

Indigenous Internationalisation Plan 2025–2030



THE UNIVERSITY OF
MELBOURNE

Acknowledgement

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong/Boonwurrung peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses); the Yorta Yorta Nation (Dookie and Shepparton campuses); and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey. We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners

and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the academy. As a community of researchers, teachers, professional staff and students, we are privileged to work with and learn from Indigenous colleagues and partners every day.

In making this Acknowledgment of Country we commit to respectful and responsible conduct towards all others according to the Traditional lores of this land, particularly at times of formal ceremony.

About this plan

The University of Melbourne is committed to Indigenous voices being at the fore of our engagement with tertiary institutions and networks across the world. The Indigenous Internationalisation Plan 2025–2030 (IIP) is the key mechanism for delivering on this commitment.

The Plan will support our aim to continue leading and developing global Indigenous education and research collaborations and networks. It recognises that engaging with global partners and communities and understanding local and Indigenous solutions enriches our endeavours and extends our ability to address global challenges and opportunities.

We will include the voices of our Indigenous partners on whose land we work and learn and who we work with in regional and remote communities across Australia, enabling reciprocal learning and access to international networks.

The Indigenous Internationalisation Plan 2025–2030 will be adopted and implemented across all faculties and divisions and clearly articulated in Divisional Indigenous Development Plans.

It outlines key priorities, focus areas and actions that will enable collaborative opportunities and strengthen links with leading universities internationally through research and teaching, Indigenous community engagement and partnership, and student experiences.

The Plan reaffirms the University's commitment to academic excellence and respect for all, and is supported by a range of internal and external documents, including:

- Advancing Melbourne
- Murmuk Djerring, Indigenous Strategy 2023–2027
- Advancing Melbourne Globally 2030
- Indigenous Student Plan 2023–2027
- Indigenous Research Framework 2023–2027
- Indigenous Employment Plan 2023–2027
- Universities Australia's Indigenous Strategy 2022–2025

Purpose

Building on the work progressed through the Indigenous Internationalisation Plan 2020-2024, this plan aims to

- establish the University of Melbourne as a leader in fostering global Indigenous knowledge partnerships
- provide opportunities for Indigenous students, staff and partners to share their knowledges and cultures with other First Peoples, to strengthen connections between indigenous peoples globally, and to communicate these learnings to others in the University community and beyond
- expand the scale and diversity of the University's international programs and Indigenous community partnerships, particularly in Indigenous teaching and research activities
- encourage our graduates to be 'citizens of the world' and to facilitate international collaborations for staff that will drive excellent academic outcomes and cross-cultural understanding

Governance and implementation

The Plan is jointly overseen by the Deputy Vice Chancellor (Indigenous) and the Deputy Vice Chancellor (Global, Culture and Engagement). They will:

- develop and oversee a staged and coordinated implementation plan in conjunction with initiatives and programs linked to Murmuk Djerring, Advancing Melbourne Globally, and faculty Divisional Indigenous Development Plans.
- collaborate with other areas of the University to further the goals of the Plan.
- work with forums across the University to build visibility, momentum and support for implementing the Plan's initiatives, including through the convening function of (among others) the Committee of Associate Deans and Delegates (Indigenous) and the Global Strategy Forum.
- review progress and implementation of the Plan annually and jointly report to University Executive and University Council.

Focus areas and initiatives

The Indigenous Internationalisation Plan is structured under five broad focus areas that capture the key priorities and actions that are essential to achieving our aspirations:

1 Global Collaborations and Networks

2 Students and Education

3 Employment and Professional Development

4 Research and Research Training

5 Arts and Culture

These will be integrated with the five priorities of Murmuk Djerring and the four commitments of Advancing Melbourne Globally.

Murmuk Djerring (Indigenous Strategy)

Priority 1	Leadership
Priority 2	Place, Heritage and Culture
Priority 3	Partnerships
Priority 4	Indigenous Knowledge
Priority 5	Truth-telling and Justice

Advancing Melbourne Globally

Commitment 1	Global Place
Commitment 2	Global Reach
Commitment 3	Global Perspectives
Commitment 4	Global Community

Focus Area 1: Global Collaborations and Networks

Leadership | Partnerships | Indigenous Knowledge

The University of Melbourne's identity and approach to education, research and global partnerships is informed by our Place on Country, in the Pacific, and in the Asia and the Pacific region. With campuses on the unceded lands of the Kulin nations and Yorta Yorta nation, and partnerships extending up to certain nations of the Yolŋu people in North-East Arnhem Land, the University is inherently international.

This international aspect of the University's position on Country grounds our approach to Indigenous internationalisation beyond the continent of Australia. In recent years, the University has sought to address its long,

complex and troubled relationship with the First Peoples of the Australian continent. This process has shone a critical light on the enduring Indigenous heritage and the University's extensive cultural collections. This history reflects our interactions with the world and continues to shape our global connections today.

Building on this commitment to address the University's past, we will play a leading role internationally in progressing truth-telling and justice and supporting and advocating for Indigenous self-determination and self-governance.

Acknowledging our Global Place, we will strengthen our engagement with our neighbours in Asia and the Pacific and with Pacific peoples and communities through partnerships, the Oceania Institute and the Atlantic Fellows for Social Equity program. We will weave together Aboriginal, Torres Strait Islander, Māori and Asia-Pacific communities and develop partnerships with institutions and communities in the region and civil society. We will also use our global convening power to elevate diverse Indigenous and Pacific perspectives and voices.

The University will continue to lead in areas of Indigenous knowledge exchanges and global First Nations engagement through its role in convening the Association of Pacific Rim Universities (APRU) Indigenous and First Nations Knowledges Network. We will deepen our engagement with global communities, working with Indigenous and First Peoples leaders and communities, partner institutions, governments and community groups to deepen mutual understanding and foster connections between global Indigenous communities. We will create communities of practice to actively share international best practice on supporting our Indigenous staff and students to become global Indigenous leaders and to develop resources that guide ethical research and engagement with First Peoples communities.

PRIORITY 1.1

Play a leading role in global collaborations in Indigenous knowledge systems through Indigenous education and research networks

Support Indigenous staff to engage with opportunities available through the APRU Indigenous and First Nations Knowledges Network to build researcher connections and enhance teaching programs in First Nations studies

Create communities of practice with international institutions to share best practice to develop global Indigenous leaders and develop resources and training opportunities to engage with First Peoples communities through education and research programs.

PRIORITY 1.2

Play a leading role in global collaboration in Truth-telling and Justice activities

Build new and deepen existing partnerships with universities engaged in Truth-telling and reparative programs and initiatives

Explore the establishment of an international network of institutions engaged and interested in truth-telling and reparative research, teaching and engagement

Facilitate an annual international conference to share best practice among universities and other organisations engaged in truth-telling and reparative work

Develop opportunities for Traditional Owners to engage with international scholars and communities through international delegations and the University's Truth-telling and Dialogue Centre once established

PRIORITY 1.3

Enhance First Nations engagement in the Asia and the Pacific Region through partnerships

Strengthen our engagement with Asia and the Pacific and through building connections between Indigenous and Pacific peoples and communities in the region

Build additional partnerships with leading universities and international networks in Indigenous knowledge systems.

Work with the Australian Government Office for First Nations International Engagement and regional partners to address shared challenges such as health security, environmental management and climate change, and gender equality

Work with internationally engaged institutes to support Indigenous leadership and elevate diverse Indigenous perspectives and voices in Asia and the Pacific

Focus Area 2: Students and Education

Place, Heritage and Culture | Partnerships | Indigenous Knowledge

The University is committed to expanding and enhancing opportunities for all students to learn about Aboriginal and Torres Strait Islander histories, cultures and knowledge systems. Through the Master of Global Indigenous Studies, hosted by the Indigenous Studies Program in the School of Culture and Communication, we will increase global Indigenous content in the University of Melbourne curriculum. Recognising Indigenous knowledge sharing as an intercultural learning experience, we will support teaching on truth-telling and opportunities for students, including study abroad and exchange students, to learn on-country through studio subjects, summer and winter school intensives, and through co-curricular programs.

We are committed to equipping our Indigenous graduates with a global mindset and the competence and confidence to operate in diverse cultural contexts. We will develop bespoke international study tour programs for cohorts of Indigenous students and provide improved support to Indigenous students interested in undertaking exchange and study abroad programs. We will ensure that our partner institutions in these programs provide culturally safe spaces for our students and will better prepare our Indigenous students to undertake international experiences through tailored pre-departure briefings. Additionally, through Murrup Barak and engagement with partner institutions, we will provide global Indigenous and First Peoples students with a culturally safe space to study at Melbourne through inbound mobility programs.

PRIORITY 2.1

Enhance opportunities for all students to have global Indigenous and intercultural learning experiences through curriculum and co-curricular activities

Develop the Master of Global Indigenous Studies as a flagship program in Indigenous Internationalisation hosted and delivered by the Indigenous Studies Program in the School of Culture and Communication.

Develop a suite of intensive summer/winter school subjects that are delivered on-country and focus on Indigenous histories, cultures and knowledge systems and are available to global Indigenous students through inbound study abroad.

Encourage use of internationalisation of the curriculum work (e.g. global classroom funding) to increase global Indigenous content in UoM subjects.

Increase opportunities for object-based learning relating to Indigenous culture.

Support co-curricular activities which contain Indigenous projects or content (e.g. Reach Alliance, Consortium for Advanced Studies Abroad).

PRIORITY 2.2

Improve access and increase opportunities for Indigenous students to engage in global student experiences

Increase the opportunity and number of Aboriginal and Torres Strait Islander students participating in global student experiences.

Develop reciprocal multi-disciplinary global study tour programs for cohorts of Indigenous students with key overseas partners.

Improve access to information regarding support, including funding, for Indigenous students interested in undertaking global student experiences.

Increase visibility of Indigenous students through the Global Learning application and preferencing process to ensure consideration is given to programming and support requirements.

Improve pre-departure briefings to better support Indigenous students engaging in global student experiences.

Promote the University of Melbourne as a culturally safe space for global Indigenous and First Peoples students undertaking an inbound program at the University, including connecting them with Murrup Barak.

Focus Area 3: **Employment and Professional Development**

Leadership | Partnerships | Indigenous Knowledge

The University is committed to providing a respectful, culturally safe, welcoming, and rewarding workplace where Indigenous academic and professional staff can thrive. Providing Indigenous academic and professional staff with international engagement, leadership, and research opportunities supports the professional growth of Indigenous staff. These opportunities help empower Indigenous staff by acknowledging their expertise and contributions on a global scale. Representation at international levels fosters a sense of belonging and validation, which can increase job satisfaction and commitment.

Through our Office of Indigenous Employment and Development and our global collaborations, we will increase opportunities for our Indigenous staff to expand their global networks, participate in international professional development activities, and engage in international cultural exchange and knowledge sharing. The University will benefit from its Indigenous staff undertaking intercultural learning experiences, leadership development and contributing to the global discourse on Indigenous issues.

Our Indigenous staff will have the opportunity to be mentored by global Indigenous and First Nations leaders and the opportunity to mentor early career Indigenous staff through a new international Indigenous staff mentoring program.

PRIORITY 3.1

Provide Indigenous academic and professional staff with international engagement, leadership and research opportunities

Support Indigenous professional and academic staff to undertake international professional development or research activities to advance their careers and establish an international network of peers.

Increase opportunities for international cultural exchange and knowledge sharing, enabling Indigenous staff and our Indigenous partners to share their unique perspectives and knowledge systems, contributing to the global discourse on Indigenous issues.

Increase Indigenous staff participation in inbound international visits and events to expand their international networks.

PRIORITY 3.2

Leverage the University's membership of the APRU Indigenous and First Nations Knowledges Network to increase professional development opportunities for Indigenous staff

Promote international professional development opportunities through the Indigenous Staff Network, including opportunities through the APRU Indigenous and First Nations Knowledges Network (e.g. attendance at network meetings, symposia and seminars).

Contribute to an international Indigenous staff mentoring program through the APRU Indigenous and First Nations Knowledges Network, fostering international and intercultural learning experiences, leadership development, and a global network of like-minded academics and professionals.

PRIORITY 4.1

Support Indigenous researchers to have Global impact by fostering robust support systems to expand their global reach and influence

Support Indigenous researchers to develop international research linkages and networks by facilitating international opportunities for Indigenous graduate researchers and early career academics.

