



EPHEA AGM Agenda

Thursday 21 November 2024

1. AGM Welcome

- a. Acknowledgement of country
- b. Register of attendees
- c. Noting of Apologies

2. 2023 EPHEA AGM Minutes

- a. Acceptance of [2023 Minutes](#)

3. Business Arising from Minutes

- a. There are still Chapter Convenor Vacancies in Queensland and Northern Territory.

4. Strategic direction of EPHEA

- a. Proposal – EPHEA Constitutional Change
 - i. Equity Practitioner terminology
 - ii. Geographic reach of EPHEA and EPHEA title
 - iii. Rebranding EPHEA to create a ‘tag line’
 - iv. Feedback on EPHEA and 2025 planning

5. Reports from office bearers and state chapters

- a. President’s Report
- b. Treasurer’s Report
- c. Secretary’s Report
- d. Memberships Officer’s Report
- e. Chapter reports

6. EPHEA Executive Committee 2025, election of Office Bearers and Ordinary Executive Members

- a. The nominations and Office Bearer vacancies will be shared separately

7. Other Business

- a. Student Success conference - 30 June - 2 July 2025, Cairns, Australia

Attachments:

1. [2023 AGM Minutes](#)
2. President’s report
3. Treasurer’s report
4. Secretary’s report
5. Membership Officer’s report



6. Chapter reports

Close of AGM

Proposal – EPHEA Constitutional Change

AGM, November 2024

Each year EPHEA surveys our membership with the goal of ensuring EPHEA's relevance and value to our institutional and individual members.

In 2024, we had twenty-four members complete the annual survey. The results of the survey were presented to the EPHEA Executive for discussion. This paper captures the insights from the members and recommendations from the EPHEA Executive on the strategic direction of EPHEA for consideration of members at the 2024 AGM.

EQUITY PRACTITIONERS

In 2024, our members were asked if the term 'Equity Practitioner' resonates with their identity in the higher education setting.

70.8% of members agreed that the term 'Equity Practitioner' resonated with their identity within higher education.

Those members who felt that this did not adequately represent their identity provided the following suggestions for alternatives:

- Diversity and inclusion specialist
- Social justice advocate
- Diversity, Equity and Inclusion (DEI) professional
- Student experience practitioner
- Widening access practitioner
- Accessibility support.

Members defined an 'Equity Practitioner' as:

- "People who have a specific role related to equity".
- "An advocate, a voice, a conduit between those people who need assistance, and those who help provide it".
- "Anyone focused on equity within higher education. Those practicing, as well as those researching".
- "Someone whose work actively contributes to promoting and improving equity for prospective and current higher education students".
- "I take an expansive view, that we are all are (or we should all be) equity practitioners, committed to the success & belonging of students and staff from diverse backgrounds".

Recommendation from EPHEA Executive: To continue to use the terminology 'Equity Practitioner' to succinctly describe the work of the EPHEA membership. However, broaden the term to equity, diversity and inclusion when describing the type of work that these practitioners undertake.

GEOGRAPHIC REACH OF EPHEA

When asked about the geographic areas that EPHEA should operate across, 62.5% of members felt that Australasia was an adequate term to capture the geographic reach of EPHEA, with members unanimously in agreement that EPHEA should continue to operate across Australia, New Zealand and the Pacific Islands.

However, members did identify the challenges with operating across such expansive geographic areas, primarily due to the different national policy settings. However, acknowledged the value of cross-country collaboration.

Recommendation from EPHEA Executive: The EPHEA Executive feels as though the term Australasia is not inclusive of colleagues in New Zealand and the Pacific Islands. The EPHEA Executive proposes a follow up discussion at the AGM, and presents the following options to EPHEA members for consideration:

- **Changing the title of EPHEA to:**
 - **Equity Practitioners in Higher Education Association.** This would remove the geographic reference in the title of the association, and instead, in describing EPHEA's geographic reach would refer to EPHEA as having membership from Australia, New Zealand and the Pacific Islands.
 - **Equity Practitioners in Higher Education Australasia (Australia, New Zealand, Pacific Islands).**

REBRANDING EPHEA

Members suggested the following 'taglines' to better inform the purpose of EPHEA to key audiences:

- Championing Fairness, Empowering Futures
- Advancing Equity, Inspiring Change
- Inclusive Education, Transformative Impact
- Equity in Action, Excellence in Education
- A collaborate community of practice that seeks to improve equity outcomes for students across Australasia.
- Championing Equity, Diversity, and Inclusion in Higher Education
- Empowering Equity in Education
- Equality and equity start with education
- Your Community for Equity in Higher Education

Recommendation from EPHEA Executive: To undertake a workshop at the AGM with EPHEA members to produce the EPHEA 'tag line'.



