



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Institute for
Social Science Research

RAP

Implementation Plan

JANUARY 2023-DECEMBER 2023



Acknowledgement of Country

The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which UQ operates. We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country.

We recognise their valuable contributions to Australian and global society.

Cover page artwork: A Guidance Through Time by Quandamooka artists Casey Coolwell and Kyra Mancktelow.

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Purpose

The University of Queensland’s (UQ) research institutes are expected to implement, monitor and report on UQ Reconciliation Action Plan (RAP) actions and deliverables. This is the Institute for Social Science Research (ISSR) RAP Implementation Plan to ensure

that this occurs in a way that benefits Aboriginal and Torres Strait Islander peoples and ISSR.

This is a working document and will be updated as we learn and as an updated UQ RAP becomes available.

| Version | Date |
|--------------|-------------|
| Version 10.1 | 05 May 2023 |



UQ's Path to Treaty

The Uluru Statement from the Heart offers Australia a way forward.

In part, the Statement calls for structural reforms that give Aboriginal and Torres Strait Islander peoples' a greater say and authority on the decisions that affect them. A Voice to Parliament will empower Aboriginal and Torres Strait Islander people politically and act as a permanent institution for expressing Aboriginal and Torres Strait Islander views, through parliament, to the government.

ISSR supports the recommendations that Indigenous leadership have called for, namely:

- The Australian Government must honour its election commitment to a referendum once a model for the Voice has been settled.
- Enabling legislation for the Voice must be passed after a referendum has been held in the next term of Parliament.
- The membership model for the Voice to Parliament must be open to the selection of previously unheard Aboriginal and Torres Strait Islander people in addition to established leadership figures.

ISSR believes a Voice to Parliament enshrined in and protected by the Constitution is vital to society and the relationship between Aboriginal and Torres Strait Islander and non-Indigenous Australians.

Significant progress has been led by Aboriginal and Torres Strait Islander peoples and the Queensland Government since 2019. This has culminated in a *Statement of Commitment to reframe the relationship between Aboriginal and Torres Strait Islander peoples and the Queensland Government.*



ISSR's perspective

The Institute for Social Science Research (ISSR) at The University of Queensland (UQ) is a national leader in advanced interdisciplinary and evidence-informed social science. The Institute's vision is to make a meaningful difference in people's lives. We undertake transformational, solution focussed research to address new and emerging challenges facing Australian society.

We believe that the social sciences have a responsibility to lead genuine reconciliation based on involvement, inclusion, direct action and critical research and scholarship aimed at progressing the reconciliation movement on

a local and national scale. ISSR seeks to embed Aboriginal and Torres Strait Islander peoples' perspectives and expertise in our initiatives, research and activities. The Institute recognises First Nations sovereignty and values the representation of First Nations peoples in all that it does, practising listening and learning from those who have come before us.

ISSR recognises the significant contributions that Aboriginal and Torres Strait Islander staff, students, organisations, and community have made and continue to make to UQ, Australia and our global society. We acknowledge that ISSR

and our people are not specialists in Aboriginal and Torres Strait Islander matters. We are guided by the [UQ Reconciliation Action Plan 2019-2022](#), the [Aboriginal and Torres Strait Islander Employment Strategy 2019-2022](#), the [UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy 2021-2025](#), and the UQ Aboriginal and Torres Strait Islander Procurement Strategy. We recognise and value the stewardship and guidance of the HASS and UQ Senior Indigenous Leadership Group.

ISSR's RAP Implementation Plan

The ISSR RAP Implementation Plan 2023 provides practical actions to contribute to and complement UQ's goals.

Through this Implementation Plan, ISSR will build strong and respectful relationships with current and future Aboriginal and Torres Strait Islander colleagues and communities and be guided by their voices and perspectives to support the development of innovative strategies for inclusion, employment, cultural awareness, and capability building.

