

Inclusivity  
Experiment

+

Inclusive Practice  
in Education

Fellowship Program



Canva

Centre for Inclusive Design

Centre for Social Justice  
and Inclusion

Institute for Interactive Media  
and Learning

Transdisciplinary School

**We acknowledge the Gadigal people of the Eora Nation upon whose ancestral lands our work takes place. We pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for this land.**

# Inclusivity experiment + Inclusive Practice in Education. Fellowship Program

## 1. Background

The Inclusivity Experiment is a collaborative initiative that aims to develop and scale inclusive practice. The project began in 2018 as an events-based project that intended to bring collaborative partners together on an annual basis to generate conversations and actions around inclusion.

Since then the Inclusivity Experiment has iterated through a number of permutations, with its latest offering focusing on inclusive educational experiences. The initiative, in its latest form, aims to support the development of learning and teaching environments and practices that effectively engage all involved, support a sense of belonging and better enable learning.

The Inclusive Practice in Education Fellowship Program has been developed to support this aim.

## 2. Inclusive Practice in Education Fellowship Program

As part of this Fellowship Program, up to 16 Associate positions will be offered through an application process. Running across a ten-month period, the Program will bring together education-based academics and practitioners. Engaging together as part of a community of practice, these Associates will:

- build their capacity to deliver inclusive education,
- access targeted support, and
- work together to contribute to the system change needed for inclusive practice to flourish.

The Fellowship Program's Associate positions will be connected to the Centre for Social Justice and Inclusion and supported by the initiative's collaborative partners: Canva, Centre for Inclusive Design, Institute for Interactive Media and Learning and the UTS Transdisciplinary School.

## 2.1 Who can apply

We welcome applications from:

- any member of UTS staff, permanent, sessional, and casual, who have expertise or interest in inclusive educational practices. We welcome group applications from teams who are actively collaborating on providing inclusive educational experiences,
- UTS students, including higher degree research students, who have expertise or interest in inclusivity within the education space, and
- external practitioners who are actively engaged in providing inclusive educational experiences.

## 2.2 Selection criteria and conditions of Fellowship

Applications will be assessed in accordance with the following criteria:

- lived experience, subject matter expertise or interest in enhancing inclusive educational experiences,
- access to opportunities through which the learnings gained through the Fellowship can be put into practice,
- ability to commit to the program, including attending all organised sessions as outlined in the Fellowship program,
- diversity of representation,
- endorsement of the Faculty Dean/Unit or Director/Supervisor where needed.

## 2.3 The Fellowship Program

Applications for the Associate positions open on 30 August 2021 and submissions will be received until 21 September. Successful applicants will be notified of their acceptance into the program by 04 October 2021.

The formal Fellowship program will commence on 8 October 2021 with four weekly 90-minute Community of Practice gatherings as follows:

- 08 October 2021, 9.15 am to 10.45 am: Session 1 Community of Practice: Appreciating the network and learning about our assets.  
Facilitated by: Project partners
- 15 October 2021, 9.15 am to 10.45 am: Session 2 Community of Practice: Inclusive practice – broadening our understanding  
Facilitated by the Centre for Inclusive Design
- 22 October 2021, 9.15 am to 10.45 am: Session 3 Community of Practice: Problem framing and considering applications to our local context  
Facilitated by IML + TD School

- 29 October 2021, 9.15 am to 10.45 am: Session 4 Community of Practice  
Future thinking and imagining inclusive practice at its best  
Facilitated by IML + TD School
- 12 November 2021, all day: Design Studio  
Facilitated by CfID + Canva  
This Design Studio will incorporate a variety of participatory design methodologies to uncover design opportunities and co-create solution prototypes. Through this engagement the workshop also invites all stakeholders to understand the impact of design decisions.
- 26 November 2021, all day: Evaluation workshop  
Facilitated by the Centre for Social Justice and Inclusion  
Learn about the fundamentals of evaluation and ways in which you can better understand and share the extent to which you are successfully reaching your desired outcomes.
- 10 December 2021, 9.15 am to 10.45 am: Check-in.
- 25 February 2022, 9.15 am to 10.45 am: Preparing a grant application.
- May 2022: Informal interim progress check-in and evaluation.
- August 2022: Sharing event and showcase.

We understand that the selected dates may clash with teaching requirements and work requirements, thereby excluding potential participants. We are running this program as a pilot with the hope of expanding it in the future. Please let us know your interest and we will notify you of future opportunities.

#### **2.4 Benefits of the Fellowship Program**

- Connect to scholars, practitioners and students within the space of inclusive education
- Develop capacity through the sharing of knowledge and experience
- Collectively learn about system barriers and advocate for change
- Access opportunities offered to those who have completed the Fellowship, including:
  - Complimentary 3-month Canva Pro subscription
  - One Social Impact Practice and Research Grant in the 2022 round will be made available exclusively to those who have completed the Fellowship Program. Applications in support of inclusive education initiatives, informed by the Fellowship, will be accepted with one competitive initiative being awarded up to \$5,000 including on costs. Unsuccessful applications will also be considered as part of the broader grant selection process.



