2017 RAP Impact Measurement Report

Reporting period:
1 July 2016 – 30 June 2017

We acknowledge that we are on Noongar Boojar and pay respects to all Noongar People and Elders, past and present.
Executive Summary

The 2017 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 2016 – 30 June 2017.

Relationships

Murdoch University formed or maintained 99 partnerships with Aboriginal and Torres Strait Islander organisations and communities.

Research into improving the health and welfare of Aboriginal and Torres Strait Islander Australians was shared and discussed at the inaugural Aboriginal Health Research Forum, hosted by Murdoch University in collaboration with the Fiona Stanley Hospital and the Nursing and Midwifery Office.

Respect

Sixty-four Murdoch University staff members participated in Aboriginal cultural awareness training.

Murdoch University hosted the Living Library event, which saw guests treated to an array of unique stories, many reflecting persistence and triumph in the face of adversity or emphasising an unwavering connection to Aboriginal and Torres Strait Islander culture.

Opportunities

Aboriginal and Torres Strait Islander students are 1.9% of the Murdoch University student population.

Murdoch University unveiled its inaugural Aboriginal and Torres Strait Islander Graduation Stole.

Aboriginal and Torres Strait Islander employees are 1% of the Murdoch University employee population, with the RAP establishes an Aboriginal and Torres Strait Islander employment target of 2%.

Murdoch University contracted with 24 Aboriginal and Torres Strait Islander businesses and service providers for the provision of goods and services to the value of $29 786.

Murdoch University delivered a total of 6557 hours, with an estimated value of $314 195, of pro bono services to Aboriginal and Torres Strait Islander organisations and communities in Western Australia.
Relationships

This section focusses on the strengthening of relationships between Aboriginal and Torres Strait Islander Australians and other Australians, through areas such as participation in National Reconciliation Week, and the formation and maintenance of partnerships with Aboriginal and Torres Strait Islander organisations and communities.

National Reconciliation Week

The rich diversity and high achievement of Aboriginal and Torres Strait Islander students was celebrated at Murdoch University, during 2017 National Reconciliation Week.

Murdoch University Chancellor Mr David Flanagan, and Kulbardi Aboriginal Centre Manager, Mr Braden Hill hosted the Aboriginal and Torres Strait Islander partnerships, exhibition and Kulbardi Bullargar networking event at Murdoch. The event aimed to build on the respectful relationships shared by Aboriginal and Torres Strait Islander people and other Australians.

Mr Flanagan affirmed that the University had a proud history of supporting reconciliation, with the event giving Murdoch’s Aboriginal and Torres Strait Islander students, Alumni and corporate partnerships a chance to interact and celebrate Reconciliation.

“Our Reconciliation Action Plan (2015-2018) guides much of the important work we do as an institution in seeking to work towards equity for Aboriginal and Torres Strait Islander people,” Mr Flanagan said.

“We recognise this commitment is one the entire institution needs to support. Through strong relationships founded in mutual recognition and respect, we can achieve our shared objectives”.

“However, we cannot achieve equity for Aboriginal and Torres Strait Islander people alone. As a University, we highly value the input of those who partner with us on this journey and the role our external partners have played in fostering our graduates’ success across a range of industries and sectors.”

Mr Hill explained that Bullargar Katitjin means learning together, which is why the Kulbardi Bullargar event was a great opportunity for the University, and its students, to collaborate with professionals working in, and with, the Aboriginal community.

“It’s vitally important we discover new ways and opportunities in which the Kulbardi Aboriginal Centre can connect and engage with external partners, for our current Aboriginal student cohort, who are the next generation fighting for our futures,” he said.
“It was wonderful to showcase successful external partnerships stories, which have greatly contributed to the achievements of Murdoch’s Aboriginal and Torres Strait Islander students.”

