

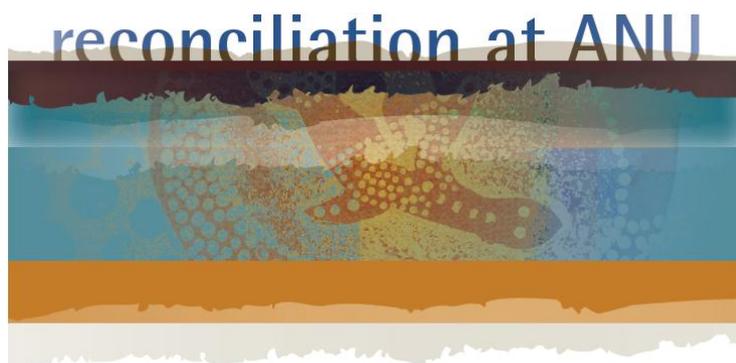


Australian
National
University

Facilities and Services Division

Reconciliation Action Plan 2012-2014

Improving engagement with Indigenous Australians



Our Vision for Reconciliation

The University's vision for reconciliation is to be a place of learning that respects Indigenous culture and diversity: a place where Indigenous and non-Indigenous people come together to engage with their chosen discipline, contextualised by an understanding of our shared history. The Facilities and Services Division supports the University's vision for reconciliation by producing, providing and maintaining campus infrastructure and associated facilities to enable excellence in research, teaching, learning and contributions to public debate. The Facilities and Services Division also has an important role in the management of remote campuses such as Kioloa, North Australian Research Unit and Siding Springs; each with its own connection to Indigenous communities.

Our business

The mission of the Facilities and Services Division (F&S) is to 'enable academic excellence at the ANU through integrated and innovative facilities and project delivery' (F&S Operational Plan 2012-2020). The strategic priorities outlined in the F&S Operational Plan are as follows:

- Facilities and Space Planning
- Asset Management
- Project Delivery
- Sustainability
- Operations
- Client Interaction
- Business Support and Corporate Services

These components are interrelated and each has a set of objectives that F&S will achieve over the period of this plan. Tasks will be derived from the objectives and the success of these tasks will be monitored individually through a framework consisting of individual statements of expectations, alignment of the task with F&S Operational and Business Plans and alignment with budgetary and responsibility frameworks. The challenge for F&S is to embrace the direction in this plan and transform into an organisation of best practice in facilities management as judged by national and international peers.

Our Reconciliation Action Plan

The F&S Reconciliation Action Plan is an important document, prepared through a process of consultation that guides and assists F&S to achieve its component objectives which in turn directly contributes to the objectives of the ANU Reconciliation Action Plan. Due to the scope of F&S mission and strategic objectives, the Division is able to offer practical projects to support the University's commitment to reconciliation. The Division's Reconciliation Action Plan (RAP) reflects the key elements of the University's Reconciliation Action Plan and builds on areas where we can add value to the services and opportunities we can share and provide to Aboriginal and Torres Strait Islander staff, students and visitors.

While the ANU Reconciliation Action Plan informs the Facilities and Services Division Reconciliation Action Plan, it allows flexibility in its approach in order for the Division to uniquely contribute to this important vision.

Respect



The Division acknowledges that the success of the commitments, in the Australian National University Reconciliation Action Plan, hinge on the creation of a University culture and environment that builds greater respect for Indigenous peoples in order to achieve reconciliation.

	Action	Responsibility	Timeline	Measureable Target
	Acquire and display Aboriginal and Torres Strait Islander art in Division buildings and public spaces in recognition of the importance of Indigenous people in our community and include explanation of their significance and meanings.	Associate Director – Facilities Planning Associate Director – Project Delivery	Ongoing	<ul style="list-style-type: none"> Where appropriate, the Divisions buildings and public spaces will feature Indigenous Art.
	Aboriginal and Torres Strait Islander art inclusion in Divisions publications and other material where suitable and with appropriate permission of ownership of picture and copyright.	General Manager – Corporate Services	Ongoing	<ul style="list-style-type: none"> Indigenous art displayed and included in publications (particularly on relevant web sites).
	Celebrate the history, culture and achievements of Aboriginal people in National Aborigines and Islanders Day Observance Committee (NAIDOC) week.	General Manager – Campus Services General Manager – Corporate Services	Ongoing	<ul style="list-style-type: none"> Within F&S scope, assist Tjabal and Human Resources host events. Staff are supported and encouraged to attend cultural and recognised events.
	Promote Indigenous achievements and events throughout the Division.	General Manager - Corporate Services	Ongoing	<ul style="list-style-type: none"> Promotion of Reconciliation Action Plan on F&S web site.
	Acknowledge traditional owners and/or arrange a welcome to country for formal F&S public events including those without Indigenous specific content or Indigenous speakers.	General Manager – Corporate Services	Ongoing	<ul style="list-style-type: none"> Protocols communicated and placed on F&S web site. 100% compliance at appropriate meetings and events (particularly public events).
	Continue to support all F&S staff attendance at the relevant University cultural awareness training.	General Manager – Corporate Services	2012-2013	<ul style="list-style-type: none"> New staff to complete the on-line training program. All existing staff to complete on-line training program and attend

				<p>Indigenous Cultural Awareness Training</p> <ul style="list-style-type: none"> • Include content in Induction programs and training and development plans.
	Integration of Indigenous awareness within ANUgreen field programs, outreach projects and sustainable learning communities.	<p>General Manager – Campus Services</p> <p>Associate Director, Facilities Planning</p>	Ongoing	<ul style="list-style-type: none"> • Content updated in relevant programs. • Enhancement of Kioloa Coastal Campus ‘Open Week’
	Integrate reconciliation commitment reporting into F&S core business.	General Manager - Corporate Services	Ongoing	<ul style="list-style-type: none"> • RAP reporting included in Divisional publications where appropriate.



