

Subject:	Social Inclusion Committee		
Present:	Darren Holland (Chair), Barbara Webb, Vanessa Brady, Jenene Burke, Drew Burns, Jerry van Delft, Ben Dulude, Shirley Fraser, Julianne Krusche, Meg Merrylees, Amy Rickard (in part), Ryan Parker		
Date and time:	Monday 27 March, 10.30am – 12noon		
Venue:	Council Room (T103) Mt Helen		
From:	Elizabeth Spark	Phone: 03 5327 8104	Email: e.spark@federation.edu.au

Standing Items

1. Welcome, Apologies and Preliminary Matters (Chair)

- Welcome to new members - Jenene Burke, Ben Dulude, Jasmine Graham, Meg Merrylees, Barry Wright, Amy Rickard, Sam McColl, Brittany Brayshaw, Rhys Jameson.
- Apologies: Jasmine Graham, Peter Smith, Jacqueline Wilson, Barry Wright, Brittany Brayshaw, Sam McColl, Rhys Jameson.

2. Previous Minutes and Action Items (Chair)

Paper 1 - Previous Minutes & Action Items

- The minutes of the meeting dated 5 December 2016 were accepted as an accurate record.
- VC Award for Social Inclusion: Retain on list for **action by Barbara Webb, Ben Dulude, Jerry van Delft**. Aim to have a paper ready to present to the new Vice-Chancellor.
- Guest presenters & co-opting: Darren Holland has issued invitations for co-opted members to the Social Inclusion Committee. Action complete.
- Designated space for LGBTIQA students: A new space has been established in T building for use by the Rainbow Collective (student club) and named Q-Space. Action complete.
- Women's space: Retain on list for **action by Vanessa Brady and now Jerry van Delft** to coordinate consultation to determine need for a designated space. If anyone else is interested to be involved, please advise Elizabeth Spark.
- Disability space: Retain on list for **action by Peter Smith and now Jerry van Delft**. What is needed? What are the gaps?
- Inherent requirements: Retain on list for **action by Darren Holland**.
- Gender balance in recruitment pools: refer to separate agenda item today.
- Collaboration opportunities – Care Leavers: A meeting has taken place to discuss collaboration and scholarship application assistance between Support for Care Leavers Office; Scholarships Bursaries & Grants; Foundation Scholarships and Bursaries; Equity & Equal Opportunity. Action complete.
- Disability Action Plan: the 2014-2016 DAP has been provided to Council. Action complete.
- FedPride Strategy: Retain on action list for **action by Barbara Webb and Jerry van Delft**.
- CoRE: refer to separate agenda item today.

3. **Reconciliation Action Plan** (Barbara Webb, Julianne Krusche)
 - The Reconciliation Action Plan Committee meets to monitor actions within the Plan. The RAP finishes at the end of 2017. A draft of the next Plan for 2018-2020 is planned to go to Council in August 2017.
 - The University's Statement of Reconciliation is available on the [RAP website](#) for individuals to print and display. A framed Statement of Reconciliation for public display on each campus is still underway.
 - Darren advised that as a Committee (Social Inclusion Committee) need to consider Indigenous representation in our mainstream student cohort. Currently many of our Indigenous students are represented in our incarcerated student cohort.
 - An Indigenous Governance Committee is being formed to oversee the financial functions specific to Indigenous education at FedUni.

4. **Care Leavers Update** (Jacqueline Wilson - apology)
Paper 2 – Care Leavers Update March 2017
 - Written update for noting.

5. **Athena Swan SAGE Update** (Meg Merrylees)
 - Project overview: FedUni is participating in this two year program to improve gender equity and diversity in science, technology, engineering, maths and medicine (STEMM).
 - The project plan will be released to the Steering Committee today and the group will meet next week. There will also be three working groups looking at career progression, organisation & culture, and targeted interventions. The project will include an organisational culture survey in 2017.

