



University of Wollongong

Employment Equity & Diversity Committee

Minutes September 2012

Minutes for the Employment Equity & Diversity Committee meeting held on Wednesday, 12 September 2012 at 2pm in Administration Room 305

Present: Y Kerr (Acting Chair), L Wright, J Steele, C Woodroffe, P McFarlane, V McIlroy, L Sheridan and J Damcevski

In Attendance: J Wallis, Adeline Ong, Melissa Owen

PART 1: PRELIMINARY BUSINESS

1.1 Apologies

Apologies were received from J Patterson, P Crookes, A Frazer, A McKnight, T Thongdang and M O'Donnell.

1.2 Confirm Minutes of previous meeting

Minutes of the previous meeting were confirmed.

PART 2: BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 EED Committee membership

L Wright advised three expressions of interest were received for the fifth equity position on the committee. Marcus O'Donnell was the successful applicant selected by the Vice Chancellor. The other two applicants both indicated they are keen to be involved in equity issues where possible.

Discussion took place on the Ally Program run at other universities and it was agreed to move ahead with an Ally program at UOW. L Wright will submit a proposal at the next meeting.

ACTION

L Wright

2.2 Pregnancy & Work Survey

Michelle Harrison's comparison of the 2010 and 2012 surveys was tabled. The comparison shows less staff having problems when they return to work. Ongoing problems are breastfeeding breaks and availability of child care. The Chair requested Michelle be thanked for her follow up work and comprehensive comparison.

ACTION

L Wright

2.3 Acknowledgement and Welcome to Country

The initial draft was tabled. L Wright advised she received assistance from Joanne Damcevski, Michelle Rush and Jessica Bulger from Woolyungah. One suggestion emerging from the discussion around the document was to keep a register, to be held at Woolyungah, of Elders who had performed a Welcome at UOW events. This would ensure equity of opportunity for Elders to participate in UOW events.

Suggestions for a title for the new guidelines should be submitted to the Chair. The working group are to be commended on their work to date. The team will continue to work on this document in consultation with the relevant units.

ACTION

L Wright

2.4 Gender Balance – UOW Committees

The Gender distribution on UOW Committees was compared with the 2008 data. The imbalance is significant in some Committees. The statistics will be forwarded to the Chair of each Committee for their information and possible improvement of gender balance where necessary.

ACTION

J Wallis

PART 3: REPORTS

3.1 Director's Progress Report

Discussion took place in regards to RRR Online being compulsory for all first year students. This project is now a priority and a submission has been made to ITPAC for development in time for the 2013 academic year. Y Kerr indicated that this program has been recognised as essential for students by Chris Puplick, a previous Human Rights Commissioner. L Wright will liaise with Damien Israel regarding the priority RRR Online is given in ITPAC discussions.

The Director pointed out the progress on the EO Online refresh project. There is the potential with the new version for a major launch. Decisions will need to be made about the requirement for all staff to complete the new version. If so, it may be appropriate to provide an incentive. The University of Newcastle give an umbrella to all staff who complete their compulsory suite of online training. The concept being that they have it "all covered".

ACTION

L Wright

PART 4: NEW BUSINESS

4.1 Respect for Diversity Policy-draft Inclusive Language Guidelines

L Wright acknowledged Melissa Owen's contribution with drafting the Inclusive Language Guidelines. Prior to the meeting the Director, EED circulated the draft policy and guidelines.

The Inclusive Language Guidelines were previously called Non-Discriminatory Language Practice and Presentation Policy and Guidelines. The title has been changed to provide a more positive tone to the document and made into guidelines which are more easily changed than a policy.

All members are asked to provide feedback by 26 September 2012. The documents will then be circulated to the wider community for their feedback with a view to the policy and guidelines being submitted to the Administrative Committee of Council for approval before the end of the year.

MOTION

A motion was put forward that the committee accepts the draft Respect for Diversity Policy and Inclusive Language Guidelines.

The motion was seconded.

ACTION

All Committee members
L Wright

Further Business

The new 'KU OOSCH' Playgroup brochures were circulated. The playgroup is aimed at international staff and students and their partners. Venue is the old Nissan hut at Campus East.

Next Meeting is Wednesday 28 November 2012 at 2pm, 36.305.

J Wallis
Secretary
EED Committee