



Innovate Reconciliation Action Plan

April 2019 – April 2021

In partnership with





Acknowledgement of Country

We Acknowledge and pay our respects to the First Peoples, the Traditional Custodians of the lands and waterways. We recognise their spiritual and ongoing cultural connection to Country.

We respectfully acknowledge Elders past and present and thank them for their wisdom and guidance as we walk in their footsteps.

Introduction

The Australian Catholic University (ACU) draws on more 2000 years of Catholic social teaching and today, ACU welcomes students and staff from all faiths and diverse backgrounds. It is also the fastest growing university in the country and the largest English-speaking Catholic university in the world.

Australian Catholic University's Indigenous Reconciliation Statement was formally endorsed by the Australian Catholic University Senate in 1998. The Statement acknowledges Australia's Aboriginal and Torres Strait Islander peoples as the original inhabitants of the country and explicitly commits the staff and students of Australian Catholic University (Australian Catholic University) to the following goals:

- each campus will endeavour to involve the Indigenous people of the region in the life of the University
- each year the University through its campuses will recognise Aboriginal and Torres Strait Islander cultures with activities involving the University community
- the University through its policies and practices will encourage more equal and equitable tertiary education opportunities for Aboriginal and Torres Strait Islander people
- Aboriginal and Torres Strait Islander perspectives will be integral to the curriculum of the University
- the University will join with other universities and institutions of higher education to achieve reconciliation between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

Since the introduction of the Reconciliation Statement, Australian Catholic University has demonstrated our ongoing commitment to reconciliation through its policies, practices and opportunities to improve success of Aboriginal and Torres Strait Islander peoples. Key achievements in ACU's reconciliation journey have included, increased representation of Aboriginal and Torres Strait Islander peoples on key University decision making committees, implemented and reviewed the Aboriginal and Torres Strait Islander Employment Strategy 2015 – 2017, developed the Aboriginal and Torres Strait Islander Education Strategy, increased numbers of Aboriginal and Torres Strait Islander staff and increased participation of Aboriginal and Torres Strait Islander students and have enriched student engagement experiences.

Our University is ready to take the next step, to elevate our University to a higher level of effective community partnership and action that animates the University's Mission, responds to community aspirations and implements transformational change within Australian Catholic University.

Forward



Professor Greg Craven,
Vice-Chancellor and President

It gives me great pleasure to introduce the Australian Catholic University Reconciliation Action Plan 2019 – 2021 (ACU RAP). Institutionally, this RAP is a significant milestone for the ACU community that goes beyond the need for diversity, equity and inclusion. As a Catholic University, we are guided by our mission and values. The ACU RAP brings to life our ACU values and distinctive perspective in upholding human dignity and valuing the common good.

On a personal level, I have long advocated and am deeply committed to the rights of Aboriginal and Torres Strait Islander Australians. I strongly believe that our way forward as a Nation is to acknowledge and recognise the unique place of Aboriginal and Torres Strait Islander Australians, as our Nation's First Peoples.

Aligned with ACU's Strategic Plan 2015-2020, this RAP will be one of ACU's important drivers in elevating ACU as a University of choice for Aboriginal and Torres Strait Islander peoples. ACU will continue to work together, acting in Truth and Love towards our shared goals. ACU's senior Executive staff, myself included will champion the celebrations and challenges in achieving our RAP milestones.

My thanks to Reconciliation Australia for partnering with us and endorsing Australian Catholic University's Reconciliation Action Plan at Innovate level.

I look forward to the exciting next phase of the University's development, as we continue to educate, transform and empower our staff and students to influence change and make positive impacts in their communities



Jane Ceolin
Director First Peoples
and Equity Pathways

Reconciliation serves a deeper purpose for Australian Catholic University. As a Catholic University, our RAP commits our University community to action.

We are obliged to listen to the voices of Aboriginal and Torres Strait Islander peoples, and to embrace reciprocal partnerships with Aboriginal and Torres Strait Islander communities.

Our RAP honours our cultural traditions, recognises Indigenous Knowings and will strengthen ACU as a culturally safe and inclusive University for Aboriginal and Torres Strait Islander peoples.



