



THE UNIVERSITY OF  
MELBOURNE



Beverly Pula Luck (b.1976) See details page 17

Two senior positions now open

# **Associate Dean of Indigenous and Professor / Associate Professor Indigenous Health**

Faculty of Medicine, Dentistry and Health Science

# Career opportunities

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**Associate Dean of Indigenous, Page 14**

**Professor / Associate Professor of Indigenous Health, Page 15**

## **Content Warning**

This publication may contain the names of Aboriginal and Torres Strait Islander people who are deceased. It also contains links to sites that may use names and images of Aboriginal and Torres Strait Islander people now deceased. We apologise for any distress that may occur.

## **The University acknowledges and pays respect to the Traditional Owners of the lands on which our campuses are situated**

- Wurundjeri and Boon Wurrung peoples (Parkville, Southbank, Werribee and Burnley campuses)
- Yorta Yorta Nation (Shepparton and Dookie campuses)
- Dja Dja Wurrung people (Creswick campus)

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of the lands and waterways across the Australian continent with histories of continuous connection dating back more than 60 000 years.

We also acknowledge and respect our Aboriginal and Torres Strait Islander students, staff, Elders and collaborators, and all Aboriginal and Torres Strait Islander people who visit our campuses from across Australia.

Judy Mengil (1954-2017) See details page 17

# “Wominjeka” Welcome

The University’s seven campuses are situated across the traditional lands of the Wurundjeri and Boon Wurrung peoples (Parkville, Southbank, Werribee and Burnley campuses), the Yorta Yorta Nation (Shepparton and Dookie campuses) and the Dja Dja Wurrung people (Creswick campus).

Our work and reconciliation agenda are guided by Traditional Owner and Elder representation of those lands and led by our senior Indigenous leadership – Associate Provost Marcia Langton and Pro Vice-Chancellor (Indigenous) Shaun Ewen.



## Parkville campus

Lying within the University of Melbourne’s built environment are the whispers and songs of the Wurundjeri people. As one of the clans of the Kulin Nation, the Wurundjeri people of the Woiwurrung language group have walked for more than 60 000 years upon the grounds on which the University now stands.

The Faculty of Medicine, Dentistry and Health Sciences is located at the Parkville campus.

Aboriginal Health in the Faculty was established under the leadership of Professor Ian Anderson. He also led the establishment of the Lowitja Institute which is closely linked to the Faculty. Together they have led to our present success in attracting Indigenous research, academic staff and higher degree research students, as well as contributed to teaching programs across the Faculty.

Our students, staff and wider Melbourne community are invited to experience Billibellary’s Walk, a cultural interpretation of the University’s Parkville campus pre-settlement landscape.



Indigenous colleagues join University of Tromsø (Arctic University of Norway) Academic Director of the Centre for Sámi Studies, Niklas Labba, after his presentation of the 2018 Narm Oration. From left to right: Dr Sana Nakata, Professor Daryle Rigney, Niklas Labba, Professor Marcia Langton AM, Associate Professor Sheryl Lightfoot and Professor Shaun Ewen. Photo Peter Casamento.

# Message from the Pro Vice-Chancellor (Indigenous)

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Pro Vice-Chancellor (Indigenous) Professor Shaun Ewen presenting the Key Forum at the 2019 Garma Festival. Photo Teagan Glenane.

The University, and in particular The Faculty of Medicine, Dentistry and Health Sciences, has been enriched by many outstanding Aboriginal and Torres Strait Islander leaders over the years. Elders from across Victoria have generously contributed to the work of the Faculty and have never been backward in calling the Faculty to account. There is a rich thread of leadership contribution from the growing Indigenous professoriate, who have served the Faculty, and their communities, this century.

2020, as a unique year, has demonstrated the capacity and impact of Indigenous health leadership and expertise in the response to COVID-19. Supported by the University's Advancing Melbourne 2030 strategy that considers place, community, education, discovery and global partnerships, the Faculty is well positioned to extend on the opportunities it is afforded and further develop Indigenous leadership capability.

The Faculty's Indigenous Workforce Development Strategy envisions a significantly enhanced Indigenous professoriate, commensurate to the health priorities of Indigenous communities, that will be led by the Associate Dean, Indigenous. The growth of the Faculty's professoriate will see a gathering of Indigenous minds of global significance who will contribute to Indigenous health nationally and internationally, shape the Faculty's engagement with Indigenous Knowledge and exercise the Indigenous intellectual sovereignty required to Indigenise the academy. The workforce strategy will also facilitate a growth in academic and professional staff who, collectively, will build upon the significant work done to date across the Faculty in Indigenous health.

Between 2015-2020 the Faculty obtained \$46.2m in research income related to Indigenous health; 37% of this research was led by an Indigenous CI. To maintain this success and further increase the % of Indigenous-related research which is led by Indigenous researchers, the Faculty strategy was to achieve 20 Indigenous PhD career graduates by 2020. We exceeded this target, and the first cohort of our current 22 Indigenous PhD students are scheduled to submit their theses in this financial year. All of these students have been supported with RTP stipends plus an additional mix of initiatives that range from PhD support through the Poche Centre for Indigenous

Health, bespoke studentships/scholarships or School/Departmental support strategies. With great diversity in early career research focus, this is a major step towards strengthening our Indigenous academic workforce and the Faculty has recently launched its inaugural Indigenous Post-Doctoral Fellowship for its graduating PhD students.

