Minutes for the Employment Equity & Diversity Committee meeting held on Wednesday, 6 May 2009 at 2 pm Administration Building R303

Present: J Patterson, L Wright, J Steele, B Webb, T Thongdang, C Woodroffe, Y Kerr, P Crookes and P McFarlane

In Attendance: J. Wallis and J Kennedy

**PART 1: PRELIMINARY BUSINESS**

1.1 Apologies
Apologies were received from N Crittenden, A Frazer and A McKnight.

1.2 Welcome New Member
Anthony McKnight was an apology for the meeting.

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

**PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES**

2.1 Mediation - Training
N Crittenden, who was to speak on this point, was an apology for the meeting. Opportunities will become available for other relevant staff to attend mediation training in the future.

2.2 Diversity Week - update
Discussions were held on the future direction of Diversity Week. This was the fourth year Diversity Week has been held. The launch was particularly successful as well as several other events that were well attended.

Glen Meznaric, Event Co-ordinator, ARD has been asked to hold a review meeting in relation to International Week, Orientation Week, Diversity Week and other student related events that could be streamlined. L Wright will attend this meeting.

It was agreed by the Committee that diversity at UOW should be celebrated in an appropriate way ensuring that the concept of celebration is not lost.

**ACTION**

L WRIGHT

**PART 3: REPORTS**

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

3.2 Indigenous Employment update
Danielle Kilby has completed a one year traineeship. She has been successful in obtaining a nine month contract with Accommodation Services.
The three year pilot of two Indigenous Development positions is going well with both Tatum Lawson (H & BS) and Lauren Davies (Education) achieving accelerated progression at TAFE. Faculty of Commerce have advised they are keen to employ a three year trainee. This position will now be advertised.

ACTION

PART 4: NEW BUSINESS

4.1 EOWA Citation
University of Wollongong did not achieve the Equal Opportunity for Women in the Workplace Agency’s (EOWA) citation in 2009. The overall pay equity gap was not met. Our industry benchmark was 16.8%.

4.2 Workplace Adjustment Procedures and Disability Management Plan
After discussion the following recommendation was proposed and agreed by Committee members:

Recommendation:
Organise a working group consisting of Director EED, Cathie Andrew, Injury Management Co-ordinator OH & S, a representative from Buildings and Grounds and other interested parties to convene to discuss issues regarding the Workplace Adjustment Procedures and Disability Management Plan.

ACTION

CONGRATULATIONS
The Committee congratulated Professor Colin Woodroffe on the publication of his book ‘The Coast of Australia’ which he co-authored with Professor Andrew Short from the University of Sydney.

NEXT MEETING
The next meeting is scheduled to be held on Wednesday 22 July 2009 in Building 36 Room 303.

Judy Wallis
Secretary
EED Committee