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**tHE NEWSLETTER FOR Equity Practitioners in Higher Education Australasia**

# From the Committee

Your EPHEA committee is:

Gabrielle O’Brien (GU)

President

Dee Gibbon (UQ)  
Vice-President

Ruth Tregale (Macquarie)

Treasurer

Lara Rafferty (RMIT)

Secretary

Joanna Leonard (UTS)  
Membership Officer

Juliet Nanai (AUT, NZ)

Ordinary Member

Louise Pollard (UWA)

Ordinary Member

Kate Flynn (QUT)  
Ordinary Member

Cathie Walsh (UoA, NZ)  
NZ Rep & Ordinary Member

[**NOMINATE**](https://www.ephea.org/committee-nomination) **NOW FOR THE 2018 COMMITTEE BY 12 NOV**

**EPHEA Executive committee**

**Are you registered for the 2017 EPHEA Conference?**

There isn’t much time left with final registrations due November 12. You can still get the EPHEA membership discount and well-priced accommodation options.

**Re-imagining equity: now and for the future** is about reflecting on where we are, but more importantly, where we are going in the future. As such we have a big [program](https://ephea2017.org/program-6/). We have six keynote speakers covering the breadth of staff and student equity issues including Indigenous education, human rights issues, widening participation, and disability.

Workshops covering gender equity, safe campuses, and gender diversity; and Special Interest Groups covering domestic and family violence, refugees, equity evaluation, and mentoring also feature. The program includes the annual AGM, options for Chapters to get together, and of course exciting parallel sessions from 30 different universities across Australia and New Zealand.

The conference kicks off with the National Centre for Student Equity in Higher Education (NCSEHE) [Fellows Forum](https://www.ncsehe.edu.au/ncsehe-2017-equity-fellows-update/) featuring the latest research aimed at improving the access, participation and success in higher education of students from equity backgrounds.

We have a great Conference Organising Committee representing the Queensland universities and we plan to turn on the sunshine for you. Remembering that this is the 30th year of EPHEA [submit your EPHEA photo bombs for our EPHEA collage.](https://www.ephea.org/conference2017)



We will see you in November!

Gabrielle O’Brien, President  
**On behalf of the EPHEA Executive Committee**

# THANKS

A big thanks to two members of our EPHEA Executive Committee who have recently resigned – Ruth Tregale and Keane Wheeler. Keane has been an ordinary member and Indigenous representative on our committee and has provided valuable insights around Aboriginal and Torres Strait Islander perspectives. We are keen to ensure the Executive is representative of Indigenous perspectives so we encourage applications with such expertise.

Long-standing member Ruth Tregale, our treasurer, has also resigned from the Executive. Ruth was the Director of Widening Participation at Macquarie and has now taken up a role in the not-for-profit sector. Ruth has a fantastic eye for detail and so our accounts and constitutional issues have been in good hands. Ruth has been passionate about supporting the work of equity practitioners and will be sadly missed. We wish her well in her new role. Again we are looking for an eager and organised office bearer to take on this role.

# Vale Professor Eleanor Ramsay

It was very sad to hear about the sudden death of Professor Eleanor Ramsay recently. Professor Ramsay has been an equity stalwart devoting her career to improving educational opportunities for people from disadvantaged backgrounds and supporting gender equality across her whole career in both Australia and New Zealand.

Professor Ramsay’s activities have been at the forefront of social, educational, industrial and policy change. This activity is typically aimed at the achievement of greater equality of educational access and outcomes, equal employment opportunities, and gender equity in our public and private lives. This emphasis was strongly reflected in her research, publications and consultancies. Her approach has been collaborative, strategic and change-focussed.

Most recently she held the position of honorary professor at the University of Tasmania. Prior to this she spent two decades at the University of South Australia, firstly as the Pro Vice-Chancellor responsible for Equity and as an Adjunct Professor in the Hawke Research Institute. Professor Ramsay’s career began as a teacher and included roles as a feminist activist in a teachers’ union, and senior public policy positions in the state education systems of South Australia and Queensland. As a researcher, consultant, policy analyst, and as the chair or member of a range of government boards and expert advisory bodies she has had influence at the state level across South Australia, Queensland and Tasmania. But she has also had national and international influence in gender equality and women’s leadership authoring ‘Putting Gender Back on the Agenda’ for the 2013 series Griffith REVIEW 39 and contributing to NZ’s university women's leadership program for women in higher education, presenting papers in Vienna and Beijing in 2014.