The Australian Taxation Office, Chevron, Virgin Australia, AFL SportsReady, Herbert Smith Freehills, South West Aboriginal Medical Service, the Water Corporation and Network Aviation were among the organisations to attend this year’s event.

In addition, the inaugural Aboriginal graduation stole and Aboriginal art exhibition for National Reconciliation Week were unveiled at the event.

The Bullargar Katitjin art exhibition celebrates the rich diversity of contemporary Australian Aboriginal and Torres Strait Islander culture through a selection of artworks from the Murdoch University Art Collection. The exhibition will be on display at Murdoch University’s Art Gallery until October of 2017.

**Partnerships**

During the reporting period, ten Murdoch University entities formed or maintained partnerships with 99 Aboriginal and Torres Strait Islander organisations and communities.

The below table summarises the number of partnerships each entity formed or maintained.

<table>
<thead>
<tr>
<th>Murdoch University Entity</th>
<th>Numbers of Partnerships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboriginal Health and Wellbeing Research</td>
<td>40</td>
</tr>
<tr>
<td>School of Education</td>
<td>22</td>
</tr>
<tr>
<td>School of Veterinary and Life Sciences</td>
<td>11</td>
</tr>
<tr>
<td>Kulbardi Aboriginal Centre</td>
<td>7</td>
</tr>
<tr>
<td>School of Arts</td>
<td>7</td>
</tr>
<tr>
<td>Discipline of Chiropractic</td>
<td>4</td>
</tr>
<tr>
<td>School of Law</td>
<td>4</td>
</tr>
<tr>
<td>University Secretary’s Office</td>
<td>2</td>
</tr>
<tr>
<td>Discipline of Nursing</td>
<td>1</td>
</tr>
<tr>
<td>Provost</td>
<td>1</td>
</tr>
</tbody>
</table>

**Aboriginal Health Research Forum**

Research into improving the health and welfare of Aboriginal and Torres Strait Islander Australians was shared and discussed at the inaugural Aboriginal Health Research Forum.

The forum saw presentations from nationally and internationally-recognised researchers and practitioners, who discussed topics such as supporting parents, building youth resilience and ensuring a mentally healthy start to life for Aboriginal infants.
Forum organiser and internationally-renowned Aboriginal health researcher, Murdoch University’s Professor Rhonda Marriott, said she was delighted so many key Aboriginal and Torres Strait Islander researchers were able to attend and share their work.

“The forum will give clinicians and researchers the opportunity to forge collaborations and share information to help them tackle key issues,” she said.

“Local, national and international presenters will also reflect on changes in knowledge, evidence and practice in the last 50 years, making the forum a timely gathering”.

The Vice Chancellor of Murdoch University, Professor Eeva Leinonen, opened the forum.

She said: “Understanding and identifying strength-based solutions resonates with the social responsibility that Murdoch promotes in our teaching and research.”

Professor Fiona Stanley, AC, FAA, FASSA, Patron of the Telethon Kids Institute and a Distinguished Research Professor in the School of Medicine at the University of Western Australia, was among the presenters.

She said: “It is critical for us all to be well informed of the contemporary issues faced by Aboriginal children, youth, parents and families”.

“In particular, the issues of the not so hidden impact of the burden of disease and socio-economic factors; the failures identified in the ninth COAG (Council of Australian Governments) Report Card; the impact of cumulative risk and intergenerational trauma on Aboriginal families’ health and social and emotional wellbeing.”

Murdoch University hosted the forum on 25 and 26 May 2017 in collaboration with the Fiona Stanley Hospital, located next to our Perth Campus, and the Nursing and Midwifery Office.

**Respect**

This section focusses on the building of respect between Aboriginal and Torres Strait Islander Australians and other Australians through areas such as cultural learning and cultural protocols.

**Cultural Learning Programs**

During the reporting period, 64 Murdoch University staff members participated in Aboriginal Cultural Awareness training.

