

Supporting Document

18.1

Dhumbah Goorowa

Performance Report

2019–2021





Acknowledgement of Country

RMIT University acknowledges the people of the Woi wurrung and Boon wurrung language groups of the eastern Kulin Nation on whose unceded biik biik (lands) we conduct the business of the University.

RMIT respectfully acknowledges their Ancestors and Elders, past and present.

RMIT also acknowledges the Traditional Custodians and their Ancestors of the biik biik (lands) and wurneet (waterways) across Australia where we conduct our business.

Bundjil Statement

Bundjil Womin Djeka ngarna-ga – Bundjil asks you to come and asks what is your purpose for coming and understanding

Bundjil was a powerful man, who travelled as an Eagle. He was the head man of the Kulin people. Bundjil taught us to always welcome guests. Bundjil asks what is your purpose for coming and understanding place.

When you are on place you make dhumbali (promise/commitment) to Bundjil and the land of the Kulin Nation.

The first dhumbali, is to obey the ngarn-ga (understandings) of Bundjil.

The second dhumbali, is to not harm the bubups (children).

The third is not to harm the biik biik (land) and wurneet (waterways) of Bundjil.

As the spirit of Kulin ancestors live in us, let the wisdom, the spirit and the generosity in which Bundjil taught us influence the decisions made on place. Do this by understanding your ways of knowing, your ways of doing, and your ways of being on place.

In support of the development of the Bundjil Statement, we acknowledge the contribution and guidance of N'arweet Dr Carolyn Briggs AM.

As an RMIT community, Bundjil's Statement reminds us that country was here long before us and will be here long after we are gone. Bundjil asks us to recognise that our ways of knowing, being and doing are implicit in how we conduct ourselves and how we live our values. These ways are shaped through formal education, life experience, and vocational choices; the process of shifting our perspectives and evolving our understanding of the world around us is a continuing journey of self-inquiry and learning.

The Bundjil Statement also speaks to how we comply with our obligations in our place of business, wherever that may be. Bundjil provides us with a frame for how we develop policies, implement systems, deliver education, undertake research and engage with others on place. Bundjil helps us to understand how we govern and regulate ourselves and our behaviour, so that we are all responsible, and accountable, for how we live and work on place.

Vice Chancellor & Pro Vice Chancellor Indigenous Education, Research and Engagement Foreword

Since 2016, RMIT has embraced and evolved two Reconciliation Plans, guiding our activities and engagement with Aboriginal and Torres Strait Islander peoples. They tell the story of a university-wide commitment that has generated profound impact on individuals and the RMIT community as a whole. Building meaningful relationships with Aboriginal and Torres Strait Islander peoples is now firmly at the heart of how the RMIT community lives its values.

This growth in our reconciliation maturity is reflected throughout RMIT's new strategy, Knowledge with Action 2031, which embeds five Indigenous strategic commitments throughout the strategy, without the additional need of a guiding, stand-alone reconciliation plan.

At the heart of our Indigenous strategic commitments is a shift in focus from reconciliation to responsible practice. This transition consolidates the lessons we have learned during our reconciliation journey so far, and translates them into authentic daily behaviours, relationships, and activities that are values-based and informed by principles of reconciliation, diversity, cultural safety, and ethical responsibility.

Along with the transition to responsible practice, we will continue to support Indigenous student success, build a strong and vibrant Indigenous workforce, deepen our relationship with Indigenous communities, and recognise the importance of Indigenous Knowledges in our learning and teaching, and research and innovation goals.

This is an important juncture in an ongoing journey. The achievements and learnings of the past six years have set the foundation for us to continue to strengthen meaningful and respectful relationships with Aboriginal and Torres Strait Islander communities into the future. We invite you to join us in reflecting on Dhumbah Goorowa.



Professor Alec Cameron
Vice Chancellor and President



Professor Gary Thomas
Pro Vice Chancellor Indigenous
Education, Research and
Engagement

Interim VC Foreword

Dhumbah Goorowa set out our dhumbali to Aboriginal and Torres Strait Islander peoples' self-determination and a commitment to creating an RMIT community that studies and works respectfully on Kulin country. I continue to be incredibly proud of RMIT's dhumbali to embed reconciliation in everything we do and am delighted to reflect on the way Dhumbah Goorowa has forged new pathways for our community.

Delivering on our commitments

The completion of Dhumbah Goorowa was originally planned for the end of 2020. However, the stark realities of the COVID-19 pandemic necessarily diverted both our focus and our ability to facilitate activities on campus. As a result, 2021 became a bridging year for the Plan and we worked hard to complete our commitments and reframe Action Areas that were no longer fit for purpose.

Several critical but incomplete initiatives have now been carried into 2022 as part of RMIT's Annual Operating Plan. These include the development of an Indigenous Research Strategy, the continuation of the RMIT-wide policy review and the ongoing implementation of Indigenous workforce development initiatives.

Recognising our success

While we actively continue our journey, it is important to reflect on some of the significant achievements of the past three years.

The creation of the Ngulu (voice) network of Reconciliation Champions and Facilitators across our Colleges and Portfolios has proven integral to generating momentum. I have been so pleased with how Ngulus have formed and engaged to progress reconciliation engagement within their areas. In 2021, we enhanced this important network with the appointment of College Reconciliation Advisors, who have deepened understanding and commitment in their College communities.

The development and adoption of the Bundjil statement as a commitment to working and studying lawfully and respectfully on Kulin country has progressed our understanding of place. Moreover, the incorporation of this statement into the Policy Governance framework and as a basis for the new Code of Conduct has directly fostered the University's responsibility for the land where we work, teach, learn and research.

Along with the shift to working from home came tangible progress for many of our staff along their personal reconciliation journey. We saw an increase in the sharing of local stories of First Nations people through Acknowledgements of Country and this reflects the shift in culture we are seeing at RMIT.

The implementation of our Aboriginal and Torres Strait Islander Employment Plan 2021-2022 and Aboriginal and Torres Strait Islander Future Workforce Strategy 2021-2025 was another key achievement, embedding hybrid accountability within each College and Portfolio. We exceeded our goal to recruit 15 staff by the end of 2021 and by the end of the year had 46 Aboriginal and Torres Strait Islander people within our staff community.

Supporting our students along their journeys

RMIT continues to provide support for Aboriginal and Torres Strait Islander students and opportunities for all students to nurture a relationship with Australian First Nations peoples. Ngarara Willim enhances Aboriginal and Torres Strait Islander student journeys by offering a clear point of connection throughout their RMIT experience and the team played a central role in supporting Aboriginal and Torres Strait Islander students in the shift to online activities. The pivot included providing online academic, cultural, and social engagement activities, with the RMIT Counselling and Health and Wellbeing teams in attendance.

Ongoing collaboration between RMIT Student Life and RMIT's Student Union (RUSU) benefits our whole student population through initiatives such as the Indigenous Solidarity Art Project. This project gave staff and students the opportunity to help create the four-metre-long platypus sculpture. We also celebrate our extraordinary alumni community, and RMIT Diploma of Visual Arts alumnus Indianna Hunt, a proud Wemba Wemba, Gunditjmarra, Jardwadjali, Wergaia woman was the artist behind the 2021 creative project, The Journey of Mapiyal.

Looking ahead

I would like to thank all our staff and students for their commitment and contribution to Dhumbah Goorowa because it takes a community to deliver on a promise of this scale. My gratitude also to the incredible Indigenous Education and Engagement team, who worked tirelessly and with greater determination than ever through a very difficult time. Our collective achievements are a testament to their leadership.

As we look forward, I am delighted that Professor Gary Thomas, the University's first Pro-Vice-Chancellor Indigenous Education, Research and Engagement has joined RMIT to lead us through the next phase of our reconciliation journey. However, while his leadership will be pivotal, we need to remember that we all share our dhumbali to reconciliation. Please join me in continuing to live RMIT's commitment to reconciliation by progressing our personal journeys.

Dionne Higgins

Senior Vice-President, Strategy and Operations
Interim Vice-Chancellor, 1 July 2021– January 2022



Our Dhumbali to Reconciliation

As a Western university RMIT was established, and continues to operate, as a colonial institution on Aboriginal country. At its foundation sustainable reconciliation must be progressed in partnership with First Nations peoples and done so in a way that supports the realisation of Aboriginal and Torres Strait Islander Peoples self-determination and sovereignty, as outlined in the United Nations Declaration on the Rights of Indigenous Peoples.

Our reconciliation dhumbali is underpinned by the recognition that:

- Australian First Peoples have been creating, sharing, evolving, preserving, and protecting knowledges, languages, culture and country for over 2000 generations. They will continue to do so into the future.
- Australian First Peoples have experienced social, political, economic and education disadvantage due to historical and ongoing colonisation, dispossession and unjust legislation, policies, and practices.
- Australian First Peoples cultures are critical to Australia's heritage and make an essential and dynamic contribution to the community and our university.
- Australian First Peoples have a right to self-determination, to equitable participation in the community and the University, to equitable access to resources and services, and to be treated with respect.

- The reconciliation process is important in building new relationships between Indigenous and non-Indigenous Australians, and that for reconciliation to be sustainable over time, local communities and institutions must support, and be involved in, the process.

Educational institutions have a particular responsibility, and are uniquely placed, to redress disadvantage through Indigenous education and research, and to overcome prejudice by educating the Australian community about the cultures and experiences of Aboriginal and Torres Strait Islander peoples.



Our Reconciliation Journey so Far

RMIT's current efforts in reconciliation are the continuation of a journey that is more than 25 years in length, and one that the University is determined to carry into the future.

1990's

- 1992** The Koorie Education Unit is established. The Unit is renamed the Aboriginal and Torres Strait Islander Support and Liaison Unit in 1999.

2000's

- 2006** The Indigenous Access Scheme is established as an alternative entry program for Aboriginal and Torres Strait Islander students wanting to study at RMIT. After proving to be a successful program, in 2009 it is formally made an ongoing part of the University's business.
- 2007** RMIT launches its Togip Gabaareng Indigenous Employment Strategy (revised and renamed in 2012: RMIT Aboriginal and Torres Strait Islander Employment Strategy). The Strategy builds upon RMIT's success in terms of equity and diversity within employment practices, introducing targeted goals to increase representation of Aboriginal and Torres Strait Islander people in employment at RMIT.
- 2008** RMIT signs a pledge committing to 'Close the Gap'.
- 2008** The Aboriginal and Torres Strait Islander Support and Liaison Unit is renamed the Ngarara Willim Centre for Aboriginal and Torres Strait Islander peoples. The name is derived from ngarara willim, meaning gathering place in the Woi wurrung language of the Wurundjeri people, the Traditional Owners of the land where RMIT stands.
- 2008** The Vice Chancellor, Professor Margaret Gardner, responds to the National Apology to the Stolen Generations made in the Australian Parliament by Prime Minister Kevin Rudd.
- 2009** RMIT releases a Reconciliation Statement, which recognises and respects the unique cultures and contributions of Aboriginal and Torres Strait Islander peoples.
- 2009** The Indigenous Specialisation is developed to enable all undergraduate students to take elective courses in the field of Australian Aboriginal and Torres Strait Islander studies. The elective courses provide students with an understanding of the cultural, historical and contemporary frameworks that have shaped the lives of Aboriginal and Torres Strait Islander peoples in Australia and Indigenous peoples globally.

