

# National Centre for Reconciliation, Truth, and Justice



Annual Report - 2023

## **Acknowledgement of Country**

The National Centre for Reconciliation, Truth, and Justice acknowledges the Traditional Owners of the lands on which we work and live, and pay our respects to their Elders past, present and emerging. We also acknowledge the continuing and unceded sovereignty of all Aboriginal and Torres Strait Islander Nations.

## **Our Vision**

Lead national and regional transformational changes in reconciliation, truth, and justice.

## **About Us**

The National Centre for Reconciliation, Truth, and Justice leads regional and national understandings and engagements regarding reconciliation, truth, and justice, across industry, academic and community settings. This work is conducted through a rich program of education, engagement, outreach, advocacy, and research activities.

The National Centre for Reconciliation, Truth, and Justice is situated in the portfolio of the Associate Deputy Vice-Chancellor Reconciliation, Professor Andrew Gunstone. The other key area in Professor Gunstone's portfolio is the institution-wide responsibility for all reconciliation and Reconciliation Action Plan (RAP) matters. See: [www.federation.edu.au/reconciliation](http://www.federation.edu.au/reconciliation)

## **Advisory Board**

Emma Garlett, Director, Garlett Group  
Commissioner Sue-Anne Hunter, Deputy Chair, Yoorrook Justice Commission  
Dr Jackie Huggins AM FAHA, Author, Historian, Academic, and Advocate  
Professor Barry Judd, Deputy Vice-Chancellor Indigenous, The University of Melbourne  
Peter Morris, General Manager RAP Program, Reconciliation Australia

## **Staff**

Professor Andrew Gunstone, Associate Deputy Vice-Chancellor Reconciliation  
Professor Bindi Bennett, Aboriginal and Torres Strait Islander Professorial Research Fellow  
Professor Dennis Foley, Aboriginal and Torres Strait Islander Professorial Research Fellow  
Professor Emma Gavin, Professor Indigenous Truth-Telling Research (from February 2024)  
Professor Emma Lee, Aboriginal and Torres Strait Islander Professorial Research Fellow  
Jesse Fleay, Research Associate (started November 2023)  
Sara Jubran, Project and Administrative Officer (started September 2023)

## **Adjuncts**

Alan Carter, Maria Dimopoulos AM, Associate Professor Sadie Heckenberg, Dr Harpreet Singh Kandra, Shankar Kasynathan, Dr Jessica Mackelprang, Uncle Jim Morrison, Jody Nunn, Dr Donna Odegaard AM, Professor Lester-Irabinna Rigney AM, Robyn Smith-Walley.

## Message from the Associate Deputy Vice-Chancellor

It has been a very eventful first ten months for the National Centre for Reconciliation, Truth, and Justice.

In February 2023, I established the National Centre for Reconciliation, Truth, and Justice to be a national and regional leader on understandings and engagements concerning reconciliation, truth, and justice. This work engages with community, academic, and industry, through a program of research, education, outreach, engagement, and advocacy activities.

Also in February 2023, I organised for Federation University to officially endorse the Uluru Statement from the Heart, with its three key components of Voice, Treaty, and Truth, and to officially support the then upcoming 2023 Commonwealth Referendum to enshrine a First Nations Voice to Parliament in the Australian Constitution.

In early 2023, I was delighted to appoint three internationally renowned experts to the National Centre for Reconciliation, Truth, and Justice as Aboriginal and Torres Strait Islander Professorial Research Fellows – Professor Bindi Bennett, Professor Dennis Foley, and Professor Emma Lee. They were the first Indigenous professorial appointments at Federation.

In 2023, Professors Bennett, Foley, and Lee received much recognition for their outstanding work. Professor Bennett was appointed to the Australian Research Council College of Experts. Professor Lee was the first Indigenous woman globally to receive a Pew Fellowship. Professor Foley was appointed Adjunct Professor and presented keynotes at Latrobe University.

The National Centre for Reconciliation, Truth, and Justice was officially launched in March 2023 in Ballarat. The launch was hosted by the Vice-Chancellor and President, Professor Duncan Bentley, and myself. The highlight of the launch was a panel – Senator Pat Dodson, Dr Jackie Huggins AM FAHA, and I – that discussed a number of key reconciliation matters.

In May 2023, Professor Bennett organised our 'In Search of Indigenous Knowledges' Symposium. This was open to university and wider networks and enabled Indigenous scholars to share, grow, and support their community, and non-Indigenous academics to engage with Indigenous Knowledges. Professor Bennett is editing a book from the event.

We established the Federation University Annual Reconciliation Lecture and hosted the inaugural event on 13 July at Federation Square. The Lecture is designed to educate the wider community on a range of reconciliation matters. The inaugural Lecture was delivered by Noel Pearson, one of the key architects of the Uluru Statement from the Heart.



National Centre team meeting with the Vice-Chancellor, 6 February 2023. From left to right: Professor Dennis Foley, Professor Bindi Bennett, Professor Duncan Bentley (Vice-Chancellor and President, Federation University), Professor Andrew Gunstone.



First Advisory Board meeting, 15 March 2023. Front row, from left to right: Professor Barry Judd, Dr Jackie Huggins AM FAHA, Commissioner Sue-Anne Hunter, Emma Garlett. Back row, from left to right: Senator Patrick Dodson (special guest), Peter Morris, Kristin Dennis, Professor Bindi Bennett, Professor Emma Lee, Professor Andrew Gunstone.

Throughout the year, we organised ten major public events to educate the university and wider communities about the importance of a First Nations Voice. These were held across our Ballarat, Berwick, Brisbane, Churchill, and Horsham campuses, and attracted over 500 people. We also held three staff forums on a First Nations Voice to over 200 staff.

In addition to these events, we also educated the university and wider communities about a First Nations Voice by creating a comprehensive Voice Resources website, which included extensive university and externally created resources, producing a special issue of the *Journal of Australian Indigenous Issues*, and developing social media and promotional campaigns.

In late 2023, I was excited to appoint two more internationally renowned Indigenous academics to the team. Jesse Fleay commenced in November 2023 as Research Associate. Professor Emma Gavin will commence in February 2024 as Professor Indigenous Truth-Telling Research. I was also delighted to appoint Sara Jubran as Project and Administrative Officer.

Over 2023, we have been highly successful in obtaining research funding from a range of sources, including ARC, AIATSIS, philanthropic, and government, with our grants totalling over \$10.4M. We brought in over 25% of all university research income for 2023. Details of our grants, along with our publications, and other key outcomes, are listed in the Appendix.

I would like to gratefully acknowledge and thank the extraordinary work and commitment from our staff, Advisory Board members, adjuncts, and partners, that has enabled the National Centre for Reconciliation, Truth, and Justice to have had such a successful and impactful inaugural year. I am truly grateful to be part of such a wonderful and inspiring team.

