

Subject:	Social Inclusion Committee		
Present:	Barbara Webb (Acting Chair), Marcia Devlin, Jeannie King, Bonnie Chew, Shirley Fraser, Carl Trotta, Jacqueline Wilson, Drew Burns, Jess Brady		
Apologies:	Darren Holland, Brittany Howell		
Date and time:	Tuesday 17 June 2014, 10.30am – 12.00pm		
Venue:	Video Conference - Mt Helen: DVC Meeting Room; Gippsland: Marcia Devlin's office		
From:	Elizabeth Spark		
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1. Welcome, Apologies and Preliminary Matters

- Welcome to Jess Brady from Student Senate. Welcome also to Brittany Howell (also from Student Senate) who is an apology due to exam.
- Round-table introductions.

2. Previous Minutes and Action Items

- The minutes dated 14 March 2014 were accepted as an accurate record.
- Update on action items (refer to the attached summary of action items)

3. Social Inclusion Plan

- The Committee noted the updated Social Inclusion Plan and the progress report highlights. These documents were communicated with the University community via FedUni News on 4 June 2014.
- The Committee will review the Social Inclusion Plan again in December 2014.

4. Disability Action Plan

- Elizabeth Spark provided an overview of the draft Disability Action Plan, including background and process for establishing actions. The draft Plan (dated 5 June 2014) was reviewed by the Committee and it was recommended that:
 - The acronym for CECC is replaced with Centre for e-Commerce and Communications. The position title for Drew Burns is changed to Project Coordinator, Dual Sector Project, Disability Liaison Unit.
Action: Elizabeth Spark.
 - Consideration is given to including an action in the Plan on providing further guidance to Promotions panels in implementing the provision in the Academic Promotions Procedure that specifies consideration of achievement relative to opportunity. **Action: Barbara Webb.**
- Next steps: As suggested by Darren Holland, there will be a two week consultation period via FedUni News and then the Plan finalised, approved and lodged with the Australian Human Rights Commission.
Action: Barbara Webb and Darren Holland

5. International/National Dates of Importance

- Barbara Webb presented a list of significant dates (not exhaustive). Events on these dates promote awareness and engagement. It was agreed that we have an ad-hoc approach at FedUni.
- The International Office publishes significant cultural dates in the student diary.
- Jeannie King reported on a newly created University Mental Health Day scheduled by a group of Universities for 8 October 2014.
- It was suggested that the University could utilise the student diary for significant dates as a first step. **Action: Elizabeth Spark** to submit relevant dates for inclusion in the 2015 student diary.
- FedUni is investigating being a signatory to the 'Racism- it stops with me' campaign. **Action: Marcia Devlin** will report on progress at next meeting.

6. Care Leavers in Higher Education at FedUni

- Jacqueline Wilson gave a presentation on Care Leavers. Copies of slides were distributed with the agenda.
- It was noted in the presentation that Care Leavers are among the most disadvantaged group in Australia. There are only 3-4 known Care Leavers employed as Academics in Australia. Students who are Care Leavers face significant financial hardships, in particular housing issues.
- FedUni currently have a Care Leavers question in the Equity & Financial Aid Scholarship applications, providing additional points, but currently do not have any dedicated scholarships.
- The Committee recommended a meeting of Jacqueline Wilson, Bonnie Chew, Jeannie King, Shirley Fraser and Barbara Webb to discuss the next steps including: giving visibility to Care Leavers; naming the issues; and understanding the particular issues and supports needed. **ACTION: Jeannie King** to organise the initial meeting of this group.

7. Updates

(a) HEPPP Committee

- The second round of internal applications for HEPPP funding have been submitted. The HEPPP Committee meets later today to consider the applications.
- Marcia Devlin and Barbara Webb attended a meeting recently with Craig Ritchie (Access and Participation, Department of Education) and other Universities as a pre-meeting to the HEPP forum in Canberra on 25 June (which Marcia and Barbara are attending).
- From 1 January 2015, the program will become the Higher Education Participation Program (HEPP), and will lose 'Partnerships' from the title. \$50 million will also be lost from the Program but there is still significant funding across the sector.

(b) Indigenous Update

- Renovations have occurred in the Aboriginal Education Centre, now more student space.
- Have started a project with the Careers and Employment Team, helping Indigenous students with career plans and resumes.
- The Australian Indigenous Mentoring Experience (AIME) program continues to be very successful, now expanded to Gippsland.
- As part of NAIDOC Week 2014, Bonnie Chew and the Chancellor will launch an Indigenous art exhibition at the Post Office Gallery on 19 June. The exhibition will run until 13 July. Further details at www.federation.edu.au/pogallery
- A case management database is being reviewed by the Aboriginal Education Centre, Counselling Services and the Disability Liaison Unit.

(c) EEO Update

- Equity & Equal Opportunity (EEO) and Human Resources (HR) have collaborated to update the Maternity Leave Toolkit, the Flexible Work Arrangements Toolkit and the Job Split/Share/Support Toolkit. The toolkits will be launched on FedUni News (24 June).
- EEO and HR are working on the legislative reporting for the Workplace Gender Equality Agency (WGEA). A significant amount of work is involved.
- The International Day Against Homophobia and Transphobia (IDAHOT) was a successful FedUni event involving EEO, Student Connect and Marcia Devlin.
- Regional Schools Outreach Program (RSOP) in Ballarat and Access FedUni in Gippsland are in full swing, and will have a joint day shortly to gain more knowledge about the separate programs.
- A parent room is being established at the Gippsland campus.
- A former participant survey was conducted in April for the Women in Leadership program, and the evaluation is in progress.
- A senior group of 2013 Women in Leadership participants submitted a mentoring program proposal to the Vice-Chancellor. Discussions are in progress with this group, EEO and HR on the establishment a pilot program.

(d) Human Resources Update

- The four-week paid work experience program for Indigenous job seekers continues to be successful.
- HR are working to establish three Indigenous Traineeship places at FedUni. One recently completed Trainee has been nominated for a State Award.

(e) Student Connect

- Lots of student events happening – including World Cup events by International Support Office, IDAHOT.
- The Counselling Team have been proactive in delivering Mental Health First Aid to staff across FedUni, now seeing more referrals to the Counselling Team. Students are currently looking at a week's wait for a Counselling appointment.
- The Disability Team have a large number of clients for exam adjustments, 111 in this exam period, last exam period was 99. Learning Access Plans have been implemented for all clients this year. These Plans encourage collaboration between the student, Academic staff and Disability Liaison Unit staff.
- A new Student Leadership position established in Gippsland at 0.5 time fraction.
- Student Connect is hosting the inaugural FedUni Student Leadership Conference 9 – 10 October 2014.

8. Next meeting

Friday 12 September 2014, 1.00pm – 2.30pm