

# EPHEA AGM Agenda

Friday 14 November 2025

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## 1. AGM Welcome

- a. Acknowledgement of Country and Karakia
- b. Register of attendees
- c. Noting of apologies

## 2. 2024 EPHEA AGM Minutes

- a. Acceptance of the [2024 EPHEA AGM Minutes](#)

## 3. Business Arising from Minutes

- a. The Student Success Conference was successfully held in Cairns, Australia, 30 June - 2 July 2025.

## 4. Strategic direction of EPHEA

- a. Draft Equity Practitioners in Higher Education Association Strategic Plan 2026 - 2028 and reflections.

## 5. EPHEA Constitutional proposals

- a. EPHEA Vice-President Constitutional Amendment proposal
- b. EPHEA Constitution Advocacy
- c. EPHEA Constitution notice period

## 6. Reports from office bearers and state chapters

- a. Chair's report
- b. Treasurer's report
- c. Secretary's report
- d. Memberships Officer's report
- e. Mentoring report
- f. Chapter reports

## 7. EPHEA Executive Committee, election of Office Bearers and Ordinary Executive Members

- a. The Executive Committee has received the following resignations:

|   | Role                                | Member       | Institution                     |
|---|-------------------------------------|--------------|---------------------------------|
| 1 | President                           | Kylie Austin | Edith Cowan University          |
| 2 | Vice-President                      | Sonal Singh  | University of Technology Sydney |
| 3 | South Australia Chapter Co-Convenor | Sarah Hattam | University of South Australia   |

|   |                                       |                |                                 |
|---|---------------------------------------|----------------|---------------------------------|
| 4 | Western Australia Chapter Co-Convenor | Sasha Peppinck | University of Western Australia |
|---|---------------------------------------|----------------|---------------------------------|

b. The Executive Committee has received the following nominations:

| Role                                          | Member                         | Institution                                  |
|-----------------------------------------------|--------------------------------|----------------------------------------------|
| President                                     | Nicola Cull                    | Australian Catholic University               |
| Vice-President                                | Sarah Ellis                    | University Technology Sydney                 |
| Vice-President                                | Guillermo Merelo               | Waipapa Taumata Rau   University of Auckland |
| Treasurer                                     | Xena Irvin and Renee de Simone | The University of Queensland                 |
| Secretary                                     | Amber Elliott                  | Monash University                            |
| Memberships Officer                           | Ciaran Smyth                   | Western Sydney University                    |
| Executive Lead - Conference and Recognition   | Caitlin Pyle                   | University of Wollongong                     |
| Executive Lead - Mentoring                    | Bronwyn Williams               | Western Sydney University                    |
| Executive Lead - Mentoring                    | Melissa Keenan                 | RMIT                                         |
| Executive Co-Lead - Professional Development  | Jindri De Silva                | Macquarie University                         |
| Executive Co-Lead - Professional Development  | Laurie Poretti                 | University of Canberra                       |
| Executive Lead - Indigenous                   | Tania Shepherd                 | Western Sydney University                    |
| Executive Lead - Pacific                      | Amanda Moors-Mailei            | University Technology Sydney                 |
| Executive Lead - New Zealand                  |                                |                                              |
| Executive Co-Lead - National Chapters         | Nathan Coffey                  | Deakin University                            |
| Executive Co-Lead - National Chapters         | Nurul Huda Sanny Yap           | Curtin University                            |
| Australian Capital Territory Chapter Convenor | Rizwan Khan                    | The Australian National University           |
| New South Wales Chapter Convenor              |                                |                                              |
| Northern Territory Chapter Convenor           |                                |                                              |
| Queensland Chapter Co-Convenor                | Joshua Dale                    | University of the Sunshine Coast             |

|                                    |                  |                                     |
|------------------------------------|------------------|-------------------------------------|
| Queensland Chapter Co-Convenor     | Rehana Lakhani   | Griffith University                 |
| South Australia Chapter Convenor   |                  |                                     |
| Tasmania Chapter Convenor          | Amelia Dowe      | University of Tasmania              |
| Victoria Chapter Co-Convenor       | Lisa Buchner     | Monash University                   |
| Victorian Chapter Co-convenor      | Nathan Coffey    | Deakin University                   |
| Western Australia Chapter Convenor |                  |                                     |
| Ordinary Member                    | Jason Chan       | Macquarie University                |
| Ordinary Member                    | Katie Douglas    | The University of Western Australia |
| Ordinary Member                    | Jaimey Facchin   | University of Wollongong            |
| Ordinary Member                    | Lucy Jellema     | University of New South Wales       |
| Ordinary Member                    | Sophie Partridge | Western Sydney University           |
| Ordinary Member                    | Cara Scobie      | Monash University                   |
| Ordinary Member                    | Harry Twohig     | University of New South Wales       |
| Ordinary Member                    | Zain Warsi       | University Technology Sydney        |

- c. There was only one nomination (or co-nomination) for each of the office bearer roles, so according to the Constitution these nominated people will be taken to be elected.

## 8. Other Business

- a. EPHEA conference - November 2026, Western Sydney University, NSW

### Attachments:

1. 2024 EPHEA AGM Minutes
2. President's report
3. Treasurer's report
4. Secretary's report
5. Membership Officer's report
6. Mentoring report
7. Chapter reports

### Close of AGM

## EPHEA AGM Minutes

Thursday 21 November 2024

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### 1. AGM Welcome

- a. Acknowledgement of country
- b. Register of attendees

Kylie Austin (President and Chair), Shasha Ali, Nurul Huda Sanny Yap, Caitlyn Pyle, Meraiah Foley, Nicola Cull, Zain Warsi, Jindri De Silva, Stuart Dinmore, Kate Flynn, Joe Llewellyn, Darlene McLennan, Amanda Moors-Mailei, Cara Scobie, Sonal Singh, Ciaran Smyth, Shannon Vincent, Bronwyn Williams, Ana Rangi, Renee de Simone, Sarah Ellis, Guillermo Merelo, Jude Little, Nathan Coffey, Rehana Lakhani, Melissa Keenan, Kylie Hatch, Kimy Silveira, Nadine Zacharias, Mary Teague, Xena Irvin, Ramziya Asanalishoeva, Sarah (Selah) McNab, Riett Kriel, Regan Gauci, Mehal Krayem.

- c. Noting of Apologies

Amber Elliott, Lisa Buchner.

### 2. 2023 EPHEA AGM Minutes

The 2024 EPHEA AGM minutes were accepted by Ciaran Smyth and seconded by Cara Scobie.

### 3. Business Arising from Minutes

- a. Kylie was pleased to report that EPHEA was able to deliver on feedback received at last year's AGM, including the Early Career Practitioner Awards and our EPHEA mentoring program.
- b. Kylie thanked all Chapter convenors for their work in running their state/territory chapters and the executive leads for their respective work.

### 4. Strategic Direction of EPHEA

- a. Proposal – EPHEA Constitutional Change

- i. Equity Practitioner terminology

Kylie proposed that EPHEA have a conversation over the next 12 months about the terminology we use to describe ourselves and our work. Professor Anderson will guide this conversation. Members expressed the desire to include Maori academic experts. Pasifika colleagues advised that they would like to pause to allow the Pasifika chapter to consider the settler/colonial diaspora before engaging an academic expert in that space. Members agreed by a show of hands.

- ii. The geographic reach of EPHEA and EPHEA title

Kylie proposed that EPHEA reconsider the term Australasia as it may not respectively encapsulate the geographic reach of EPHEA. Ciaran Smyth proposed substituting the "A" to mean Association as per the previous member survey. Shasha Ali endorsed it.

Kylie moved to vote on whether this change can be made at the AGM or if it will take 12 months to consider further consultation.

The majority voted via a show of hands to change the name to Equity Practitioners in Higher Education Association at this AGM.

- iii. Rebranding EPHEA to create a 'tagline'

This item was not discussed.

- b. Feedback on EPHEA and 2025 planning

Kylie Austin thanked the 2024 executive committee for their work. In particular:

- A thank you to Smoxi, Melissa and Bronwyn for their leadership in the mentoring space.
- A thank you to Shasha and the team for all their work hosting our conference year at the University of Auckland.
- Jindri, Shasha and Stuart led the professional development program of work this year, with four sessions delivered to 300 practitioners.
- Amanda for her leadership of the Pasifika chapter.
- Ciaran for leading our memberships push.
- The executive team, including our treasurer and secretary, thanks for their continued support for the smooth running of EPHEA.

Highlights for 2024 included:

- 2024 was the first time EPHEA partnered with STARS. This partnership delivered a workshop about equity in higher education at the STARS conference attended by about 200 people.
- The Advocacy pillar of work resulted in three formal submissions to the government, the UTS team also hosted two sector-wide webinars, and EPHEA continued to grow its engagement with ACSES.
- The new Early Career Practitioner Awards were a great success. Thank you to colleagues at ACSES for providing further professional development for our award winners and for sponsoring ten colleagues to attend other professional development.

