

MINUTES

Equity & Diversity Committee



11:00am 10 January 2019

Attendance

Present

Bre Shanahan (Chair) (BS)
Conrad Hogg (CH)
Brianna Yarran (BY)
Martha McKinley (MM)
Saskia Mason (SM)
Nery Contti Neto (NCN)
Pu Xuan Wu (PXW)
Michael Anderson (MA)
Lauren Espinoza (LE)
Jenny Ophel (JO)

Apologies

Tony Goodman (TG)

1. Welcome and Opening

BS acknowledged that UWA is situated on Nyoongar land. BS paid her respects to Nyoongar elders past, present and future.

BS welcomed all attendees and accepted apologies.

2. Confirmation of Previous Minutes

N/A

3. Business Completed Via Circular

Nil

4. Committee Business

4.1. Timing of 2019 Meetings – At this stage (until timetables are released), Committee agreed to meet on the 2nd Thursday of each month at 11:00am.

4.2. Additional Committee members to be co-opted – Committee agreed to extend standing invitations to Access and Ethnocultural Collective.

Action: BS to extend the invitation.

4.3. Committee focus for 2019:

4.3.1. Discussion concentrated on the Women's Department's Safer Spaces Policy and how it can be adapted for other Departments/Collectives. Positive feedback received in terms of the content in the policy.

Action: Committee members to discuss the proposed policy with their individual departments/collectives to ascertain how it can be adapted for their requirements.

4.3.2. MA advised Access were working with Student Assist on a list of preferred terms. MM would like to see this expanded to other Departments.

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4.4. Engaging students with disabilities in student leadership roles – MA raised the issue of students with disabilities not necessarily taking on leadership roles within Clubs and Departments and sought suggestions on how individuals can be engaged and supported in these roles. Initial suggestions included:

- Having shared positions where possible
- Set expectations (to be included in Student Leadership Training)
- Implement a structure of approved leave
- Have an Officer ready to step up if required (appoint a deputy to certain roles)
- Provide the ability to Skype into meetings if required
- Educate current student leaders on what is possible

Action: MA and LE will meet with Liam from Events to discuss further (from a Student Leadership Training perspective) and will report back at next E&D meeting.

4.5. Indigenous Strategy – BY tabled the Indigenous strategy that was developed by Megan and Jayne last year. MM suggested including an indication of support available, especially concerning study and disability support.

Action: Committee endorsed strategy

5. Other Business

5.1. Suggestion raised to conduct a counselling services survey. CH advised this has already been done and a push to implement changes in progress. MA advised the Headspace/NUS survey data has been released but concerns raised over whether the timeframes included triage. CH acknowledge the need to look at efficiencies across UWA and Guild departments (Student Assist for example).

5.2. BS would like to again undertake the Bathroom Audit. This has been attempted several times by past E&D Committees but has not been finalised. Of particular concern is the so-called Gender Neutral bathrooms.

Action: BS to review process to undertake Bathroom Audit

5.3. MA advised Access will be flagging a motion at next Council meeting around promotion/availability of alcohol at mental health focused events.

5.4. CH would like the Committee to potentially develop an Inclusion and Diversity policy and update the Events Diversity Guide.

Action: PXW to lead this initiative

5.5. CH suggested a guide for Acknowledgement of Country be developed.

Action: BY to lead this initiative

6. Next Meeting

11:00am, 12 February 2019

Meeting closed at 11.42am

MINUTES

Equity & Diversity Committee



11:00am 7 February 2019

Attendance

Present

Bre Shanahan (Chair) (BS)
Conrad Hogg (CH)
Martha McKinley (MM)
Saskia Mason (SM)
Nery Contti Neto (NCN)
Pu Xuan Wu (PXW)
Michael Anderson (MA)
Lauren Espinoza (LE)
Jenny Ophel (JO)
Tony Goodman (TG)
Khairunnisa Shahrin (KS)
Blake (PhD student – by invitation)

Apologies

Brianne Yarran (BY)

1. Welcome and Opening

BS acknowledged that UWA is situated on Nyoongar land. BS paid her respects to Nyoongar elders past, present and future.

BS welcomed all attendees and accepted apologies.

2. Confirmation of Previous Minutes

Minutes from meeting on 10 January 2019 approved

3. Business Completed Via Circular

Nil

4. Committee Business

4.1. Pride Guide by Post Grad students – PhD student Blake presented the draft Pride Guide that they would like to include in their upcoming Zine. Committee members provided in-depth feedback which will be incorporated into the Zine.

