

# EPHEA CONFERENCE 2024

**Equity is our compass:**

Holding course for inclusive higher education

*Post Conference Report*

**19-22 November 2024**





## CONTENTS

---

1	Introduction .....	2
	The ‘Equity is our compass’ committee .....	3
	EPHEA Executive Committee.....	4
2	Attendance .....	5
3	Sponsorship.....	5
4	Budget .....	6
5	Keynote speakers .....	7
6	Program .....	8
7	Social Program and Events .....	8
8	Evaluation.....	12
9	Appendix A: List of Registered Delegates .....	14
10	Appendix B: Programme .....	15
11	Appendix C: Conference Dinner Invite .....	16





# 1 INTRODUCTION

---

In 2024, Waipapa Taumata Rau | The University of Auckland proudly hosted the EPHEA 2024 Conference — a landmark event, especially significant for the Aotearoa New Zealand chapter, as it marked the first time in over two decades that the conference returned to Auckland City.

Guided by the theme “**Equity is our compass: holding course for inclusive higher education,**” the conference drew inspiration from the ocean that connects our members across Australia, Aotearoa New Zealand, and the Pacific. This theme captured the spirit of navigating shared challenges and reaffirming our collective commitment to placing equity at the centre of higher education practice.

The conference created space for courageous conversations, cross-regional collaboration, and meaningful engagement across diverse communities in the sector.

## Conference Objectives

The 2024 EPHEA Conference programme built on a well-established model of success, offering:

- Inspiring keynote speakers
- A diverse range of thought-provoking and lived-experience inclusive workshops
- Meaningful networking opportunities
- Engaging social and cultural events

Sub-themes explored a wide array of priority areas, including:

- Representation and allyship with Indigenous communities: Aboriginal and Torres Strait Islander peoples in Australia, Māori in Aotearoa, and Pacific communities across the region
- Disability inclusion and accessibility
- Rainbow and gender-diverse communities
- Gender equity and women's advancement
- Socio-economic disadvantaged
- Ethnic / culturally, and linguistically diverse (CALD) populations
- Student engagements from rural/remote communities
- Other critical equity issues shaping the future of higher education

The full programme and handbook are available at: [www.ephea2024.auckland.ac.nz](http://www.ephea2024.auckland.ac.nz)

On behalf of the Conference Committee,  
Ngā mihi nui (With thanks)

Shasha Ali  
2024 EPHEA Conference Lead and Co-Lead, New Zealand Chapter  
[shasha.ali@auckland.ac.nz](mailto:shasha.ali@auckland.ac.nz)



## THE ‘EQUITY IS OUR COMPASS’ COMMITTEE

This year’s conference introduced a new dual collaboration model of the host University to revitalise Chapter membership, due to the evolving sector landscape in New Zealand. With an increasingly engaged equity practitioner group at the University of Auckland, the conference was co-developed through strategic alignment with its senior leadership and the support of the EPHEA Executive Committee. The University of Auckland provided in-kind sponsorship of the venue and EPHEA contracted the University’s professional Event Services team to deliver the conference.

### **Governance and Delivery**

#### **Steering Group**

*Oversaw strategic direction, theme development, and provided guidance to the University’s Equity Leadership Committee, including drawing from Māori and Pacific advisory:*

- Professor Cathy Stinear (Chair, PVC Equity, University of Auckland)
- Dr. Kylie Austin (President, EPHEA)
- Dr. Guillermo Merelo (Associate Director DEI, University of Auckland)
- Professor Missy Morton (Disability Studies, University of Auckland)
- Audrea Warner (Business School, University of Auckland)
- Shasha Ali (EPHEA Conference Lead, University of Auckland)

#### **Logistics Organising Group**

*Led programme development and conference delivery in partnership with Event Services:*

- Shasha Ali (Chair, Conference Lead, University of Auckland)
- Maeghan Loehr & Tiria Steer (Event Services, University of Auckland)
- Dr. Guillermo Merelo, University of Auckland
- Jodie Paterson (Manager, Student DEI and Wellbeing, University of Auckland)
- Mark Thomson (Manager, Student Disability Services)
- Sarah Krieg (Communications Advisor, University of Auckland)
- Dr. Kylie Austin (President, EPHEA)
- Sonal Singh (Vice-President, EPHEA)
- Nicola Cull (Treasurer, EPHEA)
- Zain Warsi (Communications Coordinator, EPHEA)



## EPHEA EXECUTIVE COMMITTEE

---

EPHEA (Equity Practitioners in Higher Education Australasia) is the professional incorporated association for equity practitioners who work in tertiary education throughout Australia, New Zealand and the Pacific region. Equity practitioners play an essential role in tertiary education to develop and implement student and/or staff affirmative action programs, manage organisational responsibilities under anti-discrimination legislation, promote cultural change within institutions, and foster an environment which values and respects diversity. EPHEA is run by a committed volunteer Executive Committee made up of equity practitioners from across Australia and New Zealand. The committee structure is guided by the EPHEA Constitution.