Opportunities

The Division within Australia's National University are uniquely placed to contribute both to the national reconciliation agenda and to the aspirations of local Indigenous communities through our core business areas in education, research and employment.

	Action	Responsibility	Timeline	Measureable Target
	Develop programs that establish the Kioloa Coastal Campus as a hub for Indigenous field work, academic programs and outreach activities (in consultation with local Aboriginal community organisations, Tjabal, Student Equity and Academic Colleges)	General Manager – Campus Services Site Manager - Kioloa	2012	<ul style="list-style-type: none"> Conduct an audit of Indigenous research activities at Kioloa to ascertain feasibility of goal.
	Include appropriate Indigenous artist/s on lists for consideration of building artwork projects and display Indigenous art.	Associate Director - Facilities Planning Associate Director – Project Delivery	2013-2014	<ul style="list-style-type: none"> Note consideration of Indigenous artists in project documentation.
	Develop a database of relevant local Indigenous goods and service providers and publicise them within the ANU	General Manager – Corporate Services	2012-2013	<ul style="list-style-type: none"> Information developed in tandem with contractor panel process. Investigate feasibility of establishing and maintaining database with F&BS Publish information as appropriate.
	Develop and implement an Indigenous employment action plan to target employment retention and career advancement of Indigenous employees. Strategies to support this action include but are not limited to trainee, student internships, graduate, leadership, coaching, mentoring and mobility initiatives, formal study and professional development.	General Manager – Corporate Services F&S HR Manager	2012-2013	<ul style="list-style-type: none"> Develop a Division Indigenous Employment Strategy to increase Indigenous staff numbers. Implement strategy.

	<p>Support leadership opportunities for Indigenous employees within the Division and across ANU activities and opportunities.</p>	<p>F&S HR Manager</p>	<p>On-going</p>	<ul style="list-style-type: none"> Identify and support leadership development to Indigenous employees.
	<p>Place all externally advertised positions within the Division of Information on the Indigenous jobs Australia web page.</p>	<p>F&S HR Manager</p>	<p>On-going</p>	<ul style="list-style-type: none"> Identify positions that may be externally advertised on the Indigenous Job Australia web page.

Relationships



The Division hopes to enhance relationships with and between both the University's community and the external communities that ANU sits within by strengthening support for Indigenous staff and students and through education highlighting the richness and diversity of Indigenous cultures.

	Action	Responsibility	Timeline	Measureable Target
	Involve relevant Indigenous communities/consultants early in the facilities planning process when projects are being considered.	Associate Director – Facilities Planning	Ongoing	<ul style="list-style-type: none"> Record of actions in official project management documentation and manuals.
	Identify Indigenous heritage as part of University campuses' heritage plans.	Associate Director – Facilities Planning Heritage Officer	Ongoing	<ul style="list-style-type: none"> Incorporate content in site specific Heritage Management Plans.
	Establish campus walks that highlight Indigenous history on and around the Acton Campus and Kioloa Campus (consultation and endorsement by Indigenous communities)	Associate Director – Facilities Planning Heritage Officer	2011-2014	<ul style="list-style-type: none"> Establish a project plan for consideration and implementation.
	Update and Expand the University's Indigenous history web site to include more information on traditional Indigenous owners for the Acton and NARU, SSO and Kioloa campuses. http://heritage.anu.edu.au/?pid=8	Associate Director – Facilities Planning Heritage Officer	2011-2014	<ul style="list-style-type: none"> Establish a project plan for consideration and implementation.
	Increase the use of Australian native plants (particularly plants historically used by traditional Indigenous owners) on University campuses	General Manager – Campus Services Manager, Gardens and Grounds	2012-2014	<ul style="list-style-type: none"> Expand use of Australian native plants on University campuses (where relevant) Prepare a project plan for the creation of 'bush tucker' garden/s on Acton Campus In conjunction with Tjabal, introduce native plants outside the Tjabal entrance.
	Indigenous history to be highlighted on University campuses by use of interpretative signage	General Manager – Campus Services	2012-2014	<ul style="list-style-type: none"> Finalise the Heritage Interpretation Plan prior to signage works.

	(including bi-lingual text of traditional owner languages) identifying natural and/or Indigenous heritage features.	Heritage Signage Unit		<ul style="list-style-type: none"> Develop a project plan for consideration and implementation.
	Consider Indigenous representation on the Campus Advisory Sub-Committee	Associate Director - Facilities Planning	2012-2013	<ul style="list-style-type: none"> Identified representatives on the respective committee.
	Director and senior staff to include activities against Divisional RAP key performance targets in annual Statement of Expectations	Director Enabling Managers	Ongoing	<ul style="list-style-type: none"> Report in annual Statement of Expectations
	Establish a RAP Committee to ensure actions set out in this plan are implemented and provide a regular report on progress of that implementation to the Director	Director General Manager – Corporate Services	2010	<ul style="list-style-type: none"> RAP Sub Committee membership list, meeting details and documentation.
	Division RAP updates to be lodged as advised as part of the University's regular review and reporting requirements	Director General Manager – Corporate Services	As required	<ul style="list-style-type: none"> Report on Division's activities in relation to Indigenous awareness promotion provided as requested

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