Dr Doseena Fergie OAM

For healing to flourish in our Land there must be a relationship of mutual respect between Indigenous Australians and the non-Indigenous community. This can only be initiated and maintained through the spirit of goodwill. Australian Catholic University (ACU) is endeavouring to journey along this pathway through multiple strategies.

Our Reconciliation Plan, describes one way forward. It highlights a positive change to the 1998 Reconciliation Statement as it seeks to illustrate, through the activities, ACU's ongoing attempt to demonstrate its values of truth and justice for the common good.

This Plan gives recognition to the cultural identity and the contribution made by Aboriginal and/or Torres Strait Islander peoples to the Higher Education sector. It highlights the importance of walking this journey together.



Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome the Australia Catholic University to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, the Australia Catholic University joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the

private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides the Australia Catholic University with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, the Australia Catholic University will develop its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish the Australia Catholic University well as it explores and establishes its own unique approach to reconciliation. We encourage the Australia Catholic University to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend the Australia Catholic University on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





The ACU

An introduction to the story.

FROM THE RIVER TO THE REEF

Spring water rises from deep within bringing the riches and goodness from the earth below. The sun is high in the sky as the tribe traverses the built up waterways of the creek, before reaching its still waters. Fish are in abundance here, and the native plums are full. This is a place of rest.

We follow the pathways of our ancestors, singing their songs in ceremony, welcoming the way for the next generation to come.

This land is sacred, this land provides, this land and these waters sustain us.

The river flows through to the sea and reef beyond; freshwater to salt. Water, from its humble beginnings, journeys from trickling stream to steady flowing creek to rumbling waterfalls, before slowing in serene water catchments and then onto its constantly moving, ever changing river way. Water brings life to every aspect of its journey; nourishing, replenishing and sustaining the land, the animals and its people. Nutrients flow from the River to the Reef providing it with the essential ingredients to help it grow and flourish.

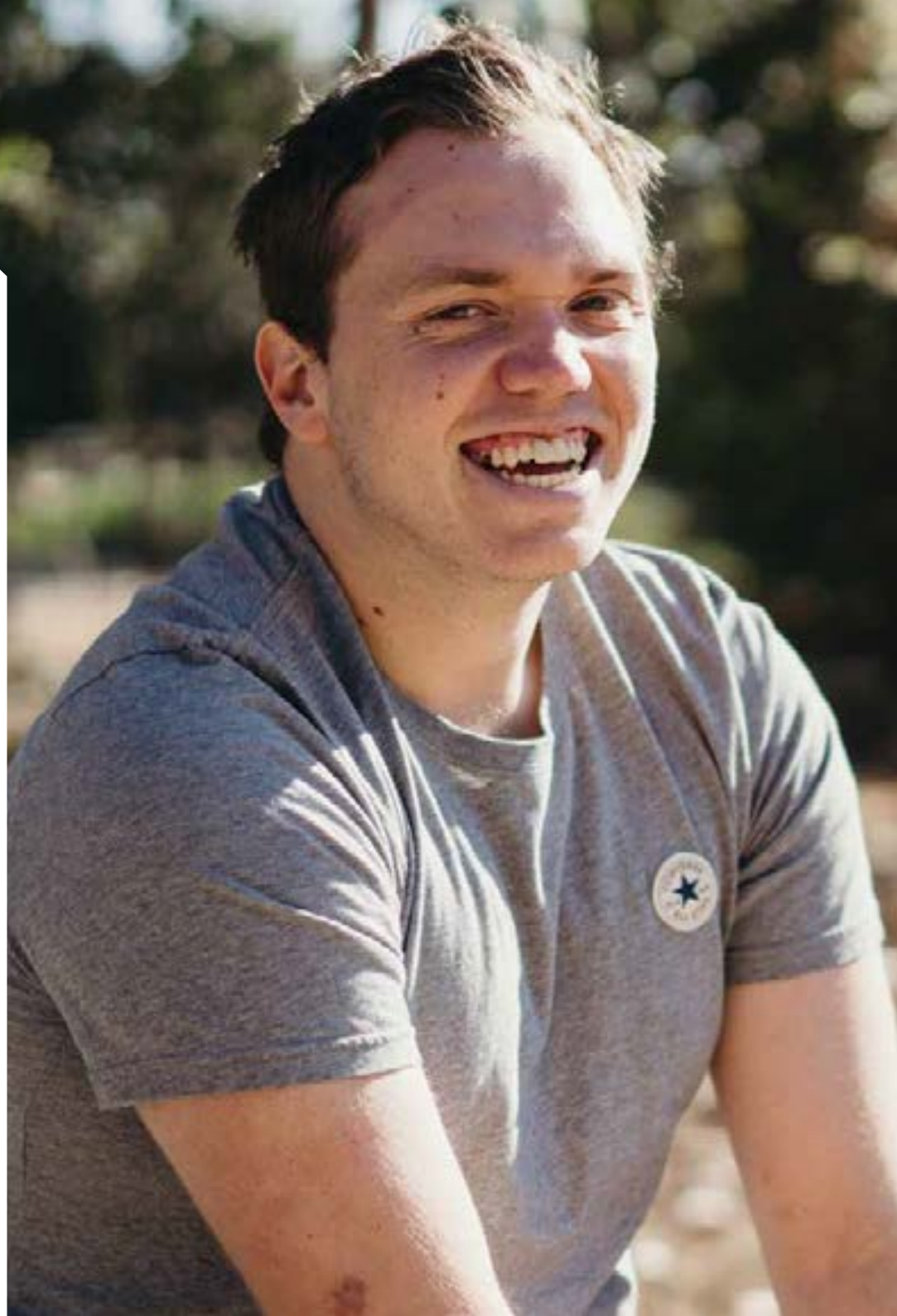
Education is a lot like the water that flows - water is essential for survival, as is education a vital tool to survive. Education assists us to grow and prosper just as the surrounding environment grows. Educators are the providers of water and it is up to us to drink in this knowledge so we may provide for ourselves, and the next generation to come.