4.2. Engaging students with disabilities in student leadership roles – MA has discussed this with Liam from Events who advised it would be worthwhile talking to Taco (SOC President) about giving a presentation at the next SOC meeting, focusing on how to better accommodate students with disabilities at meetings and events.

Action: MA to discuss with Taco.

4.3. Guide for Acknowledgement of Country – to be tabled at next meeting

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Equity & Diversity Committee



11:00am 7 February 2019

4.4. Inclusivity & Diversity Policy – PXW has written draft policy which will be circulated to Committee members

Action: PXW to circulate prior to next meeting

4.5. Inclusive Events Guide – BS advised the draft Guide is nearly finished and will be discussed with Liam for Student Leadership Training. Once finalised, the draft guide will be approved via circular.

Action: BS to circulate guide

4.6. Review of Guild Alcohol & Mental Health Policy – MA advised that the motion around this policy was approved at last Council meeting. The policy should not be overly prescriptive but create awareness surrounding alcohol on Campus and how we run Mental Health events. CH advised this policy can work well with the Events guide and we can look at including a section in the EMPs. MA is looking for Committee members to help work on a comprehensive policy.

Action: Committee members to consider assisting with this project

5. Other Business

5.1. MA requested that the Access Safer Spaces policy be tabled at next meeting.

6. Next Meeting

11:00am, 14 March 2019

Meeting closed at 11.20am

MINUTES

Equity & Diversity Committee



11:00am 11 April 2019

Attendance

| | |
|-----------|---|
| Present | Bre Shanahan (Chair) (BS) Conrad Hogg (CH) Alex Tan (AT) Saleem Al Odeh (SAO) Martha McKinley (MM) Saskia Mason (SM) Brienne Yarran (BY) Pu Xuan Wu (PXW) Michael Anderson (MA) Khairunnisa Shahrin (KS) Jenny Ophel (JO) Emily (student parent – by invitation) |
| Apologies | Nery Contti Neto (NCN) Lauren Espinoza (LE) Tony Goodman (TG) |

1. Welcome and Opening

BS acknowledged that UWA is situated on Nyoongar land. BS paid her respects to Nyoongar elders past, present and future.

BS welcomed all attendees and accepted apologies.

2. Confirmation of Previous Minutes

Minutes from meeting on 7 February 2019 approved

3. Business Completed Via Circular

Nil

4. Committee Business

4.1. Student Parents on Campus – Student Parent, Emily, gave the Committee an insight into the challenges of student parents on Campus. After a lengthy discussion the Committee agreed to prepare a guide for student parents with easy reference to support options, feeding rooms/facilities, children friendly collaborative zones etc. This will be headed by a soon to be appointed OCM. At this point Emily left the meeting.

Action: In the meantime, CH will approach Reid Library regarding obtaining extra feeding chairs and CH/BS will review information relating to parent facilities/support on the website.

4.2. Inclusive Events Guide – BS advised this is still progressing and will be tabled at next meeting.

Action: BS to bring draft guide to next meeting.

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Equity & Diversity Committee



11:00am 11 April 2019

4.3. Inclusivity & Diversity Policy – PXW tabled a list of questions with regard to the draft policy. Committee provided feedback and PXW will update policy and circulate to Committee.

Action: PXW to action as above

4.4. Guide for Acknowledgement of Country – BY circulated a document detailing the difference between Welcome to Country and Acknowledgement of Country and when it is appropriate for each to be used. Committee endorsed the motion to make this document a policy.

Action: CH to take to Governance Committee

4.5. Access Safer Spaces Policy – MA tabled the Access Safer Spaces policy which was based on the Safer Spaces policy prepared by BS and endorsed previously by the Committee. Committee endorsed Access policy with slight amendments.

5. Other Business

5.1. Committee discussed if it was possible for mental health considerations be included in the UWA enrolment process. CH advised at present this process cannot be changed due to Student Connect being set up to align with Government reporting requirements.

5.2. MA advised the Alcohol Policy was ongoing.

5.3. MM raised the issue of the Pride Department receiving a number of enquiries and surveys from students to assist with their studies. Other Committee members advised they had the same issue. It was agreed the Committee should formulate a standard reply to these requests.

Action: CH to work with MM and SM on appropriate wording

6. Next Meeting

11:00am, 9 May 2019

Meeting closed at 11.42am

MINUTES

Equity & Diversity Committee



11:00am 21 May 2019

Attendance

Present Bre Shanahan (Chair) (BS)
Brienne Yarran (BY)
Michael Anderson (MA)
Sophia Bartlett (SB)
Jenny Ophel (JO)

Apologies Conrad Hogg (CH)
Lauren Espinoza (LE)

1. Welcome and Opening

BS acknowledged that UWA is situated on Nyoongar land. BS paid her respects to Nyoongar elders past, present and future.

