



Reflect Reconciliation Action Plan

November 2024 – October 2025



St Andrew's College
ESTABLISHED 1867

St Andrew's College Acknowledgement of Country

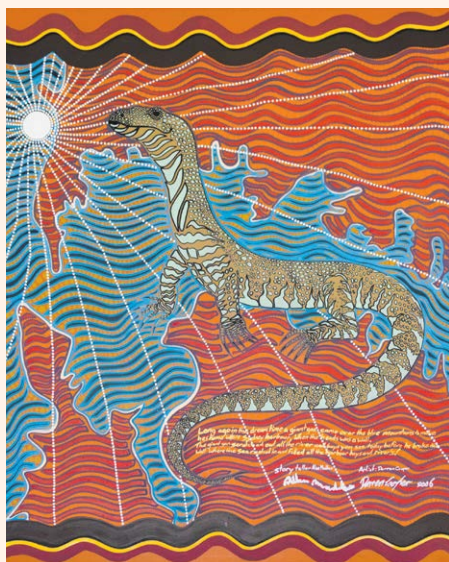
St Andrew's College acknowledges the traditional custodians of the land on which our campus stands – the Gadigal people of the Eora Nation.

We pay our respects to the Elders past and present, who have cared for Country for countless generations and will continue to until the end of time.

We value the memories, traditions, cultures, and hopes of Aboriginal and Torres Strait Islander peoples, and celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the land, sea, and sky.

In the spirit of Reconciliation, St Andrew's College is committed to learning from and working alongside members of First Nations communities.

About the Artwork



The painting of a goanna is by Allen Madden, storyteller and Gadigal Elder, and the artist Darren Cooper.

It was commissioned by St Andrew's College and currently hangs in the Principal's office.

The text reads: "Long ago in the dream time a giant gan came over the blue mountains to make his home where Sydney harbour, when the heads was a wall. The giant gan scratched out all the river and bays you see today before he broke the wall where the sea rushed in and filled all the harbour bays and rivers!"

About the artists

Allen Madden is a Gadigal man from the Eora nation, born in Redfern, New South Wales in 1949. He attended Redfern Public School.

Uncle Allen has been on the Board of Sydney Foreshore Authority, SBS, and Central Coast Aboriginal Heritage along with various other organisations. At present he is a Board member of the Metropolitan Local Aboriginal Local Council.

Darren Cooper is a Wiradjuri man currently living in West Wyalong, New South Wales.

Darren opened his Redfern Art Studio in 2003 and in 2006 his artistic contributions and involvement within the Redfern communities was acknowledged by the Koori Mail and the National newspapers.

Statement from CEO of Reconciliation Australia



Inaugural Reflect RAP

Reconciliation Australia welcomes St Andrew's College to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

St Andrew's College joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables St Andrew's College to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations St Andrew's College, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer
Reconciliation Australia

A message from the Vice Principal



It is a privilege to present St Andrew's College's inaugural Reconciliation Action Plan (RAP), which marks the Reflect stage of our commitment to reconciliation with the First Nations peoples of Australia.

The journey of reconciliation at St Andrew's College is one we undertake with pride and dedication. This RAP stands as a testament to our dedication to diversity, equity, inclusion and belonging, and it embodies our resolve to foster unity between non-Indigenous and First Nations peoples.

Our College sits upon the land of the Gadigal people of the Eora Nation. We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners of this land, recognising their profound connection to Country and the critical importance of Truth Telling.

St Andrew's College is committed to promoting equity in addressing the injustices experienced by First Nations peoples since colonisation. Our efforts are grounded in a desire to support and uplift First Nations students, staff, and community members through meaningful actions and engagements.

Since our founding in 1867, St Andrew's College has transitioned from a very different era in education to a contemporary institution that recognises the transformative power of education. We believe that access to higher education can serve as a great equaliser, and we are committed to expanding this opportunity to students from a range of diverse backgrounds, and providing an environment that is respectful and inclusive for all.

Our vision for reconciliation is one of collaboration. We actively listen to and learn from Aboriginal and Torres Strait Islander peoples to build mutually respectful relationships and foster a culturally welcoming community for everyone.

Through this RAP, we commit to ongoing reflection, action, and growth. It is our shared responsibility to ensure that St Andrew's College is a place where all voices are heard, respected, and valued. Together, we can pave the way for a future that honours our shared history and embraces a united path forward.

