

Indigenous Consultative Committee Meeting [ICCM]

Tuesday 16 October 2007

11 am to 12 Noon

Location: HR Meeting Room

Present: Karen Cooper [Chair], Glen Stasiuk, Wayne Marriott, Len Collard, Ashley Sillifant, Elizabeth Matthews, Michael Broderick and Prue Bedford

Apologies: Rhonda Marriott, Marie Taylor

Welcome

Karen Cooper [Director HR] welcomed everyone to the ICCM.

1 Business Arising

The ICC 2007 Terms of Reference were further updated and are provided with these notes.

The notes from the 11 September 2007 meeting were accepted as an accurate record of that meeting.

2 'Mission Statement' in ToR

Refer updated Terms of Reference [below].

3 Draft Strategic Plan

Karen Cooper offered to circulate the draft Strategic Plan once the budget was finalised.

4 General Business

Questions for the ICC in 2008?

Next Tasks for the Committee

- Cross Cultural Training
- Strategic Plan and related budget
- Mechanisms for supporting current staff.

It was agreed that the above areas needed to be discussed at the next meeting or early in 2008.

Next Meeting

The next Meeting of the ICC is scheduled for late January or February 2008 so that the Consultants Report can be provided to all for discussion.

ACTION ITEMS**ACTIONED BY**

11 September 2007 Meeting

It was agreed that a Budget, Strategic Plan and Terms of Reference [draft form] would be developed to submit to the 2 October 2007 Budget Process

Karen Cooper
Prue Bedford
Then to be reviewed by ALL

16 October Meeting

Terms of Reference and Strategic Plan to be updated and circulated to Committee for consideration.

Karen Cooper

11 June 2007 Meeting

Document that identifies 'what Murdoch University does well, particularly for Indigenous Staff and Students'.

Len Collard

Indigenous Consultative Committee [ICC], 2007

Mission Statement

To realise the potential of Murdoch University by achieving an open, supportive and proactive environment for Indigenous staff engagement and development

Consultative Mechanisms

Consultation will be facilitated through the Director Human Resources to the Senior Executive Group via the DVC Corporate and through the establishment of working parties as required by the ICC.

Terms of Reference

The Indigenous Consultative Committee strives to guide the development of appropriate recommendations on Indigenous issues such as employment and workplace culture within Murdoch University. Recommendations will ensure that Indigenous matters are addressed as an integrated approach to the ever-evolving University Community and assist in the achievement of the University's Strategic Goals.

Objectives

- To serve as a forum for providing an Indigenous perspective in relation to staff employment issues and relevant University activities.
- To promote the employment and career progression of Indigenous Australians at Murdoch University.
- Annually review the University's strategic intent and suggest actions and activities to support and progress the Indigenous outcomes of identified strategies. Within this process the application of good governance and the principles of equity will be fundamental, as will consideration of Social Justice¹ Principles.
- Provide an annual report to the Director Human Resources for discussion with the Senior Management Group.
- Recommend new strategic initiatives to support the achievement of the organisation's vision for existing and potential Indigenous Staff.

Committee

Ex-officio: Director Human Resources [Chair], Director Kulbardi Centre, EEO Advisor [EO] and any interested Indigenous Academic and General Staff up to eight members.

Meeting frequency

A minimum of four meetings per annum.

Quorum

There needs to be 50% membership which can not be less than four members plus two ex-officio members.

Review

The Terms of Reference should be reviewed annually.

¹ Ideal condition in which all members of a society have the same basic rights, security, opportunities, obligations and social benefits. * Social legislation: Laws aimed at promoting the social functioning of individuals and groups and at protecting their rights.
www.polity.org.za/html/govdocs/white_papers/social97gloss.html (accessed 19 Sept 2007)