

UNCONFIRMED MINUTES

CONFIDENTIAL

MEETING	COLLEGE OF BUSINESS & ECONOMICS IDEA MEETING
MEETING DATE	Tuesday, 21 July 2020
MEETING TIME	11:00am – 12:00pm
VENUE	Zoom meeting
CHAIR	Professor Steven Roberts, College Dean (Chair)
COMMITTEE MEMBERS	Dr Jenni Bettman, Director of Students and Learning Research School of Finance Actuarial Studies Professor Meijun Qian, Research School of Finance, Actuarial Studies and Statistics Mr Richard Farran, CBE HR Manager Dr Sally Curtis, Research School of Management Dr Sarah Adams, Research School of Accounting Mr Toby McFadden, CBE Manager WHS & Infrastructure
IN ATTENDANCE	Associate Professor Steve Sault, Director, Research School of Finance, Actuarial Studies and Statistics Professor Ofer Zwikael, Director, Research School of Management Dr Lucy Morris, Executive Officer to the Dean, College of Business and Economics
APOLOGIES	Mr Mick Meece, CBE Administration Dr Sander Heinsalu, Research School of Economics Ms Ruhui Cheng, Deputy Finance Manager
CONTACT	Executive Assistant – Samantha Fischetti

1. INTRODUCTORY ITEMS

Part 1. Acknowledgement of Country

Part 1. 1. Welcome and apologies

The Chair welcomed members and noted apologies from Sander Heinsalu and Ruhui Cheng.

Part 1.2. Previous Minutes – Attachment 1

The Committee members unanimously endorsed the minutes of Meeting No. 1/4 held on 12 May 2020.

The Committee **noted** and **confirmed** the minutes.

Part 1.3. Update on Action Items

Summary of Actions

ITEM ID	ACTION ITEM	WHO	COMMENTS/UPDATES	STATUS
4.1 10/09/2019	Committee members requested further cuts of the data from the 2018 voice survey based on staff aged 50-54, level C staff, level C staff by gender and the Diversity questions results for Level C with male/female breakdown. Richard to follow up with HR.	HR Manager	<p>12/5/2020</p> <p>Discussion was had on the additional cuts made to the voice survey data.</p> <p>Action</p> <p>Richard to speak with other Colleges regarding voice survey results for level C staff.</p> <p>21/7/2020</p> <p>Richard received feedback from the College of Science suggesting level D academic staff are more inclined to plateau at their level, which has led to unfavourable responses in the voice survey.</p>	Closed
2.1. 4/12/2019	HR Manager will investigate ways the College can engage in seminars/training regarding neurodiversity.	HR Manager	<p>12/5/2020</p> <p>Richard advised the Committee that he is working with Sally Curtis to arrange a session for CBE staff around raising awareness for neurodiversity.</p> <p>Action</p> <p>Sally and Richard will meet with an academic contact within the coming weeks to explore options for a virtual information session.</p> <p>21/7/2020</p> <p>Richard advised a presentation on neurodiversity will be held on 20 August. The College will promote the information session in early August.</p>	Closed

<p>2.1. 4/12/2019</p>	<p>The Chair requested Committee members each identify additional priorities for the CBE in the next meeting.</p>	<p>Committee Members</p>	<p>12/5/2020 The Chair agreed having diversity in all forms throughout the University and College was important. Members agreed a key priority for the Committee in 2020 will be to discuss ways to improve cultural and gender diversity within the CBE, particularly in senior roles.</p> <p>The Committee discussed whether it would be suitable for members to be involved in staff dispute outcomes. Concerns were raised by members on whether it would be appropriate for the IDEA Committee to be involved in HR matters. The Committee agreed that having members participate in conflict resolution meeting however, there is no formal process for the CBE Committee to be involved.</p> <p>21/7/2020</p> <p>The Chair encouraged members to provide suggestions that the Committee could prioritize for 2020.</p>	<p>Closed</p>
<p>2.1. 12/05/2020</p>	<p>Update on research grant statistics by gender.</p>	<p>HR Manager</p>	<p>Action Chair to discuss with CBE Executive the idea of experienced female researchers acting as mentors for junior female researchers. Chair to also speak with ADR about publishing gender success rates in CBE research bulletin.</p> <p>21/7/2020</p> <p>Richard provided the CBE Executive with a summary on the research grant statistics by gender.</p>	<p>In progress</p>

			The ADR has asked for additional information on the external research grant data for 2 nd and 3 rd named investigators. An update will be provided to the Committee in the next meeting.	
4.1. 12/05/2020	Discussion on implications of COVID-19 restrictions on parents with young children.	HR manager Sally Curtis Chair	<p>Action Richard to clarify with HR Director the wording to use about academic promotions and relative to opportunity.</p> <p>Sally will give a presentation to Executive regarding the implications of COVID-19 restrictions on parents with young children.</p> <p>Chair to send email to staff including information on academic promotions, relative to opportunity and PDR expectations.</p> <p>21/7/2020 The Chair has spoken with Central HR regarding the wording 'relative to opportunity'. The University has launched the annual academic promotion round and updated the procedure with wording around relative to opportunity, and reference to COVID-19.</p>	Closed
4.1. 21/07/2020	The Chair informed the Committee, Professor Lisa Kewley gave a presentation at the last I.D.E.A Oversight Committee meeting, regarding 50:50 hiring to close the gender equity gap.	Chair	<p>Action Chair will speak with Professor Lisa Kewley, and ask if her slides can be shared with the Committee in the next meeting.</p>	In progress

The Committee **noted** and agreed to the actions list.

2. ETHNIC DIVERSITY: Meijun Qian

2.1 Presentation on ethnic diversity within the ANU

Meijun lead a discussion on the shortage of ethnic diversity within the ANU. A presentation was given to the Committee which highlighted the lack of cultural/ethnic diversity in leadership roles within the university.

Meijun informed the Committee that she had spoken to staff within the CBE, and asked for feedback on whether they believed there was a lack of ethnic diversity in leadership roles at ANU. Majority of responses received supported that at the ANU senior level, there are not enough high level staff and senior academics, who are from visible minorities.

The Committee supported the need to address ethnic diversity in leadership. Meijun highlighted the adverse consequences of the issue, stressing the short-term and long-term effects for the ANU and staff.

Discussion was had on the existing state of the ANU and how there is currently minimal attention on cultural diversity in senior management roles. Mejuin highlighted to the Committee factors that could be contributing to the lack of ethnic diversity in leadership at the ANU, could be a result of unconscious or conscious bias, cultural preference and stereotypes.

Conversation was had on the ways in which the Committee could support cultural diversity within the CBE, and opportunities to formulate policies at the College level. The HR Manager highlighted that equity and diversity principals, have also been included in the CBE values and behaviors document.

The Chair informed the Committee due to the current structure of the ANU, it may be difficult for the CBE to implement polices separate to other Colleges. Moving forward the Committee agreed the next stage would be to raise the importance of ethnic diversity at the university level first.

Action Item

1. Presentation on ethnic diversity to be shared with the CBE Executive.
2. Jenni Bettman to investigate whether the university has any data or feedback, from domestic or international students, concerning discrimination/bias experienced or opinions on ethnic diversity within the ANU.

3. CLOSING ITEMS

3.1 ANY OTHER BUSINESS