This document builds on ISSR's activities to date and outlines the Institute's commitments to

advance our reconciliation journey, which has included:

Connections

with UQ Aboriginal and Torres Strait Islander leaders, including HASS Directors of Indigenous Engagement.

Recognition

of Aboriginal and Torres Strait Islander people's authority and knowledge through Acknowledgement of Country at meetings and events, internal signage, website, cultural materials and artworks.

Representation

through the appointment of an inaugural Aboriginal and Torres Strait Islander Industry Fellow.

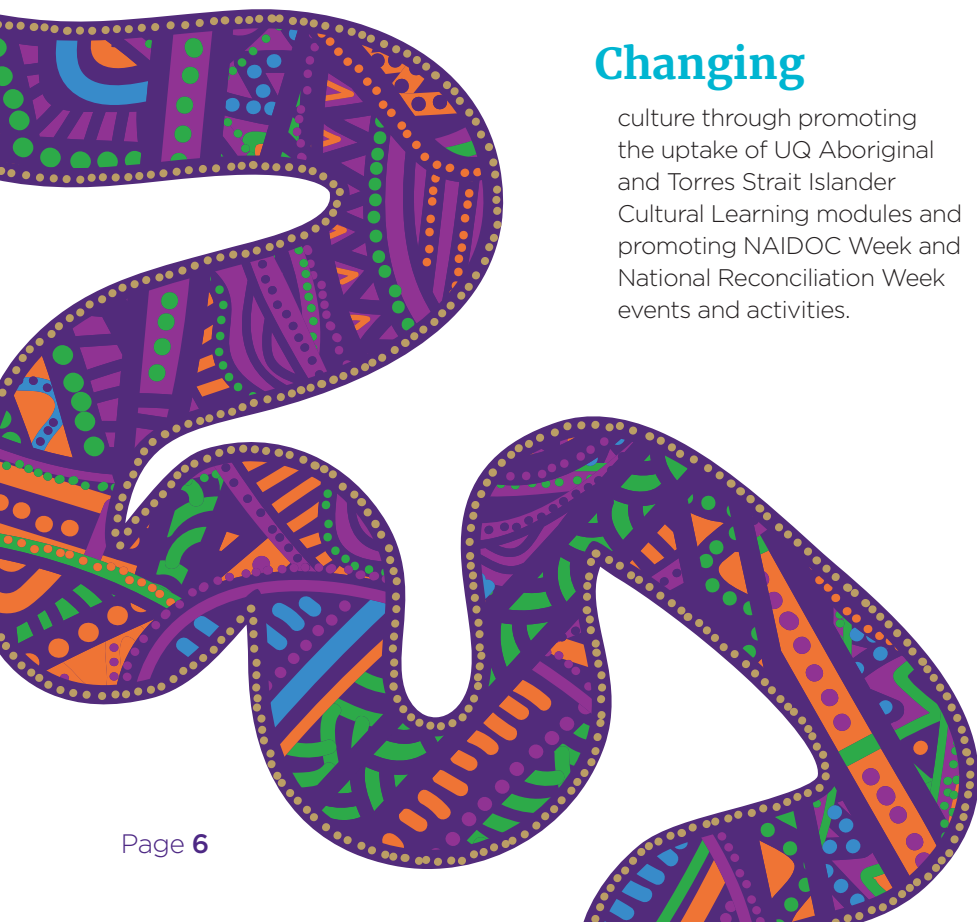
Changing

culture through promoting the uptake of UQ Aboriginal and Torres Strait Islander Cultural Learning modules and promoting NAIDOC Week and National Reconciliation Week events and activities.

ISSR acknowledges that 2023 represents just a single year in our journey of reconciliation with Aboriginal and Torres Strait Islander peoples and forms part of the Institute's greater aspirations for a more egalitarian Australian society. We acknowledge our role in reconciliation and are invested in the Implementation Plan activities. The activities listed in the ISSR Implementation Plan 2023 include short and medium-term actions and deliverables associated with our journey, with long-term aspirations that are equally important for ISSR to strive for.

