

MINUTES

Equity & Diversity Committee



2:30pm 27th February 2020

Attendance

Present	Pauline Chiwawa (PC) (Chair) Bre Shanahan (BS) Viknash VM (VVM) Annalise Wright (AW) (proxy for Mike Anderson) Martha J McKinley (MJM) Sonali Suhane (SS) Emily Wainwright (EW) Saleem Al Odeh (SAO) Brett Madigan (BM) (proxy for Riley Dolman) Sophia Kennedy Perkins (SKP) Tony Goodman (TG) Jenny Ophel (JO)
Apologies	Mike Anderson Riley Dolman Anna Krimpton Vin Kalim

1. Welcome and Opening

PC acknowledged that UWA is situated on Nyoongar land and paid respect to Nyoongar Elders past, present and emerging.

PC welcomed everyone to the first E&D Meeting for the year.

2. Declaration of Potential or Perceived Conflicts

Nil

3. Terms of Reference and Committee Regulations

PC noted terms of reference for Committee

4. Confirmation of Previous Minutes

Not applicable

5. Business Completed Via Circular

Nil

6. Committee Business

- 6.1 Additional Committee members – PC moved to co-opt representatives from Access, Ethnocultural and Student Parents on Campus to the Committee. Motion passed unanimously.
- 6.2 Review of 2019 Committee Business – BS provided an overview of the main focus for the E&D Committee in 2019 which included Student Parents on Campus, Inclusivity Guide and Indigenous Strategy. BS reiterated that this meeting is also a forum for discussing areas of concern when they arise.
- 6.3 Focus for 2020 – PC called for ideas on areas the Committee would like to focus on in 2020. Initial suggestions included:
 - PC – linking in with the UWA Gender Equality Working Group as some of this group's action plans can relate to students (*action plan was tabled*).
 - PC – look into cognitive bias training – for students, by students

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- SAO – UWA have set up a Low Cultural Linguistic Working Group and SAO has been invited to sit on the panel on 3rd April over the showing of “Me, the Other” movie. There are also plans for “People of UWA” to showcase Ethnocultural Staff.
- SAO - collaborate with MCW throughout the year, especially with the fashion show
- VVM - find “student champions” to call out bad behavior as it happens as there is a fine line between humour and racism. BM suggests expanding outside of workshops with SAO suggesting a series of videos, campaigns etc. TG reminded Committee to refer back to Student Assist if required.
- BS – link in with the UWA Ally Program and recognise the students that have undertaken the program
- BS and BM – focus on addressing unconscious bias and raise awareness amongst students who may not recognise when comments are harmful. Similar to the University of Melbourne compulsory training for all students.
- BS – concern over no women on UWA Executive. PC advised there is a mentoring program but no women internal candidates identified.
- EW – a need to capture the number of student parents on campus so Collective have a better understanding of requirements and who is affected (example – IGA do not stock baby items).
- PC – expand on the Indigenous Strategy which focusses on staff and students but not commercial aspects (procurement, preferred suppliers etc). TG advised the tender process is open to all and not targeted at any particular suppliers to ensure a fair and transparent process). BM suggests reaching out to Indigenous businesses to provide the opportunity to tender. BS to discuss with appropriate parties how best to approach this issue.
- All – Look at how to support the Student Equity Working Group (focusing on low SES students)
- All – How to use the Guild physical spaces to feature cultural elements and how to integrate marketing solutions to raise awareness about this initiative.

7. Other Business

Nil

8. Next Meeting

Committee indicated that Thursday was a favourable day so proposed time for future meetings is 3:00-4:00pm on the 3rd Thursday of each month. Next meeting to be held on Thursday 19th March 2020.



AGENDA
UWA Student Guild
Equity & Diversity Committee
21st May 2020

Meeting to commence 3:00pm
Venue: Not applicable, via Zoom

1 WELCOME AND OPENING

1.1 Welcome

1.2 Attendance: Saleem Al Odeh (SA), Meizhu Chen (MC), Vin Kalim (VK), Sonali Suhane (SS), Viknash VM (VVM), Pauline Chiwawa (PC), Emily Wainwright (EW)

1.3 Apologies: Mike Anderson (MA), Bre Shanahan (BS), Brett Madigan/Riley Dolman (BM)/(RD), Anna Kimpton (AK), Sophia Perkins (SP), Martha McKinley (MM), Rahul MS Kumar (RMSK), Jenny Ophel (JO), Tony Goodman (TG)

2 BUSINESS COMPLETED VIA CIRCULAR

Nil

3 CONFIRMATION OF PREVIOUS MINUTES

4 COMMITTEE BUSINESS

4.1 Stream Reporting

4.1.1 Cultural Diversity – VVM

VVM - Spoke to Tony regarding physical spaces for the diversity/cultural precinct, which can be modified and decorated to celebrate cultural events. Tony advised that it needs to go through commercial committee, but shouldn't be too much of a problem. Likely to just be a temporary space, perhaps until the end of the year.

