2021 Impact Statement
Student Access and Equity

Access, Equity & Inclusion

Division of Equity, Diversity & Inclusion,
UNSW Sydney
Acknowledgement of Country

We would like to acknowledge the Bedegal (Kensington campus), Gadigal (City and Art & Design Campuses) and Ngunnawal people (Australian Defence Force Academy in Canberra) who are the traditional custodians of the lands where each campus of UNSW is located.
Contents

Who we work with 6
Year in review 8
Student journey 14
Overarching impact of our initiatives 16
Gateway Admission Pathway and Program 22
Gateway Spring Program 24
Gateway Winter Program 26
The Gateway Admission Pathway 28
2021 Gateway Admission Pathway cohort performance 33
The NSW Equity Consortium 36
Teacher Professional Learning 44
Progress against Key Performance Indicators 48
Acknowledgements 54
References 58
Who we work with

To fulfil our objectives we work with the following groups:

**Education Providers**

**NSW secondary schools**

We partner with close to 400 secondary schools across south-west Sydney and regional NSW to provide an academic-enrichment program tailored to the learning needs of young people who aspire to access tertiary education.

**Universities**

- University of Technology Sydney (UTS)
- Macquarie University

**NSW Government**

- NSW Department of Education

**Non-Governmental Organisations (NGOs)**

- Country Education Foundation
- Harding Miller Education Foundation
- Public Education Foundation
- The Smith Family

**Educational Organisations**

- Cluey Learning
- InspirationED
- National Institute of Dramatic Art (NIDA)
- Cluey Learning is Australia’s largest online tutoring service offering one-to-one and small group tutoring. Their programs are mapped to the curriculum and their tutors are qualified teachers, high ATAR achievers and subject-matter experts.
- InspirationED is a virtual education service composed of qualified and experienced HSC teachers and markers who specialise in providing quality HSC enrichment programs and digital resources.
- NIDA is a leading Australian centre for education and training in the performing arts. Through unparalleled practice-based learning, students are supported to become some of the world’s most influential storytellers across stage, screen and beyond.

**Students**

We work with the following groups of students from backgrounds traditionally underrepresented in higher education:

**Students from socio-educationally disadvantaged schools** (known as Gateway partner schools)

Gateway schools are identified by taking either:
- the three-year average of Index of Community Socio-Educational Advantage (ICSEA) for schools across NSW, or
- the three-year average of the proportion of students in the bottom socio-educational advantage (SEA) quartile.

The ICSEA and proportion of students in the bottom SEA quartile of a school can be found on the Australian Curriculum, Assessment and Reporting Authority’s My School website.

**Students from schools not currently represented in the UNSW undergraduate population**

Many Gateway schools have never had students progress to UNSW. We aim to increase the number of Gateway schools represented at UNSW from a baseline taken from new undergraduate enrolments between 2019 and 2020.

**Students who live in areas of relative socio-economic disadvantage**

This includes areas in the lowest 25% of relative socio-economic advantage according to the Australian Bureau of Statistics Socio-Economic Indexes for Areas (SEIFA).

**Students from regional and remote areas**

This includes students living in inner regional, outer regional, remote or very remote areas according to the Australian Statistical Geography Standard (ASGS) Remoteness Structure.

**UNSW Division of Equity Diversity & Inclusion**

Access, Equity & Inclusion – 2021 Impact Statement Student Access and Equity
We were awarded competitive grants from the NSW Department of Education for the NSW Equity Consortium Imagined Futures program and from the National Centre for Student Equity in Higher Education for our research, “University responses to enhancing Equity in the post-COVID landscape”, which was done in collaboration with Western Sydney University, University of Technology Sydney and Macquarie University. We launched our renewed educational outreach program in full to support students in Years 11 and 12 who attended our Gateway partner schools during a period of unprecedented disruption. Our offering was delivered online and outside of school hours and was structured in a way to ensure that it was accessible to as many students as possible.

Our program and resources extended beyond their live delivery and were part of a sequenced bank of assets, including educational videos, web apps and written materials, to support students in their academic attainment and preparation for the HSC. We offered extensive tutoring packages delivered by our partners at Cluey Learning to 200 students, and individualised feedback to 171 participating students on their practice examinations as part of the HSC preparation program delivered in partnership with InspirationED. We also worked closely with the faculties to develop experiential workshops designed to increase student awareness of and excitement for UNSW’s academic and community offerings.

We were not only focused on providing a range of academic support, but also recognised the challenges that the macro-environment presented to students. We responded to the financial impact COVID presented to commencing students by working with our Development and Scholarship Offices to guarantee additional transition support grants and scholarships. In total, we provided $4,063,500 to 1,316 students, ensuring that all students who enrolled through the Gateway Admission Pathway were supported in their early transition to university, a first for UNSW.

In response to the Taliban regime’s reinstatement in Afghanistan, we also provided additional educational support to Afghan students in the form of 90 online tutoring session through Cluey Learning, and $2,200 in Officeworks gift cards and school supplies.

As a result of our carefully targeted initiatives, we have made significant progress towards ensuring that UNSW has a more diverse student body. Additionally, UNSW’s low-SES access rate exceeded its incremental target for 2021, reaching 12.3%. We are well placed to exceed the access rate target of 13% and as a result, are extending the target to 15%. Further to this, students from Gateway Schools now make up 11.6% of the undergraduate population at UNSW, and the number of schools represented has increased to 36. Our gains are concrete and not proportional, with 696 students enrolled via the Pathway in 2022, an 85% increase from 2021.

Through our work as part of the NSW Equity Consortium in partnership with UTS and Macquarie University we gained early insights to the impact of whole-of-cohort outreach on student literacy in six partner schools: Bass High School, Bonnyrigg High School, Cabrarmatta High School, Campbelltown Performing Arts High School, Panniewood High School and Punchbowl Boys’ High School. In term 1 we reached over 800 Year 9 students as part of the Imagined Futures program undertaken in the English Key Learning Area, employed 80 University Ambassadors to deliver the program and delivered professional learning to nearly 20 teachers from participating schools.

In the second part of the year our remit expanded to include Diversity and Inclusion and we are focused on delivering a renewed program of training that will operate as a holistic suite of resources for current staff and students at UNSW. These trainings will be developed in-house and in consultation with relevant faculty and staff across the university, with pilots in several areas rolling out in the second half of 2022. We are also working to develop and expand a series of annotated bibliographies that focus on LGBTIQ+ and gender diverse experience and support in higher education. These will serve as valuable tools for engagement and impact across the university community. And finally, in addition to working to maintain and advance various accreditations across diversity and inclusion (namely from Athena SWAN and WGEA), we will develop UNSW’s first Gender Equity Strategy.
A university-wide commitment

Under UNSW’s 2025 Strategy, the University is committed to shaping and progressing a just society by fostering equity, diversity and inclusion. This commitment strongly focuses on ensuring students from underrepresented backgrounds have equitable access to higher education.

Our goal

Access, Equity & Inclusion aims to give effect to the University’s commitment by increasing access and improving opportunities and educational outcomes for groups historically underrepresented at university.

Theory of change

To achieve our goal, we have developed a tailored theory of change. This underpins the design, implementation, research and evaluation of all our initiatives. It also sets out the impact we hope to have and how we plan to achieve it.

The theory of change has three components:

The map: students build knowledge to aid informed decision-making about post-school options

Students from backgrounds underrepresented in higher education often have high aspirations for university. However, they may not have access to accurate information about post-school options in their social networks. If we provide a reliable source of information about further education and career possibilities (an information map), then students will be better placed to make informed post-school decisions.

1 Harrison, & Muller, 2010
2 Andrews, 1999; Harvey-Beavis & Robinson, 2000; Young, 2004

The compass: students reflect on their own learning to navigate their education journey

Students from underrepresented backgrounds face complex challenges when navigating unfamiliar education environments. If we can support students to develop their learner identities (their understanding of their learning strengths and weaknesses and how they relate to future study and career options) and their confidence, they will be better able to successfully navigate their education journey.

3 McFarlane, 2018

The key: students enhance their academic capacity to expand post-school options

Students attending socio-educationally disadvantaged schools generally have lower educational achievement and opportunity. If we can build students’ capacities for higher academic attainment, and simultaneously reduce the ATAR barrier, then more tertiary study options will be available to them.

4 Lamb et al., 2020
When I read about the Program’s benefits, I was genuinely excited.

The Gateway Winter Program helped Zafira overcome the isolating challenges of the pandemic, and paved the way to a double degree in International Studies and Law at UNSW.

Zafira discovered the Gateway Admission Pathway and Program through her own online research. But attending Mary MacKillop Catholic College at Wakeley in Sydney’s Southwest, meant she was eligible to take part, as it is one of UNSW’s 400 Gateway Partner schools. Zafira says participating in the Winter Program online in 2020 helped her significantly during the stress of preparing for and completing her HSC through the pandemic.

“When I read about the Program’s benefits, I was genuinely excited,” Zafira explains.

“I’ve always been a diligent student,” Zafira explains. “True story: I began writing in high school with an AA size battery attached to my pen so come exam time, I’d be a faster writer – so just imagine how stressed I was as a high school student in the middle of a pandemic!”

“Lockdown really tested my resilience,” Zafira says. “I missed my teachers and classmates and every day would blur into the next. Studying was my only constant.”

Through the Gateway Winter Program, Zafira received 10 hours of free online tutoring for advanced english and refined her study techniques.

“The Winter Program really helped prepare me for the HSC and gave me the boost in confidence I needed to get through the school year,” Zafira says. “But most importantly it guided me in writing my personal statement for the Gateway early conditional offer.”

“The early conditional offer came through before I sat the HSC, and I went into my exams with a huge smile. I wasn’t worried about the outcome because I had my early offer from the Gateway Program to study a Bachelor of International Studies/Law at UNSW.”

When her ATAR was released, she received an unconditional offer making her the first in her immediate family to attend university.

“I was just beaming!” Zafira says.

“But despite the excitement, coming from a single-parent household, I felt a huge amount of financial stress embarking on this new chapter of my life. I knew that textbooks would be expensive, and I was worried about how I would pay for these and other uni expenses like transport costs, without burdening my mum.”

Through the Gateway Admission Pathway, Zafira was prioritised for a UNSW Equity Scholarship.

“I was fortunate to be awarded two scholarships, the Equity Scholarship and the Academic Achievement Award Scholarship,” Zafira explains. “Receiving those scholarships meant the world to me and my family.”

Zafira is now in her second year of her combined degree.

“I wouldn’t be where I am now if it wasn’t for Gateway. I cannot recommend it enough! It is easy to enrol, it is free and the doors that it opens for your future are indescribable.”

Zafira
Western Sydney, NSW
Bachelor of International Studies/Law
UNSW delivers the Year 9 component of the NSW Equity Consortium Imagined Futures program to select schools. The research-informed equity and literacy outreach program is curriculum linked and designed in partnership with teachers to encourage students to conceptualise their futures and positively impact their learning trajectory.

Students identify their career goals, write persuasive personal pitches and develop and practise dramatic techniques to present and communicate with influence. They also have an opportunity to practise their enhanced skills live, as part of an industry mentor networking experience.

Students build upon the experiences of Gateway Summer, access unique UNSW faculty experiences, learn key HSC curriculum content in preparation for Year 12, and hear from current UNSW students about what university life is really like.

Students prepare for their HSC exams by participating in subject-specific workshops, completing online practice exams and receiving individualised feedback from HSC teachers and markers. They also explore a wide range of UNSW degree options and are supported to apply for an early conditional offer through the Gateway Admission Pathway.

Year 12 students apply for an early conditional offer through the Gateway Admission Pathway. If they are successful, they will receive an ATAR entry requirement for their chosen degree, which is significantly lower than the Lowest Selection Rank.

Students who come to UNSW through the Gateway Admission Pathway are prioritised for UNSW Equity and Accommodation Scholarships and access to the Start@UNSW Program to support their transition to university. They also have access to free bridging courses, peer mentoring and additional academic support for some subjects.
Overarching impact of our initiatives

During 2021, 4,753 students in Years 9 to 12 participated in our educational outreach program.

**Contribution to UNSW Strategy 2025**

The UNSW 2025 Strategy has a low-SES access rate target of 15% by 2025. The Gateway Admission Pathway has made a significant contribution towards achieving this and accounts for the largest institutional increase in the access rate since 2016.

**Increased first preferences**

As a result of our sustained engagement there has been a substantial increase in the proportion of UAC first preferences to UNSW from students from Gateway schools.

**High proportion of students progressed from Gateway to UNSW**

Two hundred twenty-seven students who engaged in the Gateway Programs went on to enrol at UNSW in Term 1, 2022.

**Higher proportion of students from low SES backgrounds come through the pathway**

Fifty-one per cent of Gateway Admission Pathway students in 2022 were from low-SES backgrounds compared to 12% of the 2022 UNSW undergraduate community.

**Contribution to UNSW Strategy 2025**

In Term 1, 2022, 118 students enrolled at UNSW from 36 Gateway schools that were not represented in the UNSW undergraduate community in 2019-2020.

**Increased representation of students from Gateway schools**

The percentage of Gateway students enrolled at UNSW in 2022 has increased significantly since 2019.

**Fifty-one per cent of Gateway Admission Pathway students in 2022 were from low-SES backgrounds compared to 12% of the 2022 UNSW undergraduate community.**

**High proportion of students progressed from Gateway to UNSW**

Two hundred twenty-seven students who engaged in the Gateway Programs went on to enrol at UNSW in Term 1, 2022.

**Higher proportion of students from low SES backgrounds come through the pathway**

Fifty-one per cent of Gateway Admission Pathway students in 2022 were from low-SES backgrounds compared to 12% of the 2022 UNSW undergraduate community.

**Contribution to UNSW Strategy 2025**

The UNSW 2025 Strategy has a low-SES access rate target of 15% by 2025. The Gateway Admission Pathway has made a significant contribution towards achieving this and accounts for the largest institutional increase in the access rate since 2016.

**Increased first preferences**

As a result of our sustained engagement there has been a substantial increase in the proportion of UAC first preferences to UNSW from students from Gateway schools.

**High proportion of students progressed from Gateway to UNSW**

Two hundred twenty-seven students who engaged in the Gateway Programs went on to enrol at UNSW in Term 1, 2022.

**Higher proportion of students from low SES backgrounds come through the pathway**

Fifty-one per cent of Gateway Admission Pathway students in 2022 were from low-SES backgrounds compared to 12% of the 2022 UNSW undergraduate community.

**Contribution to UNSW Strategy 2025**

The UNSW 2025 Strategy has a low-SES access rate target of 15% by 2025. The Gateway Admission Pathway has made a significant contribution towards achieving this and accounts for the largest institutional increase in the access rate since 2016.

**Increased first preferences**

As a result of our sustained engagement there has been a substantial increase in the proportion of UAC first preferences to UNSW from students from Gateway schools.

**High proportion of students progressed from Gateway to UNSW**

Two hundred twenty-seven students who engaged in the Gateway Programs went on to enrol at UNSW in Term 1, 2022.

**Higher proportion of students from low SES backgrounds come through the pathway**

Fifty-one per cent of Gateway Admission Pathway students in 2022 were from low-SES backgrounds compared to 12% of the 2022 UNSW undergraduate community.

**Contribution to UNSW Strategy 2025**

The UNSW 2025 Strategy has a low-SES access rate target of 15% by 2025. The Gateway Admission Pathway has made a significant contribution towards achieving this and accounts for the largest institutional increase in the access rate since 2016.

**Increased first preferences**

As a result of our sustained engagement there has been a substantial increase in the proportion of UAC first preferences to UNSW from students from Gateway schools.

**High proportion of students progressed from Gateway to UNSW**

Two hundred twenty-seven students who engaged in the Gateway Programs went on to enrol at UNSW in Term 1, 2022.

**Higher proportion of students from low SES backgrounds come through the pathway**

Fifty-one per cent of Gateway Admission Pathway students in 2022 were from low-SES backgrounds compared to 12% of the 2022 UNSW undergraduate community.
Increased proportion of students from Gateway schools

Students from Gateway schools now make up 11.6% of undergraduates commencing at UNSW. This is up from around 9% before the Gateway Admission Pathway was introduced in 2020.

Record number of scholarships

In 2022, we awarded 1,316 scholarships with a total value of $4,063,500 to students who came through the Gateway Admission Pathway, Gateway schools and NGOs.
Student story

Finding opportunity in STEMM through Gateway

Eamonn grew up in Nambucca Heads, attended Coffs Harbour Senior College and received a Gateway early conditional offer to study Software Engineering at UNSW. He was attracted to UNSW because of its culture and says the Gateway Program levels the playing field for those from regional areas.

Eamonn says that coming from a small coastal town, one of the biggest obstacles to going away to uni was imposter syndrome.

“I was born in Coffs Harbour and grew up in Nambucca Heads, but my parents migrated from China,” Eamonn says. “They hadn’t been able to access higher education and watching them work so hard made me want to explore university and see what doors it could open.”

“But being from a regional area I felt inadequate compared to the city kids,” Eamonn explains. “You worry that you or your school may not measure up. Plus, there was also the big leap in leaving my family and everything I know to go to uni in the city.”

Eamonn transferred from his smaller local high school to Coffs Harbour Senior College for Year 11 and 12, a Gateway Partner School.

Eamonn’s older brother had attended UNSW, giving him a snapshot into the courses, culture and opportunities on offer.

“Gateway is part of the culture, and the fact that UNSW is implementing these programs to help support people get to UNSW is really useful.”

Eamonn completed the Gateway Winter Program online in 2020.

“It was so beneficial having access to HSC markers, who gave us very measurable advice, alongside curriculum sessions in maths, english and physics,” Eamonn says. “I also attended sessions on applying for an early conditional offer and scholarships, which showed me how UNSW wanted me to communicate.”

Eamonn’s teachers were a huge inspiration in him deciding to apply for a four year B Engineering (Hons)/(Software).

