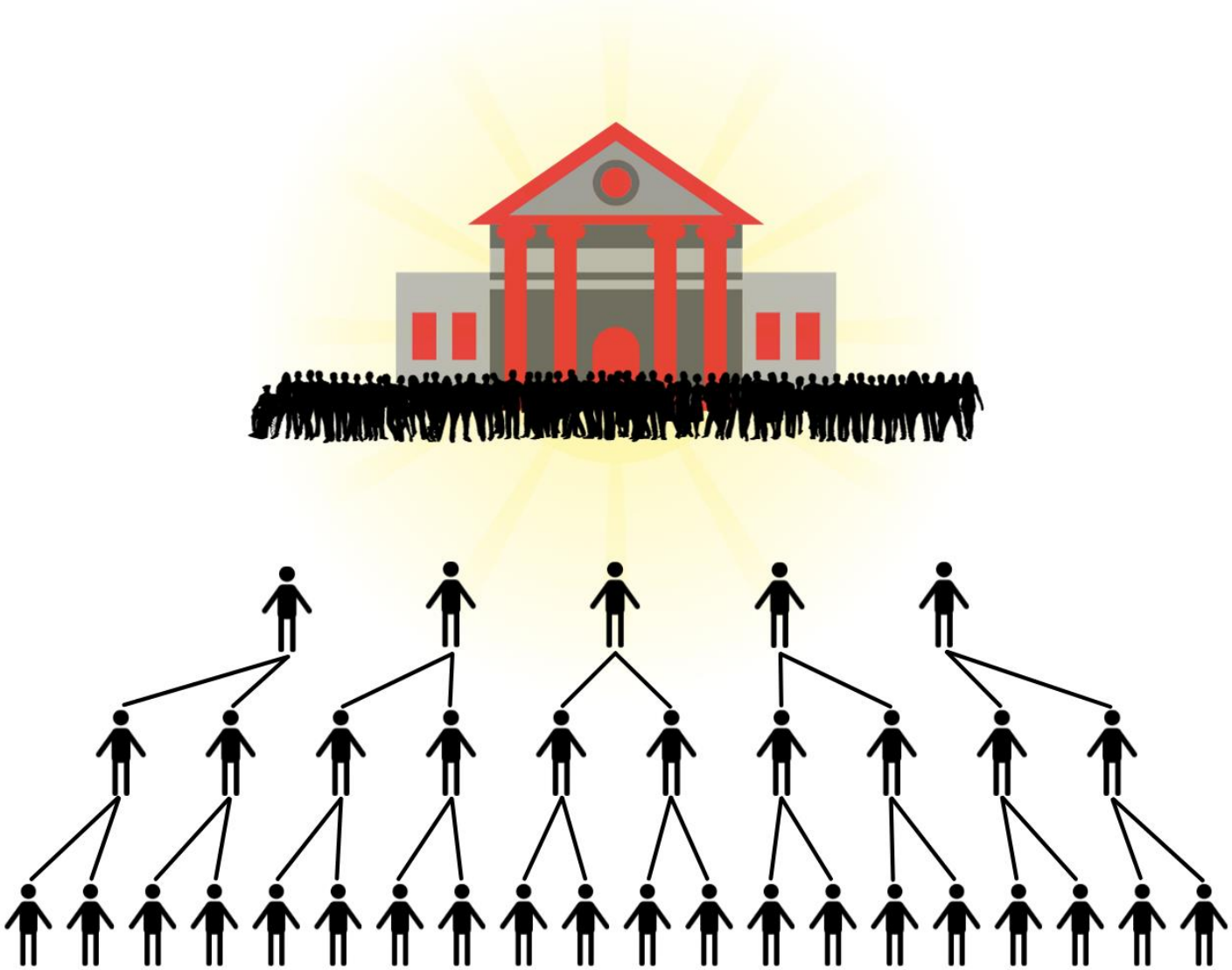
IDEA NETWORK

INCLUSION, DIVERSITY, EQUITY & ACCESSIBILITY

Presented by
Georgia Tsioukis
Lydia Hartwig

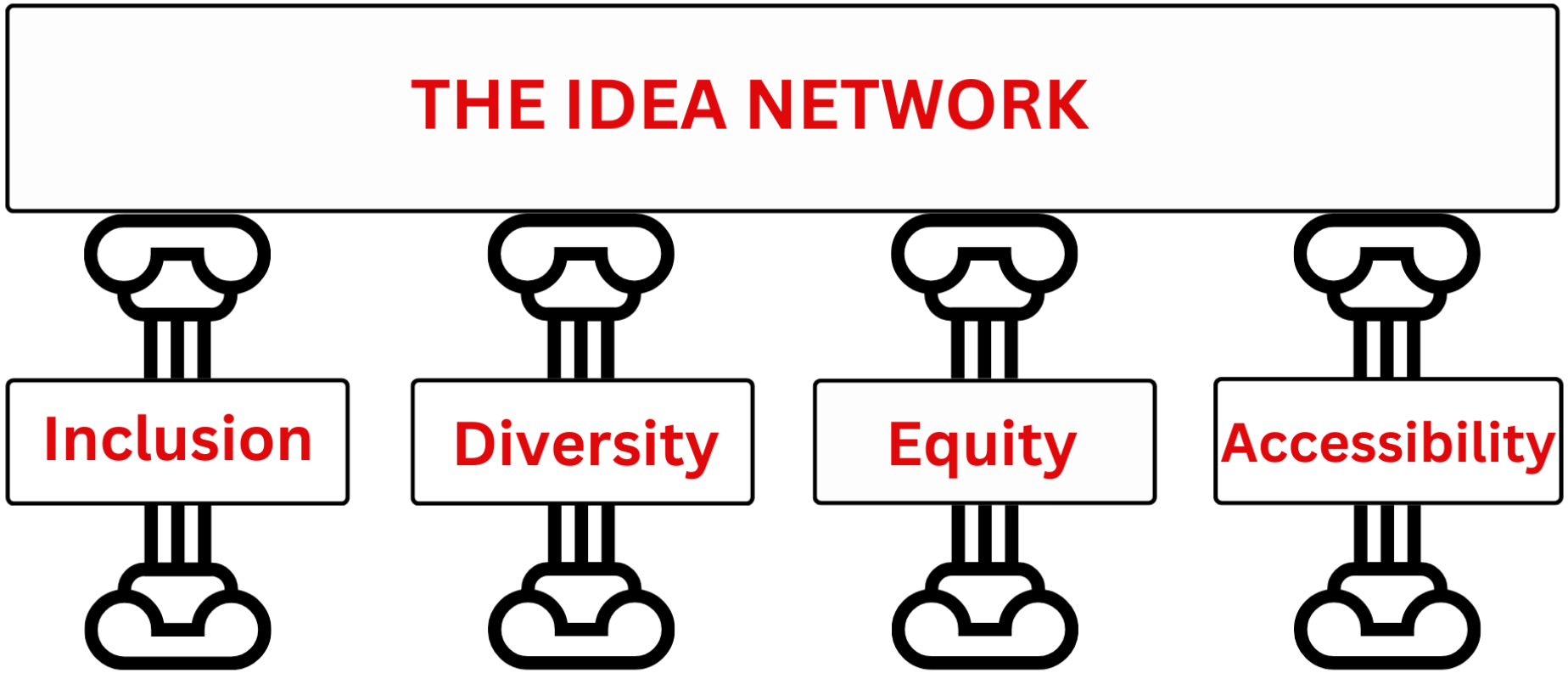
LA TROBE UNIVERSITY

What is the IDEA Network?



The Four Pillars of the IDEA Network

The IDEA Network is named after four core principles; Inclusion, Diversity, Equity and Accessibility. These principles are the fundamental values that guide and support the network's goals and initiatives.



IDEA Network - SCOPE