BS welcomed attendees, in particular new committee member, Sophia Bartlett and accepted apologies.

2. Confirmation of Previous Minutes

Minutes from meeting on 11 April 2019 approved

3. Business Completed Via Circular

Nil

4. Committee Business

4.1. Inclusive Events Guide – BS has discussed the Inclusive Events Guide with new Committee members, Sophia and Tara (Suaan) and requested they take on this project on behalf of the Committee.

Action: BS to forward 2015 Guide to Sophia and Tara.

4.2. Inclusivity & Diversity Policy – as Jayde was absent from the meeting, BS will follow up for next meeting.

4.3. Guide for Acknowledgement of Country – the Governance Committee meeting has been rescheduled to week beginning 27 May 2019 so an update will be available next E&D meeting.

4.4. Student Parents on Campus – BS met with Reid Library and Barry J Marshall Library staff. Barry J Marshall has a new feeding chair and Reid Library have confirmed a parents room is going in on the first floor. BS suggested to the Libraries that the website be updated to reflect these changes and locations of parents rooms.

Discussion also took place around having a Student Parents on Campus Collective.

Action: BS to talk to Patricia regarding the Governance around forming a Collective.

4.5. Alcohol and Mental Health Policy – update next meeting.

4.6. Indigenous National Social Night Themes – BY was looking to have Committee views on proposed themes for social nights to ensure they are appropriate. As there were only a small number of Committee members present, BY will circulate proposed themes for Committee to review.

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Equity & Diversity Committee



11:00am 21 May 2019

5. Other Business

5.1. MA advised that 2 students have approached Access regarding setting up a Carers Collective. The student will provide MA with a proposal. MA will attend a meeting with Carers WA from a governance of the Guild perspective.

6. Next Meeting

11:00am, 25 June 2019

Meeting closed at 11.13am



AGENDA
UWA Student Guild
Equity & Diversity Committee
25 June 2019

Meeting to commence 11:00am
Venue: Meeting Room 1 (1st Floor, South Wing)

Attendance: Bre Shanahan (BS), Conrad Hogg (CH), Mike Anderson (MA), Tara Suann (TS), Prema Arasu (PA), Tony Goodman (TG)

Apologies: Jenny Ophel (JO)

1 WELCOME AND OPENING

- 1.1 Welcome
- 1.2 Apologies

2 CONFIRMATION OF PREVIOUS MINUTES

21 May 2019 - Accepted

3 BUSINESS COMPLETED VIA CIRCULAR

Nil

4 COMMITTEE BUSINESS

4.1 Terminology: Liberation Groups vs Marginalised Groups vs Equity Groups vs Autonomous Groups

- CH: UK has used equity groups, marginalised groups, move towards liberation groups. Asked committee for thoughts on term "Liberation groups"
- BS: Likes autonomous as it makes it clear that Departments like Women's aren't for men, and won't have interference from men.
- MA: Likes autonomous as it denotes that it is of us by us
- PA: Liberation sounds quite political
- MA: Agrees, could make it seem it's an activist space rather than a space for those people
- CH: Stick with autonomous
- PA: Thinks it's good that we're looking the UK, they're woke.

4.2 Inclusivity & Diversity policy

- Deferred

4.3 Guide for Acknowledgment of Country (feedback from Governance Committee)

- Still waiting on feedback, BS to give information once available

4.4 Student Parents on Campus (update on governance around forming a Collective)

- Have been taken out of the regs. Include them in the E&D Committee. Not a formal committee. Should have a student parent.
- PA says to contact her if needing contact with postgraduate student parents

4.5 Alcohol and Mental Health policy

- Deferred

4.6 Indigenous National social night themes;

- Sports night
- Decade Fashion
- Masquerade
 - Deferred

4.7 Inclusive Events Guide

- Tara and Sofia are working on this
- BS says this policy is to assist clubs in running accessible events, avoiding sexist, racist or homophobic themes, and providing guidelines for event to be run inclusively

5 **OTHER BUSINESS**

MA provided update on meeting with Carers WA. Carers Collective Co-Conveners attended with Access Co-Officers. Meeting went very well and the Department is looking to work closely with them in Semester 2.