“Education simply transforms lives. There is no other more powerful tool to disrupt intergenerational poverty and disadvantage; there is no more powerful tool to unlock the potential for a successful happy worthwhile life than education.”

Professor Ramsay continued to work on community-based advocacy and public policy interventions aimed at increasing educational attainments levels across the schooling sector in Tasmania. She was a founding member of Education Ambassadors Tasmania which is a voluntary, community-based organization encouraging all young people in Tasmania to dream big and stay at school to get the skills and knowledge to realize their dreams. Professor Ramsay has been awarded the Centenary Medal by the Australian Government for her contribution to education and an honorary doctorate by the University of South Australia for her contribution to educational equity at the state and national levels.

On a personal note my interactions with Professor Ramsay were awe-inspiring but she was a warm and generous with her time and endlessly enthusiastic about helping colleagues. She will be missed.

# KeY ISSUES

## Marriage Equality debate

EPHEA fully supports marriage equality and believes it’s a basic right that the LGBTIQ+ community should be recognised equally under the law. The EPHEA membership includes people from the LGBTIQ+ community and Allies. We want our colleagues and the staff and students we work with in our institutions to feel supported and safe during the process of this postal survey. While our New Zealand neighbours have had marriage equality in place since 2013 Australia is lagging behind. New Zealand didn’t implode but here the current debate has become nasty and advertising has been incorrect and hurtful to the LGBTIQ+ community.

As equity practitioners our members work closely with staff and students in our organisations who will be feeling very vulnerable and so below are some useful resources that may be helpful to ensure their well-being, safety and feeling of support at this time. We would encourage universities to rally behind marriage equality with leadership by Vice-Chancellors and promotion of the important work of Ally Networks and equity practitioners to support positive outcomes around this issue. Some useful resources are listed below outlining ways to support the LGBTIQ+ community.

**Staying strong tips**

[http://www.acon.org.au/wp-content/uploads/2017/08/Staying-Strong-Tips.pdf](http://www.acon.org.au/wp-content/uploads/2017/08/Staying-Strong-Tips.pdf )

**Marriage Equality campaign**

[http://www.equalitycampaign.org.au/marriage-equality](http://www.equalitycampaign.org.au/marriage-equality" \t "_blank)

**Helplines and online resources**

[https://qlife.org.au/](https://qlife.org.au/" \t "_blank)

[https://www.beyondblue.org.au/](https://www.beyondblue.org.au/" \t "_blank)

<https://www.lifeline.org.au/>

**Key dates for the Australian Marriage Equality Survey**

* Friday, 27 October 2017 - Please mail your form back to the ABS by this date to make sure it counts.
* Tuesday, 7 November 2017 (6pm local time) - The survey closes. If your survey is received after this, it will not be counted.
* Wednesday, 15 November 2017 - Survey results published on the ABS website.

## Respect. Now. Always. national university student survey

The Human Rights and Equity Opportunity Commission has released the survey report on sexual assault on Australian campuses. The report includes a 10 point plan and a series of major initiatives will be undertaken and funded as part of the Universities Australia Respect. Now. Always. campaign.

The first of these major commitments is a new interim round-the-clock specialist support line for victims and survivors. This 24/7 support line will operate in addition to the face-to-face counselling services available at universities. It will be available in the months following the release of the survey to assist with an anticipated increase in students needing specialist counselling support at this time. It is operated by the specialist counselling service Rape and Domestic Violence Services Australia. The number is 1800 572 224.

The plan also includes a series of further sector-wide prevention, awareness and support initiatives that Australian universities can draw on to complement the many local initiatives they have underway to prevent and address sexual assault and sexual harassment in student communities. [The full 10-point action plan can be found here](https://www.universitiesaustralia.edu.au/ArticleDocuments/797/Companion%20Report%20Web%20version%203.pdf.aspx).

Universities Australia will be presenting at the 2017 EPHEA Conference on this initiative.

