



Meeting Snapshot

EDI management committee: 13 May 2024

Agenda

Terms of reference

Key discussion points and takeaways

Updates on First Nations Initiatives and Reconciliation Activities

- First National Initiatives and Reconciliation Activities now a standing item included on EDI Management Committee agenda.
- Some Faculties expanding the 10 Core Cultural Learning modules to local group learning, with positive feedback.
- Upcoming launch of the Indigenous Wisdom Council (31st May) at Herston, including a Sea of Hands, as well as performances by Indigenous dancers.
- Reminder to engage in purposeful procurement for UQ Events (see [RAP](#) Action #11).
- Agreement to investigate the inclusion of completion rates for Indigenous students into the EDI Scorecard, and for other diversity group cohorts where possible.

Days of significance Calendar

- Investigating the development of a UQ calendar outlining EDI days of significance.

The Queensland Commitment (TQC)

- TQC now a standing item on EDI Management Committee agenda.

University Staff Development Committee

- Through discussions around the potential for increasing flexibility for cultural holidays, it was agreed that upskilling of supervisors to support staff in relation to cultural and diversity needs would be raised at the next University Staff Development Committee (USDC).

Towards One EDI Plan for UQ

- Review undertaken of the 5 existing EDI action plans which identified 5 common themes: career pathways; accessible and inclusive environments; visibility and leadership; safety and respect; measuring and monitoring success.
- Next steps will be to finalise and seek agreement on identified themes/actions and produce a SMART action plan for 2024-2025
- Committee in agreement to ensure future EDI framework includes a focus on our research activities and community engagement.

EDI Management Committee membership

- Investigate an additional member from the Research portfolio, to ensure to ensure UQ's research reflects and benefits all diversity cohorts.