



EQUITY PRACTITIONERS
IN HIGHER EDUCATION
AUSTRALASIA
30 YEARS OF EXCELLENCE IN EQUITY

Re-imagining Equity: Now and in the Future



*Report on the
2017 Equity Practitioners in Higher Education (EPHEA) Conference
hosted by Griffith University in Brisbane*

20 – 23 November, 2017

www.ephea.org



Introduction

The 2017 Equity Practitioners in Higher Education (EPHEA) conference was hosted in Queensland by Griffith University at the Queensland University of Technology (QUT) Gardens Point campus.

The conference theme 'Re-imagining Equity: now and in the future' aimed to focus content around reflecting on current practice in order to develop new and creative ways of working in the ever-changing equity space. This is particularly important given the rapid change of higher education institutions (HEIs) in both Australia and New Zealand.

The conference objectives were to:

- challenge practitioners to analyse current challenges and opportunities, identify emerging issues, and develop ways forward
- create a safe space for sharing professional knowledge and discussion of challenges facing equity practitioners in a continually changing and challenging higher education sector
- recognise the significance of First Nations peoples – Aboriginal and Torres Strait Islander peoples in Australia, as well as Maori and Pasifika peoples in New Zealand and the Pacific. Their perspectives and experiences are important in shaping future developments in the higher education sector
- contribute to the evidence base and practice of equity and equal opportunity in higher education
- develop links with organisations that have similar professional aims or recent experiences relevant to equity practitioners (including the corporate sector).

Program and abstracts, keynote speaker transcripts, and photos from the Conference as well as the final report are available here <https://www.ephea.org/conference2017>

Contact

For information on the Conference please contact

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President, EPHEA
info@ephea.org



Conference Committee

The conference was collaboratively organised by a committee of equity practitioners made up of representatives from all of Queensland's public universities.

Traditionally, the host university gathers input from fellow state institutions to put our best foot forward. In doing this the Conference Organising Committee brought together a wealth of knowledge and experience to the conference's content development. The EPHEA Conference Organising Committee for 2017 was:

Name	Position	Institution
Gabrielle O'Brien (Chair)	Manager, Student Diversity and Inclusion	Griffith University (host uni)
Larissa Siliezar	Manager, Student Equity and Wellbeing	James Cook University
Marjorie Blowers	Access and Diversity Officer	Sunshine Coast University
Melanie Seal Moradi	Equity Pathways Officer	Australian Catholic University
Cate Rooney	Coordinator, Inclusion and Accessibility	Central Queensland University
Cathie Walsh	Staff Equity Manager	The University of Auckland
Marnie King	Senior Manager (Equity and Diversity)	The University of Queensland
Shane Barnes	Director, GUMurrii Student Support Uni	Griffith University
Kate Flynn	Senior Project Officer, Equity Services	Queensland University of Technology
Shaunaugh Brady	Manager, Student Equity & Disability	University of Southern Queensland

EPHEA Executive

The Conference Organising Committee works closely with the EPHEA Executive to ensure the Conference aligns with EPHEA's strategic objectives and support members. Your 2017 Executive Committee was:

Name	Position	Institution
Gabrielle O'Brien	President	Griffith University
Dee Gibbon	Vice-President	The University of Queensland
Lara Rafferty	Secretary	RMIT
Ruth Tregale	Treasurer / Public Officer	Macquarie University
Joanna Leonard	Memberships Officer	University of Technology Sydney
Keane Wheeler	Indigenous Rep	University of the Sunshine Coast
Cathie Walsh	NZ representative	University of Auckland
Juliet Nanai	Ordinary member	AUT University
Louise Pollard	Ordinary member	UWA Western Australia
Kate Flynn	Ordinary member	Queensland University of Technology



Attendance

A total of 208 delegates registered the conference, representing 41 universities in Australia and New Zealand/Aotearoa and more than 6 organisations, including the National Centre for Student Equity in Higher Education and the Department of Education and Training. A full list of attendees is listed in [Appendix 1](#).

