

CBE IDEA OUTCOMES

LIMITED DISTRIBUTION

MEETING	CBE IDEA Committee Meeting
MEETING DATE	20/04/2021
MEETING TIME	11.00am – 12.00pm

ATTENDANCE

Attendees: Professor Steven Roberts, College Dean (Chair), Professor Ofer Zwikael Director Research School of Management, Dr. Jenni Bettman Director of Students and Learning, Dr. Lijuan Zhang Research School of Accounting, Professor Meijun Qian Research School of Finance, Actuarial Studies and Statistics, Mr. Mick Meece CBE Administration, Mr. Richard Farran CBE HR Manager, Ms. Ruhui Cheng Deputy Finance Manager, Dr. Sally Curtis Research School of Management, Dr. Sander Heinsalu Research School of Economics, Dr. Lucy Morris Executive Officer to the Dean.

Guests: N/A

Observers: EA

APOLOGIES

N/A

Item 1.1. Acknowledgement of Country

Item 1.2. Welcome and apologies

- The Chair noted:
 1. The Chair informed the Committee that Sarah Adams is on maternity leave, and her replacement from RSA is Lijuan Zhang.

Item 1.3: Previous Minutes and Action Items

- The Committee members unanimously endorsed the outcomes of Meeting No. 3/3 held on 21 July, 2021.
- The Chair briefed the Committee members on the items from the previous meeting.

Item 2.1: Update from the Chair - Professor Steven Roberts, CBE Dean

- Operations of the CBE IDEA Committee in 2021
 1. Discussion was had on the processes and function of the IDEA Committee.
 2. The Chair asked members to each identify priorities that the Committee should focus on this year.
 3. The Committee discussed the benefits of 50:50 hiring, to close the gender equity gap.

Item 3.1: Update from CBE HR Manager - Richard Farran

- CBE values and behaviours recruitment guide (attached paper)
 1. Draft document was circulated to the Committee for feedback.
 2. Richard provided an overview of the CBE values and behaviours.

3. HR will use the CBE values and behaviours document in HR inductions for new staff.
 4. Supervisors can also use the CBE values and behaviours document in the PDR process.
 5. The CBE values and behaviours recruitment guide is intended to assist with employing staff to CBE.
- Mentoring Program
 1. Update was provided on mentoring programs for early careers female academics.
 2. Discussion was had on how the College could encourage, early careers female academics to apply for external research grants.
 3. The 'Network for Early Career Academics' at ANU (NECTAR) will again be coordinating a University-wide mentoring program for academic staff this year.
 4. Applications are now invited from interested mentees and mentors for the 2021 intake.
 - IDEA related training for 2021-call for suggestions from Committee members
 1. CBE HR is again offering staff across the College the opportunity to participate in a half-day training course on 'Unconscious Bias' in May.
 2. Richard encouraged the Committee to email him with any suggestions for further training options.
 - Update from Respectful Relationships Advisory Group
 1. Student code of conduct will be updated.
 2. Changes to staff code of conduct are under revision.
 3. The University has piloted a restorative practises process in our student residences, to support the ANU Sexual Violence Prevention Strategy.
 4. The Sexual Violence Prevention Strategy is part of the University's strategic approach to effectively prevent, and respond to sexual violence across the University.

Item 4.1: School Representative Updates

- RSE
 1. Sander Heinsalu suggested a priority for the IDEA committee could be to increase awareness, and support for single parents within CBE.
 2. Discussion was has on how CBE could increase awareness and transparency of ANU existing resources and policies for single parents.
 3. The Committee was informed that RSE academic Elena Capatina is willing to lead an initiative for this priority.
 4. The Chair suggested for Sander and Elena to speak with the CBE ANU Family-Friendly Committee representative Nhan Le, so feedback/suggestions could be raised in the next central Committee meeting.
 5. Sander raised concerns about the regulations around people smoking on campus. The Chair will follow-up with WHS regarding the guidelines around smoking on campus.
- RSM
 6. Sally Curtis informed the Committee that RSM academic Prashant Bordia, has written an article in the Canberra Times on gender quotas and targets.
 7. The RSM Director has formed a local School Gender Equity Committee, to focus on making recommendations and approving gender equity within the School.
 8. The School Gender Equity Committee's current term is for 1 year.

9. Committee members will present suggestions and possible solutions for gender equity, to the School at the RSM all staff retreat in June.
10. Sally suggested that the CBE IDEA Committee should focus on gender equity as a key priority.

Item 5.1: Any Other Business

- Mental health issues
 1. Jenni Bettman suggested that the CBE IDEA Committee should focus on mental health issues for students, as a main priority.
 2. Jenni highlighted that mental health is common issue across the College for both staff and students.
 3. Suggestion was made for focus training on mental health for both staff and students, and ways in which the Committee could provide more awareness.
 4. Mick Meece supported Jenni's suggestion, affirming that mental health was a serious concern for CBE students.
 5. Discussion was had on support and training for staff, on how to deal with mental health issues.
 6. The Chair asked for both Jenni and Mick to provide an update in the next meeting, exploring ways in which the CBE Committee could support this issue as a key priority for the College.