



# THE NEWSLETTER FOR EQUITY PRACTITIONERS IN HIGHER EDUCATION AUSTRALASIA

## FROM THE COMMITTEE

Hello EPHEAns and welcome to our November issue!

As always we are super busy across both sides of the Tasman.

Several of the Executive Team – (Louise Pollard, Cathie Walsh, Kate Flynn, Iva Ponton and myself) attended the July STARS Conference in Auckland picking up new ideas and promoted EPHEA. EPHEA was a major sponsor and this has given us a chance to broaden our profile with colleagues in student retention and amongst our NZ colleagues. I encourage you to explore the [abstracts and posters](#) and look out for the next conference in Melbourne in 2019.



Figure 1 EPHEA Exec members - Kate Flynn, Iva Ponton, Gabrielle O'Brien

Recently I attended the NCSEHE's Legacy and Capacity Workshop – *Towards 2030 – A long-term strategic vision for student equity*. This was followed by insightful roundtables in each state to gather your thoughts on where equity is headed.

It's great that the Government is continuing the NCSEHE for another three years based at Curtin University. The NC is a great supporter of EPHEA and we look forward to future collaborations. Lara Rafferty is our current representative on the NCSEHE Advisory Board and represents your voices. The NCSEHE has invited us to attend World Access to Higher Education Day in November and that will be a chance for EPHEA to contribute to an international conversation about equitable access to higher education and spruik the 2019 Conference.

Thanks to our Chapter representatives who applied for grants. Convenors have either undertaken or are planning key activities. We will have reports for the AGM.

And ICYMI – lock in your dates for the following:

- **2018 AGM** this will be held at by teleconference on 30th November, 2018 12.00 to 1.00 (Melbourne time). Details of times, papers and dial in info is available [online](#)
- **2019 EPHEA Conference** 'Enabling Excellence in Equity' hosted by the University of Wollongong from 25 to 27 November, 2019. This conference is a collaboration with the National Australian Enabling Educators Association. Both organisations have their conferences in the same year at around the same time and chose Wollongong so it made sense to combine resources. Look out for the [website](#) soon (end of November).

Stay in touch with us through the email listserv, Twitter and LinkedIn!

**Gabrielle O'Brien**  
President, EPHEA on behalf of the EPHEA Executive

## EXECUTIVE COMMITTEE

Gabrielle O'Brien (Griffith)  
President

Cathie Walsh (Auckland)  
Vice-President

Sonal Singh (Macquarie)  
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Louise Pollard (UWA)  
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Kate Flynn (QUT)  
Ordinary Member

Jacinta Vanderfeen (UTas)  
Ordinary member

Vaoiva Ponton (AUT, NZ)  
Ordinary Member

Zoe Bristow (Otago, NZ)  
Ordinary Member

Tracie Conroy (UTS)  
Ordinary Member

## STAFF EQUITY

### NZ celebrates 125 years of suffrage

On the 19 September 1893, the Electoral Act 1893 was passed, giving all women in New Zealand the right to vote. Kate Shepherd, one of the key suffragettes presented the petition (with 32,000 signatures) to parliament to change the law. A strong element of the campaign was to ensure Maori women were also included. This is a distinct difference from suffragist campaigns in other countries (where it was often only propertied women) including Australia (which took from 1894 – 1908 and Aboriginal and Torres Strait Islander peoples in late 1960s).



Congratulations to our NZ EPHEAns – it's a great achievement. Can we borrow Jacinta by the way?

- [AUT International Women's Day 2018](#)
- [Otago suffrage events](#)
- [University of Auckland Uni News](#)
- [Equity at University of Auckland celebrating 125 years](#)
- <https://nzhistory.govt.nz/culture/suffrage125>

### Gender equality Australia

120 organisations received the citation in 2017/2018 including the following universities. If you are considering this citation consider reaching your equity colleagues for advice.