In 2024, the EPHEA Executive consisted of the following members:

- Kylie Austin, President, University of Wollongong, NSW
- Sonal Singh, Vice-President, University of Technology Sydney, NSW
- Nicola Cull, Treasurer, Australian Catholic University, NSW
- Amber Elliott, Secretary, Monash University, VIC
- Ciaran Smyth, Memberships Officer, Western Sydney University, NSW
- Shannon Vincent, Public Officer, Australian Catholic University, NSW
- Verity Firth, Executive Lead (Advocacy), University of New South Wales, NSW
- Jindri DeSilva, Executive Lead (Advocacy), University of New South Wales, NSW
- Kate Flynn, Executive Lead (Advocacy), University of Melbourne, VIC
- Shasha Ali, Executive Lead (NZ Chapter & EPHEA Conference), University of Auckland, NZ
- Smoxi Chen, Executive Lead (Mentoring), RMIT, Victoria
- Bronwyn Williams, Executive Lead (Mentoring), Western Sydney University, NSW
- Amanda Moors-Mailei, Executive Lead (Pacific), University of Technology Sydney, NSW
- Stuart Dinmore, Executive Lead (Professional Development), UniSA, SA
- Sarah Ellis, Executive Lead (Recognition), University of Technology Sydney, NSW
- Darlene McLennan, Executive Lead (Chapters), University of Tasmania, UTAS
- Lara Rafferty, Ordinary member, RMIT, VIC
- Melissa Keenan, Ordinary member, RMIT, VIC
- Rehana Lakhani, Ordinary member, Griffith University, QLD
- Joseph Llewellyn, Ordinary member, University of Otago, NZ
- Cara Scobie, Ordinary Member, Monash University, VIC
- Erin Callaghan, Ordinary member, Country University Centres, NSW
- Sasha Peppinck, Ordinary member, The University of Western Australia, WA
- James Terry, Ordinary member, University of Wollongong, NSW
- Zain Warsi, Ordinary member, University of Technology Sydney, NSW

The EPHEA Executive Committee acknowledges Katherine Munyard for her work as the previous Communications Coordinator. We welcome Zain Warsi as the new Communications Coordinator since mid-2024.

## 2 ATTENDANCE

---

202 Conference Delegates attended the 2024 'Equity is our Compass' Conference.

There was representation from Australia, New Zealand and Europe.

There were 60 Higher and Further Education Institutions, 3 government agencies and corporate organisations. A full list of delegates is included in Appendix A.



## 3 SPONSORSHIP

---

Sponsorship was sought via a direct approach through higher education institution partners, as well as local and corporate organisations with market presence in Australia and New Zealand. A standard sponsorship proposal was disseminated to EPHEA chapter institutions' contacts.

We are grateful for our generous sponsors who made this conference possible amidst financially prudent times for the sector!

Thanks to our platinum sponsor ACSES (Australian Centre for Student Equity and Success), silver sponsor Tertiary Education Commission (New Zealand) and bronze sponsor Symplicity.



Thank you to our sponsors

Platinum



ACSES

Australian Centre  
for Student Equity  
and Success

Silver

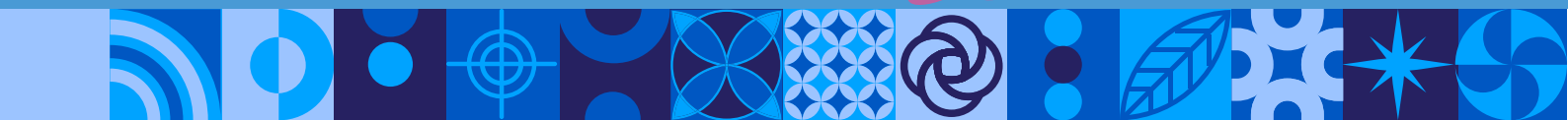


Tertiary Education  
Commission

Te Amorangi Mātauranga Matua

Bronze

 SYMPPLICITY®





## 4 BUDGET

---

As EPHEA was not yet widely established in New Zealand’s higher education sector, early sponsorship interest was limited. Simultaneously, many Australian institutions faced budget constraints due to sector-wide impacts—including reduced international student revenue and tighter travel funding—which prevented some from attending.

To support planning and delivery, EPHEA provided AUD\$20,000 in seed funding, and the EPHEA New Zealand Chapter allocated its annual chapter budget to contribute toward the event. With additional sponsorships secured three months before the conference and ticket registrations, the conference ultimately returned a modest balance of NZD\$11,258.21 (nett) which was returned to EPHEA in 2025.

In line with EPHEA’s commitment to accessibility, registration fees were set to cover costs while remaining affordable. The organising team also secured discounted accommodation rates and sponsor support.

### Key Expenditure Areas

- Powhiri and tikanga (welcome ceremonies)
- Event management services
- Conference merchandise (lanyards)
- Graphic design and printing of conference booklets
- Gifts for presenters (donations to an environmental charity)
- Venue hire, cleaning, and extra furniture
- Marketing materials and flyers
- Directional signage and branding
- Photography and media
- IT and AV support
- Conference dinner (meals and entertainment)
- Presenter accommodation, travel, taxis and meals

## 5 KEYNOTE SPEAKERS

The program consisted of five keynote speakers representing their expertise in areas related to the conference themes, and sharing their lived experience to engage and inspire a diverse audience.

The conference opened on 19 November, with welcoming words from Professor Dawn Freshwater, Vice Chancellor - University of Auckland.



