

Vice Chancellor's Unit

EED Unit

Minutes: EED Committee

- * Meeting Date: Wednesday 5 March 2014
 - * Time: 2pm
 - * Venue: 36.304
 - * Chair: Paul Chandler(PC)
 - * Attendees: Julie Croft (JC), Andrew Frazer (AF), Amanda Lawson(AL), Lynnaire Sheridan(LS), Joanne Buckskin(JB), Marcus O'Donnell(MO), Viv McIlroy(VM), Anthony McKnight (AM), Graham Williams(GW)
 - * In Attendance: Adeline Ong (HR); Judy Wallis(JW)
 - * Apologies: Sue Thomas(ST), Pauline Lysaght(PL), Thidarat Thongdang(TT)
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1. Welcome

AM gave a Welcome to Country.

2. Confirm minutes of previous meeting

Minutes of meeting held on 13 November 2013 were confirmed.

3. Indigenous Employment Strategy update

JC advised she had met with many Directors and all Faculty Executive Managers to discuss Indigenous employment KPIs. These staff were generally aware of VCAG's approval of Indigenous KPI's and have imbedded Indigenous employment into their business plan. In general, she was encouraged by their response. UOW is currently exceeding the target of 1.3% for 2014. The goal is 3% by 2018.

JC advised funding had been successful from the Department of Premier and Cabinet for eight Indigenous trainees. 3 trainees have been placed with 5 more to be placed by 30 June 2014.

4. Ally Network Steering Committee

At the first meeting of the Ally Network Steering Committee, members requested a name change to Ally Network Advisory Committee with permission being sought from the EED Committee to use the acronym ANAC. Three working parties were set up; Charter & Action Plan; Promotional Plan; Links & Communication.

There has been no expression of interest by representatives from HR and Faculty of Business to be on ANAC, with other areas well represented.

RESOLVED

EED Committee approved the use of the acronym ANAC.
AO will advise a HR representative.

5. Reconciliation Action Plan funding

J Croft advised that the Director HR had met with the Chief Administrative Officer in regards to funding to assist with completion of the Reconciliation Action Plan (RAP) and believed that funding had been approved but had not been informed of the amount or conditions. AF noted that a hindrance to the success of the RAP in the past was that there was no senior exec to champion the RAP and no agreed way of integrating the plan or a communication process into ongoing business.

RESOLVED

AO agreed to liaise with Director HR and to circulate to the EED Committee when this amount is known.

PC agreed that when the RAP is finalised, he will take it to VCAG and then to Council to facilitate integration of the RAP.

6. Disability Action Plan –Working Party

JC advised that the Disability Action Plan Steering Committee (DAPSC) seeks approval to form a working party to review the operational side of reasonable adjustment, to enhance communication between groups and improve consistency of advice.

The working party is proposed to consist of Sub Deans, Disability Services, SSAs, Associate Deans, the Student Ombudsman and Fran Walder. Rodney Vickers and Anne Cusick volunteered their expertise.

JC also asked for confirmation of process regarding the addition of new actions to the DAP.

RESOLVED

The Committee agreed to the working party formation.

The Committee confirmed that the DAPSC has the authority to add actions but should report any new actions to the next EED committee meeting.

7. Equity Group Nominees

Discussion took place on the nominees' expressions of interest which were tabled.

RESOLVED

The following recommendations will be forward to the Vice Chancellor for his final approval –

Equity Group: Ethnicity – One submission. Ngamta (Natalie) Thamwattana was elected by the committee.

Equity Group: Aboriginal & Torres Strait Islander – One submission. Bronwyn Carlson was elected by the committee.

Equity Group: Disability – Two submissions. Greg Hampton was elected by the committee.

8. Director's Report

JC presented the Director's report and further discussion took place regarding EO Online progress and Indigenous Employment.

9. Other Business

The Chair asked that cultural competency be tabled for discussion at the next meeting.

Next Meeting: Wednesday 14 May 2014
Time: 2pm
Venue: 36.304