

Subject:	Social Inclusion Committee		
Present:	Barbara Webb (Chair), Jenene Burke, Drew Burns, Jerry van Delft, Ben Dulude, Shirley Fraser, Jasmine Graham, Amy Rickard, Jacqueline Wilson		
Date and time:	Friday 15 September, 10.30am – 12noon		
Venue:	Council Room (T103) 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: Darren Holland, Jacqueline Wilson, Meg Merrylees, Vanessa Brady, Ellen Sabo, Ryan Parker, Peter Smith, Barry Wright.

2. Previous Minutes and Action Items (Chair)

Paper 1 - Previous Minutes & Action Items

The minutes of the meeting dated 30 June 2017 were confirmed as an accurate record.

- VC Award for Social Inclusion: the process has now been opened for 2017, now too late to submit a paper for the proposed award in 2017. Ben Dulude advised that there would be a review in 2018 of all the staff awards, so timely to submit a proposal prior to Feb 2018. **Action: Ben Dulude, Barbara Webb.**
- Women's space: Jerry van Delft reported that Vanessa Brady did not present at the Student Senate meeting. **Action: Jerry van Delft and Amy Rickard to invite Vanessa Brady** to talk with Student Senate about a Women's space and how this works at other unis, and consider consultation with FedUni student body to see if there is enthusiasm for a women's room at FedUni.
- Inherent requirements: discuss as separate agenda item 8.
- CoRE: No action, retain on action list.

3. Reconciliation Action Plan (Barbara Webb, Jasmine Graham)

- A draft of the 2018-2020 RAP was published on FedNews on 30 June, with Geoff Lord collating input. The RAP is a stretch RAP which is intended to be more challenging. The RAP has been sent to Reconciliation Australia for review. FedUni launch date expected to be early 2018.

4. Care Leavers Update (Jacqueline Wilson - apology)

Australian Financial Review Higher Education Award - Equity and Opportunity Award – La Trobe and Federation University for Care Leavers Strategy.

Paper 2: FedUni media release, FedUni presented with prestigious Higher Education Award

- Jacqueline Wilson and Pearl Goodwin from FedUni, along with La Trobe Uni, are recipients of the AFR Award for Higher Education Equity and Opportunity for their tremendous work in supporting Care Leavers in accessing higher education and getting Care Leavers recognised as an equity group.
- Paper for distribution with minutes – September report J Wilson.

5. Athena Swan SAGE Update (Meg Merrylees – apology)

- No update

6. Respect. Now. Always (Barbara Webb)

Paper 3 – RNA Action Plan

- The National survey results were released on 1 August. Extensive work has been undertaken to date in preparation for the release of survey data. Now FedUni is focussing on actions identified. Barbara Webb presented the FedUni's draft RNA action plan which is being led by Darren Holland.

7. Opportunities for Committee Advice and Action (All)

- E&EO Manager: Barbara Webb advises that this is her last meeting. There will hopefully be a new Equity & Equal Opportunity Manager at the next meeting in December. Barbara was prompted for her thoughts on some of the priorities for the Social Inclusion Committee going forward. These include:
 - Reconciliation
 - SAGE gender equity
 - Social Inclusion Plan
 - Making progress on FedUni's Pride Strategy
- Marriage equality postal survey: in response to questions from SIC, Barbara Webb reported that Darren Holland posted a statement on FedNews for staff and students on 25 August. The statement promoted FedUni as providing a supportive, respectful environment recognising the rights of LGBTIQA students and staff. The Vice-Chancellor is supportive of senior staff that wish to make supportive statements within their Faculties/Directorates.
- Acknowledgement of Country: Jasmine Graham proposed that the SIC includes an Acknowledgement of Country at the commencement of each meeting. This was met with unanimous support.
Action: Elizabeth Spark, Darren Holland for next meeting. The AEC is currently preparing protocol cards with wording to conduct an Acknowledgement of Country in meetings. The wording on website will also be updated.
- Research project: Jenene Burke gave an overview of the National Priorities Pool (NPP) research project, titled 'Understanding how regionality and socio-economic status intersect with disability'. Her team is looking for community members and Year 10-11 students with a disability to share opinions and thoughts about attending Uni. **Action: Flyers attached for SIC members** to share with networks.
- Disability access: In response to a query from Amy Rickard on plans to improve physical access on campus, Barbara Webb advised that
 - access is considered as improvements are made building by building;
 - for Open Day and any other events we ask that organisers (eg Marketing for Open Day) advertise how visitors with a disability can register for additional supports eg Auslan interpreter;
 - the University's mobility access map is a good guide for any staff planning tours, and for students accessing campuses.
 - the Disability and Learning Access Unit conducts individual tours with students with restricted mobility
 - although there are strategies in place, there is no plan to upgrade all areas of campus, this is reviewed as needed.
- Jenene reported that the Faculty of Education & Arts had a professional learning day in June. The Faculty now has a template for teaching and inclusion with a current focus on disability but could be expanded in the future to include considerations for Aboriginal and Torres Strait Islander students. **Action: Jenene Burke, Jasmine Graham, Drew Burns, Elizabeth Spark.**

General Business

8. Inherent Requirements (Drew Burns)

Paper 4 – Inherent requirements

- Drew Burns presented a paper on inherent requirements. The Disability & Learning Access Unit (DLAU) is a stakeholder, not the leader.
- Drew highlighted from the paper: IRs should never be used as a means of excluding students with disabilities from pursuing a program of study. However they can be a way which the University can safeguard that any student who begins a course will be able to successfully complete it and practice in their chosen vocation if they choose to do so.
- The Committee suggested that Drew request to present the paper at Learning & Teaching Committee.
Action: Drew Burns.
- Jenene and Drew to further consider presenting at Faculty meetings. **Action: Drew Burns, Jenene Burke.**

9. Social Inclusion Plan (Barbara Webb)

Paper 5 – Council Meeting Outcomes 15 August 2017

- The 2015-2016 Plan (distributed with agenda, and on [website](#)) was presented to University Council in August as shown in Council meeting outcomes. The Plan is still relevant for 2017.

10. Workplace Gender Equality Agency (WGEA) Report (Barbara Webb)

Paper 6 – FedUni’s WGEA public report

- Barbara Webb presented FedUni’s WGEA public report. A paper is now being developed by E&EO for the Vice-Chancellor.

11. Written updates for noting

- (a) HEPPP Committee (Barbara Webb) *Paper 7*
- (b) E&EO (Barbara Webb) *Paper 8*
- (c) Aboriginal Education Centre (Jasmine Graham) *Paper 9*
- (d) Student Connect (Jerry van Delft) *Not available*
- (e) Human Resources (Ben Dulude) *Paper 10*

Discussion on written updates:

- HR update: suggestion by SIC to invite Katrina Beer to the next meeting in her role as Coordinator, Aboriginal and Torres Strait Islander Employment. **Action: Elizabeth Spark, Darren Holland.**
- Jerry van Delft provided a verbal update for Student Connect.

12. The Committee thanked Barbara Webb for her leadership in all Equity matters

13. Next meeting Friday 1 December, 10.30-12.00