Our vision for reconciliation

As a Catholic university, ACU's Mission is central to the University, and informs all that we do, for our staff our students and our communities by integrating the dignity of the human person, advancing the common good, and embedding ethical and social justice considerations into our core activities of student learning and teaching, research and engagement with the communities we work in.

This RAP enables the University to drive a broader change agenda that empowers Aboriginal and Torres Strait Islander peoples to reach their full academic and economic potential and maintain a strong sense of cultural identity and personal and community wellbeing.

Our vision through the RAP is to deepen our understanding of cultural and spiritual connections of Aboriginal and Torres Strait Islander peoples in order to recognise and reflect equity and diversity, in both our student body and employment talent pool.





This vision will be achieved through strategies that:

- Contribute to an Australian Catholic University culture that acknowledges and values Aboriginal and Torres Strait Islander peoples, their knowledges, histories and cultures;
- Champion a learning and teaching and research culture that builds capabilities, through the embedding of Aboriginal and Torres Strait Islander knowledges and perspectives within and across the University courses and University policies;
- Provide cultural support, cultural representation and enhance deep cultural understanding of perspectives and protocols of Aboriginal and Torres Strait Islander peoples;
- Engage with Aboriginal and Torres Strait Islander peoples, cultures and Countries in the building of an inclusive national Australian identity;
- Strengthen opportunities for Aboriginal and Torres Strait Islander undergraduate and postgraduate students' engagement and achievement, with a focus on supporting equality and equity, and
- Strengthen the University's partnerships, collaborations and engagement with Aboriginal and Torres Strait Islander communities.



Our business

Australian Catholic University is a Catholic, public and national University that welcomes students and staff of all beliefs.

It is a multi-campus university with a national footprint across seven campuses located in Ballarat, Brisbane, Canberra, Melbourne, North Sydney, Strathfield and Adelaide. The University's Strategic Plan (2015 - 2020) is to exercise nationwide leadership in the key focus areas of Education, Health, Theology and Philosophy, Community Engagement and Social Justice.

Our pillars of academic strength are education, arts, health, business, law, theology and philosophy. The University's high performance in teaching and learning is matched by excellent research output.

