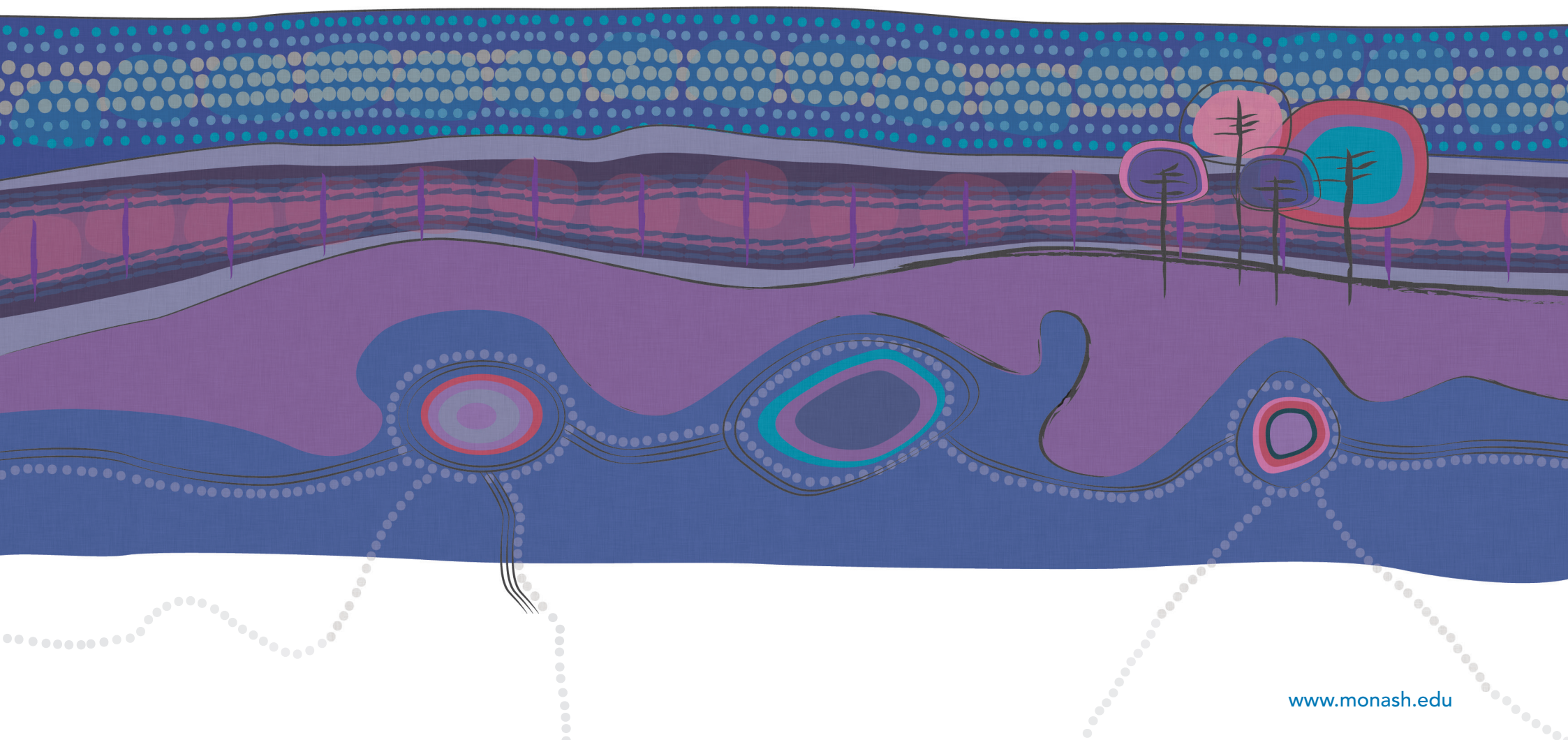




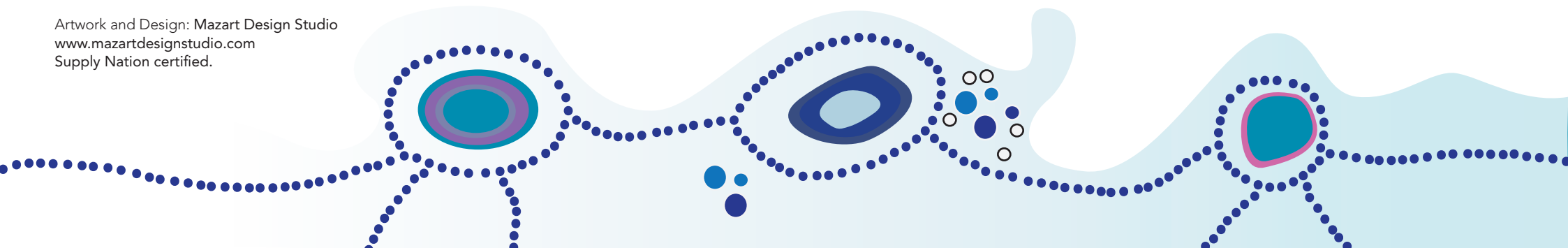
MONASH University

Reconciliation Action Plan
2016–2018



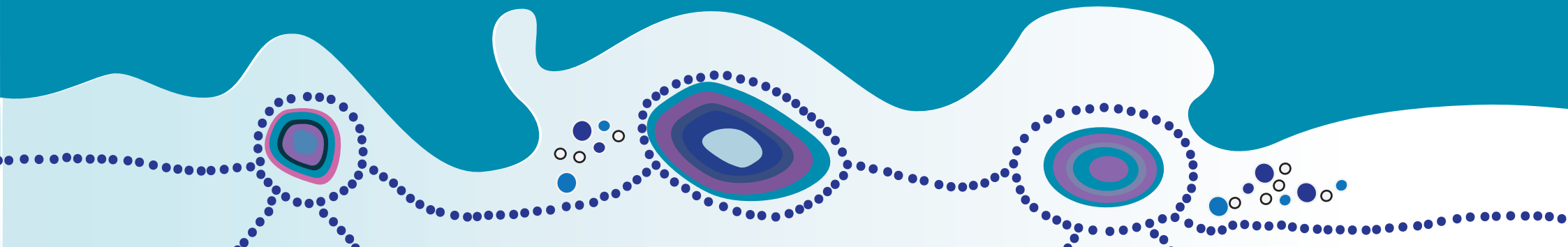
We acknowledge the Traditional Owners,
and Elders past and present, of all the lands
on which Monash University operates.

Artwork and Design: Mazart Design Studio
www.mazartdesignstudio.com
Supply Nation certified.



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Foreword

Monash is committed to excellence in education and research, drawing upon the strength of our students and staff and being open, engaged and enterprising in our relationships with our communities.

In 2015 we celebrated 50 years of Indigenous programs at Monash. Our second Reconciliation Action Plan affirms the University's commitment to advancing the education and research aspirations of Aboriginal and Torres Strait Islander people.

This Reconciliation Action Plan is a means to achieve those broad goals. It supports building a University community that is engaged with Indigenous perspectives, content and context that are essential to a culturally rich environment for all.

It is built on a collaborative approach that sustains strong relationships, respect and success in pursuing reconciliation.

I extend my commendation to the Indigenous Advisory Council and those who worked with the Council to develop our Reconciliation Action Plan.

As you look through the Plan, you will see that responsibility for its execution is across the University community. This is as it should be: Indigenous business is everyone's business.



Professor Margaret Gardner AO
President and Vice-Chancellor



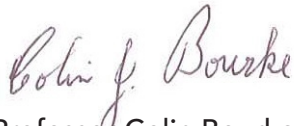
Foreword

