

MURRA

THE EQUITY, DIVERSITY AND INCLUSION ISSUE



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Letter from the Editors

As we go to print, the world is grappling with the Omicron variant, and COVID-19 continues to change the landscape around us economically, socially and psychologically, and for some more than others. This issue of Murra looks at issues around equity, diversity and inclusion; not just those topics related to a post-COVID world. Some topics have a long history, while others have seen rapid and recent change.

A recent survey showed that our faculty staff are represented by people from a diverse range of backgrounds. Respondents identified as female, male or gender queer/non-binary. 31% speak other languages fluently, with 12 languages other than English represented. A range of cultures and religions are also represented. 42% indicated that they are primary carers and 19% noted that they are living with disability. Our faculty also has a significant number of women in leadership positions.

Equity, diversity and inclusion are not just aspirational goals. We seek to embrace diversity in Australia as equity and inclusion are still being negotiated and defined. They are being played out every day in multiple realms. As 2021 came to a close, the Australian Government introduced its Religious Discrimination Bill which has now been passed in the House of Representatives, but has not gone to the Senate. It has equality advocates working to ensure that minority groups aren't harmed by the prospective legislation. How does legislation deal with divergent voices?

Real-world issues and interests around equity, diversity and inclusion are continually at our doorstep, and are there for us to have a voice in. Our research and teaching at the Faculty of Business, Government & Law investigate everyday issues that are important to us as a society, and as bearers and sharers of knowledge, domestically and internationally.

In this issue of Murra, you will read about important work underway by our BGL staff and students that addresses issues of equity and foster diversity and inclusion. You will also read about the new [UC Values and Purpose](#) that are guiding our future as a university. Importantly, these will also guide our everyday practice.

You will see social media as viewed through the lens of Indigenous activism (*Narragunnawali*). You will read about ways of renewing youth under-representation in politics (*walk together*) and follow the investigation of the over-representation of some youth in the criminal justice system (*dare to be curious*). You will read about the push for co-creation in the Paralympic Games by the voices of #wethe15 and initiatives in the Faculty and at the University of Canberra to improve equity, diversity and inclusion more broadly (*everyone's invited*). We also share personal journeys of students who have dedicated themselves to their studies and have applied their learning to solve real-life problems in their work (*change the world*).

It's important to acknowledge our diversity, celebrate our advances in equity and be open to better ways to foster belonging. To be better advocates, we first need to be better listeners.

We hope you enjoy the *Equity, Diversity and Inclusion* issue of Murra Magazine.

Krista Schmeling on behalf of the Murra Editorial Team:

Nicole Curato

Tracey J. Dickson

Trevor Ryan

Krista Schmeling

Murra is published on Ngunnawal country, and BGL pays respect to our local elders, past, present and emerging. The Ngunnawal word 'murra' means 'pathway' in English, and we thank University of Canberra Elder in Residence, Roslyn Brown who, in consultation with other Ngunnawal elders, has given BGL permission to use it in our Faculty magazine. Our Executive Dean selected this word as a title for our magazine, recognising that we are all learning from those who have come before us, and forging our own unique path along the way.



Message from the Executive Dean of BGL

[WENDY LACEY]

Welcome to semester 1 everyone! I hope that you have all enjoyed a relaxing and happy break over the Summer with family and friends. While it is challenging to be entering our third pandemic-affected year, here's hoping that 2022 brings with it much success for the Faculty, our staff and students. I can already inform you that our acceptances are up and we are exceeding load targets in many student categories, which is wonderful news after such a challenging year in 2021.

I would like to acknowledge and congratulate our colleagues who were recognised in the University Awards last year:

- Selen Ercan, Nicole Curato, Nardine Elnemr, Hans Asenbaum, Anne Jedzini and Nick Vlahos – Winners, Outstanding Contribution to Learning & Teaching
- Nicole Curato – Commendation, Research Excellence
- Pia Rowe – Commendation, Early Career Researcher

These awards were also complemented by a number of finalists from within the Faculty, particularly from among our incredible professional staff. Congratulations to everyone recognised.

This edition of Murra is dedicated to the themes of Equity, Diversity and Inclusion and draws together many of the subjects explored over the last 12 months by our dedicated Working Group, ably chaired initially by Trish Bergin and later by Krista Schmeling. I would like to thank all members of the Working Group for giving their time and energy to this important topic. With such a diverse Faculty, we are keen to celebrate and recognise significant days throughout 2022 and beyond.

Staff will now be able to access a list of key dates through our BGL Engagement Calendar, and our internal newsletter, the Weekly Wrap, will provide regular insights into significant events related to equity and diversity.

I would also like to thank the members of the Academic Workloads Working Group, also ably chaired by Dr Jonathan Pickering, for the comprehensive set of recommendations provided to Faculty Executive at the end of last year. We will be considering all recommendations over the coming month and will come back to the Faculty in February with our response. Unfortunately, we were unable to dedicate adequate time to properly considering the recommendations prior to the Christmas shutdown.

I look forward to working with our staff, associates and partners in 2022 and I thank you all for your incredible dedication and hard work over the past two years. While the pandemic continues, it is comforting to know that we now have the benefit of vaccinations and booster shots, as well as seeing very positive signs for the Faculty's financial position.

Wendy.

Introducing the BGL Equity and Inclusion Working Group

Juan Diaz-Granados is an Assistant Lecturer in the Canberra Law School. Krista Schmeling is an Editor for Murra and Chair of the EIWG

A new working group has formed to look at equity and inclusion in the Faculty. Assembled by BGL's Executive Dean, Professor Wendy Lacey, the working group's focus will be on finding ways to celebrate and improve equity and inclusion within BGL. The group is made up of members from BGL's diverse staff whose backgrounds vary by culture, religion, ethnicity, gender, sexuality, parental status, age and discipline. The current members of the group include Craig Applegate, Hans Asenbaum, Juan Diaz-Granados, Selen Ercan, Sarvjeet Kaur Chatrath, Habib Khan, Irfan Khan, Krista Schmeling (Chair), and Barbara Voss.

Since its creation, the Equity and Inclusion Working Group (EIWG) has met regularly with several goals in mind. These include (1) identifying problems or challenges faced by BGL staff related to equity and inclusion at BGL; (2) recommending actions to the Faculty to improve practices that reflect on policies and guidelines that seek to address the challenges and opportunities; and (3) recommending action/activities that raise awareness and celebrate diversity within BGL.

The EIWG developed a staff survey which was circulated in mid-2021 as the first step to achieve these goals. The objective was to explore and understand the practice and perception of equity and inclusion within the Faculty. The survey results will guide the EIWG to recommend actions, with the objective of addressing feedback raised in the survey.

Moving forward, and guided by the survey results, the EIWG is looking at initiatives to promote cultural events in the Faculty, as well as workshops and seminars related to equity and inclusion. One step is to raise awareness of mechanisms in place to protect staff equity and inclusion and to make space for important conversations, as well as promoting significant dates and events that celebrate our diversity. Suggestions on how we can celebrate and improve diversity within BGL are welcomed, and staff are encouraged to get in touch with any member of the EIWG with further ideas.



Business and Culture – A Journey of Personal Discovery

Darren Schaeffer is a Doctor of Business Administration (DBA) student in Canberra Business School and Executive Director Curijo Pty Ltd

Just over six years ago I created Curijo Pty Ltd in partnership with two insightful and strong Aboriginal women, Belinda Kendall and Tina McGhie. Belinda is a Barkindji, Worimi, Wailwan and Wiradjuri woman and Tina is an Aboriginal woman who identifies with the Wiradjuri and Ngunnawal peoples of NSW.

Curijo is a Professional Services business, with a purpose to increase self-determination, equity and prosperity for Aboriginal Peoples and all Australians through Connections, Leadership, Truth-telling and Education.

Our vision is to be trusted and respected as the leader in professional services and a role model for aboriginal business. It was an experiment, not in business, but in bringing two cultures together for a common aim. We wanted to prove to ourselves and the world that we are as capable as any other business. There has been a lot of learning all round, good times, not so good times, good decisions, poor decisions, and pandemics!

I am not an Aboriginal person. I do not speak for, or represent Aboriginal people, nor do I profess to tell any Aboriginal and Torres Strait Islander person what to do or feel. However, as an accountant and previous executive with a background in business and public sector, the personal challenges I face in keeping that in check, whilst assisting to run a business is enormous. I heavily rely on the teachings from my Aboriginal colleagues, my own DBA studies and observing, and sometimes partaking in, the work that impacts Aboriginal people.