2010s to now

- 2010** RMIT's enabling legislation is updated. A new Section, 5(f), is added creating a specific objective that outlines our responsibility to Aboriginal and Torres Strait Islander peoples:

...to use its expertise and resources to involve Aboriginal and Torres Strait Islander people of Australia in its teaching, learning, research and advancement of knowledge activities and thereby contribute to:

 - a) Releasing Aboriginal and Torres Strait Islander aspirations; and,
 - b) The safeguarding of the ancient and rich Aboriginal and Torres Strait Islander cultural heritage

Also relevant to Aboriginal and Torres Strait Islander communities is the requirement in Section 5(g) that the University is:

...to provide programs and services in a way that reflects the principles of equity and social justice.
- 2014** Aboriginal and Torres Strait Islander flags are flown at every RMIT campus.
- 2015** RMIT increases its financial commitment to the Ngarara Willim Centre to improve access, participation and outcomes in education for Aboriginal and Torres Strait Islander peoples.
- 2016** RMIT launches its first Reconciliation Action Plan (RAP). Championed by the Vice Chancellor, the University's senior executives and a dedicated community of RAP Champions, the RAP is embraced across RMIT resulting in a significant shift in the ways we think and work.
- 2017** Appointment of RMIT's first Deputy Pro Vice Chancellor Indigenous Education and Engagement, Professor Mark McMillan.
- 2018** The Bundyi Girri project pilot phase commences. Using a strength-based, embedded approach, the project focuses on non-Indigenous Australians and enabling them to engage actively in reconciliation.
- 2019** Professor Mark McMillan assumes the role of Chair, Academic Board, and as a result also becomes a member of the University Council.
- 2019** RMIT adopts the Bundjil Statement as a formal commitment on behalf of the entire RMIT community to studying and working lawfully and respectfully on Kulin country.
- 2020** The new RMIT Code of Conduct embeds the Bundjil Statement as the foundational framework for our 'Ways of Working', 'Ways of Knowing' and 'Ways of Being'.
- 2020** The Aboriginal and Torres Strait Islander Peoples Future Workforce Strategy 2020-2025 is approved for implementation across the RMIT Group
- 2021** The Aboriginal and Torres Strait Islander Employment Plan 2021-2022 is implemented across RMIT. The Plan embeds hybrid responsibility for employment outcomes across the Colleges and Portfolios.



Reconciliation at RMIT

Our commitment to a just and meaningful relationship between Indigenous communities and the RMIT community is at the durrung (heart) of how we live our values and has formed the foundation for our two Reconciliation Plans. The first was launched in 2016 and focused on raising awareness within the university community of Aboriginal and Torres Strait Islander Peoples' knowledges, cultures, and languages, and promoted engagement with reconciliation.

Dhumbah Goorowa "Commitment to Share" (2019-2020) was designed as a two-year bridging plan between our first Reconciliation Action Plan (2016-2018) and the Knowledge with Action 2031 University strategy. Its goal was to establish a foundational framework in terms of policy, processes, systems, investment, and culture that would enable the university to subsequently embed our commitment to Aboriginal and Torres Strait Islander Peoples' self-determination and sovereignty across the RMIT Group with the implementation of Knowledge with Action 2031.

The plan was developed collaboratively through a series of workshops that brought Aboriginal and Torres Strait Islander staff, students, and Elders in Residence together with members of the university community to envision what a shared future at RMIT would look like, and identify the specific commitments required to bring this reality to life.

Dhumbah Goorowa was extended into a third year in 2021. This was due to the ongoing impacts of the COVID-19 pandemic and the broader university requirement to manage 2021 as a bridging year between our previous University strategy, Ready for Life and Work, and Knowledge with Action 2031.

Outline of Dhumbah Goorowa

Action Areas

- 1 Governance, Leadership, Management and Engagement
- 2 Academic Excellence and RMIT Student Community
- 3 Excellence and Impact in Research and Innovation
- 4 RMIT Staff Community

The Action Areas were comprised of 19 Priority Initiatives and a total of 46 Actions

Dhumbah Goorowa was originally structured around six separate Reconciliation Action Areas, which represented core strategic pillars of focus for our reconciliation ambition. The Action Areas were carried over from our first Reconciliation Action Plan and provided continuity of focus and the opportunity to progress maturity in key areas across the RMIT community and our operations.

Progress within each of the Action Areas was monitored by Reconciliation Action Area Committees, which met quarterly and were each chaired by members of the Vice Chancellor's Executive. The Reconciliation Implementation Committee, which was established under our first RAP and chaired by the Vice Chancellor, continued to oversight implementation of Dhumbah Goorowa and other reconciliation activity across the RMIT Group.

Throughout the life of Dhumbah Goorowa, we closely followed the progress of priority activity via a structured monitoring and evaluation process. We adopted RMIT's project management platform, PPM, to monitor the completion status of priority activity and provide a quantitative measure of performance that could be reported through university governance committees.

We also developed a Reconciliation Evaluation Framework to support the university to qualitatively evaluate the outcomes and impacts of reconciliation activity across all levels within the colleges, portfolios and entities.

In 2021, we consolidated the original six Reconciliation Action Areas into four Action Areas to reflect strong progress and the completion of several priorities across the reconciliation plan. This consolidation enabled us to deploy resources and monitor the implementation of Dhumbah Goorowa more effectively during its third year.

It is important to note that despite this consolidation, this Performance Report outlines our progress within all 19 priority initiatives and 46 actions from the six original Reconciliation Action Areas.



*Note the Overall Performance target was 85%

Performance and Highlights Snapshot

74%
Overall Performance

82%

Action Area 1

Governance, Leadership,
Management and
Engagement

72%

Action Area 2

Academic Excellence
and RMIT Student
Community

53%

Action Area 3

Excellence and Impact
in Research and
Innovation

80%

Action Area 4

RMIT Staff
Community

Despite a strong start in 2019 and continued commitment during the challenges of the COVID-19 pandemic in 2020/21, we have not met our target to complete 85% of our Dhumbah Goorowa priorities.

Significant work was progressed across the university in 2019, including the development of several frameworks and initiatives that were approved for implementation during 2020 by the Reconciliation Implementation Committee and the Vice Chancellor's Executive. However, the impact of the COVID-19 pandemic in 2020/21 severely restricted the implementation of initiatives that required physical presence on campus or face-to-face engagement. Ensuring the health, safety, and wellbeing of the RMIT community and our partners necessarily became the overarching concern as we navigated repeated hard lockdowns that were mandated by the Victorian Government. Initiatives that were affected in this way include, for example, implementation of the Community (Industry) Indigenous Engagement Framework, and Shared Spaces for Indigenous and non-Indigenous students.

The university completed a significant restructure in 2020 and this, coupled with the redeployment of staff to support the shift to online learning, reduced our organisational capacity to progress some reconciliation activity. This includes, for example, the RMIT-wide Policy Review and associated work to build staff capability in culturally safe policy development and implementation, as well as the full implementation of the Reconciliation Capability Development Framework.

During this time there was also a change in the senior Indigenous leadership of the university. Some initiatives were paused until new leadership was in place to provide strategic direction for these priorities. These included initiatives such as Indigenous Perspectives in the Curriculum and the development of an Indigenous Research and Innovation Strategy.

Notwithstanding these challenges, we were able to implement several critical initiatives. This includes our commitments to enhance Aboriginal and Torres Strait Islander Peoples workforce capability and capacity, and enhancing Aboriginal and Torres Strait Islander student success through a continual improvement model of student support via the Ngarara Willim Centre for Aboriginal and Torres Strait Islander Peoples.

Ngarara Willim was also central in the development the online Reconciliation: Racism and Cultural Safety program of professional development, which was important in continuing to build reconciliation capability across the RMIT community during the remote working environment of COVID lockdowns. This program, together with a Leadership Series on Reconciliation Capability, enabled us to proceed with implementing the Reconciliation Capability Development Framework, although in a more limited way than was originally intended.

Innovative thinking and a desire to create new ways of being and doing also led to some unexpected but very welcome initiatives that have fundamentally changed the RMIT landscape. This includes the incorporation of the Bundjil Statement into the Policy Governance Framework, as well as the Bundjil Statement forming the foundational framework for a new RMIT Code of Conduct. The development of the On Country initiative by the Global Experiences team challenged us to rethink the idea of ethical global citizenship as a skill that can only be learned by experiencing different peoples, cultures, and perspectives by travelling overseas. We have also seen our commitment to reconciliation expand across the RMIT Group, with RMIT Training, RMIT Online, RMIT Vietnam and RMIT Europe all appointing Reconciliation Champions and establishing Ngulu Reconciliation Committees to advance initiatives in support of our reconciliation goals.

It is also important to recognise that some of the initiatives that were developed in 2019 and subsequently paused have seen limited implementation or have been able to inform other significant projects during 2020/21. For example, the Indigenous Perspectives in the Curriculum approach has informed the university-wide Curriculum Architecture project and College-specific implementation approaches. The Community (Industry) Indigenous Engagement Framework was partially implemented via a review into the university's industry engagement approach during 2021. Importantly, both Frameworks are values-based and were collaboratively developed with Aboriginal and Torres Strait Islander staff and communities. They can therefore be revisited and updated in support of the strategic directions set under the new university strategy to foster a process of evolution and continuing maturity in our reconciliation journey.

Highlights



Bundjil Statement, Code of Conduct and Policy Governance Framework



Trade Routes First Nations Global Growth Program



Aboriginal and Torres Strait Islander Peoples Future Workforce Strategy and Aboriginal and Torres Strait Islander Employment Plan



Reconciliation Capability Development Framework created



Enhancing the **Ngarara Willim Centre Service Delivery Model**



Reconciliation: Racism and Cultural Safety program of professional development modules



On Country initiative



Community (Industry) Indigenous Engagement Framework



Expansion into RMIT Training, Online, Europe and Vietnam



Ngulu Reconciliation Committees



Appointment of Reconciliation Advisors

Aboriginal and Torres Strait Islander Student Success

Enhancing the Ngarara Willim service delivery model to support Aboriginal and Torres Strait Islander students was a key priority within Dhumbah Goorowa and focused on four key pillars: (i) Student Success; (ii) Vocational Education; (iii) Academic Excellence; and (iv) Outreach and Recruitment.

As the COVID-19 pandemic progressed this work became even more critical and Ngarara Willim staff worked tirelessly to ensure Aboriginal and Torres Strait Islander students were supported in the transition to online learning and during periods of lockdown. Notwithstanding the impacts of COVID-19 on the academic year, 104 Indigenous students graduated in 2021.

For Ngarara Willim, the focus was providing online academic, cultural and social engagement activities for students. The Centre consolidated our personalised approach of continuous communication through calls, emails, Microsoft Teams, and the Ngarara Willim Canvas site. Students were encouraged to participate in a broad range of activities online including, the Ngarara Willim Reading Club, weekly conversations with Boon wurrung Elder N'Arweet Dr Carolyn Briggs AM and engagement with Woi wurrung Wurundjeri Elder Bambu Di Kerr as part of the Ngarara Willim Leadership and On Country Experience Program.

We also implemented an improved student dashboard, developed a new internal case management system, heightened engagement with Vocational Education students, created partnerships to increase visibility of RMIT outreach and engagement activities, and delivered regular Ngargee lunchtime sessions promoting Indigenous student academic excellence. We increased support to Vocational Education students through scholarships and tutoring. This enabled us to provide additional supports and opportunities for Indigenous students in community organisations to complete a tertiary qualification. In 2021 we worked towards creating a position for a dedicated counsellor for Indigenous students, with the recruitment process occurring in 2022.

In 2021 we also piloted the On Country Indigenous Leadership Program in collaboration with the Global Experiences team, to provide students with the opportunity to recognise their leadership potential and that they can have one of the richest cultural experiences without leaving Australia through engaging with the oldest continuing living cultures in the world. The program was offered to Aboriginal student leaders, and later to all enrolled Indigenous Students,

bringing them together for a series of activities (online and in person) with Indigenous Community leaders and Indigenous students from across the globe. This program created the opportunity for RMIT to employ a new Indigenous Global Experiences Coordinator to support the growth and development of the initiative.

Our First Nations students and Deadly Alumni developed and delivered Indigenous Cultural Tours on campus, initially in person and then online to support the RMIT community into a better understanding of the cultural significance and importance of place. 500 RMIT staff and students registered, with 300 able to attend Tour sessions during 2021.

Our focus on Deadly Alumni also continued, connecting the Indigenous alumni cohort with RMIT activities, engagement with the Ngarara Willim Centre, and employment opportunities within RMIT.

We have maintained our relationships with Indigenous Communities despite the impacts of COVID-19 on our planned initiatives and activities. We continued to build our online connections with the Koorie Education workforce in Victoria through Community meetings, participation in the Koorie Staff Network (KSN) and Torong Marnong meetings, and participation in forums held by Victorian Aboriginal Education Association Incorporated (VAEAI). Outreach and Access staff held four online sessions with 39 Engagement Support Officers and Koorie Engagement Coordinators from across Victoria to build on connections and information sharing in order to support the aspiration of our young people.

We partnered with the Victorian Aboriginal Legal Service and Dardi Munwurro to deliver the Diploma of Community Services to Indigenous students in Melbourne and delivered the Certificate IV in Project Management Practice to two Indigenous student cohorts from community organisations across 2020 and 2021, with cohorts continuing into 2022. We continue to work with the Northern Territory Government to deliver training to meet industry demand through programs such as the Diploma in Alcohol and Other Drugs. We also have strong relationships with several Aboriginal community-controlled organisations including Danilla Dilba Health Service, Vendale Rehabilitation Centre, Kalano Community Association, and BushMob Aboriginal Corporation. We have successfully trained workers from these organisations and they continue to work with us to develop key electives and learning outcomes as well as determining the appropriate level of qualification and location to suit the next student cohort.