Members flagged the following suggestions for 2025:

- Members are excited about the work presented at the conference and would like to understand the next steps. EPHEA Professional Development leads will showcase outcomes using webinars across 2025 to share practice.
- Continued advocacy is essential, particularly with the upcoming election. Kylie Austin reiterated the ground-up approach for submissions and feedback.
- Consider having a community of practice that focuses on Staff ED.
- There was a request to consider recording the conference sessions in 2026. This would support colleagues who cannot attend and prevent members from missing out on content presented simultaneously. Secondly, consider a theme for the 2026 conference that looks at the intersection between staff and student equity.
- The National Association of Prospective Student Advisors is holding a conference on Thursday, 6 and Friday, 7 November 2025, at Deakin University, Geelong, Victoria. The conference theme is Access for All: A Pathway to Higher Education. EPHEA could consider a partnership, given the theme.
- Ciaran called on members to share the word about EPHEA memberships. There was a further suggestion about expanding memberships. Kylie clarified that our constitution allows us to consider other providers of Higher Education (e.g. TAFE, VE, and such) as a first step.

## **5. Reports from office bearers and state chapters**

- a. President's Report
- b. Treasurer's Report
- c. Secretary's Report
- d. Memberships Officer's Report
- e. Chapter reports

The Officer Bearer and Chapter Reports reports for 2024 are available with the agenda (and minutes). The Chapter reports will be taken as read.

Mary Tegue and Darlenne McLennan endorsed and seconded these reports, respectively.

## 6. EPHEA Executive Committee 2024, election of Office Bearers and Ordinary Executive Members

a. The Executive Committee has received the following resignations:

|   | Role                           | Member                 | Institution         |
|---|--------------------------------|------------------------|---------------------|
| 1 | Executive Lead (Mentoring)     | Smoxi Chen             | RMIT                |
| 2 | Chapter Co-Convenor (Victoria) | Melissa Lowe           | Swinburne           |
| 3 | Executive Lead (NZ)            | Joseph (Joe) Llewellyn | University of Otago |

b. The Executive Committee has received the following nominations:

|    | Role                                      | Nominee                                        | Institution                                                                |
|----|-------------------------------------------|------------------------------------------------|----------------------------------------------------------------------------|
| 1  | President                                 | Kylie Austin                                   | Edith Cowan University                                                     |
| 2  | Vice-President                            | Sonal Singh                                    | University of Technology Sydney                                            |
| 3  | Co-President                              | Nicola Cull                                    | Australian Catholic University                                             |
| 4  | Co-Vice-President                         | Sarah Ellis<br>Guillermo Merelo                | University of Technology Sydney<br>University of Auckland                  |
| 5  | Secretary                                 | Amber Elliott                                  | Monash University                                                          |
| 6  | Treasurer                                 | Xena Irvin*<br>Renee de Simone*                | University of Queensland<br>University of Queensland                       |
| 7  | Public Officer                            | Shanon Vincent                                 | Australian Catholic University                                             |
| 8  | Memberships Officer                       | Ciaran Smyth                                   | Western Sydney University                                                  |
| 9  | Executive Lead (EPHEA Conference)         | Caitlin Pyle<br>Laurie Poretti                 | University of Wollongong<br>University of Canberra                         |
| 10 | Executive Lead (Mentoring)                | Bronwyn Williams<br>Melissa Keenan             | Western Sydney University<br>RMIT                                          |
| 11 | Executive Lead (Professional Development) | Stuart Dinmore<br>Jindri De Silva              | University of South Australia<br>Macquarie Uni                             |
| 12 | Executive Lead (Recognition)              | Caitlin Pyle                                   | University of Wollongong                                                   |
| 13 | Executive Lead (Advocacy)                 | Ramziya Asanalishoeva*<br>Sarah (Selah) McNab* | Queensland University of Technology<br>Queensland University of Technology |
| 14 | Executive Lead (Chapters)                 | Darlene McLennan<br>Nurul Huda Sanny Yap       | University of Tasmania<br>Curtin University                                |
| 16 | Executive Lead (Pacific)                  | Amanda Moors-Mailei                            | University of Technology Sydney                                            |

|    |                                               |                                        |                                                          |
|----|-----------------------------------------------|----------------------------------------|----------------------------------------------------------|
| 17 | Executive Lead (NZ)                           | Shasha Ali                             | University of Auckland                                   |
| 20 | Ordinary Executive Member                     | Zain Warsi                             | University of Technology Sydney                          |
| 21 | Ordinary Executive Member                     | Jaimey Facchin                         | University of Wollongong                                 |
| 22 | Ordinary Executive Member                     | Meriah Foley                           | University of Sydney Business School                     |
| 23 | Ordinary Executive Member                     | Erin Wrafter                           | Country Universities Centre                              |
| 24 | Ordinary Executive Member                     | Lara Rafferty                          | RMIT                                                     |
| 25 | Ordinary Executive Member                     | Cara Scobie                            | Monash University                                        |
| 26 | Ordinary Executive Member                     | Kathryn Costello                       | Monash University                                        |
| 27 | Ordinary Executive Member                     | Rosie Mackay                           | Monash University                                        |
| 28 | Ordinary Executive Member                     | Jason Chan                             | Macquarie University                                     |
| 29 | Ordinary Executive Member                     | Kate Flynn                             | University of Melbourne                                  |
| 30 | Ordinary Executive Member                     | Josh Dale                              | University of the Sunshine Coast                         |
| 31 | Ordinary Executive Member                     | Fiona Navin                            | Edith Cowan University                                   |
| 32 | Ordinary Executive Member                     | Tania Shepherd                         | Western Sydney University                                |
| 33 | Ordinary Executive Member                     | Amy Nicholson                          | University of New South Wales                            |
| 34 | Ordinary Executive Member                     | Lucy Jellema                           | University of New South Wales                            |
| 35 | Ordinary Executive Member                     | Riett Kriel*                           | University of Western Australia                          |
| 36 | Ordinary Executive Member                     | Regan Gauci*                           | University of Technology Sydney                          |
| 37 | Ordinary Executive Member                     | Mehal Krayem*                          | University of Technology Sydney                          |
| 38 | Australian Capital Territory Chapter Convenor | Tess Canty                             | University of Canberra                                   |
| 39 | Queensland Chapter Convenor                   | Rehana Lakhani                         | Griffith University                                      |
| 40 | South Australia Chapter Convenor              | Stuart Dinmore                         | University of South Australia                            |
| 41 | Tasmania Chapter Co-Convenors                 | Amelia Dowe                            | University of Tasmania                                   |
| 42 | Northern Territory Chapter Convenor           | Vacant                                 |                                                          |
| 43 | Victoria Chapter Convenor                     | Nathan Coffey<br>Lisa Buchner          | Deakin University<br>Monash University                   |
| 44 | WA Chapter Co-Convenors                       | Sasha Peppinck<br>Nurul Huda Sanny Yap | The University of Western Australia<br>Curtin University |

\*nominations received post AGM



- c. There was only one nomination for each office bearer role, so according to the Constitution, these nominated people will be taken to be elected. Members endorsed.

**7. Other Business**

- a. Student Success Conference, 30 June – 2 July 2025, Cairns, Australia
  - i. Given the success of this year's collaboration, EPHEA will consider a microprogram and greater collaboration with STARS.
- b. Kylie Austin concluded the meeting.

**Attachments:**

- 1. 2023 AGM Minutes
- 2. President's report
- 3. Treasurer's report
- 4. Secretary's report
- 5. Membership Officer's Report
- 6. Chapter reports

**Close of AGM**

# Equity Practitioners in Higher Education Association

## Strategic Plan 2026 - 2028

### Who We Are

EPHEA (Equity Practitioners in Higher Education Association) is the professional incorporated association for equity practitioners working in tertiary education across Australia, Aotearoa New Zealand, and the Pacific region. Our members play an essential role in developing and implementing affirmative action programs for students and staff, managing organisational responsibilities under anti-discrimination legislation, promoting cultural change, and fostering environments where diversity is valued and respected.

Equity practitioners are disruptors and change agents. We challenge systemic and institutional barriers that prevent staff and students from thriving. We bring professional expertise, lived experience, and cultural knowledges to our work. We recognise and value these diverse knowledges, skills, and cultures, and we work collaboratively within and across institutions to create transformative, long-lasting change.

Equity, diversity and inclusion is not the sole responsibility of equity practitioners. We advocate and collaborate across vocational education providers and universities to embed systemic change and ensure shared accountability.

EPHEA is run by a committed volunteer Executive Committee composed of equity practitioners from across Australia and New Zealand. The committee is guided by the EPHEA Constitution.

### Our Values and Commitments

EPHEA's work is to be guided and informed by our beliefs and commitment to:

- **Reconciliation and recognition** – As an organisation in Australasia, we recognise Indigenous and First Nations peoples. We honour Aboriginal and Torres Strait Islander peoples as the first peoples of Australia. We recognise Māori as tangata whenua of Aotearoa New Zealand and the country's commitment to Te Tiriti o Waitangi (the Treaty of Waitangi). We commit to relationships of partnership with Aboriginal and Torres Strait Islander peoples and with Māori, consistent with the United Nations Declaration on the Rights of Indigenous Peoples and with Te Tiriti obligations.
- **Social justice, equity, fairness, inclusion and safety** – we are committed to creating tertiary education organisations where diverse communities of staff and students can thrive. We built respectful relationships, embed anti-racism, accessibility and intersectionality across EPHEA activities, and work to disrupt power dynamics that oppress underrepresented groups in higher education.

**A strengths-based and evidence-based approach** – we want to empower people to achieve their employment and education goals from a place of strength and self-determination. We value lived experience as expertise, and pair practitioner knowledge with robust data and

research.

