



2018 AGM Agenda

Friday 30 November 2018

By teleconference for one hour

To enter the conference as a participant:

1/ Dial **+61 3 9925 3000**

2/ Enter the collaboration participant code **853181** when prompted

Location	Local time
Canberra, NSW, Victoria	12 noon
Brisbane	11am
Adelaide	11.30am
Perth	9am
Darwin	10.30am
Auckland, Christchurch, Dunedin	2pm

1. AGM Welcome

1. Acknowledgement of country and of Elders
2. Register of attendees
3. Noting of Apologies
Apologies received include: Kate Flynn, QUT; Anthony Gartner, Swinburne University.

2. 2017 EPHEA AGM Minutes

1. Acceptance of Minutes

3. Business Arising from Minutes

4. Reports from office bearers and state chapters

1. President's Report
2. Treasurer's Report
3. Secretary's Report
4. Memberships Officer's Report
5. Chapters Reports- Australia and New Zealand

5. Election of Office Bearers and Ordinary Members, EPHEA Executive 2019

1. The Committee has the following resignations and vacancies

Mr Arif Ongu has resigned as Memberships Officer and Ms Joanna Leonard has resigned as Public Officer.

Ms Zoë Bristowe and Dr Vaoiva Panton have resigned as Ordinary Members.

2. Nominations received and election of office bearers

The following nominations have been received. Additional nominations for vacant positions are sought as below.

Position	Nominee	University
President	Gabrielle O'Brien	Griffith University
Vice-President	Cathie Walsh	University of Auckland
Treasurer	Sonal Singh	Macquarie University
Secretary	Lara Rafferty	RMIT University
Memberships Officer	Louise Pollard	Curtin University
Public Officer	Vacant	
Ordinary Member	Priya Burgess	University of Technology Sydney
Ordinary Member	Tracie Conroy	University of Technology Sydney
Ordinary Member	Jacinta Vanderfeen	University of Tasmania
Ordinary Member	Kate Flynn	Queensland University of Technology

6. Other Business

No other business has been requested by members at time of writing.

Attachments:

1. 2017 AGM Minutes
2. President's report
3. Treasurer's report
4. Secretary's report
5. Memberships Officer's Report
6. Chapters reports- Australia and New Zealand

Close of AGM

2017 AGM Minutes

Wednesday 22 November 2017

1. AGM Welcome

The President of the Association, Ms Gabrielle O'Brien, welcomed those attending in person. The President acknowledged the Traditional Owners of the lands on which the meeting was taking place, and also recognised Elders, past, present and emerging as well as Aboriginal and Torres Strait Islander people in the room.

Apologies were noted from Kate Duyvestyn, Monash University, and Lisa O'Neill, Flinders University.

2. 2016 EPHEA AGM Minutes

1. The Minutes from the 2016 AGM were accepted as a true and accurate record.

Moved: Lara Rafferty. Seconded: Cathie Walsh.

3. Business Arising from Minutes

The President reported that actions agreed at the 2016 AGM have been enacted, including the changes to the Association's constitution.

4. Reports from office bearers and state chapters

1. President's Report

All relevant reports were circulated before the meeting and taken as read, with the President presenting a summary of key points for each, including these from the President's report for 2017:

- Thanks to 2017 members, especially resigning members – Dee Gibbon, Juliet Nanai, Keane Wheeler, and with particular thanks to Ruth Tregale for her outstanding work as Treasurer
- Administration matters completed: banking, memberships, invoicing (2018 invoices now issued)
- Conference Management, with thanks to the organising committee and the EPHEA Executive Committee
- Student Equity: government higher education reform submissions/lobbying; submissions around Regional students, admissions transparency
- Staff Equity: liaison with Universities Australia; very grateful to them for preparing the report on inter-institutional gender statistics
- Membership of NCSEHE Advisory Board and ADCET Advisory Committee
- Liaison with Chapters

The President summarised some areas of focus for 2018:

- Continuing to expand our profile and represent members to significant Government and non-Government agencies on relevant issues
- Working closely with the NCSEHE and other equity research centres on issues of importance to members
- Continuing to support chapter activity
- Exploring professional development opportunities for members
- Ensuring members have opportunities to network nationally
- Keeping members across major issues

2. Treasurer's Report

The President thanked the outgoing Treasurer for her continued assistance in preparing the Treasurer's report and noted the healthy surplus. We currently have two signatories on all accounts – Gabrielle O'Brien (current President) and Lara Rafferty (current Secretary). Once new treasurer is confirmed they will also be added to signatories on all EPHEA accounts.

