

Subject:	Social Inclusion Committee		
Present:	Darren Holland (Chair), Barbara Webb, Bonnie Chew, Kerry Wright, Jacqueline Wilson, Drew Burns, Ryan Hsu, Shirley Fraser, Campbell Ackland		
Apologies:	Mark Wharse, Markus Middling		
Date and time:	Friday 4 September 2015, 10.30am – 12noon		
Venue:	Video Conference - Mt Helen: DVC Meeting Room / SMB: Barry Room / Phone: Kerry Wright		
From:	Elizabeth Spark		
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Standing Items

1. Welcome, Apologies and Preliminary Matters

- Welcome to new committee members Ryan Hsu and Campbell Ackland.

2. Previous Minutes and Action Items

Paper 1 - Previous Minutes & Action Items

The minutes dated 5 June 2015 were accepted as an accurate record by the Committee.

- Racism. It Stops With Me: Ryan Hsu to consider the action with Luke Icely and team. Action from March meeting stated 'Jeannie King advises that Luke Icely may be interested in creating a mission for a 'Racism. It Stops With Me' event eg holding templates of pledges. **Action: Ryan Hsu**
FedUni is pictured in a [new poster](#) published by the Australian Human Rights Commission. The poster is downloadable from the [Racism website](#). Equity & Equal Opportunity will organise for a quantity to be printed for distribution to Committee members and share via FedNews. **Action: Elizabeth Spark**
- Wear it Purple Day 2015: Action complete. Equity & Equal Opportunity and Student Connect organised a Wear It Purple Day social media campaign encouraging staff and students to hold events and share purple photos of themselves on Facebook. There was good level of engagement with prizes awarded across FedUni. FedCollege students organised guest speakers with LGBTIQ focus on another date.
- White Ribbon Accreditation: see agenda item 7 below
- Case-loads in DLU: Action complete. Darren has received the information on case-loads.
- Minimum tuition fee for payment plans in Federation College: action still required. **Action: Shirley Fraser**

3. Reconciliation Action Plan (B Webb, B Chew)

- The RAP has been endorsed by University Council. Now working through actions.
- Bonnie advises that the local Aboriginal Community is showing interest in putting together an Alumni Chapter. Bonnie and Pam Sutcliffe are working with the external Committee that has been established.

4. Care Leavers Update (J Wilson)

- **Sidney Myer Grant success:** The consortium, of which FedUni is second-named, was successful in grant funding of \$720K over 3 years for a Care Leavers Participation and Retention in Higher Education project. \$120K has been allocated for a Care Leaver Coordinator position with matching in-kind from FedUni School of Education, and a further \$70K for a training package to be delivered by J Wilson. The Committee commended Jacqueline on her work and success with this grant and requested that Care Leavers remain on the agenda as a standing item for future meetings.
- **National Priority Pool funding application:** A separate funding application is being made to the 2015 National Priorities Pool as outlined. *Paper 2: Outline of project*
- Jacqueline presented at the National Archives Conference in Hobart in August.
- Barbara advises that approval has been granted for 3 x \$7,000 Foundation scholarships for Care Leavers.

General Business

5. White Ribbon Accreditation (K Wright)

- Kelley Jones (HR) attended the White Ribbon Workplace Accreditation orientation program on behalf of FedUni in July. This program provides a framework for FedUni to give increased focus on family violence. Marcus Probert is taking the lead on drafting the principles of why FedUni is undertaking the accreditation program. Further working parties will be set up towards the end of September. To participate in the working group, participants will be asked to complete the White Ribbon online training to become an advocate.
- The White Ribbon online staff survey closes 15 September. All SIC members are encouraged to participate and encourage colleagues as well. We need to achieve a 30% return rate. Kerry Wright to check on who in HR is monitoring the participation rate and act as required. **Action: Kerry Wright**
- The application for FedUni to become a White Ribbon workplace has been submitted.

6. Social Inclusion Plan Progress Report (B Webb)

Paper 3 – Social Inclusion Plan Highlights

Paper 4 – Social Inclusion Plan 2014-2015 progress report dated May 2015

Paper 5 – Social Inclusion Plan 2015-2016

- Papers distributed for information and reference. All three papers have been posted on the [Social Inclusion Plan website](#) and communicated on FedNews at the end of July.
- Darren will distribute the Plans at the upcoming Vice-Chancellor Senior Team (VCST) meeting.