- |                                  |                                       |                                     |
|----------------------------------|---------------------------------------|-------------------------------------|
| • Australian Catholic University | • Monash University                   | • University of Southern Queensland |
| • Curtin University              | • Queensland University of Technology | • University of Technology Sydney   |
| • Edith Cowan University         | • RMIT University                     | • University of Wollongong          |
| • Deakin University              | • Swinburne University                | • Western Sydney University         |
| • Griffith University            | • University of Canberra              |                                     |
| • La Trobe University            | • University of Newcastle             |                                     |

## STUDENT EQUITY

### 10 steps to a more equitable Australian higher education system

The Equity Practitioners in Higher Education Australasia (EPHEA) Association recently provided the information to the Opposition Minister for Education, Tanya Plibersek in response to Labor's recent announcements committing to boost equity and participation in Australia's Universities. EPHEA believes that a bipartisan approach to equity in higher education is a productive and necessary way forward to improve the policy settings conducive to participation by equity groups in this sector. The information provided to both groups will hopefully have an impact on future policy and influence a higher education system which is truly equitable and accessible for all. You can view our position statement [here](#)

### Remote student university success: an analysis of policy and practice

Congratulations goes to our own Louise Pollard from the EPHEA Executive who completed her NCSEHE Equity Fellowship. This remote shows useful insights into the unique challenges of students from remote backgrounds and where policy and practice can intersect to improve access to higher education. You can find the full report [here](#).

## WAHED (World Access to Higher Education Day) 28 November

World Access to Higher Education Day (WAHED) is 28 November and EPHEA have been invited to attend this by the NCSEHE in partnership with the National Education Opportunities Network (NEON), and supported by NCUK. The NCSEHE will network with NEON and a network multiple conferences globally to focus the attention of stakeholders from across the world on the issues of access and diversity in higher education. **We have provided Chapters with access to additional funds to support local activities on WAHED day and we will utilise these opportunities to promote EPHEA.**

### NEW ZEALAND AND THE PACIFIC

#### NZ and Pacific representation

In 2018 EPHEA has three NZ representatives on the EPHEA Committee – Cathie Walsh, Vice President; Vaoiva Ponton, and Zoe Bristowe. Please make contact with Cathie, Iva and Zoe if you would like to highlight any particular issues.

**Cathie Walsh, Vice President**  
University of Auckland  
[cathie.walsh@auckland.ac.nz](mailto:cathie.walsh@auckland.ac.nz)

**Dr Iva Ponton, NZ Representative**  
Lecturer, AUT  
[vaoiva.ponton@aut.ac.nz](mailto:vaoiva.ponton@aut.ac.nz)

**Zoë Bristowe, Ordinary member**  
University of Otago  
[zoe.bristowe@otago.ac.nz](mailto:zoe.bristowe@otago.ac.nz)

It's great to have Cathie, Iva and Zoe representing the interests of NZ members. All three are working across various areas in staff and student equity in different institutions bring a range of perspectives to the Executive Committee.

A key focus for EPHEA's work in New Zealand is to increase the profile of EPHEA amongst NZ equity practitioners and to make connections with relevant organisations to influence change. The Chapter have done amazing things this year and below is a short summary of some of the key issues and activities that the NZ Chapter have been working on:

#### 2018 – General issues

- **Fees free policy** – introduction of the first year of 3 years free tertiary education. There was predicted to be a huge increase in enrolments but overall once again student enrolments have declined.
- Universities got **no real increase in funding** and many are restructuring faculties resulting in redundancies.
- A number of **Polytechnics** are in financial trouble with Commissioners being appointed to oversee them.
- There continues to be an increase in students registering with **disability** and support services, particularly in the area of mental health.
- Following NZ not being accepted as part of the Athena Swan pilots with Australia, individual universities are developing their own **gender equality strategies**.
- The ACC (Accident Compensation Corporation) funded prevention of **sexual violence project** stalled and the contract has been re-negotiated. There have been meetings to share issues and activities in Auckland and Wellington organised by the NZ Association of Student Services and there is expected to be a response from Universities New Zealand on progress in late November. NZ EPHEA representatives are now engaged with UNZ on this project.
- Passing of the **Domestic Violence Victims Protection Bill** – includes 10 days of domestic violence leave from April next year
- Government's plan to significantly increase the number of publically funded **gender affirmation surgeries** in NZ.

#### The University of Auckland and Auckland University of Technology

**The University of Auckland and Auckland University of Technology** are hosting a hui/event on 21 November, for tertiary education providers who support students from **refugee backgrounds**. This event is being funded by EPHEA.

