

Subject:	<b>Social Inclusion Committee</b>		
Present:	Darren Holland, Barbara Webb, Jeannie King, Shirley Fraser, Carl Trotta, Jacqueline Wilson, Drew Burns, Jess Brady, Allanah Morel.		
Apologies:	Marcia Devlin, Bonnie Chew		
Date and time:	Monday 8 <sup>th</sup> September 2014, 10.00am – 11.30am		
Venue:	DVC Meeting Room		
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## 1. Welcome, Apologies and Preliminary Matters

- Welcome to Allanah Morel from the Student Senate.
- Round-table introductions.

## 2. Previous Minutes and Action Items

- The minutes dated 17<sup>th</sup> June 2014 were accepted as an accurate record.
- Update on action items (refer to the attached summary of action items)

## 3. Care Leaver Scholarship Funding

- Jacqueline Wilson reported that Care Leavers are among the most disadvantaged group in Australia. There are only 3-4 known Care Leavers employed as Academics in Australia. Students who are Care Leavers face significant financial hardships, in particular housing issues.
- FedUni currently have a Care Leavers question in the Equity & Financial Aid Scholarship applications, providing additional points, but currently do not have any dedicated scholarships.
- Jacqueline Wilson is taking action to organise initial Care Leavers working group meeting and to discuss the next steps including: giving visibility to Care Leavers; naming the issues; and understanding the particular issues and supports needed; investigating Care Leaver Scholarships. Allanah Morel indicated interest in joining the working group **ACTION: Jacqueline Wilson.**

## 4. Disability Action Plan

- Darren confirmed Disability Action Plan has been approved by VCST and the Vice-Chancellor confirmed it will be on the Council Agenda (Council Meeting 9<sup>th</sup> September 2014).
- Congratulations to Barbara Webb and team to have this up and running.

## 5. Workplace Gender Equality Agency (WGEA Report).

- EEO and HR collaborated to submit FedUni's report to the Federal Workplace Gender Equality Agency (WGEA). Barbara Webb provided an update. The WGEA reporting aims to benchmark pay equity across Australia. WGEA and FedUni data categories differ, so a significant amount of work has been done (largely by Elizabeth Spark) to conform to WGEA requirements. After input of financial data (remuneration and total remuneration, superannuation and allowances etc) a 15.6 percent overall pay gap was indicated for FedUni. Barbara reported that this is largely due to there being more males in higher management and academic roles. Barbara also reported on the FedUni responses to the WGEA Questionnaire and actions that FedUni can take in the next two years.
- After discussion on the report and potential actions, there was the suggestion to investigate development of a Gender Equality Plan and/or to form a "Gender Equality Group". **ACTION: Darren Holland and Barbara Webb to come back to SIC with a suggested way forward.**

## 6. Updates

### (a) HEPPP Committee

- Jeannie King advised that Marcia Devlin has instigated planning for FedUni's 3 year proposal for Government HEPP Funding for 2015-2017.

### (b) Indigenous Update – Carl Trotta provided an update on Indigenous employment:

- Indigenous Traineeship at FedUni are going well (total of 5 Indigenous Traineeships - 1 completed).
- Cultural awareness training is commencing in October for all staff, all campuses. Deakin contracted to FedUni for this.
- Review of Indigenous Employment Policy underway, to better enable targeted employment at all levels and areas of FedUni.

### (c) EEO Update

- WGEA report submitted as reported earlier.
- IDAHOT Mosaic has been completed and is on display in the Albert Coates Complex Mt Helen Campus.
- RSOP (Regional Schools Outreach Program) launched an Evaluation Report on 3<sup>rd</sup> September, a FedNews Item will up shortly.
- Barbara Webb reported on "Wear It Purple Day" virtual campaign. Great exposure from Facebook, Instagram and Twitter.

### (d) Student Connect

- The Counselling Team have been proactive in delivering Mental Health First Aid to staff across FedUni, now seeing more referrals to the Counselling Team (approximately 250 staff have undertaken mental health first aid). Mental Health Day is on October 8<sup>th</sup> 2014.
- Drew Burns provided a disability update. A reimbursement has been submitted to the Federal Government (a 40 per cent reimbursement is received). The DLU and School of Health are commencing work on an 'Inherent Requirements' Project for Nursing. In discussion on reasonable adjustments, Barbara reported that she and Drew are meeting with staff from CLIPP and the corporate web team to discuss accessibility in the use of videos in teaching **Action: Barbara Webb to brief Darren Holland on online learning and disability requirements.**
- Student Connect is hosting the inaugural FedUni Student Leadership Conference 9 – 10 October 2014.
- Mt Helen hosting Uni Shield soccer competition on 29<sup>th</sup> October.

## 7. Opportunities for Committee Advice and Action

- Childcare Centres at FedUni. Growing concerns for staff and students not being able to secure a place in our childcare centres. (FedUni childcare centres sits in the DVC Student Support and Services Portfolio) Darren Holland advised FedUni has 4 childcare centres. Mt Helen and SMB are operated by FedUni, Horsham run by Wimmera United Care and Gippsland by MUGSU. As a way forward Darren Holland will look into the application and prioritisation process, report on staff, students and communities and conduct comparative analysis with other universities. Moving forward we need to look at more consistency.  
**Action: Darren Holland**
- Federation University has been approached by the Brotherhood of St Lawrence to provide a Youth Foyer (accommodation for disadvantaged youths) to enrol in programs. Todd Walker and Darren Holland have met with the Brotherhood of St Lawrence to discuss. If FedUni can provide the land there is funding available to build at Youth Foyer for up to 20 youths at virtually no cost to us and no call on our student services. Darren advised it is in the early stages and VCST has general approval. A very exciting initiative and big opportunity for FedUni and Darren to provide updates as they come.  
**Action: Darren Holland**
- Discussion regarding students with infants at FedUni and the need to try and balance the needs for all involved. Agreed on need to bring this more to the attention of academics/teaching staff re flexibility for students – much in the same vein of promoting awareness of need for workplace flexibility amongst staff.  
**Action: Barbara Webb**

## 8. Next meeting

Friday 5<sup>th</sup> December 2014, 10:30am – 12:00pm.