

| | | | |
|----------------|--|--------|---------------------------|
| Subject: | Social Inclusion Committee | | |
| Present: | Darren Holland (Chair), Barbara Webb, Bonnie Chew, Kerry Wright, Drew Burns, Markus Middling, Ellen Sabo, Jerry van Delft, Ian Chivers, Ryan Hsu | | |
| Apologies: | Jeannie King (Jerry van Delft attending), Shirley Fraser (Ian Chivers attending), Jacqueline Wilson, Mark Harse | | |
| Date and time: | Friday 5 June, 10.30am – 12noon | | |
| Venue: | Video Conference - Mt Helen: DVC Meeting Room / SMB: Barry Room | | |
| From: | Elizabeth Spark | | |
| Telephone: | 03 5327 8104 | Email: | e.spark@federation.edu.au |

Standing Items

1. Welcome, Apologies and Preliminary Matters

- Round table introductions - first meeting for Markus Middling, Ellen Sabo, Jerry van Delft, Ian Chivers.

2. Previous Minutes and Action Items

Attachment 1 – Previous minutes and action items

Attachment 2 – Application and prioritisation process at Children's Centres

- Student retention data and reporting: Action complete. Darren provided a brief overview on progress of predictive analytics using historic data.
- Community Engagement Register: Action complete.
- Care Leavers: Has been added to the agenda as a standing item for each meeting.
- Workplace Gender Equality Agency data: Action complete. HR is providing data to the Equity office to analyse and report to WGEA.
- Children's Centres: Action complete. An agenda paper was distributed covering the application and prioritisation process. No further questions from the Committee.
- Reconciliation Action Plan: Action complete. The RAP is now on the agenda as a standing item for each meeting.
- Racism. It Stops With Me: Ryan Hsu to consider the action with Luke Icely and team. Action from last meeting stated 'Jeannie King advises that Luke Icely may be interested in creating a mission for a Racism. It Stops With Me event eg holding templates of pledges'. **Action: Jeannie King (Ryan Hsu)**
- Social Inclusion Plan: refer to agenda item 6.
- White Ribbon Day: refer to agenda item 7.
- Gender Diverse and Transitioning Students: this action is ongoing with Equity & Equal Opportunity. Refer to Pride Strategy agenda item 8.
- Disability Unit Client Surveys: Action complete. Drew Burns has provided a copy of the survey for distribution with minutes. The Committee is most interested in the work of the DLU and impact for students. The Committee requested an annual update on the student and staff evaluation. **Action: Drew Burns.**
- HR update: Action complete. HR update has been added to agenda.
- Wear it Purple Day 28 August: carry forward. **Action: Shirley Fraser**
- Meeting minutes online: Action complete. Minutes are now listed on the Social Inclusion Committee website.

3. Care Leavers Working Party (comprising J Wilson, B Webb, J King, S Fraser)

- Working party is still to meet – Jacqueline Wilson has been away.
- Decision on grant being sought by Jacqueline is pending. More information will available by next meeting.
- Barbara reported on scholarship proposal – about to go the Vice-Chancellor

4. Reconciliation Action Plan (B Webb, B Chew)

- The RAP has been to University Council, it was received with interest and affirmation.
- Social Inclusion Committee members were encouraged to read the new Reconciliation Action Plan. The current Plan, along with progress report on previous Plan is located online at <http://federation.edu.au/about-us/our-university/indigenous-matters/reconciliation-action-plan>
- Barbara Webb and Bonnie Chew are both on the RAP Committee and can take any queries or suggestions from the Social Inclusion Committee back to the RAP Committee.

General Business

5. AIME Annual Report (B Chew)

Attachment 3 – Covering letter, Attachment 4 – AIME 2014 Annual Report

- The Annual Report from the Australian Indigenous Mentoring Experience highlighted FedUni as number one in Australia for student progression. The AIME program is in its third year in Ballarat and second year in Gippsland. Bonnie Chew has spoken with Matt Freeman (Public Relations) about media coverage for these excellent results for FedUni.
- The AIME report will also be presented to the HEPPP Committee and the RAP Committee.

6. Social Inclusion Plan Progress Report (B Webb)

Attachment 5 – Social Inclusion Plan

- Barbara Webb presented a draft progress report and highlighted areas where input is still required. All progress reports will be shown on Social Inclusion Plan website.
- The Committee agreed to in principle support for the Plan's update and for the next version of the Plan, with minor additions such as Pride Strategy and firming up some of the performance indicators.

