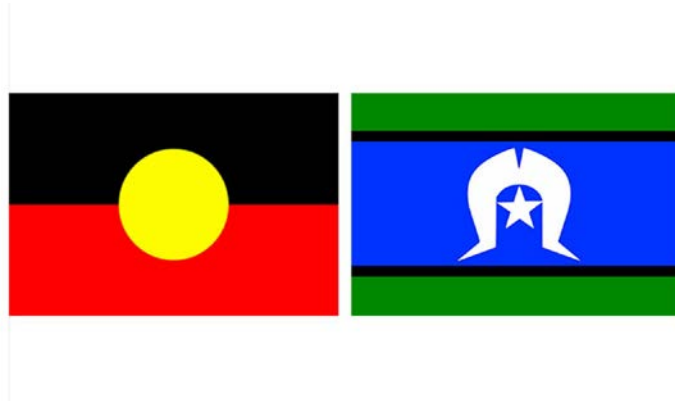


*We acknowledge the Traditional Owners and Elders past and present of all the lands on which the Australian National University operates.*



### **ANU Joint Colleges of Science (JCS) Reconciliation Action Plan 2019 - 2021**

The University's vision for reconciliation is to be a place of learning that respects Aboriginal and Torres Strait Islander cultures and diversity: a place where Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander people come together to engage with their chosen discipline, contextualised by an understanding of our shared history. ANU will make an important contribution to reconciliation by furthering scholarly learning, research and public knowledge of Aboriginal and Torres Strait Islander issues.

ANU will be a supportive learning environment where Aboriginal and Torres Strait Islander peoples can realise their potential and achieve their aspirations. It will make a significant contribution to improving higher education and employment outcomes for Aboriginal and Torres Strait Islander peoples. This University community will have strong and mutually beneficial partnerships with Aboriginal and Torres Strait Islander communities. These relationships will provide for the sharing of knowledge and ideas and the opportunity to listen and learn from Aboriginal and Torres Strait Islander peoples about the past, their current circumstances and their vision for the future; and where their cultures are both respected and celebrated.

In advancing these University goals, the ANU Joint Colleges of Science (JCS) will provide a supportive learning environment where Indigenous Australians can realise their potential and achieve their aspirations. The Colleges will make a significant contribution to improving higher education and employment outcomes for Aboriginal and Torres Strait Islander Australians. They will have strong and mutually beneficial partnerships with local, national and international Indigenous communities, with a particularly strong focus on making a world-leading contribution in research and teaching in Aboriginal and Torres Strait Islander Health and Natural Resource Management. These relationships will provide for the sharing of knowledge and ideas and the opportunity to listen and learn from Aboriginal and Torres Strait Islander Australians about the past, their current circumstances and their vision for the future.

## The Plan 2017 – 2021 (updated Jan 2019)

<b>Relationships</b>				
<p>One of the defining roles of the University is to contribute to the advancement of Australia's Aboriginal and Torres Strait Islander peoples. Building broader and deeper relationships with Aboriginal and Torres Strait Islander Australians will enable the Colleges to increase Aboriginal and Torres Strait Islander enrolments and graduates; undertake research in partnership with Aboriginal and Torres Strait Islander communities and provide an environment for the discussion of issues which advance the status, recognition and lives of Aboriginal and Torres Strait Islander peoples.</p>				
#	Action	Deliverable	Timeline	Responsibility
1)	Encourage engagement between ANU staff and Indigenous communities / organisations with the aim of creating opportunities for two-way learning.	a) Create and promote within the Joint Colleges a fund that allows ANU staff to travel and engage with Indigenous communities or organisations for research or educational purposes. b) Publicly recognise all assistance provided by local Indigenous communities / organisations in the preparation for and running of events	a) Budget for 2019 – 2021 to be provided by carry forward funds. <i>Partnerships with Indigenous Organisations and Communities Fund</i> promotion and grant awards commenced in July 2017. b) Ongoing (utilise Reconciliation web page)	a) Joint Colleges Executive Committee (JCEC) b) JCS Reconciliation Action Plan Committee (JCS RAP Committee)
2)	Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	a) Organise at least one internal event for NRW each year, showcasing Aboriginal or Torres Strait Islander traditional STEMM knowledge. Updated May 2018: hold the event in National Science Week instead of NRW b) Organise an annual STEMM Reconciliation Lecture	a) 2019 National Science Week (10 – 19 August) b) NRW	JCS RAP Committee
3)	Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	Develop a Reconciliation section on the science.anu.edu.au website.	Launched November 2017	JCS RAP Committee

## Respect

The traditional knowledges, cultural expression and lived experiences of Aboriginal and Torres Strait Islander Australians are worthy of respect and should be acknowledged and celebrated by all in our community. The perspectives which Aboriginal and Torres Strait Islander people are able to bring to intellectual inquiry enable them to make valuable and unique contributions to the University's research and educational programs and the generation of new knowledge. Respecting these knowledges, cultures and experiences is therefore fundamental to the business of the Joint Colleges and its goals in relation to Aboriginal and Torres Strait Islander education, research and employment.