RMIT Code of Conduct

In late 2018 RMIT began a university-wide Policy review, with the purpose of ensuring that Reconciliation was embedded across RMIT's Policies. Concurrently, the Indigenous Education, Research and Engagement team, in collaboration with Boon wurrung Elder N'Arwee't Dr Carolyn Briggs AM, developed the Bundjil Statement as a formal commitment on behalf of the entire RMIT community to studying and working lawfully and respectfully on Kulin country.

Recognising the fundamental importance of the Bundjil Statement in guiding the ways of knowing, being and doing for RMIT staff, the Chief Audit and Risk Officer and Policy Team incorporated the Bundjil Statement into the Policy Governance Framework.

At the same time, the RMIT Policy Team undertook a review of the RMIT Code of Conduct (the Code), including a survey of RMIT staff members to determine awareness among staff of RMIT's values, and to seek input into the Code's review process. Despite Reconciliation not being one of the formal values of the University, a significant proportion of survey respondents selected it as an RMIT value in the survey.

Given this response the Code Steering Committee agreed to base the structure and broad themes of the Code on the principles of the Bundjil Statement and used these to steer the development of the new Code.

The set of enforceable standards in the new Code were framed under three pillars that reference Bundjil – 'Ways of Working', 'Ways of Knowing' and 'Ways of Being'. This approach also supports the employment relationship in the context of RMIT's mission, values, and commitments.

Following consultation with the University community, the new Code was approved, including an acknowledgement of our commitment to place as explained in the Bundjil Statement, with the following wording providing the framing context:

RMIT is a public University that stands on Aboriginal Country of the Kulin Nation. The Bundjil Statement helps us to understand what it means to be on the Kulin biik (land). For staff, Bundjil is about working respectfully and in accordance with the Statement when you are on place, wherever we conduct the business of the University. The Code supports staff to develop their understanding of and connection to place and to actively participate in reconciliation activities.

In addition to the preceding paragraphs, the Code of Conduct also sets out guidance for staff to respond to the Womin Djeka (Welcome) we all receive to be on place through our ways of working, our ways of knowing, and our ways of being in line with the principles of Bundjil.

As the University's foundational policy document, the Code demonstrates the University's commitment to embedding reconciliation, and ensuring its implementation aligns with related policies covering workplace behaviour and intellectual freedom.



RMIT On Country Global Experiences

Working with Traditional Owners, RMIT is taking students “on country” to experience, and learn from, the oldest continuous living cultures in the world. Through experiential learning opportunities designed in partnership with Traditional Owners and Elders these programs have helped RMIT students – both Indigenous and non-Indigenous – across all learning levels (Vocational Education, Higher Education, Postgraduate and research) to build awareness of their place, role and responsibility toward the advancement of reconciliation.

On Country offers various layers of engagement. Initially, students can build their foundational understanding of Aboriginal and Torres Strait Islander peoples by completing two online micro-credentials:

- Wominjeka-Indigenous Orientation and
- Truth Telling: Racism and Reconciliation.

Students are also invited onto Country, physically and virtually, by selecting from a range of cultural immersion opportunities. The options include learning activities and experiences such as:

- Indigenous RMIT campus tours, including the Photography tour led by an RMIT Indigenous staff member
- Traditional Owner-led walking tours of culturally significant sites beyond RMIT such as Birrarung Marr, Fitzroy and Inner-city Scar trees;
- Day trips onto Country, for example, the Sorry day trip to Rye;
- Face-to-face and online masterclass experiences aligned with discipline groups, for example:

- College of Design and Social Context (Yarning with Uncle Jack Charles – in person),
- College of Business and Law (Blak Business Panel - online) and
- STEM College (Technology and Culture - online) partnered with Traditional Owners, Elders and contemporary young Indigenous business owners / industry practitioners
- camps, to Budj Bim National Park or to Coranderkk Station for example, are also usually part of the suite of opportunities.

Key to the success of On Country is building strong relationships with Traditional Owner knowledge groups by understanding what knowledge they hope to impart. This could range from sharing land management knowledge, to hearing about the impacts of colonial dispossession, to comparing contemporary Blak business ideas and practices. Bringing Traditional Owners and Elders together with our students on Country initiates two-way conversation which promotes understanding, respect and trust. Given historical acceptance is a key part of reconciliation, each experience is underscored by story and truth-telling.

Equally, On Country is about creating opportunities for RMIT’s Aboriginal and Torres Strait Islander students to reconnect with Country. RMIT’s Ngarara Willim Centre designs immersions for Indigenous students that support their individual journey of self-identity and purpose. This is reinforced with interactions with Indigenous students from RMIT’s international exchange partnership network via an online Indigenous student leadership forum.

RMIT Reconciliation Advisors: How has RMIT performed?

Cathy Doe (Irukandji)

Reconciliation Advisor, College of Design and Social Context

Dhumbah Goorowa has had an everlasting impact in my College, but I feel like it's a good time, given our changing social space, to complete this work and move into a new chapter. During my time in the College of Design and Social Context, I've learnt a lot about why and how we work with the Aboriginal and Torres Strait Islander community, and the different reconciliation journeys that people travel. I've been humbled by some of the incredible work people do with and for the Indigenous community and am proud to have been involved with some fantastic events. I have particularly loved sharing more about my culture, the Indigenous community in Victoria, and celebrating our student's achievements. Aboriginal and Torres Strait Islander people have powerful voices and stories to tell, and I'm looking forward to developing responsible practice and continuing conversations in the future.



Photo courtesy of Leni Ciuro

Lewis Brown (Dja Dja Wurrung, Yorta Yorta & Gunditjmara)

Reconciliation Advisor, STEM College

Since commencing the Reconciliation Advisor role in STEM College, I felt in good murrup (spirit) by seeing an open workforce with a strong commitment to Dhumbah Goorowa. What we have achieved from Dhumbah Goorowa has been amazing to witness and lays a great foundation of more learnings and work to come. In the past 10 months, I am pleased to have witnessed some great initiatives including the voice of the STEM College Ngulu committee, celebration of significant dates for First Nations people, the incorporation of First Nations perspective in curriculum, and many more. I am also excited to share that STEM College now has 4 First Nations professional staff, who deserve to be celebrated for their continuous hard work. I look forward to seeing a growing workforce First Nations STEM College workforce who are strong in identity and can contribute so much to the industry.





Enhancing RMIT's Aboriginal and Torres Strait Islander Peoples Workforce Capability and Capacity

Dhumbah Goorowa promoted a whole of university approach to the employment, development, and retention of Aboriginal and Torres Strait Islander staff members. A deliberate and determined commitment to changing behaviours in the approach to Aboriginal and Torres Strait Islander Peoples employment and retention by senior executives, the People team and leaders across RMIT has resulted in an increase in the recruitment and retention of Indigenous workforce. At the end of 2021, 46 Aboriginal and Torres Strait Islander staff members were employed by the university in continuing roles.

Key elements of our approach included:

- The development and implementation of the RMIT Aboriginal and Torres Strait Islander Peoples Future Workforce Strategy and Aboriginal and Torres Strait Islander Peoples Employment Plan 2021-2022, which embedded hybrid accountability for Indigenous employment and retention within each College and portfolio, supported by individual College and Portfolio Aboriginal and Torres Strait Islander Employment Action Plans.
- An integrated approach within the People team, with a strong focus on building RMIT's profile with Indigenous candidates.
- Increased internal transfer and promotion(s) for existing Indigenous workforce.
- An increased number of appointments of Aboriginal and Torres Strait Islander academics.
- RMIT meeting its Scorecard employment and retention targets for Aboriginal and Torres Strait Islander workforce.
- Development of guidelines for the People team and Hiring Managers on role design, recruitment, and retention of Aboriginal and Torres Strait Islander People.
- An increased focus on the employee experience and retention, with the Indigenous Staff Network's (ISN) launch of the ISN Message Stick newsletter and ISN Professional Development Offsite Day in December 2021.
- Continuing to build RMIT's Indigenous Employee Value Proposition, Employment Strategy brand in the marketplace, amplified by the impact of key individuals who hold a strong sphere of influence in community. This included building RMIT's Indigenous Careers page.

Trade Routes 2022

First Nations Global Growth Program



Global Growth Program

Exploring Global Growth Opportunities

 Ongoing and self-directed

 8 months

Kick off
Monthly events

Ongoing
Online learning modules accessed through LMS and community platform

Suggested time commitment


2 hours /week

Online learning
4 hours/month
Events and networking

Market Entry Program

Activating Global Growth Opportunities

 Optional learning extension

 3 months

Monthly
Intensive, elective expert/mentoring sessions, coaching and bespoke market entry strategy

Weekly
90 minutes
Masterclasses
5 - 8 hours
Self-directed work



Ongoing

LEARNING

Self-paced education

- Growth ambitions and readiness
- Business model design
- Vision and goal setting



Ongoing

CONNECTION

Shaping your community

- Experiences focused on sharing and knowledge exchange
- Featuring First Nations businesses



Optional

GLOBAL FOCUS

Strategies for market entry

- Framework for global entry
- Choosing the right market
- Identifying pathways



Optional

OPTIMISATION

Strategies for success

- Finding your customers
- Optimising your product
- International marketing



Optional

SHOWCASE

Celebrating your business!

Participants who have engaged with the online learning and have opted-in the Market Entry Program who want to showcase their products can join the Trade Routes Expo

Supported by



Powered by



This program has been co-designed in close collaboration with indigenous business and community leaders and stakeholders. Artwork by Little Rocket, a 100% owned and operated Indigenous agency.

Detailed performance results by Reconciliation Action Area and Priority

Action Area 1 – Governance, Leadership, Management and Engagement

Priority	Actions	Completion Status	Commentary
1.1 Leadership in the Tertiary sector	<p>(a) Use our role as a publicly funded civic institution to influence public policy outcomes in Indigenous affairs.</p> <p>(b) Engage within the sector to promote Indigenous issues and opportunities in relation to governance, leadership, and management.</p> <p>(c) Influence governing bodies within RMIT to build capability and opportunity.</p> <p>(d) Continue to work towards meeting our commitments under the Universities Australia Indigenous Strategy 2017-2020.</p>	90%	<p>Good progress in 2019 but rescope during 2020 because of the pandemic and shifting priorities of government and other stakeholders due to COVID-19 impacts. Activities included:</p> <ul style="list-style-type: none"> • Regular engagements across the RMIT Group with government and stakeholders, locally and globally, to influence policy and promote Indigenous issues and opportunities in the sector. • Vice Chancellor contributing to the development of the Universities Australia Indigenous Strategy 2022-2025. • Annual reporting to Universities Australia on progress of Indigenous Strategy implementation.
1.2 Sustainable Reconciliation Investment	<p>(a) Work collaboratively across the university to determine an appropriate resourcing model to embed reconciliation as a core element of RMIT values, structure, and operations for the longer term.</p> <p>(b) Identify and implement open and transparent governance and management structures to support sustainable investment in reconciliation across RMIT and monitor and report progress.</p>	43%	A draft Sustainable Reconciliation Investment framework was developed in 2020/early 2021 following background work completed in 2019. Progression was paused pending the appointment of a new PVC Indigenous Education, Research, and Engagement and to align with investment in implementation of the Knowledge with Action 2031 University strategy.
1.3 RMIT Policy Review	<p>(a) Prioritise the policy review according to operational importance and target these areas first.</p> <p>(b) Review RMIT Policies to ensure they include an Indigenous voice and reflect our commitment to reconciliation.</p> <p>(c) Build staff capability and capacity to undertake policy development and review in a way that incorporates Indigenous perspectives.</p> <p>(d) Develop guidelines for new activity that inform practice and policy development within RMIT.</p>	86%	<p>This priority was undertaken as part of the broader RMIT Policy Review. Actions (a) and (b) were completed as part of this university-wide review process.</p> <p>The Bundjil Statement was included in the Policy Governance Framework and formed the basis of the new RMIT Code of Conduct.</p> <p>Work to support (c) and (d) was deferred due to staff capacity constraints and is being progressed as a commitment in the 2022 Annual Operating Plan.</p>
1.4 Reconciliation as an Organisational Capability	<p>(a) Review the RMIT Be Ready leadership program to include reconciliation content.</p> <p>(b) Expand the RMIT Capability Development Frameworks to include reconciliation, specifically the Bundyi Girri project.</p>	79%	<p>The Be Ready leadership program was paused in 2019 pending review.</p> <p>A Reconciliation Capability Development Framework (RCDF) was collaboratively developed in 2019 and approved for implementation within the RMIT Capability Development Frameworks in 2020.</p> <p>The RCDF was launched in the RMIT Leadership series in Q3 2020 and embedded into RMIT Learning via the Reconciliation: Racism and Cultural Safety program of professional development in 2021.</p>

