

ASIALINK INDIGENOUS DEVELOPMENT PLAN

2020-2022



Acknowledgment of Country

We acknowledge the Traditional Custodians of the lands and waterways upon which we work and live, and all First Peoples working with us across Australia. We pay our respects to Elders past, present and future.

Asialink is located on the land of the Wurundjeri people of the Kulin nation who take their name from the Woiwurrung language describing the grub found in or near eucalyptus trees along the Yarra River. Wurundjeri are the ‘witchetty grub people’. We deeply respect the history and celebrate the world’s oldest living culture’s continuing connection to the land, water and community.

Cover: Maicie Lalara and Asialink Arts Alumni Aly de Groot with Maicie Lalara’s ‘Monster Fish’ made from ghost net and marine debris, 2019. Photo credit: Ben Ward.

CONTENTS

Acknowledgment of Country	2	Indigenous Focus In Programs	7
Vision	4	Target Measures	7
Our Approach and Principles	5	Indigenous Staff Outcomes	8
Life Span of the AIDP	5	Target Measures	8
Reporting	6	Indigenous Cultural Competency and Recognition	9
Indigenous Community Outcomes	6		
Asialink Target Measures	7	Target Measures	9
		Annex 1	10
		Annex 2	11



2019 ASEAN BRIDGE participating Bruneian teachers with Clarence Slockee, an Aboriginal man of the Budjalung.

Vision

Reconciliation is central to the full realisation of Asialink and the University of Melbourne's purpose of achieving true cross-cultural understanding and collaboration. For reconciliation to occur, we need to foster an environment in which the relationship between Aboriginal and Torres Strait Islander peoples and their fellow Australians is characterised by a deep mutual respect, leading to positive change in our nation's culture and capacity.

Uniquely Australian, Asialink works with diverse communities in Australia and Asia to build a strong, shared future for all. Established in 1990 as a joint initiative of the Australian Government's Commission for the Future and the Myer Foundation, Asialink is hosted by the University of Melbourne. Asialink works as a cultural enabler, capacity builder, and conduit to the Asia-Pacific, developing Australians' regional insights, capabilities and connections. Leveraging a legacy of three decades of practical experience cross-sector relationships, and trusted connections, Asialink contributes to the University of Melbourne's international engagement, global networks and international strategy.

The Asialink Reconciliation Group aims to create positive social change and engagement with Aboriginal and Torres Strait Islander people building on the University's Reconciliation Action Plan.

To deliver our vision for reconciliation, Asialink is committed to:

- Deepening engagement with, listening to and learning from, Aboriginal and Torres Strait Islander people, communities and organisations to foreground first nations knowledge in all aspects of our work
- Demonstrating an understanding of, and deep respect for, the traditions, heritage, knowledges and perspectives of the many nations and language groups that make up Indigenous Australia
- Reflecting Indigenous cultural heritage in the University's physical environment
- Ensuring that our workplaces are culturally safe for Indigenous peoples and Indigenous peoples are respected

From Reconciliation Action Plan April 2018 – December 2022

Our Approach and Principles

Asialink is deeply committed to diversity, inclusion and engagement. We see recognition of the importance of Indigenous Australians, their history and identity, as the longest living culture in the world, as vital to our mission of driving creative engagement with Asia and Australia's long term national interest.

The Asialink Indigenous Development Plan 2020-2022 (AIDP) outlines specific commitments to using our resources to contribute to Indigenous development and wellbeing, and to develop the strength and depth of the relationship between Aboriginal and Torres Strait Islander people, non-Indigenous Australians and our Asian neighbours including all First Nations peoples throughout the Asia Pacific.

- **Indigenous Staff & Governance Outcomes:**
We commit to recruiting Indigenous Australians on the basis that Indigenous Australians bring a wealth of experience, expertise, knowledge and skills that will inform and fundamentally improve the work that we do.
- **Indigenous Cultural Competency and Recognition:**
We recognise the value and contribution of Indigenous cultures as critical to the development of understanding and respect between Aboriginal and Torres Strait Islander people and their fellow Australians. Improving the lived experience of Asialink's Indigenous team members through shaping programs, initiatives and the physical environment and promoting cultural awareness and recognition will help ensure that Asialink is culturally safe, welcoming and respectful.

