

2019 AGM Agenda

Wednesday 27 November 2019

12.10-pm – 12.40pm Wollongong time

University of Wollongong Innovation Campus

1. AGM Welcome

1. Acknowledgement of country and of Elders
2. Register of attendees
3. Noting of Apologies
Anthony Gartner, Swinburne

2. 2018 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

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

1. The Committee has the following resignations

Role	Resignation received	Institution
President	Gabrielle O'Brien	Queensland University of Technology
Vice President	Cathie Walsh	University of Auckland
Memberships Officer	Louise Pollard	University of Notre Dame
Ordinary member	Kate Flynn	Queensland University of Technology
Ordinary member	Priya Viswanathan	University of Technology Sydney

2. Nominations received and election of office bearers

The following nominations have been received. With all Office Bearer roles having received nominations, and only one nomination, no additional nominations are required, and the following people will be considered elected at the AGM.

Role	Nomination	Institution
President	Kylie Austin	University of Wollongong
Vice-President	Tracie Conroy	University of Technology Sydney
Secretary	Lara Rafferty	RMIT
Treasurer	Sonal Singh	University of Technology Sydney
Public Officer	Joanna Leonard	University of Technology Sydney
Memberships Officer	Kate Flynn	Queensland University of Technology
Ordinary member	Gabrielle O'Brien	Queensland University of Technology
Ordinary member	Zoe Bristowe	University of Otago
Ordinary member	Angela Spears	NZ
Ordinary member	Sarah Glencross	University of the Sunshine Coast
Ordinary member	Veronica Sanmarco	University of the Sunshine Coast
Ordinary member	Jane Anderson	University of the Sunshine Coast
Ordinary member	Susan Ainge	Queensland University of Technology
Ordinary member	Elicia Ford	University of Sydney

6. Other Business

No other business has been proposed by members ahead of the AGM.

Attachments:

1. 2018 AGM Minutes
2. President's report
3. Treasurer's report
4. Secretary's report
5. Memberships Officer's Report, including Chapters reports

Close of AGM

2018 AGM Draft Minutes

Wednesday 30 November 2018

By teleconference

7. AGM Welcome

1. Acknowledgement of country and of Elders

The President acknowledged the country on which the meeting was taking place and the Elders, and noted that these have long been considered places of learning and teaching.

2. Register of attendees

Attendees included: Penny Pitcairn, Jacinta Vanderveen, Zoe Bristowe, Sonal Singh, Gabrielle O'Brien, Lara Rafferty, Louise Pollard, Kim Reyes.

3. Noting of Apologies

Apologies were received from: Cathie Walsh, University of Auckland; Darlene McLennan, University of Tasmania; Tracie Conroy, UTS; Kate Flynn, QUT; Anthony Gartner, Swinburne; Elisa McGowan, University of Western Australia.

8. 2017 EPHEA AGM Minutes

1. Acceptance of Minutes

The Minutes were accepted as an accurate record.

Moved: Gabrielle O'Brien. Seconded: Penny Pitcairn.

9. Business Arising from Minutes

There was no business arising from the Minutes. In relation to a question from a member about the item on the 2017 Minutes re working with the Australian Tertiary Education Network on Disability on employment outcomes for students with disability, the President replied that she has made contact and is working through the inclusion of particular questions in the Graduate Destinations Survey.

10. 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. New Zealand Report
6. Chapters Reports

Reports from office bearers and state chapters were received and noted. The President was warmly thanked for her leadership and advocacy.

Members discussed some ideas for succession planning, administrative support, and submission preparation, and for incorporating enhanced contribution on a broad range of issues and from diverse perspectives.

Question from members:

- After noting the healthy balance sheet, in response to a question from a member, the Treasurer responded that the source of EPHEA funds is from memberships and the EPHEA conference.
- In relation to the conference costs and the expenditure of EPHEA funds, the President noted that EPHEA members are subsidised for conference attendance and that costs will be lower for the next conference. Additional professional development options will be offered at the next conference such as on advocacy and 'making your case'. Members noted opportunities to consider additional support for members to attend the conference such as travel subsidies.
- For planned expenditure in 2019, the President indicated priorities including: additional professional development for members, chapter funding, and improvements to the Association's website for enhanced functionality for members, and to reduce administration behind the scenes (for example to manage memberships).
- Memberships: A member suggested inviting some connection with the Australian Human Resources Institute (AHRI) and their Equity and Diversity group. Penny Pitcairn offered to do some investigating and report back and Lara Rafferty suggested looking into state-based organisations such as the Victorian Equal Employment Opportunity Network.
- After noting that it is very welcome are chapter reports from New Zealand and almost all Australian states and territories, the President noted that Charles Darwin University is planning an event early next year.
- The Chapter funding seems to have helped local activities and members present discussed some options to further support chapter activity and members' professional development.

