MACQUARIE University

Reconciliation Action Plan

JANUARY 2017 – DECEMBER 2018

RECONCILIATION ACTION PLAN

REFLECT

Welcome to Country

Warami Wellambillimba.
Welcome from wherever you have come from.

Warami Daruga Nura.
Welcome to Darug Country.

Warami Wallamatta.
Welcome to Wallamatta.

Welcome to the Land of the Wattamattagal, the black snapper people of the river mangroves.

We welcome you on behalf of the ancestors and acknowledge Aboriginal Elders past and present. We would like to acknowledge all Aboriginal nations of Australia.

We walk together on this Land and we pay respect to the Traditional Owners and those who walked before us.

We acknowledge this Land's history, yesterday's, today's and tomorrow's.

This Land speaks of the Darug and their Dreaming. We can still feel, hear and see the ancient song lines across this beautiful campus. This Land has held many gatherings, for centuries, since the Darug's first sunrise, some 60,000 years ago.

We belong to the Land.

We are many nations and many people, coming together, looking after this Country and respecting each other. We stand together at Macquarie on sacred ground. As the Wallumai navigate the mangroves and find their pathway, so shall you here at Macquarie.

Warami.
Welcome.

Didgerigor yanu.
Thank you.

Aunty Kerrie Kenton (Darug Elder and artwork designer)
Taylah Pearce (Darug)

Vice-Chancellor's foreword

The document you are about to read is Macquarie University's most significant step towards building positive, sustainable relationships with our local Aboriginal Community and other Aboriginal and Torres Strait Islander Communities.

For many years, we have considered how we can better contribute to reconciliation and, after extensive consultation and thorough planning, I am pleased to present our inaugural Reconciliation Action Plan, in collaboration with Reconciliation Australia.

We are just beginning our reconciliation journey, building the foundations for relationships, respect and opportunities. These three pillars constitute a 'reflect' plan, and over the next two years we will develop solid support for the plan across our campus, and consider how we can best commit ourselves to cultural learning, understanding cultural protocols, and considering Aboriginal and Torres Strait Islander employment and the student experience.

The plan has grown from and complements the *Indigenous Strategy 2016–2025*, further demonstrating our deep commitment to Aboriginal and Torres Strait Islander education.

It touches on every area of our mission and purpose, from investigating how we embed Aboriginal and Torres Strait Islander perspectives into our teaching and research, to Aboriginal and Torres Strait Islander employment. It considers how we observe and celebrate dates of significance for Aboriginal and Torres Strait Islander peoples, how we can improve the learning experience for our growing numbers of Aboriginal and Torres Strait Islander students, and how we produce our future Aboriginal and Torres Strait Islander leaders.

There is much we can do to make our campus more culturally responsive, safe and respectful. I commend this plan to you as an important step on our long and fruitful journey towards a more dynamic, innovative and diverse university.

Professor S Bruce Dowton
Vice-Chancellor and President

Our vision for reconciliation

Macquarie University will be a campus where Aboriginal and Torres Strait Islander culture is respected and celebrated, forming an integral part of our University's learning, teaching, research and community engagement. Macquarie University acknowledges the value and wisdom of Aboriginal and Torres Strait Islander Australians and recognises reconciliation is a mutual process that all staff and students can participate in, to ensure our campus is culturally inclusive and respectful.

The Macquarie Reconciliation Action Plan (RAP) will be the cultural lens for future strategic approaches to identify practical ways to build positive, sustainable relationships with Aboriginal and Torres Strait Islander students and staff. Our RAP demonstrates our commitment to strengthening relationships with the local Aboriginal Community and other Aboriginal and Torres Strait Islander Communities, and describes our aspirations towards social justice for all staff and students. It is a living document that will be regularly reviewed, reported on and evaluated.

Macquarie University RAP acknowledges the important contribution of all Aboriginal and Torres Strait Islander peoples to our University and to the nation, and provides a framework for respecting the knowledges of the world's oldest continuous living cultures. Our RAP will contribute to Macquarie University's future by helping us to:

- produce our future Aboriginal and Torres Strait Islander leaders
- implement culturally appropriate services and engagement for Aboriginal and Torres Strait Islander students
- be an employer of choice for Aboriginal and Torres Strait Islander peoples
- be a more culturally safe, informed and respectful campus
- be a more dynamic, innovative and diverse university.