Priority	Actions	Completion Status	Commentary
6.1 Respectfully engage with Aboriginal and Torres Strait Islander Communities	(a) Develop an RMIT Indigenous Community Engagement Framework and implement via Portfolio Community Engagement Plans.	77%	The Community (Industry) Indigenous Engagement Framework was developed in 2019 and approved for full implementation in 2020. Limited implementation occurred due to university restructuring and the COVID-19 pandemic.
	(b) Revise procurement policies and instructions to suppliers to promote the use of Indigenous businesses and providers.	85%	<p>Indigenous Procurement Guideline and Procedure developed 2019-20. Roll-out paused due to a review of RMIT procurement policies in 2021. The Procurement Policy was updated and implemented in July 2022, including the Indigenous Procurement Guideline and Procedure, to reflect RMIT's commitment to the triple bottom line approach regarding environmental, social and financial sustainability.</p> <p>All procurement decisions will take account of RMIT's responsibilities and obligations supporting the business and entrepreneurial endeavours of Aboriginal and Torres Strait Islander peoples, and procurement templates have been updated to ensure Indigenous suppliers and employment opportunities must be taken into consideration in the supplier selection strategy and evaluation criteria.</p>
6.2 Recognise the transformative value of reconciliation in our industry partnerships	(a) Develop a micro credential for external organisations to assist them develop and implement a reconciliation plan.	100%	Following industry consultation (a) was rescoped into Bundyi Girri for Business, a program of reconciliation professional development for non-Indigenous staff, tailored to the needs of external organisations. The program was piloted at RMIT during 2019 with select industry partners. It was subsequently developed into a standalone consulting company.
	(b) Embed reconciliation in our approach to industry partnerships.		Embedding reconciliation into our approach to industry partnerships was incorporated into 6.1(a) the development of a Community (Industry) Engagement Framework.
6.3 Actively promote reconciliation university-wide, within the sector and with our external partners	(a) Implement and review a whole-of-university Indigenous communications strategy. (b) Share our success and learnings as we continue our reconciliation journey.	100%	University-wide Indigenous Communications Strategy developed and implemented in 2019. It is updated as a living document year on year. Action (b) was rolled into (a).

Action Area 2 – Academic Excellence and RMIT Student Community

Executive Sponsors: Deputy Vice Chancellor and Vice President, College of Design and Social Context; Deputy Vice Chancellor and Vice President College of Business and Law

Priority	Actions	Completion Status	Commentary
2.1 Prepare our staff and students for the workforce by promoting a shared future	(a) Enable staff and students to understand their relationship with Indigeneity and Aboriginal and Torres Strait Islander sovereignty by embedding Indigenous perspectives in the learning and teaching experience.	61%	(a) Indigenous Perspectives in the Discipline Framework developed in 2019 and approved for implementation. Implementation paused during 2020-21 pending the appointment of new senior Indigenous leadership, although the Framework informed the Curriculum Architecture project and the development of the Knowledge with Action 2031 strategy.
	(b) Explore the development of a student Global Leadership experience focused on Indigeneity.	100%	(b) A Global Leadership Forum featuring First Nations speakers was delivered each year from 2019-2021, with over 1000 attendees at the 2021 event. The On Country Indigenous Leadership Program was piloted in 2021. The program was offered to Aboriginal and Torres Strait Islander student leaders, and later to all enrolled Indigenous students, bringing them together for a series of activities (online and in person) with Indigenous Community leaders and Indigenous students from across the globe. Development of the On Country Program was a highlight of this priority.
2.2 Create innovative learning and teaching models that embed Indigeneity	(a) Work with the colleges to investigate new teaching and learning models that reflect discipline-specific Indigenous knowledges in select programs. Assess the potential to roll out to a broader range of programs post-2020.	68%	(a) Rescoped to focus on L&T models that include Indigenous Perspectives. Case studies and desktop research completed in 2019. Paused during 2020-21 pending the appointment of new senior Indigenous leadership.
	(b) Develop an implementation plan for the Indigenous aspects of the RMIT Program Principles.	N/A	(b) Rolled into Priority 2.3 and progressed as part of the Curriculum Architecture project.
2.3 Academic Governance	(a) Review the academic policy parameters that impact on reconciliation.	79%	Rescoped to align with the university-wide Curriculum Architecture project. The Colleges and the Indigenous Governance Committee were consulted on Indigenous aspects of the Program Principles. Engagement is ongoing to ensure reconciliation and Indigenous perspectives are suitably embedded.

Priority	Actions	Completion Status	Commentary
5.1 Deadly Alumni Refresh	(a) Revitalise 'Deadly Alumni' model so that our Indigenous alumni are an active part of the University's community.	84%	A review and the development of a refresh plan was completed in 2019. The Alumni team and Ngarara Willim continued to drive activity with alumni across 2020-21, with an amended approach due to inability to connect face-to-face. Overall positive progress with continued focus on refreshing the program in 2022.
5.2 Improve the student experience for Aboriginal and Torres Strait Islander students in order to have a positive impact on attrition, retention and completion	(a) Implement a continuous improvement service delivery model to enhance the Aboriginal and Torres Strait Islander student journey.	95%	<p>The delivery model to enhance the Aboriginal and Torres Strait Islander student journey focused on four key pillars: (i) Student Success; (ii) Vocational Education; (iii) Academic Excellence; and (iv) Outreach and Recruitment.</p> <p>Key initiatives implemented include the implementation of an improved student dashboard, development of a new internal case management system, heightened engagement with Vocational Education students, creation of partnerships to increase visibility of RMIT outreach and engagement activities, and delivery of regular Ngargee lunchtime sessions promoting Indigenous student academic excellence.</p> <p>There was significant impact to effectively deliver campus events for Aboriginal and Torres Strait Islander students due to the COVID-19 pandemic. This focus was descope from this priority for 2020/21.</p>
5.3 Shared spaces for Indigenous and non-Indigenous students onw our campuses	<p>(a) Undertake a feasibility study to explore property spaces that could be used as shared space.</p> <p>(b) Conduct activities that bring Indigenous and non-Indigenous students together to engage with culture</p>	15%	<p>A preliminary survey of campus spaces and a student use survey was conducted in 2019.</p> <p>This priority was descope from Dhumbah Goorowa in 2020 due to pandemic lockdowns and limited access to campus during 2020-21.</p>

Action Area 3 – Excellence and Impact in Research and Innovation

Executive Sponsors: Deputy Vice Chancellor and Vice President Research and Innovation; Deputy Vice Chancellor and Vice President STEM College

Priority	Actions	Completion Status	Commentary
3.1 RMIT Indigenous Research and Innovation Strategy	<p>(a) Develop an RMIT Indigenous Research and Innovation Strategy</p> <p>(b) Create positive impact for Aboriginal and Torres Strait Islander communities, and the broader community, by fostering interdisciplinary inquiry and driving innovation, entrepreneurship, and research translation through our Enabling Capability Platforms.</p> <p>(c) Adopt a whole-of-university approach to the development and mainstreaming of Indigenous research.</p> <p>(d) Fit-for-purpose research leadership, funding and administrative structures.</p>	62%	<p>Items (b) – (d) rolled into (a).</p> <p>A 12-month 2020 Indigenous Research Strategy was developed in 2019. Limited implementation occurred in 2020.</p> <p>An R&I Indigenous Research Strategy Considerations document was drafted in 2021 to support the development of a longer-term Indigenous Research Strategy.</p> <p>Further action towards the development of the strategy was paused pending the appointment of new senior Indigenous leadership and the finalisation of the Knowledge with Action 2031 university strategy.</p>
3.2 Enhance the supervisory environment for Indigenous graduate researchers	<p>(a) Establish a community of support for Indigenous graduate researchers, designed to enhance academic achievement, peer support and pastoral care.</p> <p>(b) Create professional development offerings for supervisors that enhance their ability to supervise Indigenous researchers at all academic levels.</p>	73%	<p>A Ngarara Willim Indigenous Postgraduate Research Capacity Program was run in both 2019 and 2020 by senior Indigenous researchers. The program featured sessions for Indigenous graduate researchers and their supervisors.</p> <p>An Indigenous Research Studies Research Network was established in 2021.</p>
3.3 Develop and empower the next generation of Indigenous researchers	<p>(a) Develop a research internship program for Indigenous undergraduate and postgraduate coursework students.</p> <p>(b) Create supervisor training for host supervisors to ensure a culturally safe environment for students.</p>	23%	<p>A Research Internships for Indigenous Students Outreach Program was developed in 2019. A pilot was proposed with STEM College but put on hold due to pandemic lockdowns and limited campus access during 2020-2021.</p>

Action Area 4 – RMIT Staff Community

Executive Sponsor: Chief Operating Officer

Priority	Actions	Completion Status	Commentary
4.1 Enhance RMIT's Aboriginal and Torres Strait Islander workforce's capability and capacity via a whole-of-university approach	<p>(a) Implement and promote the RMIT 2018 Higher Education Enterprise Agreement principles relating to Aboriginal and Torres Strait Islander employment, retention, and advancement.</p> <p>(b) Develop and support the RMIT Indigenous Staff Network to enhance employment, retention and professional development experiences and opportunities.</p> <p>(c) Career development for Aboriginal and Torres Strait Islander staff, including governance and leadership training and community engagement opportunities.</p> <p>(d) Develop and implement the Indigenous Workforce Strategy.</p> <p>(e) Monitor and review progress via the Aboriginal and Torres Strait Islander Employment Committee.</p>	97%	<p>High levels of completion in this priority were supported by the appointment of a Principal Advisor, Indigenous Workforce Development in 2019, which catalysed greater focus and sustainable progress in Aboriginal and Torres Strait Islander employment and retention across the RMIT Group.</p> <p>The formalisation of the Aboriginal and Torres Strait Islander Employment Committee in 2019 was critical in establishing governance and accountability for Indigenous employment and retention.</p> <p>See Page 18: Enhancing Aboriginal and Torres Strait Islander Peoples Workforce Capability and Capacity for further details of activities and initiatives completed within this priority.</p>
4.2 Sustainable Cultural Transformation across RMIT	<p>(a) Create a suite of Advancing Reconciliation professional development offerings.</p> <p>(b) Include reconciliation goals in the RMIT staff work planning system as an option for development.</p> <p>(c) Include cultural awareness in all new staff inductions at RMIT.</p> <p>(d) Highlight Indigenous engagement within the 'Engagement Metrics' of the academic promotion process to recognise and drive Indigenous engagement and relationships</p> <p>(e) Revise recruitment practices to emphasise the importance of reconciliation as part of the RMIT values.</p>	100%	<p>(a) Reconciliation: Racism and Cultural Safety professional development program created and implemented. Modules include:</p> <ul style="list-style-type: none"> - Cultural Safety at RMIT - Building your Reconciliation Capability: An Introduction - Advancing Reconciliation (micro credential) <p>A Reconciliation Capability Leadership Series was also created and launched for RMIT Leaders in late 2020.</p> <p>(b) - (e) All other actions were completed in 2019/20.</p>
4.3 Continue to roll out of Bundyi Girri	<p>(a) Cascade Bundyi Girri roll-out across colleges and portfolios.</p>	41%	<p>The Bundyi Girri project was discontinued in 2020 following the departure of the Deputy Pro Vice Chancellor Indigenous Education and Engagement from RMIT. The Bundyi Girri reconciliation professional development program of workshops (including a leadership-specific program) was rolled out to more than 200 staff prior to cessation.</p>

*Completion Status has been assessed by tracking the progress and completion of priority actions over the life of Dhumbah Goorowa. Where work has been re-scoped, with the endorsement of the Reconciliation Implementation Committee, we have measured the completion of the re-scoped activity (as noted in the Commentary column).

Beyond Dhumbah Goorowa: Moving from Reconciliation to Responsible Practice

As the Foreword from the Vice Chancellor and Pro Vice Chancellor Indigenous Education, Research and Engagement outlines, our strategic focus is now shifting from Reconciliation to Responsible Practice. This transition reflects growth in the university's maturity in this space and the reconciliation journey we have been on over the last six years.