Registration type	Numbers
Committee Registration	13
Keynote Speaker Registration	6
Early Bird Member Registration	81
Standard Member Registration	21
Early Bird Non-member Registration	5
Standard Non-Member Registration	7
Student Registration	10
One-day Registration	45
Two-day Registration	20
Grand Total	208

Budget

Key line items for the Conference are listed below. EPHEA Conferences are provided with \$20,000 in seed funding to assist in putting the conference together. This money and any profits are returned to EPHEA to invest in member activities.

The aim of the Conference is provide a reasonably priced conference for members as such registration is set to cover costs appropriately. The conference management team were also able to secure reduced corporate rates on local accommodation even at a time when there were major city events coinciding with the Conference.

The 2017 Conference made a healthy profit to invest in future member activities which will be embedded in the strategic planning for 2018.

Future conference organisers should consider the following key expenditure in putting the conference together.

Key costs
Delegate Packs
Keynotes travel and accommodation costs and speaker gifts
Live captioning and other accessibility features
Photography
Catering costs including for the welcome reception and conference dinner
Room hire including technical support
Marketing and Printing including website design, conference APP, advertising
On Site Costs
Event Management



Sponsorships

The opportunity to reduce costs through sponsorships is something for future conference organisers to consider. The sponsors for the 2017 Conference included:

Griffith University	Conference Dinner
The University of Queensland	Welcome Reception
NCSEHE	Fellows Forum
Unisuper	Satchels
Monash	Morning and Afternoon Tea
RMIT	Lanyards
University of Sunshine Coast	Afternoon Tea

Program

Themes

The program was structured around six conference themes supporting content in both staff and student equity: access/widening participation; student retention and success; human rights, equity and social justice; First Peoples; workplace equity, diversity and inclusion; and disability, ability and accessibility. Keynote speakers, abstracts and special interest groups were organized around these themes.

Welcome reception

The Welcome Reception was held at the end of the first day. This allowed for people travelling on the Monday to start the Conference informally and was inclusive for those attending the Fellows Forum. 113 participants had the Welcome Reception included in their registration and 21 people purchased additional tickets for the event.

The aim of the Welcome Reception was to provide a relaxed start to the Conference. Speeches were kept to a minimum and the only formal element was the handing over of the Carved Maori Waka Hoe Paddle gifted from the Conference Committee from EPHEA's Auckland conference to subsequent host universities UWA (2013), Deakin (2015) and Griffith (2017). This taonga (an object, treasure or natural resource which is highly prized) is a symbolising the collaboration between Australia and New Zealand.

A number of participants commented on why there wasn't a Welcome to Country for the Conference. QUT is located on disputed territory with no Traditional Owners recognised through Native Title. As such QUT's policy is to make an Acknowledgement rather than Welcome and to refer to 'the Traditional Owners' rather than particular clan groups. The Committee gathered the appropriate advice of Elders and current policy to ensure protocols but this could have been made clearer to participants who perhaps were expecting something more substantial.

Keynote speakers

The program was devised with six keynote speakers reflecting the six themes of the conference. Based on committee members' recommendations, the keynote speakers were chosen because of their expertise in areas related to the conference themes and their ability to engage and inspire a diverse audience. There were some last minute changes to the keynote line-up due to three of the six keynotes being suddenly unavailable due to unforeseen circumstances.



Professor Peter Buckskin was replaced by Professor Steve Larkin under the First Peoples theme; Ingrid Ozols was replaced by Kylie Symonds under the workplace equity, diversity and inclusion; and Trudie McNaughton was replaced by Liam Downing talking about equity evaluation. The Committee was unable to replace Ms McNaughton with another speaker on gender. Liam Downing's topic around equity evaluation was chosen because of its universal appeal to delegates.