Australian Catholic University has become a nationwide leader in higher education and is one of the leading Catholic universities in the world. The University is at the forefront of community engagement and in improving access and outcomes for equity groups.

Australian Catholic University has long supported the rights of Aboriginal and Torres Strait Islander Australians, offering a quality education underpinned by academic, spiritual, pastoral and cultural support. A key focus is a commitment to supporting equal and equitable higher education outcomes and ensuring that Aboriginal and Torres Strait Islander students feel welcomed and supported within the ACU environment.

A critical strategy in meeting these goals is maintaining the Aboriginal and Torres Strait Islander Student Support Units across the University's larger campuses with dedicated spaces for students to meet and receive academic, cultural and personal support.

Australian Catholic University has an enrolment of over 34,000 students nationally of which 530 are Aboriginal and Torres Strait Islander Australians. Supporting these students is over 2,500 staff of which 34 are Aboriginal and Torres Strait Islander Australians.



Our RAP

The development of Australian Catholic University's RAP commenced in 2017, building on work already started with the Statement of Commitment to Reconciliation in 1998. The University's RAP is governed through the Vice-Chancellor's Office, with support from the First Peoples and Equity Pathways Directorate.

The Australian Catholic University Reconciliation Action Plan (ACU RAP) 2018 – 2020 will highlight how reconciliation is everybody’s business, and for everybody’s benefit. It will guide our University community in creating reciprocal partnerships with Aboriginal and Torres Strait Islander peoples and communities, improve community responsiveness and promote service excellence. Our Australian Catholic University RAP, partnered with the *University’s Strategic Plan 2015 – 2020, the *Aboriginal and Torres Strait Islander Education Strategy and *Aboriginal and Torres Strait Islander Employment Strategy 2018-2020 are the platforms to embed strategies that empower Aboriginal and Torres Strait Islander peoples to succeed at Australian Catholic University.

Australian Catholic University’s RAP is a collaborative effort led by the Australian Catholic University RAP working group consisting of the Director First Peoples and Equity Pathways Directorate, General Counsel and Director of Governance, National Manager Aboriginal

and Torres Strait Islander Employment, Coordinator Weemala Indigenous Higher Education Unit, the Director Office of Planning and Strategic Management and a Community Elder. Other key University groups involved in the consultation process included: Aboriginal and Torres Strait Islander Education and Governance Committee, Executive Planning Group, University Learning and Teaching Committee, Students, Learning and Teaching Executive Committee, First Peoples and Equity Pathways Directorate and Aboriginal and Torres Strait Islander staff and community.

Within Australian Catholic University, the RAP will be championed by the Australian Catholic University Staff; Deputy Vice-Chancellor Education, Chief Operating Officer, Deputy Vice-Chancellor Research, Director of First Peoples and Equity Pathways and the following Executive Deans: Education and Arts, Law and Business, Health Sciences and Theology and Philosophy.

Australian Catholic University Strategic Plan 2015 – 2020

**Aboriginal and Torres Strait Islander Employment Strategy 2018-2020 will continue to create quality and sustainable work opportunities for Aboriginal and Torres Strait Islander people. This Strategy is informed by the learnings and achievements of the Indigenous Employment Framework of 2012-2014 and the Aboriginal and Torres Strait Islander Peoples Employment Strategy of 2015-2017.*

** University’s Indigenous Education Strategy was developed to ensure that Aboriginal and Torres Strait Islander students experience a culturally supportive learning environment that successfully prepares them for quality careers and life and supports their cultural identity and well-being.*

Relationships

Collaborative relationships with Aboriginal and Torres Strait Islander peoples and communities is integral to our University. Central to the University's core values are a commitment to truth, academic excellence and service.

Australian Catholic University commits to implementing strategies that build cultural safety and recognition to actively acknowledge and support Aboriginal and Torres Strait Islander students and staff. This aligns with the University's Mission, Vision and Core Values to build authentic and sustainable relationships between Aboriginal and Torres Strait Islander peoples and the wider Australian community.

1 RAP Working Group (WG) actively monitors RAP development and implementation

DELIVERABLES

- The RAP WG will oversee the development, consultation, feedback and launch of the RAP.
- The RAP WG monitors and reports on RAP implementation, meeting at least twice a year.
- Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.
- Review and update Terms of Reference for the RWG.

