

Indigenous Australian Employment Strategy 2016-2017

Section 1 - Purpose

Introduction and Policy Context

(1) Charles Sturt University (the University) is a regional university with its campuses located on Wiradjuri, Gandangara, Ngunnawal and Biripi land. Building effective relationships with Indigenous communities in Australia, making higher education accessible to Indigenous people and fostering appreciation of Indigenous Australian cultures and knowledge have been and continue to be, significant goals for the University.

(2) The commitment of the University in Indigenous Australian matters is reflected not only in the Indigenous Australian Employment Strategy (the Strategy) but also in the following documents, which inform the Strategy:

- a. [Charles Sturt University Strategy](#) - which looks at 'Improved educational outcomes and lives for Indigenous, regional, rural and remote Australians', 'Indigenous student participation rate' and 'Indigenous Australian staff'.
- b. [Charles Sturt University Reconciliation Statement](#) - which asserts 'the significance of the University's role in the reconciliation process in building an informed and mature society that acknowledges the past, understands the quintessential connection between the past and present, and is committed to ethical action, social justice and human rights'.
- c. [Charles Sturt University Indigenous Education Strategy](#) (IES) - which recognises that having a strong Indigenous presence in the University's workforce is a critical factor, both in creating a University culture that is inclusive of Indigenous issues and in achieving successful educational outcomes for Indigenous Australian Students.
- d. [Charles Sturt University Employment Equity Plan](#) - which provides a framework that supports employment equity and diversity, including specific strategies pertaining to Indigenous Australian employment.
- e. [Charles Sturt University Enterprise Agreement 2013-2016](#) - which commits the University to 'implement and maintain the Indigenous Australian Employment Strategy or any successor strategy, and the Indigenous Education Strategy Steering Committee during the life of the agreement'.

Background and Purpose

(3) The first Indigenous Australian Employment Strategy was launched in 2005. At the time of the launch, the Indigenous Australian Staff numbers were representative of 0.9% of the total staff population. This number has grown significantly to 2.63% of total staff representation as at 30 March 2015.

(4) The overall aim of the Indigenous Australian Employment Strategy is to increase the employment of Indigenous Australians at Charles Sturt University to represent 3% of the total staff workforce by 2017. Table 1 in this Strategy outlines specific activities, outputs and outcomes. This table also identifies a number of internally and externally funded activities that will support the increase of Indigenous Australian Staff employment at the University during the 2016-2017 life cycle.

Section 2 - Glossary

(5) Nil.

Section 3 - Policy

Strategy Implementation and Evaluation

(6) The Indigenous Employment Coordinator will continue to promote the Strategy and provide support for its implementation.

(7) Senior staff, including Executive Deans, Executive Directors and Budget Centre Managers, are responsible for implementing the Strategy within their respective Faculties, Divisions and Budget Centres.

(8) The Indigenous Employment Strategy Advisory Committee (IESAC) is responsible for overseeing the development and implementation of the Strategy, making recommendations on any issues that arise out of its implementation and monitoring and evaluating effectiveness. The Presiding Officer of the Indigenous Employment Strategy Advisory Committee is the Pro Vice-Chancellor (Indigenous Education) who also oversees all matters relating to Indigenous education, students and research.

Activities and Outcomes

(9) Table 1 outlines the activities, timelines and outcomes expected for 2016-2017. Reports on progress, achievements and outcomes will be provided to the Indigenous Employment Strategy Advisory Committee regularly throughout the life of the Strategy and to other internal and external parties as requested.

(10) The Strategy will be reviewed and refreshed as required. A new Strategy is planned for 2017 and beyond.

(11) The expected outcomes of the Strategy are:

- a. an equitable and diverse workforce;
- b. a workforce that is culturally aware and safe for Indigenous staff and students;
- c. strengthened partnerships and connected communities; and
- d. Indigenous staff retention, satisfaction and equitable employment.

Table 1:

ACTIVITIES - What we do/will do	OUTPUTS
PROGRAMS:	
Indigenous Academic Fellowship Scheme	3 x Indigenous Academic Fellows successfully complete their Doctor of Philosophy (PhD) and Fellowship (all due for completion by end of 2018)
Indigenous Academic Cadetship Scheme	1 x Indigenous Academic Cadet completes their cadetship placement at 420hrs/year x 2 years during 2nd and 3rd year of study
Indigenous Traineeships	Maintain successful commencement and completion rate of Indigenous Australian trainees at 75% Retain 50% of Indigenous Australian trainees upon successful completion of traineeship
Indigenous staff networks	Campus-based and University-wide network
Nguluway — staff conference	Staff conference conducted biennially

Indigenous Academic Staff Leadership Development Scheme	Number of participants
Indigenous Staff Study Support Scheme	Number of participants
Indigenous Employment Incentive Scheme	Number of organisational areas using scheme
Higher Degree Research / Research schemes	Number of participants
Indigenous Cultural Competence training - Indigenous Cultural Competence Program (online); Courageous Conversations about Race workshops; Indigenous Cultural Competency workshops	80% of managers complete Cultural Competence training by end of 2017
Mentors — teaching, research, university environment	Implementation of a mentor scheme
Induction website	Accessible website released by end of 2017
Promotion of staff support, resources and schemes	A communication plan implemented during 2016 and 2017
RECRUITMENT PROCESSES AND PROCEDURES:	
Indigenous Employment Register	An accessible register released by end of 2017
Indigenous Recruitment Guidelines	Revised and released by end of 2016
Community partnerships and engagement	Ongoing relationships with our Indigenous communities and elders
EVALUATION PROCESSES:	A practical evaluation plan
Track retention / attrition rates	Areas of focus identified
End of year staff numbers by level	Indigenous Australians represent 3% of the total staff workforce Indigenous Australians represent 2% of the academic workforce
Equal Opportunity forms	Over 90% of forms returned
Monitor and analyse exit surveys	Areas of focus identified
Benchmarking / comparing statistics with other universities	Areas of improvement and focus identified

Section 4 - Procedures

(12) Nil.

Section 5 - Guidelines

(13) Nil.

Status and Details

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