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# ACKNOWLEDGEMENT OF COUNTRY

An 'Acknowledgement of Country' is where other people acknowledge and show respect for the traditional custodians of the land on which they gather. This acknowledgement is a sign of respect and in that spirit we would like to acknowledge that

# OUR VALUES

## **Our Indigenous Strategy rests on four key values.**

RESPECT - in our actions and words, our teaching and research and our engagement with communities we show our respect for Indigenous heritage and culture, and the rights of Indigenous people to own and control their culture. This includes respect for customs, points of view and lifestyles. We show our respect by committing to learning and understanding the historical context of Indigenous Australians, recognising their accomplishments and the continuation of one of the oldest known cultures and knowledge

## STRATEGIC OBJECTIVE ONE

# INDIGENOUS STUDENTS

**Provide opportunities for Indigenous Australian students to learn and succeed in**

### STRATEGIC ACTIONS

**01** Improve the proportion of

### KEY SUCCESS MEASURES

A minimum target of 4% of all

# STRATEGIC OBJECTIVE TWO

# INDIGENOUS

# EMPLOYMENT

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**Position Western Sydney as a place of choice for Indigenous Australians to work in an environment that supports and nurtures their careers.**

## STRATEGIC ACTIONS

- 01** Build the proportion of Indigenous staff within the School so that it matches the proportion of Indigenous students in the School.
- 02** Establish a program with the Department of Education to support Indigenous teachers and school leaders to contribute to the learning of Initial Teacher Education students.
- 03** Promote opportunities for the professional and career development of Indigenous academic and professional staff in the School.

## KEY SUCCESS MEASURES

A minimum target of 3% of Indigenous staff are employed in ongoing academic positions in the School.

All compulsory Aboriginal Education units are taught by Indigenous colleagues.

Indigenous colleagues are successful in achieving key career milestones (completing doctoral studies, applying for internal grants/seed funding/ADP/promotion).

At least one Indigenous staff member in the School is employed at Level D/E

## STRATEGIC OBJECTIVE THREE

# INDIGENOUS RESEARCH

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**Develop the breadth and depth of Indigenous Research with a vision to promote research that empowers Indigenous Australians.**

### STRATEGIC ACTIONS

- 01** Develop an Indigenous student high achiever strategy by increasing exposure of Indigenous students to researchers and research programs across the School and University.
- 02** Investigate the potential of a 'specialist academic program' for Indigenous students which includes specialist research-related experiences such as research scholarships.
- 03** Develop an Indigenous Research Program that will provide opportunities for Indigenous students and staff to engage in reciprocal academic/scholarly exchanges nationally and internationally (e.g. Sur-Sur Dialogues).
- 04** Develop guidelines and processes to support for Indigenous academics pursuing PhD qualifications (workload adjustments, scholarships etc).
- 05** Embed a module within the suite of Master of Education Research units that focusses on the development of Indigenous paradigms/research methodologies.

### KEY SUCCESS MEASURES

Increased number of Indigenous HDRstudents.

Increased opportunities for Indigenous students to undertake research training opportunities.

Increased number of Indigenous staff with PhDs.

Increased research outputs (grants, publications, amplification of research).

Facilitation of the Sur-Sur (South-South) Dialogues.

## STRATEGIC OBJECTIVE FOUR

# LEARNING AND TEACHING

**Ensure that all students develop increased knowledge and understanding of the histories, cultures and experiences of Aboriginal and Torres Strait**

### STRATEGIC ACTIONS

- 01 Review and evaluate the quality of curriculum across the School to ensure that it promotes fair, equitable, culturally inclusive and significant educational opportunities for all Indigenous students.
- 02 Review and evaluate the quality of curriculum across JTETQD.000008882 0 596.04 842.52 reW\*nBT/F3.96 Tf1.08

### KEY SUCCESS MEASURES

Curriculum meets program accreditation requirements for the inclusion of Aboriginal Education in ITE programs.

All staff and students in the

School have the opportunity to engage with and learn from Indigenous Knowledges



## STRATEGIC OBJECTIVE FIVE

# Community Engagement

**Promote the School as a place of engagement that values partnerships where we work with Indigenous communities and key stakeholders to achieve common goals, where the diversity of thoughts and ideas are valued and our stakeholders are empowered with knowledge and have opportunities to create their futures.**

### STRATEGIC ACTIONS



## STRATEGIC OBJECTIVE SEVEN

# CULTURAL VIABILITY AND KNOWLEDGE

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### **Build Indigenous viability and knowledge across the School.**

#### STRATEGIC ACTIONS

- 01** Initiate learning opportunities for staff to build knowledge and cultural competence.
- 02** Incorporate visual Acknowledgement of Country identifiers and Indigenous languages within the School areas across the University.

#### KEY SUCCESS MEASURES

Indigenous country and languages are represented physically and virtually across the School.

All staff have participated in at least one learning opportunity to build knowledge and cultural competence in a two-year period.

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WESTERN SYDNEY UNIVERSITY