FEEDBACK ON EPHEA

100% of survey respondents rated the activities offered by EPHEA under our Strategic Plan as 'good' or 'excellent'. This rating was equivalent across the following activities:

- Professional development sessions
- Mentoring program
- Communications
- Professional Development Grants

In 2025, EPHEA members would like to see:

- More information to understand the Accord landscape.
- Improvements made to approval timeframes on the listserv.
- More professional development and networking opportunities.
- Continue to advocate on behalf of the sector.
- Increased collaboration with ACSES to support the implementation of the SEHEEF.
- More relevant and contextualised information for our New Zealand members.
- Increased opportunities for recognition of equity practitioners.
- Creation of an EPHEA Membership LinkedIn Group as the primary mode for sharing, rather than the listserv.

Recommendation from EPHEA Executive: Seek further feedback from our members at the AGM about how EPHEA can support our members to inform 2025 planning.

AGM 2024 | Chair's Report

Kylie Austin, President, EPHEA

2024 has been a significant year for the higher education sector, as it begins to reshape to address the policy implications of the Universities Accord. As equity practitioners the introduction of practicum places, measures to address HECS-HELP debt and the investment in Fee-Free Uni Ready Places are making significant strides in addressing the structural barriers that students from underserved backgrounds face in accessing and successfully completing their higher education studies.

However, there are still significant challenges being experienced by equity practitioners across the sector, with ongoing financial pressures placed on universities, coupled with the ongoing cost of living pressures for our students. Now more than ever, there is a need for effective and sustainable financial supports across higher education, to support both our students and staff to contribute to a flourishing higher education environment.

Despite these challenges, equity practitioners across the sector continue to advocate for staff and students and to go above and beyond to address the ongoing systemic challenges within the higher education sector. To each of our members, thank you for your continued dedication to our students and staff.

Thank you to our EPHEA Executive this year for their ongoing commitment. The team for this year was as follows:

- Sonal Singh, Vice-President, University of Technology Sydney, NSW
- Nicola Cull, Treasurer, Australian Catholic University, NSW
- Amber Elliott, Secretary, Monash University, VIC
- Ciaran Smyth, Memberships Officer, Western Sydney University, NSW
- Shannon Vincent, Public Officer, Australian Catholic University, NSW
- Verity Firth, Executive Lead (Advocacy), University of New South Wales, NSW
- Jindri De Silva, Executive Lead (Advocacy), University of New South Wales, NSW
- Kate Flynn, Executive Lead (Advocacy), University of Melbourne, VIC
- Shasha Ali, Executive Lead (NZ Chapter & EPHEA Conference), University of Auckland, NZ
- Smoxi Chen, Executive Lead (Mentoring), RMIT, Victoria
- Bronwyn Williams, Executive Lead (Mentoring), Western Sydney University, NSW
- Amanda Moors-Mailei, Executive Lead (Pacific), University of Technology Sydney, NSW
- Stuart Dinmore, Executive Lead (Professional Development), UniSA, SA
- Sarah Ellis, Executive Lead (Recognition), University of Technology Sydney, NSW
- Darlene McLennan, Executive Lead (Chapters), University of Tasmania, UTAS
- Lara Rafferty, Ordinary member, RMIT, VIC
- Melissa Keenan, Ordinary member, RMIT, VIC
- Rehana Lakhani, Ordinary member, Griffith University, QLD
- Joseph Llewellyn, Ordinary member, University of Otago, NZ
- Cara Scobie, Ordinary Member, Monash University, VIC
- Erin Callaghan, Ordinary member, Country University Centres, NSW
- Sasha Peppinck, Ordinary member, The University of Western Australia, WA
- James Terry, Ordinary member, University of Wollongong, NSW

- Zain Warsi, Ordinary member, University of Technology Sydney, NSW

As always, a big thank you to Katherine Munyard and Zain Warsi, our EPHEA Communications Coordinators for their ongoing commitment to EPHEA.

THE YEAR IN REVIEW

In 2024, the EPHEA Executive continued to deliver key activities aligned with our [2023-2025 EPHEA Strategic Plan](#).

Goal One: Continue to build the capacity of equity practitioners as experts within their institutions.

