

RMIT Indigenous Research Plan

2023-2025





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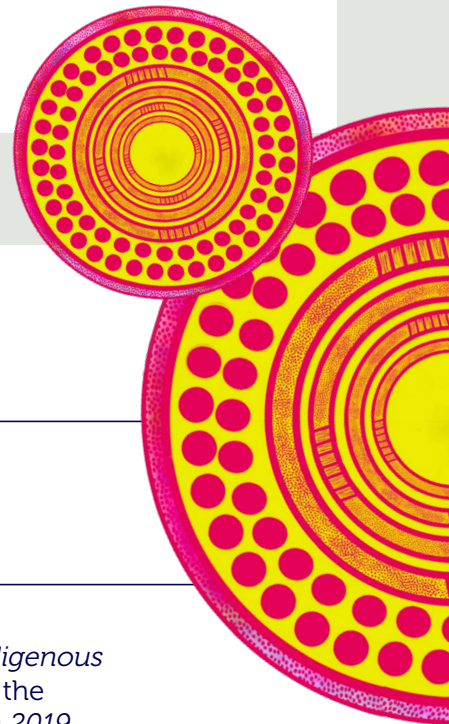


Acknowledgement of Country

RMIT University acknowledges the people of the Woiwurrung and Boonwurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the university.

RMIT University respectfully acknowledges Ancestors and Elders past, present and emerging. RMIT also acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

RMIT conducts research with Aboriginal and Torres Strait Islander peoples and communities across Australia and the university pays respect to their continuing custodianship of Country.



Acknowledgements

The *RMIT Indigenous Research Plan 2023-2025* is based on the *RMIT Indigenous Research and Innovation Considerations Paper*, which was developed by the Research and Innovation portfolio in 2021 under our *Dhumbah Goorowa 2019-2021 Reconciliation Plan*. A significant process of consultation with RMIT's research community and other key stakeholders supported the development of the *Considerations* paper and the subsequent *Plan*.

We gratefully acknowledge and thank the many academic and professional members of the RMIT research community who have contributed views, advice, and expertise.

Statement of intent

The RMIT Indigenous Research Plan 2023-2025 (The Plan) commits the university to pursuing excellence in Aboriginal and Torres Strait Islander (Indigenous) research and creating positive impact with integrity that is Indigenous led, engages meaningfully with, and is of benefit to Aboriginal and Torres Strait Islander peoples. The importance of Indigenous leadership in this context also recognises the valued and significant contributions from collaborators, partners, and supporters from many different backgrounds, cultures and places.

The Plan focuses on five strategic objectives:

1. Growing capacity and capability
2. Creating sustainable and integrated pathways
3. Creating an enabling environment
4. Conducting ethical and responsible research
5. Focusing on research impact and excellence

These strategic objectives will create a sustainable environment which produces impactful outcomes that support Indigenous self-determination, with a focus on creating impact and value for both Indigenous peoples and communities as well as broader society. Responsible Practice guides the fulfilment of the objectives, seeking to position Indigenous research activity as valuable for its contribution to excellent research outcomes and careers. Responsible Practice involves recognising, interpreting, and acting upon multiple principles and values according to the field in which we work and the context of our activities and relationships. These principles and values include reconciliation, cultural safety, ethical integrity, and diversity, among others. They require us to be conscious of the power dynamics embedded structurally within the university and across broader society, and which may be at play in our behaviours, biases, and prejudices.

In the research context, the *AIATSIS Code of Ethics for Aboriginal and Torres Strait Island Research (AIATSIS Code of Ethics, 2020)* outlines

the ethical and Responsible Practice of research. The application of *AIATSIS Code of Ethics* through the *RMIT Decadal Aspirations: enabling research and innovation for impact (Decadal Aspirations)* and the initiatives of *The Plan* will ensure that Responsible Practice becomes embedded across the RMIT research, innovation, and impact enablement ecosystem over the life of RMIT's strategy *Knowledge with Action 2031*.

The development of *The Plan* has been led by the Pro Vice Chancellor Indigenous Education, Research and Engagement, in collaboration with the Deputy Vice Chancellor Research and Innovation.

The priorities and actions of *The Plan* will be implemented as a whole-of-university responsibility across the 2023-2025 time-frame, which corresponds with the first horizon of *Knowledge with Action 2031*. We will use the university's established governance and reporting mechanisms to monitor progress and ensure accountability for implementing the actions in *The Plan*.



Key concepts

The term 'Indigenous' in this document refers to Aboriginal and Torres Strait Islander peoples.

