

Subject:	Social Inclusion Committee		
Attendees:	Heather Marsh (Chair), Katrina Beer, Vanessa Brady, Jenene Burke, Drew Burns, Jerry van Delft, Ben Dulude, Jasmine Graham, Tom Hodgson, Ernina Sasongko, Jacqueline Wilson, Emma Foster		
Date and time:	Friday 22 June, 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:** Heather Marsh (Manager, Equity & Diversity), Emma Foster (Coordinator Student Futures, attending for Tegan Barnes). **Apology:** Darren Holland, Tegan Barnes.

2. Acknowledgement of Country (Heather Marsh)

- For committee reference and use, the new Cultural Protocols implemented by the Aboriginal Education Centre are **attached** with the minutes.
- Acknowledgement of Country pull-up banners have been commissioned by the Aboriginal Education Centre and Marketing. The artwork is **attached** with the minutes. Schools and Sections are encouraged to order these through FedUni Print Centre for display in reception areas/entrances and at events. **Action: Heather Marsh** to discuss suggestions for specific banner purchases with Darren Holland.

3. Review Previous Minutes and Action Items (Chair)

- The minutes of the previous meeting dated 23 March 2018 were confirmed as an accurate record. Moved: Jerry van Delft. Seconded: Vanessa Brady.
- **VC award for social inclusion:** it is not confirmed at this stage if the awards will be going ahead in 2018. Retain on action list for Ben Dulude.
- **Women's space:** Jerry reported that discussion was ongoing with the 2017 Student Senate. It will be taken up with 2018 Senate at the upcoming student forums. This matter is on the student forum agenda to get a determination if there is a desire to have a women's space. Heather suggested it was also timely to look at all FedUni student spaces to evaluate how welcoming they were to women.
- **FedPride Strategy:** Jerry reported that this was put on hold, awaiting the new Manager, Equity & Diversity. A meeting has been scheduled to discuss process for a new/updated Strategy. Elizabeth reported that the Rainbow Collective are evaluating their use of Q Space to see if this meets their needs or if another space may be better suited.
- **Inherent requirements:** FedUni is looking to roll out inherent requirements across all programs.
- **Teaching & inclusion professional development:** a meeting, led by Janene Burke is scheduled for 26 June, and includes DLAU, AEC and Equity.
- **Supplementary assessments:** Vanessa Brady reported that the policy would be out for Uni-wide comment in the coming days for consistency across faculties.

4. Reconciliation Action Plan (Jasmine Graham)

- Jasmine reported that the RAP is still with Reconciliation Australia for final evaluation, before it can be officially launched at FedUni.
- All campuses held events for National Reconciliation Week (27 May-3 June). These were collaborative events by Schools and Sections and the Aboriginal Education Centre.

5. Care Leavers Update (Jacqueline Wilson)

Paper 2 – J Wilson report

- Jacqueline Wilson reported that Pearl Goodwin-Burns will complete her contract on the Raising Expectations project as Care Leaver Coordinator on 30 June.
- Dave McGinniss has been appointed as Research Officer on the Raising Expectations project commencing 30 June.
- The Raising Expectations project is gaining national and international recognition.

6. Staff Gender Equity Update (Elizabeth Spark)

- SAGE project update (project to promote gender equity and diversity in science, technology, engineering, maths and medicine): The working parties have been working on specific elements of the application for many months. The focus groups, survey and individual consultations are now complete. The project lead, Nina Fotinatos and project coordinator, Meg Merrylees are now pulling together the draft application and action plans for the working parties to evaluate and discuss.
- WGEA update (compliance reporting under the Workplace Gender Equality Act): the analysis of our staff data is complete. The questionnaire is being completed by Heather Marsh and Director HR for submission by end of July.
- Jacqueline Wilson initiated a discussion on academic promotion. Elizabeth reported that the WGEA data at 31 March 2018 shows our staff profile for academic level E is 23% (5) female and 77% (17) male. Jacqueline Wilson suggested a discussion with the DVC (Academic) regarding strategies to help address gender inequality at senior levels. **Action: Heather Marsh** to consider providing Andy Smith, DVC (Academic) with a briefing/discussion on gender inequality, unconscious bias, achievement relative to opportunity and gender equity on promotion committees.
- Discussion on mentoring for women. Jacqueline Wilson reported that a recommendation for a mentoring program from the Women's Research Network (WReN) didn't proceed further. Consideration was given to the Social Inclusion Committee making a recommendation. **Action: Heather Marsh** to consider in conjunction with Darren Holland.

7. Respect. Now. Always (Heather Marsh)

- The RNA phone app has been launched at FedUni, providing access to the information listed on the FedUni Against Violence webpage. Snapchat advertising overlay has been launched. Training options are being considered for students. August is the twelve month anniversary since the release of the Change the Course report.

8. Opportunities for Committee Advice and Action (All)

- Tom reported that a national award for local government has been awarded to a project that FedUni was part of, the Right to the Night project. This was a collaborative project where women and girls were encouraged to log unsafe areas in Ballarat over three months. The data will be used inform the design of safer spaces in central Ballarat.
- Social Inclusion Plan 2019-2021: add as a standing item for next meeting.
- Student Senate: Ernina reported on the Senate forum recently held at Camp Street. Attended by approximately 30 students. A gender-neutral toilet was requested for the Helen McPherson Smith theatre. **Action: Heather Marsh** to include this feedback in upcoming discussions with Facilities Services regarding gender-neutral toilets.

General Business

9. Aboriginal and Torres Strait Islander Employment update (Katrina Beer)

Paper 3 – Aboriginal and Torres Strait Islander Workforce Strategy 2018-2020 (draft for comment closes 19 June).

- Katrina reported that to fulfil the requirements of the [Indigenous Student Assistance Grants Guidelines 2017](#) FedUni is required to employ an Aboriginal and/or Torres Strait Islander person at PVC or DVC level (see section 12c-ii). **Action: Committee** to familiarise themselves with the guidelines and discuss as a separate agenda item at the next meeting.
- Aboriginal and Torres Strait Islander Employment Strategy update: Katrina reported that the strategy was published for FedUni and Community consultation. The Strategy is now going to the Vice-Chancellor's Senior Team meeting for approval and hopefully can go live next week. Katrina reported that the Trainees are all doing exceptionally well. The next task will be to find employment for these trainees.

10. Written updates for noting

- (a) Aboriginal Education Centre (Jasmine Graham) *Paper 4*
- (b) E&EO (Heather Marsh) *Paper 5*
- (c) HEPPP Committee *Paper 6 – 2017 Final HEPPP Report for noting*
- (d) Human Resources (Ben Dulude) *Paper 7*
- (e) Student Connect (Jerry van Delft) *Paper 8*

11. Next meeting: Friday 7 September, 10.30-12.00, Council Room