PC – Multicultural subset of Guild include references to cultural events/celebration in emails, so we could consult with them to put together a calendar, and initially acknowledge the celebrations in a digital format.

VVM mentioned that he was told there isn't much of a budget for it, as all funds are through fundraising or sponsorships. VVM will send Multicultural Week contact to PC

SA stated that he thought it was a great idea, not only to acknowledge students from other backgrounds and celebrate with them, but to educate others. Displays in a physical space will be effective as they will be visible to many students, which will trigger awareness and potentially interest in the event.

4.1.2 SLT Education and Training Review – PC

PC asked whether anyone on the committee had done the UWA student leadership training, none attending the meeting had done so. PC is going to organise for the E&D committee to review the training materials, (cultural competency, mental health, consent etc), so that we can check if it's suitably inclusive.

4.1.3 Trans and Gender Diverse Students – AK&KP

PC spoke to Anna about how we can support trans students with their transition whilst on campus. Issues can arise with use of preferred name, accessing services etc. Aiming to ensure that staff and others dealing with trans students are suitably trained and aware. Pride department will be working on a resource for trans students, taking inspiration from a guide produced by University of Technology Sydney (UTS).

4.2 Covid-19 Access and Equity Report – BS

PC reported that BS updated her on Uluru Statement from the Heart. This is now being included in the Education Action Plan, and there will be a student campaign to promote getting behind the referendum.

5 OTHER BUSINESS

- EW asked if we could see a copy of the UTS guide for trans students, PC confirmed that we will be able to see a copy.
- PC brought up the Ethnocultural Collective video series, which involves students from different backgrounds being able to talk about stereotypes, and compare it to the truth of their experience. SA mentioned that it had been more challenging to record videos lately due to having to use Zoom, but they were hoping to get another video out by the end of semester if possible.
- PC asked SS about the support Postgraduate students had been receiving during the current situation.
SS said that support had been consistent and available, but C-19 had slowed things down a bit. SS mentioned that a student had recommended better publicising the availability of emergency sanitary products (pink box in the libraries, free vending machine in Guild toilet, Women's Room), and suggested having some printed materials to advertise this.
PC agreed, and said she was also going to be mentioning this issue in a "back to uni" video series she'll be producing for second semester.
- PC asked if there were any issues with students that E&D committee members were representing, in obtaining support during C-19.
SA brought up that international students are clearly going through a difficult time for many reasons, including racism and financial problems, and that it is a very layered issue; we should acknowledge these students and support them when we can. SA has shared the SOS campaign to the ethnocultural page.
VVM said he was concerned about the upcoming uni break. During semester students are busy and distracted, but during the break loneliness and anxiety could increase with less contact. There are international students who haven't had the opportunity to make any friends, due to the C-19 lockdown and not being on campus. VVM has assisted in delivering welfare packs to students during this time. He suggested thinking about having some events over the break so that students can meet others, now that the restrictions are starting to lift?
PC spoke about the SOS campaign which is valuable for students, and encouraged the committee to share within our groups. Women's Department is looking at doing some more "low key" events for students.
- MC brought up the casual racism that students of Asian backgrounds have been experiencing due to the pandemic. Students have noticed more "subtle" racism in the form

of jokes about China, bats, Wuhan etc, and that it has been making people feel upset. She spoke about international student departments at other universities having a platform for reporting racism, and suggested that this would be a good idea for UWA.

PC mentioned the Guild C-19 survey, which had some questions asking whether students had been experiencing racism, but said that a formal reporting system would indeed be useful.

VVM stated that he's currently working with the Complaints Resolution team and Lisa Goldacre, Associate Director of Student Wellbeing, on a reporting mechanism for this exact reason. Complaints of racism experienced or witnessed would be lodged online, and users are able to do this anonymously, and on behalf of others. The aim is to make students feel safer in returning to campus. VVM said the first priority was to help the person who had been targeted (if applicable), and then to take action. He mentioned that it could be a bit of a balancing act with how to manage anonymous complaints – where is the proof, etc. VVM also mentioned that counselling could be recommended to the person making the complaint, and this was now easier with counselling through Zoom available. VVM mentioned that they were working on an anti-racism campaign, including posters, and hopefully this would be ready to roll out for semester 2.