Key expenditure anticipated for 2018:

- New website – more accessible, member log in, improved social platform
- Continued contacts with key organisations
- Bringing in casual administrative support and consultants to prepare analysis, briefings and submissions for key issues
- Professional development opportunities e.g. forums, online learning
- Chapter funding

3. Secretary's Report

Key activities: Governance and management of the Association:

- Hosting the 2017 EPHEA Executive strategic planning day
- Preparing Minutes and other papers for all EPHEA Executive teleconferences
- Record-keeping
- Preparations for the EPHEA AGM

4. Memberships Officer's Report, incorporating Chapters Reports (Australia and New Zealand)

- 475 individuals on our membership database
- Represents 33 institutions (Australian 26, NZ 5, Other 2)
- Continue to update memberships lists – improved online form for this purpose
- Continue to encourage non-participating institutions to join
- Working to identify chapter convenors and chapters

All reports were submitted for acceptance by members:

Moved: Dee Gibbon. Seconded: Darlene McLennan.

5. Election of Office Bearers and Ordinary Members, EPHEA Executive 2018

Nominations for Executive Committee members for 2018 were received.

There was only nomination for the following office bearer roles, so according to the Constitution these people were elected at the AGM:

Position	Nominee	University
President	Gabrielle O'Brien	Griffith University
Vice-President	Cathie Walsh	University of Auckland
Treasurer	Sonal Singh	Macquarie University
Secretary	Lara Rafferty	RMIT University
Memberships Officer	Arif Ongu	UTS

In addition, the following nominations were received for the position of ordinary committee member and these people were elected at the AGM:

Vaoiva Ponton	Auckland University of Technology
Louise Pollard	The University of Western Australia
Jacinta Vanderfeen	University of Tasmania, Indigenous representative
Kate Flynn	Queensland University of Technology

Now that Sonal Singh has been confirmed as new treasurer she will also be added to signatories on all EPHEA accounts.

The President noted the spread and diversity of the membership of the Executive Committee across locations and specialisations of role and expertise.

Chapter convenors: The President presented a slide on the EPHEA Chapter Convenors and reiterated the value of Chapters of the Association based around a geographic grouping (such as Australian states) and reminded members that EPHEA can provide grants to these local Chapters.

The UQ Diversity and Inclusion team nominated to be the Queensland chapter convenor.

6. Report on Strategic Plan for EPHEA 2016 – 2017

The President presented on the EPHEA Strategic Plan for 2016-17 and its outcomes:

Strategic Objective 1: Reputation and profile – build and consolidate EPHEA’s reputation and profile in the Higher Education sector as Australasia’s leading professional organization of equity practitioners in tertiary education for both staff and students.

Strategic Objective 2: Supporting members: providing a collegial network for sharing knowledge, research and practice.

Strategic Objective 3: Influencing and informing policy: initiating and contributing to discussion and making policy recommendations of equal opportunity and affirmative action issues in higher education to governments and higher education sector agencies.

Strategic Objective 4: Strengthening partnerships: create national and international linkages, partnerships and collaborations to support EPHEA’s strategic goals

Outcomes:

- Maintain listserv, website, newsletter and keep members informed
- Advocacy on government policy changes
- Working with the NCSEHE on Advisory Board and Advisory Committee
- Working with NPP project leads on relevant projects to ensure equity practitioner voice
- Support for EPHEA conference and chapter outcomes

7. Draft Strategic Plan for EPHEA 2018-2019

The President also presented on three main strategic objectives for the Association for the coming year:

Strategic Objective 1: Strengthen partnerships building national and international linkages, partnerships and collaborations to support EPHEA’s strategic goals and to establish EPHEA as a leading influence in the staff and student equity space within the Higher Education sector.

Strategic Objective 2: Influencing and informing policy: initiating and contributing to public discussion and making policy recommendations of equal opportunity and affirmative action issues in higher education to governments and higher education sector agencies.

Strategic Objective 3: Supporting members by providing a collegial network for sharing knowledge, research and practice.

8. Lifetime membership

The President congratulated our inaugural lifetime members:

Kay Gardner	Chris Jenkin	Mary Kelly
Tui O'Sullivan	Judy Skene	Ann Stewart
Prue Toft	Ruth Tregale	Sue Trinidad
Barbara Webb		

9. Other Business

The President invited members to suggest any other business.

9.1 Communications support required for the Committee

Louise Pollard identified that the work of the Executive in support of the Association could benefit from some dedicated communications support, to refine and develop the communications activity, and requested members approach the Executive if they know of someone who could contribute to this task.

