



MeDUSA Equality Policy

Deakin Medical Students Association

Background

Due to the organisational structure of Deakin Medical School, MeDUSA members are separated geographically for a significant proportion of their degree. As a result of this separation, members inherently have varied access to different resources, funding and educational opportunities. In some instances, this may lead to unequal opportunities for different students based on their campus or clinical site. Discrepancies have historically involved unequal funding of events, partial distribution of educational resources within cohorts, and limited access to MeDUSA events for remotely located students.

Position Statement

MeDUSA believes that all of its members should have equal access to the same set of resources, funding and opportunity irrespective of cohort, location or clinical school.

Policy

1. MeDUSA Event Funding Allocation

- 1.1. Budgeting of commonly incurred expenses for MeDUSA events should be equal to (or not exceed specified limits below), irrespective of location or clinical site:
 - 1.1.1. For events with a purpose of disseminating information (including, but not limited to, careers information sessions, internship information sessions, and clinical school information sessions), catering expenses *including* beverages should:
 - 1.1.1.1. Not exceed \$15 *per person*, and;
 - 1.1.1.2. Be budgeted to a reasonable and appropriate level for that individual event

- 1.1.2. For recurrent, non-ticketed, free events (including, but not limited to, post-exam celebrations and mid-rotation social events) with the sole purpose of socialisation and/or celebration, catering expenses *including* beverages should:
 - 1.1.2.1. Not exceed \$5 *per person*, and;
 - 1.1.2.2. Be budgeted to a reasonable and appropriate level for that individual event
 - 1.1.2.3. This does not apply to events including, but not limited to Med Ball, Grad Ball or MeDUSA's annual Cocktail Night
- 1.1.3. Gifts purchased for event guests (including, but not limited to, guest speakers and presenters) should:
 - 1.1.3.1. Not exceed \$15 per gift, and;
 - 1.1.3.2. Be budgeted to a reasonable and appropriate level for that individual event
- 1.2. The expense limits stipulated above apply to all relevant events *irrespective* of the amount of sponsorship revenue directly earned by that event.
- 1.3. Sponsorship earned by any particular MeDUSA event should not be regarded as a guide to the amount able to be spent on the event in question. MeDUSA utilises funds gained from profitable events to offset losses incurred from non-profitable events.
- 1.4. Individual exception to the limits stipulated in section 1.1 are adjustable on a case-by-case basis. Consideration for individual exception to section 1.1 is to be carried out by direct email contact with the MeDUSA Executive Committee, or at a MeDUSA General Committee meeting.
- 1.5. All MeDUSA events should reasonably endeavour to attain sponsorship revenue such that:
 - 1.5.1. Proposed events expecting to incur an overall loss, financial losses to MeDUSA are minimised.
 - 1.5.2. Proposed events expecting to generate an overall profit, financial gains to MeDUSA may be directed to funding other initiatives that tend to incur financial loss.

2. MeDUSA Event Access

- 2.1. MeDUSA events of an educational or informative nature must be accessible via online streaming and/or recording to all MeDUSA members.
 - 2.1.1. Educational or informative events include, but are not limited to:
 - 2.1.1.1. Careers information sessions

- 2.1.1.2. Internship application information sessions
- 2.1.1.3. Clinical school information sessions
- 2.1.1.4. Practice examination question sessions
- 2.1.2. Exemption for Section 2.1 can be gained by:
 - 2.1.2.1. Explicit, reasonable request from any individual involved in delivery of presentation to not be recorded and/or streamed
 - 2.1.2.2. Specific request by the general committee
- 2.2. Online streaming access to events must be advertised on relevant Facebook pages prior to the event commencing.
- 2.3. Facilities for streaming and/or recording will be provided by MeDUSA.
- 2.4. All unresolved technical issues relating to provision of online streaming and/or recording facilities should be reported to the MeDUSA IT Officer as soon as they are encountered. This will allow prompt resolution of unforeseen technical issues.

3. MeDUSA Resources

- 3.1. Resources developed and/or funded by MeDUSA must be equally available to all students at all campuses and clinical sites.
- 3.2. These resources include, but are not limited to:
 - 3.2.1. Educational content prepared specifically for MeDUSA, with the purpose of distribution to fellow students. These include, but are not limited to practice examination questions, practice OSCE stations, MeDUSA Publications and educational presentations.
 - 3.2.1.1. Exceptions to Section 3.2.1 are:
 - 3.2.1.1.1. Circumstances where distribution of content would violate copyright laws or any other relevant legislation.
 - 3.2.1.1.2. By written confirmation from the executive committee, if requested by the developer of the relevant content.
 - 3.2.2. Assets owned by MeDUSA.
 - 3.2.2.1. If a clinical school or campus site reasonably requires access to a MeDUSA owned asset available to another clinical school that cannot be readily shared, the relevant MeDUSA committee member should submit a budget at a general committee meeting for purchase of the asset in question.

- 3.2.2.1.1. The MeDUSA committee reserves the right to decline budget for purchase of assets if projected expenditure is not within reason, or beyond the reasonable financial capacity of MeDUSA.
- 3.2.2.2. Examples of assets include, but are not limited to AV equipment, furniture and technological equipment.

Conclusion

MeDUSA strongly believes in equal access to funding and resources for its members. No MeDUSA member should be disadvantaged compared to other members due to location or clinical site.

Ongoing and equal access to funding and resources prevents inequality between students, with the vision to deliver MeDUSA members excellent social and learning experiences during their time at Deakin Medical School. This will ultimately produce a more cohesive and informed cohort of future doctors.