

## 2021 SSAF Priorities, Grants & Benefits to Students

Victoria University (VU) takes a formula approach to the allocation of SSAF funds and grants each year, which embodies flexible funding arrangements to ensure some fixed funds as well as the ability to access short-term funds to pilot initiatives and/or meet a short-term need. This approach accommodates both need and demand whilst allowing for greater flexibility in the delivery of SSAF funded student services and activities.

In 2021 this model was centrally governed, managed and administered by Student Services on behalf of VU and included the following:

- Base allocation funding for all services currently approved for SSAF; the amount related to activity /service based costings (the allocation and funding are reviewed annually via Funding Applications and in line with University budget forecasts and business planning)
- An allocation for initiative grants
- Capital allowance for the improvement of student amenities by Student Services and VU Sport
- Funding to support student representative organisations; and
- Contingency for unexpected growth in usage and/or emerging needs allocation for services not currently funded by SSAF.

The review of applications for funding and grants each year takes into consideration feedback from students provided through data collection, engagement and consultation, as well as feedback from the University community, to ascertain the needs and demands for allocation priorities each year.

VU used the following principles for the allocation of SSAF funds in 2021:

1. Comply with the Student Services, Amenities, Representation and Advocacy Guidelines;
2. Be informed by students (data driven) and deliver funds where priorities are identified by students;
3. Continuously improve service provision to students in the areas specified by the *Higher Education Support Act 2003*;
4. Ensure internal financial controls, management accounting, efficiency and effectiveness; and
5. Fund allocation and expenditure alignment with VU's strategic plan and allowable funding categories.

In 2021, total SSAF revenue of \$5,540,896 was forecast at 1 January with the full schedule of priorities estimated to be funded at a significantly higher amount (to be operationally funded by VU). Actual revenue at 31 December 2020 was reported as \$5,752,055. As of 31 December 2021, actual spend in SSAF priorities and grants of \$5,885,452.

## 2021 SSAF Distribution & Expenditure Report

|   | <b>Budget 2021</b>     | <b>Actual 2021</b> |
|---|------------------------|--------------------|
| <b>Anticipated and Actual SSAF Revenue</b>                              | \$5,540,896            | \$5,752,055        |
| <b>Base Allocation Funding Areas (including Student Representation)</b> | <b>Allocation 2021</b> | <b>Actual 2021</b> |
| Student Life, Leadership, Volunteering, Clubs & Societies               | \$1,561,380            | \$1,635,418        |
| Victoria University Student Union                                       | \$461,136              | \$431,789          |
| Victoria University Postgraduate Association                            | \$45,931               | \$47,941           |
| Student Counselling   | \$1,33,256             | \$1,045,675        |
| Student Advocacy  | \$199,440              | \$192,097          |
| Student Welfare   | \$402,501              | \$434,322          |
| Student Sport & Health Services   | \$297,900              | \$297,900          |
| Student Success & Support Programs                                      | \$599,941              | \$876,052          |
| Student Media & Communications  | \$20,000               | \$43,994           |
| Careers & Employability   | \$545,100              | \$509,787          |
| Ancillary Costs (internal depreciation)                                 | \$6,203                | \$3,410            |
| <b>Initiative Grant Funding</b>   |                        |                    |
| Student Experience Initiative Grants                                    | \$61,250               | \$40,554           |
| <b>Capital Allowance</b>  |                        |                    |
| Student Facility/Amenity Upgrades                                       | \$52,713               | \$22,713           |
| <b>VU Student Representative Organisations Support</b>                  | \$307,199              | \$307,199          |
| <b>Expenditure</b>  | <u>\$5,562,322</u>     | <u>\$5,885,452</u> |
| <b>Revenue Less Expenditure</b>   | <u>\$107,322</u>       | <u>\$133,397</u>   |

## 2021 Programs, Activities and Services Delivered to Students from SSAF

2021 continued to see a number of SSAF funded initiatives and areas re-pivot to support students learning remotely during Victoria's restrictions and lockdowns during the pandemic. The quality and breadth of services to students was sustained, albeit with changes to the delivery mode with some areas seeing increased engagement and reach as we delivered on campus events remotely, making them more accessible than ever before.

### Student Life, Leadership, VU Vollies, Clubs & Societies

- The Student Life & Leadership unit enhances the student experience of international and domestic students through engagement in events, clubs and societies, student leadership programs and volunteering opportunities. The team partners with student groups and collaborates with university stakeholders to oversee orientation and transition programs that encourage commencing student participation and inclusion and an early sense of belonging.
- Support the annual calendar of Student Welcome activities (multi-campus, dual sector) including: O-Fest, Block Party, Family Information Day, Big Beach Day Out, Incredible Race and orientation sessions specifically designed for international students. These were delivered digitally and remotely for the majority of 2021 with some on campus activities permitted when not in lockdown
- Provides opportunities for VU students to volunteer and build skills, both on and off campus, through: promotion, recruitment, intensive training program, advertising opportunities, running social networking events and major events such as the hugely successful and remotely delivered V4U Day, providing a system of reward and recognition for active volunteer service and linking students into the leadership program.
- Student as Staff employment opportunities offered to 6 current VU students.
- Partnered with students to encourage student-led initiatives, assisting VUSU, Clubs and Societies.
- Annual Student Leadership Conference, Student Leadership Awards, Student Leadership Council, LEAD program including a new Global Citizenship course developed response to student feedback and the University commitment to protecting Country and Planetary Health
- Events for International Students; International Orientation sessions; Pre-arrival communications including Airport reception services; Big Beach Day Out; Late-Arrival support; International Hosts program. Myki pass funded from this account and managed by Enrolments in Student Administration.
- Fund and support club-run events, Clubs-Fest, training for club executives (e.g. Finance training for Treasurers, First-Aid, Food Handling, RSA), networking and skill sharing sessions with fellow students and link to VU Colleges/departments., provide advice, support and approval for affiliation/reaffiliation process.
- Provides opportunities for VU students to volunteer and build skills, both on and off campus, through: promotion, recruitment, intensive training program, advertising opportunities, running social networking events and major events such as the hugely successful V4U Day, providing a system of reward and recognition for active volunteer service and linking students into the leadership program.
- Set up in partnership with SecondBite the "Free Meals for VU Students" foodbank. This service offered free, healthy, frozen meals that were collected by VU students. The service was staffed by VU student volunteers who gave the meals to students and linked them in with necessary VU support services.