- EPHEA continued to deliver our Mentoring Program for Early Career Equity Practitioners. We have welcomed our second cohort of practitioners into the mentoring program, with over 34 mentees and 24 mentors engaged in the program to date. A very big thank you to Bronwyn Williams, Smoxi Chen and Melissa Keenan for leading this initiative.
- EPHEA partnered with the STARS and National Association for Enabling Educators Australia (NAEEA) to deliver the Student Success Conference in Melbourne in 2024. Over 200 practitioners across the sector attended the Student Equity Forum. The Student Equity Forum provided practitioners with an update on the progress of student equity in higher education, as well as exploring the barriers and enablers to access for underserved student groups.
- Our 2024 conference was run at the University of Auckland in 2024, with over 180 practitioners from across Australia, New Zealand and the Pacific Islands in attendance. It was a wonderful commitment to showcasing the work across the sector, committed to student and staff equity.
- Our Professional Development mini-series was launched in 2024, providing bite size professional development opportunities to EPHEA members. In 2024, we ran four sessions that included:

EPHEA PD Event 2024	Registrations
EPHEA members - Conference abstract writing workshop with Professor Rob Hattam – 22/05/24	40
Shaping Organisations and Communities: Advocacy and Change within Higher Education with Dr Matthew Bunn and Associate Professor Hedda Haugen Askland – 23/05/24	99
Creating Equitable Education Systems: In conversation with Professor John McKendrick – 19/08/24	116
Pasifika Cultural Safety training - EPHEA and Village Connect with Dr Inez Fainga'a-Manu Sione – 27/08/24	35 (with 38 more on waiting list)

Goal Two: To champion systemic change through our collective resources, ensuring that equity is positioned at the forefront of institutional practice and national tertiary education policy.

- EPHEA made three formal submissions to the University Accord and Federal Government this year to provide feedback and advocacy on the implementation and policy implications of the University's Accord. You can read our [submissions here](#).
- In addition to this, EPHEA hosted two sector wide webinars and engagement sessions with equity practitioners across the sector to unpack the outcomes of the Accord report and lead sector wide discussions to inform EPHEA's position on the proposed actions.
- EPHEA has also continued its representation on the Australian Centre for Student Equity & Success Advisory Board in 2024.
- We are also proud this year, to have established and deepened our relationships with colleagues in the Pacific Islands, led by Amanda Moors-Mailei. We are looking forward to EPHEA evolving as a result of these engagements, to build a more inclusive organisation for the future.

Goal Three: To work collaboratively and develop partnerships that empower action and change across the tertiary education sector.

- EPHEA has continued to develop partnerships with affiliated organisations in 2024, including the Society for the Provision of Education in Rural Australia (SPERA), Australian Centre for Student Equity & Success (ACSES), Australian Disability Clearinghouse on Education and Training (ADCET) and the National Association for Enabling Educators Australia (NAEEA).
- EPHEA has also worked towards enhancing its relationships with our New Zealand colleagues, working closely with the University of Auckland on our 2024 conference, with specific engagement opportunities for our New Zealand Colleagues.

Goal Four: To recognise and celebrate the work of equity practitioners across the sector.

- EPHEA expanded its Lifetime Membership Awards in 2024 to include awards for early career equity practitioners. In 2024, six early career practitioner awards and five lifetime membership awards were awarded. EPHEA would like to thank ACSES for their generous support of our early career equity practitioners, providing them with fully funded attendance at the 2025 ACSES Symposium.

In addition to this, the team has also:

- completed statutory reporting requirements to the NSW Office of Fair Trading (for Incorporation purposes).
- managed our banking and Paypal processes; and
- consolidated membership lists and managed inquiries and record-keeping.



LOOKING FORWARD TO 2025

Looking forward to 2024, we are excited about the following initiatives:

- Continuing the partnership with the Student Transition Achievement Retention and Success (STARS) team and the National Enabling Educators of Australia (NAEEA) to deliver the Student Success Conference in Cairns from 30th June to the 2nd July, 2025.
- Future intakes of our Early Career Mentoring Program for Equity Practitioners.
- Continuing to strengthen the relationship between EPHEA and the Department of Education, Skills and Employment, as well as other key equity organisations.

I'd like to sincerely thank our EPHEA Executive for their ongoing commitment and dedication to supporting equity practitioners across the sector. Each of our EPHEA Executive undertake this work above and beyond their demanding roles within their institutions with the goal of elevating the voices of equity practitioners across the sector – a very big thank you!

I look forward to continuing working with the EPHEA Executive in 2025 and continuing to support the broader EPHEA membership.

Kylie Austin

October 2024

Treasurer Report

EPHEA ANNUAL GENERAL MEETING 2024

I am pleased to present this year's Treasurer's Report. The financial performance of EPHEA reflects the continued hard work of the entire executive committee, with special acknowledgment to Ciaran Smyth, Membership Officer, for his contributions.

The EPHEA Executive approved the 2024 budget to support the following member activities:

- EPHEA Member professional development activities: \$14,500
- Chapter Funding, including Pacific Lead, Te Moana Reference Group: \$22,500
- Conference Seed Funding: \$20,000

Members are welcome to contact me with any questions regarding the accounts or for further information.