- SA informed the group about a movie night the ethnocultural collective was holding, showing Parasite at 6pm, and encouraged committee members to tune in.
- SA spoke about the election process for ethnocultural, as he had received some queries about it. Expression of interests were invited on ethnocultural page & groups, open for 2+ weeks. There were a lot more responses this time around. SA and MC discussed the results and accepted nominations, including some positions where only a single person had nominated.
- PC will circulate documents prior to the next meeting.

6 NEXT MEETING

Tentatively 18th June – may change to later in June due to exams



MINUTES
UWA Student Guild
Equity & Diversity Committee
2nd July 2020

Meeting to commence 3:00pm
Venue: Meeting Room 1 /Zoom

1 WELCOME AND OPENING

1.1 Welcome

PC introduced the new Ordinary Committee Members, Jasmyn and Zaman.

JJ – I'm a second-year student, passionate about the BLM movement and anti-racism projects around campus. I want to help amplify voices that are suppressed, and give a platform to try and combat these issues.

MZK – I'm interested in projects about Islamophobia and anti-racism, and looking forward to getting involved in these projects on campus.

1.2 Attendance: Pauline Chiwawa (PC), Sonali Suhane (SS), Vin Kalim (VK), Tharani Sivakumaran (TS), Mohammed Zaman Khan (MZK), Riley Dolman (RD), Saleem Alodeh (SA), Jasmyn Joseph (JJ), Meizhu Chen (MC), Emily Wainwright (EW)

1.3 Apologies: Viknash VM (VVM), Rahul MS Kumar (RMK), Bre Shanahan (BS), Mike Anderson (MA), Martha McKinley (MM), Sophia Perkins (SP), Anna Kimpton (AK)

2 BUSINESS COMPLETED VIA CIRCULAR

Nil

3 CONFIRMATION OF PREVIOUS MINUTES

4 COMMITTEE BUSINESS

4.1 Stream Reporting

Cultural Diversity – VVM

4.1.1

PC - Proxy for VVM is TS, working on online racism reporting portal – uni committee initiative, possibly with ethno. What is the structure?

TS – Anonymous reporting – can be followed up by counsellors, management etc, can be done online if not comfortable doing so face-to-face.

SA – Is this specific to racist encounters? There is a complaints resolution system, but if anonymous then they don't usually do anything. How will we combat this with the new system?

TS – In conjunction with the conflict resolution unit. VVM will provide an update.

PC – What are key items/actionable things. Is it more data collection analysis, or what are outcomes for process?

TS – Not so much data collection, firstly provide support to victim, then look at common types of events happening. Work on specific solutions from there. What are common acts that are happening, what are clear solutions for these particular events?

PS – Is there an aim to expand beyond racism to other areas of discrimination, such as sexual orientation?

TS – At this stage aiming to look at racism, but in future it can be rolled out to other areas.

PC – Please send update in document for committee for E&D to review, and comment on.

TS – Yes.

SS – Question – is this for on or off campus racism, or all of it?

TS – Looking first at on campus.

4.1.2 Addressing “isms” on campus

RD – Looking at the resources, look quite effective, but in terms of implementing into Guild systems unsure of how it would look. What about anti-racism training (could tie in with cultural competencies etc)? This would be quite effective. It would go hand in hand with other services.

VK – Student leadership has component of CALD, I want to add a separate one for volunteers and management, in addition to Consent Matters, to be available for all students – cultural competency/anti-racism/awareness on campus.

RD – Mentioned anti-racism app made by Altogether Now.

PC – App was created in collab with unis and other organisations, creating empathy with others – takes you in the day in the life of. Some a bit generalistic, not representative of varying experiences etc. Raise awareness etc. Maybe we should start promoting it?

SA – Likes the material, yet to check out app. People have been doing graphics. Did one with Blackstone re BLM, we could look at doing some little graphics for social media, not too confronting, easy to read etc. Could look at doing a bunch of those, perhaps in collaboration with other cultural clubs etc.

PC – Please explain further?

SA – Little graphics, words in them to read, but only small – can do a lot on Canva etc. Have others come across? Can learn a lot in a short time, as opposed to skipping a long paragraph. Little and colourful grabs attention. Let’s expand the reach as much as possible. People don’t want to read confronting things, be exposed to tragedy.

PC – Great, let’s get an example sent around.

MC – Curious – earlier this year, someone was talking about developing bystander training – could be a cool idea.

PC – Point for clarification?

VK – Needs to be more in-depth, currently only one or two slides.

