

Subject:	Social Inclusion Committee		
Present:	Darren Holland, Marcia Devlin, Shirley Fraser, Jeannie King, Barbara Webb, Jacqueline Wilson		
Apologies:	Jess Brady, Drew Burns, Bonnie Chew, Allanah Morel, Carl Trotta		
Date and time:	Friday 5 December 2014, 10.30am – 12.00noon		
Venue:	DVC Meeting Room, Mt Helen Campus		
From:	Elizabeth Spark		
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1. Welcome, Apologies and Preliminary Matters

2. Previous Minutes and Action Items

The minutes dated 8 September 2014 were accepted as an accurate record.

Update on action items

- Student retention data and reporting: Jeannie King has provided input as part of taskforce looking at retention data, and suggests a follow up project on accessing data. **Action: Darren Holland** will discuss further with Marcia Devlin.
- Community Engagement Register: This action will go to new Director, Marketing, Advancement and Community Engagement in 2015. **Action: Darren Holland**
- Online Equity training: Elizabeth Spark reported that the next round of reporting to DVCs, Faculty Business Managers and Section Heads will occur early January 2015. This will allow training to be built into PRDPs. Reports will be highlighting staff that have not completed for more than 12 months.
- 'Racism – it stops with me' campaign: Marcia Devlin will send through the campaign information to Barbara Webb and Jeannie King for consideration. **Action: Marcia Devlin, Barbara Webb, Jeannie King**
- Care leavers at FedUni: Jacqueline Wilson presented Agenda Paper 3.
 - Committee members interested in being part of a scholarship scheme for care leavers at FedUni (eg formal mentoring program) should contact Jacqueline Wilson. **Action: Committee members**
 - Funding opportunity with Office of Learning & Teaching. Jacqueline Wilson, Shirley Fraser and a CLIPP representative to meet in June 2015 re: OLT grant. **Action: Jacqueline Wilson**
 - Marcia Devlin suggests NCSEHE as a potential funding source. **Action: Jacqueline Wilson**
- Gender Equality Committee:
 - WGEA have provided FedUni with our benchmark report. Barbara Webb checking statistics with WGEA.
 - Employer of Choice Program: is based on inclusive policies and practices for gender equality. FedUni to consider if we want to be part of the program. There would be some work to do before being able to apply. Equity & Equal Opportunity will begin with benchmarking where we are, compared to where we want to be and report back at next meeting. **Action: Barbara Webb, Elizabeth Spark**
- Application and prioritisation processes at Children's Centres: Darren Holland presented Agenda Paper 2. Further clarification needed. **Action: Darren Holland (Colin Marshall)**
 - Are the centres meeting expectations? Suggest a survey of issues experienced by staff and students
 - What is the structure of waitlist and application process?
 - How are priority places for staff and students applied? Are breastfeeding staff and students prioritised?
- Brotherhood of St Lawrence initiative to establish accommodation for disadvantaged youth: Darren Holland reports that this initiative has been quiet over the election period. Architects are meeting today. Darren will report back when there is new information available, can remove from Committee action list.
- Raising awareness of rights and responsibilities relating to students with infants: Barbara Webb reports that this is on her work-list for 2015, can remove from Committee action list.

3. Disability Action Plan (DAP)

- University Council noted the DAP at their September 2014 meeting and wish to receive progress reports.
- Elizabeth Spark presented the first progress report on the DAP to the Committee for comment.
Action: Elizabeth Spark will finalise and send to Darren Holland for the VC's report to Council.
- Next progress report will be presented at the June 2015 SIC meeting.

4. Updates

(a) HEPPP Committee

- HEPPP Committee has met to determine spending for 2015, however now waiting on Federal Government as HEPPP is caught up in Higher Ed reforms. HEPPP Committee need to make a decision on funding for activity for early 2015 so we can continue with our programs eg FedReady and Scholarships.

(b) Indigenous Update – Marcia Devlin provided an update

- Australian Indigenous Mentoring Experience (AIME) has been funded for 2015
- AEC website has been updated
- Review of the focus and work of the AEC is being conducted.
- Careers work is in pilot stage – collaboration with Careers Office.
- Individual Learning Plans for TAFE students have been completed.

(c) Equity & Equal Opportunity Update

- Student Connect and EEO are collaborating to present an 'Understanding Islam' workshop for staff on 15 December, in response to negative comments and tensions. The facilitator Gabby Fakhri is a consultant for the Australian Muslim Women's Centre for Human Rights, will also have a number of Muslim students and staff participating.
- A review of School Engagement has occurred, looking at all engagement activity across FedUni. One of the recommendations being considered is a School Engagement office that sits with Marketing and Communications.
- The University is aware of instances of sexual harassment involving alcohol and staff work functions.
Action: Darren Holland will liaise with Barbara Webb to publish a notice on FedNews about alcohol and work-related events.

(d) Student Connect

- The Disability Liaison Team have undertaken a review of the year and surveyed 160 students, of which 60 have replied. Results will be analysed and presented at a later meeting.
- Have seen an increase in the number of student groups, now includes an Indian group, a Chinese group and a GLBTI group (was the Rainbow Connection, currently looking at a name change).
- Mental Health Day for Unis took place in October, plan to have more involvement next year.
- A Scholarships Review has occurred. Recommendations including Kickstart bursaries are being considered.
- The City of Ballarat Safe City Advisory Committee (Jeannie King is a member) is involved in White Ribbon Day (a day for men show their support for eliminating violence against women). It is difficult to recognise on 25 November due to exams, however FedUni could recognise on another day. Proposals are encouraged from any area of the University.

5. Opportunities for Committee Advice and Action

- Marcia Devlin commented on the intersection between the Reconciliation Action Plan (RAP) and the Social Inclusion Committee (SIC). **Action: Darren Holland, Marcia Devlin and Bonnie Chew** to consider having a RAP update on the agenda.
- Further to discussion on White Ribbon Day, does FedUni need to make changes to policy eg special consideration for students experiencing domestic violence? **Action: Next SIC agenda (for discussion and recommendations)**

6. Meeting Dates in 2015

The proposed dates and times were accepted as suitable for 2015. Meeting requests will be issued.

- Tuesday 10 March, 10.30am – 12.00noon
- Friday 5 June, 10.30am – 12.00noon
- Friday 5 September, 10.30am – 12.00noon
- Friday 4 December, 10.30am – 12.00noon