2016 Murdoch University RAP Impact Measurement Report

Reporting period:
1 July 2015 – 30 June 2016

Acknowledgement of Country

Murdoch University acknowledges and pays respect to the Traditional Owners of the land on which Murdoch University is located, the Whadjuk People of the Noongar Nation. It is upon their ancestral lands that Murdoch University is built.
Executive Summary

The 2016 Murdoch University Reconciliation Action Plan (RAP) Impact Measurement Report is based on the data collected by Murdoch University for Reconciliation Australia (RA) as part of RA’s annual reporting requirements for RAP partner organisations.

The reporting period was 1 July 2015 – 30 June 2016.

Relationships

Murdoch University formed or maintained 111 partnerships with Aboriginal and Torres Strait Islander organisations and communities, during the reporting period.

Respect

68 Murdoch University staff members participated in Aboriginal cultural awareness training, during the reporting period.

Murdoch University encouraged the delivering of an Acknowledgment of Country at each unit’s commencing lecture of the semester, which has a high take up and has received overwhelmingly positive feedback.

Opportunities

Aboriginal and Torres Strait Islander students are 2.1% of the Murdoch University student population.

Murdoch University launched its Aboriginal and Torres Strait Islander Education Strategy, during the reporting period.

Aboriginal and Torres Strait Islander employees are 1.1% of the Murdoch University employee population.

The RAP establishes an Aboriginal and Torres Strait Islander employment target of 2%.

Murdoch University contracted with 20 Aboriginal and Torres Strait Islander businesses and individuals for the provision of goods and services to the value of $27,605, during the reporting period.

Murdoch University delivered a total of 6250 hours, with an estimated value of $418,144, of pro bono services to Aboriginal and Torres Strait Islander organisations and communities in Western Australia, during the reporting period.
Relationships

This section focusses on the strengthening of relationships through the areas of participation and partnerships.

Participation

Each year, National Reconciliation Week (NRW) celebrates and builds on the respectful relationships shared by Aboriginal and Torres Strait Islander peoples and other Australians.

This year for NRW, Murdoch University’s Kulbardi Aboriginal Centre, the Reconciliation Action Plan Working Group and the Office of Alumni Relations hosted a celebration of Leadership and Reconciliation at Murdoch, and launched the University’s new Aboriginal and Torres Strait Islander Education Strategy.

The event was a wonderful night of networking with leaders both in the Aboriginal community and at Murdoch University, and a delicious feast of gourmet Indigenous inspired canapés were enjoyed.

Partnerships

Between 1 July 2015 and 30 June 2016, Murdoch University formed or maintained 111 partnerships with Aboriginal and Torres Strait Islander organisations and communities.

The 111 partnerships were formed or maintained with the following 11 entities of the University:

- Aboriginal Health and Wellbeing Research (55)
- Discipline of Chiropractic (3)
- Domestic Regional Campuses (3)
- Environmental and Conservation Sciences (3)
- Kulbardi Aboriginal Centre (11)
- Nursing (1)
- Provost (1)
- School of Arts (6)
- School of Education (21)
- School of Law (4)
- University Secretary’s Office (3)
Respect

This section focuses on the building of respect through the area of cultural learning.

Cultural Learning

ABORIGINAL CULTURAL AWARENESS TRAINING

Between 1 July 2015 and 30 June 2016, 68 Murdoch University staff members participated in Aboriginal cultural awareness training.

NAIDOC WEEK

NAIDOC Week is a time to celebrate Aboriginal and Torres Strait Islander history, cultures and achievements, and is an opportunity to recognise the contributions Aboriginal and Torres Strait Islander peoples make to the country and the society.

This year, NAIDOC Week was celebrated at Murdoch University with Kulbardi Aboriginal Centre hosting the Living Narratives of our Nation.

Guests were invited to join the University as it embarked on a journey rejoicing the beauty and diversity of storytelling in celebration of a magnificent culture in today’s society.

The special guest of the event was Mr Steven Oliver, and performances were by Noongar Elder Mr Walter McGuire, Ms Gina Williams and Mr Daniel Riches.

ACKNOWLEDGEMENT OF COUNTRY

Throughout 2015/16, Murdoch University encouraged the delivering of an Acknowledgment of Country at each unit’s commencing lecture of the semester.

