

Murdoch University
Indigenous Employment Strategy 2003-2007

Foreword

Indigenous Employment Strategy is one of the equity priority areas incorporated in the University's Equity Plan 2003-2007 and the Senate's Equity Performance Against Targets Report 2002-2006.

I have the pleasure in presenting the Murdoch University's Indigenous Employment Strategy 2003-2007. It offers guideline for improving the staffing profile of Indigenous people at Murdoch. The Indigenous Employment Strategy is a tool that will assist Divisions to work towards the achievement of the University's equity and social justice objectives. It provides targets with recommended strategies for implementation and management responsibility.

I recommend that the Indigenous Employment Strategy be used in conjunction with the Equity Plan 2003-2007, and the Performance Against Targets document endorsed by Senate in 2003.

Responsibility and accountability are central to the implementation of the Strategy. I am hopeful that Murdoch University will continue to be a model for achieving social equity to the wider community and, most importantly, to our learning community. I encourage all Divisions, Schools and Offices to use the Indigenous Employment Strategy 2003-2007.



PROFESSOR JOHN YOVICH
VICE CHANCELLOR
MURDOCH UNIVERSITY
JULY 2004

CONTEXT OF THE STRATEGY

Murdoch University has an Indigenous Employment Strategy which began in 1992 with the objective of achieving equitable representation of Aboriginal and Torres Strait Islander (ATSI) staff in permanent positions. The University has renewed its commitment to achieving the objectives of the Indigenous Employment Strategy.

OBJECTIVE: Achieve equitable representation of ATSI staff amongst the staff at Murdoch University.

ROLE: Assist in the recruitment, selection and support of ATSI staff at Murdoch University.

Support career and personal development of current Indigenous staff members.

PLAN AREA: Equity and Social Justice.

KEY AREA: Staff Equity: Indigenous Peoples.

GOAL: To provide equity of access to employment for people from Aboriginal and Torres Strait Islander background and establish workplace support mechanisms to enable staff to succeed and reach their highest potential.

Key Area	Targets	Key Strategies	Outcomes	Comments	Accountability
Indigenous Employment Strategy	To increase the number of indigenous staff from 1.7% in 2002 to 2.5% by 2006.	Implement recommendations from the 9-Point Plan ¹ as endorsed by Senate Resolution S/82/2001 to progress the process of reconciliation.	Redress the existing under-representation of indigenous staff and students at Murdoch.	This is within the University's legislative obligation and the identified equity priority area.	PVC (RM), DHR, PVC (A), SDM
		Extend the teaching of Nyungar language unit and the Kulbaradi Aboriginal Tutorial Entrance Course (KATEC) to the Rockingham Campus and explore possibilities of introducing an Indigenous Studies Foundation unit in all campuses	More identified positions for Indigenous people to teach Indigenous studies will be created.	Increase the Indigenous staff profile at MdU.	PVC (A) ED, ARTS
		Establish an Indigenous historical image archive	Relevant positions for Indigenous people involved in the project will be established.	Negotiations between Head of MCC and Kulbaradi are continuing	ED ARTS, DKC, IAC, HOS Media, Cult. & Comm
		Establish Indigenous Science program in Environmental Science.	Creation of long-term academic positions.	Follow-up to proposals presented at the Indigenous Science Forum held in 2000.	HOS Env Scence DKC
		Establish an enabling course in media targeting Indigenous students.	Creation of career opportunities for Indigenous staff and increase student numbers.	Continuing	ED ARTS
		Establish a bridging course in IT by 2005	Provide support and redress existing under-representation of Indigenous students at Murdoch.	Discussions started in 2003 with relevant academic staff.	ED ARTS HOS Info Tech
		Establish Indigenous Early Career Researchers Scheme (including Visiting Lecturership) and a career advice and Indigenous staff mentoring scheme for all Indigenous staff.	This will provide expanded career and developmental opportunities for Indigenous people.	All EDs	
		Identify and strengthen the provision of trainee and cadetship opportunities, including government-funded programs, with a view to long-term employment for ATSI people.	This will promote the transition of graduate & post-graduate ATSI students into academic and general staff positions.	Continuing	EEO
		Recruit an Indigenous Liaison Officer (0.5 HEW6) within the Office of Human Resources.	Provide support for current Indigenous staff and impetus to increase Indigenous staff numbers	This will enable consultation and liaison within the University and the ATSI communities.	DHR
		Establish mechanisms for the monitoring and evaluation of employment strategies.	This will ensure the continued relevance and effectiveness of the strategies.	EOM, EEO	
		Continue the mandatory Indigenous cultural awareness training for all University staff, especially managers, supervisors and members of recruitment panels.	This will develop understanding and sensitivity to the needs of ATSI staff.	DHR, SDM	

LEGEND:

VC – Vice Chancellor
HOS – Head of School
ED – Executive Dean

SDM – Staff Development Manager
DKC – Director, Kulbaradi Centre
ATSI – Aboriginal & Torres Strait Islander

PVC (RM) – Pro Vice Chancellor (Resource Management)
DHR – Director, Human Resources

PVC (A) – Pro Vice Chancellor Academic
EOM – Equal Opportunity Manager

IAC – Indigenous Advisory Council
EEO – Equity Employment Officer

¹ See Appendix I - 9-Point Plan to progress the process of Reconciliation

THE 9 POINT PLAN TO ADVANCE RECONCILIATION

ADOPTED BY THE SENATE 8/10/ 2001

RESOLVED: S/82/2001

- (a) That the University support the process of Reconciliation between Aboriginal and Torres Strait Islander peoples and the wider Australian community;
- (b) That to further this aim, the University will develop and implement educational, cultural and employment strategies in line with the following 9 - Point Plan:
 - 1. Publicly support the reconciliation process.
 - 2. Recognise and promote existing, successful programs and practices within the University, which encourage reconciliation.
 - 3. Observe Indigenous protocols and include appropriate Indigenous ceremonies in official University events where possible.
 - 4. Establish and promote celebrations and symbols of reconciliation (such as Nyungar Day) within the University.
 - 5. Ensure that Indigenous culture and Indigenous history units are developed and promoted in the university.
 - 6. Ensure that so far as is practical, Indigenous perspectives are included in the teaching of other units at the University.
 - 7. Work with Indigenous organisations to improve community awareness and appreciation of the history, arts and culture of Indigenous and Torres Strait Islander peoples and current issues.
 - 8. Develop initiatives for improved admission, retention and degree completion of Indigenous students.
 - 9. Support initiatives designed to assist Indigenous and Torres Strait Islander peoples to find employment in the University.