

ABORIGINAL AND TORRES STRAIT ISLANDER STAFF AND STUDENTS

ACTION PLAN 2018 – 2021

Monash University aspires to be a national leader in Indigenous Australian advancement for staff, students and communities by creating an inclusive, respectful and welcoming environment that embeds Indigenous knowledges, worldviews and voices.

Our Indigenous community has a strong and vibrant history at Monash. With over 50 years of Indigenous programs and engagement, Monash has played a significant role in initiating change and making life better for Aboriginal and Torres Strait Islander people. We were the first university in Australia to have a dedicated Australian Indigenous Centre – the Monash Centre for Research into Aboriginal Affairs, established in 1964. Since then we have implemented policies and programs to ensure our Aboriginal and Torres Strait staff and students succeed and make significant contributions to the wider community.

The Aboriginal and Torres Strait Islander Action Plan builds on our existing work and reflects the initial phase of our Aboriginal and Torres Strait Islander Framework 2019-2030. This Action Plan is supported by Monash's Reconciliation Action Plan (RAP) and Indigenous Employment Action Plan and is formed around four focus areas:

1. [Leadership and Governance](#)
2. [Access and Participation](#)
3. [Culture and Success](#)
4. [Innovation and Collaboration](#)



1. LEADERSHIP AND GOVERNANCE

Category	Stakeholder group	Action	Responsibility	Success indicator	Timeframe
1.1 Institutional commitment to cultural inclusion	Students and staff	a. University-wide commitment to institutional policies, strategies and practices to support diversity and inclusion of Aboriginal and Torres Strait Islander students and staff	President and Vice-Chancellor	- Implementation of Monash's Aboriginal and Torres Strait Islander Framework 2019-2030	- Ongoing
			Deputy Vice-Chancellor & Vice-President (Education)	- Implementation of Monash's Indigenous Employment Action Plan	- Ongoing
			Pro-Vice Chancellor (Indigenous)	- Implementation of Monash's Reconciliation Action Plan (RAP)	- Ongoing
			Faculty Deans	- Increase in positive responses to benchmark questions in Staff Engagement Survey about equal opportunity and fairness	- Dec 2020
			Chief Marketing Officer	- Practices Inclusive of Indigenous Australians are included in the Monash University Annual Report	- Annually
	Students and staff	b. Senior leaders are actively engaged in the Aboriginal and Torres Strait Islander Framework 2019-2030 to improve participation, wellbeing, success and inclusion of Indigenous students and staff	Pro-Vice Chancellor (Indigenous)	- Faculty Champion of Indigenous Education responsible for leading the Indigenous agenda appointed in each faculty as part of the faculty executive team	- Aug 2021
			Faculty Deans	- Increased visibility of Indigenous research, programs, knowledges, cultures and contemporary issues in marketing campaigns and communications	- Ongoing
			Pro-Vice Chancellor (Indigenous)	- Senior leaders actively support the Aboriginal and Torres Strait Islander Framework 2019-2030	- Ongoing
			Faculty Deans	- Senior leaders play active roles in promoting and participating in Aboriginal and Torres Strait Islander inclusive initiatives and events	- Ongoing
			Deputy Vice-Chancellor & Vice-President (Education)	- Surveying of staff and students with data used to link students and staff with existing services and inform future inclusive practices	- Annually
1.2 Leadership and practice informed by data and evidence	Students and staff	a. Collect and analyse data to inform Aboriginal and Torres Strait Islander equity goals, programs and initiatives	Pro-Vice Chancellor (Indigenous)	- Staff Engagement Survey results are reported by relevant demographic variables	- Dec 2020
			Chief Human Resources Officer		

2. ACCESS AND RECRUITMENT

Category	Stakeholder group	Action	Responsibility	Success indicator	Timeframe
2.1 Indigenous student access	Students	a. Increase engagement with secondary schools to support Aboriginal and Torres Strait Islander students transition to university	Pro-Vice Chancellor (Indigenous)	<ul style="list-style-type: none"> - Increase in the number of Aboriginal and Torres Strait Islander students directly transitioning to Monash from secondary school - Indigenous student participation is on track to achieve a rate commensurate with national Indigenous population parity by 2030 - Increase in the participation of Aboriginal and Torres Strait Islander students in the aspiration building camp Winter Gathering 	<ul style="list-style-type: none"> - Annually - Ongoing - Annually
	Students	b. Develop targeted strategies for improving engagement with Aboriginal and Torres Strait Islander students from regional areas	Pro-Vice Chancellor (Indigenous)	<ul style="list-style-type: none"> - Increase in the number of Aboriginal and Torres Strait Islander students from regional areas studying at Monash 	<ul style="list-style-type: none"> - Ongoing
	Students	c. Work in partnership with Indigenous businesses, not-for-profits and government to provide postgraduate study opportunities for Aboriginal and Torres Strait Islander students	Pro-Vice Chancellor (Indigenous)	<ul style="list-style-type: none"> - Increase in the number of Aboriginal and Torres Strait Islander students in post graduate courses at Monash 	<ul style="list-style-type: none"> - Ongoing
	Students	d. Provide skills development and leadership programs for Aboriginal and Torres Strait Islander secondary school students to build student capacity and university preparedness	Pro-Vice Chancellor (Indigenous)	<ul style="list-style-type: none"> - Increase in the number of Aboriginal and Torres Strait Islander students participating in capacity building programs with the aim to increase student attainment and participation - Increase in the participation of Aboriginal and Torres Strait Islander students in the pre-entry program Summer Gathering 	<ul style="list-style-type: none"> - Ongoing - Annually

