University of Wollongong
Employment Equity & Diversity Committee

Minutes May 2012

Minutes for the Employment Equity & Diversity Committee meeting held on Wednesday, 2 May 2012 at 2pm in Administration Room 303

Present: J Patterson (Chair), L Wright, C Woodrofe, P Crookes, A Frazer, T Thongdang, P McFarlane, B Webb, B Carlson (for A McKnight), P Lysaght (for Y Kerr), L Sheridan and J Damcevski

In Attendance: J Wallis, Vice Chancellor P Wellings, P Knight (First People HR)

PART 1: PRELIMINARY BUSINESS

1.1 Welcome
Committee members and visitors introduced themselves and were welcomed to the meeting.

1.2 Apologies
Apologies were received from Y Kerr, A McKnight and J Steele.

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

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 EED Consultancy Statistic sheets
A revised version of the EED consultancy statistic spreadsheets were tabled. L Wright advised the categories had been decided after consulting with the Anti Discrimination Board’s reporting system and categories.

The committee agreed up to date figures should be brought to every second meeting. Committee members were requested to advise if this new reporting system is clearer than the previous reporting system and if any changes were required to the categories.

ACTION
L Wright/J Wallis
All Committee Members
PART 3: REPORTS

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

PART 4: NEW BUSINESS

4.1 Indigenous Employment-New Strategies
J Damcevski circulated an Indigenous postcard which outlines training she is undertaking at the Illawarra Aboriginal Corporation on 10 May 2012. Jo’s aim is to assist interested Indigenous candidates in addressing criteria when submitting a job application. This may result in more competitive applications being received by UOW.

P Knight gave a brief history of his career and his present role as Chief Executive Officer of First People HR, which focuses on Indigenous and Torres Strait Islander recruitment. First People HR’s role is to mentor and provide on-going support to potential employees. It was agreed UOW struggles to attract academic Indigenous employees in particular. The concept of working with First People HR to attract and develop a wider pool of Indigenous applicants was fully supported by the Committee.

P Knight, L Wright and J Steele will meet with the Deans to present an outline of First People HR’s proposal.

ACTION L Wright/J Steele

4.2 Industry to Academia Report
The Industry to Academia Report was tabled by L Wright who advised she had forwarded a copy to the Deans. It is not clear if this was received by them and the Chair and P Crookes will follow up with the Deans.

It was acknowledged this was an important issue and the recommendations in the report were excellent.

L Wright will now meet with PODS to investigate those recommendations which may be integrated into the PODs programs.

ACTION L Wright/P Crookes J Patterson

4.3 Disability Action Plan – Table of Actions
L Wright advised the DAP covers the period 2011 to 2015. The actions have been separated from the Plan with the key UOW stakeholders responsible for actions being identified. There will be three meetings this year where stakeholders will report their progress.
Committee members were advised that the next the DAP meeting will be held on 14 May, and any items that the Committee feel they would like to rank more highly or action earlier, they should advise L Wright prior to the DAP meeting.

After general discussion, there were several key items noted:

- Wording on 7.2.6 Goal 1 – change the word “assist” to “direct”
- Mental health training for managers to include how to assist colleagues of staff with mental health issues
- The difficulty in accessing statistical information about students seeking support from Student Support Advisors
- Evaluating the work of UWS on the inherent requirements of the nursing course

It was agreed that the DAP be bought back to the next EED meeting to discuss progress and suggest additional items for the DAP if necessary.

**ACTION**

All Committee members  
L Wright

**Further Business**

**EO Online**

P Crookes advised he had sent an email to the Deans asking which faculties incorporated EO Online into their subject courses. To date he has received two replies and will forward further replies to EED. L Wright advised EO Online was designed for staff and the program is offered to students to prepare them for bullying and harassment issues in the workplace.

The Chair thanked all visitors for attending the meeting.

**Next Meeting is Wednesday 11 July 2012 at 2pm, 36.305.**

J Wallis  
Secretary  
EED Committee