The success of the keynote speeches underscored the effectiveness of the criteria for speaker selection. The committee approached speakers who were known to be engaging rather than simply going for 'names'. Having the whole committee's input was very helpful, enabling a good range of speakers across the conference themes. Keynote speakers (in program order) were as follows:

Theme	Name	Position
Access/Widening participation	Professor Penny-Jane Burke	Co-Director for the Centre of Excellence for Equity in Higher Education (CEEHE), University of Newcastle
Equity Evaluation	Liam Downing	Equity Programs Evaluation Coordinator, Charles Sturt University
First peoples	Professor Steve Larkin	Pro Vice-Chancellor Indigenous Education and Research, University of Newcastle
Workplace equity, diversity and inclusion	Kylie Symonds	Corporate Account Manager, EPIC Assist
Human rights, equity and social justice	Jax Jacki Brown	Disability and Queer Rights activist
Disability, ability, accessibility	Dr Paul Harpur	Disability UQ

Transcripts and slides from keynotes can be accessed at <https://www.ephea.org/conference2017>

Fellow's Forum

A key feature of the conference was the collaboration with the National Centre for Student Equity in Higher Education (NCSEHE) showcasing the outcomes of the 2017 Equity Fellows at the Fellows Forum. Over 60 attendees attend to the forum to hear presentations from the three 2017 Equity Fellows:

- **Associate Professor James Smith** from Charles Darwin University discussing Indigenous access and participation
- **Ms Louise Pollard** from The University of Western Australia discussing the challenges for people from regional and remote areas in accessing higher education
- **Mr Matt Brett** from La Trobe University discussing the Equity Performance and Accountability Framework he has developed to inform and enable policy makers and higher education leaders to better integrate equity within higher education performance and accountability systems.

The 2017 Fellows have spent time working in Canberra within the Australian Government Department of Education and Training as part of their Fellowship, as well as collaborating both nationally and internationally to further explore their particular areas. The Fellows have identified equity issues that affect the Australian higher education system and provided insight into their research topics showcasing how equity practitioners can develop good practice in light of the preliminary findings.

This session also included an overview from Dr Sue Trinidad, Director of NCSEHE and a Q and A panel facilitated by Robert Latta, Branch Manager, Governance, Quality and Access Branch Higher



Education Group, Australian Government Department of Education and Training.

A wrap up of the forum, including the three fellowship projects is available at <https://www.ncsehe.edu.au/ncsehe-national-equity-fellows-forum-2017-wrap-up/>

Workshops

To support the professional development of members and focus on current topics a range of workshops were provided to delegates. Workshops were chosen by the Committee to reflect current issues of interest to members that required particular focus. Gender equity, LGBTIQ and the *Respect. Now. Always* strategy being considered of particular importance.

Facilitator/Organisation	Topic
Dr Saraïd Billiards, Head, Strategy and Engagement Science in Australia Gender Equity (SAGE)	This workshop aims to provide an overview of the SAGE pilot and discussion progress to date. This session will allow participants to discuss current challenges and to share lessons and outcomes to date. The opportunity to apply SAGE initiatives to the broader issue of gender equity in higher education will also be discussed.
Lorraine Denny The University of Wollongong	EO Online is a self-paced online equal opportunity training program for higher education employees. The aim of the session is to allow EO Online Users the opportunity to learn about new developments and raise any issues or recommendations. Practitioners who are interested in adopting EO Online into their institution are also welcome.
Dr Nadine Zacharias National Centre for Student Equity in Higher Education	This workshop will provide a forum to discuss key higher education policy changes and how they might impact institutional student equity strategy and practice. Participants will explore the strengths and limitations of the emerging policy framework and its reliance on evaluation to ensure the effectiveness and integrity of the Higher Education Participation and Partnership Program (HEPPP). The SIG will aim to identify potential gaps in current practice and capacity of institutions to successfully implement the new policy approach and propose solutions for addressing these gaps.
Universities Australia	Universities Australia's SIG aimed to provide a forum for equity practitioners to discuss the next steps in supporting the <i>Respect. Now. Always.</i> Campaign. Universities Australia provided an update of the initiative after the release of the survey and facilitate a discussion with equity practitioners about the next phase of the strategy.
Rob Cumings and Katrina Alexander Equity & Diversity Office, Southern Cross University	This workshop will explore how can equity practitioners best support the access, inclusion and success of LGBTIQ students in the higher education sector and will that improve the experience of working in the sector for LGBTIQ staff?