It has been a great pleasure to be involved in the development of the second Reconciliation Action Plan (RAP) for Monash University.

This second RAP affirms Monash's genuine commitment to advancing the lives of Aboriginal and Torres Strait Islander people, through quality education and career pathways. Monash has always had meaningful and productive relationships with Indigenous people and communities around Australia. This RAP will continue to guide Monash to advance these relationships, to continue to work collaboratively with Aboriginal and Torres Strait Islander people, with mutually beneficial outcomes.

Respect for Indigenous people and cultures is embedded in the Monash approach to teaching and learning, and this will continue to be extended through the implementation of this RAP.

This RAP is part of the University's over-arching Strategic Framework, and I look forward to witnessing many positive outcomes as we work toward achieving our targets over the next three years.



Professor Colin Bourke MBE

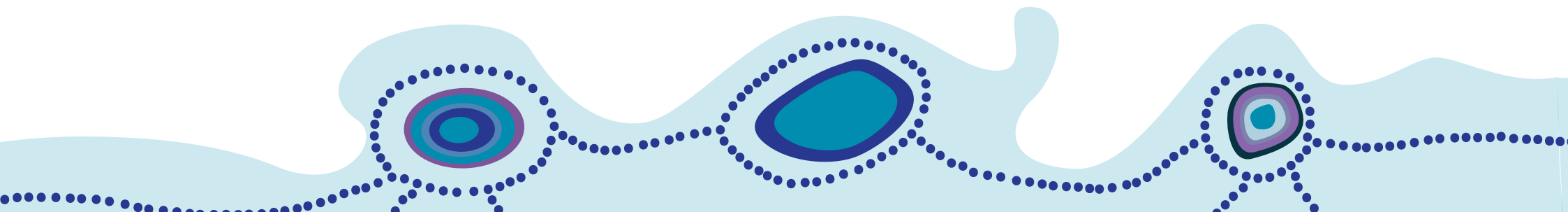
Chair, Indigenous Advisory Council

Preamble

Monash University proudly acknowledges that its Australian campuses stand on the traditional lands of the people of the Kulin nations.

For millennia, Aboriginal and Torres Strait Islander peoples have lived in Australia. Generations communicated across the vast continent via many unique languages and created intricate societies with complex cultural practices and spiritual traditions. Although these societies differed markedly from one another they shared the conception that the land has always been part of their spiritual domain. Connections to the lands, waters, territories and resources were maintained by rules, laws and lore.

