RECONCILIATION IN ACTION

A guide for implementing Griffith University’s Reconciliation Statement

Queensland Australia
Griffith University acknowledges the people who are the Traditional Custodians of the land. We pay respect to the Elders, past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples.
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OUR COMMITMENT TO RECONCILIATION

Modern reconciliation was built on the vision of a united Australia with the emergence of the Council for Aboriginal Reconciliation in 1991: “which respects this land of ours; values the Aboriginal and Torres Strait Islander heritage; and provides justice and equity for all”.

These are core values held deeply within Griffith University and we are proud to launch our own statement on reconciliation, one that embeds truth telling, historical accuracy and acknowledges there is still much work to do in building a brighter future for all.

Griffith University is committed to becoming a safe place, free from discrimination and actions which harm others. This means a zero tolerance to racism in condemning racist behaviour and actively seeking to eliminate racism at all levels.

We will continue to maintain strong connections with cultural and spiritual practices that support resilience, in acknowledging Elders past and present, in providing Indigenous people the opportunity to walk in the footsteps of their Ancestors with pride, self-respect and dignity.

In this way, Griffith will grow as an institution where Indigenous staff and students can actively participate and be proud to excel in an environment that celebrates their unique cultural identities, their knowledges, and histories, their ways of knowing, their ways of being and ways of doing.
Griffith University Reconciliation Statement

It is in respecting and the embedding of Indigenous knowledges and values that Australian universities can grow their understanding and mark themselves as unique and welcoming institutions of learning for people from all backgrounds. Developing an understanding of the world that draws from both Western and Indigenous knowledges is important for universities as institutions and in the practice of contemporary research and higher education. At Griffith we believe that true reconciliation between Indigenous and non-Indigenous peoples is built on relationships of respect that honour both our similarities and our differences. We respect the common ground we all share and acknowledge the gaps in our experiences in having come together. Reconciliation allows us the opportunity to make Griffith a better place to learn, to teach, to conduct research and to work, striving to become a benchmark university that holds social justice and truth telling at the very heart of everything we do.

At Griffith we are led by our values in creating a brighter future for all where everyone should be given the opportunity to make a positive difference to themselves and others. We acknowledge that Aboriginal and Torres Strait Islander people have maintained unique relationships to the land, sea, waterways, and the air above and around us over tens of thousands of years as the oldest continuous surviving culture in the world and we acknowledge Aboriginal Australians as Traditional Owners within our campuses. Our passion and commitment to work with all staff, students, and external partners, in putting Indigenous knowledges and peoples first, is at the core of our values, and we extend this acknowledgment to every individual within our community.

Griffith University strives to be a place where all peoples of all cultures feel valued and respected, and where Indigenous Australian people, cultures, knowledges, experiences, and perspectives, form an integral part of our learning, teaching, research, and community engagement.

Reconciliation is entwined in our processes of strategic planning, and we commit to achieving ‘real life’ outcomes. We commit to implement, monitor, and evaluate the embedding of Indigenous value systems and knowledges into university structures, our learning and teaching and into our research. This includes embedding Indigenous knowledges into curriculum, and formal strategies that ensure that students take with them as graduates a strong foundational understanding of Indigenous values and knowledges.

Griffith stays strong to our commitment to social justice, authentically translating our values into actions, embedding Indigenous voices into planning and outcomes, and supporting co-design with Indigenous people, and their unique approaches to learning, teaching and research. In this implementation, the intellectual property rights of Indigenous knowledges must be appropriately acknowledged, respected, and understood.

We believe all staff and students should have unimpeded access to the support and opportunities they need to succeed within a culturally safe environment as part of their individual lifelong learning. We acknowledge that reconciliation is a shared process where every student and staff member have a role to play in effecting positive change in building a better, more inclusive Australia. Griffith takes an ‘all of organisation’ approach to ownership in growing reconciliation to providing the tools within our learning, teaching, and research to effect this change at all levels of the University and beyond. We hold ourselves accountable to the belief that reconciliation is everybody’s business.
This guide informs strategic and operational planning for Griffith University’s Groups and Elements in reconciliation actions. It has been developed to assist in the understanding of and implementation of practical actions toward reconciliation.