In addition, 17 Murdoch University staff members have completed an online training module entitled Managing Unconscious Bias.
NAIDOC Week

The 2017 NAIDOC Week theme - *Our Languages Matter* - aims to emphasise and celebrate the unique and essential role that Aboriginal and Torres Strait Islander languages play in cultural identity, linking people to their land and water, and in the transmission of Aboriginal and Torres Strait Islander history, spirituality and rites, through story and song.

This year, Murdoch University celebrated NAIDOC Week by inviting special guest Kylie Bracknell (nee Farmer) to provide a keynote address. Other special guests included respected Noongar Elder Richard Walley and Black Comedy's Steven Oliver, with performances by Ziggy Fatnowna and Daniel Riches.

All proceeds raised from the event went towards a scholarship for Aboriginal and Torres Strait Islander students at Murdoch University.

Living Library Event

The Murdoch University Library came alive with storytelling in August 2016 as staff and students were swept up in a collection of enthralling personal tales without so much as picking up a book.

Murdoch University’s Equity and Social Inclusion Office teamed up with the University Library and Kulbardi Aboriginal Centre to proudly present a variety of living books celebrating Aboriginal and Torres Strait Islander culture.

The premise of the Living Library is simple: instead of borrowing books, visitors are invited to borrow a person for five minutes and share in their life story.

The concept has quickly spread around the world, creating a movement that actively discourages prejudice, creates new dialogue across social and cultural divides, and brings together people who would never normally meet in everyday life.

The Living Library event saw guests treated to an array of unique stories, many reflecting persistence and triumph in the face of adversity or emphasising an unwavering connection to Aboriginal and Torres Strait Islander culture.

Kulbardi Engagement and Communications Support Officer, Jordin Godula, was one of 11 living books on hand to share her individual story.
Growing up in a challenging environment, Jordin had to push herself. Her story is about being stronger than the negativity around her and not letting someone else write her story, giving her the ability to see challenges as a part of the creation of who she is.

"This event was a great chance to engage with the Murdoch community in a very personal way. I found telling my story was extremely cathartic and acted as a tool to break down barriers and participate in a mutually beneficial interaction where initially there may not have been an opportunity", Jordin said.

"To share a part of yourself with a stranger, and have that person leave knowing more about who you are and your culture and be touched by it, was a scary but utterly exhilarating experience".

The Living Library event also welcomed special guests from North Lake Senior Campus with 14 students – many newly-arrived refugees – on hand to hear fresh outlooks and experiences from our living books.

**Opportunities**

This section focusses on the facilitation of opportunities for Aboriginal and Torres Strait Islander people and communities in the areas of education, employment, procurement and pro bono services.

**Education**

In 2017, Murdoch University had a total of 12 384 onshore domestic students, with 235, or 1.9% of the onshore domestic student population identifying as Aboriginal and/or Torres Strait Islander.

The total value of scholarships available to Aboriginal and Torres Strait Islander students at Murdoch University is approximately $100 000. Attachment A is a list of the scholarships.

Throughout the reporting period, Murdoch University progressed the implementation of its Aboriginal and Torres Strait Islander Education Strategy. The Strategy focusses on improving access, participation, retention and completion rates for Aboriginal and Torres Strait Islander students. Murdoch University’s Kulbardi Aboriginal Centre shares responsibility for implementing the Strategy in coordination with the Schools.

In addition, during 2017 National Reconciliation Week, Murdoch University unveiled its inaugural Aboriginal and Torres Strait Islander graduate stole. Students will be given the opportunity to wear the Stole, in addition to their graduation regalia.
Employment

In 2017, the total number of continuous and fixed term contract employees at Murdoch University was 1578, with 16 employees identifying as Aboriginal and/or Torres Strait Islander. This is the equivalent to 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 32 employees.

During the reporting period, Murdoch University continued to maintain the position of Equity and Diversity Adviser, which has responsibility for coordinating Aboriginal and Torres Strait Islander employment activities.