The agenda includes a talk from a successful refugee graduate, networking and a facilitated group discussion session where attendees can consider key issues for students from refugee backgrounds, various supports and ways of dealing with these issues, and the potential for future joined-up work.

There will also be a workshop, run by Refugees as Survivors New Zealand. It will include matters such as: worldwide statistics, the legal framework and process for refugees and asylum seekers in NZ, refugee experiences, working with students from a refugee background, best practice models in engaging and supporting students from refugee background, available resources and support.

We have around 60 attendees registered, from 6 different institutions across New Zealand.

**Contact:** Chantal Creese

## University of Otago

- Te Whare Tāwharau - **sexual violence** support and prevention centre was opened at the University of Otago this year. The Centre is a space that provides sexual violence related support and education to all students and staff.
- Awarded **Rainbow Tick** – a continual improvement programme designed to help an organisation ensure it is a safe and welcoming workplace for LGBTQIA employees.
- Implemented some changes to ensure that academically capable students from refugee and lower socio-economic backgrounds that meet eligibility criteria are prioritised for consideration for **admission** to the 9 health professional programmes. A new project is being launched to support priority category students for 2019.

## Otago Networking Event

A small team of University of Otago staff from both student and staff equity areas (disability services, HR, and Maori health sciences) have organised a networking event on 28 November (**World Access to Higher Education Day**) to bring interested people together to look at how they can expand Otago's equity network. The programme will include

- A NZ Representative from EPHEA to talk about EPHEA, benefits of networking with other universities and to promote membership and the 2019 EPHEA conference
- Prof Christina Hulbe, Chair of the Equity Advisory Committee – to talk about the Equity and Diversity Strategic Framework and work of the Equity Advisory Committee
- Discussion how equity practitioners at Otago can connect/communicate going forward
- General networking

**Contacts:** Zoe Bristowe, Julie Dlaskova, Melissa Lethaby.

## Unitec

- Introduction of new policies: a **Gender Affirmation Policy and the Domestic Violence Policy**.
- Changes to the **recruitment and selection** processes have served to increase the diversity of applicants.
- **Conference** presentations overseas: ALLY Network Coordinator presented at the 2018 National Ally Network Conference (Curtin University, Perth); and the E&I manager presented a session re intersectionality (gender and race) at the Courageous Conversations About Race Summit (Philadelphia, US)
- Unfortunately, the EI Manager role is being changed from a full-time position to a 0.4 FTE EI Advisor role.

### NPP projects now on NCSEHE website

The Australian Government Department of Education and Training (DET) Higher Education Participation and Partnerships Program (HEPPP) has been funding NPP (National Priorities Pool) projects for a number of years and these are now available on the NCSEHE website. There is a breadth of rich activity to mine. For more information visit [www.ncsehe.edu.au/project](http://www.ncsehe.edu.au/project)

### New NPP projects announced

The Department of Education and Training is pleased to announce a number of upcoming expressions of interest (EOI) for projects commissioned under the 2018 National Priorities Pool component of the Higher Education participation and Partnerships Program (HEPPP). These projects accord with the [2018 Investment Plan](#).

All eligible Table A providers will be sent an invitation in early December to submit a National Priorities Pool EOI (closing in February) for the following commissioned projects:

- Effects of cumulative factors of disadvantage.
- Low SES student deferrals.
- Success from the perspective of the successful: low SES students, success and completion in higher.
- Admission and success for low SES university students.

Further information on the *HEPPP Evaluation Framework*, and the *Widening Participation Longitudinal Study* will be provided at a later date.

We are pleased to announce that the *National Centre for Student Equity in Higher Education (NCSEHE)* will continue to be hosted at Curtin University, with the Australian Government providing funding for the ongoing work of the Centre between 2019 and 2021. The Centre will also continue to provide the Secretariat for the department's Equity Research and Innovation Panel.

In addition, the following competitive grant rounds will be conducted through the NCSEHE:

- Equity Fellows Program (including a priority focus on emerging regional and remote issues).
- Higher education careers and pathways advice for low socioeconomic status (SES) students, low SES Indigenous students and low SES regional students.
- Key influencers of low SES students low SES regional and remote, and low SES Indigenous students towards higher education study options and career choices.