### Student Media Initiatives

- Provided print resources for students, provided design and print services for Clubs and Societies and managed the Student Life facebook presence with videos.
- Worked with the Student Mentor team on a series of videos to support and provide study tips for students studying from home and remotely.

- Produced the MyVU and MyVU International guides for students
- Developed student-led content for the MyVU platform and worked with students on the concept, design and implementation of this new digital channel to improve information and engagement.
- Developed and designed a range of digital content for the promotion of student events, programs and activities that promote student participation and engagement
- Worked with Student Mentors to review current student web content to ensure student understanding of programs and services
- Increased social media content and student engagement through digital channels including social channels (facebook and Instagram).

## **VU Employ and Careers Services**

- Qualified Career's Counsellors provided specialised services, programs and advice to all cohorts of students
- Provision of qualified and specialist advice and information on career planning, preparation for job interviews, personal branding, job search, resumes, industry trends and career development. Staff allocated to this funding provided 1-1 appointments, group workshops
- New career development learning resources were developed including content for the Planetary Health Study Essential and tailored indigenous career resources.
- A 2 week virtual internship program (Study Australia) was delivered. This intensive experiential learning program sees students develop their employability skills through engagement with a live project for a business and is sponsored by the Victorian Government.
- Appointed an indigenous Peer Career Advisor who has worked on a range of initiatives to benefit outcomes for Aboriginal students at VU. These include career and employability outcomes via the Deadly Careers project, in partnership with Moondani Balluk.
- New programs launched include: Nursing Conference 2021- Preparing to Practice and other workshops such as "finding casual work" and "nailing the interview" were introduced and implemented.
- Scale-up of 1:1, group and drop-in services for students from qualified Career Counsellors to provide specialist programs and advice on career planning, employment and student placement (WIL)

## **Student Welfare & Advocacy Services**

- Supported students with a team of specialist advisors to guide them through welfare, finance and housing support matters.
- Case management for welfare and life skills support and development.
- Case management and wellbeing checks to students impacted by the pandemic.
- Services included support for:
  - cultural support
  - consumer affairs
  - drug and alcohol issues
  - women's support services
  - tax help
  - material aid
  - legal issues
  - financial counselling
- Delivered student workshops to all cohorts - transition, money management, housing
- Delivered tax help program - free tax assessment preparation service online
- Produced a range of print and digital content available to provide information on services to students including the 2021 Housing Guide.
- Safety campus pop-up stands
- Provided the Housing database service..
- International students wellbeing and welfare workshops
- Delivered Advocacy Services to support students with University matters and access to information and advice on their rights.

## Student Counselling

- Provided professional Counselling services designed to assist students in their personal and social development including overcoming obstacles such as transition, uncertainty about the future, personal and family matters, study problems and psychological issues that may hinder their participation or performance in educational activities. Sessions were delivered face-to-face at the beginning of the year and then transitioned to telephone and video appointments
- Provided one on one confidential counselling to students in all cohorts via telephone and Zoom
- Delivered a series of webinars for students that promoted positive mental health and wellbeing and normalised help seeking behaviour
- Delivered counselling workshops for students to enhance skills and workshops requested by Colleges and Student Services.
- Delivered Mental Health First Aid training programs
- Provided assistance to staff and students in managing critical mental health incidents involving students across VU campuses.
- Worked with student groups to ensure services were more inclusive.

## VU Student Unions

VUSU and VUPA are externally funded organisation by SSAF, reporting the following benefits to students for the 2021 year:

