Minutes for the Equal Employment Opportunity/Affirmative Action Committee meeting held on
Tuesday, 24 August 2004 at 2 pm in Room 304, Building 36.

Present: J Patterson, R Weekes, J Steele, C Hawksley, P Crookes, N Crittenden, P McFarlane

In Attendance: J Wallis

NEXT MEETING is Tuesday 19 October 2004 at 2 pm Room 303

PART 1: PRELIMINARY BUSINESS

1.1 Apologies
Apologies were received from Yvonne Kerr, John Bern and Brian Webb.

1.2 Confirm Minutes of Last Meeting
Minutes of the previous meeting were unconfirmed. Copies of previous minutes will be
distributed with the agenda of each meeting as well as after each meeting to assist committee
members.

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 Work Life Balance and Enterprise Bargaining
The EEO discussion paper “Advancing work/life balance at UOW” was well received by the
NTEU academic bargaining team and it will be integrated into the academic agreement. The
CPSU has accepted the report in principal. A key component of the discussion paper is
improved flexibility and choices for staff around pregnancy, childcare, career development
and work.

ACTION R Weekes

2.2 Indigenous Employment update
Deans and Directors have been approached and generally they are more interested in
cadetships than traineeships. Cadetships are for a 5 year period with three days at work and
two days studying. At present we have 3 cadets with the possibility of 3 more. We are in the
process of negotiating subsidies for the new cadetships with the Department of Workplace
Relations (DEWR).

2.3 General Staff Representation – Faculty Executive
The Chair provided feedback on the status of general staff on current faculty executive
committees.

Law – No committee;
Arts, Creative Arts, Health & Behavioural Sciences have non elected non academic members;
All other faculties have elected non academic members.
Issues were discussed around elected and non elected members to this committee and communication processes within individual faculties. It was decided to leave the matter open until all members of the EEO/AA Committee were available for further discussion.

2.4 Indigenous Achievement – Helen Coomb
A letter from the Chair of the Committee has been sent congratulating Helen on her achievements. A media release has also been prepared.

PART 3: REPORTS

3.1 EOWA Report
The 2004 report has been prepared as a waiver application for exemption from annual reporting and also as an application for Employer of Choice for Women Award. The waiver application has been successful which means our next report is not due until 2007. Employer of Choice for Women Awards will be announced in November. The Chair noted the efforts of Robyn Weekes in this regard.

PART 4: NEW BUSINESS

4.1 Staff Profiles 2004
An EEO data collection survey was conducted in early 2004. Statistics for OEED have been prepared from this data. The committee were provided with the most recent figures. All equity groups are moving up although numbers for academic and senior women are still low.

4.2 Note of Appreciation
The Chair of the Committee asked it be put on record that our Senate representative, Charles Hawksley “does us proud” with his comprehensive reporting of EEO/AA Committee matters to Senate.

Judy Wallis
Secretary
EEO/AA Committee