STUDENT EQUITY COLLECTIVES

Terms of Reference

WESTERN SYDNEY UNIVERSITY
STUDENT UNION

DRAFT

ACKNOWLEGEMENT OF COUNTRY

Western Sydney University Student Union and the student equity collectives acknowledge that the work we carry out and the relationships we cultivate on and around Western Sydney University campuses are on lands traditionally caretaken by First Nations Australians and their ancestors.
We pay our respects to Indigenous Elders past and present and extend this respect to all our First Nations colleagues.

Note

This document is intended to serve as the interim governance for student equity collectives at Western Sydney University.

This document is set to be reviewed by 31/12/2026.



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Terms of Reference

1. The role of the Terms of Reference (ToR) will be to establish the student equity collectives at Western Sydney University (WSU) and provide each collective with procedures to support self-governance in addition to those contained in the Western Sydney University Student Union (WSUSU) Student Representative Committee Procedures.
2. The purpose of this ToR is to define the structure, roles, responsibilities, scope, and operating principles of each equity collective as established in this document within WSUSU.
3. This terms of reference document shall be established by the IDEA Sub-committee of the SRC and may be amended by a super majority of two-thirds or more of present members of the IDEA Sub-committee at any general IDEA Sub-committee meeting.
4. Each Equity Collective may make any rules or policies for the purpose of self-governance, provided such rules or policies do not contravene the SRC procedures or relevant superseding documents. Any rules of policies developed in the interest of autonomous self-governance shall be recorded appendant to this document.
5. For the purposes of this document, and for clarity in conversation and/or dialogue each equity collective may also be referred to as "the Collective" when referring to the organised and mobilised membership, and not each collective's respective equity collectives' officers.

Student Equity Collectives

6. Each equity collective established shall be listed below:
    a. Disability Collective (DC)
    b. Environment Collective (EC)
    c. Ethno-cultural Collective (ECC)
    d. Indigenous Student Council (ISC)
    e. International Student Association (ISA)
    f. Queer Collective (QC)
    g. Women's Collective (WoCo)

Membership[1]

7. Membership will be determined for each collective as listed below:
    a. To be eligible to join as a general member of the DC a person shall be:
        i. A student currently enrolled in a program at WSU; and,
        ii. Identifying as living with a temporary and/or permanent disability/health condition; and/or
        iii. Is a carer to a person living with a temporary and/or permanent disability/health condition.

[1] Persons who seek to join any collective listed in this document who do not genuinely identify as appropriate are at risk for breaches of the student misconduct policy; for more info see Student Misconduct Policy (2021), url: https://policies.westernsydney.edu.au/document/view.current.php?id=304

b. To be eligible to join as a general member of the EC a person shall be:
    i. A student currently enrolled in a program at WSU; and,
    ii. Identifying as an advocate for sustainability and ethical justice for the future.
c. To be eligible to join as a general member of the ECC a person shall be:
    i. A student currently enrolled in a program at WSU; and,
    ii. Identifying as ethnically, culturally and/or linguistically diverse.
d. To be eligible to join as a general member of the ISC a person shall be:
    i. A student currently enrolled in a program at WSU; and,
    ii. Identifying as Indigenous/First Nations Australian.
e. To be eligible to join as a general member of the ISA a person shall be:
    i. A student currently enrolled in a program at WSU; and,
    ii. A student with a currently valid Australian student Visa.
f. To be eligible to join as a general member of the QC a person shall be:
    i. A student currently enrolled in a program at WSU; and,
    ii. Identifying as Queer or as a member of the LGBTIQA+ community.
g. To be eligible to join as a general member of the WoCo a person shall be:
    i. A student currently enrolled in a program at WSU; and,
    ii. Identifying as a Woman.

8. Student Equity Collectives may also invite guest members such as university staff members for the purpose of acting as mentors to student collective members on a case by case basis.

Guiding Principles

9. Each member of each equity collective will:
    a. Be respectful and courteous to others, act in good faith and work collaboratively with each other and relevant stakeholders; such as the SRC, Student Editors of the Student Publications, Student Union personnel and relevant University departments etc.
    b. Embody the principles of student partnership and student empowerment,
    c. Consider the diverse student community of WSU when making decisions, including being cognisant of the diversity across campuses,
    d. Demonstrate a willingness to hear student's concerns and express their opinions in a constructive and meaningful way,
    e. Commit to an overall culture of respect, civility and transparency, including providing open means of participation and via publishing decisions made in a timely fashion,
    f. Demonstrate a commitment to putting the interests of all students in their respective equity community/ies above any individual interests, and
    g. Adhere to relevant WSU policies including but not limited to the student code of conduct and the student representatives' code of conduct, and Australian State and Federal legislation pertaining to privacy, governance, bullying prevention, EEO, discrimination, and WHS.