The scope of the IDEA network is to develop and support initiatives for a more inclusive and equitable library. This involves:

Raising Awareness: Increasing awareness among library staff and patrons about IDEA principles, offering training, and promoting cultural competence.

Proposing Initiatives: Recommending improvements in inclusivity, diversity, equity, and access based on feedback, data, and best practices.

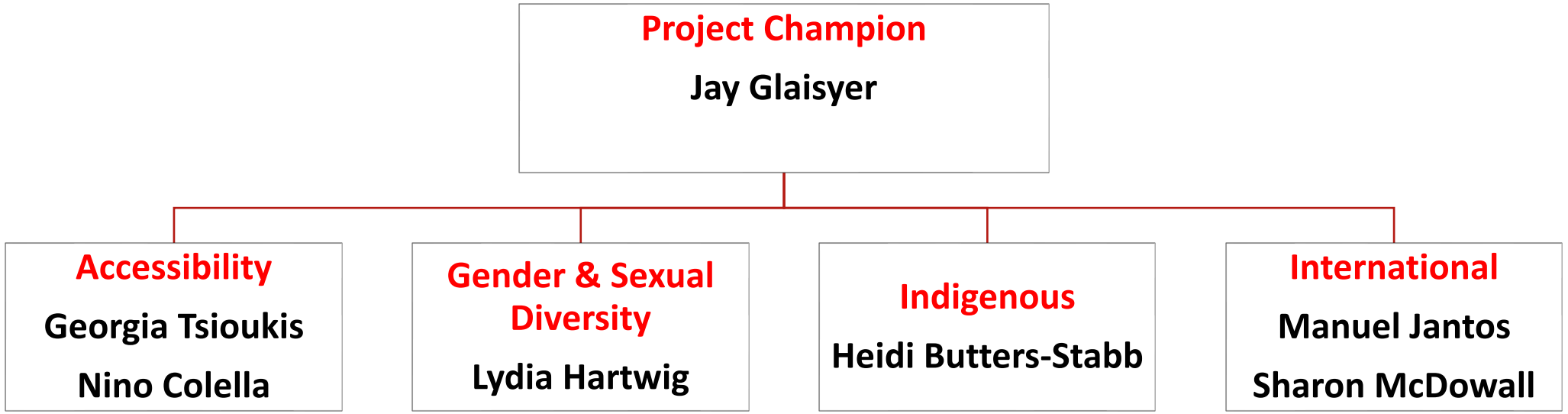
Collaboration: Engaging students, faculty, staff, and partners to build relationships and support IDEA efforts AND Collaborating with various teams to promote IDEA values.