We are looking forward to a very exciting 2024.

Professor Andrew Gunstone  
Associate Deputy Vice-Chancellor Reconciliation



Professor Emma Gavin will join the National Centre for Reconciliation, Truth, and Justice as Professor Indigenous Truth-Telling Research in February 2024.



Jesse Fleay joined the National Centre for Reconciliation, Truth, and Justice as Research Associate in November 2023.



Sara Jubran joined the National Centre for Reconciliation, Truth, and Justice as Project and Administrative Officer in September 2023.

## Launch of the National Centre for Reconciliation, Truth, and Justice

On 15 March 2023, the National Centre for Reconciliation, Truth, and Justice was launched at the university's SMB campus in Ballarat. Hosted by the Vice-Chancellor and President Professor Duncan Bentley and the Associate Deputy Vice-Chancellor Reconciliation Professor Andrew Gunstone, the launch was attended by 120 people from the university and wider communities. The event was also livestreamed online and to satellite launches at the university's Berwick and Gippsland campuses, which were attended by a further 100 people.

The highlight of the launch was an engaging panel discussion on a range of reconciliation matters. The panellists were: Senator Patrick Dodson, Chair of the Joint Standing Committee on Aboriginal and Torres Strait Islander Affairs and the 'Father of Reconciliation'; Dr Jackie Huggins AM FAHA, member of the Federal Government's Referendum Working and Engagement

Groups, and the National Centre for Reconciliation, Truth, and Justice Advisory Board; and Associate Deputy Vice-Chancellor Reconciliation, Professor Andrew Gunstone.

Other highlights of the launch were: a beautiful Welcome to Country from Wadawurrung woman Shannen Meenan, who works at the Wadawurrung Traditional Owners Aboriginal Corporation; the presentation of beautiful shields made by Taungurung artist and Federation University alumnus Mick Harding to Senator Dodson and Dr Huggins AM; and an amazing cultural performance by artist Zane Pfifer.



Launch of the National Centre for Reconciliation, Truth, and Justice, 15 March 2023. From left to right: Professor Duncan Bentley, Dr Jackie Huggins AM FAHA, Senator Patrick Dodson, Professor Andrew Gunstone.

## 'In Search of Indigenous Knowledges' Symposium

On 18 and 19 May 2023, Professor Bennett organised the National Centre for Reconciliation, Truth, and Justice's inaugural research event – 'In Search of Indigenous Knowledges' Symposium.

This conference was open to university and wider networks and enabled Indigenous scholars to share, grow, and support their academic community, and non-Indigenous academics to start to engage with Indigenous Knowledges.

Across the two days, seventeen leading Indigenous academics from throughout Australia and the world spoke about a wide range of critical Indigenous Knowledges matters, including Indigenous methodologies, data analysis, and standpoint theory.

The university's Vice-Chancellor and President, Professor Duncan Bentley, delivered an important message in his welcome address to the symposium that it is the responsibility of non-Indigenous peoples to increase their cultural responsiveness in this critical space.

Professor Bennett is also editing a book that will be developed from the symposium, featuring many of the symposium participants.



Some of the participants at the 'In Search of Indigenous Knowledges' Symposium. From left to right: Dr Kylie Day, Dr Kelly Menzel, Pep Phelan, Professor Bindi Bennett, Professor Andrew Gunstone, Professor Dennis Foley, Dr Alan Fricker, Dr Rose Barowcliffe.

## Annual Federation University Reconciliation Lecture

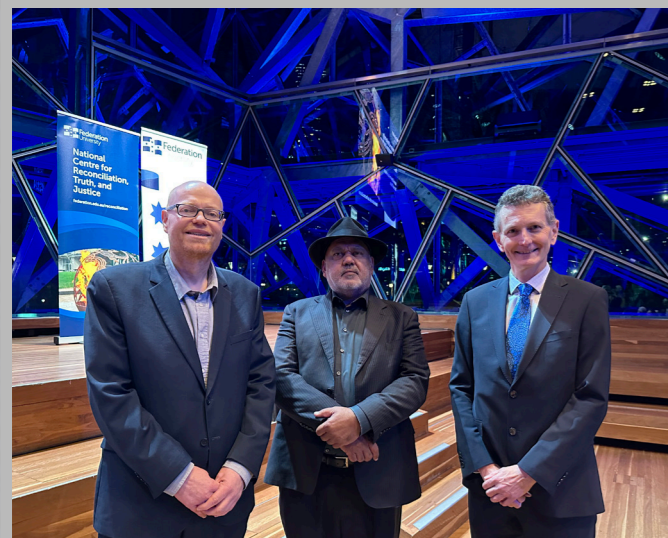
In early 2023, Professor Gunstone created the Federation University Annual Reconciliation Lecture to educate the wider community on a range of reconciliation matters. The National Centre for Reconciliation, Truth, and Justice organised and hosted the inaugural lecture on 13 July at The Edge in Federation Square. The lecture was delivered by Noel Pearson, one of the key architects of the Uluru Statement from the Heart.

Over 1000 people from across the university and wider community attended the lecture, either in-person or online.

The attendees were absolutely privileged to hear an extraordinary oration from Noel Pearson

on the critical importance of the Uluru Statement from the Heart, a First Nations Voice to Parliament enshrined in the Constitution, and genuine engagement with reconciliation, truth, justice, and education.

Other highlights of the inaugural Federation University Annual Reconciliation Lecture were: a generous Welcome to Country from Wurundjeri man Daniel Ross, the presentation of a beautiful shield made by Taungurung artist and Federation University alumnus Mick Harding to Noel Pearson, the information stalls from Reconciliation Victoria and Yes23, and the significant national and regional media engagements with the lecture.



Professor Andrew Gunstone, Noel Pearson, and Professor Duncan Bentley at the Federation University Annual Reconciliation Lecture.



Some of the National Centre for Reconciliation, Truth, and Justice staff and Advisory Board members at the Federation University Annual Reconciliation Lecture. From left to right: Professor Emma Lee, Professor Andrew Gunstone, Commissioner Sue-Anne Hunter, Dr Jackie Huggins AM FAHA, Emma Garrett, Professor Barry Judd, Professor Bindi Bennett.



Noel Pearson delivering the inaugural Federation University Annual Reconciliation Lecture.

## Roads to Reconciliation: Activating Multicultural Victoria



In November 2023, the project team and community fellowship recipients were honoured to hear from Commissioner Sue-Anne Hunter, Deputy Chair Yoorrook Justice Commission on the importance of truth-telling. Standing, from left to right: Alex Suwitra, Jesse Fleay, Professor Andrew Gunstone, Maria Dimopoulos AM, Zubaidah Mohamed, Jim Shen, Lunophare Folly, Jagesh Panchal, Shankar Kasynathan. Kneeling, from left to right: Commissioner Sue-Anne Hunter, Judy Tang, Rod Ceballos.