Universal Guidelines

10. The Student Equity Collectives' Scope will not include:
    a. Speaking on behalf of the SRC, of WSUSU, or on behalf of the university,
    b. Promoting acts of prejudice, discrimination, bullying or any such behaviours outlined in WSU Student Misconduct Policy and associated documentation,
    c. Serving as, or replacing the responsibilities of relevant support and administrative staff employed by WSU, and
    d. Collection and/or dissemination of students' personal data, without prior approval from the WSUSU Head of Student Voice, Advocacy, and Wellbeing.
11. Each Equity Collective will:
    a. Maintain and actively grow a membership of engaged students and student leaders,
    b. Normally meet as a whole collective at least once per mainstream WSU teaching session, but may meet more often as required,
    c. Identify a meeting schedule at the beginning of each year, adopting standing orders where applicable contained in the WSUSU Regulations, Student Representation Procedures and any other relevant SRC policies, as well as this ToRs document,
    d. Meet face to face but supported by online methods such as Zoom, advised by the Secretary,
    e. Discuss agenda items as set by the Chair or their delegate at least two weeks ahead of the scheduled meeting date,
    f. Abide by all WSU policies and procedures, including but not limited to, bullying, harassment, discrimination, and student misconduct,
    g. Strive to promote a spirit of unity and solidarity through a peer-to-peer support and peer governance ethos,
    h. Challenge the status quo of issues that decrease social inclusion by way of awareness campaigns, forums, activities and by attending various events relevant to building a platform around topical issues,
    i. Develop ways to support and engage students, particularly in an online and/or hybridised (online & face to face) environment, and
    j. Encourage WSU students in need of relevant micro-advocacy support to seek that out from either the WSUSU advocacy service and/or relevant university services.
12. Each Equity Collective may:
    a. Table macro issues with relevant departments of the university for discussion during meetings organised by the respective collective Secretary and/or ,
    b. Invite senior staff, who are responsible for the University operations and/or strategies that are impacting the student experience, as guests to the respective collective's regular scheduled meetings, where relevant,
        i. Where possible invite senior staff to prepare their response by receiving the tabled agenda at least one (1) week prior to the scheduled meeting,
    c. Organise relevant conferences – either attendance, funding, travel or the actual conference per relevant WSU policies regarding conferences, travel and other guidelines of relevance,
    d. Organise or attend relevant state and federal peak body meetings e.g. NUS, CISA, CAPA,
    e. Encourage students to engage in charitable behaviours of their own accord with regard to respective charities and charitable organisations,

f. Promote spaces that seek to increase access, equity and inclusion, and
g. Promote statements of significance on campus and online.

13. The Equity Collective Officers will:
    a. Normally meet three (3) times per each half of the calendar year to discuss an agenda tabled at least two weeks ahead of the scheduled date,
    b. Meet face to face but supported by online methods such as Zoom, advised by the Secretary,
    c. Meet to discuss the effective functioning of their collective as well as other matters as they arise, and
    d. Report back to their collective after each leadership meeting about relevant updates and decisions.
14. In relation to finances the Collectives will:
    a. Democratically agree how to utilise allocated funding,
    b. Abide by relevant WSUSU guidelines and WSU policies for managing finances, and
    c. Not handle cash monies in the name of the collective.

Student Equity Collectives' Student Leader Roles

15. Each collective will democratically appoint student leaders via an expression of interest process conducted by the relevant Equity Collective, supported by the WSUSU Student Voice Officer.
16. Collective Officers must be eligible student members of their relevant collective.
17. The five (5) Collective Officer roles shall be:
    a. Chair, who shall be designated IDEA Sub-committee delegate,
    b. Secretary, who shall act as their respective Collective meeting administrator,
    c. Engagement Officer,
    d. Policy and Governance Officer, and
    e. Events, Campaigns and Fundraising Officer
18. The term of office for collective officers will be for the period between January 1st and December 31st of a calendar year.
19. Collective Officers may not hold leadership positions within the collective for more than three (3) cumulative years.
20. Collective Officers may not hold more than one (1) Student Leader role under WSUSU governance at any point in time unless otherwise stated, including:
    a. WSUSU Board,
    b. SRC,
    c. Any other Collective
21. Collective Officers may hold more than one (1) Student Leader role if they are appointed to the SRC via membership of the IDEA Sub-committee,
22. Elected and appointed officers must be agreed upon by a simple majority vote of the current members of the collective by first past the post, and may not be appointed by the WSUSU Board, SRC or any sub-committee of the SRC.
23. The office of a collective officer becomes vacant if the collective officer:
    a. Resigns the office by writing to the collective Secretary, or in the case of the Secretary resigning to the equity collective,
    b. Is removed from office under the WSUSU Regulations grievance resolution procedure,

