THE UNIVERSITY OF NEWCASTLE AUSTRALIA

# MALIGAGU ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT STRATEGY 2014 – 2016

EXIT

**Since its inception as a student support centre in 1983, Wollotuka has continuously evolved and adapted to community expectations and institutional obligations.**

**In 2012 Wollotuka advocated for a change of status and was accepted by the University of Newcastle as an Institute. Wollotuka in all its guises has played a pivotal role in respect to pursuit of the principle of self determination and social and restorative justice.**

**Wollotuka has provided unparalleled leadership and has consistently championed the need for academically enriching and culturally affirming education for Aboriginal and Torres Strait Islander peoples at a local, national and international level.**

**Wollotuka has been able to continue its strong advocacy role by drawing on the strength derived from cultural survival, the communities and people it is connected to and on the commitment and transforming achievements of past struggles and journeys.**

**Maligagu – To Shine**
Darkinyung Language from the Darkinyung grammar and dictionary

# FROM THE **DVC ACADEMIC**

The University of Newcastle is a national leader in Aboriginal and Torres Strait Islander employment in higher education, with Aboriginal and Torres Strait Islander staff making up 2.52% of our staff. The University of Newcastle was commended in the 2012 Review of Higher Education Access and Outcomes for Aboriginal and Torres Strait Islander People, Final Report, for its 'whole-of-university' approach to Aboriginal and Torres Strait Islander employment highlighting it as good practice.

Our New Directions Strategic Plan 2013-2015 incorporates a 'Future Workforce Plan' which outlines a clear strategy to 'attract, retain and develop academic and professional Indigenous staff'. This strategy is further reinforced through the 'Reconciliation Action Plan 2011-2015' and bold Key Performance Indicators (KPI) linked to the University, Divisions and Faculties Aboriginal and Torres Strait Islander employment outcomes.

Maligagu Aboriginal and Torres Strait Islander Employment Strategy 2014-2016 focuses on attracting quality applicants for academic and professional positions at all levels of the University and an internal environment that promotes professional and personal growth for Aboriginal and Torres Strait Islander staff with strong community collaboration. Maligagu means 'to shine', in the language of the Darkinyung people, and the University, through this strategy, will provide an environment and opportunity which empowers all our Aboriginal and Torres Strait Islander staff and communities to do just that.

The University is committed to reconciliation and to our responsibilities as educators and employers in this process.

**Professor Andrew Parfitt**
*Deputy Vice-Chancellor (Academic)*

# UON **RECONCILIATION STATEMENT**

The University of Newcastle declares its commitment to Aboriginal reconciliation: developing a strong community and fostering mutual respect, social justice and a united voice between Aboriginal and Torres Strait Islander and non-Aboriginal Australians.

The University of Newcastle respects and acknowledges the Aboriginal land on which the Australian campuses of the University are located. We acknowledge the Aboriginal nations on whose traditional lands the University has a presence, respecting and acknowledging the traditional peoples and the cultural significance and history of the land.

The University is aware of the impact of the alienation and other forms of injustices including the removal of children, the loss of land, the destruction of languages and culture, and the ongoing struggle for social and restorative justice. Through acknowledging and understanding past losses and injustices and through committing to redressing the social and economic challenges and ongoing racism, we will continue to move forward together to a better future.

The University recognises that education plays an integral role in providing a foundation and platform for the exercise of self-determination and the empowerment of Aboriginal and Torres Strait Islander peoples. Through collaboration and the provision of culturally responsive education the University seeks to educate and contribute to the development of a harmonious community.

The University's Aboriginal and Torres Strait Islander communities have supported the University in ensuring an Aboriginal presence at the University and appropriate and effective levels of consultation and collaboration through the sharing of Aboriginal voices, cultural wisdom and knowledge. These attributes are essential to moving forward to a future of equality and respect in teaching and learning, research, cultural inclusion, celebrating diverse cultures and success. The University acknowledges and appreciates the contribution and support of all communities. We will continue to build on existing partnerships and wherever possible forge respectful relationships designed to contribute to the ongoing endeavor of redressing the circumstances of Aboriginal and Torres Strait Islander education, health, cultures, languages, social justice, employment and empowerment.

