

Minutes: EED Committee

- Meeting Date: Thursday 16 April 2015
 - Time: 2pm
 - Venue: 36.303
 - Chair: Paul Chandler
 - Attendees: Sue Thomas, Lynnaire Sheridan, Viv McIlroy, Kristie Harrison, Debra Dudek, Ngamta Thamwattana, Anthony McKnight
 - In Attendance: Judy Wallis
 - Apologies: Shawn Burns, Ian Wilson, Amanda Lawson, Marcus O'Donnell, Joanne Buckskin
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1. Welcome and Apologies

The Chair welcomed committee members. Anthony McKnight was invited to give an Acknowledgment to Country.

2. Confirm minutes of previous meeting

Minutes were confirmed except for the following change.

L Sheridan requested a change to the Minutes of the meeting held on 26 November 2014.

Other Business – last sentence to now read 'L Sheridan advised that a UOW student had been involved in compiling an excellent report on lateral violence from a work, health and safety perspective.'

RESOLVED – last sentence to now read 'WHS representatives will be invited to the Lateral Violence Session when a date has been decided.'

3. Equity Fellowships report

Six equity fellowship applications were received. Four fellowships were awarded, two of which were from Aboriginal staff, with a total amount of \$43,000 distributed. Two applications did not meet the criteria although one of these has been progressed in a different way.

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 EO Online status report was prepared by Julie Croft. The committee agreed completion of EO Online was important for all staff to complete. V McIlroy queried whether inclusive language was included in EO Online.

RESOLVED

EO Online completions to be chased up after the current round of surveys, including the Voice Survey, have been completed.

5. Indigenous Employment Strategy update

K Harrison advised most areas in the Indigenous Employment Strategy are on track. Kristie advised she is on track with developing the Aboriginal Engagement model which includes face to face training, seminars, networking and other events. Kristie mentioned she has organised an advisory group, which should sit under the EED Committee and will oversee the engagement model implementation.

The event to welcome Kristie and meet the Aboriginal trainees was very successful. The Aboriginal Discourse Seminar was excellent. The Chair recommended the presenters be invited back to present to all staff on their cultural knowledge.

A McKnight would like the career development and promotion of Aboriginal staff to be a focus. The quality of mentorship for Aboriginal staff was raised and it was agreed a mentor should be the most senior person.

The Chair reminded the committee of some prior work on profiling of Aboriginal staff.

RESOLVED

S Thomas and K Harrison will revisit the area of profiling Aboriginal staff.

6. Disability Action Plan (DAP) Update

S Thomas advised she chaired the DAP meeting on 26 February 2015. At the meeting the DAP committee looked at the future of DAP and the needs overall and linking strategically.

Staff and student areas will be addressed separately with Fran Walder, Student Experience responsible for the student area.

7. Ally Network Advisory Committee (ANAC) update

S Thomas advised ANAC met on 11 March 2015 and a program of events for the year will be issued shortly.

The committee discussed the Inclusive Language Guidelines in relation to gender. The guidelines are not common knowledge to all staff. The committee discussed curriculums and gender equity.

L Sheridan advised curriculums are not actively being discussed.

RESOLVED

M O'Donnell to advise ANAC's program of events for 2015 at the next meeting. S Thomas, Director HR or Melva Crouch, Chief Administrative Officer to send an email to remind all staff of inclusive language. S Thomas to ask the Deputy Vice Chancellor (Academic)'s area to give a brief update at a future EED Committee meeting in relation to inclusive language in the curriculum project.

8. UOW Annual Report-EED section & Stocktake report

V McIlroy advised there was no mention of Disability Services or Student Support Advisors in the Stocktake Report.

The Stocktake report is publicly available

<http://www.uow.edu.au/content/groups/public/@web/@pmcd/documents/doc/uow187715.pdf>

9. Pregnancy Survey Report

The Pregnancy Survey Report which was completed by Julie Croft was discussed. An increasing number of staff are taking maternity leave, probably as younger female staff numbers have increased. Survey respondents noted the provisions and practices are very good although there are some areas where improvements can be made. Accommodating parental responsibility is one such area.

Staff can submit their ideas via the Voice Survey which comes out on 20 April 2015.

10. Other Business

A McKnight advised Reconciliation Week is organised by Woolyungah (WIC). Anthony would like another area of the university to run an event in partnership with WIC.

S Thomas mentioned the Vice-Chancellor has asked, via Universe and also at the VC's Forum being held on Wednesday 22 April 2015, for expressions of interest from staff to be involved in a Workforce Diversity Reference Group.

RESOLVED

The Chair will check with WIC's Senior Manager and liaise appropriately in relation to Reconciliation Week.

Next Meeting: 2pm Wednesday 17 June 2015. Venue - B36.305