c. Is absent without an apology from two consecutive scheduled meetings,
d. Is noted at a Special Meeting of their respective Equity Collective for failure to comply with actions as a result of their responsibilities and removed by a resolution of no less than 75% of members present in attendance, and
e. Ceases to be eligible for election in accordance with these ToRs and Student Representation Procedures.

24. Where the office of a collective officer is vacant the relevant Collective Officers shall hold an expression of interest process as soon as reasonably practicable to fill the position.
25. All Officers of the collectives are responsible for:
    a. Successfully completing any required training as identified by the WSUSU CEO or delegate,
    b. Actively engaging with fellow members of their community/ies to inform them of the current agenda of the collective and invite them to join the collective,
    c. Providing apologies in writing to their respective Chair and Secretary prior to the meeting they are unable to attend,
    d. Supporting and/or carrying out tasks as required by decision/s of the collective, and
    e. Providing an annual report to the collective and assisting with succession planning and handovers.
26. Each Collective Chair is responsible for:
    a. Acting as convenor of the collective, and chairing all meetings of their respective collective and attending all other meetings requested of them in relation to their role, using appropriate technology,
    b. Facilitating the elections and appointments of the collective's officers, including providing the relevant details of officers to appropriate support staff,
    c. Preparing and submitting budget requests via the approved mechanism/s,
    d. Assist in facilitating orienting collective officers,
    e. Authorising the collective's meeting agendas as well as any print, web, and social media content,
    f. Act as organiser for all student leaders respective to their community/ies and facilitating democratic discussion of decisions of campaigns the collectives will prioritise noting desired outcomes, ideal collective actions to achieve outcomes, and desired timeframe in which outcomes will occur,
    g. Keeping record their respective collectives' officer's participation and engagement,
    h. Regularly encouraging all collective officers to carry out their roles and duties as set out in these ToRs, and
    i. Succession planning their collective.
27. Each Collective Secretary is responsible for:
    a. Arranging meeting schedule details including date, time, and join links, as well as calling for agenda items no less than two (2) weeks before meetings are due to take place,
    b. Developing meeting agendas and disseminating authorised meeting agendas no less than one (1) week before collective meetings,
    c. Minuting meetings of the collective,
    d. Receiving and responding to relevant communications on behalf of the collective
    e. Where the Chair is not available, acting as a proxy for the Chair,

f. Tabling relevant days of significance and key dates for the calendar year for discussion at the first meeting of the year of their respective collective,
g. Assist their respective Engagement Officer to maintain networks and communication between relevant internal and external individuals and bodies.

28. Each Collective Engagement and Events Officer is responsible for:
    a. Facilitating networking, activities, and workshops conducive to generating action around relevant issues,
    b. Submitting relevant collective event requests using appropriate channels,
    c. Creation and delivery of blogs and newsletters,
    d. Providing relevant resources on all campuses in relevant student spaces,
    e. Engaging fellow identifying students to join campaigns of the collective, and
    f. Coordinating collective members' attendance at engagement events to attract new members to join the collective, including but not limited to Orientation/Onboarding period events.
29. Each Collective Policy and Governance Officers are responsible for:
    a. Keeping abreast of legislative frameworks, government policy change, research, issues, opportunities, and other related community knowledge, which supports and informs future actions of the collective,
    b. Reviewing university policy and decisions that impact the community of the collective and preparing responses to policy consultation opportunities,
    c. Tabling reports, business papers and other relevant material,
    d. Assist with providing relevant resources on all campuses in relevant student spaces,
    e. Maintaining a register of reported systemic university issues that impact students in the Collectives' community.

30. Each Collective Campaign, Events and Fundraising Officers are responsible for:
    a. Developing print and social media collateral for campaigns, including slogans,
    b. Assisting the Secretary plan for the tabling of, and organising acknowledgements and celebration of national days of action, International Days of observance, and other relevant days of significance,
    c. Assisting the Chair to prepare budget requests
    d. Facilitating discussion around how SSAF can be spent to better engage students in their community,
    e. Directly communicating with students to ascertain their views, expectations for the relevant collective and perspectives on university commitments to respective issues.