The University is committed to providing an environment that is free from racism and discrimination, developing opportunities for Aboriginal and Torres Strait Islander peoples to access and succeed in higher education. The University embraces the unique and diverse cultures of Aboriginal – the oldest continuing culture in the work – and Torres Strait Islander peoples to endure the growth of knowledge for all Australians.

**With respect and collaboration, the University of Newcastle embraces a united approach to equity and inclusiveness for all Australian peoples.**

## VISION

**Our positioning statement 'Maligagu' in the Darkinyung language means 'to shine'. To achieve this UON provides Aboriginal and Torres Strait Islander peoples with employment that values the culture and the aspirations of the individual, working together to build strong, dynamic and vibrant communities.**

# OUR **PLAN**

The UON will continue to build on the strong commitment to Aboriginal and Torres Strait Islander communities in providing employment opportunities at the UON, focusing on growing and retaining the number of Aboriginal and Torres Strait Islander staff across the faculties and divisions, and developing their capacity to take up leadership and professional positions across all areas of university business. Aboriginal and Torres Strait Islander Employment is highlighted as a strategy within the Strategic Plan with supporting Key Performance Indicators (KPI) for the population of Aboriginal and Torres Strait Islander staff, using the population parity target identified by the Australian Government as outlined in the National Indigenous Higher Education Workforce Strategy. The 'Maligagu' Aboriginal and Torres Strait Islander Employment Strategy reflects our ongoing commitment in relation to the recommendations in the Behrendt Report. It is recognised that Aboriginal and Torres Strait Islander people bring with them unique strengths and knowledge, increasing the recruitment and retention of Aboriginal and Torres Strait Islander staff both academic and non-academic is critical for student outcomes, university culture and individual career aspirations.

We will continue to build into our current successes and develop new initiatives to further progress our commitment;

**Current successes;**

- Grow Our Own Program 'Indigenous New Career Academics' (INCA) Program
- Attraction of Aboriginal and Torres Strait people, in 2012 of 222 positions advertised we had 128 Aboriginal and Torres Strait Islander applicants
- Cultural Competence Training and UON Induction 'Welcome to the Wollotuka Institute', attracting 515 participants

**New initiatives;**

- Launch 'Maligagu Cadetship Program' 2014 (target of 40 Aboriginal and Torres Strait Islander cadets 2014 to 2016 across the UON)
- Launch 'UON Aboriginal and Torres Strait Islander Future Workforce Virtual Centre', 2014
- Implement a 'Cultural Wellbeing Program' for Aboriginal and Torres Strait Islander Staff to include language, lifestyle and cultural practices

# OUR VALUES
# **CULTURAL STANDARDS**

'The Wollotuka Institute Cultural Standards' provide a cultural foundation that incorporates cultural responsiveness and accountability in the development, implementation and evaluation of the Aboriginal and Torres Strait Islander Employment Strategy reflecting goals and aspirations for advancement. (ATSIES).

MALIGAGU –

# ABORIGINAL & TORRES STRAIT ISLANDER EMPLOYMENT STRATEGY 'A COLLABORATIVE MODEL'

# TARGETS

The ATSIES will achieve the following targets:

- Increase Aboriginal & Torres Strait Islander staff from 2.52% to 3.9% of total University staff by 2015 (minimum Headcount FTE 120)
- Increase number of Aboriginal & Torres Strait Islander staff employed at levels above an Academic Level B and HEW 6, (3 new positions each year for 3 years)
- 'Maligagu Cadetship Program' 2014, target of 40 Aboriginal and Torres Strait Islander cadets 2014 and 2016 across the UON
- Meet the KPI's identified within the UON NeW Directions Strategies, Institutional, Faculty and Division
- Staff attend Cultural Competence Training and Welcome to the Wollotuka UON Induction (1,000 additional staff)

# CONSULTATION AND KEY REFERENCES

The ATSIES will achieve the following targets:

- Board of Aboriginal and Torres Strait Islander Education and Training (BATSIET)
- Human Resource Services
- Behrendt Report
- NeW Directions
- The Wollotuka Cultural Standards
- National Indigenous Higher Education Workforce Strategy
- CPSU and NTEU