7. Disability Action Plan Progress Report (E Spark)

Paper 6 – Disability Action Plan progress report dated 28 August 2015

- Elizabeth outlined some of the highlights on recent progress of the Disability Action Plan. The highlights summary and all progress reports can be viewed on the [Disability Action Plan webpage](#)
- The Committee approved the Disability Action Plan Progress Report dated 28 August 2015. This will now be communicated on FedNews (7 September) and the University Facebook page (8 September).
- Discussion held on the new Mobility Access Maps for Mt Helen, Gippsland, SMB, Camp St and Horsham campuses. These can be viewed on page 3 of the corporate campus maps. Reference to these will need to be added to the A-Z in student diary, if not too late. **Action: Elizabeth Spark and Ryan Hsu**
- Drew provided an overview on the Partner Providers Resource Kit that has been implemented with all TAFE Partner Providers. This has streamlined processes and good feedback has been received. Discussion held on how technology has assisted in making effective use of resources in providing reasonable adjustments for students.
- Discussion held on providing reasonable adjustments for students in prisons. **Action: Shirley Fraser and Drew Burns** will report back on our legal/contractual obligations at next meeting.

8. Pride Strategy (Ryan Hsu)

Paper 7 – FedPride Strategy

- The draft FedPride Strategy has been restructured since last time it was presented to the Committee.
- FedUni rated low in the Australian LGBTI Uni Guide and the Australian Workplace Equality Index (AWEI). The actions described in the Strategy will greatly progress FedUni in being more inclusive and attractive to LGBTIQ students and staff, and this is particularly important for a regional university.
- The Committee approved the FedPride Strategy, this now needs to go to the VCST for endorsement. **Action: Darren Holland**. Following VCST approval, Ryan and Elizabeth will liaise with Darren regarding a launch date.
- The Vice-Chancellor has advised that the new Gender and Sexuality Commissioner, Rowena Allen, would be interested to attend our FedPride Strategy launch.

9. Workplace Gender Equality Agency (WGEA) Update (Barbara Webb)

Paper 8 – WGEA report

- FedUni submitted the WGEA report on time and is compliant due to having completed the process. The current report is available on the [WGEA website](#).
- The report is not useful to us in its current form (the WGEA template). Further work is being done by Equity and Equal Opportunity to make it useful for our own purposes.
- Last year the overall gender pay gap was 15.8% this year it is 16.7%. The gap is due to more males at the higher levels at FedUni, earning more money.
- Barbara will report back at another meeting with more detailed information. **Action: Barbara Webb**
- Another issue related to gender equity is the National Health and Medical Research Council (MHMRC) requirement for us to have institutional policies in place at FedUni by the end of 2015 to address gender equity. Non-compliance will impact our ability to gain funding. Sharon Kitt is taking the lead on this project. Discussion on academic progression of women in research and the recruitment of women to senior positions at the University. **Action: Barbara Webb** to report back at next meeting.

10. Updates

(a) HEPPP Committee (B Webb)

- The HEPPP Committee has met and is monitoring the Plan

(b) Indigenous (B Chew)

- The Aboriginal Education Centre is currently recruiting for two positions – Aboriginal Liaison Officer, 0.4 time fraction and Aboriginal Education Liaison Officer, full-time.
- Darren and Bonnie working on a Welcome and Acknowledgement of Country sign for each campus.

(c) Equity & Equal Opportunity (B Webb)

- E&EO and Student Connect collaborated on Wear it Purple Day at FedUni. There was a lot of visibility and genuine engagement across campuses by students and staff.
- Regional travel grants and vouchers were offered to eligible prospective students for Open Day, administered by Scholarships, Bursaries and Grants.
- The Equal Opportunity and Valuing Diversity Policy is under review at present. Barbara will send out to the Committee for input. **Action: Barbara Webb.**

(d) Student Connect (R Hsu)

- FedUni has signed up to the Pride in Diversity – LGBTIQ workplace inclusion program. As part of this, Pride in Diversity presented at the recent Student Connect Planning Day, approximately 50 staff attended.
- Significant cultural dates have been included in the student diary.
- Currently working on a new process for student orientation events to be more inclusive to students with disability.

(e) Human Resources (K Wright)

- Nothing further.

11. Opportunities for Committee Advice and Action

Paper 9 – Key Dates – for reference only

12. Next Meeting - Friday 4 December, 10.30am – 12noon