



1. WELCOME AND OPENING

1.1 Attendance

Lorenzo Iannuzzi, Rama Sugiarta, Jenny Ophel, Tony Goodman, Paige Brandwood, Matthew Harris, Finn Gearon.

1.2 Apologies

India Creed, Samantha Smith, Christopher-John Daudu, Parham Bahrami, Olivia Stronach.

1.3 Proxies

N/A.

1.4 Absent

Rishav Neog.

2. DECLARATION OF POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

None.

3. CONFIRMATION OF PREVIOUS MINUTES

N/A.

4. BUSINESS ARISING FROM PREVIOUS MINUTES

N/A.

5. BUSINESS COMPLETED VIA CIRCULAR

None.

6. COMMITTEE BUSINESS

6.1 Timing of subsequent meetings

PB to send out a form to choose an optimal time for meetings.

6.2 Committee Focus for 2024: what can we learn from the committee's work in the last few years?

PB: recommends everyone read the minutes from previous years uploaded to the guild website.

JO: committee has been quite inactive over the last two years and meetings haven't always led to outcomes. Previously, the committee would choose two to three projects throughout the year.

LI: good project to discuss coming up, if going back to the old system then we need to think further about other projects.

MH: in favour of the projects approach.

6.3 Equity and Diversity Guidelines (included in the agenda file)

LI: Pride Department met with Women's Department to touch base on the intersection between the Departments. Discussed language around 'women and non-binary' people (particularly regarding event promotion) and ensuring it is consistent/appropriate for all clubs/departments. In Guild kitchen there is a list that is more favourable for LGBTQ+ focused terminology (good example we can build off from a Pride Department perspective).



7. ANY OTHER BUSINESS

7.1 Pride Department Update

FG: first Pride Committee Meeting today 19/02, booklets completed, committee mostly complete but open to getting more people involved from o-week events.

7.2 Access Department Update

MH: a few committee meetings complete, executive positions filled, also interested in getting more people involved from o-week events, have some projects in mind already.

7.2.2 Zero Discrimination Day (March 1)

RS: would likely be a struggle to organise an event due to it being 10 days away.

LI: suggest putting out a social media post, acknowledges how quick the date is coming up.

PB: social media acknowledgement from the department heads and a co-post through the guild would be great. Also recommends that this is in the handover for next year's access officers so they can start this early.

MH: in agreement with everyone's thoughts to acknowledge through social media.

7.2.2 Accessible Education Guide (included in the agenda file)

MH: designed in 2022 towards increasing awareness around what terms/guidelines there are, gives people an understanding on what services are available on campus, overview for new students, Access Department is looking to do a revamp and update of the guide, have already to reach out to PSA for review, Access committee will update and put the draft together and come back to the Equity and Diversity Committee to review it and work from that model.

7.3 Ethnocultural Department Update

RS: third monthly committee meeting complete and now moving to fortnightly model, first two rounds of student leadership presentations complete, currently organising for theme work in week 4 (Harmony Week), started to work on the report on racism (following Indi's trip to NUS), universities CaLD group have done a report a few years ago and are also discussing that at the moment.

7.4 Women's Department Update

PB: committee is almost full (still looking for marketing and projects officers), have onboarded a Damsel editor which is awesome to progress this year, also looking to get a few more people involved from this week's orientation events.

7.4.1 How can we make UWA Sport more inclusive?

LI: UWA sports Inclusion Coordinator has good intentions reaching out but there is work to do with the appropriate wording (this is where the guide will come in).

PB: will invite Pride Officers to be involved in the meeting with the Inclusion Coordinator to discuss further.

7.5 International Students Department Update

Not in attendance to provide.

8. CLOSE AND NEXT MEETING

Next meeting will be held TBD. Please contact the Committee Chair; **Paige Brandwood** (womens@guild.uwa.edu.au) with any apologies or proxies. If unable to attend, please advise which dates you are available to reschedule if a quorum cannot be met.



1. WELCOME AND OPENING

1.1 Attendance

Christopher-John Daudu, India Creed, Tony Goodman, Jenny Ophel, Paige Brandwood, Olivia Stronach, Rishav Neog, Sammie Smith, Rama Sugiartha, Lorenzo Iannuzzi.

1.2 Apologies

Parham Bahrami, Finn Gearon.

1.3 Proxies

1.4 Absent

Matthew Harris.

Meeting opened: 1pm.

2. DECLARATION OF POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

None.

3. CONFIRMATION OF PREVIOUS MINUTES

Confirmed minutes from 19/02/24 committee meeting.

4. BUSINESS ARISING FROM PREVIOUS MINUTES

None.

5. BUSINESS COMPLETED VIA CIRCULAR

None.

6. COMMITTEE BUSINESS

6.1 Ethnocultural Department Update

RS: Have been busy organising Harmony Week. Already had the WOC Picnic with the Women's Department, the Gaza fundraiser (raised \$800 over 42 attendees – also had the catering covered by participating clubs so good for the department budget), Harmony Day festival with ISD is today (free cupcakes, CALD working group gave \$500), Friday is the Quiz Night with Anthropology Society (they only have 5 committee members so therefore having troubles with marketing).

