University of Wollongong

EMPLOYMENT EQUITY & DIVERSITY COMMITTEE

Minutes February 2006

Minutes for the Employment Equity & Diversity Committee meeting held on Tuesday, 28 February 2006 at 2.00 pm in Room 303, Building 36

Present: J Patterson, R.Weekes, F McMillan, P Crookes, C Woodroffe, N Crittenden, B Webb and D Jolley

In Attendance: J. Wallis

PART 1: PRELIMINARY BUSINESS

1.1 Apologies
Apologies were received from J Steele, P McFarlane, Y Kerr and T Thongdang.

1.2 Confirm Minutes of Last Meeting
Minutes of the previous meeting were confirmed.

1.3 Meeting Dates 2006
11 April (changed from 18 April), 20 June, 15 August, 17 October, 5 December (will be changed)

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 EO Online update
Discussions were held in relation to the statistics of some faculties and how this was achieved. The achievement of the Faculty of Informatics was commended.

2.2 Indigenous Employment
Item noted

2.3 Diversity Week Program
Courtney Maywald, Project Officer for Diversity Week tabled and outlined her draft program to date. Diversity Week is an initiative of the Campus Equity Education Consultative Committee and is being held in week 4, 13 – 17 March 2006. This date was determined to provide the umbrella for all equity week celebrations in 2006 (Sexuality week, International week, Blue Stocking week) and to capture international students who arrive after orientation week. Funding has been provided by UniCentre and the EED Unit. The extensive program has been prepared under budget. Courtney was congratulated by the Committee for the effort she has put in to provide a variety of activities throughout the week.

ACTION C.MAYWALD, R WEEKES
2.4 Policy Review
Respect for Cultural Diversity – no further progress has been made.

Grievance Procedures – Working party nominations from EED Committee members was sought to work on a draft document. R.Weekes, J.Steele, P.McFarlane and B Webb will meet before the next meeting and report progress.

ACTION R WEEKES, J STEELE, B WEBB, P MCFARLANE

People with Disability –Policy development in this area had been delayed because of associated work to be undertaken on DDA standards and AVCC Guidelines for Students with a Disability. There was a view that urgent policy decisions needed to be made regarding students in areas with practum or professional accreditation. Practices at other universities were discussed. A small working party will be set up to prepare a submission to the Vice Chancellor for employment of a project officer to fast track the policy development.

ACTION Y KERR, J PATTERSON, P CROOKES

2.5 Grievance Statistics
Discussions were held concerning the number of consultations and formal grievances.

PART 3: REPORTS

3.1 EED Draft Business Plan
After discussion, changes were identified in relation to a feedback mechanism to the local Indigenous community on employment outcomes and a review to monitor the impact of AWAs on the staff profile.

ACTION R WEEKES

3.2 Progress Report – Equity Fellowships
To date 13 equity fellowships have been awarded across various faculties (7 in 2005, 6 in 2006). Seven PhD completions are due by June 2006. R Weekes will approach the Vice Chancellor for a further two years of funding.

ACTION R WEEKES

PART 4: NEW BUSINESS

4.1 Disability Standards for Students with Disability
This item was held over to the April meeting.

ACTION Y KERR

4.2 EOWA Employer of Choice for Women citation
Award noted.

Judy Wallis
Secretary
EED Committee