

## CONFIRMED MINUTES

<b>MEETING</b>	College of Business and Economics Gender Equity Committee
<b>MEET NO.</b>	18/03
<b>PRESENT</b>	Associate Professor Sarbari Bordia (Chair) Dr Sander Heinsalu (RSE) Dr Alicia Jiang (RSA) Richard Farran (HR Manager)
<b>IN ATTENDANCE</b>	Associate Professor Steve Sault (Interim Director RSFAS) Dilnoza Ubaydullaeva (secretariat)
<b>APOLOGIES</b>	Professor Steven Roberts, Interim Dean CBE (Ex officio) Associate Professor Meijun Qian (RSFAS) Mick Meece (CBE Administration) Professor Juliana Ng (Director RSA) Professor Giles Hirst (Director RSM)  Professor Rabee Tourky (Director RSE)
<b>VENUE</b>	Board Room, Level 2, Building 26C
<b>DATE/TIME</b>	Thursday, 26 July 2018 / 11am
<b>CONTACT</b>	Richard Farran via <a href="mailto:Richard.Farran@anu.edu.au">Richard.Farran@anu.edu.au</a> or ext 55058

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### 1. INTRODUCTIONS

The Chair welcomed the members and the guests present.

### 2. ITEMS FROM RESEARCH SCHOOL DIRECTORS

#### **RSFAS Gender Equity Forum (Associate Professor Steve Sault)**

Associate Professor Steve Sault reported on the RSFAS Gender Equity Forum. The issues identified during the Forum included: (1) underrepresentation of women in senior levels in RSFAS; (2) underrepresentation of women in Selection Panels in RSFAS recruitment processes; (3) identifying and including a mentor in Performance Development Reports (PDRs). The Forum events were attended by 30% of RSFAS staff. RSFAS aims at holding the Gender Equity Forum annually moving forward.

The Committee members discussed holding similar forums in RSA, RSE and RSM. RSM plans to hold a Gender Equity Forum at some point this year. It was agreed that Alicia and Sander will talk to the RSA and RSE Directors, respectively, about holding a Gender Equity Forum, possibly as a part of their Research School Retreat, this year.

There was some discussion about the value of and mechanisms for anonymous feedback on gender equity matters. The HR Manager replied that the University is cautious in collecting anonymous feedback. The HR Manager reminded the Committee of the VOICE Staff Engagement Survey which will be occurring again in September/October 2018.

**Action Item:** Alicia to talk to RSA Director regarding holding Gender Equity Forum in RSA.

**Action Item:** Sander to talk to RSE Director regarding holding Gender Equity Forum in RSE.

### 3. PREVIOUS MINUTES AND ACTION ITEMS

The Committee members unanimously endorsed the minutes of Meeting No. 18/2 held on May 31, 2018.

The HR Manager briefed the Committee members on the updated table of action items from the previous meeting.

ITEM ID	ACTION ITEM	WHO	STATUS
2.1	RSE Director to prepare a memo for the CBE Gender Equity Committee on this scheme.	RSE Director	In progress
4.1	CBE HR Manager to consolidate inaccessibility issues with the Carer's Development Assistance Fund and provide this feedback to the Human Resources Division.	CBE HR Manager	Discussion paper prepared by CBE Executive officer. Discussion paper endorsed by Committee at GEC Meeting 3, 2018. Feedback to be provided to Central HR.
4.2	CBE HR Manager to draft a College level scheme to compliment the Carer's Development Assistance Fund. The CBE Interim Dean will then bring the matter to Provost's attention.	CBE HR Manager	Committee agreed to provide feedback to Central HR on existing scheme first.
4.3	CBE HR Manager to review the ANU Policies around children at the workplace and communicate to CBE staff.	CBE HR Manager	Complete. HR Manager emailed policy to Committee and Directors on 7 June. Link included on GEC webpage to this policy. Webpage
4.4	CBE HR Manager to review what Cambridge and Stanford offers in this regard and advise the Committee on this.	CBE HR Manager	Discussion paper prepared by CBE Executive Officer. Committee agreed that this idea should be raised with Central HR.

<b>4.5 and 4.6</b>	Sarbari, Meijun and CBE HR Manager to have a separate meeting to develop a scoping document for this.	Sarbari Bordia Meijun Qian CBE HR Manager	<b>Discussion paper tabled at GEC Meeting 3, 2018. Endorsed by Committee.</b>
<b>5.1</b>	CBE HR Manager to check if students can access the parent's room in CBE and then communicate to all staff and students.	CBE HR Manager	<b>Complete. Confirmed that parent's room is accessible for all staff and students. Information included in latest WHS email update (9 July) and included on CBE GEC website (18 July).</b>
<b>5.2</b>	CBE HR Manager to investigate what prayer room options are available on campus and advise the Committee, staff and students.	CBE HR Manager	<b>Complete. Information on prayer rooms sent to Committee and DORS on 6 June. Asked DORS 14 June on behalf of Steven to share information with students and staff, as they see fit.</b>

#### 4. TOPICS RAISED BY COMMITTEE MEMBERS

The Committee members discussed the topics raised by the representatives of CBE Research Schools.

- **Back up Emergency Childcare at CBE (paper);**

The Committee members agreed that such initiatives should be arranged at the institution level at ANU, not at a College level. Therefore, Richard will take the proposal to central HR Division and discuss it during his monthly meetings with HR Director.

**Action Item:** CBE HR Manager to consult with CBE Dean on the proposed scheme and take the matter to central HR Division.

- **Carer Career Development Assistance Fund (paper)**

The Committee members discussed identified issues with existing ANU scheme: (1) limited assessment criteria; timing of the two (2) rounds per year; (3) push back from the centre (due to limited supervisor details).

**Action Item:** CBE HR Manager to consult with CBE Dean on the concerns raised.

- **CBE Gender Equity Seminar Scheme (paper)**

The intention of the CBE Gender Equity Seminar Scheme is to provide financial assistance for Research Schools to deliver seminars, conferences, guest lectures, panel discussions and networking events on issues related to gender equity. The College will set aside \$50K per annum for which Research Schools can apply. The \$50K will cover multiple applications with the final amount awarded to each application to be determined through the process outlined below. This proposal was endorsed by the Committee.

**Action Item:** CBE HR Manager to consult with CBE Dean on launching Gender Equity Seminar Scheme.

- **Hire senior female mentors and offer special mentoring programs for women (often by women)**

The Committee members agreed that given the existence of University wide NECTAR mentoring scheme, staff should be encouraged to participate in the existing NECTAR mentoring scheme which allows staff to nominate a mentor preference by gender.

- **Funds for inviting visiting female researchers, especially co-authors. Perhaps by CBE matching the inviter's research funds and organise a conference, inviting high-profile female researchers.**

The Committee members noted that the existing Strategic Gender Equity Academic Appointments Scheme can be used to fund visitor appointments. The proposed Strategic Gender Equity Seminar Scheme can also be used for events related to gender equity. There was discussion about the usage of the SGEAA. It was noted that RSE has made 3 appointments using the SGEAA and RSM has made 2 appointments.

- **Remove the film posters on the ground floor of HW Arndt Building, because they perpetuate gender stereotypes.**

Completed.

- **Cheaper parking for primary carer (all parents of school aged and younger kids) who have to pay for the most expensive parking on campus because of their inflexible hours.**

The late starter car parks that functioned previously on campus were closed due to traffic congestion and road rage incidents. The Committee members agreed that the parking is a university wide problem, regardless of gender.

### Action Items Log – Meeting No.18-03

ITEM ID	ACTION ITEM	WHO	STATUS
2.1-18.03	Alicia to talk to RSA Director regarding holding Gender Equity Forum in RSA.	Alicia	NEW
2.2 -18.03	Sander to talk to RSE Director regarding holding Gender Equity Forum in RSE.	Sander	NEW
4.1- 18.03	CBE HR Manager to consult with CBE Dean on the proposed back-up emergency childcare scheme and take the matter to central HR Division.	CBE HR Manager/CBE Dean	NEW
4.2-18.03	CBE HR Manager to consult with CBE Dean on the concerns raised with Carer Career Development Assistance Fund.	CBE HR Manager/CBE Dean	NEW
4.3 -18.03	CBE HR Manager to consult with CBE Dean on launching Gender Equity Seminar Scheme.	CBE HR Manager/CBE Dean	NEW
2.1- 18.02	RSE Director to prepare a memo for the CBE Gender Equity Committee on this scheme.	RSE Director	In progress
4.1 - 18.02	CBE HR Manager to consolidate inaccessibility issues with the Carer's Development Assistance Fund and provide this feedback to the Human Resources Division.	CBE HR Manager	Closed. See New Action Item 4.2
4.2-18.02	CBE HR Manager to draft a College level scheme to compliment the Carer's Development Assistance Fund. The CBE Interim Dean will then bring the matter to Provost's attention.	CBE HR Manager	Closed. See New Action Item 4.2
4.4-18.02	CBE HR Manager to review what Cambridge and Stanford offers in this regard and advise the Committee on this.	CBE HR Manager	Closed. See New Action Item 4.1
4.5 and 4.6-18.02	Sarbari, Meijun and CBE HR Manager to have a separate meeting to develop a scoping document for this.	Sarbari Bordia Meijun Qian CBE HR Manager	Closed. See New Action Item 4.3