**Deliverables**
Five areas of focus have been outlined with deliverable goals.

**Priorities**
Five key priority areas guide strategic planning and success.

**Values**
The Reconciliation Commitment aligns to Griffith’s values of Excellence, Engagement and Ethics.

**Governance**
The Reconciliation Statement Steering Committee ensures consultation and communication.
The Reconciliation Commitment aligns to Griffith’s values

Reconciliation is key to the way we live the Griffith Values in our work. These values are expressed through the Griffith Strategic Plan principles of Excellence, Ethics, and Engagement.

**Excellence**
Grow cultural competency among staff and students and empower people to make meaningful lifelong contributions to their communities.

**Engagement**
Commit to processes that prioritise Indigenous voices in shaping outcomes, and recognise the importance of respecting Indigenous knowledges, cultures and talent.

**Ethics**
Celebrate being an inclusive and diverse community where all people feel valued and respected.

Embed Reconciliation in our planning, processes and practices and demonstrate outcomes through actions.

Griffith University's Strategic Plan 2020–2025, Creating a future for all, includes a commitment to, "...recognise the unique place of First Peoples in our history and culture and the importance of respecting Indigenous knowledge, culture and talent."

Demonstrating this commitment, Griffith University launched a Reconciliation Statement in 2022. Griffith University’s Statement of Reconciliation is a strategic document that links to the University's vision and supports the University's business plan. It provides practical actions that are implemented through the University's Strategic Plans and guides and drives the University's contribution to reconciliation, both internally and in the communities in which it operates.
The Reconciliation Statement Steering Committee is a working group of the University Executive Group.

It is established to facilitate and inform the development and implementation of the University’s Statement of Reconciliation.

It reports progress internally to the Executive Group, The Elders and First Peoples Knowledge Holders Advisory Group and the University Council.

The Reconciliation Statement Steering Committee ensures appropriate consultation and communication is conducted within and external to the University.

The Committee includes representation from key Senior University stakeholders, and both indigenous and non-indigenous members from across the University.

- The Deputy Vice Chancellor (Indigenous, Diversity and Inclusion)
- Finance, Human Resources and Marketing representatives
- GUMURRII Student Success Unit representatives
- Representatives from each academic group as nominated by Group PVCs
- Griffith Elders and First People's Knowledge Holders Advisory Board Representatives
The Committee has identified five key priority areas to guide strategic operation, planning, reporting and measures across the University:

1. First Peoples
2. Learning and Teaching
3. People
4. Research
5. Partnering with Indigenous Businesses
<table>
<thead>
<tr>
<th>FOCUS AREAS AND DELIVERABLES</th>
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<tr>
<td><strong>FIRST PEOPLES STUDENTS</strong></td>
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<tr>
<td>'We believe all staff and students should have unimpeded access to the support and opportunities they need to succeed within a culturally safe environment as part of their lifelong learning.' Reconciliation Statement, paragraph 5.</td>
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<tr>
<td>Retention and success – improved data and systems to track student journey and critical points of engagement.</td>
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<tr>
<td>Structured process for student support – close collaboration across all areas of student support through strengths and evidence-based approaches.</td>
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<td>Greater promotion and communication of good news stories to celebrate First Peoples students success in strength-based approaches.</td>
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<td><strong>LEARNING AND TEACHING</strong></td>
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<tr>
<td>Create a framework to embed Indigenous content in degrees.</td>
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<tr>
<td>Build the capacity of academic staff to embed Indigenous content in program, curriculum development, mapping and delivery.</td>
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<td><strong>PEOPLE</strong></td>
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<td>Face-to-face cultural competency workshops delivered.</td>
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<td>Continuing to implement the First Peoples Employment Action Plan.</td>
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<td>Reinvigorating the First Peoples Staff Network.</td>
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<td><strong>RESEARCH</strong></td>
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<tr>
<td>Indigenous Research Unit to be more closely aligned to Griffith Graduate Research School.</td>
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<tr>
<td>Developing broader engagement with Indigenous knowledges and growing capacity in/with Indigenous research methodologies.</td>
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<td>Financially stable and effective pathway program for Indigenous students into HDR.</td>
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<td>Develop and adopt principles to guide and support effective research collaborations with Indigenous groups, organisations and communities.</td>
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<td><strong>PARTNERING WITH INDIGENOUS BUSINESSES</strong></td>
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<td>Update procurement and supply policy and procedures to support increased supply through Indigenous businesses.</td>
</tr>
<tr>
<td>Embed Indigenous procurement in major spends, including major capital works and Indigenous employment.</td>
</tr>
<tr>
<td>Consideration and request for strategic funding for appropriate resourcing for this multi-year initiative, and a plan for 2023 and 2025.</td>
</tr>
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# Reconciliation Statement Guide Model 2022-2025