In the past 12 months, Murdoch University has decreased its number of Aboriginal and Torres Strait Islander employees from 17 to 16.

Procurement

During the reporting period, Murdoch University contracted with 24 Aboriginal and Torres Strait Islander businesses and service providers, to the value of $29,786.

Businesses and service providers contracted with include:
• Aboriginal Productions and Promotions
• Barbara Bynder (artist)
• Bernadette Trench-Thiedman (artist)
• Cultural Connection Code
• Daniel Riches (performer)
• Go Cultural
• Kimberley Stolen Generation members
• Koori Mail
• Kylie Bracknell (keynote speaker)
• Steven Oliver (performer)
• Ziggy Fatnowna (performer)

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, during the reporting period of 1 July 2016 – 30 June 2017.

For the reporting period, it is estimated that Murdoch University delivered a total of 6557 hours, with an estimated value of $314 195, 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>Murdoch University Entity</th>
<th>Hours</th>
<th>Value ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboriginal Health and Wellbeing Research</td>
<td>140</td>
<td>10 780</td>
</tr>
<tr>
<td>Kulbardi Aboriginal Centre</td>
<td>25</td>
<td>1500</td>
</tr>
<tr>
<td>School of Arts</td>
<td>648</td>
<td>42 228</td>
</tr>
<tr>
<td>School of Business and Governance</td>
<td>80</td>
<td>4480</td>
</tr>
<tr>
<td>School of Health Professions (Chiropractic)</td>
<td>3624</td>
<td>104 752</td>
</tr>
<tr>
<td>School of Health Professions (Nursing)</td>
<td>125</td>
<td>8375</td>
</tr>
<tr>
<td>School of Law</td>
<td>120</td>
<td>67 760</td>
</tr>
<tr>
<td>School of Veterinary and Life Sciences</td>
<td>1775</td>
<td>72 520</td>
</tr>
<tr>
<td>Provost</td>
<td>20</td>
<td>1800</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>6557</strong></td>
<td><strong>314 195</strong></td>
</tr>
</tbody>
</table>

The following information is a detailed examination of the pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities by the Schools or Professional Service Areas.
ABORIGINAL HEALTH AND WELLBEING

Professor Rhonda Marriott, Aboriginal health and wellbeing researcher in the School of Psychology and Exercise Science delivered pro bono services to a variety of Aboriginal and Torres Strait Islander organisations and communities, during the reporting period.

Activities undertaken by Professor Marriott included:

- workshop facilitation in aid of the development of an Aboriginal Child Protection and Family Services strategic design;
- Board membership and/or other contributions to the Western Australian Primary Health Alliance, Ngala, and the Nursing and Midwifery Office; and
- contributions to assist with the incorporation of cultural security within North Metropolitan Health Services.

The pro bono amount of hours contributed to this work was approximately 140.

The value placed on the hourly rate of this work is $77. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level D pay rate). The value of the pro bono services delivered by Professor Marriott is $10,780.

KULBARDI ABORIGINAL CENTRE

During the reporting period, the Manager Kulbardi Aboriginal Centre, Mr Braden Hill, delivered pro bono services to Aboriginal and Torres Strait Islander organisations and communities through the provision of career advice and guidance to Aboriginal and Torres Strait Islander secondary school students, and providing guest speaking services for secondary schools and the Australian Indigenous Mentoring Experience (AIME) program.

The pro bono amount of hours contributed to this work was approximately 25.

The value placed on the hourly rate of this work is $60. This figure is derived from the Murdoch University Enterprise Agreement 2014, Professional Staff (2016 Level 10 pay rate). The value of pro bono services delivered by Mr Hill was $1500.

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, during the reporting period.

Associate Professor Josko Petkovic

Associate Professor Josko Petkovic has continued to hold the elected position of Chair of Barque Stefano Yinkurtira 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 organising and convening events and conferences.