Ian Smith
Vice Principal
St Andrew's College



Our business

St Andrew's College is a co-educational residential institution located within the grounds of the University of Sydney, on Gadigal land.

The College is dedicated to fostering a vibrant community and providing diverse social opportunities as integral components of our College philosophy. Our unwavering commitment extends to the cultivation of student leadership, recognising the impact of empowering individuals to lead with purpose and integrity.

In our pursuit of academic excellence and personal development, St Andrew's College has created an environment that not only supports but also celebrates inclusiveness, diversity and respectful relationships among peers.

Our collegiate experience is designed to be outstanding, providing university students with a nurturing backdrop for both academic accomplishments and personal growth.

The St Andrew's community comprises around 400 students, from various corners of Australia and around the globe. Among these, 16 students proudly identify as Aboriginal or Torres Strait Islander peoples, constituting a meaningful 5% of our student population. Complementing this vibrant student body, our dedicated team of 50 staff members plays a pivotal role in shaping the St Andrew's experience. Notably, 3 of our staff members identify as First Nations peoples, including fulfilling an Indigenous Support Officer role, reinforcing our commitment to cultural diversity and inclusivity.

Our RAP

St Andrew's College is dedicated to reconciliation with First Nations peoples, recognising and valuing their histories and cultures.

Our RAP sets forth our leadership journey within the College and its wider community, fostering a deep respect and understanding. We promote equal opportunities for First Nations peoples to access higher education, thereby closing the educational gap and creating a workplace that prioritises cultural understanding and equity.

As a residential college for young adults, our commitment to reconciliation is integral to our community's collective journey. Positioned as a leader in our field, St Andrew's College has several goals to make a meaningful impact on the lives of First Nations peoples we connect with:

Positive Impact: Achieve lasting, positive change in the lives of Aboriginal and Torres Strait Islander peoples both within and beyond our community.

Opportunities: Develop pathways for First Nations students to attend their preferred university and benefit from the distinctive collegiate experience at St Andrew's.

Education: Promote awareness and understanding of the rich histories and cultures of First Nations peoples among all students and staff.

Cultural Environment: Cultivate a continuous, culturally safe, and supportive environment for Aboriginal and Torres Strait Islander students and staff.

The Reconciliation Working Group (RWG) established at St Andrew's College meets regularly throughout the year. The RWG comprises both students and staff, including First Nations and non-Indigenous peoples and is supported by the Senior Executive team and our RAP Champion, Vice Principal Ian Smith.

Our vision will be actualised through the unified efforts of our Council, Senior Executive Staff, Student Leaders, and a dedicated student-led First Nations Sub-Committee of the Students' Club. St Andrew's College is committed to achieving our deliverables over the next 12 months and remains dedicated to this journey across all its stages.



Our partnerships/ current activities

Our College is actively engaged in supporting First Nations students through various connections and events, reinforcing our commitment to recognising and assisting them in their academic and personal growth.

First Nations Students

At St Andrew's College, First Nations students are integral to our community and are invited to join the College's Reconciliation Working Group (RWG). We are proud to have several First Nations students and staff actively participating in this group. In 2024, the RWG introduced a new role of Indigenous Support Officer, and Students' Club established a First Nations Sub-Committee.

Indigenous Support Officer

The Indigenous Support Officer plays a crucial role in assisting First Nations students throughout their educational journey. They provide essential advice and information, ensuring that students can commence, continue, and complete their studies successfully. This role is pivotal in maintaining the wellbeing of First Nations students at St Andrew's College. This role assists prospective students in completing their College applications, financial assistance applications, interview processes, Government support and University-wide scholarship applications, early arrival moving in process and welcome induction program. Additionally, this staff member maintains contact with First Nations students throughout their College journey, connects them with universities' support services and resources, and provides culturally sensitive support to students from First Nations backgrounds.

First Nations Sub-Committee

The student-run First Nations Sub-Committee, led by a First Nations student, is open to all students. Its primary goal is to share knowledge about First Nations peoples and cultures, fostering meaningful relationships within the St Andrew's College community and beyond. The sub-committee organises various initiatives throughout the year, promoting and empowering the voices of First Nations students and offers development opportunities for growth to First Nations students.

Outreach programs

To facilitate better access to education for all First Nations students, St Andrew's College has developed strong affiliations with key organisations such as the Australian Indigenous Education Foundation (AIEF), Yalari, and the GO Foundation. These partnerships build awareness and promote access to higher education opportunities. In 2024, we offered approximately \$60,000 in dedicated financial support via First Nations Students Scholarships.

