



Reconciliation Action Plan 2016–2018
Performance Report - September 2017



Acknowledgement

RMIT University acknowledges the Wurundjeri people of the Kulin Nations as the Traditional Owners of the land on which the University stands.

The University respectfully recognises Elders both past and present.

RMIT also acknowledges the Traditional Custodians of lands across Australia where it conducts its business, their Elders, Ancestors, cultures and heritage.

“We want to walk with you, we don’t want to walk alone”.

Pastor Sir Douglas Nicholls KSCO OBE
Prominent Aboriginal Australian

RMIT would like to acknowledge and thank staff, students and the wider community for “walking with us” and reflecting on reconciliation and what that means for our University.

We appreciate your contribution and support in developing our first Reconciliation Action Plan.

Reconciliation Action Plan – Progress Report 2017 Vice-Chancellor’s Foreword

I am proud to present this report in support of our Reconciliation Action Plan (RAP).

In September 2016 we outlined an ambitious two year agenda in our RMIT RAP 2016 – 2018. Significantly, our RAP’s development and implementation was led by our Indigenous staff. Our development team forged the strong relationships that are the foundation of our success in implementing the RAP.

As Vice-Chancellor, I am proud to listen to stories from our staff and students of how our RAP is enabling real change and transforming how we engage respectfully and meaningfully with each other. At this half-way point, I encourage you to take time to reflect and be proud of the positive change that we have achieved so far.



Our RAP sets out actions and targets under six priority action areas—three relating directly to learning, teaching and research; and three relating to RMIT’s organisational structures and internal processes.

As we move into 2018, I’m confident we’ll accelerate our progress by continuing to work together.

Taken together these priority action areas are designed to secure and share a different future for all of us at RMIT – a future founded on the active relationships that exist between Indigenous and non- Indigenous Australians.

A year on, we look back on our progress and ask ourselves, are we any closer to that shared future? In light of the achievements outlined in this, our first RAP Performance Report, I am confident that I can say, yes – we are closer!

Martin Bean CBE
Vice-Chancellor and President RMIT University

In my conversations with our Indigenous and non-Indigenous staff and students, I’m struck often by the commitment and creativity that individuals and groups have demonstrated as they have gone beyond the words and engaged with the spirit of the RAP.

Australia’s First Peoples are acknowledged and recognised in practical and meaningful ways at all RMIT campuses and presences, whether in Melbourne, Vietnam or Barcelona.

