

QUEENSLAND UNIVERSITY OF TECHNOLOGY

EQUITY BOARD

MINUTES

Equity Board met in the Council Room, Level 2, U Block, Gardens Point Campus, at 3:00 pm on Tuesday, 4 March 2003.

Present

Dr C Dickenson (Chairperson); Dr D Battistutta , Ms R Christie, Dr C Dallemagne, Ms R Field, Dr S Grieshaber, Prof J Jones, Ms S Lusan, Ms S Patel, Dr J Synott, Dr S Wallace, Ms C Young; Mr G Allen (Secretary).

Apologies

Ms P Caldwell, Mr T Wilson

Absent

Dr C Dillon, Ms E French, Ms C Horner, Dr K Oloyede

By invitation

Ms G O'Brien

1. WELCOME AND FINAL STARRING OF AGENDA

The Chairperson, Dr Dickenson welcomed members to the Board's first meeting of the 2003/04 term, noting that this was the first meeting for a number of new members, including herself. The Chairperson called for starring of additional items on the agenda. In addition to items 2, 4.4.1, 5.1, 5.2, 5.3 and 5.4, item 4.1 was starred. All items remaining unstarred were noted or adopted as appropriate.

2. CONFIRMATION OF MINUTES

The minutes of the Equity Board meeting of 31 October 2002 were confirmed.

3. BUSINESS ARISING FROM MINUTES

There was no business arising from the minutes.

4. REPORTS FROM SUB-COMMITTEES/FACULTIES

4.1 Low-SES Student Equity Committee

4.1.1 Low-SES Student Equity Committee membership

02/0334

The Committee considered a tabled memorandum in relation to the membership of the Low-SES Student Equity Committee. It was noted that agenda item 5.5 recommended the change suggested by the tabled memorandum, that the position of nominee of Queensland Council of Social Services be removed from the Committee.

It was suggested that this position might be usefully replaced by an Indigenous representative. There was some discussion in relation to whether this position should reflect a "student voice" or present a University policy perspective, which would have an impact of the potential source of such a nominee.

Given that this paper had been tabled, and the issue of an Indigenous representative had arisen without an opportunity for prior reflection, the Committee agreed that these matters should be considered further and a formal submission provided for consideration at the 22 May 2003 meeting.

Resolved to:

- (i) note the memorandum from the Chairperson of the Low SES Student Equity Committee; and

- (ii) request that a formal submission in relation to the possibility of including an Indigenous representative in the membership of the Low SES Student Equity Committee be prepared for consideration at the 22 May 2003 meeting.

4.1.2 Low-SES Student Video

95/0831

The Committee considered a tabled paper in relation to the creation of a video for presentation to year nine and ten school students on the University's support for low-SES students. Members noted that the proposal did not provide an estimate of cost, nor did it present options in relation to the funding of the proposal.

Given that this paper had been tabled, and the issue had arisen without an opportunity for prior reflection, especially on the question of funding, the Committee agreed that these matters should be considered further and a formal submission provided for consideration at the 22 May 2003 meeting. The chairpersons of the various faculty and divisional equity committees were asked to raise this matter with their committees, with a view to the issue of support, funding and potential use of existing footage / material being discussed at the 22 May 2003 meeting.

Resolved to:

- (i) note the paper from the Low-SES Student Equity Committee in relation to the creation of a video;
- (ii) request that a formal submission in relation to the possible creation of a video in relation to support services and arrangements for low-SES students be prepared for consideration at the 22 May 2003 meeting; and
- (iii) request the faculty and divisional equity committees discuss this matter, with a view to options in relation to support, funding and use of existing footage / material being discussed at the 22 May 2003 meeting.

4.2 Disability Services Committee

There was no report from the Disabilities Services Committee.

4.3 Cultural Diversity Committee

4.3.1 Minutes of meeting of 5 November 2002

4.3.2 Minutes of meeting of 21 February 2003

4.3.3 Cultural diversity policy: Implementation and action for 2003

02/0336

Resolved to note the distributed papers arising from meetings of the Cultural Diversity Committee.

4.4 Reports from Faculty / Division Committees

4.4.1 Introduction and identification of issues for 2003

95/0831

The Chairperson of the Equity Board, Dr Dickenson, indicated that this item had been added to the agenda to afford each member an opportunity to introduce themselves (for the benefit of new members) and to identify any issues which they felt should be pursued by the Board in 2003.

There was discussion on the relative merits of the Board focusing its attention and limited resources on a handful of issues, or seeing its brief more broadly to encompass the entire equity agenda. Members agreed that, whilst the Board should remain open to emergent issues and willing to consider issues from across the equity spectrum, it would be useful to progress some key identified issues.

In discussion the following issues were identified by members:

- the Cultural Diversity Policy (including the need for manager-level training, training for 'front-line' staff, recognition in the Performance Planning Review process, and responses to the potential for tension arising from the difficult international context);
- a safe space for gay students;

- progressing the implementation of the Reconciliation Statement (including support for Indigenous employment strategies, and embedding these issues into the curriculum and online teaching materials);
- career development opportunities for HEWA 3-7;
- support for Non-English Speaking Background students;
- support for mature-aged students;
- the potential of the Community Grants Scheme to foster and support activities with an important equity and social justice focus; and
- provision of consolidated information / resources in response to student poverty.