Learning more about the history of Aboriginal Australians, particularly since colonisation and its resultant implications, has also brought my own identity into reflection. This might sound like a weird thing to think about in business, but as I have learned more about Aboriginal history, particularly connection to country, I find that I also seek to understand more about myself and my heritage. My parents and their parents are from four different European countries, emigrated to Australia after WWII, and lived in Sydney until I was about 10. We then moved to Tumut NSW where I was raised in a way I thought was typically 'Australian'.

[Curijo Pty Ltd entrepreneurs Darren, Tina and Bel with Djungga Cultural Tours](#)



Despite my parental heritage I identify with being 'Australian' and not any other nationalities. I wonder about this in the context of those who are descendants of Stolen Generations. Some have only recently discovered that and have begun their journey to discover 'who they are'. I also wonder and, at times, feel bad for the past practices of colonisation and the 'white privilege' that I did not even know existed until we started our business journey together.

Being in business, with a current staff of 35 and growing, is not easy. Overlay that with different diversities (heritage, perspectives, professional backgrounds, age cohorts etc) and in my opinion, a world that has only recently significantly started to shift in terms of equality, increasing mental health struggles, changing workplace practices and technology, adds to the wonderful learning environment that I find myself in to work and pursue a DBA.

“Learning more about the history of Aboriginal Australians, particularly since colonisation and its resultant implications, has brought my own identity into reflection.”

I have sought to align my DBA studies to our business, to understand the factors that are present in successful procurement outcomes in the context of the Commonwealth's Indigenous Procurement Policy (IPP). Thus, I aim to help both policy makers and Indigenous businesses alike. However, my biggest learnings so far are at a personal level. Individual wealth creation is not a high priority for my business colleagues; relationships and support for all staff is seen as the most positive contribution to our business. Thus, as Directors, leading for results is not just about the hard numbers. It is about the broader outcomes, including social outcomes in terms of a positive workplace (that are hard to measure), whilst still achieving results with accountability, particularly with respect to procurement policies.

The Faculty of BGL, through my DBA studies, has helped open my horizons and curiosities along this journey. The learnings are continuous and profound. The process of research I am slowly coming to grips with (and I do mean slowly) and being able to do something that is purposeful in content, that I am passionate about, motivates me to hopefully make some small difference. I thank all those who have assisted me in my learning journey so far, all my business colleagues, previous colleagues, my supervisor Professor Monir Mir, my advisors and all those who have taught various subjects and short courses, I am very grateful.

Curijo Pty Ltd staff with Djungga Kultural Tours



‘Hearing Each Other’s Voices is Powerful’

Engaging Young People in a Conversation about Politics in Australia

Nick Vlahos is a Postdoctoral Research Fellow at the Centre for Deliberative Democracy and Global Governance (CDDGG), and Billie McDermott is a recent intern for CDDGG

Fifty-two is the average age of an Australian MP. For young people between the ages of 18 to 30, this raises a red flag.

Many young Australians feel that their voices are not represented in Parliament. They feel disconnected in policymaking on a range of issues that will define their future, including stable full-time employment, affordable housing, equity, fairness and inclusion, climate change, and pandemic recovery.

How can Australia better listen to the voices of young people? What kind of representation do young people need in Parliament?

Professor Ariadne Vromen and Alicia Payne, MP, provide initial remarks to start the Q&A with Canberrans.

Connecting to Parliament

To get to the heart of these issues, the Centre for Deliberative Democracy and Global Governance convened an online deliberative townhall last 15 August 2021. This event was part of our Connecting to Parliament project – a collaboration with the Institute for Democratic Engagement and Accountability at Ohio State University, who founded Connecting to Congress in the United States.

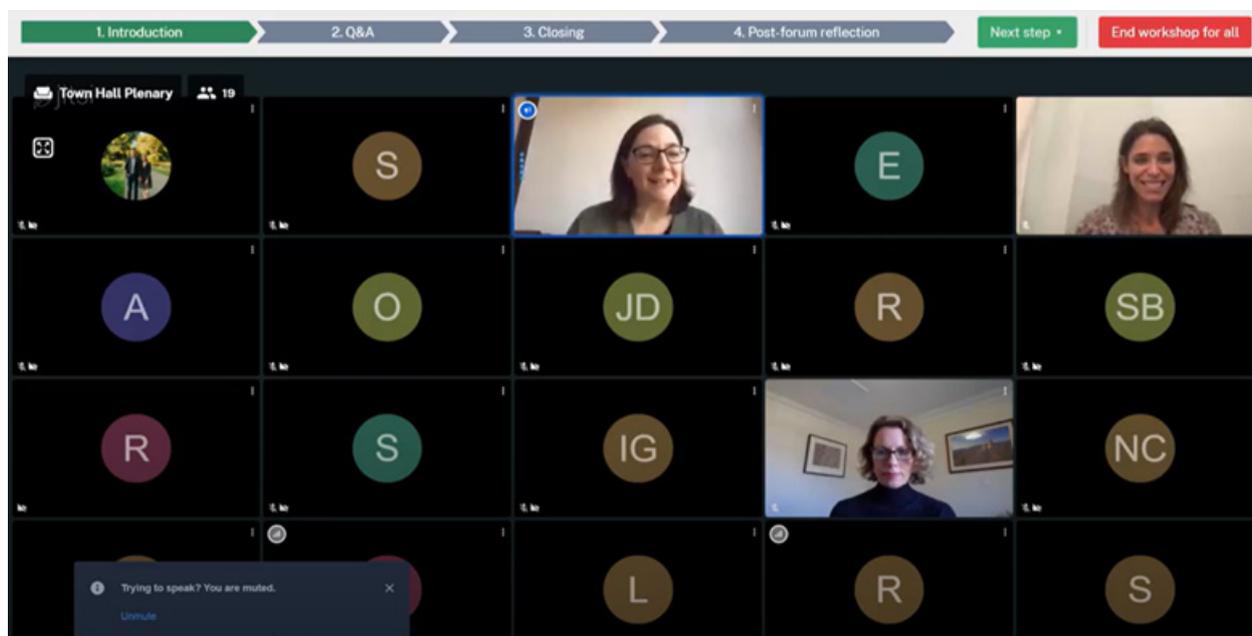
Connecting to Parliament is built on the belief that policymaking should be rooted in public conversations. Our project aims to serve as the link between MPs and their constituency, so the representative is communicating with the people they are representing.

For this townhall, our Centre collaborated with Alicia Payne, MP. Invitations were mailed via the electoral roll to households in her constituency, the electoral division of Canberra. We then hosted a conversation with members of the public and MP Payne on the online platform, [CitizenLab](#).

How can young people be represented?

The townhall considered four potential ways for the concerns of young people to be acted on by policymakers: providing funding for peak youth advocacy organisations, consulting young people directly via democratic innovations, lowering the voting age to 16, and encouraging young people to join political parties.

Participants showed preliminary support for these proposals, but they were careful in adding nuance as to what would make these proposals work.



- For example, funding peak organisations seems viable given their proximity to government. Nonetheless, as peak organisations become more politically and bureaucratically embedded, there need to be assurances of hearing the most marginalized and under-represented groups.
- Multiple, overlapping engagement opportunities were supported by several of the participants, whether that be on social media, at in-person events or through other mechanisms. This related to the desire for a clear loop about how young people's opinions can become part of a feedback cycle, fulfilling, and sparking momentum for ongoing change. For a few participants, this means institutionalising processes that require MPs to consider young people's views. One specific suggestion was to host citizens' assemblies on an annual basis.
- Lowering the voting age to 16, like Scotland has done recently, appealed to some participants though some cautioned that this would be meaningless without additional engagement opportunities. One notable point of contention concerns the idea that youth lack clearly delineated opinions about policy issues aligned with political parties. Younger participants cited the fact that this isn't age specific; people of all ages can struggle with who they might vote for all the way up to a voting booth.
- Youth participation in political parties seemed bleak as there are fewer young people holding party memberships. Many recognised that young people under 30 should be encouraged to run more for office but were also aware that party discipline turns people off as it curtails their creativity in thought.

An intergenerational conversation

The townhall on youth representation sparked an intergenerational conversation. For one retiree, hearing from young people was illuminating: 'The most valuable part of this experience is the participants hearing each other's perspectives. I'm in a different demographic. These articulate young people here, I really value hearing that perspective. We need to build more processes that listen deeply to diverse points of view.'

