EPHEA AGM Minutes

Thursday 14 November 2025

9.30am AWST, 11.30am AEST, 12.30pm AEDT, 2.30pm NZDT.

Zoom recording

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1. **AGM Welcome**
    a. Acknowledgement of Country and Karakia

    b. Register of attendees

    Kylie Austin (President and Chair), Shasha Ali, Ramziya Asanalishoeva, Jake Barton, Lisa Buchner, Jason Chan, Nathan Coffey, Nicola Cull, Jindri De Silva, Renee de Simone, Amelia Dowe, Sarah Ellis, Amber Elliott, Jaimey Facchin, Regan Gauci, Xena Irvin, Mehal Krayem, Riett Kriel, Judith Little, Mirabel Emma Lovegrove, Rehana Lakhani, Caty Li, Rosie Mackay, Connor Mcleod, Guillermo Merelo, Solest Montgomery, Fiona Navin, Amy Nicholson, Brodie Nielsen, Laurie Poretti, Caitlin Pyle, Cara Scobie, Tania Shepherd, Sonal Singh, Mowat Smith, Harry Twohig, Shannon Vincent, Zain Warsi, Nurul Huda Sanny Yap, Nadine Zacharias, Cate, Emily, Lucy

    c. Noting of apologies

    Tess Canty, Joshua Dale, Katie Douglas, Kate Flynn, Melissa Keenan, Darlene McLennan, Tricia Ong, Sophie Partridge, Lara Rafferty, Bronwyn Williams

2. **2024 EPHEA AGM Minutes**
    a. Acceptance of the 2024 EPHEA AGM Minutes
        i. The 2024 EPHEA AGM minutes were accepted by Ciaran Smyth and seconded by Shasha Ali, with a minor amendment to change ‘Shasha’ to ‘Sasha’ in item 4b.

3. **Business Arising from Minutes**
    a. The name change from Equity Practitioners in Higher Education Australasia to Equity Practitioners in Higher Education Association is complete. Branding has also been updated.
    b. 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.

i. Nicola thanked all EPHEA members, particularly Executive Committee members, for their feedback and support. In particular Sarah and Guillermo who were instrumental in organising consultations, collection of feedback and drafting the new strategy. And thank you also to our Chapter Convenors who led focus groups and gathered insightful feedback from members. All of this feedback has shaped the plan, it's a collective effort and it shows the strength of our EPHEA community.

ii. This strategy builds on the strong previous strategy. Clear message from members to continue building on that solid foundation. The aim is to position EPHEA even more strongly as a connected and influential peak body for equity practitioners across Australia, Aotearoa/New Zealand and the Pacific.

iii. By 2028, our vision is for EPHEA to be a respected and impactful peak body that balances that national distinctiveness with trans-Tasman collaboration.

iv. We want to be an organisation that not only advocates effectively for equity and inclusion but also supports and recognises practitioners, brings forward Indigenous and underrepresented voices and maintains that genuinely connected community that we have.

v. Sarah also thanked everyone for their insights. And highlighted shifts from the previous strategic plan:

- Goal 1 Building capacity and wellbeing. Being a 'hub' for holding and creating practical resources on equity topics, such as guidelines, toolkits, case studies to strengthen practitioner's knowledge and to support consistent practice across the sector. Wellbeing was a strong theme in consultation.

- Goal 2, championing systemic change and advocacy. Looking at developing a public advocacy framework to help guide EPHEA's external voice. Looking at producing a bi-annual State of Equity in Higher Education report to benchmark progress and influence public debate.

- Goal 3 - strengthening collaboration and partnerships, including:

    - having authentic relationships with Indigenous and underrepresented communities

    - launching an EPHEA online member portal with resources, recordings and case studies to empower change

vi. Guillermo opened the floor for any last minute feedback

vii. Amy Nicholson moved that the Equity Practitioners in Higher Education Association Strategic Plan 2026 - 2028 be endorsed. Amelia Dowe seconded. - Endorsed.

5. EPHEA Constitutional proposals

a. EPHEA Vice-President Constitutional Amendment proposal - to provide for two Vice-President positions, one representing Australia and one representing Aotearoa/New Zealand.

   Endorsed

b. EPHEA Constitution Advocacy - EPHEA constitution and related governance documents be amended to remove the Executive Lead Advocacy portfolio and distribute advocacy responsibilities across the Executive.

   Endorsed

c. EPHEA Constitution notice period - EPHEA constitution be amended to require a 12-month notice period for resignation for key Executive roles and to allow co-positions during that period.

   Endorsed

d. These changes are effective immediately after the Annual General Meeting. The EPHEA Constitution will be updated accordingly.

6. Reports from office bearers and state chapters

a. Reports available as attachments, highlights were shared below:

b. Chair's report
   i. Co-President with Nicola, continued to be impressed with EPHEA Executive and their ongoing commitment to advocacy, particularly with the post election Australian Universities Accord. EPHEA has undertaken a range of policy and advocacy around the Outreach fund, Needs-based funding and also disseminating information to the sector.
   ii. Wonderful ongoing partnerships with ACSES and Student Success and these will continue to be built on in the future.
   iii. Strengthened engagement with Aotearoa/New Zealand and a huge thank you to Guillermo and Shasha for their leadership in that space.

c. Treasurer's report
   i. It's been a fantastic year, we have learnt a lot about finance.
   ii. Fantastic to be able to give members an opportunity to participate in professional development, especially the STARS conference.
   iii. Disbursement of Chapter funding and being beneficiaries of that funding has been terrific.
   iv. Thank you to Nicola for her support.
   v. Kylie thanked Renne and Xena for their work as Co-Treasurers, acknowledging it is a lot of work.

d. Secretary's report

   i. The creation of the Executive Lead Aboriginal/Torres Strait Islander role and thank you to Bronwyn for helping make this happen.