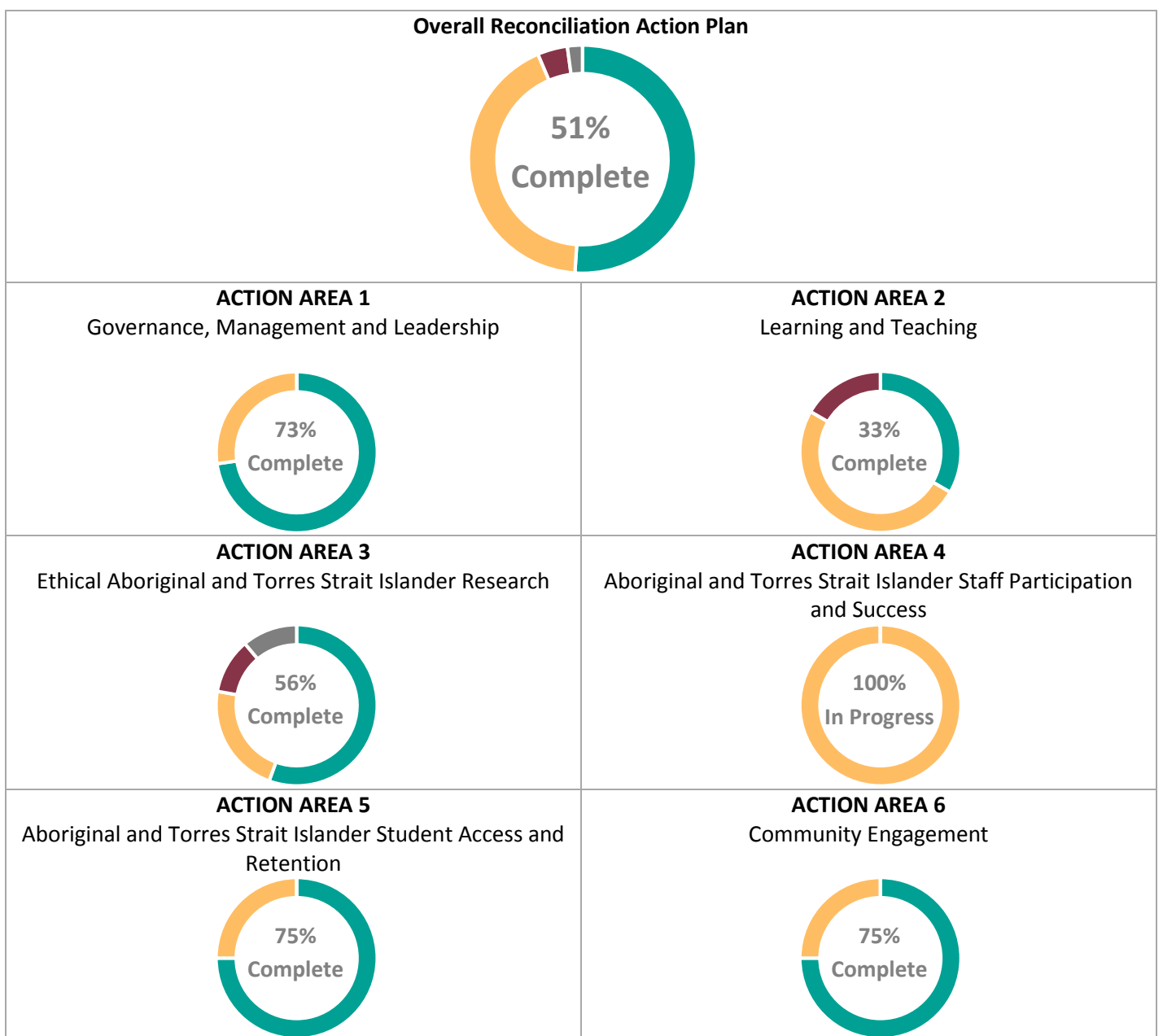
Our message to be a University and Employer of Choice for Aboriginal and Torres Strait Islander Peoples is gaining momentum.

OVERALL RECONCILIATION ACTION PLAN PERFORMANCE

In September 2016, RMIT joined Reconciliation Australia’s RAP program. The RMIT RAP 2016 – 2018 lists six action areas: three relating directly to learning, teaching and research; and another three relating to RMIT’s organisational structures and internal processes. As we are at the halfway point in our ambitious agenda, it is timely to review our performance.

During the past year in consultation with our Indigenous staff and communities, we have realised that there are alternative approaches to some targets that we initially proposed. In other cases, because of the commitment and desire to create real and meaningful change additional activities were undertaken.

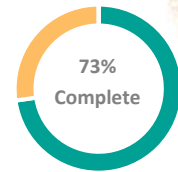
Hence, this Report is not an exhaustive summary of all of the great work is occurring across RMIT. This Report focuses on the program we set ourselves at that early stage and indicates the percentage of actions that have been completed in 2017, the percentage in progress, delayed or reprioritised under the six action areas.



✓ Complete
 ◆ In Progress
 ● Delayed to 2018
 ■ Reprioritised

ACTION AREA1

Governance, Management and Leadership



RMIT University recognises and actively involves Aboriginal and Torres Strait Islander peoples and incorporates relevant Aboriginal and Torres Strait Islander cultures at all levels of governance, management and leadership.