TIMELINE

April 2019

November 2019

April 2020

July 2020

RESPONSIBILITY

- SSP Project Officer
- RAP Working Group
- RAP Champions

2 Celebrate National Reconciliation Week (NRW) to strengthen relationships between Aboriginal and Torres Strait Islander staff, other university staff and the wider university community

DELIVERABLES

- Organise at least one NRW event on each campus to recognise NRW.
- All NRW events will be registered on Reconciliation Australia's NRW website.
- Encourage staff, students and senior leaders to participate in external events to recognise and celebrate NRW
- Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.

TIMELINE

27 May – 3 June

RESPONSIBILITY

- ISSP Project Officer
- First Peoples and Equity Pathways Directorate
- National Manager Aboriginal and Torres Strait Islander Employment (HR)



3

Develop and maintain reciprocal relationships with Aboriginal and Torres Strait Islander communities and organisations to support positive outcome

DELIVERABLES

- Develop and implement an engagement plan with local Aboriginal and Torres Strait Islander stakeholders.
- Establish formal partnerships with Aboriginal and Torres Strait Islander organisations and/or communities.
- Develop national Australian Catholic University guiding principles for engagement with local Aboriginal and Torres Strait Islander organisations and/or communities.
- Work with schools and external partner organisations to promote access to higher education for Aboriginal and Torres Strait Islander peoples.

TIMELINE

April 2019

November 2019

April 2020

July 2020

RESPONSIBILITY

- ISSP Project Officer
- First Peoples and Equity Pathways Directorate

4

Raise internal and external awareness of our RAP to promote reconciliation across our business and sector

DELIVERABLES

- Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.
- Promote reconciliation through ongoing active engagement with local stakeholders.
- Engage ACU's Executive leaders in the delivery of RAP outcomes.
- Publish the RAP on ACU's public website.

TIMELINE

April 2019

November 2019

April 2020

July 2020

RESPONSIBILITY

- ISSP Project Officer
- First Peoples and Equity Pathways Directorates
- Marketing and External Relations
- RAP Working Group

5

Identify opportunities to increase active engagement and maintain reciprocal relationships with Aboriginal and Torres Strait Islander staff, students and community members

DELIVERABLES

- Build relationships and partnerships with local organisations to support positive outcomes for Aboriginal and Torres Strait Islander peoples.
- Through the ACU Engagement Strategy the University will strengthen relationships to improve opportunities for engagement, participation and success of Aboriginal and Torres Strait Islander undergraduate and postgraduate students.
- Support opportunities for ACU staff to deepen their engagement of Aboriginal and Torres Strait Islander Knowledges and perspectives through the provision of Panel/Guest speaker events and Cultural Awareness education.
- Each Faculty and Directorate are responsible for highlighting and celebrating the successes of Aboriginal and Torres Strait Islander students and staff within the university through posts on ACU digital platforms and external media platforms. Establish a repository to support and recognise good practice in community engagement and partnerships with Aboriginal and Torres Strait Islander communities and stakeholders

TIMELINE

April 2019

November 2019

April 2020

July 2020

RESPONSIBILITY

- Coordinators of the Indigenous Higher Education Units
- National Manager of Aboriginal and Torres Strait Islander Employment

Respect

Australian Catholic University is committed to maintaining a culture that celebrates and values Aboriginal and Torres Strait Islander peoples, knowledges, histories, cultures and spirituality.

Australian Catholic University has a responsibility to ensure respectful relationships are maintained with Aboriginal and Torres Strait Islander communities. Our University aims to provide culturally safe spaces that promote a sense of belonging for Aboriginal and Torres Strait Islander students, communities and staff.