Of note, the Dungala Kaiela Research Fellowships, established with a Faculty blended funding model, saw three Shepparton-based students undertake their PhD between 2017-2021. This model supports the University's Goulburn Valley Partnership and the research undertaken by the Fellows is strategically aligned with the region's priorities and supports the community's self-determining prosperity plan. This partnership, among others, are reflective of the University's Reconciliation Action Plan and the Advancing Melbourne 2030 strategy which in combination are influencing the Faculty's approach to Indigenous health. This approach aims to build relationships with Indigenous communities that involve deep two-way learning and foster Indigenous health scholarship that considers and understands the role of place and Indigenous voice through critical Indigenous inquiry in health. Advances in Australian Indigenous health increasingly require consideration of the health and wellbeing of Indigenous peoples globally and as such the Faculty is working toward bridging the local and global interface of Indigenous higher education and research training. As both a contrasting and complimentary strategy to working with local communities, Indigenous scholarly mobility and international research collaboration and participation within the global research village are at the heart of a new proposed joint PhD program with universities in Canada and New Zealand/Aotearoa.

Leadership for change, a headline theme of the current Reconciliation Action Plan, underpins the Faculty's objectives and many of the current initiatives and our search for a new Associate Dean, Indigenous and Associate Professor/Professor of Indigenous Health marks a new beginning for the Faculty and its cohort of 51 Indigenous staff members.

**Professor Shaun Ewen**  
Pro Vice-Chancellor

*‘Improving Indigenous health outcomes is a national priority and our Faculty places the highest priority on our responsibilities to closing the gap in Indigenous health. By increasing Indigenous health leadership in our Faculty and implementing our Indigenous Workforce Development Plan, we aim to accelerate positive changes in the health outcomes of Indigenous people.’*

**Professor Jane Gunn**

**Dean, Faculty of Medicine, Dentistry and Health Sciences**





Kat Clarke, See details page 17

# Faculty of Medicine, Dentistry and Health Sciences

**The Faculty of Medicine, Dentistry and Health Sciences (MDHS) is Australia's pre-eminent medical, health sciences and biomedical faculty and is recognised for its research, teaching, training and policy leadership across all of these fields.**

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's annual research revenue is more than \$280m.

The Faculty has a student teaching load in excess of 8,800 equivalent full-time students including more than 2,300 research higher degree students. The Faculty has more than 1,700 Academic staff including more than 1,300 research academics and teaching staff, additionally employing more than 800 professional staff.

The Ngurra Jurrajak program: streamlining enrolments from undergraduate to postgraduate and presenting the faculty as a realistic option/destination for Indigenous students has yielded immediate results such as 5 MD enrolments in 2019 and 6 enrolments for 2020. We have seen increased student enrolments: since February 2018, student enrolments have increased from 45 to 60 (with 21 of these enrolments undertaking their PhDs). A \$500 annual bursary has also been created to alleviate any financial barriers students may face. The GAMSAT has been removed and replaced with alternative interview process.

The Faculty is implementing an Indigenous Workforce Development Plan with the aim of recruiting staff and higher degree research students to our Faculty workforce and to contribute highly trained personnel to the wider Indigenous health workforce. These appointees to these positions – the Associate Dean (Indigenous) in the Faculty of Medicine, Dentistry and Health Sciences and the Professor/Associate Professor in the Melbourne School of Population and Global Health – will play leading roles in advancing this Plan.

Caring for people is at the heart of what we do. [Our Faculty values](#) guide our ways of working and we are committed to a diverse and inclusive culture that enables our staff and students to reach their full potential. This includes our commitment to progressing gender equity which is aligned with the University's [Athena SWAN Bronze Award](#) from SAGE (Science in Australian Gender Equity), and championing the Pride in Action Network, the University's inaugural LGBTQIA+ ally network.

The Faculty appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP). We continue to build on this to expand opportunities for Indigenous participation in study and academic pursuit, and the training of the next generation of Indigenous health professionals and academics. Indigenous employment, student recruitment and retention, cultural recognition, embedding Indigenous knowledges into our curriculum and building partnerships with the Indigenous community are key areas of development.

Our Indigenous students, teachers and researchers are an asset to this Faculty, adding to our great diversity of expertise and knowledge. Between 2015-2020 the Faculty attracted \$46.2m in research income related to Indigenous health with just over a third (37%) of this research led by an Indigenous CI. The Melbourne Poche Centre for Indigenous health, our Ngurra Jurrajak master's student intake program, Indigenous teaching and learning community of practice and Indigenous Studies Unit, among others, are working toward understanding, redefining and enabling possibility for Indigenous futures. Indigenous staff numbers are growing in all these areas across the Faculty. Our Indigenous scholars and professional staff are represented across our Schools and come together through our Faculty Indigenous Network.

# Melbourne School of Population & Global Health

The Melbourne School of Population and Global Health (MSPGH) is a respected leader in the field of public health education, research and knowledge exchange.

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The MSPGH was established in 2001 as the first school of its kind in Australia with a vision to make a difference in the population and public health sphere - building on the substantial assets of our University to advance public health in communities nationally and internationally - with a strong focus on Indigenous peoples.

Since its inception, the School has grown rapidly in size, scope and reputation and has consistently attracted leading academics and researchers who bring considerable skills, insights and expertise. We continue to attract increasing levels of competitive funding from governments and from a range of renowned philanthropic organisations and individuals.

The quality of MSPGH research is confirmed by the Academic Ranking of World Universities within which the University of Melbourne maintains its place as the top-ranked Australian university. The ARWU Global Ranking of Academic Subjects 2020 placed the University 17th in the world for Public Health and equal first in Australia. Our researchers regularly have work published in prestigious titles including The Lancet, Nature, The New England Journal of Medicine and the Journal of the American Medical Association. The School is strongly engaged internationally with key collaborations including the World Health Organisation, Grand Challenges Canada, the Shanghai Centre for Disease Control, the Pasteur Institute and Department of Health in Vietnam, the Public Health Foundation of India and the International Association for Suicide Prevention.

