

GRIFFITH UNIVERSITY

ABORIGINAL AND TORRES STRAIT ISLANDER ADVISORY COMMITTEE

A meeting of the Aboriginal and Torres Strait Islander Advisory Committee (ATSIAC) of the Griffith University Council was held at 1:30pm – 3.30pm on Thursday, 22 March, 2012 in Room 2.01, N54 (Bray Centre), **Nathan campus**.

MINUTES

PRESENT

Mr Graham Dillon (Chair)
Professor Marilyn McMeniman
Dr Robert Anderson
Ms McRose Elu
Professor Boni Robertson
Ms Anne Chapman
Mr John Graham
Mr Corie Duff
Ms Bronwyn Dillon

APOLOGIES

Mr Thomas Sebasio
Ms Gail Stephenson
Ms Jennifer Herd
Mr Bill Chapman
Mr Harry van Issum
Mr Shane Barnes

Ms Rosemary Marson (Secretary)

ACKNOWLEDGEMENT OF COUNTRY

On behalf of the Aboriginal and Torres Strait Islander Advisory Committee, the Chair invited Uncle Bob Anderson to acknowledge 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 3/2011 meeting of the Aboriginal and Torres Strait Islander Advisory Committee (ATSIAC), having been circulated, were taken as read and confirmed.

SECTION A: RECOMMENDATIONS AND REPORTS TO ACADEMIC COMMITTEE AND ITS SUB-COMMITTEES

NIL

SECTION B: ACTION UNDER DELEGATED AUTHORITY

NIL

SECTION C: OTHER RECOMMENDATIONS AND REPORTS

2.0 BIENNIAL REVIEW OF ATSIAC

- 2.1 The Committee was advised that the University's Council (December 2011 meeting) endorsed the requirement for the Biennial Review of university-level committees. As the ATSIAC was reviewed in 2010, Council advised that the Advisory Committee will be due for review in 2012.
- 2.2 In line with this advice, the ATSIAC has been asked to consider the terms and scope of the review early in 2012, to ensure that the review is completed by October 2012. The ATSIAC recalled that it had undergone a significant review, including consultations with external stakeholders, in 2010, with the recommendations and revised Constitution approved by University Council at its 1/2011 meeting, held on 7 March 2011. In this context, the ATSIAC agreed to focus the current, internal review on its operations since March 2011.
- 2.3 To commence this task, the ATSIAC considered the following questions, which the Committee found useful in undertaking the Review of its activities.

2.3.1 Are meetings well organised and make effective use of time?

Members agreed that the ATSIAC meetings are well organised, and that meetings are quorate, with only a few apologies recorded at each meeting. Members were advised that the Chair meets with the Secretary and the DVC & Provost a month prior to each meeting to draft the Agenda and ensure that all appropriate items are included. Members also agreed that, to ensure full consideration, important items are placed at the beginning of the Agenda so that adequate time is given to them.

2.3.2 Does the Committee operate effectively as a team?

The ATSIAC agreed that, under the current constitution and membership, the Committee has – and believes that it will continue in this vein – to operate effectively as a team. Members noted that representation within the Committee not only covers the various organisational elements that support ATSI affairs within Griffith, for example, GUMURRII, GISA, and ICEPP, but also appropriate representation from the Griffith Council of Elders, and student representation from the northern and southern campuses of the University.

2.3.3 Are the relationships between the Committee and management, External stakeholders, and Internal stakeholders productive and constructive?

The ATSIAC agreed that the relationships that it has with University management, external and internal stakeholders and productive and constructive. Members cited the successful discussions undertaken last year between the ATSIAC and senior management arising from the Committee's concerns over the title of the Indigenous Employment Project Officer, when the position was, in the Committee's opinion, inappropriately called the *Equity and Diversity Project Officer*. In relation to the Committee's work with External stakeholders, members recalled that at the suggestion of the Representative, Commonwealth DIISTRE, Ms Gail Stephenson, the Assistant Director, Indigenous Higher Education Policy, Ms Fiona Tinning, attended the October 2011 meeting and gave a detailed presentation on the Review of Higher Education Access and Outcomes for Aboriginal and Torres Strait Islander

people and responded to questions from the ATSIAC on this Review. The ATSIAC noted that these discussions have continued, with Ms Tinning requesting and organising a meeting via video-link (7 March 2012) between the ATSIAC and the Chair of the Review, Ms Behrendt to discuss the outcomes of the Review. In relation to internal stakeholders, the ATSIAC noted that the GUMURRII, GISA and ICEPP provide standing reports to the Committee, ensuring regular sharing of information on initiatives and events of interest and relevance to the ATSIAC.