FF EQUITY

# STAFF EQUITY

## Community of practice for gender equality

We are currently investigating ways of being able to share as a group (including draft documents etc) and can hopefully set this up using sharing platforms that work from everyone with a view to sharing outcomes through the EPHEA Conference in November. If you are not already on the Gender Equity Strategy Group email list and would like to be included, please email [d.gibbon@uq.edu.au](mailto:d.gibbon@uq.edu.au)

The Gender Equity Strategy Group will be a special interest group at the 2017 EPHEA Conference on this initiative. A second SIG on Science and Gender Equity (SAGE) will also be held.

# STUDENT EQUITY

## SUBMISSIONS

The EPHEA Executive have made a number of submissions to the Department of Education to address equity issues coming out of the Higher Education Reform legislation proposed in the 2017 Budget as well as additional reform activities such as proposed changes to admissions and regional education. A number of these submissions are on the [website](https://www.ephea.org/media-releases) and have been sent to members via email.

* EPHEA Position Statement on 2017 Budget (May)
* EPHEA Position Statement on education reforms impacting NZ citizens (8 June)
* Response to DET re HEPPP (23 June)
* Improving retention, completion and success in higher education: A response by EPHEA to the Higher Education Standards Panel Discussion Paper (7 July)
* Feedback on draft implementation plan for improving higher education admissions transparency (July)
* Recommendations for the Rural and Regional Enterprise Scholarships (May)
* Independent Review into Regional, Rural and Remote Education (August)

## DepartmEnt of education meeting, cANBERRA

On 28 September members of the EPHEA Executive (Lara Rafferty, Louise Pollard and myself) met with the Department of Education. We keep in touch with the Department regularly and had scheduled this meeting thinking the legislation would be sorted out by now. We discussed a number of key things including the Higher Education legislation, new HEPPP guidelines, DSP, regional and rural enterprise scholarships, National Priorities Pool and the evaluation framework.

Key comments from the Department are as follows:

* The department is focussed on supporting the Government in getting the Bill passed through the Senate. The Bill is currently scheduled for further consideration in the Senate in the sitting week commencing 16 October 2017.  The changes to HEPPP announced in the 2017-18 Budget are scheduled to commence on 1st January 2018 and are reliant upon the legislative changes proposed in the Bill. If the Bill fails to pass then the existing arrangements continue.
* The Department is aware of EPHEA’s key concerns around the provisions in the Bill and its suggestions for the new guidelines. The new guidelines cannot be implemented prior to the legislation passing. Once the legislation has passed, the Guidelines can be tabled and become operational. The Guidelines may be disallowed at any time in the 15 sitting days following their tabling. Once in the public domain, the department will be able to share the Guidelines with EPHEA.
* The Department is working on a new evaluation framework and current arrangements around reporting will remain in place until changes are advised.
* EPHEA has strongly recommended that the new Equity Research and Innovation Panel include a practitioner voice and the value of having the Panel contribute to strategic direction around the National Priority Pool submissions. We recommended some biddable projects are recommended to provide for emerging innovation. The Department has noted this.
* Proposed changes to guidelines for the Disability Support Program, as part of the Other Grants Guidelines, are reliant upon the legislative changes proposed in the Bill and cannot be implemented prior to the legislation passing.
* The tender process to identify the Regional Scholarships service provider is in progress and the Department will announce the scholarships and guidelines as soon as possible.
* The Department is happy to engage with members at the EPHEA conference in November.

We welcome any further feedback you have to share with the Department for future meetings and for the Conference.