Colonisers arrived in the eighteenth century creating turmoil and disruption that has lasted for over two centuries. This collision of cultures led to dispossession and disadvantage as Indigenous ways of living, languages and cultures were eroded. Many families lost connections to country and each other which led to profound personal loss and cultural damage. Government policies saw Indigenous peoples treated unfairly and subject to social and economic marginalisation. Indigenous people are still much more likely to be socially and economically disadvantaged and face significantly more hardships than other Australians. In the face of this adversity Indigenous people have resolutely survived. Through this resilience Aboriginal and Torres Strait Islander people remain an integral part of Australian society as the first peoples.

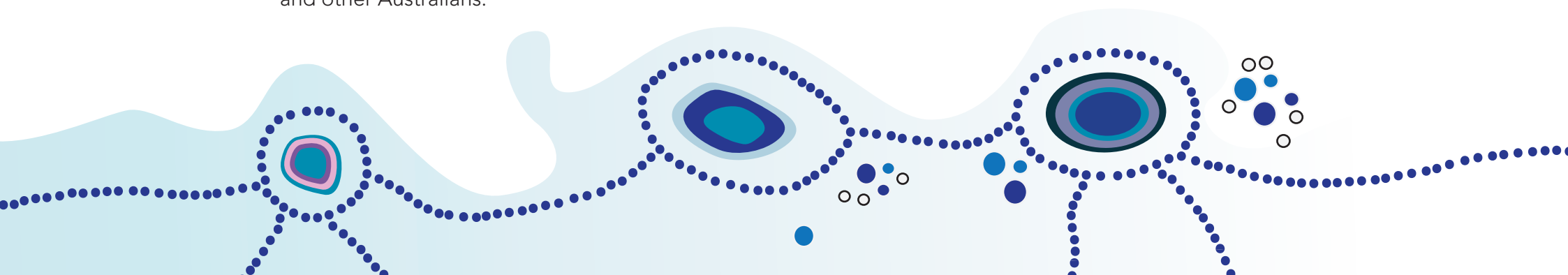


Vision

Monash University's vision for reconciliation is guided by the Council for Aboriginal Reconciliation Act (1991) and United Nations Declaration on the Rights of Indigenous Peoples. It was the first university in Australia to have a dedicated Australian Indigenous Centre, established in 1964 to undertake research in contemporary Indigenous issues, including the struggle for Aboriginal land rights in Victoria. We believe, as agents of change, that reconciliation between Indigenous and other Australians will contribute to the positive transformation of Australian society.

Our second Reconciliation Action Plan (RAP) aims to continue to support the entire Monash community to take part in the broader movement towards reconciliation between Indigenous Australians and other Australians.

The Monash vision is to foster an environment which respects Aboriginal and Torres Strait Islander peoples, cultures and knowledge, and works towards addressing the legacies of the past. Through its teaching, research and community engagement, Monash will continue to make a substantial and ongoing contribution to reconciliation by fostering mutually beneficial partnerships with Indigenous peoples and communities. It will recruit, support and retain Indigenous students and staff and advance research, knowledge and awareness of Aboriginal and Torres Strait Islander people, culture and issues.



Our business

Our Business

Monash University was established in Melbourne, Australia in 1958. We are a youthful organisation, enthusiastic, optimistic and accessible. We believe quality education and research can change the world for the better. We offer a large number of courses across numerous disciplines. Our researchers make highly significant contributions that bring real and positive change to the lives of people all over the world.

In 2014 Monash proudly celebrated 50 years of Indigenous programs, including support for Indigenous people to study and work at Monash and a diverse range of research and courses in Aboriginal history, anthropology, culture, identity and literature.

Our People

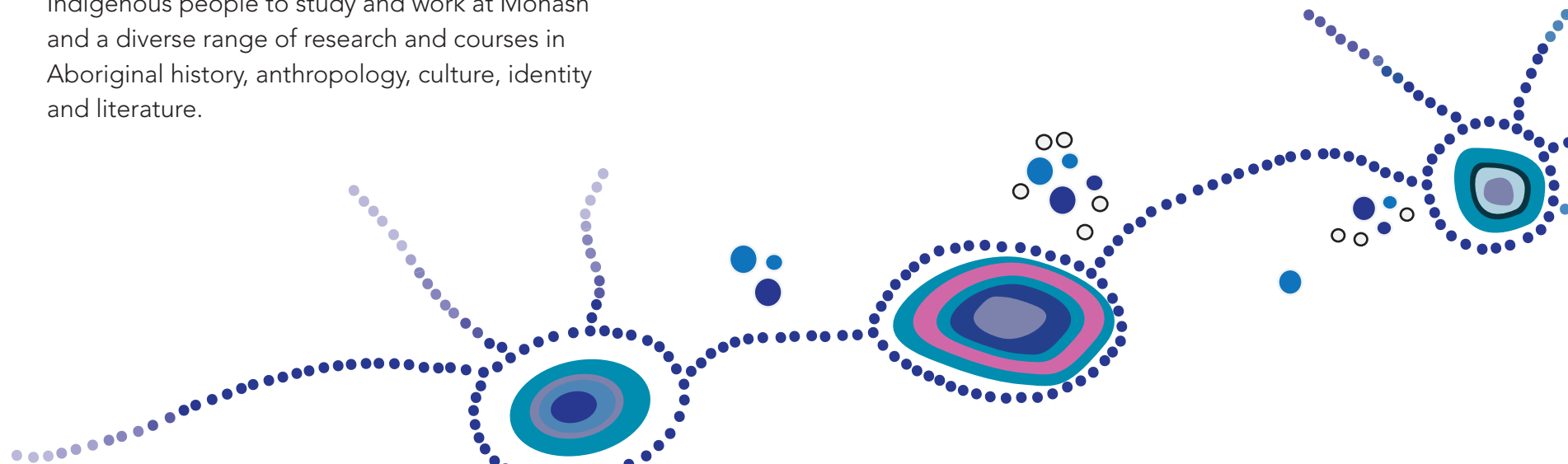
Monash University employs 8383 (FTE) staff across all campuses (current at 30 August 2015).