9.2 EPHEA priorities for 2018

Mary Kelly endorsed and affirmed the value of the advocacy that EPHEA has been undertaking to contribute to government policy including funding and described it as the highest priority, recommending using EPHEA funds to support the preparation of analysis and submissions. Members of the Executive Committee endorsed the role of Chapters and members in contributing to advocacy and submissions based on their expertise.

Penelope Pitcairn raised the opportunity for a national conversation related to staff equity issues, noting that EPHEA can maintain its profile and be a 'source of truth'. The President noted that the Athena SWAN Special Interest Group on this tomorrow is an opportunity for practitioners to connect on that issue.

Professional development: The President asked if there is interest in some professional development in the year in which the conference does not take place. For example, a one-day with a guest speaker then sessions the rest of the day. Instead of a transnational focus, we could give more support to chapters; Cathie Walsh mentioned the example of New Zealand practitioners organising a PD event in the off-year.

Mentoring: are members interested in using EPHEA resources to establish mentoring between colleagues, and how could this be achievable and sustainable?

Tracie Conroy suggests that university action in response to the Respect.Now.Always campaign and report on sexual harassment and sexual assault has to be a priority, noting that there is a high level of media attention on this issue. She noted that this practitioner group has a great deal of expertise and if no one is going to take leadership then we can as a group, and share practice.



Close of AGM: The President thanked members for attending and closed the AGM.

Teams from the University of Canberra and the University of Wollongong then presented on their bids to host the 2019 EPHEA conference. The President invited members to vote, closing that night, with the results to be announced on the EPHEA email list.

Draft minutes confirmed by:

A handwritten signature in blue ink that reads 'Gabrielle O'Brien'.

President, Gabrielle O'Brien

A handwritten signature in blue ink that reads 'Lara Rafferty'.

Secretary, Lara Rafferty

Final minutes will be confirmed at next AGM.

AGM 2018 | Chair's report

Gabrielle O'Brien, President, EPHEA

2018 has been another hectic year for EPHEA and this work could not have been undertaken without the extreme dedication of the EPHEA Executive Team.

The team are all volunteers undertaking this work on top of their busy day jobs. The team for this year was as follows:

Member	Position	University
Gabrielle O'Brien	President	Griffith University
Cathie Walsh	Vice-President	The University of Auckland
Lara Rafferty	Secretary	RMIT
Sonal Singh	Treasurer	Macquarie University
Arif Ongu	Memberships Officer	The University of Technology Sydney
Joanna Leonard	Public Officer	The University of Technology Sydney
Jacinta Vanderfeen	Ordinary member & Indigenous Rep	The University of Tasmania
Vaoiva Ponton	Ordinary member & NZ representative	AUT University
Zoe Bristowe	Ordinary member	The University of Otago
Louise Pollard	Ordinary member	University of Western Australia
Kate Flynn	Ordinary member	Queensland University of Technology

THE YEAR IN REVIEW

At our annual planning day earlier this year we took the opportunity to refine our Strategic Plan. The two key strategic objectives from our plan are:

Strategic Objective 1: As advocates and influencers EPHEA will develop and strengthen partnerships building national and international linkages cementing our position as a leading influence in the staff and student equity space within the Higher Education sector within Australasia.

Some key activities this year included:

- **G08 Equity Roundtable/ACOSS Agreement Signing 2018** (April) which provided Tracie Conroy and I an opportunity to represent EPHEA members on issues relating to improving equity participation in Higher Education.
- Liaising with Universities Australia on the **Respect.Now.Always** project to address sexual harassment and sexual assault on university campuses. This led to UA developing a Basecamp platform for practitioners to share good practice
- The **STARS Conference** held in Auckland in July this year, sponsored by EPHEA, gave several members of the Executive team to network with attendees from Australia and NZ, promote ourselves more widely and make contact in a meaningful way with Universities NZ and Tertiary Education Commission.