- Orientation activities promote awareness of VUSU to new students. VUSU was represented at every campus in 2021 Welcome week and attended digital welcomes throughout the year.
- College Societies organise events and workshops, and provide representation and advocacy.
- International Students Association (ISA) organise and participate in events including International student orientation sessions;
- Leadership opportunities for student representatives and innovative student-led programs and activities.
- VU Postgraduate Association (VUPA) organize events for postgraduate students including industry and social networking events.
- Both VUSU and VUPA ensured that students remained connected and engaged through a series of online and virtual events ( and when permitted some in person events).
- HYDE magazine features articles and artwork created by Victoria University students. It aims to create a sense of community between campuses. HYDE is published online and distributed between eight campuses throughout Melbourne; it is also distributed at many places near these campuses that are frequented by students and locals. Hyde promotes opportunities for students, upcoming events as well as career pathways. Hyde also explores fringe careers and personalities, as VU has a varied race and background demographic.
- Welcome events benefit students by providing safe social events to introduce new students to each other and the university experience.
- The Union represents all students at VU and supports enhancing the student experience at the University via social events and activities, campaigns, up-skilling and student advocacy on both local University and Government contexts, on matters raised by students and identified by elected student representatives.
- The Union provides leadership opportunities for student representatives and encourages innovative student-led programs and activities.
- Representation for all students at VU and enhancement of the student experience at the University via social events and activities, campaigns, up-skilling and student advocacy on both local University and Government contexts, on matters raised by students and identified by elected student representatives.
- VUSU and VUPA both provided care packages to students studying remotely to ensure that they were able to continue to thrive in their studies.
- Fund and support events & campaigns, including the VU/VUSU Student Forum, VUSU Hangs on every campus, De-Stress Festival and Carnival, mid-semester party, Liptember Festival, Exam reviver stations, and subsidised First Aid training. Associations & College Societies provide opportunities for students to network and gain skills.

### **Student Sport and Health Services**

- Supporting representative, club and campus sport programs to enhance the student experience. Continued regular VU eSports student group engaging students in regular friendly games.
- Support, engagement and promotion of specific seasonal clubs including VU Western Spurs VU Netball VU Volleyball VU Lacrosse.
- Delivery of calendar of VU Sport and Health programs as indicated in the VU Sport and Health Handbook 2021.
- Promotion and implementation of Virtual Team Training and Group Exercise programs with over 1,500 student engagements.
- Sport club growth and support: start up, affiliation and exec support and student opportunities for competition and training.
- Delivery of the active living program online that supported students getting and keeping active whilst in lockdown and promoted positive mental health and wellbeing
- Delivery of the Outfield program with a focus on health and social inclusion
- Sport club presence at campus Orientation Festival events and series of come and try events.
- Provision of access to VU sport fitness facilities at subsidised rates. Free access to multi-sport courts at times outside of bookings with equipment loan.
- Continued regular VU eSports student group engaging 35 regular members participants with regular friendly games.
- Planning and equipment for set up of gaming room to support and drive club activity.
- Support and advocacy provided for students to navigate short course/qualifications ie: completion of ASCTA Swim Teaching Qual, Provide First Aid, PLG
- Training and support for volunteer student sport team managers and coaches including incident management training and workshops, mentoring and networking events
- Elite Athlete Program (EAP). Ongoing student athlete consultations and induction. Advocacy, support and advice for EAP students including admissions, enrolment, timetabling, flexible assessment support and facilitation of VU fitness centre access for training. VU representation as part of AIS Elite Athlete Education Network. Development and re-instatement of online 2022 EAP and ATAR Adjustment application form.

### **Student Success & Support Programs**

- Student advisory services to advise on Institutional matters and in particular, provide personalised support and one-to-one consultation for VU's Academic Progress program.
- Provided ongoing support to students through COVID-19 and the ongoing pandemic through the assessment and administration of the 2021 VU COVID-19 Student Support Fund
- Provision of pre-recorded information to help students in advance of their online orientation program and to provide support tools for the commencement of their studies. The Getting Connected videos were produced with Student Mentors and Student Advisors and became a key feature of our student welcome activities.
- Helped students with accommodation matters and their financial affairs
- advising on matters arising under the higher education provider's rules (however described);
- Supported students to develop skills for study and set themselves up for study success via the Success Planning advisory program and online services.
- Supported students through the transition in to their second year of study via the second Year Advising Program
- Supported students with their orientation to VU and the VU Polytechnic.
- Supported students with advice on careers and employment opportunities at VU for student as staff.

### **Student facility / amenity upgrades**

- New equipment for VU Sport

## 2021 SSAF Student Experience Initiative Grants

Since 2013, SSAF Student Experience Initiatives funding has helped students and staff provide student amenities, services and activities that contribute to a positive student experience of a non-academic nature.

The below table illustrates the range of projects allocated funding by the SSAF Consultative Committee in 2021 and the benefits delivered to students (often by students).

| Project Title                          | Project Description  | Allocation       |
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| <b>The Celebrating Nursing project</b> | <p>This project encompasses the design, delivery and evaluation of a one day professional conference targeting both VE and HE nursing students of Victoria University.</p> <p>The Conference content and focus will be co-designed by Nursing students and staff from VU Employ, the College of Health and Biomedicine and the VU Polytechnic with input from staff at Western Health.</p> <p>The Conference aims to educate and instil in student attendees a deeper understanding and appreciation of the values, behaviours and mindset required of a Professional Nurse as well as provide insights into the day to day realities associated with working in this profession.</p> <p>A particular emphasis will be on the reality of Nursing during the COVID19 pandemic.</p> <p>The Conference program will include several Keynote speakers as well as breakout groups targeting specific topics. Most speakers will be currently registered Nurses who will be sharing their stories, insights and information. Graduate Nurse recruiters will also be engaged as Keynote speakers providing insights into what attributes they are seeking in Graduate Nurses.</p> <p>The event itself will provide an opportunity for students to come together with practitioners in a collegiate and supportive learning environment, to have a shared positive career enhancing experience with their student colleagues and to leave inspired and motivated to be the best they can be in their chosen profession.</p> <p><b>Project Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Develop and enhance student's self-confidence, self-esteem and self-efficacy around their aspiration to become a professional Nurse.</li> <li>• Enhancement of these three domains has been shown empirically to enhance employability, provide students with deep insights into the values and behaviours required of professional Nurses in order to enhance the levels of professionalism our students demonstrate in the workplace both as graduates and as students on clinical placements, provide an opportunity to showcase examples of professional excellence and shine a light on and celebrate a profession which is predominantly female at a time when the Nursing profession is making a significant contribution to the community during the</li> </ul> | <b>\$4000.00</b> |