- Nicola Cull

(EPHEA Treasurer)

Nicola.cull@acu.edu.au

A. Account Summary as of 22nd OCTOBER 2024

Account name	Balance
# 082344134190524	30,641.82
Savings Account #5747 (84-647-5747)	5,434.55
Term Deposit #9963 (74-329-9963) 6 month @ 2.05% matures 8 Apr 2024	18,260.09
Term Deposit #2538 (28-848-2538) 12 months @ 2.00% matures 5 June 2024	23,180.56
Term Deposit #3580 (28-854-3580) 12 months @ 2.00% matures 5 June 2024	11,809.82
TOTAL BALANCE AT 22nd OCTOBER 2024	\$89,326.84

B. TRANSACTION LISTING THIS FINANCIAL YEAR # 082344134190524 (01.07.2024 – 22.10.2024)

Date	Amount	Transaction Type	Transaction Details	Balance
17-Oct-24	+669.64	CREDIT	CREDIT MACQUARIE UNI	30,641.82
16-Oct-24	-704.39	TRANSFER DEBIT	ZAIN WARSI EPHEA COMMS	29,972.18
16-Oct-24	-1,434.82	TRANSFER DEBIT	EPHEA PRESIDENT HEDX CONFERENCE	30,676.57
14-Oct-24	-1000.00	TRANSFER DEBIT	EPHEA CONFERENCE GRANT	32,111.39
10-Oct-24	-704.39	TRANSFER DEBIT	ZAIN WARSI EPHEA COMMS	33,111.39
10-Oct-24	-1000.00	TRANSFER DEBIT	EPHEA CONFERENCE GRANT	33,815.78
10-Oct-24	-1000.00	TRANSFER DEBIT	EPHEA CONFERENCE GRANT	34,815.78
10-Oct-24	-1000.00	TRANSFER DEBIT	EPHEA CONFERENCE GRANT	35,815.78
10-Oct-24	-1000.00	TRANSFER DEBIT	EPHEA CONFERENCE GRANT	36,815.78
10-Oct-24	-1000.00	TRANSFER DEBIT	EPHEA CONFERENCE GRANT	37,815.78
10-Oct-24	-1000.00	TRANSFER DEBIT	EPHEA CONFERENCE GRANT	38,815.78
20-Sept-24	-704.39	TRANSFER DEBIT	ZAIN WARSI EPHEA COMMS	39,815.78
06-Sept-24	-704.39	TRANSFER DEBIT	ZAIN WARSI EPHEA COMMS	40,520.17
30-Aug-24	-3,030.00	INT TRANSFER DEBIT	NEW ZEALAND CHAPTER FUNDING	41,224.56
19-Aug-24	-1,320.00	TRANSFER DEBIT	Dr Inez - Pasifika Cultural Safety Training for EPHEA	44,254.56

19-Aug-24	-608.65	TRANSFER DEBIT	TE MOANA CHAPTER FUNDING	45,574.56
19-Aug-24	-603.76	TRANSFER DEBIT	ZAIN WARSI EPHEA COMMS	46,183.21
19-Aug-24	-482.83	TRANSFER DEBIT	TE MOANA CHAPTER FUNDING	46,786.97
19-Aug-24	-451.41	TRANSFER DEBIT	TE MOANA CHAPTER FUNDING	47,269.80
19-Aug-24	-341.92	TRANSFER DEBIT	TE MOANA CHAPTER FUNDING	47,721.21
19-Aug-24	-102.67	TRANSFER DEBIT	TE MOANA CHAPTER FUNDING	48,063.13
9-Aug-24	-93.19	TRANSFER DEBIT	QLD CHAPTER FUNDING	48,165.80
9-Aug-24	-341.92	TRANSFER DEBIT	TE MOANA REFERENCE GROUP	48,258.99
9-Aug-24	-482.83	TRANSFER DEBIT	TE MOANA REFERENCE GROUP	48,600.91
6-Aug-24	-956.20	TRANSFER DEBIT	VIC CHAPTER FUNDING	49,083.74
6-Aug-24	-704.39	TRANSFER DEBIT	EPHEA COMMS COORDINATOR	50,039.94
25-Jul-24	-5030.00	INTERNATIONAL TRANSFER OUT AUD DOLLARS	EPHEA CONFERENCE SEE FUNDING THE UNIVERSITY OF AUCKLAND	50,744.33
24-Jul-24	-2654.30	TRANSFER DEBIT	QLD CHAPTER FUNDING	55,774.33