- EPHEA was invited to the National Centre for Student Equity in Higher Education (NCSEHE) to their **2030 Student Equity Forum** (June). I was happy to represent EPHEA to help facilitate discussion amongst researchers, practitioners, policymakers and policy influencers to advance a national conversation about the long-term strategic vision for student equity in Australian higher education. This was followed state-based roundtables with many EPHEA members from across Australia. For more information visit <https://www.ncsehe.edu.au/publications/student-equity-2030/>
- Working with ATEND and ADCET to add focus on **investigating the employment outcomes** for people with disabilities via the QILT Graduate Outcomes Survey
- The Minister for Education and Training confirmed my inclusion on its **Equity and Innovation Panel** (August) with the next meeting being early next year. The aim of the panel will develop a strategic program of integrated equity research and trials that addresses gaps in knowledge necessary to identify best practice and assess its efficacy into the future. This affords EPHEA an opportunity to provide a practitioner perspective around research and practice in student equity.
- The **National Association for Enabling Educators Australia** (NAEEA) invited EPHEA to participate in their Symposium (September) to talk about ways they can boost their own association and activity. Enabling programs provide a significant free and important pathway to higher education for equity groups and are under threat from policy changes. EPHEA and the NAEEA have been working to support each other around mutual interests and will be co-hosting the 2019 EPHEA conference.
- EPHEA was invited by Universities Australia and Phillips KPA (October) to comment on a project aimed at **investigating and assessing the availability of income support** for domestic undergraduate and postgraduate coursework students studying in Australian universities, and the outcomes of the project will inform Universities Australia in developing policy positions on student income support.
- The Australian Government Department of Education and Training (DET) has commissioned The University of Queensland's Institute for Social Science Research (ISSR) to **review the current Higher Education (HE) Equity Groups**.
- This year I have also been invited to be on the reference group for **2018 Equity Fellow Dr Maria Raciti's** fellowship project 'How the perceived risk of going to university influences the decision to participate in Australian higher education by people from low SES backgrounds'. Again being included in these sorts of research projects assists to bring the practitioner perspective to research activities that support good practice in supporting equity groups.
- EPHEA Executive members are also attending the NCSEHE's **World Access to Higher Education Day** (WAHED). This is a great opportunity to promote EPHEA on a national scale and to discuss the opportunities to improve participation in higher education for under-represented groups.

Strategic Objective 2: Strengthen, support and build capacity amongst equity practitioners to empower their work by providing a collegial network for sharing knowledge, research and practice.

- Increased involvement and activity by NZ Chapter (see Chapter reports)
- Sponsorship to four EPHEA members in the module '**Student Support and Development Course**', elective within the [Graduate Certificate in Professional Learning](#) offered through Griffith University. This subject is designed for staff who work in student services, student equity and other professional staff

working with students. Four people were awarded sponsorships and commenced in Trimester 2. Farhana Laffernis, The University of Sydney; Thomas Stonestreet, UNSW; Rachel Lamb, CQUniversity; and Jack Crane, The University of Sydney.

- EPHEA sponsored the **STARS Conference 2018** to raise our profile
- EPHEA provided travel bursaries for EPHEA members who wished to **University of Newcastle Writing Program**. These members include: Katherine Theobald, QUT; Catherine Stuckings, RMIT; Cate Morris UWA; Vicki Smith, RMIT. A selection of papers from the 2018 program will be featured in the [International Studies in Widening Participation](#) in mid 2019.
- We continue to provide \$3000 in **Chapter funding** for any chapters who want support for local activities and additional funding for **World Access to Higher Education Day (WAHED)**.

An order to achieve these objectives the team has undertaken a range of activities including:

- annual Planning Day at the beginning of 2018
- statutory reporting requirements to the NSW Office of Fair Trading (for Incorporation purposes)
- managing our banking and Paypal processes
- consolidating membership lists and managing things like the website, inquiries and record-keeping
- encouraging Chapter convenors and activities
- liaising with the organising committee in relation to the [2019 EPHEA conference](#) led by Kylie Austin and the team at The University of Wollongong which includes Sonal Singh, our treasurer, on the organising committee.

If you are interested in hosting the 2021 EPHEA Conference, please complete the [expression of interest](#) form on our website.

Looking Forward

As you know I have nominated again as President this year. I am always open to the option of others taking over from me but in the meantime I hope to continue to represent the members appropriately and consolidate our work to date with a view to continue to fulfil our strategic objectives, increasing our profile and influence. I enjoy this activity and am buoyed by the support from members.

Key areas of focus for EPHEA for 2019 include:

- continuing to expand our profile and represent members to significant Government and non-Government agencies on relevant staff and student equity issues
- working closely with the NCSEHE and other equity research centres on issues of importance to members
- continuing to support chapter activity across all states and territories as well as our growing NZ contingent
- ensuring members have opportunities to develop and network nationally and keep on top of major issues across a wide range of equity and social justice topics.