Aboriginal and Torres Strait Islander (Indigenous) Research

RMIT understands Aboriginal and Torres Strait Islander (Indigenous) research as:

All research that impacts or is of particular significance to Aboriginal and Torres Strait Islander peoples, including the planning, collection, analysis and dissemination of information or knowledge, in any format or medium, which is about or may affect Indigenous peoples, either collectively or individually. (*AIATSIS Code of Ethics 2020*, p.6)

Specifically, *The Plan* adopts the definition of Aboriginal and Torres Strait Islander research given in the *AIATSIS Code of Ethics*, namely:

Any research that concerns or impacts Aboriginal and Torres Strait Islander peoples in any of the following ways:

- The research is about Aboriginal and Torres Strait Islander peoples, societies, culture and/or knowledge, Aboriginal and Torres Strait Islander policies or experience.
- The target population is Aboriginal and Torres Strait Islander individuals, groups, communities or societies, or the target population is not explicitly Aboriginal and Torres Strait Islander individuals or communities, but the research population includes a significant number of Aboriginal and Torres Strait Islander people.
- Aboriginal and/or Torres Strait Islander peoples have been incidentally recruited and researchers wish to do separate analysis of Indigenous-specific data.
- There are Aboriginal and Torres Strait Islander individuals or communities contributing to the research.
- There is new or pre-existing data related to Aboriginal and Torres Strait Islander peoples being used in the research.
- The research concerns Aboriginal and Torres Strait Islander peoples' lands or waters.

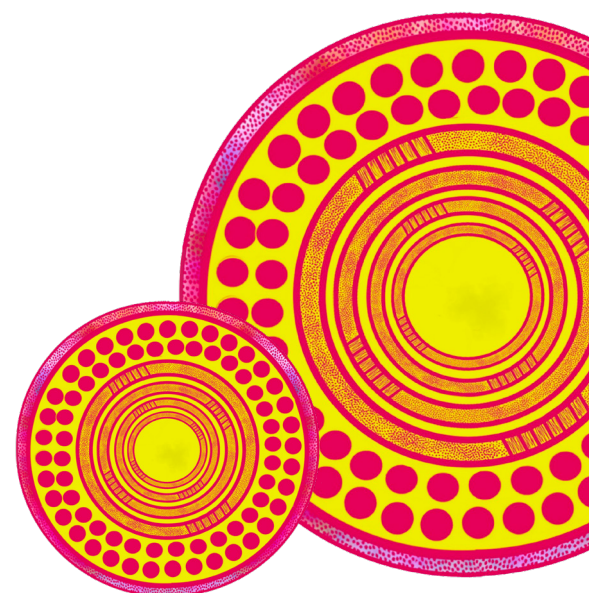
Indigenous led Research

The Plan promotes Indigenous led research as research that fundamentally recognises and respects Aboriginal and Torres Strait Islander peoples' right to self-determination and unique connection to Country as articulated by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP, 2007).

The *AIATSIS Code of Ethics* states that:

Research is considered Indigenous led in Australia when Aboriginal and/or Torres Strait Islander people have genuine decision-making responsibility, and the research is informed by Indigenous priorities, values, perspectives and voices. Indigenous leadership should be evident both in the 'why' as well as the 'how' of research, from conceptualisation to communication of research. (p.17)

The Plan seeks to promote Aboriginal and Torres Strait Islander peoples' agency within RMIT research practice, excellence and translation. The Office of Indigenous Education, Research and Engagement provides strategic directions and advice to senior officers and teams with responsibilities for the research environment. To be Indigenous led, research at RMIT must align to national priorities and be guided by the needs of Traditional Owner and local community groups.



Strategic alignment

The Plan and its implementation are closely interdependent with other international, national and RMIT strategies and policies, particularly:

- *Royal Melbourne Institute of Technology Act 2010*
- RMIT University strategy *Knowledge with Action 2031*
- *RMIT's Decadal Aspirations: Enabling research and innovation for impact*
- RMIT Aboriginal and Torres Strait Islander Peoples' Future Workforce Strategy (2021-2025)
- RMIT Aboriginal and Torres Strait Islander Employment Plan (2023-2026)
- RMIT Research Policy
- RMIT Human Research Ethics Procedure
- *AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research (2020)*
- *Australian Code for Responsible Conduct of Research (2018)*
- *National Statement on Ethical Conduct in Human Research (2018)*
- *United Nations Declaration on the Rights of Indigenous Peoples (2007)*
- *Universities Australia Indigenous Strategy 2022-2025*

The strategic directions and objectives of *The Plan* supports RMIT's key objectives under the *Royal Melbourne Institute of Technology Act 2010* to realise Aboriginal and Torres Strait Islander aspirations and safeguard the richness of Indigenous cultural heritage (section 5f).

The Plan enacts RMIT's commitment to Reconciliation and Responsible Practice expressed through our two previous Reconciliation Plans, our *dhumwali* (promise/commitment) to the Bundjil Statement and the Indigenous Strategic Commitments that are included in the *Knowledge with Action 2031* university strategy.

The Plan is closely aligned to the *Decadal Aspirations* supporting the university's strategic ambitions to continue evolving an increasingly

integrated, connected and accessible research and innovation ecosystem to enable positive impact with our partners and community. Each of the Priorities in *The Plan* align to the enablers outlined in the *Decadal Aspirations*, thereby supporting impactful outcomes towards our desired Futures, which are Fairer, Healthier, Productive and Creative, Secure and Resilient, Sustainable, and Connected.



Vision, values and principles

Vision

The Plan commits to pursuing excellence in Aboriginal and Torres Strait Islander (Indigenous) research and creating positive research impact with integrity that is Indigenous led, engages meaningfully with, and is of benefit to Aboriginal and Torres Strait Islander peoples, the research community and society.

Values

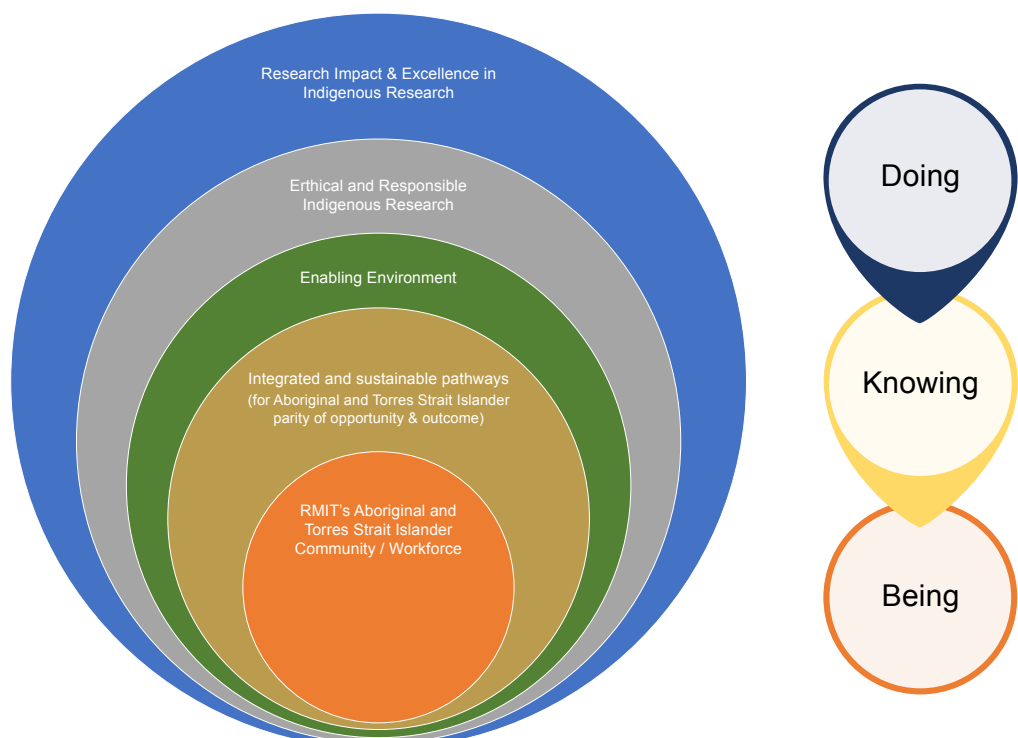
The Bundjil Statement outlines the university's *dhumbali* (promise/commitment) to live and work lawfully on Kulin Country.

The Bundjil Statement provides a values framework for undertaking ethical research with spirit and integrity through a holistic understanding of the interconnections between being, knowing and doing:

- Respecting, including and understanding Aboriginal and Torres Strait Islander peoples' knowledges, cultures, perspectives and rights (i.e., respecting the *ngarn-ga* (understandings) of Bundjil);
- Undertaking research ethically and with spirit and integrity for the benefit of current and future generations (e.g., not harming *bubups* (children));
- Ensuring that the impact of research is positive, sustainable and does not harm the *biik biik* (land) and *wurneet* (waterways) of Bundjil.

The Plan enacts our *dhumbali* to the Bundjil Statement by reflecting on our ways of being, knowing and doing ethical research with spirit and integrity which has Aboriginal and Torres Strait Islander peoples, their rights, and aspirations at its core (Diagram 1).

