

Australian National University - ANU College of Law

Reconciliation Action Plan 2010-2013



About the ANU College of Law

The ANU College of Law was established in 1960 as the Faculty of Law and has since grown into one of Australia's preeminent legal education and research institutions. It offers a range of undergraduate and postgraduate programs, including the LLB, the JD, Graduate Diploma and Masters programs, practical legal training through the Legal Workshop, and research degrees such as the SJD and PhD. The College also undertakes legal and policy research through its research centres and staff.

Our business

The College's primary function is to provide high quality legal education, training and research services. These services are delivered by the different components of the College, which include the Law School, Legal Workshop and a number of centres and affiliated bodies. Through the provision of these services, and the manner in which they are provided, the College hopes to create a fairer and more respectful society where all individuals have the opportunity to fulfil their goals and aspirations. Concern about law reform and social justice is a strong component of the ethos of the ANU College of Law.

Our vision for reconciliation

The ANU College of Law's vision for reconciliation is to achieve a more just and equitable society in which:

- Indigenous Australians face no discrimination;
- Indigenous and non-Indigenous Australians have equal opportunities to realise their goals and aspirations;
- there is no gap between Indigenous and non-Indigenous Australians on major socio-economic indicators;
- all Australians have opportunities to learn about Indigenous cultures and their unique place in Australian history; and
- there is widespread understanding of, and respect for, Indigenous cultures.

Our RAP

Our Reconciliation Action Plan is based on the elements of Respect, Relationships and Opportunities.

Respect

Indigenous peoples are the custodians of the oldest living cultures in the world; cultures that are rich with history, knowledge and the arts. And like all cultures, Indigenous cultures and their custodians deserve respect. Through the development of understanding and respect, Indigenous and non-Indigenous peoples can build happier and more enriched lives, where all people are able to learn from the experiences and perspectives of others. The College has a role to play in this process by encouraging greater awareness and respect of Indigenous cultures and helping to build respectful relationships between Indigenous and non-Indigenous peoples.

Relationships

Strong and respectful relationships between staff, students and the broader community are essential for the success of the College and the achievement of its objectives. By placing an emphasis on relations between Indigenous and non-Indigenous people, the College hopes to make a meaningful contribution to reconciliation, improve opportunities for Indigenous people and close the gap in socio-economic indicators between Indigenous and non-Indigenous Australians.

Opportunities

The College strives to broaden the horizons and opportunities of its students by providing them with a world-class legal education. It also seeks to provide opportunities for its staff to develop as professionals and fulfil their goals and career aspirations. Given the functions of the College and its desire to promote social justice, the College believes it has an obligation to ensure that the opportunities it offers are extended to Indigenous Australians and that they are not excluded as a product of past or ongoing discrimination or injustices.

Focus Area 1: Build greater respect for Indigenous peoples within the University environment and institutional culture

| Action | Responsibility | Timeline | Measurable Target |
|---|-------------------------|-------------|--|
| Acknowledge traditional owners and/or arrange a welcome to country at all significant public events held by, or at, the College | All staff | From 2010 | Acknowledgement/welcome to country performed at all significant public events |
| Develop and distribute College guidelines for acknowledgement of traditional owners/welcome to country | College RAP Committee | By mid-2011 | Guidelines published and distributed to all staff |
| Acknowledgement of traditional owners to be posted on College webpage, on conference websites and College's WATTLE system | College General Manager | By mid-2011 | Acknowledgement posted on websites |
| Ensure Indigenous representation on College RAP Committee | College Dean | From 2010 | Committee membership to include at least one Indigenous student and one Indigenous staff member/community representative |
| Liaise with University administration on development of a central database of national, state and territory Indigenous bodies relevant to law | College General Manager | By mid-2011 | College General Manager to report on status of database |

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| Through collaboration with National Centre for Indigenous Studies and other bodies, hold at least one event each year that fosters dialogue between Indigenous and non-Indigenous peoples | College RAP Committee | From 2010 | One event held each year that fosters dialogue between Indigenous and non-Indigenous peoples |
| Encourage College staff to undertake Indigenous-specific online cross-cultural training offered by ANU HR Division | College Dean and College RAP Committee | From 2011 | All staff have undertaken Indigenous-specific cross-cultural training by the end of 2013 |
| Continue to display Indigenous artwork within the College | College Dean and College General Manager | From 2010 | At least two Indigenous works displayed in common areas of the College |