Associate Professor Petkovic is also undertaking research for the National Academy of Screen and Sound (NASS) Research Centre.

The pro bono amount of hours contributed to this work was approximately 390.

The value placed on the hourly rate of this work is $67. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level C pay rate). The value of pro bono services delivered by Associate Professor Petkovic was $26 130.

Mr Cameron Tero (Associate Lecturer)

Mr Cameron Tero, Associate Lecturer, 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 (2016 Level A pay rate). The value of pro bono services delivered by Mr Tero was $2250.

Dr Kathryn Trees

Dr Kathryn Trees, Senior Lecturer, continued her bi-annual update of the Practicing Law and Aboriginal Clients, Lawyers Practice Manual WA, for Thompson Legal and Regulatory.

This is a guide for lawyers working with Aboriginal and Torres Strait Islander clients which assists with overcoming the communication and social issues potentially affecting clients and their families.

In addition, Dr Trees provided mentoring to an Aboriginal and Torres Strait Islander student.

The amount of pro bono hours contributed to this work was approximately eight. 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 (2016 Level B pay rate). The value of pro bono services delivered by Dr Trees was $448.
Dr Andrew Turk (Adjunct Associate Professor)

Dr Andrew Turk continued his involvement in the Landscape Language in Manyjilyjarra research project with the Martu people, in collaboration with linguist Clair Hill (LACOLLA research group), and the Martu cultural organisation Kanyirninpa Jukurrpa. This work included a one week fieldtrip to the Western Desert, visiting the Punmu community. Aspects of this research contributed to Dr Turk’s second PhD. However, the work also involved completing and distributing 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 150.

Dr Turk also continued involvement in Rotary District 9455’s Aboriginal Reference Group, including the finalisation of Stage 1 of a 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. Activities undertaken included the production and distribution of the final project report. The pro bono amount of hours contributed to this work was approximately 50.

The value placed on the hourly rate of this work is $67. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level C pay rate). The value of pro bono services delivered by Dr Turk was $13 400.

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>26 130</td>
</tr>
<tr>
<td>Mr Cameron Tero</td>
<td>50</td>
<td>2250</td>
</tr>
<tr>
<td>Dr Kathryn Trees</td>
<td>8</td>
<td>448</td>
</tr>
<tr>
<td>Dr Andrew Turk</td>
<td>200</td>
<td>13 400</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>648</strong></td>
<td><strong>42 228</strong></td>
</tr>
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</table>

SCHOOL OF BUSINESS AND GOVERNANCE

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

Activities undertaken by Dr Gardner included:
• three x onsite meeting with the CEO and youth trainers;
• developed and delivered 2 workshops;
• prepared a submission for federal funding; and
• contributed towards the development of a narrative process to assist young Aboriginal and Torres Strait Islanders imagine a better future.

The amount of pro bono hours contributed to this work was approximately 80. 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 (2016 Level B pay rate). The value of pro bono services delivered by Dr Gardner was $4480.

SCHOOL OF HEALTH PROFESSIONS (DISCIPLINE OF CHIROPRACTIC)

The Discipline of Chiropractic, located within the Murdoch University School of Health Professions, has a distinguished history of delivering pro bono services to Aboriginal and Torres Strait Islander organisations and communities, dating back to 2006. During the reporting period, 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 reporting 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 Karratha.

The School of Health Professions 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).

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

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>648</td>
<td>864</td>
</tr>
<tr>
<td>Geraldton</td>
<td>200</td>
<td>720</td>
<td>920</td>
</tr>
<tr>
<td>Karratha</td>
<td>80</td>
<td>320</td>
<td>400</td>
</tr>
<tr>
<td>Total Hours</td>
<td>496</td>
<td>1688</td>
<td>2184</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 736 hours. 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 (2016 Level B pay rate). The value of pro bono services delivered by staff members is $41 216.

The amount of time contributed to these pro bono services, in the twelve month period, by Murdoch University students was 2888 hours. The value placed on the hourly rate of this work is $22. This figure is derived from the Health Professionals and Support Services Award 2010 (2016 Level 1 pay rate). The value of pro bono services delivered by students is $63 536.

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 Professions (Discipline of Chiropractic) is 3624, with an estimated value of $104 752.

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 Professions (Discipline of Chiropractic).
<table>
<thead>
<tr>
<th>Hours</th>
<th>Value ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>736</td>
</tr>
<tr>
<td>Students</td>
<td>2888</td>
</tr>
<tr>
<td>Total</td>
<td>3624</td>
</tr>
</tbody>
</table>

**SCHOOL OF HEALTH PROFESSIONS (DISCIPLINE OF NURSING)**

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 programs and initiatives:

- the Deadly Koolinga Chef Program (DKCP);
- the Bindjareb Yorgas Health Program (BYHP);
- community up-skilling and training; and
- mentoring.

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 is currently mentoring a Murdoch University nursing student, who was an inaugural member of the DCKP.

The pro bono amount of hours contributed to this work was approximately 125.

The value placed on the hourly rate of this work is $67. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level C pay rate). The value of pro bono services delivered by Dr Nilson was $8375.

**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 postgraduate and undergraduate law students, as well as pro bono volunteers.

It is estimated that the amount of time contributed to these pro bono services, during the reporting period, was 120 hours. The value placed on the hourly rate of this work is $484. This figure is derived from the Legal Profession (Solicitor’s Costs) Report 2017. It should be noted that the figure provided in the 2017 report is the same as the figure provided in the 2015 report. The figure from the 2015 report was quoted in the 2016 RAP Impact Measurement 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 was $67,760.

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

Professor Ian Robertson from the College of Veterinary Medicine in the School of Veterinary 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, Pilbara, Gascoyne and Eastern Goldfield regions.

Activities undertaken during the reporting period, as part of this program included:
- the delivery of 2 x two day training courses for Aboriginal environmental health workers in Warburton and Derby;
- two week trip to de-sex 106 dogs 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;
- three day trip to de-sex 18 dogs and treat 40 dogs for intestinal parasites in the community of Burrungurrarah (Gascoyne) by two vets, one vet assistant and six final year veterinary students; and
- three day trip to de-sex 56 dogs in Warburton by two vets, one vet assistance and six final year veterinary students.

The value placed on the hourly rate of this work is as follows:
- Veterinarians is $77. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level D pay rate).
• Veterinary Assistants is $30. This figure is derived from the Murdoch University Enterprise Agreement 2014, Professional Staff (2016 Level 4 pay rate).
• Veterinary students is $30. This figure is derived from the Murdoch University Enterprise Agreement 2014, Professional Staff (2016 Level 4 pay rate).

The estimated amount of pro bono hours contributed to this program was approximately 1775, with the value of the pro bono services estimated at approximately $72 520.

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 Veterinary and Life Sciences (College of Veterinary Medicine).

<table>
<thead>
<tr>
<th></th>
<th>Hours</th>
<th>Value ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veterinarians</td>
<td>410</td>
<td>31 570</td>
</tr>
<tr>
<td>Veterinary Assistants</td>
<td>195</td>
<td>5850</td>
</tr>
<tr>
<td>Veterinary Students</td>
<td>1170</td>
<td>35 100</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1775</strong></td>
<td><strong>72 520</strong></td>
</tr>
</tbody>
</table>

**PROVOST**

The Provost, Professor Andrew Taggart, continued his role 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, during the reporting period, was 20 hours. The value placed on the hourly rate of this work is $90. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 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 was $1800.

**Front Cover Photo Reference**

1. Professor Fiona Stanley AC, Professor Rhonda Marriott and Professor Eeva Leinonen, Murdoch University Vice Chancellor at the Aboriginal Health Research Forum.

