

# QUT RECONCILIATION STATEMENT

This statement commits QUT to sustainable reconciliation between Indigenous (Aboriginal and Torres Strait Islander) and non-Indigenous Australian people. The statement recognises the particular responsibility of educational institutions to redress disadvantage and to overcome prejudice.

**RECOGNITION.** QUT recognises:  that Indigenous Australian people are the custodians of the land, and have a traditional association with the land in accordance with their laws and customs  that this traditional association with, and respect for, land sustains Indigenous cultures, languages, spirituality, art, law, and all other aspects of life treasured by, and held sacred to, Indigenous Australian people  the social, political, economic and education disadvantage experienced by Indigenous Australian people as a result of a history of colonisation, dispossession, and unjust legislation, policies and practices  the importance of Indigenous cultures to Australia's heritage and the dynamic contribution made by Indigenous Australian people to the community and to the University  the rights of Indigenous Australian people to self-determination, to equitable participation in the community and the University, to equitable access to resources and services, and to be treated with respect  the significance of the reconciliation process in building new relationships between Indigenous and non-Indigenous Australian people.

**RESPONSIBILITY.** QUT acknowledges:  that for reconciliation to be sustainable over time, local communities and institutions must support, and be involved in, the process  the particular responsibility of educational institutions to redress disadvantage through Indigenous education and research and to overcome prejudice by educating the Australian community about the cultures and experiences of Indigenous Australian people.

**COMMITMENT.** QUT is committed to pursuing its goals of teaching and learning, research and community service, and its other activities, in the spirit of reconciliation. In consultation with Indigenous Australian people, QUT will: « teaching and learning »  recruit Indigenous Australian students, provide opportunities for them to access a wide range of academic programs, and provide academic, social and cultural support services  incorporate Indigenous content and perspectives as appropriate into the University's curriculum and teaching practices « research »  encourage appropriate and beneficial research of Indigenous issues, ensuring the research is developed in partnership with Indigenous communities and is conducted in accordance with relevant Indigenous protocols and ethical guidelines « community service »  encourage staff and students to develop and participate in community service activities that are inclusive of Indigenous Australian people and perspectives  engage in public debate and discussion on Indigenous issues to increase awareness and appreciation of Indigenous histories and cultures and to promote reconciliation in the wider community « employment »  recruit and support the advancement of Indigenous Australian staff through the development and implementation of an Indigenous Employment and Staff Development Strategy « organisational culture and environment »  promote activities to increase staff and student awareness and appreciation of Indigenous histories and cultures and to foster communication and collaboration between Indigenous and non-Indigenous staff and students  counter racism by promoting and implementing the University's policies on cultural diversity and racial discrimination and harassment, paying particular attention to Indigenous experiences  create a University environment that acknowledges Indigenous rights and interests, and legitimises Indigenous knowledges, perspectives and practices by ensuring participation of Indigenous Australian people in appropriate planning and decision-making, and including appropriate accommodations in organisational practices  acknowledge the achievements of Indigenous Australian staff, students and community members through appropriate awards and media  acknowledge the original people of the land on which the University is located, in ways deemed appropriate by the original people, after consultation with the Brisbane Council of Elders, including particular QUT ceremonies, promotional material in print, electronic and virtual media, and in a plaque or other visible monument on each campus  acknowledge Indigenous culture, in ways deemed appropriate by Indigenous Australian people, including public art, performances and ceremonies. This reconciliation statement provides a framework for QUT's ongoing activities and efforts toward reconciliation.