Overall 2017 performance highlights

- The Reconciliation Implementation Committee has oversight for the implementation of the RAP and has a well-established operating cycle which includes four meetings a year.
- Indigenous senior leadership has been enhanced with the appointment of the Deputy PVC, Indigenous Education and Engagement. This role together with the Director, Ngarara Willim Centre provides strong and engaging leadership which brings an Indigenous perspective to decision-making across the University. The Deputy PVC, Indigenous Education and Engagement is an ex-officio member of Academic Board also. As a result, Academic Board now has two Indigenous membership positions. No vacancies have arisen on Council this year.
- A network of RAP Champions from the Colleges and Portfolios are providing leadership for initiatives at the local level.
- All Colleges and Portfolios have produced Indigenous Engagement Plans outlining their contribution to the RAP targets.

ACTION AREA 1

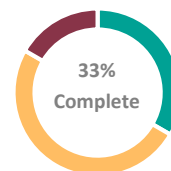
Governance, Management and Leadership

Action	Value	Target	Timeline	Status
1. RAP Implementation Committee (RIC) actively monitors RAP development, including implementation of actions, progress and reporting.		<p>Oversee the development, endorsement and launch of the RAP.</p> <p>Ensure there are Aboriginal and Torres Strait Islander peoples on the RWG.</p> <p>Appoint an internal RAP Champion from senior management.</p> <p>Establish Terms of Reference for the RWG.</p> <p>Meet at least twice per year to monitor and report on RAP implementation.</p>	<p>May 2016</p> <p>Jun 2015</p> <p>May 2016</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>
2. Enable Aboriginal and Torres Strait Islander people to have a wider role in governance and decision-making.		<p>Actively seek appropriately qualified Aboriginal and Torres Strait Islander representation on Council and/or its sub-committees.</p> <p>One (1) Aboriginal and/or Torres Strait Islander academic nominated by the Chair of Academic Board, after acting on the advice of RMIT's Aboriginal and/or Torres Strait Islander academics.</p> <p>Provide governance and leadership training for Aboriginal and Torres Strait Islander staff.</p> <p>Include Aboriginal and Torres Strait Islander people in discussions as part of the development of Strategic Plans.</p>	<p>May 2016 ongoing May 2018</p> <p>May 2016 ongoing May 2018</p> <p>May 2016 ongoing May 2018</p> <p>May 2016 ongoing May 2018</p>	<p>◆</p> <p>✓</p> <p>◆</p> <p>◆</p>
3. Establish a Senior Aboriginal and Torres Strait Islander leadership role who attends as a member of the Vice-Chancellor's Executive. Include Senior Aboriginal and Torres Strait Islander leadership in University leadership forums.		<p>Invite Aboriginal and Torres Strait Islander leadership to participate in Vice-Chancellor's strategy days and other leadership forums.</p>	<p>Dec 2017</p>	<p>✓</p>
4. College and Portfolio Unit Plans to incorporate an outline of how they will align with the RAP and contribute to its implementation, including key projects, KPIs and dependencies in consultation with Aboriginal and Torres Strait Islander people.		<p>Align college and portfolio unit plan objectives, outcomes and targets with the RAP and report annually to RIC.</p>	<p>Oct 2016</p>	<p>✓</p>

 Complete
  In Progress
  Delayed to 2018
  Reprioritised

ACTION AREA 2

Learning and Teaching





RMIT University prepares graduates and staff who are able to demonstrate cultural capability.



Overall 2017 performance highlights

- Approximately 1037 staff have either completed or are registered to attend an Indigenous cultural awareness workshop in 2017. This is a significant increase when compared to the 128 staff that completed programs in 2016.
- All members of the Executive leadership team participated in an immersion experience in Gunditjmara Country (western country Victoria) over three days in February 2017.
- A range of professional development programs have been recognised to raise awareness, including the Indigenous Cultural Awareness programs delivered by the Koorie Heritage Trust and the Indigenous Heritage Walks in the Botanical Gardens.
- Planning for the curricula audit has been agreed to by the Deputy Pro Vice-Chancellor, Indigenous Education and Engagement and the College Deputy Pro Vice-Chancellors Learning and Teaching. This work will inform recommendations and an implementation plan will be presented to the RIC in 2018.

