

Subject:	Social Inclusion Committee		
Present:	Darren Holland (Chair), Barbara Webb, Jeannie King, Shirley Fraser, Drew Burns, Kerry Wright		
Apologies:	Marcia Devlin, Bonnie Chew, Jacqueline Wilson, Markus Middling, Mark Harse		
Date and time:	Tuesday 10 March, 10.30am – 12.00noon		
Venue:	DVC Meeting Room, Mt Helen Campus		
From:	Elizabeth Spark		
Telephone:	03 5327 8104	Email:	e.spark@federation.edu.au

1. Welcome, Apologies and Preliminary Matters

- Welcome to new members:
 - Kerry Wright (Human Resources representative)
 - Markus Middling and Mark Harse (Student Senate representatives)
 - both unable to attend this first meeting
- Apologies: Marcia Devlin, Bonnie Chew, Jacqueline Wilson, Markus Middling, Mark Harse,

2. Previous Minutes and Action Items

The minutes dated 5 December 2014 were accepted as an accurate record.

Update on action items

- Student retention data and reporting: FedUni trialling a data project over the next few months, firstly with historical data. The project is primarily being led by Information Technology Services and Grant Henderson from the Student Retention Project. **Action: Darren Holland** will report back on progress at next meeting.
- Community Engagement Register: Darren will be meeting with Jamie McDonald this week, will highlight this action. **Action: Darren Holland**
- Progress on the Racism. It Stops With Me campaign: separate agenda item today.
- Care leavers at FedUni:
 - Barbara Webb reported that Jacqueline Wilson, along with Frank Golding (external) and Andrew Harvey (La Trobe) presented at the Victorian Equity Practitioners meeting in March, at which Barbara and Elizabeth were present. Barbara noted that Andrew and other researchers are soon to release a report on care-leavers in universities.
 - Barbara has been working on establishing targeted scholarships at FedUni, to recognise the issues faced by Care Leavers in accessing Higher Education.
 - A Social Inclusion Committee working party has previously been formed, but has not yet met. The working party comprising Jacqueline Wilson, Shirley Fraser, Jeannie King and Barbara Webb to meet and decide on actions needed. **Action: Working Party**
 - Add Care Leavers to the agenda as a standing item for working party to provide update. **Action: Elizabeth Spark**
- Employer of Choice Program:
 - Barbara Webb reported that when she presented the Workplace Gender Equality Agency (WGEA) benchmark report at last meeting, the topic of Employer of Choice was raised.
 - In response, Barbara reports that this program is some way off for us at FedUni. She also noted that we have not undertaken the same level of gender-data crunching recently due to the demands of WGEA reporting. Kerrie Wright suggested a discussion take place with Barbara about scheduling data crunching from HR. **Action: Barbara Webb**

- Application and prioritisation process at FedUni Children's Centres: hold over for next meeting.
- Disability Action Plan progress report: Complete
- FedNews item relating to alcohol at work-related events: Complete
- Reconciliation Action Plan: a meeting is scheduled to discuss.
- White Ribbon Day: separate agenda item today.

3. Racism. It Stops With Me

- Marcia Devlin signed FedUni up to the campaign last year. Equity and Equal Opportunity took on the campaign in December 2014.
- New FedUni campaign website up and running: <http://federation.edu.au/staff/working-at-feduni/equity-and-equal-opportunity/racism-it-stops-with-me>
- FedUni video clip coming out soon: (has been launched since meeting to coincide with Harmony Day on 21 March) view at: <https://www.youtube.com/watch?v=1lhYfSM0kjU>
- The Australian Human Rights Commission have tweeted our photo of FedUni staff 'taking a stand' holding signs.
- Jeannie King advises that Luke Icely may be interested in creating a mission for an event eg holding templates of pledges. **Action: Jeannie King**

4. Social Inclusion Plan (SIP) Progress Report

- The last SIP update was April 2014. The proposal for this review of the Plan is to ask for an update on each action and ask for any further 2015 actions. A progress report can be brought back for next meeting on 4 June. **Action: Elizabeth Spark and Barbara Webb**

