

# Flinders Reconciliation Awards

## Rules and Eligibility



Flinders University recognises the outstanding efforts of individual staff and teams in leading activities or projects that promote reconciliation. Flinders Reconciliation Awards seek to recognise those individuals and teams of staff who demonstrate an outstanding achievement or excellence in these endeavours.

The Flinders Reconciliation Awards are open to all staff, including academic and professional staff, and nominations are welcome across the breadth of university activities (i.e., work being undertaken across research, education, service, or other projects).

The Innovate Reconciliation Action Plan (RAP) is part of the University's ongoing work to increase Aboriginal and Torres Strait Islander participation, retention and success in higher education and provides a critical framework for the Flinders University Community to commit to reconciliation as part of everyday practice.

Flinders Reconciliation Awards will be presented at the Flinders University Staff Awards Event.

### SUBMISSION OF APPLICATIONS

Nominations open | 26 May 2025

Nominations close | 29 August 2025

### ELIGIBILITY

The Flinders Reconciliation Awards are conferred annually based on an assessment of an individual or team's demonstration of values and achievements for that calendar year. Any member of the University community can nominate either an individual staff member or team for a Flinders Reconciliation Award. Selection will be based on the written statements provided by the nominator addressing the selection criteria, in addition to information provided by the direct or indirect supervisor, where this is sought by the Selection Committee.

- Open to all Academic and Professional staff.
- Nominee's must be employed by the University at the time of presenting the award.
- Staff cannot nominate themselves, contractors, or staff with whom they have a close personal relationship.
- Teams should consist of at least two team members and not more than twelve.
- Staff may be nominated more than once, however will only be eligible to receive one award per calendar year.
- Previous award recipients (individual, team leaders or joint leaders) are not eligible to re-apply the following year. \*\* Members of a successful team who were not team leaders or joint leaders in the previous year are not affected by this restriction provided that the current year's nomination does not substantially replicate previously awarded applications.

### SELECTION CRITERIA

A Flinders Reconciliation Award may be given to an individual or team that clearly demonstrate an outstanding achievement or excellence in an activity or project aligned to Flinders University RAP pillar(s) actions (s) that strongly exhibit the University values and ethos underpinning the RAP.

Applications should clearly describe in addressing the selection criteria the following:

- The activity or project undertaken that demonstrates an outstanding achievement or excellence.
- The activity or projects alignment to the RAP pillar(s) and at least one of their actions.
- The actions that strongly exhibit the University values and ethos underpinning the RAP to "Champion diversity and create a vibrant, inclusive and values-based community that makes Flinders the destination of choice for students and staff." Refer to '[Making a difference: The 2025 Agenda](#)'.

For information on the four pillars and actions please refer to the current [Flinders University Reconciliation Action Plan](#).

## HOW TO APPLY

Using the [Nomination Form](#), the nominator will provide:

- A short contextual statement that provides a summary of activities or projects outlining the nominees merit against the selection criteria. Plus:
  - No more than two separate additional pages that incorporate a statement addressing the selection criteria; applicants need to provide evidence to support their claims against the criteria.
- A citation of no more than 40 words that summarises their claim to RAP excellence.
- A brief personal or team profile of the nominee(s)
- Team applications should also include a complete list of all members and positions to be considered for award.
- All applications require the signed endorsement of a College Vice President and Executive Dean or Portfolio Head.

## SELECTION COMMITTEE AND PROCESS

The Selection Committee comprises:

- RAP Oversight Committee Co-Chairs
- One RAP Oversight Committee member
- Strategic Programs Coordinator

The Selection Committee, through the Executive Officer (EO), will ensure that there are no outstanding administrative or disciplinary matters pertaining to any nominees before the Committee reviews the nominations.

The Selection Committee will assess all received nominations and will judge the scope and impact of the nominee's activities, projects, or outcomes that align with actions and deliverables outlined in the University's Reconciliation Action Plan. The values and ethos statements will be closely referenced to make the judgements. Each Selection Committee member will vote on each nomination, with equal voting rights. Where a member of the selection committee, their direct reports or someone with whom they have a close personal relationship has been nominated for an award the member will remove themselves from the voting process of that individual or team.

The Selection Committee will determine the number of awards to be conferred based on the nominations received. If nominations otherwise meet the criteria but are not assessed as being of a standard eligible for an award, nominees may be acknowledged with a letter from the Selection Committee. The Executive Officer is to ensure that awards are noted against each employee's record.

## AWARDS CELEBRATION

The University will host an annual Staff Awards Event to recognise excellence in teaching, research, and the achievements of Professional staff, as well as, to recognise the outstanding efforts of individual staff and/or teams in leading activities or projects that promote reconciliation.

Award recipients will be invited to attend the annual Staff Awards celebration. Nominators, other colleagues, and supervisors of award recipients may also be invited to attend the annual event. This will be limited and dependent on the number of celebration attendees and the venue capacity.

## OFFICE OF COMMUNICATION, MARKETING AND ENGAGEMENT

With the support of the EO, People and Culture will support the awards by ensuring that the award is communicated and promoted to encourage and request nominations over the course of the academic year. OCME will be responsible for the conduct of the consolidated annual awards celebration.

Approval Authority:	Vice Chancellor, under the authority given in the <a href="#">Recognition of Service, Donations, Significant Contributions or Personal Achievement policy</a> .
Responsible Officer:	Director, People & Culture
Approval Date:	28 October 2021