Minutes for the Employment Equity & Diversity Committee meeting held on Tuesday, 14 October 2008 at 2 pm Administration Building R303

Present: J Patterson, L Wright, Y Kerr, J Steel, N Crittenden, B Webb, J Kennedy & P McFarlane

In Attendance: J. Wallis

PART 1: PRELIMINARY BUSINESS

1.1 Apologies
Apologies received from C Woodroffe, A Frazer, P Crookes and T Thongdang.

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

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 Sexual Harassment Policy update
The Sexual Harassment Policy was placed on the UOW website for broader community consultation. Feedback was received and has been taken into account. The Policy is now in a position to go to Council for approval. This recommendation was moved and seconded by the Committee.

ACTION

L WRIGHT

2.2 Queer Collective Posters
The new laminated posters and postcards were launched in Sexuality Week. They were circulated to the Committee for perusal.

PART 3: REPORTS

3.1 Director's Progress Report
L Wright advised the application for Employer of Choice for Women Citation had been emailed to the external reporting body, Equal Opportunity for Women in the Workplace Agency (EOWA), with UOW meeting all criteria. It will be approximately three months before UOW hear whether successful. Discussion took place on the training delivered by the Anti Discrimination Board ‘Closing off a Dispute’ with interest by some committee members attending next year if the training is offered. Other outside agencies will be approached to deliver training in 2009.

PART 4: NEW BUSINESS
4.1 **RRR Online - update**
Responsibilities, Rights and Respect Online will be presented to the University Education Committee October 29th meeting. Feedback has been received especially in relation to the graphics. Heads of Colleges have agreed to trial the online program with their students early in 2009 so all feedback can be assessed by mid-2009. Students will initially be given incentives to complete the program. On-selling is an area which requires additional consultation.

**ACTION**
L WRIGHT

4.2 **Indigenous Trainee Program proposal**
Discussions took place on the current one year Traineeships on offer not being long enough for Indigenous trainees to be competitive when applying for a position on completion of their traineeship. A three year program will allow time for additional training courses to be attended and more experience gained on the job. If support can be gained from the Vice-Chancellor, the program will be trialed in one or two faculties, with the faculties of Education and Health & Behavioural Science already having expressed interest. A suggestion was made that external companies be involved in the third year of employment.

After a few minor changes, the Committee recommended this proposal be taken to the Vice Chancellor for his approval.

**ACTION**
L WRIGHT

4.3 **Equity Statistics for University Committees**
These statistics are required by EOWA. It was noted the number of women in some committees were low. Statistics will be forwarded to the Chair of each committee for their information.

**ACTION**
L WRIGHT

Judy Wallis
Secretary
EED Committee