Meanwhile, for younger participants, they found the townhall an opportunity to bring diverse people together to freely talk about issues in a space hosted by a non-partisan organisation. They also appreciated the opportunity to meet and listen to their MP whom they have never met before. One participant stated: 'I loved it because it does concern my age group, which is why I think I was the most interested in getting involved. I do think it's a conversation that needs to be heard, especially when you look at policies, and you look at budget spending, and you also look at the amount of young people voicing their concerns about politics.'

'Bringing people together could be quite valuable, raising awareness for people, letting them actually talk about issues rather than in private bubbles,' said one participant.

Ultimately, participants suggested that addressing the issues facing young people must go beyond a single, one size fits all, approach. At the same time, the townhall revealed the continued need for such conversations to carry on. We are left with enduring puzzles regarding policy and political decision-making: how can ordinary Australians be better included in political decision-making and who drives the process?

Learn more about Connecting to Parliament here:
<https://connect2parliament.com/>



Researching the Criminalisation of People with Experience in of Out-of-Home Care

Alison Gerard is the Head of the Canberra Law School

Canberra Law School's Professor Alison Gerard discusses her forthcoming book 'Care-Experienced Children and Criminalisation' due to be published by Routledge in 2022, which explores the factors behind over-representation in the criminal justice system of people who have experienced residential care. The book documents extensive field studies and interviews and adopts a comparative and intersectional analysis of regulatory failure and institutional racism to argue for decriminalisation.

Across Australia, there are around 46,000 children in different types of out-of-home-care (OOHC) – kinship care, foster care, and other residential forms of home-based care. Research from both Australian and international jurisdictions shows that young people in OOHC, particularly those in residential care, are over-represented in the criminal justice system (Cashmore, 2011). Tracing the historical context of the Australian child protection and criminal justice system involves analysis of the legacies of colonisation, imperialism and globalisation. Practices of forced removal brought about the criminalisation of cultural difference and resulted in the Stolen Generations. The forced removal (including using police) of Aboriginal and Torres Strait Islander children from their families continues, with Indigenous children over-represented in care at 11 times the rate of non-Indigenous children.

Public advocacy by a group of Aboriginal grandmothers in NSW known as Grandmothers Against Removal brought about a significant and far-reaching inquiry on this topic in 2016. The NSW Government commissioned Professor Megan Davis to deliver an independent report into Aboriginal and Torres Strait Islander children and young people in OOHC. The Review was tasked with identifying the reasons behind the high and increasing rates of Aboriginal children in OOHC and identifying strategies to reduce this trend. The report is the first to focus entirely on Aboriginal and Torres Strait Islander children in OOHC and the first to

be led by an Aboriginal Chairperson. Amongst the 125 recommendations, the Review found that 'the outward appearance of compliance – formal participation in a system of regulation – shields a culture of non-compliance'. The Report's ultimate conclusion is that 'it is time for the NSW Government to formally acknowledge to Aboriginal communities, as well as the broader Australian community that, as an ostensible 'parent', it can and does cause harm to children for whom it has parental responsibility' (Davis, 2020: XXXV).

About 9 years ago, I approached a community advocate involved in supporting women in prison and upon release to ask where important research is needed. Without spending too much time thinking about it, she explained that the processes of criminalisation of children in state care, in particular the role of non-government organisations, was an area of urgent research need.

This led to a research project involving Aboriginal and non-Aboriginal colleagues looking at the criminalisation of children and adults who have been in OOHC in NSW (with Dr Emma Colvin, Associate Professor Andrew McGrath, and Associate Professor Annette Gainsford). We interviewed criminal justice professionals on the frontline – police, lawyers, Magistrates, juvenile justice officers, and Department of Family and Community Services staff and OOHC service providers – on why and how those with care-experience are over-represented in the criminal justice system. We also observed Children's Court proceedings and conducted file reviews. We focused on residential care, forms of group homes and private facilities run by non-government or for-profit organisations.

In our research, we found that the residential care environment propelled children into the criminal justice system. Police were regularly called to residential care facilities by non-government or for-profit providers and used as tools of behaviour management.



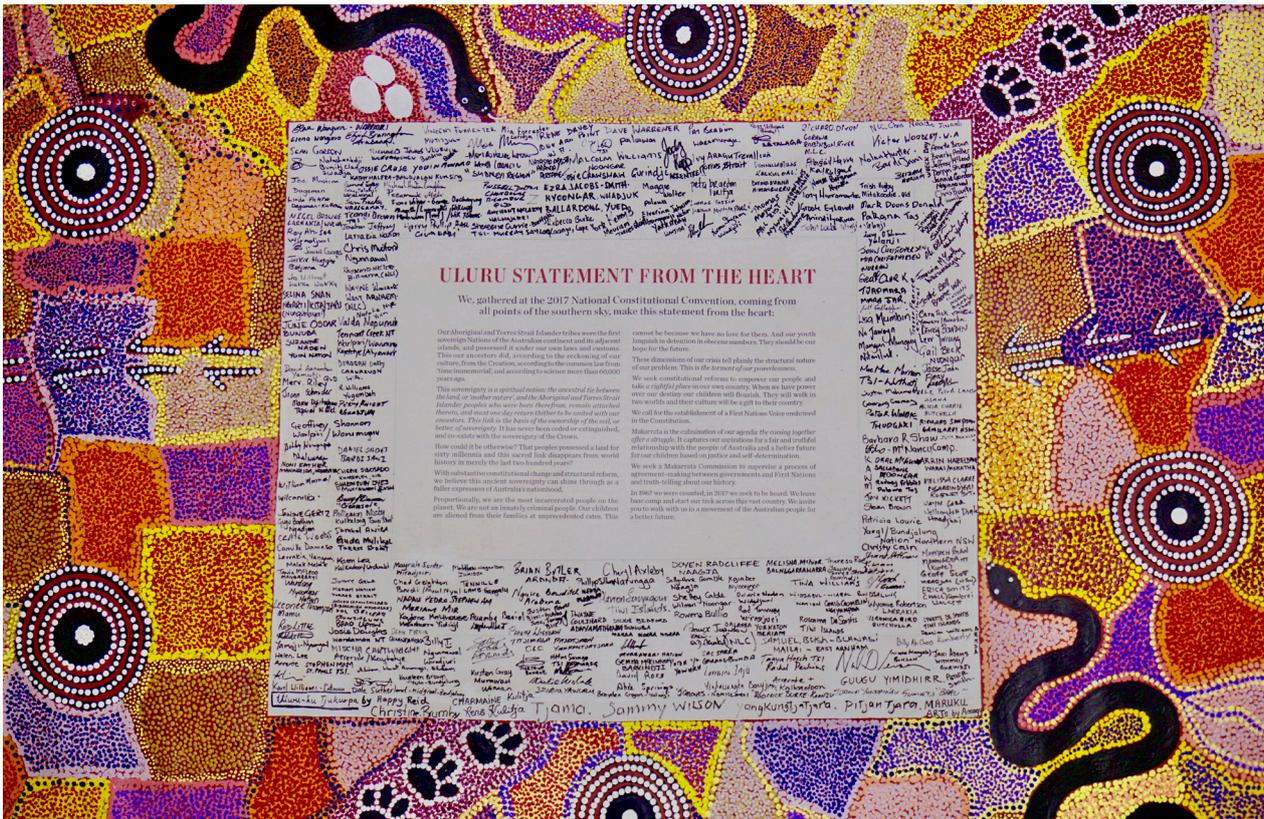
Staff were also poorly equipped and trained to deal with children exhibiting trauma or with impaired cognitive functioning. Much of this confirmed existing findings.

A feature of our forthcoming book is the focus on an intersectional lens, where we interrogate the experience of Aboriginal and Torres Strait Islander children, and a focus on girls in care. To date, there has been little focus on the experience of girls in care in the criminal justice system.

The fervour with which the Australian care and protection and criminal justice systems have sought to ensnare children and particularly Aboriginal children, has cast a long shadow that continues to resonate today. These are practices of institutional racism in that they regularly occur on the back of ostensibly ‘racially neutral’ laws and policies that operate in an uneven or unfair way to the detriment of Aboriginal people. As the Uluru Statement of the Heart states:

“When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.”