We no longer require a stand-alone reconciliation plan but are ready to translate our learnings and passion into authentic behaviours, relationships, and activities as we continue our journey through our new university strategic plan.

Five Indigenous strategic commitments have been included in RMIT's Knowledge with Action 2031 strategy. We look forward to bringing these commitments to life as we move towards 2031. The commitments are:

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

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

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.

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

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



What is Responsible Practice?

Responsible Practice is about behaving in a fair, honest and ethical manner in all our activities and relationships. This involves recognising, interpreting, and acting upon multiple principles and values according to the field in which we work and the context of all our activities and relationships.

These principles and values include reconciliation, cultural safety, ethical responsibility and diversity, among others, as well as being conscious of and working to address the power dynamics, biases and prejudices at play in our own and other's behaviours and that are embedded structurally within the university and across society more broadly.

Responsible practice is therefore about working continually and with great focus to enliven these principles and values in our day-to-day as part of who we are, not as separate or standalone activities that we engage with at specific times or in certain contexts.

In reframing our commitment to reconciliation as responsible practice it is important to acknowledge that:

- Reconciliation continues to be a social motivator for individuals and teams to engage with Aboriginal and Torres Strait Islander peoples
- Responsible Practice is the consolidation of the achievements and lessons we have learned through the completion of our second Reconciliation Plan, Dhumbah Goorowa
- Responsible Practice is focused on pragmatic outcomes across RMIT business with Aboriginal and Torres Strait Islander Peoples
- Responsible Practice is achieved through promoting behaviours, deepening relationships and ensuring sustainability in our efforts



Supporting Document

18.2

RMIT Classification: Trusted

RMIT Indigenous Research Plan 2023-2025

Office of Indigenous Education, Research and Engagement

July 2023

RMIT Classification: Trusted

Contents

Acknowledgement of Country	3
Acknowledgements	3
Statement of Intent	4
1. Growing capacity and capability.....	4
2. Creating sustainable and integrated pathways.....	4
3. Creating an enabling environment.....	4
4. Conducting ethical and responsible research.....	4
5. Focusing on research impact and excellence.....	4
Definitions	5
Strategic Alignment	6
Vision, Values and Principles	6
Strategic directions, objectives, and outcomes	9
Action Area 1 – Growing capacity and capability	11
Action Area 2 - Creating sustainable and integrated pathways	12
Action Area 3 - Creating an enabling environment	14
Action Area 4 - Conducting ethical and responsible research	16
Action Area 5 – Focusing on research impact and excellence	18

RMIT Classification: Trusted

Acknowledgement of Country

RMIT University acknowledges the people of the Woi wurrung and Boon wurrung 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.

RMIT Classification: Trusted

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 timeframe, 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*.

RMIT Classification: Trusted

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.

RMIT Classification: Trusted

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 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 (2023-2025)
- 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 *dhumbali* (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));

RMIT Classification: Trusted

- 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).

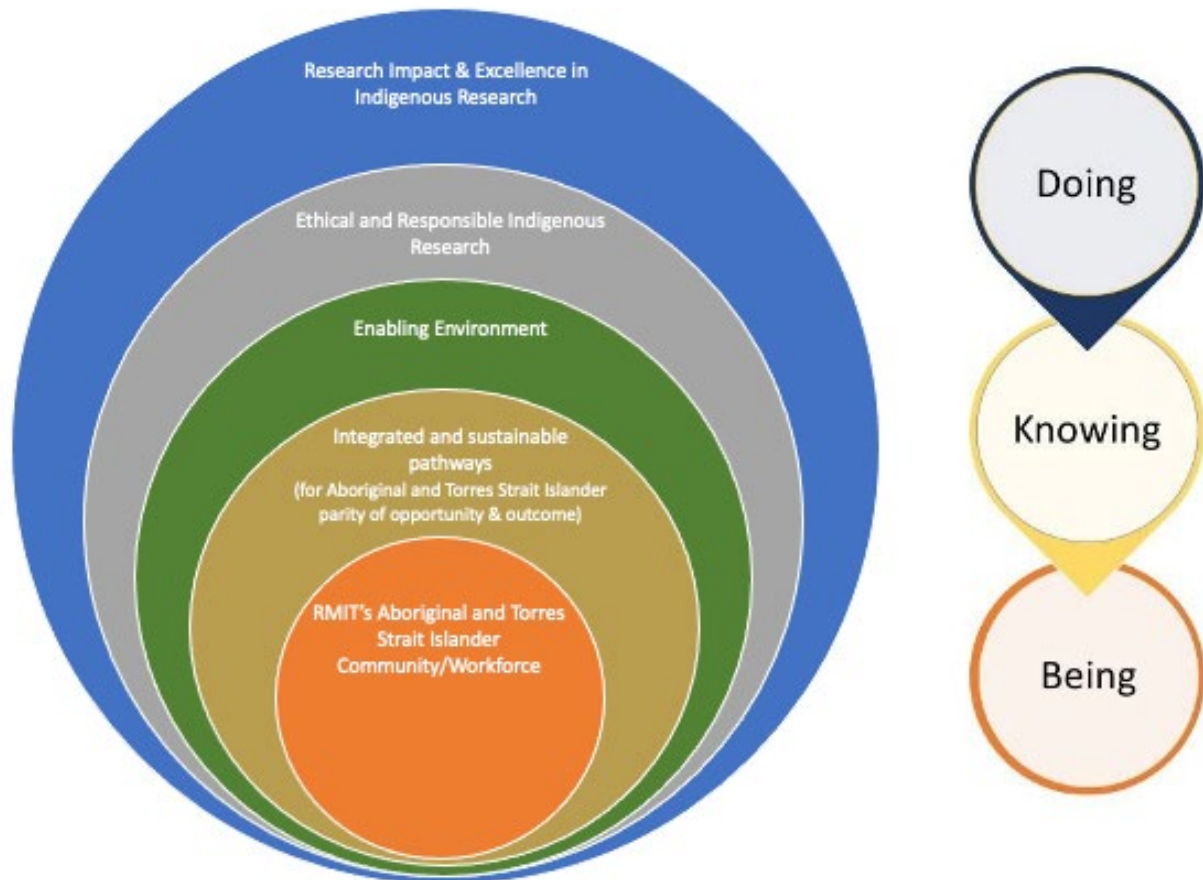


Diagram 1 – RMIT Indigenous Research Plan overarching aims

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

RMIT Classification: Trusted

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).

RMIT Classification: Trusted

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 eco-system, including the

RMIT Classification: Trusted

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*.

RMIT Classification: Trusted

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 / Timeframe	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>	DVC R&I / College DVCs / College ADVCRs / CPO	<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 Indigenous 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>	DVCE / DVC R&I / College DVCs / College ADVCRs / CPO	(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>Principle 4 – Sustainability and accountability</p> <ul style="list-style-type: none"> Section 4.3 Ongoing Indigenous governance Section 4.4 Reporting and compliance

RMIT Classification: Trusted

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.

Priority	Action	Accountability	Target/ Timeframe	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 Principle 2 - Indigenous Leadership <ul style="list-style-type: none"> 2.5 and 2.6 Indigenous Perspectives and Participation
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.	DVC R&I / College DVCs / PVC IERE/ 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.	

RMIT Classification: Trusted

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.	
---	--	--	---	--

RMIT Classification: Trusted

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.

Priority	Action	Accountability	Target/ Timeframe	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>	DVC R&I / College DVCs / PVC IERE / College ADVCRs / COO	<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

RMIT Classification: Trusted

				<ul style="list-style-type: none">• Section 4.3 Ongoing Indigenous governance• Section 4.4 Reporting and compliance
--	--	--	--	--

RMIT Classification: Trusted

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.

Priority	Action	Accountability	Target/ Timeframe	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>	DVC R&I / DVCE / PVC IERE	<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

RMIT Classification: Trusted

				<p>governance</p> <ul style="list-style-type: none">• Section 4.4 Reporting and compliance
--	--	--	--	--

RMIT Classification: Trusted

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.

Priority	Action	Accountability	Target/ Timeframe	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>(e) Develop and embed transdisciplinary research, building on, where appropriate, interdisciplinary programs such as the Enabling Impact Platforms.</p>	<p>DVC R&I / College DVCs / PVC IERE / College ADVCRs</p>	<p>(a) & (b) Establish opportunities in 2023; monitor and grow in 2024 and 2025.</p> <p>(c) Develop Indigenous Knowledges Framework in 2023; implement in 2024.</p> <p>(d) Develop a research focused approach to Indigenous Community engagement by the end of 2023.</p> <p>(e) 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</p>

RMIT Classification: Trusted

				Accountability <ul style="list-style-type: none">• Section 4.3 Ongoing Indigenous Governance
--	--	--	--	--

RMIT Classification: Trusted

This page is intentionally blank.

Supporting Document 19.1



Vice Chancellor's Indigenous Doctoral Fellow (Identified role)¹

Position Details

Position Title:	Vice Chancellor's Indigenous Doctoral Fellow (Identified role)
College/Portfolio:	TBD
School/Group:	TBD
Campus Location:	Based at the TBD campus but may be required to work and/or be based at other campuses of the University.
Classification:	Academic Level A
Employment Type:	Fixed term
Time Fraction:	FTE 1.0

RMIT University

RMIT is a multi-sector university of technology, design and enterprise. The University's mission is to help shape the world through research, innovation and engagement, and to create transformative experiences for students to prepare them for life and work. For more information on RMIT University follow the links below.

<https://www.rmit.edu.au/about>

<https://www.universitiesaustralia.edu.au/university/rmit-university/>

<https://www.rmit.edu.au/about/facts-figures>

Our three main campuses in Melbourne are located in the heart of the City, Brunswick and Bundoora. Other locations include Point Cook, Hamilton and Bendigo, two campuses in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain. RMIT is a truly global university.

<https://www.rmit.edu.au/about/our-locations-and-facilities>

We are also committed to redefining our relationship in working with, and supporting, Indigenous self-determination. Our goal is to achieve lasting transformation by maturing our values, culture, policy and structures in a way that embeds reconciliation in everything we do. We are changing our ways of knowing, working and being to support sustainable reconciliation and activate a relationship between Indigenous and non-Indigenous staff, students and community. Our three campuses in Melbourne (City, Brunswick and Bundoora campuses) are located on the unceded lands of the people of the Woi Wurrung and Boon Wurrung language groups of the eastern Kulin Nation.

¹ This is an Aboriginal and Torres Strait Islander Designated Position, classified under 'special measures' of section 12 of the Equal Employment Opportunity Act 2010. Only Aboriginal and/or Torres Strait Islander people are eligible to apply.

Why work at RMIT University

Our people make everything at the University possible. We encourage new approaches to work and learning, stimulating change to drive positive impact. Find out more about working at RMIT University, what we stand for and why we are an Employer of Choice. <https://www.rmit.edu.au/careers>

We want to attract those who will make a difference. View RMIT's impressive standings in university rankings. <https://www.rmit.edu.au/about/facts-figures/reputation-and-rankings>

College/Portfolio/Group

Dependent on hiring School.

Position Summary

The primary focus of the VC Indigenous Doctoral Fellow is to undertake research activities directed towards the completion of a PhD in line with the University's research strategy.

It is expected that the VC Indigenous Doctoral Fellow will meet all requisite PhD milestones as required during the course of the position and complete their PhD within the four years of the appointment of this role.

There will be limited other functions associated with the position, which may include engagement activities, presentation of lectures and tutorials, assessment of students and course administration in line with the University's quality assurance requirements; these duties may also include community engagement activities as required by the school. A maximum of 10% of workload is to be allocated to non-PhD related activity.

Reporting Line

Reports to: TBD

Organisational Accountabilities

RMIT University is committed to the health, safety and wellbeing of its staff. RMIT and its staff must comply with a range of statutory requirements, including equal opportunity, occupational health and safety, privacy and trade practice. RMIT also expects staff to comply with its policy and procedures, which relate to statutory requirements and our ways of working.

RMIT is committed to providing a safe environment for children and young people in our community. Read about our commitment and child safe practices. <https://www.rmit.edu.au/about/our-locationsand-facilities/facilities/safety-security/child-safety>

Appointees are accountable for completing training on these matters and ensuring their knowledge and the knowledge of their staff is up to date.