Grievances and Complaints

31. If any person wishes to report a complaint related to the conduct of any elected student collective officers in their capacity as student leaders, the complaint shall be handled under the WSUSU Regulations grievance resolution procedure.
32. Members of collectives may have their membership terminated by a two thirds majority vote of the collective, provided the member has been offered an opportunity to be heard before a final decision is made.
33. Members of collectives may only be removed where they have:

a. Exhibited significant adverse behaviours towards other members of the collective,
b. Brought the relevant Equity Collective into disrepute, or
c. Acted contrary to the Terms of Reference of the collective

34. Membership termination must be notified in writing by the Secretary or delegate, to the member who has been terminated, and the relevant WSUSU staff, within two (2) business days of the decision.
35. Student's whose membership has been terminated by a collective are eligible to reapply for membership at any stage in writing to the Chair and Secretary, and reinstating membership will be contingent on a majority vote of the collective.

36. A student who has had their general membership of a collective terminated may appeal this decision by:
    a. Direct their appeal to the relevant grievance resolution panel under the WSUSU Regulations who shall consider the request within 10 business days upon receipt of the appeal
    b. Providing the panel with new evidence that contravenes the decision of the collective, or evidence of the process being mishandled.
37. Decisions in response to an appeal of collective membership termination made by the relevant grievance resolution panel shall be final.

Disability Collective (DC)

Background & Purpose - DC

38. The DC will be responsible for grassroots activism and robust dialogue regarding actions to support and engage students by advocating for social and policy change in and beyond their learning environment that pertains to their marginalised student community. This is to ensure that there is an active student voice raising issues that impact students living with a temporary and/or permanent disability/health condition and/or students who are carers to a person with a temporary and/or permanent disability/health condition who are enrolled at WSU and their communities.

Guidelines - DC

39. The DC will as far as possible be representative of all students living with a temporary and/or permanent disability/health condition and/or students who are carers to a person with a temporary and/or permanent disability/health condition from all campuses, all disciplines, all student activities, and all backgrounds, cultures & identities of students.
40. The DC will:
    a. Discuss issues impacting students living with a temporary and/or permanent disability/health condition and/or students who are carers to a person with a temporary and/or permanent disability/health condition, and recommend solutions to the University
    b. Organise and lobby around issues particular to students who are living with a temporary and/or permanent disability/health condition and/or students who are carers to a person with a temporary and/or permanent disability/health condition, and their communities,
    c. Be vocal and be the campus voice of Anti-Ableism,
    d. Act as a consultative body to represent the voice of students with temporary and/or permanent disability/health condition and/or students who are carers to a person with a temporary and/or permanent disability/health condition,
    e. Source students' feedback regarding the best approaches the University could take in response to issues that impact students living with a temporary and/or permanent disability/health condition and/or students who are carers to a person with a temporary and/or permanent disability/health condition,
    f. Advocate for opportunities to be created that allow for WSU students who are living with a temporary and/or permanent disability/health condition and/or students who are carers to a person with a temporary and/or permanent disability/health condition, and their allies, to actively participate in promoting awareness of injustices to the Disability community,
    g. Engage with Academic Senate Student Disability Representative, and NUS Disabilities Department, and the university's Disability Services and Equity and Diversity team, and
    h. Arrange celebrations of relevant national days of action and observance such as Global Accessibility Awareness Day, and International Day of People with Disability and other relevant days of significance.

Environment Collective (EC)

Background & Purpose - EC

41. The EC will be responsible for grassroots activism and robust dialogue regarding actions to support and engage students by advocating for social and policy change in and beyond their learning environment that pertains to their unique student community. This is to ensure that there is an active student voice raising issues that impact current and future students enrolled at WSU and their communities.

Guidelines - EC

42. The EC will as far as possible be representative of all current and future students and their needs particular to a stable future with stable built and natural environment from all campuses, all disciplines, all student activities, and all backgrounds, cultures, abilities & identities of students.
43. The EC will:
    a. Discuss issues impacting current and future students in relation to the environment, and recommend solutions to the University,
    b. Organise and lobby around issues particular to students who are concerned about human impact on the environment, and their communities,
    c. Be vocal and be the campus voice of Anti-Pollution, and Anti-Climate Denial
    d. Act as a consultative body for students concerned about human impact on the environment and major factors such as the climate crisis,
    e. Source students' feedback regarding the best approaches the University could take in response to issues that impact current and future students in relation to the environment,
    f. Advocate for opportunities for students to actively promote awareness of environmental disasters,
    g. Engage with National Union of Students Education department and the Australian Youth Climate Council, and
    h. Arrange acknowledgements and celebration of national days of action, World Environment Day and other relevant days of significance.