6

Increase awareness, knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements

DELIVERABLES

- Promote inclusion of Aboriginal and Torres Strait Islander Knowledges and Ways of Knowing in curricula for all students.
- Facilitate the engagement of senior executive staff in cultural learning activities.
- Encourage all new staff to attend Cultural Awareness workshops as part of ACU's Induction Program.
- Within the Employment Strategy an ongoing activity is the delivery of Cultural Awareness training for staff. Additionally, students are supported through the building of Cultural capabilities of staff
- Review the current cultural awareness training to define employee's cultural learning needs in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).
- Develop Cultural Capabilities Framework.
- Encourage staff and student attendance at peak forums coordinated by the National Aboriginal and Torres Strait Islander Catholic Council (NATSICC).
- Provide opportunities for RAP WG members, RAP champions, HR managers to deepen their engagement in cultural learnings.
- Develop a professional learning package that provides resources to build cultural capacity for Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander staff at ACU.
- Create a tool for staff to develop capacity to design curricula which includes vital Aboriginal and Torres Strait Islander knowledge, perspectives and/or pedagogical practices as appropriate and required by their discipline.

TIMELINE

April 2019

November 2019

April 2020

July 2020

RESPONSIBILITY

- ISSP Project Officer
- First Peoples and Equity Pathways Directorate
- Learning Teaching Centre
- National Manager of Aboriginal and Torres Strait Islander Employment



7

Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions

DELIVERABLES

- Facilitate protocols on respectfully embedding Aboriginal and Torres Strait Islander understandings in the procurement of art, as part of the University's Cultural strategy.
- Review Australian Catholic University's public cultural protocols and templates for Welcome to Country and Acknowledgement of Country.
- Include an Acknowledgement of Country at the commencement of all important internal and external meetings.
- Encourage non-Aboriginal and Torres Strait Islander staff and senior leaders to provide an Acknowledgement of Country at significant events.
- Ensure that the ACU protocol for Welcome to Country and Acknowledgement of Country is followed at the commencement of meetings, launches, lectures and tutorials
- Where possible and appropriate facilitate a Traditional Owner to provide a Welcome to Country at significant University events – Graduation Ceremonies and Orientation.
- Facilitate appropriate Acknowledgement of Country signage on Australian Catholic University campuses and buildings.
- Develop respectful protocols on the passing of a significant local Aboriginal and/or Torres Strait Islander Elder or community leader.
- Continue to be guided by the ACU Indigenous Research and Ethics Committee Guidelines to respect Research in the Aboriginal and Torres Strait Islander space
- Ensure Aboriginal and Torres Strait Islander peoples perspectives are included in all University's guidelines and policies.
- Review protocols, including developing a list of key contacts for inclusion of cultural knowledge.

TIMELINE

April 2019

November 2019

April 2020

July 2020

RESPONSIBILITY

- ISSP Project Officer
- Indigenous Higher Education Units
- First Peoples and Equity Pathways Directorate
- RAP Working Group

8

Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community during NAIDOC Week

- ACU campuses to recognise NAIDOC Week and its importance and promote involvement in key NAIDOC Week events.
- Utilise MER (Staff Bulletin) and online portals to promote NAIDOC activities
- Review HR policies and procedures to encourage staff to participate in NAIDOC Week.
- Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in local NAIDOC Week events.
- Encourage all staff to participate in NAIDOC Week events in the local community.
- Continue Australian Catholic University's NAIDOC Week programs on each campus, which is run during Semester 2 as NAIDOC usually falls during mid-semester break
- Create and communicate a calendar of Aboriginal and Torres Strait Islander dates of significance to all staff.

TIMELINE

NAIDOC: First week of July annually

RESPONSIBILITY

- ISSP Project Officer
- First Peoples and Equity Pathways Directorate
- Australian Catholic University HR
- Indigenous Higher Education Units

Opportunities

ACU is committed to diversifying our workforce and working towards parity in employing Aboriginal and Torres Strait Islander peoples, achieving equity for Aboriginal and Torres Strait Islander students in terms of educational outcomes in higher education.

