

# CBE IDEA OUTCOMES

## LIMITED DISTRIBUTION

<b>MEETING</b>	<b>CBE IDEA Committee Meeting</b>
MEETING DATE	26/04/2021
MEETING TIME	11.30am – 12.30pm

### 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, Ms. Donna Webster, School Manager, Research School of Finance Actuarial Studies, Dr. Jananie William, Research School of Finance, Actuarial Studies and Statistics, Dr. Lijuan Zhang, Research School of Accounting, Associate Professor Marvin Wee, Director of Students and Learning, Research School of Accounting, Dr. Nhan Le, Research School of Finance Actuarial Studies and Statistics, Mr. Richard Farran, CBE HR Manager, Dr. Sally Curtis, Research School of Management, Associate Professor Timothy Kam, Research School of Economics

Guests: N/A

Observers: Associate Professor Ying-Yi Chih, Associate Dean (Students and Industry Experience)

### APOLOGIES

Dr. Lucy Morris, Executive Officer to the Dean, College of Business and Economics, Ms. Ruhui Cheng, Deputy Finance Manager, Dr. Sander Heinsalu, Research School of Economics, Dr. Sarah Adams, Research School of Accounting,

Item 1.1. Acknowledgement of Country

Item 1.2. Welcome and apologies

- The Chair noted:
  1. The Chair welcomed new members Timothy Kam (RSE) and Marvin Wee (Director of Students and Learning)
  2. Mick Meece has stepped down from the committee, the Chair thanked Mick for his contribution

Item 1.3. Previous Minutes and Action Items

- The Committee members unanimously endorsed the outcomes of Meeting No. 3/3 held on 19 October, 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 Committee noted:
  1. The update on the IDEA framework review

2. Committee members are encouraged to put forward suggestions on topics or issues the CBE should focus on for 2022
3. The discussion on ways in which the College can engage with the Respectful Relationship Committee
4. The CBE is offering training for staff, on understanding and preventing sexual violence
5. Training will be delivered by the ANU Respectful Relationships Unit, and Student Safety and Wellbeing. Teaching staff and student facing staff are particularly encouraged to participate in this training, on 21 July
6. The update on the Chair of the IDEA Committee. Proposal was made for Vinh-Yi Chih to take over as Chair in her new role, as Associate Dean Students and Industry Experience
7. Any feedback or suggestions concerning the Chair of the IDEA Committee, should be sent to Steven or Richard before the next meeting

Item 3.1: RSM Women Only Hiring Process: Professor Ofer Zwikael, Director, RSM

- The Committee noted:
  1. The update on the female only position advertised early last year
  2. The appointment was endorsed by the RSM Gender Equity Committee
  3. Both positive and negative feedback was received throughout the College regarding female only positions

Item 4.1: Items from the HR Manager: Mr. Richard Farran

- The Committee noted:
  1. The review on the IDEA framework
  2. Sexual violence prevention update and independent review of ANU SVPS. Recommendations (51 total) include:
    - Decentralised approach is made more explicit-implying more work required by colleges and divisions
    - Annual action plans are developed, with annual progress reports
    - Procedures for responding to disclosures and complaints are disseminated widely
    - Appropriate training provided to people involved in receiving disclosures (could be anyone)
    - Commitment of the University to SVPS is made clear to all heads of schools and departments alongside expectations that they will encourage participation in SVPS implementation
  3. The discussion on intersectionality:
    - 'Intersectionality' refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation
    - Discussion was had on the impact and disadvantages, in both recruitment and promotion

Item 5.1: School Representative Updates

Update from Jananie William and Sally Curtis

- The Committee noted:
  1. The update on gender distribution of academic positions, within the College and Schools
  2. The update on the reviewed data on gender equity at CBE, and ways in which this can be improved

3. A meeting with Professor Lisa Keweley will be arranged to further discuss gender modelling
4. The discussion on the academic funding scheme, and other initiatives needed to move forward in retaining women in academic roles

Update from Anita Soldic

- The Committee noted:
  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.
    - ANUSA BIPOC Department's Racism Report has been released

Update from Ofer Zwinkel

- The Committee noted:
  1. The RSM Gender Equity Committee is discussing ways to increase the number of female academics within the school
  2. The discussion on advertising for female level B only positions

Item 6.2: Any Other Business

- The Committee noted:
  1. Sally and Jananie will review data on gender equity at CBE, and discuss ways in which this can be improved in the next meeting