# New Zealand and the Pacific

## NZ and Pacific representation

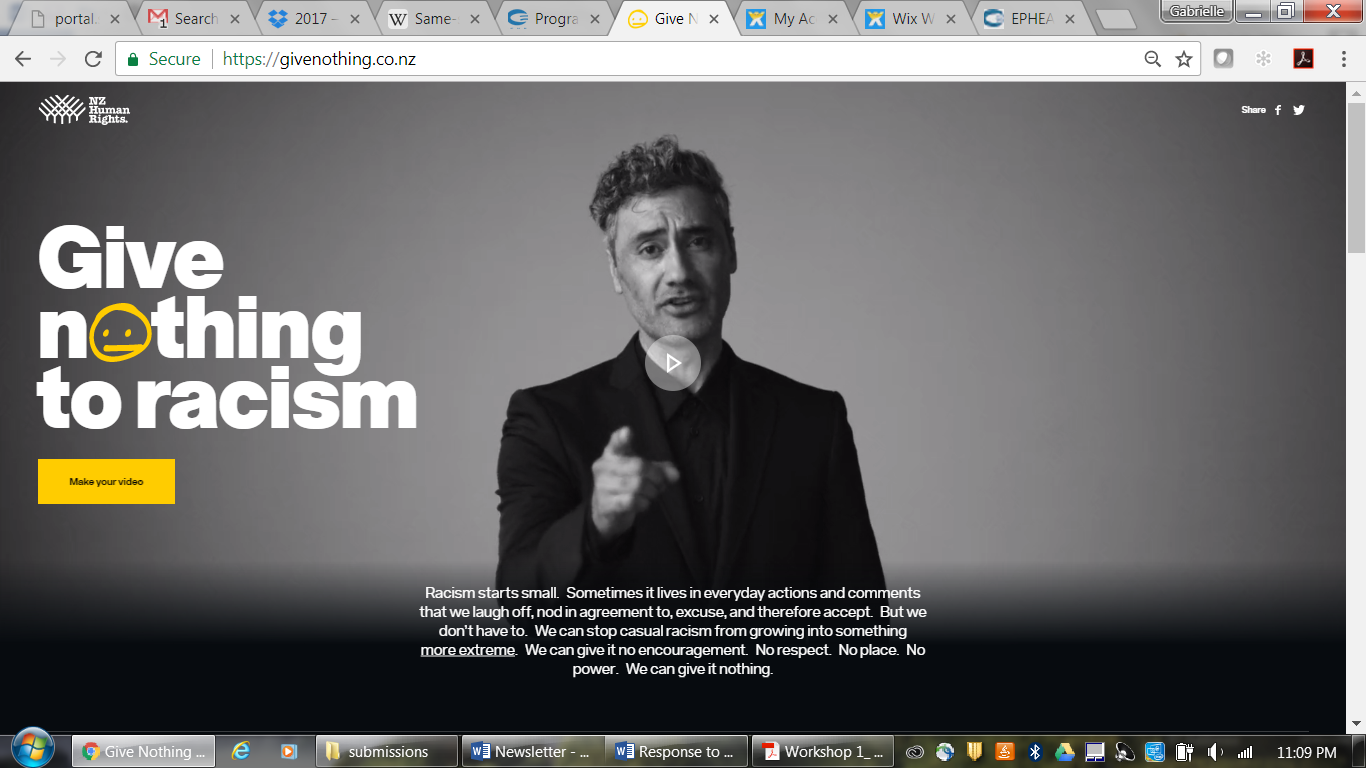
Currently, EPHEA has two NZ representatives on the EPHEA Committee – Cathie Walsh and Juliet Nanai. Please make contact with Cathie and Juliet if you would like to highlight any particular issues.

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| --- | --- |
| Cathie Walsh, Ordinary member and NZ representative  University of Auckland, NZ  [cathie.walsh@auckland.ac.nz](mailto:cathie.walsh@auckland.ac.nz) | Juliet Nanai, Ordinary member  AUT University, Auckland  [juliet.nanai@aut.ac.nz](mailto:juliet.nanai@aut.ac.nz) |

Give nothing to racism.

A great resource from New Zealand around preventing Racism which especially targets the bystander and the everyday casual racism that we may be contributing too. The site has a range of resources and information online. For more go to

<https://givenothing.co.nz/>

[](https://givenothing.co.nz/)

Australian resources can be found at [Racism. It stops with me](https://itstopswithme.humanrights.gov.au/) The Australian Human Rights Commission have recently released some advertising tackling casual racism.

# NCSEHE update

## New NCSEHE publications

NCSEHE Focus: Successful outcomes for low SES students in Australian higher education

This new publication from the NCSEHE which summarises some key projects for students from LSES backgrounds. The research collated for this report adds to our growing knowledge of the underlying reasons why students from low SES backgrounds struggle on access, participation and outcomes, and illustrates how compounding disadvantages limit students’ ability to navigate the Australian higher education system as easily as their non-equity group peers. Find out more [here](https://www.ncsehe.edu.au/ncsehe-focus-successful-outcomes-low-ses-students-australian-higher-education/).