An acknowledgment is a way that non-Aboriginal and Torres Strait Islander people can show respect for Aboriginal and Torres Strait Islander histories, people and cultures, and the ongoing relationship of Traditional Custodians with the land upon which Murdoch’s campuses are located.

Resources that contain information about an Acknowledgment of Country and contexts within which it may be appropriate for one to be delivered where developed for staff.

The initiative has received overwhelmingly positive feedback from students and staff.
Opportunities

This section focusses on the facilitation of opportunities in the areas of education, employment, procurement and pro bono services.

Education

In 2016, Murdoch University had a total of 12 929 students, with 272, or 2.1% of the student population, self-identifying as Aboriginal or Torres Strait Islander.

The following scholarships at Murdoch University are made available to Aboriginal and Torres Strait Islander students.

<table>
<thead>
<tr>
<th>Scholarship</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kulbardi Masters Scholarship</td>
<td>$26,288</td>
</tr>
<tr>
<td>This scholarship is intended to support Aboriginal and Torres</td>
<td></td>
</tr>
<tr>
<td>Strait Islander students studying a Postgraduate Masters by</td>
<td></td>
</tr>
<tr>
<td>Research course at Murdoch University.</td>
<td></td>
</tr>
<tr>
<td>Newmont Boddington</td>
<td>$24,000</td>
</tr>
<tr>
<td>Newmont Boddington Gold (NBG) have developed the</td>
<td></td>
</tr>
<tr>
<td>Newmont Kalyagool Kadadjiny Scholarships to provide financial</td>
<td></td>
</tr>
<tr>
<td>support to Aboriginal students enrolled in full-time study</td>
<td></td>
</tr>
<tr>
<td>at Murdoch University, who aspire to work in the mining</td>
<td></td>
</tr>
<tr>
<td>industry.</td>
<td></td>
</tr>
<tr>
<td>City of Mandurah Indigenous</td>
<td>$3,000</td>
</tr>
<tr>
<td>The City of Mandurah Indigenous Scholarship has been</td>
<td></td>
</tr>
<tr>
<td>established to award to an indigenous student enrolled at</td>
<td></td>
</tr>
<tr>
<td>Murdoch's Peel Campus.</td>
<td></td>
</tr>
<tr>
<td>Kulbardi Aboriginal Centre Pre-Law</td>
<td>Tuition Fee</td>
</tr>
<tr>
<td>The Kulbardi Aboriginal Centre aims to provide the opportunity</td>
<td>Waiver</td>
</tr>
<tr>
<td>for a fee waiver scholarship for the Pre-Law Program for two</td>
<td></td>
</tr>
<tr>
<td>Aboriginal and/or Torres Strait Islander students in financial</td>
<td></td>
</tr>
<tr>
<td>or personal hardship, who can demonstrate competence and a</td>
<td></td>
</tr>
<tr>
<td>desire to succeed in a demanding course.</td>
<td></td>
</tr>
<tr>
<td>NTEU Aboriginal and Torres Strait Islander</td>
<td>$6,000</td>
</tr>
<tr>
<td>The NTEU Aboriginal &amp; Torres Strait Islander Scholarship was</td>
<td></td>
</tr>
<tr>
<td>established to support and encourage Undergraduate Indigenous</td>
<td></td>
</tr>
<tr>
<td>students who demonstrate a commitment to community, across</td>
<td></td>
</tr>
<tr>
<td>the various different stages of their degree.</td>
<td></td>
</tr>
<tr>
<td>Kulbardi Aboriginal Centre Health</td>
<td>Varies – up to</td>
</tr>
<tr>
<td>The Kulbardi Aboriginal Centre Health Scholarships are open</td>
<td>$5000</td>
</tr>
<tr>
<td>to all Indigenous students currently enrolled in an</td>
<td></td>
</tr>
</tbody>
</table>
undergraduate course within the health or human services disciplines.

**Commonwealth Indigenous Scholarships Program (CSP)**

The CSP assists Aboriginal and Torres Strait Islander students from low socio-economic backgrounds, particularly those from rural and regional areas, with costs associated with higher education. Varies – up to $5000

Throughout 2015/16, Murdoch University undertook the process of developing an Aboriginal and Torres Strait Islander Education Strategy. The strategy was designed as a whole of University strategy to improve access, participation, retention and completion figures for Aboriginal and Torres Strait Islander students.

The education strategy is a supporting document to the Reconciliation Action Plan, and is driven by Murdoch’s Kulbardi Aboriginal Centre, in conjunction with Schools. It was launched in May 2016, as part of the University’s National Reconciliation Week celebrations.