- **Our Indigenous Australian staff**

Monash University employs 38 Aboriginal and Torres Strait Islander staff (34.7 FTE), (current at 30 August 2015).

- **Our Indigenous Australian students**

Monash University has 173 Indigenous students enrolled (current at 30 August 2015).

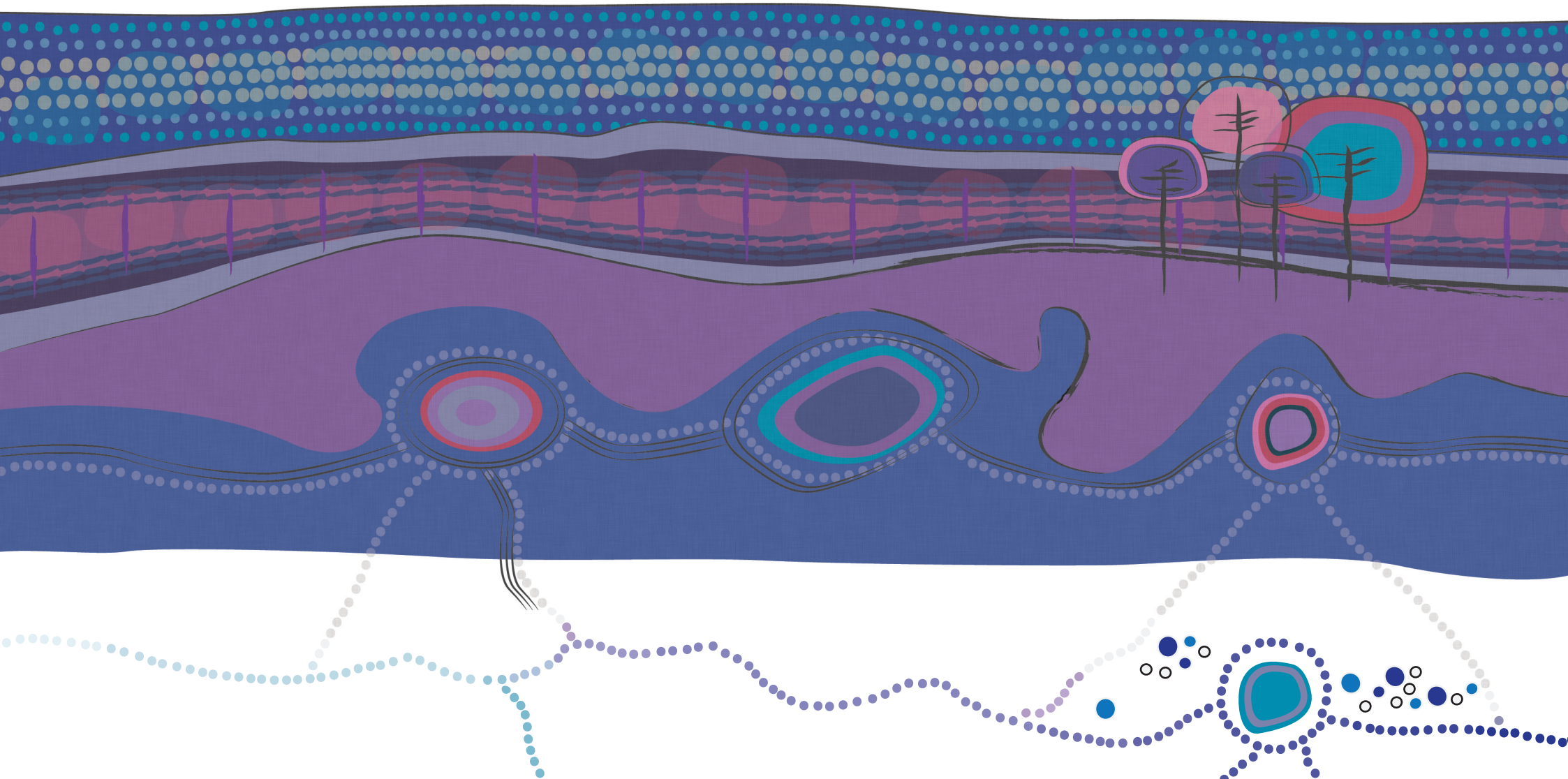


- **Our geographic reach**

Monash is the only Australian university present and active on four continents. We benchmark all our degrees globally, so they meet both local and international accreditation standards. Cultural experiences should be lived, and our students are immersed in diverse cultural environments as part of their learning programs. There are four local campuses in the state of Victoria, as well as two international campuses and three international centres. In 1998, the Malaysian Ministry of Education invited Monash to set up a campus in Malaysia in collaboration with the Sunway Group. Monash University Malaysia was established in the same year, the first

Monash campus outside Australia and the first international university in Malaysia. A second off-shore campus was opened in South Africa in 2001. Monash's international centres are located in the People's Republic of China, Italy and India. Monash and the University of Warwick (UK) established a first-of-its-kind alliance in December 2011, which enhances the University's expanding international footprint.