The Chairperson noted that the Board's terms of reference were quite broad, but the sub-committee structure brought some focus to the attention of the Board, which provided an opportunity for faculties and divisions to exchange ideas, collaborate and pool resources.

The Equity Coordinator, Ms Kelly observed that most faculties and divisions were doing some work on cultural diversity issues, and some had a level of activity (with room for improvement) in relation to student poverty and reconciliation issues.

Ms Kelly further observed that the implementation of the Reconciliation Statement, with reporting to Council against the provisions of the Statement, offered a potentially useful model in relation to other equity activities. Members supported the view that it would be useful to map the implementation of the Cultural Diversity Plan and action in relation to student poverty.

The chairpersons of the faculty and divisional equity committees were asked to discuss these issues with their committee, with a view to bringing to the 22 May 2003 meeting:

- a report on the implementation of the provisions of the Cultural Diversity Plan, and other activities in this area;
- an indication of the potential for the faculty / divisional to support the implementation of the Cultural Diversity Plan; and
- a report on the existing initiatives in relation to student poverty.

These matters would be considered in the context of a map of the current University-level, and known faculty / divisional level, implementation of the Cultural Diversity Plan and response to student poverty.

Ms Kelly advised members that a copy of the Equity Report would be distributed to all members and an electronic copy of the Cultural Diversity Plan provided.

Resolved to discuss the issues of cultural diversity and student poverty again at the 22 May 2003 meeting, with a view to potential articulating priorities and activities for 2003/04.

5. SUBMISSIONS

5.1 Committee orientation and review of terms of reference

02/0336

Resolved:

- (i) to note the orientation materials provided in the memorandum attached to the submission, including its terms of reference and composition; and
- (ii) to defer a review of the Board's terms of reference.

5.2 2002 Student Equity Bursaries

03/0159

The Chairperson of the Equity Board, Dr Dickenson invited the Equity Coordinator, Ms Kelly to speak to this item.

Ms Kelly advised members that:

- The report related to the large central endowment, with donations from staff and Alumni;
- Due to interest rate levels, while the base of donors rose, the actual amount available for the bursaries fell.
- 2002 had seen a huge increase in the number of faculty schemes that were tied to the central scheme.
- In addition to the planned allocations, there were some ad.hoc faculty-initiated activity to respond to particular needs.
- The report related only to the Student Equity Bursaries, and was not presented as a report on total giving and support in this area.

In response to a question about industry support bursaries, Ms Kelly noted that this generally occurred at the faculty level, as faculties were more likely to have useful industry contacts. However, most such schemes tended to support "bright students", as opposed to "poor and bright students".

Ms Kelly informed the Board that the 22 May 2003 meeting would be provided with a report on the Inaugural Scholarships in Computers scheme which had proven hugely popular and there remained an unmet need in this regard.

Resolved to note the report on Student Equity Bursaries.

5.3 Nomination to sub-committees02/0404, 02/0334,
02/0209

The Chairperson of Equity Board, Dr Dickenson reminded members that the Board and its sub-committees ad been reconstituted on 31 December 2003. As such, the Board was being asked to nominate members of the Board to serve as chairpersons of:

- Low SES Student Equity Committee;
- Disability Services Committee; and
- Cultural Diversity Committee.

The Committee noted that Dr Yarlaggad, who had served as Chairperson of the Cultural Diversity Committee, was interested in continuing to serve in this role, but was currently on Professional Development Leave. Consequently, it was agreed to invite Dr Oloyede to act in this role until Dr Yarlaggad return.

Resolved:

- (i) to nominate Dr Dallemagne as Chairperson of the Low SES Student Equity Committee;
- (ii) to nominate Dr Wallace to serve as Chairperson of the Disability Services Committee; and
- (iii) to nominate Dr Oloyede as Chairperson of the Cultural Diversity Committee, until Dr Yarlaggad s return.

5.4 Accessible Arts – disability awareness

02/0190

Equity Board considered a submission and paper in relation to ensuring the inclusion of people with disabilities in accessing the arts. The Chairperson of Equity Board, Dr Dickenson invited the Chairperson of the Division of Research and Advancement Equity Committee, Dr Wallace, to speak to the item.

Dr Wallace informed members that:

- The provided paper was a summary of a much larger document.
- Accessible Arts had been extremely impressed by the Board's interest in this matter.
- The three dot points articulated by the paper provided a useful benchmark for assessing access, which extended beyond physical access.

Resolved to request that the Disability Services Committee consider the paper on Accessible Arts.

5.5 Low SES Student Equity Committee – Membership change

02/0334

Resolved to recommend that the Vice-Chancellor approve an amendment to the membership of the Low SES Student Equity Committee, as outlined in the submission.

6. ITEMS FOR INFORMATION

The following items were noted.

6.1 Post-meeting action sheet for Equity Board 31 October 2002 meeting

6.2 Equity Board membership

6.3 2003 Meeting Schedule

6.4 Supporting accessible web sites at QUT: Resources for an accessible web

7. OTHER BUSINESS

There was no other business.

8. NEXT MEETING

The next meeting was scheduled for Thursday 22 May 2003, in U214, the Council Room, Level 2, U Block, Gardens Point Campus, at 2:00 pm.

There being no further business the meeting concluded at 4:00 pm.

Confirmed
 Chairperson Date