ACTION: Would appreciate sharing the quiz night across council, internal committees, and department socials (if possible).

RS: Also note that the Ethnocultural Bi-Elections is next week.

6.1.1 Report on Racism at the University of Western Australia

RS: Suggestion to run an independent report on racism at UWA, it will be structured with qualitative and quantitative questions and an optional survey for all students to be able to participate in. Would love to see engagement from First Nations students (particularly with no representative on council currently).

IC: Conversations happening with CIS, they suggested a separate/independent representative on council that is First Nations, no WASOC representative right now (currently a staff member, no



capacity for student to be a councillor). Would have to have them as a standing invitee otherwise would take approximately 6 months to get approved as member.

ACTION: For Chair (Paige) to add to next month's agenda.

RS: The reports from the other universities is in the agenda pack, doing this report with university will hopefully create a better working relationship in the CALD space. Need ethics approval from university so may be better to run internally through Guild but there will likely be higher engagement if run through university. Consultation/format/rollout wise, there is currently no working group and is kept between Rama, Indi and Lauren (Wellbeing Officer).

RS: Note that there is division on projects, Ethnocultural Co-Officer Parham is not working on this so direct all questions to Rama.

RS: Plans to also contact all Department Heads for advisement on this report. Keep in mind any ideas you may have and read the other surveys (look at what the question is not the responses).

RS: Think about the responses that might cause harm to someone else who is reading over the report, Rama believes it's something we should include in the reports as these comments are representative of the student body but potentially could create an extended version that does include them and a shortened that doesn't that would go out to students.

TG: Strongly advises that university is kept in the loop with this.

IC: NUS not efficient in this area and wants to provide own data/recommendations to university and Guild itself.

6.2 Guild President Update

IC: For the Racism Report we are currently in the question drafting stage, not sure whether ethics approval will get done (could be up to 6 months). Looking to get data scientists involved for better analysis. This report will likely come to this committee.

IC: Safer Communities Group update regarding making the respectful communities module mandatory – the committee endorsed it in meeting 1 of 2024 but in today's meeting had staff pushback on whether it is logistically possible, communicated that there was not enough resourcing, although meeting with Senior Deputy Vice Chancellor was opposing this viewpoint, he said that it is definitely possible and we are now looking at getting an executive sponsorship to make this happen.

6.3 Pride Department Update

LI: Ran a very successful first few events including picnic, continuing to do weekly hangouts in pride room which are going well, working with ISD on being 'queer cross cultures', next committee meeting in next week.

LI: Approached by a bunch of clubs with concerns with how people's names are displayed on guild website, names are the legal names and not preferred names, talked to Kelvin about it but will follow up today, need to update that asap.

JO: Will also follow this up.

ACTION: Indi to follow up on changing this ASAP.



6.4 Access Department Update

OS: Meeting with ISD on looking to support international students on accessing university supports, looking to do collaborative events in the future, ISD committee keen on continuing to work together, working on planning for access week going well (panel discussion planned and trying to get alumni involved), recovering from theft in room.

OS: Looking to do survey on disability discrimination on campus (more useful to do UWA targeted survey as cannot action it if its national so like Racism Report).

OS: Went to Education Council (and working with FACSOCs on contributing to the Accessible Education Guide) and currently looking for OCM members (want the crossover from other groups), also the weekly chats/catchups on Tuesdays in access room are going well and next week is with Women's Department doing pipe cleaner flowers.

6.5 Women's Department Update

PB: Event attendance is awesome and have several events planned for the rest of the semester (Mother's Day, Public Speaking, Study Session, Self Defence) but have handed over a project to the Social Impact Convenor to assess the impact of each event to ensure they have a purpose that is aligned with the Department's objectives. The WOC picnic was a great example of how genuine discussions on culture/issues that women are experiencing can be had.

PB: 40% increase in social media engagement has been a direct result of marketing strategy but focusing on creating more educational content as well as event promotion (e.g., how to report sexual misconduct, how to apply for special consideration or UniAccess plans).

PB: Focusing in on working collaboratively with Indi and Women's Project Officer on a survey for areas on campus where people feel unsafe/need more lighting and CCTV, to take to the Vice-Chancellor who is interested in actioning this data.

TG: Have a map where people can click for certain spots, get that data, and take photos of those areas at night to submit to university.

OS: Be aware on language and not using 'women's issue' as it can be dismissive.

6.5.1 UWA Gender Equity Working Group and UWA Diversity, Equity, Inclusion Committee

PB: Want to make everyone aware that I sit on these committee's and therefore if you think there is anything I need to raise please let me know.

6.6 International Students Department Update

RN: Lots of events going on at the moment, cricket tomorrow, pride collaboration next week, may have a cocktail night next week (TBC), just had a student raise their bad experience with UWA Careers and Employability so will update.

6.7 Postgraduate Students Association Update

PB: Parking is disproportionately impacting students and staff with care giving responsibilities (parents dropping kids off to school around 8:30am and getting to university at 9am when you cannot find a park).

ACTION: Paige/Indi to follow up with Marco Rizzi regarding parking as he was the one to raise it in the DEIC meeting.