Reports were accepted by members.

Moved: Louise Pollard

Seconded: Lara Rafferty

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

1. The Committee has the following resignations and vacancies

Arif Ongu has resigned as Memberships Officer.

2. Nominations received and election of office bearers

The following nominations were received, and as there was only one nomination for each office bearer position, 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	Joanna Leonard	UTS
Public Officer	Joanna Leonard	UTS
Ordinary Member	Zoe Bristowe	University of Otago
Ordinary Member	Louise Pollard	The University of Western Australia
Ordinary Member	Jacinta Vanderfeen	University of Tasmania
Ordinary Member	Kate Flynn	Queensland University of Technology
Ordinary Member	Priya Burgess	UTS

The Chair acknowledged the contributions of those departing members of the Association Executive.

Those volunteering to join or continue on the Association Executive were thanked for their contribution.

12. Other Business

Communication on the value of EPHEA and its conference: a member requested that members receive some written communication for members to include in their own institutions' communications. The President reported that she had written to the Vice-Chancellors of all institutions seeking sponsorship for the 2017 conference and was looking to engage a staff member to support communications such as this in 2019 and has flagged this with the current Conference Organising Committee in order to encourage support for staff to go, including the benefits for the institution.

There was no other business and the President closed the meeting.

Close of AGM



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 2019 | Chair's report

Gabrielle O'Brien, President, EPHEA

2019 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:

- **Cathie Walsh, Vice-President**, University of Auckland, NZ
- **Lara Rafferty, Secretary**, RMIT, Victoria
- **Sonal Singh, Treasurer**, University of Technology Sydney, NSW
- **Louise Pollard, Memberships Officer**, University of Notre Dame
- **Joanna Leonard, Public Officer**, University of Technology Sydney, NSW
- **Jacinta Vanderfeen, Ordinary member and Indigenous representative**, University of Tasmania, TAS
- **Zoë Bristowe, Ordinary member and NZ Representative**, University of Otago, NZ
- **Kate Flynn, Ordinary member**, Queensland University of Technology, QLD
- **Arif Ongu, Ordinary member**, University of Technology Sydney, NSW
- **Tracie Conroy, Ordinary member**, University of Technology Sydney, NSW
- **Priya Viswanathan, Ordinary member**, University of Technology Sydney, NSW

Thanks also to **Joy Pfeiffer** our new Administration Assistant this year who has come on board to help.

THE YEAR IN REVIEW

At our annual planning day earlier this year we took the opportunity to continue the current key objectives from the EPHEA 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 I have led or been involved in this year (with varying levels of success) included:

- Recommendations via submission (February 2019), and meeting with the Regional Education Expert Advisory Group in relation the **National Regional, Rural and Remote Education Strategy** aimed to drive increased participation in post-secondary education.
- Lobbying to ministers prior to **Federal election** on EPHEA's key concerns in higher education.
- Regular discussions with the **Department of Education** Equity branch – previous and new Branch Managers.
- Working with NDCO, ATEND and ADCET to add focus on **investigating the employment outcomes for people with disabilities** via the QILT Graduate Outcomes Survey. Ongoing discussions.
- Attendance at two meetings of the **Equity Research and Innovation Panel** (January and September). 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.
- Liaising with Conference Committee on the 2019 EPHEA/NAEEA Conference. Thanks also to Sonal Singh, our treasurer, who was a formal member of the Conference Organising Committee.
- Discussions with **National Education Opportunities Network (NEON)** on possible opportunities to collaborate e.g. World Access to Higher Education Day (WAHED). Thanks to Kylie and the

Conference Organising Committee for taking up the challenge of fitting NEON and WAHED into the Conference.