# **PRIORITY 1 -** ATTRACTION AND RECRUITMENT

**UON is an employer of choice for Aboriginal and Torres Strait Islander peoples based on its reputation for a quality environment that strives for excellence in Aboriginal and Torres Strait Islander education and research**

1.1 Attract quality Aboriginal and Torres Strait Islander academics and professional staff across all Faculties and Divisions with qualities and skills that will further contribute to the University's reputation as a world class University

1.2 Increase the number of Aboriginal and Torres Strait Islander academic and professional senior level appointments (+ Level B, + HEW6)

1.3 Establish employment and training opportunities within the University for Aboriginal and Torres Strait Islander students or graduates of the University, including Internships, cadetships and work integrated learning (WIL) Launch 'Maligagu Cadetship Program' 2014

1.4 Profile Aboriginal and Torres Strait Islander employment through promoting locally and nationally the successes of Aboriginal and Torres Strait Islander staff

1.5 Increase the visibility and accessibility of employment opportunities to Aboriginal and Torres Strait Islander communities

1.6 Create a 'UON Aboriginal and Torres Strait Islander Future Workforce Virtual Centre' that includes online workshops, prospective employee skills and qualifications register, tips for working at UON, links to appropriate services

1.7 Ensure recruitment policies and procedures are culturally appropriate

# **PRIORITY 2 -** ENVIRONMENT AND RETENTION

**UON provides a vibrant and dynamic community and a healthy and rewarding place to work that is a culturally safe environment free of racism.**

2.1 Recognise the uniqueness of Aboriginal and Torres Strait Islander knowledges and perspectives

2.2 Identify and recognise workload implications that arise for Aboriginal and Torres Strait Islander staff in adhering to community and cultural protocols and responsibilities

2.3 Support the networking for Aboriginal and Torres Strait Islander staff by providing a cultural space to encourage sharing of experiences, ideas and mentorship that empowers staff to meet their professional aspirations

2.4 Cultural Competency training and induction workshops delivered to professional and academic staff of the University, with a priority for those with supervisory and/or teaching and learning responsibilities

2.5 Ensure the retention and satisfaction of Aboriginal and Torres Strait Islander staff across the whole University

2.6 Induction program for all Aboriginal and Torres Strait Islander staff that compliments that in the 'UON Career Advantage Package'

2.7 Embed Indigenous knowledges into programs across the University resulting in the awareness of Indigenous knowledges and strong commitment to social justice in our graduates

2.8 Implement a 'Cultural Wellbeing Program', to include language, lifestyle and cultural practices

Attention To All!
STUDENT ENGAGEMENT ACTIVITY
GALLAGHAN CAMPUS PHARMACY
Closing the gap

# **PRIORITY 3 -** DEVELOPMENT AND EXTENSION

**UON will support and develop Aboriginal and Torres Strait Islander staff to achieve personal and professional career aspirations, leadership opportunities and excellence**

3.1 Provide opportunities for further study, training and career development for Aboriginal and Torres Strait Islander through fellowships and scholarships, providing adequate time release to enable success

3.2 Promote clear career pathways and progress opportunities for Aboriginal and Torres Strait Islander staff as part of the 'UON Professional Development Program'

3.3 'UON grow your own' program to develop academic staff, including researchers through student pools and existing professional staff, such as the Indigenous New Career Academic (INCA) initiative, to ensure competitiveness and equivalent qualification/skill set for academic appointment

3.4 Mentoring opportunities and networks that contribute to supporting staff to meet their career aspirations

3.5 Staff actively engage positive relationships with local, national and international Indigenous communities for cultural determination and affirmation

3.6 Utilising the 'UON Leadership Framework', develop programs for Aboriginal and Torres Strait Islander academic and professional staff to increase senior leadership opportunities

3.7 Develop processes to celebrate and reward the successful achievements of Aboriginal and Torres Strait Islander staff that demonstrate excellence, innovation and leadership

3.8 Identify and incorporate secondment opportunities for Aboriginal and Torres Strait Islander staff

# **PRIORITY 4 -** GOVERNANCE

**UON will ensure policies; processes and governance structures support the University's leadership in Aboriginal and Torres Strait Islander employment**