Key Accountabilities

1. Complete all requisite PhD milestones appropriate to a fulltime PhD candidature.
2. Conduct research under supervision towards the degree of Doctor of Philosophy in an appropriate discipline, undertake all necessary coursework requirements for the PhD degree program and maintain satisfactory progress in the completion of the research program in line with the university's requirements.
3. Undertake limited engagement and teaching activities as required.
4. Undertake appropriate professional development in support of PhD, engagement and teaching duties as directed.
5. Participate in School governance activities as requested and undertake administration related to the position.

Key Selection Criteria

1. Appropriate academic background or equivalence to gain admission to PhD candidature.
2. Ability to work autonomously whilst displaying a strong commitment to work in a team environment, including the demonstrated ability to confidently and effectively work with colleagues, project team leaders, and industry partners.
3. Demonstrated ability to meet deadlines and effectively manage varying workloads and respond to changing priorities as required.
4. Demonstrated high level written and verbal communication skills.

Qualifications

Mandatory: Applicants must meet the eligibility criteria for PhD candidature.

RMIT recognises that an individual's Aboriginal and/or Torres Strait Islander heritage and identify is personal. However, [proof of Aboriginal or Torres Strait Islander heritage](#) is required as this is an Aboriginal and Torres Strait Islander Designated Position, classified under 'special measures' of section 12 of the Equal Employment Opportunity Act 2010. Only Aboriginal and/or Torres Strait Islander people are eligible to apply. Confirmation of Aboriginality can be obtained through a land council in the area your family came from, or through a community controlled organisation.

Appointment to this position is subject to passing a Working with Children Check and other checks as required by the specific role. Maintaining a valid Working with Children Check is a condition of employment at RMIT.

Endorsed:	Signature:	Approved:	Signature:
	Name:		Name:
	Title:		Title:
	Date:		Date:

Supporting Document

19.2

RMIT Classification: Trusted

VC Indigenous Doctoral Fellowship Applicant Guide

Bundjil Statement

RMIT recognises and acknowledges the laws of Bundjil, the Kulin Nation's ancestral creator, who travels as an eagle hawk. These laws help all RMIT staff to respectfully work, live and study on Aboriginal country.

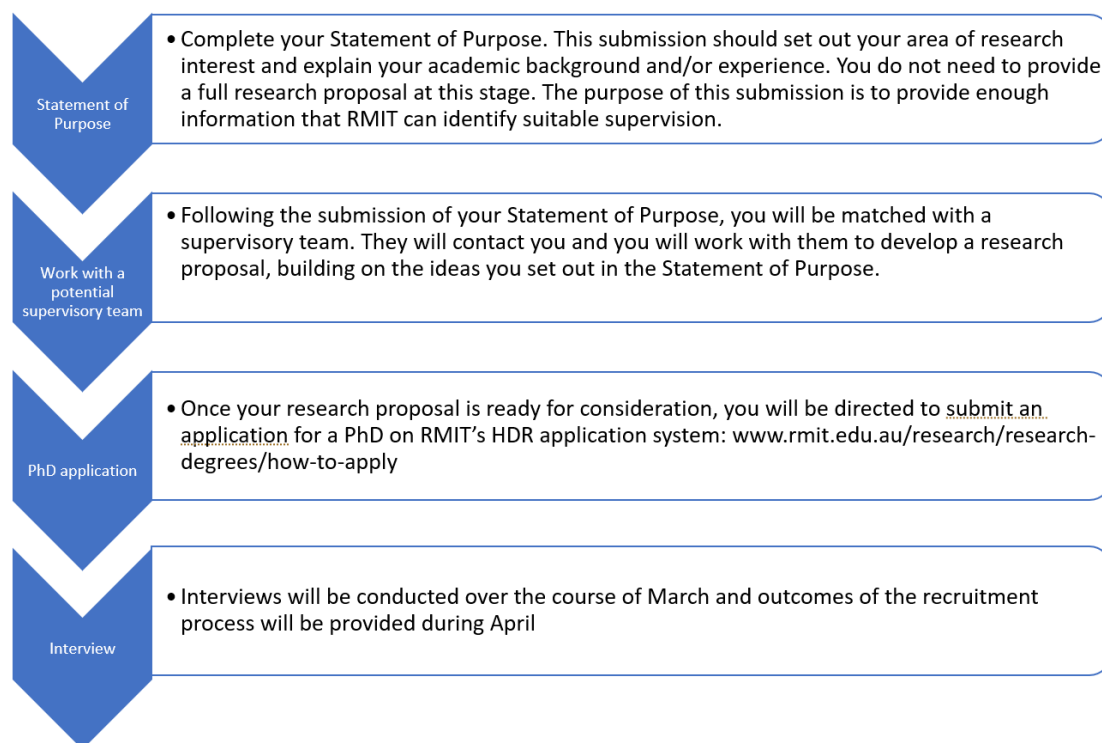
Introduction

This guide sets out the application process and timelines for the RMIT Vice-Chancellor's Indigenous Doctoral Fellowship scheme for 2024.

The VC Indigenous Doctoral Fellowship scheme aims to further build and develop Indigenous knowledges and perspectives and Indigenous academic capability at RMIT and forms part of RMIT's commitment to providing Indigenous researchers early career opportunities through the 'Grow Our Own' career pathway strategy. It is embedded in RMIT's Enterprise Agreement and Aboriginal & Torres Strait Islander Employment Plan 2021-22.

Application process and timelines

There are four stages to the recruitment process for the Fellowship.



RMIT Classification: Trusted

The deadlines for each stage are set out below:

Statement of Intent	Open until place is filled
Working with proposed supervisory team	From February until place is filled
Lodge PhD application	As soon as research proposal is ready
Interviews	March until place filled
Outcomes communicated to applicants	April onwards
PhD/employment commences	May-June 2024 (with the possibility of later commencement if necessary)

Unsuccessful applicants may be offered an [RMIT Indigenous HDR Scholarship](#).

Frequently Asked Questions

Do Fellows have to be enrolled and employed full-time during the Fellowship?

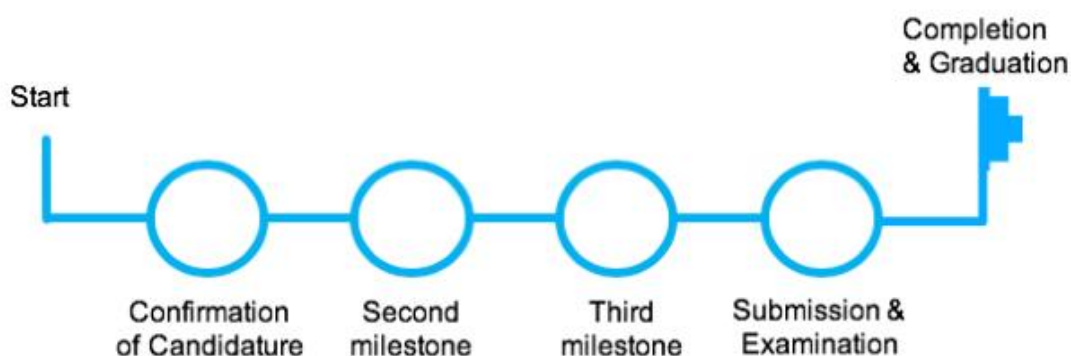
The Fellowships are full time roles, however flexible work options, including part-time arrangements are available for the successful applicant.

Do Fellows have any other responsibilities other than completing their PhD?

Typically, Doctoral Fellows may be asked to conduct teaching tasks such as tutoring, demonstrating or lecturing (if skilled to do so). This activity is capped at 10% of workload allocation. Each College has their own approach to workload allocation so activities and workload allocations may vary.

What is the structure of an RMIT PhD program?

The RMIT PhD program is made up of enabling coursework and three milestone reviews. The milestone reviews are an opportunity for you to present your research to other discipline experts who will provide feedback and advice. Broadly speaking the structure of an RMIT PhD degree looks like this:



Coursework is required at the commencement of your program and depending on your enrolling School, may also be required later in the program. You can read all about RMIT's HDR curriculum [here](#).

RMIT Classification: Trusted

Am I expected to write a research proposal as part of my application?

RMIT requires a research proposal as part of the PhD application. You will be matched with some RMIT academics who will be able to assist in the preparation of this document and, who, if you are successful, will form part of your supervisory team.

What documentation do I need to provide as proof of Aboriginality for the VC Indigenous Doctoral Fellowship?

The following types of documentation are accepted as proof of Aboriginality by the university:

- Letter from an Aboriginal or Torres Strait Islander organization
- A certificate of Aboriginality, or
- A confirmation of Aboriginality form from a recognized Indigenous organization

Original versions of these documents will need to be sighted and they should contain a signature or stamp from the relevant organisation.

What support is available to me once I enrol and start my employment?

In addition to joining the academic community in your School, you will also have access to support from the wider VC Indigenous Doctoral Fellows network, other early career networks across the University relevant to your research discipline. RMIT's early career advisors will ensure you are connected with the relevant networks and provide introductions to key people.

Ngarara Willim Centre provides a community space and 'home away from home' for the Aboriginal and Torres Strait Islander people who study and work at RMIT. The Centre is contributing to the next generation of Indigenous leaders, who are proud of their cultural heritage and strong in their identity; and is a cultural gathering place for Indigenous peoples of the University.

Can I be considered for other HDR scholarships if I am unsuccessful in my application for a Doctoral Fellowship?

Yes, all applicants will be considered for an RMIT Indigenous HDR Scholarship (RIHS). These scholarships can be used to support a PhD or Masters by Research. The RIHS provides the following benefits to recipients:

- a stipend of \$46,428 per annum pro rata (full-time study) which represents a generous RMIT top-up of approximately \$12,000 above the RTP (Research Training Program) rate
- All candidates are provided with an RTP Fee Offset scholarship. Applicants in receipt of an RTP Fee Offset scholarship are not required to pay tuition fees for the maximum duration of their candidature
- a relocation allowance for the cost of relocating to take up their postgraduate research program, up to \$515 per adult and \$255 per child to a maximum of \$1,540
- paid sick, maternity and parenting leave (within the limits of the Scholarship Terms and Conditions).

RMIT Classification: Trusted

The duration of a RMIT Indigenous HDR Scholarship depends on the degree undertaken. The duration of support for a PhD is three and a half years full-time. The duration of a Masters by Research is two years full-time. These allowances will be reduced by any periods of study undertaken towards an equivalent research degree prior to the commencement of the program at RMIT University.

Do I have to be based in Melbourne to be considered for this position?

RMIT's purpose is to provide life-changing experiences for our students, and to shape the world with research, innovation, teaching and industry engagement. Central to this purpose is connection; connection to our students, our community and our teams. We want to provide a vibrant campus experience for our staff and students, as well as provide flexibility and options for how, when and where we study and work. Every staff member is expected to have a regular presence on campus – whether it's to teach, research, connect or collaborate, innovate and celebrate as a team. This will be dependent on the requirements of your role and should be discussed with your manager.

I have some more questions. How do I contact the University?

Feel free to contact us on VCIPFS@rmit.edu.au.

