University of Wollongong

EMPLOYMENT EQUITY & DIVERSITY COMMITTEE

Minutes February 2009

Minutes for the Employment Equity & Diversity Committee meeting held on Wednesday, 18 February 2009 at 2 pm Administration Building R304

Present: J Patterson, L Wright, J Steele, A Frazer, B Webb, T Thongdang and N Crittenden

In Attendance: J. Wallis and J Kennedy

PART 1: PRELIMINARY BUSINESS

1.1 Apologies
Apologies received from C Woodroffe, Y Kerr, P Crookes, and P McFarlane.

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
Program is now complete. Link to demo site – http://needle.uow.edu.au/rrrLaunchDemo2009/

Password: ACQTYD  (please do not pass on to other staff)

RRR Online will be launched by Mr Graeme Innes AM, Human Right and Disability Discrimination Commissioner on Monday 23 March at the opening of Diversity Week at the University Hall foyer at 12:30pm.

2.2 Indigenous Three Year Trainee Program - update
Thirty applications were received with a strong field of five applicants being interviewed. Lauren Davies commenced with the Faculty of Education on Monday 16 February 2009 and Tatum Lawson commences with the Faculty of Health & Behavioural Sciences on Monday 23 February 2009. Lauren and Tatum will be rotated each six months within the faculty. They will attend TAFE one day per week in years one and two. Feedback was given to the unsuccessful applicants.

PART 3: REPORTS

3.1 Director’s Progress Report
Director’s report was noted.

3.2 Disability Action Plan 2007-2010 - Report against Actions
L Wright advised she is following up the completion of actions in the plan. The Vice-Principal (Administration) and Nancy Huggett will be approached to determine the correct procedure for the Disability Action Plan to be reported at Council.

ACTION

L WRIGHT

3.3 EAPS 2007-2010 – Report against Actions
L Wright advised she is following up the completion of items.

ACTION

L WRIGHT
3.4 **EED Business Plan – Report against Actions**
L Wright advised tabled plan shows actions completed to date.

**PART 4: NEW BUSINESS**

4.1 **Membership**
Julie Booker, the Indigenous representative on the EED Committee will not be continuing as a member of the Committee. Expressions of interest from all Indigenous staff via the "all academic" and “all general” email groups will be sought. The expressions of interest will be forwarded to the Vice Chancellor for final decision.

**ACTION**

J Patterson

4.2 **Mediation**
Nadia Crittenden and Peter Leeson, both academics, are attending a Mediation, Skills Techniques and Practice course being run by Australian Commercial Disputes Centre (ACDC) in Sydney from 23-27 February 2009.

It was decided to further explore opportunities for relevant people to attend the same training. Further courses will be held in May, August & October 2009.

**ACTION**

L Wright

4.3 **Reconciliation Statement Working Party**
The Reconciliation Statement is part of the EED Unit’s Business Plan. In light of Prime Minister Rudd’s apology the statement needs updating. L Wright and J Kennedy will investigate the statement and take their findings to a working party which will be formed in Spring session. The legal aspect of the statement will need to be addressed and therefore A Frazer has been nominated for the working party. Expressions of interest from the University community, to join the working party, will be called for mid year.

**ACTION**

L Wright/J Kennedy

4.4 **Diversity Week Program**
The Diversity Week program was tabled. The launch on Monday 23 March will comprise a number of speakers – Mr Graeme Innes AM, Human Rights and Disability Discrimination Commissioner will launch the week, Aboriginal Elder Barbara Nicholson will deliver the Welcome to Country, the Vice Chancellor and Mr Chris Puplick who was a member of the original organising committee from which RRR Online emerged.

Diversity Week will be advertised in early March after ‘O Week’ has finished. Thidarat Thongdang offered to assist with different multicultural activities for Diversity Week.

**ACTION**

T Thongdang

4.5 **Student Mental Health**
L Wright advised a sub-committee had been formed from the Academic Staff Development Committee, to investigate the training and development of staff in student mental health. Stefanie Gasparr is commencing on Friday 27 February 2009, one day per week, working from the EED Unit office. Ms Gaspari will investigate and co-ordinate training material and develop a web site as part of her duties. The EED Unit and Deputy Vice-Chancellor (Academic) will jointly fund this position.

Judy Wallis
Secretary
EED Committee