



St Mark's College

Progress report update on cultural renewal

As we approach the commencement of the 2020 academic year, St Mark's College reaffirms our commitment to upholding the values of the College – including ensuring respect and dignity for all, regardless of gender, ethnicity, sexual orientation, or other attribute – and to our Action Plan for Cultural Renewal.

Under the guidance of the College Board and in close partnership with student leaders, the new staff leadership team – led by a new Head of College (Professor Don Markwell), Dean (Professor Peter Tregear) and Director of Learning (Dr Rachel Buxton) – is continuing the vigorous implementation of the Action Plan for Cultural Renewal.

Cultural renewal will remain central to the College in 2020.

This report provides an update on actions undertaken since the first-year progress report published in September 2019, and should be read in conjunction with the [Action Plan for Cultural Renewal](#) and the [first-year progress report](#).

Important actions include:

1. an extensive training program for 2020 student leaders undertaken in “Leadership Week” in December 2019. Topics covered included values-driven and effective leadership; positive bystander behaviour; respectful relationships; sexual violence, consent, power, and vulnerability; supporting peers experiencing grief and loss; racism, cultural diversity, and inclusion; drug and alcohol harm minimisation; mental wellbeing; communications, risk management, and event planning; and child protection.
 - a full report on this is [here](#)
 - student leaders are also required to complete a range of training, including in Responsible Service of Alcohol, First Aid, and Working with Children Checks.
2. further significant training for student leaders in “pre-Welcome Week” (15-19 February 2020), covering such fields as ethical leadership, mental health first aid, recognising and responding to disclosures of sexual assault, approaches to alcohol, and more.
3. extensive training for new and returning students during Welcome Week (commencing 20 February 2020 for new students, and 22 February for returning students) with sessions on such topics as respectful relationships, recognising and reporting sexual assault, sexual health, and alcohol and drugs
 - the training for new students on recognising and reporting sexual assault is on their first full day in College.
4. the Welcome Week program has been designed by staff and student leaders working together to minimise the risks of inappropriate conduct of any kind.

5. emphasis on the need for all students to have completed the “Consent Matters” module before arriving at College (which Residential Advisers will check with all new students on their arrival day).
6. revision of the College Handbook, including further stressing the importance of a culture of respect, genuine inclusion, and safety, and (for example) underscoring that St Mark’s will not tolerate sexual misconduct or hazing of any kind.
7. making the College Handbook publicly accessible on the College’s website [here](#)
8. revision of College policies, including on sexual assault, sexual harassment, “no hazing”, and other topics. These and other policies may be found [here](#) and are in the College Handbook.
 - an ongoing program of review of policies continues under the oversight of the College Board.
9. a commitment to appoint an external consultant available to anyone seeking advice or wishing to make disclosures regarding sexual harassment or sexual assault. The College is currently seeking to identify a suitable consultant, and will advertise their details to students when appointed.
10. the placing on all noticeboards and behind all toilet doors of a poster stressing that harassment, assault, and bullying are “not tolerated here”, and giving contact details for staff available to help.
11. in the survey of returning students’ room preferences, students were asked if they would like to be on a single-sex or alcohol-free floor.
12. to promote student safety, more CCTV cameras will be installed to cover building entrances and exits, with improved lighting.
13. ongoing work to attract students from diverse background and to diversify the sources of students as we work to increase the number of students in residence.
14. the College’s Indigenous Advisory Committee has continued to provide guidance to the College on better meeting the needs of Aboriginal and Torres Strait Islander students.
15. following the governance restructure in 2018, the College Board is continuing its renewal, with Professor Suzanne Le Mire and Mr Marc Allgrove commencing as Board members in December 2019, and two new Board members soon to be announced.

The College will continue to implement the Action Plan for Cultural Renewal, to review and refresh our plans, policies, and programs, and to report from time to time on progress.

We welcome suggestions for continuing improvement as we strive to offer our students the best all-round educational experience we can in a culture of respect, inclusion, and safety.

14 February 2020