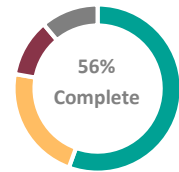
ACTION AREA 2
Learning and Teaching

Action	Value	Target	Timeline	Status
1. Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.		Develop, implement and review a cultural training strategy for staff that defines continuous cultural learning needs of employees in all areas of our business, and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion).	May 2017	✓
		Engage senior staff, including Heads of Schools/ Departments, Deans and Divisional Directors in the training.	May 2017	✓
		By 2018, ensure all RMIT staff members have participated in cultural awareness training session.	May 2018	◆
		Attendance by all staff members who are in executive positions at cultural awareness training specifically designed for RMIT executives.	May 2018	◆
2. Survey all curricula to identify where Aboriginal and Torres Strait Islander perspectives are incorporated. Establish priority areas for including Aboriginal and Torres Strait Islander perspectives in diverse (not just Aboriginal and Torres Strait Islander specific) curricula.		Report findings to RIC.	May 2017	●
		Develop a strategy and recommendations to embed curricula inclusive of Aboriginal and Torres Strait Islander perspectives across all programs.	May 2018	◆

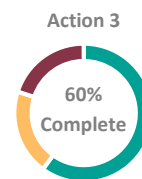
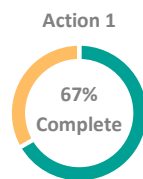
 Complete
  In Progress
  Delayed to 2018
  Reprioritised

ACTION AREA3

Ethical Aboriginal and Torres Strait Islander Research



RMIT University staff and students conduct research in ways which demonstrate cultural capability, encourage collaboration with Aboriginal and Torres Strait Islander communities, and engage with Aboriginal and Torres Strait Islander issues.






Overall 2017 performance highlights

- One Postdoctoral Fellowship allocated within the Vice-Chancellor's Outstanding Research Scheme to an Indigenous applicant annually.
- An Indigenous Predoctoral Fellowship Scheme established with at least three appointments at Academic A made each year.
- RMIT Researcher Associate Professor Aunty Kerrie Doyle was profiled on the homepage in May 2017.
- Project underway to review all Indigenous-connected research undertaken by RMIT since 2001. An interim report was submitted in June resulted in the re-scoping of the work. Final report due at the end of 2017 will inform actions for 2018.
- Two community research projects funded in conjunction with the College of Design and Social Context – 'Dreamscapes' and 'Learning from Eel Traps'
- To inform future research we are engaging with indigenous communities through an ideation platform to source fit for purpose initiatives.

ACTION AREA 3

Ethical Aboriginal and Torres Strait Islander Research

Action	Value	Target	Timeline	Status
1. Undertake, promote and encourage quality Aboriginal and Torres Strait Islander research activities which will link research outcomes to our teaching curricula.		Create two Aboriginal and Torres Strait Islander Research Fellowships.	May 2017	✓
		Provide one research profile on the RMIT website per semester highlighting Aboriginal and Torres Strait Islander research outcomes from both Aboriginal and Torres Strait Islander and non-Indigenous researchers at the University.	May 2017 ongoing May 2018	◆
		Develop two community research projects per year.	May 2017 annually	✓
2. Build the capacity of Aboriginal and Torres Strait Islander peoples, students and staff, to develop a cultural step change in projects, activities, courses and research related to Aboriginal and Torres Strait Islander knowledges, cultures and heritage at RMIT.		Undertake a feasibility study on the value and justification of establishing an Indigenous Australian Knowledge Centre (aka, Australian Indigenous Studies Centre) at RMIT.	May 2017	■
3. Build and support the development of Aboriginal and Torres Strait Islander research and researchers. Promote, develop and celebrate Aboriginal and Torres Strait Islander research.		Appoint at least one Aboriginal and Torres Strait Islander to a senior research position.	Dec 2016	◆
		Compile records of all research partnerships between RMIT University, external agencies (e.g. Community Health Services), Indigenous Studies and Aboriginal and Torres Strait Islander communities; and disseminate the research findings to the Aboriginal and Torres Strait Islander and non-Indigenous community annually (or as appropriate).	Dec 2016	●
		Host at least one annual Aboriginal and Torres Strait Islander graduate researchers' workshop. Initiate a mentoring program for Aboriginal and Torres Strait Islander researchers.	Dec 2017	✓
		Begin the annual recruitment of a RMIT Aboriginal and Torres Strait Islander Research Fellow to be funded through a co-investment fund between colleges, industry and government.	May 2018	✓
		Establish an enhanced suite of at least four PhD scholarships for Aboriginal and Torres Strait Islander candidates, in partnership with the colleges and the Indigenous Studies Unit.	Dec 2016	✓

 Complete
  In Progress
  Delayed to 2018
  Reprioritised

ACTION AREA 4

Aboriginal and Torres Strait Islander Staff Participation and Success



RMIT University is committed to the appointment, retention, development and support of Aboriginal and Torres Strait Islander people and supports all staff to participate in cultural capability training.





Overall 2017 performance highlights

- The 2017 Indigenous staff target is 26.6 FTE and as at 31 August 2017, actual number is 25.18 FTE.
- Aboriginal and Torres Strait Islander Employment Plan launched and the Aboriginal and Torres Strait Islander Employment Advisory Committee reformed to provide advice and insights into strategies to increase Indigenous staff recruitment and retention.

ACTION AREA 4

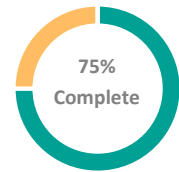
Aboriginal and Torres Strait Islander Staff Participation and Success

Action	Value	Target	Timeline	Status
1. Increase Aboriginal and Torres Strait Islander recruitment and retention.		Increase Aboriginal and Torres Strait Islander employment and meet RMIT's targets as outlined in our Aboriginal and Torres Strait Islander Employment Strategy.	May 2016 ongoing to May 2018	◆
		Vice-Chancellor to set Key Performance Indicators related to Aboriginal and Torres Strait Islander staff and student targets in Senior Executive workplans.	May 2016 ongoing May 2018	◆
		Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	May 2016 ongoing to May 2018	◆
		Include Aboriginal and Torres Strait Islander targets in workplans of senior staff. Reporting on Senior Executive targets progressed in the workplans included in the Annual Report to Council and the RAP implementation committee.	July 2016 ongoing to May 2018	◆
2. Enhance career opportunities and career development for Aboriginal and Torres Strait Islander students and staff.		Widely promote information about current programs that provide employment and enterprise formation opportunities for Aboriginal and Torres Strait Islander students/graduates within all elements.	May 2016 ongoing to May 2018	◆
		Include Aboriginal and Torres Strait Islander employment targets and strategies in strategic/operational plans for each college/portfolio units. This will be informed and guided by RMIT's Aboriginal and Torres Strait Islander Employment Strategy as well as broader activities to support achievement of the University's vision.	July 2016 ongoing to May 2018	◆
		Feature stories promoting career successes of Aboriginal and Torres Strait Islander staff, cadets and graduates at least once per semester on the RMIT website homepage and other identified media.	May 2016 ongoing to May 2018	◆
		Develop a targeted resource for Aboriginal and Torres Strait Islander staff outlining in-house and external training and professional development programs.	Dec 2016 ongoing to May 2018	◆
		Early engagement with and support for Aboriginal and Torres Strait Islander students through: <ul style="list-style-type: none"> the offer of scholarships and traineeships facilitating pathways from education into work for Aboriginal and Torres Strait Islander students, and industry/employer engagement to build pathways from study into work. 	May 2016 ongoing to May 2018	◆

 Complete
  In Progress
  Delayed to 2018
  Reprioritised

ACTION AREA 5

Aboriginal and Torres Strait Islander Student Access and Retention



The University is committed to reviewing and promoting strategies to enhance the recruitment and retention of Aboriginal and Torres Strait Islander students, and to build, extend and sustain current efforts in order to achieve the goal of population parity in student numbers in 2050.