The Asialink Indigenous Development Plan (AIDP) is informed by the University-wide strategies, frameworks, plans, headline targets and reports outlined in Annexes 1 and 2.

LIFE SPAN OF THE AIDP

The AIDP will support targets and identify key commitments for 2020 to 2022.

REPORTING

In December each year Asialink staff and Councillors will review the AIDP to assess our progress towards measures and targets and make any necessary adjustments to ensure the incorporation of relevant institutional priorities. A progress report will be provided annually to, and with the support of, the Indigenous Strategy Unit in Chancellery, Strategy & Culture.

INDIGENOUS COMMUNITY OUTCOMES



Wurundjeri Woi Wurrung Elder Ron Jones during the Welcome to Country at the Asian-Australian Leadership Summit, 2019. Courtesy of Asialink.

Asialink Target Measures

Indigenous Student Focus	Indigenous Student Target Measure	Timeline	Responsibility
Indigenous Student Internship	Asialink Internship Program: <ul style="list-style-type: none">Liaise with Murrup Barak, Wilin Centre for Indigenous Arts and Cultural Development, and Faculties to launch an internship program for Indigenous students with an interest in Asia engagement.Engage a minimum of two Indigenous interns at Asialink by December 2022.	January 2021 – December 2022	Asialink Reconciliation Working Group and Asialink Executives
Indigenous Community Engagement	Outreach and Connections <ul style="list-style-type: none">Identify, follow and participate in Indigenous led programs and activities in Australia and throughout the Asia Pacific.	December 2022	All Asialink Teams – Arts, Business, Diplomacy, and Education

INDIGENOUS FOCUS IN PROGRAM

Target Measures

Indigenous Student Focus	Indigenous Student Target Measure	Timeline	Responsibility
Embedding Indigenous Knowledge	Indigenous knowledge in program content <ul style="list-style-type: none">Where appropriate, enrich Asialink's digital content by embedding Indigenous knowledges, perspectives and worldviews. This includes profiling Indigenous connections and relationships between Australia and Asia.	December 2021	All Asialink Teams – Arts, Business, Diplomacy, and Education.
Embedding Indigenous Voice	Embedding Indigenous voice in Asialink programs <ul style="list-style-type: none">Engage a diverse range of speakers and subject matter experts in Asialink programs and events including Indigenous representatives where possible.Support and engage with Indigenous-led and majority Indigenous-operated initiatives, projects and programs in Australia and the Asia-Pacific.	December 2021	All Asialink Teams – Arts, Business, Diplomacy, and Education
Building Capacity and Indigenous Engagement	Indigenous engagement <ul style="list-style-type: none">Establish and endow a scholarship for ongoing Indigenous participation in the Asialink Leaders Program.Consciously target participation by Indigenous Australians and First Nations peoples in all Asialink programs.	December 2021	All Asialink Teams – Arts, Business, Diplomacy, and Education

INDIGENOUS STAFF OUTCOMES

Target Measures

Indigenous Student Focus	Indigenous Student Target Measure	Timeline	Responsibility
Governance and Representation	Reconciliation Working Group <ul style="list-style-type: none">Establish the Asialink Reconciliation Working Group and meet at least once a month.Provide high level update on progress, events and opportunities during the Asialink staff meetings.	December 2020 AIDP Approved	Asialink Reconciliation Working Group
	Indigenous representation <ul style="list-style-type: none">Ensure Indigenous representation on the Asialink Advisory Council.Seek to recruit Indigenous staff members for Asialink.	December 2022	Asialink Executives
Collaborating with Indigenous People, Organisations and Communities	Collaboration and partnerships for programs and practices <ul style="list-style-type: none">Engage Indigenous Australians and organisations in key roles for project delivery.Facilitate research and consultation processes to develop Indigenous-led programs.	Ongoing, trend annually assessed	Asialink Teams – Education, Arts