The UQ RAP has 17 Actions across three themes - **Relationships**, **Respect**, and **Opportunities**. Through 2023, ISSR plans to implement, monitor and report on the ISSR RAP Implementation Plan initiatives across eight of the Actions listed in the UQ RAP, spanning the three themes. The ISSR Actions are grouped by themes, and the numbering corresponds with the UQ RAP Action numbers.

In addition, while not currently included in the UQ RAP, ISSR plans to increase its current activities associated with Indigenous Data Sovereignty. Through this, we will support partnerships with Aboriginal and Torres Strait Islander researchers and communities to undertake high-quality research to inform new solutions and provide evidence to foster closing the gap targets.



RELATIONSHIPS



UQ Reconciliation Action Plan ACTION 2

Events to commemorate and celebrate Aboriginal and Torres Strait Islander peoples, culture, languages, histories, and achievements.

| ISSR Action | Deliverable | Timeline | Responsibility |
|--|--|----------------------------|---|
| <p>2.1 Include Aboriginal and Torres Strait Islander-led research presentations in the ISSR Seminar Series, onsite at ISSR, and aspire towards presentations in Community and with NGOs and businesses.</p> | <p>2.1.1 Identify Indigenous-led research projects and presenters.</p> <p>2.1.2 Work towards hosting the seminars onsite, in community locations, with NGOs and businesses in preparation for the 2024 seminar program.</p> | January 2023–December 2023 | Deputy Director (Research) |
| <p>2.2 Promote Aboriginal and Torres Strait Islander events at UQ through ISSR communication platforms and encourage participation.</p> | <p>2.2.1 Promote through ISSR staff communication channels, including Director’s fortnightly update, All Staff Forums and Teams channels.</p> <p>2.2.2 Encourage and support staff and students to participate in Indigenous events at UQ.</p> | January 2023–December 2023 | Director ISSR Indigenous Engagement Lead |

UQ Reconciliation Action Plan ACTION 3

Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples researchers, organisations, and communities.

| Action | Deliverable | Timeline | Responsibility |
|---|--|----------------------------|---------------------------------|
| <p>3.1 Map existing ISSR connections and relationships with Aboriginal and Torres Strait Islander organisations and develop systems and processes to support working relationships.</p> | <p>3.1.1 To understand ISSR’s current relationships with Aboriginal and Torres Strait Islander peoples’ researchers, organisations, and communities undertake a mapping exercise of ISSR’s current and recent past projects led by and involving Aboriginal and Torres Strait Islander peoples.</p> | January 2023–December 2023 | ISSR Indigenous Engagement Lead |
| <p>3.2 Strategic engagement with DVC (IE) and Academic Director (ATISIS) and leverage existing partnerships to seek ways to expand engagement and partnerships with Aboriginal and Torres Strait Islander organisations.</p> | <p>3.2.1 Support the identification of mutually beneficial partnerships with Aboriginal and Torres Strait Islander organisations.</p> <p>3.2.2 Develop partnership opportunities and formalise one partnership agreement with Aboriginal and Torres Strait Islander organisations.</p> | April 2023–December 2023 | Director |

UQ Reconciliation Action Plan ACTION 4

Raise internal and external awareness of UQ's RAP to promote reconciliation across our business and the higher education sector.

