

Flinders Reconciliation Awards

Rules and Eligibility



Flinders University recognises the outstanding efforts of individual staff and/or teams in leading activities or projects that promote reconciliation.

The Reconciliation Award is open to all staff, including academic and professional staff, and nominations are welcome across the breadth of university activities (i.e., work being undertaken across research, education, service, or other projects).

The Innovate Reconciliation Action Plan (RAP) is part of the University's ongoing work to increase Aboriginal and Torres Strait Islander participation, retention and success in higher education and provides a critical framework for the Flinders University Community to commit to reconciliation as part of everyday practice.

Reconciliation Awards will be presented at the Flinders University Annual Awards event.

SUBMISSION OF APPLICATIONS

Nominations **open 2 September 2022**

Nominations **close 30 September 2022**

ELIGIBILITY

The Flinders Reconciliation Awards will be conferred annually based on an assessment of the individual or team's demonstration of values and achievements for that calendar year. This award is open to Academic and Professional staff.

Staff cannot nominate themselves. Employed by the University at the time of presenting the award. Staff cannot nominate themselves, contractors, or staff with whom they have a close personal relationship. Staff may be nominated more than once, although they will be eligible to receive only one award per year.

Award recipients (individual, team leaders or joint leaders) will not be eligible to re-apply the following year. Members of a successful team who were not team leaders or joint leaders are not affected by this restriction on eligibility provided that the re-nomination does not substantially replicate their winning application.

Team Applications

- Team awards will be awarded to teams of staff assessed on their outstanding contribution to advancing the RAP.
- Teams should consist of at least two members and may include academic staff, and/or professional staff.
- Applications will require the signed endorsement of a member of a college leadership team, or Head of Portfolio.

Individual Applications

- Individual awards will be presented to university staff assessed on their outstanding contribution to advancing the RAP.
- Applications will require the signed endorsement of a member of a college leadership team, or Head of Portfolio.

PROCESS

Any member of the University community can nominate either an individual staff member or team for a Flinders Reconciliation Award.

Award selection will be based on the written statements provided by the nominator and any additional information provided by the direct or indirect supervisor, where this is sought by the Selection Committee. Therefore, the nomination must clearly demonstrate how the individual or team demonstrated outstanding effort by an individual staff member and/or teams in leading activities or projects that promote reconciliation.

Using the Nomination Form, the nominator will provide:

- A citation of no more than 40 words that summarises their claim to excellence.
- A brief personal or team profile; and
- A short contextual statement that provides a summary of their activities or projects that promote reconciliation.

Plus:

- No more than two separate additional pages that incorporate a statement addressing the selection criteria; applicants need to provide evidence to support their claims against this criteria.
- A supporting statement from the College/Portfolio Head or equivalent nominee.

NOMINATION PROCESS

1. Nominators complete and submit an online nomination form.
2. Each nominee's direct and, where applicable, indirect supervisors are advised of the nomination and may be contacted by the Executive Officer for additional information in support of the nomination.
3. Individual and team award nominees will be advised of the outcome of their nomination

SELECTION COMMITTEE AND PROCESS

The Selection Committee comprises:

- RAP Oversight Committee Co-Chairs
- Two RAP Oversight Committee members

The Selection Committee, through the EO, will ensure that there are no outstanding administrative or disciplinary matters pertaining to any nominees before the Committee reviews the nominations.

The Selection Committee will assess all received nominations and will judge the scope and impact of the nominee's behaviour or outcomes in conjunction with the alignment to the University's Reconciliation Action Plan. The values and ethos statements will be closely referenced to make the judgements.

Each Selection Committee member will vote on each nomination, with equal voting rights. Where a member of the selection committee, their direct reports or someone with whom they have a close personal relationship has been nominated for an award the member will remove themselves from the voting process of that individual or team.

The Selection Committee will determine the number of awards to be conferred based on the nominations received. If nominations otherwise meet the criteria but are not assessed as being of a standard eligible for an award, nominees may be acknowledged with a letter from the Selection Committee.

The EO is to ensure that awards are noted against each employee's record.

AWARDS CELEBRATION

The University will host an annual Professional Staff and Reconciliation Awards Celebration to recognise excellence in teaching, research and the achievements of Professional staff, as well as, to recognise the outstanding efforts of individual staff and/or teams in leading activities or projects that promote reconciliation.

Award recipients will be invited to attend the annual Staff Awards celebration. Nominators, other colleagues and supervisors of award recipients may also be invited to attend the annual event. This will be limited and dependent on the number of celebration attendees and the venue capacity.

OFFICE OF COMMUNICATION, MARKETING AND ENGAGEMENT

With the support of the EO, P&C will support the awards by ensuring that the award is communicated and promoted to encourage and request nominations over the course of the academic year. OCME will be responsible for the conduct of the consolidated annual awards celebration.

Approval Authority:

Vice Chancellor, under the authority given in the *Recognition of Service, Donations, Significant Contributions or Personal Achievement policy*.

Responsible Officer: Director, People & Culture

Approval Date: 28 October 2021

RELATIONSHIPS

- Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
- Build relationships through celebrating National Reconciliation Week [NRW].
- Promote reconciliation through our sphere of influence.
- Promote positive race relations through anti-discrimination strategies.

RESPECT

- Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
- Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
- Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC week.
- Celebrate Aboriginal and Torres Strait Islander cultures and histories.

OPPORTUNITIES

- Improve employment outcomes by increasing Aboriginal and Torres Strait Islander peoples' recruitment, retention and professional development.
- Increase support for researchers of Aboriginal and Torres Strait Islander background.
- Improve graduate outcomes by increasing the recruitment, retention, and completion of Aboriginal and/or Torres Strait Islander students.
- Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

GOVERNANCE

- Establish and maintain an effective RAP Working group [RWG] to drive governance of the RAP.
- Provide appropriate support for effective implementation of RAP commitments.
- Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.
- Continue our reconciliation journey by developing our next RAP.