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|  | <p>COVID19 pandemic focus on coping and wellbeing strategies for Nursing students about to embark on clinical placements in a COVID19 context.</p>   |                          |
| <p><b>Career Coaching Symposium – September 2021</b></p> | <p>Career Coaching Symposium- September 2021</p> <p>Victoria University Business School (VUBS) needs to stand out in the current competitive environment by providing career support and industry engagement to students. Industry engagement and employability is one of the main focus areas of all the postgraduate and undergraduate courses offered by VUBS.</p> <p>We are planning to organise a Career Coaching Symposium to guide business students through the tools they need to make their career move once they complete their qualifications.</p> <p>The symposium's main objective is to maximise the chances of our students to enter the workforce by providing them with the opportunity to engage with prospective employers, relevant professional bodies, and enhance their employability skills through industry engagement and internship programs.</p> <p>This symposium will be open to all domestic and international students of VUBS and we are planning to extend the invitation to the Business students of the First Year College and VU Polytechnic.</p> <p>We appreciate the opportunity provided by the Student Experience Initiative Grant to achieve our objectives.</p> <p>The event will take place at Victoria University City Flinders convention centre.</p> <p>The event will be organised as a half a day session with an expected attendance of hundred and fifty students and staff.</p> <p>The symposium includes a plenary session and four concurrent sessions dedicated to the following themes:</p> <ol style="list-style-type: none"> <li>1. Accounting and Finance</li> <li>2. Information Systems, ERP and Business Analytics</li> <li>3. Supply Chain Management, and Visitor Economy</li> <li>4. Business Management and Marketing</li> </ol> <p>Guest speakers will be invited from relevant industries, professional and accreditation bodies to represent the above themes. In organising this event VUBS will utilize its existing links with industry and the professional bodies such as , KPMG, Linfox, Metro Trains Melbourne, Football Federation Victoria ,CPA, CAANZ , CMA, AHRI and AMI .</p> <p>These sessions will educate students about required employability skills in a dynamic job market. They further highlight the importance of the relationship between the employability skills, internship and industry engagement. The symposium will also provide the networking opportunity to students</p> <p>Light refreshments will be provided at the end of the symposium while providing another guided networking opportunity to discuss how to approach potential employers to maximise the opportunities for employment.</p> <p><b>Project Outcomes:</b></p> <ul style="list-style-type: none"> <li>• In general, this project will contribute to the student experience outlined by the SSAF legislation by helping students obtain employment or advice on careers, helping students develop skills in addition to undertaking</li> </ul> | <p><b>\$4,500.00</b></p> |





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|                      | <p>courses of study in which they are enrolled and helping meet the specific needs of overseas students to gain local work experience.</p> <ul style="list-style-type: none"> <li>• Specific outcomes             <ol style="list-style-type: none"> <li>1. Opportunities for Industry engagement</li> <li>2. Increasing opportunities for employment through skills development</li> <li>3. Opportunity to network with industry partners</li> <li>4. Strengthening the relationships and awareness among industry partners and relevant communities</li> </ol> </li> </ul>  |                           |
| <p><b>U R VU</b></p> | <p>The VU student cohort is ethnically and demographically diverse. For many students, English is a second language. Yet, VU communicates almost exclusively in English.</p> <p>U R VU will make visible the full spectrum of the languages spoken and cultures respected, at VU via a series of posters that display the phrase - This is YOUR VU (or something to that effect. We want the students involved in the project to determine the exact phrasing in order that the project is truly representative of them.)</p> <p>The chosen phrase will be written, on the posters, in every language spoken at VU. There will be a large mural/vinyl/paste up in the Building M courtyard at the Footscray Park campus which gathers all these welcomes together in one huge installation.</p> <p>The posters and the mural will link, via a QR code, to short videos, delivered by our diverse student cohort in each of the languages included on the posters, which will further provide students with information about VU and its community (orientation, services, useful tips, etc.) in their own languages.</p> <p>The posters and videos will feature VU students speaking in their first languages and will be designed, scripted, filmed and produced by a team of VU students, guided by John Weldon and Loretta Konjarski and The Video HIVE team.</p> <p>As VU seeks to be more inclusive, diverse and more welcoming and open to its student body, so should it look at ways to make overt the wealth of cultural diversity found on its campuses.</p> <p>Simply making this diversity visible, though, is not enough. U R VU seeks to marry the visible to the useful by employing our diverse student body to create their own knowledge, by employing them to design and create the posters and short informational videos.</p> <p><b>Project Outcomes:</b></p> <ul style="list-style-type: none"> <li>• U R VU will help orient students, in that the information provided in various languages will be directly relevant to student's lives on campus.</li> <li>• It will provide a huge and ongoing welcoming and supportive presence in student lives via the posters and vinyl paste up and, as such, is directly aligned with the VU strategic plan in terms of making VU open and accessible.</li> <li>• The students, involved in the design, production and execution of the project will gain valuable collaborative, creative, multi-modal digital and entrepreneurial skills.</li> <li>• U R VU will provide VU's diverse student body with art and media products intentionally designed to create a</li> </ul> | <p><b>\$10,000.00</b></p> |