## Equity as a Government Priority in Australia

### Professor Verity Firth

University of New South Wales



*Professor Verity Firth AM is the inaugural Vice-President Societal Impact, Equity and Engagement at the University of New South Wales. Prof. Firth has over twenty years' experience at the very highest levels of government and education sectors in Australia. Prior to her role at UNSW, Prof. Firth was the Pro Vice-*

*Chancellor Social Justice and Inclusion at UTS (2015-2022), the CEO of the Public Education Foundation (2011-2014) and the NSW Minister for Education and Training (2008-2011). Verity is a member of the Commonwealth Government's Implementation Advisory Committee for the Universities Accord.*

## Equity as a Government Priority in New Zealand

### Morgan Healey

Ōritetanga Learner Success Directorate



*Morgan has been our Manager Ōritetanga Learner Success since November 2019 and is now DCE. The team is responsible for supporting the organisation to deliver system-level equity in participation and performance for all learners.*

*Since completing her PhD in 2010, Morgan has spent the majority of her professional career at the TEC, working in a variety of roles: from working with the*

*Institutes of Technology and Polytechnics and wānanga sector, to implementing the Tertiary Education Strategy and delivering the 2018 PBRF Quality Evaluation.*

*Morgan briefly worked in the non-profit sector in the US, where her work focused on how social needs, like food and housing insecurity, should be considered a part of basic healthcare.*

## Intersectional Rainbow Inclusion in Higher Education

### Professor Jemaima Tiatia-Siau

Waipapa Taumata Rau, University of Auckland



*Professor Jemaima Tiatia-Siau is responsible for implementing the University's strategy regarding Pacific staff, students and communities. She plays a critical role in advising the Vice-Chancellor and the senior leadership team on matters concerning Pacific peoples, communities, and the broader Pacific region.*

*In addition, Jemaima leads and supports the development of relationships between the University*

*and Pacific staff, students, communities, and organizations. She also oversees the University's engagement and relationships with predominantly Pacific high schools, with support from the Schools and Community Engagement team.*

*Furthermore, Jemaima is tasked with managing the Fale Pasifika complex, ensuring it serves the needs of the Pacific community within the University.*

## Equity and Disability

### Grant Cleland

ONZM



*Grant has worked in the health, disability and education sectors for over 30 years at governance, senior leadership and practitioner levels. With lived experience of disability from birth, Grant uses a wheelchair for mobility and brings both lived and professional experience to his work.*

*For 9 years Grant was the Chief Executive of Workbridge, a large employment agency for disabled people. He was also a member of the Ministerial Group that developed the EGL principles.*

*His governance appointments include: The NZ Qualifications Authority, Workforce Development Council for Community, Health, Education and Social Services, and chair of various disability-related boards and groups.*

*In 1997 Grant established Creative Solutions. He provides disability-related strategic advice, coaching and training for organizations, and the disability community.*

*Grant has worked extensively in tertiary/vocational education supporting disabled ākonga (learners).*

*He managed disability support at Lincoln University. He co-wrote the Kia Orite Toolkit, a framework developed with TEC and Achieve to assist tertiary and vocational providers with their Disability Action Plans, and the Te Pūkenga Te Rito Report about the experiences of Disabled Ākonga in vocational education. He has also worked with various providers on their Disability Action Plans.*

## Equity and Human Rights

### Rosalie Atie

National Anti-Racism Strategy



*Rosalie Atie is the Acting Director on the Australian Human Rights Commission's National Anti-Racism Framework Strategy, funded by the Australian Government to develop a proposal for Australia's first Anti-Racism Framework. The project takes a human-rights based and anti-racist approach, centring First Nations truth-telling and sovereignty, the voices of those with lived experience of racism and takes a systems change approach.*

*Before joining the Commission in June 2021, Rosalie was an academic and researcher based at Western Sydney University. Rosalie's doctoral research investigated racialisation and belonging in Sydney's literary and creative arts scenes, with a focus on Western Sydney.*

## 6 PROGRAM

---

We received a diverse range of abstract submissions, with 58 accepted for workshop-style sessions. To support member development, a range of workshops was curated, and in response to 2022 feedback, we introduced a welcome session for first-time attendees and extended break times to encourage reflection and informal feedback.

We also piloted a new 'Learn-like Lightning' TEDx-style talk format during the call for abstracts, intended to replace traditional poster presentations as a more eco-friendly and cost-effective option. However, this did not eventuate due to receiving only one submission. Further promotion may support uptake in future conferences.

Please refer to the programme via [ephea2024.auckland.ac.nz](http://ephea2024.auckland.ac.nz).