- Working with various **National Priorities Pool** grant holders on projects to facilitate equity practitioner perspectives.
 - The University of Queensland's Institute for Social Science Research (ISSR) to **review the current Higher Education (HE) Equity Groups**. Commenced 2018 – report not available yet.
 - 2018 Equity Fellow Dr Maria Raciti's project 'How the perceived risk of going to university influences the decision to participate in Australian higher education by people from low SES backgrounds'. Released July 2019 www.ncsehe.edu.au/maria-raciti-fellowship-perceived-risks-university-lowses/

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** through the work of our Vice-President and NZ Representative (see Chapter reports)
- EPHEA provided travel bursaries for **four** EPHEA members who wished to **University of Newcastle Writing Program to be featured in future issues of [International Studies in Widening Participation](#)** in mid-2020.
- We continued to provide up to \$3000 in **Chapter funding** for any chapters who want support for local activities – Tasmania, Queensland, ACT, New Zealand
- We offered **Professional Development Grants** – up to \$1000 – two rounds – a total of 15 applications with 2 people withdrawing.
- Ongoing investigations around online **professional development opportunities** for a broader cohort.

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

- annual Planning Day at the beginning of 2019
- 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](#)
- Streamlining our website for better interaction with members – new members login page coming soon.

LOOKING FORWARD

After five years as President it is time to hand over the reins to someone else. I have enjoyed taking on this role as it has been both personally and professionally challenging. 2019 has been particularly challenging with study, work changes and maintaining health and work/life balance. I could not have done it without the support of my fellow Executive Members and the wider membership who are always positive and supportive of me.

I have nominated as an Ordinary Member to provide some continuity to the Executive, so I hope to continue to be supported to EPHEA and its objectives and future strategies in this capacity.

Gabrielle O'Brien
November 2019

Treasurer report

EPHEA ANNUAL GENERAL MEETING

For additional information contact: Sonal Singh T: 02-9850 1932 Email sonal.singh@uts.edu.au

A. Account Summary as at 30 June 2019

Account name	Balance
# 082344134190524	10,451.52
Savings Account #5747 (84-647-5747)	15,428.13
Term Deposit #9963 (74-329-9963) 6 month @ 2.05% matures 8 Oct. 2019	16,687.63
Term Deposit #2538 (28-848-2538) 12 months @ 2.00% matures 5 June 2020	21,376.42
Term Deposit #3580 (28-854-3580) 12 months @ 2.00% matures 5 June 2020	10,890.66
TOTAL BALANCE AT 30.06.2019	\$ 74,834.36

B. Income and Expenditure # 082344134190524 (01.07.2018- 30.06.2019)

	Expenditure	Income
Opening Balance as at 01.07.2018		\$39,456.28
Membership Fees		14,949.99
EPHEA Seed Conference -University of Wollongong	-22,850.27	
Charles Darwin University event	-961.19	
Dept. of Education meeting	-769.40	
Executive Planning day	-6,083.20	
Chapter Funding	-12,030.00	
NAEEA Conference	-644.42	
STARS ticket	-160.00	
WIX.com (EPHEA website and mailbox)	-456.27	
Closing Balance as at 30.06.2019		\$10,451.52

Secretary's Report

EPHEA Annual General Meeting | Wednesday 27 November 2019

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. In addition to my role as Secretary I also undertook the role of EPHEA representative on the Advisory Board for the National Centre for Student Equity in Higher Education. While representing practitioner perspectives to inform the work of the Centre, it was a great pleasure and privilege to work with the Director and the outstanding members of the Board.

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). Louise Pollard 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, Jacinta Vanderfeen was the Indigenous representative, and Zoë Bristowe commenced as the New Zealand representative. Kate Flynn, Arif Ongu, Priya Viswanathan 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 2019. 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. I would also like to particularly note my appreciation for the role Joy Pfeiffer has taken up this year in supporting the Committee- it has been invaluable! 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. We have particularly well served to have Gabrielle O'Brien as President over these last few years as she has provided outstanding service and will be very much missed!

Lara Rafferty
EPHEA, Secretary

Memberships Officer's Report

For additional information contact: louise.Pollard@nd.edu.au

Members

All institutions with current membership were contacted in early 2019 and requested to update their membership lists. The majority of our members are on institutional memberships.

Currently, we have 930 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 2019

Australia

Australian Catholic University
Australian National University
Central Queensland University
Charles Darwin 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 Canterbury
University of Melbourne
University of New England
University of New South Wales
University of Newcastle
University of Notre Dame Australia
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
University of Auckland
University of Canterbury
University of Otago
Victoria University of Wellington

Other

Council of Australian Postgraduate Associations
National Aboriginal and Torres Strait Islander Postgraduate Association
National Centre for Student Equity in Higher Education
Chapter grants were also awarded to 4 chapters across Australia and New Zealand.