Special interest groups (SIGs)

Special interest groups (SIGs) provide the opportunity to explore current topics of concern to equity practitioners more deeply. In 2017 eight SIGs were offered after opening up an EOI process to equity practitioners. Based on EOI applications and through discussion with the Organising Committee the following SIGs were offered on two separate days before the beginning of the conference and at the end of the conference.



Monday 20 November 2.00 pm to 4.00 pm

Topic	Facilitators
Domestic and Family Violence in the workplace	Renee Stafleu, Caitlin Gurney, Susan Camfferman from The University of Southern Queensland
Practical and effective support for students from refugee backgrounds in Australian and New Zealand Higher Education	Dr. Mary Taiwo and Fredrick Gombe, Macquarie University; Dona Cayetana, Monash University; Martina Donaghy and Sanesie Dukuly, Griffith University; Siobhan Lappin, La Trobe University; Oliver Maboreke, Western Sydney University; Lara Rafferty, RMIT; Terry O'Neill, University of Auckland
Equity Evaluation in Higher Education	Liam Downing and Sue Rogan, Charles Sturt University Mary Teague, Katy Head, Victoria Loy, Abigail Powell and Rose Butler, The University of Sydney
Out of Home Care and Higher Education	Belinda Munn and Emily Fuller, The University of Newcastle Dr Andrew Harvey, La Trobe University

Thursday 23 November 3.30 pm to 5.30 pm

Topic	Facilitators
Anchoring Accessibility for the Long Term	Sarah Houbolt, University of Technology Sydney
Mentoring programs for equity groups - across the student cycle and beyond	Dona Cayetana and Kate Duyvestyn - Monash University
Gender Equity Strategy Group	Dee Gibbon, EPHEA Executive and University of Queensland
UoN Writing Program for Equity Practitioners	Professor Penny-Jane Burke, Dr Anna Bennett and Belinda Munn, The Centre of Excellence for Equity in Higher Education, The University of Newcastle

SIGs attracted an additional fee to cover additional management costs and to focus on key issues to be explored in more detail. 148 people attended (128 members and 20 non-members) and overall the feedback on topics, presentation and outcomes was positive.

Some areas for improvement from the feedback would include:

- Consideration to additional costs of SIGs for participants
- Better guidelines to presenters to ensure that the SIG is not an exposition of current activities
- Recommend facilitators gauge the knowledge levels of participants to ensure content is pitched correctly and utilise the expertise in the room
- For those facilitating conversations from previous conferences re-capping on progress to date was recommended.

Parallel sessions

A program of themed parallel sessions comprised 68 presentations. Presentations were called for through an EOI presentation. Presentations were selected after blind peer review of abstracts by at least two - three members of the Organising Committee who were assigned abstracts in line with their own areas of specialty. There were 75 submissions and after some amendments all were accepted. A small number of those who submitted abstracts subsequently withdrew.



There was a larger number of sessions focused on access and widening participation than other themes which presented two key issues: a) limited options for those not in student equity space and b) difficulty in programming to balance student and staff equity for delegates.

Highlights

Based on feedback on the conference experience provided by delegates, the conference committee was pleased with the success of the conference overall.