**Employment**

In 2016, the total number of continuous and fixed term contract employees at Murdoch University was 1519, with 17 employees self-identifying as Aboriginal or Torres Strait Islander. This is the equivalent to 1.1% of the employee population.

The RAP establishes a target for Aboriginal and Torres Strait Islander employment at Murdoch University of 2%. This figure is parity with Aboriginal and Torres Strait Islander working age demographics in Western Australia.

When the 2% target for Aboriginal and Torres Strait Islander employment is expressed as a target number, it is the equivalent of 30 employees.

In 2015/16, Murdoch University appointed an Equity and Diversity Adviser, with responsibility for coordinating Aboriginal and Torres Strait Islander employment matters. One of the most important objectives of this appointment is the development of an Aboriginal and Torres Strait Islander employment strategy. The employment strategy will take a whole of University approach to the recruitment and retention of Aboriginal and Torres Strait Islander employees, and will assist the University with reaching its employment targets.

In the past 12 months, Murdoch University has increased the number of Aboriginal and Torres Strait Islander staff members from 13, to 17.

**Procurement**

In 2015/16, Murdoch University contracted with 20 Aboriginal and Torres Strait Islander businesses and individuals for the provision of goods and services to the value of $27 605.

Murdoch University received cultural advice and guidance from seven individuals and one group, as well as paying copyright fees to one artist.
Murdoch University procured goods and services from the following Aboriginal and Torres Strait Islander businesses and individuals:

- Abmusic Aboriginal Corporation
- Aboriginal Productions and Promotions
- ANTaR WA
- Go Cultural
- Cultural Connection Code
- Kart Koort Wiern
- Koori Mail
- Mr John McGuire
- Mr Steven Oliver
- Ruby Red Management
- Ms Marie Taylor

In addition, Murdoch University promoted the Aboriginal Business Directory WA (ABDWA) as a resource for the procurement of goods and services from Aboriginal and Torres Strait Islander businesses. The ABDWA is a state government maintained database of Aboriginal and Torres Strait Islander businesses in Western Australia.

**Pro Bono Services**

Pro bono service is described by Reconciliation Australia as professional work undertaken voluntarily and without pay.

The information in this section was reported by Murdoch University staff members as pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities, for the period 1 July 2015 – 30 June 2016 (2015/16).

For 2015/16, it is estimated that Murdoch University delivered a total of 6250 hours, with an estimated value of $418 144, of pro bono services to Aboriginal and Torres Strait Islander organisations and communities in Western Australia. The below table summarises the hours and value of this service by School or Professional Service Area.

<table>
<thead>
<tr>
<th>School / Professional Service Area</th>
<th>Hours</th>
<th>Value ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Regional Campuses</td>
<td>610</td>
<td>181 700</td>
</tr>
<tr>
<td>Kulbardi Aboriginal Centre</td>
<td>25</td>
<td>1650</td>
</tr>
<tr>
<td>Arts, School</td>
<td>740</td>
<td>40 890</td>
</tr>
<tr>
<td>Business and Governance, School</td>
<td>80</td>
<td>3600</td>
</tr>
<tr>
<td>Health Professionals (Chiropractic), School</td>
<td>2920</td>
<td>74 184</td>
</tr>
<tr>
<td>Health Professionals (Nursing), School</td>
<td>125</td>
<td>7000</td>
</tr>
<tr>
<td>Law, School</td>
<td>140</td>
<td>67 760</td>
</tr>
<tr>
<td>Veterinary and Life Sciences (Environmental), School</td>
<td>208</td>
<td>12 420</td>
</tr>
<tr>
<td>Veterinary and Life Sciences (Veterinary Medicine), School</td>
<td>1382</td>
<td>27 200</td>
</tr>
<tr>
<td>Provost</td>
<td>20</td>
<td>1740</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>6250</td>
<td><strong>418 144</strong></td>
</tr>
</tbody>
</table>
The following information is a detailed examination of the pro bono services delivered by the Schools or Professional Service Areas.

DOMESTIC REGIONAL CAMPUSES

The Domestic Regional Campuses staff members provided and facilitated a range of programs with the purpose of encouraging Aboriginal and Torres Strait Islander students in the Rockingham, Mandurah and Kwinana regions to continue their education, by improving and developing their skills and abilities.