4.1 UON will continue to implement, fund, review and comply with the ATSIES, in partnership with Aboriginal and Torres Strait Islander stakeholders

4.2 Indigenous Employment Coordinator will collect and evaluate data and evidence that supports ongoing positive outcomes in all area of Aboriginal and Torres Strait Islander employment, from recruitment data to exit Interviews

4.3 Establish a forum for senior Faculty and Division staff to contribute to providing advice into strategy, operations, opportunities and policy relating to Aboriginal and Torres Strait Islander employment

4.4 The Indigenous Employment Coordinator will provide an update to the Board Aboriginal Torres Strait Islander Education and Training (BATSIET) on the ATSIES as a standing agenda item

4.5 An annual report will be provided to Senior Executive reporting against the targets and priorities of the ATSIES

4.6 Faculties and Divisions to work collaboratively with The Wollotuka Institute to identify Aboriginal and Torres Strait Islander attraction and recruitment strategies

4.7 This ATSIES is informed by the Enterprise Agreements

THE
WOLLI TUKA
INSTITUTE

# **CURRENT ABORIGINAL AND TORRES STRAIT ISLANDER** EMPLOYMENT AT UON

- 77 FTE employees identifying as Aboriginal and Torres Strait Islander
- Aboriginal and Torres Strait Islander employees represent 2.56% of total UON workforce
- 22 employed as Level A or higher
- 12 employed between Levels 7 and 10
- 39 employed between Levels 3 and 6

## **PER CENT INDIGENOUS STAFF** BY FACULTY/DIVISION – 2013

**0.66%**
Per cent Indigenous Staff
**Faculty of Business and Law**

**0.33%**
Per cent Indigenous Staff
**Faculty of Engineering and Built Environment**

**0.54%**
Per cent Indigenous Staff
**Faculty of Science and Information Technology**

**0.00%**
Per cent Indigenous Staff
**International and Advancement Division**

**2.34%**
Per cent Indigenous Staff
**Resources Division**

**1.37%**
Per cent Indigenous Staff
**Faculty of Education and Arts**

**1.60%**
Per cent Indigenous Staff
**Faculty of Health**

**9.14%**
Per cent Indigenous Staff
**Academic Division**

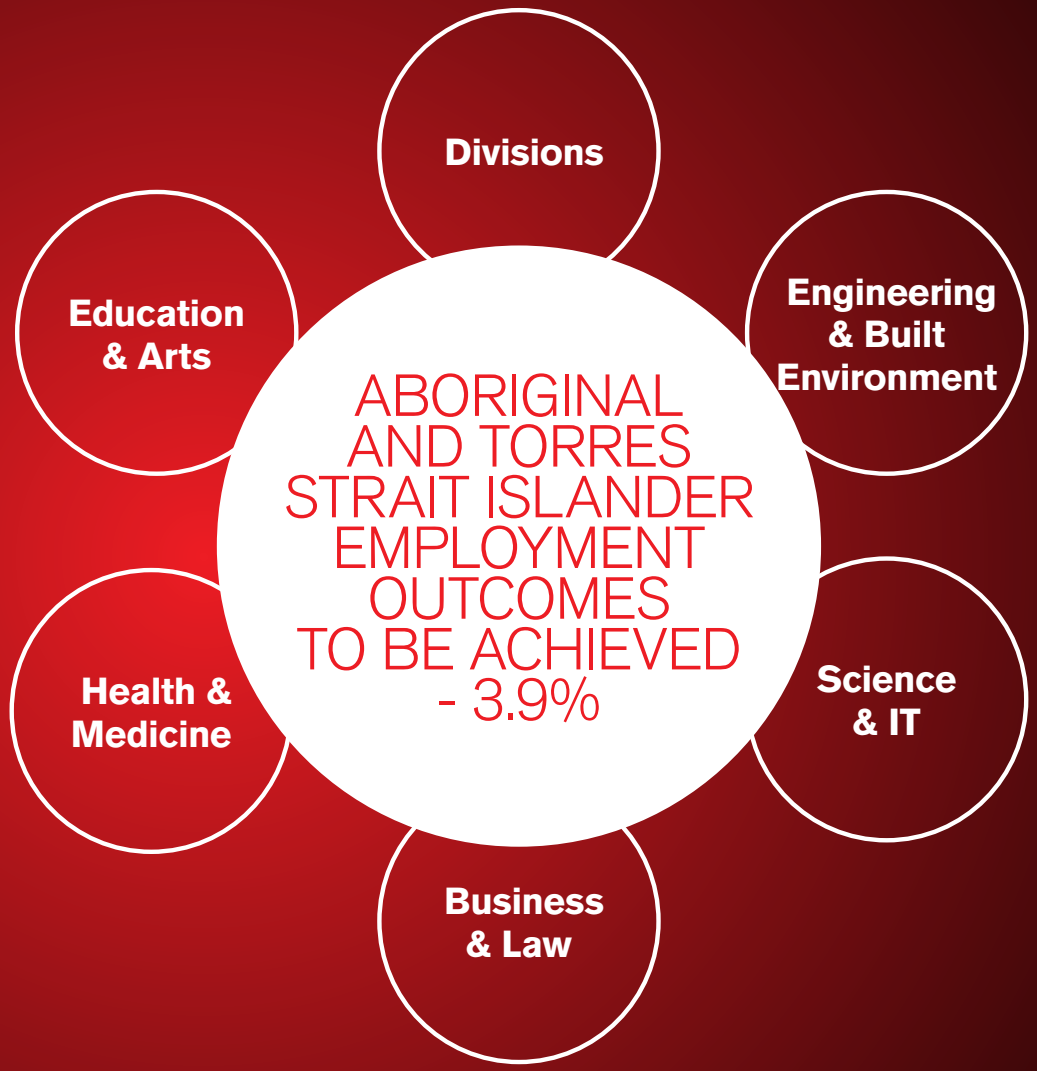
**1.10%**
Per cent Indigenous Staff
**Research Division**

