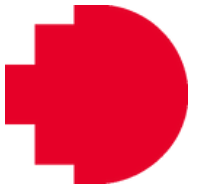# Inclusion, Diversity, Equity and Access (IDEA) Framework

Introduction

Introducing IDEA: Our aspirations for inclusion, diversity, equity and access for 2031

RMIT knows that when a system is built with inclusion in mind, enabling structures become the norm, and less barriers stand in the way of a person's ability to thrive.

We also know this doesn't remove the need to address unique needs and discrimination, and to create enabling environments for people with differing lived experiences.

This Inclusion, Diversity, Equity and Access (IDEA) framework creates a blueprint for designing an inclusive and accessible RMIT.

The primary objective is that everyone feels included and enabled to thrive in every RMIT location, in all circumstances.

Our Goal

Inclusive by Design: Everyone, Everywhere, All the time

The Principles

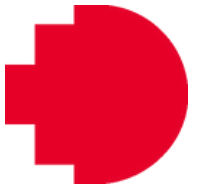The guiding principles to achieve our aspirations mean we need to:

- Drive an intersectional whole-of-institution approach, sharing and celebrating our good practice and aligning around common aspirations

- Embed 'Responsible Practice' in our thinking and doing, by every member of our community

- Be inclusive by design by planning for the diversity of the community from the outset in whatever we do

- Support insight and action on inclusion, diversity, equity and access across all locations and operations in the RMIT Group

- Have the flexibility to respond to emerging needs and priorities

Our Domains

The IDEA framework identifies five domains of Inclusive Excellence that define the aspirations and priority action areas to drive action across RMIT Group. Through the domains, we will address systems, processes, policies, capabilities and cultural norms to progress our goal of being inclusive by design.

Domain	Aspiration
Access, Participation and Success	A more diverse student and staff profile with equity in retention, success and outcomes.
Culture, Capability and Leadership	Environment where all individuals are supported, are respected, feel a sense of belonging, and are thriving.
Education and Research	Education and research that demonstrate best practice in inclusion, diversity, equity and access.
Infrastructure, Service and Operations	Inclusive facilities and services. Planning, resourcing and communicating our IDEA aspirations and achievements.
Community and Partnerships	Engaging reciprocally and in partnership with the communities we serve, promoting inclusion, diversity, equity and access.

RMIT Aspirations for Inclusion, Diversity, Equity and Access

Access, Participation and Success	Culture, Capability and Leadership	Education and Research	Infrastructure, Service and Operations	Community and Partnerships
A more diverse student and staff profile with equity in retention, success and outcomes.	An environment where all individuals are supported, are respected, feel a sense of belonging, and are thriving.	Education and research that demonstrate best practice in inclusion, diversity, equity and access.	Inclusive facilities and services. Planning, resourcing and communicating our IDEA aspirations and achievements.	Engaging reciprocally and in partnership with the communities we serve, promoting inclusion, diversity, equity and access.
1. We empower all students and staff to pursue learning through life and work and fulfilling careers. 2. We are a diverse community and enable equity in retention, success and outcomes for staff and students. 3. All RMIT students will thrive and succeed in their education, enabled through personalised student experiences and services delivered at scale. 4. We are a leader in employability and strive to achieve parity in employment outcomes for all our students. 5. We provide equitable access to career development and progression opportunities for staff.	1. Inclusion and belonging are core to our identity at RMIT. All members of the student and staff community play an active role in inclusion and our culture creates an environment where all individuals are respected, experience safety and belonging, and are thriving. 2. Our leaders and decision makers are highly skilled and inclusive with diverse backgrounds and perspectives who are committed to reflecting and advancing the communities we serve. 3. Our community of leaders, students and staff are empowered to develop and apply best practice in inclusion, diversity, equity and access.	1. Our programs, curriculum, pedagogy, and delivery are inspiring, inclusive, accessible, and flexible. 2. Equity and inclusion principles and practices are embedded into the curriculum, valuing diversity of thought, perspectives, and experiences. 3. RMIT students and staff are culturally intelligent Ethical Global Citizens who can lead and apply best practice in inclusion, diversity, equity and access across all disciplines and vocations. 4. RMIT researchers apply and lead best practice on inclusion, diversity, equity and access matters, and in research with, about and for the diverse communities we serve.	1. RMIT is 'inclusive by design'. 2. All RMIT physical, digital and cultural environments are inclusive, accessible and safe. 3. We use evidence and evaluation to continuously improve our practice. 4. RMIT applies a lens of inclusion, diversity, equity and access to assess the impact of strategic and operational priorities, planning and investment decisions, and leverages its buying power to drive inclusion and positive community outcomes	1. We live up to our ambition to make a positive societal difference in the communities where we are located. 2. We seek to be a source of good practice in inclusion, diversity, equity and access and to address our mission to the broader community through a positive influence on public policy, academic practice and broader societal debate and practice. 3. RMIT partners with industry, communities and community organisations to identify and overcome needs and challenges and to engender a more inclusive society.