Highlights included:

- a relaxed conference experience with plenty of time to network with colleagues
- energising and interesting program content
- quality of the keynote speakers
- workshop topics with special interest group options covering a range of interests
- the excellent location of the Conference in terms of both the campus and the venue
- excellent catering options
- the relaxed and fun social program
- the conference APP
- the helpful conference management team
- location and ease of travelling and attending the conference
- inclusion of NCSEHE event as part of the program
- awarding our inaugural lifetime members.

Evaluation

72 delegates completed an online conference evaluation survey (SurveyMonkey) which was distributed by Conference Organisers. This confirmed the committee's perception that overall the conference had been a success from feedback by participants over the course of the conference and in the survey responses.

Participants commented on the networking with fellow practitioners as the key benefit of attending feeling that there was sufficient time to network with colleagues between sessions and during social program. Participant rated the logistical elements such as pre-conference communication (including registration and website information) and interactions with the Committee and the Conference organisers favourably. Participants also commended the venue, location, catering and value for money highly.

Participants rated the conference program format and quality of the sessions highly although there were mixed results regarding some keynotes and the special interest groups. Particular feedback on content, SIGs and communication is outlined below.

Range of content

A bias in the program towards student equity content was noted. While this reflected the nature of submissions received and the focus of much contemporary equity practice, feedback from delegates about the need for more Indigenous content and keynotes from New Zealand/Aotearoa, as well as content related to gender, is noted for future reference and action. Some survey respondents requested a reduction in the number of plenary sessions in favour of workshop opportunities, reflecting the previously mentioned value placed by delegates on practice sharing and networking. As noted earlier, guidelines and format for lightning



sessions warrant reconsideration in a future conference, as a number of these went over time without opportunities for discussion or engagement by the audience.

Speakers and SIG presenters

Even though the keynote speakers were seen as a highlight of the conference overall, some participant feedback suggested that some speeches were not as targeted as they could have been, had the speaker been better briefed about the nature and expertise of the audience. Some delegates also felt that some of the SIG presenters also needed a clearer briefing to ensure the time was simply an exposition but a chance to explore topics in detail.

Conference communication

Overall delegates felt they had suitable information about logistics, program content and registration prior to the conference. There was a delay in the details regarding SIG topics which meant delays in people being able to commit to these and finalise travel arrangements. Some of this delay was due to finalizing presenters and consideration needs to be given to this in future programming. During the conference delegates felt they had all the information they needed and used a combination of printed program, web-based program and the conference APP. The conference APP has some issues for some users but overall people found it useful.

Recommendations

- Select keynote speakers who are known to be engaging as well as expert. Draw on committee experience to get the best possible range of speakers.
- Ensure speakers are fully briefed on their audience, noting the diversity of equity practitioners, which may mean acknowledging audience expertise while providing background for newer practitioners.
- Release the conference program as early as practicable and maintain consistent pre-conference communication with speakers, presenters and delegates.
- Look for opportunities to engage academics in the conference, including the possibility of a research stream.
- Balance plenary sessions with networking and workshopping opportunities.
- Consider timing of special interest groups (including scheduling on the first day of the conference), ensure they are well promoted and that facilitator contact details are provided.
- Consider including an induction for new practitioners and mentoring in the conference program.