2.3.4 Are papers for Committee meetings comprehensive and received in adequate time?

The ATSIAC noted that the paperwork for the Committee (Agenda, attachments) has been circulated at least a week prior to the meeting, including electronic and hard copies. Similarly, the Minutes and draft documents are circulated in a timely fashion, once the Chair has approved them for distribution. Again electronic and hard copies are circulated to ensure that members receive this paperwork.

2.3.5 Does the Committee have the right mix of skills?

The ATSIAC agreed that the current mix of Indigenous and non-Indigenous membership has strengthened the Committee's skill-set. The ATSIAC did note that more regular attendance by the state and federal government representatives would further enhance the work of the ATSIAC. Members asked if it would be possible for nominees to be set in place for these positions. Members also agreed that the ATSIAC should be given the authority to appoint to these positions, rather than University Council, which is currently the approving authority. Members also noted ongoing concerns for recruiting the student representatives, particularly from the Gold Coast campus.

2.3.6 Is enough time allocated for the important issues?

Members agreed that appropriate time is allocated to important issues, and that the Committee is always given the opportunity to re-order the Agenda at the beginning of each meeting.

2.3.7 Is the Committee Constitution clear and are we fulfilling it?

The Committee agreed that the Constitution is clear and that the Committee has worked hard in 2011 to address the key functions outlined in the Constitution. In terms of the membership outlined in the Constitution, members observed that it is often difficult for some members to attend meetings, particularly from among the state and federal government representatives, and agreed that the membership provisions for these categories should be amended to include the option of a nominee of these representatives to be appointed. Members further agreed that the ATSIAC should be responsible for appointing these positions, and that it is not necessary for University Council to appoint them, as the Constitution currently stipulates. Members agreed that the Constitution should be revised to include these minor changes.

2.3.8 Do we receive enough information about the University's activities and initiatives to inform our decision making?

The Committee agreed that, on the whole, the ATSIAC is well-informed; with individual members bring their own expertise to the table in a constructive manner. Members suggested that the Committee should invite suitable

speakers to meetings to present on relevant items; for example, the Careers on Campus initiative, and the External Careers Fair, and Pacifica with Judy Kearney. The Committee agreed to bring suggestions to the May meeting, so that a schedule of speakers could be developed for presentations at the August and October meetings.

- 2.4 The ATSIAC agreed to base the initial draft of its self-review submission on the above points and asked the Secretary to prepare this initial draft for the May meeting.

3.0 2011 ANNUAL REPORT FOR THE ATSIAC

- 3.1 The ATSIAC was advised that in 2011 the University introduced the requirement that university-level committees complete annual reports and work plans.

- 3.2 The ATSIAC considered the 2011 Annual Report (2012/0012251), noting that the Committee had provided advice and action as appropriate regarding a number of initiatives relating to the Committee's Constitution, including:

- **Reconciliation Action Plan (RAP)** – the Advisory Committee provided broad advice during the initial consultation phase of this project (1/2011 and 2/2100 meetings); the Advisory Committee reviewed the final drafts of the RAP and the Implementation Plan at its 3/2011 meeting, prior to final consideration of the RAP by the University's Equity Committee. The Advisory Committee also played a key role in communicating concerns regarding the RAP with the Griffith Council of Elders.
- **GUMURRII Student Support Unit** – the Advisory Committee has a standing item from the GUMURRII SSU and receives regular reports from the Unit's Director on the various recruitment and outreach program for Indigenous students that the SSU operates. The Advisory Committee provides broad advice and feedback on these activities and related outcomes for Griffith's Indigenous student cohort.
- **Provided comprehensive advice to the Deputy Vice Chancellor and Provost** on the following strategic initiatives:
 - Academic Centre for Health and Well-being of Indigenous Women (3/2011 meeting), and
 - Indigenous cultural mapping of the Nathan and Mt Gravatt campuses (3/2011 meeting).

- 3.3 The ATSIAC approved the 2011 Annual Report (2012/0012252) and recommended the Report to the University Council as an accurate record of its activities in 2011.