The Domestic Regional Campuses has reported delivering the following pro bono services to Aboriginal and Torres Strait Islander organisations and communities in 2015/16.

AIME Program

The Australian Indigenous Mentoring Experience (AIME) is an educational program to support Indigenous students through high school and into university, employment or further education at the same rate as all Australian students. It gives Indigenous students the skills, opportunities, belief and confidence to grow and succeed.

As part of the AIME program, eight high schools from the Rockingham, Mandurah and Kwinana regions send Indigenous students to four workshops a year, facilitated by Murdoch University. Relief days are provided to the teacher accompanying these students from each high school, for a total of $5000 in teacher relief for the year.

Transportation costs to bring students to the venue for each of the four workshops are also provided, at a cost of $2700 per year.

MAP4U Program

The Murdoch Aspirations and Pathways for University (MAP4U) Program is designed for Aboriginal and Torres Strait Islander students, as well as other students. Twenty three high schools from the Rockingham, Mandurah and Kwinana regions devise a program for their students, with funding and support provided to enable the program(s) to be undertaken.

Gilmore High School and Coodanup College are both schools with high Aboriginal and Torres Strait Islander student populations. These schools have received respectively $58 000 for creative arts programs, and $110 000 for 13 programs undertaken with Murdoch, including robotics equipment and tutoring, the Aspire Academy, games art and design development, and the Goals for Girls Academy.

TLC Program

The TLC program operates for 30 weeks, for two hours a week during terms 1, 2 and 3, at the Mandurah and Rockingham campuses. The program is delivered by staff members from Murdoch University’s Centre for University Teaching and Learning (CUTL). The program provides training for high school students in skills including
critical thinking, and can be used towards University entrance. The cost of this program is $6000 for Tutors.

**Domestic Regional Campuses Summary**

The below table is a summary of the total hours and total value of pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s Domestic Regional Campuses.

<table>
<thead>
<tr>
<th>Activity / Service</th>
<th>Hours</th>
<th>Value ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>AIME Teacher Relief</td>
<td>30</td>
<td>5000</td>
</tr>
<tr>
<td>AIME Transportation</td>
<td>10</td>
<td>2700</td>
</tr>
<tr>
<td>MAP4U Program - Gilmore High School</td>
<td>150</td>
<td>58 000</td>
</tr>
<tr>
<td>MAP4U Program - Coodanup College</td>
<td>300</td>
<td>110 000</td>
</tr>
<tr>
<td>TLC Program</td>
<td>120</td>
<td>6000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>610</strong></td>
<td><strong>181 700</strong></td>
</tr>
</tbody>
</table>

**KULBARDI ABORIGINAL CENTRE**

During 2015/16, the Manager Kulbardi Aboriginal Centre delivered pro bono services to Aboriginal and Torres Strait Islander organisations and communities through the provision of career advice and guidance to Aboriginal secondary school students, and providing guest speaking services for secondary schools and the AIME Program.

The estimated amount of pro bono hours contributed is approximately 25, with the value of the pro bono services estimated at approximately $1650.

**SCHOOL OF ARTS**

Murdoch University School of Arts has reported delivering the following pro bono services to Aboriginal and Torres Strait Islander organisations and communities in 2015/16.

**Associate Professor Josko Petkovic**

Associate Professor Josko Petkovic has continued to hold the elected position of Chair of Barque Stefano Yinikurtira Foundation (BSYF), a not-for-profit organisation which is closely linked to the North West Cape Exmouth Aboriginal Corporation. The objectives of the BSYF focus on the history and wellbeing of the Yinikurtira people of the North West Cape.

In addition to attending committee meetings, Associate Professor Petkovic has been involved in activities including fundraising and the preparation of grant submissions.

Associate Professor Petkovic is also undertaking research for the National Academy of Screen and Sound (NASS) Research Centre. However, the pro bono amount of hours contributed to this work was approximately 390.
The value placed on the hourly rate of this work is $56. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (Level C pay rate). The value of pro bono services delivered by Associate Professor Petkovic is $21 840.

Mr Cameron Tero (Associate Lecturer)

During 2015/16, Mr Cameron Tero continued to Chair the board that manages the Wyemando Aboriginal Bequest and the Jimmy Pike Scholarship. Wyemando partners with Aboriginal community organisations to preserve and foster the use of Aboriginal languages in Western Australia, and the Jimmy Pike Trust sponsors emerging Kimberley and Pilbara artists to undertake a short-term placement within the Creative Arts Department of Edith Cowan University. The amount of pro bono hours contributed to this work was approximately 50. The value placed on the hourly rate of this work is $45. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (Level B pay rate). The value of pro bono services delivered by Mr Tero is $2250.

