



Emmanuel
College
Since 1911



RECONCILIATION
AUSTRALIA

Reconciliation Action Plan

Reflect

February 2022–February 2023



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Acknowledgement of Country

Emmanuel College acknowledges the Traditional Custodians of the lands on which the College is located, the people of the Turrbal nation and Jagera/Yaggera nation.

Our community lives, learns and grows together on these rich lands and waters that are, and have been, a place of gathering for thousands of years.

Emmanuel College is committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the lands, waters and seas, and their significant contribution to society as the oldest living civilisation in the world.

Emmanuel College endeavours to promote reconciliation through education, respect and engagement.



A message from Reconciliation Australia

Reconciliation Australia welcomes Emmanuel College to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Emmanuel College joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Emmanuel College to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Emmanuel College, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



A statement from our Principal/CEO and Chairman

On behalf of Emmanuel College we would like to acknowledge the Traditional Custodians of the land, Turrbal people and the Jagera/Yaggera people, on which our campus is located.

It is our privilege to present Emmanuel College's Inaugural Reconciliation Action Plan (RAP) in 2022, representing the Reflect phase of the RAP process.

This College was formed in 1911 in a very different world to the one in which we all currently live. Throughout its 110-year history, the College has attempted to hold fast to the visions of its founders, and has articulated those visions in its Strategic Directions Statements, most notably in recent years, as "enriching lives", and with clear emphasis on our students' futures, all the while with the desire to deliver an education "for life, not just a livelihood". As reconciliation with Australia's First Nations peoples has taken its rightful place in modern society, the College's first RAP is an important step in resonating and aligning these values with our own future relationships with our First Nations peoples.

For many years already, Emmanuel College has recognised that inequality exists in our society, especially in relation to education, both through cost and access, and has had financial support mechanisms in place for over a decade for Indigenous students in need. In 2021 we commenced work with our partners within The University of Queensland to support Aboriginal and Torres Strait Islander students by establishing our own Emmanuel College Indigenous Scholarship fund in perpetuity.

One of the key elements of life at College has and always will be engagement — students have a seemingly endless menu of opportunity during their time here — and our reflect RAP seeks to make the opportunities for engagement just as numerous. We also acknowledge that it is not enough to simply say to students, "well, here it is — make of it what you will"; in a world of huge choice it is sadly too easy for some things to be overlooked. This RAP attempts to say that reconciliation is simply too important to be overlooked, and sets out to lay the foundation of embedding our engagement in all of our collective lives within the Emmanuel College community.

This plan should not be seen as a policy document or a "tick the box" activity — it should not gather dust on a shelf or lie tucked away in the cloud. It requires action in our purchasing decisions, employment practices, event management, academic support programmes and above all, our student wellbeing strategies.

We look forward to working with our Emmanuel staff and students, the local community and our RAP Working Group to deliver on the actions in our Reflect RAP, as we continue our reconciliation journey. We hope you'll be encouraged by our initial steps and invite you to consider your contributions to its implementation as well.



Stephen Peake
Principal/CEO
Emmanuel College



Stephen Howell
Chairman
Emmanuel College Board



The Artist

I am a proud Wuthathi, Yadhaigana and Kaurareg man, descendant of the Pablo Clan of Shelburne Bay with strong family ties to Horn and Moa Island in the Torres Strait and Yindjibarndi country in the Pilbara. Born and raised on Larrakia Country (Darwin) my journey with Emmanuel College started in 2016, after leaving my hometown to undertake tertiary education in the form of a Bachelor of Civil and Environmental Engineering.

I was welcomed into the College by staff and students alike, who eased my transition into a large city with open minds and immense support. It was here where I was also surrounded by the strong culture of Aboriginal and Torres Strait Islander students at Emmanuel. From 2016–2019, in fact, four Goorie Berrimpa (UQ Indigenous Student Collective) Officers in a row had come through Emmanuel College. This group of strong, focused Indigenous students allowed me to stay connected and grounded to my culture, in times where physical distance from home communities had prevented otherwise. Their impact was such that I myself became a Goorie Berrimpa Officer in 2018. Having this safe environment for us all to grow, share stories, practice culture and inspire greatness in one another has created lifelong friendships and family which certainly changed my life.

Even after my time being guided, nurtured, and supported by Emmanuel College I continue to be connected to all of those who I met and whose paths I have crossed. I am honoured to be able to share my journey and proud to be a part of Emmanuel College's journey towards reconciliation.

Lucas Schober

Wuthathi, Yadhaigana, Kaurareg and Yindjibarndi First Nations

The Artwork

Trail of Knowledge

The artwork represents Emmanuel College's contribution to reconciling with First Nations peoples. It depicts the first-hand experiences of myself and numerous other Aboriginal and Torres Strait Islander collegians. The journey to undertaking tertiary education is a long and often uneasy path, but the shelter, support, nourishment, and new experiences fostered by Emmanuel College allow us, the future generations, to reach our full academic potential. We leave our home communities and become part of a new one, with our families always looking over us, as we prepare for the next chapter of our lives.





Our Business

Emmanuel College is a co-educational residential college of over 350 students and staff within The University of Queensland.

We provide university students with an outstanding collegiate experience by offering a diverse, vibrant and supportive community in which students achieve personal growth and academic success inspired by our Christian ethos. As a community, we celebrate and embrace diversity within our student and staff body.