| Action | Deliverable | Timeline | Responsibility |
|--|---|----------------------------|---|
| <p>4.1 Include Acknowledgement of Country in all ISSR activities, presentations, reports, and proposal templates.</p> | <p>4.1.1 Develop ISSR intranet as the central location for templates, including of Acknowledgement of Country.</p> <p>4.1.2 Continue to Acknowledge Country in ISSR activities, presentations, reports, and proposal templates, including via on-site screens, signage in rooms, and at key meetings and gatherings.</p> | January 2023–July 2023 | Deputy Director (Strategy & Operations) |
| <p>4.2 Promote Aboriginal and Torres Strait Islander Cultural Learning and other cultural learning opportunities in ISSR communication platforms.</p> | <p>4.2.1 Promote through ISSR staff communication channels, including Director's fortnightly update, Teams channels, and annual professional development reviews.</p> <p>4.2.2 Promote UQ Aboriginal and Torres Strait Islander Core Learning training as part of onboarding staff through the ISSR intranet.</p> | January 2023–December 2023 | Director All supervisory staff |
| <p>4.3 Promote reconciliation through ongoing active engagement with stakeholders and partners.</p> | <p>4.3.1 Feature reconciliation activities on ISSR revised website.</p> <p>4.3.2 Develop communication material that celebrates ISSR's reconciliation activities and share it with UQ for further distribution to UQ networks.</p> <p>4.3.3 Continue to communicate ISSR's commitment to reconciliation publicly and proudly through digital and print platforms and in conversations and forums.</p> | April 2023–July 2023 | Director Deputy Director (Strategy & Operations) |
| <p>4.4 Convene a space for the conversation of Treaty.</p> | <p>4.4.1 Support a safe environment for conversations that contribute to a journey to reconciliation and a Path to Treaty.</p> <p>4.4.2 Promote updates on the Path to Treaty through ISSR staff communication channels, including Director's fortnightly update, All Staff Forums and Teams channels.</p> <p>4.4.3 Support a space for conversations on constitutional recognition, Truth Telling and Path to Treaty through ISSR seminar sessions, in-person staff forums and online sharing platforms to support a journey to reconciliation.</p> | January 2023–December 2023 | Director ISSR Indigenous Engagement Lead |

UQ Reconciliation Action Plan ACTION 5

Investigate and pilot opportunities for Aboriginal and Torres Strait Islander people to have valued roles in governance and decision making at UQ.

| Action | Deliverable | Timeline | Responsibility |
|--|---|-----------------------------------|---|
| <p>5.1 Continue the ISSR Indigenous Engagement Working Group, bringing together Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander staff within and across UQ.</p> | <p>5.1.1 Support the operation of the ISSR Indigenous Engagement Working Group, including monthly meetings and flow-on activities as part of staff core roles.</p> <p>5.1.2 Review the Terms of Reference and purpose of the Working Group following its first year of operation.</p> | <p>January 2023–December 2023</p> | <p>ISSR Indigenous Engagement Lead</p> |
| <p>5.2 Explore opportunities for Aboriginal and Torres Strait Islander representation on the ISSR Advisory Board.</p> | <p>5.2.1 Develop role and purpose for Indigenous representation on ISSR Advisory Board.</p> <p>5.2.2 Through the ISSR Indigenous Engagement Working Group, undertake transparent recruitment for Aboriginal and Torres Strait Islander representation on ISSR Advisory Board.</p> | <p>March 2023–December 2023</p> | <p>Director ISSR Indigenous Engagement Lead</p> |



RESPECT

UQ Reconciliation Action Plan ACTION 6

Engage UQ staff and students to increase understanding and appreciation of the unique and diverse Aboriginal and Torres Strait Islander culture, histories, languages, and achievements.

| Action | Deliverable | Timeline | Responsibility |
|--|---|-------------------------------|---|
| 6.1 Encourage and promote staff take-up of the UQ RAP Network. | 6.1.1 Promote UQ RAP Network to ISSR staff through ISSR staff communication channels, including Director's fortnightly update, All Staff Forums, Teams channels, intranet and new staff through onboarding. | January 2023– July 2023 | Director Deputy Director (Strategy & Operations) |
| | 6.1.2 Identify and schedule collaborative Professional Development (PD) sessions to complete Stages 1-3 of the UQ RAP Network. | | |
| | 6.1.3 Report to the DVC (IE) and Academic director (ATSIS) the ISSR participation rate in UQ RAP Network. | | |
| 6.2 Host culturally appropriate reconciliation and NAIDOC activities at Long Pocket. | 6.2.1 Identify and plan ISSR activities for the 2023 UQ Reconciliation observation periods. | April 2023– September 2023 | ISSR Indigenous Engagement Lead |
| | 6.2.2 Support non-Aboriginal and Torres Strait Islander led activities as a means of reconciliation. | | |
| | 6.2.3 Encourage and support staff to attend and participate in NAIDOC activities presented at UQ sites and hosted at non-UQ locations. | | |
| | 6.2.4 Promote NAIDOC activities through UQ and ISSR platforms. | | |