Gabrielle O'Brien
November 2018

Treasurer's report

A. Balance Sheet 30.06.2018 (as required by NSW Office of Fair Trading for Annual Return)

Account name	Balance as at 30.06.2018
CFS 0082344134190524 (13-419-0524)	39,456
Savings Account (84-647-5747)	15,366
Term Deposit (74-329-9963)	16,519
Term Deposit (28-848-2538)	20,875
Term Deposit (28-854-3580)	10,635
PayPal Account	2,368
Total holding as at 30.06.2018	105,220

B. Income and Expenditure FY 2017-2018

	Expenditure	Income
Opening balance as at 1.7.2017		67,198
Membership fees		16,700
Return of 2017 Conference Seed Funding and Conference fees		68,543
Bank interest		1,324
Campus Morning Mail: Conference Advertisement	-1,650	
Chapter funding	-4,500	
EPHEA 2017 Conference QUT	-22,400	
EPHEA Conference Registration Payment UON	-1,010	
EPHEA website	-268	
Executive Meeting Sydney 16/3/2018	-5,956	
NAEEA Symposium	-70	
Professional Development for members	-4,000	
STARS 2018 Sponsorship	-2,200	
Travel cost to DOE HEPPP Briefing in Canberra	-1,490	
University of Newcastle Writing Program for members	-5,000	
Closing balance as at 30.06.2018		105,220

C. Balance Sheet 30.09.2018

Account name	Balance at 30.09.2018
Community Saver Account (13-419-0524)	38,657
Savings Account (84-647-5747)	15,383
Term Deposit (74-329-9963) <i>matures 8 Apr 2019</i>	16,519
Term Deposit (28-848-2538) <i>matures 5 Jun 2019</i>	20,875
Term Deposit (28-848-2580) <i>matures 5 Jun 2019</i>	10,635
PayPal Account	2,008
Total holdings as at 30.09.2018	\$104,077

D. Income and Expenditure 01.07.2018 - 30.09.2018

	Expenditure	Income
Opening Balance as at 01.07.2018		\$105,220
Membership Fees		2,640
Bank Interest		17
Chapter Funding	-3,000	
NAEEA Conference	-574	
STARS ticket	-160	
WIX.com (EPHEA website and mailbox)	-66	
Closing Balance as at 30.09.2018		\$104,077

Secretary's Report

For additional information contact: Lara Rafferty [lara.rafferty@rmit.edu.au]

I have had the pleasure and honour to serve the EPHEA Committee as Secretary again this year. With our Memberships Officer reporting on our membership base and so on, I will report on the activities of the Committee.

EPHEA Executive Committee memberships and roles

Gabrielle O'Brien continued her outstanding work as President this year, with excellent support from Sonal Singh continuing as Treasurer. Cathie Walsh commenced as Vice-President (with a staff equity focus). Arif Ongu managed our Association memberships as Memberships Officer, and Joanna Leonard managed the Association's reporting and other obligations prescribed in the role of Public Officer. In addition, Dr Vaoiva Ponton commenced as the New Zealand representative.

Louise Pollard, Kate Flynn, Zoë Bristow and Tracie Conroy were Ordinary Members of the EPHEA Executive Committee.

Committee business

Spanning various time zones associated with the distribution of the Committee over mainland Australia and New Zealand, the EPHEA Committee was able to meet four times via teleconferencing hosted by RMIT with an additional planning day in Sydney in early 2018. The Committee discussed a number of matters including:

- Governance and management of the Association and its resources, including its strategic plan, memberships, fees, accounts, support for state and international chapters, and reporting obligations
- Liaison with other bodies and organisations, including government, the National Centre for Student Equity in Higher Education, the Refugee and Asylum Seeker Special Interest Group
- Submissions to reviews of government policy and funding arrangements
- Preparations for the EPHEA conference in 2019, including the process and awardees for Lifetime Memberships with EPHEA

In addition to the teleconferences, members also represented the Association on various research projects and forums, and I believe their practitioner expertise is a contribution of enormous value to these activities.

I would like to thank all Committee members for their hard work and dedication over the year, and particularly thank and send best wishes to those who are leaving the Committee at the end of this year. In addition, I would like to commend the work the Committee Members and in particular the President have conducted as practitioners in actively advocating for equity in higher education.

Lara Rafferty
EPHEA, Secretary

Memberships Officer's Report

For additional information contact: Arif.Ongu@uts.edu.au

Members

All institutions with current membership were contacted in early 2018 and requested to update their membership lists. The majority of our members are on institutional memberships.

Currently, we have 243 formally registered members (individuals who have registered or re-registered through the online registration form). In order to keep our membership records up-to-date, we asked all existing members to re-register online. However, the numbers suggest that many people have not registered individually as they may believe they are covered by institutional memberships.