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|   | <p>sense of inclusivity at VU, to provide useful information that might not otherwise be available to student for whom English is a second language.</p> <ul style="list-style-type: none"> <li>• Those students who are actually involved in the production will develop media production, project management, collaboration and creative skills that will be acknowledged via a participation certificate and written reference.</li> </ul>  |                          |
| <p><b>Cultural Safety Student Ambassadors</b></p> | <p>Victoria University is committed to promoting student's health, welfare and well-being by supporting cultural safety throughout the university.</p> <p>This project seeks to implement a cultural safety program that draws together Cultural Safety Student Ambassadors (CSSA) from each college.</p> <p>CSSAs will work alongside committed staff to explore cultural safety issues in the university and the wider community.</p> <p>Cultural safety describes the ethics of interactions within an inclusive cultural collective (Hunt 2013). People feel comfortable expressing their culture and feel safe from discrimination in a culturally safe environment.</p> <p>To ensure cultural safety, an element of cultural awareness and competence is necessary. Cultural safety and competence are often understood within a frame of ethnic, linguistic and religious diversity, yet some cultural competence initiatives also include a focus on gender and sexual diversity as well as diverse abilities (for example, Olson, Bidewell, Dune, &amp; Lessey 2016). Selzer, Todd and Foley (2018) re recommend that organisations develop a shared understanding and values of cultural inclusion through mentoring, increased transparency in policy and procedure, implementing collaboratively constructed guidelines, and opportunities for human interaction.</p> <p>Hence, the following program is nominated to enhance the cultural safety of Victoria University.</p> <p><i>Initial cultural safety training/initiative:</i> The program will include specific and extended cultural safety training for staff and students. Two student and two staff representatives will be sought from the College of Arts &amp; Education, VU Business School, College of Engineering Science, First Year College, College of Health &amp; Biomedicine, College of Law &amp; Justice, College of Sport &amp; Exercise Science and the VU College.</p> <p>The intention is for the thirty-two participants to become aware of cultural safety and steps to ensure that university members feel culturally safe.</p> <p><i>Mentoring education:</i> Staff engaged in the program will be selected for the program based on their commitment to improving the student experience through enhanced cultural safety practices. Staff members will be expected to undertake mentor training to mentor a CSSA in leadership and to navigate relevant university policies and procedures, such as the Diversity Inclusion and Equal Opportunity procedure. It will be necessary for the mentoring relationship to feel comfortable for each party; hence, a matching process will be undertaken through a survey approach.</p> <p><i>Facilitation education:</i> The CSSAs will learn how to facilitate a support group from a cultural safety perspective. Students will learn</p> | <p><b>\$6,000.00</b></p> |



strategies to assist sensitive dialogues, such as being respectful of a person's position or experience, while ensuring that another person is not left feeling unsafe.

Students will learn about the complexities of intersectional discrimination and how to foster inclusive facilitation approaches.

*On-going facilitation:* Once the Cultural Safety Student Ambassadors have been established and trained, the next step is for the student ambassadors to facilitate a support group in their college.

The student ambassadors will be supported in such an endeavour by the attendance of their mentor.

**Project Outcomes:**

- Promoting the health or welfare of students through enhanced cultural inclusion, awareness and safety.
- Delivering cultural safety training to staff and students together to allow staff and students to understand cultural safety's complexity from each perspective. It is hoped that such insights will offer the opportunity to develop collaboratively constructed strategies of support for both students and staff in ensuring that cultural safety is upheld at Victoria University.
- Delivering mentoring training which will enhance a select group of staff members to mentor students as leaders and to advise on university policies and procedures related to cultural safety and inclusion. The mentoring will increase the transparency of relevant procedures and policies to ensure they are enacted authentically within typical universities practices, particularly from a student perspective. Students need to understand their rights and responsibilities within a cultural safety framework.
- Delivering facilitation training for select students to become cultural inclusion leaders and advocate for students' interests in relation to cultural inclusion and safety related policies and procedures. The training will provide opportunities to explore human interactions within a culturally safe dialogue and afford students to become cultural inclusion leaders within Victoria University and the Community.
- Implementing Cultural Inclusion and Safety Support groups in each College of Victoria University to encourage an open dialogue about cultural inclusion, safety and to determine future directions for Victoria University. The support groups aim to create a safe space for students to come and discuss issues of culture within an ethnic, linguistic, religious, gender, sexuality or ability frame. Cultural inclusion and safety support groups offer the broader university community the potential to engage in dialogue about intersectionality, cultural inclusion and safety.
- Bridges student and staff initiatives and concerns related to cultural inclusion and safety.