“I always enjoyed STEMM subjects and my high school teachers, from woodwork to programming, were always passionate, high energy and made the classes fun,” he explains.

“But the ATAR was 92, and I remember thinking that was a big number. It required me to be in the top 8% of all students.”

Receiving an early conditional offer brought the ATAR he needed to a level he felt was realistic.

“It was high, but achievable if I kept working. Gateway created a pathway I could work towards, rather than a high number that gave me anxiety and stressed me out.”

“It motivated me and gave me a push. I felt that UNSW was encouraging me and pushing me to achieve, that they also wanted me to enrol.”

Eamonn also received priority access for scholarships, and was awarded both a rural engineering scholarship and an equity scholarship.

“These scholarships are very important because they allow me to be financially independent from my parents, and support my day-to-day life and uni education.”

He found regular check-in calls during lockdown in his first year as part of the Gateway Scholars Program useful in reducing his isolation.

Now in his second year, as a Gateway Ambassador, Eamonn hopes to promote the Gateway Program to other high school students.

“I felt grateful for receiving the support I did.”

“Gateway recognised inequalities between areas and backgrounds, that we don’t all have access to the same resources and help to grow and excel as a student,” Eamonn says. “It levels the playing field and gives you a chance to get into UNSW.”
Gateway Admission Pathway and Program

Improving educational outcomes for students traditionally underrepresented in higher education

In 2020, the University introduced the Gateway Admission Pathway and Program (GAPP) as its primary strategy for widening access to higher education and UNSW. The GAPP addresses the underrepresentation of students from low-SES backgrounds, and those who live in regional and remote areas. It targets students in Years 10, 11 and 12 who:

- attended one of our 370+ Gateway partner schools,
- have a home address in the lowest 25% of socio-economic advantage based on SEIFA (Socio Economic Indexes for Areas) criteria.

The GAPP consists of four parts:

**Summer Program for Year 10**
In an on-campus experience, students explore their strengths, passions and goals and develop their presentation skills in workshops run by Australia’s National Institute of Dramatic Art (NIDA). Students can apply their presentation skills in any interview, public speaking or professional setting.

NB: In 2021, we were unable to deliver the Gateway Summer Program due to COVID-19 restrictions.

**Spring Program for Year 11**
Building on the experiences of the Gateway Summer Program, students enhance their academic capabilities through online workshops and learn key HSC curricula. They also access unique UNSW faculty experiences and receive support in preparing their Gateway Admission Pathway application.

**Winter Program for Year 12**
Students prepare online for their HSC exams through subject-specific workshops, practice exams and individualised feedback led by HSC teachers and markers. They are also supported to apply for a Gateway Admission Pathway early conditional offer.

**Admission Pathway for Year 12**
Students apply to UNSW through an alternative admission pathway that recognises more than theirATAR. Eligible students receive an early conditional offer to the degree of their choice which requires a significantly lower ATAR than the advertised Lowest Selection Rank.1

1 The Lowest Selection Rank is a piece of data that indicates the minimum selection rank required for entry into a specific course within a selection period. This rank takes into account not only the ATAR but all other published selection factors such as interview, tests, auditions, and/or special consideration for access and equity schemes.

How the Gateway Admission Pathway and Program supports students

Tracking against our theory of change, the Gateway Admission Pathway and Program supports students in the following ways:

- **Gateway Summer**
  - Increase students’ understanding of the opportunities and benefits of higher education.
  - Develop students’ knowledge of available degree options at UNSW.

- **Gateway Spring**
  - Increase students’ understanding of what it’s like to study at university.
  - Develop students’ knowledge of available degrees and which degrees might suit them.
  - Develop students’ understanding of the Gateway Admission Pathway.

- **Gateway Winter**
  - Increase students’ understanding of the Gateway Admission Pathway process.
  - Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.

**How the Gateway Admission Pathway and Program supports students**

<table>
<thead>
<tr>
<th>How the Gateway Admission Pathway and Program supports students</th>
<th>Gateway Summer</th>
<th>Gateway Spring</th>
<th>Gateway Winter</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase students’ understanding of the opportunities and benefits of higher education.</td>
<td>Develop students’ knowledge of available degree options at UNSW.</td>
<td>Increase students’ understanding of what it’s like to study at university.</td>
<td>Develop students’ knowledge of available degrees and which degrees might suit them.</td>
</tr>
<tr>
<td>Develop students’ understanding of the Gateway Admission Pathway process.</td>
<td>Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.</td>
</tr>
<tr>
<td>Increase students’ understanding of the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway process.</td>
<td>Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway.</td>
</tr>
<tr>
<td>Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway process.</td>
<td>Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway.</td>
</tr>
<tr>
<td>Increase students’ understanding of the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway process.</td>
<td>Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway.</td>
</tr>
<tr>
<td>Develop students’ understanding of the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway process.</td>
<td>Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway.</td>
</tr>
<tr>
<td>Increase students’ understanding of the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway process.</td>
<td>Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway.</td>
</tr>
<tr>
<td>Develop students’ understanding of the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway process.</td>
<td>Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.</td>
<td>Develop students’ understanding of the Gateway Admission Pathway.</td>
</tr>
</tbody>
</table>

**Tracking against our theory of change, the Gateway Admission Pathway and Program supports students in the following ways:**

- **Gateway Summer**
  - Increase students’ understanding of the opportunities and benefits of higher education.
  - Develop students’ knowledge of available degree options at UNSW.

- **Gateway Spring**
  - Increase students’ understanding of what it’s like to study at university.
  - Develop students’ knowledge of available degrees and which degrees might suit them.
  - Develop students’ understanding of the Gateway Admission Pathway.

- **Gateway Winter**
  - Increase students’ understanding of the Gateway Admission Pathway process.
  - Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.

**Tracking against our theory of change, the Gateway Admission Pathway and Program supports students in the following ways:**

- **Gateway Summer**
  - Increase students’ understanding of the opportunities and benefits of higher education.
  - Develop students’ knowledge of available degree options at UNSW.

- **Gateway Spring**
  - Increase students’ understanding of what it’s like to study at university.
  - Develop students’ knowledge of available degrees and which degrees might suit them.
  - Develop students’ understanding of the Gateway Admission Pathway.

- **Gateway Winter**
  - Increase students’ understanding of the Gateway Admission Pathway process.
  - Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.

**Tracking against our theory of change, the Gateway Admission Pathway and Program supports students in the following ways:**

- **Gateway Summer**
  - Increase students’ understanding of the opportunities and benefits of higher education.
  - Develop students’ knowledge of available degree options at UNSW.

- **Gateway Spring**
  - Increase students’ understanding of what it’s like to study at university.
  - Develop students’ knowledge of available degrees and which degrees might suit them.
  - Develop students’ understanding of the Gateway Admission Pathway.

- **Gateway Winter**
  - Increase students’ understanding of the Gateway Admission Pathway process.
  - Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.

**Tracking against our theory of change, the Gateway Admission Pathway and Program supports students in the following ways:**

- **Gateway Summer**
  - Increase students’ understanding of the opportunities and benefits of higher education.
  - Develop students’ knowledge of available degree options at UNSW.

- **Gateway Spring**
  - Increase students’ understanding of what it’s like to study at university.
  - Develop students’ knowledge of available degrees and which degrees might suit them.
  - Develop students’ understanding of the Gateway Admission Pathway.

- **Gateway Winter**
  - Increase students’ understanding of the Gateway Admission Pathway process.
  - Develop students’ understanding of how to write an excellent application for the Gateway Admission Pathway.
Program overview

In the lead up to the Gateway Spring Program, we ran an introductory workshop, Spring Into. This workshop was initially designed to run both in schools and digitally. However, it moved to an online-only format due to COVID-19-related limitations. The workshop prepared students for the Gateway Spring Program by guiding them through the Gateway Admission Pathway early conditional offer process, as well as showcasing UNSW faculties and degrees.

The 2021 Gateway Spring Program ran online over three weeks from 6 September – 23 September. It offered Year 11 students:

- support in planning and scaffolding a written personal statement for an early conditional offer through the 2023 Gateway Admission Pathway
- 14 interactive UNSW faculty experience workshops in Law, Business, Built Environment, Art and Design, Engineering, Material Science and Engineering, Physics, Chemistry/Biology, Optometry and Vision Science, Medicine, Public Health, Exercise Physiology, Education and Arts (Social Science)
- six HSC subject masterclasses in English and maths
- two academic skills workshops in effective note-taking and critical thinking, and
- a Q&A session with current UNSW students to discuss their journey to university, what to expect as a university student and what university life is like.

Through our educational partnerships with Cluey Learning and InspirationED, we provided 80 students with 10 free one-on-one tutoring sessions in HSC-specific subjects. All students also received three-months access to digital HSC resources via the HSC4ME app.

Student outcomes

86% said the Gateway Spring Program provided study strategies that work for them:

"The study tips lesson helped me find out a wider range of methods to arrange study notes and memorise information."

89% believed they had a good understanding of how to apply for the UNSW early conditional offer:

"The Gateway Spring Program was really helpful in terms of providing us with a better understanding of how to apply for an early conditional offer. I also have a better understanding of ATAR selection rank and university acceptance."