5. White Ribbon Day – 25 November

- Jeannie King reported that the B-Safe (Ballarat committee she is part of) had a charter at O-week for people to sign. Timing of White Ribbon Day (25 Nov) is difficult for students as after exam period.
- Barbara Webb reported that Deborah Walker is considering FedUni participating in White Ribbon's accreditation program – with discussion about who would take the lead eg senior males in the organisation. Kerrie Wright as the HR representative could look at the requirements of the accreditation program in conjunction with Deborah Walker and report back at next meeting. Discussion held on the merits of accreditation programs versus visible and meaningful action within the organisation. **Action: Kerrie Wright**
- Jeannie King reported that the Stonecutters have a black and white ball mid-year, could be a perfect opportunity for a white ribbon event, and would make a powerful statement. **Action: Jeannie King**

6. Updates

(a) HEPPP Committee

- Barbara Webb reported that HEPPP funding was supposed to go to a three year cycle, but this hasn't transpired as yet, still annual. The listing of projects/activities funded through the HEPPP Committee was provided to the Committee.
- Jeannie noted that, through HEPPP funding, student equity scholarships have been centralised this year. It is now easier to apply and students will now receive funds by stipend (regular payments).
- Barbara reported that HEPPP funding was granted for the establishment of a Schools Engagement office in line with recommendations of the review carried out last year.

(b) Indigenous Update

- Bonnie Chew an apology.
- Shirley Fraser reported that training plans are being implemented for each Indigenous student in collaboration with Federation College and the Aboriginal Education Centre.

(c) Equity & Equal Opportunity Update

- Mobility access maps are now live. Elizabeth will be communicating via FedNews - conversations in progress with Public Relations to advertise maps on FedUni maps webpage.
- Barbara Webb will be submitting an official survey for FedUni to the Australian Workplace Equality Index (AWEI). The evaluated results provide a measure of how friendly the organisation is for Gay, Lesbian, Bi-sexual, Trans-sexual and Inter-sex (GLBTI) staff. Many universities participate in this program. The AWEI closes on 31 March.
- Seeing an increase in gender diverse and transitioning students at FedUni.
 - We have work to do as an organisation in providing a third option for gender with all of our systems and processes, gender neutral language for example in position descriptions, and unisex toilet configurations.
 - Equity & Equal Opportunity will be preparing resources for staff and students in 2015.
Action: Barbara Webb and Elizabeth Spark

(d) Student Connect

- Drew Burns reported
 - He has been looking at getting Learning Access Plans put into a policy eg whether stand-alone policy or related to the Equal Opportunity and Valuing Diversity Policy.
 - In the Dual Sector Partnership (DSP) area, a disability clause has been built into agreements. Partner Providers are now only responsible for the first \$500 of each reasonable adjustment and the remaining costs will be paid by FedUni.
 - Approximately 100 client survey responses were received from Disability Liaison Unit clients, out of around 300. The survey responses rated the service very highly, only 1 negative response. There was an overwhelmingly positive response on the introduction of Learning Access Plans. This information will be provided to the Student Retention Committee via Jeannie King. The Social Inclusion Committee also wishes to receive this information. **Action: Drew Burns**
 - Looking at starting a mentoring type program for students registered with the DLU in 2016. Linking in with Luke Icely and the Student Leadership Program.
- Jeannie King reported
 - The Market Stall Day was inclusive of many groups for example Aboriginal Education Centre and Rainbow Collective (previously known as the Rainbow Connection).
 - Student Connect is giving more focus to supporting our online students for example providing screen to screen counselling service.
 - Engagement with community – the Leadership Team is doing a backyard blitz with Sebastopol Primary School.

(e) Human Resources

- Add Human Resources update to agenda for future meetings. **Action: Elizabeth Spark**

7. Opportunities for Committee Advice and Action

- Wear It Purple Day on 28 August 2015 <http://wearitpurple.org/> Shirley Fraser suggested an event and a wearing it purple photo be taken in Federation College this year. **Action: Shirley Fraser**
- The Committee agreed to post the meeting minutes for the Social Inclusion Committee online at <http://federation.edu.au/staff/working-at-feduni/equity-and-equal-opportunity/social-inclusion-committee>
Action: Elizabeth Spark

8. Next meeting

Friday 5 June, 10.30am – 12.00noon, video conference available on request