- **Collaboration and partnership** – we value and recognise the expertise of equity practitioners across the sector and acknowledge that we can achieve more together than on our own. We acknowledge the experience and expertise that exist outside of our institutions, through collaborating and partnering with the communities we are trying to serve.
- **Sustainability and recognition** – we have a common sense of purpose and identity; we have a long standing reputation and endurance within the sector continually empowering our members over time. We advocate for stable, long-term equity practitioner roles and celebrate practitioner contributions across the sector.

## Our Context

EPHEA has shared values and commitments that balance national and regional distinctiveness with trans-Tasman collaboration. The Australian, New Zealand and Pacific higher education landscapes have unique contexts that influence students and staff in navigating tertiary education systems.

### Australia

The introduction of the Australian Universities Accord has seen significant reform in Australia's higher education system. This includes structural reforms such as the establishment of an Australian Tertiary Education Commission (ATEC), a Managed Growth Funding System, and demand-driven Needs-based Funding. This presents a significant opportunity to reimagine the purpose and the role of tertiary education institutions and their role in society.

### Aotearoa New Zealand

Te Tiriti o Waitangi is foundational in shaping partnership and accountability across tertiary education. National strategies prioritise Māori and Pacific success, inclusion of disabled learners, and culturally safe environments for rainbow and ethnic communities. Institutions also hold responsibility for advancing equity for staff through recruitment, progression and wellbeing. These drivers create an opportunity to position tertiary education as Te Tiriti-honouring and equity-led for both staff and students.

### Pacific Islands

There is increasing focus in the Pacific Islands to improve their tertiary education development to increase access, participation and retention of their communities in higher education.

## Strategic Plan

This Strategic Plan aims to be bold, in advocating for a tertiary education system that is equitable and meets the needs of student and staff populations. It also aims to position equity practitioners as experts in their institutions and as change agents to guide their institutions in shifting their structures in ways that are more inclusive and celebrates our diverse student and staff cohorts.

EPHEA's plan is both practical and visionary: practical in providing resources, training, and recognition to support members' daily work, and visionary in championing systemic change, embedding equity at the core of higher education excellence.

## Our Mission

By 2028, EPHEA will be a respected and influential peak body that balances national distinctiveness with trans-Tasman collaboration. EPHEA will be an organisation that not only advocates effectively for equity and inclusion, but also nurtures and recognises practitioners, embeds Indigenous and underrepresented voices, and sustains a vibrant, connected community.

We will champion equity, inclusion, and diversity in higher education by:

1. *Continuing to equip and sustain equity practitioners as experts and leaders in equity within their institutions.*
2. *Championing systemic change through our collective resources, ensuring that equity is positioned at the forefront of institutional practice and national higher education policy;*
3. *Working collaboratively and developing partnerships that empower action and change across the tertiary education sector; and*
4. *Elevating the visibility and impact of the work of equity practitioners across the sector.*

## Our Goals

### **Goal 1: Build Capacity and Wellbeing of Equity Practitioners**

*Continue to equip and sustain practitioners as experts and leaders in equity within their institutions.*

In order to achieve this goal EPHEA will:

- 1.1 *Develop an Introduction to Equity qualification to onboard new Equity Practitioners to the sector.*
- 1.2 *Convene an annual calendar of online and face-to-face professional development activities that are supported through state-based and country based networking opportunities.*

- 1.3 *Convene a bi-annual conference to contribute to the knowledge, research and practice of student and staff equity in higher education.*
- 1.4 *Continue with professional grants for EPHEA members to attend conferences and contribute to national conversations on staff and student equity.*
- 1.5 *Develop initiatives to support the wellbeing of equity practitioners, including opportunities for peer support and strategies to manage workload and resilience in equity roles.*
- 1.6 *Create and share practical resources on key equity topics (such as guidelines, toolkits and case studies) to strengthen practitioner knowledge and support consistent practice across the sector.*

## **Goal 2: Champion Systemic Change and Advocacy**

*To champion systemic change through our collective resources, ensuring that equity is positioned at the forefront of institutional practice and national higher education policy.*

In order to achieve this goal EPHEA will:

- 2.1 *Be positioned as the 'voice' and thought leader in national conversations around staff and student equity and provide opportunities for equity practitioners across the sector to contribute to the conversation.*
- 2.2 *Develop a Public Advocacy Framework to guide EPHEA's external voice.*
- 2.3 *Make regular submissions and recommendations on policy and best practice, drawing on key research, practitioner experience and institutional data sets.*
- 2.4 *Produce a bi-annual State of Equity in Higher Education report to benchmark progress and influence public debate.*
- 2.5 *Undertake advisory roles on relevant boards, national grants and key research projects that impact equity in higher education.*

## **Goal 3: Strengthen Collaboration and Partnership**

*To work collaboratively and develop partnerships that empower action and change across the tertiary education sector.*

In order to achieve this goal EPHEA will:

- 3.1 *Increase the connectedness between relevant organisations to influence public policy. These will include but are not limited to; Universities Australia; Workplace Gender Equity Agency (WGEA); Australian Centre for Student Equity and Success (ACSES); SAGE (Science in Australia Gender Equity); World Access to Higher Education Network (WAHEN); ATEND (Australian Tertiary Network on Disability) and ADCET (Australian Disability Clearinghouse on Education and Training).*

- 3.2 *Commit to authentic partnerships with Indigenous and underrepresented communities and representative peak bodies.*
- 3.3 *Launch an EPHEA online member portal with resources, recordings, and case studies that empower change.*
- 3.4 *Develop an Aotearoa New Zealand action plan for EPHEA that reflects New Zealand's distinct identity within a trans-Tasman framework, embedding Te Tiriti o Waitangi.*

#### ***Goal 4: Recognise and Celebrate Practitioner Contributions***

*To elevate the visibility and impact of equity practitioner work across the sector.*

In order to achieve this goal EPHEA will:

- 4.1 *Continue to undertake peer-based recognition initiatives, including the continuation of the Champions of Change, Lifetime Members Award and Early Career Practitioner Award.*
- 4.2 *Work collaboratively with Engagement Australia to sponsor an Equity Award to recognise best practice across the sector and provide pathways and support to international award programs.*
- 4.3 *Showcase outstanding practice of equity practitioners through our communications channels.*

# EPHEA AGM 2025 — Constitutional Amendment Proposal

## Proposal to Establish Two Vice-President Positions within the EPHEA Executive

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### Purpose

To seek member endorsement for an amendment to the EPHEA Constitution to allow for **two Vice-President positions** on the Executive Committee:

- One representing Australia, and
- One representing Aotearoa New Zealand (NZ).

This change will strengthen EPHEA's trans-Tasman governance model and ensure equitable representation and leadership across both national contexts.

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### Background

EPHEA's current Constitution provides for a single Vice-President position on the Executive Committee. Feedback from recent member consultations and the EPHEA Strategic Plan 2026–2028 development process highlights that the trans-Tasman scope and complexity of EPHEA's work has significantly increased.

Members from both Australia and Aotearoa New Zealand identified a need for:

- Greater recognition of the distinct national contexts in which equity practitioners operate, particularly the role of Te Tiriti o Waitangi in Aotearoa New Zealand.
- Improved capacity for engagement, advocacy, and coordination across both countries.
- More effective representation of members' priorities in each national context within EPHEA governance and decision-making.

The proposed amendment responds to this feedback and supports the implementation of the Strategic Plan's Goal 3: Strengthen Collaboration and Partnerships, and Goal 2: Champion Systemic Change and Advocacy.

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### Rationale for the Change

#### 1. Strengthened Trans-Tasman Representation

Having two Vice-Presidents will ensure that both national perspectives are consistently represented at the Executive level. It acknowledges that the policy environments, higher education systems, and equity frameworks differ between Australia and Aotearoa New Zealand.

## **2. Improved Capacity for Engagement and Collaboration**

Each Vice-President will be responsible for coordinating engagement with members, sector bodies, and government agencies within their respective national contexts. This will enhance EPHEA's responsiveness and visibility.

## **3. Alignment with Member Feedback and Strategic Direction**

Focus groups and consultation findings clearly indicated members' desire for EPHEA to strengthen its dual-national structure and advocacy roles. This governance change directly implements that feedback.

## **4. Future-Proofing EPHEA's Governance Model**

As EPHEA's membership continues to grow and diversify, the proposed structure creates capacity for sustained, equitable leadership without increasing the overall Executive size disproportionately.

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### **Proposed Constitutional Amendment**

#### **Current Clause (Excerpt)**

##### **Section 15.3 — Composition and membership of committee**

The office-bearers of the Association are as follows:

- a) the president,
- b) the vice-President,
- c) the Treasurer, and
- d) the Secretary.

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### **Proposed Revised Clause**

##### **Section 15.3 — Composition and membership of committee**

The office-bearers of the Association are as follows:

- a) the president,
- b) **up to two Vice-Presidents**, comprising:
  - a. Vice-President (Australia)

- b. Vice-President (Aotearoa New Zealand)
  - c) the treasurer, and
  - d) the secretary.
- 

### **Consequential Amendments**

All references to “Vice-President” throughout the Constitution would be amended to “Vice-Presidents” where applicable.

Where the Constitution refers to the Vice-President acting on behalf of the President in their absence, this clause would be clarified to read:

“In the absence of the President, one of the Vice-Presidents (as agreed between them) shall perform the duties of the President.”

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### **Implementation**

If approved by members at the AGM:

- The new structure will take effect immediately following the 2025 AGM.
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### **Financial and Governance Implications**

There are no direct financial implications arising from this change.

Administrative implications include minor updates to:

- The Constitution and governance documents;
- The EPHEA website and communications; and
- Future election and nomination processes.

This amendment will strengthen EPHEA’s governance and visibility while aligning with the Strategic Plan’s commitment to a trans-Tasman leadership model.

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### **Recommendation**

That members endorse the following motion:

#### **Motion:**

*That the EPHEA Constitution be amended to provide for two Vice-President positions on the Executive Committee - one representing Australia and one representing Aotearoa New Zealand - as detailed in the attached proposal.*

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**Prepared by:** Sarah Ellis and Guillermo Merelo

**Date:** October 2025

# EPHEA AGM 2025 — Constitutional Amendment Proposal

## Proposal to dis-establish the Role of Executive Lead (Advocacy) from the EPHEA Executive Committee

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### Purpose

To request member endorsement of an amendment to the EPHEA Constitution and related governance documents to dis-establish the specific portfolio of Executive Lead (Advocacy) from the Executive Committee structure.

This change is proposed in order to streamline governance, clarify accountability for advocacy across the Executive (rather than a discrete portfolio), and reflect evolving member priorities for collective advocacy and mentorship rather than a single lead role.

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### Background

The Executive Lead (Advocacy) role is currently defined as: *“responsible for identifying appropriate opportunities for EPHEA to make submissions and facilitate the compilation of associated documents to ensure EPHEA continues to best represent the interests of our members. They will represent EPHEA in industry meetings and situations and ensure that any public submissions align with EPHEA's goals and vision.”* [EPHEA](#)

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### Rationale for the Change

#### 1. Streamlining Governance & Clarifying Accountability

By eliminating a separate Advocacy Lead position, advocacy responsibilities can be integrated into broader Executive roles (President, Vice-President(s), and other Executive Leads). This clarifies that advocacy is a shared responsibility of the Executive rather than the preserve of a single portfolio.

#### 2. Distributing Advocacy Workload

Member feedback indicated that advocacy is increasingly complex and multi-faceted, requiring coordination across institutional, national and trans-Tasman contexts. A distributed model allows multiple Executive Leads and Ordinary Members to contribute, reducing reliance on a single volunteer role. It also provides opportunities for broader mentorship for members.

#### 3. Alignment with Strategic Plan 2026–2028

EPHEA's forthcoming Strategic Plan emphasises building capacity of practitioners, strengthening collaboration, and ensuring recognition and advocacy are embedded across organisational functions. Removing the discrete Advocacy Lead role reflects the shift from an advocacy "portfolio-holder" to a collective model.

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## **Proposed Amendment**

### **Current Clause (Excerpt – Roles & Responsibilities in governance documents)**

The Executive Committee may include an Executive Lead (Advocacy) who is responsible for identifying appropriate opportunities for EPHEA to make submissions ... [as per the Roles & Responsibilities page].

### **Revision**

1. The Executive Committee shall no longer include a designated portfolio titled "Executive Lead (Advocacy)".
  2. Advocacy activities will be overseen by the President and Vice-President(s), with other Executive Leads and Ordinary Members contributing as required.
  3. The existing Executive Lead (Advocacy) role, if occupied at the time of amendment, will be concluded at the end of the current term, and the position will not be renewed thereafter.
  4. The Executive Committee will update role descriptions, nomination forms and governance documents to reflect the removal of the Advocacy Lead portfolio and the redistribution of its responsibilities across the Executive.
- 

## **Implementation**

If approved by members at the 2025 AGM:

- The amendment will take effect immediately following the AGM.
  - Nomination for the 2026 election cycle will exclude the Advocacy Lead role.
  - The Executive Committee will update the Roles & Responsibilities documentation and website to reflect the change.
  - The Executive will develop an action plan to ensure advocacy functions in the forthcoming strategic plan are redistributed smoothly.
- 

## **Financial and Governance Implications**

There are no direct financial implications of this amendment.

Governance benefits include:

- Improved role clarity and executive accountability.

- Reduced complexity in Executive portfolios.
  - A collective approach to advocacy aligned with evolving member expectations.
- 

### **Recommendation**

That members endorse the following:

#### **Motion:**

*That the EPHEA Constitution and related governance documents be amended to remove the portfolio of Executive Lead (Advocacy) from the Executive Committee, and that all advocacy responsibilities be distributed across the Executive with oversight by the President and Vice-President(s).*

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**Date:** October 2025

## EPHEA AGM 2025 — Constitutional Amendment Proposal

### Proposal to Introduce a 12-Month Notice Requirement for Resignation of Key Executive Roles and Provision for Co-Positions

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#### Purpose

To seek member endorsement for an amendment to the EPHEA Constitution requiring that the **President, Vice-President(s), Treasurer and Secretary** provide a **minimum of 12 months' notice** of their intention to resign from their Executive position.

This amendment will also allow for the **appointment of a co-President, co-Vice-President, co-Treasurer or co-Secretary** during that 12-month notice period, enabling an effective handover and leadership continuity within the EPHEA Executive.

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#### Background

EPHEA's effectiveness as a professional association depends on the sustained contribution and institutional knowledge of its Executive members. Given the voluntary nature of the Executive, leadership transitions can create operational and governance risks if insufficient time is available for induction and handover.

During the 2025 member consultations that informed the EPHEA Strategic Plan 2026–2028, participants repeatedly emphasised the importance of leadership stability and planned succession. Members noted that transitions between Executive office-bearers can result in the temporary loss of continuity, particularly in relationships with partner organisations and across trans-Tasman activities.

This proposed amendment aims to ensure planned succession, strong onboarding of future leaders, and minimal disruption to EPHEA's governance and strategic work.

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#### Rationale for the Change

##### 1. Leadership Continuity and Stability

EPHEA's President, Vice-President(s), Treasurer and Secretary each hold core governance and compliance responsibilities. Requiring a 12-month notice period ensures sufficient time to:

- Identify and onboard a successor;
- Facilitate structured shadowing and mentoring; and

- Preserve continuity in relationships with members, partners, and external stakeholders.

## **2. Capacity Building and Succession Planning**

The introduction of co-roles allows for mentoring and succession development of emerging leaders within the Executive. Shadowing ensures new office-bearers gain familiarity with EPHEA's operations, history, and strategic directions before assuming full responsibility.

## **3. Risk Mitigation**

EPHEA's trans-Tasman scope, volunteer workforce, and increasing public visibility make unplanned transitions a governance risk. A formal notice period and co-role structure will mitigate this risk, supporting the association's resilience.

## **4. Alignment with Strategic Plan 2026–2028**

This amendment directly supports Goal 1 (Build Capacity and Wellbeing of Practitioners) and Goal 3 (Strengthen Collaboration and Partnerships) by embedding structured leadership development and knowledge continuity within EPHEA.

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## **New Clause – PART 3 – THE COMMITTEE**

### **Section 25 - Resignation and Succession of Key Office-Bearers**

25.1 The President, Vice-President(s), Treasurer and Secretary must provide a minimum of 12 months' written notice of their intention to resign from office.

25.2 Upon receipt of notice, the Executive Committee may appoint a co-President, co-Vice-President, co-Treasurer and/or co-Secretary to serve alongside the incumbent for the remainder of the notice period.

25.3 The co-position holder shall act in a shadowing and mentoring capacity, with the purpose of ensuring leadership continuity and a smooth transition of responsibilities.

25.4 Where 12 months' notice cannot reasonably be provided, including in circumstances of redundancy or change in employment as defined under Clause 5.2 of the Constitution, the notice period shall be waived. In such cases, the Executive Committee will determine appropriate transitional arrangements to ensure effective governance continuity.

---

## **Implementation**

If approved by members at the 2025 AGM:

- The amendment will take effect immediately following the AGM.

- The 12-month notice requirement will apply to resignations submitted after this date.
- 

### **Financial and Governance Implications**

There are no direct financial costs associated with this amendment.

Governance benefits include:

- Reduced risk of leadership gaps;
  - Improved succession planning; and
  - Strengthened continuity in external representation and member engagement.
- 

### **Recommendation**

That members endorse the following motion:

#### **Motion:**

*That the EPHEA Constitution be amended to require the President, Vice-President(s), Treasurer and Secretary to provide a minimum of 12 months' notice of their intent to resign, and to allow the appointment of a co-President, co-Vice-President, co-Treasurer or co-Secretary during that period to ensure leadership continuity and effective succession.*

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**Date:** October 2025

# AGM 2024 | Chair's Report

Kylie Austin, President, EPHEA

Nicola Cull, Co-President, EPHEA

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2025 has been a pivotal year for student equity in Australian higher education. This year, the sector has grappled with the implementation of the *Universities Accord Final Report*, which sets an ambitious target of achieving population parity for underrepresented groups by 2050. Yet current policy and institutional settings are not equipped to deliver the scale of change required. Issues such as cost-of-living pressures, housing insecurity and mental health are no longer peripheral, they are central to student success.

At the same time, there is growing recognition that equity must be embedded not only in outreach and student success, but in the very governance, funding models, and cultural fabric of our institutions. The call to action is clear: to reimagine higher education as a truly inclusive public good, we must confront the legacies of exclusion and design systems that serve all students equitably.

Against this backdrop, EPHEAs work in 2025 has been more important than ever.

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## Key Achievements

EPHEA has continued to focus on advocacy efforts in the wake of the University Accord implementation, as well as provide opportunities for professional development amongst equity practitioners across the sector. Outlined below are a number of key highlights that we are incredibly proud of in 2025.

### 1. World Access to Higher Education Day (WAHED)

On 28 October, EPHEA partnered with the Australasian Centre for Social and Environmental Sustainability (ACSES) to deliver a powerful WAHED event. This gathering brought together equity practitioners, researchers, and policymakers to explore global and local strategies for widening participation, reinforcing our commitment to equitable access and success in higher education.

### 2. Strengthened Engagement with Aotearoa New Zealand

Following the success of the 2024 EPHEA Conference in Auckland, we have seen a significant increase in engagement with our colleagues in Aotearoa New Zealand. The EPHEA Executive in NZ has been instrumental in shaping the future of EPHEA in a way that is responsive to the unique context and priorities of the region and we

look forward to the continued collaboration with our colleagues in Aotearoa New Zealand.

### **3. Student Equity Post-Election Webinar**

In response to the changing political landscape, EPHEA hosted a timely and insightful webinar titled *Student Equity Post-Election: Priorities, Possibilities, and Policy*. This event provided a platform for critical dialogue and provided a forum for practitioners to understand the shifts to the higher education environment in 2025 and beyond.

### **4. EPHEA Mentoring Program**

We welcomed another intake into the EPHEA Mentoring Program, continuing our commitment to supporting the professional development of equity practitioners. This program remains a cornerstone of our work to build capacity and foster leadership across the sector.

### **5. Advocacy and Policy Engagement**

EPHEA has continued to advocate strongly to the Department of Education on the importance of sustained and increased investment in widening participation funding. We also made a formal submission to the Federal Government's review of university governance, ensuring that equity remains central to institutional leadership and decision-making.

### **6. Partnership with the Student Success Conference**

EPHEA continued our partnership with colleagues as part of the 2025 Student Success Conference. As part of this partnership, over two hundred practitioners engaged in the Student Equity Forum, with engagement from the Department of Education outlining the new equity policy environment and a panel of expert practitioners sharing their insights on the implications for staff, students and the broader sector.

### **7. Strategic Planning for the Future**

In 2025, our incoming EPHEA Executive undertook the development of EPHEA's new Strategic Plan, setting a clear direction for the years ahead. This plan reflects our collective aspirations and reaffirms our commitment to advancing equity, diversity, and inclusion across the higher education landscape. Thank you to Sarah Ellis and Guillermo Merelo for their leadership in developing our new Strategic Plan.

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### **Acknowledgements**

I would like to extend my heartfelt thanks to the EPHEA Executive Committee for their dedication, insight, and collegiality throughout the year. I also want to acknowledge and thank our **State Chapter Conveners**, whose leadership and local engagement have been vital. I had the pleasure of attending several events in Western Australia this year, which brought together passionate equity practitioners and showcased the strength of our community.

The EPHEA Executive works tirelessly as a volunteer organisation, often undertaking their roles and responsibilities outside of typical work hours. A special thank you to the following executive:

- **Sonal Singh** | Vice-President University of Technology Sydney, NSW
- **Nicola Cull** | Co-President Australian Catholic University, NSW
- **Sarah Ellis** | Co-Vice-President University of Technology Sydney, NSW
- **Guillermo Merelo** | Co-Vice-President University of Auckland, NZ
- **Amber Elliott** | Secretary Monash University, VIC
- **Xena Irwin** | Treasurer University of Queensland, QLD
- **Renee de Simone** | Treasurer University of Queensland, QLD
- **Shannon Vincent** | Public Officer Australian Catholic University, NSW
- **Ciaran Smyth** | Membership Officer Western Sydney University, NSW
- **Laurie Poretti** | EPHEA Conference Lead University of Canberra, ACT
- **Bronwyn Williams** | Mentoring Lead Western Sydney University, NSW
- **Melissa Keenan** | Mentoring Lead Royal Melbourne Institute of Technology, VIC
- **Jindri De Silva** | Professional Development Lead Macquarie University, NSW
- **Ramziya Asanalishoeva** | Advocacy Lead Queensland University of Technology, QLD
- **Caitlin Pyle** | Recognition Lead University of Wollongong, NSW
- **Sarah (Selah) McNab** | Advocacy Lead Queensland University of Technology, QLD
- **Darlene McLennan** | Chapters Lead University of Tasmania, TAS
- **Nurul Huda Sanny Yap** | Chapters Lead Curtin University, WA
- **Amanda Moors-Mailei** | Pacific Lead University of Technology Sydney, NSW

- **Shasha Ali** | NZ Waipapa Taumata Rau | University of Auckland, NZ
- **Tania Shepherd** | Aboriginal/Torres Strait Islander Lead Western Sydney University, NSW

Together with our ordinary (who are rather extraordinary) members:

Jason Chan | Macquarie University

Kathryn Costello | Monash University

Joshua Dale | University of the Sunshine Coast

Jaimey Facchin | University of Wollongong

Kate Flynn | University of Melbourne

Meraiah Foley | University of Sydney

Regan Gauci | University of Technology Sydney

Lucy Jellema | University of New South Wales

Mehal Krayem | University of Technology Sydney

Rienn Kriel | University of Western Australia

Rosie Mackay | Monash University

Fiona Navin | Edith Cowan University

Amy Nicholson | University of New South Wales

Lara Rafferty | Royal Melbourne Institute of Technology

Cara Scobie | Monash University

Zain Warsi | University of Technology Sydney

Erin Wrafter | Country Universities Centre

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## Personal Reflection

As I step down from the role of EPHEA President after six years, I do so with immense pride in what we have achieved together. It has been an honour to serve this community and to work alongside so many dedicated and inspiring individuals. I am grateful for the friendships, the shared learning, and the unwavering commitment to equity that defines EPHEA. I would like to thank Sonal Singh, who has been a fierce Vice-President and who has shared the load in advancing the work of EPHEA of the last six years – a heartfelt thank you.

While I am stepping away from the President role, I remain a passionate advocate for equity in higher education and look forward to supporting EPHEA's continued growth and impact in new ways.

Thank you for the opportunity to give back to our equity practitioner community.

**Dr. Kylie Austin**

President, EPHEA

**Dr. Nicola Cull**

Co-President, EPHEA

## EPHEA Treasurers Report - 2025

Dear EPHEA Executive and Members,

### EPHEA ANNUAL GENERAL MEETING 2025

Xena and I are pleased to present the following Treasurer's Report for period 1<sup>st</sup> July 2024 – 3<sup>rd</sup> November 2025.

EPHEA is in strong financial position with income from new memberships and targeted spending on increasing opportunities for members to attend conferences and engage through state chapters. We are still awaiting income from University of Auckland for the 2024 Conference.

| Income                                      | Budgeted 2025   | Income/Expended 2025                                        |
|---------------------------------------------|-----------------|-------------------------------------------------------------|
| Membership Fees                             | \$18450         | \$18900<br>42 memberships - \$450 *thank you Ciaran         |
| Conference Income                           | \$11590.10      | \$10309.14 *Expected awaiting payment UoA                   |
| <b>Expenditure 2025</b>                     |                 |                                                             |
| Professional Development – STARS Conference | \$3000 - \$6000 | \$4000                                                      |
| Chapter Funding                             | \$11250         | \$4,497                                                     |
| EPHEA Representation – RUSH Forum           | \$720           | \$720                                                       |
| Communications Coordinator                  | \$11000         | \$10818.84                                                  |
| Mentoring Program                           | \$2000          | TBD – expected \$1440 for gift-cards                        |
| Insurance/Miscellaneous                     | \$2500          | \$2978.58                                                   |
| Final Payment for 2024 Conference           |                 | \$2114.43                                                   |
| <b>TOTALS</b>                               | <b>-\$3,430</b> | At 3/11/25: <b>-\$3,483</b><br>Total expected 2025: \$2,640 |

### Statement of Financial Position

| Account name                        | Balance 22/10/24 (AGM Report 2024) | Balance 3/11/2025 |
|-------------------------------------|------------------------------------|-------------------|
| # 082344134190524                   | \$30641.82                         | \$3885.80         |
| Savings Account #5747 (84-647-5747) | \$5434.55                          | \$1434.55         |
| Term Deposit #9963 (74-329-9963)    | \$18260.09                         | \$18895.48        |
| Term Deposit #2538 (28-848-2538)    | \$23180.56                         | \$24270.05        |
| Term Deposit #3580 (28-854-3580)    | \$11809.82                         | \$12364.89        |
| PayPal (membership income)          | \$850.05                           | \$3469.16         |
| <b>TOTAL BALANCE AT 3/11/25</b>     | <b>\$90176.89</b>                  | <b>\$64319.93</b> |

Thank you

Renee de Simone and Xena Irvin

## EPHEA Treasurers Report - 2025

TRANSACTION LISTING THIS FINANCIAL YEAR # 082344134190524 (01.07.2024 – 03/11/2025)

| Date        | Particulars                                     | Amount   | Balance      |
|-------------|-------------------------------------------------|----------|--------------|
| 6 Aug 2024  | Internet Transfer Ephea Comms Coord             | 704.39   |              |
| 6 Aug 2024  | Online X4573472327 VIC Chapter 147234 Epinheai  | 956.20   | 49,083.74 Cr |
| 9 Aug 2024  | Internet Transfer 270633738 Te Moana            | 341.92   |              |
| 9 Aug 2024  | Internet Transfer 270633795 Pasifika            | 482.83   |              |
| 9 Aug 2024  | Online L0117724869 Qld chapter fund Epinheai    | 93.19    | 48,165.80 Cr |
| 19 Aug 2024 | Internet Transfer Te Moana Losanna N            | 102.67   |              |
| 19 Aug 2024 | Internet Transfer 270633738 Te Moana            | 341.92   |              |
| 19 Aug 2024 | Internet Transfer 270633795 Te Moana            | 482.83   |              |
| 19 Aug 2024 | Internet Transfer Zain W Ephea Comms            | 603.76   |              |
| 19 Aug 2024 | Internet Transfer Te Moana Amanda M             | 608.65   |              |
| 19 Aug 2024 | Internet Transfer INV-0187 Ephea Pas            | 1,320.00 |              |
| 19 Aug 2024 | Online K1894744168 Te Moana Paniani P Epinheai  | 451.41   | 44,254.56 Cr |
| 6 Sep 2024  | Internet Transfer Ephea Comms Coord             | 704.39   | 40,520.17 Cr |
| 20 Sep 2024 | Internet Transfer Zain W Ephea Comms            | 704.39   | 39,815.78 Cr |
| 10 Oct 2024 | Internet Transfer Ephea Comms Coord             | 704.39   |              |
| 10 Oct 2024 | Internet Transfer Cuc Sm Ephea Cg               | 1,000.00 |              |
| 10 Oct 2024 | Internet Transfer Wsu Ephea Cg                  | 1,000.00 |              |
| 10 Oct 2024 | Internet Transfer Jcu Ephea Cg                  | 1,000.00 |              |
| 10 Oct 2024 | Internet Transfer Griffith Ephea Cg             | 1,000.00 |              |
| 10 Oct 2024 | Internet Transfer Ephea Cg S McNab              | 1,000.00 |              |
| 10 Oct 2024 | Online M9994462038 Usc Ephea C Grant Epinheai   | 1,000.00 | 33,111.39 Cr |
| 14 Oct 2024 | Online T6549320494 Usc Ephea C Granta Epinheai  | 1,000.00 | 32,111.39 Cr |
| 16 Oct 2024 | Internet Transfer Ephea Comms Coord             | 704.39   |              |
| 16 Oct 2024 | Online F9814787791 Kylie Hedx Eph Con Epinheai  | 1,434.82 | 29,972.18 Cr |
| 29 Oct 2024 | Internet Transfer Nswact Event Cater            | 1,290.00 | 29,351.82 Cr |
| 30 Oct 2024 | Internet Transfer Zain W Ephea Comms            | 704.39   |              |
| 30 Oct 2024 | Internet Transfer Ryan Naylor Wkshop            | 1,106.00 | 27,541.43 Cr |
| 6 Nov 2024  | Internet Transfer 2024 Ephea Conf Gr            | 1,000.00 |              |
| 6 Nov 2024  | Online K0136003608 Pasifika Breakfa K0136003608 | 1,362.88 | 25,178.55 Cr |
| 15 Nov 2024 | Online B9079616210 Seed Fund Ephea B9079616210  | 5,000.00 | 20,178.55 Cr |
| 18 Nov 2024 | Internet Transfer Zain W Ephea Comms            | 704.39   | 14,444.16 Cr |

## EPHEA Treasurers Report - 2025

|             |                                                      |          |              |
|-------------|------------------------------------------------------|----------|--------------|
| 9 Dec 2024  | Internet Bpay Deft Insurance<br>40637110012352596    | 1,790.00 | 9,492.16 Cr  |
| 11 Dec 2024 | Internet Transfer Zain W Ephea Comms                 | 1,408.78 |              |
| 11 Dec 2024 | Internet Transfer Ephea Tas Chapter                  | 1,500.00 | 6,583.38 Cr  |
| 18 Feb 2025 | Online D2362502564 Uts 286131 Epinheai               | 615.71   | 6,867.67 Cr  |
| 21 Feb 2025 | Internet Transfer Ephea Comms Coord                  | 1,473.92 | 5,393.75 Cr  |
| 21 Mar 2025 | Internet Transfer Ephea Comms Coord                  | 1,473.92 | 6,169.83 Cr  |
| 2 Apr 2025  | Internet Transfer Ephea Paypal Reimb                 | 246.29   | 5,923.54 Cr  |
| 9 Apr 2025  | Internet Transfer Wix K Munyar Reimb                 | 158.25   | 5,765.29 Cr  |
| 27 May 2025 | Internet Transfer Ephea Comms Coord                  | 2,817.56 | 3,397.73 Cr  |
| 14 Jul 2025 | Internet Transfer 5155107 Griff Uni                  | 1,000.00 | 3,297.73 Cr  |
| 15 Jul 2025 | Internet Transfer Stars Conf Grant                   | 1,000.00 |              |
| 15 Jul 2025 | Internet Transfer Stars Conf Grant                   | 1,000.00 |              |
| 15 Jul 2025 | Internet Transfer Ephea Comms Coord                  | 2,526.72 | 12,771.01 Cr |
| 16 Jul 2025 | Internet Bpay Qld Uni Of Technolog<br>10344000388256 | 1,000.00 | 12,221.01 Cr |
| 6 Aug 2025  | Online C4286777283 SA101899 C4286777283              | 2,051.13 | 10,169.88 Cr |
| 15 Aug 2025 | Internet Transfer Ephea Comms Coord                  | 1,263.36 |              |
| 15 Aug 2025 | Online P7086013155 Catering VIC Chapt<br>Epinheai    | 944.00   |              |
| 15 Aug 2025 | Online K3186707874 Uoa Ephea Conf<br>K3186707874     | 2,000.00 | 5,962.52 Cr  |
| 2 Oct 2025  | Internet Transfer Ephea Comms Coord                  | 1,263.36 | 5,149.16 Cr  |

## AGM 2025 - Secretary report

As per the EPHEA Constitution, Part 4 clause 25.2 (a), the EPHEA Annual General Meeting 2025 is being held within six months after the close of the Association's financial year (30 June).

### 1. EPHEA Executive Committee meetings

- a. The EPHEA Executive Committee met nine times in 2025. In accordance with the EPHEA Constitution clause 30.2, at each meeting there was a quorum of five members. Due to the increase in EPHEA Executive Committee members in 2025, we were fortunate that the lowest number of attendees was 20 and the highest number of attendees was 37. This brings a wealth of knowledge and perspectives from across Australia and New Zealand.
- b. In 2025, there were 47 EPHEA Executive Committee members. Two Executive Committee members resigned during the course of 2025, resulting in 45 Executive Committee members at the time of the 2025 AGM.

### 2. EPHEA Executive Committee roles

- a. Executive Committee roles are published on the [EPHEA Committee and Convenors webpage](#).
- b. The [Responsibilities and roles of EPHEA Committee members](#) are published on the EPHEA web page.
- c. In 2025, a new role was created. At the 1 May 2025 meeting, the inaugural Executive Lead (Aboriginal/Torres Strait Islander) was welcomed. We are so pleased to have Tania Shepherd join the Executive Committee. Tania is a proud Wuradjuri woman with links to the Bonham Kendalls and Squires families. Tania has had the absolute pleasure of being born on and currently living on the lands of the Dharawal people in South West Sydney

The [role responsibilities](#) were created with Tania's input. Tania will be shaping what the position looks like.

- d. In 2025, the Co-President (President elect) and Co-Vice-Presidents (Vice-President elect) shadowed the President and Vice-President. In 2026, the Co-President will be the President for a term of 3 years and the Co-Vice-Presidents will be Vice-Presidents for a term of 3 years. Nominations for the Co-President and Co-Vice-President roles will next be held in 2027 for 2028.

### 3. Declaration of interest

- a. In 2025, 96% of EPHEA Executive Committee members completed a declaration of interest. There were 3 members who identified a possible declaration of interest and these, appropriate mitigation strategies were put in place.

- b. The declaration of interest asks members to acknowledge that they bring perspectives from their employment and other experiences. As a member of the EPHEA Executive Committee, they will ensure they represent and support equity practitioners from all higher education institutions or related bodies without bias or prejudice.

#### **4. Resignations**

- a. The following EPHEA Executive Committee members resigned during 2025:
  - i. Kylie Austin, President, Edith Cowan University
  - ii. Sonal Singh, Vice-President, UTS
    - My immense thanks go to Kylie Austin and Sonal Singh for the dedication, collaboration and energy. Kylie and Sonal have led EPHEA during a monumental shift in equity in Australian Higher Education. They ensure that the equity voice is heard in informal settings and that EPHEA perspective is actively sought as part of Government consultations. I admire them and thank them for their willingness to share insights and for their support of all Equity practitioners.
  - iii. Sarah Hattam, SA Chapter Co-Convenor, Uni SA
  - iv. Sasha Peppinck, WA Chapter Co-Convenor, UWA

I thank all EPHEA Executive Committee members for their sustained commitment to EPHEA, sharing perspectives and delivering valuable programs within their own institutions and across institutions.