Our book will examine practices of decriminalisation pursued in the UK that are showing a reduction in the number of children brought before the courts. These practices involve preventing children from coming into contact with police, an emphasis on restorative justice, and greater monitoring and scrutiny of residential care facilities. These practices have seen prosecution for minor offending decrease, and in parts of England and Wales, have stopped children from entering the criminal justice system.



Uluru Statement of the Heart

Who Controls the Narrative? The Power of Social Media

Friedel Marquardt is a first-year PhD student in the
School of Politics, Economics and Society

Do you hear us now?

Can social media give voice to the unheard?

Love it or hate it, social media has become a fixture of our everyday lives. It is a space to connect with people and do good, but also one where extreme harm can, and has, been done. Increasingly, we are seeing ordinary people using these platforms to “speak up” and expose behaviour that has long oppressed marginalised groups, but, as many observers have also suggested, what is the point of speaking up if no one is listening?

How does “calling out” and sharing stories of injustice influence political response, particularly for marginalised groups? Is it merely making noise, or does it interrupt the narratives society is accustomed to, thereby challenging ideas that have influenced decisions that benefit some at the expense of others? Does it inject new voices into public debate, provoking consideration of different perspectives and consequently, political outcomes?

This is what my research seeks to explore.

The year 2020 was one of many disruptions. A key moment from that time was the global Black Lives Matter (BLM) protests. Chanted in the streets, written on walls and hashtagged online, the phrase Black Lives Matter was hard to ignore. Last year’s BLM protests were sparked by the viral video of the killing of George Floyd. The video was first shared on Facebook, and very quickly provoked global action. People not only took to the streets to voice their anger, but they also took to social media to share their stories, call out injustice and call for action, consequently challenging widely held assumptions about race, history and many of the institutions within society, such as law enforcement.

The movement also gained traction in Australia, where the death and abuse of First Nations people in custody is a prevalent issue that has yet to see any substantial change. Here, the BLM conversation was accompanied by a call to “stop black deaths in custody”. The movement not only sought to challenge racist narratives but also colonial narratives, which are still carried in much mass media reporting around First Nations issues.

Provoked by the personal challenge I experienced from these events, I followed the protests and monitored how the online conversations were challenging how people typically talk about racism and colonialism. I found that along with protests in the streets, social media was rife with conversation about personal stories of institutional abuse. People were using these platforms to share stories in their own words and in their own way, such as sharing the stories and names of First Nations loved ones who died in custody with the hashtag #FourThreeTwo – referencing the 432 First Nations deaths in custody since 1991 as of 6 June 2020. (At the time of writing, the number is over 480).

In addition, users were also acknowledging that social media is a tool they themselves could use to push for change, especially when government and media give their attention to other matters. This acknowledgement came during COVID-19 lockdowns and the subsequent tension between doing something about long-running injustice while abiding by restrictions. These restrictions meant some protest actions to First Nations deaths in custody took place online. This opens the door for the critique of “slacktivism” – doing something online for a cause but not really doing anything beyond that. While this may have been the case, considering that 2020 also meant mass lockdowns due to the pandemic, online response may have been the only action some people could take at times to show their solidarity with the movement.

Yet, online action in the form of sharing stories and information is not necessarily a “lazy” response. In fact, it can have significant impact on the production and distribution of knowledge. We are seeing that public conversation is no longer dependent on information shared by mass media institutions, spaces once the domain of elites. Last year has shown us just how powerful a tool social media can be in allowing people to disrupt harmful narratives by telling their stories in their own way. The video showing the killing of George Floyd is a clear example of this, undeniably showing policy brutality taking place. What impact this has for societal and political change in the long term still remains to be seen, but at the very least social media may allow those previously unheard to contribute to conversation around issues that impact them.

Could these changes signal a shift in the way knowledge is shared? Are the voiceless finally being heard?

This is key for Aboriginal and Torres Strait Islander peoples, as the 2017 Uluru Statement from the Heart emphasises the importance of First Nations people being heard. I am not Aboriginal or Torres Strait Islander and acknowledge as I am still finding my way in this space that my understanding of First Nations issues will remain limited. Yet, I could not help but wonder, could social media, in fact, prove to be a channel for First Nations voices to be heard?

Will #WeThe85 finally include #WeThe15 as a legacy of Tokyo 2020?*

Simon Darcy is a Professor in Management at the UTS Business School, Tracey J. Dickson is an Associate Professor in Event and Tourism Management, Canberra Business School.

For the International Paralympic Committee (IPC), the legacy for people with disabilities to be actively engaged in their communities after the Games has been central to their legacy commitment for some time. A legacy is what remains beyond the life of the event and as a consequence of the event. So far, there has been little evidence to demonstrate what or how social legacies, like sport participation or volunteering, remain. Vancouver 2010 is one example of how strategic planning, and early and ongoing engagement with the organizing committee can leave a legacy for host communities. However, one factor that often limits the legacy potential is the lack of learning, or knowledge transfer, between events.

With the Tokyo 2020 Paralympic Games, the most exciting legacy-related aspect may not be so much about what happened in the sport arena, but what happened outside the arena. In the week before the Paralympics #WeThe15 was launched, which is a global collaboration of disability sport organizations and organizations advocating for the position of people with disability around the world. The IPC’s #WeThe15 media release identified that internationally there are 1.2 billion people with disability: 15% of the world’s population. Further, there are others who are more disabled by their social and economic context than they are by any physical or cognitive impairment they may have.

Similar to the IPC's legacy vision, #WeThe15 aims to address issues like access to sport, but also to change community perceptions of disability more broadly. The #WeThe15 video certainly portrays the ordinary everyday life of challenges, barriers, and frustrations that all people with disability experience. As Paralympian and Australian broadcast co-host, Kurt Fearnley said 'WeThe15 is about taking the voice of the people with disabilities to an international stage. They don't want to be seen as superhuman, they want to be seen as human, as equal, as being able to get a job, being able to access education'. However, we know that for the Tokyo 2020 Paralympians there are major differences in living standards depending upon where they were born.

#WeThe15 is not without its detractors. Since the announcement there has been criticism about the campaign and its connection with the IPC and the launch at the Tokyo 2020 Paralympic games. As this article and others (in Jackson et al, 2021) point out, the representation of the Paralympic ideal does not represent the full spectrum and complexity of the disability community with the IPC classification system favouring some types of disability and excluding athletes with severe disability. So, with our long involvement in critical Paralympic research from the Sydney 2000 Olympic and Paralympic games, that we dubbed the "Benchmark Games", we view this new initiative with some caution.

The Sydney Paralympics was lauded for many improvements, but many of these had little to do with the games themselves. While there were many elements to like about the Sydney 2000 Paralympics there were also problems relating to the politics of disability and access. A contributing factor to this was the lack of engagement with the Sydney and Australian disability community by the Sydney Paralympic Games Organizing Committee and the NSW government of the day. Two decades later the legacy of Sydney 2000 continues to be a topic of interest.

To learn from Sydney 2000, 15 years later one of the authors was invited to Tokyo as part of the Nippon Paralympic Research Foundation visiting scholar program. First steps involved organizing meetings between disability sport organizations and disability advocacy organizations to defining what the Japanese community would like to see as a Tokyo 2020 legacy for the disability community. The process included bringing together disability advocacy groups and disability sport groups who did not talk to each other and certainly not about the impending Tokyo 2020 Paralympic games. Following the visit an article was written for the Nippon Paralympic Research Group about learning from Sydney 2000 to prepare Tokyo 2020 for a legacy for the community of people with disability attending the games, for visitors to Japan afterwards and, most importantly, for the Japanese disability community. However, with the COVID-19 limitations, the Tokyo 2020 social legacy strategy and planning for the disability community had to be agile. The usual cultural festival was gone (although witnessed in the Paralympic Games opening and closing ceremonies), and the opportunity to activate the event and introduce spectators to adaptive sports had gone. Maybe #WeThe15 will help fill that gap.

Time will tell whether the #WeThe15 coalition will achieve long-needed, tangible improvements for the 1.2 billion people living with disability. Will their global, top-down strategies lead to local initiatives to empower people with disability and to facilitate their access to sport and recreation in their home communities? In part the answer will depend upon what #WeThe15 do to help co-create more accessible and inclusive societies, communities, workplaces, and sporting opportunities where #WeThe15 feel welcomed, equal, and at home.