PC – Does anyone know who is involved in student leadership training? Emails going unanswered. Will ask exec.

PC – Consistent theme with this committee – bias training etc, for those creating content, running events etc. Reflect on guild council motion re: protest this Saturday. Reflect – how to raise awareness, include accessibility for those who cannot attend?

VK – Promote links for donation.

EW – Possibility of live streaming?

PC – Could talk to BS about possibility of streaming.

SS – Start hashtag on social media? People can support protest when they cannot attend.

PC – Constructive ways beyond one day event? Intersectionality? Making it accessible, glad you are here RD, good to get perspective of First Nations people.

RD – For semester 2 – intention of WASAC for own protest during semester, and other events based around progression of society as a whole, constitutional recognition etc. These are biggest impacts we can make/contributions. Support for

whatever we are pushing for at that moment. Set up donation links etc. Based on people's means to contribute (time? Financial? Social media sharing?) etc. Especially Marr Danju week. New building opening, over semester 2, will align with Marr Danju week. Other events – cook-up type thing like in previous years, (but don't want to make it exclusive to first nations students). Informative sessions would be good, for people who can attend. We are a bit restricted at the moment given the current situation.

PC - Timeline?

RD – End of September is rough timing, around week 8.

PC – Important space for us all to promote, what WASAC is doing. Lots of ignorance, but lots of people who want to learn more. Key action for me as chair is collate some resources for different Guild departments to share etc. Will run through ethno, ISD, RD etc. Consistency with Guild departments, consistent information. Anything else? Centralise the discussion on “isms” – BLM, indigenous lives matter etc?

VK – From last week's Guild departments – ethno and ISD want to collaborate to run BLM/anti-racism campaign throughout semester.

PC – Sounds great – Jasmyn and Zalam, Riley? Thanks for input.

4.1.3 Trans and Gender Diverse Students – AK&KP

PC – Pride reps not present, so will discuss at a later meeting.

5 OTHER BUSINESS

6 NEXT MEETING

TBA



AGENDA
UWA Student Guild
Equity & Diversity Committee
31st August 2020

Meeting to commence 1:00pm

Venue: Meeting Room 1/Zoom

1 WELCOME AND OPENING

1.1 Welcome:

1.2 Attendance: Pauline Chiwawa (PC), Mike Anderson (MA), Meizhu Chen (MC), Brett Madigan (BM), Jasmyn Joseph (JJ), Sonali Suhane (SS), Bre Shanahan (BS), Anna Kimpton (AK), Viknash VM (VVM), Emily Wainwright (EW)

1.3 Apologies: Martha McKinley (MM), Mohammed Zaman Khan (MZK), Sophia Perkins (SP), Vin Kalim (VK), Rahul MS Kumar (RMK), Saleem Alodeh (SA)

2 BUSINESS COMPLETED VIA CIRCULAR

Nil

3 CONFIRMATION OF PREVIOUS MINUTES

4 COMMITTEE BUSINESS

4.1 Stream Reporting

4.1.1 Social Justice Movement – VK

4.1.1.2 Anti-Racism App – JJ & MZK

JJ: Working with VK and MZK on social justice movement on FB, aiming for weekly posts with broad range of relevant current issues. First post last week had good engagement, useful resources etc. ZKM wants to create infographics for this and everyday racism app. Can see some benefits in the app, inform people around biases etc. In conjunction, thinking about hosting virtual Unconscious Awareness Workshop - mental health, sexuality, race, cultural background etc - to educate people more about these issues in a broader sense. Could be more specific workshops in future for specific groups. Aiming for post Sem 2.

PC: Digital social media movement campaign – weekly post on Guild page. Can we cross promote to other relevant pages and resources? Guild page starting series raising awareness about different global issues? Anti-racism app – how do we envision this happening?

JJ: Promote thru Guild page on FB, provide infographic, description of why it might be helpful etc. Just starting groundwork now. Anyone have any input, please let us know

PC: Can we circulate with this subcommittee the link, so we can try it out and get feedback from within this committee?

ACTION ITEM – circulate links and info to subcommittee

4.1.1.3 Unconscious Bias Awareness Workshop

VVM: Unconscious Bias training sounds similar to the Stepping Up Workshop. What is main difference between the two? Step up bystander training. Trying to promote HP Step Up as much as possible, concerns that this might dilute the overall reach of the step up training. Covers herd mentality, what are things people look at in unconscious bias eg accessibility, racism etc – bystander actions. Also what do we personally think. Also covers disability, gender, sexuality etc.