Acknowledgment of Country

RMIT University acknowledges the people of the Woi Wurrung and Boon Wurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the University. RMIT University respectfully acknowledges their Ancestors and Elders, past and present. RMIT also acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

Supporting Document

19.4

RMIT Classification: Trusted

RMIT Vice-Chancellor's Indigenous Research Fellowships awarded between January 2018 and March 2024

Name	Status	Commencement Date	Academic Level at appointment	Academic level: Present or when exited the Fellowship	Additional Research Support Funding per year	Status as at March 2024
[REDACTED]	Completed Program	16/04/2018	B2	C1	[REDACTED]	[REDACTED]
[REDACTED]	Completed Program	23/04/2018	B2	C1	[REDACTED]	[REDACTED]
[REDACTED]	Completed Program	28/03/2022	A8	A8	[REDACTED]	[REDACTED]
[REDACTED]	Completed Program	31/03/2022	B1	B3	[REDACTED]	[REDACTED]
[REDACTED]	Completed Program	24/04/2023	B1	B2	[REDACTED]	[REDACTED]
[REDACTED]	Completed Program	26/03/2018			[REDACTED]	[REDACTED]
[REDACTED]	Completed/Graduated Posthumously	26/03/2019			[REDACTED]	[REDACTED]
[REDACTED]	Discontinued	10/03/2020			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	5/03/2018			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	16/07/2018			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	9/03/2020			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	26/03/2020			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	12/04/2020			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	31/01/2021			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	29/03/2021			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	19/07/2021			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	1/02/2023			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	4/03/2023			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	6/03/2023			[REDACTED]	[REDACTED]
[REDACTED]	Active in Program	12/03/2023			[REDACTED]	[REDACTED]

Supporting Document 20.1

RMIT Classification: Trusted

Year	Funding Scheme	Lead Applicant Name	Project Title/Description where available	Funding Amount
2018	Innovation Seed Funding - Industry Engagement		I Want My Kids Grown Up Strong: Honouring Cultural Identity at the Willum Warrain Bush Playgroup	
2018	Innovation Seed Funding - Proof of Concept		Embedding Indigenous Thinking within Design: Indigenous Led Principles	
2018	Enabling Capability Platforms - Capability Development Fund		Aboriginal Health in Aboriginal Hands. Sports Training Program for the Community	
2018	Enabling Capability Platforms - Capability Development Fund		<p>Towards Ecological Bushfire Management Models</p> <p>A multidisciplinary 3 day workshop gathering scientists and stakeholders from various domains: ecology, social science, technology, Earth observation science, data science, computer science and mathematics, so as to identify new opportunities and research avenues for bushfire management and, more generally, for land management.</p> <ol style="list-style-type: none"> 1. Ecological wayer of fire and alternative practices including notably the impact of fires on emblematic species and the question of traditional Aboriginal fires 2. Data science for ecological data that merges data mining, geospatial sciences and space technologies. 3. Ecological and ecosystem perspective in model-based bushfire management: a capstone on how to embed the conclusions of the two first days into mathematical optimisation models for fire land management. 	

RMIT Classification: Trusted

2018	Enabling Capability Platforms - Capability Development Fund		<p>Transcultural Knowledge Exchange: Doctoral Education Workshops & Exhibitions of 'Time Maps' of Doctoral Candidates and Supervisors</p> <p>Increase intercultural knowledge exchange and nurture links with partner organizations for future collaboration. The workshop series will include four sessions that cover topics including Australian/China literacy, Western/Chinese intellectual history and culture, multilingual knowledge co-construction, intercultural supervisory relationships, and time mapping. The development of these modules are informed by Innovative Indigenous Knowledge frameworks that produce transformative learning experiences, including creative, intercultural, participatory and experiential methodologies, will be used to explore. These training modules will be trialed in Melbourne at RMIT in July, and conducted in two Chinese universities in Beijing and Changchun in October and November.</p>	
2019	Enabling Capability Platforms - Capability Development Fund		<p>Aboriginal Health in Aboriginal Hands (AHAH) in the Community</p> <p>The inaugural AHAH program in 2018 providing Sports training for Aboriginal and Torres Strait Island students proved to be particularly successful in providing employment, hands-on industry skills and knowledge training for Aboriginal and Torres Strait Islander students enrolled in the SHBS. The objective of 'AHAH in the Community' is to expand the reach and impact of this program by recruiting newcoming Aboriginal and Torres Strait Islander students as well as other mentors in the Community.</p>	
2019	Enabling Capability Platforms - Strategic Capability Development Fund		<p>Research Network for Contemporary Indigenous Architecture and Placemaking</p> <p>Builds capacity at RMIT for research and study in the field of contemporary indigenous architecture and placemaking of, for, and by Indigenous Peoples. This project established RMIT as a node for research on</p> <p>Indigenous Architecture and Placemaking www.indigenousarchitecture.com.au/home</p>	

RMIT Classification: Trusted

2019	Enabling Capability Platforms - Strategic Capability Development Fund		<p>Revisiting the Possum Skin Cloaks - community stories and social impact</p> <p>Pilot Collaboration with a focus on capability development regarding indigenous engagement in research. Produced a Short Film Series The Power that we have...Listen Up! Showcased three strong Aboriginal women reflecting on and discussing their experiences of community consultation and collaboration with non-Indigenous settler educators and organisations.</p>
2019	Enabling Capability Platforms - Strategic Capability Development Fund: Concept Paper		<p>Towards a Co-Designed Place-Based Information System for Advanced Treaty in Victoria: Concepts, Considerations and Conditions</p> <p>The Concept Paper explores and defines concepts, considerations and conditions for a co-designed place-based information system that responds to the information needs of Victoria's Aboriginal communities as input for Treaty negotiation. Output / Outcome of this Project include Concept Paper published Thinking About Treaty Spatially exploring spatial implications of treaty for land and geospatial professionals for building a shared future. https://dcp-ecp.com/reports/thinking-about-treaty-spatially</p>
2022	Enabling Impact Platforms - Platform Activity Funds		<p>Forum for Dwelling Justice</p> <p>One-day public symposium that brings together grassroots individuals, groups and activist-scholars to identify the radical potential for resistance to dispossession, displacement and precarity in housing campaign work. The event will establish a multi-campaign network of grassroots organisations and scholars that are collectively working toward housing justice outcomes that take First Nations sovereignty seriously in their work. At present in Australia, there are few examples of collaboration between grassroots housing justice campaigns/organisations and First Nations sovereignty movements. The underlying objective of this event to align these concurrent struggles.</p>

RMIT Classification: Trusted

2022	Enabling Impact Platforms - Platform Activity Funds		<p>Big Anxiety Forum 2022</p> <p>This event is actively promoting an environment that will engage with Aboriginal and Torres Strait Islander knowledges, cultures and diversity. We will work closely with Uti Kulintjaku, a mental health literacy project of the NPYWC [Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) Women's Council]. Elders and ngangkari (traditional healers) are creating a special video installation for the RMIT Design Hub exhibition Archives of Feeling. They will also demonstrate their innovative virtual reality and multimedia projects, developed with Anangu youth to promote mental health and suicide prevention. The presentation will be led by Rene Kulitja, lead artist for the Uluru Statement from the Heart.</p>	
------	---	--	---	--

RMIT Classification: Trusted

2022	Enabling Impact Platforms - Platform Activity Funds		<p>Visual Arts Work event series</p> <p>A 2-part public program focusing on strategies and interventions for a more sustainable Australian arts sector:</p> <ol style="list-style-type: none"> 1. "Visual Arts + Work Symposium" (July 29) will centre HDR and ECR voices among university and independent researchers with industry partners at an RMIT event. The sessions will run over one afternoon followed by a reception to researchers to build new collaborations. www.visualartswork.net.au/events.html 2. "Best Practices in Visual Arts Webinar" (TBC) will host Dr Terri Janke, Indigenous lawyer with expertise in Traditional Cultural Knowledge (TCK), with colleagues from Accessible Arts and the National Association of Visual Arts to discuss urgent questions of industry issues including cultural safety, access, and remuneration. <p>Bev Munro, Wiradjuri (cultural economics PhD) is a core symposium committee member to co-curate the program and present her research on the Discourse of Authenticity in the Aboriginal Art Market. Inaugural VC Indigenous Post Doc Jodi Edwards (School of Art) will also present her research Working on Country through language, story and performing arts leading to public art outcomes.</p> <p>Further, we will invite Wuthathi/Meriam lawyer Terri Janke, an international authority on Indigenous Cultural and Intellectual Property (ICIP), to present a keynote. She has written leading ICIP Protocols and models for various sectors including the arts, museums, archives, film and business.</p> <p>Our program creates space around Bev, Jodi and Terri's expertise curated amongst HDR researcher presentations in relation to other labour standards and ethical practices in the visual arts. By centring and sharing Indigenous knowledges, we can create a productive space for dialogue, exchange and new relationships between research, industry, students, and the public.</p>	
------	---	--	---	--

RMIT Classification: Trusted

2022	Enabling Impact Platforms - Platform Activity Funds		<p>A Biodiversity Roadmap to Connect and Care for Nature at RMIT University</p> <p>Drive cross-sectional collaboration, sharing and engagement to establish an action-oriented biodiversity roadmap for how we connect and care for nature across our RMIT campuses. Conduct a series of stakeholder engagement interactions, including workshops, meetings and interviews with researchers, industry, community and first nations people. Deep engagement with the traditional custodians of the land where RMIT stands and the Ngarara Willim Centre will be vital to the establishment of a viable Biodiversity Roadmap for RMIT and for our individual reconciliation journey.</p>	
2022	Enabling Capability Platforms - Strategic Capability Deployment Fund		<p>Weenthayoothan: towards a relational and ethical cultural framework for making public art on Country</p> <p>A large public event brought together RMIT researchers from across the University with public stakeholders to engage in important conversations about working on unceded Aboriginal lands. Four speakers including three Aboriginal leaders spoke about their own research and creative practice to a large auditorium at the Museum. Films were screened and discussion was facilitated providing opportunities for shared learning and exchange.</p>	
2023	Translation Investment Fund		<p>Sharing Oral Knowledge of Cultural Objects: Elders, Community & Museum</p> <p>In response to increasing industry demand for Indigenous led co-created methodologies and cultural content, this project translates decolonising and intergenerational practices of story sharing. The project translates existing methods developed by Vicki Couzens and Marnie Badham with industry partners: GARUWA (Aboriginal media) and Bunjilaka Cultural Centre at the Melbourne Museum. Vicki and Marnie's work has created transformational social impact for industry including LGAs and the GLAM sector (galleries, libraries, and museums)</p>	

RMIT Classification: Trusted

2023	Translation Investment Fund		<p>First Nations Pathways to Health Education and Healthcare</p> <p>The First Nations Pathways Program (FNPP) aims to encourage and support First Nations students with an interest in pursuing a career in Allied Health by scoping culturally safe and flexibly-delivered blended learning packages; and to increase the number of Indigenous clinicians in Allied Health. This translational approach is unique in that it is co-designed, co-delivered and co-evaluated with the Communities it collaborates with. Community members and Elders from the Gunditjmara Country in Warrnambool, Yorta Yorta Country in Echuca, Latji Latji Country in Mildura and Wurundjeri Country in Melbourne.</p>	
2023	Enabling Impact Platforms - Strategic Impact Fund		<p>Blue Mountains Community Land Trust Collaboration: Addressing Housing Insecurity Through Governance and Capacity Building</p> <p>This project is a collaborative arts and advocacy impact initiative between researchers of housing and land injustice and community stakeholders to enable the establishment of a First Nations-informed Community Land Trust (CLT) in the Blue Mountains, NSW.</p>	
2023	Enabling Impact Platforms - Platform Activity Funds		<p>Regenerating a body of water: a walk with Birrarung-ga</p> <p>Reframing waterways through urban play - starting with Boon Wurrung journey cycles - this workshop is situated along the Birrarung to speculate on a near-future flooded world.</p>	
2023	Enabling Impact Platforms - Platform Activity Funds		<p>First Nations Pathways to Health Education and Hands-On Healthcare</p> <p>The First Nations health education and healthcare pathway project involves the preliminary mapping of a co-designed culturally sensitivity remedial massage program for First Nations students</p>	
2023	Enabling Impact Platforms - Platform Activity Funds		<p>Dwelling Justice Network</p> <p>The funding will be used to support two 2-hour workshops with community-based stakeholders – primarily housing justice and First Nations organizations/collectives on the front lines of Australia’s housing crisis – as part of our research on housing insecurity in Melbourne under ongoing colonization</p>	

RMIT Classification: Trusted

2023	Enabling Impact Platforms - Platform Activity Funds		<p>Practice Research Symposia (PRS) 'Yoongama: understanding First Nations Knowledges'</p> <p>The Practice Research Symposia (PRS) is a Higher Degrees by Research gathering of practitioner-researchers, supervisors and visiting examiners to openly conduct the presentation, review and collective development of practice knowledge, social impact and ways of knowing. The PRS opening event will include Associate Professor Suzi Hutchings and Dr Vicki Couzens in an Opening Night discussion titled 'Yoongama: understanding First Nations Knowledges' before a keynote will be given by Boisbouvier Chair in Australian Literature at the University of Melbourne Professor Tony Birch</p>	
2023	Enabling Impact Platforms - Platform Activity Funds		<p>Yulendj Weelam Lab</p> <p>The Lab explores how academics, Indigenous knowledge holders and design practitioners can work together to ensure Australia's built environment respectfully celebrates, engages with and supports our First Nations people and culture.</p>	

Supporting Document 20.2

ENABLING IMPACT PLATFORMS

Strategic Impact Fund 2024 Guidelines

.....
.....
.....

5

6

7

7

7

8

9

1

1. BACKGROUND AND OVERVIEW

The Research & Innovation portfolio has a suite of funding initiatives available to support activities that enable impact to be achieved from research and innovation.

