



University of Wollongong

Employment Equity & Diversity Committee

Minutes November 2011

Minutes for the Employment Equity & Diversity Committee meeting held on Wednesday, 2 November 2011 at 2pm in Administration Room 305

Present: J Patterson(Chair), L Wright, Y Kerr, C Woodroffe, N Crittenden,
T Thongdang, P McFarlane and A McKnight

In Attendance: J Wallis

PART 1: PRELIMINARY BUSINESS

1.1 Apologies

Apologies were received from P Crookes, A Frazer, J Steele and B Webb.

1.2 Confirm Minutes of previous meeting

Minutes of the previous meeting were confirmed.

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 Mandatory Reporting of Student Health Professionals

This requirement has been in place since July 2010 and the UOW process for reporting students to AHPRA forms one action in the Disability Action Plan. A sub-set of the DAP Stakeholder group have met to discuss a way forward. Discussion took place on whether an advisory panel would be beneficial for each individual case. The Graduate School of Medicine has organised a workshop for November 23rd 2011 as they have also been working towards a solution. It was advised there will be no separate process for each faculty. Policy and Governance will work with the two groups to develop a common process.

PART 3: REPORTS

3.1 Director's Progress Report

The Director's report was noted.

PART 4: NEW BUSINESS

4.1 Employer of Choice for Women Citation Application

UOW's application has been submitted. Successful universities will be advised early in 2012. L Wright tabled extracts from the pay equity audit. The main areas of concern are the predominance of women at levels 3/4 and the lack of women at senior executive level. To meet the EOWA requirements, the Vice Chancellor has agreed to review salaries at level 10 and above. A memo to generate this list will be sent to Personnel as a priority.

ACTION

L Wright

4.2 EO Online update

L Wright advised EO Online is 10 years old and needs to be updated with a new look. 22 universities have purchased EO Online and they are looking for more functionality. The original consortium members, Universities of Newcastle, Charles Sturt and University of Technology, Sydney are all keen to be involved. Lynne Wright and Ruth Jost, Consultant, will lead the project with a plan to complete by the end of 2012.

4.3 UOW Multicultural Plan 2011-2013

The Community Relations Commission (CRC) has revised their planning framework changing it from the Ethic Affairs Priority Statement to the Multicultural Policies and Services Program. The University is required by the CRC to have a Plan. Lynne Wright, in consultation with Lynn Woodley and Dale Dumpleton, has developed a new Multicultural Plan 2011-2013, based on strategies which are part of the University's Strategic Plan. The information for reporting to the CRC will be extracted from the information reported against the UOW Strategic Plan. This eliminates the need to develop a separate planning document. This will be trialed over the next 12 months.

ACTION

L Wright

Retirement of Committee Member

The Chair thanked Nadia Crittenden for her outstanding contribution over the past 15 years to both the University and the EED Committee. Nadia was wished a happy and fulfilling retirement.

L Wright commented Nadia's assistance over the past few years has been invaluable and greatly appreciated.

J Wallis
Secretary
EED Committee