UQ Reconciliation Action Plan ACTION 9

Engage UQ staff and students to increase understanding and appreciation of the unique and diverse Aboriginal and Torres Strait Islander culture, histories, languages, and achievements.

| Action | Deliverable | Timeline | Responsibility |
|--|---|-----------------------------|--|
| 9.1 Consider and consult on ISSR Acknowledgement of Country through the naming of rooms and locations at ISSR. | 9.1.1 Consult with DVC (IE), Academic director (ATSIS) and the ISSR Indigenous Engagement Working Group. Implement recommendations and approved actions to acknowledge Country and Aboriginal and Torres Strait Islander peoples through the naming of rooms and locations at ISSR. | July 2023– December 2023 | Director ISSR Indigenous Engagement Lead Deputy Director (Strategy & Operations) |

OPPORTUNITIES

UQ Reconciliation Action Plan ACTION 10

Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within UQ and the higher education sector.

| Action | Deliverable | Timeline | Responsibility |
|---|--|-----------------------------|--|
| <p>10.1 Explore options to employ Aboriginal and Torres Strait Islander staff (academic or professional) in ISSR.</p> | <p>10.1.1 To attract and retain Aboriginal and Torres Strait Islander staff (academic or professional) work to create a safe and inclusive culture through verbal language, physical interactions, and visual representations at ISSR, including signage, flags and artworks. Collectively creating a space where Aboriginal and Torres Strait Islander staff and students feel welcome, respected, and recognised.</p> <p>10.1.2 Raise upcoming recruitment (academic or professional) with the Pro-Vice-Chancellor (Indigenous Engagement) and HASS Dean, DVC (IE), and ARC Centre of Excellence for Indigenous Futures.</p> | January 2023–September 2023 | <p>Director</p> <p>Deputy Director (Strategy & Operations)</p> |
| <p>10.2 Support Indigenous academic occupational placements and internships at ISSR through leveraging known partnerships.</p> | <p>10.2.1 Scoping opportunities of academic placement opportunities available at ISSR to determine an appropriate approach to 2024.</p> | July 2023–September 2023 | <p>Deputy Director (Training)</p> <p>Director HDR Training</p> |
| <p>10.3 Support PVC (IE) in the development of the next Aboriginal and Torres Strait Islander Employment Strategy.</p> | <p>10.3.1 Explore how ISSR experience in education equity research and disadvantage may help UQ's capability in collecting and analysing data relating to Aboriginal and Torres Strait Islander staff and students and their employment experience and aspirations.</p> | July 2023–September 2023 | <p>Director</p> <p>Deputy Director (Research)</p> |

UQ Reconciliation Action Plan ACTION 12

Engage a UQ-wide approach to increasing representation of Aboriginal and Torres Strait Islander students in higher education.

| Action | Deliverable | Timeline | Responsibility |
|---|--|-----------------------------|---|
| <p>12.1 Support Aboriginal and Torres Strait Islander uptake and enrolment in HDR.</p> | <p>12.1.1 Strategic engagement with DVC (IE), Academic director (ATSIS) and ARC Centre of Excellence for Indigenous Futures to explore opportunities and incentives to encourage Indigenous HDR student enrolments in ISSR or ISSR co-supervision.</p> <p>12.1.2 Advocate for recognition of prior learning and diverse learning experiences to support Indigenous scholarship applications and internships at ISSR.</p> | January 2023–September 2023 | <p>Deputy Director (Training)</p> <p>Director of HDR Training</p> |



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