The [Enabling Impact Platforms \(EIPs\)](#) work to bring together researchers and HDR students from different disciplines to harness resources and expertise to achieve high quality, impactful research translation outcomes. Research impact is achieved when the knowledge generated from research is translated into practice or application, working closely with government, community, or industry partners.

Released in November 2023, [RMIT's Decadal Aspirations: Enabling research and innovation for impact](#) (Decadal Aspirations) recognised that RMIT's rich and diverse range of research activities can produce different impacts in different ways, with 'Diversified Impact Pathways' highlighted as one of the nine key enablers of the Decadal Aspirations.

The EIPs enable a multitude of diverse, conventional, and unconventional, impact pathways through the **Strategic Impact Fund (SIF)**.

SIF supports the development of interdisciplinary opportunities that explore diverse (conventional and unconventional) pathways to research impact, and are aligned to [RMIT's six desired Futures](#), through two funding streams:

- i. supporting strategic influence and engagement through interdisciplinary thought leadership and knowledge exchange; and
- ii. catalysing or consolidating pathways to impact by tackling large, complex problems or opportunities

2. OUTCOMES

The Strategic Impact Fund is intended to support the implementation and application of research capability across RMIT's disciplines to create impactful outcomes that align to [RMIT's six desired Futures](#), and contributes to:

- *Increasing* the readiness and application of RMIT's research and innovation capability to respond to current and future strategic initiatives, particularly large-scale impact-focused initiatives with high impact-potential
- *Enhancing* the readiness of RMIT's research and innovation capability to respond to externally focused, high impact-potential opportunities
- *Enabling, demonstrating and de-risking* the application of innovative research capability to new or adjacent areas of application
- *Catalysing* interdisciplinary research and engagement, including through the establishment of transdisciplinary networks and initiatives across disciplines and with external stakeholders.
- *Strengthening* a positive interdisciplinary research culture

OUTCOMES cont.

- *Growing* RMIT's reputation for creative / strategic / interdisciplinary thought leadership related to issues of societal importance and/or solutions that assist external groups (beyond academia) with decision-making
- *Demonstrating* other possible futures through speculative, conjectural, visionary prototypes or designs

NOTE: this scheme is not suitable for research grant proposals, such as seed grants for research projects or proposals for new primary research. Prior to submitting an application for Strategic Impact Funding, it is recommended applicants review RMIT's other internal funding opportunities to determine which funding scheme/s best align with the project.

The Innovation Proof of Concept Fund and the Translation Investment Fund are also now open for applications, for details go to the [Researcher Portal Internal funding opportunities guide](#). (Those without Portal access can [request access](#) through RMIT's ServiceNow).

3. FUNDING

3.1 Strategic Impact Funding streams

To increase competitiveness of applications, you are welcome to approach one of the EIP Directors for guidance. Before contacting an EIP Director, please take the time to read these Guidelines and the [Strategic Impact Fund Tips for Success document](#).

The Strategic Impact Fund has 2 streams of funding:

i) Strategic/interdisciplinary thought leadership (\$3,000 - \$10,000)

This fund supports strategic influence, advocacy and engagement, through modes including (but not limited to) externally-facing concept papers, roadmaps, policy briefs/briefing papers, proof of principle demonstration, speculative designs, and demonstration projects.

Strategic/interdisciplinary thought leadership proposals must demonstrate external engagement as a pathway to societal or environmental impact as a key focus and design feature.

These proposals must be aligned to more than one EIP.

ii) Enabling Strategic Impact Proposals (\$5,000 - \$50,000; typically awarded \$20,000 - \$30,000)

Strategic Impact Funds will support activities that focus on modes of building or consolidating pathways for engaging with community, industry, or government to create positive societal or environmental impacts from research outcomes. Priority will be given to projects that seed high impact-potential initiatives to tackle large, complex problems or to capture large opportunities. Typical grants will range from \$20,000-\$30,000; in rare cases, for projects of significant scale, grant requests between \$30,000-\$50,000 will be considered.

These proposals must be developed across more than one EIP.

4. ELIGIBILITY

4.1 *Applicant Eligibility*

Each proposal must have a Project Leader. Project Leaders must:

- be a current RMIT academic staff member with a Research Only or Teaching & Research role in a continuing or fixed term position (fixed term employment contract which expires no earlier than 31 December 2024)
- have an EIP Affiliation. The Project Lead must also remain affiliated with RMIT for the duration of the funded activity. Those not already affiliated with one of the EIPs are able to [sign up online as an EIP Affiliate](#) (Note: If awarded, and the Project Lead leaves RMIT prior to 31 December 2024, another RMIT team member must take over leadership of the project for it to continue.)
- demonstrate they have sufficient time and capacity to make a sustained commitment to the project
- attend showcase events (or delegate to another team member) to present outcomes from their project

Applications are strongly encouraged from:

- interdisciplinary teams with diverse skills
- Early and Mid-Career Researchers
- Indigenous researchers undertaking eligible activities
- any researchers undertaking eligible activities that focus on translation of Indigenous research

NOTE: HDR students are not eligible to be Project Leaders, but can participate as team members, if endorsed by their Principal Supervisor.

4.2 *Proposal Eligibility*

Strategic impact proposals must identify more than one [aligned EIP](#) and demonstrate interdisciplinary themes. Applications with multiple Schools/Colleges participating and demonstrating cross-EIP interactions will be prioritised.

Proposals must align with the broad impact outcomes of (at least) one of 6 [Futures themes](#);

- Fairer
- Healthier
- Productive & Creative
- Secure & Resilient
- Sustainable
- Connected

Proposals must demonstrate a clear need for funding (e.g., why the project cannot be funded from existing internal or external funding mechanisms).

Those who wish to apply for support are encouraged to:

- review the EIP Platform priorities available on the [EIP Sharepoint site](#) and the [EIP Website](#)
- read the [RMIT's desired Futures](#) document
- read the [Strategic Impact Fund Tips for Success document](#)
- approach one (or more) of the [EIP Directors](#) for guidance

5. KEY SELECTION CRITERIA

All eligible applications will be assessed by the Strategic Impact Fund (SIF) Selection Panel. The Panel will assess applications against selection criteria, including:

- **Strength of Impact and engagement potential**
 - Potential for transformative societal or environmental impact
 - Potential for short-, medium-, or long-term external engagement, research translation and/or societal impact
 - Likelihood of project initiating or sustaining meaningful interdisciplinary collaborations across RMIT and beyond (eg with NGOs, cultural organisations, hospitals etc).
 - Level of industry, community, or government engagement
 - Clarity of impact pathway/s
- **Interdisciplinarity**
 - Activities or project demonstrates interdisciplinary engagement and societal / environmental impact
 - Activities or project initiating or sustaining meaningful interdisciplinary collaborations
 - Activities or projects spanning across multiple EIPs
- **Innovation, relevance, or strategic alignment**
 - Boldness, ingenuity, and potential for transformative societal or environmental impact
 - Potential to contribute to RMIT's ability to respond to current and future externally-focused, impact-oriented strategic initiatives (such as high impact-potential initiatives)
 - Originality of approach/es to interdisciplinary research engagement and impact and involvement of community, industry, or government
 - Strength of alignment to one or more of RMIT's six futures themes/s
- **Project Feasibility**
 - Quality of the value proposition
 - Budget appropriateness and value for money
 - Achievability of project and delivery of outcomes within the timeframe
 - Involvement of interdisciplinary teams demonstrating diversity in gender, life experience, expertise, and career stage
 - Expertise and capacity of the team to deliver the planned activities

6. ACTIVITIES FUNDED

All activities must demonstrate clear pathway/s to societal, environmental, or economic benefit.

6.1 **Strategic/interdisciplinary thought leadership (\$3,000 - \$10,000)**

Activities may include, but are not limited to:

- Developing strategic influence, through mechanisms including:
 - Externally-facing concept paper
 - Roadmap
 - Policy briefs/ briefing paper
 - Proof of Principle Demonstration
 - Speculative designs
 - Demonstration projects
 - Externally focused summaries and reports
 - Other strategic engagement mechanisms

Priority will be given to those activities that are undertaken in consultation with community, industry, government or other significant external stakeholders.

6.2 **Enabling Strategic Impact Proposals \$5,000 - \$50,000 (typically \$20,000-\$30,000)**

Activities may include, but are not limited to:

- Projects that Identify/enable major interdisciplinary opportunities to create impact from the translation of research including high impact-potential initiatives
- Projects and activities driving interdisciplinary collaboration and interdisciplinary research capability, including transdisciplinary collaboration across disciplines and with external collaborators and organisations (i.e., from community, industry, government or other significant external stakeholders)
- Engaging with external industry partners or stakeholders to foster research translation and adoption of innovations
- Best practice processes enabling more effective research engagement and research translation for a clear strategic purpose/opportunity
- Scaling up of existing research capabilities that contribute to RMIT's ability to create impact from existing research outcomes
- Developing new expertise/skills to address specific needs on the part of external partners or stakeholders
- Engaging with external stakeholders for co-development of significant opportunities to innovate, or to deploy innovation
- Fundable activity includes eligible activities related to Indigenous knowledges, knowledge systems, and engagement with Indigenous knowledge holders.

Priority will be given to proposals that provide evidence of input from potential industry, community, or government partners (e.g. hospitals, arts organisations), including in-kind and/or cash contributions.

7. SUPPORTED EXPENDITURE

Eligible funding items include:

- Personnel (Contractors, consultants, research assistance, casual staff support)
- External engagement costs – eg for organising and delivering events and workshops
- Travel (where appropriate) – for activity that clearly provides direct benefit to the activity, eg travel to meet with stakeholders to host a roundtable
- Other items that directly support the project, such as:
 - the dissemination of outcomes (e.g., production costs for reports, video creation etc.)
 - training sessions (e.g., workshop fees for research translation skills development)
 - consumables to develop and share a new capability

Expenditure *not* supported

- Research costs as the sole purpose of the request
- HDR stipends or fees
- Capital expenditure
- Research costs as the sole purpose of the request
- Buying out of teaching or marking
- Travel as the sole purpose of the request; travel to academic conferences; travel that does not directly benefit the research impact activity

Note: All activities and spending under this scheme must be completed within the 2024 calendar year and be in accordance with RMIT procurement and expenditure procedures and policies.

8. APPLICATION PROCESS

Applications open 10am Monday 19th February 2024

1. Submit an application online via the SmartyGrants portal. The application link is available at the [EIP Funding Opportunities page](#). The application form requires applicants to nominate at least two EIP platforms which most closely align to your idea (one as 'Lead' EIP). To increase competitiveness of application, you are welcome to approach the EIP Directors for guidance.

NOTE: For Strategic/interdisciplinary thought leadership applications – applicants submit an application only (i.e. no pitch presentation will be required).

2. Shortlisted applications invited to present/pitch proposal

For **Enabling Strategic Impact Proposal funding**, after applications have been submitted on the SmartyGrants portal, the SIF Selection Panel will review and invite a select number of applicants to present and pitch their proposals prior to final funding decisions being made.

It is anticipated that Pitch sessions for the shortlisted Enabling Strategic Impact Proposal Funding applicants will take place on the morning of *Wednesday 17th April 2024*. Those invited to a pitch presentation will be provided with a short pitch template, with presentations expected to be 3-5 minutes followed by questions. Invited pitch participants are expected to attend the nominated pitch session if they wish to be considered for funding. It is anticipated pitch sessions will cater for hybrid presentation (i.e. either online or face-to-face).

9. KEY DATES

Monday 19 February 2024, 10am

Thursday 22 February 2024, 9am

Monday 18 March 2024, 12 noon

19 March – early April

Friday 12 April, 12 noon

Wednesday 17 April (am session)

Late April 2024

Round Opens

Strategic Impact Fund Information Session [Click here to join the meeting](#)

A recording of the session will be made available on the EIP Funding Opportunities page.

Round Closes and applications close

Assessment period

Pitch Briefing session (invite only)

Pitch presentations (invite only – hybrid session anticipated) NOTE: for Enabling Strategic Impact Proposal funding only

Notification of Outcomes

10. ENQUIRIES AND FURTHER INFORMATION

Please direct all enquiries, including queries regarding the application and selection process to research.capability@rmit.edu.au.

Contact details for the eight Enabling Impact Platform Directors are available from the relevant Platform pages at the [EIP Sharepoint site](#).



Supporting Document

28.1

RMIT UNIVERSITY FAMILY TREE