B. TRANSACTION LISTING LAST FINANCIAL YEAR # 082344134190524 (01.07.2023 – 30.06.2024)

28-Jun-24	-1867.59	TRANSEER DEBIT	THE UNIVERSITY OF AUCKLAND	59,523.37
28-Jun-24	-1000.00	TRANSFER DEBIT	STARA CONFERENCE GRANT ANA SETIUR TUALA (WESTERN SYD UNI)	61,390.96
28-Jun-24	-1000.00	TRANSFER DEBIT	STARS CONFERENCE GRANT MONASH UNIVERSITY	62,390.96
28-Jun-24	-991.65	TRANSFER DEBIT	EPHEA PLANNING DAY 2024 UNIVERSITY OF WESTERN AUSTRALIA	63,390.96
6-Jun-24	+450.00	TRANSFER IN	UNIVERSITY OF WOLLONGONG Equity Practitioner	64382.61
9-May-24	-1153.95 NZD	INTERNATIONAL TRANSFER DEBIT	INTERNET TRANSFER EPHEA CONFERENCE SEED FUNDING UNI AUCKLAND	63932.61

9-May-24	-678.03	TRANSFER DEBIT	INTERNET TRANSFER EPHEA Planning 24 Uni SA	65013.63
9-May-24	-669.64	TRANSFER DEBIT	INTERNET TRANSFER EPHEA Planning 24 MQ Uni	65013.63
9-May-24	-443.59	TRANSFER DEBIT	INTERNET TRANSFER EPHEA Planning 24 Western Sydney Uni	66361.30
9-May-24	+450.00	TRANSFER IN	AUS CATHOLIC UNI Equity Practitioner	66804.89
3-May-24	-669.64	TRANSFER DEBIT	INTERNET TRANSFER EPHEA Planning 24 MQ Uni	66354.89
3-May-24	-429.69	TRANSFER DEBIT	INTERNET TRANSFER EPHEA Planning 24 Western Sydney Uni	67024.53
3-May-24	-187.00	TRANSFER DEBIT	INTERNET TRANSFER EPHEA Planning 24 Griffith Uni	67454.22
3-May-24	+41,794.61	PayPal	1034153449537 PALPAL AUSTRALIA EQUITY PRACTITIONERS	67641.22
9-Feb-24	-982.16	TRANSFER DEBIT	INTERNET TRANSFER EPHEA Planning 24 Katherine Munyard	23596.59
9-Feb-24	-900	TRANSFER DEBIT	INTERNET TRANSFER EPHEA Planning 24	24578.77
9-Feb-24	-420	TRANSFER DEBIT	INTERNET TRANSFER EPHEA Planning 24	25478.77
7-Feb-24	450	INTER-BANK CREDIT	766079 UNSA EQUITY PRACTITIO	25898.77
2-Feb-24	450	INTER-BANK CREDIT	221362 FEDERATION UNIVE EQUITY PRACTITIO	25448.77
31-Jan-24	450	INTER-BANK CREDIT	SWIN UNI-EQUAUS SWIN.UNI.CREDITO Equity Practitio	24998.77
25-Jan-24	450	INTER-BANK CREDIT	0293149UWA University of WA Equity Practitio	24548.77
23-Jan-24	-1700.61	TRANSFER DEBIT	INTERNET BPAY DEFT INSURANCE 4067771001210267	24098.77
22-Jan-24	-1775.9	TRANSFER DEBIT	ONLINE T6676223542 EPHEA ConF Reim EPHEA	25799.38
22-Jan-24	-1000	TRANSFER DEBIT	ONLINE A6005135388 Ephea SA Chapter EPINHEAAI	27575.28
10-Jan-24	450	INTER-BANK CREDIT	RTGS (BAL-003704) UNIVERSITY OF OTAGO NZ-DUNEDIN, DUNEDIN	28575.28
5-Jan-24	450	INTER-BANK CREDIT	UWS 575963 UNI WESTERN SYDN EQUITY PRACTITIO	28125.28
17-Nov-23	0	MISCELLANEOUS CREDIT	PLEASE NOTE FROM TODAY YOUR DR INTEREST RATE IS 10.720%	27675.28
3-Nov-23	-1547.14	TRANSFER DEBIT	INTERNET TRANSFER Sept Timesheet	27675.28
1-Nov-23	-1437.45	TRANSFER DEBIT	INTERNET TRANSFER Mentoring Reimbursement	29222.42
31-Oct-23	-2377.32	TRANSFER DEBIT	INTERNET TRANSFER June July Aug Sal	30659.87
19-Oct-23	450	INTER-BANK CREDIT	/ AUS CATHOLIC UNI Equity Practitioners	33037.19

9-Oct-23	-3530.51	TRANSFER DEBIT	ONLINE A3703037114 EPHEA Conf Reim EPHEA	32587.19
9-Oct-23	-550	TRANSFER DEBIT	INTERNET TRANSFER EPHEA NSW/ACT	36117.7
22-Aug-23	450	INTER-BANK CREDIT	RTGS (BAL-003923) UNIVERSITY OF OTAGO NZ-DUNEDIN, DUNEDIN	36667.7



AGM 2024 | Secretary Report

As per the EPHEA Constitution, Part 4 clause 25.2 (a), the EPHEA Annual General Meeting 2024 is being held within six months after the close of the Association's financial year (30 June).