**Amber Elliott**  
**November 2025**

# Membership Officer's Report 2025

I am pleased to present the Membership Officer's report for 2025. For additional information please feel free to contact me via [c.smyth@westernsydney.edu.au](mailto:c.smyth@westernsydney.edu.au) or [info@ephea.org](mailto:info@ephea.org)

**Yours in Equity,**

**Ciaran Smyth**  
**Membership Officer 2025**

## Key strategy and updates

### Implementation of Membership Processes

Early in 2024, we began a process of updating and modernising our Members Database and general member application processes. This new system was successfully implemented and rolled out across 2024 and 2025, with members (new and existing) completing an online application form that captures a broader range of professional and institutional information.

Key benefits from this change include:

- Updated and accurate member contact and institutional details, providing clearer insights into active and inactive membership.
- Improved ability to capture members' professional interests, areas of expertise, and development needs.
- A more rapid and decentralised process for adding new members under institutional memberships.
- A responsive and accessible pathway for non-members attending EPHEA-sponsored or delivered events.
- Enhanced opportunities for Chapter engagement and networking.
- Dedicated QR code and URL for new member recruitment and registration.

Throughout 2025, multiple contacts were made with institutional representatives and directly to members to update membership lists and encourage staff to register individually. This has led to a strong improvement in membership records and greater visibility of institutional engagement across the network.

As of the AGM, any members or institutions that have not responded or updated their details will be moved to *inactive member* status, ensuring that our membership database remains accurate, current, and reflective of active participation across the sector.

### Membership Communication Update

With the implementation of the updated membership database and improved accuracy of active

member records, EPHEA has successfully transitioned to an in-house ListServ system for member communications.

This new system allows for dedicated and direct communication channels for each State Chapter, removing the need for manual list updates and ensuring that Chapter Convenors can engage their local members quickly and efficiently.

Key benefits of this change include:

- EPHEA-branded mailing lists under our own domain (e.g. *@lists.ephea.org*).
- Streamlined communication and faster dissemination of updates across Chapters.
- Reduced administrative burden for Chapter Convenors and the Membership Officer.
- Greater flexibility to create or adapt mailing lists as our membership network grows.
- Enhanced capacity for targeted communication, ensuring members receive relevant and timely information.

This change represents an important step in modernising EPHEA's communication systems and strengthening connections across our network.

### Membership Totals Update

The majority of EPHEA members continue to be on institutional memberships. Following the implementation of the updated membership system and a thorough clean-up of inactive members, as of the AGM we have:

- **839 active members** across all institutions
- **45 active institutional members**

This reflects a reduction from last year's total of 1,294 formally registered members and increase/renewal from 38 financial institutional members, due to the removal of inactive or non-compliant members from the database.

Importantly, the new system provides a more accurate and up-to-date record of active membership, which allows EPHEA to better target communications, plan events, and engage members in professional development and Chapter activities.

## Current list of financial institutional members for 2025

### Current Members

Australian Catholic University  
Australian Centre for Student Equity and Success \*  
Canberra Institute of Technology  
Central Queensland University  
Charles Sturt University \*  
Country Universities Centre  
Curtin University  
Deakin University  
Edith Cowan University  
Federation University  
Flinders University  
Griffith University  
James Cook University  
La Trobe University  
Macquarie University  
Manukau Institute of Technology - MIT (under the umbrella Te Pūkenga) \*  
Monash University  
Murdoch University  
Open Universities Australia \*  
Queensland University of Technology  
Royal Melbourne Institute of Technology  
Southern Cross University  
Swinburne University of Technology  
Te Kunenga ki Pūrehuroa Massey University \*  
Te Pūkenga Trading as Unitec  
The Australian National University  
University of Canberra  
University of Melbourne  
University of New England  
University of New South Wales  
University of Newcastle  
University of Notre Dame Australia  
University of Otago  
University of Queensland  
University of Southern Queensland  
University of Sydney  
University of Tasmania  
University of Technology Sydney  
University of the Sunshine Coast  
University of Western Australia  
University of Wollongong  
Victoria University (Australia) \*  
Victoria University of Wellington

Waipapa Taumata Rau University of Auckland  
Western Sydney University

**\* New or re-activated institutional member**

**Paused Members**

The University of Adelaide – pending university merger  
Children’s University Adelaide – pending university merger  
University of South Australia - pending university merger  
Charles Darwin University – ongoing issues with membership totals, contact point

## **AGM 2025 - Mentoring Report**

Prepared by EPHEA Executive Leads (Melissa Keenan and Bronwyn Williams)

In 2025, the EPHEA Executive Committee successfully delivered its largest round of the Mentoring Program to date. The program aims to foster a culture of collaboration, knowledge sharing and a supportive environment for equity practitioners to accelerate their professional development.

A total of 16 mentor-mentee pairings were formed, representing 22 institutions and organisations across Australia and New Zealand. Participants were from a diverse range of roles and varying experience levels, bringing a vast array of perspectives and insights to the program. The program provided a structured framework for regular engagement over the course of several months, including a welcome session, resource materials, check-ins and dedicated support.

Feedback from both mentors and mentees has highlighted the value of the program and its ability to create meaningful connections. The program continues to play an important role in skills and leadership development and sustaining a culture of shared learning and collaboration across the EPHEA network. The wrap-up session for the 2025 round will occur at the end of the year as an opportunity to reflect on the experience and to highlight the contributions of participants throughout the program.

## **AGM 2025 - NSW Chapter Report**

*Chapter convenor – Sophie Partridge (Western Sydney University)*

Whilst I took over the role as NSW Chapter Convenor later in the year (in March 2025), the NSW chapter meetings have provided a productive forum for discussion. A big thank you to all NSW chapter members who joined the various meetings and discussion forums below, and provided valuable input and feedback:

1. NSW Chapter Meetings x 2
2. EPHEA Strategic Plan Focus Groups x 2 (15 participants overall)
3. NSW Consortium Model Consultation Discussion x 1

The NSW Chapter continues to enjoy a large membership with a membership list of over 600 colleagues from across the NSW member institutions. Topics covered in meetings included areas such as equity funding changes, government priority updates, EPHEA executive committee updates, the sharing of practice and an opportunity for colleagues to network informally.

# **EPHEA Queensland Chapter Convenor Report – 2025**

## **Rehana Lakhani, Qld Chapter Convenor**

This year, the Queensland Chapter focused on collaboration, reflection, and strategic planning in a time of sector transition.

In mid-2025, we held a Strategic Planning Discussion, which generated thoughtful dialogue among members and was complemented by a short survey capturing local priorities and perspectives. Insights from this session have helped shape our collective understanding of current challenges and opportunities across institutions.

Our \$1,500 Chapter grant supported the Queensland Consortium Annual Seminar, where we engaged Mitra Gusheh (Shift Space) to facilitate an Appreciative Inquiry Workshop. The session explored the strengths of Widening Participation practice and envisioned the future of our work as the sector shifts to new funding models and approaches.

As Queensland's formal collaboration under the Widening Tertiary Participation Consortium concludes, this event offered a timely and valuable space for reflection, connection, and shared visioning across the state.

Looking ahead to 2026, the Chapter has begun exploring mechanisms for maintaining a community of practice post-2025. We see potential for this to be supported through EPHEA, providing a platform for continued collaboration and knowledge-sharing among Queensland practitioners as the sector evolves.

# Tasmanian Chapter EPHEA Report 2025

Chapter Convenor: Amelia Dowe (University of Tasmania)

In 2025, the Tasmanian Chapter of EPHEA focused their efforts on internal awareness raising with colleagues, and promoting the nationally organised EPHEA events. With large amounts of structural change underway across the sector, we hope that raising awareness of principles of equity and inclusion might mitigate some of the negative impacts, even in a small way.

This year we used our chapter funding to sponsor an EPHEA member to attend the Universal Design for Learning (UDL) Symposium in Sydney in person. The successful applicant was Danny Sidwell, a Senior Lecturer from the School of Nursing. Danny reported back after the event, saying the focus on student learning as opposed to assessment was valuable. Danny is sharing his learning from the event with colleagues in a range of ways, including at this year's Nursing School Forum, where he will lead a UDL focused activity.

## **Victorian Chapter 2025 - End of year report.**

*Chapter convenors – Nathan Coffey (Deakin) and Lisa Buchner (Monash)*

Following member consultation at the EPHEA Conference in NZ at the end of 2024, the chapter's preferred method of connection and engagement was framed around two purposes:

- Targeted virtual conversations, at the request of members
- 1x in-person networking day, allowing EPHEA members to get together to connect, network, share practice and engage with professional development.

The following initiatives were delivered aligned to these purposes.

### **Virtual meeting - feedback about VTAC - 14 May**

At the request of a couple of members, a virtual meeting was called to discuss the proposed changes to VTAC's SEAS processes and the potential impact on equity students. 15 members attended and discussed the following prompts:

- What changes have you seen that concern you? What impact do you anticipate these having on equity students
- What solutions do you think could be provided to overcome these?

