

Vice Chancellor's Unit

EED Unit

Minutes: EED Committee

- Meeting Date: Wednesday 17 September 2014
 - Time: 2pm
 - Venue: 36.303
 - Chair: Paul Chandler(PC)
 - Attendees: Julie Croft (JC), Lynnaire Sheridan(LS), Viv McIlroy(VM), Amanda Lawson (AL), Graham Williams (GW), Vanessa Pagett (VP), Irene Burgess (for Sue Thomas)
 - In Attendance: Judy Wallis(JW)
 - Apologies: Marcus O'Donnell (MO), Natalie Thamwattana (NT), Debra Dudek(DD), Shawn Burns (SB), Anthony McKnight (AMcK), Joanne Buckskin (JB)
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1. Welcome and Apologies

The Chair gave an Acknowledgment of People and Country.

2. Confirm minutes of previous meeting

Minutes of meeting held on 16 July 2014 were confirmed.

3. Committee profile and feedback

To enhance the profile of the committee and gain feedback from staff and students various strategies have been identified for each equity representative as follows –

Anthony McKnight, Aboriginal and Torres Strait Islander representative – Anthony has sent an email to all identified staff (via EED) to advise of his role and invite feedback to the committee on relevant issues;

Shawn Burns, Disability representative – an article was published in Universe, inviting staff to comment on disability issues and a link to Shawn's email was provided;

Lynnaire Sheridan – Women's representative – an article was published in Universe, inviting staff to comment on women's issues and a link to Lynnaire's email was provided;

Marcus O'Donnell, LGBTI representative will obtain feedback on LGBTI issues via the Ally Network;

Natalie Thamwattana, Ethnic representative – no strategy deployed yet, waiting on Natalie's advice.

The Aboriginal and Torres Strait Islander representative (Anthony McKnight) although not present had relayed some feedback already obtained using these strategies. Two questions were presented to the committee, firstly, is the WIC Director role funded centrally or through WIC and is this money still in the budget.

Paul Chandler advised that he is the Director of Woolyungah Indigenous Centre. Paul noted that his role is not a salaried position, noting that WIC in 2013 had exhausted its allocated budget. Funding for this role will continue to be allocated from the WIC budget, not centrally.

The second question was when was the last time an Indigenous or Torres Strait Islander staff member promoted.

Vanessa Pagett and Julie Croft advised that there are 13 Aboriginal and Torres Strait Islander academic staff employed on Fixed Term or Continuing roles. One of these people was appointed to a higher level during their service and another was successful in the academic promotions process.

The Committee discussed if this should be benchmarked and if professional services staff should also be reviewed. Irene Burgess advised all professional staff need to go through a reclassification to be promoted. The committee agreed that this was not comparable.

The committee discussed terminology for the Equity representatives, noting that the title of Ethnic representative is not culturally sensitive and may not represent the body of staff and students that is intended. The Women's representative was also deemed not a preferred term.

Two Dean representatives – Amanda Lawson and Graham Williams at present. With both Amanda and Graham being from the same faculty, discussions took place on replacing Graham, who initially commenced on the committee in his role as Acting Dean of Students.

RESOLVED

Graham Williams was thanked for his contribution to the Committee over the past two years. A Dean from another faculty will be approached for a term on the EED Committee. If the GSM Dean (Ian Wilson) is not available, an Executive Dean may be invited, as the one other Dean (Law) is on the same faculty as the Dean's nominee (Amanda Lawson).

The committee agreed the title of the Ethnic representative now be known as the Culturally & Linguistically Diverse (CALD) representative and the Women's representative now be known as the Gender Equity representative.

The Chair invited Anthony McKnight to make a submission to the committee regarding Aboriginal and Torres Strait Islander career development.

4. Indigenous Employment Strategy update

V Pagett advised that she is on secondment, for eight weeks, to the position of Aboriginal and Torres Strait Islander Employment Officer. At present five areas have made a commitment to employ a trainee. Funding for eight traineeships has been granted.

RESOLVED

A Lawson will discuss the value of traineeships at the next Dean's meeting. J Croft will draft an email for the Chair to send out to secure the remaining three places.

5. Ally Network Advisory Committee (ANAC) update

J Croft advised ANAC hosted Wear it Purple Day on 29 August 2014. Despite the poor weather, there was good staff engagement and a great photo for Universe. Wear it Purple is a student run, not-for-profit organisation, which seeks to raise awareness about the issues faced by young people from diverse sexes, sexualities and/or gender. Wrist bands were sold and donations received for the Wear it Purple Foundation. The amount collected was approximately \$50.

6. Director's Report

J Croft reported on EO Online completions which appear to have stabilised at around 90%. Building completion into CareerNet was discussed and Julie advised that she would follow this up again.

J Croft advised the EED handover plan was being worked through in discussion with Angela Taylor, Nancy Huggett, Sue Thomas and the Project Team. The handover plan was distributed to committee members.

V McIlroy stressed the need for staff files to be kept confidential when the EED Unit is incorporated into HR.

J Croft advised the LGBTI 'safe places' passed audit. Other than the EED Unit she was not aware of any other 'safe places' (as per poster display). No committee members reported seeing any other 'safe place' posters. J Croft advised that it would be good to broaden this campaign across campuses.

Discussion took place on whether the Director of Governance or Senior Complaints Manager should be a member of the EED Committee.

RESOLVED

The committee resolved to ensure communication is clear in relation to the handover of EED to HR and that a Complaints representative should attend EED Committee meetings (post EED) and provide feedback to the committee on areas of concern.

7. Other Business

NIL

Next Meeting: Wednesday 26 November 2014
Time: 2pm
Venue: 36.303