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| <p><b>The Cocoon – Student Theatre at VU.</b></p> | <p>A recent upgrade of the theatre space in Building N, Footscray Nicholson, has been undertaken. This is now a state of the art, performing arts facility.</p> <p>However, VU does not have a theatre group. Our project skills up students to take this space over in the wake of lockdown, and create original, unique theatre, music and multi-media performances for live audiences to enjoy.</p> <p>It will provide students with the opportunity to engage directly with the local and national community, showcase students talents, innovation and creativity; and further embed the university into the community of the West.</p> <p>We propose offering fortnightly improvisation and theatre-making sessions to students who express an interest, with the aim of developing regular public performances by a VU theatre company. This company will be run by students with our support.</p> <p>Our desire is that the voices of students determine the work that is done, and the structure and organisation of the group.</p> <p>We are both experienced theatre practitioners and work in the Diploma of Education Studies, where we guide students through the process of telling their stories through the practice of theatre.</p> <p>This project is aimed at students devising theatre and performing it, in its many shapes and forms. Theatre is an effective tool in developing communities and deep senses of belonging.</p> <p>Post-covid this seems particularly important: many of our students will be half way through their degrees before they meet their peers face to face. Other than 1B1 2020, they have never been on campus.</p> <p>Through the establishment of this group we aim to meet the immediate need for reorientation to university life and socialisation, as well as the longer term need of VU having a thriving theatrical community.</p> <p><b>Project Outcomes:</b></p> <ul style="list-style-type: none"><li>• It is well-documented that theatre participation builds confidence, self-esteem, teamwork, sacrifice, a sense of achievement and a community connection. When we are in a play, we feel we are a part of a family. Most importantly, when appropriately framed, it fosters a healthy and respectful social environment.</li><li>• Theatre provides a safe and very enjoyable social space, with a positive and healthy atmosphere. By participating in the ongoing evolution of a VU company, students will develop many skills, such as communication, marketing, organisational concerns, legal and ethical frameworks, empathy for others and their stories, creations, and contributions.</li><li>• It will also foster collaboration and community in a student-based environment with student-led activities and values. Because performances and the activities of the company/club will be governed by a democratically elected board of students, students will gain a sense of personal and collective responsibility, as well as a sense of power and participation in the university community.</li><li>• Performances will be planned, decided upon, and produced by a body of students, with some guidance and encouragement from staff. By producing</li></ul> | <p><b>\$5000.00</b></p> |
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|                              | <p>performances for the public, the community of student theatre-makers will establish a body of work and a method, reflective of the participating student practitioners that will evolve over time, but will remain an asset to those who have contributed. Ultimately, this initiative would also be an asset for the university as a whole.</p> <ul style="list-style-type: none"> <li>• During this post-lockdown era being experienced throughout Australia, an initiative that encourages physical and real-life encounters will serve to foster much-needed human connection and a sense of togetherness.</li> <li>• Further, this VU Company provides an opportunity for creative collaborations between staff and students that has the potential to bring us together and showcase the creative activities of university to the broader Australian arts community.</li> </ul>  |                         |
| <p><b>Deadly Careers</b></p> | <p>The Deadly Careers Project, a collaboration between VU Employ and Moondani Balluk aims to increase the engagement levels of VU's Indigenous students with tailored activities, events and information delivered through VU Employ that will enhance the employability of Indigenous students.</p> <p>The project also aims to further develop and enhance students' self-confidence, self-esteem and self-efficacy around their career aspirations.</p> <p>Enhancement of these three domains has been shown empirically to enhance employability.</p> <p>This will be achieved through the co- design and co-delivery of a range of culturally appropriate products, services and student events tailored to meet the unique needs of our Indigenous student cohort.</p> <p>These may include some or all of the following;</p> <ul style="list-style-type: none"> <li>• Career drop in service</li> <li>• Career and Employability Social Club</li> <li>• Targeted employability and career-focused events with Indigenous speakers and recruiters</li> <li>• Development of culturally appropriate resources such as lists of indigenous friendly employers</li> <li>• Mini careers expo</li> </ul> <p>The Deadly Careers Project aims to remove potential and perceived cultural barriers that Indigenous VU students may experience preventing them from engaging with VU Employ and thereby opportunities to enhance their employability.</p> <p>The employment of an Indigenous student to act as a link and conduit to the student cohort is key to the success of the project. In addition to support from Moondani Balluk the student will be supervised and supported by a qualified and experienced Careers Consultant from VU Employ who has extensive experience in working with Indigenous students in a dual-sector setting.</p> <p><b>Project Outcomes:</b></p> <ul style="list-style-type: none"> <li>• This project is completely focused on helping Indigenous students obtain employment or advice on careers.</li> </ul> | <p><b>\$9395.00</b></p> |



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|                                | <p>In doing so it is envisaged that project outcomes for Indigenous students will lead to:</p> <ul style="list-style-type: none"> <li>• Improved student knowledge of career options, paths and job application processes.</li> <li>• Enhanced levels of students self-perceived employability</li> <li>• The production of culturally appropriate careers and employability resources</li> <li>• Enhanced student self-confidence, self-esteem and self-efficacy</li> <li>• The provision of fun, safe and informative careers and employability social events, bringing together the indigenous student cohort, building connections between them and facilitating the provision of peer support to each other</li> <li>• Provide a valuable employment opportunity and work experience to an Indigenous student enhancing their individual employability</li> <li>• Improved cultural capital in the VU Employ team</li> </ul>   |                         |
| <p><b>VU Edible Garden</b></p> | <p>This project proposes to establish an edible garden on the Footscray Park campus that can provide food as well as other benefits for students.</p> <p>The proposed edible garden will take over the SLUGG Garden outside Building E in Footscray Park Campus, as SLUGG is no longer active and has not maintained this space in recent years.</p> <p>However their set up from the past has made this space an ideal location to launch the Edible Garden Project, as the existing installations are reusable with some repair/ maintenance or minor modification.</p> <p>In addition, the team will focus on innovative sustainable systems such as vertical farming and hydroponics to increase production and improve water &amp; energy efficiency.</p> <p>An edible garden can provide students with health and therapeutic benefits, including increased wellbeing and connectedness to the university community.</p> <p>It will also raise student awareness of Planetary Health and take actions to achieve the United Nations Sustainable Development Goals (SDGs).</p> <p>The garden will produce nutrient-dense fresh food for students. Depending on the seasons, it can vary between growing vegetables, herbs, fruits, berries, etc.</p> <p>A range of natural and organic food ingredients can be provided, along with cooking workshops, will motivate students to try different recipes and improve their cooking skills.</p> <p>Growing food in the garden allows students to observe and witness the plant growth process from sowing to harvesting. Not only will they learn more about the plants in terms of the species characteristic, growing condition, and maturity level, it is also a great chance to appreciate the life cycle of other species and be thankful to nature.</p> | <p><b>\$3455.56</b></p> |