One of our key projects is 'Roads to Reconciliation: Activating Multicultural Victoria'. This is led by former Multicultural Commissioners, now National Centre Adjunct Senior Research Fellows, Maria Dimopoulos AM and Shankar Kasynathan, with Professor Andrew Gunstone. Jesse Fleay and Sara Jubran have also recently joined the project team.

The project is funded by the Victorian Department of Families, Fairness, and Housing, and partners with Reconciliation Victoria, the Ethnic Communities Council of Victoria, and a number of individual regional and metropolitan individual local governments.

Working across 25 local government areas, the project aims to foster a deeper understanding of history, promote an anti-racism framework,

and empower multicultural communities across Victoria. As illustrated by the 2023 referendum's defeat, the need for continued efforts towards reconciliation remains critical.

Over twelve months, the project will deliver a series of four master classes with ten community fellowship recipients from across regional and metropolitan communities, and four online community conversations and ten regional and metropolitan workshops.

Feedback from multicultural participants in the project illustrates increased understandings of Indigenous rights and truth-telling. All the participants have also reported a significantly increased awareness of the profound impact of colonisation on Indigenous communities.

To follow along with this work, please follow the project on LinkedIn by searching for 'Roads to Reconciliation: Activating Multicultural Communities'.



The 'Roadmaps to Reconciliation: Activating Multicultural Victoria' project was launched on 8 August 2023. From left to right: Shankar Kasynathan, The Hon Colin Brooks, then Minister for Multicultural Affairs, Maria Dimopoulos AM, Professor Andrew Gunstone.

In May and June 2023, the National Centre for Reconciliation, Truth, and Justice organised a series of panel dialogues on a First Nations Voice to Parliament at our campuses in Ballarat, Berwick, Brisbane, Gippsland, and Horsham. Apart from Professor Gunstone, who chaired the dialogues, all the panellists were Indigenous leaders from Federation University, either staff or Advisory Board members from the National Centre for Reconciliation, Truth, and Justice, or staff from across the wider university. Over three hundred people from across the university and the wider community attended these five dialogues.



First Nations Voice Dialogue, Berwick, 1 June 2023. From left to right: Professor Andrew Gunstone, Commissioner Sue-Anne Hunter, Eva Orr (Lecturer, Social Work, Federation University), Professor Barry Judd (on screen).



First Nations Voice Dialogue, Brisbane, 31 May 2023. From left to right: Professor Andrew Gunstone, Professor Bindi Bennett, Dr Jackie Huggins AH, FAHA, Emma Garlett.



First Nations Voice Dialogue, Ballarat, 29 May 2023. From left to right: Professor Emma Lee, Professor Andrew Gunstone, Julie Sanders (Senior Consultant Indigenous Workforce, Federation University), Professor Dennis Foley.



First Nations Voice Dialogue, Gippsland, 30 May 2023. From left to right: Auntie Christine Johnson (delivered the Welcome to Country), Professor Andrew Gunstone, Dr Donna Odegaard AM (Adjunct Professor, National Centre for Reconciliation, Truth, and Justice), Nick Johnson (Team Leader, Aboriginal Education Centre, Federation University), Professor Dennis Foley.



First Nations Voice Dialogue, Horsham, 15 June 2023. From left to right: Emma Garlett, Professor Emma Lee, Professor Andrew Gunstone, Katrina Beer (Manager, Aboriginal Education Centre, Federation University).

Voice to Parliament Campus Events

In September and October 2023, the National Centre for Reconciliation, Truth, and Justice organised a series of one-on-one conversations on a First Nations Voice to Parliament at our campuses in Ballarat, Berwick, Brisbane, Gippsland, and Horsham. Professor Gunstone was joined by prominent Indigenous leaders at each of these events. Over two hundred people from across the university and the wider community attended these five events.



First Nations Voice Conversation, Gippsland, 2 October 2023. From left to right: Professor Marlene Drysdale (Adjunct Professor, Monash University), Professor Andrew Gunstone.



First Nations Voice Conversation, Brisbane, 25 September 2023. From left to right: Erin Lang (CEO Reconciliation Queensland, who co-hosted the event with the National Centre), Dr Jackie Huggins AH, FAHA, Professor Andrew Gunstone, Professor Bindi Bennett.



First Nations Voice Conversation, Horsham, 23 September 2023. From left to right: Professor Andrew Gunstone, Zerene Jaadwa (educator, artist, and actor).



First Nations Voice Conversation, Berwick, 22 September 2023. From left to right: Ian Hamm (Chair, First Nations Foundation), Professor Andrew Gunstone.



First Nations Voice Conversation, Ballarat, 4 September 2023. From left to right: Professor Andrew Gunstone, Belinda Duarte AM (CEO, Culture is Life).

# JOURNAL OF AUSTRALIAN INDIGENOUS ISSUES

## SPECIAL ISSUE:

### THE IMPORTANCE OF A FIRST NATIONS VOICE TO PARLIAMENT



VOLUME 26 NUMBERS 1-2 JUNE 2023

**Contributors:** Gabrielle Appleby, Cheryl Axleby, Joe Ball, Bindi Bennett, Abraham Bradfield, Maria Dimopoulos, Jesse J. Fleay, Dennis Foley, Bronwyn Fredericks, Emma Gavin, Andrew Gunstone, Harry Hobbs, Jackie Huggins, Fiona Jose, Barry Judd, Shankar Kasynathan, Emma Lee, Peter Morris, Shireen Morris, Jim Morrison, Amanda Nettelbeck, Noel Pearson, Julie Sanders, Anne Twomey

*The cover image of the special issue of the Journal of Australian Indigenous Issues.*

# Journal of Australian Indigenous Issues

Professor Andrew Gunstone founded the Journal of Australian Indigenous Issues in 1998 and has been the Foundation Editor over the past 25 years. In 2023, Professor Dennis Foley, a long-time member of the Editorial Board, became Co-Editor with Professor Gunstone. The Journal is published by the National Centre for Reconciliation, Truth, and Justice.

In June 2023, a special issue of the Journal was published, that focussed on the importance of enshrining a First Nations Voice to Parliament in the Constitution. Twenty-four authors contributed to this special issue, who came from a diverse range of experiences, but were united in their commitment for a constitutionally enshrined Voice.