93% said the Gateway Spring Program improved their understanding of what studying at university was like:

"The Gateway Spring Program was highly useful in giving a taste of what uni life consisted of. It also provided an opportunity to explore my many interests such as finance and tech."

94% said the Gateway Spring Program had improved their understanding of what degree options are available at university:

"This program has given me extensive information on what I want to study in university. It was very useful that UNSW provided this program because it gave us a little inside scoop of what type of content we will be learning during our degrees."

81% agreed the Gateway Spring Program improved their understanding of their learning strengths:

"Personally, I appreciated exploring my individual skills and reflecting on my attributes through the Johari Window. It was very useful to me by making me aware of my learning skills, which allows me to learn and study more effectively."

Access, Equity & Inclusion – 2021 Impact Statement Student Access and Equity

UNSW Division of Equity Diversity & Inclusion

Year 11

Gateway Spring Program

Engagement

<table>
<thead>
<tr>
<th>Engagement</th>
<th>Gateway Spring Program</th>
<th>Spring Into workshop</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Engagements: 534</td>
<td>Engagements (online &amp; in-school): 620</td>
</tr>
<tr>
<td></td>
<td>NGO partner students: 31</td>
<td>Gateway schools represented by engaged students: 50</td>
</tr>
<tr>
<td></td>
<td>First-in-family: 149</td>
<td>Aboriginal and Torres Strait Islander: 9</td>
</tr>
<tr>
<td></td>
<td>Remote/Regional: 48</td>
<td>Gateway schools represented by students: 186</td>
</tr>
</tbody>
</table>
Program overview

In the lead up to the Gateway Winter Program, we ran an in-school and online introductory workshop, Kick Winter. The workshop prepared students to:

- navigate the Gateway Winter Program, and
- write a Gateway Admission Pathway early conditional offer application.

Students also reconnected with their motivating passions and identified their learning strengths.

The 2021 Gateway Winter Program ran online over three weeks from 14 June – 2 July. It offered Year 12 students:

- 10 HSC subject masterclasses in Biology, Chemistry, English Standard Advanced & Extension 1 and Mathematics Standard, Advanced & Extension 1.
- online HSC practice exams in the above subjects and personalised feedback from experienced HSC markers
- six faculty welcome webinar sessions to make informed decisions about degree options
- three tailored sessions on writing a personal statement for:
  - the Gateway Admission Pathway application
  - tips and tricks to study smarter and stay motivated, and
  - a Q&A session with current UNSW students to understand the transition from high school to university.
- guidance on submitting a Gateway Admission Pathway application for an early conditional offer to UNSW in 2022.

Through our educational partnerships with Cluey Learning and InspirationED, we provided 120 students with 10 free one-on-one tutoring sessions in HSC-specific subjects. All students also received three-months access to digital HSC resources via the HSC4ME app.

Student outcomes

80% reported an increased understanding of the Gateway Admission Pathway and how to get into university.

"The info sessions allowed me to understand better how to enter UNSW through early entry and how adjusted ATARs work and benefit me."

80% said they now understand what makes a good personal statement for the Gateway Admission Pathway application.

"I personally found the personal statement webinar the most beneficial as [it] enabled me to obtain a wider grasp of knowledge on how to best write a personal statement that truly reflects my morals, aspirations, and beliefs."

89% agreed the Gateway Winter Program made them feel like UNSW could be for them.

"It has given me information about UNSW that has made me very sure that this is the university I want to be a part of."

75% said the Gateway Winter Program made them feel more confident about their transition to university.

"The program made me feel less anxious about such a drastic life change as the UNSW speakers in the webinars recounted their personal experience with moving away and transitioning to university."

84% said that as a result of the program they felt more prepared for their HSC.

"I found the videos for each module and the practice exams most useful because it provided me with resources that helped me prepare for my trials and the HSC."

Engagement

Kick Winter

Engagements (online & in-school): 2,088
Gateway schools represented by engaged students: 46

Gateway Winter Program

Engagements: 686
NGI partner students: 39
Low-SES: 278
First in family: 166
Aboriginal and/or Torres Strait Islander: 3
Regional/Remote: 68
Gateway schools represented by students: 133

Of the students who participated in the 2021 Gateway Winter Program, 362 received an early conditional offer to UNSW and 187 went on to enrol at UNSW in Term 1, 2022.
The Gateway Admission Pathway

An early conditional offer to UNSW

What is the Gateway Admission Pathway?
The Gateway Admission Pathway offers eligible students a guaranteed place at UNSW with a significantly lower ATAR than the advertised Lowest Selection Rank.

How it works
Prior to sitting the HSC, Year 12 students apply for an early conditional offer to their chosen UNSW degree. The application process requires students to write a personal statement and, in some cases, prepare a portfolio of work. These are assessed along with the student’s Year 11 results, as well as their school’s rating of their aptitudes and performance in relevant areas of study.

If a student’s application is successful, they receive an adjusted ATAR requirement for their preferred degree. If, after the HSC they have achieved the adjusted ATAR, they receive a firm offer to UNSW.

2021 impact

Introduced new scholarships
In 2021, an additional $3.2M in funding was secured, increasing the overall pool of equity financial support available to students who came through the Gateway Admission Pathway. From the additional funding, we awarded every student who enrolled through the Gateway Admission Pathway in Term 1 2022, a $1,000 Gateway Grant to support their transition to University. Students from low-SES backgrounds received an additional $5,000 Gateway Award.

We also provided 10 students who enrolled via The Smith Family with a one-off $5,000 payment. Meanwhile, four students who enrolled via the Country Education Foundation will receive $5,000 a year for the duration of their degree.

These new awards were made in addition to UNSW’s Equity and Merit Scholarships.

Increased Gateway Admission Pathway applications, early conditional offers and enrolments to UNSW
In Term 1, 2022, there were 696 student enrolments at UNSW through the Gateway Admission Pathway, up from 377 in Term 1, 2021 – an 85% increase. This can be attributed to:

- the Gateway Admission Pathway gaining traction among students
- the expansion of eligibility criteria to include students from low-SES backgrounds outside of Gateway schools, and
- an increase in the number of offers faculties made via the program.

Figure 8. Growth in Gateway Admission Pathway applications, offers and enrolments between 2021 and 2022.

Figure 9. Gateway Admission Pathway students enrolled at UNSW by faculty in 2021 and 2022.
Recent increases in UNSW’s low-SES access rate can be attributed to the Gateway Admission Pathway

Since its inception in 2020, the Gateway Admission Pathway has made a substantial impact on the number of low-SES students enrolling at UNSW. In Term 1 2022, 52% of all students from a low-SES background who enrolled at UNSW came through the Gateway Admission Pathway.

Increased diversity of UNSW’s undergraduate community

The Gateway Admission Pathway has had a positive impact on the diversity of the UNSW undergraduate population. Notably, we saw a 143% increase in the number of students from low-SES backgrounds enrolling through the pathway in 2022 compared to 2021.

### Table: Diversity of students enrolled through the Gateway Admission Pathway

<table>
<thead>
<tr>
<th></th>
<th>Gateway Schools</th>
<th>Low-SES</th>
<th>Regional/Remote</th>
<th>Indigenous</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>377</td>
<td>145</td>
<td>41</td>
<td>3</td>
</tr>
<tr>
<td>2022</td>
<td>549</td>
<td>352</td>
<td>34</td>
<td>*</td>
</tr>
<tr>
<td>% Increase</td>
<td>46%</td>
<td>143%</td>
<td>-</td>
<td>*</td>
</tr>
</tbody>
</table>

* Indigenous students are referred to in the Indigenous Access Pathway and Pre-Programs.

Figure 10. Diversity of students enrolled through the Gateway Admission Pathway in 2021 and 2022.

**Figure 11.** Proportion of commencing undergraduate students from low-SES backgrounds who came through the Gateway Admission Pathway since its inception.
In 2021, students who enrolled via the Gateway Admission Pathway completed their first year of university. The figure below shows that these students performed similarly to other domestic undergraduates in their first year of study based on their cumulative weighted average mark (WAM).

Further, students admitted through the GAP in 2021 collectively passed 93% of all subjects they undertook, the same rate as 2021’s broader domestic undergraduate cohort. Together, this data demonstrates that, despite entering University with an adjusted ATAR requirement, Gateway Admission Pathway students succeeded once at University.

Students admitted through the Gateway Admission Pathway in 2021 were also just as likely as the broader domestic undergraduate cohort to continue their studies in 2022, with 91% of students continuing.

Figure 12. The mean and standard deviation of first year cumulative weighted average marks (WAMs) for students admitted through the Gateway Admission Pathway compared with other domestic undergraduates who also began their studies in T1 2021.
Ebony was keen to pursue a tertiary education. UNSW’s Gateway Admission Pathway helped her clarify what she would study, and provided her with the security of an early conditional offer, priority access to a scholarship to cushion the expense of relocating from a small town to Sydney, and the support of the Gateway Scholars program once she arrived on campus.

Ebony’s parents encouraged her to pursue a tertiary education. But coming from the small town of Bonny Hills, near Port Macquarie, meant navigating a university system she had never even seen before, and making big choices. It also meant the expense of relocating to Sydney.