6. **Opportunities for Committee Advice and Action** (All)
 - Amy queried how the Q-Space will be promoted to the broader University. Discussion – there has been promotion already through the Rainbow Collective, but there may also potential for further promotion eg through Student Connect. **Action: Jerry van Delft**
 - Barbara advised that Schools Outreach has had feedback from secondary schools in Berwick area regarding their students who are asylum seekers. These students are further disadvantaged from pursuing a higher education as they would be deemed full-fee paying students. Jerry advised that Faculties have awarded 5 scholarships this year to 5 male students who are asylum seekers. The Committee discussed the benefits in formalising the process. **Action: Jerry van Delft** to raise this with Foundation Scholarships and report back next meeting.

General Business

7. **Respect. Now. Always** (Darren Holland)
 - FedUni is an active supporter of the *Respect. Now. Always.* campaign led by Universities Australia, that grew from the US film, *The Hunting Ground*. R.N.A. is an awareness campaign for support and prevention of sexual assault and sexual harassment on university campuses in Australia.
 - As part of the campaign, the Australian Human Rights Commission administered a student survey on sexual assault and sexual harassment. (This did not include FedUni students studying at Partner Providers.)
 - FedUni has a R.N.A. working party that coordinated support services in preparation for the survey and is now preparing for the release of survey results.

8. **Social Inclusion Plan** (Barbara Webb)
Paper 3 – Social Inclusion Plan update
 - The SIP, belonging to this Committee, has three main areas of focus: Aspiration and Access; Participation and Attainment; and Social Inclusion and Culture.
 - The SIP captures the good work being done at FedUni and also stretches us in delivering social inclusion initiatives.
 - There was discussion and ideas generated on how to best promote the final update of the SIP.
 - In developing the next version of the Plan, there was support for the consultative process used to date.
 - The Committee approved the Social Inclusion Plan final update dated 20 March 2017. Next step – Darren will take to VCST and recommend to the VC for Council, and then promote the final update internally.
Action: Darren Holland and Barbara Webb

9. Gender balance in recruitment pools (Ben Dulude)

Paper 4 - HR March update

- Presentation of HR data on gender distribution for employment applications and shortlists at senior levels.
- There was interest in further detail on: the success rate/appointments by gender, data timeframe, positions not covered in the presented analysis eg above HEW 10, SE positions and names of positions included in “Academic Leadership Positions”. **Action: Ben Dulude** will provide an update at next meeting.
- There was discussion on use of executive search agencies and how this might impact on gender in recruitment pools offered to the University.
- In response to a question on Indigenous Employment, the Committee was informed that recruitment of the Indigenous Employment Coordinator is now underway (having been held to allow the in-coming Manager of the AEC to be involved in the process).

10. National Priorities Pool research project (Jenene Burke)

- The HEPPP funded project is titled *Understanding how regionality and socio-economic status intersect with disability*. There are five universities in the consortium. The project will be completed in 2017. FedUni undergraduate students will be surveyed and FedUni will have access to our data through the project. The survey is currently with FedUni Ethics Committee.
- The Committee expressed interest in the project outcomes when these become available.

11. Disability Action Plan (Elizabeth Spark)

- The final update of the previous DAP was approved at the December meeting and has since been to University Council. The new DAP is currently being developed, this will be a four year plan.
- Expressions of interest for input into the new plan were called in February/March. There has been a good response from both staff and students. Initial consultation meetings will commence after Easter.

12. Communities of Respect and Equality (CoRE) (Jerry van Delft)

- CoRE is run by Women’s Health Grampians. FedUni is a member of CoRE. Jerry aims to invite a member of CoRE to do a presentation at FedUni. **Action: Jerry van Delft.**

13. Written updates for noting

- (a) HEPPP Committee (Barbara Webb) *Paper 5*
- (b) E&EO (Barbara Webb) *Paper 6* - Barbara provided an overview on key items in the written report.
- (c) Indigenous (Julianne Krusche) *Paper 7*
- (d) Student Connect (Jerry van Delft) *Not available*
- (e) Human Resources (Ben Dulude) *Paper 4*

14. Next meeting Friday 30 June, 10.30-12.00