University of Wollongong
Employment Equity & Diversity Committee

Minutes April 2013

Minutes for the Employment Equity & Diversity Committee meeting held on Wednesday, 17 April 2013 at 2pm in Administration Room 303

Present: P Chandler (Chair), L Wright, L Sheridan, J Damcevski, A Frazer, G Williams (Acting Dean of Students), A Ong, T Thongdang and T Nguyen (CPSU alternate for V McIlroy)

In Attendance: J Wallis

PART 1: PRELIMINARY BUSINESS

1.1 Apologies
Apologies were received from P Crookes, C Woodroffe, M O’Donnell, V McIlroy, A McKnight and P McFarlane.

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

1.3 Welcome and handover
J Patterson welcomed Paul Chandler, in his new capacity as Pro Vice Chancellor (Inclusion & Outreach) as the new Chair of the EED Committee. J Patterson wished the Chair well in his new role. J Patterson thanked all existing members for their professional support over the years, in particular L Wright and J Wallis. P Chandler responded by saying he was looking forward to working with L Wright and all members of the EED Committee.

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 Employment Equity & Diversity Policies update
- Disability Policy
- Employment Equity and Diversity Management Strategy
- Employment Equity and Workforce Diversity Policy
- Protocols and Guidelines for Welcome to Country, Acknowledgement of Country and Aboriginal Cultural Performances
Following consultation with the wider community, the Disability Policy, Employment Equity and Diversity Management Strategy and Employment Equity and Workforce Diversity Policy have been modified and sent to Policy and Governance for the formal approval process.

The Protocols and Guidelines for Welcome to Country was presented to VCAG for comment, with changes being requested. There were concerns about being too prescriptive on when Welcomes should be performed. Changes in the language from “should” to “could” and the types of events suggested to be modified and returned to the VPA for final discussion.

The Chair advised the current Chancellor presents a credible Acknowledgement. It was agreed a formal Welcome at every graduation is not necessary. The opening of a new building would be important as it has been built on Aboriginal land.

L Wright will circulate a new document to EED Committee members before presenting to the VPA.

ACTION

PART 3: REPORTS

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

PART 4: NEW BUSINESS

4.1 EO Online Preview & discussion about a Launch
L Wright presented a sneak preview of a significantly revised EO Online. 16 universities have contributed in total $85,000 which will cover the cost of the project. Module 1 (all staff to complete) and Module 2 (Managers and Supervisors to complete) are both more engaging and it is easier to track completion.

Discussions took place on incentives for staff to complete EO Online. Students going on placement are required to complete EO Online in some subjects.

A launch is planned to take place late May 2013.

ACTION

4.2 Pride In Diversity
L Wright recommended that UOW become a member of Pride in Diversity. Membership is $5,000 annually and it is necessary to be a member to apply for their awards. After discussion on how successful the UOW Ally Network is progressing, it was recommended to join Pride in Diversity and look into applying for an award.

ACTION
Further Business

In regards to the previous Minutes, A Frazer asked about L Wright’s training she attended in March 2013 in relation to the Workplace Gender Equality Act 2012. L Wright advised no extra information was received at the training and the reporting process is still very much a work in progress. 2013 reporting will be baseline with each following year becoming more rigorous. L Wright advised she has provided a briefing note to VCAG, highlighting gender equity on committees, in particular the University’s Council.

Next Meeting is Wednesday 26 June 2013, Building 36.305.

J Wallis
Secretary
EED Committee