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**EQUITY AND DIVERSITY
Committee | Minutes**
111th Guild Council
21 March, 2024
Meeting Room 1 @ 1pm

6.8 Public Affairs Council Update

SS: Committee meeting is happening weekly, lots of club collaborations, also thinking about the purpose of the events we are holding, social impact week is coming up (want to be specific on representation, volunteering opportunities, what impact they will have), also currently pushing marketing objectives (allocate educational content like reels etc. to OCMs), busy with Fringe Week planning (Wellbeing scrapbooking free event – opportunity to come together to relax – considering how to implement diverse conversations in the event).

7. ANY OTHER BUSINESS

OS: AI researchers from Curtin reached out to Olivia and Indi to get student feedback, improve diverse student populations, want us to support the grant funding.

ACTION: Update next meeting.

8. CLOSE AND NEXT MEETING

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1. WELCOME AND OPENING

1.1 Attendance

Lorenzo Iannuzzi, Christopher-John Daudu, Olivia Stronach, Rama Sugiartha, Parham Bahrami, Lucinda Bartlett, Tony Goodman, Paige Brandwood.

1.2 Apologies

Jenny Ophel, India Creed, Alexia Wood.

1.3 Proxies

1.4 Absent

Rishav Neog.

2. DECLARATION OF POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

None.

3. CONFIRMATION OF PREVIOUS MINUTES

March 21, 2024 – confirmed by all members.

4. BUSINESS ARISING FROM PREVIOUS MINUTES

None.

5. BUSINESS COMPLETED VIA CIRCULAR

None.

6. COMMITTEE BUSINESS

6.1 Ethnocultural Department Update

6.1.1 Report on Racism at the University of Western Australia Update

RS: Have a couple of smaller collaboration activities/events with clubs, the Ethnocultural Department room is nearly opened (from restricted access to general access).

RS: Had the first meeting with the CaLD working group (only meet once a quarter), spoken about the terms of reference document, would like to move to bi-monthly meetings at least so projects can actually get done, think it's a problem that there is only a few meetings so little time to get things done, trying to find a chair but has to be staff not student.

RS: Held first consultation hours this week, may be worth looking at having a table outside so people can come and express their concerns, consider using Ethnocultural room for this but may be good to continue using fishbowl for accessibility to everyone.

LI: Is the fishbowl getting demolished?

TG: Not getting demolished, SLAC is getting demolished, Pilates studio going in next to UniPrint, not much traction with SLAC (volume is low).

RS: People stuck their head into fishbowl but did not enter.

TG: Make the fishbowl a hub for students, back it up with marketing, get marketing department to help with a calendar to raise the profile, use own socials to promote, definitely a good idea.



OS: In the short-term the fishbowl could be good for students to come with more complex issues with SLAC there, SLAC can advise.

TG: SLAC only helps specialised areas such as visa, tenancy, employment problems, issues with discrimination would fall with a paid legal counsel.

OS: Still useful to help point them where to go.

Parham B: Having representation issues with university, a committee member got special consideration for Ramadan, it was later revoked, then they finally got it back weeks later, not the first report that UWA wasn't great when it comes to Ramadan and having cultural sensitivity, CaLD project was to educate on student religious needs, Professor in Agriculture said that they hosted a welcome barbeque for staff and students during Ramadan.

LI: UniAccess should be aware that this is happening.

Parham B: The universities response was: "You should have planned around your cultural commitment", it's a religious commitment (you can't just move the date) not a cultural one.

OS: Could be implications for health/medical certificates and special consideration.

Parham B: Committee member knew what to do due to their position in the committee, but if it was the average student they would likely have no clue where to go, action items is to communicate and have a meeting with the Pro-Vice Chancellor of Diversity, Equity, and Inclusion, advice from CaLD was to reach out to neighbouring universities and see how they approach this.

RS: Indi (Guild President), Parham and I had a meeting (Lauren from Wellbeing couldn't attend due to a university commitment), beginning rough consultation next week to introduce relevant people to the report (e.g., Women's Department and Pride Department), this will be a brain dump of ideas, welcome to invite anyone from these committee's to the meeting that are relevant to the discussion, will be short meetings throughout the day (in Guild Meeting Room 1).

The problems with reports so far: ABC did an interview with people who did this report from the University of Melbourne, received criticism of the way they wrote questions and responses, the questions were leading, the questions assumed event was racist which isn't necessarily true, were quick to point blame at staff and not another student, recommendations shouldn't point blame. There will not be enough time to go through UWA Ethics Approval as it takes more than 6 months to get ethics, therefore the data will have to be done by the Ethnocultural Department, looking to release the report to Guild Council week 1 of semester 2 and to the public week 2 of semester 2.

TG: What are the mainstream media implications? Must have messaging right as this can easily go off the rails.

CJ: Surveying and outreach that isn't contentious, what are our ethics policies, if it has adverse findings to the university then having no ethics approval will mean we are more likely be challenged.

TG: This is a hot and contentious issue with the media so they will most likely pick this up, no reason why we can't or shouldn't do it, but something to be aware and cautious of.

CJ: What are the guild policies for ethics on surveying students?

