

Minutes

Subject:	Social Inclusion Committee		
To:	Darren Holland, Drew Burns, Jerry van Delft, Ben Dulude, Jasmine Graham, Tom Hodgson, Heather Marsh, Jenene Burke (in part)		
Date and time:	Friday 7 September, 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:** Sara Weuffen
- **Apology:** Katrina Beer, Vanessa Brady
- **Resignation from Committee:** Jacqueline Wilson, Tegan Barnes.

2. Acknowledgement of Country (Darren Holland)

- Jasmine led an informative discussion on the misuse of the term 'emerging' (in relation to Elders) that has become common in Acknowledgements. In summary, Elders only become Elders when the Community refers to them as such. An Elder is not emerging at any point, so best not to use this term.

3. Review Previous Minutes and Action Items (Chair)

Paper 1 - Previous Minutes & Action Items

The minutes of the previous meeting dated 22 June were confirmed as an accurate record

- **VC Award for Social Inclusion:** VC awards have been confirmed to continue. The Vice-Chancellor is currently looking at the alignment with strategic goals. It was agreed that it is a good time to put forward a paper. **Action: Ben Dulude.**
- **Women's space:** The Committee engaged in a discussion on what FedUni could do to offer more inclusive spaces for women more broadly. Close this action item. A new action item to be opened 'Barriers to access for women and existing utilisation of space'. Jasmine and Jerry provided an update on the artwork to replace the current mural in the Mt Helen lounge. A one-page request for funding to be created for Darren to take to VCST (Vice-Chancellor's Senior Team). **Action: Jerry van Delft and Jasmine Graham.**
- **FedPride Strategy:** this action item can be closed, Heather Marsh is leading the development of the FedPride Strategy.
- **Inherent requirements:** A committee of Academic Board is considering rolling out inherent requirements across FedUni. This action item can be closed.
- **Teaching & Inclusion professional development:** A small group, led by Jenene Burke, reviewed the professional development training for academic staff. Jenene has since edited to a suitable format for wider roll-out and will review further with the group.
- **Acknowledgement of Country banners:** Equity will order banners. **Action: Elizabeth Spark**
- **Gender equity:** Complete. This item can be closed.
- **Gender equity – monitoring:** Close this item, part of SAGE.
- **Gender neutral toilets:** Close this item, delegate to FedPride strategy.
- **Indigenous Student Assistance Grants Guidelines:** Close this item, on the agenda for discussion today

4. Reconciliation Action Plan (Jasmine Graham)

- No update at this time as the next meeting is next week.

5. Staff Gender Equity Update (Heather Marsh)

- The SAGE (gender equity in STEM project) application is well progressed and the action plan is on the way to VCST. The action plan aligns with our commitments made in our latest report to WGEA (Workplace Gender Equality Agency). Action: Heather to provide a copy of the action plan to circulate with the minutes. [\(Click here for the action plan on FedNews\)](#)

6. **Respect. Now. Always** (Darren Holland)
 - The first anniversary of the Change the Course report was noted. Ankita and Heather were featured in the Ballarat Courier on 4 September, talking about training, reporting of sexual assault, and FedUni's implementation of the report recommendations.
 - FedUni's RNA Working Party continues to meet and progress actions.
7. **Opportunities for Committee Advice and Action** (All)
 - Heather advised that she will be meeting with Deans to discuss equity hotspots. If any members of the Social Inclusion Committee wish to provide input on equity hotspots for attention, please contact Heather.
 - Jacqueline Wilson update (read out by Elizabeth):
 - Jacqueline received a Victorian Child Protection Award in the Innovation in Education category, along with industry partner Centre for Child and Family Welfare Excellence; and LaTrobe Uni for increasing care leaver enrolments in HE settings.
 - FedUni now has approximately 200 Care Leavers enrolled at FedUni. These are continuing enrolments, confirmed via data collection and the external review by the Australian Council for Education Excellence. The project started with just over twenty enrolments in 2016.
 - Funding for Care Leavers Support Office expires mid-2019, seeking clarity from Social Inclusion Committee on funding into the future. **Action: Darren** will consider and consult on internal funding sources.
 - Jerry reported that there is potential interest a Rainbow Collective chapter in Horsham.
 - Ben reported that LGBTIQ specific services have been approved for the Employee Assistance Program (EAP) for staff. Ben will provide further information at next meeting. **Action: Ben**
 - Discussion on the benefits of being an inclusive university and universal design.

General Business

8. **Aboriginal and Torres Strait Islander Employment update** (Katrina Beer - apology)
 - Jasmine Graham delivered Aboriginal and Torres Strait Islander Cultural Awareness Training to students recently. It was well attended. Jasmine and Katrina Beer will be delivering an extended version of this training to staff in October/November, video conferenced. [See FedNews on 16 August for details.](#) **Action: Ben Dulude** to arrange for this training to be added to HR training webpage.
9. **Indigenous Student Assistance Grants Guidelines 2017** (Katrina Beer - apology)

Paper 2, refer to section 12c-ii

 - Jasmine Graham and Sam Henson discussed the gaps and opportunities for FedUni to meet the grants guidelines recently; Geoff Lord (as Chair of RAP Committee) raised this with University Council a year ago; and Darren Holland has raised this at VCST; so there is an awareness of what we need to do.
 - The Aboriginal Education Centre now reports to Sam Henson, and discussions are underway to commence writing a paper for the Vice-Chancellor.
10. **FedPride Strategy update** (Heather Marsh)
 - The FedPride Working Party includes decision makers, influencers and staff and students with lived experience. This group met for the first time in mid-August to brainstorm, consider previous FedUni and other uni strategies, with input from the Rainbow Collective student club. Feedback has now been grouped into impact areas.
 - The FedPride Advisory Group is made up solely of lived experience students and staff. This group will meet for the first time in September to brainstorm ideas for change and give feedback on ideas that have already been put forward.
11. **Social Inclusion Plan update** (Heather Marsh)
 - The development of the Social Inclusion Plan will commence soon, with consultation across the University. Input from the Social Inclusion Committee will be essential. The Plan will wrap in existing plans and actions as well as additional initiatives.
 - It was noted that the average age of our students is now 27 years. **Action: Heather** suggested consideration of new plan specifically for students and staff that are carers.

Minutes

12. Written updates for noting

- (a) Aboriginal Education Centre (Jasmine Graham) *Attached to minutes*
- (b) E&EO (Heather Marsh) *Paper 3*
- (c) Human Resources (Ben Dulude) *Paper 4*
- (d) Student Connect (Jerry van Delft) *Paper 5*

13. Next meeting

Friday 30 November, 1.00-2.30pm, Council Room *note this is afternoon meeting*