Our community is comprised of over 350 students from across Australia and the globe. In 2021, 77% of our students were from Queensland, 18% from interstate and 5% are international students. Four of our students this year identify as Aboriginal or Torres Strait Islander. We employ 15 permanent members of staff as well as around 30 casual tutors and student interns all based in one office location in St Lucia. Emmanuel College is currently unaware of any staff who may identify as Aboriginal and/or Torres Strait Islander.



Our Reconciliation Action Plan

As a residential College for young adults we are committed to reconciliation.

By engaging in our Reconciliation Action Plan, we have a number of goals we hope will make a positive and lasting difference in the lives and livelihoods of Aboriginal and Torres Strait Islander peoples we connect with.

We want to minimise barriers to Aboriginal and Torres Strait Islander students so that they can attend Emmanuel to contribute to and benefit from the collegiate experience we offer in our community.

We want to support all our students and staff to build their knowledge and understanding of reconciliation in Australia.

We hope to develop culturally safe practices to support the goals of our Aboriginal and Torres Strait Islander students and staff now and in the future.

We intend to implement this plan through the support of our Board, senior members of staff and our Student Committee, recognising that commencing partnerships with Aboriginal and Torres Strait Islander communities will be pivotal to their success and at the core of our approach as we grow towards our shared goals.

The College is committed to achieving our deliverables over the next 12 months and continuing from there on our reconciliation journey. Our Reconciliation Action Plan will be championed by our Principal and CEO Mr Stephen Peake.



Our Partnerships

Emmanuel College works closely with The University of Queensland in particular with the Indigenous Engagement Team and the UQ Aboriginal and Torres Strait Islander Studies Unit.

As part of our Reconciliation Action Plan, we hope to foster and develop partnerships with local Aboriginal and Torres Strait Islander organisations and stakeholders.



Relationships

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2022	College Development Officer (CDO)
	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area to develop a relationship if they are open to engagement.	May 2022	CDO
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	October 2022	CDO
	RAP Working Group members to participate in an external NRW event.	October 2022	CDO
	Hold an event at College to recognise and celebrate National Reconciliation Week.	October 2022	CDO
	Encourage all students, senior leaders and staff to attend an external event to recognise and celebrate Reconciliation Week.	October 2022	CDO
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff and students and develop awareness of our RAP to our community.	May 2022	CDO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2022	CDO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2022	CDO
	Work with The University of Queensland and their programs for reconciliation, to share knowledge, best practice and for support.	May 2022	CDO
	Fly the Aboriginal and Torres Strait Islander flags at College in our Dining Hall (common space) at all times to continually promote reconciliation.	May 2022	CDO
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	May 2022	CDO
	Research best practice and policies in areas of race relations and anti-discrimination.	May 2022	CDO

Respect

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	June 2022	Student Wellbeing Advisor (SWA)
	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2022	CDO
	Conduct a review of cultural learning needs within our staff and student body.	June 2022	Director of College Life (DCL)
	Plan and implement a Cultural Competency Training workshop for staff.	June 2022	SWA
	Develop an education program for staff and students that is delivered throughout the year, annually.	June 2022	DCL and SWA
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2022	CDO
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2022	CDO
	Finalise an internal plan that includes guidelines as to the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols.	April 2022	Principal (P), CDO
	Ensure Acknowledgement of Country at all College gatherings, governance gatherings, and external events.	May 2022	CDO
	Invite a Traditional Owner to provide a Welcome to Country for each intake of students at the beginning of each College year.	April 2022	P, CDO
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff and students about the meaning of NAIDOC Week.	February 2022	P, DCL
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	DCL
	RAP Working Group to participate in an external NAIDOC Week event.	July 2022	CDO
	Create and communicate a calendar of Aboriginal and Torres Strait Islander dates of significance to all staff and students.	April 2022	CDO Administration
	Provide opportunities for students and staff to learn respect and celebrate Aboriginal and Torres Strait Islander cultures during NAIDOC Week.	July 2022	DCL
Promote and celebrate Aboriginal and Torres Strait Islander cultures.	Engage an artist to create a reconciliation feature for Emmanuel College to create a visual image of our reconciliation journey.	April 2022	SWA
	Incorporate Aboriginal and Torres Strait Islander cultures and art into our RAP and visually into our College.	April 2022	CDO and SWA

Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Review our recruitment and human resource processes to inform future employment and professional development opportunities.	June 2022	Operations and Accounts Supervisor (OAS)
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2022	OAS
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	OAS
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2022	OAS
	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2022	OAS
	Investigate Supply Nation Membership.	September 2022	OAS
Improve access and opportunity for Aboriginal and Torres Strait Islander peoples to gain access to Emmanuel College and higher education.	Review our scholarship program for Aboriginal and Torres Strait Islander students to improve access and opportunity.	April 2022	SWA
	Develop a strategy to outline how Emmanuel can best use its resources to contribute to improving the educational outcomes of Aboriginal and Torres Strait Islander students.	June 2022	SWA

Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	May 2022	CDO
	Draft Terms of Reference for the RWG.	May 2022	CDO
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the Working Group by approaching current and former students who may be interested in becoming a member of the Working Group.	May 2022	CDO
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2022	CDO
	Engage the College Board and Senior Management in the delivery of RAP commitments.	April 2022	P, DCL
	Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2022	CDO Administration
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	February 2023	CDO
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2022	CDO

We want to
**minimise
barriers**
to Aboriginal and
Torres Strait Islander
students

so that they can attend
Emmanuel to contribute
to and benefit from
the collegiate experience
we offer in
our community.



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Stephen Peake

Principal/CEO

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