

Vice Chancellor's Unit

EED Unit

Minutes: EED Committee

- Meeting Date: Wednesday 26 November 2014
 - Time: 2pm
 - Venue: 36.303
 - Chair: Paul Chandler
 - Attendees: Julie Croft, Lynnaire Sheridan, Viv McIlroy, Joanne Buckskin, Vanessa Pagett, Sue Thomas, Debra Dudek, Anthony McKnight, Ian Wilson, Kristie Harrison
 - In Attendance: Judy Wallis
 - Apologies: Marcus O'Donnell, Natalie Thamwattana, Shawn Burns, Amanda Lawson
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1. Welcome and Apologies

The Chair welcomed Kristie Harrison, Aboriginal and Torres Strait Islander Employment Officer who commenced on Monday 24 November 2014. Ian Wilson, Dean of Medicine was also welcomed as the new Dean's representative to the Committee. All committee members introduced themselves.

Vanessa Pagett gave an Acknowledgment of Country.

2. Confirm minutes of previous meeting

Minutes of meeting held on 17 September 2014 were confirmed.

3. Equity Fellowships report

Six Equity Fellowship applications for 2015 were received. The Vice Chancellor funds up to seven fellowships each year for a total of \$12,000. They are open to women and people facing equity challenges in completing a PhD and Aboriginal & Torres Strait Islander staff completing a Masters or PhD. Since 2005 only one Indigenous staff member has applied and been granted an Equity Fellowship. This year the Equity Fellowships were promoted to all identified staff and there was a pleasing response.

For 2015, two applications have been approved, one is ineligible and three are pending further information. An update on outcomes will be provided to the committee when it next meets.

4. EO Online status report

Completion rates of Module 1 and 2 are high. J Croft will submit an article to Universe to promote further completions. S Thomas confirmed that there are EO Online tick boxes on academic probation and promotion applications but possibly not for the professional staff form. J Buckskin queried whether there had been a change in attitudes and behaviour of staff who had completed EO Online. There was a discussion and the lack of a base line to compare to means that this would be difficult. The Voice Survey was discussed as having capacity to measure attitudes but because it is anonymous it would not help establish a base line or trend.

Discussion was held on whether to conduct a faculty research project about the impact of training. S Thomas advised she knew of a research project being conducted.

RESOLVED

S Thomas will check whether there is a tick box on the professional services staff form. S Thomas will follow-up results of the existing research project.

5. Indigenous Employment Strategy update

V Pagett advised recruitment of Indigenous trainees has been taking place over the past two months. Funding has been received to support eight positions. Seven placements have been identified. All trainees will be on board by 8 December 2014.

The Indigenous Employment Strategy is in the process of being updated by the UOW Branding team. Vanessa is in the process of handing over the role to Kristie Harrison.

The Chair and J Croft thanked Vanessa for her achievements and outstanding contribution during her 14 week secondment.

K Harrison advised she plans to tap into staff who have existing knowledge and build networks. Kristie is working on the Cultural Appreciation Program to deliver in 2015.

RESOLVED

The Chair requested that J Croft compile and circulate a brief profile of Kristie's experience and skills to the committee.

6. Disability Action Plan (DAP) Update

J Croft advised the implementation of the DAP is moving along. The current committee have a lot of knowledge and great ideas but not enough authority to effectively implement all the actions. A student representative with a disability has been appointed and attended the last meeting. Three expressions of interest have been received for a staff representative on the committee. An appointment will be decided on before the next meeting.

7. Ally Network Advisory Committee (ANAC) update

J Croft advised the first Ally networking event took place on Friday 14 November 2014 with a presentation from Ross Wetherbee, Workplace Education & Relationship Manager, Pride in Diversity. 34 staff attended the event. The next event, entitled 'The Corporate Closet, why it is still so full' will be held on 29 January 2015 and presented by Ian Smith, UOW student.

Marcus O'Donnell, LGBTI representative on the EED Committee, will Chair ANAC from 2015, when J Croft returns to her substantive position.

J Croft informed the Committee that the Safe Places concept commenced in 1991 and there are now 14 safe places on campus, the majority of these are single offices. The Queer Collective and Shoalhaven Campus are currently compiling their registrations.

RESOLVED

Further work be undertaken to register more Safe Places on campus in 2015, particularly larger areas.

8. Director's report

J Croft reported she had met with a person with a disability who she was hoping to place for work experience before Christmas.

Any ideas for guest speakers for 2015 Linking Women events would be appreciated.

J Croft advised that she was asked to compile a Multicultural Highlights Report for the Community Relations Commission. She discovered that the existing Multicultural Plan had expired. J Croft has drafted a Multicultural Plan 2014-2018 and a Highlights Report and requested feedback from the Committee. Submission of this report is due on Friday 28 November 2014.

RESOLVED

Committee members to provide feedback to J Croft, on the Multicultural Plan and the Highlights Report, by Thursday 27 November 2014, if at all possible.

9. Other Business

J Buckskin drew the Committee's attention to the 2014 Aboriginal Disadvantage Report in relation to family and community violence. Jo also advised there is no safe place for Indigenous staff affected by lateral violence to go to on campus. L Sheridan advised that a UOW student had been involved in compiling an excellent report on lateral violence from a workplace health and safety perspective.

RESOLVED

J Buckskin to present a report on addressing lateral violence to the next meeting. Workplace Health & Safety representatives will be invited to the lateral violence session when held.

Next Meeting: To be advised