Appendix 1: List of delegates

Name	Organization
Albert, Roman	Griffith University
Alexander, Katrina	Southern Cross University
Anderson, Deryck	Griffith University
Apps, Kristy	Griffith University
Archer, Shannon	University Of Wollongong
Ardern, Sara	QTAC
Asanalishoeva, Ramziya	QUT
Austin, Kylie	University Of Wollongong
Bannerman, Louise	University of Sydney
Barrett, Maria	QUT
Barton, Nicole	University Of Queensland
Bettles, Alicia	QUT
Blowers, Marjorie	University of Sunshine Coast
Boon-Nanai, Dr Juliet	Auckland Uni Of Technology
Borden, Kwan	Griffith University
Brady, Shaunaugh	Uni Of Southern Queensland
Brett, Matthew	La Trobe University
Bridgland , Sandra	QUT
Bristowe, Zoe	University Of Otago
Brown, Jax	Disability/Queer Rights Activist
Brunetto, Liz	UniSuper
Burke, Prof Penny Jane	University of Newcastle
Burley, Pamela	La Trobe University
Byrt, Damian	CQ University
Callahan, Rachel	Southern Cross University
Carrillo, Dr Franz	UNSW
Cavell, Donna	Unitec Institute of Tech
Cayetana, Dona	Monash Univesity
Chapman,s Belinda	University of Sunshine Coast
Chivers, Jo	Dept Of Education & Training
Clark, Nicole	QUT
Clutterham, Gordon	UAC
Conroy, Tracie	UTS
Cook, Robyn	QUT
Crawford, Dr Nicole	University Of Tasmania
Creagh, Tracy	QUT
Creese, Chantal	University Of Auckland
Cull, Nicola	Australian Catholic University
Cumings, Rob	Southern Cross University
Cunninghame, Ian	NCSEHE
Donaghy, Martina	Griffith University
Downing, Liam	Charles Sturt University
Dracup, Dr Mary	Deakin University
Drury, Victoria	Southern Cross University
Dukuly, Sanesie	Griffith University
Duyvestyn, Kate	Monash Univesity
Ellis, Clare	UNSW
Evangelista, Gina	Uni of Western Australia
Fa'avale, Andrew	QUT
Felton, Dr Emma	QUT
Firth, The Hon. Verity	UTS
Firth, Wendy	University Of Wollongong
Flynn, Kate	QUT

Fraser, Clare	University Of Wollongong
Fray, Doctor Leanne	University of Newcastle
Fuller, Emily	University of Newcastle
Gafoor, Syed	QUT
Gartner, Anthony	Swinburne
Gibbon, Dr Dee	University of Queensland
Glencross, Sarah	University of Sunshine Coast
Godwell, Cheryl	Charles Darwin University
Gombe, Fredrick	Macquarie University
Gorman, Dr Bree	Deakin University
Green, Dr Alison	QUT
Gurney, Caitlin	Uni Of Southern Queensland
Gusheh, Mitra	UTS
Hamilton, Elizabeth	CQ University
Harpur, Dr Paul	University of Queensland
Harvey, Dr Andrew	La Trobe University
Hawkeswood, Jane	ADCET
Hayes, Katie	Western Sydney University
Hayward,. Shaarn	Charles Sturt University
Head, Katy	University Of Sydney
Henry, Mel	Curtin University
Hill-jarro, Bianca	QUT
Hinley, Craig	Charles Sturt University
Horton,s Gina	CQ University
Houbolt, Sarah	UTS
Hunt, Karen	University Of South Australia
Ibarra, Ashley	University Of Queensland
Imtiaz, Sarah	University Of Western Australia
Jenkin, Dr Chris	Auckland Uni Of Technology
Kelly, Brenda	QUT
Kelly, Mary	QUT
Khan, Dr Umneea	Univ Of Western Australia
King, Marnie	Griffith University
Kminiak, Dagmar	University Of Sydney
Kriletech, Edward	Griffith University
Lamb,s Rachel	CQ University
Lambert, Sarah	Deakin University
Larkin, Prof Steve	University of Newcastle
Le Cerf, Jimzeena	Southern Cross University
Leonard, Joanna	UTS
Lewin, Dr Erica	Murdoch University
Lindsay, Denise	University Of Otago
Lloyd, Doctor Adam	University of Newcastle
Lopez, Dr. Ann	University of Toronto
Loy, Victoria	University Of Sydney
Lui, Jessie	UNSW
Lumb, Matt	University of Newcastle
Mahoney, Di	Griffith University
Mandre-Jackson, Smitha	QUT
Manley, Susan	Deakin University
Mann, Melinda	CQ University
Marshall, Fiona	Monash University
Matthews, Annalise	RMIT University
Mcauliffe, Darren	QUT