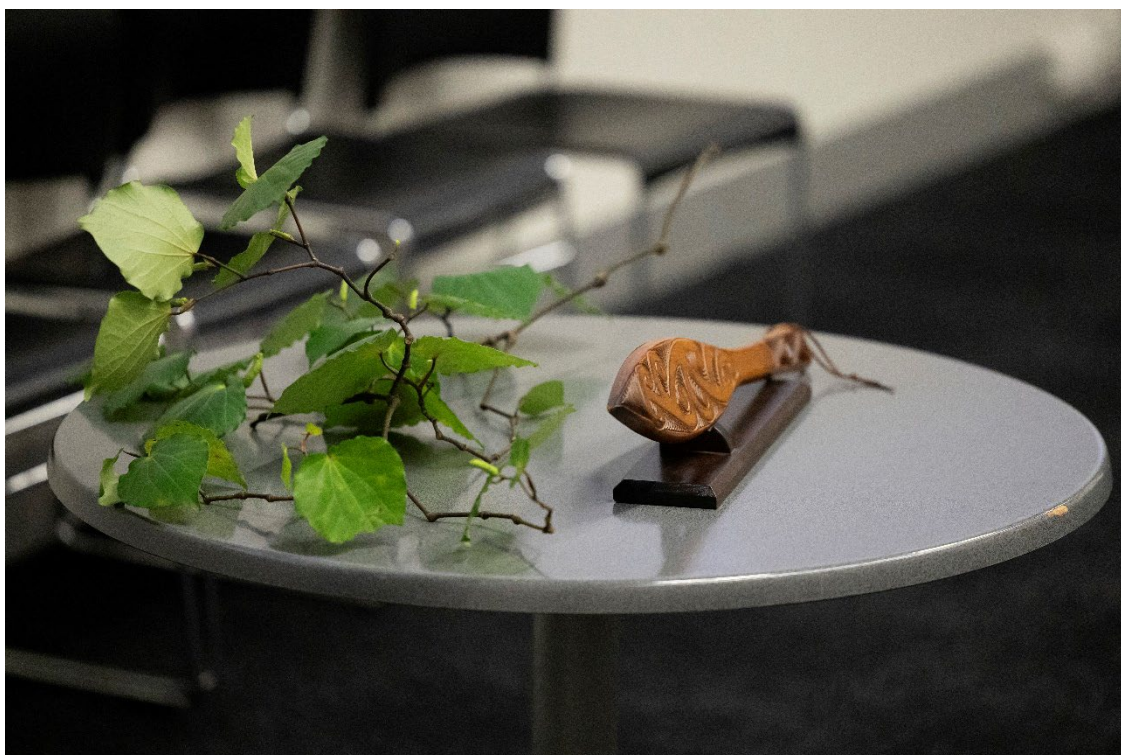
## 7 SOCIAL PROGRAM AND EVENTS

---

This year, we reintroduced EPHEA members and delegates to the story of the *waka hoe* (paddle), originally gifted by the Auckland host organisers in 1999 and carried through EPHEA conferences ever since.

The paddle's significance was shared in the opening pōwhiri (traditional welcome ceremony) led by the University's Deputy Pro Vice-Chancellor Māori, Michael Steedman. The story also featured on the University of Auckland website and remains a valued tradition for future EPHEA conferences.

To read more: visit [Waka hoe symbolically guides way for equity - The University of Auckland](#))



## Tuesday 19 November

### Pōwhiri

Hosted by: Michael Steedman, Deputy Vice Chancellor  
Maori  
University of Auckland

### Induction session for new equity practitioner delegates

Hosted by: EPHEA Executive

### Conference Welcome Lunch

Venue: Owen G Glen Building  
Sponsored by: Tertiary Education Commission (TEC)

### Conference Welcome Evening Reception

Venue: Owen G Glen Building, University of Auckland  
Sponsored by: Australian Centre for Student Equity and Success (ACSES)

### Afternoon Tea

Venue: Owen G Glen Building  
Sponsored by: Symplicity



Wednesday 20 November

**ACESS EPHEA Equity Practitioner Awards & Conference Dinner Gala**

“Adventures at Sea” theme

Venue: Maritime Museum, Viaduct Harbour, Auckland

Sponsored by: ACSES



### Thursday 21 November

#### EPHEA AGM

Venue: Auditorium, Owen G Glen Building (with Zoom option)

Hosted by: Dr. Kylie Austin, EPHEA President



### Friday 22 November

#### EPHEA New Zealand and EPHEA Pacific chapters Breakfast

Hosted by: Shasha Ali, Joe Llewelyn (Co-Leads, New Zealand chapter) and Amanda Moors-Mailei (Lead, Pacific chapter, NSW)

In recognition of the evolving relationship between the Aotearoa New Zealand and Pacific Chapters—formerly a single EPHEA chapter—this closed networking session offered a space for members to reflect on each Chapter’s journey, reconnect, and explore future collaboration.



## 8 EVALUATION

---

The University of Auckland considered and where possible incorporated much of the feedback from past conferences held in Australia to create a more accessible and inclusive environment. This is within the limitations from working with a very tight budget, logistical and physical environment restrictions at the venues.

### These included:

- Having a Central noticeboard to refer to session scheduling and changes
- A secure room to store equipment, technology, and any personal items for delegates/conference team
- More time (20-minutes) between conference sessions to network and move between sessions
- Shorter conference days to be more inclusive of flexible working hours and mindful of cognitive load
- More frequent breaks for delegates to process information and reset before the next session
- Maintaining a wellbeing focus in the workshop streams/keynotes
- Enable option for Closed captioning and sign language interpreter available at keynote sessions
- Increase the representation and voice of First Nations Indigenous people

**We value feedback to continuously improve future EPHEA conference experiences.** From 2024, here were the key insights and recommendations for 2026:

### 1. Celebrated Highlights

The conference dinner, keynote speakers, and networking opportunities were widely appreciated. Attendees valued the strong presence of equity practitioners and the overall quality of presentations.

### 2. Experience Ratings

94% of respondents rated the overall experience as *Good, Very Good, Excellent, or Outstanding* — reflecting an overwhelmingly positive reception of the 2024 conference.

As a breakdown this was:

- **Outstanding** – 26%
- **Excellent** – 34.38%
- **Very Good** – 25.00%
- **Good** – 9.38%

### 3. Session Timing and Flow

Feedback suggested refining session schedules to allow more time for interaction, movement between rooms, and breaks.

### 4. Networking Spaces

Informal networking was highly valued. Consider more designated spaces or facilitated moments for deeper connection among equity staff and practitioners.



5. **Representation Matters**

The presence of staff and speakers from diverse backgrounds was noted positively. Maintaining and growing this representation is key to the conference's impact.

6. **Catering and Venue Logistics**

Catering and venue were frequently mentioned positively with appreciation for a warm lunch on the first day of conference. Ensuring clear signage, dietary inclusion, and comfortable facilities were noted and will remain a priority.

7. **Accessibility**

Comments referenced venue accessibility needs. Future planning should embed co-design with disability and access advocates to ensure spaces are fully inclusive.

8. **Content Depth**

While many appreciated the presentations, some sought deeper, more practice-oriented discussions. Workshop formats or roundtables may support this.

9. **Staff Support & Organisation**

The helpfulness, caring culture and warmth of the event organising team were acknowledged. Continuing this professional and welcoming standard is encouraged.

10. **Ongoing Engagement**

Some attendees expressed interest in year-round connection. Consider developing a post-conference network or online space for sustained dialogue.

**Other feedback from Conference Lead organising team:**

11. **Presentation Materials**

Some presenters generously offered to share their slides or notes with the EPHEA Events Team. However, as our agreement with presenters concluded at conference delivery and we did not have budget for an app-based portal or conference software, these materials were not able to be collected.

Future conferences may consider partnering with a vendor that includes post-event content sharing as part of their service package.

12. **Sponsorship interest**

Many of the larger corporate organisations we approached had responded that external sponsorship budgets close around September/October in prior years. We recommend exploring sponsorship prospects at least 18-months ahead of the proposed conference date.



## 9 APPENDIX A: LIST OF REGISTERED DELEGATES

---



First Name	Surname	Email	Company
Shasha	Ali	shasha.ali@auckland.ac.nz	Waipapa Taumata Rau The University of Auckland
Erin	Wrafter	erin.wrafter@cuc.edu.au	Country Universities Centre
Sarah	Ellis	sarah.ellis@uts.edu.au	UTS
Verity	Firth	v.firth@unsw.edu.au	UNSW Sydney
Amelia	Corr	a.corr@westwrnsydney.edu.au	Western Sydney University
Maeghan	Loehr	maeghan.loehr@auckland.ac.nz	The University of Auckland
Nicky	Rawnsley	n.rawnsley@auckland.ac.nz	UoA LLS
Chantal	Creese	c.creese@auckland.ac.nz	The University of Auckland
Shannon	Vincent	shvincent@acu.edu.au	Australian Catholic University
Therese	Canty	therese.canty@canberra.edu.au	University of Canberra
Missy	Morton	missy.morton@auckland.ac.nz	University of Auckland
Amanda	Moors-Mailei	amanda.moors-mailei@uts.edu.au	University of Technology Sydney
Rehana	Lakhani	r.lakhani@griffith.edu.au	Griffith University
Mark	Thomson	mr.thomson@auckland.ac.nz	University of Auckland
Kylie	Austin	kaustin@uow.edu.au	University of Wollongong; EPHEA
Zain	Warsi	zain.warsi@uts.edu.au	University of Technology Sydney
Nicola	Cull	nicola.cull@acu.edu.au	Australian Catholic University
Ciaran	Smyth	c.smyth@westernsydney.edu.au	Western Sydney University / EPHEA
Danika	Stewart	danika.stewart@auckland.ac.nz	UoA
Leah	Tamasese	leah.tamasese@auckland.ac.nz	The University of Auckland
Katja	Rangsivek	katja.rangsivek@auckland.ac.nz	The University of Auckland
Eilidh	Thorburn	eilidh.thorburn@auckland.ac.nz	University of Auckland
Nisha	Sharma	nisha.sharma@auckland.ac.nz	University of Auckland
Bronwyn	Williams	b.williams@westernsydney.edu.au	Western Sydney University
Jodie	Peterson	jodie.peterson@auckland.ac.nz	University of Auckland
Vicki	Watson	v.watson@auckland.ac.nz	The University of Auckland
Dulcie-Jane	Brake	dj.brake@auckland.ac.nz	University of Auckland Library Learning Services
Claire	Dayel-Baker	claire.dayel-baker@auckland.ac.nz	University of Auckland
Shivani	Kershaw	shivani.kershaw@auckland.ac.nz	The University of Auckland
Sonja	Epskamp	Sonja.Epskamp@auckland.ac.nz	Auckland University
Cara	Scobie	cara.scobie@monash.edu	Monash University
Diana	Albarran Gonzalez	albarran.diana@gmail.com	University of Auckland
Nicholas	Konings	n.konings@auckland.ac.nz	The University of Auckland
Ammara	Sheppard Moeen	a.moeen@murdoch.edu.au	Murdoch University
Ashah	Tanoa	ashah.tanoa@murdoch.edu.au	Murdoch University
Chanelle	van den Berg	chanelle.vandenberg@murdoch.edu.au	Murdoch University
Cathy	Stinear	c.stinear@auckland.ac.nz	University of Auckland
Sonia	Fonua	s.fonua@auckland.ac.nz	University of Auckland
Kym	Mapleston	k.mapleston@qut.edu.au	Queensland University of Technology
Ramziya	Asanalishoeva	a_ramziya@yahoo.com	Queensland University of Technology
Sarah	Krieg	sarah.krieg@auckland.ac.nz	University of Auckland
Roman	Albert	r.albert@qut.edu.au	Queensland University of Technology
Audrea	Warner	audrea.warner@auckland.ac.nz	The University of Auckland
Tiana	Hippolite	tiana.hippolite@qut.edu.au	Queensland University of Technology
Guillermo	Merelo	guillermo.merelo@auckland.ac.nz	The University of Auckland
Timothy	Boye	timothy.boyee@uts.edu.au	University of Technology, Sydney
Melissa	Keenan	melissa.keenan@rmit.edu.au	RMIT University
Brent	MCKNOULTY	b2.mcknoulty@qut.edu.au	Queensland University of Technology
Robin	Ladwig	robin.ladwig@canberra.edu.au	University of Canberra
Anna	Burgin	anna.burgin@rmit.edu.au	RMIT University
Ashley	Flavell	a.flavell@auckland.ac.nz	University of Auckland
Griffin	Leonard	griffin.leonard@otago.ac.nz	University of Otago
Pearl	Goodwin-Burns	pearl.goodwinburns@cfecfw.asn.au	Centre for Excellence in Child and Family Welfare (Raising Expectations program)
Vanisha	Mishra-Vakaoti	vanisha.mishra-vakaoti@otago.ac.nz	University of Otago
Elle	Beaumont-Bilsby	e.beaumontbilsby@ecu.edu.au	Edith Cowan University
Kierin	McIntosh	kierin.mcintosh@qut.edu.au	Queensland University of Technology

Denise	Bertilone	d.bertilone@ecu.edu.au	Edith Cowan University
Porourangi	Templeton-Reedu	porourangi.templeton@otago.ac.nz	University of Otago
Ash	Russell	ash.russell@utas.edu.au	University of Tasmania
Sheelagh	Daniels-Mayes	sheelagh.daniels-mayes@unimelb.edu.au	University of Melbourne
Imogen	Howe	ihowe@student.unimelb.edu.au	University of Melbourne
Sarah	McNab	si.mcnab@qut.edu.au	Queensland University of Technology
Lucy	Jellema	l.jellema@unsw.edu.au	University of New South Wales
Lisa	Buchner	lisa.buchner@monash.edu	Monash University
Samantha	Clarke	samantha.clarke@sydney.edu.au	University of Sydney
Bailey	Webb	bailey.webb@monash.edu	Monash University
Claire	Gooder	c.gooder@auckland.ac.nz	University of Auckland
Donna	Cormack	d.cormack@auckland.ac.nz	University of Auckland
Jess	Kelly	jess.kelly@auckland.ac.nz	University of Auckland
Franziska	Lessky	franziska.lessky@uibk.ac.at	University of Innsbruck
Nicola	Paton	n.paton@auckland.ac.nz	University of Auckland   Waipapa Taumata Rau
Suzanne	Acharya	suzanne.acharya@auckland.ac.nz	University of Auckland
Stuart	Dinmore	stuart.dinmore@unisa.edu.au	University of South Australia
Katherine	Head	k.head@unsw.edu.au	UNSW
Richard	Short	richard.c.short@unsw.edu.au	UNSW
MARY	TEAGUE	M.TEAGUE@UNSW.EDU.AU	UNSW
Caitlyn	McLoughlin	caitlyn.mcloughlin@unsw.edu.au	UNSW
Katie	Osborne-Crowley	k.osbornecrowley@unsw.edu.au	UNSW
Kate	Dooley	k.dooley@unsw.edu.au	UNSW
Andy	Fey	andy.fey@auckland.ac.nz	University of Auckland
Steven	Morgan	steven.morgan@deakin.edu.au	Deakin University
Aniva	Lawrence	aniva.lawrence@auckland.ac.nz	Lawrence Medical Services Ltd
Jessie	Parr	jpar560@auckland.ac.nz	University Auckland
Emily	Fuller	emily.fuller@newcastle.edu.au	University of Newcastle
Julia	Shaw	julia.shaw@newcastle.edu.au	University of Newcastle
Marea	Colombo	marea.colombo@otago.ac.nz	University of Otago
Danielle	Keenan	danielle.keenan@uts.edu.au	University of Technology Sydney
Tee	Bouttier-Esprit	thibaut.bouttier-esprit@auckland.ac.nz	University of Auckland
Barbara	Plester	barbiplest@gmail.com	University of Auckland
Mayowa	Adegoriola	mayowa.adegoriola@auckland.ac.nz	The University of Auckland
Sean	Maguire	s.maguire@auckland.ac.nz	University of Auckland
Joe	Llewellyn	joe.llewellyn@otago.ac.nz	Ōtākou Whakaihu Waka / University of Otago
Fabiane	Ramos	Fabiane.Ramos@unisq.edu.au	University of Southern Queensland
Sophie Nicola	Partridge	sophie.partridge@westernsydney.edu.au	Western Sydney University
Emma	Sadera	e.sadera@auckland.ac.nz	University of Auckland
Monique	Bell	mbell@unitec.ac.nz	Te Pukenga Trading as Unitec
Rachel	Aitken	rachel.aitken@sydney.edu.au	rachel.aitken@sydney.edu.au
Cameron	Young	cameron.young@otago.ac.nz	Ōtākou Whakaihu Waka
Regan	Gauci	regan.gauci@uts.edu.au	The University of Technology Sydney
Jean	Parker	jean.parker@newcastle.edu.au	The University of Newcastle
Jennifer	Tatebe	j.tatebe@auckland.ac.nz	The University of Auckland
Tim	Baice	t.baice@auckland.ac.nz	The University of Auckland
Katie	Douglas	katie.douglas@uwa.edu.au	The University of Western Australia
Elisa	McGowan	elisa.mcgowan@uwa.edu.au	The University of Western Australia
Nicoletta	Rata	nicoletta.rata@auckland.ac.nz	University of Auckland
Fiona	McCauliffe	fiona.mccauliffe@uwa.edu.au	The University of Western Australia
Clara	Yuan	clara.yuan@uwa.edu.au	The University of Western Australia
Anne	Gaskett	a.gaskett@auckland.ac.nz	Biological Sciences, Auckland University
Amani	Bell	amani.bell@sydney.edu.au	The University of Sydney
Andrea	Parks	andrea.parks@unisa.edu.au	University of South Australia
Bret	Stephenson	b.stephenson@latrobe.edu.au	La Trobe University
Sam	Feeney	sam.feeney@otago.ac.nz	University of Otago
Ana	Rangi	ana.rangi@otago.ac.nz	Ōtākou Whakaihu Waka