In 2016 Macquarie University developed and released a 10-year Indigenous Strategy to commit ourselves to improving access and participation for Aboriginal and Torres Strait Islander people at our University. Our RAP will complement the Indigenous Strategy and further show our commitment towards Aboriginal and Torres Strait Islander education.

Our long-term reconciliation vision is to be a university characterised by Aboriginal and Torres Strait Islander excellence, and which has established models for Aboriginal and Torres Strait Islander success – from undergraduate pathways through to higher degree research and beyond. Macquarie University's commitment to Aboriginal and Torres Strait Islander Communities includes producing the highest quality outcomes in all areas of teaching and research as well as the recruitment of Aboriginal and Torres Strait Islander students and staff. The RAP is a tangible demonstration of Macquarie University's commitment to Aboriginal and Torres Strait Islander peoples and Communities.

PHOTO: JESSE INGREY

PHOTO: JESSE INGREY

Our University

Uniquely located in the heart of Australia's largest high-tech precinct, Macquarie brings together more than 40,000 students and 3000 staff in one thriving hub of discovery. While only 50 years' young, Macquarie has risen to be a progressive and influential institution locally and internationally. Ranked among the top two per cent of universities in the world and with a 5-star QS rating, Macquarie University is considered one of the world's best universities, producing graduates that are among the most sought after professionals in the world. With a strong tradition of innovation and exploration, we continue to break new ground, ranking among the top 100 institutions in the world for linguistics; accounting and finance, communication and media studies, development studies, earth and marine sciences, education, English language and literature, geography, philosophy and psychology.

Macquarie University recognises the custodianship of the land on which our campus is situated. The traditional clan of Macquarie University land is the Wattamattagal clan of the Darug Nation. Our University is committed to growing Aboriginal and Torres Strait Islander knowledge through research, learning and teaching, policy development, and culturally appropriate service delivery while supporting safe, positive, effective and holistic change. Through our RAP, we are committed to creating opportunities that promote, strengthen and enrich the lives of Aboriginal and Torres Strait Islander students and staff.

Improving Aboriginal and Torres Strait Islander access and participation in higher education is one of the University's priorities. In 2016 we boasted more than 300 Aboriginal and Torres Strait Islander students, as well as 30 graduates and more than 40 permanent, fixed-term and casual staff. While there is much work to be done to continue these efforts, this significant achievement highlights the University's long-standing commitment to Indigenous outreach, engagement and employment.

Macquarie University has a dedicated Aboriginal and Torres Strait Islander student engagement and strategy office, Walanga Muru. The University is dedicated to increasing our Aboriginal and Torres Strait Islander student enrolments, better engaging students in their journey, growing our Aboriginal and Torres Strait Islander workforce and building our cultural capability across campus. Walanga Muru works with all faculties, departments and offices to increase Aboriginal and Torres Strait success at Macquarie University.

The governance structure for Aboriginal and Torres Strait Islander operations at our University is pivotal to Aboriginal and Torres Strait Islander success. The presence of Aboriginal and Torres Strait Islander staff across the University, in particular within Walanga Muru, contributes to strengthening the Aboriginal and Torres Strait Islander voice and active participation in decision-making processes. Two committees are established to further drive Aboriginal and Torres Strait Islander education at our University: the Patyegarang Indigenous Strategic Committee, and the Aboriginal Advisory Committee. These committees, along with the RAP Working Group, are instrumental in the advancement of reconciliation at our University. An Indigenous Student Body has also been established to provide a platform for the cultural, social and educational interests of Aboriginal and Torres Strait Islander students.

Our commitment to Aboriginal and Torres Strait Islander Community partnerships

The Macquarie University RAP provides the opportunity for our University to better understand and act on the cultural context, educational values, views and aspirations of Aboriginal and Torres Strait Islander peoples and Communities. While relationships with the local Aboriginal Community continue to be strengthened, further university-wide, sustainable connections will facilitate genuine understanding and partnership.

An example of our recent relationship rebuild with Aboriginal and Torres Strait Islander Communities is the renaming of the Office of Indigenous Strategy within our University, from Warawara, to Walanga Muru, meaning 'follow your path'. The story and name were supplied by key members of the local Aboriginal Community, in conjunction with Macquarie University's Cultural Advisor. The University proudly received the narrative behind the Wallumai, the black snapper fish, the totem given to Walanga Muru:

"The black snapper fish is a shy but clever fish who uses the shadows and patterns created by the mangroves to protect the younger fish. The mangroves are their nursery, their school and their home. The mangroves represent life – the obstacles and tangles that we need to navigate. At Walanga Muru, we seek to support students to choose the right path to take, assist them to navigate the obstacles and tangles of life and to emerge as strong, resilient leaders for the future."

