Minutes for the Employment Equity & Diversity Committee meeting held on Tuesday, 16 October 2007 at 2.15 pm Administration Building R303

Present: J Patterson, L Wright, T Thongdang, N Crittenden, Y Kerr, B Webb & A Frazer

In Attendance: J. Wallis, C Bale (Sharpe) & J Kennedy

PART 1: PRELIMINARY BUSINESS

1.1 Apology
An apology was received from C Woodroffe.

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

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 Progress Report
Student Disability Policy
The draft policy has been presented to various committees and is currently on the UOW website for general comment. The final draft will be forwarded to HREOC and Chris Puplick for their input. A set of guidelines will be developed in 2008 that will support the Policy.

ACTION Y Kerr

Disability Action Plan
C Bale summarised each issue giving an overview of the paper and advised the DAP is in the final draft although feedback is still welcome from the campus community. The DAP will be kept active with regular reporting to the Committee. Progress reports will be requested twice yearly.
The Committee acknowledged the huge volume of work completed in a short period of time.

ACTION C Bale

2.2 Ethnic Affairs Priority Statement draft
This Statement is linked to the principles of cultural diversity. As a result of the Community Relations Commission’s feedback the Indigenous actions have been removed and are shown in the Woolyungah business plan. As the strategies are ongoing there was no need for target dates at this stage. All strategies are included in other units’ business plans, the EAPS simply draws them together in the one document.
PART 3: REPORTS

3.1 Director’s Progress Report
The Director’s report was noted. Mention was made that the University Indigenous games were a great success.

3.2 Indigenous Employment Report
J Kennedy reported the Indigenous traineeship quota has been filled with only one apprenticeship position outstanding for the current STEP contract. The current Indigenous Employment Strategy is outdated and needs reviewing. A small working group will be organised consisting of L Wright, J Kennedy and any other interested committee members. Members of the University community may also be co-opted.

ACTION
L WRIGHT
J KENNEDY

PART 4: NEW BUSINESS

4.1 Student EO Online Progress Report
A handout was distributed with seven possible scenarios. A sound company is, at present, putting voices to three scenarios which will then be shown to students for their thoughts. The Committee will also be shown the completed three scenarios at the next meeting.

ACTION
L WRIGHT

4.2 Diversity Champions
At present L Wright receives requests from external agencies seeking assistance in the employment of their clients with disabilities. At present these requests are dealt with in an ad hoc manner. Discussions took place on how to have a more formalised approach to managing this issue.
L Wright will present a paper suggesting a possible structured approach with consultation/liaison with faculties and units. The EED Committee supports this initiative.

ACTION
L WRIGHT

Judy Wallis
Secretary
EED Committee