*Darcy, S., & Dickson, T. J. (2021). Will #WeThe15 finally include #WeThe15 as a legacy of Tokyo 2020? In A. B. Daniel Jackson, Michael Butterworth, Younghan Cho, Danielle Sarver Coombs, Michael Devlin, Chuka Onwumehili (Ed.), *Olympic and Paralympic Analysis 2020: Mega events, media, and the politics of sport: Early reflections from leading academics* (pp. 123). Centre for Comparative Politics and Media Research. <https://olympicanalysis.org/section-5/will-wethe15-finally-include-wethe15-as-a-legacy-of-tokyo-2020-2/>, CC BY-SA-NC 2.0 <https://creativecommons.org/licenses/by-sa/2.0/>



Going Full Circle: From Practice to Research, from Research to Real-World

Robin Ladwig is a third-year PhD Student in the Faculty of BGL and Diversity Advisor at UC

Research is often driven by real-world problems and a passion to understand them and find solutions. My journey at UC has allowed me to identify a real-world problem, undertake research on this problem, and then put solutions into practice.

In February 2019, I started my PhD research project about trans and gender diverse experiences in the Australian workforce at the Canberra Business School. I came to the Faculty of Business, Government & Law with the intent to undertake transdisciplinary research in conjunction with a strong engagement with community and practice. I aim to merge the traditional confines of organisation and management studies with gender and queer studies, and my research topic will have real-life implications for many trans and gender diverse employees. This is why it is sensible to involve the community and practitioners in my research. While the UC's Values and Purpose statement has only been refreshed recently, they have been present and lived upon for a long time. Values like *Everyone's invited*, *Dare to be curious* and *Change the world* have drawn me to UC to become a higher degree research student and to work for such an organisation.

At the beginning of my third year, I had an opportunity to translate some of my research insights into practice as Diversity Advisor with UC's People & Diversity Team. I was drawn to this role as it combines my passions and research interests such as diversity management, gender equity, and intersectionality. These are all values embedded in the *Let's Dance* – UC's Diversity, Inclusion and Belonging Plan. While my role is to provide accessible frameworks for diversity and inclusion actions, each UC community member is encouraged to engage with the activities to contribute to the feeling of belonging at the University of Canberra to their ability.

While my employment role is not as a researcher, many of the skills and knowledge I have developed so far as a PhD-candidate can be applied to my work as a Diversity Advisor such as writing skills, networking qualities, project management, data collection and analysis. In February 2020, the Diversity team prepared an award submission for an Athena Swan Award following extensive work by a cross-university committee. Athena SWAN is well known in the academic discourse concerning gender equality which is part of the *Science in Australia Gender Equity* (SAGE) program. UC was proud to receive an Athena SWAN Bronze Award in 2020.

The SAGE ACT Regional Network developed an Intersectionality Walk which has become a researched workshop format¹. I received the opportunity to become a facilitator for the *Intersectionality Walk* which provides me with a theoretical-founded practical tool in my work as a Diversity Advisor. Within research, it is sometimes difficult to grasp theoretical concepts like intersectionality and translate them into practice. The *Intersectionality Walk* is a perfect example of the impact of research on practice.

EVERY
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WALK
TOGETHER

DARE TO
BE CURIOUS

One of the researchers of the initial group, Dr Cate Thomas, sought other like-minded academics and practitioners to join the *Social Equality Intersectionality & Inclusion Research Group (SEIRG)*. I have the pleasure to be part of the research group through my work as Diversity Advisor which leads directly back to my research interest and current PhD candidature. It furthermore offers collaboration with others inspired by the idea of inter- and transdisciplinary partnership.

Building connections between research and practice might be one of my biggest passions and one which I have been enabled to follow at UC. While I thought my work experiences as Diversity Advisor would lead me further away from the academic world of research, it surprised me by showing me new avenues to research and increased the feeling of collegiality between researchers and practitioners. I feel I nearly met my goal of a holistic and transdisciplinary approach by having a direct impact on practice with my research through collaboration with other academics and practitioners as well as working in the diversity area informed by research and theoretical concepts.

UC's Values and Purpose

EVERYONE'S
UNITED

NARRAGUNNAWALI

CHANGE
THE WORLD

GALAMBANY

Together we work to empower, connect and share knowledge with our people, cultures and places.

Let's Dance - UC's Diversity, Inclusion and Belonging Plan

The University of Canberra (UC) sets out in its Strategic Plan 2018-2022: *Distinctive by Design*, a bold vision to be the national sector leader in equity, diversity, inclusion and access by 2022. UC has a history and reputation for valuing and celebrating diversity, with a good reputation for gender equity and employing women across the university, an Aboriginal elder as Chancellor, and 17000 students from over 100 countries. UC's *Our People Plan 2018* puts people as the focus and centre of success and sets out for UC to be a leader of diversity, and an employer of choice.

Athena SWAN

Athena SWAN awards are in recognition of institutional capacity to eliminate gender inequity and a demonstrated commitment to bolster the hiring, promotion and retention of women, while also improving the workplace environment for people of all genders.

SAGE

Science in Australia Gender Equity (SAGE) is a national program run by the Australian Academy of Science in partnership with the Academy of Technology and Engineering, which focuses on promoting gender equity and gender diversity in STEM (Science, Technology, Engineering, Mathematics and Medicine).

Intersectionality Walk

An action-based experience into how intersectionality affects engagement at work, and how inclusion of intersectional input can create positive change to structural barriers and improve outcomes for individuals and organisations.

SEIRG

SEIRG aim to be a renowned Research Group of evidence-based research in practice and its translation for positive behavioural and organisational change in addressing social (in)equality, intersectionality and inclusion.



Equals Now

50/50 by 2030 Foundation

‘The world will never realize 100 per cent of its goals if 50 per cent of its people cannot realize their full potential. When we unleash the power of women, we can secure the future for all.’ *Ban Ki-moon, UN Secretary-General 2015.*

The [50/50 by 2030 Foundation](#) is a bold gender-equality initiative established by the Faculty. Our aim is to create a fairer world for women, girls and gender diverse communities. In June this year, we held the first ever “Equals Now” symposium at the University of Canberra, bringing together ‘active citizens’ in all sectors in order to drive cultural and structural change and deliver enduring gender equity in public leadership in Australia.

The symposium included academics from all disciplinary frames, politicians, non-governmental actors, policy makers in the public service and public sector more broadly, journalists and commentators. Keen to discuss and engage with current research and thinking, this gathering of brilliant minds asked a few key questions: *What will it take to achieve women’s equal representation in leadership positions in the Australian government and public institutions by 2030? How can we build upon progress that’s already been achieved? Where to from here?*

The two-day discussion and cross pollination of thinkers was structured around the Foundation’s commitment to ‘[Share the Load, Share the Benefits, Share the Power](#)’ as a means of driving that change. The themes acknowledged the links between the societal, economic, legal and political frameworks that have been hurdles to achieving equality broadly, and how those structures have impeded equal access to leadership positions in the public arena.

Some questions asked during the symposium included: Is it because women are not equally represented in positions of public leadership and power that we have not been able to sufficiently shift those frameworks? What gender norms need shifting in the home and traditionally identified ‘private’ spheres that impact on women’s public leadership? What can be done to change and challenge those norms? What is the government’s role in assisting in sharing the load of unpaid care work that COVID has amplified, and is disproportionately carried by women? Where does childcare fit in this paradigm? Paid parental leave? What initiatives are in place already and what more needs to be done to enable more people from diverse backgrounds to stay active in the public sphere?



Allira Davis and Bridget Cama from the Uluru Youth Dialogue on stage with UC’s Holly Northam

The academic research presented over seven sessions with scholars from around Australia participating in person and through Zoom, were interlaced with 6 panels of practitioners in policy, politics, journalism and legal practice. The two days were highly interactive. After each session a facilitated table (or Zoom room) discussion linking the ‘[Share the Load, Share the Benefits, Share the Power](#)’ themes to the research findings led to interdisciplinary insights among practitioners. The two keynote speeches amplified this link: Mary Crooks, a public policy practitioner through her work as CEO of the Victorian Women’s Trust, presented on ‘The culture of entrenched political power in Australia’, which mirrored Dr Leonora Risse’s ‘Navigating a path towards gender equality as a progressive journey of bias awareness’.

