



# College of Business and Economics Indigenous Reconciliation Action Plan (RAP) Committee

## Terms of Reference

The *Australian National University Strategic Plan 2017-2021* has, at its core, *The Need for Change*. One of the five areas identified as a *Need for Change* is *Delivering on our Unique National Responsibilities-Our responsibility to Indigenous Australia*.

The *Australian National University Reconciliation Action Plan January 2018-December 2019* states that '*The University's vision for reconciliation is to be a place that facilitates learning that respects cultures and diversity: a place where Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander people come together to engage with their chosen discipline, contextualised by an understanding of our shared history. ANU will make an important contribution to reconciliation by furthering learning, research, services and public knowledge in relation to Indigenous issues.*

*ANU will make a significant contribution to improving higher-education and employment outcomes for Aboriginal and Torres Strait Islander peoples and enable them to realise their potential and aspirations. Our partnerships with Aboriginal and Torres Strait Islander peoples will provide the University with the opportunity to listen and learn about their past, their current circumstances and their vision for the future. ANU is where their cultures are both respected and celebrated.'*

The College of Business and Economics acknowledges Aboriginal and Torres Strait Islander communities as the traditional custodians of this land. Our vision is for an Australia that provides equal opportunities for all, while recognising and respecting the special place, culture and contribution of Aboriginal and Torres Strait Islander peoples as the first Australians. The College is committed to 'closing the gap' that exists for Indigenous people and will work towards this goal in all areas of our operations; research, education, employment, outreach and infrastructure.

### **Role**

The Committee will develop and oversee the implementation of strategies, policies and actions to support Indigenous reconciliation within the College. It will consider all areas of the College's purpose and operations.

The Committee will:

- Collect and analyse data relevant to Indigenous reconciliation in the College;
- Propose and develop College-wide policies and actions to support Indigenous reconciliation;
- Make recommendations and report to the College Executive on Indigenous reconciliation;
- Liaise with and report to the ANU Reconciliation Action Plan Implementation Group (RIG) and ANU Reconciliation Action Plan Working Group on Indigenous reconciliation;

- Discuss matters brought forward by members of the College in relation to Indigenous reconciliation;
- Initiate and facilitate broader discussion about Indigenous reconciliation within the College;
- Engage with Indigenous students within the College and respond to their feedback on Indigenous reconciliation matters.

### **Membership**

- College Dean (Ex Officio);
- The College Human Resources Manager (Ex Officio);
- At least 1 College Aboriginal or Torres Strait Islander staff member;
- One academic from each Research School;
- College Student Recruitment Manager (Ex Officio);
- College Senior Project Officer (Student Experience) (Ex Officio);
- An Aboriginal or Torres Strait Islander student of CBE.

The Chair will be appointed by the Dean from the above membership.

In the interests of gender equity, the membership will aim to have a gender balance.

### **Schedule of meetings and reporting**

The Committee will meet at least four times per year. Meeting minutes will be submitted to the CBE Executive Committee.

There is a standing invitation for all CBE Research School Directors to attend either the start or full meetings of the CBE RAP Committee.

*Terms of reference last updated November 2018.*