Minutes for the Equal Employment Opportunity/Affirmative Action Committee meeting held on Tuesday, 19 October 2004 at 2 pm in Room 303, Building 36.

Present: J Patterson, R. Weekes, J. Steele, C Hawsley, P Crookes, N Crittenden, N Woods, B Webb, J Bern

In Attendance: J. Wallis

NEXT MEETING is Tuesday 7 December 2004 at 2 pm Room 303

PART 1: PRELIMINARY BUSINESS

1.1 Apologies
Apologies were received from Yvonne Kerr and Penney McFarlane.

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

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 Indigenous Employment update
Tina McGhie has taken over the role of Indigenous Employment Officer working two days per week. She has fitted into the role very well. As part of our Aboriginal Employment Strategy, our cadetship program with DEWR has been reviewed with cadets working for two days and studying for three days. The subsidy we receive from DEWR has also been increased.

ACTION J PATTERSON

2.2 General Staff Representation – Faculty Executive
The Chair of the Committee proposed that he meet with Robyn Weekes and Brian Webb to discuss this matter and then report back to the committee.

ACTION J PATTERSON

2.3 Policy progress update
The EEO/Affirmative Action Policy and Sexual Harassment Policy have been revised and will be presented to the Administration Committee for approval on 26 October 2004. The Alcohol Policy and Sexual Assault Policy is in the process of being updated.

ACTION R WEEKES

PART 3: REPORTS

3.1 OEED Report
This report was tabled. Further discussions, if any, will take place at the next meeting.
PART 4: NEW BUSINESS

4.1 Reconciliation Statement
As part of the review of EEO based policies, staff at the Aboriginal Education Centre have provided feedback on the existing Reconciliation Statement. Further information will be provided on the traditional owners of the Moss Vale site and the Statement will then be submitted to the Administration Committee for approval.

ACTION J.BERN

4.2 EO Online Module 3 – Students
The Vice Chancellor has approved funding to develop Module 3 of EO Online for students. The consortium and Dean of Students have had their initial meeting. Student focus groups are being organised to get feedback on issues and experiences. Module 3 will be short and to the point using media and real life examples. Race and homophobia based issues will be targeted.

ACTION R.WEEKES

4.3 Campus Equity Education Consultative Committee
This is a new committee consisting of staff, students and representatives from external organisations. Charles Hawksley, Yvonne Kerr and Robyn Weekes will represent our Committee. The committee’s role is to develop proactive strategies to address harassment on campus.

ACTION R.WEEKES, Y.KERR, C.HAWKSLEY

4.4 Women’s networks – Linking Women
WIC – Research Platform
Two women’s networks are being established. The benefits of support networks were expressed by women in the 2003 focus groups. The two networks to be established are WIC (Women in Commerce) and Linking Women (all female staff). The WIC network is sponsored by the Dean of Commerce and EEO Unit and will be trialled for 6 months. The first Linking Women meeting is on 4 November and Pru Goward, Federal Sex Discrimination Commissioner, will speak on ‘Career and Family – Making it Work’.

4.5 New Name for EEO/AA Committee
A suggestion was put forward to change the name of the EEO/AA Committee as it does not accurately reflect the breadth of the committee’s activities. The Secretary will research the names at other universities. The Chair said he would discuss the matter with David Rome, Vice Principal (Administration) before the next meeting.

ACTION J.PATTERSON, J.WALLIS

Judy Wallis
Secretary
EEO/AA Committee