The flagship Master of Public Health degree, with over 500 enrolments, forms the core of a strong teaching program alongside undergraduate teaching and a suite of specialist postgraduate coursework degrees across Ageing, Biostatistics, Epidemiology, Health Informatics and Sexual Health. These programs and the School's extensive cohort of graduate research students make a substantial contribution to training the next generations of public health specialists and researchers nationally and internationally.

The School comprises four Centres and an Institute that focus on key areas of population and global health that are relevant now and will have tangible impacts on the health of national and international communities into the future. These are:

- the Centre for Epidemiology & Biostatistics
- the Centre for Health Equity
- the Centre for Health Policy
- the Centre for Mental Health
- the Nossal Institute for Global Health

MSPGH also incorporates two partnership groups – the Global Burden of Disease Group and the Vaccine and Immunisation Research Group (VIRGo).

MSPGH also incorporates the Global Burden of Disease Group and the Melbourne Disability Institute. Throughout its history, MSPGH has included a strong focus on Indigenous issues across the School's teaching, engagement and research programs, including current dedicated units focused on:

- Indigenous Health Equity
- Indigenous Eye Health
- Indigenous Studies
- Indigenous Epidemiology and Health



**Professor Hugh Taylor AC**  
**Laureate Professor**  
**Harold Mitchell Chair-Indigenous Eye Health**

## **Indigenous Eye Health – Minum Barreng**

Melbourne Laureate Professor Hugh Taylor is the Harold Mitchell Professor of Indigenous Eye Health at the University of Melbourne. Previously he was Head of the Department of Ophthalmology at the University of Melbourne and the Founding Director of the Centre for Eye Research Australia. Professor Taylor's research interests include blindness prevention strategies, infectious causes of blindness and the development of health policy.

The Indigenous Eye Health program aims to Close the Gap for Vision for Aboriginal and Torres Strait Islander people through world-leading research, policy formation, advocacy and implementation. Research has established the state of Indigenous eye health in Australia and current service availability and explored barriers and enablers to the delivery of eye health services for Indigenous peoples. The evidence gathered has guided the development of a comprehensive policy framework that is supported by the Indigenous and mainstream health sectors and government.

[go.unimelb.edu.au/do6i](http://go.unimelb.edu.au/do6i)



**Professor Nancy Baxter, Head**  
**Melbourne School of Population**  
**and Global Health**

*'Understanding and improving the health outcomes of First Nations peoples and communities is fundamental to addressing key population health challenges, both in Australia and globally. I have been inspired by working closely with Indigenous leaders in public health scholarship at the Waakebiness-Bryce Institute for Indigenous health at University of Toronto and now at the Melbourne School of Population and Global Health. Incorporating Indigenous ways of knowing into our public health pedagogy and encouraging/ supporting the next generation of Indigenous scholars are priorities for me, and I am excited by the opportunity to develop educational programs and research opportunities that will have impact.'*

# INDIGENOUS DATA NETWORK

“Indigenous data sovereignty means the ability and capacity of Indigenous people to locally manage their data with respect to collection, ownership, consent, preservation, access, analysis and reporting” says Professor Marcia Langton AM, Chair of Indigenous Studies and Associate Provost.



Professor Marcia Langton AM, Chair of Indigenous Studies and Associate Provost.

In October 2017, the University of Melbourne with the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) hosted an Indigenous Data Sovereignty Symposium. An aim of the event was to initiate a nationwide Data Network. The network will empower Indigenous organisations and communities to take advantage of developments in data science and maximise the use of their data resources for community benefit.

Professor Langton, a convenor of the symposium, says it is important that local Indigenous communities are empowered to decide their own local data priorities, including how their data is utilised. She says a sustainable network will take the Indigenous data agenda forward.

“We hope that through this network working collaboratively, Indigenous Data Network will provide advances for local Indigenous communities, confirming the rights of Indigenous people to govern their own data to inform development, allocate resources and set future goals and objectives for themselves,” she says.

With more than 100 attendees, the 2017 Symposium demonstrated that the interests of Indigenous Australian communities and community-controlled organisations are comprehensive. The area of most interest to Symposium attendees was support for effective data governance of Indigenous data. Attendees called for the development of a national framework in Australia to ensure that community organisations could access and use data collected about them, generate their own data as well as link those two bodies of data together to enhance service delivery to their members. Taking this cue, the Indigenous Studies Unit then sought funding to establish the Indigenous Data Network initiative, focused on the higher-level objective of Indigenous data governance.

Building on the aspirations of the Symposium, the Indigenous Data Network (IDN) was formed in 2018. It provides technological, training, and governance

support for Indigenous data governance initiatives at national and regional levels. The Indigenous Data Network was established to support community-controlled organisations in making informed decisions by equipping them with standardised technological, training, and governance support to manage and utilise data assets relevant to their needs and aspirations. This involves working with the community-controlled sector as well as the Indigenous business sector, and government.

The IDN is staffed by Indigenous and non-Indigenous experts in data science, health, education, employment, justice, environmental management, and cultural heritage preservation, all with a focus on Indigenous rights in data as a form of proprietary asset. The IDN's staff hub at the University of Melbourne is overseen by a steering committee of senior Indigenous academics and executives based at universities and Commonwealth research agencies around Australia. Partnerships have been forged with key national Indigenous community-controlled organisations, including Empowered Communities and the Coalition of Peaks, leading Commonwealth agencies including the Australian Institute of Health and Welfare, the Australian Bureau of Statistics, the Australian Institute of Aboriginal and Torres Strait Islander Studies, the Commonwealth Scientific and Industrial Research Organisation, and the Australian Research Data Commons, together with key Commonwealth departments including the National Indigenous Australians Agency and the Department of Education, Skills and Employment.