Ethno-cultural Collective (ECC)

Background & Purpose - ECC

44. The ECC will be responsible for grassroots activism and robust dialogue regarding actions to support and engage students by advocating for social and policy change in and beyond their learning environment that pertains to their marginalised student community. This is to ensure that there is an active student voice raising issues that impact students of colour, and students of linguistically, culturally and ethnically diverse backgrounds enrolled at WSU and their communities.

Guidelines - ECC

45. The ECC will as far as possible be representative of all linguistically, culturally and ethnically diverse students from all campuses, all disciplines, all student activities, and all backgrounds, cultures, abilities & identities of students.
46. The ECC will:
    a. Discuss issues impacting current and future students in relation to the environment, and recommend solutions to the University,
    Organise and lobby around issues particular to students who are ethnically and culturally diverse, and their communities,
    b. Be vocal and be the campus voice of Anti-Racism,
    c. Act as a consultative body for representing the ethnically diverse student voice,
    d. Source students' feedback regarding the best approaches the University could take in response to issues that impact ethnically, culturally, and linguistically diverse students,
    e. Advocate for opportunities for students who are ethnically, culturally and linguistically diverse, to actively promote awareness of injustices to their community,
    f. Engage with the National Union of Students Ethnocultural department, and
    g. Arrange celebration of national days of action such as, International Day for the Elimination of Racial Discrimination, International World Refugee Day and national, cultural, religious and other relevant days of significance.

Indigenous Student Council (ISC)

Background & Purpose - ISC

47. The ISC will be responsible for grassroots activism and robust dialogue regarding actions to support and engage students by advocating for social and policy change in and beyond their learning environment that pertains to their marginalised student community. This is to ensure that there is an active student voice raising issues that impact Indigenous Australian enrolled students at WSU and their communities.

Guidelines - ISC

48. The ISC will as far as possible be representative of all Australian Aboriginal and Torres Strait Islander students from all campuses, all disciplines, all student activities, and all backgrounds, cultures, abilities & identities of students.
49. The ISC will:
    a. Discuss issues impacting Indigenous Australian students, and recommend solutions to the University,
    b. Organise and lobby around issues particular to students who are Indigenous Australian, and their communities,
    c. Be vocal and be the campus voice of Anti-Colonialism/Anti-White Australia,
    d. Act as a consultative body to represent the voice of Indigenous Australian students,
    e. Source students' feedback regarding the best approaches the University could take in response to issues that impact Indigenous Australian students,
    f. Advocate for opportunities students who are Indigenous Australian, and their allies, to actively promote awareness of injustices to the Indigenous Australian community,
    g. Engage with Academic Senate Aboriginal and Torres Strait Islander Student Representative, and National Aboriginal and Torres Strait Islander Postgraduate Association (NATSIPA), and
    h. Arrange celebrations of relevant national days of action and observance such as NAIDOC, International Day of the World's Indigenous Peoples and other relevant days of significance.

International Student Association (ISA)

Background & Purpose - ISA

50. The ISA will be responsible for grassroots activism and robust dialogue regarding actions to support and engage students by advocating for social and policy change in and beyond their learning environment that pertains to their unique student community. This is to ensure that there is an active student voice raising issues that impact International Student visa holding enrolled students at WSU and their communities.

Guidelines - ISA

51. The ISA will as far as possible be representative of all International visa holding students from all campuses, all disciplines, all student activities, and all backgrounds, cultures, abilities & identities of students.
52. The ISA will:
    a. Discuss issues impacting International students, and recommend solutions to the University
       Organise and lobby around issues particular to students who are from Overseas, and their communities
    b. Be vocal and be the campus voice of Anti-International Student Discrimination
    c. Act as a consultative body to represent the International student voice
    d. Source students' feedback regarding the best approaches the University could take in response to issues that impact International students
    e. Advocate for opportunities students who are from Overseas, and their allies, to actively promote awareness of injustices to the International student community
    f. Engage with student members of the Vice-Chancellor's International Student Committee, Academic Senate International Student Representative, NUS International Department, and organisers of CISA
    g. Arrange celebrations of relevant national days of action and observance

Queer Collective (QC)

Background & Purpose - QC

53. The QC will be responsible for grassroots activism and robust dialogue regarding actions to support and engage students by advocating for social and policy change in and beyond their learning environment that pertains to their marginalised student community. This is to ensure that there is an active student voice raising issues that impact students who are LGBTQIA+ identifying at WSU, and their communities.