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|   | <p>The physical and mental health benefits of planting and gardening have been well recognized and documented by the Department of Health of Victoria State Government in Better Health Channel.</p> <p>The garden will also provide a space for creative and artistic gardening activities to improve student's health and wellbeing. These activities will include workshops such as small-scale gardens for apartments, worm composting and recycling that promote Reduce, Reuse, Recycle (3Rs); The use of organic waste to create fertilizer/ pesticide to promote Cradle-to-Cradle living.</p> <p>This project will also align with the Green Our City Strategic Action Plan initiated by the City of Melbourne, the edible garden as a multifunctional green living lab that will provide a foundation for future research opportunity, by obtaining valuable information and data that attract the city councils and other external stakeholders to develop partnership.</p> <p><b>Project Outcomes:</b><br/>This project will –</p> <ul style="list-style-type: none"> <li>• Provide nutrient-dense fresh food for students.</li> <li>• Provide education to students about agriculture, cooking nutritiously, and food production and to grow the plant at home by themselves.</li> <li>• Creates a multifunctional community platform for students and staffs from different disciplines and backgrounds to interact and exchange innovative sustainable ideas.</li> <li>• Improve students and staffs physical and mental health through plants and garden related activities that are associated with therapeutic and recreational benefits.</li> <li>• Raise the awareness on planetary health and Sustainable Development Goals and enhance sustainable concepts to the community.</li> </ul> |                         |
| <p><b>Track Ready Kit - VU Motorsport (VUM)</b></p> | <p>Victoria University Motorsport (VUM) is a well-established club operating at VU's Footscray Park campus since 2005. We are an inclusive club that promotes collaboration between students from the different colleges within VU.</p> <p>The goal of the club is to provide hands-on and authentic experience to VU students by participating in an internationally recognised program known as Formula SAE (FSAE).</p> <p>Being internationally recognized, the FSAE program assists students in obtaining employment after completing their degree, with some employers deeming it essential in their selection criteria.</p> <p>The FSAE program challenges students to design and build a single seat race car to compete in an annual, inter-university event hosted by the Society of Automotive Engineers in December. This requires students to put into practice a number of skills related to engineering design, team management, project planning, manufacturing, time management, business management and risk and safety management.</p> <p>The annual event is free to the public and is well attended.</p>   | <p><b>\$7250.00</b></p> |



It typically attracts eight international university teams and 20 domestic university teams, giving VU students the opportunity to learn and grow from a large and diverse group of like-minded students. It is also regularly attended by major companies in the automotive space including, but not limited to, Ford, Toyota and the RACV.

This provides great exposure for the participating students and their universities.

For VUM to be able to participate in the FSAE event, it is essential that we have the appropriate equipment, some of which VUM is not currently able to afford.

We are applying for the SSAF student initiative grant so we can provide our team with essential equipment for race day and beyond. Specifically, the FSAE competition requires us to have multiple sets of tyres and wheel-rims that are compliant and suit the competitions performance requirements.

We currently have a single set of damaged rims and a single set of old tyres (from 10 years ago). Both the wheel-rims and tyres we have are considered unsafe to use in a racing event.

As such, to ensure that we can safely participate in the competition we require two sets of tyres and two sets of wheel-rims.

In addition, we require spare components and consumable items which will enable us to safely participate in each of the events. The total cost for the required components is \$7,250.

**Project Outcomes:**

VUM's FSAE project aligns with the SSAF ranking system in the following ways:

1. Reach and Impact - Working with VUM is an invaluable and enjoyable experience. It creates an everlasting relationship between the team and its former members who regularly return to VU. The experience has also enabled a number of students to earn employment with leaders in engineering such as Aston Martin, Ford, Holden, Toyota, QANTAS, Rio Tinto and Caterpillar to name a few. Participating in the 2021 FSAE event will enable even greater opportunities.  
The VUM program has earned attention of the College of Engineering and Science where it has become an integral part of the course work. In addition, participation in VUM is now formally recognised as a VU Extra Transcript activity.  
The race car is a fantastic tool for promoting VU and the employment ready skills of its students. VUM is a regular participant at Open Day and other events where the race car commands attention as a showcase of student achievement.
2. Collaboration - Building a race car presents a dynamic range of problems which require many minds to come together to solve. The team has built rapport with local businesses who have supported us in solving a number of these problems. VUM has also fostered a strong bond with alumni who provide its members access to services, equipment, and mentorship. Participating in the FSAE competition will enable VUM students to continue their