7. White Ribbon Day (K Wright)

- Kerry Wright provided an update from Deborah Walker, Director HR: a small working party met mid-May to further progress FedUni's support for the White Ribbon campaign. This working party includes Deborah Walker, Marcus Probert, Luke Icely and Barbara Webb. The Vice-Chancellor wishes to be an ambassador, others are invited from all areas/levels of the University. Ambassadors are required to complete an online module with White Ribbon. A FedUni webpage will be established in the next few weeks to provide more information for students and staff. FedUni is attending an information session in July on the requirements for the workplace accreditation program. **Action: Kerry Wright** to provide an update at next meeting.

8. Pride Strategy (Ryan Hsu)

- Ryan Hsu provided an engaging presentation on the FedUni Pride Strategy that he has been working on. All areas of the University are invited to take part in the development of the Pride Strategy. A copy of the presentation will be distributed with the minutes.
- The Social Inclusion Committee commended Ryan for an excellent presentation and provided in principle support for the FedPride Strategy and a FedPride Advisory Committee to be established, which would ultimately have a reporting function to the Social Inclusion Committee.
- The Social Inclusion Committee also agreed to consider co-opting a spokesperson from the FedPride Advisory Committee.

9. Updates

(a) HEPPP Committee (J van Delft)

- Higher Education Participation and Partnerships Program (HEPPP)
- Jerry advised that \$350K has now been allocated since March from HEPPP funds for scholarships. Jerry provided an overview of the newly transformed scholarships and grants process. The new process of a once-off online application helps to remove any stigma and removes the need to make personal details public each time they apply for a scholarship or grant. Computer grants, internet grants and specialist equipment grants are also available.
- Barbara Webb advised that Commonwealth HEPPP funds are aimed to assist low SES students in Higher Ed. \$2.4 M was provided to FedUni in 2015 for Ballarat and Gippsland.
- Darren Holland advised that if HEPPP were adjusted by Federal Government, it would be difficult for FedUni to offer many of the services that we currently offer.

(b) Indigenous (B Chew)

- The AEC is commencing a campaign to raise awareness at FedUni in response to an issue where some students were perceived as being too white to be Aboriginal.

(c) E&EO (B Webb)

- International Day Against Homophobia and Transphobia (IDAHOT) film screening events were held across FedUni in May. Smallish turnouts compared to previous events but good visibility achieved. Great collaborations with Student Connect and Equity & Equal Opportunity.
- The [LGBTI Universities Guide](#) has given us some good feedback for areas of focus and visibility across FedUni.
- FedUni staff recently participated in a Pride in Diversity AWEI assessment. This was a two-fold process, 1) Staff participated in a survey 2) AWEI conducted an assessment based on a submission and gave FedUni a score. This has also given us good feedback for future work.
- Barbara is conducting a review of FedUni policies.
- The Racism. It Stops Me campaign has been extended, FedUni continues to be committed to campaign. Need to keep this visible.

(d) Student Connect (J van Delft & D Burns)

- Student Connect participated in Reconciliation Week morning tea.
- Refugee Week is coming up, Mee-Ling Doon in Student Connect is involved running events in Ballarat.
- The [One Small Thing student leadership conference](#) is coming up in September, run by Luke Icely, Student Connect. Barbara Webb suggested that Darren Holland consider speaking at this conference on the small things that prompted Eddie Mabo's work towards Native Title, as mentioned in the speech Darren made at the Reconciliation Week morning tea in the Library.
- Jerry is reviewing check in week arrangements and commencing student surveys, there have been some initial comments about mature age students feeling excluded.
- Drew Burns is part of a working group reviewing the Disability Education Standards (that underpins the Disability Discrimination Act). A review was also conducted 5 years ago, where Barbara Webb and Debra Hormann provided input. Unfortunately the feedback from practitioners was not taken on board 5 years ago, so hoping that this time is different. FedUni is not doing a direct submission this time.
- Spending in the Disability Liaison Unit has been lower this year, due in part to a lower number of blind and deaf students. However, the number of complex case-loads has increased, placing increased loads on staff. Darren Holland would like a briefing paper on caseloads that he can take to Vice-Chancellor's Senior Team. **Action: Drew Burns**

(e) Human Resources (K Wright)

- HR and AEC have been working together to run Indigenous Cultural Awareness Training for staff. This is currently up on FedNews, first session is 12 June.

10. Opportunities for Committee Advice and Action

Attachment 6 – Key Dates of Importance – for reference only

- Ian Chivers raised an issue from Fed College. Students currently pay a tuition fee and can set up a deferred payment plan with 20% deposit. The issue is the FedUni have set a minimum \$300 tuition fee to make setting up the payment plan worthwhile. This can prevent students being able to enrol. Another issue is high materials fees can preclude students from studying certain courses. **Action: Ian Chivers** will prepare a paper for Darren Holland (copy to Elizabeth) to take up the matter with Finance. Ian to suggest advice for possible solutions in this paper. Suggest this paper be prepared with some urgency, so it can be resolved.

11. Next Meeting

- Friday 4 September, 10.30am – 12noon