TG: There are no guild specific ethics policy, will need to check statute law (Indi has this), the Governance Committee would have to create a policy (and pass through Guild Council etc.).



OS: Recommend including some sort of notice about who's getting the information and being clear on how the data is being used so if there are any issues, at least you've laid out how it's being used.

LI: The Equity and Diversity Committee could be ethics board?

TG: This committee would be the founding blocs for it, it should be Guild Council that needs to have a proper debate about it, cannot be skewed by one group, trying to keep this on the right track, Governance Committee questions 'does it fit the framework' and Council to chat further about it.

OS: Considering that the Access Department is also doing a survey, believes it would be good to have.

CJ: Governance Committee has a lot of work to do, for the short-term could we have a motion through Council regarding it?

TG: There is likely an existing ethics policy that we can take and remodel, essentially going to be the same across the board including how data is used and why, look for other examples, don't need to reinvent the wheel, don't need to start from scratch, very boiler plate, we are all still bound by university policy (loosely - as we are still students surveying students).

6.2 Guild President Update (apologies - so not official update)

6.2.1 Update on progress to updating to people's preferred names over legal names on Guild website.

LI: Information I have is already out of date, last week I asked and talked to Rhedyn from marketing and think it's an issue with Juicebox/UWA.

TG: Potentially a firewall issue with university, launching app that will include catering and way to apply your discount that way (and will need to make sure the name comes up appropriately), Kelvin will be on it.

CJ: Widely not having access to Callista.

TG: Noted that university has been trying to move away from Callista.

6.3 Pride Department Update

LI: Department is going well, long process with the Tavern about pushing date back for the quiz to the 9th May due to it being scheduled the same time as EMAS event which wasn't ideal, Alexia and I had meeting with Amber (LGBTQIA+ Working Group Chair), discussed; student cards can have preferred names (form to get new student card – fee waiver for the new card), working with university computer club (interactive map with toilets on campus, gender, accessible, gender neutral, maternity) and looped in Women's Officer.

LB: What is the process of deciding if its accessible?

LI: If its wheelchair accessible. Also starting early on Pride Week planning.

6.4 Access Department Update

OS: Have spoken with UniAccess about getting medical wastebins in bathrooms, getting sanitary bins in men's bathrooms, they asked whether it is necessary for students, third year it's been discussed, want to make it happen this year.

TG: Could be cost driven, sounds more financial reasoning.



LI: Have looped in LGBTQIA+ Working Group on this.

OS: The Department survey is going well, finalised questions about disability discrimination, need to make sure the survey is above board, had a student disclose something they were experiencing and after speaking to other students in the cohort we are concerned for students that think these prevalent issues are normal, had a meeting with CJ and Indi about it and following up with WAMS.

LB: The disclosure was from the Medical School was very intense and concerning, Unit Coordinator's either going above or below it.

OS: Panel discussion tonight will be exciting and will be recorded.

6.4.1 Collectives

OS: Access Department collectives are not being utilised, tried to set up through Facebook but students don't really use Facebook anymore, any recommendations on what we could use? Is there one platform that students can go onto to access? Is it possible to do something that is anonymous?

TG: Follow up with Rhedyn and Kelvin.

Paige B: Doesn't think collectives are effective, but roles are effective (e.g., Women's Department has a Women of Collective Convenor and Social Impact Convenor who are amazing).

OS: Collectives are good for creating a community, but we need awareness for students to use them, could look at doing a platform where students could have some sort of anonymity.

CJ: From a liability perspective, in sensitive spaces, anonymity is good but it opens us up to risk, if someone makes a disclosure in this setting, what do you do or don't do,

LB: Would be a worry if people can just join (e.g., a Facebook group) and anonymously say something negative or hurtful.

OS: Unsure what the best way is going forward, could be some way of having this as a shared committee member across Departments.

CJ: Maybe a way to go about is to put out a EOI on guild socials asking if people want them or not, not sure if there is demand there for them, use that as a basis to make a decision.

OS: There is definitely interest in an Access Collective.

LI: Investigate whether it was something that was useful in the past, best question to direct to Tony, were they previously active and had an impact?

TG: Depends who was in the positions, lots were set up for political reasons, would encourage Guild Councillors and committee members to cut back and think about what we really need, we do a lot of double/triple layups on information, our website and social media engagement is larger than every other university in the State, Guild is putting out good content that is what the students want, just need to go back to the basics.

OS: Some students don't use social media; discord could be a good way?

TG: You guys are doing an incredible job and cannot do everything, consider pairing it back, focus on top 3 things you want to get done.

Paige B: Don't currently have our access collective convenor position filled as there was no interest and felt comfortable talking to Access Department Co-Officers and committee members (and am part of the access community myself) for advice so didn't push for the specific position to be filled.

TG: The Department Executives can set up Project Officer positions where they appoint people to deal with specific areas.

CJ: Like the Postgraduate Students Association does, could create sub-committees.

OS: People are asking and have expressed interest so want to get on this.



6.4.2 Submission to University for Funding

OS: Asked for funding to go to conference, no reply from PVC, the event is now not going ahead and looking to reschedule, but the NUS has not replied in months, hasn't given a date for reschedule, looking for advice on how to navigate this.

Paige B: Would recommend waiting for the PVC to get back to you, until then there is not an issue, and push back to NUS to provide a rescheduled date.

6.5 Women's Department Update

Paige B: Everything going smoothly, a few events to go (had morning swim with great turnout this morning) for the semester, writing up a motion to go to Guild Council with Wellbeing Officer on the Bondi attack.

Parham B: Consider including acknowledging the rise of islamophobia immediately following the attack in this motion.

Paige B: Happy to chat to Parham about this further, would like to ensure that the motion is women focused.

6.6 International Students Department Update (absent)

6.7 Postgraduate Students Association Update

6.7.1 Parking Update

Action: Paige to update at next meeting as ran out of time today.

6.8 Public Affairs Council Update

Action: Sammie to provide update next meeting as ran out of time today.

6.9 The Equity and Diversity Committee appoints Liliana Cowie to the committee, based on the advice of the committee.

Proposed: Paige Brandwood

Seconded: Christopher-John Daudu

6.10 The Equity and Diversity Committee appoints Aryaman Bhoosreddy to the committee, based on the advice of the committee.

Proposed: Paige Brandwood

Seconded: Christopher-John Daudu

7. ANY OTHER BUSINESS

None.

8. CLOSE AND NEXT MEETING

Next meeting will be held TBD. Please contact the Committee Chair; **Paige Brandwood** (womens@guild.uwa.edu.au) with any apologies or proxies. If unable to attend, please advise which dates you are available to reschedule if a quorum cannot be met.



1. WELCOME AND OPENING

1.1 Attendance

Olivia Stronach (OS), Rama Sugiarta (RS), Parham Bahrami, Lucinda Bartlett (LB), Tony Goodman (TG), Paige Brandwood (PB), Jenny Ophel (JO), Sammie Smith (SS), Rishav Neog (RN), Alexia Wood (AW).

1.2 Apologies

India Creed, Lorenzo Iannuzzi, Christopher-John Daudu.

1.3 Proxies

1.4 Absent

2. DECLARATION OF POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

None.

3. CONFIRMATION OF PREVIOUS MINUTES

April 18, 2024 – confirmed by all members.

4. BUSINESS ARISING FROM PREVIOUS MINUTES

None.

5. BUSINESS COMPLETED VIA CIRCULAR

None.

6. COMMITTEE BUSINESS

6.1 Committee Feedback for Regulation Review

PB: We are conducting a review across some of the Guild Committee's, and we've been asked to provide feedback to the Executive on ideas for this committee, I welcome everyone's perspectives/feedback. The feedback I provided to Jelena was 1) a handover document would have been helpful 2) work on longer-term projects versus general updates 3) large size of the committee.

OS: Agree with the large size of the committee, question whether we need the extra guild councillor on the committee (the position PAC President currently fills), do we really need more people?

AW: Could potentially have a minimum of one Co-officer needed to attend all meetings with the option of two attending.

OS: Would suggest working on more projects as a committee.

Parham B: General updates from each Department may not be necessarily as that is what Guild Council is tasked for and the monthly reports.

AW: It would be great to produce an overview guide that details how we can contribute best, some key expectations, and what we hope to achieve as a committee.

PB: Suggest moving to fortnightly meetings if we moved to working on projects but recognises the already large workload committee members have and know that fortnightly meetings may be difficult to commit to.



OS: Not everything in meetings that is discussed are actually put in the minutes, incoming chairs and members join at the start of the year and try to piece together past minutes, but these are not super accessible or representative of the committee discussions, therefore would be useful to produce some sort of handover or 'how to' guide on the committee, would be happy to move to fortnightly meetings if we were working on projects.

AW: Would be happy to do bulk of the work in the meeting but also do some further work outside of the main meeting.

TG: While yes, you do have structured meeting times, you need to work out what u want to achieve in the committee, looking towards exam period (and keeping in mind that the first 6 months of committees are typically most effective) and fatigue hits in with the second half of the year, you need to be selective about what you focus on, you are running a 12-month marathon and don't have to be constantly laying track down.

OS: Do we have specific projects that we work on in this committee? Accessible language guide could be a useful project that we have discussed previously. It would be a great opportunity for clubs to educate themselves and it places the onus on them to be responsible for their actions.

PB: I agree that would be a great project to work on, I think we should focus on those two (committee guide and accessible language guide) projects.

OS: Has sent the UWA version of this guide out to everyone, the Disability and Accessibility Working Group is proactive at communicating relevant information and this should be normal that every working group should be sharing information.

PB: Let's plan to focus on those projects in our next monthly meeting, considering this time of semester where everyone's workloads are heavy due to exams, I think we can go through a full structure of what we want these documents to look like and allocate roles/sections next time.

OS: The Access Department wants to make an inclusive handbook so this could be a good start.

6.2 Ethnocultural Department Update

RS: We have been reviewing the Diversity, Equity, and Inclusion Strategy 2022-2025, some of the goals have lapsed, Rama is following them up with the responsible person that are relevant to the Ethnocultural Department, The CaLD Working Group is quite transitional right now and they are considering putting the Ethnocultural Department Co-Officers as Chairpersons.