Dr Andrew Turk (Adjunct Associate Professor)

During 2015/16, Dr Andrew Turk continued his involvement in the Landscape Language in Manyjilyjarra research project with the Martu people, in collaboration with linguist Clair Hill (LACOLA research group), and the Martu cultural organisation Kanyirinapa Jukurrpa. This work included a 6 week fieldtrip to the Western Desert, staying at the Punmu community. Aspects of this research contributed to Dr Turk’s second PhD. However, the work also involved producing a landscape dictionary to assist in preserving this highly endangered language and to assist with Martu Ranger land management activities. The amount of pro bono hours contributed to this work was approximately 100.

Dr Turk also continued involvement in Rotary District 9455’s Aboriginal Reference Group, including management of an education research project for Perth secondary students regarding Whadjak Noongar history, culture and issues, in collaboration with South West Aboriginal Land and Sea Council, and the Department of Education. Payment was received for some activities relating to this work. However, the pro bono amount of hours contributed to this work was approximately 200.

The value placed on the hourly rate of this work is $56. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (Level C pay rate). The value of pro bono services delivered by Dr Turk is $16 800.

School of Arts Summary

The below table is a summary of the total hours and total value of pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s School of Arts.
<table>
<thead>
<tr>
<th>Staff Member</th>
<th>Hours</th>
<th>Value ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Professor Josko Petkovic</td>
<td>390</td>
<td>21 840</td>
</tr>
<tr>
<td>Mr Cameron Tero</td>
<td>50</td>
<td>2250</td>
</tr>
<tr>
<td>Dr Andrew Turk</td>
<td>300</td>
<td>16 800</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>740</strong></td>
<td><strong>40 890</strong></td>
</tr>
</tbody>
</table>

**SCHOOL OF BUSINESS AND GOVERNANCE**

During 2015/16, Dr Scott Gardner, Senior Lecturer within the School of Business and Governance, delivered pro bono services to the Western Australian Police and Community Youth Centres (WAPCYC), on the *FUTUREKRAFT* approach to building more positive futures for Aboriginal youth aged 14 - 25 years, who have had significant involvement with the juvenile justice system.

Activities undertaken by Dr Gardner included:
- 3 x onsite meeting with the CEO and youth trainers;
- developed and delivered 2 workshops; and
- prepared a submission for federal funding.

The amount of pro bono hours contributed to this work was approximately 80. The value placed on the hourly rate of this work is $45. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (Level B pay rate). The value of pro bono services delivered by Dr Gardner is $3600.

**SCHOOL OF HEALTH PROFESSIONALS (DISCIPLINE OF CHIROPRACTIC)**

The Discipline of Chiropractic, located within the Murdoch University School of Health Professionals, has a lengthy history of delivering pro bono services to Aboriginal and Torres Strait Islander organisations and communities, which stretches back to 2006. During 2015/16, pro bono chiropractic services were delivered in the form of weekly outreach clinics, and annual rural and remote clinical placements. All services were provided by Murdoch University staff and students, and included free health screenings and chiropractic services for disadvantaged members of the community.

**Weekly Outreach Clinics**

In the weekly outreach clinics, final year chiropractic students, under the supervision of registered chiropractors, provide clinical evaluations and treatments. Two of the weekly outreach clinics have an Aboriginal and Torres Strait Islander focus, South Lake Ottey Family and Neighbourhood Centre, and Palmerston Farm.

Services at South Lake Ottey Family and Neighbourhood Centre were provided for two hours per week, 48 weeks per year, with one staff member and five students, for a total of 576 hours.

Services at Palmerston Farm were provided for three hours per week, 48 weeks per year, with one staff member and five students, for a total of 864 hours.
The below table is a summary of the pro bono hours delivered at the weekly outreach clinics, during the twelve month period.