Diagram 1: RMIT Indigenous Research Plan overarching aims



Principles

The Plan is underpinned by the ethical and responsible practice of research as outlined in the *AIATSIS Code of Ethics* (Diagram 2), and adheres to the principles of:

- Indigenous self-determination
- Indigenous leadership
- Impact and value
- Sustainability and accountability

These principles are reflected in RMIT’s refreshed research policy suite, incorporating an increased focus on research integrity and ethics. This includes reference to the revised *Australian Code for Responsible Conduct of Research, (2018)* produced by the National Health and Medical Research Council (NHMRC), Australian Research Council and Universities Australia. It also includes provisions relating to the ethical conduct of human research involving Aboriginal and Torres Strait Islander peoples and communities, referencing the updated *National Statement on Ethical Conduct in Human Research (2018)* and related guidance documents produced by NHMRC and more recently the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS).

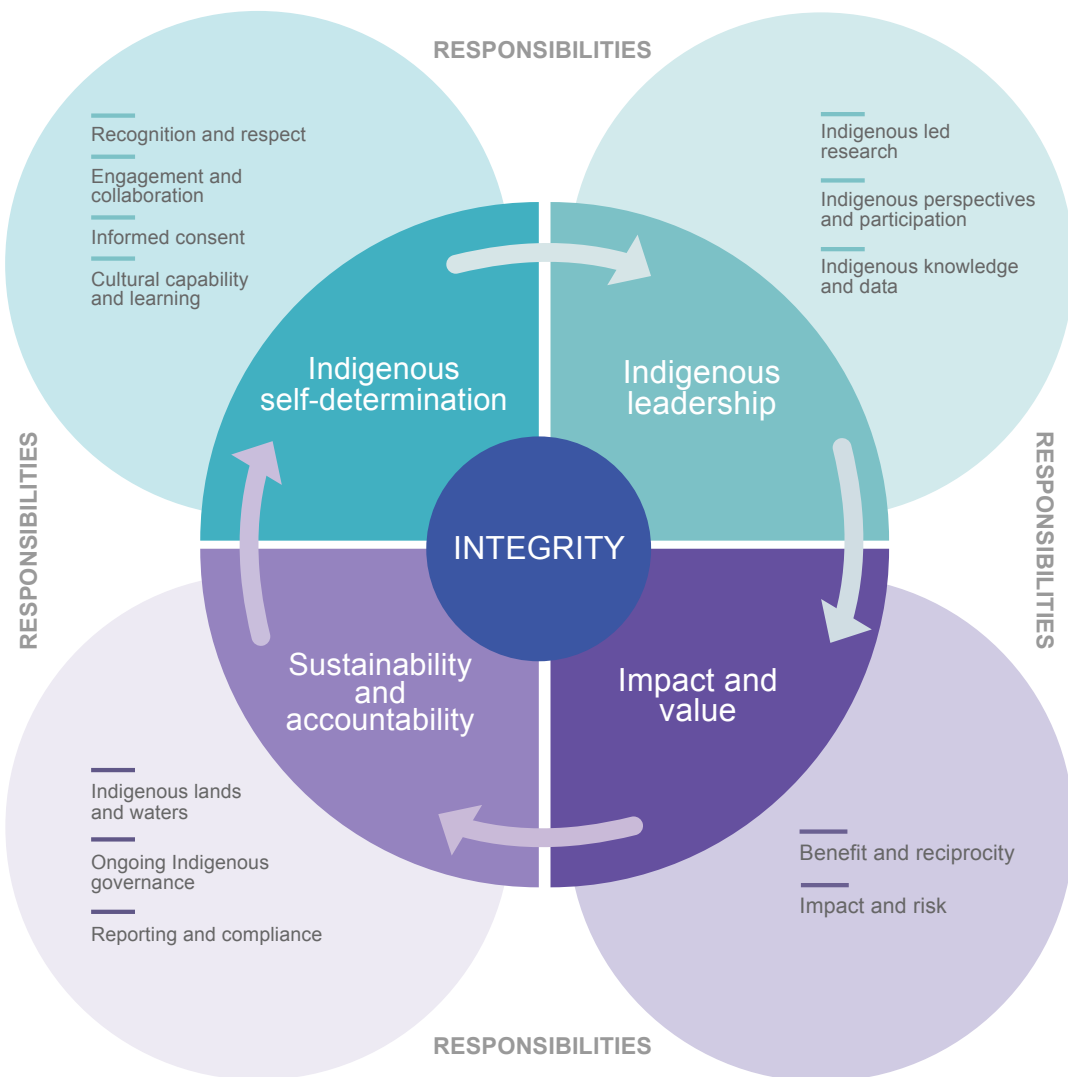


Diagram 2: The AIATSIS research ethics framework. *AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research (2020)*.