9

Increase recruitment and retention of Aboriginal and Torres Strait Islander staff

DELIVERABLES

- Implement the Australian Catholic University Aboriginal and Torres Strait Islander Employment Strategy 2018 – 2020.
- Under the Employment Strategy the National Manager of Aboriginal and Torres Strait Islander Employment actively engages in communication to monitor the participation, engagement and retention of Aboriginal and Torres Strait Islander staff at Australian Catholic University by portfolio.
- The Aboriginal and Torres Strait Islander Staff Network will continue to be actively engaged in the consultation process of policies and procedures and encouraged to provide feedback on all activities undertaken within the University, including their employment opportunities and experiences.
- Advertise all vacancies in Aboriginal and Torres Strait Islander media.
- Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.
- Develop pathways and career opportunities for Aboriginal and Torres Strait Islander staff.
- Increase the proportion of Aboriginal and Torres Strait Islander staff at Australian Catholic University to 3% by 2020
- The implementation of the Australian Catholic University Aboriginal and Torres Strait Islander Employment Strategy will support the increased engagement of Aboriginal and Torres Strait Islander staff in professional development.
- Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities

TIMELINE

July 2020

RESPONSIBILITY

- National Manager of Aboriginal and Torres Strait Islander Employment



10

Increase pathways and engagement opportunities for Aboriginal and Torres Strait Islander students

DELIVERABLES

- Enable pathways and success for Postgraduate students through supporting Faculties to provide targeted Postgraduate opportunities and development of marketing collateral.
- Align Student Admissions processes to improve access for Aboriginal and Torres Strait Islander peoples to ACU.
- Widen participation in postgraduate and undergraduate courses through new pathways i.e. Master of Educational Leadership (Indigenous Leadership) and scholarships i.e. The Aboriginal and Torres Strait Islander Accommodation Scholarship.
- Support Aboriginal and Torres Strait Islander students to participate in high level industry and community forums through sponsoring accommodation, travel and registration to national conferences i.e. CATSINaM, IAHA and NATSIEC.
- Support the participation of Aboriginal and Torres Strait Islander students on University committees i.e. The Aboriginal and Torres Strait Islander Education Committee
- Promote Aboriginal and Torres Strait Islander student engagement in campus life and use of student services through workshops, promotions and support from the Indigenous Higher Education Units.

TIMELINE

April 2019

November 2019

April 2020

July 2020

RESPONSIBILITY

- ISSP Project Officer
- First Peoples and Equity Pathways Directorate
- Office of the Provost
- Student Admissions

11

Increase Aboriginal and Torres Strait Islander supplier diversity

- Review Australian Catholic University's procurement policy to embed inclusive practices and ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.
- Australian Catholic University to become a member of Supply Nation.
- Work with the University to establish a set procurement targets for goods and services from Aboriginal and Torres Strait Islander owned businesses.
- The University will invest in the Aboriginal and Torres Strait Islander economy by engaging Aboriginal and Torres Strait Islander businesses through ACU's procurement guidelines.
- Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.

TIMELINE

July 2019 & 2020

RESPONSIBILITY

- HR Corporate Services

Opportunities

12

Supporting equal and equitable educational opportunities and outcomes for Aboriginal and Torres Strait Islander students

DELIVERABLES

- Develop and implement the ACU Aboriginal and Torres Strait Islander Education Strategy to ensure that Aboriginal and Torres Strait Islander students experience a culturally supportive learning environment that successfully prepares them for quality careers and supports the maintenance of strong cultural identities and personal wellbeing their cultural identity and well-being.
- Partner with Faculties and other support services to strengthen opportunities for Aboriginal and Torres Strait Islander engagement and achievement in undergraduate and postgraduate courses.
- Continue to partner with Faculties and Directorates to implement sustainable Indigenous Student Success Program initiatives across the University in consultation and collaboration with Aboriginal and Torres Strait Islander staff/students/stakeholders.
- Celebrate the successes of Aboriginal and Torres Strait Islander students.
- Improve participation in internal and external scholarships through increased communication of scholarship opportunities and delivery of workshops on how to complete scholarship applications by the Indigenous Higher Education Units.
- Continue to enhance Indigenous Higher Education Units to provide culturally safe spaces to support student success and the engagement with Aboriginal and Torres Strait Islander communities.

TIMELINE

April 2019

November 2019

April 2020

July 2020

RESPONSIBILITY

- First Peoples and Equity Pathways Directorate
- Indigenous Higher Education Units

13

Celebrate the successes of Aboriginal and Torres Strait Islander students.