LB: Have you received any responses from the goals?

RS: Not started emailing yet.

LB: Very interested in the response.

RS: Comes back to CaLD inclusion training and Student Leadership Training.

OS: Do they have any specific plan?

RS: We do have a Working Group plan but only two of the action items are not for the Ethnocultural Department Co-Officers.

OS: Another project that we can do, could be to keep track of university working group plans. Each person on the committee who sits across different groups could ensure they are keeping track of the plans to ensure accountability.

PB: I personally sit on five different university groups/committee's (across my position as Women's Officer and PSA Representative) so it would be hard to keep up with all these plans and actions.



OS: We have a Disability and Accessibility Inclusion Plan where there are specific dot points on how they would be enacted, some have not been enacted, we should have some advice for next year's officers so when they're in the process of reviewing it they are not coming in blind. No success indicators are happening.

Parham B: No one deals with matters related to CaLD students, our last meeting there was a staff member that was on a call the entire time, which is indicative of the involvement of the committee, no applications so far to be the Chairperson.

6.4 Access Department Update

6.4.1 Access Survey

OS: We have launched our Access Department survey and would appreciate everyone sharing and promoting it, we are keen to get it out there, need 500 students to fill it out to be actionable, while this is very achievable it is not necessarily easy.

LB: Exciting engagement with the survey so far and the results that will come out, we are currently directing people to it across the university.

OS: Any other places you think would be relevant to promote it to please let us know.

Parham B: Do you want us to promote the survey as directed at all students to fill it out?

OS: Tried to phrase it so all students can fill it out, anyone who has lived experiences, most students know someone with access needs, if you have observed your friends, it's still worth raising, you don't have to have personally struggled to know it's wrong, accessibility isn't exclusive.

6.5 Women's Department Update

PB: We want to present evidence (both quantitative and qualitative information) to the Vice-Chancellor on lighting and CCTV at UWA, we plan to release a survey on where students feel like they feel the most unsafe and would need more lighting and/or surveillance.

OS: Also important from an accessibility point of view.

LB: There are not many flood lights near all carparks so students may feel unsafe going back to their cars after dark (and may not want to be walked back by UWA Security).

AW: Also, getting across to the bus stop feels quite unsafe, prevalence of hate crimes and queer students feeling unsafe.

7. ANY OTHER BUSINESS

OS: Is there an update on the map of gender-neutral toilets?

AW: It will include accessible toilets, as well as expressing facilities, and have engaged the University Computer Club.

OS: Is there already an existing UWA interactable map to filter for this?

AW: Primary use across students is Google maps so going to be working on integrating into that.

OS: Building codes, push to make more accessible and gender-neutral toilets.

AW: Our Working Group is pushing towards Senate, it is unlikely to have any changes in our time, as it would require creating whole new buildings or altering existing ones.

OS: Wanting to increase sanitary bins, UniAccess concerned of cost, decided to target sanitary bins in all toilets including men's bathrooms, very important from a health and safety perspective.



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**EQUITY AND DIVERSITY
Committee | Minutes**
111th Guild Council
14 May, 2024
Meeting Room 1 @ 1pm

AW: Recommend adding sharps bins, would like support from the Women's Department, would also be useful and needed for IVF and other treatments.

OS: Any thoughts on this please let us know.

8. CLOSE AND NEXT MEETING

Next meeting will be held TBD. Please contact the Committee Chair; **Paige Brandwood** (womens@guild.uwa.edu.au) with any apologies or proxies. If unable to attend, please advise which dates you are available to reschedule if a quorum cannot be met.



1. WELCOME AND OPENING

1.1 Attendance

Paige Brandwood, Christopher-John Daudu, Olivia Stronach, Parham Bahrami, Lucinda Bartlett, Jenny Ophel, Liliana Cowie, Aryaman Bhoosreddy, India Creed, Sammie Smith.

1.2 Apologies

Rama Sugiatha, Lorenzo Iannuzzi, Alexia Wood, Tony Goodman.

1.3 Proxies

1.4 Absent

Rishav Neog.

2. DECLARATION OF POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

3. CONFIRMATION OF PREVIOUS MINUTES

May 14, 2024 – approved.

4. BUSINESS ARISING FROM PREVIOUS MINUTES

None.

5. BUSINESS COMPLETED VIA CIRCULAR

None.

6. COMMITTEE BUSINESS

6.1. The Equity and Diversity committee, given the detailed consultation process, endorses the question-set for the survey to inform the Report on Racism.

The Committee commends the work of the Ethnocultural Co-Officers on their work and dedication on this piece of work.

Parham B: Some feedback that it was too long but it only takes eight and a half minutes to complete which we think is reasonable.

IC: We need to ensure we message it well to ensure it reaches a large group of people.

Action: Happy to go to Guild Council to endorse.

6.2. UWA Diversity, Equity, and Inclusion Policy.

Discussed the policy generally. Discussed feedback on wording and overall direction.

6.3. Access Survey Update.

Discussed survey outcomes – received great responses and still open. Will be invaluable information to provide to the university.



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**EQUITY AND DIVERSITY
Committee | Minutes**
111th Guild Council
14 June, 2024
Meeting Room 1 @ 11:30am

6.4. 'How to' Guide for internal Guild committee's project.

- Brief summary on Guild and the distinction between UWA and the Guild
- Brief summary on the Committee
- Composition of the Committee
- House rules
- Voting (staff can't vote, students can)
- 'In Camera'
- Responsibilities/Expectations
- Guild Misconduct – rules applicable – student representative code of conduct (what is a student representative needs to be defined)

6.5. Accessible Language Guide project.

- What not to say
- Discriminatory language
- Meeting people where they are at
- 'Don't do this because of this' – being explanatory
- Focus on Clubs
- Social media
- Review the following guides for comparison (ACTION): ECU, Amnesty
- Indi to chat to School of Indigenous Studies School for input.

7. CLOSE AND NEXT MEETING

Next meeting will be held TBD. Please contact the Committee Chair; **Paige Brandwood** (womens@guild.uwa.edu.au) with any apologies or proxies. If unable to attend, please advise which dates you are available to reschedule if a quorum cannot be met.



1. WELCOME AND OPENING

1.1 Attendance

Paige Brandwood, Rama Sugiatha, Olivia Stronach, Jenny Ophel, Aryaman Bhoosreddy, Lorenzo Iannuzzi, India Creed, Parham Bahrami.

1.2 Apologies

Lucinda Bartlett, Sammie Smith, Alexia Wood, Tony Goodman, Christopher-John Daudu.

1.3 Proxies

1.4 Absent

Rishav Neog, Liliana Cowie.

2. DECLARATION OF POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

None.

3. CONFIRMATION OF PREVIOUS MINUTES

June 14, 2024 – confirmed.

4. BUSINESS ARISING FROM PREVIOUS MINUTES

None.

5. BUSINESS COMPLETED VIA CIRCULAR

None.

6. COMMITTEE BUSINESS

6.1. Equity and Diversity Committee Constitution changes

OS: Standing invitees should include (and explicitly say) other Co-Officers that are not attending.
All other attendees are happy to confirm all other changes.

6.2. 'How to' Guide for internal Guild committee's project.

- Introduction: summary on Guild and the distinction between UWA and the Guild; summary on the Committee.
- Committee Composition: role description, who can vote.
- Summary of Standing Orders: refer to appendix for whole document.
- Language: 'In Camera' 'University committee's e.g., DEIC' 'definition of SAF' 'tabling a report – as read, as tabled' [not an exhaustive list, please add].
- Responsibilities/Expectations: house rules e.g., previous projects, rules applicable e.g., Guild Misconduct and student representative code of conduct.
- Appendix: standing orders and constitution.



6.3. Accessible Language Guide project.

- What not to say.
- Religious sensitivity.
- Discriminatory language.
- 'Don't do this because of this' – being explanatory.
- Focus on Clubs.
- Social media.

OS: DAIWG – will suggest for E&D committee to be a part of the testers of the Language Guide.

➔ University Guide is geared towards staff, and we want ours to be student centric.

AB: a guide focussed targeted towards clubs will be very useful.

OS: [ACTION] send committee members names to DAIWG.

IC: important to bring clubs along with this journey and conduct a benchmarking process.

OS: [ACTION] will send a message in the NUS chat to see what other universities have.

In Camera to discuss DEIC Policy.

7. Other Business

OS: successfully secured funding for Disability Conference for the NUS in Sydney.

RS: Ethnocultural Co-Officers have the opportunity to write the TOR for CALD Working Group.

OS: there is no representation from postgraduate students on the DAIWG.

IC: [ACTION] will consult with CJ on getting postgraduate representation (specifically HDR).

In Camera to discuss religious sensitivity/club.

[RAMA to ACTION]: communicate with PAC on doing communications as part of faith week.

[JENNY to ACTION]: review if there are online modules that we can introduce into SLT.

Parham B: have been consulting with faith clubs, common themes include that there is limited knowledge on how to apply for special consideration for religious reasons and how to report cases of religious discrimination, writing a report for this committee and looking what we can do in our CALD working group.

[INDI to ACTION] conduct a how to make complaints campaign on the Guild socials, build this into SOCPAC orientation.

8. CLOSE AND NEXT MEETING

Next meeting will be held on the **22nd of August 2024 at 9:30am**. Please contact the Committee Chair; **Paige Brandwood** (womens@guild.uwa.edu.au) with any apologies or proxies. If unable to attend, please advise which dates you are available to reschedule if a quorum cannot be met.



1. WELCOME AND OPENING

1.1 Attendance

Paige Brandwood, Jenny Ophel, Liliana Cowie, Lorenzo Iannuzzi, Alexia Wood, Parham Bahrami, Lucinda Bartlett.

1.2 Apologies

Rama Sugiarta, Christopher-John Daudu, Sammie Smith, Olivia Stronach, India Creed, Tony Goodman.

1.3 Proxies

1.4 Absent

Rishav Neog, Aryaman Bhoosreddy.

2. DECLARATION OF POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

None.