Aboriginal student workshop

RAP governance

The RAP underpins Macquarie University's commitment to Aboriginal and Torres Strait Islander students, staff and Communities. It will be utilised across campus to embed Aboriginal and Torres Strait Islander knowledges and perspectives within all University operations. The RAP proposes to strengthen Macquarie University's relationships within Aboriginal and Torres Strait Islander Communities and provide a culturally safe institution for all current and future Aboriginal and Torres Strait Islander students, staff and visitors.

The Macquarie University RAP is collaboratively led by Walanga Muru and the Deputy Vice-Chancellor (Academic). The Deputy Vice-Chancellor (Academic) has been appointed as the RAP Champion from the Executive Group and will be actively involved in the progression of current and future RAPs.

The RAP Working Group was established in January 2016, reporting to the RAP Champion, the Patyegarang Indigenous Strategic Committee and the Macquarie University Aboriginal Advisory Committee. The RAP Working Group is chaired by the Director, Walanga Muru. Aboriginal and Torres Strait Islander and other staff with relevant skills, experience and knowledge have been appointed to the Working Group. Seven of the 15 RAP Working Group members are Aboriginal and/or Torres Strait Islander people.

Members of the RAP Working Group

- Macquarie University Aboriginal student representative
- Director, Sustainability
- Project Manager, Learning and Teaching
- Manager, Scholarships and Prizes
- Lead Consultant and Co-Manager, Organisational Development
- Aboriginal Student Engagement Officer
- Director, Government Relations
- Associate Lecturer, Faculty of Law
- Associate Lecturer, Teach Indigenous Program
- Corporate Engagement Manager
- Marketing Portfolio Partner
- Team Leader, Aboriginal Engagement
- Aboriginal Cultural Advisor
- Director, Indigenous Strategy
- Team Leader, Indigenous Strategy and Policy

Relationships

Macquarie University will build reciprocal engagement and meaningful dialogue with Aboriginal and Torres Strait Islander peoples, and incorporate strong partnerships into all aspects of our work to enhance relationships and demonstrate our commitments.

Action	Deliverable	Timeline	Responsibility
1 Establish a RAP Working Group	Oversee the development, endorsement and launch of the Macquarie University RAP. Once the RAP is implemented, meet at least twice per year to monitor and report on RAP implementation. Ensure Aboriginal and Torres Strait Islander peoples continue to be significantly represented on the Working Group at all times.	May 2017 Mar 2017, Oct 2017, Mar 2018 Mar 2017, Oct 2017, Mar 2018	Walanga Muru, Deputy Vice-Chancellor (Academic)
2 Raise internal awareness of our RAP	Develop and implement a communications plan to raise awareness among all staff across the organisation about our RAP commitments. Engage the Executive Group in the launch of the RAP. Promote our RAP through internal communications including the University website, This Week at Macquarie and Teche. Develop and implement the RAP advocates program to promote the RAP across offices, faculties and departments and provide a contact point for Walanga Muru. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	Jan 2017 Mar 2017 May 2017 Jun 2017 Mar 2017	Walanga Muru, Group Marketing, Learning and Innovation Hub
3 Build internal and external relationships	Develop and implement a plan to build internal and external relationships across the organisation regarding our RAP commitments. Develop a list of Aboriginal and Torres Strait Islander peoples, Communities and organisations within our catchment area that we could approach to connect with on our reconciliation journey. Develop a list of local organisations that we could approach to connect with on our reconciliation journey. Consider how we build internal RAP ambassadors to connect across campus for our reconciliation journey.	Feb 2017 Mar 2017 Mar 2017 Jun 2017	Walanga Muru, Corporate Engagement, Group Marketing
4 Participate in the Northern Sydney Region Reconciliation Network	Consider Macquarie University's contribution to the Northern Sydney Region Reconciliation Network. Attend Northern Sydney Region Reconciliation Network meetings.	Feb 2017 Nov 2017, Nov 2018	Walanga Muru
5 Aboriginal Advisory Committee	Establish the Aboriginal Advisory Committee to foster a two-way dialogue between the local Aboriginal Community and Macquarie University. Offer an opportunity for the Aboriginal Advisory Committee to provide cultural advice and guidance to the RAP Working Group during the implementation of RAP initiatives.	Jan 2017 May 2017	Walanga Muru
6 Participate in and celebrate National Reconciliation Week (NRW)	Encourage our staff to attend a NRW event. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff. Hold an annual Macquarie University Reconciliation event, with awards recognising reconciliation achievements.	27 May – 3 Jun, 2017 and 2018 Apr 2017, 2018 May 2017, 2018	Walanga Muru, Events, Group Marketing
7 Establish an Indigenous Student Body	Form an Indigenous Student Body to provide a platform for the cultural, social and educational interests of Aboriginal and Torres Strait Islander students. Through the Indigenous Student Body, consider how we engage other student bodies across campus, including the Student Representative Council.	Mar 2017 Jun 2017	Walanga Muru, Campus Life
8 Consider how we can better engage Aboriginal and Torres Strait Islander students studying at Macquarie	Promote a university-wide approach to Aboriginal and Torres Strait Islander student engagement. Investigate engagement systems for Aboriginal and Torres Strait Islander students. Develop cross-University partnerships between Walanga Muru, faculties and offices to facilitate support for Aboriginal and Torres Strait Islander students. Seek advice from the Indigenous Student Body on how to better understand Aboriginal and Torres Strait Islander student needs.	Feb 2018 Apr 2018 Sep 2018 Apr 2018	Walanga Muru, Student Connect, Student Wellbeing

Respect

Macquarie University will increase our cultural understanding and learning by celebrating and embracing Aboriginal and Torres Strait Islander history, culture and achievements.

Action	Deliverable	Timeline	Responsibility
9 Investigate how we embed Aboriginal and Torres Strait Islander perspectives into our teaching and research	Explore opportunities to include Aboriginal and Torres Strait Islander knowledges into curriculum.	Dec 2017	Faculties, Walanga Muru, Pro Vice-Chancellor (Learning and Teaching), PACE, Department of Indigenous Studies, Events, Property, Research Office, Higher Degree Research Office
	Encourage faculties to volunteer 'champions' for embedding Aboriginal and Torres Strait Islander perspectives.	Dec 2017	
	Work with teaching programs across the University to expand their Aboriginal and Torres Strait Islander focus.	Nov 2018	
	Engage with the Research Office and Higher Degree Research Office to consider how we embed Indigenous knowledge and perspectives into research.	Nov 2018	
	Explore opportunities to increase the Aboriginal and Torres Strait Islander presence across campus with events, online activities, signage, communications, staff communications and ethics in research.	Dec 2018	
	Support the University's Learning and Teaching White Paper to embed Aboriginal and Torres Strait Islander understandings in all programs.	Dec 2017	
10 Investigate Aboriginal and Torres Strait Islander cultural learning and development	Explore opportunities to increase awareness of Aboriginal and Torres Strait Islander cultures, history and achievements across the University.	Mar 2018	Walanga Muru, HR
	Capture data and measure our current staff level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievement through a cultural awareness training needs assessment across campus.	Apr 2017	
11 Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Host an annual Patyegarang Oration event.	Sep 2017, 2018	Walanga Muru, Group Marketing, faculty champions
	Develop and promote cultural protocols resources for the University.	Mar 2017	
	Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols.	Apr 2017	
	Continue to promote and monitor Welcome to Country requests for Macquarie University events.	Jun 2017	
	Continue to promote and build an understanding of Acknowledgement of Country (if a Welcome to Country is not appropriate or available).	Mar 2017	
	Promote cultural respect initiatives such as Acknowledgement of Country in email signatures and in PowerPoints for lecturers.	Dec 2017	
12 Celebrate Aboriginal and Torres Strait Islander dates of significance	Collate and publish a list of dates of significance for Aboriginal and Torres Strait Islander peoples.	Oct 2017	Walanga Muru, Group Marketing, Events
	Celebrate dates of significance for Aboriginal and Torres Strait Islander peoples by coordinated events across campus.	May, Jul 2017, 2018	
	Invite local Aboriginal Community members and members of the Aboriginal Advisory Committee to significant events.	Sep 2017	
	Encourage staff to attend Aboriginal and Torres Strait Islander events; for example, the Patyegarang Oration.	Sep 2018	
	Build the Macquarie University presence at key local Aboriginal Community events.	Sep 2017	
13 Participate in and celebrate NAIDOC Week	Raise awareness and share information among our staff about the meaning of NAIDOC Week, including information about the local Aboriginal and Torres Strait Islander peoples and Communities.	Jul 2017, 2018	Walanga Muru, Group Marketing, Events
	Raise awareness of NAIDOC Week by promoting events across campus.	Jul 2017, 2018	
	Promote NAIDOC Week activities within our catchment to the RAP Working Group.	Jul 2017, 2018	
	Celebrate NAIDOC Week with Aboriginal and Torres Strait Islander students and staff.	Jul 2017, 2018	

