

RAP PROGRESS REPORT

DATE: 2 April 2015

Relationships and Respect					
Action/Area	Timeline	What we will do	Responsibility	How we will know we have done it	Report
Symbolism and Recognition (1)	June 2014	Raise understanding of the meaning and significance of Aboriginal and Torres Strait Islander protocols, such as Welcome to Country and Acknowledgement of Country, to our employees.	Vice Chancellor Provost	Guidelines on the use of Welcome to and Acknowledgement of Country revised and promoted. Formal Welcome to Country included in revised whole-of-institution orientation model (CTH).	Guidelines drafted for discussion internally and with community. Local orientation to be continued. Welcome to be incorporated locally.
Symbolism and Recognition (2)	December 2014	Raise understanding of the history of Aboriginal and Torres Strait Islander peoples' connection to the land and their cultural heritage.	Chief Operating Officer (Director: Facilities Management Group)	Design consultant briefed for a project to install a physical Acknowledgement of Country on each campus to complement the already existing reconciliation stones on each campus and acknowledge the Kurna (Adelaide), Boandik (Mt Gambier) and Barngarla (Whyalla) peoples on the relevant campuses. Major Aboriginal and/or Torres Strait Islander artwork installed in prominent place in Jeffrey Smart Building (learning centre).	Completed – city campuses. Additional plaque to be installed outside Hawke Bld. Whyalla manufactured and awaiting selection of location. Mt Gambier awaiting opening of new campus in 2016. CE location reviewed and improved location identified. Koolmatrie Eel Traps installed In progress (note: will need to

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			Provost (Director: Student and Academic Services)	A commissioned 'Kurna shield' is prepared for use in place of a mace at graduations.	develop suitable symbol if ceremonies continue in regional SA). Graduation music under discussions.
			Vice Chancellor (Director: Communication s and Marketing)	Short publication on Kurna, Boandik and Barngarla peoples suitable for distribution at key locations designed, and discussed with key Aboriginal stakeholders.	First edition published for RAP launch. Second edition, including map of language groups, distributed. QR codes on acknowledgment of country plaques lead to similar information on website.
Symbolism and Recognition (3)	June 2014	Develop proposal for naming appropriate spaces after Aboriginal elders.	Provost (Dean: Indigenous Scholarship, Engagement and Research (ISER))	Proposal delivered to Vice Chancellor.	Spaces identified. Requires consultation with community to select suitable names.
Symbolism and Recognition (4)	December 2014	Develop proposals for increasing prominence of Aboriginal and Torres Strait Islander culture and related issues on the corporate web.	Vice Chancellor (Director: Communication s and Marketing)	Proposal delivered to SMG	Corporate home page about to be launched, including symbol with link to Indigenous Engagement page.
Symbolism and Recognition (5)	December 2014	Plan an artwork produced by staff and students under the guidance of an Aboriginal artist.	Vice Chancellor	Proposal in place for Reconciliation Week 2015	Artworks designed and completed in NRW 2014.

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External Relationships (1)	December 2014	Engage with Aboriginal and Torres Strait Islander communities, organisations and stakeholders within our local area or sphere of influence to help us develop future RAPs and gather input to other activities.	Senior Management	Final quarterly IPEEG report to Vice Chancellor and Senior Management Group demonstrates a pattern of meetings with key Aboriginal and Torres Strait Islander individuals and communities to provide input to both reconciliation and wider university activities.	SAVCC has agreed in principle. Dean ISER to discuss with SA Council of Elders. Vice Chancellor has sent copies of RAP with covering letter to 235 external individuals and organisations, including Aboriginal and Torres Strait Islander organisations such as the Council of Aboriginal Elders of SA.
			Vice Chancellor (Dean (ISER))	Vice Chancellor has championed through the SA Vice Chancellors' Committee the formation of a Council of Elders for the three SA public universities.	
		Identify and engage with Aboriginal and Torres Strait Islander professional organisations	Senior Management (Heads of Schools/Directors as applicable)	Working relationships established and reported to IPEEG.	
External Relationships (2)	December 2014	Engage with our Aboriginal and Torres Strait Islander alumni.	Provost DVC: International and Advancement (Dean: ISER)	Report to SMG about strategy adopted and outcomes, and proposal for maintenance of engagement.	Deadly Alumni formed and launched. First AGM held.

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Celebrations	May 2014	Use National Reconciliation Week, NAIDOC Week and other celebrations to raise awareness of the importance of relationships and respect.	Campus Directors (Pro Vice Chancellors/Director Regional Engagement)	<p>Building on 2013 NRW program, successful events held on each four city campuses and at Centre for Regional Engagement with budget and organisational responsibility taken by Division PVCs/Director CRE.</p> <p>Division PVCs/Director CRE report to IPEEG with summary of activities and participation statistics for NRW.</p>	<p>NRW 2014 successful on each campus. Program and statistics compiled.</p> <p>Vice Chancellor asked senior managers to ask their heads of schools/directors to publicise NAIDOC week to staff and students and to remind Indigenous staff that the Enterprise Agreement includes cultural leave for NAIDOC Week events. Vice Chancellor also made this announcement to staff and students.</p>
	July 2014		Senior Managers (Heads of Schools/Unit Directors)	IPEEG records show how each school and unit (where relevant) supported Aboriginal and Torres Strait Islander staff and students to participate in NAIDOC Week.	