1. EPHEA Executive Committee meetings

- a. At meeting 2, 5 April 2024, the EPHEA Executive Committee endorsed EPHEA Chapter Convenors attendance at EPHEA Executive Committee meetings. Chapter Convenors are active participants in the EPHEA Executive Committee, collaborating and sharing valuable insights. Chapter Convenors do not have voting rights.
- b. There were an additional six EPHEA Chapter Convenors/Co-Convenors invited to attend from meeting 3, held on 3 May 2024. Note: There were an existing four EPHEA Executive Committee members holding a role while also being a Chapter Convenor/Co-Convenor.
- c. The EPHEA Executive Committee met nine times in 2024. In accordance with the EPHEA Constitution clause 30.2, at each meeting there was a quorum of five members.

Meetings	Number of attendees
Meeting 1	16
Meeting 2	15
Meeting 3	20
Meeting 4	26
Meeting 5	15
Meeting 6	18
Meeting 7	24
Meeting 8	17
Meeting 9	19

- d. In 2024, there were 24 EPHEA Executive Committee members plus six Chapter Convenors/Co-Convenors.
- e. There were an average of 19 EPHEA Executive Committee members at each meeting.
- f. Individual Executive Committee member attendance varied from 0 meetings to 9 meetings.

2. EPHEA Executive Committee roles

- a. Executive Committee roles are published on the [EPHEA Committee and Convenors webpage](#).
- b. The [Responsibilities and roles of EPHEA Committee members](#) are published on the EPHEA web page.
- c. From 2025, two new roles have been proposed to ensure the sustainability of EPHEA:
 - i. In 2024, Co-President and Co-Vice-President roles will be elected and these roles are to be held for 1-year.
 - ii. In 2025, the current President and Vice-President will provide guidance and shadowing opportunities, to ensure the incumbents are supported, before they transition to the roles of President and Vice-President.
 - iii. The President and Vice-President roles would then be held for a minimum of 3-years.
- d. Example Co-President and Co-Vice-President timing:
 - i. Co-President and Co-Vice-President positions elected in 2024 for 2025 - 1 year
 - ii. President and Vice-President positions appointed in 2025 for 2026 - 2028 - 3 years
 - iii. Co-President and Co-Vice-President elected in 2027 for 2028 - 1 year
 - iv. President and Vice-President positions appointed in 2028 for 2029 – 2031, etc

3. Declaration of interest

- i. In 2024, a declaration of interest form was created for all EPHEA Executive Committee members, for implementation in 2025.
- ii. The declaration asks members to acknowledge that they bring perspectives from their employment and other experiences. As a member of the EPHEA Executive Committee, they will ensure they represent and support equity practitioners from all higher education institutions or related bodies without bias or prejudice.

4. Resignations

- a. The following EPHEA Executive Committee member resigned during 2024:
 - i. Smoxi Chen, Executive Lead (Mentoring), RMIT.
 - ii. Smoxi was pivotal in working with Bronwyn Williams to create and deliver the inaugural EPHEA Mentoring program in 2023. We are incredibly grateful for Smoxi's contributions to EPHEA and the wider Higher Education sector.
- b. The following EPHEA Chapter Co-Convenor resigned during 2024:
 - i. Melissa Lowe, Chapter Co-Convenor (Victoria), Swinburne.
 - ii. Melissa worked with Nathan Coffey to connect and celebrate Equity Practitioners across Victoria. Melissa's equity knowledge and expertise in the Higher Education sector will be sorely missed.

I thank all Committee members for their sustained commitment to EPHEA, delivering valuable programs within their own institutions and across institutions.

Our President and Vice-President have continued to dedicate significant time in delivering EPHEA initiatives, for which all EPHEA members benefit. It is a privilege to be part of the EPHEA Executive Committee.

Amber Elliott
November 2024

Membership Officer's Report 2024

I am pleased to present the Membership Officer's report for 2024. For additional information please feel free to contact me via info@ephea.org or via c.smyth@westernsydney.edu.au

Yours in Equity,

Ciaran Smyth
Membership Officer 2024

Key strategy and updates

New Membership Processes

Early in 2024, we began a process of updating and modernising our Members Database and general member application processes. Members (new and old) are asked to complete an online application form which captures a broader range of information.

Key benefits from this change include:

- Updated and accurate member contact details and current institutional details, including insights of active/inactive membership.
- Capture and provision of areas of relevant professional development and networking opportunities.
- A more rapid and decentralised process of adding new members under institutional memberships.
- A more immediate and responsive membership pathway for non-members attending EPHEA sponsored or delivered events.
- Updated and responsive Chapter and networking opportunities.
- Identification of membership areas of expertise and ability to support professional development of other members.
- A dedicated QR code/url for new member recruitment

Rollout began in July.

