

GRIFFITH UNIVERSITY

ABORIGINAL AND TORRES STRAIT ISLANDER ADVISORY COMMITTEE

A meeting of the Aboriginal and Torres Strait Islander Advisory Committee (Advisory Committee) was held at 2.00 – 4.00pm on Thursday, 29 May, 2014 in Room 2.01_N54, Nathan campus.

MINUTES

PRESENT

APOLOGIES

Uncle Graham Dillon (Chair)	Uncle Bob Anderson
Professor Martin Betts	Uncle Bill Chapman
Mr Brian Blow	Ms Bianca Beetson
Dr Kerry Bodle	Professor Adrian Miller
Aunty McRose Elu	Professor Boni Robertson
Mr John Graham	Mr Phil Mairu
Mr Harry van Issum	
Aunty Anne Leisha	
Ms Angela Leitch	
Uncle Thomas Sebasio	
Ms Warrika Watson	
Mr Shane Barnes	
Rosemary Marson (Secretary)	

ACKNOWLEDGEMENT OF COUNTRY

On behalf of the Aboriginal and Torres Strait Islander Advisory Committee, the Chair acknowledged the Traditional Custodians of the lands on which the Aboriginal and Torres Strait Islander Advisory Committee meets.

1.0 CONFIRMATION OF MINUTES

The minutes of the 3/2013 meeting of the Aboriginal and Torres Strait Islander Advisory Committee (Advisory Committee), having been circulated, were taken as read and confirmed.

2.0 DECLARATION OF INTEREST

No members identified any conflict of interest, as outlined in the University policy, *Conflict of Interest and Personal Relationships in the Workplace*, which exists in respect of any of the items on the Agenda.

**SECTION A: RECOMMENDATIONS AND REPORTS TO COUNCIL AND ITS
SUB-COMMITTEES**

Nil

SECTION B: ACTION UNDER DELEGATED AUTHORITY**3.0 2013 ANNUAL REPORT OF THE ABORIGINAL AND TORRES STRAIT ISLANDER ADVISORY COMMITTEE**

- 3.1 The Advisory Committee ratified the 2013 Annual Report of the Aboriginal and Torres Strait Islander Advisory Committee (doc no. 2013/0005019), which was approved executively by the Chair.

SECTION C: OTHER RECOMMENDATIONS AND REPORTS**4.0 ABORIGINAL AND TORRES STRAIT ISLANDER INCLUSIVE CURRICULUM INITIATIVE – BUSINESS STRATEGIES: WORKING WITH ABORIGINAL AND/OR TORRES STRAIT ISLANDER PEOPLE**

- 4.1 The Advisory Committee recalled that at the November (3/2013) meeting members considered the final report and recommendations of the Aboriginal and Torres Strait Islander Inclusive Curriculum, Development, and Implementation Advisory Group. During the meeting members recalled advice that the GBS planned to introduce a course relating to business studies within the Aboriginal and Torres Strait Islander context.
- 4.2 As a result of the work of the Aboriginal and Torres Strait Islander Inclusive Curriculum Development and Implementation Advisory Group during 2011 – 2013, the Griffith Business School has developed a new course – *Business Strategies: Working with Aboriginal and/or Torres Strait Islander People*, which will be a third year undergraduate course, to be offered on-campus and online.
- 4.3 Dr Kerry Bodle, Lecturer, Department of Accounting, Finance and Economics, GBS has been instrumental in the development of this course and, in conjunction with Professor Lorelle Frazer (Dean (Learning and Teaching) GBS, attended the meeting to outline the collaborative process involved in developing the curriculum that underpins the course *Business Strategies: Working with Aboriginal and/or Torres Strait Islander People*.
- 4.4 The Advisory Committee welcomed the opportunity to comment on the draft course outline and suggested consideration of the following issues by the GBS planning team:
- Clarify whether the course is intended for Aboriginal and Torres Strait Islander students entering the work force or for students of non-Aboriginal and Torres Strait Islander background who will be working with Aboriginal and Torres Strait Islander peoples in the workplace;
 - Include some details early in the delivery of the course about the IR employment history of Aboriginal and Torres Strait islander people, for example, discussion about the stolen wages.
 - Be aware of the cultural distinctiveness of Aboriginal and Torres Strait Islander peoples in designing and delivering the course;
 - Consult with the Aboriginal Business Council in developing this course;
 - Consider on-line and in-person modes of delivery.
- 4.5 The Chair thanked the Dean (Learning and Teaching) from the GBS for attending the meeting for this item and requested that an update on the course, following its first offering, be prepared for the Advisory Committee.