Overall 2017 performance highlights

- Increased College and School support for outreach programs and regional school visit programs.
- Review of barriers to recruitment and retention have been identified and are being addressed to make RMIT a University of choice for indigenous students and their families.
- 'Deadly day of Science' provided Aboriginal and Torres Strait Islanders students in years 7-10 with the opportunity to visit RMIT Bundoora campus for a day of workshops in science disciplines focused on people and health.
- Additional 20 Indigenous business creation scholarships were provided to provide training to support the establishment of a small business enterprise.
- Specialist training programs have been delivered in the Northern Territory, including the Diploma of Community Services and the Advanced Diploma in Community Sector Management.
- New Orientation program 'Wominjeka' delivered online from Semester 2, 2017.



ACTION AREA 5
Aboriginal and Torres Strait Islander Student Access and Retention

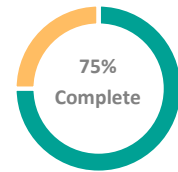
Action	Value	Target	Timeline	Status
1. Review admission procedures, requirements and enrolment articulation (including outreach to secondary schools) in view of Aboriginal and Torres Strait Islander students' needs.		Undertake research on barriers in increasing Aboriginal and Torres Strait Islander undergraduates.	Dec 2016	✓
		Report to RIC on research undertaken.	Dec 2016	✓
		Implement recommendations from report.	Dec 2017	✓
2. Enhance career opportunities and career development for Aboriginal and Torres Strait Islander students and staff.		<p>Include Aboriginal and Torres Strait Islander student recruitment targets and strategies in college/portfolio unit plans. Plans to be reviewed and endorsed by the RIC.</p> <p>As part of their equity reporting all elements will report on strategies/research/programs that aim to raise aspirations of Aboriginal and Torres Strait Islander adult learners, primary and secondary students and their families and communities.</p> <p>Share at appropriate academic forums good practice examples of strategies that encourage and facilitate applications from Aboriginal and Torres Strait Islander students to professional programs.</p> <p>Develop a proposal for aspiration scholarships for future Aboriginal and Torres Strait Islander students to support existing access scholarships.</p> <p>Produce a proposal for promoting Higher Degrees by Research studies to Aboriginal and Torres Strait Islander alumni and for supporting students' re-entry as appropriate.</p>	May 2017 ongoing to May 2018	◆

 Complete
  In Progress
  Delayed to 2018
  Reprioritised

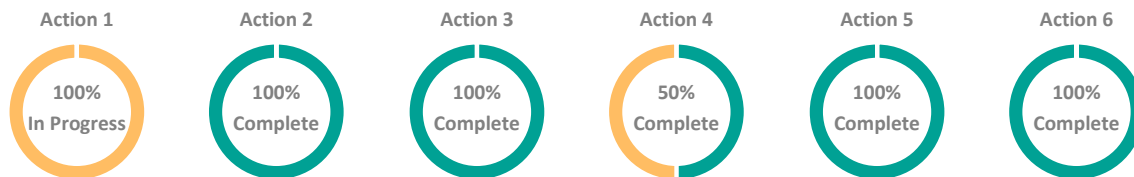


ACTION AREA 6

Community Engagement






RMIT University will strengthen relationships with local Aboriginal and Torres Strait Islander communities by engaging with and seeking to learn from Aboriginal knowledge, experience and perspectives.