In 2020, The IDN commenced a 4-year project in collaboration with the Coalition of Peaks and the National Indigenous Australians Agency to implement Priority Reform 4 of the New National Agreement on Closing the Gap.

[go.unimelb.edu.au/8z6j](https://go.unimelb.edu.au/8z6j)

# PARTNER INITIATIVES

The Faculty has forged a series of significant partnerships to support research and development for Indigenous health professionals, and to enhance Indigenous health.



L to R: Professor Katherine Kedzierska and Associate Professor Steven Tong

Hospitals, community health centres, medical research institutes and government departments all underpin the Faculty's partnerships. The Faculty's strategic plan *Beyond 2018* places a firm focus on engagement and continued collaboration with partners. In coming years, those partnerships will become even more fundamental to the Faculty's work.

Focusing on Indigenous health, the Faculty has enduring partnerships with the Victorian Aboriginal Child Care Agency (VACCA), Department of Health and Human Services, Doherty Institute, Walter and Eliza Hall Institute (WEHI) and LIME Network.

## Peter Doherty Institute of Institute for Infection and Immunity

When the Doherty Institute was launched in 2014, Aunty Joy Murphy Wandin, a respected Wurundjeri elder, asked a key question. 'What will this Institute do to improve the health of Aboriginal people?'

That question has become a focus of the work of the Institute – a partnership between the University of Melbourne and the Royal Melbourne Hospital.

The Institute aims to help reduce the unacceptable burden of infectious disease on Aboriginal and Torres Strait Islander Australians, while training the next generation of Indigenous researchers specialising in infection and immunity.

In 2018, the Institute launched a new PhD scholarship – the Yiaga Ngarnga Scholarship for Infection and Immunity (Doctorate) is awarded to Indigenous Australian graduates who have demonstrated excellence in the area of immunology or infectious disease. The Wurundjeri Council named the scholarship, which means 'to seek meaning and understanding'.

Successful candidates receive a \$105,000 scholarship for 3.5 years, up to \$20,000 per year for expenses, mentoring and leadership development support from the Melbourne Poche Centre for Indigenous Development.

Associate Professor Steven Tong is an infectious diseases clinician who spent 10 years working in Darwin. His research has focused on infections that affect Indigenous Australians, including hepatitis B, skin infections and rheumatic heart disease.

"Hepatitis B is common in Indigenous populations around the world. It causes downstream disease like chronic liver failure and liver cancer and rates are five or six times higher in Aboriginal people," he explains.

"The type of Hepatitis B found in Aboriginal Australians is different from anywhere else in the world and we want to understand the natural history of infection with this type of Hepatitis B and how it impacts on the vaccine we have available."

Professor Katherine Kedzierska is a laboratory head in the Department of Microbiology and Immunology at the Doherty Institute. She is studying the impact of influenza viruses on Indigenous populations.

"Influenza viruses are relatively new to Indigenous populations and when there is a pandemic virus, such as Spanish flu or swine influenza, Indigenous populations especially have significant morbidity and mortality," says Professor Kedzierska.

"We are recruiting a cohort of Indigenous volunteers to try and understand why Indigenous people have prolonged influenza and high risk of dying from influenza."

## Walter and Eliza Hall Institute

### Dr Rob James

At WEHI, Dr Rob James is an Indigenous clinician researcher in the Population Health and Immunity Division based within the Mueller Laboratory with Professor Ivo Mueller, a malaria specialist.

Dr James' research is located in the Solomon Islands in the Guadalcanal Plains – an oil plantation area that is swampy, flat and has high rainfall. He describes it as a 'malaria hotspot'. He has a research base at the Good Samaritan Hospital in Tetere and a team that includes nurses and microscopists in Honiara attached to the Ministry of Health and Medical Services.

Dr James oversees a project focusing on the efficacy of two commonly-used malaria medicines – artemisinin combination therapies (ACTs) used in tandem with a medicine called primaquine.

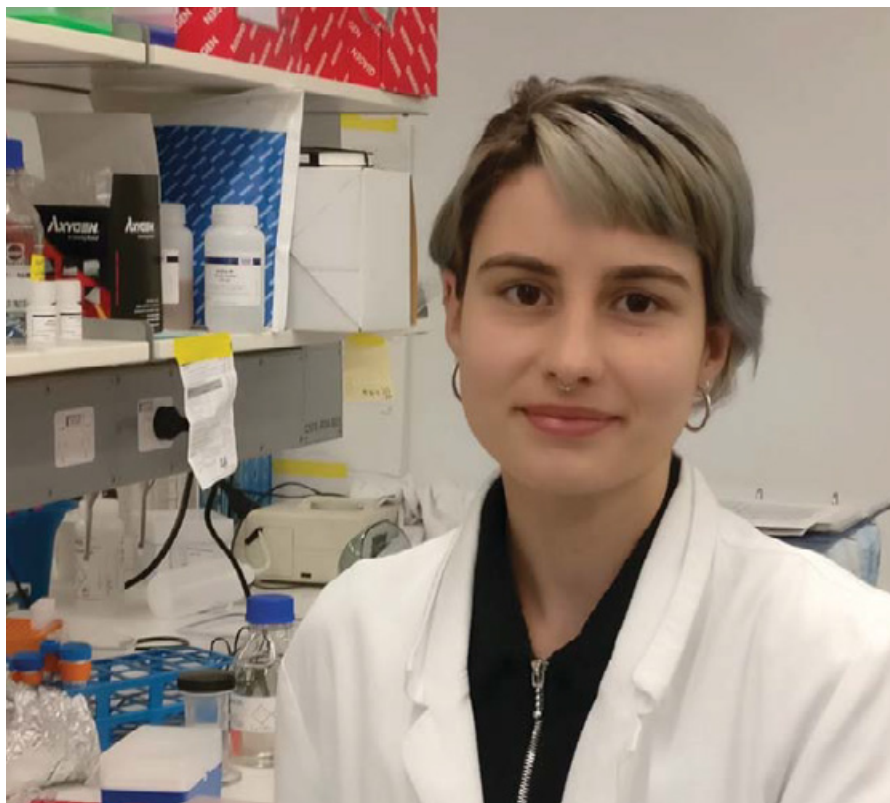
Coartem, one of the ACTs, is the frontline medicine prescribed by the World Health Organization to treat malaria in the western Pacific. Dr James is investigating whether there may be a drug interaction between coartem and primaquine that inhibits the action of primaquine, and so affects its ability to treat malaria.