2. Dr Richard Walley OAM, artist Ms Biance Wilder and Mr Braden Hill at the National Reconciliation Week event.

3. Ms Jade Maddox and others at the Living Library event.
# Scholarships

To find out more information about all available scholarships and how to apply, please visit the Scholarships web page our.murdoch.edu.au/Student-life/Finances

## Murdoch Scholarships

<table>
<thead>
<tr>
<th>Scholarship Title</th>
<th>Eligibility Criteria</th>
<th>Course</th>
<th>Total Value</th>
</tr>
</thead>
</table>
| Kulbardi Health Accommodation Assistance Scholarship | - Be an Australian citizen;  
- Be an Aboriginal and/or Torres Strait Islander;  
- Studying in a related course;  
- Be intending to, or currently enrolled, in an MPhil, RMT, LLM or Med at Murdoch University. | Masters by Research Only in an MPhil, RMT, LLM or Med at Murdoch University. | Up to $5,000     |
| Kulbardi Health Childcare Support Scheme       | - Be an Australian citizen;  
- Be an Aboriginal and/or Torres Strait Islander;  
- Studying in a related course;  
- Be intending to, or currently enrolled, in an MPhil, RMT, LLM or Med at Murdoch University. | Murdoch University PhD  
See Australian Postgraduate Award (APG)                       | Up to $3,000     |
| Kulbardi Masters                               | - Be an Aboriginal and/or Torres Strait Islander;  
- Be intending to, or currently enrolled, in an MPhil, RMT, LLM or Med at Murdoch University. | Any undergraduate degree | $36,288         |
| Kulbardi Fellowship (PhD)                      | - Be an Aboriginal and/or Torres Strait Islander;  
- Be intending to, or currently enrolled in a PhD at Murdoch;  
- Full requirements for PhD entry. | Murdoch University PhD  
See Australian Postgraduate Award (APG)                       | $3,000          |
| Murdoch Senate                                 | - Currently enrolled in a Murdoch Undergraduate course;  
- Be intending to enrol, or be enrolled full-time in an undergraduate degree at any one of Murdoch University's campuses;  
- Be experiencing circumstances of personal or financial hardship. | Any undergraduate degree | Fee waiver       |
| Kulbardi Pre-Law                              | - Be an Aboriginal and/or Torres Strait Islander;  
- Be an Australian citizen or permanent resident;  
- Can demonstrate prior interest or experience in Law or Legal Studies;  
- Be an Aboriginal citizen or permanent resident; | School of Law (Pre-Law)  
See Australian Postgraduate Award (APG)                       | $24,000         |
| Newmont Boddington Gold                        | - Be an Aboriginal and/or Torres Strait Islander;  
- Be of Aboriginal descent;  
- Be intending to enrol, or be enrolled full-time in an undergraduate degree at any one of Murdoch University's campuses; | Any undergraduate degree | $6,000          |
| NTEL/L                                        | - Be an Aboriginal and/or Torres Strait Islander;  
- Fall into at least one of the student categories below;  
- Demonstrate a history of community engagement;  
- Maintain continued enrolment as a full-time student in the course. | Health Professions (undergraduate Nursing) | $3,000          |
| City of Mandurah Indigenous                    | - Be an Aboriginal and/or Torres Strait Islander;  
- Be enrolled full-time in an Undergraduate course at Murdoch University;  
- Current resident of the City of Mandurah;  
- Be experiencing circumstances of personal or financial hardship. | Health Professions (undergraduate Nursing) | $3,000          |
## KULBARDI SUCCESS SCHOLARSHIPS

