

Vice Chancellor's Unit

EED Unit

# Minutes: EED Committee

- Meeting Date: Wednesday 16 July 2014
  - Time: 2pm
  - Venue: 36.305
  - Chair: Paul Chandler(PC)
  - Attendees: Julie Croft (JC), Lynnaire Sheridan(LS), Viv McIlroy(VM), Debra Dudek (DD), Shawn Burns (SB), Natalie Thamwattana (NT), Amanda Lawson (AL), Marcus O'Donnell(MO), Joanne Buckskin(JB), A McKnight, Lisa Ucles (LU) (for Sue Thomas)
  - In Attendance: Judy Wallis(JW)
  - Apologies: Sue Thomas(ST), Graham Williams (GW), Shani Galleghan (SG)
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## 1. Acknowledgment

J Buckskin gave an Acknowledgment of People and Country.

## 2. Confirm minutes of previous meeting

Minutes of meeting held on 14 May 2014 were confirmed.

## 3. Indigenous Employment Strategy update

J Croft tabled the artwork template for the Indigenous Traineeships advertisement. The artwork is by local Indigenous women, Lorraine Brown and Narelle Thomas. L Ucles raised questions about the image being interpreted as hunting whales. J Buckskin advised that 'whales are the elders of the sea' and confirmed that Indigenous people have practiced sustainability for thousands of years. The EED Director's interpretation is not that the whales are being hunted but are being present and possibly helpful in the activity. The advertisement will go out in August and as per the contract, our goal will be to place 8 trainees prior to the end of 2014. J Croft and S Galleghan are in the process of meeting with university representatives from across campus to identify possible placements. ITS is the first area to accept an Indigenous person for a traineeship.

## 4. Cultural Competency

J Buckskin advised cultural competency is much broader than Indigenous Cultural training which is currently run through EED by the Indigenous Employment Officer. The EED program is designed to encourage a more supportive and welcoming workplace for Indigenous employees and is planned for 18 July 2014. It is based on education and understanding.

The EED Director advised that like many progressive programs, a Cultural Competency Program has been recently delivered at University of Western Australia. It may be possible to purchase this program.

A McKnight suggested that UOW could apply for funding for a Cultural Competency program.

M O'Donnell suggested OTC funding to train ambassadors in each faculty.

## 5. Ally Network Advisory Committee (ANAC) update

J Croft advised ANAC had met earlier today. Wear It Purple day, which will be held on 29 August 2014, is the next event ANAC will be involved in. Further Ally training took place on 12 June 2014. There are now in excess of 130 trained Ally personnel on campus.

## **6. Reconciliation Action Plan (RAP) update**

J Croft advised she had asked Luke McNamara to identify a suitable person to take on the role of Chair of the RAP. This is a high profile and important position and should be selected from a choice of appropriate candidates with appropriate community links and profile. Workload of any suitable candidates must be considered.

The Chair advised that calling for expressions of interest would be the best approach to securing the right person for this position. Discussions took place on whether to advertise both internally and externally.

### **RESOLVED**

The committee resolved to advertise initially for internal expressions of interest.

## **7. Director's Report**

JC summarised the Directors Report, including the following:

The disability work experience placement had a successful outcome with an excellent match being made in Creative Arts.

Wollongong City Council chose not to make a formal commitment in relation to 'Racism. It Stops with Me' but is keen to work with UOW in the future and agreed to place the posters in key locations including their Libraries. At the start of session, the framed pledge will be delivered to the UOW Library to be displayed in a prominent location.

The University will submit their annual report to the Workplace Gender Equality Agency by 31 July 2014. The overall variation in salary by gender at UOW is 17% with better results for Managers. The national benchmark is 17.1%.

Training for people receiving disclosures or complaints regarding sexual assault, delivered by the Rape Crisis Centre was extremely well attended and another session will be considered.

## **8. Other Business**

J Croft mentioned that Allies have been piggy backing with the Wellbeing Centre to promote the Ally program to students at events such as Enrolment Day and Orientation Day.

The committee discussed the possibility of Allies attending Open Day on 16 August 2014 and handing out Ally postcards to students.

L Sheridan tabled a colour photo of Ally graffiti on a table at an Academic Senate meeting.

J Croft updated the committee regarding progress of the Administration and Support Services Review and the implications of impact upon the EED Committee were discussed. Primarily, who will support the committee and implement committee resolutions.

### **RESOLVED**

The Chair will raise the issue of who staff can approach in relation to an EED matter when the EED Unit no longer exists.

**Next Meeting:** Wednesday 17 September 2014  
Time: 2pm  
Venue: 36.303