

Equity Committee Disability Officer

Name:		
Contact Phone:		
Contact Email:		
Location:		
Start Date / End Date:		

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1.0 Organisation Description

The Equity Committee is affiliated with the Tasmanian University Student Association (TUSA) which was founded in 1899, is one of the oldest Student Unions in Australia, and is recognised as the peak student body representing all students attending the University of Tasmania.

The overall responsibility for the TUSA is overseen by their Board of Management (BoM), which consists of elected student representatives, external/lay members (appointed by BoM) and university representatives (appointed by UTAS), and is the employer of staff, who work with us to be an organisation ‘run by students, for students’.

The TUSA Equity Committee, as part of the TUSA State Council, is dedicated to enhancing the UTAS student experience by fostering a supportive and inclusive environment. Through its focus on representing equity groups and advocating for their needs, the Committee aims to empower UTAS students to thrive academically and personally. The Equity Committee



seeks to amplify diverse voices within the student body and contribute to a vibrant and equitable campus [and online] community.

2.0 Position Summary

The role of the Disability Officer is to represent the interests and concerns of disabled students within the university community. The key component of this role is to report to the TUSA Equity President and, from time to time, other TUSA State Council elected representatives and TUSA staff, as well as collaborate with other members of the TUSA Equity committee and advocate for disabled students.

The Disability Officer is a key player in assisting and collaborating with the TUSA in creating a vibrant and contemporary student representative organisation that enables UTAS students to shape their university experience.

3.0 Key Performance Areas

- a. **AMBASSADOR:** Represents the TUSA Equity Committee and UTAS in a professional and positive manner.
- b. **ENGAGEMENT:** Consults and collaborates with disabled students and uses these contributions to inform Equity Committee meetings both verbally and in written format, for the TUSA Equity President, thereby contributing to ongoing advocacy efforts and promoting an inclusive and equitable environment within TUSA and UTAS.
- c. **STRATEGIC DIRECTION:** Informs the committee's direction and helps to prioritises goals in consultation with, and to support disabled students with a focus on equity. Assists the TUSA Equity Committee with succession planning for future roles to facilitate the ongoing success of the TUSA Equity Committee.
- d. **ADVOCACY AND REPRESENTATION:** Demonstrating a keen awareness of issues relating to disabled students, the Disability Officer actively presents and addresses concerns related to equity within UTAS and where relevant, within the broader community. The Disability Officer also conveys these matters to the TUSA Equity committee through attending scheduled meetings, writing a monthly report, and escalating issues to the TUSA Equity President appropriately or their delegates as directed.
- e. **COLLABORATION AND TEAMWORK:** Actively engages in collaborative efforts to advance the TUSA Equity Committee's mission of promoting equity within the TUSA and UTAS. Through open communication, the Disability Officer

works closely with fellow TUSA Equity committee members and contributes constructively to meetings, offering valuable insights and perspectives.

f. **INTERSECTIONAL AWARENESS AND COLLABORATION:** Demonstrates a keen awareness of intersectional relations within the student community, identifying overlapping and compounding issues and concerns faced by different equity groups. By fostering connections with other TUSA Equity officers and engaging in collaborative efforts, the TUSA Equity Officer works towards creating inclusive solutions that acknowledge and accommodate the diverse needs of all students.

g. **OTHER DUTIES:** The Disability Officer is expected to attend all equity meetings, to bring forward ideas and issues representing disabled students and write a monthly report. The Disability Officer may also be required to represent the TUSA Equity Committee at other meetings.

4.0 What the Job Requires (Success Profile)

4.1 Attributes & Behaviours

- **STUDENT LED:** Understands and empathises with the needs and aspirations of students; maintains a constant focus on improving the student experience and makes decisions informed by student insight and based on the creation of value for the students.
- **CONNECTED:** Demonstrates the drive to develop open, honest, and mutually beneficial relationships with all stakeholders in order to positively impact the Committee; Able to build wide and effective networks of contacts inside and outside of the Committee.
- **BOLD:** Seeks opportunities to develop the Committee and supports others through the change process; produces new and innovative ideas, approaches and insights, and produces a range of solutions to challenges.
- **EFFECTIVE:** Seeks to use their attributes to their utmost to enable the Committee to achieve goals while empowering students to learn and grow; sets clear direction and standards and delivers performance by empowering and developing others and recruiting talent.
- **KIND:** Builds capacity by listening and building an understanding of others and supporting their development; able to adapt own interpersonal style and show sensitivity to different cultures or backgrounds.

4.2 Experience & Qualifications

Essential:

- Lived experience with a disability or long-term health condition.
- Demonstrated strong commitment to promoting equity, diversity, and inclusion within the university community.
- Demonstrated ability to work with a diverse range of team members and employment arrangements i.e., volunteers and key stakeholders, such as the TUSA, and UTAS
- Well-developed written, oral, and interpersonal skills. However, support will be offered, and candidates with English as a second language are encouraged to apply.
- Ability to handle sensitive matters with empathy and discretion.
- Currently enrolled student at UTAS.

Desirable:

- Demonstrated understanding of the current and future needs of disabled students within Higher Education and intersectional issues relating to disabled students.
- Experience advocating for the needs and interests of marginalised or underrepresented groups, with a commitment to amplifying their voices.
- Experience working with people from various cultural backgrounds and lived experiences.

5.0 Relationships

Key Relationships Internal:

Tusa Equity Committee Members
TUSA Equity President
Equity Diversity and Inclusion – TUSA
Experience Leader (EDI-TEL)
Students

Key Relationships External:

TUSA
TUSA State Council
UTAS
Local councils, businesses, and organisations
State, federal, and international organisations

6.0 Role Acceptance

Incoming Disability Officer Signature:	
Name:	
Date:	

Equity President Signature:	
Name:	
Date:	

7.0 TUSA Resources

7.1 TUSA C+S Handbook

- a. [TUSA C+S Handbook](#)

7.2 TUSA Website

- a. www.TUSA.org.au
- b. [Running a Club or Society](#)

7.3 Rubric (QPay)

- a. www.GetQPay.com