Membership applications: All institutions with current memberships were contacted in July with resources to distribute regarding attracting additional members at their institution. The new distributed nature of membership applications supports broader capture of equity practitioners across institutions.

Membership totals: The majority of EPHEA members are on institutional memberships. As of the end of October 2024, we have **1,294** formally registered institutional members and **38 financial institutional members**, a net increase from **1,071** members in 2023 (Net increase **+223 members**, or **20.8% growth**).

37.9% of members have completed the new membership form.

We also have **9** individual members. (Net increase **+3**)

Current list of financial institutional members for 2024

Current Members

Australian Catholic University
The Australian National University
Waipapa Taumata Rau University of Auckland
University of Canberra
Canberra Institute of Technology
Central Queensland University
Country Universities Centre
Curtin University
Deakin University
Edith Cowan University
Federation University
Griffith University
James Cook University
Macquarie University
University of Melbourne
Monash University
Murdoch University
University of Newcastle
University of Otago
Queensland University of Technology
Royal Melbourne Institute of Technology
Southern Cross University
Swinburne University of Technology
University of Sydney
Te Pukenga Trading as Unitec
University of Notre Dame Australia
University of New England
University of South Australia
University of New South Wales
University of Wollongong
University of Queensland
University of the Sunshine Coast
University of Southern Queensland
University of Tasmania
University of Technology Sydney
University of Western Australia
Victoria University of Wellington
Western Sydney University

Paused Members

The University of Adelaide – resolving overlap with Children’s University Adelaide
Children’s University Adelaide – resolving overlap with the University of Adelaide
Charles Darwin University – resolving institutional contact
Flinders University – resolving institutional contact
La Trobe University – new institutional contact
National Centre for Student Equity in Higher Education – transition to Australian Centre for Student Equity and Success (ACSES)

AGM 2024 | Chapter Reports

Victoria



Our primary focus within the Victorian Chapter this year has been connection. At the beginning of the year, we surveyed chapter members about what value the network could provide and what they needed as equity practitioners. The results emphasised the importance of targeted and meaningful connections. In response to the feedback gathered, we organised two catch-up events throughout the year. The first was a virtual meeting in May attended by 20 people where we discussed the member survey results, outcomes from the Federal Government’s Budget and reflections from the Australian Student Equity Symposium “Access, Achievement, Accord 2024”.

Building on this momentum we held a second catch-up in August at an in-person networking event, hosted at Monash College’s City Campus. With 36 people in attendance the goal of the event was to build connections through formal and informal networking, share practice and create space for open conversation lead by our members. We were also thrilled to be joined by Dr. Tim Pitman (ACSES Trials and Evaluation Program Director), Dr. Patricia Vermillion Peirce (ACSES Trials Project Lead) and Dr. Patrick Broman (ACSES National Student Equity Evaluations Manager), who will presented to the group about ACSES and facilitated a thoughtful discussion about trials, data, and opportunities to connect. Overall, there was positive feedback shared about the day and will aim to continue to provide both virtual and in-person connection opportunities in 2025.

After 30 years in higher education, our Victorian co-convenor Melissa Lowe has recently stepped away from the sector. Melissa has played an instrumental role in advancing diversity, equity and inclusion across the sector and has had a profound impact in supporting students from all equity backgrounds. She helped show



that higher education is a place where equity students can belong, while removing institutional barriers and supporting her teams and colleagues along the way. We wish Melissa all the best for where the future takes her and thank her for her all she has contributed to student equity in higher education and EPHEA.

NSW and ACT

NSW Chapter Convenor: Nicola Cull

ACT Chapter Convenor: Laurie Poretti

Summary of Chapter Activities

2024 has been a busy and somewhat difficult year in the Post Accord environment, including for members of the NSW and ACT EPHEA Chapters. As such, we have continued to maintain our strong partnership, between NSW and ACT. Following EPHEA's new approach, NSW / ACT chapter members this year were encouraged to engage in professional learning, mentoring, grants, and other opportunities offered by EPHEA.

The NSW/ACT Chapter offered a Professional Development and Networking Day at ACU North Sydney on October 28, 2024, bringing together academics and equity practitioners from both chapters. Led by Dr. Naylor, the event provided an in-depth exploration of structural barriers in higher education and institutionally created barriers across the student lifecycle, focusing on first-year success and evidence-based methods for equitable change.

The NSW and ACT Chapters thank the EPHEA executive for their commitment, knowledge, and dedication. We especially acknowledge the substantial work undertaken in developing submissions and responses to shape the Post Accord environment. Your advocacy is crucial in driving impactful change. Thank you!

