

## 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 respectfully 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, Sasha 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:

	<b>Role</b>	<b>Member</b>	<b>Institution</b>
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:

	<b>Role</b>	<b>Nominee</b>	<b>Institution</b>
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 Guillermo Merelo	University of Technology Sydney University of Auckland
5	Secretary	Amber Elliott	Monash University
6	Treasurer	Xena Irvin* Renee de Simone*	University of Queensland 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 Laurie Poretti	University of Wollongong University of Canberra
10	Executive Lead (Mentoring)	Bronwyn Williams Melissa Keenan	Western Sydney University RMIT
11	Executive Lead (Professional Development)	Stuart Dinmore Jindri De Silva	University of South Australia Macquarie Uni
12	Executive Lead (Recognition)	Caitlin Pyle	University of Wollongong
13	Executive Lead (Advocacy)	Ramziya Asanalishoeva* Sarah (Selah) McNab*	Queensland University of Technology Queensland University of Technology
14	Executive Lead (Chapters)	Darlene McLennan Nurul Huda Sanny Yap	University of Tasmania 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 Lisa Buchner	Deakin University Monash University
44	WA Chapter Co-Convenors	Sasha Peppinck Nurul Huda Sanny Yap	The University of Western Australia 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**