The contributors were: Professor Gabrielle Appleby, Cheryl Axleby, Joe Ball, Professor Bindi Bennett, Dr Abraham Bradfield, Maria Dimopoulos AM, Jesse J. Fleay, Professor Dennis Foley, Professor Bronwyn Fredericks, Professor Emma Gavin, Professor Andrew Gunstone, Associate Professor Harry Hobbs, Dr Jackie Huggins AM, Fiona Jose, Professor Barry Judd, Shankar Kasynathan, Professor Emma Lee, Peter Morris, Dr Shireen Morris, Uncle Jim Morrison, Professor Amanda Nettelbeck, Noel Pearson, Julie Sanders, and Professor Anne Twomey AO.



*The special issue was launched on 14 September 2023 by Professor Barry Judd. The launch was co-hosted by the National Centre for Reconciliation, Truth, and Justice and Reconciliation Victoria. From left to right: Nicole Findlay (CEO Reconciliation Victoria), Professor Barry Judd, Professor Andrew Gunstone.*

## Reconciliation Roadshow

In August 2023, Reconciliation Australia and Federation University (through the National Centre for Reconciliation, Truth, and Justice) co-hosted the Gippsland Reconciliation Roadshow at the Morwell Innovation Centre.

This roadshow was the first of nine held across Australia during August and September, and just one of two regional events, in a significant national initiative to bring together RAP organisations working to advance reconciliation.

These metropolitan and regional, place-based, events were a departure from previous years where Reconciliation Australia has organised annual national RAP conferences. Professor Gunstone envisaged the idea of a National RAP Conference in 2017, while at a previous university, and co-organised the inaugural conference with Reconciliation Australia in 2018.



Professor Andrew Gunstone and Professor Emma Lee at the Gippsland Reconciliation Roadshow at the Morwell Innovation Centre.

Over 40 people from many Gippsland RAP organisations engaged with a broad program: a panel on RAPs, with Daniel Miller, CEO Gunaikurnai Land and Waters Aboriginal Corporation and Professor Gunstone; a panel on the Voice, with Professor Lee and Professor Gunstone; and group discussions on walking together, advancing opportunities, and effective allyship.

It was wonderful to hear the commitments from the participants to develop and implement meaningful and impactful RAPs, to embed reconciliation across their workplaces and spheres of influence, and to educate themselves and others on the importance of a First Nations Voice to Parliament.

## Engagements

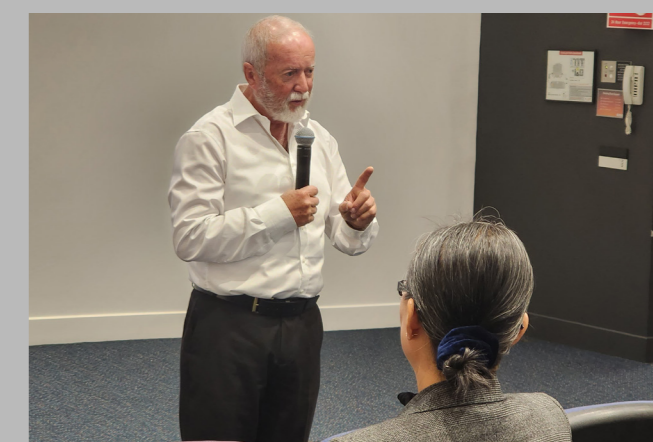
The National Centre for Reconciliation, Truth, and Justice has undertaken significant community, academic, and industry engagements during 2023. Here are several examples.



Professor Bindi Bennett and her Manna Institute colleague, Associate Professor Sarah Wayland, University of New England, at the WATTLE (Women Attaining Leadership) Academic Program in Melbourne in November 2023.



Professor Andrew Gunstone speaking at a Voice event in Swan Hill in October 2023. In addition to speaking at 16 university Voice events, he also spoke at over 30 external Voice events throughout Australia during the four months leading up to the Referendum.



Professor Dennis Foley presenting a Professorial Keynote Address ('Indigenous Standpoint Theory Revisited - Application Within a School of Business Research') to the Latrobe University Business School in September 2023 on his appointment as an Adjunct Professor.



Professor Emma Lee with her AIATSIS project research partner Associate Professor Jennifer Evans, University of Tasmania, at a project event in 2023. © Luggarra Pty Ltd.



In December 2023, Jesse Fleay presented at the World Peace Day event organised by Amnesty WA. He is pictured here with Greg McIntyre SC, who represented Eddie Mabo in the 1992 Mabo case.



## Appendix: Staff Research Outputs

### Research Grants

- Bennett, B.** 2023. 'Utilising Simulation to Develop Culturally Responsive Social Workers'. Australian Research Council Indigenous Discovery Project. \$751,596.
- Gunstone, A.** 2023. 'Reconciliation and Truth-telling Program'. BHP. \$990,000.
- Dimopoulos, M. Kasynathan, S. and **Gunstone, A.** 2023. 'Roads to Reconciliation: Activating Multicultural Victoria'. Victorian Department of Families, Fairness, and Housing. \$495,000.
- Heckenberg, S., Heckenberg, R., Gilbey, K. and **Gunstone, A.** 2023. 'Empowering Aboriginal and Torres Strait Islander Girls, Changing Communities'. Australian Research Council Linkage Project. \$733,396.
- Lee, E.** 2023. 'Pew Fellows Program in Marine Conservation'. Pew Trust. \$150,000 US.
- Lee, E.** 2023. "Reset the Relationship": Modelling a Voice to Parliament in Tasmania'. AIATSIS Indigenous Research Exchange. \$200,000.
- Lee, E.** 2023. 'Blue Economy CRC, Indigenous Blue Growth'. CSIRO. \$300,000.
- Scott, S., **Gunstone, A.**, Perry, A., Khan, I., McCracken, K., Kozar, K., Wright, P., and Edwards, T. 2023. 'Coordination Hub for Reconciliation Network – National Centre for Truth and Reconciliation (Canada)'. Canadian Social Sciences and Humanities Research Council. \$6,000,000 CA.