Chapter funding:

NSW & ACT received a combined total of \$3,000 to be used across the two chapters.

2023 Activity:

Timeline	Item	Brief Description
October 2024	NSW/ACT EPHEA State Face to Face Meeting	<p>NSW/ACT Chapter Professional Development and Networking Day was held in Sydney on October 28th 2024. Members from both NSW and ACT Chapters met in person at ACU, North Sydney. Bringing academics and equity practitioners together, Dr Naylor will fostered an in-depth discussion at the intersection of theory and practice. Participants had an opportunity to raise challenges, discuss good practice approaches and workshop with colleagues.</p> <p>The workshop will focused on:</p> <ol style="list-style-type: none">Recognising and Addressing Structural Barriers: How do higher education institutions identify structural barriers to access and success, and how can they

		<p>embed more targeted, equitable, and evidence-informed policies and practices?</p> <p>2. Removing Barriers across the Student Lifecycle: How might we identify institutionally created barriers to student success, particularly for first-year students, and introduce evidence-based methods to remove those barriers?</p> <p>32 members registered and 22 members participated. The attendance rate was impacted by announcements of restructuring just prior to the workshop.</p>
<p>Ongoing comms to chapter members via EPHEA newsletter and communications, as well as NSW / ACT EPHEA state information updates.</p>	<p>NSW/ACT EPHEA State Information Update</p>	<p>Shared updates via email including:</p> <ol style="list-style-type: none"> 1. EPHEA NSW/ACT Chapter Funding 2. EPHEA Mentor program- 3. Equity @ ACU Symposium 4. NSW / ACT Chapter Professional Learning and Networking Day with Professor Ryan Naylor.

Tasmania

The Tasmanian EPHEA Chapter is aiming to increase engagement through a series of online events for staff. The main event for 2024 is the No Mouse in the House Accessibility Challenge that will run on International Day of People with Disability on 3rd December. The challenge involves committing to one hour of your workday without using your mouse to navigate your computer, and aims to raise awareness of digital accessibility and the diversity of ways that people interact with computers.

South Australia

Unfortunately, due to the recent merger, we haven't had a great opportunity to engage South Australia members in EPHEA activities as everyone has been very busy. Despite these challenges, we are aiming to host an end-of-year event to bring our members together and celebrate our achievements. We are also pleased to announce that we have helped facilitate an event next week on 6th November with Tim Pitman and others for the ASCES: ACSES Trials and Evaluation Team Workshop. This event promises to be an insightful and valuable experience for all attendees. Since last year, the South Australia membership numbers have grown by 15, reflecting the increasing interest and engagement in our activities despite the challenges posed by the merger. We remain committed to supporting our members and fostering a strong community within the South Australia EPHEA state chapter. Dr Sarah Hattam and Dr Stuart Dinmore



EPHEA Western Australia Chapter Report 2024

The WA chapter of EPHEA partnered with the Australian Centre for Student Equity and Success (ACSES) to host a sundowner event, providing a valuable platform for collaborative engagement among WA's higher education institutions. Equity practitioners from all five WA universities—Curtin University, University of Western Australia, Murdoch University, The University of Notre Dame, and Edith Cowan University—came together for an insightful session on trials and evaluations in student equity. The event featured presentations by the EPHEA WA Chapter Co-convenor and the ACSES Trials and Evaluation Team, who shared their expertise and strategies for supporting universities in assessing and advancing equity initiatives. Attendees had the opportunity to connect, exchange ideas, and view the latest exhibition at the John Curtin Gallery, fostering community and dialogue around equity in higher education.

New Zealand

On 17 May 2024, the EPHEA New Zealand Chapter led by Shasha Ali (Auckland) and Joe Llewellyn (Otago) hosted its first meeting via Zoom, welcoming all institutional members from Waipapa Taumata Rau The University of Auckland, Otago University, Victoria University of Wellington, and our newest addition and the first polytechnic institute to join our chapter, Unitec | Te Pūkenga. This virtual session introduced members to EPHEA's mission and initiatives and provided details about then upcoming EPHEA Conference, hosted by the University of Auckland in November 2024.

Much of the year's activity was focused on preparing for the EPHEA Conference 2024, which aims to also revitalise networking and foster relationships for current and new members across the country, after years of slowed activity since the pandemic.

Our first in-person meeting is planned for Friday, 22 November, at the end of the conference. This will be a combined session with the EPHEA Pacific Chapter, led by Amanda Moors-Meilei from UTS, and the Te Moana reference group. This joint session marks a milestone for our chapters as we work together to support the development of the Pacific Chapter, which focuses on equity perspectives for Pacific and Māori communities in Australia and New Zealand, as well as indigenous communities of Pacific nations across the region.