Strategic directions, objectives, and outcomes

RMIT has led applied research for more than a century, and creating knowledge for application in the world is part of our DNA. RMIT's *Knowledge with Action 2031* strategy commits the university to developing an impact-driven research and innovation ecosystem that recognises and integrates Aboriginal and Torres Strait Islander peoples' perspectives, world views and lifeways as important knowledge systems for driving impact across society.

This commitment forms one of five Indigenous Strategic Commitments in the university strategy, all of which are relevant to the directions and objectives of *The Plan*:

1. **Reconciliation to Responsible Practice**

The RMIT Community – as a collective and individuals – is continuing to connect and build-on respectful ways of working in acknowledgement of the histories and experiences of Aboriginal and Torres Strait Islander peoples to strengthen relationships between Indigenous and non-Indigenous peoples for the benefit of all Australians.

2. **Indigenous Students**

We are committed to growing and empowering Aboriginal and Torres Strait Islander learners and professionals as part of a distinctive learning ecosystem.

3. **Indigenous Knowledges (Research, Learning and Teaching)**

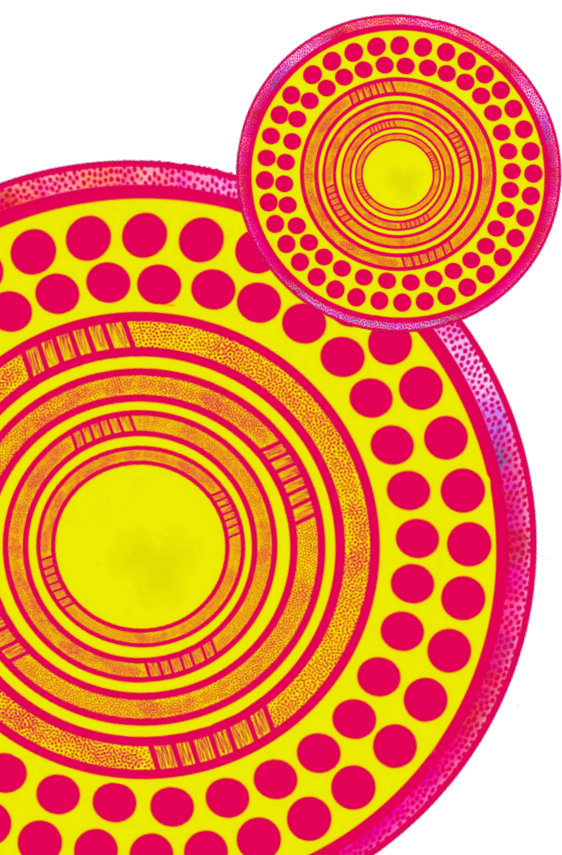
RMIT's impact-driven approach to research and innovation recognises and integrates Aboriginal and Torres Strait Islander peoples' perspectives, world views and lifeways as important knowledge systems for driving impact across society.

4. **Community Engagement**

RMIT's purposeful approach to partnership works closely together with Aboriginal and Torres Strait Islander communities and community organisations to ensure genuine, respectful and impactful engagement.

5. **Indigenous Staff**

RMIT's approach to fair and open recruitment will include building the Aboriginal and Torres Strait Islander Education and Research Workforce for shared achievement and sustained success.



RMIT is at an early stage of building a vibrant research community that is focused on creating impact through and from Indigenous research. Considering the aspirations expressed by RMIT's research community and some of the principles informing the development of *The Plan*, a set of initial strategic objectives (Action Areas) have been developed as our focus for the first three-year strategic horizon of *Knowledge with Action* from 2023-2025.

These are:

- **Growing capacity and capability**

Investing in and nurturing the growth, development and retention of a skilled and empowered Aboriginal and Torres Strait Islander academic workforce with strong capability and capacity for leadership and excellence in any field of research and increasing the number of higher degree by research (HDR) candidates. Aligns to Action 1 (Deepen Research Impact Culture and Capabilities) of the *Decadal Aspirations*.

- **Creating sustainable and integrated pathways**

Developing integrated and sustainable learning, development and career pathways that will enable Aboriginal and Torres Strait Islander students and researchers to achieve their aspirations within and beyond the university, and to achieve parity of opportunity and outcome in higher education. Aligns to Action 1 (Deepen Research Impact Culture and Capabilities) and Action 4 (Grow Impact Focused Research Training) of the *Decadal Aspirations*.

- **Creating an enabling environment**

Creating a culturally safe, supportive and enabling institutional environment where Aboriginal and Torres Strait Islander peoples, cultures, knowledge systems and rights to self-determination are embedded broadly within the research and innovation ecosystem, including the curriculum, and are recognised, respected and valued. This enabling environment includes the development and implementation of appropriate mentoring as well as the provision of high-quality infrastructure,

facilities and support structures for Indigenous academics, staff and students. Aligns to Action 2 (Foster Partnerships for Sustained Impact at scale) and Action 3 (Scale up Applied Transdisciplinary Research) of the *Decadal Aspirations*.

- **Conducting ethical and responsible research**

Building the cultural capability and research capacity of RMIT by ensuring all Portfolios, Colleges and Schools implement the ethical code of conduct requirements expressed in the *AIATSIS Code of Ethics* and the *Guidelines (2020)* ensuring the protection of Indigenous Cultural and Intellectual Property (ICIP) rights and Indigenous Data Sovereignty (AIATSIS, 2019). Aligns to Action 1 (Deepen Research Impact Culture and Capabilities) and Action 4 (Grow Impact Focused Research Training) of the *Decadal Aspirations*.

- **Conducting ethical and responsible research**

Create positive impact through excellence in Indigenous research and innovation and enhanced working relationships and partnerships with Indigenous communities that improves knowledge and understanding for the benefit of Aboriginal and Torres Strait Islander nations and Australian society. Aligns to Action 2 (Foster Partnerships for Sustained Impact at scale), Action 3 (Scale up Applied Transdisciplinary Research) and Action 5 (Accelerate Research Translation and Commercialisation) of the *Decadal Aspirations*.

Action Area 1

Growing capacity and capability

RMIT will invest in and nurture the growth, development, and retention of a skilled and empowered Aboriginal and Torres Strait Islander academic workforce with strong capability and capacity for leadership and excellence in *any* field of research. We will also increase the number of Indigenous higher degree by research (HDR) candidates.

Priorities	Actions	Accountability	Target / Time-frame	AIATSIS Research Ethics Framework Alignment
1.1 Growth and retention of a skilled and empowered Aboriginal and Torres Strait Islander academic workforce with strong capability and capacity for leadership, excellence and impact in <i>any</i> field of research.	<p>a) Implement a Capacity Development Plan that is aligned with RMIT's Future Workforce Strategy across all academic levels, Colleges, Enterprise Portfolios and HDRs, in areas of agreed research focus.</p> <p>b) Continue to develop programs and initiatives to uplift research skills and expertise of Aboriginal and Torres Strait Islander academics and HDR students.</p>	<p>DVC R&I</p> <p>College DVCs</p> <p>College ADVCRs</p> <p>CPO</p>	<p>a) Develop Capacity Development Plan in 2023, implement in 2024.</p> <p>b) Review current offerings and identify new opportunities in 2023; develop and implement new programs and initiatives in 2024 and 2025.</p>	<p>Principle 1 – Self Determination</p> <ul style="list-style-type: none"> Sections 1.1 to 1.4 Recognition and respect Sections 1.13 to 1.15 Cultural capability and learning <p>Principle 2 - Indigenous leadership</p> <ul style="list-style-type: none"> Sections 2.1 to 2.4 Indigenous-led research Sections 2.5 and 2.6 Indigenous perspectives and participation
1.2 Increased Indigenous voice and leadership in consultative and decision-making activities across the university's learning, teaching and research domains.	<p>a) Pro-actively engage researchers and students in university committees and working groups.</p> <p>b) Grow governance and leadership capacity of Indigenous researchers that supports participation in committees and working groups.</p>	<p>DVCE</p> <p>DVC R&I</p> <p>College DVCs</p> <p>College ADVCRs</p> <p>CPO</p>	<p>a) & b) Review current state and develop a sustainable approach to increasing Indigenous voice and leadership in university governance, committees and working groups in 2023 and 2024.</p>	<p>Principle 4 – Sustainability and accountability</p> <ul style="list-style-type: none"> Section 4.3 Ongoing Indigenous governance Section 4.4 Reporting and compliance

Action Area 2

Creating sustainable and integrated pathways

RMIT will develop integrated and sustainable learning, development and career pathways that will enable Aboriginal and Torres Strait Islander students and researchers at RMIT to achieve their aspirations within and beyond the university, and to achieve parity of opportunity and outcome in higher education.

Priorities	Actions	Accountability	Target / Time-frame	AIATSIS Research Ethics Framework Alignment
2.1 Add value to the Indigenous student experience and enhance Indigenous graduates' skills through opportunities to engage with research and innovation.	a) Develop targeted and coordinated programs and initiatives that provide opportunities for Indigenous students to engage in research and innovation to support their career and personal aspirations.	DVCE DVC R&I	a) Develop programs and initiatives in 2023; Pilot programs and initiatives in 2024 and 2025.	Principle 1 – Self Determination <ul style="list-style-type: none"> Sections 1.1 to 1.4 Recognition and respect Sections 1.13 to 1.15 Cultural capability and learning
2.2 Support enhanced access and opportunities for Indigenous students and staff to progress to higher degree research (HDR) programs.	a) Include enhanced access to HDR within the Indigenous Student Success Strategy and articulate opportunities for Colleges to innovate in the delivery of research pathways and training. b) Implement the career development aspects of the Aboriginal and Torres Strait Islander Future Workforce Strategy.	DVCE DVC R&I College DVCs College ADVCRs CPO	a) Develop Indigenous Student Success Strategy in 2023 and implement in 2024. b) Implement career development aspects of the Indigenous Workforce Strategy in 2023.	Principle 2 - Indigenous leadership <ul style="list-style-type: none"> 2.5 and 2.6 Indigenous Perspectives and Participation
2.3 Develop integrated and sustainable career pathways that enable Aboriginal and Torres Strait Islander researchers to achieve their research career goals	a) Review existing programs and develop opportunities for career progression.	DVC R&I College DVCs College ADVCRs CPO	a) Review existing programs in 2023; develop opportunities in 2024 and 2025.	

Action Area 3

Creating an enabling environment

RMIT will create a culturally safe, supportive and enabling institutional environment where Aboriginal and Torres Strait Islander peoples, cultures, knowledge systems and rights to self-determination are embedded broadly within the research and innovation eco-system, including the curriculum, and are recognised, respected and valued. This enabling environment includes the development and implementation of appropriate mentoring as well as the provision of high-quality infrastructure, facilities and support structures for Indigenous academics, staff, and students at RMIT.

Priorities	Actions	Accountability	Target / Time-frame	AIATSIS Research Ethics Framework Alignment
3.1 Create an enabling environment that recognises and integrates Aboriginal and Torres Strait Islander peoples' perspectives, world views and lifeways as important knowledge systems for driving impact in research and innovation across society.	<p>a) Establish an Indigenous Interdisciplinary Research Network that promotes engagement, partnerships and knowledge exchange thematically aligned to the futures outlined in the <i>Decadal Aspirations</i>.</p> <p>b) Support and empower Indigenous researchers to achieve success with clearer, smarter, simpler support systems and services.</p> <p>c) Provide high quality infrastructure, support functions and facilities for Indigenous researchers.</p> <p>d) Provide appropriate resources and time to enable effective engagement with research by Aboriginal and Torres Strait Islander staff and students.</p>	<p>DVC R&I</p> <p>College DVCs</p> <p>PVC IERE</p> <p>College ADVCRs</p> <p>COO</p>	<p>a) Establish network in 2023; grow network across 2024 and 2025.</p> <p>b) Engage Indigenous researchers in Project MODERN in 2023; ensure on going system and process support in 2024 and 2025.</p> <p>c) & (d) Review current state in 2023; implement recommendations in 2024.</p>	<p>Principle 1 – Self Determination</p> <ul style="list-style-type: none"> Sections 1.1 to 1.4 Recognition and respect Sections 1.13 to 1.15 Cultural capability and learning <p>Principle 2 – Indigenous leadership</p> <ul style="list-style-type: none"> Section 2.5 and 2.6 Indigenous perspectives and participation <p>Principle 3 – Impact and value</p> <ul style="list-style-type: none"> Section 3.1 Benefit and reciprocity Section 3.2 and 3.3 Impact and risk <p>Principle 4 – Sustainability and accountability</p> <ul style="list-style-type: none"> Sections 4.1 and 4.2 Indigenous lands and waters Section 4.3 Ongoing Indigenous governance Section 4.4 Reporting and compliance

Action Area 4

Conducting ethical and responsible research

RMIT will build the cultural capability and research capacity of staff and students by ensuring all Portfolios, Colleges and Schools implement the ethical code of conduct requirements expressed in the *AIATSIS Code of Ethics (2020)* and *Guidelines (2020)* ensuring the protection of Indigenous Cultural and Intellectual Property (ICIP) rights.

Priorities	Actions	Accountability	Target / Time-frame	AIATSIS Research Ethics Framework Alignment
4.1 Ensure the ethical conduct of Indigenous research which creates impact and value for Aboriginal and Torres Strait Islander peoples and communities.	<p>a) Implement appropriate research policies that mandate ethical conduct of Indigenous research.</p> <p>b) Develop researcher capability to undertake ethical Indigenous research in accordance with RMIT Research Policy and the <i>AIATSIS Code of Ethics (2020)</i>.</p> <p>c) Embed ethical policy and practice at all levels of university operations and curricula, including Indigenous Research literacy programs.</p>	<p>DVC R&I</p> <p>DVCE</p> <p>PVC IERE</p>	<p>a) Establish a policy review approach and timeline in 2023 to ensure all relevant policies are updated at the earliest possible opportunity.</p> <p>b) Develop cultural capability training and resources to support full implementation of the <i>AIATSIS Code</i> and <i>Guidelines (2020)</i> and Indigenous Data Sovereignty (AIATSIS, 2019) in 2023 and 2024.</p>	<p>Principle 1 – Self Determination</p> <ul style="list-style-type: none"> Sections 1.1 to 1.4 Recognition and respect Sections 1.5 to 1.8 Engagement and collaboration Sections 1.9 to 1.12 Informed consent Sections 1.13 to 1.15 Cultural capability and learning <p>Principle 2 – Indigenous leadership</p> <ul style="list-style-type: none"> Sections 2.1 to 2.4 Indigenous-led research Sections 2.5 and 2.6 Indigenous perspectives and participation Sections 2.7 to 2.9 Indigenous knowledge and data <p>Principle 3 – Impact and value</p> <ul style="list-style-type: none"> Section 3.1 Benefit and reciprocity Section 3.2 and 3.3 Impact and risk <p>Principle 4 – Sustainability and accountability</p> <ul style="list-style-type: none"> Sections 4.1 and 4.2 Indigenous lands and waters Section 4.3 Ongoing Indigenous governance Section 4.4 Reporting and compliance

Action Area 5

Focusing on research impact and excellence

RMIT will create positive impact through excellence in Indigenous research and innovation and enhanced working relationships and partnerships with Indigenous communities that improves knowledge and understanding for the benefit of Aboriginal and Torres Strait Islander nations and Australian society as a whole.

Priorities	Actions	Accountability	Target / Time-frame	AIATSIS Research Ethics Framework Alignment
<p>5.1 Enable the achievement of excellence and impact in areas of strategic research focus and priority for Indigenous Research Leaders.</p> <p>5.2 Focus on research, and translation of research knowledge, that provides beneficial and sustainable outcomes to Indigenous peoples and communities.</p> <p>5.3 Achieve entrepreneurial outcomes for Indigenous researchers, and mainstream Indigenous Knowledges by amplifying Indigenous voices through publishing and media opportunities.</p>	<p>a) Invest in seed funding in areas of strategic research focus and priority for Indigenous Research Leaders.</p> <p>b) Establish opportunities for Indigenous Research Leaders within the Research Translation Fellowship Scheme to uplift impactful research translation and management.</p> <p>c) Embed the use of Indigenous knowledge, expertise and resources in university learning, teaching, research, and advancement of knowledge activities.</p> <p>d) Invite Indigenous stakeholders to lead the development of research programs that address their priorities, objectives and challenges.</p>	<p>DVC R&I</p> <p>DVCE</p> <p>PVC IERE</p>	<p>a) & (b) Establish opportunities in 2023; monitor and grow in 2024 and 2025.</p> <p>b) Develop Indigenous Knowledges Framework in 2023; implement in 2024.</p> <p>c) Develop a research focused approach to Indigenous Community engagement by the end of 2023.</p> <p>d) Explore opportunities and develop an approach to embed in 2023; implement in 2024 and 2025.</p>	<p>Principle 1 – Self Determination</p> <ul style="list-style-type: none"> Sections 1.1 to 1.4 Recognition and respect Sections 1.5 to 1.8 Engagement and collaboration Sections 1.9 to 1.12 Informed consent Sections 1.13 to 1.15 Cultural capability and learning <p>Principle 2 – Indigenous Leadership</p> <ul style="list-style-type: none"> Sections 2.1 to 2.4 Indigenous-led research Sections 2.5 and 2.6 Indigenous perspectives and participation <p>Principle 3 – Impact and Value</p> <ul style="list-style-type: none"> Section 3.1 Benefit and Reciprocity Sections 3.2 and 3.3 Impact and Risk <p>Principle 4 – Sustainability and Accountability</p> <ul style="list-style-type: none"> Section 4.3 Ongoing Indigenous Governance

