

**Minutes, meeting of Macquarie University Consultative Committee (MUCC), lunchtime info session, 9 August 2017 (12pm – 1pm)**

**1. Welcome, Introduction and Apologies**

**Apologies:** Cathy Rytmeister, Craig MacMillan, Rob Davies, Ian Braithwaite, Sondra Wibberley and Nicole Gower.

**Attendees:**

- Leah Angrisano
- Anne McMaugh
- Frank Valkenburgh
- Lance Dale
- James Hazelton
- Collette Ryan
- Leigh Stanger
- Leanne Holt (Guest Presenter)
- Nick Crowley
- Jennifer Elias (minute taker)

**Introduction:**

Leanne was introduced to the MUCC members as the guest speaker on Indigenous Strategy.

**Minutes: (27 July 2017)**

Minutes were accepted.

**1. Presentation on Indigenous Strategy**

Leanne presented the following points:

- National Agenda on Indigenous Student Success Program: Requires universities to have an Indigenous Workforce Strategy which prioritises increasing the number of Indigenous academic employees; increasing Indigenous employment to 3% of the overall workforce and provides for the employment of at least one Indigenous person as a senior executive at the level of PVC/DVC or equivalent. The guidelines additionally call for increased Indigenous Governance Mechanisms and increased participation of Indigenous people on key university committees. The Report creates accountabilities for universities.
- Reviewed the current numbers of Aboriginal and Torres Strait Islander representation at Macquarie University. Macquarie University will need to look at increasing the ATSI workforce. It is noted that Faculty of Science and Engineering do not employ any Aboriginal and Torres Strait Islander employees.
- James asked about whether there are KPI/targets. Leanne advised that there will be KPIs set for Macquarie University and will be broken down by faculty and professional units.
- Current Reconciliation Action Plan is only for a 12 month period to determine where Macquarie University is at and progress to a 3 year plan.

- Aim to make Macquarie University an employer of choice for Aboriginal and Torres Strait Islander people and an equitable and culturally safe workplace via Aboriginal employment and community.
- James asked about the representation of Aboriginal and Torres Strait Islander people on panel for interviews. Currently there is no policy, Leanne clarified that Aboriginal and Torres Strait Islander people are on the panel for Aboriginal and Torres Strait Islander positions only at the moment. However, there needs to be a consideration of the future workload this imposes onto Aboriginal and Torres Strait Islander staff. James also commented that hopefully promotions will ensure work is appropriately recognised. Promotions to be aligned with recruitment system.

#### **Discussions**

- Leanne mentioned there is current success with the Aboriginal and Torres Strait Islander cadets and is a good model for further opportunities.
- Lance requested a report prior to next round of bargaining to ensure an informative decision is being made.
- Leanne reported that parties are on board with how they can assist with the strategy.
- James raised whether it was possible for unconscious bias presentation to be included in cultural awareness training. Leanne is in discussions with equity and diversity.

#### **Actions**

- Leanne to provide a copy of the presentation to all.

## **2. EA/Policy Implementation – Progress Reports**

### **Supporting Mature Aged Workers**

- Lance reported that there had been no feedback but comments were good.
- To be removed as a standing agenda item.

#### **Actions**

- Leah to speak with CPSU to ensure they are comfortable with the actions.

### **Union Noticeboards**

- Nick Reported no update since last meeting.

### **Casual and Fixed Term Figures**

- Nick reported on statistics.

**Next MUCC Meeting:** September 4, 2pm – 4pm

**Next Lunchtime Meeting:** October 18, 1pm - 2pm