Australian State and Territory Chapter reports

Chapter reports have been provided by the Chapter Convenors (please see below). I would like to extend my thanks and appreciation for their support of their chapter over the past year.

New Zealand Chapter Report for EPHEA AGM November 2019

Universities New Zealand

- Two UNZ Committees developed a New Zealand summit on Indigenous Language Revitalisation, Education and Development which was held in Brazil in October.
- UNZ has established a Steering Committee for the Wellbeing and Sexual Harm Prevention projects

University of Auckland

- A Te REo Māori policy was launched to support the revitalization of the Māori language by providing a framework for the use of Te Reo Māori within the entirety of the University
- A physical accessibility audit of all university buildings is being undertaken with priority and high public usage buildings being identified
- The Faculty of Engineering has set an ambitious goal to increase our number of women studying engineering to 33%
- Guidelines have been developed to ensure trans and gender diverse students and staff have equitable participation in University sport and recreation, without discrimination based on their gender identity or expression.
- On-line self-paced training modules for students and for staff addressing bullying, harassment and discrimination have been developed and are currently being rolled out. Face-to-face workshops for targeting priority groups of people leaders and key frontline staff and students are also being offered.

- **University of Otago**

The Division of Health Sciences has created 2 new subcategories for admission to Otago's health professional programmes, the Refugee Subcategory and the Socioeconomic Subcategory. Students from refugee backgrounds or who attended a decile 1-3 secondary school will be prioritised for consideration for health professional programmes (alongside Māori, Pacific and rural).

The Kōhatu team are delivering a programme to increase the number of students from decile 1-3 schools progressing into and through health professional programmes. To the best of our knowledge this is the only targeted support programme for students from lower decile schools in the country. The project mirrors the support for Māori students and is expected to generate a significant increase in the number of students from decile 1-3 schools in health professional programmes following the 2019 pilot.

University of Canterbury

EPHEA welcomed Canterbury as members this year and look forward to their active participation in NZ networking and EPHEA activities in future.

Cathie Walsh 7/11/2019

2019 EPHEA Report: Western Australia State Chapter

Tuesday 29th January 2019

EPHEA WA Chapter Meeting and Professional Development Day

Hosted by the National Centre for Student Equity in Higher Education, Curtin University

2019 started with a successful professional development day co-hosted by WA State EPHEA Chapter and the National Centre for Student Equity in Higher Education. Delivered by experts in the field, the day's sessions focused on high school performance and standards and the relationship to access and participation in higher education, looking at the current situation and visions for the future. Guest speakers included:

- **Louise Pollard**, 2017 NCSEHE Equity Fellow and Director, Student Services & Admission, the University of Notre Dame, will give an overview of her Equity Fellowship, *Remote Student University Success: An analysis of Policy and Practice*. She will discuss implications for equity practitioners supporting remote students in higher education as well as recommendations for the sector and future policy directions.
- **Executive Director Allan Blagaich and Chair Patrick Garnett** from the Western Australian School Curriculum and Standards Authority (SCSA) will provide an overview of the current performance of Western Australian high school students, Australian Tertiary Admission Rank (ATAR) trends, and the relationship of National Assessment Program – Literacy and Numeracy (NAPLAN) and Online Literacy and Numeracy Assessment (OLNA) to students' achievement, with a focus on students from diverse backgrounds.
- **Professor Peter Noonan**, Director of Tertiary Education and Policy — Mitchell Institute at Victoria University, will discuss the results of the modelling undertaken for the Mitchell Institute on future scenarios for tertiary education in Australia and implications for future access and participation. The modelling covers Vocational Education and Training (VET) and higher education as individual sectors and then tertiary education as a whole. It assesses recent and project enrolment levels to 2031 as a proportion of the Australian population and highlights the need for ongoing growth in both sectors to even maintain current participation levels.

The day was extended to colleagues across WA leveraging the network of the National Centre and members of EPHEA, and it reached capacity with 50 participants. Following the presenters, we hosted a chapter meeting and had record participation with 30 people attending to share plans for 2019. Feedback from this session was that members found it very valuable to combine PD/presentations with the state chapter meetings, so this model was adopted for the remainder of 2019, and Universities nominated to host chapter meetings and organise presentations of interest to colleagues.