One memorable presentation came from the co-chairs of the Uluru Youth Dialogue: Allira Davis and Bridget Cama. The Dialogue works closely with the grassroots [Uluru Statement from the Heart](#). Allira, 24, is a Cobble Cobble woman from the Barrungum and Birrigubba nations in South-East Queensland, and also a South Sea Islander from Ambae and Tanna islands. She shared the stage with Bridget Cama, 26, a Wiradjuri Pasifika Fijian woman. When Allira came to speak to the symposium, she’d just learned that a young man from her community had died by suicide.



Allira Davis (Uluru Youth Dialogue), Ginger Gorman (50/50 by 2030 Foundation), Bridget Cama (Uluru Youth Dialogue), Holly Northam (UC)

‘A few years ago [statistics showed](#) that in the last decade, Australia had a 60 percent increase in the suicide rate among First Nations people. And this happens in our community, this is our trauma.

And we need to step up and change it, we need to change the structural systems that affect our people,’ she says with a strong voice charged with emotion easily understood.

‘I don’t want to see my little brothers and sisters go through the same thing,’ she continued, ‘We want to be the change.’ Read [the full article here](#).

Other remarkable discussions included ABC News’ hugely successful project to feature [50 percent women](#) as speakers in their news coverage (with Emma Pearce and Flip Prior), stay-at-home Dad and journalist, Rob Sturrock, who led a discussion on [fathering in the era of #metoo?](#)

Rob wrote: ‘Men can be amazing carers. When they actively care for their children, they become more emotionally open and nurturing. They better role-model gender equality at home by sharing the parenting load, managing the household, and supporting their partner. In turn, they help display a healthier, more inclusive version of masculinity to their children’.



Bluey is cited as a good fathering role model by Rob Sturrock. Picture: ABC-Supplied

More information about discussions from the symposium can be found in [BroadAgenda](#), the media arm of the 50/50 by 2030 Foundation, and [videos from each of the sessions](#) are now available on the 50/50 by 2030 website.

The 2022 Equals Now will be held on 14-15 June 2022.

For more information, contact: 5050symposium@canberra.edu.au

Gender is a powerful force that shapes Australia's political leadership

Three academics from the Faculty of Business, Government & Law recently published provocative chapters in the book *Gender Politics: Navigating Political Leadership in Australia* edited by Zareh Ghazarian and Katrina Lee-Koo (2021, UNSW Press). Pia Rowe, Jane Alver and Mary Walsh joined an impressive line-up of authors to re-examine the way we navigate power and leadership in Australian politics. The collection was listed in the *Sydney Morning Herald* as one of the 5 most anticipated books in 2021.

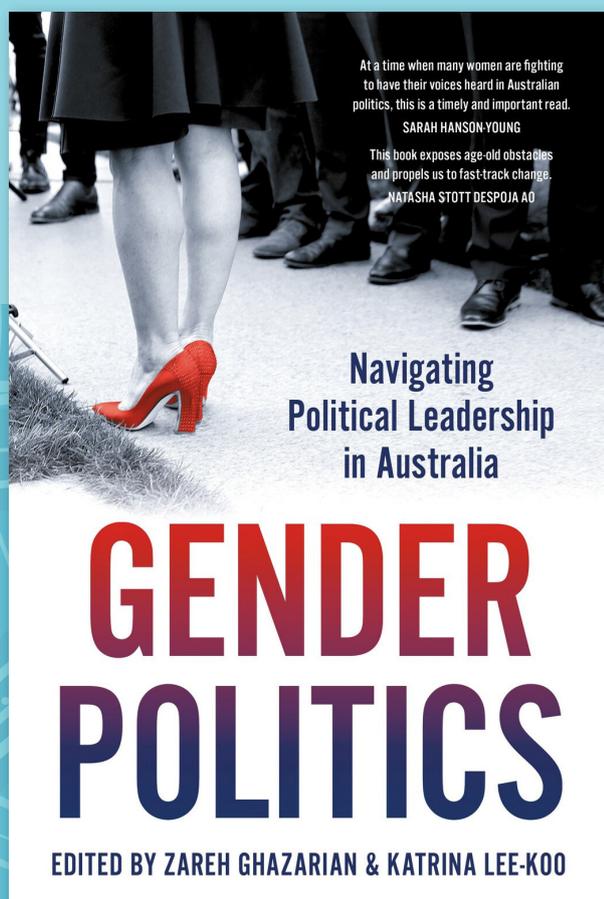
The book is the outcome of an Australian Political Studies Association Workshop held in July 2019 at Monash University. The workshop, entitled 'The Gendered Dynamics of Australia's Political leadership Culture' brought together scholars from around Australia. Various panels addressed the gendered politics of leaders, structures and cultures in Australian politics and resulted in the publication.

Pia Rowe and Jane Alver's chapter 'Unpaid Labour: Gender and Unseen Work of Politicians' investigates the lived experiences of female parliamentarians. They explore the concept of unpaid labour and the gendered dimension of caring roles in Australia. Based on six structured in-depth interviews with sitting members of state and federal parliaments across the political spectrum, they provide a snapshot of the challenges women face in their leadership role.

Meanwhile, Mary Walsh's chapter 'She Just Won't Lie Down and Die: Gillard, Misogyny and the Australian Political Leadership' characterises a relentless assault upon Gillard. Her detractors included then opposition leader Tony Abbott, former Prime Minister Kevin Rudd, media commentators including Alan Jones, and the wider Australian population emboldened by a climate of sexism and misogyny.

These chapters, among others, draw out the implications of the lack of diversity in leadership positions in Australia and what might be done moving forward.

Cover photo of *Gender Politics: Navigating Political Leadership in Australia*



Professor Maree Sainsbury wins ACT Law Society Pro Bono Service Award



Professor Maree Sainsbury (pictured)

The Faculty of Business, Government & Law's Deputy Dean, Professor Maree Sainsbury, was recognised by the ACT Law Society at an awards ceremony on 10 September 2022, taking out the Pro Bono Service Award as a driving force behind the ACT's Small Business Legal Advice Clinic. Established in partnership with Legal Aid ACT, University of Canberra law students work under the direction of local volunteer solicitors to provide small businesses with free advice on a range of legal matters from contract and leases to more complex issues in franchising and intellectual property. The Covid-19 era has exposed the vulnerabilities of these businesses, often run by families and migrants, and the award recognises the valued contribution of the Clinic to the Canberra community in its time of need. The Clinic, which broke new ground in Australia when it began operating in 2012, services about five clients a week with up to eight student placements. The Clinic has become a flagship for the University's commitment to work integrated learning. Students involved with the Clinic benefit from the practical experience of interviewing clients, conducting legal research to respond to clients' needs, and drafting letters of advice. At the same time, students are supported to reflect on the meaning of community service and the value and rewards of pro bono work. Client bookings are made through the [Legal Aid ACT Helpline](#).

Are low interest rates unfair to those on low incomes?

John Hawkins is a Senior Lecturer in the Canberra School of Politics, Economics and Society and is a member of the National Centre for Social and Economic Research (NATSEM) at UC

Interest rates are in the news. There is debate about when the Reserve Bank will increase them. Those arguing that they should be increased soon claim that near-zero rates are fuelling an inflationary boom. Those, including the [Reserve Bank governor](#), and [myself](#) who argue for patience regard the recent jump in inflation in Australia as mainly a temporary result of the reversal of some extraordinary policies during the worst of the Covid pandemic and some short-term supply issues.

But another question is whether near-zero interest rates are *unfair*.

There are clearly distributional consequences from keeping interest rates low. The third of the population with a home mortgage benefit. But those dependent on interest income – mainly retirees – lose.

Phillip Lowe, the Reserve Bank governor, gets many letters and emails from retirees complaining that they cannot live on the interest from their savings when interest rates are so low. But he does not get many letters of gratitude from those with home mortgages.

But what is the overall impact of low interest rates on inequality?

Many retirees (who have generally paid off their mortgages if they had them) are on low incomes. The mortgage holders are predominantly middle-class. This suggests that lower interest rates are benefitting those on middle incomes but hurting those on low incomes. This makes the distribution of income less equal.

Another distributional aspect is that those on low incomes will often hold their meagre savings in bank accounts while the rich hold shares, property and other assets.

There will also be a gender dimension. More low-income retirees are women than men. Single men also benefit more from lower interest on mortgages than do single women (as men have on average higher incomes). This effect is amplified when lower interest rates increase the value of houses and other assets.

There are also spatial aspects. Mortgages are largest in the main capital cities, particularly in their inner suburbs, and so this is where the benefits from lower interest rates are most felt. By contrast, in outlying regions mortgages are smaller and there may be more people reliant on interest income.