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Internal Communication	March 2014	Increase internal awareness of the RAP and what we are trying to achieve.	Vice Chancellor	Vice Chancellor has announced development and launch of RAP. RAP has been officially launched with an appropriate ceremony.	Vice Chancellor announced endorsement of RAP to all staff and students 21 February. Vice Chancellor hosted launch of RAP to internal community and invited guests, including Elders, 1 May. Copies sent to external individual and organisations (see above) RAP principles are embedded in senior-level communications and, where appropriate, in Vice Chancellor's speeches. RAP actions are communicated in the context of RAP principles.
	December 2014		Provost	IPEG has developed and implemented a strategy to communicate core RAP principles and actions to organisational units across the university.	
	December 2014		Provost	IPEG has reported the outcomes of the communication strategy to Vice Chancellor and SMG.	
Cultural Awareness/ Capability (1)	December 2014	Continue current staff training programs.	Vice Chancellor (Manager: People Development and Performance)	Report to IPEG to show current cultural awareness training activities and attendance continue.	New program has been introduced in 2014 and is oversubscribed.

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Cultural Awareness/ Capability (2)	December 2014	Develop proposal to expand reach of cultural awareness/capability program to staff.	Vice Chancellor (Director: Human Resources)	Proposal delivered to Vice Chancellor.	See above
Cultural Awareness/ Capability (3)	December 2014	Develop proposal to expand reach of cultural awareness/capability program for students (taking into account ICUP).	Provost	Proposals delivered to Vice Chancellor.	Application for online module to Indigenous Advancement Strategy.
Cultural Awareness/ Capability (4)	December 2014	Lay the foundation for future action to identify and combat explicit or systemic racism.	Vice Chancellor	University has collected information about policy and practice in Australian and overseas universities. Current UniSA policy is revised if required to ensure that students and staff can seek redress for racist acts.	Comparisons completed. No action required on policy. Further actions to be considered in 2015. UniSA has signed up to Racism: It Stops With Me campaign

Opportunities					
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Aboriginal and Torres Strait Islander employment (1)	June 2014	Evaluate, and if appropriate, continue Indigenous Graduate Trainee program.	Vice Chancellor (Director: HR)	Director HR has made recommendation to Vice Chancellor through mechanism of Vice Chancellor's Development Fund.	Funding secured to 2016 (pending satisfactory progress reports).

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			Vice Chancellor	Vice Chancellor has made decision about future of program and source of funds.	See above.
Aboriginal and Torres Strait Islander employment (2)	December 2014	Update the Indigenous Employment Strategy to outline how the University will reach its 2% employment target.	Vice Chancellor (Director: HR)	The university's IES is updated and approved by SMG. The IES outlines a strategy to reach a 2% Aboriginal and Torres Strait Islander employment target	Endorsed by IPEEG for submission to SMG.
Aboriginal and Torres Strait Islander employment (3)	See note	Capture data on Aboriginal and Torres Strait Islander employees and student enrolments to inform future developments.	Vice Chancellor (Director Human Resources/ Director Business Intelligence and Planning)	Data on Aboriginal and Torres Strait Islander employees and student enrolments continue as part of normal data collection activities. Reported to federal government every year. Note: Employment – reference date 31 March, verified data submitted to federal government June 30. Student Enrolment – reference date 31 December, data verified with federal government by following 31 May.	Completed. Employment (34 persons /32.7FTE at 31 March. Figure now above 40. Students (371 at 31 December 2013)

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Supplier diversity	December 2014	Lay the groundwork for systematic engagement with Aboriginal and Torres Strait Islander suppliers.	Chief Operating Officer (Director: Finance)	University has researched HE sector practices. COO has identified opportunities for university to source from appropriate suppliers. University has put in place mechanisms to ensure that cost centre managers use Aboriginal and/or Torres Strait Islander suppliers where appropriate.	Use of Indigenous caterers is established. Strategic Procurement team is identifying possible actions.

Governance, Management, Resources and Reporting					
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Governance and Management (RAP working group)	December 2014	The Indigenous Education, Employment and Participation Group (IPEEG), will function as the RAP Steering Committee and will oversee the implementation of the RAP. The Provost chairs IPEEG.	Provost	Minutes of IPEEG show RAP is discussed at each meeting. Each member of IPEEG attends at least 75% of meetings or sends proxy. IPEEG reports on RAP progress to Vice Chancellor and Senior Management Group quarterly through Provost.	RAP is a standing agenda item. Target met for 12 of 14 positions ¹ . IPEEG has agreed to report every six months with informal updates to SMG by Provost as appropriate.

¹ This target was more difficult to meet as there were only three meetings (the first meeting was cancelled).

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Resourcing	Jan 2014	Provide resources for ongoing development and implementation of the RAP.	Vice Chancellor	Allocation is established in Vice Chancellor's Development Fund or other appropriate source.	Vice Chancellor has approved funding for 2015-2017.
Reporting	March 2015	Complete RAP Impact Measurement Questionnaire.	Vice Chancellor	RAP Impact Measurement Questionnaire completed and submitted to Reconciliation Australia	March/April 2015
Development	December 2014	Develop our RAP for 2015.	Vice Chancellor	Vice Chancellor and Senior Management Group have endorsed 2015 RAP.	Development to take place in first half of 2015

Related projects include the Aboriginal and Torres Strait Islander University of Choice (a *Crossing The Horizon* project) – commencing 2014, a review of Indigenous Student Services (completed) and, eventually, an evaluation of Indigenous Content in Undergraduate Programs.