4.0 ATSIAC WORK PLAN FOR 2012

- 4.1 Members considered and endorsed the draft 2012 ATSIAC Work Plan, subject to the inclusion of an item on the contribution of content items for the ATSI section within the Griffith website:

2012 ATSIAC Work Plan	
Activity/ Project Name	Continued input into the Federal Review of Higher Education Access and Outcomes for ATSI People
	Ongoing oversight and input into the implementation of the Griffith Reconciliation Action Plan
	Successful completion of Self Review of ATSIAC and submit Final Report to Council by 31 October 2012

	Continued input into the reports of the Gumurrii Student Support Unit
	Continued input into, and monitoring of, the ATSI pages and articles within the Griffith website
Budget requests	Continued catering costs to be covered by DVC (Provost)

SECTION D: MATTERS NOTED, CONSIDERED, OR REMAINING UNDER DISCUSSION

5.0 REVIEW OF HIGHER EDUCATION ACCESS AND OUTCOMES FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE

5.1 The Deputy Vice Chancellor and Provost (DVC & Provost) provided a brief update on the Review of Higher Education Access and Outcomes for Aboriginal and Torres Strait Islander People and advised the ATSIAC that Griffith’s initial submission followed the format that was distributed to all Australian universities and included the following questions:

- What does your university excel in/see as your main strength? What would you like to do better?
- How do you current sector arrangements affect the recruitment, retention, and completion of Indigenous students?
- How do current sector arrangements support the recruitment and career development of Indigenous academic and administrative staff?
- What are the roles and levels of Indigenous engagement within university governance structures?
- How effective is this governance participation in influencing university policy and program outcomes?
- What strategy/ies has your university undertaken to improve staff attitudes (particularly middle-management) towards an inclusive university environment that values Indigenous students and courses?
- How are Indigenous knowledges and practices included in university curricula?
- What mainstream teaching and learning practices take account of Indigenous students’ inclusion?
- How does your Indigenous Education Unit support Indigenous students? How many academic and non-academic staff are employed through it? How many students (both Indigenous and non-Indigenous) access it? When was it established?
- How do the relationships between universities and their Indigenous Education Units and other Indigenous Centres and Schools support the access, retention, and completion of Indigenous undergraduate and postgraduate students?
- What measures does your university have in place to support and promote Aboriginal and Torres Strait Islander access and participation to higher degree by research? Are these successful measures?
- What one action could your university do to improve the participation rate, and /or access of Aboriginal and Torres Strait Islander students (and/or potential staff) to research and research training?

5.2 The DVC & Provost also advised the ATSIAC that the Chair of the Review Panel, Professor Larissa Behrendt, requested an additional meeting with the ATSIAC via video link up on Wednesday, 7 March 2012. At this session, Professor Behrendt outlined the recommendations and key issues identified during the nation-wide interviews and visits that comprised the Review and invited members to comment and add to these. Professor Behrendt also advised that, in light of the nation-wide review, Griffith and the University of Western Australia, represent best practice in their support and approach to Indigenous Student matters.

6.0 GUMURRII STUDENT SUPPORT UNIT

6.1 The ATSIAC considered the Report submitted by the Head, Gumurrii Student Support Unit, on current issues of relevance to the Advisory Committee. The Head, GUMURRII SSU, highlighted the following points for the ATSIAC:

6.1.1 'Hands Up' Tertiary Preparation Program, January 23 - 3 February, 2012

The Head, Gumurrii reminded the ATSIAC that the 'Hands Up' Tertiary Preparation Program (the Program) assists commencing Aboriginal and Torres Strait Islander students enrolled at Griffith University from Semester 1, 2012. The program enables students to adapt to University life and improve their Academic Skills in a relaxed, supportive and culturally appropriate environment. The Program was implemented on the Nathan Campus over a two week period in an intensive mode. Students were invited to reside on campus during the period, staying in residential housing situated on the Nathan Campus. Sixty-five students, thirteen mentors and fifteen GUMURRII SSU staff actively participated in the two week program.

6.1.2 Significant Achievements – Student Success Stories

The ATSIAC noted that in November 2011, four Indigenous students from Griffith University qualified for the visit to Oxford and Cambridge Universities, as part of the Charles Perkins Scholarship (a scholarship that provides funding for tuition, college fees and a stipend for up to four years at Oxford or Cambridge).

One of the four students applied to both Oxford and Cambridge and has received an offer (MPhil in Criminological Research) from both Universities.

One student has been shortlisted (to a field of two) for the Lisa Fox Indigenous Fellowship Program at New York University. The Lisa Fox Indigenous Fellowship Program will enable the student to undertake postgraduate study in a Masters or Doctoral program at New York University, commencing in September 2012.