### Publications

- Abdul, M., Ingabire, A, Lam, C., **Bennett, B.**, Menzel, K., Mackenzie-Shalders, K. and van Herwerden, L. 2023. 'Indigenous food sovereignty assessment - A systematic literature review'. Nutrition & Dietetics 1- 16. doi:10.1111/1747-0080.12813
- Bellato, B., Frantzeskaki, N., tebrakunna country and **Lee, E.** , Cheer, J.M. & Peters, A. 2023. 'Transformative epistemologies for regenerative tourism: towards a decolonial paradigm in science and practice?'. Journal of Sustainable Tourism. DOI: 10.1080/09669582.2023.2208310
- Bennett, B.** et al. 2023. 'Acting with Intentional Dissent as Minorities: Opportunities and Challenges in the Higher Education'. In Majumdar, K., Baikady, R., D'Souza, A.A. (eds.). Indigenization Discourse in Social Work. Springer Series in International Social Work. Cham.: Springer. [https://doi.org/10.1007/978-3-031-37712-9\\_3](https://doi.org/10.1007/978-3-031-37712-9_3).
- Bennett, B.** 2023. 'A new table to determine our future'. Journal of Australian Indigenous Issues 26(1-2), 17-20.
- Bennett, B.** 2023. 'The Whale: A Blak Perspective'. Indigenous. <https://indigenousx.com.au/the-whale-a-blak-perspective/>
- Bennett, B.** 2023. 'A call out to the Allies'. School of Social Work, The University of British Columbia. <https://socialwork.ubc.ca/news/a-call-out-to-the-allies/>
- Bennett, B.** and Archer-Lean, C. 2023. 'Understanding camp dogs: the relationship between Aboriginal culture and western welfare'. AlterNative: An International Journal of Indigenous Peoples. 0 10.1177/11771801231167671

**Bennett, B.**, Briese, J. & Gillieatt, S. 2023. 'Special Issue: Our Voices – Being Seen and Heard'. Australian Social Work 76(3): 291-294.

**Bennett, B.**, Gates, T.G., Yeung, P. & Evans, K. 2023. 'Inclusion of animals in allied health practice in Australia: a beginning exploration'. Social Work in Mental Health. DOI: 10.1080/15332985.2022.2153637

**Bennett, B.**, Menzel, K., Prehn, J. and Gates, T.G. 2023. 'Australian Universities, Indigenization, Whiteness, and Settler Colonial Epistemic Violence'. In: Ravulo, J., Olcoñ, K., Dune, T., Workman, A. and Liamputtong, P. (eds.). Handbook of Critical Whiteness. Singapore: Springer. [https://doi.org/10.1007/978-981-19-1612-0\\_63-1](https://doi.org/10.1007/978-981-19-1612-0_63-1)

**Bennett, B.** & Morse, C. 2023. 'The Continuous Improvement Cultural Responsiveness Tools (CICRT): Creating More Culturally Responsive Social Workers'. Australian Social Work. DOI: 10.1080/0312407X.2023.2186255

Davis, O, Bennett, B & Menzel, K. 2023. 'The problems with cooperative action problems. In Rogers, N & Maloney, M. (eds.). The Anthropic Judgments Project. London: Routledge.

Dyann Ross, D., Couche, M., Connolly, J. & **Bennett, B.** 2023. 'Emotional wellbeing as a matter of relationships and love: insights for social work from mental health peer mentor trainees, carers and practitioners'. Social Work in Mental Health. DOI: 10.1080/15332985.2023.2195521

Eva, C., Bodle, K., **Foley, D.**, Harris, J. and Hunter, B. 2023. 'Indigenous-owned businesses are key to closing the employment gap'. The Conversation. <https://theconversation.com/indigenous-owned-businesses-are-key-to-closing-the-employment-gap-208579>

Eva C., Bodle K., **Foley, D.**, Harris J. & Hunter B. 2023. 'The importance of understanding Indigenous employment in the Indigenous business sector'. Australian Journal of Social Issues. <https://doi.org/10.1002/ajs4.271>

Eva, C., Harris, J., Bodle, K. **Foley, D.**, Nichols, N. and Hunter, B. 2023. 'Expectations, Economics, and Externalities of the Indigenous Business Sector'. Journal of Indigenous Australian Issues 26(3-4):

Eva, C., Harris, J., Bodle, K., **Foley, D.**, Nichols, N. and Hunter, B. 2023. 'New research shows how Indigenous-owned businesses are creating better outcomes for their employees'. The Conversation. <https://theconversation.com/new-research-shows-how-indigenous-owned-businesses-are-creating-better-outcomes-for-their-employees-218246>

Eva C., Harris J., Bodle K., Hunter B., **Foley, D.** and Nichols N. 2023. "It's Self-Determination. Blackfullas Making Right Decisions for Blackfullas" : Why Indigenous-owned Businesses Create Better Indigenous Employment Outcomes'. Australian Journal of Social Issues. DOI: <https://doi.org/10.1002/ajs4.292>

**Foley, D.** 2023. 'A Tale of Two Referendums'. Journal of Indigenous Australian Issues 26 (1-2). <https://search.informit.org/toc/jails/26/1-2>.

**Foley, D.** 2023. "Advancing Indigenous Futures and Trade" in respect to and within its application and/or impact of the Comprehensive & Progressive Agreement for Trans -Pacific Partnership, known as CPTPP'. Keynote speaker at the Comprehensive & Progressive Agreement for Trans -Pacific Partnership 2023 Conference. University of Waikato, New Zealand. 27-30 June 2023.

Gates, T.G., **Bennett, B.** & Baines, D. 2023. 'Strengthening critical allyship in social work education: opportunities in the context of BlackLivesMatter and COVID-19'. Social Work Education 371-387. <https://doi.org/10.1080/02615479.2021.1972961>

Gates, T.G., **Bennett, B.** & Radovic, S. 2023. 'Lesbian, gay, bisexual, transgender/gender diverse, queer, and intersex+ inclusion in Asia-Pacific social work education: a scoping review'. *Social Work Education*. DOI: 10.1080/02615479.2023.2273265

Gates, T.G., **Bennett, B.** and Yadav, R. 2023. 'Workplace friendships while teleworking during COVID-19: Experiences of social workers in Australia'. *International Social Work*. 66(1): 158-167. <https://doi.org/10.1177/00208728211058774>

Gates, T.G., Bills, K.L., **Bennett, B.** et al. 2023. 'Cyberbullying, Mental Health, and Lesbian, Gay, and Bisexual Youth with Disabilities: Intersectionalities and Environmental Risks'. *Journal of Child Family Studies*. <https://doi.org/10.1007/s10826-023-02679-w>

Gates, T.G., Morse, C. and **Bennett, B.** 2023. 'Workplace Heterosexism and Well-being: Education, Social Class, Sexual Orientation and Gender Identity, and Human Rights'. *Journal of Human Rights and Social Work*. [doi.org/10.1007/s41134-023-00241-8](https://doi.org/10.1007/s41134-023-00241-8)

**Gunstone, A.** 2023. 'Organisations with Reconciliation Action Plans should support a First Nations Voice to parliament'. *Journal of Australian Indigenous Issues* 26(1-2): 41-43.

**Gunstone, A.** 2023. 'A No Vote would be disastrous for reconciliation'. *Journal of Australian Indigenous Issues* 26(1-2): 44-48.

**Gunstone, A.** 2023. 'Where to now for reconciliation: signposts from the Referendum'. *Journal of Australian Indigenous Issues* 26(3-4): 80-85.