**1.01%**
Per cent Indigenous Staff
**Vice-Chancellor's Division**

| | |
|---|---|
| ATSI Fixed Ongoing Headcount as at 31 March 2013 | **77** |
| Total University Fixed Ongoing Headcount as at 31 March 2013 | **3009** |
| Percentage of Staff = ATSI Headcount/Total Headcount Data source: Alesco. Data as at 31 March 2013 | **2.56%** |

| **DATA SOURCE** |
|---|
| Discoverer Report EEO.ATSI_Staff_Listing as at 31 March 2013 |
| Discoverer Report Staff Profile Planning Quality Reporting as 31 March 2013 - Total UON Headcount (Fixed-term & Ongoing staff) |

# STRENGTHENING THE LEGITIMACY OF FACULTY/DIVISIONS **UON COMMITMENT TO ABORIGINAL AND TORRES STRAIT ISLANDER TRAINING AND EMPLOYMENT OUTCOMES**




'Maligagu Cadetship Program' 2014
(target of 40 Aboriginal and Torres Strait Islander cadets)

# INDIGENOUS **CADETSHIP SUPPORT (ICS)**

Indigenous Cadetship Support (ICS) aims to improve the professional employment prospects of Aboriginal and Torres Strait Islander peoples. It links Aboriginal and Torres Strait Islander tertiary students undertaking their first undergraduate degree with employers in a cadetship arrangement involving full-time study and work placements once they have completed their studies.

Cadetships enable Aboriginal and Torres Strait Islander students to gain the professional qualifications and experience needed for a range of jobs in the private, public and community sectors and assists them to move into employment on completion of their studies.

# PAYMENTS

The ICS provides up to $7,050 per semester to employers to support cadets with a living allowance and study-related costs and offset employer administration costs. Other forms of assistance, including travel assistance for cadets who are studying or undertaking their work placement away from home, are also available. Cadets are paid a wage by their employer during their work placement.

# CADETSHIP **EMPLOYERS**

- provide paid work placements of 12 weeks for each year of the cadetship
- support the cadet through their study and work placements, giving professional guidance and mentorship
- intend to offer ongoing employment to the cadet once they successfully complete their cadetship.

2014/8990 | CRICOS Provider Code 00109J

# CONTACT DETAILS

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