## Reconciliation Vision
- A Brighter Future For All
- Speaking for change
- It’s everybody’s business
- Walking the talk
- Celebrating success

## Consultation and Engagement
- First Peoples knowledge, perspectives and values
- Reconciliation Statement Steering Committee
- Elders and Knowledge Holders Advisory Board
- Griffith University’s commitment to First Peoples: Excellence, Ethics and Engagement

## Guiding Principles
- Zero tolerance to racism
- Social justice
- Truth telling
- Historical accuracy
- Culturally safe environment
- All of organisation approach

## Acknowledge and Respect
- First Peoples strong connections within cultural and spiritual practices
- Similarities and differences
- The oldest continuous surviving culture in the world
- First Peoples unique relationship to the land, sea, waterways and the air above and around us
- First Peoples unique cultural identities, knowledges, histories, ways of knowing, ways of being and ways of doing
- First Peoples intellectual property rights

## Actions and Outcomes
- Indigenous peoples, cultures, knowledges, experience and perspectives form an integral part of our learning, teaching, research and community engagement.
- Implement, monitor and evaluate the embedding of Indigenous value systems and knowledges into University structures, learning and teaching, and research.
- Embedding Indigenous voices into planning and outcomes, and supporting co-design

## Cultural Competency
- Face-to-face workshops, AIATSIS modules, monthly drop-in Teams meeting and resources Teams site.

## First Peoples Students
- Retention and success—improved data and systems to track student journey and critical points of engagement
- Strength based approaches—collaboration across all areas
- Greater promotion of good news stories

## Learning and Teaching
- Framework for embedding indigenous teaching content and competencies—strategic funding

## Key Target Areas
- **People**
  - Cultural Competency for all students and staff
- **Research**
  - Indigenous research unit to be more closely aligned to GQRS
  - Dean (Research, Indigenous)
  - 3% of HDR candidates and honours students

## Key Policies and Plans
- Creating a Future for All – Griffith University Strategic Plan 2020-2025
- Graduates Confident to Face the Future
- Griffith University Academic Plan 2021-2025
- Universities Australia—Indigenous Strategy 2022-2025
- Griffith University’s First Peoples Employment Plan 2021-2025
- Designing for Success—Griffith University Learning and Teaching Capabilities Framework
- Griffith University Research and Innovation Plan 2021-2025
- Supplying to Griffith—Core Principles
- UN Sustainable Development Goals 3, 4, 8, 10 & 16
Our vision is to be an exemplar university, building indigenous success and Reconciliation into how Griffith University thinks, feels and acts.

- Zero tolerance to racism
- Committed to social justice
- Keep ourselves ‘honest’
- Truth telling and historical accuracy
- Walking the talk—be authentic in our actions
- Working ethically
- Put Indigenous voices and co-design practices at the centre
- Culturally safe environment
- All of organisation approach
- Empower all Australians to move forward in Reconciliation – it’s everybody’s business
RECONCILIATION IN ACTION

Theme 1: Speaking for change
Zero tolerance to racism
Social justice
Truth telling
Historical accuracy

Strategic focus

People
- Procurement of and availability of the AIATSIS cultural competency modules for all staff
- Face-to-face cultural competency/reconciliation workshops delivered

First Peoples students
- Structured process for student support – close collaboration across all areas of student support through strengths and evidence-based approaches

Group and Element planning

- Commit to embedding Indigenous voices and supporting Indigenous designed approaches through everyday practices and processes.
- Continue to grow Griffith University as a ‘safe space’ for Reconciliation and Indigenous success.
- Empower Griffith University staff, students, and the organisation to grow Reconciliation through building capacity.
- Commit to facilitating authentic, honest, and respectful conversations and tackling barriers.
- Provide a cultural competency plan to empower staff to undertake their own growth journey.

Action examples

- Call out racism – when you hear or see it.
- Check and understand how unconscious bias and attitudes affect your thinking and actions.
- When talking about the history or story of Australia, always include the participation and presence of Aboriginal and Torres Strait Islander peoples.
- Challenge the colonial perspectives on history.
- Investigate the Indigenous names for Australian cities and use them in your writing/posting letters and parcels.
- Download the reconciliation pack from brand hub and include the Reconciliation Statement artwork Together by Sid Domic in your email signature.
- Know whose Country you live and work on and know the difference between an Acknowledgement of Country and a Welcome to Country.
RECONCILIATION IN ACTION

**Theme 2: It's everybody’s business**
- Culturally safe environment
- All of organisation approach
- Everybody’s business
- Truth telling
- Historical accuracy

**Strategic focus**

Learning and teaching
- Build the capacity of academic staff to embed Indigenous content in program, curriculum development, mapping, and delivery.