Current list of financial institutional members for 2018

Australia

Australian National University
Central Queensland University
Charles Sturt University
Curtin University
Deakin University
Federation University
Flinders University
Griffith University
La Trobe University
Macquarie University
Monash University
Murdoch University
Queensland University of Technology
RMIT University
Southern Cross University
Swinburne University of Technology

University of Adelaide
University of Canberra
University of Melbourne
University of New England
University of New South Wales
University of Newcastle
University of Queensland
University of South Australia
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
Western Sydney University

New Zealand

Auckland University of Technology
Unitec Auckland
University of Auckland
University of Otago
Victoria University of Wellington

Other

Council of Australian Postgraduate Associations
National Centre for Student Equity in Higher Education

Australian State and Territory Chapter reports

Victorian equity practitioners chapter report

In 2018 Victorian higher education equity and diversity practitioners continued to meet and discuss a range of common issues and topics, bringing together practitioners who specialise in these areas:

LGBTIQA+/ Diverse genders, sexes and sexualities: the Victorian Ally network

This group of practitioners met three times in 2018, with topics including:

- University-level strategies and plans
- Benchmarking and reporting through the Australian Workplace Equality Index
- Professional development, engagement and communication with staff and students and the provision of resources (eg to support gender transition)
- Staff networks
- Events
- External partnerships with community organisations
- Inclusive teaching and learning

Widening participation network

This network met twice in 2018, with topics including:

- A presentation each meeting from a different university on their widening participation programs
- Presentations from guest speakers from community organisations including The Smith Family, on university partnerships and the organisation's programs
- Mapping widening participation activity across the state to identify gaps and inform future practice and opportunities for collaboration
- Funding and staffing, program coordination, data collection, reporting and evaluation, both within universities and also at sector and state level
- Characteristics of outreach/ widening participation programs: characteristics of participating schools and students; location (on-campus or at school or other venue); duration; content and pedagogy; timing; use of current university students as peer mentors/ ambassadors

In addition, **Victorian equity practitioners** were invited to a lunch and then a meeting on enhancing provision for people who have experienced **formal out of home care**, with presentations by Associate Professor Andrew Harvey on his research and by Ms Joanna Humphries on the 'Raising Expectations' project, which aims to improve the number of care leavers accessing education. Federation and Latrobe universities provided insights on their participation in the Raising Expectations project, and those present then discussed further opportunities within their institutions and with sector collaboration, including



influencing the Victorian Tertiary Admissions Centre to improve processes for equity admissions consideration for this group.

The group then discussed **topics for 2019**, including equity admissions, the 'futures for equity' including university-level strategies and policies, and inclusive teaching practice.

Other related networks include the '**Tertiary Primary Preventions Network**' which brought together practitioners engaged in work to build respectful and inclusive cultures that contribute to the elimination of sexual harassment and sexual assault.

Report prepared by Lara Rafferty, RMIT University, and EPHEA Executive Secretary.

NSW/ACT EPHEA Chapter Report 2018

NSW Chapter Convenor: Kylie Austin

ACT Chapter Convenor: Laurie Poretti

2018 has been a productive year for the NSW and ACT Chapters. We have formed a strong partnership which has enabled us to take advantage of opportunities for increased networking, professional learning and sharing of best practice via both face-to-face and online.

The NSW and ACT Chapters would like to thank the EPHEA executive for their commitment, knowledge, expertise, dedication. The advocacy work they do in the Equity space is pivotal to influencing action and positive change as is the support they provide to practitioners. Thank you!

Chapter funding:

NSW & ACT received a combined total of \$3,000 to be used across the two chapters.

2018 Activity:

Timeline	Item	Brief Description
January/February:	Mapping the engagement with schools through Widening Participation activities across NSW and the ACT	<p>Within the NSW/ACT EPHEA Chapter there was strong interest from Universities to revisit conversations about how our universities could collaborate in the Widening Participation space. to increase awareness amongst universities of the activities that are happening across the state and territory.</p> <p>NSW/ACT Schools Engagement Map and list of schools engaged by each University was generated.</p>
March	Widening Participation (WP) Managers Workshop	<p>WP Managers from all NSW and ACT Universities came together at UNSW Sydney to discuss opportunities for collaboration moving forward, facilitated by the National Centre for Student Equity in Higher Education (NCSEHE). Confirming priority areas.</p> <p>Developing a collaborative approach to engaging in the regions from 2018 onwards.</p>
March, July, October	Chapter Meetings	<ul style="list-style-type: none"> •Defined the scope of the NSW/ACT chapters. •Received support from EPHEA executive. •Piggyback on activities already happening in our areas which may pose opportunities to get together. •Decided on frequency & location of meetings. •Identified professional development needs.

