



*Artwork designed for ACU by Gilimbaa*

ACU ENGAGEMENT

# Reconciliation Action Plan

## Unit implementation



**ACU**

AUSTRALIAN CATHOLIC UNIVERSITY

ACU Engagement is committed to implementing, promoting and ensuring the success of ACU's Reconciliation Action Plan (RAP). This ACU Engagement unit implementation plan will ensure our team remains committed to the RAP and that our contribution is tangible.

## Relationships

UNIVERSITY ACTION	ACU ENGAGEMENT ACTION
<p><b>2. Celebrate National Reconciliation Week (NRW) to strengthen relationships between Aboriginal and Torres Strait Islander Staff, other university staff and the wider university community.</b></p>	<ul style="list-style-type: none"> <li>• Commitment from ACU Engagement staff to attend Aboriginal and Torres Strait Islander events wherever possible.</li> <li>• Community Engagement Officers volunteer to support NAIDOC and National Reconciliation Week in the same capacity as Open Day, Graduation, etc.</li> </ul>
<p><b>3. Develop and maintain reciprocal relationships with Aboriginal and Torres Strait Islander communities and organisations to support positive outcomes.</b></p>	<ul style="list-style-type: none"> <li>• Investigate if there is a need for ACU Engagement support for Aboriginal and Torres Strait Islander communities either through student placements, staff volunteering, research initiatives or community giving drives.</li> <li>• Include new Aboriginal and Torres Strait Islander partner and contact organisations in the SESU newsletter recipients</li> </ul>
<p><b>4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.</b></p>	<ul style="list-style-type: none"> <li>• Include a statement of commitment to the Reconciliation Action Plan on the ACU Engagement webpage and hyperlink within our digital signatures containing an acknowledgement of country.</li> </ul>

## Respect

UNIVERSITY ACTION	ACU ENGAGEMENT ACTION
<p><b>5. Increase awareness, knowledge and understanding of Aboriginal and/or Torres Strait Islander, histories and achievements.</b></p>	<ul style="list-style-type: none"> <li>• ACU Engagement staff to develop and maintain strong working relationships with staff of the First People's directorate.</li> <li>• All ACU Engagement staff to undertake Cultural Awareness Training and any additional training provided through ACU.</li> <li>• ACU Engagement team Cultural Awareness Learning &amp; Development continued through facilitated team activities in National team meetings or elsewhere.</li> <li>• ACU Engagement team calendar populated with important Aboriginal and Torres Strait Islander peoples' events, including information about these days for increasing staff awareness.</li> </ul>
<p><b>6. Demonstrate respect to Aboriginal and/or Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions.</b></p>	<ul style="list-style-type: none"> <li>• Acknowledgement of Country is included at the beginning of all important ACU Engagement meetings, including every monthly staff meeting.</li> <li>• ACU Engagement to provide Acknowledgement of Country within all its public events.</li> <li>• Invite a Traditional Owner to perform a Welcome to Country at the opening of new sites and/or significant programs.</li> </ul>
<p><b>7. Celebrate NAIDOC Week and provide opportunities for Aboriginal and/or Torres Strait Islander Staff to engage with culture and community during NAIDOC Week.</b></p>	<ul style="list-style-type: none"> <li>• Support all team members to participate in NAIDOC Week events in their local community.</li> </ul>

# Opportunities

UNIVERSITY ACTION	ACU ENGAGEMENT ACTION
<b>8. Increase recruitment and retention of Aboriginal and/or Torres Strait Islander staff.</b>	<ul style="list-style-type: none"> <li>• Advertise vacancies in Aboriginal and Torres Strait Islander job boards and media.</li> <li>• When ACU Engagement has a staffing vacancy, ensure that National Manager of Aboriginal and Torres Strait Islander Employment ACU is contacted. This will enable them to advertise in ways to reach out to candidates we may not normally hear from.</li> </ul>
<b>9. Increase pathways and engagement opportunities for Aboriginal and Torres Strait Islander students.</b>	<ul style="list-style-type: none"> <li>• Work with Indigenous units to promote scholarship opportunities to Aboriginal and Torres Strait Islander students through delivery of scholarship application workshops.</li> <li>• Play a key role in the Scholarships application process to support students to meet criteria and encourage students from diverse backgrounds to apply through an explicit statement.</li> </ul>
<b>11. Increase Aboriginal and/or Torres Strait Islander supplier diversity.</b>	<ul style="list-style-type: none"> <li>• ACU Engagement to invest in the Aboriginal and Torres Strait Islander economy by engaging with suppliers through Supply Nation, Indigenous Business Directory <a href="https://supplynation.org.au/">https://supplynation.org.au/</a></li> </ul>
<b>13. Celebrate the success of Aboriginal and/or Torres Strait Islander students.</b>	<ul style="list-style-type: none"> <li>• Ensure ACU Engagement resources are inclusive of Aboriginal and Torres Strait Islander students, staff and community partners or members contributions, and these are profiled through internal and external media.</li> </ul>

# Governance, tracking progress and reporting

UNIVERSITY ACTION	ACU ENGAGEMENT ACTION
<b>15. Report RAP achievements, challenges and learnings internally and externally.</b>	<ul style="list-style-type: none"> <li>• Dedication of a RAP Working Group within the ACU Engagement team, that will monitor RAP activities, ensuring the team is on track to embedding the plan.</li> <li>• Regular updates on RAP initiatives within National Staff Meeting.</li> </ul>

# Acknowledgement of Country

We acknowledge and pay our respects to the First Peoples, the Traditional Custodians of the lands and waterways. We recognise their spiritual and ongoing cultural connection to Country. We respectfully acknowledge Elders past and present and thank them for their wisdom and guidance as we walk in their footsteps.



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