With approximately 65,000 students (and 315,000 alumni) from over 170 countries, Monash is Australia's largest university.



Our RAP

Our RAP

The Monash University RAP 2016-18 is championed by the Vice-Chancellor and President, **Professor Margaret Gardner AO**.

Oversight and Implementation

The RAP Working Group will continue to provide guidance and advice to the Major Initiatives Implementation and Oversight (MIIO) Committee and the Indigenous Advisory Council (IAC), to actively monitor the RAP's implementation. The chair of the RAP working group will attend MIIO meetings as required and all IAC meetings throughout the 3 year period covered by this RAP.

RAP Working Group

The RAP Working Group comprises Indigenous and non-Indigenous staff.

Chair

Dr Peter Anderson

Deputy-Chair of the Indigenous Advisory Council and Director Indigenous Education and Leadership, Faculty of Education.

Members

Helen Fletcher-Kennedy | Director
Indigenous Engagement

Jason Brailey | Manager Indigenous Programs,
Yulendj Indigenous Engagement Unit

Melissa Castan | Deputy Director Castan Centre
for Human Rights, Faculty of Law

Cathy Doe | Admissions Coordinator, Student Services

Inala Cooper | Senior Adviser Indigenous Strategy and
Communication, Yulendj Indigenous Engagement Unit



Respect

Respect is the foundation of meaningful reconciliation. Monash aspires to act ethically, fairly, transparently, and with generosity of spirit in the way we treat each other and the way we conduct ourselves with our external partners.

ACTION	RESPONSIBILITY	TIMELINE	TARGET
1.1 Monash staff will observe the Protocols for Respecting Country, including acknowledging Traditional Owners at all public events, ensuring there is shared meaning and understanding of the Protocols.	Vice-Chancellor Provost	June annually	<ul style="list-style-type: none"> Faculties and Divisions to monitor staff observance of and adherence to the Protocols for Respecting Country document.
1.2 We will develop guidelines that ensure inclusive language and respectful representations of Indigenous people, histories and cultures in all public documents.	Vice-President Marketing, Communication and Student Recruitment	July 2016	<ul style="list-style-type: none"> Develop publishing guidelines to guide all staff in removing deficit language and narratives in all public documents.
1.3 We will increase opportunities for staff and students to share Indigenous cultural perspectives and build relationships with the broader Monash community.	Pro Vice-Chancellor Major Campuses and Student Engagement Provost and Executive Director, Human Resources	February 2017 December 2018 December 2016	<ul style="list-style-type: none"> Establish a program to support student driven activities that facilitate domestic inter-cultural exchange and build cultural competency. Achieve 20% staff completion of the Indigenous Cultural Safety Training. Invest resources into further developing the online Indigenous cultural safety training module for students.
1.4 We will develop programs and modules to build academic staff confidence and competency across all aspects of academic work.	Vice-Provost Learning and Teaching Vice-Provost Graduate Education Vice-Provost Research	December 2017	<ul style="list-style-type: none"> Build the skills of academic staff to incorporate appropriate Indigenous content and contexts into curricula with outcomes measured through benchmarking of professional competence. Ensure that all research involving Indigenous peoples/knowledges/cultures is ethical and appropriate.
1.5 We will continue to provide opportunities for Indigenous staff to engage with their cultures through NAIDOC Week events.	Provost and Executive Director, Human Resources	NAIDOC Week annually	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.

Relationships

Monash strives to be a connected community of students & staff in a diverse university that is deeply engaged with the wider community.

ACTION	RESPONSIBILITY	TIMELINE	TARGET
2.1 The RAP Working Group actively monitors RAP development, including implementation of actions, tracking progress and reporting.	RAP Working Group	January 2016 – December 2018 December annually	<ul style="list-style-type: none"> The RAP Working Group oversees the development, endorsement and launch of the RAP. Meetings at least twice per year to monitor and report to MIIO and the IAC on RAP implementation.
2.2 We will celebrate National Reconciliation Week, and other events celebrating Indigenous people and cultures, to provide opportunities for all employees to build relationships.	Vice-Chancellor	June annually	<ul style="list-style-type: none"> Organise at least one internal event each year.
2.3 We will continue to build meaningful, relevant and respectful partnerships with Indigenous people and communities.	Provost	December 2018	<ul style="list-style-type: none"> Build the recognition of work with Indigenous people and communities into promotion and performance development processes.
2.4 We will draw the wider community into dialogue with Monash by building on and expanding our proactive contribution to public discourse.	Director Indigenous Engagement Vice-Provost Research and Deans	December annually July annually December annually	<ul style="list-style-type: none"> Host an annual cultural event. Host an annual lecture on issues related to Reconciliation and Indigenous cultures. Conduct a Research seminar series.
2.5 We will work to foster mutually beneficial relationships by building an Indigenous Alumni network that leverages their expertise, perspectives and connections.	Executive Director External Relations, Development and Alumni Chair Indigenous Advisory Council	December 2016	<ul style="list-style-type: none"> Development and approval of an Alumni list and engagement plan.

