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### Statement of Commitment

This statement commits The University of Melbourne to developing a University-wide Reconciliation Action Plan (RAP).

The RAP will be developed in two stages:

- Stage One: the development of a Reconciliation Action Plan (RAP) for the University as a whole including key result areas relevant to the full range of University activities. The main focus of Stage One will be to promote internal and external engagement with Indigenous communities. It is anticipated that this stage will be completed by the end of 2010.
- Stage Two: the development of Faculty strategies to support the University Action Plan. These strategies will then be incorporated within the Faculty action plans as part of the business planning cycle of the University to ensure the achievement of the result areas identified in Stage One. It is anticipated that this stage will be completed by June 2011.

The RAP will build on the University's commitment to reconciliation as expressed by the Vice Chancellor in his Apology to Indigenous Australians on 12 February 2008.

In this apology, the Vice Chancellor committed The University of Melbourne to:

- using the expertise and resources of its teaching and learning, research and knowledge transfer activities to make a sustained contribution to lifting the health, education and living standards of Indigenous Australians
- producing the highest quality outcomes in all aspects of our academic endeavour – from the recruitment and retention of Aboriginal and Torres Strait Islander students to building our cohort of Indigenous academic and professional staff.

Development of The University of Melbourne RAP will involve consultation with Aboriginal and Torres Strait Islander and non-Indigenous staff across the organisation, as well as external consultation with Indigenous stakeholders.

#### ***Key elements of the proposed process***

- A Convening Panel will be chaired by the Vice Chancellor (or nominee) and include a small group of senior elders with an association with the University of Melbourne. The convening forum will commission the Working Group to develop the RAP and may suggest additions or amendments to be included in the University's Reconciliation Action Plan.
- A Working Group of 5 – 6 people responsible for actioning the RAP development process and drafting the RAP. Proposed membership: the Dean of the Melbourne School of Graduate Education; three senior academics including the Director of the Murrup Barak, Melbourne Institute for Indigenous Development, and a representative from the Knowledge Transfer and Partnerships Office.
- A Reconciliation Forum of internal and external stakeholders (including both students and staff) to engage the University community in the task of developing the RAP to ensure broad ownership of the final document.

### ***Suggested areas for action***

**1. *Indigenous Student Recruitment and Retention***

Building on current and developing new strategies for increasing the participation rates of Indigenous youth in educational settings in Victoria and in building the cohort of Indigenous students studying at both undergraduate and graduate level at the University of Melbourne.

**2. *Indigenous Staff Employment***

The adoption of a strategy to increase the number and dispersion of Indigenous academic and professional staff across the University and its implementation at Faculty level.

**3. *Partnerships with Indigenous Communities***

Building partnerships with the Indigenous community to ensure the relevance and inclusiveness of our teaching and research agenda and ensuring that the University is a welcoming environment for Indigenous students, staff and community.

**4. *Teaching & Learning Strategies***

The University identified a number of attributes for graduates including being attuned to cultural diversity and having respect for Indigenous knowledge, cultures and values. The University is keen to build on opportunities for students to develop these attributes. The involvement of students in developing the RAP and working with the University to meet the targets it identifies is an important step in building this attribute, however, the RAP itself will identify further initiatives to build respect for Indigenous culture and values.

**5. *An Indigenous Research Agenda***

Building on and leveraging current research carried out at The University of Melbourne to maximise its impact on *closing the gap* between Indigenous and non-Indigenous opportunities in Australia. The RAP will also identify ways to increase the number of students and graduates who undertake research in Indigenous Studies.

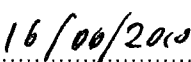
**6. *Symbolic and Cultural Recognition***

Identification of opportunities for acknowledging and paying respect to the original custodians of the land on which The University of Melbourne is situated (including the main Parkville campus and the other campus locations across Victoria).

**Signed** for and on behalf of  
**THE UNIVERSITY OF MELBOURNE**  
By its authorised Officer

  
.....  
GLYN DAVIS, VICE CHANCELLOR

**Date**

  
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dd/mm/yyyy