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| Subject: | Social Inclusion Committee | | |
| Present: | Darren Holland (Chair), Barbara Webb, Vanessa Brady, Jacqueline Wilson, Julianne Krusche, Jerry van Delft, Shirley Fraser, Ryan Parker, Matt Morris | | |
| Date and time: | Monday 5 December, 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: Ryan Hsu (Jerry van Delft in attendance); Ellen Sabo (Ryan Parker in attendance); Peter Smith; Karen Mostert-Wiley (Matt Morris in attendance); Drew Burns; Artemis Munoz.

2. Previous Minutes and Action Items (Chair)

Paper 1 - Previous Minutes & Action Items

The minutes dated 9 September 2016 were accepted as an accurate record.

- White Ribbon – FedUni’s commitment to Communities of Respect and Equality (CoRE). Jerry van Delft is attending today to present on CoRE. Action closed.
- NHMRC: Science in Australia Gender Equality (SAGE) pilot. Shirley Fraser has contacted Sharon Kitt to express interest in being involved in SAGE due to the new TEC’s involvement in STEMM. Action closed.
- VC Award for Social Inclusion: Retain on action list. **Action: Barbara Webb, Karen Mostert-Wiley, Ryan Hsu** to coordinate a paper for Darren to take to the Vice-Chancellor for consideration for the 2017 Awards.
- Guest presenters & co-opting: Retain on action list. **Action: Darren Holland** to issue invitations for co-opted members to the Social Inclusion Committee.
- Designated spaces on campus
 - LGBTIQA: The Rainbow Collective has inspected the identified office space at the Mt Helen campus. Barbara Webb to work with Peter Trigg and Rainbow Collective to organise fit out. **Action: Barbara Webb**
 - Disability: Retain on action list. Peter to liaise with Ryan to identify what is needed, what are the gaps. **Action: Ryan Hsu, Peter Smith**
 - Women: Vanessa and Ryan have met to discuss consultation process, no update available yet. Will report back next meeting. **Action: Vanessa Brady, Ryan Hsu**
- Inherent requirements: Retain on action list. **Action: Darren Holland** enquire on what further actions are underway and involve Barbara Webb and Drew Burns as appropriate.
- Youth Engagement Officer: Action closed.
- Opportunities for Committee Advice: Input on contact list. Action closed.
- WGEA report: Analysis of gender balance in recruitment pools, particularly when using a recruitment agency. Retain on action list. **Action: Karen Mostert-Wiley**
- Respect Now Always: Darren Holland reported on survey participation levels across the University sector. Results are expected around April 2017.

3. Reconciliation Action Plan (B Webb & J Krusche)

- Barbara and Julianne provided an update from last RAP Committee meeting.
 - FedUni's Statement of Reconciliation is being updated. The new statement has been approved by University Council, next stage is for artwork to be created.
 - A group has been tasked with putting together a plan to host a Reconciliation lecture in 2017. The group has not met as yet.

4. Care Leavers Update (J Wilson)

Paper 2 - National Summit: Setting the Record Straight: For the Rights of the Child

- Update on the National Summit in May 2017, facilitated by Jenny Brockie. If Social Inclusion Committee members are interested in attending, and would like to receive an invitation or more information, let Jacqui know.
- External National Priority Pool funding concludes 2016. Outcomes include a handbook for Care Leavers in Higher Education. Data has been collected and is being finalised for update to Social Inclusion Committee in 2017.
- Sidney Myer project is being externally evaluated by the Australian Education Council in December 2016, progressing well.
- The ARC project application for *Rights in records by design* was successful, starting in March. A team of researchers, led by Monash University, will design and develop an archive for children who have experienced out-of-home care. This project, valued at \$542,000 over three years, will address key questions around state wardship, archives, record keeping and historical justice.
- Jacqui presented at a recent workshop in Norrköping in Sweden on international approaches to redress schemes for children abused in State care. The Australian Government has recently announced a national redress scheme due largely to the Care Leaver Australia Network's (CLAN) advocacy work, of which Jacqui is a long-standing member.
- Jacqui is presenting at the Deakin Histories conference in December on loud fences in Ballarat as part of the round table discussions.
- Darren congratulated Jacqui on behalf of the Committee for her sustained work in this area.
- Discussion on scholarship application assistance and opportunity for collaboration between Support for Care-Leavers Office; Scholarships, Bursaries & Grants; Foundation Scholarships and Bursaries; Equity & Equal Opportunity. **Action: Jerry van Delft** to coordinate a meeting.