Real student stories

The NCSEHE will be featuring a new series: ‘[My Story: Student Voice](https://www.ncsehe.edu.au/category/my-story/)’, celebrating the individual successes behind HEPPP funded programs. If you have not been contacted about this and requested to provide your case study this please contact the NCSEHE.

# Membership

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 discounted rates for the EPHEA conference. Membership fees are charged on a calendar year and are tax deductible if not covered by your institution. For more information you can email our Memberships Officer Joanna Leonard [joanna.leonard@uts.edu.au](mailto:joanna.leonard@uts.edu.au?subject=Membership%20inquiry)

Please complete the [**membership form**](https://goo.gl/forms/8Ai19unBvv47xYYX2) to sign up for the first time or change details.

Committee nomination

EPHEA is seeking nominations for the Executive Committee for 2018. In line with the Constitution we are required to ask for nominations across all positions to be endorsed at the [AGM](https://www.ephea.org/events) (to be held during the [2017 EPHEA Conference](https://www.ephea.org/conference2017)). A number of our existing Office Bearers have agreed to nominate again for their positions, but all members are very welcome to stand for election for the following positions: President, Vice-President, Treasurer, Secretary, Membership Officer, and Ordinary Members. **​Nominations close 12 November, 2017** so p**l**ease complete the [nomination form](https://goo.gl/forms/x1pbMv2hgIyzNEF63)

EPHEA Photo Bombs!

​To celebrate 30 years of excellence in equity we’re asking you to submit your photos of equity practitioners in action: from conference happy snaps, to official boardroom photos, committee gatherings, rallies, workshops and everything in-between.  Please include dates/years (approx.), purpose of gathering, and names of those pictured, where possible. High resolution preferred. ​Let’s celebrate us and our work. If nothing else, it’ll give us a good laugh. **Email your photos to Kate Flynn**[**k.flynn@qut.edu.au**](mailto:k.flynn@qut.edu.au)**by 12 November, 2017**

# Local chapter activities

## Chapter grant funding

Just a reminder to Chapters who hold development grants to host local networking and knowledge-sharing activities. You need to ensure your funds are utilised appropriately, acquitted by the end of 2017 and you will be asked to report on activities for the year at the AGM. For Chapters considering activity for next year you find out about Chapter grants [here](http://www.ephea.org/#!convenors/c21ua).

We are seeking volunteers for Chapter convenors for QLD and NT. [Please contact us for more information](http://www.ephea.org/contact)

If you are going to the EPHEA conference there will be chances to meet your fellow state colleagues and convenor.

Your current convenors are as follows:

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**ACT Convenor**

Laurie Poretti, University of Canberra

Phone 02 6201 2333

[laurie.poretti@canberra.edu.au](mailto:laurie.poretti@canberra.edu.au)

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**NSW Convenor**

Kylie Austin, University of Wollongong  
Ph: + 61 2 4252-8885

[kaustin@uow.edu.au](mailto:kaustin@uow.edu.au?subject=EPHEA%20NSW%20Chapter)

**QLD Convenor**

Currently vacant\*

**SA Convenor**

Lisa O'Neill, Flinders University

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**TAS Convenor**

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[Robin.Barnes@utas.edu.au](mailto:Robin.Barnes@utas.edu.au)

**NT Convenor**

Currently vacant\*

**VIC Convenor**

Convenor

Shannon Kerrigan, La Trobe University

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To join the VIC EOPHEA listserv, email [majordomo@deakin.edu.au](mailto:majordomo@deakin.edu.au)

and in the body of the email, write subscribe vict-eophea

**WA Convenor**

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**NZ Convenor**

Cathie Walsh, Ordinary member and NZ representative

University of Auckland, NZ  
cathie.walsh@auckland.ac.nz

# Contact

If you would like further information or would like to contribute please contact us via the [EPHEA website’s contact page](http://www.ephea.org/#!contact/co59).