McCormack, Keirin	University Of Wollongong
McDonald, John	La Trobe University
McGowan, Elisa	Uni Of Western Australia
McGregor, Caroline	Australian National University
McNaughton, Trudie	University of Auckland
McNiven, Adam	QUT
Merley, Jo	Griffith University
Micale, Helene	QUT
Mitchell, Geoffrey	Dept Of Education & Training
Moors-mailei, Amanda	UTS
Munn, Belinda	University of Newcastle
O'Brien, Gabrielle	Griffith University
Robertson, Julie	Griffith University
Taukolo, Elenoa	Griffith University
O'Connor, Fiona	CQ University
Odewahn, Shelley	Southern Cross University
O'Neill, Dr Terry	University Of Auckland
Oshan, Michele	University Of Newcastle
Pagett, Vanessa	University Of Wollongong
Palermo, Stephanie	University Of Sydney
Patfield, Sally	University of Newcastle
Paulusz, Wendy	La Trobe University
Peckham, Nathan	Charles Sturt University
Peters, Dr Joanna	Griffith University
Pirie, Felix	Group Of Eight
Pitcairn, Penelope	University Of Sydney
Pollard, Louise	NCSEHE
Ponton, Dr Vaoiva	Auckland Uni Of Technology
Poretti, Laurie	University Of Canberra
Priest, Suellen	Charles Sturt University
Pulefolau, Betty	Auckland Uni Of Technology
Purchase, Gayl	Western Sydney University
Quinn, Carole	QUT
Rafferty, Lara	RMIT University
Relf, Bronwyn	University of Newcastle
Richards, Tamsyn	UNSW
Ridley, Margaret	QUT
Roberts, Anja	Griffith University
Robertson, Julia	Griffith University
Robinson,s Pia	QUT
Robles, Dr Walter	Swinburne
Rogan,s Sue	Charles Sturt University
Rooney, Cate	CQ University
Rowley,s Laura	CQ University

Rudd, Jackie	Monash Univesity
Samuelu, Matalena	Auckland Uni Of Technology
Sanmarco,s Veronica	University of Sunshine Coast
Seal Moradi, Melanie	Australian Catholic University
Sheather, Sara	QUT
Sheppard, Kate	James Cook University
Shirley, Cindy	University Of Sydney
Singh,s Sonal	Macquarie University
Skene, Dr Judy	Independent Consultant
Skinner, Samantha	UNSW
Smiljanic, Vera	Swinburne
Smith, Lindy	CQ University
Smith, Victoria	RMIT University
Spark, Elizabeth	Federation University
Spelman, Emma	QUT
Sprialis, Jim	Sonocent
Stafleu, Renee	Uni Of Southern Queensland
Stone, Dr Cathy	University Of Newcastle
Straughan, Tracy	QUT
Stuckings, Catherine	RMIT University
Symonds, Kylie	EPIC Assist
Syron, Melanie	QUT
Taiwo, Dr. Mary	Macquarie University
Tanuvasa,s Emma	Griffith University
Taukolo, Elenoa	Griffith University
Teague, Mary	University Of Sydney
Tilly, Jo	UTS
Toft, Prue	University Of Auckland
Tredinnick, Jordan	University Of Queensland
Trinidad, Professor Sue	NCSEHE
Turnbow, Rebecca	Macquarie University
Veale, Bron	Uni Of Western Australia
Vernon, Lynette	NCSEHE
Waller, Tara	Swinburne
Walsh, Cathie	University Of Auckland
Walton, Dr Todd	UNSW
Webb, Professor Sue	Monash University
Weir, Dr Natasha	La Trobe University
Wilson, Kate	Kate Wilson Consulting
Wood, Prof Denise	CQ University
Yeung, Ada	UNSW
Zacharias, Dr Nadine	Curtin University