

Subject:	Social Inclusion Committee		
Attendees:	Darren Holland, Vanessa Brady, Drew Burns, Jerry van Delft, Ben Dulude, Tom Hodgson, Heather Marsh, Isaac Moses, Elizabeth Spark, Sara Weuffen		
Date and time:	Friday 30 November, 1.00pm – 2.30pm		
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:** Isaac Moses (Student Senate)
Apology: Jasmine Graham, Jenene Burke, Katrina Beer

2. Acknowledgement of Country (Drew Burns)

3. Review Previous Minutes and Action Items (Chair)

*Paper 1 - Previous Minutes & Action Items (*review actions in summary table*)*

The Committee confirmed the minutes dated 7 September as an accurate record.

- **VC Award for Social Inclusion:** Ben Dulude and Jerry van Delft have commenced a paper containing recommendations for a new award category.
- **Barriers to access for women and existing utilisation of space:** no progress, retain on action list for Jerry van Delft.
- **Teaching & Inclusion professional development:** Jenene Burke an apology, retain on action list.
- **Acknowledgement of Country pull-up banners:** Banners have been ordered for each campus to be available for loan for events and be displayed in a prominent locations at other times. Elizabeth Spark will draft guidelines and provide to Darren Holland to take up with appropriate Public Relations person.
- **Funding for Care Leavers support office:** Darren Holland will keep on radar.
- **Employee Assistance Program:** Ben reported that EAP has been extended to include services for qualified LGBTIQ counselling. The service level is the same as provided for other areas eg family violence, mental health etc. Ben Dulude will follow up on a FedNews post to publicise the new services.
- **HR training webpage:** Ben Dulude will arrange for Aboriginal and Torres Strait Islander Cultural Awareness Training to be added to website.
- **Diversity and Inclusion Plan** (previously called Social Inclusion Plan): Draft Plan is presented under a separate item on the agenda today.

4. Reconciliation Action Plan (Jasmine Graham - apology)

- Heather reported that there is a RAP meeting next week (first week of December). The RAP has not yet been endorsed by Reconciliation Australia.

5. Staff Gender Equity Update (Heather Marsh, Elizabeth Spark)

- Elizabeth reported that our Benchmarking report has been released to FedUni by the Workplace Gender Equality Agency (WGEA). The report includes the FedUni gender pay gap (13.2%) in comparison to the median for the higher education sector (12.4%). The higher the %, the greater difference between men's (higher) earnings and women's (lower) earnings.
- SAGE – Heather reported that the Action Plan for the Athena Swann SAGE accreditation is in full draft and has been distributed for feedback on FedNews. Federation University's application will be submitted at the end of March 2019.

6. **Respect. Now. Always** (Darren Holland)

- Darren reported that training for all students will be rolled out in the New Year. The training will be strongly encouraged for all students and mandatory for all student leaders (including club leaders, mentors, PASS, senate), unless there is genuine need to opt out.

7. **Opportunities for Committee Advice and Action** (All)

- Jerry reported that the Sport and Recreation area are working to host a football match for an annual Pride Cup at FedUni.
- Jerry reported on the UniGames held on the Gold Coast. The accommodation provider observed excellent behaviour from FedUni students. Discussion prompted by Vanessa Brady on how FedUni prepares students before they travel when representing the University.
- Isaac queried the country flags flying on Open Day. Not all international student's countries were represented. Darren clarified that the flags should represent all of our students, if we have the flags available.
- Heather floated the idea of harassment officers for FedUni. These would be campus based. Feedback to Heather is encouraged.
- Sara recommended a minimum number of training hours to be completed by staff each year. Discussion on improvements available with the new ELMO system to reset online training modules every two years. It was recommended that a small group convene to consider. **Action: SIC members** to contact Sara Weuffen to express interest in being involved in this discussion.

General Business

8. **Terms of Reference**

Paper 2, Terms of Reference Social Inclusion Committee

- The Committee reviewed the Terms of Reference. No amendments were made to the Terms of Reference.
- The Committee approved Darren's proposal to co-opt Elizabeth Spark to the Social Inclusion Committee in her role as Equity Officer.

9. **FedPride Strategy update** (Heather Marsh)

- Heather provided an update on the progress of the FedPride Strategy.
- Input and consultation has been provided by the Advisory Group (lived experience group) and the Working Group (implementation group), both during the meetings and outside of meetings.
- Action: Equity will provide a copy of the current draft with the minutes.

10. **Diversity and Inclusion Plan update** (previously Social Inclusion Plan) (Heather Marsh)

Paper 3 – Draft Diversity and Inclusion Plan

- Heather presented the draft Diversity and Inclusion Plan 2019-2022. Impact areas are aligned with the University's strategic objectives. Feedback to Heather is encouraged.

11. **Written updates for noting**

(a) Aboriginal Education Centre (Jasmine Graham) *Paper 4*

(b) E&EO (Heather Marsh) *Paper 5*

(c) Human Resources (Ben Dulude) Spoken reports provided:

- Ben: Child Safe Standards staff training package is out for consultation to a select group and will be rolled out in New Year. Bullying prevention training and unconscious bias training packages will follow.
- Katrina (apology) via notes provided to Elizabeth: 1) The Policy and Procedure for the Aboriginal and Torres Strait Islander Workforce Strategy will be coming out on FedNews shortly. Katrina asks SIC to read and provide input where needed. 2) We currently have 22 Aboriginal and/or Torres Strait Islander staff. This is 18.5 EFT, exceeding target of 16 EFT. 3) FedUni has a new Aboriginal staff member starting in Nov/Dec. This is a mainstream academic position in nursing.

(d) Student Connect (Jerry van Delft) *Paper 6*

Minutes

12. 2019 meeting dates

The Committee approved the following meeting dates:

- Friday 22 March, 1.00-2.30pm, Council Room
- Friday 14 June, 1.00-2.30pm, Council Room
- Friday 6 September, 10.30-12noon, Council Room
- Friday 22 November, 10.30-12noon, Council Room