"Primaquine is the only medicine on the market known to radically cure a type of malaria that is endemic to many countries, particularly the Western Pacific like Vanuatu, Fiji, Solomon Islands and Papua New Guinea," he says.

"To successfully cure someone of malaria you need to give them a course of primaquine and an ACT drug like coartem but we are investigating whether another medicine may be superior."

**"There are very few people working in breast cancer prevention specifically for Indigenous populations, and this is an area I would like to be able to contribute to."**

Rachel Joyce



Rachel Joyce

### Rachel Joyce

Also at WEHI, Rachel Joyce is an Indigenous PhD student whose thesis is focused on identifying perturbed molecular pathways in the cells-of-origin of BRCA1- mutant ovarian and BRCA2- mutant breast cancer to inform targeted cancer prevention strategies.

Ms Joyce works in the Breast Cancer Laboratory – co-led by molecular and cell biologist Professor Jane Visvader and clinician-scientist Professor Geoffrey Lindeman. Professors Visvader and Lindeman are renowned for their landmark breast stem cell discoveries that have resulted in a new framework for understanding how breast cancers arise and how they could be treated or prevented. Recently, the researchers and their team have identified candidate cells that give rise to breast cancer in women who carry a faulty BRCA1 gene, and found that an existing medication for osteoporosis could potentially provide a non-surgical option for breast cancer prevention in these women.

"Women who harbour mutations in the BRCA1 or BRCA2 genes are at a high risk of developing breast or ovarian cancer. Current prevention strategies for these women include mastectomies and/ or surgery to remove the ovaries and fallopian tubes, and these are highly

invasive and irreversible procedures. Through my research, I want to contribute to finding prevention and treatment options beyond surgery," says Ms Joyce.

Ms Joyce, who first joined WEHI as an honours student after completing a Bachelor of Biomedicine at the University of Melbourne, is inspired by the twin focus of discovery and translational science encouraged at the medical research institute.

"Being able to work with samples of breast tissue donated by women carrying these faulty genes reveals so much about the culprit cells and helps keep patients front of mind for me," she says.

In a later stage of her career, Ms Joyce says she would be interested in further investigating the factors contributing to breast and ovarian cancer susceptibility and genesis in certain populations – particularly Indigenous Australians.

"There are very few people working in breast cancer prevention specifically for Indigenous populations, and this is an area I would like to be able to contribute to."

For now though, there is much to keep this talented young researcher busy in the Melbourne Biomedical Precinct.

# Connections

***Bala lili*, to give, and to take, listening and understanding, the meeting of the fresh and saltwater – the intersection of knowledges, where they can combine and flow on together.**

At the University of Melbourne, the Yolngu philosophy of *bala lili* informs our engagement with Aboriginal and Torres Strait Islander peoples and, in particular, our current Indigenous strategic priorities:

**1. Relationships and collaboration with the Traditional Owners of the Melbourne area**

To develop a coordinated approach to the University's relationships and collaboration with the Traditional Owners on whose land the University's largest campuses are located

**2. Indigenous students and staff**

With over 439 Indigenous students (54 in Research Higher Degrees) and 145 Indigenous staff (including 50 academic staff with a professoriate of five), to ensure continued good progress towards our challenging participation and success targets

**3. Institute for Indigenous Knowledge**

The launch of the Indigenous knowledge institute will be a place based catalyst for recognition, curation and dissemination of Indigenous knowledge across the academy.

**4. Yothu Yindi Foundation partnership**

To further progress our partnership with the Yothu Yindi Foundation supporting Indigenous social, economic and cultural advancement in North East Arnhem Land

**5. Goulburn Valley partnership**

To build upon our deep and significant partnerships with the Kaiela Institute and Rumbalara Football and Netball Club and further develop a future-focused strategy for the Goulburn Valley that will contribute to Indigenous self-determination and prosperity in the region

**6. Cultural Collections**

To ensure our focus on our cultural collections, including extensive and best practice consultation with Traditional Owners to ensure access to, engagement with and agency in the governance and management of Indigenous collections.

Walking alongside and with Australia's Aboriginal and Torres Strait Islander peoples, University academics, staff and students will work to uphold the rights of Indigenous Australians to self-determination, and the pursuit of cultural, social and economic development.

The University will deepen relationships with Indigenous Australians, respect and increase our understanding of their intellectual traditions, and work in partnership to create new knowledge and a culture of reconciliation for all Australians.

In this way the University can be a leader in the recognition and advancement of Indigenous knowledge and intellectual traditions nationally and on the global stage.