Guidelines - QC

54. The QC will as far as possible be representative of all Queer students from all campuses, all disciplines, all student activities, and all backgrounds, cultures, abilities & identities of students.
55. The QC will:
    a. Discuss issues impacting Queer students, and recommend solutions to the University
    b. Organise and lobby around issues particular to students who are Queer
    c. Be vocal and be the campus voice of Anti-Heterosexism, and Anti-Homophobia, BiPhobia, Transphobia and Queerphobia
    d. Act as a consultative body to represent the voice of Queer students
    e. Source students' feedback regarding the best approaches the University could take in response to issues that impact Queer students
    f. Advocate for opportunities students who are Queer, and their allies, to actively promote awareness of injustices to the Queer community
    g. Engage with the National Union of Students Queer department and the WSU Ally network co-convenors
    h. Organise acknowledgements and celebration of national days of action such as, International Day Against Homophobia, Biphobia, and Transphobia (IDAHOBIT) and other relevant days of significance

Women's Collective (WoCo)

Background & Purpose - WoCo

56. The WoCo will be responsible for grassroots activism and robust dialogue regarding actions to support and engage students by advocating for social and policy change in and beyond their learning environment that pertains to their marginalised student community. This is to ensure that there is an active student voice raising issues that impact enrolled students who are Women (as well as non-cis male) at WSU and their communities.

Guidelines - WoCo

57. The WoCo will as far as possible be representative of all students who are Women from all campuses, all disciplines, all student activities, and all backgrounds, cultures, abilities & identities of students.
58. The WoCo will:
    a. Discuss issues impacting Women students, and recommend solutions to the University
       Organise and lobby around issues particular to students who are Women, and their communities
    b. Be vocal and be the campus voice of Anti-Sexism and Anti-Misogyny
    c. Act as a consultative body for representing the voice of Women
    d. Source students' feedback regarding the best approaches the University could take in response to issues that impact students who are Women
    e. Advocate for opportunities students who are Women, and their allies, to actively promote awareness of injustices to the Women community
    f. Engage with student members of the Vice-Chancellor's Gender Equity Committee, NUS Women's Department, and organisers of the Network of Women Students Australia (NOWSA)
    g. Arrange celebrations of relevant national days of action and observance such as International Women's Day, and Blue Stocking Week

Document control

Accountable Delegates	
Responsible Officer/s	Student Voice Officer, (xxxxx) Head of Advocacy, Student Voice and Wellbeing, (xxxxx)
Contact	studentrep@westernsydney.edu.au
Supporting Information	
Supporting Documents	WSUSU Constitution WSUSU Regulations WSUSU Student Representation Procedures SRC Sessional Orders Student Code of Conduct (Western Sydney University)
Definitions	

Date	Version Number	Author	Change	Date for Review
05/07/2023	2023.2	G Murray	Updated previous revisions of new document Updated formatting NOTE: Not adopted	05/07/2023
05/07/2023	2023.3	G Murray	Extensive review conducted with the SRC NOTE: Not adopted	~~12/12/2024~~
~~07/09/2023~~ 20/09/2023	~~2023.4~~ 2023.5	G Murray	Minor edits incl, clarification of collective officers' terms of office, Equity Collectives able to autonomously decide on policies without approval of the Manager.	~~12/12/2024~~ 28/06/2024
09/05/2024	2023.5.2	G Murray	Retroactive updates to DC section incl Any mention of "Disability/Disabilities" changed to "temporary and/or permanent disability/health condition and/or students who are carers to a person with a temporary and/or permanent disability/health condition" and updates to all sections'	N/A

			eligibility criteria with sentence structure improvement.	
09/05/2024	2024.5.3	G Murray R Martino	Addition of grievance resolution and discipline.	30/11/2024
1/07/2026	V2026.5.4 (interim)	G Murray J Bell	Removed references to outdated positions, procedural documents and processes. Amended and updated roles and role descriptions. Consolidated membership and collective specific guidelines. Introduced grievance resolution procedures. Rebranding in line with Student Union brand.	30/11/2026