Advocacy: Advocating for IDEA values both within and outside the university, addressing inclusivity and equity challenges.

Communication: Ensuring effective communication of IDEA-related information, including events and initiatives, to library stakeholders.

Community Building: Creating a sense of community among individuals passionate about IDEA values.

IDEA Network - STREAMS



Recent Actions: Accessibility Stream

Mission statement

The goal of the Accessibility Stream is to promote and facilitate accessibility within the library and eliminate barriers which might impede on the full participation of individual persons or groups. The Accessibility stream will work across teams to ensure that the library's physical and digital resources, as well as services and facilities, are accessible to individuals of all abilities, meeting the needs of all users, including those with varying learning preferences and requirements.

Recent Actions

- Accessibility in the Library Guide
- Improved access to alternative format resources
- Off-peak low-sensory Library tours
- Bespoke library learning support for students with complex needs
- Library workshops for student peer support groups
- Providing ongoing feedback
- Participation & Outreach
    - Disability Working Group (LTU)
    - Universal Design in Higher Education CoP
    - Disability Working Group (ALIA)

Gender & Sexual Diversity Stream

Mission statement

The aim of the stream is to create a safe and inclusive library space and experience for all individuals by educating staff, patrons and stakeholders and increasing the visibility of issues affecting gender and sexual minorities to inform decisions and best practices within the library moving forward.

The Gender and Sexual Diversity Stream focuses on the broad spectrum of genders and sexual identities, but specifically aims to support the inclusion and visibility of women, LGBTQIA+ and gender non-conforming individuals. The stream recognises that gender and sexuality are fluid and that multiple identities and experiences can exist simultaneously within these communities.

Recent actions:

- Established work-group.
- Develop stream-specific contact list and repository of resources & support services.
- Building a 12-month comms and engagement plan that maps key dates and events, e.g. Pride week, IDAHOBIT, etc.
- Reviewing previous and existing library-based Gender & LGBTQIA+ resources and initiatives.

Indigenous Stream

Mission Statement

The work of this stream focuses on ensuring that library services of all types are designed and delivered with the cultural safety of Indigenous students and staff in mind, as well as supporting the University-wide moves towards Indigenising the curriculum and supporting Indigenous researchers. Listening to, collaborating with and actively seeking feedback from Indigenous colleagues about any work we do in this space is imperative.

"Nothing about us, without us."

Recent actions:

- Implementing Indigenous Knowledge Attribution Toolkit elements into the library's Academic Referencing Tool.
- Working with Library Communication team to share information and updates on the Referendum.
- Support the incorporation of the Referencing Indigenous Knowledges "decision tree" in LTU Achieve@Uni webpage.

International Stream

Mission Statement

The stream actively promotes the tools and resources international students need to adapt successfully while transitioning to the requirements of studying in the Australian tertiary education environment.

To do this we seek to:

- Ensure the library remains a key supporter of international students in their transition to studying in Australia.
- Collaborate with and learn from international students to better serve their needs.
- Connect university and student voices on international student matters to develop new shared insights.
- Build on previous initiatives to ensure the relevant legacy items are carried into current initiatives.

Recent Actions

- Review outcomes from International Education Resilience Fund (IERF) Project and implement relevant findings to improve the international student experience through the library.
- Promoting key resources and library learning services relevant to international students
- English for Success program
- Workshops targeted at international students
- International student orientation sessions
- Chat & Connect programs for international students to develop relationships and their conversational English skills

LA TROBE UNIVERSITY

THANK YOU

latrobe.edu.au

Georgia Tsioukis

g.tsioukis@latrobe.edu.au

Lydia Hartwig

l.Hartwig@latrobe.edu.au

La Trobe University
CRICOS Provider Code Number 00115M

© Copyright La Trobe University 2022