Promote and support applications to funding schemes and where appropriate, develop new schemes that support international experiences for Indigenous researchers.

Provide platforms for Indigenous researchers to showcase their domestic research on the global stage, amplifying Indigenous voices and perspectives and enabling connections with relevant audiences.

PRIORITY 4.2

Leverage international networks and partnerships to support key Indigenous research activities

Strengthen partnerships with trusted institutions that share a commitment to high-quality Indigenous research and research training activities.

Convene and lead international conversations around research on Indigenous Knowledges, truth-telling and reconciliation initiatives.

Learn lessons from international partners on ways to enhance Indigenous research in STEM disciplines

Promote the work of the University's specialist Indigenous units and research programs to the global community through our networks and partners

Elevate research that addresses global challenges and contributes to sustainable development, ensuring that Indigenous knowledge and innovations are recognised and valued worldwide.

Focus Area 4: Research and Research Training

Partnerships | Indigenous Knowledge | Truth-telling and Justice

As a leading global research institution, Indigenous knowledges, practices and innovations are an integral knowledge system contributing to our research. We will use our global convening power to showcase the University's Indigenous research programs and specialist Indigenous research units, including the Indigenous Knowledge Institute, the Indigenous Law and Justice Hub, Dilin Duwa, Ngarrngga, and the Poche Centre for Indigenous Health to the global community. We will also convene and lead global conversations on Indigenous Knowledges, truth-telling and reconciliation initiatives.

We will continue to elevate and coordinate initiatives that support our Indigenous staff to develop international research linkages, and through our partners, learn from international best practice on engaging in ethical research partnerships with Indigenous and First Peoples communities.

Indigenous Graduate Researchers will have opportunities to participate in international experiences, build global networks, and develop the skills that enable them to lead, excel and be bold in their future global careers.

Focus Area 5: Arts and Culture

Leadership | Place, Heritage and Culture | Partnerships | Indigenous Knowledge | Truth-telling and Justice

The University of Melbourne is enriched by its extensive cultural collections which honours 65,000 years of Aboriginal and Torres Strait Islander knowledge and shows our enduring relationship with communities of origin and our interactions with the world. We will celebrate and elevate the global positioning of a new Place for Indigenous Arts and Culture on our campus and explore opportunities for international touring of Indigenous exhibitions, while pursuing collaborations with international arts and culture institutions. We will also utilise our global presences to showcase Indigenous arts and culture to our global community.

We will look for opportunities to gather First Nations artists globally through the international collective, BLAK C.O.R.E. (Care of Radical Energy), and through our global networks, will foster international connections and partnerships between Indigenous artists engaged in research and education.

We will demonstrate our leadership in facilitating the return of knowledge, techniques, and objects to ancestral country and convene and lead global conversations on best practice in preservation, restoration and repatriation.

PRIORITY 5.1

Enhance engagement with global Indigenous Arts and Culture

Amplify the global positioning of the Place for Indigenous Art and Culture on campus as an exemplar in the stewardship of Aboriginal and Torres Strait Islander cultural collections, and of Indigenous culture internationally.

Identify opportunities to bring together First Nations artists globally and foster international connections and partnerships between Indigenous artists.

Pursue academic and cultural exchanges between the University of Melbourne, Indigenous Partnerships, Museums and Collections and international institutions.

Progress plans for an Indigenous-focused exhibition fit for international touring

Foster connections between Indigenous research units engaged with the Arts and international partners with parallel activities.

Support global First Nations artists to engage with the University through the Wilin Centre for Indigenous Arts and Cultural Development.

PRIORITY 5.2

Demonstrate leadership in facilitating the return of intangible and tangible cultural heritage to the traditional owners

Utilise our convening power to lead global conversations on best practice for the return of intangible and tangible cultural heritage to traditional owners.

Continue repatriation work in collaboration with international partners

Support international efforts on the preservation and conservation of Indigenous cultural material



About the Artist and the Artwork

Samantha Richards is a proud Indigenous woman from the Wurundjeri and Dja Dja Wurrung Tribes. The artwork featured here, Murmuk Djerring – Working Together, depicts the layers of the land, and the generations of peoples who have lived on this land, and the rich cultures and history that lie under their feet. It is where all the pieces of the puzzle connect, and by working together how we can strive for a future of positive change.