Opportunities

Macquarie University will identify and bring about opportunities that will lead to real change for Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
14 Consider how we can increase Aboriginal and Torres Strait Islander student numbers	Develop an Aboriginal and Torres Strait Islander outreach recruitment strategy, engaging particularly with local Aboriginal and Torres Strait Islander Communities.	Mar 2017	Walanga Muru, Future Students, Student Administration
	Develop and promote the Walanga Muru Alternative Entry Scheme for Aboriginal and Torres Strait Islander students to come to Macquarie University.	Mar 2017	
	Continue to develop relationships between Walanga Muru Outreach and Recruitment staff and the Office of Future Students.	Jul 2017	
	Engage Future Students to include Aboriginal and Torres Strait Islander content in existing and future Macquarie University outreach and recruitment programs.	Nov 2017	
15 Support scholarships for Aboriginal and Torres Strait Islander students	Develop a business case for increased scholarships for Aboriginal and Torres Strait Islander students.	Jun 2017	Walanga Muru, Scholarships
	Identify and promote current scholarships available to Aboriginal and Torres Strait Islander students.	Feb 2017	
16 Investigate Aboriginal and Torres Strait Islander employment	Develop a 'grow your own' model for Aboriginal and Torres Strait Islander workforce development.	Sep 2017	Walanga Muru, HR, unions, faculties
	Develop an Aboriginal and Torres Strait Islander Employment Strategy.	Nov 2017	
	Develop a plan to increase Aboriginal and Torres Strait Islander staff across the University.	Jun 2018	
	Investigate a culturally appropriate recruitment process.	Oct 2018	
	Consider how the Indigenous Cadetship Program impacts Aboriginal and Torres Strait Islander student success and employability.	Mar 2018	
	Invite current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.	Jun 2018	
	Support recruitment and development goals identified in current staff enterprise agreements.	Jun 2018	
17 Investigate an Aboriginal and Torres Strait Islander mentoring network	Develop an understanding of the mentoring needs of Aboriginal and Torres Strait Islander students and staff.	Nov 2017	Walanga Muru, HR, Alumni Relations
	Develop a business case for an Indigenous mentoring program for Aboriginal and Torres Strait Islander staff and students.	Nov 2017	
18 Investigate opportunities for Aboriginal and Torres Strait Islander research and to increase numbers of Aboriginal and Torres Strait Islander researchers	Consider how we promote and foster Aboriginal and Torres Strait Islander research and researchers.	Jun 2018	Higher Degree Research, Scholarships, Walanga Muru
	Promote Aboriginal and Torres Strait Islander research scholarship opportunities through the Macquarie University Indigenous Research Pathway program.	Dec 2017	
	Promote the Macquarie University Fellowship for Indigenous Researchers Scheme.	Dec 2017	
19 Investigate Aboriginal and Torres Strait Islander supplier diversity	Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	Sep 2018	Walanga Muru, Property, Finance, Legal, Office of Financial Services
	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Sep 2018	
20 Build the Aboriginal and Torres Strait Islander voice and leadership	Consider how we can increase the Aboriginal and Torres Strait Islander voice in decision making.	Dec 2018	Deputy Vice-Chancellor (Academic), Walanga Muru
21 Build support for the RAP	Define resource needs for RAP development and implementation.	Jan 2017	Walanga Muru, RAP Working Group
	Define systems and capability needs to track, measure and report on RAP activities.	Feb 2017	
	Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	30 Sep 2017, 2018	
22 Review and refresh RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	Sep 2018	Walanga Muru, RAP Working Group
	Submit draft RAP to Reconciliation Australia for formal review and endorsement.	Nov 2018	

FOR MORE INFORMATION

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MACQUARIE University

PHOTOS: All photos by Chris Stacey unless otherwise noted.
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