Minutes for the Employment Equity & Diversity Committee meeting held on Tuesday, 28 August 2007 at 2 pm Administration Building R303

Present: J Patterson, L Wright, T Thongdang, J Booker, C Woodroffe, N Crittenden, J Steele, Y Kerr, P MacFarlane, P Crookes & A Frazer

In Attendance: J. Wallis, C Sharpe & J Kennedy

PART 1: PRELIMINARY BUSINESS

1.1 Apologies
No apologies.

1.2 Welcome
C Sharpe and J Kennedy were welcomed to the meeting. New Senate Committee representative Andrew Frazer, Faculty of Law, whose term commences in September 2007, was also welcomed.

1.3 Confirm Minutes of Last Meeting
Minutes of the previous meetings held on 17 April & 10 July 2007 were confirmed.

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 Progress Report – Disability Action Plan
C Sharpe gave a detailed report on the working party’s current draft of the Disability Action Plan. Research has been undertaken into standards at other universities. Over 40 staff and students have been interviewed in regards to disability services. There is a lot of goodwill in the University in terms of support provided to staff and students with disabilities. Mental health issues and student placements are concerns that need to be addressed within the context of the Disability Action Plan. Members of the committee identified alternative assessment as one area requiring a consistent approach across the University. A future draft will be presented to the Committee at a later date.

ACTION C SHARPE

2.2 Ethnic Affairs Priority Statement update
A working party has met twice. A draft paper will be presented to the Committee at a later date.

ACTION L WRIGHT
PART 3: REPORTS

3.1 Director’s Progress Report
The Director’s report was noted.
The Chair congratulated Jade Kennedy on his graduation.

PART 4: NEW BUSINESS

4.1 Prime Minister’s Employer of the Year Awards
UOW was a finalist for 2007. Lynne Wright, Jodie Douglas, Sam Hardaker and Cameron Roles attended Parliament House for the awards night which was enjoyed by all. L Wright felt if UOW’s statistics could be represented more favourably in future applications and supplemented with success stories, there may be more recognition. The Chair expressed his congratulations.

4.2 Sexual Harassment Strategy
EED’s reporting body, EOWA, (Equal Opportunity for Women in the Workplace Agency) require an education strategy to take place every two years on sexual harassment for university staff. The Vice Chancellor has given his approval for all staff to receive UOW’s Sexual Harassment & Sexual Assault brochure together with a letter signed by him. Committee members will receive a copy in the internal mail for information after this meeting.

4.3 EED Business Plan
Discussions were held in relation to the EED Business Plan. There is no mention in the Unit Objectives section about the work conducted on disabilities. Director EED will add this to the plan.

ACTION L WRIGHT

4.4 Indigenous Trainee & Cadetship update
J Kennedy gave an outline of his goals for the Indigenous program for 2008. The current STEP contract requires three traineeships and two apprenticeships. Two traineeships are filled and negotiations are underway for one apprenticeship with Informatics. Jade is currently speaking to faculties with the aim of three cadetships commencing in 2008 in the form of a five year part time degree. The Chair thanked Jade for his effort to date.

ACTION J KENNEDY

Judy Wallis
Secretary
EED Committee