**Gunstone, A.** In Print. *Reflections on the Voice*. Melbourne: Arcadia. 102+16 pages.

**Gunstone, A.** 2023. 'A Message of Hope: reflections on advocating for Yes'. *National Indigenous Times*. <https://nit.com.au/07-09-2023/7564/opinion-a-message-of-hope-reflections-on-advocating-for-yes>

**Gunstone, A.** 2023. 'Multicultural support offers hope for a Yes outcome on October 14'. *National Indigenous Times*. <https://nit.com.au/10-10-2023/8030/multicultural-support-offers-hope-for-a-yes-outcome-on-october-14>

**Gunstone, A.** 2023. 'Why so many non-Indigenous people voted No in the Referendum – the data'. *National Indigenous Times*. <https://nit.com.au/01-11-2023/8418/why-so-many-non-indigenous-people-voted-no-in-the-referendum>

**Lee, E.** 2023. "States now done, nation to come": The 2023 Referendum for Indigenous Recognition'. *Journal of Australian Indigenous Issues* 26(1-2): 68-71.

Lykins, A.D., McGreevy, P.D., **Bennett, B.**, Paul, N.K. & Gotsis, N. 2023. 'Attachment styles, continuing bonds, and grief following companion animal death'. *Death Studies*. DOI: 10.1080/07481187.2023.2265868

Menzel, K. & **Bennett, B.** 2023. 'There is no Such Thing as a Blank Slate'. *The Routledge Handbook of Australian Indigenous Peoples and Futures*, 103.

tebrakunna country and **Lee, E.** & Grimwood, B 2023. 'Refusing tourism'. In Mair, H. (ed.). *Handbook on Tourism and Rural Community Development*. Elgar Publishing, UK, 125-138. <https://doi.org/10.4337/9781800370067.00017>

tebrakunna country and **Lee, E.** 2023. 'Acknowledging and welcoming Professor Emeritus Helen Ross contributions and care for country'. In Baldwin, C. & van Bommel, S. (eds.). *Rural development for sustainable social-ecological systems*. Switzerland: Palgrave MacMillan, xi-xiii.

## Selected Presentations

Berg, R., Castan, M. and **Gunstone, A.** 2023. 'Voice to Parliament Information Evening'. Voices for Monash, Reconciliation Victoria. Warragul. 4 October 2023.

**Bennett, B.** 2023. Keynote Address. Orygen Conference.

**Bennett, B.** and **Gunstone, A.** 2023. 'Indigenous Research Ethics'. Skills for HDR Supervisors. Federation University. 28 March.

**Bennett, B.** and **Gunstone, A.** 2023. 'Staff Information Session on the Voice'. Federation University. 11 October.

Beer, K., Garlett, E., **Lee, E.** and **Gunstone, A.** 2023. 'First Nations Voice to Parliament'. Federation University. Horsham. 15 June.

Charles, S., Gardiner, A., Gallagher, J., Parkin, D., Daw, M., Dimitriadis, E., Dimopoulos, M., Foster, C. and **Gunstone, A.** 2023. 'AFL Grand Final Eve Yes Event'. Northcote. 29 September.

Dodson, P., Huggins, J. and **Gunstone, A.** 2023. 'Reconciliation'. Federation University. Ballarat. 15 March.

Drysdale, M. and **Gunstone, A.** 2023. 'In Conversation on a Voice'. Federation University. Gippsland. 2 October.

Duarte, B. and **Gunstone, A.** 2023. 'In Conversation on a Voice'. Federation University. Ballarat. 4 September.

**Foley, D.** 2023. 'Indigenous Standpoint Theory Revisited: Application Within a School of Business Research'. Professorial Keynote Address. Latrobe University Business School. 26 September.

**Foley, D.** 2023. 'Keynote Address'. Latrobe University Faculty of Education Public Forum. '150 years celebrations education in Bendigo – The Future of Aboriginal Education'. 14 September.

**Foley, D.** 2023. 'Indigenous Standpoint Theory: Revisited'. In Search of Indigenous Knowledges Symposium. National Centre for Reconciliation, Truth, and Justice. 18-19 May.

**Foley, D.** and **Gunstone, A.** 2023. 'Staff Information Session on the Voice Panel'. Federation University. 5 October.

**Foley, D., Lee, E., Sanders, J.** and **Gunstone, A.** 2023. 'First Nations Voice to Parliament Panel'. Federation University. Ballarat. 29 May.

**Foley, D., Johnson, N., Odegaard, D.** and **Gunstone, A.** 2023. 'First Nations Voice to Parliament Panel'. Federation University. Gippsland. 30 May.

Galante, K., **Gunstone, A.** and Stanley, F. 2023. 'Uluru Statement Briefing Panel'. Reconciliation West Australia. 12 October.

Gardiner, A., Middlebrook, S., Pakana, C., **Gunstone, A.** and Lewis, P. 2023. 'Reconciliation and the Referendum Panel'. Reconciliation Victoria Public Forum. 2 December.

**Gunstone, A.** 'Reconciliation Action Plans: Successes and Challenges'. AIATSIS Summit. Perth. 5-9 June.

**Gunstone, A.** 2023. 'The work of Reconciliation Victoria'. Reconciliation Victoria National Reconciliation Week Breakfast. Ivanhoe. 30 May.

**Gunstone, A.** 2023. 'Reconciliation in Gippsland'. Gippsland Innovation Breakfast. Morwell. 21 June.

**Gunstone, A.** 2023. 'The importance of a First Nations Voice to Parliament'. Cooper Federal Electorate Forum. Preston. 3 July.

**Gunstone, A.** 2023. 'A First Nations Voice to Parliament'. Local Government Professionals Victoria. 13 July.

**Gunstone, A.** 'MC Speech'. Inaugural Federation University Annual Reconciliation Lecture'. Melbourne. 13 July.

**Gunstone, A.** 2023. 'The importance of a First Nations Voice to Parliament'. U3A (University of the Third Age). Ballarat. 17 July.

**Gunstone, A.** 2023. 'Australia's reconciliation journey'. ANZ Reconciliation Executive Learning Speaker Series. Melbourne. 20 July.

**Gunstone, A.** 2023. 'A First Nations Voice to Parliament'. Nossal High School. Berwick. 3 August.

**Gunstone, A.** 2023. 'The importance of a First Nations Voice to Parliament'. Casey Cardinia Yes 23. Officer. 5 August.

**Gunstone, A.** 2023. 'Engaging multicultural communities in reconciliation'. Launch of the 'Roads to Reconciliation: Activating Multicultural Victoria' Project. Melbourne. 8 August.

**Gunstone, A.** 2023. 'The importance of a First Nations Voice to Parliament'. Gariwerd Wimmera Reconciliation Network. Reconciliation Victoria, Federation University. Halls Gap. 26 August.