		<ul style="list-style-type: none"> •Solicited interest from members to join EPHEA 2019 organising committee. •Discussed collaborative opportunities for the Department, NCSEHE and EPHEA to work together on issues such as the evaluation framework, research & practice, etc. •Shared professional knowledge. •Initiated and/or contribute to discussion of equity issues in various forums. •Provided members an opportunity to raise matters for discussion.
July	Introduction to Evaluation and Reporting: Parts 1 & 2	An introduction to evaluation and reporting in the broader equity space was identified as a core area for professional learning. We engaged Liam Downing as a facilitator and he delivered two online workshops, each of two hours in duration. The workshops had 25 participants from across NSW and the ACT.
December	Facilitating the Success of Equity Students	<p>Dr Jade McKay, a research fellow at Deakin University will deliver a workshop on 'Facilitating the Success of Equity Students'.</p> <p>This workshop has been specifically designed for staff who are new to student equity in higher education or for experienced staff who would like to undertake a refresher.</p>
Ongoing	EPHEA 2019 Conference	<p>UoW hosting from Mon 25 Nov - Wed 27 Nov 2019</p> <p>Theme: Enabling Excellence Through Equity</p> <p>Keynote speakers: Sarah O’Shea, Prof Sally Kift, Prof Peter Crampton, Paula Tesorlero, Prof Steven Larkin, Dr Sharlene Leroy-Dyer, Prof Sue Webb, Prof Liz Thomas</p> <ul style="list-style-type: none"> • Key researchers in staff and equity space • Website will be launched in mid-November • Correspondence will be sent out • Opportunity to register from mid-November • Can submit papers as well, will be published in the Journal of Student Success • Lightning presentations & poster presentations • Register before end of year if you have funds to use

		<ul style="list-style-type: none">• In addition to programming for student equity, committee is committed to providing sessions for staff equity and will feature in the program.• Committee looking at diversity in staff and student equity space from range of different equity views- hoping people will submit relevant papers and we do have SAGE coming along
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EPHEA Tasmanian Chapter

Jacinta Vanderfeen, Aboriginal and Torres Strait Islander Employment and Equity and Diversity Co-ordinator and Darlene McLennan, NDCO and manager of ADCET are Co-convenors of the state chapter in Tasmania.

Current landscape of the Equity agenda at the University of Tasmania

The University of Tasmania Leadership

A new Vice Chancellor started at the university this year, Rufus Black. Rufus has spoken about a commitment to equity for the university, including equal access to the university for regional and remote students. He is very approachable and has committed to having a presence on each of the campuses regularly. He has supported the Inclusive toolkit (see below) and has filmed a welcome video for the project.

University of Tasmania Equity Committee

This Committee provides a forum for the discussion of inclusion, equity and diversity issues, generating ideas and initiatives that build momentum and contribute to the communication and reinforcement of shared values to support a culture of inclusiveness within the University. The Committee also plays a key role in the development of the University's Inclusion, Diversity and Equity Strategy and progressive implementation of its objectives. Jacinta and Darlene both sit on this Committee. They have provided an update on the activities of EPHEA nationally and encourage other members of the committee to join our chapter.

<http://www.utas.edu.au/gender-equity/university-equity-committees/university-equity-committee>

University of Tasmania's Social Inclusion Community of Practice (CoP)

The CoP consists of staff from across the university and beyond who collaboratively learn, share, and reflect on social inclusion in higher education to inform and improve teaching and support practice.

An inclusive toolkit for UTAS staff: enhancing the teaching and learning experience for students with disability

A group of professional and academic staff are developing an online resource contextualised for the University of Tasmania. The aim is to enhance learning, teaching and support practices for students with disability.

University of Tasmania Athena SWAN initiative

The University of Tasmania is one of 40 inaugural institutions around Australia taking part in the two-year pilot of the program. Application for a Bronze Institutional Award demonstrating a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff is being prepared. Collection and analysis of current University of Tasmania data is required prior to developing and implementing a four-year action plan, along with a commitment to monitor progress, ensuring systemic and sustainable improvement.

University of Tasmania ALLY Network

Provides a visible network of identified ALLIES to people of diverse sexualities and gender identities to be agents of change, through the creation of a safe, nurturing, inclusive, and affirming University environment. Ally Network training is offered to staff and students to assist in building a support and advocacy network through education; develop further awareness and visibility of staff and students of diverse sexualities and gender identities and their issues.

[University of Tasmania Strategic Plan for Aboriginal Engagement 2017-2020](#) enacts the University's commitment to revitalise and embed its relationship with Aboriginal people, communities, culture and knowledge. The plan spans all areas of operation of the University and will be implemented in partnership with Tasmanian Aboriginal students, scholars and community. Stronger Aboriginal engagement contributes significantly to the breadth of the University's social, intellectual and cultural diversity.

EPHEA state chapter

We have promoted EPHEA and the state chapter through our staff newsletter as well as at our University of Tasmania Equity Committee meetings. We communicate with members via email. And work in partnership with the Social Inclusion Community of Practice.