Opportunities

As Australia's largest university Monash has a unique role to play in building reconciliation between Indigenous and non-Indigenous Australians. We are privileged to be educating the leaders of the future and aim through this RAP to contribute positively to the national Reconciliation discourse.

ACTION	RESPONSIBILITY	TIMELINE	TARGET
3.1 We will continue to develop and employ a proactive and highly targeted admissions program including pathways, transition approaches, and quotas and scholarships for Indigenous students.	Provost and Deans Director Indigenous Engagement	December 2016 September 2018	<ul style="list-style-type: none"> Identify responsive educational opportunities that meet the needs of Indigenous people and communities. Increase the overall number of Indigenous students to at least 190 students by 2018.
3.2.1 ACADEMIC STAFF We will increase the number of Indigenous academics, with a particular focus on 'growing our own'.	Provost and Deans	December 2018 December 2018	<ul style="list-style-type: none"> Develop and implement a program to increase successful Indigenous HDR candidates across the University. Centrally allocate stipend scholarships for all Indigenous HDR candidates.
3.2.2 PROFESSIONAL STAFF We will increase the proportion of Indigenous professional staff and provide meaningful opportunities for professional development.	Provost and Deans Provost Provost Executive Director Human Resources	January 2017 January 2017 January 2016 July 2018	<ul style="list-style-type: none"> Develop and implement an Indigenous Traineeship Program to commence in 2017. Review HR procedures and policies to ensure barriers to Indigenous employment are able to be addressed. Engage with existing Indigenous staff to consult on employment strategies, including professional development. Review the implementation of the Advancing Indigenous Employment Strategy.

ACTION	RESPONSIBILITY	TIMELINE	TARGET
<p>3.3.1 STAFF LEADERSHIP</p> <p>We will increase Indigenous representation on governance and decision-making bodies.</p> <p>We will increase opportunities for Indigenous academic and professional staff to undertake professional exchanges and to capitalise on the global first peoples network.</p>	<p>Provost</p> <p>Deans</p>	<p>July 2016</p> <p>May annually</p>	<ul style="list-style-type: none"> • Provide development opportunities for Aboriginal and Torres Strait Islander staff by reserving places in existing Leadership and Internal skills development programs. • Increase participation and Monash representation at national and international forums.(eg. United Nations Permanent Forum on Indigenous Issues, World Indigenous Higher Education Consortium).
<p>3.3.2 STUDENT LEADERSHIP</p> <p>We will increase Indigenous student representation on governance and decision-making bodies and will involve Indigenous students in existing leadership programs.</p>	<p>Deputy Vice-Chancellor Global Engagement</p> <p>Pro Vice-Chancellor Major Campuses and Student Engagement</p>	<p>January 2016</p> <p>July 2016</p>	<ul style="list-style-type: none"> • Provide development opportunities for Indigenous students by reserving places in existing leadership and skills development programs. • Provide opportunities for Indigenous Student Shadowing Programs on decision making bodies.
<p>3.4</p> <p>We will foster research that leverages the breadth of our expertise, bringing together disciplines to tackle major Indigenous research challenges.</p>	<p>Vice-Provost Research</p>	<p>December 2016</p>	<ul style="list-style-type: none"> • Benchmark Monash against selected competitor institutions on Indigenous research outputs.
<p>3.5</p> <p>We commit to supplier diversity by utilising the services of Indigenous owned and run vendors.</p>	<p>Chief Financial Officer and Senior Vice-President</p>	<p>December 2016</p> <p>February 2017</p> <p>December 2016</p> <p>December 2016</p> <p>July 2017</p> <p>December 2018</p>	<ul style="list-style-type: none"> • Establish a baseline for vendors to the University which are owned/ managed/employing Aboriginal and Torres Strait Islander people. • Set a percentage target in 2017. • Review procurement policies so barriers to Indigenous businesses are able to be addressed. • Investigate becoming a member of Supply Nation. • Educate staff about the mutually beneficial aspects to using Indigenous businesses. • Develop at least one commercial relationship with an Indigenous business.
<p>3.6</p> <p>We will continue to integrate local Indigenous elements into campus/centre buildings, architectural works, artwork and landscaping.</p>	<p>Chief Operating Officer and Senior Vice-President (Administration)</p>	<p>January 2016 – December 2018</p> <p>February 2017</p>	<ul style="list-style-type: none"> • Facilities and Services will engage with local Indigenous architects, engineers, and artists, botanists and landscape gardeners in the creation of new or updating of existing buildings, architectural works, artwork and landscaping. • Develop a list of Indigenous owned/run/employer businesses of this kind to add to the University's procurement database.