**Gunstone, A.** 2023. 'A First Nations Voice to Parliament'. Loretta College. Ballarat. 28 August.

**Gunstone, A.** 2023. 'A First Nations Voice to Parliament'. Ballarat College. Ballarat 28 August.

**Gunstone, A.** 2023. 'The importance of a First Nations Voice to Parliament'. Latrobe Yes 23. Pakenham. 9 September.

**Gunstone, A.** 2023. 'The importance of a First Nations Voice to Parliament'. Bass Coast Yes 23. Reconciliation Victoria. Wonthaggi. 24 September.

**Gunstone, A.** 2023. 'A First Nations Voice to Parliament'. Bupa Aged Care. Ballarat. 27 September.

**Gunstone, A.** 2023. 'A First Nations Voice to Parliament'. Boolarra community. Boolarra. 1 October.

**Gunstone, A.** 2023. 'A First Nations Voice to Parliament'. Hawke Yes 23. Bacchus Marsh. 5 October.

**Gunstone, A.** 2023. 'The Importance of a First Nations Voice to Parliament'. Swan Hill for Yes. Reconciliation Victoria. Swan Hill. 7 October.

**Gunstone, A.** 2023. 'Voice to Parliament Referendum explained to multicultural communities'. Gurdwara Siri Guru Nanak Darbar, Latrobe Yes23, Casey Yes 23. Online. 9 October.

**Gunstone, A.** 2023. 'Voice to Parliament Referendum explained to multicultural communities'. Gurdwara Siri Guru Nanak Darbar, Latrobe Yes23, Casey Yes 23. Online. 10 October.

**Gunstone, A.** 2023. 'Where to now for reconciliation? – signposts from the referendum'. Public Lecture. 9 November.

Hamm, I. and **Gunstone, A.** 2023. 'Panel – In Conversation on a Voice'. Berwick. Federation University. 22 September.

Huggins, J., **Bennett, B.**, Garlett, E. and **Gunstone, A.** 2023. 'First Nations Voice to Parliament'. Brisbane. Federation University. 31 May 2023.

Huggins, J. and **Gunstone, A.** 2023. 'In Conversation on a Voice'. Brisbane. Federation University. 25 September.

Hunter, S., Judd, B., Orr, E. and **Gunstone, A.** 2023. 'First Nations Voice to Parliament'. Berwick. Federation University. 1 June.

Jaadwa, Z. and **Gunstone, A.** 2023. 'In Conversation on a Voice'. Horsham. Federation University. 23 September.

Judd, B., Findlay, N. and **Gunstone, A.** 2023. 'The 2023 Referendum'. Brunswick. Reconciliation Victoria. 14 September.

Judd, B. and **Gunstone, A.** 2023 'Reflections on the Referendum: where to from here?' The Australian Sociological Association, Sociology of Media. 22 November 2023.  
<https://www.youtube.com/watch?v=KX29eDNwZ2M>

**Lee, E.** 2023. 'Keynote Address'. Australian Maritime Science Association. Cairns.

**Lee, E.** 2023. 'Keynote Address'. WATTLE (Academic) Symposium. Melbourne.

**Lee, E.** 2023. 'Aboriginal fishery economies'. Murru waaruu (On Track) Economic Development Series. First Nations Portfolio, ANU. Canberra.

**Lee, E.** and **Gunstone, A.** 2023. 'The Voice'. Morwell. Gippsland Roadshow. 22 August 2023.

**Lee, E.** and **Gunstone, A.** 2023. 'Staff forum on the Voice'. Federation University. 10 August.

**Lee, E.** and Marshall, V. 2023. 'Indigenous Knowledge in Research: Intellectual Property and ethical use'. Federation University. Online.

**Lee, E.**, Urquhart, A., and Foster, C. 2023. 'Indigenous Voice Town Hall'. Online.

**Lee, E.** 2023. 'Reconciliation Australia Elevate RAP review session'.

**Lee, E.** 2023. 'Social Impact and Entrepreneurship Aboriginal community social impacts'. Bucknell University. Pennsylvania.

Mennen, S., **Gunstone, A.**, Adeleye, L. and Dichiera, C. 2023. 'Voice Referendum Information Forum'. Ballarat Regional Multicultural Council. Ballarat. 27 September.

Miller, D. and **Gunstone, A.** 2023. 'Reconciliation Action Plans'. Gippsland Roadshow. Reconciliation Australia, Federation University. Morwell. 22 August 2023.

Morrison, J., Smith-Walley, R., Carter, A., **Gunstone, A.** and Nunn, J. 2023. 'Truth-telling in Reconciliation'. Perth. 6 June.

Pakana, C, **Gunstone, A.** and Saunders, C. 2023. 'A First Nations Voice to Parliament'. Banyule City Council. Ivanhoe. 29 June.

Pakana, C, **Gunstone, A.** and Saunders, C. 2023. 'The 2023 Referendum – what's it all about?' the A First Nations Voice to Parliament'. Ballarat City Council. Ballarat. 12 September.

Scott, B., **Gunstone, A.** and Morris, P. 2023. 'Referendum Basics'. Reconciliation Australia. Online. 10 October.

## Selected Media

**Bennett, B.** & Baines, D. 2023. 'Decolonizing Social work'. The Critical Social Worker. [https://www.podbean.com/media/share/pb-ec468-14ee4fb?utm\\_campaign=w\\_share\\_ep&utm\\_medium=dlink&utm\\_source=w\\_share](https://www.podbean.com/media/share/pb-ec468-14ee4fb?utm_campaign=w_share_ep&utm_medium=dlink&utm_source=w_share)

**Gunstone, A.** 2023. 'Episode 19: Perspectives from a leading reconciliation authority and academic'. The Victorian Aboriginal News Referendum 2023 Tapes. 11 May 2023. <https://vicaboriginalnews.com.au/episode-19-perspectives-from-a-leading-reconciliation-authority-and-academic/>

**Gunstone, A.** 2023. "The Voice Referendum". Bent TV: Quests by Community. 11 August 2023. <https://www.youtube.com/watch?v=BzNrHnhGcDs>

**Gunstone, A.** 2023. 'VAN Talks Episode 01: Reconciliation in Victoria discussion with Professor Andrew Gunstone'. The Victorian Aboriginal News VAN Talks Podcast. 17 November 2023. <https://vicaboriginalnews.com.au/van-talks-episode-01-reconciliation-in-victoria-discussion-with-professor-andrew-gunstone/>

**Gunstone, A.** 2023. Provided expert advice to AAP FactCheck on Voice to Parliament. <https://uat.aap.com.au/factcheck/truth-evicted-with-voice-to-parliament-rent-claim/>