Please note: Eligibility outlined in application forms

<table>
<thead>
<tr>
<th>SCHOLARSHIP TITLE</th>
<th>BE ENROLLED IN</th>
<th>TOTAL VALUE EACH SEMESTER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kulbardi Education Scholarship</td>
<td>Commencing Bachelor or Postgraduate Degree</td>
<td>Up to $1,500</td>
</tr>
<tr>
<td>Kulbardi Accommodation Scholarship</td>
<td>Commencing Bachelor or Postgraduate Degree</td>
<td>Up to $1,500</td>
</tr>
<tr>
<td>Kulbardi Childcare Scholarship</td>
<td>Commencing Bachelor or Postgraduate Degree</td>
<td>Up to $1,500</td>
</tr>
<tr>
<td>KitTrack Education Scholarship</td>
<td>Commencing KitTrack Enabling Course</td>
<td>Up to $1,200</td>
</tr>
<tr>
<td>Kulbardi Laptop Scheme</td>
<td>Commencing Bachelor or Postgraduate Degree</td>
<td>Up to $1,000</td>
</tr>
</tbody>
</table>

### PRIVATE SCHOLARSHIPS

<table>
<thead>
<tr>
<th>SCHOLARSHIP TITLE</th>
<th>INFORMATION</th>
<th>FACULTY OR COURSE</th>
<th>LINK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evelina Rosina Henty Scholarship</td>
<td>The scholarships are open to any Australian Aboriginal or Torres Strait Islander person who either is: • qualified, or • expects to qualify before the beginning of the next academic year for admission to a university award course or bridging course.</td>
<td>Open to all</td>
<td><a href="http://www.scholarships.uwa.edu.au/search?ic_view=1&amp;lid=121&amp;sid=1&amp;page=18">www.scholarships.uwa.edu.au/search?ic_view=1&amp;lid=121&amp;sid=1&amp;page=18</a></td>
</tr>
<tr>
<td>Indigenous Health Scholarships</td>
<td>Must be an Aboriginal and/or Torres Strait Islander, must be enrolled or intending to enrol in an entry level or graduate entry level health related courses, and be intending to study in the academic year that the scholarship is offered.</td>
<td>Health Professions</td>
<td><a href="http://www.acu.edu.au/indigenous-health">www.acu.edu.au/indigenous-health</a></td>
</tr>
<tr>
<td>WA Mining Club</td>
<td>Each year’s scholarship recipients will be chosen based on the applicant’s academic and/or work record, personal circumstances, commitment to their chosen careers, and potential to achieve a leadership position in the industry.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### POSTGRADUATE

<table>
<thead>
<tr>
<th>SCHOLARSHIP TITLE</th>
<th>INFORMATION</th>
<th>FACULTY OR COURSE</th>
<th>LINK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australian Indigenous Scholarship (Heart Foundation)</td>
<td>These scholarships are designed to encourage and support Aboriginal and Torres Strait Islander peoples to undertake a PhD or masters by research in cardiovascular research. Applicants need not be members of the APS but must be able to demonstrate their Aboriginal and/or Torres Strait Islander heritage by confirmation in writing by the Chairperson of an Aboriginal or Torres Strait Islander incorporated organisation; Applicants must provide evidence of their ‘necessitous financial circumstances’; Applicants must also be able to provide proof of acceptance or enrolment into an APAC-accredited postgraduate coursework degree in 2017.</td>
<td>Health Professions (Health Sciences)</td>
<td><a href="http://heartfoundation.org.au/research/apply-for-funding/australian-indigenous-scholarships">http://heartfoundation.org.au/research/apply-for-funding/australian-indigenous-scholarships</a></td>
</tr>
</tbody>
</table>

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The Kulbardi Aboriginal Centre
Murdoch University
90 South Street, Murdoch WA, 6150
Phone: (08) 9360 2128
Email: Kulbardi@murdoch.edu.au
Opening hours: 8.30am - 4.30pm

www.facebook.com/kulbardiaboriginalcentre or visit our website kulbardi.murdoch.edu.au

Disclaimer:
The information contained in this publication was correct at January 2017 but is subject to amendment without notice. The University reserves the right to cancel, without notice, any units or courses if the number of students enrolled in these units falls below limits set by the University.

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