University of Wollongong

EMPLOYMENT EQUITY & DIVERSITY COMMITTEE

Minutes December 2008

Minutes for the Employment Equity & Diversity Committee meeting held on Monday, 15 December 2008 at 2 pm Administration Building R303

Present: J Patterson, L Wright, Y Kerr, A Frazer, N Crittenden, J Kennedy,
P McFarlane and T Thongdang

In Attendance: J. Wallis

PART 1: PRELIMINARY BUSINESS

1.1 Apologies
Apologies received from C Woodroffe, P Crookes, J Steel and B Webb,

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

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 RRR Online - update
A presentation of Responsibilities, Rights and Respect Online by R Wright & L Wright to the University Education Committee in October was favourably received. Students in colleges will trial the online program and focus groups will be organised for feedback. The program will be made available for staff use during this trial period. A meeting was held in November to discuss on-selling. This area requires further consultation.

ACTION
L Wright

2.2 Indigenous Three Year Trainee Program - update
The proposal was taken to the Vice Chancellor who was very supportive and has agreed to fund this program as part of the University’s ongoing support for Indigenous employment. The traineeships will be trialled in the faculties of Education and Health & Behavioural Sciences commencing 2009. The positions will be advertised in January.

ACTION
J Kennedy

PART 3: REPORTS

3.1 Director’s Progress Report
L Wright advised there are two new Indigenous staff members, Mindel Mundine and Michelle Rush, in Woolyungah and Arava Riemer has commenced a cadetship in Commerce.

$14,000 funding has been received from Job Access to set up Amy Rupa as a casual employee in the Medical School with a view to Amy becoming a permanent part-time employee in the future.

Timur Sanal has been offered a twelve month contract in ITS with the view to this being converted to a permanent position.
PART 4: NEW BUSINESS

4.1 Grievance Statistics
Discussions took place on the increased numbers of sexual harassment cases by students against staff. The reporting is taking place at an early stage, often to seek advice before the harassment progresses. L Wright advised a student has made a formal complaint to the Anti Discrimination Board against a staff member in December 2008. It was suggested the statistical table be separated into two sections, complaints and enquiries, showing separate totals.

ACTION J WALLIS

4.2 Gender & Equity Statistics
Senior women and senior executive on AWA’s are the main areas of concern with small increases and decreases in numbers at the senior levels from one year to the next.

EED data on entry is a voluntary form, which may need to be re-worded to assist with willingness of new staff to complete.

ACTION L WRIGHT

4.3 Equity Fellowships
Five applications were received for the 2009 round. The full amount of $12,000 was awarded to each of the four successful applicants. As there was a misunderstanding in regards to the unsuccessful applicant’s application, the Equity Fellowship Committee has now agreed to also approve this application. The Vice Chancellor will now be approached for a further $12,000.

ACTION L WRIGHT

4.4 Pregnancy & Work survey 2008
The ‘At Home and In Touch’ kit has proved to be moderately successful. The two checklists ‘Preparing to take maternity leave’ and ‘Returning from maternity leave’ are now on the web and have had a good response. The return to work grant has been well received.

An explanation was requested in relation to the statistic ‘83% returned to the same or equivalent job’.

ACTION L WRIGHT

ADDITIONAL BUSINESS

The Indigenous Employment Strategy 2008-2011 was circulated. The Committee agreed it was a very professional brochure which read well. The working party involved, and Anthony Petre from Printery who was responsible for the design, are to be thanked. The brochure will be circulated to Deans, Directors and community members.

Y Kerr advised the Disability Policy for Students is now complete and on the web.

A Frazer advised he would be overseas on study leave from 22 March-4 June 2009 but was happy to stay on as a member of the committee.

J Patterson thanked committee members for their contribution throughout 2008, in particular Lynne Wright for her hard work and leadership, and EED staff for their assistance.

Judy Wallis
Secretary
EED Committee