**Gunstone, A.** 2023. Provided expert advice to AAP FactCheck on Indigenous funding. <https://www.aap.com.au/factcheck/do-indigenous-people-really-get-39-5bn-in-direct-support-each-year/>

**Gunstone, A.** 2023. Interviewed multiple times by national, state, and regional electronic and print media.

**Lee, E.** 2023. Interviewed by ABC for story on Indigenous Voice. <https://www.abc.net.au/news/2023-09-01/why-eyes-are-on-tasmania-as-a-swing-state-in-voice-referendum/102797724>

**Lee, E.** 2023. Interviewed by 7.30 Report, ABC on cultural fisheries research and development. <https://www.abc.net.au/news/2023-07-13/indigenous-abalone-fishery-setting-an-example-to/102600108>

**Lee, E.** 2023. Interviewed by ABC Radio National on Indigenous Voice, podcast with Fran Kelly for the Referendum.

**Lee, E.** 2023. Provided expert opinion for The Age, The Drum, ABC.

## Higher Degree by Research (HDR) Supervisions

Professor Bindi Bennett has had one HDR completion in 2023 and is currently supervising two HDR students.

Professor Dennis Foley is currently supervising one HDR student.

Professor Andrew Gunstone is currently supervising one HDR student.

Professor Emma Lee is currently supervising three external HDR students.

Three of our HDR students have also confirmed their candidature in 2023.

## External Committees

**Bennett, B.** 2023. Member, Australian Research Council (ARC) College of Experts.

**Bennett, B.** 2023. Member, Australian Association of Social Workers (AASW) National Research Committee.

**Fleay, J.** 2023. Member, City of Perth LGBTQIA+ Advisory Group.

**Fleay, J.** 2023. Member, Amnesty WA Human Rights Committee.

**Foley, D.** 2023. Appointed Indigenous Member, Sentencing Administration Board of the ACT Government. Australian Capital Territory Justice Department and Corrective Services.

**Gunstone, A.** 2023. Co-Chair, Reconciliation Victoria Board of Directors.

**Gunstone, A.** 2023. Co-Convenor, National University RAP Network. Reconciliation Australia.

**Gunstone, A.** 2023. Member, Voice, Governance, and Institutional Integrity Community of Practice. Reconciliation Australia and Ninti Kata.

**Gunstone, A.** 2023. Member, RAP National Leadership Network. Reconciliation Australia.

**Gunstone, A.** 2023. Chairperson, Ballarat Reconciliation Action Network.

**Lee, E.** 2023. Board Member, Brand Tasmania, Tasmanian Government.

**Lee, E.** 2023. Board Member, Land and Sea Aboriginal Corporation Tasmania.

**Lee, E.** 2023. Member, National Oceans Sustainable Plan Reference Group. DECCW, Federal Government.

Aboriginal community social impacts: Professor Lee led the signing of an innovative MoU in June 2023 between the Indigenous Land and Sea Corporation, Fisheries Research & Development Corporation, University of Tasmania, and Land and Sea Aboriginal Corporation Tasmania, for 'Research to rights: supporting cultural fisheries in Tasmania' to reduce duplication, enhance Indigenous-led research agendas, and ensure access to commercial fishery resources for Tasmanian Aboriginal communities.

## Acknowledgements

The National Centre for Reconciliation, Truth, and Justice would like to warmly acknowledge the following individuals and organisations that we worked with during 2023.

### External

Australian Institute of Aboriginal and Torres Strait Islander Studies  
Australian Research Council  
Ballarat Community Health  
Bent TV  
BHP  
Blue Economy CRC  
Canadian Social Sciences and Humanities Research Council  
Alan Carter  
Car-rang gel Consulting  
Centre for Social Impact, Swinburne University  
Child and Family Services Ballarat  
City of Ballarat  
CSIRO  
Kristin Dennis  
Department of Climate Change, Energy, the Environment and Water  
Maria Dimopoulos AM  
Senator Patrick Dodson  
Belinda Duarte AM  
Professor Marlene Drysdale  
First Peoples Assembly of Victoria  
Flinders Island Aboriginal Association Incorporated  
Professor Bronwyn Fredericks  
Emma Garlett  
Associate Professor Emma Gavin  
Ian Hamm  
Mick Harding  
Associate Professor Sadie Heckenberg  
Dr Jackie Huggins AM FAHA  
Commissioner Sue-Anne Hunter  
Informat  
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Land and Sea Aboriginal Corporation Tasmania  
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Jody Nunn

Dr Donna Odegaard AM  
Uncle Charles Pakana  
Noel Pearson  
Associate Professor Andrew Peters  
Pew Trust  
Associate Professor Sandra Phillips  
Reconciliation Australia  
Reconciliation New South Wales  
Reconciliation Queensland  
Reconciliation Victoria  
Reconciliation Western Australia  
Professor Lester-Irabinna Rigney  
Professor Mark Rose  
Robyn Smith-Walley  
Ricki Spencer  
School of Business, Latrobe University  
Tasmanian Regional Aboriginal Communities Alliance  
Victorian Aboriginal News  
Victorian Department of Families, Fairness, and Housing  
University of Tasmania  
Yes23  
Yoorrook Justice Commission

### Federation University

Aboriginal Education Centre  
Ballarat Campus RAP Group  
Katrina Beer  
Professor Duncan Bentley  
Carolyn Chong  
Berwick Campus RAP Group  
Thomas Bosworth  
Corporate Communications  
Gippsland Campus RAP Group  
Graduate Research School  
Horsham Campus RAP Group  
Nick Johnson  
Dr Harpreet Singh Kandra  
Library  
Eva Orr  
RAP Working Group  
Dr Jessica Reeves  
Dr Keir Reeves  
Research Ethics  
Julie Sanders  
Professor Wendy Wright



Gippsland Campus, mural designed by Marlene Drysdale and Lynne Holten and created by Aboriginal KODE (Koonie Open Education School) students, Monash CAS staff and students, Elders and community members from the Gippsland region. The theme of the mural is 'Reconciliation through Education'.

Marlene Drysdale and Lynne Holten, 'The Wisdom of Our Ancestors Guides Our Search for New Knowledge'. Amphitheatre, Gippsland Campus, Federation University. The mural's theme is 'Reconciliation through Education'.

It was designed by Marlene Drysdale and Lynne Holten. It was created by many artists, including staff and students from the Centre for Aboriginal and Islander Studies, students from the Morwell KODE school, and Elders and community members.

For more information, visit: [www.federation.edu.au/reconciliation](http://www.federation.edu.au/reconciliation)

To contact us, email [advc.reconciliation@federation.edu.au](mailto:advc.reconciliation@federation.edu.au)