	Students	e. Ensure consistent administration and support process for Indigenous students	Pro-Vice Chancellor (Indigenous) Deans of Faculties	- Consistent approach to Indigenous Pathway administration across all faculties - All Aboriginal and Torres Strait Islander students receive consistent support across faculties	- Ongoing - Ongoing
2.2 Indigenous staff development and support	Staff	a. Strengthen the recruitment, development and retention of Indigenous staff	Pro-Vice Chancellor (Indigenous) Chief Human Resources Officer Faculty Deans Executive Directors	- Monash employs Indigenous staff in line with national population parity by 2030 - Increase in the number of Indigenous traineeships	- Ongoing - Ongoing
	Staff	b. Continue to invest in the Indigenous Academic Development Program	Pro-Vice Chancellor (Indigenous) Faculty Deans	- Increased participation in the Indigenous Academic Development Program	- Ongoing

3. CULTURE AND SUCCESS

Category	Stakeholder group	Action	Responsibility	Success Indicator	Timeframe
3.1 Provide appropriate support for Indigenous students	Students	a. Design, implement and promote academic enhancement and student support programs targeting Aboriginal and Torres Strait Islander students	Pro-Vice Chancellor (Indigenous)	- Increase in the number of Indigenous students participating in academic enhancement programs - Maintain high retention rates of Indigenous student	- Ongoing - Ongoing
	Students and staff	b. Expand the Elders in Residence Program	Pro-Vice Chancellor (Indigenous)	- Aboriginal and Torres Strait Islander people are employed in the Elders in Residence Program on Clayton, Caulfield and Peninsula campuses	- Aug 2020
	Students	c. Provide Aboriginal and Torres Strait Islander students with opportunities to pursue international studies and	Pro-Vice Chancellor (Indigenous)	- Increase in the participation of Indigenous students participating in a mobility experience	- Ongoing

		activities that broaden experiences and perspectives	Director, Social Inclusion Senior Manager, Study Abroad	- Increase in the participation of Indigenous students in extra-curricular activities	- Ongoing
3.2 Build academic capacity	Students	a. Incorporate historical and contemporary issues drawing on Indigenous perspectives in curriculum and learning environments	Pro-Vice Chancellor (Indigenous) Faculty Deans	- All students are exposed to a minimum standard of content that incorporate historical and contemporary issues drawing on Indigenous perspectives in Monash's curricula - Discipline-based curricula think tanks are created to articulate specific context and content about Indigenous Australia aligning with the professional careers of our graduates	- Aug 2021 - Aug 2021
	Students	b. Develop Indigenous research capacity by providing an appropriate environment, support and resources to encourage Indigenous students to pursue careers in Indigenous and other research areas	Provost & Senior Vice-President (Research) Pro-Vice Chancellor (Indigenous)	- Increase in number of Indigenous HDR enrolments and completions	- Ongoing
3.3 Advance cultural awareness	Students and staff	a. Support Indigenous staff and students through providing a culturally safe place to work and study free from discrimination and harassment	Deputy Vice-Chancellor & Vice-President (Education) Pro-Vice Chancellor (Indigenous) Chief Human Resources Officer Executive Director, Campus Community Division	- Increase in completion of relevant staff professional development and training - Indigenous perspectives are incorporated into University induction programs and supervisor training	- Aug 2021 - Ongoing
	Students and staff	b. Integrate Indigenous perspectives and knowledges into our buildings, gardens and landscaping works in prominent and visible positions to demonstrate the high value that Monash places on Indigenous Peoples, cultures and histories	Pro-Vice Chancellor (Indigenous) Executive Director, Buildings and property Division	- Increased presence of Indigenous perspectives and knowledges across the Australian campuses	- Ongoing

Students and staff	c. Celebrate Indigenous Peoples, cultures and histories	Pro-Vice Chancellor (Indigenous)	- Vice Chancellor's Diversity and Inclusion Awards program recognises practices inclusive of Indigenous Australians	- Annually
		Director, Social Inclusion	- Monash celebrates Indigenous Peoples, cultures and histories by hosting and being involved in an increasing number of initiatives, events and days of significance	- Ongoing
		Chief Human Resources Officer	- Increase in the number of staff and students participating in events of significance	- Ongoing
		Executive Director, Campus Community Division		
		Monash student associations		

4. INNOVATION AND COLLABORATION

Category	Stakeholder group	Action	Responsibility	Success indicator	Timeframe
4.1 Commitment to research, community and innovation	Students and staff	a. Build a program of high impact and meaningful Indigenous research	Pro-Vice Chancellor (Indigenous)	- Increase in number of Indigenous researchers - Increase in research income, publications and research partnerships	- Ongoing - Ongoing
			Provost and Senior Vice-President (Research)		
	Students and staff	b. Develop a partnership program with Aboriginal and Torres Strait Islander communities and organisations	Pro-Vice Chancellor (Indigenous)	- Increased number of Indigenous partnerships within Monash and the communities we serve	- Ongoing
Students and staff	c. Provide leadership and promote inclusive practices to business and education providers	Vice-Chancellor and President	- Monash is recognised as a leader in Aboriginal and Torres Strait Islander engagement and inclusion	- Aug 2021	
		Pro-Vice Chancellor (Indigenous)			