- **Conditions:**  
As part of the application process, all applications will need to include an indication of how the grant will be spent. For UTS staff, payments will be transferred to the staff member's faculty or unit for disbursement. UTS students who apply must identify an academic or professional staff partner, mentor or supervisor for their initiative. Funds will be dispersed to the involved staff member who will take joint responsibility for the financial acquittal of the grant. External applicants must provide a tax invoice. All grants will need to be financially acquitted by 10 December 2022. Grant outcomes for projects and initiatives need to be near completion by January 2023. Evaluations and final reports are to be submitted by 28 February 2023.
- A participant or group of participants will also be offered the chance to take part in the LX.lab's Academic in Residence (AiR) program. The LX.lab can provide learning design and technology support, to work collaboratively with the selected Associate(s) on a project to implement inclusion in their teaching practice and share the outcomes with the wider learning and teaching community at UTS.

## **2.5 Enabling participation**

We are mindful that some participants may have limited financial capacity to engage in this initiative. In addition to all capacity building offerings being delivered free of charge, we are offering a limited number of stipends to cover the cost of participation. These will be done through employment contracts with the hours required for the planned meetings and workshops being covered.

The stipend is equivalent to 7 x 90 minutes and two full days of 7 hours each, paid in clusters at HEW 7 rates.

## **3. Application Process**

### **3.1 Summary of key dates**

- 30 August 2021: Applications open
- 07 September 2021: Information webinar (register your attendance here: [bit.ly/inclusivity-experiment-fellowship-program](https://bit.ly/inclusivity-experiment-fellowship-program))
- 21 September 2021: Applications close
- 04 October 2021: Successful applicants notified
  
- 08 October 2021, 9.15 am to 10.45 am: Session 1 Community of Practice
- 15 October 2021, 9.15 am to 10.45 am: Session 2 Community of Practice
- 22 October 2021, 9.15 am to 10.45 am: Session 3 Community of Practice
- 29 October 2021, 9.15 am to 10.45 am: Session 4 Community of Practice

- 12 November 2021, all day: Design Studio
- 26 November 2021, all day: Evaluation workshop
- 10 December 2021, 9.15 am to 10.45 am: Check-in
- 25 February 2022, 9.15 am to 10.45 am: Preparing a grant application
- May 2022: Informal interim progress check-in and evaluation
- August 2022: Final check-in and evaluation. Program close.

### 3.2 How to apply

- Applications to be submitted through a short Google form by 21 September, 2021 accessible [bit.ly/inclusivity-experiment](https://bit.ly/inclusivity-experiment).
- Successful applicants will be notified by 4 October.
- For more information or if you have any questions, please email: [socialimpactgrants@uts.edu.au](mailto:socialimpactgrants@uts.edu.au)

### 3.3 Application questions

We appreciate that you may wish to consider and prepare responses to the application questions prior to completing the online application form. For this reason, please see the questions provided below. Please note that this is NOT the application form, just the list of questions. Formal application must be done through completion of the Google form located at: [bit.ly/inclusivity-experiment](https://bit.ly/inclusivity-experiment).

1. Applicant name and position
2. Applicant organisation if outside of UTS
3. Applicant Faculty, Unit or Division if from UTS
4. Applicant email address
5. Applicant phone
6. Which of the following best describes you? (*Established academic or teacher; Emerging academic or teacher; Established practitioner; Emerging practitioner; Higher Degree Research student; Postgraduate Coursework student; Undergraduate*).
7. For group applications, please provide names, positions and email addresses.
8. For group application, what is your experience of working together and what diverse experiences do you bring to this initiative?
9. What does *inclusivity* mean to you and what is your understanding or experience of how it relates to the education sector? (300 words max)
10. What lived or professional experience and/or context or subject matter expertise do you bring to the Fellowship? (300 words max)
11. What do you hope to gain from this Fellowship? (300 words max)

12. How do you intend to put into practice what you gain from this Fellowship? Are there any specific opportunities that will allow you to practice what you gain? Please provide specific examples. (300 words max)
13. Can you commit to attending all the planned sessions as detailed in the program? (Yes/No)
14. We are mindful that some participants may have limited financial capacity to engage. In addition to all capacity building offerings being delivered free of charge, we are offering a limited number of stipends to cover the cost of participation. These will be done through employment contracts with the hours required for meetings and workshops being covered. Would you like to be considered for this stipend? (Yes/No)  
Support note: (300 words max)
15. If you are a UTS staff member engaging in this initiative as part of your work, do you have endorsement of the Faculty Dean/Unit or Director/Supervisor to participate in this initiative?
16. Do you have any requirements to ensure you can fully participate in all aspects of the program?
17. How did you hear about this Fellowship program?

### **3.4 Need more information?**

**An information session detailing the terms of the Fellowship is being offered on 7 September 2021, from 1.00 pm to 2.00 pm. Register your interest via the below link to receive details of the webinar.**

[bit.ly/inclusivity-experiment-fellowship-program](https://bit.ly/inclusivity-experiment-fellowship-program)