6 **NEXT MEETING**

TBA

7 **CLOSE**

- 11:15am

MINUTES

Equity & Diversity Committee



11:00am 13 August 2019

Attendance

Present Bre Shanahan (Chair) (BS)
Khairunnisa Shahrin (KS)
Saleem Al Odeh (SAO)
Martha McKinley (MM)
Saskia Mason (SM)
Emily Wainwright (EW)
Prema Arasu (PA)
Michael Anderson (MA)
Sophia Bartlett (SB)
Tony Goodman (TG)
Jenny Ophel (JO)

Apologies Conrad Hogg (CH)
Lauren Espinoza (LE)
Brianna Yarran (BY)
Tara Suann (TS)

1. Welcome and Opening

BS acknowledged that UWA is situated on Nyoongar land. BS paid her respects to Nyoongar elders past, present and future.

2. Confirmation of Previous Minutes

Minutes from meeting on 25 June 2019 approved

3. Business Completed Via Circular

Nil

4. Committee Business

4.1. Student Parents on Campus Collective Convenor – the Committee unanimously co-opted EW onto the Committee.

4.2. Inclusivity & Diversity Policy – as Jayde was absent from the meeting, BS will follow up before next meeting.

4.3. Safer Events Guide – SB advised this has been updated/amended, especially around Access-related items.

Action: SB to send to BS for feedback at next meeting

4.4. Student Parents Guide – EW is working on consolidating all Student Parents on Campus information into one place and requesting online resources from UWA. Current information is more doom and gloom than helpful. SB has offered to assist collate the information.

Action: BS and EW to draft an email to the University to suggest changes.

5. Other Business

5.1. MA advised the Mental Health & Alcohol Policy has been updated to provide guidance around what is a mental health-based event.

Action: MA to circulate to Committee before next meeting

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Equity & Diversity Committee



11:00am 13 August 2019

5.2. Coming up:

- SAO announced the Ethno Collective are commencing the video series
- MA advised Carers Collective will launch soon
- Week 5 is Women's Week
- Week 6 is Pride Week

6. Next Meeting

11:00am, 24 September 2019

Meeting closed at 11.18am

MINUTES

Equity & Diversity Committee



12:00pm 24 September 2019

Attendance

Present Bre Shanahan (Chair) (BS)
Conrad Hogg (CH)
Lauren Espinoza (LE)
Khairunnisa Shahrin (KS)
Saleem Al Odeh (SAO)
Saskia Mason (SM)
Emily Wainwright (EW)
Michael Anderson (MA)
Sophia Bartlett (SB)
Tony Goodman (TG)

Apologies Jenny Ophel (JO)
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4. Committee Business

4.1 Inclusivity & Diversity policy – completed by JW (absent)

4.1.1 Slight alterations on grammar to be made by Bre

4.1.2 SM and CH discussed terminology on LGBTQI+

4.1.3 Committee agreed there should be some noting of constraints around freedom of expression

4.2 Safer Events Guide – SB

4.2.1 SB notes the changes in the document

4.2.2 MA said it is important that clubs are making sure the events are explaining how they are accessible not just that they are.

Action: This to be noted in the document

4.3. Student Equity Working Group – MA gave a run down of the purpose and Council's work towards this policy.

5. Other Business

5.1 Nedlands doesn't have any space for breastfeeding - EM

5.1.1 Nedlands is a small campus but important students can have access to spaces for breastfeeding there too

5.1.2 BS will talk to the university about this

5.1.3 EM says this is important so that the student parents' collective can be circulated with that type of information

5.1.4 BS will be following up on to see if QE2 has spaces

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12:00pm 24 September 2019

- 5.2 Ethno is running 2 events - EA
 - 5.2.1 Ration challenge run with S4R
 - 5.2.2 Cultural Fashion show in Multicultural Week, night of Spring Feast.
 - 5.2.3 Everyone please support these event

- 5.3 Guild ball is soon, nearly sold out. Please come - CH

6. Next Meeting

11:00am, 22 October 2019

Meeting closed at 12.12pm

MINUTES

Equity & Diversity Committee



11:00am 10 January 2019

Attendance

Present

Bre Shanahan (Chair) (BS)
Conrad Hogg (CH)
Brianna Yarran (BY)
Martha McKinley (MM)
Saskia Mason (SM)
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4.1. Timing of 2019 Meetings – At this stage (until timetables are released), Committee agreed to meet on the 2nd Thursday of each month at 11:00am.

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Action: BS to extend the invitation.

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Action: Committee members to discuss the proposed policy with their individual departments/collectives to ascertain how it can be adapted for their requirements.

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Equity & Diversity Committee



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Action: Committee endorsed strategy

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