DELIVERABLES

- Indigenous Higher Education Units host awards nights at the end of every year to recognise and celebrate the achievements of the Aboriginal and Torres Strait Islander students
- Ensure that Aboriginal and Torres Strait Alumni are nominated for ACU Alumni Awards
- Continue to award scholarships to Aboriginal and Torres Strait Islander students to acknowledge their achievements academically and culturally.
- Continue to award the 'Deadly Achievers Award' that acknowledges that Aboriginal and Torres Strait Islander students who have overcome multiple challenges to achieve success in higher education
- Celebrate the achievements, both internal and external of the University, of Aboriginal and Torres Strait Islander students through posts on ACU digital platforms and external media platforms.

TIMELINE

April 2019

November 2019

April 2020

July 2020

Governance, tracking progress and reporting

14 Report RAP achievements, challenges and learnings to Reconciliation Australia

- Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
- Investigate participating in the RAP Barometer.
- Develop and implement systems and capability needs to track, measure and report on RAP activities.

TIMELINE

May 2020

RESPONSIBILITY

- ISSP Project Officer
- First Peoples and Equity Pathways Directorate

15 Report RAP achievements, challenges and learnings internally and externally

- Publicly report RAP achievements, challenges and learnings on online platforms.
- Reporting on the progress of RAP activities to Vice-Chancellor's Strategy Group and Executive Planning Group.

TIMELINE

30 July 2019 & 2020

RESPONSIBILITY

- National Manager of Aboriginal and Torres Strait Islander Employment
- ISSP Project Officer
- First Peoples and Equity Pathways Directorate

16 Review, refresh and update RAP

- Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.
- Forward draft RAP to Reconciliation Australia for review, feedback and formal endorsement

TIMELINE

30 January 2020

RESPONSIBILITY

- ISSP Project Officer
- First Peoples and Equity Pathways
- National Manager of Aboriginal and Torres Strait Islander Employment

Appendix A

Our reconciliation journey

KEY ACHIEVEMENTS IN OUR RECONCILIATION JOURNEY INCLUDE

- Awarding Honorary Doctorates to recognise the outstanding achievements Aboriginal and Torres Strait Islander Elders
- Increasing representation of Aboriginal and Torres Strait Islander peoples on key University decision-making committees
- Implementing the Indigenous Staff Research Scholarship program for five academics
- Implemented and reviewed the Aboriginal and Torres Strait Islander Employment Strategy 2015 – 2017
- Implemented Aboriginal and Torres Strait Islander Cultural Awareness Program
- Implementing stronger partnerships with Faculties, University support services, Libraries to promote student success
- Established the Aboriginal and Torres Strait Islander Staff network
- Implemented the Indigenous Graduate program
- Developed the Aboriginal and Torres Strait Islander Education Strategy
- Commenced the Building Cultural Capability Project within ACU's Learning and Teaching Centre Link
- Embedding and valuing Aboriginal and Torres Strait Islander histories, cultures and perspectives in course curricula and reviews
- Implementing protocols for Welcome to Country and Acknowledgement of Country (Links)
- Increased numbers of Aboriginal and Torres Strait Islander staff
- Promoted continuous success for Aboriginal and Torres Strait Islander students in higher education (participation, retention and completions)
- Elevated the branding and profile of Aboriginal and Torres Strait Islander students and staff through distinctive branding and targeted marketing strategies
- Introduced protocols for use of Graduation stoles for Aboriginal and Torres Strait Islander graduates (Photo)
- Convening annual Reconciliation Dinners
- Enhancing engagement with Aboriginal and Torres Strait Islander community groups and Elders
- Fostering community engagement opportunities
- Created a new Alumni Award category for Aboriginal and Torres Strait Islander Community Engagement. ([Link](#))
- Increased scholarship opportunities
- Enriching the university experiences of Aboriginal and Torres Strait Islander students including through participation in discipline specific forums
- Implemented the Masters of Educational Leadership (Indigenous Leadership)
- Promoted participation in postgraduate courses

Appendix B

- University's Strategic Plan 2015 – 2020
- Aboriginal and Torres Strait Islander Education Strategy
- Aboriginal and Torres Strait Islander Employment Strategy 2018-2020



Contact details

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