The University of Melbourne is well placed to lead such change and make sustained contributions for Australia and for all Aboriginal and Torres Strait Islander peoples. Ranked in the Times Higher Education World University Rankings\* and consistently ranked as Australia's best university, Melbourne enjoys an outstanding reputation as one of the world's leading comprehensive research-intensive universities. Since its founding in 1853, the University has been a public-spirited institution committed to making distinctive contributions to intellectual, cultural, social and economic life in the region and beyond. These values underpin the University's entire academic mission and shape operating practices, preparing engaged graduates and steering research that advances the world.

In 2019, the University employed more than 9000 ongoing and fixed-term staff and enrolled more than 72 000 students (more than 29 000 of whom were international). Our administrative structure is comprised of Chancellery and Academic Divisions (Faculties and Graduate Schools), each playing an important role in the University's journey of reconciliation through meeting both our 'Elevate' RAP commitments and those in the 14 Indigenous enabling plans that underpin them.

The University of Melbourne operates an annual budget exceeding \$2 billion, with income from research grants, student fees, government grants, commercial operations, executive education, investment and philanthropy. The increased demand for teaching programs, and the University's focus on sustainability and resilience, have allowed savings to be reinvested into strategic teaching and research-related initiatives.



Australia's first Indigenous university graduate, the late Dr Margaret Williams-Weir (second from right), with University of Melbourne Indigenous students and staff (from left) Genevieve Grieves, Kate Rendell, Lilly Brown and Clinton Benjamin at the 2014 Wominjeka (Welcome) ceremony. Photo Peter Casamento.

# Initiatives

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## Indigenous Knowledge Institute

The overarching aim of the Indigenous Knowledge Institute is to support and promote interdisciplinary research and engagement with Indigenous knowledge and strengthen Indigenous research capability. The Institute will provide global leadership that will have lasting impact for the University and Indigenous peoples nationally and internationally.

The Institute will function as a portal or front door to showcase existing and emerging research, enabling enhanced visibility and impact, and serving as a platform for strategic opportunities to augment and stimulate further research activity. It will give full recognition to Indigenous knowledge systems as living, dynamic and innovative, and collaboratively engage with Indigenous knowledge holders to address global and local challenges. In so doing, the Institute will provide an avenue for Indigenous peoples' empowerment.

## Research units and networks

The University of Melbourne is home to a wide range of exceptional Indigenous research, based across all the academic divisions, engaging Indigenous communities and external partners, and crossing disciplinary boundaries. Much of this work is Indigenous led or co-designed and oriented to achieving positive impacts for Indigenous people.

**Research Unit for Indigenous Language (RUIL)**, the first of its kind in Australia, works with Indigenous communities across the nation to expand and strengthen Indigenous language research, and support efforts by communities to maintain their linguistic and cultural heritage.

**Indigenous Studies Unit (Centre for Health & Society MDHS)** develops world-class teaching and research in Australian Indigenous Studies and works to increase the number of Aboriginal and Torres Strait Islander students enrolled in Research Higher Degrees (RHDs). The ISU contributes to an evidence base in a range of research areas that improve outcomes in Indigenous health, economic participation, and cultural and resource management.

**Leaders in Medical Education (LIME) Network** is dedicated to ensuring the quality and effectiveness of teaching and learning in Indigenous health, as well as best practice in the recruitment and retention of Indigenous medical students.

**Indigenous Eye Health (IEH)** aims to Close the Gap for Vision for Aboriginal and Torres Strait Islander peoples through world-leading research, policy formation, advocacy and implementation.



The Aboriginal Flag flies above Ormond College on the University of Melbourne's Parkville campus. Photo Peter Casamento.

## Atlantic Fellows for Social Equity

Atlantic Fellows for Social Equity is one of seven interconnected Atlantic Fellows programs globally, collaborating across disciplines and borders to advance fairer, healthier, and more inclusive societies. The Atlantic Institute, based at Oxford, connects these seven programs, building a global community of courageous Fellows who inspire positive change.

The Atlantic Fellows for Social Equity is an Indigenous-led, lifelong, collaborative fellowship program and platform for systemic change. It harnesses timeless Indigenous knowledge, ingenuity, and creativity to bring a unique approach to transformative change.

The program was established at the University of Melbourne and funded by The Atlantic Philanthropies in 2016. The foundation has committed over US\$660 million worldwide. The program also includes partner organisations and governments to support the work of this global network of thousands of Atlantic Fellows over the next two decades, and beyond.

## Murrup Barak

Murrup Barak – Melbourne Institute for Indigenous Development provides leadership in the development of a supportive and culturally safe service and experience for prospective and current Indigenous students. Through school outreach and on-campus events, Indigenous staff connect students with the information they need to start studying at the University of Melbourne. With targeted support, engagement and leadership programs, Murrup Barak staff work with students to navigate and succeed at the University. Murrup Barak supports the University's Indigenous employment agenda, and engagement with Indigenous Elders, Traditional Owners and community.

## Melbourne Poche Centre for Indigenous Health

Housed within the Faculty of MDHS, the Melbourne Poche Centre has two overarching transformative strategic goals – Indigenous leadership and creating academic pathways. To achieve this, it provides training and development programs for emerging and established Indigenous leaders in the health sciences. In addition, it supports and creates opportunities for graduates to grow their influence and networks and to mobilise an agenda for change in their field of health practice.

The Centre's programs provide safe and supportive environments for Indigenous graduate researchers to become leaders in a range of health sector roles, thereby building a rich and diverse network that improves their visibility and influence as agents for change.

One of our key initiatives is to support the enrolment and graduation of Indigenous PhD candidates and postdoctoral fellows in health, through initiatives such as the Indigenous PhD Familiarisation Program. This annual program hosted by the Centre is aimed at prospective students who are exploring the idea of applying for a PhD.