<table>
<thead>
<tr>
<th></th>
<th>Staff Hours</th>
<th>Student Hours</th>
<th>Total Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>South Lake Ottey Family and Neighbourhood Centre</td>
<td>96</td>
<td>480</td>
<td>576</td>
</tr>
<tr>
<td>Palmerston Farm</td>
<td>144</td>
<td>720</td>
<td>864</td>
</tr>
<tr>
<td>Total Hours</td>
<td>240</td>
<td>1200</td>
<td>1440</td>
</tr>
</tbody>
</table>

**Annual Rural and Remote Placements**

The Discipline of Chiropractic also participates in delivering pro bono services to rural and remote Western Australia on a once off annual basis, predominantly in the areas of Tom Price, Geraldton, and Mt Magnet.

The School of Health Professionals organises chiropractic student placements at Tom Price Hospital. These placements include the delivery of services to remote Aboriginal communities in the Pilbara (Wakathuni and Bellary Springs).

Services at Tom Price were provided for nine hours per day, for 12 days, with two staff members and eight students, for a total of 1080 hours.

The Western Australian Centre for Rural Health (WACRH) facilitates placements for Murdoch University chiropractic students and staff in Geraldton and Mt Magnet. These placements include the provision of chiropractic services to Aboriginal communities in the Murchison region and through the Geraldton Regional Aboriginal Medical Services (GRAMS).

Services at Geraldton were provided for eight hours per day, for five days, with one staff member and four students, for a total of 200 hours.

Services at Mt Magnet were provided for eight hours per day, for five days, with one staff member and four students, for a total of 200 hours.

The below table is a summary of the pro bono hours delivered at the annual rural and remote placements, during the twelve month period.

<table>
<thead>
<tr>
<th></th>
<th>Staff Hours</th>
<th>Student Hours</th>
<th>Total Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tom Price</td>
<td>216</td>
<td>864</td>
<td>1080</td>
</tr>
<tr>
<td>Geraldton</td>
<td>40</td>
<td>160</td>
<td>200</td>
</tr>
<tr>
<td>Mt Magnet</td>
<td>40</td>
<td>160</td>
<td>200</td>
</tr>
<tr>
<td>Total Hours</td>
<td>296</td>
<td>1184</td>
<td>1480</td>
</tr>
</tbody>
</table>

**Discipline of Chiropractic Summary**

The amount of time contributed to these pro bono services, in the twelve month period, by Murdoch University staff members was 536 hours. The value placed on the hourly rate of this work is $45. This figure is derived from the Murdoch University
Enterprise Agreement 2014, Academic Staff (Level B pay rate). The value of pro bono services delivered by staff members is $24 120.

The amount of time contributed to these pro bono services, in the twelve month period, by Murdoch University students was 2384 hours. The value placed on the hourly rate of this work is $21. This figure is derived from the Health Professionals and Support Services Award 2010 (Level 1 pay rate). The value of pro bono services delivered by students is $50 064.

The total amount of pro bono hours for services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s School of Health Professionals (Discipline of Chiropractic) is 2920, with an estimated value of $74 184.

The below table is a summary of the total hours and total value of pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s School of Health Professionals (Discipline of Chiropractic).

<table>
<thead>
<tr>
<th></th>
<th>Hours</th>
<th>Value ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>536</td>
<td>24 120</td>
</tr>
<tr>
<td>Students</td>
<td>2384</td>
<td>50 064</td>
</tr>
<tr>
<td>Total</td>
<td>2920</td>
<td>74 184</td>
</tr>
</tbody>
</table>

SCHOOL OF HEALTH PROFESSIONALS (NURSING)

During 2015/16, Dr Caroline Nilson (Lecturer, Registered Nurse, Midwife and Researcher) continued her collaboration with the Murray Districts Aboriginal Association (MDAA) in Pinjarra. This partnership has been in place since 2011 and has resulted in the development and delivery of the following projects and initiatives:

- the Deadly Koolinga Chef Program (DKCP);
- the Bindjareb Yorgas Health Program (BYHP);
- the approval of several grant applications to ensure the sustainability of the DKCP and the BYHP; and
- community up-skilling and training.

The DKCP engages a group of 9 - 12 year old Bindjareb children in nutrition and cooking adventures, where they learn how to plan, shop for and prepare a healthy meal for four. Each week the children take home their prepared meals, together with their new skills and knowledge, to share with their family. The DKCP classes operate twice a month, during school terms, and are jointly facilitated by Dr Nilson and a Bindjareb woman leader.

The BYHP facilitates cooking and nutrition classes, and other associated activities, to Bindjareb women in Pinjarra. It is anticipated that the knowledge and skills that the women gain will impact on the health and wellbeing of their families and community.