Tracking progress and reporting

ACTION	RESPONSIBILITY	TIMELINE	TARGET
4. Report achievements, successes, challenges and learnings to both Reconciliation Australia for inclusion in their Annual Impact Measurement Report, and to relevant internal stakeholders.	Provost Chair RAP Working Group	September annually, and finally at July 2019 December annually December annually	<ul style="list-style-type: none"> • RAP progress is reported each year to Reconciliation Australia via the RAP Impact Measurement Questionnaire. • RAP progress is reported to the Vice-Chancellor via MIIO and other relevant committees bi-annually or as required. • RAP progress is reported to the Indigenous Advisory Council and other relevant external stakeholders quarterly or as required.



Contact details

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Director Indigenous Education and Leadership,
Faculty of Education

Chair Reconciliation Action Plan Working Group
and Deputy-Chair, Indigenous Advisory Council

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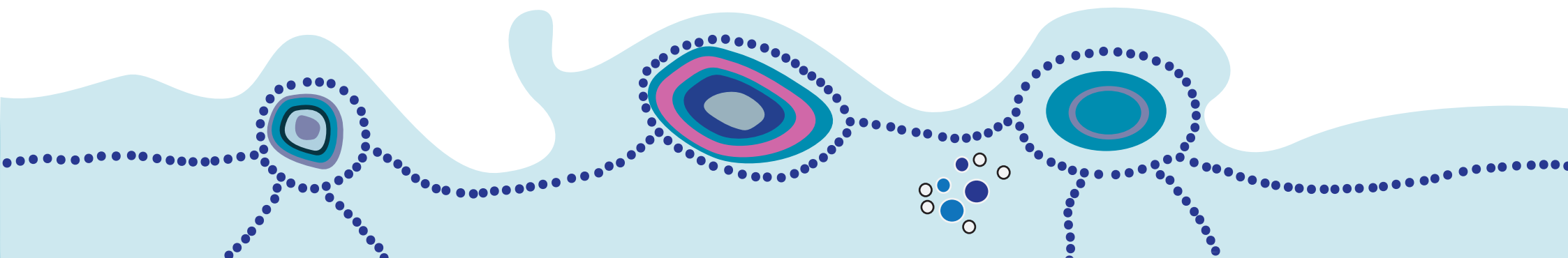
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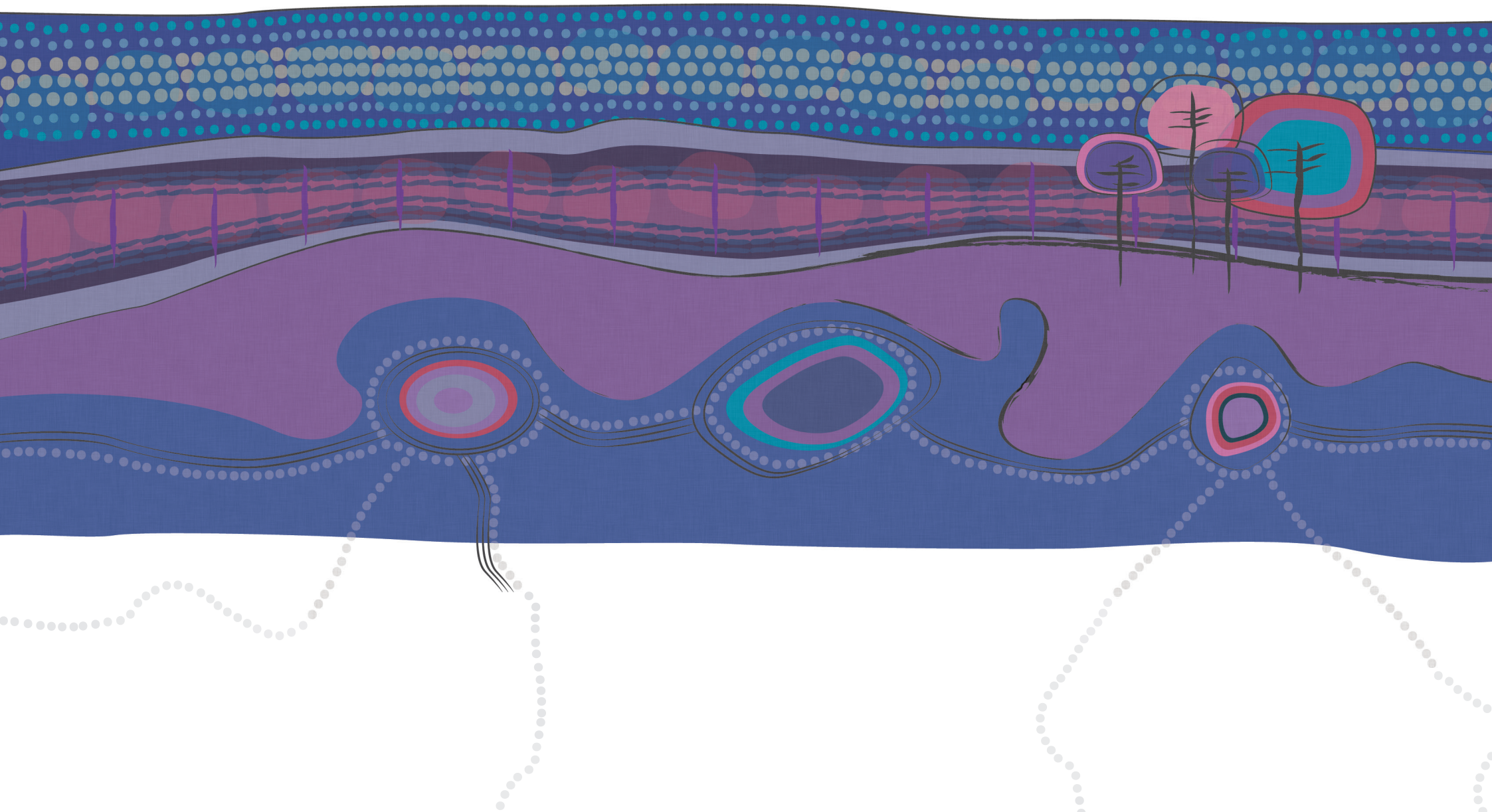
Inala Cooper