BM: has unconscious bias already been designed, or is it just an idea?

VVM: Good opportunity to “train trainers”. Could ask for more Guild OCMs etc to participate in training?

BS: Is it in Australian context, or general discrimination?

VVM: General discrimination. Invites sent out to students, then ask what they want us to cover. Can’t alter programme too much as it is linked to University of Texas, but a little customisable.

BS: Can you circulate material from training so we can identify any gaps in training, things we could add?

MA: Might be more important what they “need” to hear rather than what they “want”.

BM: Anti-racism app does include Aboriginal material. This can introduce people to idea of everyday racism, then add in indigenous material. Uni Texas unlikely to consider Aus issues.

VVM: College row (Trinity) has to do this training as well. We can identify gaps, then add onto it any material that is missing.

BS: Unconscious bias awareness may have other aspects aside from bystander training, that we can add in.

PC: Action item – VVM to circulate.

MC: Online or in-person?

JJ: Wanted to make them online, but we can do it in-person as well.

PC: Post-semester, virtual might be more accessible for students outside semester.

AK: Would it be this year?

PC: End of this year, post sem 2.

4.1.2 Pride Week – Pride x ISD Collaboration

AK: Pride week now, ISD and pride collaborating on social media project. Showcasing int’l students who are LGBT+, collecting interviews, art, stories from people, will be posting that throughout the week. Link if you know anyone who could participate you can promote it.

PC: Idea is to introduce visibility.

AK: Showcasing couples, int’l students who have not been as visible in Pride before. Saying Pride is important across different groups.

VVM: Seems to be going well, last time I checked it was 5 people. 2 years ago it was just one international student, last year we struggled, but this year we have many students coming out and wanting to participate. ISD tells them any support they need will be given, looking for role models to encourage other students to come out and be part of the Pride community.

PC: Is there a resource bank being prepared for IS who identify with LGBT+ community? Specific services, cultural competency etc.

AK: No real specific resources just for IS in that area, fairly niche, but can provide general LGBT+ contacts for organisations etc.

VVM: Probably nothing specific enough for IS. We can provide general resources

and specific services, can't necessarily tailor resources for each individual case.

MA: Headspace does a lot of work in LGBT space, could reach out to Osborne Park Headspace. Some centres run peer support groups, one centre has very specific sex and gender education programme run by a community member. Could be a good contact point for creating anything new.

PC: Quick Google, some online resources available LGBT+ multicultural such as harassment/discrimination resources etc.

AK: Will look into these organisations, can't think of any right now but will look into it.

5 OTHER BUSINESS

BM: At Guild council, things brought up re: BLM movement, would be good to get everyone together and work on strategies to further the movement on campus. Early stages of planning, email just sent to touch base and gather interest, rather than having different groups doing different things, we could all work together on it. Will try to plan meeting in next few weeks.

MA: If any rallies etc, would love to catch up around disability access.

BM: There's a point in the indigenous strategy plan working on issues with indigenous students identifying as women, LGBT+, disabilities – could be better represented? Want to defer this topic to this committee, as I don't feel I'm much of an expert on those topics. Can people start thinking about ideas over the next few months.

MA: Main disability things – limited access to medical supports where needed, societal and welfare supports, access to online resources for education etc. Exacerbation of effects with intersection of being indigenous. Don't think we have many ATSI in Access, but could get in contact with national office bearer, better reach to other uni disability officers.

BM: Could be more awareness for students here on campus about existing resources.

PC: Could we circulate to indigenous students we know, looking for input?

BM: Maybe, but maybe give us a bit of time to think it over and brainstorm ideas, topic for next meeting.

PC: Marr Danju Week in week 8?

BM: Subcommittee seems to be doing well for this event, not sure whether any additional support required.

PC: Will speak to Nancy to check.

EW: FYI, date of next meeting is public holiday – Guild offices will be closed, so we may have to Zoom instead.

MA: Disabilities conference released today, Access Collective post about it. Online registry, have workshops, if anyone wants to participate. Multiple caucuses for conference, seeking chairs for each of the sections, have reached out to potential convenors. Done over Zoom, should be good.

HECS-HELP campaign, Access have been working on impacts for those with disabilities, open letter going around. Check out UWA student Guild access page to see letter. Sign form, would be appreciated. We will keep you updated on progress, a bit unknown at the moment.

SS: PSA working on Postgrad 2020, if anyone wants to contribute deadline 2nd September, if anyone wants to share their hard work with PSA that would be great.

PC: Thanks everyone.

6 NEXT MEETING

Monday 28th September @ 1pm via Zoom (public holiday)