

Notes: EED Committee

- Meeting Date: Wednesday 25 February 2015
 - Time: 2pm
 - Venue: 36.305
 - Chair: Paul Chandler
 - Attendees: Lisa Ucles for Sue Thomas, Lynnaire Sheridan, Viv McIlroy, Kristie Harrison, Marcus O'Donnell
 - In Attendance: Judy Wallis
 - Apologies: Shawn Burns, Ian Wilson, Debra Dudek, Amanda Lawson, Joanne Buckskin, Anthony McKnight, Ngamta Thamwattana
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1. Welcome and Apologies

The Chair gave an Acknowledgment to Country and welcomed committee members. The Chair advised as there was not a quorum for the meeting, notes would be taken and items will be brought back to the next meeting.

2. Confirm minutes of previous meeting

Minutes of meeting held on 26 November 2014 were unable to be confirmed due to a lack of quorum.

3. Equity Fellowships report

Six equity fellowship applications were received. Four fellowships were awarded, two of which were from Indigenous staff, with a total amount of \$43,000 distributed. Two applications did not meet the criteria.

Discussion was held on promoting equity fellowships to managers and supervisors when they are next advertised through the Professional and Organisational Development Services (PODS) in August 2015. Linking fellowships with recruitment advertising as an attraction strategy was also discussed.

4. EO Online status report

The committee discussed imbedding the completion of EO Online in existing forms including CareerNet. An article in Universe will raise awareness to staff. EO Online is now administered through PODS.

5. Indigenous Employment Strategy update

K Harrison advised the Indigenous trainees are all on track and happy in their positions. Kristie has drafted a proposal for VCAG on developing a register of potential Indigenous people interested in working at UOW. At present it is voluntary to identify as Indigenous when applying for a position at UOW. The Chair advised proof of Aboriginality will be mandatory within the next 2-3 years although it is difficult to obtain the necessary paperwork. Kristie advised she is on track with developing the Cultural Engagement model which includes face to face training, seminars, networking and other events. The Chair advised Indigenous professional staff statistics are close to target. Indigenous academics is proving difficult to reach target. It was confirmed that a sub-group is recommended to be formed, under the EED Committee, to review and implement the Aboriginal Employment Strategy. The Chair advised he is working on the Aboriginal Education Review with Professor Eeva Leinonen, Deputy Vice-Chancellor (Academic).

6. Disability Action Plan (DAP) Update

The next DAP meeting is being held on Thursday 26 February 2015. Suzanne Kotevski is attending as a staff representative. Fran Walder, Interim Director, Student Experience, will update the committee on student matters.

7. Ally Network Advisory Committee (ANAC) update

ANAC will meet on 11 March 2015. M O'Donnell recommended UOW work through The Australian Workplace Equality Index and submit an application for Employer of Choice for 2016.

Marcus also advised the Gay & Lesbian Rights Lobby had assessed all universities, our results are at <http://lgbtiuniguide.org.au/universities/new-south-wales/university-of-wollongong/>

8. UOW Annual Report-EED section & Stocktake report

UOW's Annual Report is in the process of being collated. The Stocktake report is now publicly available <http://www.uow.edu.au/content/groups/public/@web/@pmcd/documents/doc/uow187715.pdf>

9. Pregnancy Survey Report

This item will be brought back to the next meeting.

10. Other Business

Nil.

Next Meeting: 2pm Thursday 16 April 2015. Venue - B36.303