Another is the Melbourne Poche Leadership Fellows Program, which supports the development of emerging Indigenous leaders in academic, policy, clinical and research roles in the higher education, government, health delivery and community sectors. It brings together Fellows in a richly interconnected and interactive program, keeping a focus on the concepts of networks and collaboration. Consisting of three modules, the program works to build the expertise of Fellows in their areas of leadership. The program's Alumni, now in excess of 30, are then invited to engage in the Poche Alumni Program, established as a formally structured network to continue support, engagement and capacity building initiatives.

Since its establishment, the Melbourne Poche Centre has focused on the creation of academic pathways for prospective Indigenous PhD students and enabling their enrolment as doctoral candidates. As a measure of this success, the Centre was tasked with enrolling 20 new Indigenous PhD students in the Faculty of MDHS by 2020. This stretch target was achieved in 2019 and the Indigenous research higher degree (RHD) student cohort in MDHS continues to grow beyond 22 students.

With academic connections across all the health sciences at the University of Melbourne and collaborating health institutes, both in the surrounding Parkville area and further afield, the Centre is well positioned to enable prospective Indigenous research students to connect with the leaders in their field and to identify their best academic opportunities. It also offers Indigenous PhD students further support in the form of scholarships, academic skills acquisition, mentorship and research training delivered through informal and formal seminars and workshops.





Miriam Baadjo (b. 1957.), Tossie Baadjo (b.1958, Gracie Mosquito (b.1955), Jane Gimme (b.1958), Helen Nagomara (b.1953), Ann Frances Nowee (b. 1964), Imelda Yukenbarri (b.1954)  
See details page 17

## Associate Dean, Indigenous

The Associate Dean, Indigenous has a critical role in leading the Faculty's Indigenous development strategy and representing the Faculty across the University in relation to Indigenous higher education. The appointee will be a well-respected Aboriginal or Torres Strait Islander scholar with strong links with Indigenous communities. They will be an experienced academic leader with the vision, capacity and interpersonal skills to progress this work. The Associate Dean, Indigenous will be a member of the Faculty Executive and report to the Deputy Dean with the key leadership responsibility of driving the Faculty Indigenous strategy and shaping the culture and organisational life of the Faculty to better recognise the perspectives and ways of knowing of Aboriginal and Torres Strait Islander peoples, on whose land we work.

The appointee will devote the majority of their time to leadership activities as Associate Dean, yet there will be opportunity for them to continue some Research and/or Teaching in their domain of expertise. They will be based in Faculty of Medicine, Dentistry and Health Sciences with the opportunity for a link to the relevant School for their discipline. The Associate Dean, Indigenous is supported by an Indigenous Development team and works in partnership with the People and Culture team to progress our Indigenous workforce strategy and culture.

The position of Associate Dean (Indigenous) is available for a period of five years in the first instance with the possibility of renewal for a further term of up to five years.

We foster a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes.

We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of:

- Collaboration and teamwork
- Compassion
- Respect
- Integrity
- Accountability.



Treahna Hamm (b.1965) See details page 17

# The Professor/Associate Professor in Indigenous Health

The Professor/Associate Professor in Indigenous Health will provide academic leadership in the Faculty of Medicine, Dentistry and Health Sciences (MDHS) in the area of Indigenous Health, particularly as it applies to health promotion (especially primary and secondary prevention of disease and injury), access to health services, and the societal and systemic determinants of health. This position will capitalise upon the significant contributions the School and Faculty have made in relation to Indigenous population health. The Professor/Associate Professor will also provide Indigenous teaching and research leadership to enable engagement and collaboration across the Schools and Departments within the Faculty in research, teaching and learning, and community engagement as they relate to public health and Indigenous health.

The Professor/Associate Professor will be located within the Centre for Health Equity in the Melbourne School of Population and Global Health (MSPGH), and will take a Indigenous teaching and research leadership role with Indigenous Health as the head of the Indigenous Health Equity Unit within the Centre for Health Equity, MSPGH and the University, joining with other Indigenous academic leaders in MDHS, other faculties, and in Chancellery.

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- Collaboration and teamwork
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# Artwork Acknowledgements

## Front Cover

Beverly Pula Luck (b. 1976)  
Skin: Pula  
Language: Alyawarre  
Artist location: Ampilatwatja

**Bush Medicine Plants**, 2017  
acrylic on canvas  
107.0 x 30.0 cm  
MHM2017.57, Medical History Museum

*"Bush medicine plants are used for healing on the body and for drinking. We make this by smashing the plants with a rock, we use the juice and the fibre of the plant. We collect bush medicine plants when we are out hunting. Different kinds of plants grow during different seasons. There are lots of different medicines, we know what their stories are, we learnt them from our parents and we teach these stories to our children."* Beverly Pula Luck

Bush medicine knowledge is still strong in Ampilatwatja, it continues to be passed down to the younger generations and is widely used. When the women go hunting they often gather bush medicine. The plants depicted here are found in the country around Ampilatwatja, they are used for soothing skin infections and to make a drink to help with colds and coughs. Painting bush medicine stories is important because it helps to maintain a strong knowledge and culture for the community.

## Page 2

Judy Mengil (1954–2017)  
Skin: Nangari  
Language: Miriwoong  
Country: Binjin

**Dimalan leaves**, 2016  
natural pigment on canvas  
60.0 x 60.0 cm  
MHM2017.28, Medical History Museum

*"I bath in this all the time. It is like an antiseptic and keeps the mosquitoes away"*. Judy Mengil

Judy Mengil has painted bush fruits and bush Dimalan leaf. The fruits are called Midgidien—Black Berry, Daloong—Small Green Plum, Bush Orange, Gooseberries and Wooloo-wooleng—White Berries. The Dimalan leaves are plucked from the tree from which they grow and boiled in water.