Group and Element planning
- Take an 'all of organisation' approach to ownership of growing Reconciliation.
- Develop and deliver PD opportunities to grow cultural competency.
- Embed Indigenous elements at the core of Learning and Teaching.

Action examples
- All staff enrol in AIATSIS Cultural Competency modules.
- Academic staff enrol in face-to-face Embedding Indigenous Content workshops.
- Academic staff use the Embedding Indigenous Content framework to adapt teaching practices and assessments.
- Take any opportunity to learn about First Peoples cultures using the principles of truth telling and historical accuracy. Watch NITV, SBS, ABC e.g. The Australian Wars, The First Inventors, First Weapons.
RECONCILIATION IN ACTION

Partnering with Indigenous businesses
- Update procurement and supply policy and procedures to support increased supply through Indigenous businesses

Research
- Develop and adopt principles to guide and support effective research collaborations with Indigenous groups, organisations, and communities

Learning and teaching
- Build the capacity of academic staff to embed Indigenous content in program, curriculum development, mapping, and delivery through the Embedding Indigenous Content framework

Strategic focus
- Link Reconciliation to Griffith University’s Values and strategic intent in planning and demonstrate outcomes through action and reporting.
- Partner with Indigenous stakeholders to grow mutually beneficial outcomes.
- Commit to processes that prioritise Indigenous voices in shaping outcomes.
- Develop procedures for co-designing and co-developing in keeping with the expectations of Griffith University’s CRM.

Group and Element planning
- Develop tactical and operational planning outcomes from the key Reconciliation strategic focus target areas.
- Use Supply Nation and Black Business Finder directories to search for verified First Peoples businesses.
- Connect and work with First Peoples to improve the teaching of First Nations history.
- Encourage research into frontier wars, massacres, and other areas of underexplored Australian history.
- Host a Reconciliation film or book club.
- Support, listen to and distribute music/podcasts from Indigenous artists on platforms such as IndigiTube.

Action examples

Theme 3: Walking the talk
- Culturally safe environment
- Social justice
- All of organisation approach
- Everybody’s business
RECONCILIATION IN ACTION

**Theme 4: Celebrating success**
- Culturally safe environment
- Social justice
- All of organisation approach
- Everybody’s business

**Strategic focus**
- Honour and celebrate the unique Indigenous identities within Griffith University.
- Link the richness of cultural connections of Griffith University’s Indigenous staff, to building the cultural competency of the organisation.
- Create opportunities for the Griffith University community to celebrate its Indigenous connections and identities.
- Support and promote community-controlled and Indigenous governed organisations.
- Promote Indigenous good news stories in the Griffith University’s Staff News.
- Attend National Reconciliation Week and NAIDOC Week events. Create your own reconciliation events.
- Organise and take advantage of all opportunities to learn from Indigenous peoples, their cultures, knowledges, experiences, and perspectives.

**Group and Element planning**
- Honour and celebrate the unique Indigenous identities within Griffith University.
- Link the richness of cultural connections of Griffith University’s Indigenous staff, to building the cultural competency of the organisation.
- Create opportunities for the Griffith University community to celebrate its Indigenous connections and identities.

**First Peoples students**
- Greater promotion and communication of good news stories to celebrate success in strength-based approaches.
- Honor and celebrate the unique Indigenous identities within Griffith University.
- Link the richness of cultural connections of Griffith University’s Indigenous staff, to building the cultural competency of the organisation.
- Create opportunities for the Griffith University community to celebrate its Indigenous connections and identities.

