Meeting Snapshot

EDI management committee: 29 April 2025

Agenda
Terms of reference

Key discussion points and takeaways

1. Stretch RAP Implementation
Recent Stretch RAP Implementation workshops, which were held in April/May 2025, and which were dedicated to helping staff navigate and implement the new Stretch RAP 2025-2027, were very beneficial and stimulated very positive feedback. In addition to the monthly Stretch RAP Implementation Working Group meetings that are currently in place, members considered formalising the tracking of implementation actions in a whole-of-UQ reporting framework approach.

2. 2025 EDI Plan
The following Q1 deliverables under the 2025 EDI Plan are completed:
- Develop and publish a statement annually in response to WGEA's publication of UQ's gender pay gap.
- DFV Support Policy for Staff is developed and introduced, supported by a 'Managing DFV Support for Staff' training Module.
- Intersectional lens is applied to focus on needs of groups most at risk of sexual misconduct including the LGBTQIA+ community
- Develop communication plans and events activities for the UN days: IWD (8 March); IDERD (21 March).

The following Q1 deliverables under the 2025 EDI Plan are in progress:
- Implement the UQ inclusive recruitment guide.
- Monitor and report on retention of key groups, including analysis of entry and exit survey data for equity cohorts.
- Equity demographics currently collected in Workday and pulse survey are improved aligned to best practice.
- Implement routine collection and reporting of data related to attraction, progression and retention of key cohorts.
- Review market loading practices and make recommendations to address gender equity.
- Complete disability accessibility audits of our campuses.
- Identify and address areas for improvement in accessibility and inclusion in IT systems and interfaces.
- Report on the evaluation, benchmarking and feedback mechanism for accessibility of communications, marketing and events.
- Consult with D+I committees to identify opportunities to promote inclusion at UQ campuses.

3. Faculty EDI activities/initiatives
Faculty EDI activities were communicated, and the following two were highlighted for broader sharing:
- Faculty of Science: Childcare support for staff (single parents, EMCAs, parents with no family members) who travel for work
- Faculty of HASS: HASS International Staff Guide

4. The Queensland Commitment (TQC)
Pilot Winter Program and TQC Summer Pathway Program:
- Sitting within the 2025 UQ Plan on a Page, the TQC Pathway Program will be designed to provide underrepresented students with targeted academic preparation, mentoring, and structured entry points into a UQ degree. With the potential to integrate a Summer School and Certificate pathway, a proposal to USET is under development.

5. EDI Scorecard
Updated metrics are as follows:
- Aboriginal and/or Torres Strait Islander: Success ratio, domestic students
- Socio-economic status and regional or remote: Success ratio of domestic UG students who are from:
    - low SES background
    - regional/remote background
    - low SES or regional/remote background
- Disability: Success ratio of domestic UG students who disclose a disability