One commencing undergraduate student was successful in securing the Adam Scott Foundation Sports Business Scholarship. The scholarship funds the student for both student contribution charges and PGA International Golf Institute course fees.

6.1.3 2012 Intake – Commencing Students

The ATSIAC noted that Griffith University has dominated the preferences for Aboriginal and Torres Strait Islander applicants through QTAC with over 40% of applicants nominating Griffith as their first and second preference.

Table 1: Commencing Students, Semester One, 2012

<i>Campus</i>	<i>Health</i>	<i>Business</i>	<i>Science, Environment, Engineering and Technology (SCG)</i>	<i>Arts, Education & Law Group (ARG)</i>	<i>Totals</i>
Gold Coast	27	13	12	11	63
Nathan	15	22	1	4	42
Logan	2	0	0	14	16
Mt Gravatt	1	0	19	19	39
Southbank	0	0	0	16	16
Totals	45	35	32	64	176

7.0 PROPOSED ACADEMIC CENTRE IN HEALTH

- 7.1 The DVC & Provost advised the ATSIAC that the Health Group is negotiating the establishment of a new Academic Centre. Professor Boni Robinson will head the Centre and the relevant Indigenous staff have moved into new premises at Logan. The Committee noted the contributions of Professors Lesley Chenoweth and Boni Robertson in working collaboratively on the proposal for a new Academic Centre.
- 7.2 The ATSIAC acknowledged the support and contribution of the University and the DVC & Provost in developing the proposal for the new Academic Centre. The ATSIAC noted that this initiative will further consolidate and enhance the scholarship undertaken by ISEPP, which is increasingly attracting international recognition for its research and outreach programs.
- 7.3 The ATSIAC suggested that, in recognition of the successful implementation of this initiative, the Centre be launched officially. The DVC & Provost suggested that early in Semester 2 may be appropriate time, when the proposal for the Centre has been finalised by the University.

8.0 MEMBERSHIP

- 8.1 The ATSIAC welcomed Mr Corie Duff to the Committee as the student representative for the northern campuses of Griffith, which include Southbank, Nathan, and Mt Gravatt. Mr Duff's term will conclude on 31 December 2012.

9.0 CHAIRPERSON'S REPORT

- 9.1 The Chair reported on his extensive activities undertaken in 2011 as the Elder-in-Residence at Griffith. In particular, the Chair drew members' attention to his work in facilitating ongoing discussions between Education Qld in the Gold Coast region with the Kombumerri/Ngarang-wal history of the First People; introducing many hundreds of international students to the Gold Coast campus and Griffith University; and sharing the perspective of the First People in this region; continuing outreach to secondary schools in the Gold Coast are to promote Griffith.

10.0 RECONCILIATION ACTION PLAN (RAP)

- 10.1 The DVC & Provost reported that the Griffith Reconciliation Action Plan has been endorsed by the University's Executive Group and, subject to minor amendments, will proceed to the implementation phase. The DVC & Provost thanked the ATSIAC for the Committee's extensive involvement in drafting the RAP during 2011 and looked forward to the Advisory Committee's future contributions as the RAP is rolled out across the University in 2012.

11.0 UNIVERSITIES AUSTRALIA – BEST PRACTICE FRAMEWORK FOR INDIGENOUS CULTURAL COMPETENCY

- 11.1 The ATSIAC noted that in January 2012 Universities Australia released the *National Best Practice Framework for Indigenous Cultural Competency in Australian Universities*. The Framework was also endorsed by the Indigenous Higher Education Advisory Council in late 2011.
- 11.2 *The Framework and discussion paper are available at:*
<http://www.universitiesaustralia.edu.au/page/media-centre/2012-media-releases/cultural-competency-best-practice-framework/>

12.0 DATE CLAIMER – NATIONAL SORRY DAY : MONDAY, 28 MAY

Members noted that the 2012 *WALK 'N TALK* in commemoration of National Sorry Day will be held on **Monday, 28th May from 10.00am – 12.00pm**. A sausage sizzle will be served at the conclusion of the walk.

13.0 2012 MEETING SCHEDULE

Members noted the 2012 schedule of meetings. Meetings are held on **Thursdays from 1.30pm – 3.30pm**.

Meeting Date	Campus	Venue Allocated
22 March	Nathan	N54_2.01
31 May	Logan	L07_4.08
9 August	Nathan	N54_2.01
25 October	Logan	L07_4.08

Confirmed: (Chair)

Date: