

CONFIRMED MINUTES

MEETING	College of Business and Economics Gender Equity Committee
MEET NO.	18/04
PRESENT	Associate Professor Sarbari Bordia (Chair) Dr Sander Heinsalu (RSE) Richard Farran (HR Manager) Associate Professor Meijun Qian (RSFAS)
IN ATTENDANCE	Ben Gill, the Respectful Relationships Project Officer Dilnoza Ubaydullaeva (secretariat)
APOLOGIES	Professor Steven Roberts, Interim Dean CBE (Ex officio) Dr Alicia Jiang (RSA) Mick Meece (CBE Administration) Professor Juliana Ng (Director RSA) Professor Giles Hirst (Director RSM) Professor Rabee Tourky (Director RSE) Associate Professor Steve Sault (Interim Director RSFAS)
VENUE	Board Room, Level 2, Building 26C
DATE/TIME	Thursday, 27 September 2018 / 11am
CONTACT	Richard Farran via Richard.Farran@anu.edu.au or ext 55058

1. INTRODUCTIONS

The Chair welcomed the members and the guest present.

2. RESPECTFUL RELATIONSHIPS AT ANU

Ben Gill, the Respectful Relationships Project Officer attended the meeting and reported on the establishment of Respectful Relationships Unit at ANU. The Unit will have a budget of about \$660,000 per year and will be managed by staff experienced in sexual harassment and sexual assault (SASH) case management, policy development, education and training. The Unit will provide a single point of contact for all services and policy relating to SASH at ANU. This will include supporting both students and staff and will build upon the existing support the Dean of Students and the Dean of Staff respectively give students and staff. The Unit will not provide health and counselling services, which will continue to be available through the University's healthcare providers and existing counselling services including the Canberra Rape Crisis Centre. The Unit is intended to be established by February 2019. The recruitment for the Director of the Unit commencing late September 2018, with the intention of a successful applicant being appointed and on campus by late November 2018.

Ben addressed the Committee with some discussion questions around the issues CBE might have and would like the Unit to work on with the CBE. The Committee members spoke about the CBE Behavioural framework and the current procedure on discrimination in workplace. The

Committee members agreed that there should be a clear understanding of what is bullying/harassment and what it is not bullying/harassment in the context of ANU. The RSFAS representative raised the issue of reporting avenues when things like this happen to female staff. Ben took note of this discussion and will report to his team responsible for developing the Unit's Strategy.

Any further comments on the raised questions could be sent directly to Bill at Ben.Gill@anu.edu.au.

3. PREVIOUS MINUTES AND ACTION ITEMS

The Committee members unanimously endorsed the minutes of Meeting No. 18/3 held on July 26, 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
2.1-18.03	Alicia to talk to RSA Director regarding holding Gender Equity Forum in RSA.	Alicia	In progress
2.2 -18.03	Sander to talk to RSE Director regarding holding Gender Equity Forum in RSE.	Sander	Closed
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	Complete. Briefing paper submitted to central HR on 9 August on concept.
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	Complete. Feedback provided to Central HR. Feedback will be incorporated in post implementation review of Fund.
4.3 -18.03	CBE HR Manager to consult with CBE Dean on launching Gender Equity Seminar Scheme.	CBE HR Manager/CBE Dean	In progress. Scheme discussed at September CBE Executive meeting. Feedback provided that scheme should offer event support rather than funding.

			Draft scheme to be reworked.
2.1- 18.02	RSE Director to prepare a memo for the CBE Gender Equity Committee on this scheme.	RSE Director	In progress

4. TOPICS RAISED BY COMMITTEE MEMBERS

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

- **Hire a female postdoc working on computational problems to spend time with RSE / QuantEcon. Females are underrepresented in computing so she would be a good role model**

The Committee members agreed that arrangement on hiring a postdoc should be discussed at School level, not College level. The members also noted that when recruiting postdocs working on computational problems, their technical skills should be considered more than their gender.

- **Have rigorous checks that policies, job adverts, etc. are not suffering from gender bias.**

The Committee members discussed this topic and agreed that this matter will be reviewed as a part of Athena Swan (SAGE) Accreditation process for ANU.

Action Item: CBE HR Manager to place information on gender composition of Selection Panels on CBE Gender Equity Web page.

Action Item: CBE HR Manager to talk to CBE Communications team to explore if CBE GEC webpage can be made more easily accessible from CBE main website.

Action Item: CBE HR Manager to talk to CBE Dean on placing the edited minutes of CBE GEC Meetings on CBE's staff intranet site (so that it is accessible to CBE staff only)

Action Items Log – Meeting No.18-04

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4.3- 18.04	CBE HR Manager to talk to CBE Dean on placing the edited minutes of CBE GEC Meetings on CBE's staff intranet site (so that it is accessible to CBE staff only)	CBE HR Manager/CBE Dean	NEW

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