The proposed actions were:

- Dual approach through equity practitioners and institutions to have equity practitioner engagement with VTAC, especially on working groups
- Open dialogue with VTAC about changes being made
- Suggestion to expand working group to include equity practitioners

### **Victorian members Connection Day - 27 July**

The Victorian Chapter organised an in-person networking event in the middle of the year, with a key purpose to connect equity practitioners, network and engage with some professional development.

In typical Melbourne winter weather, it was stormy, wet, and windy, but that didn't stop 38 members attending the day! Hosted by the University of Melbourne, we started the day with "equity hot topics", where heard from experts about the experiences of staff and students from less-discussed equity cohorts. These included people who are currently carers, with an insightful presentation from Catherine Andersson from the Australian Institute of Family Studies on their latest research! We concluded with looking at the experiences of people who arrived in Australia as Refugees and Asylum Seekers, with a thought-provoking presentation from Claire Moran from Monash University.

With representation from institutions across the state, we concluded the day with our "equity connections" where we had the opportunity to connect across universities, share practice, and chat with like-minded equity practitioners.

### **Meeting with VTAC - 8 October**

Victorian Chapter co-convenors met with Teresa Tjia (CEO) and Paula Soon (Director - Admissions and Client Services) to explore opportunities to connect VTAC with EPHEA equity practitioners. Discussion points included:

- Opportunity for equity practitioners in higher education to be included in collaboration
- Exploration on how to engage equity practitioners across proposed major changes
- Reviewing the different needs of admissions and scholarships

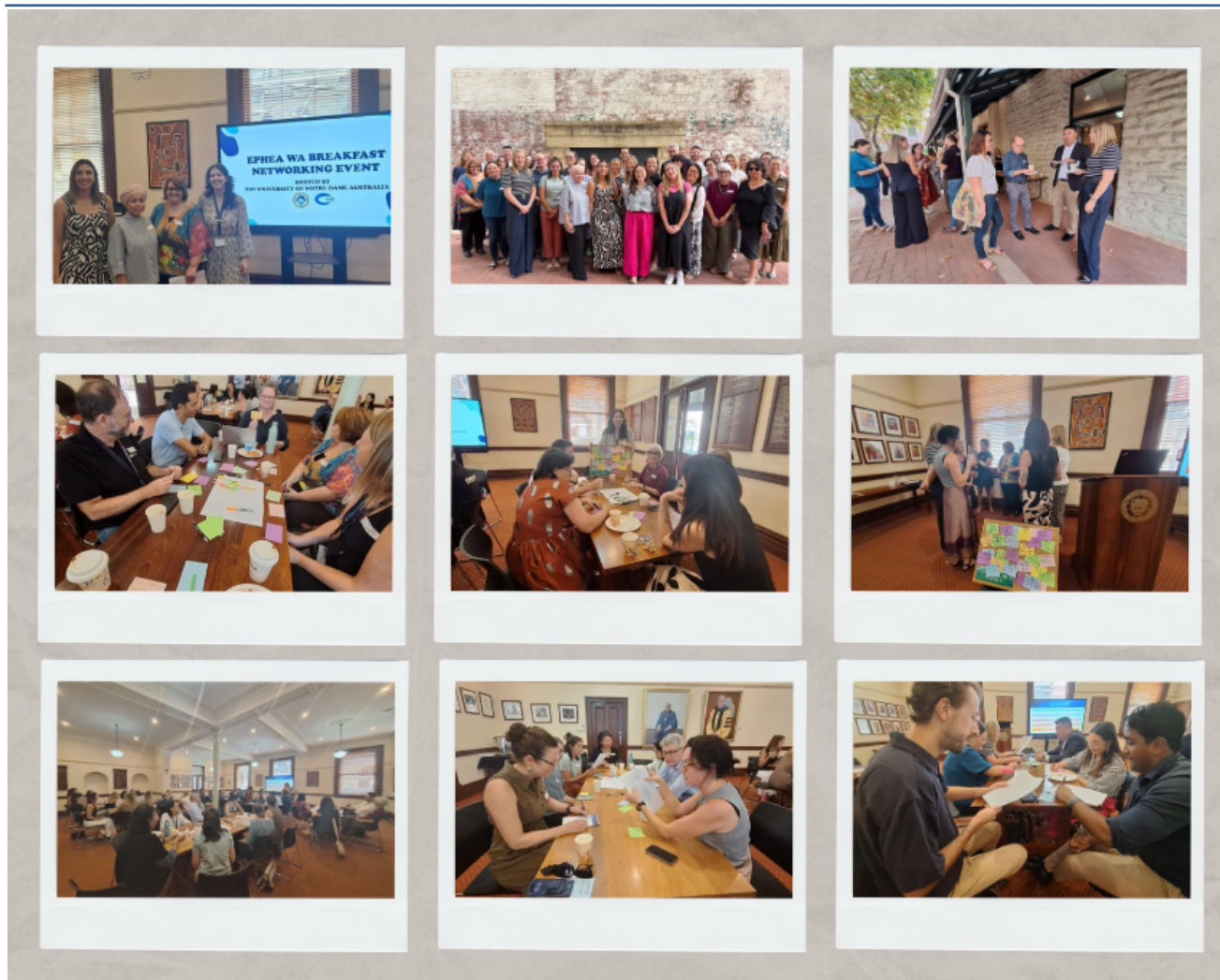
Agreed actions and next steps:

- Open dialogue to expand and extend connection between VTAC and EPHEA Vic equity practitioners
- Explore collaboration opportunities, including engagement and communication with EPHEA nationally and VIC members
- Regular meetings aligned to VTAC committee meetings to add voice from equity practitioners
- Creation of dashboards and exploration of data possibilities

#### **Next steps for the Victorian Chapter:**

After the success of this year's in-person networking day, we have received many requests to organise another one. We are currently in the process of designing and organising an in-person day for early 2026. With 2026 being a significant year of change for equity in higher education, the focus of this early connection day will be on potential collaboration, priorities for the year ahead and networking. This will include round table problem solving, hopefully leading to potential cross-institution collaboration.

## AGM 2025 | Chapter Reports



### Western Australia

**Chapter Convenor:** Nurul Huda Sanny Yap (Curtin University)

2025 has been a year of renewed energy and meaningful connection for the Western Australia Chapter of EPHEA. Building on the strong momentum of recent years, the Chapter continues to unite practitioners from across the state's five universities: Curtin University, Edith Cowan University, Murdoch University, the University of Notre Dame Australia, and the University of Western Australia - to share practice, strengthen partnerships, and advance equity in higher education.

This year, former Co-Convenor Sasha Peppinck concluded her time at UWA and stepped down from her role with the WA Chapter. The Chapter extends its warm thanks to Sasha for her collegial leadership and valuable contribution to EPHEA's presence in Western Australia. Nurul Huda Sanny Yap has continued as Convenor throughout 2025, leading coordination and engagement activities across the state.

This year's flagship event was held in collaboration with the University of Notre Dame Australia, with special thanks to Lexi Rollins, Director of Equity and Access and Lucy Ryan, Equity Programs Officer, for hosting the Chapter on the University's beautiful Fremantle campus. The gathering attracted approximately 45 practitioners from all five WA universities, marking the Chapter's largest and most engaging event to date.

The morning opened with breakfast and informal networking, setting a welcoming tone for a day centred on wellbeing, empathy, and inclusion. The program featured:

- A wellbeing activity emphasising self-care and collective reflection on the power of affirmations
- A presentation by Sarah Gaudieri on The Lived Experience of Learning Differences, including a powerful simulation activity that invited participants to experience what it might feel like to be neurodiverse in learning environments

These immersive exercises provided participants with first-hand insight into the sensory and cognitive challenges faced by neurodiverse students, sparking thoughtful discussion about how universities can design more inclusive systems and supports.

Participants described the event as “eye-opening,” “energising,” and “a true reminder of why we do this work.” Feedback highlighted the value of the session's balance between professional learning, reflection, and wellbeing, as well as the opportunity to connect with colleagues across institutions in a relaxed and collegial environment.

Looking ahead to 2026, the WA Chapter aims to build on this year's success by continuing to host opportunities for professional exchange, supporting practitioner wellbeing, and strengthening collaboration across Western Australian universities in alignment with EPHEA's national priorities.

## EPHEA NZ Chapter AGM Report – 2025

EPHEA NZ Chapter Lead: Shasha Ali

During this reporting period, the EPHEA NZ Chapter continued its focus on advancing equity, inclusion, and wellbeing within higher education. In August, we hosted **three focus group workshops** at the University of Auckland, UNITEC, and the University of Otago, attended by **80 equity practitioners**. These sessions provided a platform to share experiences, identify challenges, and discuss opportunities to strengthen equity and inclusion practices across New Zealand's higher education sector.

On 10 November, we delivered a webinar featuring Dr Bradley Patten, Equity Portfolio Lead from University of Auckland, and his award-winning project, HOTSPOTS. The project showcased innovative strategies to identify and support students on practicum in medical and health settings who experience bullying or microaggressions. Participants gained practical insights, evidence-based approaches, and discussion opportunities on improving student wellbeing in clinical placements.

These activities demonstrate the Chapter's commitment to fostering safe, inclusive, and supportive learning environments. Looking ahead, we aim to continue providing professional learning platforms, sharing best practices, and advocating for initiatives that enhance the student and staff equity experience in Aotearoa New Zealand.