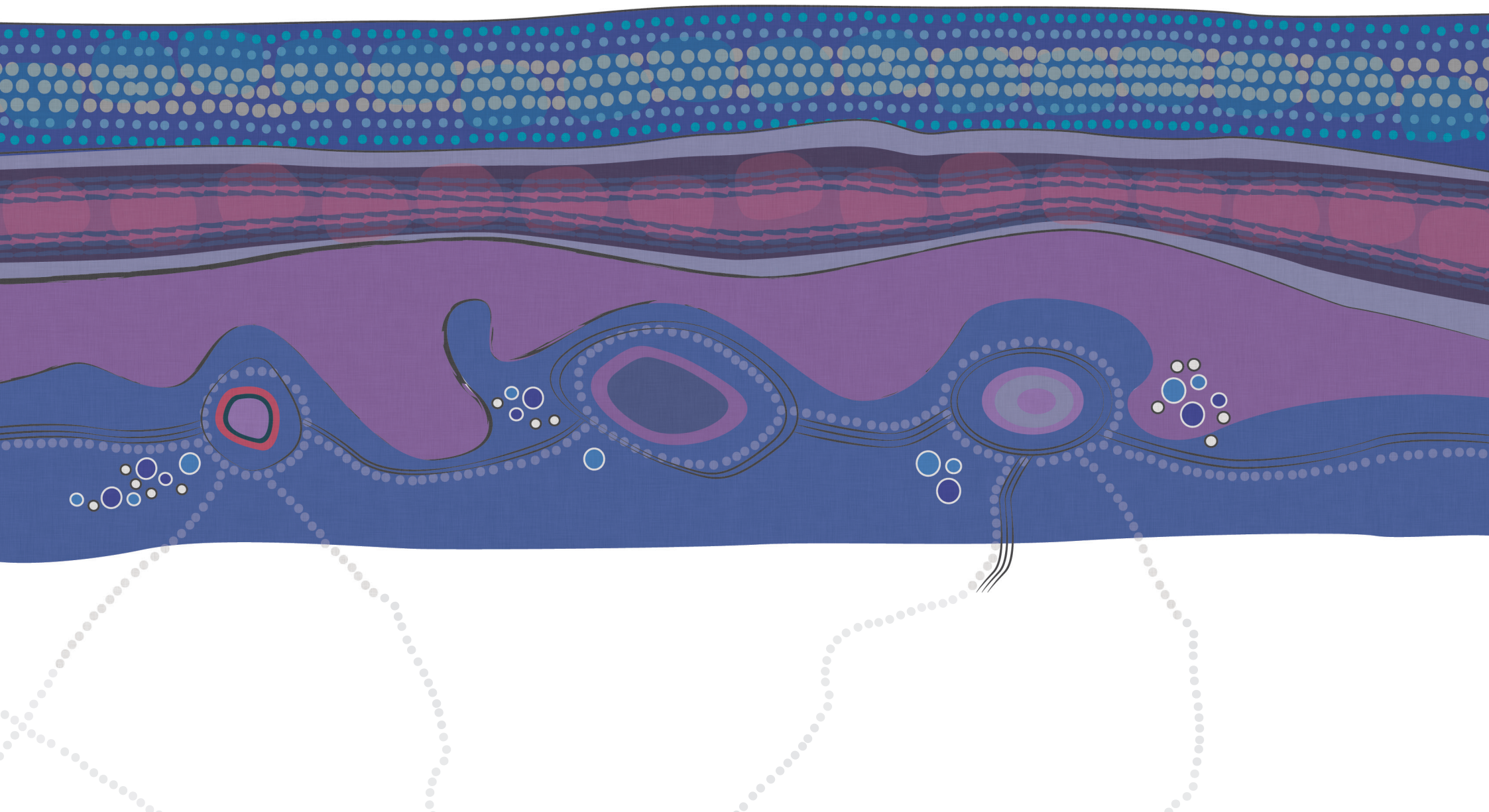
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Reconciliation
A U S T R A L I A
RECONCILIATION ACTION PLANS