3. CONFIRMATION OF PREVIOUS MINUTES

July 25, 2024, confirmed.

4. BUSINESS ARISING FROM PREVIOUS MINUTES

None.

5. BUSINESS COMPLETED VIA CIRCULAR

None.

6. COMMITTEE BUSINESS

6.1. 'How to' Guide for internal Guild committee's project.

Paige has inputted core information into the guide. Action item on committee to write their role descriptions and input any other relevant information (through tracked changes). Paige will finalise before the next committee meeting into report format.

6.3. Action Items Update.

[ACTION CLOSED]: Olivia has sent committee members names to DAIWG, the DAIWG are onboard with a PSA representative being on committee and communications passed off to CJ.

LI: Received communications about the Inclusive Language Guide draft but not part of the test group.

PB: No one else in the room was included in the Inclusive Language Guide test group but Paige.

[ACTION CLOSED]: Olivia has sent a message in the NUS chat to see what other universities have for Accessibility Language Guides, but no one has replied. Had an informal discussion and have gotten feedback that if they do have them, they are hardly utilised.



[ACTION CLOSED]: Rama has communicated with PAC Secretary (as President is away) on communications following faith week.

Parham B: Clubs do not know how to report racial and religious discrimination, they also do not have awareness around the Special Consideration process, and multifaith prayer rooms may not be used by every faith but are supported by all the faith clubs. Planning to create a 'cheat sheet' for club executives to be distributed at Student Leadership Training sessions (SLT). Will update on the Racism Survey results in next meeting.

[JENNY to ACTION]: Has reviewed the online modules that we could potentially look at introducing into SLT.

JO: Need to keep the action item open to continuing looking at what we can roll out to a wider audience and hopefully put in place for next SLT in December.

[INDI to ACTION]: Not present to update. Conduct a how to make complaints campaign on the Guild socials, build this into SOCPAC orientation.

7. Other Business

LB: Report will be finished by this weekend, interested to pass it through this committee for a final check, and then present to August Guild Council (motion without notice). There has been great engagement with staff through the DAIWG.

LI: Any there are preliminary recommendations that could be shared?

LB: Yes, including the Law School subtitles (preliminary trial at the moment), how UniAccess Plans are spread/shared with teaching staff (some students plans have been 'accidentally' exposed), separation of pedestrians and cyclists, and locations of elevators.

8. CLOSE AND NEXT MEETING

Next meeting will be held TBD. Please contact the Committee Chair; **Paige Brandwood** (womens@guild.uwa.edu.au) with any apologies or proxies. If unable to attend, please advise which dates you are available to reschedule if a quorum cannot be met.



1. WELCOME AND OPENING

1.1 Attendance

Lorenzo Iannuzzi, Paige Brandwood, Samantha Smith, Rishav Neog, Aryaman Bhoosreddy, Alexia Wood, Rama Sugiatha, Jenny Ophel.

1.2 Apologies

India Creed, Tony Goodman, Liliana Cowie, Parham Bahrami, Christopher John-Daudu.

1.3 Proxies

1.4 Absent

Lucinda Bartlett, Olivia Stronach.

2. DECLARATION OF POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

None.

3. CONFIRMATION OF PREVIOUS MINUTES

August 22, 2024, confirmed.

4. BUSINESS ARISING FROM PREVIOUS MINUTES

None.

5. BUSINESS COMPLETED VIA CIRCULAR

None.

6. COMMITTEE BUSINESS

6.1. 'How to' Guide for internal Guild committee's project.

[FINAL How to Guide Equity and Diversity Committee.docx](#)

Committee reviewed the document and were happy with the finalised copy.

Chair/EO to add appendices and convert to PDF format.

ACTION: Share with other Guild Committee's (can utilise as a template).

6.2. Accessible Language Guide

Committee decided to postpone discussion as the Access Co-Officers were not in attendance.

Chair/EO will call for a meeting in a fortnight (10th October, time TBD) to discuss the Guide.

6.3. Action Items Update.

JO: Researched possible learning modules around Faith Awareness. This has proven difficult as what is on offer is either very basic, does not address main areas of concern or terribly presented. Trialled a paid module but this did not meet the requirements as discussed originally and, again, was very basic. Would not be comfortable putting forward most of these options. There are a few YouTube videos that may cover the requirements, but they are very dry in content. The other option is for the Faith clubs to come together and make a video of their own that we can use for the Student Leadership Training.



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**EQUITY AND DIVERSITY
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111th Guild Council
26 September, 2024
Meeting Room 1 @ 9am

Indi not present to update: Conduct a how to make complaints campaign on the Guild socials, build this into SOCPAC orientation.

7. Other Business

LI: There is a Pride Club within St George's – never reached out as didn't realise they existed – can we look at working with RSD and the colleges.

ACTION: Invite RSD President (Anthony Sims) to next month's meeting as a standing invitee.

8. CLOSE AND NEXT MEETING

Next meeting will be held TBD. Please contact the Committee Chair; **Paige Brandwood** (womens@guild.uwa.edu.au) with any apologies or proxies. If unable to attend, please advise which dates you are available to reschedule if a quorum cannot be met.