Overall 2017 performance highlights

- Greater coordination around the communications to encourage all staff to participate in Reconciliation Week events and there was an increased RMIT presence at NAIDOC week activities.
- Two feature stories profiling Indigenous issues have been highlighted on the RMIT homepage.
- Rather than producing separate and standalone Indigenous communication and engagement plans, Indigenous events and activities such as Reconciliation Week, Indigenous student success stories, celebrating Indigenous staff achievements are embedded in the University wide calendar of events and communication plan.
- Welcome to Country and Acknowledge of Country occurred at significant University events, including, Orientations, Opening of Ngarara Willim Centre at Bundoora West campus, opening of Walert House and Strategy Week events and important internal committees such as Council and Academic Board.
- RMIT joined Supply Nation and has included a requirement to consider Indigenous sourcing in the Procurement Policy.
- RMIT engaged with at least 10 Indigenous business or suppliers (sourced from Indigenous Engagement Plans).

ACTION AREA 6
Community Engagement

Action	Value	Target	Timeline	Status
<p>1. Create an Aboriginal and Torres Strait Islander Events Working Group to organise and plan the celebration of and participation in National Reconciliation Week (NRW), providing opportunities for Aboriginal and Torres Strait Islanders and other Australians to build and maintain relationships.</p>	<p>Relationships</p> 	<p>Establish the Aboriginal and Torres Strait Islander Events Working Group.</p> <p>Develop a Communication Plan to:</p> <ul style="list-style-type: none"> organise internal NRW events each year register RMIT Aboriginal and Torres Strait Islander calendar events via Reconciliation Australia's NRW website and RMIT's Reconciliation website encourage staff and senior leaders to participate in external events to recognise and celebrate NRW invite Aboriginal and/or Torres Strait Islander community members to our events to connect and share experiences review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in local NAIDOC Week events. 	<p>Dec 2016 ongoing to May 2018</p>	<p>◆</p>
<p>2. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.</p>	<p>Relationships</p> 	<p>Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.</p> <p>Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.</p> <p>Create opportunities for all staff to participate in NAIDOC Week activities.</p> <p>Hold an internal or external NAIDOC Week event. Contact our local NAIDOC Week Committee to discover events in our community.</p>	<p>May 2017</p> <p>July 2016</p>	<p>✓</p> <p>✓</p>
<p>3. Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.</p>	<p>Relationships</p> 	<p>Implement and review an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.</p> <p>Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.</p> <p>Commit to establishing formal two-way partnerships to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities relevant to our sphere of influence.</p>	<p>Dec 2016</p>	<p>✓</p>

ACTION AREA 6
Community Engagement

<p>4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.</p>	<p>Relationships</p> 	<p>Implement and review a strategy to communicate our RAP to all internal and external stakeholders.</p> <p>Promote reconciliation through ongoing active engagement with all stakeholders.</p>	<p>May 2016</p> <p>May 2016 ongoing to May 2018</p>	<p>✓</p> <p>◆</p>
<p>5. Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions.</p>	<p>Respect</p> 	<p>Implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.</p> <p>Invite a local Traditional Owner to provide a Welcome to Country, at significant events.</p> <p>All staff and senior leadership to provide an Acknowledgement of Country at all public events.</p> <p>Maintain and review a list of key contacts for organising a Welcome to Country.</p> <p>Include Acknowledgement of Country at the commencement of important internal meetings.</p> <p>Create and display an Acknowledgment of Country plaque in our University buildings. Embed Aboriginal and Torres Strait Islander cultural protocols within a protocol document relevant to State and/or Territory and specific local communities.</p>	<p>May 2017</p>	<p>✓</p>
<p>6. Increase Aboriginal and Torres Strait Islander supplier diversity.</p>	<p>Opportunity</p> 	<p>Implement, review and update an Aboriginal and Torres Strait Islander procurement strategy. Set procurement target for goods and services from Aboriginal and Torres Strait Islander owned businesses.</p> <p>Support Aboriginal and Torres Strait Islander Chambers of Commerce.</p> <p>Become a member of Supply Nation.</p>	<p>May 2017</p>	<p>✓</p>

✓ Complete
 ◆ In Progress
 ● Delayed to 2018
 ■ Reprioritised



#RMITreconciliation