In addition, Dr Nilson has successfully applied for several grants, and introduced strategies to foster the up-skilling and training of community members.
The pro bono amount of hours contributed to this work was approximately 125.

The value placed on the hourly rate of this work is $56. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (Level C pay rate). The value of pro bono services delivered by Dr Nilson is $7000.

SCHOOL OF LAW

The Southern Communities Advocacy Legal and Education Service Inc. (SCALES) is a community legal centre which was established by Murdoch University, in partnership with the local community, in 1997. SCALES operates a Clinical Legal Education unit and an Advanced Clinical Legal Education unit for students. SCALES provides free legal advice, information and representation to low income people living in the Kwinana and Rockingham areas of Perth.

Most of the pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities, by Murdoch University, is undertaken through the human rights clinic at SCALES. In 2015/16, the clinic represented 11 Aboriginal and Torres Strait Islander clients, assisting in areas of prison conditions, police practices, police complaints, coronial inquests, deaths in custody and discrimination generally. This work was predominantly undertaken by the Supervising Solicitor at SCALES, with some assistance from both post-graduate and undergraduate law students, as well as pro bono volunteers.

It is estimated that the amount of time contributed to these pro bono services, in the twelve month period, was 120 hours. The value placed on the hourly rate of this work is $484. This figure is derived from the 2015 Solicitor’s Costs Report.

The total value of the pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s School of Law is $67 760.

SCHOOL OF VETERINARY AND LIFE SCIENCES (ENVIRONMENTAL AND CONSERVATION SCIENCES)

During 2015/16, Dr David Morgan, Senior Research Fellow continued to undertake sawfish and bull shark tracking, as well as river monitoring in the Kimberley and Pilbara, with Aboriginal rangers and groups.

Each year, assistance is provided with the training of Nyikina-Mangala Rangers from the Kimberley Land Council. This partnership has been in place for over 10 years, and the rangers are able to use this training towards their TAFE Certificates II and III in Conservation Management. The amount of hours contributed to this work is approximately 200 – 250. The estimated value of this training, for the twelve month period, is approximately $12 000.

In addition, Dr Morgan assisted with the development of the Gurindji fish poster, which incorporates the use of language, and is a cultural awareness raising initiative. The amount of hours contributed to this work is seven point five. The value placed on the hourly rate of this work is $56. This figure is derived from the Murdoch University
Enterprise Agreement 2014, Academic Staff (Level C pay rate). The value of pro bono services delivered by Dr Morgan, for this project, is $420, with a total value of $12 480.

SCHOOL OF VETERINARY AND LIFE SCIENCES (COLLEGE OF VETERINARY MEDICINE)

During 2015/16, Professor Ian Robertson from the College of Veterinary Medicine in the School of Veterinary Medicine and Life Sciences delivered pro bono services to regional and remote Aboriginal communities through the continuation of a program of the surgical de-sexing of dogs in the Kimberley and Pilbara regions.

Activities undertaken as a part of this program included:
- the delivery of 2 x two day training courses for Aboriginal environmental health workers;
- two week trip to de-sex 69 dogs and one cat in the communities of Bidyadanga, One Arm Point, Lombadina, Djaridin and Beagle Bay, by two vets, one vet assistant and six final year veterinary students;
- two week trip to de-sex 48 dogs in the communities of Billiluna and Halls Creek by two vets, one vet assistant and six final year veterinary students.

The estimated amount of pro bono hours contributed to this program is approximately 1382, with the value of the pro bono services estimated at approximately $27 200.

PROVOST

The Provost, Professor Andrew Taggart, is on the Board of Coodanup College, a local high school with a 17% Aboriginal and Torres Strait Islander student population. The Board focusses on issues including raising the aspiration levels of students, and anti-bullying. The Board meets four times per year. Murdoch University’s MAP4U project also partners with this school.

It is estimated that the amount of time contributed to this pro bono service, in the twelve month period, is 20 hours. The value placed on the hourly rate of this work is $87. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (Level E pay rate).

The total value of pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s Provost is $1740.

Report Cover Photo Reference

Ms Jade Maddox and others, 2016 NAIDOC Week celebrations
Mr Steven Oliver, 2016 NAIDOC Week celebrations
The 2015 Chiropractic team at Mt Nameless (Jarndunmunah)
Ms Jordin Godula, 2016 NAIDOC Week celebrations