Wednesday 22 May 2019

Presentation and EPHEA WA Chapter Meeting

Hosted by Notre Dame University

Our guest speakers included;

- **Deidre Wright and Anne Surma** from CARAD, which is a community-based organisation providing essential welfare and advocacy support to asylum seekers, refugees and detainees in Western Australia. Deidre works at Curtin University and has extensive experience working with and advocating on behalf of asylum seekers and refugees trying to access the tertiary sector. Anne works at Murdoch University and the treatment of people seeking asylum is an important research focus for her. Deidre and Anne presented on this work and then participated in an open conversation about how Western Australian universities can support this cohort of students.

Notre Dame agreed to host an information session specifically targeted at this cohort and provide information from the Universities. Approximately 15 equity practitioners, representing all Universities and the NCSEHE attended the presentation and meeting.

Tuesday 10th September 2019

Presentation and EPHEA WA Chapter Meeting

Hosted by Murdoch University

This meeting included a presentation by;

- **Melissa O'Donnell** - Co-Head, Developmental Pathways and Social Policy, Telethon Kids Institute. Melissa presented on recent research on care leavers and their rates of high school completion and being university bound are significantly lower than other comparison groups. In the latest research they are following up young people from 16-25 who are transitioning from out-of-home care through the Department to determine how outcomes can be improved.

The Chapter discussed the equity considerations for young people who are coming from out-of-home care through the Department of Communities (Child Protection and Family Support) and how Universities can support this cohort. The meeting also discussed University approaches to supporting sessional staff who support students with increasing mental health and pastoral care needs. Approximately 10 people attended this presentation and meeting, from all WA universities.

Monday 9th December 2019

Presentation and EPHEA WA Chapter Meeting

Hosted by The University of Western Australia

Our final EPHEA event and chapter meeting for 2019 will take place on Monday 9th December 2019. Presenters will include:

- **Associate Professor Maria Raciti** from the University of the Sunshine Coast, is an Adjunct Fellow with the NCSEHE and was part of a 2019 Departmental Taskforce with the Australian Government Department of Education. Dr Raciti is a Principal Fellow of the Higher Education Academy (UK), was the 2018 Research Fellow with the NCSEHE, and is co-leader of two Indigenous research groups at USC. Associate Professor Maria Raciti uses marketing tools and techniques for the greater good — being the active pursuit of equity, social justice and betterment. Dr Raciti’s main research areas are social marketing and widening participation in higher education. In an era of increasing vocational uncertainty, navigating careers pathways is daunting, and this is amplified for students from disadvantaged backgrounds. A report by 2018 NCSEHE Research Fellow Associate Professor Maria Raciti has examined the relationships between perceived risk and university participation for low SES students.
- **Bep Uink** is a Noongar woman and Research Fellow at the Kulbardi Aboriginal Centre, Murdoch University. Her research spans investigations into barriers and enablers of Indigenous students’ success in higher education, gendered barriers to education and young peoples’ social-emotional wellbeing. Bep Uink will present a case study from the Kulbardi Aboriginal Centre which documents the development and implementation of its student success strategy relating to how the activities of Indigenous Education Units contribute to Indigenous student success at university. This study identifies a range of different barriers and enablers of Indigenous student success, through a ‘whole-of-university’ approach inclusive of governance and management, teaching and pedagogy and direct student support.

WA EPHEA State members are also looking forward to the upcoming EPHEA Conference and linking with other state chapters, and hearing from colleagues across Australia and New Zealand. Colleagues were involved in the planning Zoom session for the upcoming state chapter session at the Conference.

In 2019 we had an increase in members listed on our main email list communication channel, our current membership total is 57 members. It is a challenge to remain connected with colleagues across the Universities, due to ongoing changes in personnel and structures, however we have managed to keep connections at all Universities and link representatives into the mailing list and events throughout the year.

EPHEA Queensland Chapter Report

2019

The EPHEA Queensland Chapter was re-established after many years. We held two meetings this year to relaunch the chapter. A survey was sent out late 2018 to ascertain the purpose and objectives of the chapter. The first meeting was held in May, we had 22 participants (student and staff equity) who brainstormed the direction and objectives of what our EPHEA QLD chapter would look like. It was collectively decided that the primary purpose of the chapter is to share good practice, network and provide professional development. The following topics were identified as areas of particular interest:

- Evaluation and measuring impact
- Parent engagement
- Widening participation
- Best practice case studies

The group is a diverse mix of staff which comprise of equity practitioners and career counsellors who work in student and staff equity. They work with different audiences such as widening participation, school leavers, adult learners, current students and staff. The diverse range of interests makes it difficult for each workshop to be relevant to all groups. We agreed our group would:

- Meet 3 times a year (twice in an EPHEA conference year).
- We will meet twice in Brisbane City or South Bank and once at the Sunshine Coast University.
- Time - 10am - 1.30pm (inclusive of lunch and networking time)
- Ideally, video conference options would be made available using Zoom or other technology for people who can't make it in person.

