

# CBE IDEA OUTCOMES

## LIMITED DISTRIBUTION

<b>MEETING</b>	<b>CBE IDEA Committee Meeting</b>
MEETING DATE	19/10/2021
MEETING TIME	11.00am – 12.00pm

### ATTENDANCE

Attendees: Professor Steven Roberts, CBE Dean (Chair), Professor Ofer Zwikael, Director, Research School of Management, Associate Professor Steve Sault, Director, Research School of Finance, Actuarial Studies and Statistics, Ms. Anita Soldic, Deputy Manager, Student Recruitment and Partnerships, Dr. Jananie William, Research School of Finance, Actuarial Studies and Statistics, Dr. Jenni Bettman, Director of Students and Learning, Research School of Finance Actuarial Studies, Dr. Lijuan Zhang, Research School of Accounting, Mr. Mick Meece, CBE Administration, Dr. Nhan Le, Research School of Finance Actuarial Studies and Statistics, Ms. Ruhui Cheng, Deputy Finance Manager Dr. Sally Curtis, Research School of Management, Dr. Sander Heinsalu, Research School of Economics

Guests: Ms. Geordie McGuinness, CBE WHS Manager

Observers: N/A

### APOLOGIES

Mr. Richard Farran, CBE HR Manager, Ms. Donna Webster, School Manager, Research School of Finance Actuarial Studies

Item 1.1. Acknowledgement of Country

Item 1.2. Welcome and apologies

- The Chair noted:
  1. The Chair welcomed new members to the Committee from the central working groups.
    - Family Friendly Committee - Nhan Le
    - Social Inclusion and Diversity Action Plan Working Group - Anita Soldic
    - Gender Equity Action Plan Working Group - Jananie William
    - Disability Action Plan Working Group - Donna Webster

Item 1.3: Previous Minutes and Action Items

- The Committee members unanimously endorsed the outcomes of Meeting No. 2/3 held on 20 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

- The Terms of Reference for the CBE IDEA Committee have been updated and are available on the CBE website.
- CBE staff have been informed working from home arrangements will be in place until next year.
- Concerns were raised for vulnerable staff members returning to campus.
- Discussion was had on the ways in which the College would support a safe return to work in January.
- The Dean reminded the Committee of the ANU resources available, and counselling services for staff and students during the lockdown.

Item 3.1: Presentation on Mental Health Issues for Students

- Update provided by Jenni Bettman and Mick Meece
  1. Discussion was had on the resources and services the ANU and CBE, provide to students and staff members with mental health difficulties.
  2. Concerns were raised that accessing information and support can be difficult for students.
  3. Current staff resources were noted, including the Employee Assistance Program and Staff of Advisor services.
  4. The Committee were informed of current student resources on the ANU website.
  5. Mick provided an update to the Committee on the Mental Health Incident Plan.
  6. Discussion was had on the role of academic and professional staff in dealing with mental health incidents with students.
  7. The Committee were advised to inform staff not to provide mental health counselling however, guide students to accessing information and resources available within the ANU.
  8. WHS Manager advised the College would be looking into running more mental health workshops next year.
  9. Discussion was had on logging student details into Figtree post a mental health incident. The WHS Manager will provide an update to the Committee in the next meeting regarding procedures.

Item 4.1: School Representative Updates

- RSM - Anita Soldic
  1. ANU Social Inclusion and Diversity Working Group update –  
The previous Chair (Sue Webeck, former Manager of the ANU Respectful Relationships Unit) and Acting Chair (Dr Dilan Thampapillai, formerly ANU CoL) of the committee have left ANU. The Working Group is now chaired by Professor Ian Anderson, DVC Student and University Experience.
  2. ANUSA BIPOC Department's Racism Report has been released recently.
- RSM - Sally Curtis
  1. RSM local school Gender Equity Committee has approved a gender equity plan.
  2. The RSM Gender Equity Committee is discussing ways to increase the number of female academics within the school.
  3. Discussion was had on advertising female level B only positions.

#### Item 4.2: Any Other Business

1. Discussion was had on gender distribution of academic positions.
2. EA will distribute data to the Committee, on gender distribution of academic positions within the College and Schools.
3. Sally and Jananie will review data on gender equity at CBE, and discuss ways in which this can be improved in the next meeting.