ii. The high number of EPHEA Executive Committee members is reason for celebration and provides a great opportunity for shared knowledge, collaboration and connection.
iii. The creation of the USA travel guide thanks to Lucy Jellema and Guillermo Merelo.
iv. Kylie thanked Amber for her work with helping the Committee keep on track.

e. Memberships Officer's report

i. Embedded the new membership form. Members now register individually and share their areas of expertise. We now have a standardised and modernised database and that's a live document everyone has access to.
ii. Established internal mailing lists so there's a standard EPHEA one that's hosted inside our own domain and there are ones for each EPHEA chapter. This enables chapters to have communication with each other amongst members which will hopefully facilitate better communication and greater member engagement through those channels.
iii. We'll be able to transition any members or pre-existing members that have not completed the form over the past 24 months into an inactive status, which means we can have a valid, up-to-date member database of active members at each institution. An active membership means we can populate any member portals or other engagement platforms in line with the new strategic plan in the future.
iv. Kylie acknowledged that Ciaran has transformed the membership space, incredible progress. Thank you Ciaran.

f. Mentoring report
i. N/A

g. Chapter reports

i. Nurul advised that 2025 has been a year of renewed collaboration, connection and purposeful activity across the EPHEA network. Chapters across Australia, Aotearoa/New Zealand have continued to deliver thoughtful networking professional learning opportunities, reflective dialogues and practitioner-led initiatives that have strengthened our shared commitment to equity and inclusion in higher education.
ii. Nurul extended her sincere thanks to Darlene for her leadership this year, her contribution as the Chapters Lead provided a strong foundation for the work that has continued throughout 2025. Nurul stepped into the Chapter Lead role following Darlene's departure and it has been a privilege to support and work alongside a committed and passionate community of practice.
iii. Kylie congratulated Nurul on her work in the Chapter space.

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

a. Kylie and Nicola gave a massive thank you to the 2025 EPEHA Executive. It is the largest Executive we've ever had. The Executive gives their time, above and beyond the work they do, because they care about this work and they want to give back to the sector. Thank you to all of you, for your involvement this year, it's been wonderful.

b. 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
5	Executive Lead New Zealand	Shasha Ali	Waipapa Taumata Rau | University of Auckland
6	Ordinary Member	Kate Flynn	The University of Melbourne

- Thank you to Shasha for their advocacy for New Zealand and establishing New Zealand and establishing New Zealand as a really prominent feature in the EPEHA discussions has been critically important over the last two years. And also the delivery of the EPHEA conference in New Zealand last year.

- Kate Flynn has been with EPHEA for nearly a decade. Kate will continue to be a big advocate of equity but just not part of the EPHEA Executive moving forward. A huge thank you to Kate for her contributions over the years.

- Thank you to Sasha Peppinck who is stepping down. Sasha led the chapter in Western Australia alongside Nurul for a number of years and helped develop EPHEA's professional development work. Thank you to Sasha for her commitment to EPHEA.

- Thank you to Sarah Hattam who is stepping down. Sarah worked alongside colleagues in the professional development space and helped re-engage South Australia in EPHEA.

- A huge thank you to Sonal Singh, who has spent the last few years as Vice-President and previously Treasurer. Sonal led a range of events and advocacy work, particularly dissemination regarding the Accord. Kylie has enjoyed working with Sonal immensely. Sonal has been indispensable, a keeper of calm, connector of people and amazing with her advocacy. Sonal has ensured that EPHEA is visible, credible and always at the table.

- Nicola thanked Kylie for her amazing work with EPHEA, as President for the past seven years. Kylie's leadership has been strategic, strong and steady. Kylie at times has been superhuman, managing workload and all the EPHEA advocacy particularly in the past two years. Kylie has helped with the work in Aotera/New Zealand and built partnerships that have elevated EPHEA's profile across Australia. You forged deep connections with ACSES and other key bodies. Kylie has positioned EPHEA as a voice and peak body for equity across tertiary education. Kylie and Sonal have worked brilliantly together, especially through these last years with the shifting

landscapes, all the policy reform and uncertainty. The advocacy they both led was crucial and resulted in tangible positives in numerous ways. On behalf of everyone, thank you Kylie, thank you Sonal, for your leadership, generosity and humour. For your countless hours of work behind the scenes. You've made EPHEA stronger and more connected. You've really shaped it into the body that it is today.

- Amber is grateful she has both Kylie and Sonal's phone numbers.
- Sarah thanked Kylie and Sonal, indicating that having this year of being able to co-lead with their mentorship was instrumental as part of the handover. A massive thank you, very big shoes to fill but you have left us with an amazing group of people and we're excited for next steps.
- Guillermo thanked them both and said that although a bit scary, we are all here because of their great work.

c. 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
Public Officer		
Memberships Officer	Ciaran Smyth	Western Sydney University
Executive Lead - Conference and Recognition	Caitlin Pyle	University of Wollongong
Executive Co-Lead - Mentoring	Bronwyn Williams	Western Sydney University
Executive Co-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	Guillermo Merelo	Waipapa Taumata Rau | University of Auckland
Executive Co-Lead - National	Nathan Coffey	Deakin University

Chapters		
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	Shannon Vincent	Australian Catholic University
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	Nurul Huda Sanny Yap	Curtin University
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	Fiona Navin	Edith Cowan University
Ordinary Member	Sophie Partridge	Western Sydney University
Ordinary Member	Lara Rafferty	RMIT
Ordinary Member	Cara Scobie	Monash University
Ordinary Member	Harry Twohig	University of New South Wales
Ordinary Member	Zain Warsi	University Technology Sydney

d. 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. A survey has been sent to members asking for input into the conference. The survey is open until 21 November 2025.

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