## Page 6

Artist statement: This artwork depicts the united values MDHS are guided by. The shields are a representation of how we are protected by these values but also loyal to them. Surrounding the shields are the communities that are connected to MDHS, such as the Hospitals and research centers. The line work pattern in the shields represent how each value is linked as each one doesn't work without the other – Kat Clarke

Wurundjeri translation – Aunty Gail Smith,  
Wurundjeri Elder from Wurundjeri Council

## Gahgook Respect

When we think of respect, we are being considerate of each other, the land, waterways and the animals. The footprints are a reflection of how we show respect but is also a representation of walking in other shoes and being mindful that we all come from different journeys. A key value that we should always be respectful of each other, the young, old, those who walked before us and others that will pave the way.

## Liwik Accountability

The shield of accountability is one that enforces trust and honesty. The hand that actions is also the hand that is accountable for any mistakes or issues that arise. It is a reminder that like a boomerang the problem or issue will keep returning unless dealt with appropriately and with ownership.

## Ngarrga Compassion

The shield of compassion is one that reflects unity, understanding, support and community. It is a reminder that we should always have a kind and understanding approach in our actions, and when working with or for others.

## Ngagat Djerring Collaboration & Teamwork

The shield of collaboration and teamwork represents people of all nations coming together with the same goal in mind for community and a willingness to work together to see successful outcomes. The image is a representation of how collaboration and teamwork is a continuous circle that encourages support of one another to grow, create, lead and succeed.

## Tarrn-doon-nonin Integrity

When I think of integrity, I imagine the Owl or Mopoke is what my mob call them. They're wise creatures who go forth with strength and grace. They're a representation of honesty and solid morals. Like the Owl, I believe we as humans also hold this within us when we make choices and hold belief in something that is close and important to us.

## Page 15

Miriam Baadjo (b. 1957)  
Skin: Nangala  
Language: Kukatja  
Country: Tjatjati  
Artist location: Wirrimanu (Balgo), Western Australia

Tossie Baadjo (b. 1958)  
skin: Nangala  
language: Kukatja  
Father's country: Nyilla  
Grandmother's country: Karntawarra  
Artist location: Wirrimanu (Balgo), Western Australia

Gracie Mosquito (b. 1955)  
Skin: Nangala  
Language: Walmajarri, Kukatja  
Country: Puruku  
Artist location: Wirrimanu (Balgo), Western Australia

Jane Gimme (b. 1958)  
Skin: Nungarrayi  
Language: Kukatja  
Country: Kunawariti  
Artist location: Wirrimanu (Balgo), Western Australia

Helen Nagomara (b. 1953)  
Skin: Napurulla  
Language: Kukatja  
Country: Kulkurta  
Artist location: Wirrimanu (Balgo), Western Australia

Ann Frances Nowee (b. 1964)  
Skin: Nungarrayi  
Language: Kukatja  
Country: Nyilla  
Artist location: Wirrimanu (Balgo), Western Australia

Imelda Yukenbarri (b. 1954)  
Skin: Nakamarra  
Language: Kukatja  
Country: Winpurpurla  
Artist location: Wirrimanu (Balgo), Western Australia

Tossie Baadjo, Miriam Baadjo, Gracie Mosquito,  
Jane Gimme, Helen Nagomara, Ann Frances Nowee  
and Imelda Yukenbarri

## Bush medicine: a collaborative work by women from Balgo, 2018

acrylic on linen  
180.0 x 120.0 cm  
MHM2018.32, Medical History Museum

## Page 16

Treahna Hamm (b. 1965)  
language: Yorta Yorta  
Country: Yorta Yorta  
artist location: Yarrawonga, Victoria

## A Yorta Yorta person's bush medicine first aid kit, 2017

Paperbark, Kurrajong pods, Lomandra, She-Oak pods, bark ink, riverbed clay, charcoal, billabong sediment, raffia, Bottlebrush wood and bloom, ash, possum bone, mussel shell, Black Wattle bark, Stringybark, river sand, Eucalyptus leaves, tree bark, sap

4.0 x 12.0 x 27.0 cm MHM2017.1, Medical History Museum

*"During the European settlement of Australia, the bushland, wetlands and waterways were seen as barren, and empty of medicinal knowledge and practices. But these environments were in fact a main part of the fragile balance between the lore, life and survival of Aboriginal people. This bush medicine first aid kit contains bush and river remedies that have been in use for many thousands of years. Paperbark, from which the kit is constructed, was also used as bandages, having antiseptic qualities."* Treahna Hamm

# Further Information

General information about the University of Melbourne is available through its website at [www.unimelb.edu.au](http://www.unimelb.edu.au)

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About the University of Melbourne [about.unimelb.edu.au](http://about.unimelb.edu.au)

## The University of Melbourne's Strategic Plan 2020-2030: Advancing Melbourne

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

**Pursuit: Research and Commentary by  
University of Melbourne experts**  
[pursuit.unimelb.edu.au](http://pursuit.unimelb.edu.au)

**University of Melbourne's Annual Report**  
[about.unimelb.edu.au/strategy/annual-reports](http://about.unimelb.edu.au/strategy/annual-reports)

**Faculty of Medicine, Dentistry and Health Sciences**  
[mdhs.unimelb.edu.au](http://mdhs.unimelb.edu.au)

**MDHS 2019 Action Plan**  
[mdhs.unimelb.edu.au/beyond2018/2019-action-plan](http://mdhs.unimelb.edu.au/beyond2018/2019-action-plan)

To enquire further about these roles contact MDHS Talent Acquisition Team;

**EMAIL: [MDHSTalent-Acquisition@unimelb.edu.au](mailto:MDHSTalent-Acquisition@unimelb.edu.au)**