**People**
- Procurement of and availability of the AIATSIS cultural competency modules for all staff.
- Face-to-face cultural competency workshops delivered.
- Continuing to implement the First Peoples Employment Action Plan.
- Reinvigorating the First Peoples Staff Network.
- Support and promote community-controlled and Indigenous governed organisations.
- Promote Indigenous good news stories in the Griffith University’s Staff News.
- Attend National Reconciliation Week and NAIDOC Week events. Create your own reconciliation events.
- Organise and take advantage of all opportunities to learn from Indigenous peoples, their cultures, knowledges, experiences, and perspectives.
RECONCILIATION
AT GRIFFITH
UNIVERSITY

LOOKS LIKE
Indigenous procurement
All of organisation approach
Culturally safe environment
Walking the talk—being authentic in our actions
Griffith Staff News success stories
Putting Indigenous voices and co-design practices at the centre
Tactical and operational planning targets embedded across the University
First Peoples words and languages
Significant attendance at, and support for reconciliation events

FEELS LIKE
Respect
Keeping ourselves honest
Empowering all Australians to move forward in Reconciliation
Brighter future for all
Equity
Committed to social justice
Pride
First Peoples Artwork

SOUNDS LIKE
Historical accuracy
Zero tolerance to racism
Community engagement
First Peoples stories, Languages and music
Griffith Staff News reconciliation success stories
Acknowledgement of Country / Welcome to Country
Reconciliation Film and Book clubs

Truth telling
KEY POLICIES AND PLANS

The Griffith University’s Reconciliation Statement draws on a range of other University policies and plans, including:

• Creating a Future for all – Griffith University Strategic Plan 2020-2025
• Graduates Confident to Face the Future – Griffith University Academic Plan 2021-2025
• Griffith University’s First Peoples Employment Plan 2021-2025
• Designing for Success – Griffith University Learning and Teaching Capabilities Framework
• Griffith University Research and Innovation Plan 2021-2025
• Supplying to Griffith – Core Principles
• Griffith University Code of Conduct

In addition, Griffith University’s Reconciliation Statement is informed by the following external strategies and policies:

• Universities Australia Indigenous Strategy 2022-2025
• United Nations Declaration on the Rights of Indigenous Peoples
• United Nations Sustainable Development Goals: SDG 3 – Good Health and Wellbeing; SDG 4 Quality Education; SDG 8 Decent Work and Economic Growth; SDG 10 Reduced Inequalities & SDG 16 Peace, Justice and Strong Institutions.
The Griffith Planning Framework (staff only) supports the flow of Griffith University’s Strategic Plan 2020-2025 – Creating a future for all goals and strategies throughout the University over a 5-year period. The Griffith University Planning Framework ensures all levels of the university are focused in effort and resources on advancing Griffith University’s vision, mission, and strategic goals, including goals related to Reconciliation.

The framework breaks down the Griffith University Strategic plans and strategies to:

- **Core Activity Plans** – academic and research plans
- **Key Supporting Plans** – University Budget, Internationalisation Strategy, Engagement Plan, Griffith IT plan, Equity and Diversity Plan & the Sustainability Plan

Annually, through a Plan, Implement, Review, and Improve cycle, reconciliation can be embedded in each group and division planning to enable resources, such as staffing, finances, physical and informational to be incorporated.
STRATEGIC PLANNING FRAMEWORK

5-year strategic planning cycle

- University Strategic Plan
  - Core activity plans
    - Academic Plan
      - Supported by: Blended Learning Strategy
    - Research Plan
      - Supported by: Griffith's Areas for Strategic Investment
  - Key supporting plans
    - University Budget
    - Internationalisation Strategy
    - Engagement Plan
    - Griffith IT Plan
    - Equity & Diversity Plan
    - Sustainability Plan
- Group and Division Strategic Plans

Annual planning and budgeting cycle

- Core Activities
- Research & Learning
  - Enabling Resources – Staff, Financial, Physical and Information Resources
- Improve
  - Specific Improvement Projects
- Plan
  - Griffith Planning Framework
- Review
  - Annual Strategic Review
  - Stakeholder Surveys
  - Research Centre Reviews
  - Senior Staff Performance Review
- Implement
  - Budget Allocations
  - Policies & Processes
  - Recognition & Reward Schemes
Together by Sid Domic

- The **five memory centres** support our Indigenous students and the wealth of experience and knowledge there to support the journey.

- The **red dots and red circles** in the background recognize the traditional colours of Griffith University and represent the First Nationals projects across the University.

- The **white lines over the work** acknowledge the different Traditional Custodians that the 5 campuses span and how we acknowledge these people.

- The **gold dots and cobwebs** represent the success of programs within the different areas across the University and wanting this to stick in people’s minds.

- The **white circles** represent the centres—those places of support for Indigenous peoples.

- The **shapes** represent the champions throughout University doing work in this space; to bring them together, lift them up and enhance the work already being done.

[Link](griffith.edu.au/reconciliation)