Indigenous Australians are more likely to live in remote regions than are non-Indigenous Australians and are less likely to have a mortgage. They therefore benefit less from lower interest rates.

These aspects are only, however, the first-round effects of lower interest rates.

Lower interest rates mean that households save less and borrow and spend more. Firms have more viable investment projects when interest rates are low. The exchange rate tends to be lower, helping Australian exporters and firms competing with imports. All these effects increase economic activity and hence the number of jobs. This is why the Reserve Bank is keeping interest rates low at the moment.

As the RBA governor explains to those retirees who write to him, ‘those people who have a job might be a child or your grandchild and the society, in the end, as a collective, is going to be better off if more people have jobs’.

Importantly, the people most at risk of losing their jobs with an interest rate increase would tend to be already disadvantaged. In a downturn many firms will dismiss workers on a ‘last in, first out’ basis, letting go the least experienced workers who are likely to be younger and on lower incomes. Firms tend to dismiss low-skilled workers rather than CEOs in recessions. Many cyclically sensitive industries employ people on minimum wages.

This is a powerful countervailing force to the argument above that the poor lose out from low interest rates.

So where does the balance of the argument lie?

Incomes and wealth have become less equally distributed in Australia, and even more so in many other advanced economies, since about the 1980s. Books by Thomas Piketty, and Canberra's local MP (and former economics professor) Andrew Leigh have demonstrated this.

But in my article in [The Conversation](#) last year, I agreed with the Bank for International Settlements, who analysed the issue in their [Annual Economic Report](#). It is not lower interest rates that are responsible for the increase in inequality. It is other factors.

Technological progress, particularly in information technology, has increased the productivity and incomes of the wealthy (such as top corporate consultants and tech company executives). It has done little for many low-income earners (such as aged care workers, hairdressers and restaurant staff).

Globalisation has also added to inequality. An example is corporations moving their call centres to countries where wages are lower. This has increased profitability for shareholders but eroded the bargaining power of lower skilled workers and small businesses.

So, if these global forces are exacerbating inequality, and the Reserve Bank raising interest rates would not help, what can be done?

The federal government could take some simple acts that would significantly offset the forces contributing towards a less equal income distribution. It could join what the RBA Governor has called the 'wide consensus in the community' that the unemployment benefit should be permanently raised to the 'Jobseeker' rate that prevailed during the worst of the Covid pandemic. And the 'stage 3' tax cuts could be cancelled or restructured. As currently planned, their benefits are [highly skewed](#) towards high income earners.

Government policies could also specifically address some of the most disadvantaged groups, such as by directing more funding to Indigenous Australians in remote areas.

The better way to help low-income earners is to deploy fiscal policy (government spending and taxes) to address distributional issues and use monetary policy (interest rates) to control inflation and keep unemployment low.



Evaluation of the Defence Mental Health and Wellbeing Strategy 2018-2023

Brenton Prosser is Director of the National Centre for Social and Economic Research (NATSEM) at UC. Colonel Neanne Bennett is Director Mental Health and Strategy Head of Corps Army Psychology. The project team spans three faculties with major leadership contributions from BGL academics Lain Dare, Robert Tanton, Peter Leahy and Jackie Schirmer.

One in five Australians experience a mental health episode every twelve months. If you and your family have not been touched by the impact of mental illness, then it is likely you know someone who has. This is why the [Commonwealth Government has made the target of zero suicides](#) a major national goal.

Some occupations are at higher risk of exposure to trauma or other events that can contribute to increased stress, and impact on personal health and wellbeing. This can include veterans and members of the Australian Defence Force.

The University of Canberra is pleased to be contributing to the work being done in this important area. Led by a team from the Faculty of Business, Government & Law, and spanning Health and Scitech faculties, UC has partnered with the Department of Defence to [evaluate all mental health programs and activities](#) available to Defence personnel, including Australian Public Service staff. The UC team was handpicked from over a dozen experts in mental health, the military, policy and evaluation to specifically meet the requirements of this high-profile initiative.

Team members from BGL include Professor Brenton Prosser, Professor Lain Dare, Professor Robert Tanton and Associate Professor Jacki Schirmer, while former Chief of Army, Professor Peter Leahy, plays a vital advisory role. Unique features of the method adopted for this project include the latest in surveying and collective impact approaches, forty-year future cost-benefit modelling, and system maturity modelling across complex defence organisations.

This project, which commenced in late 2020, supports the [Department of Defence](#) in its drive for continuous improvement in mental health and suicide prevention activities and will continue for three years. Given the national profile of mental health and wellbeing, it is expected that the outcomes of this project will make an important contribution to developments in national mental health for many years to come. It is a prime example of BGL delivering on UC's vision of being a civic university in service of its community.

Need help now?

Anyone from Defence who needs mental health support can access the [ADF Health and Well-being Portal](#). The Portal provides access to a range of services, resources and support for ADF members, families, reservists, veterans and ex- Serving members as well as cadets.

University of Canberra provides mental health support and resources through the [Medical and Counselling Centre](#).

Dropping Off the Edge

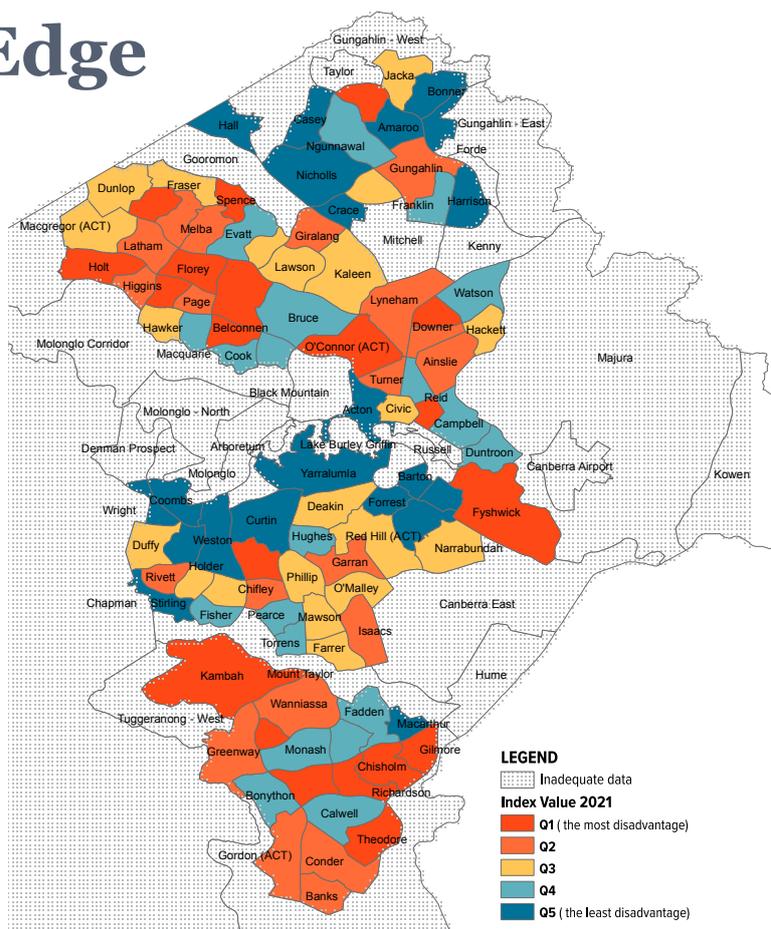
National Centre for Social and Economic Modelling (NATSEM)

Rob Tanton, Riyana Miranti and Yogi Vidyattama from the National Centre for Social and Economic Modelling (NATSEM)
Lain Dare, Centre for Change Governance

Living with disadvantage prevents a significant number of Australian individuals, families and entire communities from thriving. Disadvantage caused by social and economic circumstances can lead to limitations in opportunities, and this is exacerbated when different kinds of disadvantage overlap. Addressing multiple forms of disadvantage continues to be an ongoing challenge.

Place-based disadvantage is persistent and complex, and research recently published by the [National Centre for Social and Economic Research \(NATSEM\)](#) at the University of Canberra for Jesuit Social Services will contribute to greater understanding of complex disadvantage for NGOs and policy makers in addressing these issues. Led by NATSEM's Professor Robert Tanton, *Dropping off the Edge 2021* measures up to 37 indicators across every community in each Australian state and territory. Building on earlier ground-breaking work by Professor Tony Vinson and Jesuit Social Services (*Unequal in Life*), which gathered data from a range of sources including government departments and peak social services organisations, the report looks at intergenerational disadvantage and environmental factors for the first time. *Dropping off the Edge 2021* draws on the University of Canberra's expertise, strength and collaboration in small area analysis and mapping, spatial index creation and qualitative techniques across the University (including data collected by the [Centre for Change Governance \(CCG\)](#)).

This new research incorporates the findings from the earlier studies led by Tony Vinson, which looked at how disadvantage can be spatially concentrated, and how different forms of disadvantage overlap. For the first time, the research collected useful qualitative information about lived experience, in recognition that [behind the data are people](#) with hopes, dreams, strengths and challenges who have aspirations to shift their circumstances.



Dropping off the Edge Index sample: Australian Capital Territory

The findings provide valuable insights into the forms of disadvantage that are prevalent in a given local community. Indicators commonly overrepresented included prison admissions, juvenile convictions, long term unemployment, households with no parent in paid work, and public housing. The report shows how various forms of disadvantage overlap and how this multilayered disadvantage becomes difficult to escape, with some communities experiencing persistent disadvantage over many years. The research also found that multiple indicators in the most highly disadvantaged locations in Victoria, New South Wales and Queensland were present at three or more times the rate as in the rest of the state. These insights can be used to tailor policy responses that will have the greatest prospects of improving outcomes in these communities.

Uniquely, the index developed through this research will be able to compare 'persistent', 'multilayered' and 'deep' disadvantage over time and is the only report in Australia that brings together qualitative and quantitative analysis at a local community level that includes crime, environment and intergenerational (lifetime) disadvantage. Online resources are also available so individuals and organisations can conduct their own analysis of the areas that interest them. You can find more information at www.dote.org.au.

The Faculty of Business, Government & Law welcomes new and renewed Emeritus Professors and Adjuncts

The Faculty of Business, Government & Law welcomes two new Emeritus Professors – **Professor Patrick Dunleavy** and **Professor David Marsh**. The honorary position of Emeritus Professor is awarded in recognition of distinguished service to the academic life of the University of Canberra by a professor who has usually held the rank of professor at UC for a period of at least five years and is about to retire or resign or has retired or resigned. The title recognises continuing membership of the University after the Emeritus Professor has left the service of the University.

The Faculty also welcomes new and renewed Members of the College of Adjuncts. Adjunct Appointments contribute to the University's teaching, research, professional development, extension and internationalisation objectives. Appointments are offered to people of high standing in academic life, business, government or the community, with relevant knowledge and experience. Appointments are for a three-year term and there is no remuneration attached to the positions. On occasion, an Adjunct may undertake limited paid employment at the University, which is supplemental to the purpose of their appointment up to a maximum of 7.5 hours per week. All nominations are reviewed by the Honorary Appointments Panel (HAP) which is responsible for endorsing them to the Vice-Chancellor for approval. The delegation for approval rests with the Vice-Chancellor.

BGL Adjuncts who have been successful in this round include:

Allan Anforth	Adjunct Professor
Allison J Ballard	Adjunct Assistant Professor
Patricia Bergin	Adjunct Professor
Nooraini Blumer	Adjunct Professor
Petra Bouvain	Adjunct Assistant Professor
Liesl Centenera	Professional Associate
Shannon J Clark	Adjunct Associate Professor
Dennis Foley	Adjunct Professor
David E Healey	Adjunct Associate Professor
Robert A MacLean	Adjunct Associate Professor
Peter Matruggio	Adjunct Professor
Cindy M Mitchell	Adjunct Associate Professor
Scott B Pearsall	Adjunct Associate Professor
Zoe Piper	Adjunct Associate Professor
Robert Reis	Adjunct Professor
Mary E Venner	Professional Associate

Welcome Emeritus Professors and Adjuncts to BGL – we look forward to working with you!

Connecting Industry, Entrepreneurs, Researchers, and Staff

On the 10th of November, the Canberra Business School (CBS) held an online Faculty Connect Event, between industry, government and academia. We were pleased to see the 80 people who attended, one third of whom were BGL staff.

CBS applied the Canberra Innovation Network (CBRIN), 'First Wednesday Connect' (FWC) format to the event, for the first time outside CBRIN run events. CBRIN provided CBS with technical support and worked in tandem with the BGL team, taking the FWC CBRIN process to another level of application.

The Faculty Connect Event has had a great deal of positive feedback about the event format, platform, pitches and networking. The key purpose of the pitches was to showcase research at BGL, such as John Hawkins' Economic History of Canberra project, as well as work integrated learning (WIL) in unit projects, such as Irfan Khan's Digital Hub, and BGL Internships. There were **11 pitches** in total.

A very impressive pitch was delivered by Michaela Bangard. Michaela is a PhD student from BGL, who spoke with such passion for her project. Michaela is tackling the root causes of Indigenous women's incarceration in her thesis, Michaela pitched a 'Pop-Up Resource village' project on Ngunnawal country and has received substantial interest from the people she networked with by email. Michaela won the main prize of \$1000 and the people choice award. Congratulations Michaela and well done to all the academic staff and students who were bold and brave and pitched their idea in 60 seconds.

For more information contact
Diane.Phillips@canberra.edu.au



Hot off the press and oven! Thanks, Dominos for fueling up our pitchers with surprise pizzas

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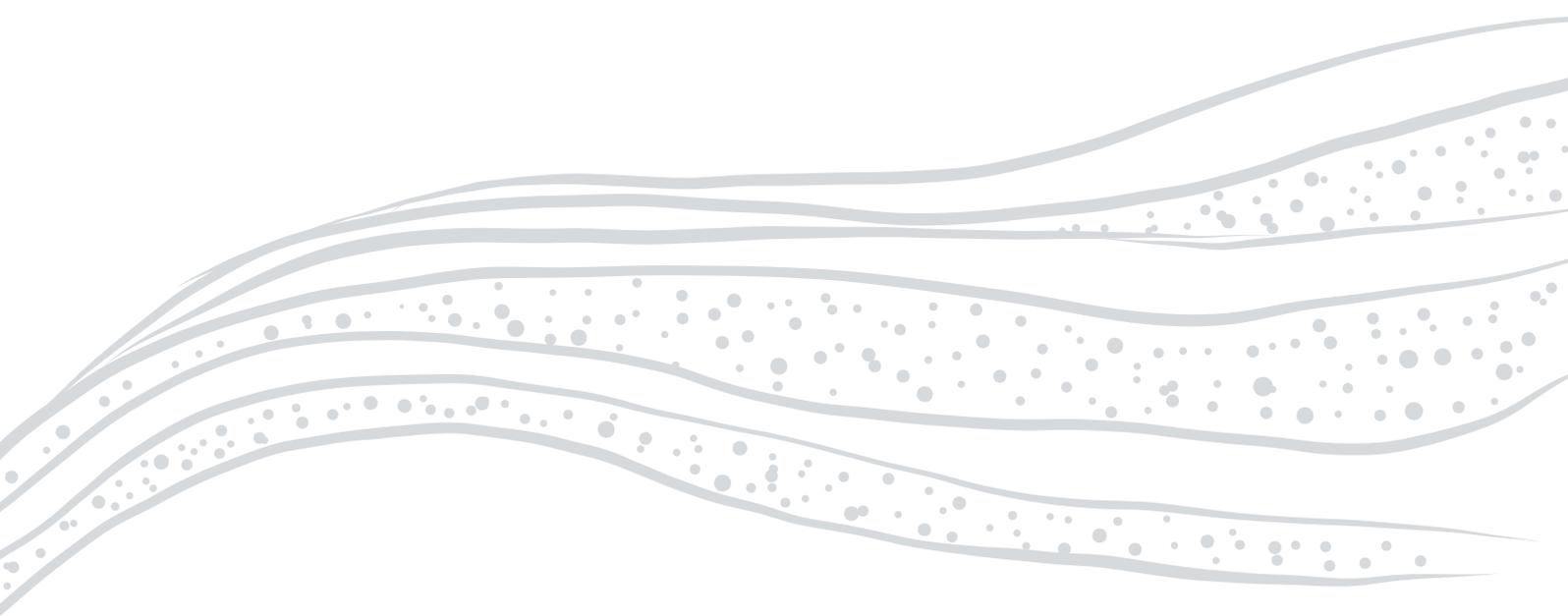
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