5. Opportunities for Committee Advice and Action (All)

- Nil

General Business

6. Terms of Reference (Chair)

Paper 3 – Terms of Reference showing proposed amendment

- The proposed amendment to the Terms of Reference was accepted by the Committee. Membership will now include
 - A nominee of the Deputy Vice-Chancellor (Academic) – a senior officer with VET responsibilities
 - A nominee of the Deputy Vice-Chancellor (Academic) – a senior officer with HE responsibilities

7. Disability Action Plan (Elizabeth Spark)

Paper 4 – Disability Action Plan 2014-2016

- The final update of the 2014-2016 Disability Action Plan was presented and approved by the Committee. The Plan is now closed. Darren Holland will provide the Plan to the Vice-Chancellor with the Committee recommendation to send to University Council. **Action: Elizabeth Spark, Darren Holland.**
- Elizabeth provided an update on the process for a new Disability Action Plan commencing 2017, including a student & staff survey and expressions of interest for an Advisory Committee. This will also be included in the report to Council.

8. University of Western Australia – LGBT report (Barbara Webb)

Paper 5 – The experience of Lesbian, Gay, Bisexual, and Trans students at the University of Western Australia

- Barbara presented the UWA research report on the experience of LGBT students at UWA. Of particular interest:
 - Participants believe that trans students are most likely to experience harassment or discrimination.
 - Approximately a third of participants (30.8%) reported that their sexual orientation and/or gender identity/expression had affected their ability to socialise at UWA.
 - Just under half of the participants (48.1%) were aware of the Ally program. Of those who were aware of the program 61.6% believe that its existence has contributed to them feeling welcome at UWA.
 - Only 55.8% of students would be comfortable reporting LGBT harassment or discrimination at UWA.
 - The vast majority of participants (82%) were unsure as to whom they should report an incident of LGBT harassment or discrimination at UWA.
- The report was noted as a good prompt for FedUni to progress the Pride Strategy and our commitment to implementing an Ally program. We may need to rethink the leadership of the Pride Strategy in terms of workload. Equity & Equal Opportunity and Student Connect to meet and progress. **Action: Barbara Webb** to organise a discussion.

9. Athena Swan SAGE Update (Barbara Webb)

- Barbara provided an update on Athena Swan SAGE:
 - Focus is on gender equity in STEMM areas (science, technology, engineering, mathematics, medicine). Outcomes are likely to be relevant across the whole University.
 - The Self-Assessment Team (SAT) met for the first time on 21 November. Membership includes representation from Faculty of Science & Technology and Faculty of Health (STEMM areas) as well as interested staff from across the University. A call for expressions of interest was advertised on FedNews.
 - Nominated SAT team members will attend a data gathering and analysis workshop on 9 November.
- The Committee approved Athena Swan Science and Gender Equality (SAGE) as a standing item in 2017.
- The Committee extended an invitation to Meg Merrylees to be co-opted to the Social Inclusion Committee for 2017. **Action: Darren Holland.**

10. Communities of Respect and Equality (CoRE) (Jerry van Delft, Director Student Connect)

- Jerry van Delft is FedUni's representative to CoRE. It is a whole of community approach. There are approximately 50 organisations in CORE.
- Reports available from website www.whg.org.au
 - CORE: A plan to prevent violence against women and their children 2016 – 2020.
 - An overview of the CORE Plan in Prezzi.
 - YouTube video (shown today at Social Inclusion Committee meeting) from Women's Health Grampians CORE
- Jerry outlined what this means for FedUni.
 - Bystander training can be pursued.
 - A CORE meeting is planned to discuss what FedUni will do.
- Darren asked Jerry attend next meeting in March to revisit. **Action: Jerry van Delft. Elizabeth Spark** to coordinate.

11. Proposed Social Inclusion Week 2017 (Jerry van Delft, Director Student Connect)

- Student Connect has proposed a FedUni Social Inclusion Week for 15-19 May 2017.
- It will be an opportunity to promote the services of Student Advisory, Disability Services etc.

12. Written updates for noting

- HEPPP Committee (B Webb) *Paper 6*
- Indigenous (J Krusche) *Paper 7*
- E&EO (B Webb) *Paper 8*
- Student Connect (R Hsu) *Paper 9*
- Human Resources (K Mostert-Wiley) *Provided with minutes – Paper 10*
 - Add recruitment data analysis to agenda for next meeting for Karen to present.
Action: Karen Mostert-Wiley.

13. Proposed 2017 Meeting Dates

The Committee approved the 2017 meeting dates as follows:

- ~~Friday 31 March, 10.30-12.00~~ (Note: since amended to Monday 27 March, 10.30-12.00)
- Friday 30 June, 10.30-12.00
- Friday 15 September, 10.30-12.00
- Friday 1 December, 10.30-12.00

14. Next Meeting: Monday 27 March, 10.30-12.00