#	Action	Deliverable	Timeline	Responsibility
4)	Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, languages, histories and achievements	<ul style="list-style-type: none"> <li>a) All JCS Administration staff to undertake Indigenous Cultural Awareness training</li> <li>b) Encourage all Schools and Centres to provide Indigenous Cultural Training for all staff once a year</li> <li>c) Encourage staff to include an Acknowledgement of Country at the commencement of all meetings at the commencement of the year / commencement of new meeting groups</li> <li>d) Include an Acknowledgement of Country at all major College events.</li> <li>e) Encourage the creation and installation of plaques, acknowledging the traditional owners of the land, for all buildings occupied by Schools/groups within the Joint Colleges of Science.</li> <li>f) Purchase and install local Aboriginal community artwork in all JCS Administration team work areas.</li> <li>g) Make all Joint Colleges staff and students aware of the Aboriginal and Torres Strait Islander Heritage Trail on the Acton campus.</li> </ul>	<ul style="list-style-type: none"> <li>a) 1<sup>st</sup> round completed by mid-2018</li> <li>b) 2019</li> <li>c) February 2019</li> <li>d) Ongoing</li> <li>e) The content of this deliverable is to be reviewed by the RAP Committee in 2019</li> <li>f) Three areas complete in 2018. The final area will be complete in early 2019</li> <li>g) Complete</li> </ul>	<ul style="list-style-type: none"> <li>a) JCS General Manager (CGM)</li> <li>b) College Deans</li> <li>c) College Deans</li> <li>d) JCEC</li> <li>e) JCS RAP Committee</li> <li>f) Indigenous professional trainees in JCS Administration (supported by CGM)</li> <li>g) JCEC</li> </ul>
5)	Work towards incorporating Aboriginal and Torres Strait Islander perspectives into the curricula.	Conduct an audit of current courses for indigenous content	February 2019	Deputy Dean Education

## Opportunities

The Colleges aspire to enrol Aboriginal and Torres Strait Islander students and employ Aboriginal and Torres Strait Islander staff in proportion with the number of Aboriginal and Torres Strait Islander Australians in the overall population (i.e. around 3%). This is a key element of our responsibility to Aboriginal and Torres Strait Islander Australia.

#	Action	Deliverable	Timeline	Responsibility
6)	Provide a pathway approach to employment for both professional and academic Aboriginal and Torres Strait Islander Australians	a) Establish an <i>Indigenous Professional Staff Traineeship Program</i> to fully fund three Traineeship positions in JCS Administration  b) Develop initial steps in an “Indigenous Researcher Pathway Program”:  <i>i) Honours/Masters Scholarship Fund for Indigenous Students</i>  <i>ii) HDR Support Fund for Indigenous Students</i>	a) Ongoing (program established in 2017 – funding for years 2019 onwards to be confirmed at the May Budget Plenary  b) Commenced: funds approved May/June and guidelines created and shared in Oct 2017	a) CGM  b) CGM & Deputy Dean Education
7)	Foster interest in STEMM disciplines in Aboriginal and Torres Strait Islander Year 10 & 11 students across the nation	a) Continue to fund the <i>National Indigenous Science and Engineering Summer School</i> .  b) Continue to actively support its organisation and running, including maintaining relationships with the previous years’ students.  c) Assist the University-level plan of developing a cross-discipline winter school targeting Aboriginal and Torres Strait Islander students from the ACT region	Budget for 2017 – 2019 programs approved.  Organisation of the 2017 and 2018 Schools was successful, including assisting the HASS Colleges commence their School at the same time in 2018.	a) JCEC  b) Science Teaching & Learning Centre (STLC) in cooperation with the Tjabal Centre and CECS  c) STLC in cooperation with the Tjabal Centre and other Colleges

<b>Governance, tracking progress and reporting</b>				
<b>#</b>	<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
8)	Reporting on deliverables	Deliver an Annual report on the JCS RAP to JCEC	Annually in November	JCS RAP Committee
9)	Tracking progress	Progress during the year to be tracked via JCS RAP Committee meetings	Three times / year	JCS RAP Committee
10)	Review, refresh and update the JCS RAP	a) At the final JCS RAP Committee meeting annually, identify any goals that need refreshing b) Renew/update the Plan for another 5 years in 2021 based on the updated University-level RAP	a) October meeting annually b) 2021, once the University-level plan has been updated	JCS RAP Committee