“I always planned on going to uni because I really enjoy learning,” Ebony says. “But coming from Bonny Hills I hadn’t really spent any time at a uni, so I wasn’t sure where to go or what to do.”

“Many people from my high school chose to stay in the area. But I was very lucky because I had a lot of supportive teachers at Camden Haven High School, who helped me figure out what to do.”

“I enjoyed studying science and also did a lot of robotics in high school,” Ebony explains. “One of my teachers knew a lot about UNSW and suggested engineering. It motivated me to think about going to UNSW.”

“In Year 12 I was handed a flyer about the Gateway Admission Pathway by a teacher and a friend and I decided to apply for an early conditional offer to UNSW,” Ebony explains.

Ebony attended a series of UNSW online information sessions, which clarified her choice of course and explained what life at uni would be like. She was successful in receiving an early conditional offer via the Gateway Admission Pathway to study a B Engineering (Hons)/B Science, allowing her to follow her interests by majoring in Software Engineering and Chemistry.

The early conditional offer not only relieved some of the pressure Ebony felt in doing the HSC, but it also opened other doors through priority access to scholarships to help with relocating to a big city.

Ebony was awarded a Rural Engineering Scholarship [$50,000].

“It pays for most of my accommodation, which allows me to stay on campus at college,” Ebony explains.

“Moving from my family in a small town to a large city was a very big change. College allowed me to meet a lot of new people and there’s always something to do on campus. There are so many opportunities here.”

Ebony also had to adjust to a faster pace and different style of learning at uni.

“There are constant deadlines and arriving at uni I felt like I was free-wheeling, but the peer mentoring provided through Gateway Scholars helped me settle in and work things out,” Ebony says. “I got emails that directed me to the many resources available and regular check in calls. It was helpful knowing there were people there, making sure it was going OK.”

Now in her second year, Ebony has decided to take on a job as a Gateway Ambassador, visiting five schools in Western Sydney to explain Gateway and uni life.

“I enjoy being a Gateway Ambassador. It feels like you’re making connections, making a change and helping someone.”

Student story

Gateway offered priority access to scholarships
The NSW Equity Consortium

The NSW Equity Consortium is an alliance between UNSW, UTS, Macquarie University and six Greater Western Sydney high schools. Underpinning this alliance is a fundamental valuing of public education, socio-cultural diversity and student equity.

In 2020, the NSW Equity Consortium received funding from the NSW Department of Education ‘Higher Education Collaboration and Innovation’ fund. This was granted to progress a practice-led research study that sought to build student and school capacity for accessing tertiary education and improving post-school learning opportunities. In 2021, the NSW Equity Consortium delivered its first iteration of the program.

The Imagined Futures program

The NSW Equity Consortium collaborated with teachers to develop a unit of work, titled Imagined Futures, run in the English Key Learning Area for whole cohorts in Years 7, 8 and 9 at Consortium partner schools. Each unit of work has a literacy focus which is based on the collective analysis of NAPLAN data from our partner schools. This data identified common key areas for improvement.

Each unit of work is co-delivered by teachers and university ambassadors and aims to develop students’ valuing and understanding of the importance of; literacy; self-efficacy; metacognitive routines; and expand their thinking about post-school options.

Research and evaluation

We carry out a longitudinal mixed-methods research and evaluation inquiry that follows students participating in Imagined Futures over the first three years of their secondary schooling. This inquiry centres around our theory of change and aims to build on current literature about the educational imaginaries of high school students. It also aims to provide a better understanding of the impact Imagined Futures has on students, teachers and university ambassadors.

Tracking against our theory of change, the Imagined Futures program supports students in developing an understanding of the following:

- Develop students’ understanding of the value and purpose of education for opening a breadth of future possibilities
- Expand students’ thinking about possibilities for future study and post-school options
- Develop students’ ability to recognise metacognitive processes, including understanding of their own learning strengths and weaknesses
- Develop students’ ability to know when to ask for help and their confidence to do so
- Develop students’ academic self-efficacy
- Develop students’ motivation to learn
- Develop students’ excitement about their future
- Develop students’ micro-literacy practices in identified focus areas and their confidence in their literacy
- Develop students’ broad appreciation for literacy beyond the school context

<table>
<thead>
<tr>
<th>University</th>
<th>Year group</th>
<th>Unit of Work Micro-Literacy Focus</th>
<th>Delivery time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Macquarie University</td>
<td>7</td>
<td>Evaluating the author’s perspective in an information text</td>
<td>Term 3</td>
</tr>
<tr>
<td>UTS</td>
<td>8</td>
<td>Analysing how a character is portrayed in a narrative</td>
<td>Term 2</td>
</tr>
<tr>
<td>UNSW</td>
<td>9</td>
<td>Evaluating how information is used in a persuasive text</td>
<td>Term 1</td>
</tr>
</tbody>
</table>

Figure 13. The unit of work overseen by each university, coinciding year groups and delivery time.
2021 program implementation

COVID-19 meant The NSW Equity Consortium could not implement its full program for Years 7 and 8. As a result, we only collected evaluation data for the Year 9 unit of work, which was delivered by UNSW. This document reports on findings made solely on that data. For further information, see The NSW Equity Consortium's 2021 Department of Education Report on our website: access.unsw.edu.au

Through the first iteration of Imagined Futures, The NSW Equity Consortium engaged 2,646 Years 7, 8 and 9 students from five schools in Greater Western Sydney.

Student outcomes

Students gained insights to future possibilities and how they might attain their imagined futures.

Student: “These lessons have changed how I think about my future because I used to think it was impossible to become something I wanted when I was younger, but now I think anything is possible and you should just go for what you want to be or do.”

Students gained clarity on the challenges that they might face in pursuit of their goals.

Teacher: “Students started questioning and posing the problems they may endure to achieve their goals. However, they were assured that with persistence they will get there.”

Students demonstrated improved understanding of how their learning at school plays a role in their future (see Figure 14).

Teachers made observations that students were “more focused on their futures”, “slightly more focused on classroom” and more aspirational, understanding “they have to apply themselves now to achieve in the future.”

One teacher noted that the “authentic connections” university ambassadors made with students helped them “take questions about their future much more seriously”. This meant many were thinking about “what they might want to do after school” for the first time.

Students demonstrated improved metacognitive capacity, including improved self-reported understanding of their own strengths and weaknesses, their awareness of the ways they learn and their confidence to ask for support in class (see Figure 15).

Student: “Ever since we started talking about our future, when I feel confident enough to share my ideas, I don’t feel shy about my point of view anymore. So I feel more confident... and if I need help, I’ll ask for it. And I feel more open with myself. When I’m being spoken to, I’ll feel more open and confident speaking than what I used to.”

One teacher noted that: “[s]ince students were able to understand what the habits of mind were, they were quite intrigued”. A Year 7 teacher explained the usefulness of the student self-reflection that was built into the lesson, noting that students provided some “really honest reflection” on their own learning through the lessons.

Students demonstrated significant learning gains in the micro-literacy areas of focus (see Figure 16), supported by teacher observations.

Teacher: “I could see that the kids had made progress and they were actually understanding the difference between an inferential and a literal question. They were able to sort them into categories. Some of them were able to then start to write their own literal and inferential questions.”

Figure 14. Students’ ability to see how their learning at school impacts their future.
Figure 16. Example of learning gains (effect sizes) exhibited by one Year 9 class participating in the NSW Equity Consortium, measured by pre- and post-literacy test results.

"I am aware of the ways I learn and think."

Before

After

150
250
350
450

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

2.87
0.96
0.96
0.96
1.91
1.44
1.44
0.96

Figure 15. Shifts in students' learner identities and metacognitive processes.

"I feel confident to ask for support in class if I need it."

Before

After

150
250
350
450

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

0.96
0.96
0.96
0.96
1.44
1.44
1.44
1.44

"I have a good understanding of my strengths and weaknesses."

Before

After

150
250
350
450

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

0.96
0.96
0.96
0.96
1.91
1.44
1.44
1.44

UNSW Division of Equity Diversity & Inclusion

Access, Equity & Inclusion – 2021 Impact Statement Student Access and Equity
After completing the Gateway Winter Program in 2020, Ethan received an early conditional offer through the Gateway Admission Pathway to study Biomedical Engineering at UNSW in 2021.

Ethan's journey to UNSW began when he was inspired by his sister and cousin to go to uni.

"My cousin and sister both attended uni and I really looked up to and admired them, and I wanted to follow in their footsteps," Ethan explains.

Ethan enjoyed hearing his cousin talk about her studies in biomedical engineering and, after investigating courses, set his heart on the Bachelor of Biomedical Engineering at UNSW.

"I chose UNSW because it had a great reputation, I had friends who also wanted to study there, and I had heard good things about it," Ethan says. "But the Gateway Admission Pathway was also a drawcard for UNSW."

Ethan first discovered the Gateway Admission Pathway at an online info session through Prairiewood High School, a Gateway Partner School, in 2020.

"The session explained the benefits of the program, the reduced ATAR and HSC masterclasses," Ethan says. "I could see that the early conditional offer could be a big benefit to me."

Attending the Gateway Winter Program gave him assistance with writing his personal statement to apply for an early conditional offer.

"I still would have tried to get into UNSW if I didn’t get an early conditional offer, but the Gateway Pathway really helped me achieve it," Ethan says. "I was so happy to receive an early conditional offer, because it gave me certainty, and I could really focus, knowing that I’d been accepted into UNSW."

Ethan was accepted to a five-year double degree, and will graduate with a B Eng (Hons) / MBiomedE.

"Biomedical Engineering is the intersection of technology and human biology and is about solving medical problems, so my degree covers engineering for a medical field, everything from prosthetics to organs," Ethan explains. "In our first year we made a mechanical robotic arm."

Ethan says starting uni during the pandemic was a big transition and he found the support from the Gateway Scholars program useful.

"The peer mentoring group connected me with other Gateway Scholars in my first year and helped a lot," Ethan says. "It gave me a smoother entrance into uni."

He was also pleased to receive a lump sum equity scholarship that has assisted him with his course fees.

Ethan now works as a Gateway Ambassador.

"It’s been a good way to get involved in uni life and I also wanted to give back and contribute to the uni," Ethan explains. "I wanted to encourage others to do this too."

"The Gateway Admission Pathway is a great way to enter UNSW – it costs nothing to be part of it but you stand to benefit a lot by taking part."
Teacher Professional Learning

In recent years, teachers’ use of data has been a major focus of educational reforms. Despite this, teachers’ use of data in the classroom remains limited.\(^5\) In 2021, we ran three professional learning sessions to develop teacher capacity and support engagement with The NSW Equity Consortium.

Our professional learning aimed to build teachers’ data literacy, confidence and skills critical for effective learning and teaching.\(^6\)

### Impact

**Increased understanding of assessment and data literacy**

Initially, teachers were sceptical of the professional learning (PL) and did not perceive that the data would be beneficial:

“People are like, ‘I don’t see how beneficial it’s going to be’. But all three of us that are here today are frankly blown away at the results. We’ve already talked about the plans to go back to our faculty meeting and say, ‘Hey, we have actual data here that’s beneficial to us, that shows that there’s a benefit’.”

However, teachers expressed a change in their perceptions of data’s possible benefits:

“Looking at the data today and seeing my own students and what they’re able to actually achieve… I felt that it was well-worth the effort that my colleague put into our class and that we’re starting to reap the benefits… It’s actually made me excited for Year 8 next term.”

**Using data for accountability**

Teachers mentioned presenting data to the school executive as evidence of improvement:

“I’m going to present that data to the executive because I think it’s really crucial that the whole school see how effectively students can improve, especially if you’ve got explicit teaching strategies.”

**Improving accessibility of data-driven decision-making**

Teachers compared the usefulness of our data analyser with Scout, the Department of Education’s resource. One mentioned that the data analyser was easier to visualise:

“We use Scout data, but the data analyser was so much better for me. Just showing it all on one screen.”

Another teacher said the data analyser was more targeted than Scout:

“It mentions what we can focus on. It’s very targeting. You know exactly what you need to focus on.”

### Workshops

<table>
<thead>
<tr>
<th>Workshops</th>
<th>Date</th>
<th>Attendees</th>
<th>Topics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Using Data to Inform Teaching and Learning</td>
<td>February 2021</td>
<td>10</td>
<td>- Data literacy&lt;br&gt;- Analysis of students’ pre-test result and teacher reflections</td>
</tr>
<tr>
<td>Closing the Loop: Analysis of Pre- and Post-test Data</td>
<td>May 2021</td>
<td>10</td>
<td>- Reflecting on the pre-test results&lt;br&gt;- Analysing the post-test results&lt;br&gt;- Using the results of pre- and post-test analysis to inform decisions&lt;br&gt;- Mentoring the new teacher action researchers&lt;br&gt;- Focus groups</td>
</tr>
</tbody>
</table>

Figure 17. Teacher professional learning sessions in 2021.

---

5 Reed, 2015; Vanlommel & Schildkamp, 2019.
6 Mandinach & Gunter, 2013.
Student story

Double degree success with Gateway

Peter attended the Gateway Winter Program in 2020 and received an early conditional offer to study a unique combined degree, majoring in Economics and Computer Science and is now a Gateway Ambassador.

Peter attended Elizabeth Macarthur High School in Western Sydney.

“I’d always wanted to go to uni, because my mum had been and really encouraged it,” Peter says.

While searching online for uni courses that matched his diverse interests, he discovered that UNSW offered double degrees. He also found out about the Gateway Admission Pathway and Program, and says both these things gave UNSW the edge over other universities he’d been considering.

“I was set on doing a double degree to combine my interests in computer science and economics, and found out I could do that at UNSW. I also saw Gateway advertised online, and I asked my high school careers advisor about it.”

Encouraged by his careers advisor, Peter decided to sign up, and completed the Gateway Winter Program online in 2020.

Peter says that while he gained a lot from the sessions on applying for an early conditional offer, study and academic skills, he also enjoyed being able to ask practical questions about the leap to uni.

“There was a session with ambassadors where you could ask questions, and I asked about commuting from Campbelltown to UNSW,” Peter says. “They gave honest answers and offered real solutions which was really helpful.”

Peter says that applying for the Gateway early conditional offer was fortuitous.

“Just a few weeks out from the HSC exams, a serious medical situation arose within my family, which created enormous stress and meant I was preoccupied and couldn’t study,” Peter explains.

“So it was a massive relief when I heard I’d received the Gateway early conditional offer.”

Peter received an early conditional offer to study a B Economics / Computer Science, a degree he commenced in 2021.

“I was excited I could combine the two,” Peter explains.

Once he had enrolled in his degree and was on campus, Peter also received support through the Gateway Scholars Program.

“At uni there is an expectation that everyone starts with the same knowledge level, but that isn’t always the case,” Peter says. “Gateway helped me with an early conditional offer, but also helped me when I got to uni, in getting up to standard.”

“I hadn’t taken extension maths in high school but as part of Gateway I had access to a maths bridging course to bring me up to speed at no cost, and I also attended weekly study sessions run by older students.”

Peter also participated in peer mentoring, where a group of five Gateway students met weekly.

“Initially, I did feel inferior because I hadn’t studied at the same level as other students, but thanks to the mentoring and maths support from Gateway, by Term 3 it wasn’t an issue. I realised I had earned my place at UNSW and I felt supported.”

Alongside studying for his degree, Peter now works as a Gateway Ambassador, and enjoys attending schools to share his experiences and talk about the options available to students through the Gateway Admission Pathway.
Progress against Key Performance Indicators

Goal
Improve access to higher education and UNSW for students from underrepresented backgrounds through enhancing the educational capacity of students and schools.

<table>
<thead>
<tr>
<th>Objective</th>
<th>Measure of progress</th>
<th>Progress in 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Establish and grow targeted UNSW admission pathways, including an early conditional offer scheme that is linked to the educational outreach program.</td>
<td>Number of applications, offers and enrolments to higher education from Gateway Admission Pathway students.</td>
<td>Applications, offers and enrolments have grown substantially since the first year of the Gateway Admission Pathway. See Figure 8.</td>
</tr>
<tr>
<td></td>
<td>Number of Gateway schools, and schools previously unrepresented at UNSW, represented in admissions pathway at application, offer and enrolment to UNSW.</td>
<td>The Gateway Admission Pathway increasingly attracted students from schools previously not represented at UNSW. See Figure 2.</td>
</tr>
<tr>
<td></td>
<td>Proportion of Gateway Admission Pathway students represented in high-ATAR degrees.</td>
<td>Gateway Admission Pathway students who enrolled in 2022 were represented in almost every course across the university (98 courses).</td>
</tr>
</tbody>
</table>

Co-design innovative learning experiences, including curriculum-linked academic enrichment and teacher professional learning, reflecting UNSW's strengths in research, teaching and learning.

Program evaluation data from the Gateway Winter and Spring Programs and the NSW Equity Consortium demonstrated that we were successful in meeting these outcomes. See details on pages 25, 27 and 38 – 39.

For students engaged through the educational outreach program this includes the following:
- The ability to make meaningful links between personal interests and capabilities, future study options and careers
- Mastery of key academic skills and capabilities
- Confidence in navigating their own educational futures.

Developed innovative digital educational tools to support the engagement of students, including:
- NailIt web app – 9,710 users in 2021
- InsideOut web app (launching in 2022).

Introduced preparatory workshops in-school and online for the Gateway Spring and Winter Programs. See details on pages 25 and 27.

For students engaged through the educational outreach program:
- an increased understanding of the Gateway Admission Pathway and other access options, and
- a greater sense of identity of themselves as future UNSW students.

Co-design innovative learning experiences, including curriculum-linked academic enrichment and teacher professional learning, reflecting UNSW's strengths in research, teaching and learning.

Program evaluation data from the Gateway Winter and Spring Programs and the NSW Equity Consortium demonstrated that we were successful in meeting these outcomes. See details on pages 25, 27 and 38 – 39.

Introduction of preparatory workshops in-school and online for the Gateway Spring and Winter Programs. See details on pages 25 and 27.

Developed innovative digital educational tools to support the engagement of students, including:
- NailIt web app – 9,710 users in 2021
- InsideOut web app (launching in 2022).

Resulted preparatory workshops in-school and online for the Gateway Spring and Winter Programs. See details on pages 25 and 27.

Developed innovative digital educational tools to support the engagement of students, including:
- NailIt web app – 9,710 users in 2021
- InsideOut web app (launching in 2022).

For students engaged through the educational outreach program:
- an increased understanding of the Gateway Admission Pathway and other access options, and
- a greater sense of identity of themselves as future UNSW students.

Ran a geo-targeted online campaign promoting the Gateway Winter Program and Gateway Admission Pathway to eligible Year 12 students and their influencers in the Greater Western Sydney region.

Program evaluation data showed we were successful in meeting these outcomes via the Gateway program (further details on pages 25 and 27).

Engage UNSW students as co-designers, facilitators, mentors, powerful role models and partners for change.

UNSW students from underrepresented backgrounds engaged as student leaders/facilitators in the educational outreach program.

Of the 179 University Student Ambassadors employed to co-deliver outreach programs, 142 (79%) are from underrepresented backgrounds.

For students engaged through the educational outreach program:
- an increased understanding of the Gateway Admission Pathway and other access options, and
- a greater sense of identity of themselves as future UNSW students.

Ran a geo-targeted online campaign promoting the Gateway Winter Program and Gateway Admission Pathway to eligible Year 12 students and their influencers in the Greater Western Sydney region.

Program evaluation data showed we were successful in meeting these outcomes via the Gateway program (further details on pages 25 and 27).
### Goal

**Establish UNSW as a preferred university for students from underrepresented backgrounds.**

<table>
<thead>
<tr>
<th>Objective</th>
<th>Measure of progress</th>
<th>Progress in 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop strategic collaborative partnerships with secondary schools, other universities, workplace partners and leading NGOs to develop creative, sustainable, evidence-informed and evaluated approaches to widening participation.</td>
<td>Proportion of Gateway schools engaged in the educational outreach program.</td>
<td>Increased the number of schools represented at the Gateway Spring Program from 103 to 106 between 2020 and 2021.</td>
</tr>
<tr>
<td></td>
<td>Expanded depth of educational offerings available to students and schools through UNSW/NGO/workplace partners and other University partnerships.</td>
<td>Extended the length of Cluey Learning packages from six to 10 weeks and offered packages to students in Year 11 and Year 12. Resources from the Gateway Programs were made available to students for an additional month post-program.</td>
</tr>
<tr>
<td></td>
<td>Number of partnerships established by Access, Equity &amp; Inclusion.</td>
<td>Established a new partnership with the Country Education Foundation.</td>
</tr>
<tr>
<td></td>
<td>Number and diversity of schools and communities engaged with as a result of established partnerships.</td>
<td>In 2021, we engaged students from 11 schools across the Gateway Winter and Gateway Spring programs through NGO partnerships that we would not otherwise have engaged.</td>
</tr>
<tr>
<td></td>
<td>Number of students engaged in educational outreach program through partner organisations and schools.</td>
<td>Increased the number of students engaged in the Gateway Spring Program from 347 to 534 between 2020 and 2021, a 54% rise.</td>
</tr>
<tr>
<td></td>
<td>Applications, offers and enrolments to UNSW from students engaged through NGO partnerships.</td>
<td>In 2022, we had three applications, 31 offers and nine enrolments from students engaged through NGO partners, similar numbers to 2021 (38 applications, 31 offers and 13 enrolled).</td>
</tr>
</tbody>
</table>

### Goal

**Improve opportunities, support and outcomes for students at UNSW who are underrepresented in higher education through community engagement and the development of collaborative partnerships both internally and externally.**

<table>
<thead>
<tr>
<th>Objective</th>
<th>Measure of progress</th>
<th>Progress in 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contribute to inclusive student experience initiatives and encourage enhanced student sense of belonging across the student lifecycle.</td>
<td>Engagement in early transition programs.</td>
<td>242 students received support through the Start@UNSW program (formerly Gateway scholars).</td>
</tr>
<tr>
<td></td>
<td>Students’ sense of belonging at UNSW.</td>
<td>89% of students agreed that the Gateway Winter Program made them feel like UNSW could be for them.</td>
</tr>
<tr>
<td></td>
<td>First-year retention rates for underrepresented students.</td>
<td>Of the students who enrolled at UNSW through the Gateway Admission Pathway in 2020, 91% continued their studies after their first year of university.</td>
</tr>
</tbody>
</table>

### Embed longitudinal, mixed-methods research and impact evaluation frameworks across key initiatives prioritising the contributions of students, staff, schools and key influencers.

Positive reputational positioning of UNSW among students and staff from underrepresented backgrounds and their key influencers.

In 2021, teacher feedback from the NSW Equity Consortium indicated the positive perceptions of UNSW led outreach and teacher professional development. Additionally, we have been approached by multiple schools expressing interest in participating in the program. Based on their engagement in 2020, 105 students returned to engage with us again in Winter 2021.

High-quality data collected and utilised to improve key initiatives, program and pathway offerings.

In 2021, we effectively tracked student engagement across all programming for the first time, allowing more effective evaluation and reporting for continual improvement.
Krisha attended Pendle Hill High School in Western Sydney. With dreams to be a pilot, she completed the Gateway Spring and Winter Programs, achieving an early conditional offer to enrol in a Bachelor of Aviation at UNSW. She says the Gateway Admission Pathway offers a holistic and supportive approach.

Krisha had her heart set on a career in aviation. “I always wanted to be a pilot – I was captivated by the idea of flying a plane,” Krisha explains. But for Krisha, the pull towards flying was also emotional. “My family and I migrated to Australia from India, so as an immigrant I know what it means to have family and ties overseas.”

After researching pathways to becoming a pilot, Krisha was attracted to the Bachelor of Aviation (Flying) at UNSW as it offers an industry partnership program with QantasLink.

Krisha discovered the Gateway Program when a UNSW Ambassador visited Pendle Hill High School. During lockdown, a careers advisor at her school re-promoted the Gateway Pathway and Program on google classroom.

Krisha completed the Spring Program in Year 11 and says it gave her a real taste of uni. She then joined the Winter Program the following year in order to gain valuable HSC study skills.

“Attending the Spring Program gave me a taste of uni and the knowledge that uni was a real pathway for me.”

“Student story
A holistic approach to gaining entry to uni

Krisha had her heart set on a career in aviation. “I always wanted to be a pilot – I was captivated by the idea of flying a plane,” Krisha explains. But for Krisha, the pull towards flying was also emotional. “My family and I migrated to Australia from India, so as an immigrant I know what it means to have family and ties overseas.”

After researching pathways to becoming a pilot, Krisha was attracted to the Bachelor of Aviation (Flying) at UNSW as it offers an industry partnership program with QantasLink.

Krisha discovered the Gateway Program when a UNSW Ambassador visited Pendle Hill High School. During lockdown, a careers advisor at her school re-promoted the Gateway Pathway and Program on google classroom.

Krisha completed the Spring Program in Year 11 and says it gave her a real taste of uni. She then joined the Winter Program the following year in order to gain valuable HSC study skills.

“The best thing about the Winter Program was hearing actual HSC markers talk about maths and english and what was expected from you for the HSC.”

Krisha also received 10 tutoring sessions in english through Cluey Learning, and applied for an early conditional offer through the Winter Program.

“I received advice on how to write my personal statement, and just going through the process made me figure things out and clarified that it was absolutely what I wanted to do,” Krisha explains. “The early conditional offer helped enormously by reducing the ATAR I required to a level that I felt confident I could achieve, which really reduced the stress.”

Awarded Dux of her high school, Krisha received an academic achievement scholarship for UNSW.

“The scholarship helped me deal financially with the practicalities of getting prepared for uni – buying a laptop, and getting set up.”

Once she enrolled at UNSW, the Gateway Scholars Program facilitated peer mentoring for physics, one of her subjects.

“The Gateway Program was like a whole package that covered academic, mental health, looking after yourself, what uni will be like, and support when you get there,” Krisha says. “It sets your expectations so you’re not overwhelmed when you get to uni.”

As one of a handful of women entering a heavily male-dominated industry, Krisha is excited about contributing to the changing face of aviation. She is also working with UNSW as a Gateway Ambassador.

“Getting an ATAR and starting uni are big life milestones. If I can ease another student’s stress and help them realise their dreams are not impossible I’d be happy.”
Acknowledgements

We would like to acknowledge and thank the following UNSW staff for their generous support of the Gateway Admission Pathway and Program. We would also like to thank the Student University Ambassadors who have been instrumental in the delivery and success of our educational outreach program.

UNSW Gateway Admission Pathway and Program Working Group

<table>
<thead>
<tr>
<th>Faculty/Division</th>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Chair</strong></td>
<td>Division of EDI</td>
<td>Mary Teague</td>
</tr>
<tr>
<td><strong>Members</strong></td>
<td>Medicine &amp; Health</td>
<td>Anil Singh-Prakash</td>
</tr>
<tr>
<td></td>
<td>Division of EDI</td>
<td>Caitlyn McLoughlin</td>
</tr>
<tr>
<td></td>
<td>Academic &amp; Student Life</td>
<td>Charlotte Long</td>
</tr>
<tr>
<td></td>
<td>Academic &amp; Student Life</td>
<td>Chris Lewis</td>
</tr>
<tr>
<td></td>
<td>Academic Skills, PVCESE Portfolio</td>
<td>Dominic Fitzsimmons</td>
</tr>
<tr>
<td></td>
<td>Medicine &amp; Health</td>
<td>Holly Seale</td>
</tr>
<tr>
<td></td>
<td>Law &amp; Justice</td>
<td>Jeni Engel</td>
</tr>
<tr>
<td></td>
<td>Academic &amp; Student Life, PVCESE Portfolio</td>
<td>Jessica Luquin</td>
</tr>
<tr>
<td></td>
<td>Division of EDI</td>
<td>Katie Osborne-Crowley</td>
</tr>
<tr>
<td></td>
<td>Division of EDI</td>
<td>Katy Head</td>
</tr>
<tr>
<td></td>
<td>Engineering</td>
<td>Laura Duggan</td>
</tr>
<tr>
<td></td>
<td>Medicine &amp; Health</td>
<td>Lisa Keay</td>
</tr>
<tr>
<td></td>
<td>Arts, Design &amp; Architecture</td>
<td>Maree Higgins</td>
</tr>
<tr>
<td></td>
<td>Arts, Design &amp; Architecture</td>
<td>Michael Garbutt</td>
</tr>
<tr>
<td></td>
<td>Arts, Design &amp; Architecture</td>
<td>Michael Stonham</td>
</tr>
<tr>
<td></td>
<td>Student Life &amp; Community</td>
<td>Michelle Sanders</td>
</tr>
<tr>
<td></td>
<td>Medicine &amp; Health</td>
<td>Michelle Wanandy</td>
</tr>
<tr>
<td></td>
<td>Science</td>
<td>Mikaela Viray</td>
</tr>
<tr>
<td></td>
<td>Arts, Design &amp; Architecture</td>
<td>Morgan Sutton</td>
</tr>
<tr>
<td></td>
<td>Academic &amp; Student Life, PVCESE Portfolio</td>
<td>Natalie Nickson</td>
</tr>
<tr>
<td></td>
<td>Engineering</td>
<td>Peter Neal</td>
</tr>
<tr>
<td></td>
<td>Academic &amp; Student Life</td>
<td>Quinton Vea Vea</td>
</tr>
<tr>
<td></td>
<td>Medicine &amp; Health</td>
<td>Rachel Ward</td>
</tr>
<tr>
<td></td>
<td>Student Services &amp; Systems</td>
<td>Raey Jasinski</td>
</tr>
<tr>
<td></td>
<td>UNSW Business School</td>
<td>Rebecca Harcourt</td>
</tr>
<tr>
<td></td>
<td>DVC Academic &amp; Student Life</td>
<td>Rebecca Lawrence</td>
</tr>
<tr>
<td></td>
<td>Science</td>
<td>Rebecca LeBard</td>
</tr>
<tr>
<td></td>
<td>UNSW Business School</td>
<td>Seda Cokcetin</td>
</tr>
<tr>
<td></td>
<td>Medicine &amp; Health</td>
<td>Sieu Khuu</td>
</tr>
<tr>
<td></td>
<td>Arts, Design &amp; Architecture</td>
<td>Tierney Marey</td>
</tr>
<tr>
<td></td>
<td>Engineering</td>
<td>Toan Phung</td>
</tr>
<tr>
<td></td>
<td>Arts, Design &amp; Architecture</td>
<td>Tracy Huang</td>
</tr>
</tbody>
</table>
## UNSW Gateway Admission Pathway and Program Sub-Committee

<table>
<thead>
<tr>
<th>Faculty/Division</th>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Chair</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Division of EDI/ Business</td>
<td>Leisa Sargent</td>
<td>Co-DVC Equity, Diversity and Inclusion and Senior Deputy Dean</td>
</tr>
<tr>
<td><strong>Members</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arts, Design &amp; Architecture</td>
<td>Bruce Watson</td>
<td>Deputy Dean, Education</td>
</tr>
<tr>
<td>Science</td>
<td>Carlo Caponecchia</td>
<td>Associate Dean, Equity, Diversity &amp; Inclusion</td>
</tr>
<tr>
<td>Arts, Design &amp; Architecture</td>
<td>Cath Ellis</td>
<td>Associate Dean, Education</td>
</tr>
<tr>
<td>Law &amp; Justice</td>
<td>Catherine Bond</td>
<td>Associate Dean, Academic</td>
</tr>
<tr>
<td>UNSW Business School</td>
<td>Christine Mathies</td>
<td>Academic Director, Undergraduate Programs</td>
</tr>
<tr>
<td>Engineering</td>
<td>Con Doolan</td>
<td>Associate Dean Engineering, Academic Programs</td>
</tr>
<tr>
<td>Medicine &amp; Health</td>
<td>Lisa Keay</td>
<td>Head of School, School of Optometry</td>
</tr>
<tr>
<td>DVC Academic &amp; Student Life</td>
<td>Louise Lutze-Mann</td>
<td>Director of Education, Portfolio of PVCESL</td>
</tr>
<tr>
<td>Division of EDI</td>
<td>Mary Teague</td>
<td>Director, Access, Equity &amp; Inclusion</td>
</tr>
<tr>
<td>DVC Academic &amp; Student Life</td>
<td>Merlin Crossley</td>
<td>DVC, Academic &amp; Student Life</td>
</tr>
<tr>
<td>Medicine &amp; Health</td>
<td>Rachel Ward</td>
<td>Senior Lecturer</td>
</tr>
<tr>
<td>DVC Academic &amp; Student Life</td>
<td>Rebecca Lawrence</td>
<td>Head of Admissions &amp; Scholarships</td>
</tr>
<tr>
<td>Arts, Design &amp; Architecture</td>
<td>Sally Baker</td>
<td>Senior Lecturer</td>
</tr>
<tr>
<td>Medicine &amp; Health</td>
<td>Silas Taylor</td>
<td>Convenor of Clinical Skills</td>
</tr>
<tr>
<td>DVC Academic &amp; Student Life</td>
<td>Sofia Lloyd-Jones</td>
<td>Director, Future Students</td>
</tr>
<tr>
<td><strong>Other attendees</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic &amp; Student Life</td>
<td>Charlotte Long</td>
<td>Head of Student Success</td>
</tr>
</tbody>
</table>

## Student Lifecycle (HEPPP Initiatives) Working Group

<table>
<thead>
<tr>
<th>Faculty/Division</th>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Chair</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Division of EDI</td>
<td>Mary Teague</td>
<td>Director, Access, Equity &amp; Inclusion</td>
</tr>
<tr>
<td><strong>Members</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Division of EDI</td>
<td>Katy Head</td>
<td>Deputy Director, Access, Equity &amp; Inclusion</td>
</tr>
<tr>
<td>DVC Academic &amp; Student Life, PVCESE Portfolio</td>
<td>Leanne Piggott</td>
<td>Director, Student Experience and WIL Central</td>
</tr>
<tr>
<td>DVC Academic &amp; Student Life</td>
<td>Louise Lutze-Mann</td>
<td>Director, Education and EF Career Development</td>
</tr>
<tr>
<td>Academic &amp; Student Life</td>
<td>Rebecca Lawrence</td>
<td>Acting Chair, Head of Admissions and Scholarships</td>
</tr>
<tr>
<td>DVC Academic &amp; Student Life, PVCI Portfolio</td>
<td>Tanya Griffiths</td>
<td>Current Students Lead, Nura Gili</td>
</tr>
<tr>
<td><strong>Attendees</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DVC Academic &amp; Student Life, PVCESE Portfolio</td>
<td>Jessica Luquin</td>
<td>Lead, Student Engagement</td>
</tr>
<tr>
<td>Division of EDI</td>
<td>Katie Osborne-Crowley</td>
<td>Strategic Initiatives Manager, Access, Equity &amp; Inclusion</td>
</tr>
<tr>
<td>Academic &amp; Student Life, PVCESE Portfolio</td>
<td>Natalie Nickson</td>
<td>Head of Student Life</td>
</tr>
</tbody>
</table>

We would like to recognise and extend thanks to the following UNSW academics in the Faculty of Arts, Design & Architecture, School of Education, for their support and contribution to The NSW Equity Consortium.

- Dr Sally Baker: Senior Lecturer
- Dr Dennis Alonzo: Senior Lecturer
- Dr Geraldine Townend: Lecturer and Research Fellow, GERRIC

Access, Equity & Inclusion - 2021 Impact Statement Student Access and Equity

UNSW Division of Equity Diversity & Inclusion

Access, Equity & Inclusion – 2021 Impact Statement Student Access and Equity
References