Sophie	Graham	sophie.graham@otago.ac.nz	University of Otago
Ange	Spears	ange.spears@otago.ac.nz	Ōtākou Whakaihu Waka
Nathan	Coffey	nathan.c@deakin.edu.au	Deakin University
Sharon	Televave	s.televave@auckland.ac.nz	University of Auckland, Faculty of Arts
Alissa	Candy	acandy@usc.edu.au	University of the Sunshine Coast (UniSC)
Olivia	Hatfield	olivia.hatfield@anu.edu.au	Austra
Coventry	Manavahetau	tuamelie.manavahetau@auckland.ac.nz	University of Auckland
Darlene	McLennan	Darlene.McLennan@utas.edu.au	ADCET
Vera	Gin	vgin@swin.edu.au	Swinburne University of Technology
Michelle	Zervos	michellezervos@swin.edu.au	Swinburne University
Mehal	Krayem	mehal.krayem@uts.edu.au	University of Technology Sydney
Maria	Charalambous	m.charalambous@unswcollege.edu.au	UNSW College
Laura	Christie	l.christie@unswcollege.edu.au	UNSW College
Leanne	Haggart	l.haggart@curtin.edu.au	Curtin University
DESIREE	GUTTENBEIL	d.guttenbeil@griffith.edu.au	Griffith University
Kate	Flynn	kate.flynn1@unimelb.edu.au	University of Melbourne
Julie	Choisen	j.choisne@auckland.ac.nz	UOA
Kim	Ashton	kim.ashton@auckland.ac.nz	UOA
Perzen	Patel	Perzen.patel@auckland.ac.nz	UOA
Catherine	Watson	c.watson@auckland.ac.nz	UOA
Manal	El Mazbouh	manal.elmazbouh@auckland.ac.nz	UOA
Badhoora	Naseer	b.naseer@auckland.ac.nz	UOA
Fabi	Ormerod	fabi.ormerod@auckland.ac.nz	UOA
Lucy	Brnes	lucy.barnes@auckland.ac.nz	UOA
Genevieve	Crinion	genevieve.crinion@auckland.ac.nz	UOA
Jeremiah	Lafaele	jeremiah.lafaele@auckland.ac.nz	UOA
Robyn	May	r.may@auckland.ac.nz	UOA
Fay	Nanai	fay.nanai@auckland.ac.nz	UOA
Emma	Cooper-Williams	e.cooper-williams@auckland.ac.nz	UOA
Petra	Zaleski	petra.zaleski@xtra.conz	UOA
Talalelei	Tutaia	t.tutaia@westernsydney.edu.au	Western Sydney University
Jane	Sio	J.Sio@westernsydney.edu.au	Western Sydney University
Rebecca	McFadyen	rebecca.mcfadyen@otago.ac.nz	Disability Information and Support - University of Otago
Michelle	Corbett	m.corbett@westernsydney.edu.au	Western Sydney
Lisa	Aitken	lisa.aitken@uts.edu.au	University of Technology Sydney
Han	Worsley	accounts@cucsnowymonaro.edu.au	Country Universities Centre Snowy Monaro
Kimberley	Anderson	kimberley.anderson@jcu.edu.au	James Cook University
Kylie	Hatch	kylie.hatch@monash.edu	Monash University
Amy	Nicholson	z5083498@ad.unsw.edu.au	UNSW - Division of Societal Impact, Equity & Engagement
Kate	Aguilera	K.Aguilera@westernsydney.edu.au	Western Sydney University
Kat	Costello	kat.costello@monash.edu	Monash University
Seda	Cokcetin	seda.cokcetin@sydney.edu.au	University of Sydney Business School
Riett	Kriel	riett.kriel@uwa.edu.au	University of Western Australia
Remy	Bravery	remy.bravery@unimelb.edu.au	The University of Melbourne
James	Kelk	james.kelk@unimelb.edu.au	The University of Melbourne
Charlotte	Armstrong	charlotte.armstrong@nd.edu.au	Notre Dame University
Kelly	George	kelly.george@deakin.edu.au	Deakin University
Maxine	Lewis	maxine.lewis@auckland.ac.nz	UOA
Joshua	Dale	jdale@usc.edu.au	University of the Sunshine Coast
Kate	Tobin	tobin.k@unimelb.edu	The University of Melbourne
Sonal	Singh	sonal.singh@uts.edu.au	University of Technology Sydney
Van	Yates	van.yates@proton.me	The University of Auckland
Miriam	Fisher	miriam.fisher@curtin.edu.au	Australian Centre for Student Equity and Success
Peter	Anderson	tjapanardi@gmail.com	Griffith University
Tracy	Woodroffe	tracy.woodroffe@cdu.edu.au	Charles Darwin University
Darren	Garvey	d.garvey@gunada.curtin.edu.au	Curtin University
SHAMIT	SAGGAR	shamit.saggar@curtin.edu.au	ACSES

