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| Subject: | Social Inclusion Committee | | |
| Present: | Darren Holland (Chair), Barbara Webb, Drew Burns, Ryan Hsu, Shirley Fraser, Vanessa Brady, Jacqueline Wilson, Artemis Munoz, Karen Mostert-Wiley, Ryan Parker | | |
| Date and time: | Friday 9 September, 10.30am – 12noon | | |
| Venue: | DVC Meeting Room Mt Helen, video conference available by arrangement | | |
| From: | Elizabeth Spark | Phone: 03 5327 8104 | Email: e.spark@federation.edu.au |

Standing Items

1. Welcome, Apologies and Preliminary Matters (Chair)

- Apologies received from: Peter Smith, Ellen Sabo (Ryan Parker in attendance), Julianne Krusche.

2. Previous Minutes and Action Items (Chair)

Paper 1 - Previous Minutes & Action Items

- White Ribbon – staff survey: Barbara advised that no benchmarking data was available from White Ribbon on the initial staff survey. FedUni has just completed a second staff survey, results are not available as yet.
- White Ribbon – Graduate Certificate in Domestic Violence: Darren reported back, a course proposal would need to be made in the normal manner. Resources to prepare a course proposal are still an issue due to the amount of work involved. The Committee agreed to leave this item on the agenda for another time and another approach. Barbara suggested another approach could be through FedUni's commitment to the Communities of Respect and Equality (CoRE) Alliance, as members are prompted to consider external opportunities. The Vice-Chancellor has signed onto the alliance, with Jerry van Delft (Director, Student Connect) taking the lead for FedUni. The Committee expressed interest in having Jerry present at the next meeting, to learn more about CoRe. **Action: Elizabeth** to invite Jerry van Delft to present on CoRE at December meeting.
- NHMRC: Barbara provided an update on FedUni's progress on National Health and Medical Research Council requirements. FedUni has applied for and been accepted into the Science in Australia Gender Equality (SAGE) pilot. The aim of SAGE is to eliminate gender bias in science, technology, engineering, mathematics and medicine (STEMM). FedUni involvement is being led through FedUni's Research Office due to NHMRC requirements eg research grants. [An invitation from Research Office was posted to FedNews](#) (tabled) for staff and students to attend a SAGE presentation on 5 October. Barbara encouraged the Committee to attend the presentation. **Action: Committee members** to consider attending. Shirley Fraser expressed interest in attending and being involved in SAGE due to the new TEC's involvement in STEMM. **Action: Shirley Fraser** to contact Sharon Kitt to get involved in the SAGE Pilot.
- SIC Newsletter: Discussion on what is needed as the Committee also has the SIC Plan. It was agreed that the Plan would be a better communication tool. Plan updates usually include a highlights paper. The next plan update could include more information eg case studies and interviews.
- VC Award for Social Inclusion: Barbara, Karen and Ryan have done some preliminary work, but were not able to meet the timeline for the 2016 Awards. They will continue to develop a proposal for Darren to take to the Vice-Chancellor for consideration for the 2017 Awards. **Action: Barbara Webb, Karen Mostert-Wiley, Ryan Hsu** to coordinate a paper.
- Guest presenters: Darren asked the Committee to consider co-opting Janene Burke. The proposal received unanimous support. **Action: Darren Holland** to invite Janene Burke to become a co-opted member of the Social Inclusion Committee.
- Scholarship eligibility: Darren reported that Jerry van Delft, Director Student Connect, has confirmed that domestic students are eligible to apply for scholarships, including domestic students studying at Partner Providers. Barbara has provided feedback as such to the Scholarships Office for the Student Bursaries, Grants and Scholarships policy and procedure. Action closed.