Our College also collaborates with Sydney's universities' Indigenous student support centres, including the Gadigal Centre (University of Sydney), Nura Gili (University of NSW), and Jumbunna (University of Technology Sydney). These connections ensure that our students have access to and benefit from essential services that help them achieve their full academic potential.

Cultural Awareness & Support

To create a culturally safe and responsive environment, St Andrew's College works with Aboriginal cultural education organisation, Mirri Mirri to deliver programs at the beginning of each year. These programs enhance cultural awareness among our students and staff.

The dedicated student leadership position of Pastoral Care Leader (PCL) is vital in promoting a positive College culture and supporting student wellbeing. The First Nations Sub-Committee secretary, also a PCL, provides peer support to First Nations students, understanding their unique needs during their university years.



Creation of a First Nations Garden

In 2024, St Andrew's College worked with First Nations Artist-in-Residence, Lua Pellegrini, and Indigenous-led social enterprise organisation, Wildflower to design and create a First Nations Garden. This initiative is a significant step in the College's journey towards reconciliation. The First Nations Garden is an interactive space where students can socialise and study, surrounded by traditional native plants that have been reintroduced to recreate the original habitat and attract native animals, insects and birds. Additionally, the garden serves as a learning centre, offering students the opportunity to learn about Indigenous edible plants and the ecological roles of various native species. The First Nations Garden embodies our commitment to inclusivity, providing a welcoming space for all to connect with Country at St Andrew's College.

Respecting First Nations Cultures

St Andrew's College demonstrates its respect for First Nations peoples through several practices:

- An Acknowledgment of Country is made at significant gatherings and events
- A Smoking Ceremony is held at the beginning of each semester
- Significant dates are recognised, including the International Day for the Elimination of Racial Discrimination, National Reconciliation Week, and NAIDOC Week.

Through these initiatives and partnerships, St Andrew's College remains committed to supporting First Nations students and celebrating their cultures, ensuring a respectful and inclusive community for all.



Relationships

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	August 2025	Operations Director
	<ul style="list-style-type: none"> Research best practices and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	August 2025	Vice Principal
	<ul style="list-style-type: none"> Continue established connections with Gadigal Centre, Jumbanna and Nura Gilli visits. 	August 2025	Indigenous Support Officer
	<ul style="list-style-type: none"> Attend Go Foundation, Yalari and AIEF events. 	August 2025	Vice Principal and Indigenous Support Officer
Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Work with the College's student-led First Nations Sub-Committee to acknowledge key dates on the First Nations Calendar that fall within the academic semesters. 	March 2025	RWG Chair and Student Life Director
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2025	RWG Chair
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May – 3 June 2025	RWG Chair, Student Life Director and Student First Nations Sub-Committee
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May – 3 June 2025	Vice Principal and RWG Chair
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	November 2024	Vice Principal
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	August 2025	Operations Director and Student Life Director
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	August 2025	RWG Chair and Business Director
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	August 2025	Business Director
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	August 2025	Business Director



Respect

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2025	Business Director
	• Conduct a review of cultural learning needs within our organisation.	June 2025	Business Director and Student Life Director
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	February 2025	RWG Chair
	• Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2025	RWG Chair and Student First Nations Sub-Committee
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2025	RWG Chair
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	RWG Chair
	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2025	RWG Chair



Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	August 2025	Business Director
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2025	Business Director
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	August 2025	Operations Director and Business Director
	• Investigate Supply Nation membership.	August 2025	Operations Director and Business Director
Investigate opportunities with existing Aboriginal cultural education organisation partnerships and Narragunnawali to staff.	• Promote to staff professional learning opportunities with existing Aboriginal cultural education organisation and/or sign to the Narragunnawali platform to support cultural safety within St Andrew's College.	February 2025	RWG Chair and Business Director



Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Draft a Terms of Reference for the RWG.	December 2024	RWG Chair and Vice Principal
	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	March 2025	RWG Chair
Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	November 2024	RWG Chair
	• Engage senior leaders in the delivery of RAP commitments.	March 2025	Vice Principal
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	February 2025	RWG Chair
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	RWG Chair
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	RWG Chair
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Vice Principal and RWG Chair
Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	August 2025	RWG Chair



RECONCILIATION
ACTION PLAN

REFLECT

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St Andrew's College
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