INDIGENOUS CULTURAL COMPETENCY AND RECOGNITION

Target Measures

Indigenous Cultural Competency and Recognition Focus	Indigenous Cultural Competency and Recognition Target Measure	Timeline	Responsibility
Building Cultural Competency	Indigenous Cultural Awareness Training <ul style="list-style-type: none">All Asialink staff to complete Indigenous Cultural Awareness Training.When available, include the University's Indigenous Cultural Awareness Training in Asialink-wide onboarding processes for new staff.	December 2021	Asialink Reconciliation Working Group
	Staff participation <ul style="list-style-type: none">Asialink staff to participate in at least 2 Indigenous-led activities throughout the year outside of National Reconciliation Week and NAIDOC Week.	December 2021	All Asialink Teams – Arts, Business, Diplomacy, and Education
Celebrating Indigenous Culture	Acknowledgement of Country <ul style="list-style-type: none">Ensure that all-staff meetings and significant gatherings begin with an Acknowledgement of Country.When available, engage with the University-wide digital Welcome to Country.Organise National Reconciliation Week and NAIDOC Week Events and Programs.	Ongoing	Asialink Reconciliation Working Group
	Foregrounding Indigenous knowledge in international cross-cutting engagement programs <ul style="list-style-type: none">Position First Nations cultures at the heart of Australian culture, identity and innovations in major cultural diplomacy and exchange programs throughout all program areas.Develop new initiatives to promote Indigenous knowledge, cultures and expressions internationally.	Ongoing	All Asialink Teams – Arts, Business, Diplomacy, and Education
Procurement	Indigenous business procurement <ul style="list-style-type: none">Increase Indigenous engagement through procurement activities, utilising the Supply Nation Indigenous Business Directory.	December 2021	Asialink Reconciliation Working Group

APPENDIX 1:

UNIVERSITY-WIDE STRATEGIES, FRAMEWORKS, PLANS, HEADLINE TARGETS AND REPORTS:

- ✦ Advancing Melbourne
- ✦ Engagement at Melbourne 2015–2020
- ✦ Research at Melbourne: Ensuring Excellence and Impact to 2025
- ✦ Reconciliation Action Plan April 2018–December 2022
- ✦ Indigenous Education Strategy 2018–2022
- ✦ Indigenous Student Plan 2020–2022
- ✦ Indigenous Employment Framework 2018–2021
- ✦ Indigenous Internationalisation Plan 2020–2024
- ✦ Indigenous Student and Staff Headline Targets

APPENDIX 2:

UNIVERSITY HEADLINE TARGETS

In 2015 the University developed an Indigenous Outcomes Measurement Framework against which it reports annually on an extensive range of Indigenous education performance indicators through the Indigenous Outcomes Performance Report (IOPR). These performance indicators relate to:

- Indigenous students;
- Indigenous research;
- Indigenous teaching and learning; and
- Indigenous staff.

This information informs the development of our Indigenous programs and strategies, enables evaluation of their success and tracks progress towards our Indigenous Student and Staff Headline Targets. Our Indigenous Student and Staff Headline Targets are:

INDIGENOUS STUDENTS

- Indigenous student headcount to reach 1000 by 2029;
- Undergraduate to graduate student ratio to be equal for Indigenous and non-Indigenous students by 2025;
- Undergraduate success ratio between Indigenous and non-Indigenous students of 1 by 2025; and
- Graduate coursework success ratio between Indigenous and non-Indigenous students of 1 by 2025.

INDIGENOUS STAFF

- Indigenous staff headcount to reach 350 by 2025;
- Academic to Professional staff ratio to be equal for Indigenous and non-Indigenous staff by 2025; and
- PSC 8 and above to less than PSC 8 Professional staff ratio to be equal for Indigenous and non-Indigenous staff by 2025.

To support these targets, the University has developed and is implementing the Reconciliation Action Plan April 2018 – December 2022 (RAP 3), the Indigenous Student Plan 2013–2018 (ISP), the Indigenous Employment Framework 2018–2021 (IEF), and the Indigenous Internationalisation Plan 2020–2024 as the University-wide frameworks to foster innovation and embed responsibilities for delivery across University programs.

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