- Your Tutor Service: Ryan Parker outlined changes to Your Tutor Service. Partner Providers have been advised that they can contact Your Tutor should they wish to provide the service to their international students. Your Tutor is still available for students who meet the low SES criteria, studying at non-partner institutions. Action closed.
 - Care Leavers question at enrolment: Barbara reported on the process involved in getting a Care Leaver question into the student enrolment process. Great appreciation for the work involved. Good collaboration between Student Admin, ITS, Pearl, Barbara and Jacqueline. Action closed.
 - Diversity Council of Australia: Karen and Barbara have reviewed the DCA information provided by Vanessa. It was recommended that membership would not be advantageous to FedUni, with consideration of the fee involved. Action closed: Free resources can be viewed at <https://www.dca.org.au/dca-research.html>
 - Designated space for LGBTIQA students: Darren reported that a potential space has been identified at the Mt Helen campus. A discussion with the current occupant needs to occur in the first instance, then consultation with Rainbow Collective can begin. **Action: Darren Holland**
 - Disability space: no progress, retain on action list.
 - Inherent requirements: separate agenda item for meeting today.
- 3. Reconciliation Action Plan**
- Barbara reported that the RAP Committee meets to review the RAP actions at each meeting.
 - Darren provided an update on campus welcome signage. Consultation on appropriate wording has been taking place with Traditional Owners in Gippsland, Ballarat and Wimmera.
- 4. Care Leavers Update (J Wilson)**
Paper 2 – Care Leavers Update
- Jacqueline reported on written update. Almost 20 Care Leavers at FedUni have made contact in response to advertisements and presentations. Only two Care Leavers are accessing a scholarship this year. Pearl will assist Care Leavers with scholarship applications next year.
 - Shirley reported that FedCollege has employed a Youth Engagement Officer, Larelle Kuczer. **Action: Ryan Hsu** to report back to Manager, Health & Wellbeing to link in with new Youth Engagement Officer.
- 5. Opportunities for Committee Advice and Action (All)**
- Artemis attended the Queer Collaborations Conference in July and was elected to two positions - Co-convenor for the Rural and Regional Alliance of Queer Students (RARAQS) and Rural & Regional Officer for Australian Queer Student Network (AQS). The Committee congratulated Artemis on election to these positions. Artemis is currently putting together a national contact list for supports, seeking input from this Committee on relevant contacts. **Action: Committee members** to advise Artemis of any contacts for national list of queer supports.
 - Addition to agenda: The Committee agreed to include a sentence for this agenda item from the Terms of Reference to read 'Consider matters relating to policies, practices and initiatives relevant to staff and student equity, diversity and social inclusion, and recommend areas for development'. This may act as a prompt for further items to be brought forward.

General Business

- 6. Overview of FedUni's Workplace Gender Equality Agency (WGEA) Report** (B Webb, D Holland)
Paper 3 – 2015-2016 Public Report submitted by Federation University to WGEA
- A copy of FedUni's public report to WGEA was included in the agenda papers. The categories used for WGEA are not particularly useful for internal FedUni use. E&EO have since crunched the data using terms that are relevant for the University eg Academic/General/TAFE staff categories and have prepared an overview report for the Vice-Chancellor and University Council. **A copy is attached with the minutes.** This report includes FedUni's gender pay gap, which is increasing (ie overall women earning less than men).

- It was noted that FedUni does not have a gender strategy. Discussion on gender balance in recruitment pools. Darren suggested an analysis of gender balance in recruitment pools at senior levels, particularly when using a recruitment agency. **Action: Karen Mostert-Wiley** to investigate with HR.
- The SAGE Pilot will encompass a gender strategy for the University.
- It was noted that the WGEA report only includes male and female genders. Barbara clarified that WGEA only allow for male/female, any change to this would require a change to the Workplace Gender Equality Act. E&EO at FedUni and other Universities continue to press for change. WGEA seems to be in contradiction to [Australian Government Guidelines on the Recognition of Sex and Gender](#), which came into effect on 1 July 2016 for all Australian Government departments and agencies. All FedUni forms now offer a third gender option. If any FedUni forms are still in use with only two gender options, inform E&EO.

7. Women's Space Discussion (J Wilson)

Paper 4 – Email from Jacqueline Wilson dated 13 June 2016 re Student Spaces

- Jacqueline reported that FedUni is the only University that does not have a designated women's space.
- It was noted that Student Unions are usually the ones that drive for having student spaces and representation eg Queer Officer, women's space. FedUni has a different representation model with the Student Senate.
- The Student Senate is currently debating their structure to extend number of roles eg Queer Officer.
- It was agreed to extend the discussion on a women's space to students and staff, including the FedUni Feminists Society. **Action: Vanessa Brady and Ryan Hsu** to coordinate consultation and report back at next meeting.

8. Inherent Requirements (B Webb)

- Barbara and Drew were initially part of an inherent requirements discussion group, driven by Nursing. Since then, Nursing have independently published [Bachelor of Nursing Inherent Requirements](#). Darren reported that he did not think this had been considered by Academic Board. **Action: Darren Holland** will enquire on what further actions are underway re inherent requirements and will involve Barbara and Drew as appropriate.

9. Respect Now Always (D Holland)

- Universities Australia (UA) and the Australian Human Rights Commission have launched the next stage of the Respect. Now. Always campaign, a national student survey on student experiences of sexual assault and sexual harassment. There is an expectation from UA for 1500 FedUni student responses. **Action: Darren Holland** will seek clarification from Greg Jakob on the FedUni student cohort that will be surveyed eg International students, students studying at Partner Providers.

10. Updates

- HEPPP Committee (B Webb) *Paper 5*
- Indigenous (J Krusche) **Paper included with minutes**
- E&EO (B Webb) *Paper 6*
- Student Connect (R Hsu) *Paper 7*
- Human Resources (K Mostert-Wiley) *Paper 8*

11. Significant dates for noting

Paper 9 – Significant dates - Equity & Equal Opportunity

- Noted

12. Next Meeting: Monday 5 December, 10.30-12.00