

Subject:	<b>Social Inclusion Committee</b>		
To:	Darren Holland (Chair), Tegan Barnes, Vanessa Brady, Jenene Burke (in part), Drew Burns, Jerry van Delft, Ben Dulude, Jasmine Graham, Tom Hodgson, Ernina Sasongko, Jacqueline Wilson		
Date and time:	Friday 23 March, 10.30am – 12.00noon		
Venue:	T103 (Council 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)**

- Welcome and roundtable introductions: Ernina Sasongko (Student Senate nominee); Tom Hodgson (elected staff member); Tegan Barnes (CLIPP nominee).
- Apologies: Katrina Beer
- Nominee for DVC Academic: Darren Holland advised that this position will be filled after the restructure.

### **2. Acknowledgement of Country (Chair)**

### **3. Review Previous Minutes and Action Items (Chair)**

#### *Paper 1 - Previous Minutes & Action Items*

The minutes of previous meeting dated 1 December 2017 were confirmed as an accurate record.

Updates on action items since previous meeting (refer to action item summary table for history):

- VC Award for Social Inclusion: Ben Dulude advised that HR is liaising with Chief Operating Office to see if we continue with the VC Awards in their current form or a different form in 2018. Retain on action list.
- Women's space: Jerry van Delft advised that this matter was not discussed at the first Senate meeting of the year as this was a full agenda but will be discussed at next Senate meeting.
- Inherent requirements: No further update, retain on action list. There is an Inherent Requirements working party. Drew Burns confirmed that he will be an invitee for the next meeting when scheduled.
- FedPride Strategy: Retain on action list for Jerry van Delft and Manager E&EO (when filled).
- Acknowledgement of Country: Complete, remove from action list.
- Teaching and Inclusion template: Jasmine Graham reported that Janene Burke and herself delivered a professional development session. Retain on action list as Janene may wish to add to this at next meeting.
- Supplementary assessments: retain on action list for Jerry van Delft and Darren Holland.
- Terms of Reference: refer to agenda item 9 on today's agenda.

### **4. Reconciliation Action Plan (Jasmine Graham)**

- Geoff Lord (Chair RAP Committee) sent out the draft RAP for consultation on FedNews in June 2017. The RAP is now with Reconciliation Australia for consideration – FedUni is awaiting feedback. It is a stretch RAP that will be ambitious for FedUni.
- The aim is to launch FedUni's RAP during Reconciliation Week (27 May-3 June).
- Jasmine is working on the Aboriginal Education Centre Strategy, a draft will ready in May.
- Opening of the Wayn-Gurr Derrk bush tucker community garden at Mt Helen is happening on Monday 26 May. Details on FedNews.
- Official opening of the Gnarrwirring Karung space at Mt Helen will occur in June. This is a significant event for the University as the first facility to be named in an Aboriginal language. Gnarrwirring Karung means learning place in local Wadawurrung language.

## 5. Care Leavers Update (Jacqueline Wilson)

*Paper 2 – J Wilson update*

- The Sidney Myer project *Raising Expectations: increasing the number of young people in out of home care going on to higher education/university* has secured a six month project extension.
- ACER is interviewing stakeholders as part of the project evaluation.
- 84 Higher Ed students and 7 TAFE students have identified as Care Leavers in Semester 1 (at 25/2/18).
- The FedUni Care Leavers Team has been invited to submit a scholarly article to the Oxford Education Review.

## 6. Staff Gender Equity Update (Elizabeth Spark)

*Paper 3 – An overview of Federation University's WGEA report 2016-2017 (last year's report)*

SAGE project update

- Project to promote gender equity and diversity in science, technology, engineering, maths and medicine. The outcomes will be of benefit to the whole organisation.
- Working groups are meeting regularly. Culture survey for academic staff and focus groups/interviews for academic and professional staff are being conducted by Nina Fotinatos and Meg Merrylees. Info will be in FedNews again next week.

Workplace Gender Equity Agency (WGEA) update

- Compliance reporting under the Workplace Gender Equality Act
- Overview of the attached paper, produced by Equity Office in late 2017.
- Darren Holland and Jacqueline Wilson provided further input on smaller numbers of women at FedUni senior levels. FedUni has never promoted a female academic from level A to the top level E in research (we have in teaching). Action: Darren Holland will take this up with Leigh Sullivan, DVC (Research & Innovation) to recommend that this to become an explicit part of the University's Research Strategy.

## 7. Respect. Now. Always (Darren Holland)

- FedUni has published the Universities Australia (UA) recommendations from the report on sexual assault and sexual harassment on our website along with FedUni's response (video).
- The Red Zone is a report published by EROC and focussed on hazing, sexual assault and harassment at residential campuses.
- National training packages and materials will be available soon from UA. In the meantime, FedUni is looking at mandatory training for students in semester 2.
- Discussion on how FedUni can support a student wishing to remain anonymous, particularly a student experiencing domestic violence. Jacqueline Wilson is involved in a State Government Committee involved in making policy changes. **Action: Jacqueline Wilson** to flag this example to this group.
- Further discussion on identity management – higher ed students don't show ID on enrolment.

## 8. Opportunities for Committee Advice and Action (All)

- Progress on the appointment of Manager, Equity & Diversity: Darren advised that discussions are underway with preferred candidate. Working toward end of April commencement.
- Cultural awareness training at Berwick: Jerry van Delft and Greg Jakob are working together to select training for staff. Discussion on broadening this group to reflect diversity of views and backgrounds in selecting this training, for **action by Jerry van Delft**. **Action: Jerry van Delft** to also consider putting a message on FedNews to seek input from staff who may be able to deliver this training.
- White Ribbon training for staff: one hour face-to-face and online training will be rolling out in near future. HR is leading this. In addition, there is an online training program on the White Ribbon website, via FedUni's Family and Domestic Violence webpage (under education and training programs).
- 'Frog Digeridoo': Darren drew attention to the beautifully painted 'Frog Digeridoo' on the table (Council Room Mt Helen) and advised that it was made by Peter Clarke, a Gunditjamarra man. Darren spoke of what he had learned about the artist and the digeridoo. Darren will organise to have a plaque made up to sit with this artwork. Tom Hodgson offered to take on this task. **Action: Tom Hodgson** to look into the background of the digeridoo and liaise with Clare Gervasoni (Curator) to have a plaque made.

## **General Business**

### **9. Terms of Reference (All)**

*Paper 4 – Social Inclusion Committee Terms of Reference*

- The updated Terms of Reference were confirmed and noted.

### **10. Aboriginal and Torres Strait Islander Employment update** (update by Ben Dulude, Katrina Beer an apology)

- An excellent recruitment process led by Katrina Beer has resulted in four trainees being appointed. The process generated a lot of interest and enquiry.

### **11. Written updates for noting**

- (a) Aboriginal Education Centre (Jasmine Graham) *Paper 5*
- (b) E&EO (Elizabeth Spark) *Paper 6*
- (c) HEPPP Committee *Not available*
- (d) Human Resources (Ben Dulude) *Paper 7*
- (e) Student Connect (Jerry van Delft) *Paper 8*

### **12. Next meeting**

Friday 22 June, 10.30-12.00, Council Room