The second workshop kicked off the series of workshops, Matt Lumb and Rhyall Gordon joined us from the Centre of Excellence for Equity in Higher Education (CEEHE) at University of Newcastle on Tues 15th October 2019. Entitled Evaluating Equity in Higher Education: in search of 'best practice'. We had 26 participants with good representation from all the local universities- USC, UQ, QUT, Griffith, USQ, ACU and CQU.

Feedback from the session

- "It was valuable acknowledging the complexity of evaluation and that others are grappling with same / similar issues. Adding an equity lens to evaluation is an important dimension and involvement of participants stakeholders in design and receipt of evaluation."
- "This was a great experience, it's always inspiring to sit with like-minded individuals. The challenges are common and persistent. I'm left wondering what more can we do to effect change in our institution?"
- "Brought focus back to fundamentals – especially the value laden nature of evaluation methodologies of practices."
- "Reinforced that it's a challenging and complex area but a challenge for all
A lot of expertise in the area and generosity in sharing knowledge / expertise / resources. Need to make a start somewhere – there may not ever feel like a right time / right approach!"
- "Great to learn how others are doing it – some the same and some differently.
Sharing knowledge through collaboration is invaluable."



- “Take home message from a direct program approach is that question of whether our programs speak to “historically most marginalized” I know ours don’t and that has been a tension with colleagues who view that it is enough. Will take this thought back to them.”

Tentative Plans for 2020

- Meeting 1 - March - Sunshine Coast- Evaluation Part 2 and staff/student mental health and wellbeing framework
- Meeting 2 - July - Brisbane - Supporting LGBTIQ staff and students
- Meeting 3 - November - Brisbane - Parent engagement

Thank you to the EPHEA committee for the chapter funding.

Tasmania State Chapter report

The University of Tasmania (UTAS) has a Social Inclusion Community of Practice (SICoP) that fulfils many of the requirements of a chapter. In 2019, we decided not to have a separate chapter, but to work under the umbrella of the SICoP. There is a core group of staff, lead by Nicole Crawford, which includes both of us. The SICoP facilitates professional development and networking events for staff who are interested in inclusion, equity and diversity. It has a List-serv with over 100 university staff registered, which enables the sharing of research and other information.

Achievements and events in 2019

1. Inclusive Toolkit for UTAS staff: supporting students with disability

Several members of the SICoP received a UTAS Teaching Development Grant to develop an online toolkit, which was launched in March. It aims to:

- Enhance the understanding of disability amongst staff
- Provide staff with resources to support students with disability
- Improve the understanding and application of Learning Access Plans (LAPs) within the university
- Provide a resource that is UTAS-context specific that aligns with current processes, policies and procedures.

2. 'Interactive theatre as capability enabler: Student transition and academic success'

Presentation by Dr Allison Creed (University of Melbourne), 8th August.

3. 'Engaging students and staff in inclusive partnerships in global learning'

Presentation by Dr Wendy Green (UTAS), 20th September.

4. 'Creating an inclusive learning environment: supporting students experiencing mental health challenges and other conditions that affect their learning'

An Inclusive Practices Workshop by members of the Inclusive Toolkit Team, 2nd December.

This professional development event is also in acknowledgement of the second World Access to Higher Education Day (WAHED).

General update about the University of Tasmania's commitment to equity

In 2019 a new chair was appointed to the University Equity Committee, Professor Margaret Otlowski, Pro-Vice-Chancellor (Culture and Wellbeing). UTAS was unsuccessful with its bid for the bronze accreditation application for the Sage Athena SWAN, but is actively engaging gender equity initiatives within its strategic direction and plan documents 2019-2024. <https://www.utas.edu.au/vc/strategic-direction> The Strategic Direction and Strategic Plan begin by honouring the first people and their ongoing contribution to lutruwita/Tasmania. On the 4th of December, the University will publicly acknowledge their wrongdoings toward Tasmanian Aboriginal people and apologise to them.

Warm regards,

Jacinta Vanderfeen and Darlene McLennan Co-conveners EPHEA Tasmania state chapter