Focus Area 2: Consolidate ANU as the leader in Indigenous research of national significance

| Action | Responsibility | Timeline | Measurable Target |
|---|---|-------------|---|
| Develop a strategy to attract more Indigenous researchers to the College | College Research Committee, Visitors Committee and CREST | By mid 2011 | Strategy finalised and distributed to relevant staff |
| Support conferences, workshops, seminars and research projects on Indigenous issues | College Research Committee, Convenors of College Seminars and Research Workshops, COAST and CREST | From 2010 | Annual publication of a list of all conferences, workshops, seminars and research projects on Indigenous issues |

Focus Area 3: Ensure all ANU students have a thorough understanding of Indigenous knowledge and perspectives

| Action | Responsibility | Timeline | Measurable Target |
|---|--|---------------|---------------------------------------|
| Conduct a survey of LLB and JD courses to identify opportunities to enhance student understanding of Indigenous knowledge and perspectives | LLB and JD Program Directors (with appropriate research and survey assistance) | By early 2012 | Survey completed |
| Conduct a survey of the College's postgraduate programs to identify opportunities to enhance student understanding of Indigenous knowledge and perspectives | Program Directors (with appropriate research and survey assistance) | By early 2012 | Survey completed |
| Develop curriculum plans, in response to above surveys, for better incorporating Indigenous knowledge and perspectives into College programs | Program Directors | By mid-2012 | Curriculum plans completed |
| Identify and implement priority areas for action from curriculum plans | Program Directors | By early 2013 | Priority areas for action implemented |

Focus Area 4: Attract and support Indigenous students

| Action | Responsibility | Timeline | Measurable Target |
|--|------------------------------|-------------|--|
| Report on collaboration and partnership opportunities with regional universities (including CDU, USQ and UniSA) to provide pathways for students from low socio-economic backgrounds, including Indigenous students, into ANU law programs | College Dean | By end 2011 | Report prepared and distributed to appropriate staff |
| Continue to provide at least two Indigenous scholarships per year for the Graduate Diploma in Legal Practice | Director, ANU Legal Workshop | Ongoing | At least two scholarships provided annually |
| Continue to provide Freilich Indigenous Scholarship in LLB program | College Dean | Ongoing | Freilich Indigenous Scholarship provided annually |
| Approach law firms and legal publishers to support creation of at least one additional Indigenous scholarship for the LLB program | College RAP Committee | By mid-2011 | Report to College Dean on willingness of law firms and legal publishers to support additional scholarship(s) |

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| Create at least two bursaries per year to help Indigenous students purchase textbooks | College RAP Committee | By mid-2011 | At least two textbook bursaries provided annually |
| Meet with Indigenous LLB and JD students on an individual basis prior to census date and again after mid-semester break to discuss their educational support and pastoral care needs | LLB and JD Sub-Dean | From mid-2010 | Individual consultations held |
| Actively seek to recruit more Indigenous law students, including by maintaining and strengthening relationships with school communities and bodies such as Tjabal Indigenous Higher Education Centre | College Dean, College RAP Committee, College Indigenous Student Adviser | Ongoing | Continuous improvement in Indigenous student numbers as measured against ANU RAP targets |
| Continue and enhance College Indigenous Student Support Scheme | College Dean, College RAP Committee, College Indigenous Student Adviser | Ongoing | Retention and student performance data |
| Develop strategy for assisting and encouraging Indigenous graduates to undertake Higher Degree Research | HDR Program Director | By end 2011 | Strategy developed and distributed to appropriate staff |

Focus Area 5: Attract and retain Indigenous general and academic staff

| Action | Responsibility | Timeline | Measurable Target |
|--|---|---------------|--|
| Consult with Indigenous staff members at ANU, and ANU HR, on ways of attracting and retaining Indigenous staff | College Dean, College RAP Committee and College HR | By early 2011 | Consultations held |
| Develop a strategy to promote employment and retention of Indigenous staff | College Dean, College RAP Committee and College HR | By mid-2011 | Strategy developed, distributed to appropriate staff and implemented in College supervisory, appointment and promotion processes |

Focus Area 6: Accountability and transparency in the implementation of the RAP

| Action | Responsibility | Timeline | Measurable Target |
|---|--|-----------|---|
| Hold quarterly College RAP Committee meetings | College RAP Committee | From 2010 | Quarterly meetings held |
| Prepare annual RAP review report | College RAP Committee | From 2010 | Annual RAP review report presented to College Dean by end of March each year Annual RAP review report submitted to Reconciliation Australia and published on College of Law website by April each year |
| Post RAP on College website | College General Manager | From 2011 | RAP posted on College website |
| Recognise RAP and RAP-related work in staff performance appraisal | College Dean and Staff Supervisors | From 2011 | Staff performance criteria includes RAP component |
| Provide RAP update at staff meeting at least once a year | College Dean and College RAP Committee | From 2011 | Staff update provided |