More information will be coming from the Department in due course.

## SPONSORSHIPS

### PD sponsorship

EPHEA is offered sponsorships to equity practitioners who are interested the module '**Student Support and Development Course**' which is an elective within the [Graduate Certificate in Professional Learning](#) offered through Griffith University. This subject is designed for staff who work in student services, student equity and other professional staff working with students.

Four people were awarded sponsorships and will commence in Trimester 2. Farhana Laffernis, The University of Sydney; Thomas Stonestreet, UNSW; Rachel Lamb, CQUniversity; and Jack Crane, The University of Sydney. Good luck and we hope it goes well.

We will continue to explore further sponsorships and professional development opportunities for members in 2019 including opportunities at the 2019 EPHEA conference.

## New free online disability awareness training now available

Disability awareness is an important part of establishing inclusion for people with disability and an essential part of the University's strategic intent for both staff and students within the Griffith community.

Misconceptions about people with disability are often the result of lack of awareness. The content in this program is ideal for someone who has minimal or no knowledge of disability, and can be used as a refresher course to be applied across a range of workplaces. This program aims to build confidence in interactions with people with disability, learn tips for better communication, discover where to find out more information about particular disability topics and share this new knowledge with others.

This is a great opportunity for both current staff and students at your organisation and is an initiative of the National Disability Coordination Officer Program and the Australian Disability Clearinghouse for Education and Training.

Find out more here <https://www.ephea.org/conference-2019>

## MEMBERSHIP

EPHEA was incorporated in 2012 to strengthen the association's standing and to enable it to continue to support the work of equity practitioners. Annual membership assists EPHEA to manage and support the core activities and potential special projects.

EPHEA membership provides a range of benefits including regular updates on relevant research and practice, member rates for the EPHEA conference, and access to PD opportunities. Membership fees are charged on a calendar year and are tax deductible if not covered by your institution. The list of current financial institutions is [here](#).

**We will be issuing membership fees for 2019 soon so that you can choose to pay them in this calendar year or by April 2019.**

For more information you can email our Memberships Officer at [info@ephea.org](mailto:info@ephea.org). Please complete the [membership form](#) to sign up for the first time or change details.

## EVENTS

Conferences coming up include:

- **The Society for the Provision of Education in Rural Australia (SPERA)**, in partnership with the National Centre for Student Equity in Higher Education (NCSEHE) based at Curtin University, Perth, Western Australia invites you to attend the 34th National SPERA Conference. 29 – 30 November. <https://www.spera.asn.au/34th-national-spera-conference-perth/>
- **ANZSSA Conference.** The next Australian and New Zealand Student Services Association Inc Conference will be held in Victoria from 2 – 5 December 2018. The theme for the conference is *From student to graduate: Authentic partnerships for quality outcomes*. <http://www.anzssaconference.com/>
- **Pathways14 National Conference.** The Pathways Conference is a biennial event organised by the Australian Tertiary Education Network on Disability (ATEND) will be held from 5th December to 7th December 2018 in Sydney. <https://www.atend.com.au/resource/41/conference-pathways14-2018>

## CHAPTERS

Chapter Convenors have recently made applications for funding to help local chapters to run local activities and networking. We will let you know soon what these activities are. Your current convenors:

### **ACT Convenor**

Laurie Poretti, University of Canberra

### **NSW Convenor**

Kylie Austin, University of Wollongong

### **QLD Convenor**

Jordan Tredinnick, University of Queensland

Martina Donaghy, Griffith University

### **SA Convenor**

Lisa O'Neill, Flinders University

### **VIC Convenor**

Felicity Thyer, Deakin

### **TAS Convenors**

Jacinta Vanderfeen and Darlene McLennan

University of Tasmania

### **WA Convenors**

Elisa McGowan, UWA

Jaz Norris, Curtin University

### **New Zealand Convenor**

Cathie Walsh, University of Auckland, NZ

### **NT Convenor**

Currently vacant – contact us to be the NT convenor

## CONTACT

If you would like further information or would like to contribute please contact us via the [EPHEA website's contact page](#).