As the local chapter we have developed a survey that we will send out in the new year asking key questions;

- what they would like to get out of their membership with EPHEA
- What activities they would like us to host
- And when do they prefer meeting times

EPHEA state chapter activities for 2018

Deviant Lives

Nicole Crawford and Darlene McLennan heard about the film *Defiant Lives* at the last EPHEA national conference and thought it would be a great event to host locally. So EPHEA in partnership with the Social Inclusive CoP, Speak Out self-advocacy organisation, Breath of Fresh Air film festival and the NDCO program hosted a screening of the film *Defiant Lives* in Launceston on the 14th of September. Over 80 people attended the event. We were fortunate to have the director of the film, Sarah Barton join us at the event. She opened the film and participated in a Q&A session after the movie. We also hosted drinks and nibbles prior to the film being shown, Sarah was interviewed by the local ABC radio station and an article appeared in the local newspaper [Examiner article](#)

World Access to Higher Education Day 28th of November (WAHED)

In partnerships with Si CoP, we are hosting an afternoon for academic and professional staff to hear about the experiences of university students on the autism spectrum and support programs.

Queensland EPHEA Chapter report November 2018

The Qld EPHEA Chapter working with other EPHEAs across Australia convened a Refugee SIG discussion on Wednesday 20th June at Griffith University, South Bank. This SIG was featured at the 2017 EPHEA conference as a SIG and this is a continuing conversation.

A key focus for the SIG was Fee waivers for Higher education fee waivers for people seeking asylum in Queensland.

Key background papers included:

- [Funding barriers shut out asylum seekers and refugees from further education](#)
- <https://www.refugeecouncil.org.au/wp-content/uploads/2017/11/DISCUSSION-PAPER-People-Seeking-Asylum-and-Higher-Education.pdf>
- [The asylum seekers embracing Australian life through university scholarships and mentoring](#)

21 people attended the SIG from QUT, ACU, USQ, and ACU. There are an additional 13 people who are interested being involved who could not attend from TAFE, Yeronga SHS, MDA, ACCESS, QPASTT, Refugee Connect and ISQC.

Since this event different universities are continuing to progress the issue of access and support for Refugees and Asylum seekers in HE within their own institutions. If you are looking at joining the Refugee Special Interest Group (SIG) you can sign up at <https://www.refugeecouncil.org.au/educationsig/>

To find out more about the outcomes of this SIG please contact Tina Donaghy, Griffith University m.donaghy@griffith.edu.au



WA EPHEA Chapter Update

The WA chapter has continued to maintain a connection and has again come together for two WA EPHEA networking meetings so far in 2018. The chapter met at Notre Dame University early in the year to share information and learnings and explore opportunities for collaboration throughout the year. After a long period without a dedicated convenor, co-convenors Elisa McGowan and Jess Abbott were appointed in May 2018, and held their first meeting in the role that month, leveraging off a presentation by Prof Sally Kift organised by the NCSEHE. A survey was disseminated prior to the meeting to gauge members' interests and professional development needs, which (despite limited responses) was subsequently the focus of the meeting. This led to the successful application of PD funding from EPHEA. It was identified also that the state chapter mailing list was outdated, so the convenors have been working with institutions on this. With Jess Abbott leaving her position at Curtin, Jasmin Norris stepped into share the convenor role with Elisa in October 2018, and they have since held meetings with both ECU and Murdoch, to discuss priorities and engagement with EPHEA and the local chapter.

We are currently in the planning stages for the PD day. This PD was due to be held in November, however, due to the availability of presenters it is now scheduled for January 2019. The chapter is working with the NCSEHE to help support and advertise this event to maximise participation of WA based equity practitioners.

New Zealand Chapter

In the last year there has been an increase in EPHEA activity within NZ. More importantly there has been an increase in networking and sharing of events between the institutions. This is helped by the fact that we there are now three NZ members on the Executive; Zoe Bristowe from the University of Otago, Vaoiva Ponton from AUT and Cathie Walsh from the University of Auckland.

A hui (event) was held to bring together staff across tertiary institutions who are working with students from refugee backgrounds, led by the University of Auckland and AUT. And the University of Otago held a networking event which also involved colleagues in Christchurch and Wellington.

EPHEA NZ was able to have a presence at the STARS Conference in Auckland which enabled us to make links with equity practitioners across the country who are not currently members. We have also established a relationship with Universities NZ with regard to the Sexual Violence Prevention Project.

This year a number of institutions have developed policies and guidelines to support transgender staff and students and all institutions are continuing with significant work to ensure participation, engagement and success for Māori and Pacific students.

More information on specific activities can be found in the EPHEA newsletters for this year.