SECTION D: MATTERS NOTED, CONSIDERED, OR REMAINING UNDER DISCUSSION**5.0 GUIDELINES FOR APPROPRIATE TERMINOLOGY FOR COMMUNICATION WITH ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE**

- 5.2 Members of the Advisory Group recalled that in February 2013 the Deputy Vice Chancellor and Provost distributed a university-wide email (19 Feb 2013) advising that the following terms are acceptable - and to be adopted within University business - when referring to people of Aboriginal and Torres Strait Islander heritage:

Aboriginal and Torres Strait Islander
Aboriginal and Torres Strait Islander Peoples
Aboriginal Peoples and Torres Strait Islander Peoples
First Nations
First Nations of Australia
First Peoples
First Peoples of Australia
Australia's First Peoples.

- 5.3 Since the circulation of this email, the Advisory Committee has received a number of concerns from Aboriginal and Torres Strait staff and students about this decision. The concerns include:

- a lack of consultation with the Griffith's Aboriginal and Torres Strait Islander community around this decision; and
- the status/validity of the decision, which was not endorsed by University Council.

- 5.4 The Chair advised members that the Professor Indigenous Research had forwarded this item, but was unable to attend the meeting, therefore general comments were to be made concerning the draft *Guidelines for Appropriate Terminology for Communication with Aboriginal and Torres Strait Islander people* (doc no. 2014/0005757).

- 5.5 Members noted that the attached draft aims to address the concerns raised in 5.2 and provides the University with a more comprehensive set of guidelines for the key terms and phrases appropriate for use in dealing with Aboriginal and Torres Strait Islander people. Members were advised that many universities and government departments have such detailed guidelines.

- 5.6 The Advisory Committee noted the above, but agreed that the document is very detailed and further work could be undertaken to review and simplify some of the content; the Advisory Committee also suggested that the overall purpose of the document needs to be clarified.

- 5.7 On the basis of this advice from the Advisory Committee, the Chair recommended that this feedback be forwarded to the Professor Indigenous Research and that a revised document be prepared for consideration at a future meeting of the Advisory Committee.

6.0 RECONCILIATION ACTION PLAN

- 6.1 Members of the Advisory Committee recalled that the University's Reconciliation Action Plan (RAP) (2012-2015) was officially launched in September 2012, following an extensive period of engagement and discussion with key stakeholders from the University's Indigenous and non-Indigenous students and staff, the Griffith University Council of Elders, and members of the Equity Committee.

6.2 The Advisory Committee considered a progress report on the RAP, which is scheduled for renewal in 2015, in which the co-Chair, Mr Shane Barnes advised members that RAP banners have now been placed in numerous public places on the University's five campuses and that since the RAP has been launched many more academics phone the co-chairs to clarify details around welcome and acknowledgement to country.

6.3 The Chair thanked the Co-chair, Mr Shane Barnes, for his report.

7.0 MEMBERSHIP

7.1 The Aboriginal and Torres Strait Islander Advisory Committee welcomed the following members to the Advisory Committee:

Professor Martin Betts, Deputy Vice Chancellor (Engagement); and

Ms Angela Leitch, Director, Indigenous Policy & Partnerships,
Strategic Policy and Portfolio Relations,
Queensland Department of Education, Training and Employment.

8.0 INDIGENOUS RESEARCH UNIT

8.1 As the Professor, Indigenous Research Unit did not attend the meeting, the report was deferred to the August meeting.

9.0 GUMURRII STUDENT SUPPORT UNIT

9.1 The Advisory Committee noted the Report submitted by the Acting Director, GUMURRII Student Support Unit, on current issues of relevance to the Advisory Committee.

9.2 The Chair thanked the Acting Director, GUMURRII Student Support Unit for the report.

10.0 REPORT FROM INDIGENOUS COMMUNITY ENGAGEMENT POLICY AND PARTNERSHIPS

10.1 As the Professor Indigenous Community Engagement Policy and Partnerships (ICEPP) was not at the meeting, the Report was deferred to the August 2014 meeting of the Advisory Committee.

11.0 DEPUTY VICE CHANCELLOR - ENGAGEMENT'S REPORT

11.1 The Deputy Vice Chancellor (Engagement) reported on Tuesday's events (27 May) – the Walk 'n Talk in the morning and the Round Table event with First people's staff from Griffith in the afternoon and thanked the Advisory Committee for the warm welcome he had received since he joined the University in early March.

12.0 CHAIRPERSON'S REPORT

12.1 The Chair reported on his involvement in orientation activities at the Gold Coast campus undertaken during second semester with Griffith's international students at the Gold Coast campus.

13.0 2014 COMMITTEE MEETING DATES

Members noted the 2014 schedule of meetings, which are to be held on **Thursdays from 1:30pm – 3:30pm**.

Meeting Date	Campus	Venue
27 March	Nathan	N54_2.01
29 May	Nathan	N54_2.01
21 August	Nathan	N54_2.01
27 November	Nathan	N54_2.01

Confirmed: (Chair)

Date: