



THE AUSTRALIAN NATIONAL UNIVERSITY

FINANCE & BUSINESS SERVICES

Finance and Business Services



Reconciliation Action Plan for the Year 2012/13

Our vision for reconciliation

To support the University's Reconciliation Action Plan and vision to be a place where Indigenous culture is both respected and celebrated, and to support the University's endeavors to be a place where Indigenous and non-Indigenous people come together to learn and excel in both academic and administrative arenas, contextualized by an understanding of our shared history.

Our business

Finance and Business Services supports the University's strategic and operational goals through the provision of professional financial administration and reporting, and business services.

Our RAP

The RAP was developed with input from Finance and Business Services Executive team, and input from College finance professionals.

Relationships	F&BS values respectful relationships between Indigenous and non- Indigenous people as an important foundation for building strong and sustainable opportunities for indigenous individuals and businesses at the University, and supporting the overall goals of the University with respect to building an understanding of our shared history into the University’s learning environment	
Focus area:		
Action	Measurable Target	
Contact the professional accounting bodies in the ACT (CPA, CA etc) to determine whether any networks of indigenous accounting professionals or students currently exist, and if so enquire how F&BS may contribute to these networks.	Report to CFO on outcome of investigations, and further action required.	
Invite an Indigenous expert to a Finance Forum to talk to staff about the University’s Reconciliation Action Plan in a Finance context.	Indigenous expert presents at Finance Forum	
Encourage staff to attend cultural and reconciliation events.	F&BS staff are informed by way of a divisional email of any upcoming events and are encouraged to attend (by CFO), and staff attendance is noted and reported on.	
Talk about F&BS’s Reconciliation Action Plan at F&BS team meetings.	All teams briefed on the Reconciliation Action Plan.	

Respect	F&BS believes that respect for Indigenous people, culture, land, and history is important to F&BS and the University as a whole. Respect is the foundation necessary for Australia’s national university to lead the nation in assisting Indigenous Australians achieve their scholarly aspirations and furthering research, knowledge, and understanding of Indigenous issues and culture.	
Focus area:		
Action	Measurable Target	
Cultural education/awareness built into F&BS induction process.	All new staff from 1 Jan 2011 undertake cultural awareness training as part of the induction process.	
Investigate whether F&BS needs to consider including the “Welcome to country” in any of its events/meetings.	F&BS internal policy published on webpage with respect to when a “Welcome to Country” should be incorporated into an F&BS event/meeting.	
Talk to the relevant ANU department about the possibility of including an aboriginal artwork amongst the works on display in the F&BS Foyer/reception area.	Aboriginal artwork displayed at F&BS	

Opportunities	F&BS understands the importance of providing opportunities for Indigenous people, organisations and communities. These opportunities will ultimately position the University to lead the nation in furthering research, knowledge and understanding of indigenous issues and culture, and in doing so improve outcomes for indigenous people and assist with ensuring Indigenous culture, connection to country and world views are preserved and respected.	
Focus area:		
Action	Measurable Target	
Consider the need for a policy giving preference to businesses with Indigenous employees, or Reconciliation plans in tendering processes. Especially with respect to large value contracts in areas with a significant indigenous population.	Position paper provided to CFO.	
Strive for 2.5% indigenous employment in F&BS (guided by organization-wide strategies driven by ANU HR)	2.5% of F&BS staff are from an Indigenous background	