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|  | <p>collaboration efforts by allowing them to meet with their peers from other institutions.</p> <p>3. Diversity - Our club has a cross-section of students from a broad socio-economic background who have not previously had the opportunity to participate in motorsports. Investing in this project, enables VUM to provide a means for any student to participate in the exciting world of motorsport.</p>  |                         |
| <p><b>Plastics Solutions Project</b></p> | <p>According to the latest Australian Bureau of Statistics report, Australians generated 1.2 million tonnes of plastic waste in FY18/19. Only 9% of this waste is recycled, the rest goes to landfill or end up in our parks, rivers and oceans.</p> <p>At Victoria University, waste from recycle bins goes directly to landfill instead of going to recycling centres. Realising this plastic waste problem, a group of students have developed the Plastic Solution Project (PSP) to overcome the problem and contribute to the University's commitment to Planetary Health.</p> <p>PSP aims to deliver a streamlined, in house processing method for recycling and repurposing plastics on campus.</p> <p>This will be achieved by students utilising key equipment: a shredder, (already built), an extruder, and some moulds. The project aims to process up to 250KG of plastic a week, which will be sourced from a variety of places including Cafes and other locations on campus, The Royal Melbourne Hospital, and students own homes</p> <p>The plastic will be repurposed into a selection of products, including wall clocks, worm farms, plastic bricks, garden beds and more. Students will be doing all the repurposing themselves, in a dedicated space on campus. It is hoped that revenue generated from the sale of these products will be able to be reinvested back into infrastructure that would allow for a higher rate of processing.</p> <p>Currently, PSP is using household equipment (ovens, baking trays as moulds and clamps) to process the plastic at a slow pace. Funds from the SSAF grant will be used to purchase necessary equipment to accelerate the processing, enabling much more impact to be achieved.</p> <p>PSP has been a vehicle for students to act on their strong moral purpose to make the university community better by repurposing plastic waste that would otherwise end up in landfill and to help protect the environment.</p> <p>Students have used PSP as a platform to inform, raise awareness and educate the community about the plastic waste problem. PSP was showcased at the last Vice Chancellors Lecture Series on Planetary Health and was the winner of last year's VU Student Leadership Awards in the Student Innovation category.</p> <p><b>Project Outcomes:</b></p> <p>Participating in this small to medium scale plastic repurposing operation will empower students to facilitate positive change in the world.</p> <ul style="list-style-type: none"> <li>• It will help develop technical, entrepreneurial and communication skills, as well as a multitude of soft skills.</li> <li>• It will allow students to network and make friendships with other students outside of their study discipline.</li> </ul> | <p><b>\$8000.00</b></p> |



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|   | <ul style="list-style-type: none"> <li>• Any student will be able to participate in the repurposing process, getting hands-on experience in our workspace. This will give them the opportunity to create things using recycled products.</li> <li>• Students will also gain insight and knowledge about the plastic lifecycle and crucial issues regarding planetary health.</li> <li>• This also includes knowledge about the different plastic categories and how to identify them.</li> <li>• By repurposing a lot of campus plastic, it will reduce the amount of waste on campus.</li> <li>• Some of the products that are repurposed will be used/displayed on campus to help motivate other students as to how easy it can be to repurpose waste.</li> </ul>  |                         |
| <p><b>VUPA Buddy Program – Speed networking</b></p> | <p>SSAF Grant funding is sought to a buddy program for all postgraduate students. The program allows new (commenced in 2020 and after) postgrad students with a 'buddy', an existing senior postgrad student whom from the same study course/ research area, country of origin, native language, queer/queer ally status etc. Postgraduates participating in the program report an easier transition to study in Australia and greater desire to stay in their studies. They find social networks, accommodation and support more readily, and enjoy the student experience more readily. The program aims to increase support for all postgrads and who, often experience less support and connection, and more barriers to integration. This program supports broader student retention objectives. Buddies receive valuable experience volunteering, feel that their knowledge and personal experience is valued, and are recognised with a certificate and experience they can list on job applications. The cohort is planned as 50 postgraduate students commenced after semester 1 2020 and 50 buddies, existing senior postgraduate students.</p> <p><b>Project Outcomes:</b><br/>This unique program will:</p> <ul style="list-style-type: none"> <li>• Improve student retention – Due to the pandemic students often experience difficulties adjusting to the realities of studying and for some it's a new country, no matter how much preparation they have undertaken beforehand and this difficulty fitting in and adjusting can reduce their academic performance and commitment to completing studies. This is even more so for postgraduate students. Connecting in with one on one support can be the difference between a successful transition and withdrawal.</li> <li>• Fosters a greater sense of community – this program allows students to meet other students (and those students networks) that they may not have necessarily met otherwise. Students are often best placed to help each other as they have recently experienced many of the difficulties in commencing their postgraduate studies and for some settling in a new country and bring a lot of tacit knowledge about cultural norms, new concepts and support networks for queer students.</li> </ul> | <p><b>\$2000.00</b></p> |

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|  | <ul style="list-style-type: none"><li>• Assists existing students who volunteer to be a buddy gain valuable experience and a certificate of completion, useful for job applications</li></ul> |                   |
|  | <b>ALLOCATION TOTAL</b>   | <b>\$59600.56</b> |