Sonia	Vergis	sonia.vergis@auckland.ac.nz	The University of Auckland
Greg	Dennis	greg.dennis@rmit.edu.au	RMIT University
Ian	Li	ian.li@curtin.edu.au	Australian Centre For Student Equity And Success
Liz	Roberts	elizabeth.roberts@sydney.edu.au	University of Sydney
Patrick	Broman	patrick.broman@curtin.edu.au	Curtin Univeristy
Tim	Pitman	tim.pitman@curtin.edu.au	Australian Centre for Student Equity and Success
Kerina	Puttman	k.puttman@murdoch.edu.au	Murdoch University
Mark	Pink	mpink@symplicity.com	Symplicity
Anna	Will	anna.will@curtin.edu.au	ACSES
Lachlan	Sibir	lsib0419@uni.sydney.edu.au	The University of Sydney
Tara	Soanes	tsoa5326@uni.sydney.edu.au	The University of Sydney
Tina	Tran	tina.tran@sydney.edu.au	The University of Sydney
Renee	de Simone	r.desimone@uq.edu.au	The University of QLD
Nadine	Zacharias	nadine@equitybydesign.com.au	Equity by Design
Smoxi	Chen	smoxichen@gmail.com	Previously RMIT University
Jude	Little	judith.little@monash.edu	Monash University
Paige	Kemp	d.guttenbeil@griffith.edu.au	Griffith University
Xena	Irvin	x.irvin@uq.edu.au	University of Queensland
Kate	Duyvestyn	kduyvestyn@swin.edu.au	Swinburne University of Technology
Jindri	De Silva	jindri.desilva@mq.edu.au	Macquarie University
Anne-Marie	Parsons	am.parsons@auckland.ac.nz	University of Auckland
Solest	Montgomery	solest.montgomery@mq.edu.au	Macquarie University, Walanga Muru
Bee	Fourie	bee.fourie@auckland.ac.nz	University of Auckland
Briana	Gordhan	briana.gordhan@aut.ac.nz	Auckland University of Technology
Bonnie	Cousins	bonnie.cousins@sydney.edu.au	University of Sydney
Shellee	Murphy-Oates	shellee.murphy-oates@uts.edu.au	UTS
Jason	Chan	j.chan@mq.edu.au	Macquarie University
Mat	Lewis	mat.lewis@rmit.edu.au	RMIT University
Rosaria	Price	rosaria.price@auckland.ac.nz	University of Auckland
PATRICIA	VERMILLION PEIRCE	patricia.vermillionpeirce@curtin.edu.au	ACSES
Bit	Huang	bit.huang@auckland.ac.nz	University of Auckland
Bee	Fourie	bee.fourie@auckland.ac.nz	University of Auckland
Ricky	Dewstow	ricky.dewstow@auckland.ac.nz	University of Auckland
Lyndin	Smith-Francis	lyndin.francis@vygoapp.com	Vygo



## 10 APPENDIX B: PROGRAMME

---

Please visit [www.ephea2024.auckland.ac.nz/programme](http://www.ephea2024.auckland.ac.nz/programme) for the digital handbook and programme in Word accessible format.





## 11 APPENDIX C: CONFERENCE DINNER INVITE

---



# Adventures at Sea



What: Conference Dinner & Awards

Where: Maritime Room

When: 6:30pm – Late

