

# ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT AND CAREER DEVELOPMENT STRATEGY



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## 1 PURPOSE

- 1.1 CQUniversity is committed to reconciliation with the Indigenous people of Australia and to closing the gap that exists between the life opportunities and outcomes of Indigenous and Non-Indigenous people. We value the contributions of Indigenous colleagues, and we're proud of the increasing numbers of Indigenous students who choose to study at CQUniversity.

## 2 SCOPE

- 2.1 The Aboriginal and Torres Strait Islander Employment and Career Development Strategy aims to enhance opportunities for Aboriginal and Torres Strait Islander employment across all CQUniversity campuses. The University is committed to short, medium and long term employment strategies to develop career programs for future and present Aboriginal and Torres Strait Islander employees across all staffing levels.
- 2.2 With the Aboriginal and Torres Strait Islander Employment and Career Development Strategy and the involvement of the Indigenous Employment Reference Group, the University aims to increase the employment and development opportunities of Aboriginal and Torres Strait Islander people as part of its commitment to reconciliation.

## 3 STRATEGIES

- 3.1 The Strategy is ongoing and developing in order to meet the changing needs of our workplace and communities. The following five point plan is a starting point to truly enact a culture of acceptance and commitment to Indigenous employees, students and communities.

### **Strategy 1: Provision of a welcoming workplace for Aboriginal and Torres Strait Islander People**

- incorporation of local Indigenous design features in buildings and surrounds on CQUniversity campuses
- significant places provided with an Indigenous name
- corporate gifts encompass Indigenous designs
- support local and national events – NAIDOC Week, National Reconciliation Week

- conduct Acknowledgement of/Welcome to Country (as appropriate) at all University events
- focus on retention of Indigenous staff by ensuring all Indigenous employees are provided with Career Development Plans encompassing ongoing professional development opportunities
- support and encourage existing Indigenous employees in gaining tertiary and certificate level qualifications through CQUniversity's Staff Study Support Program.
- acknowledge and value Indigenous employees' community responsibilities through appropriate workload provisions and in line with University priorities
- encourage employees to identify and confirm their Indigeneity
- ensure Indigenous employees are encouraged and supported to apply for promotion through the Academic Promotions Process
- offer a mentoring program for Indigenous employees and resource appropriately for both mentor and mentee.

### **Strategy 2: Cross cultural training**

- develop a better understanding of culture and issues facing Indigenous Australians
- all CQUniversity employees undertake Cross Cultural Training as per the Reconciliation Action Plan

### **Strategy 3: Promotion of CQUniversity as an employer of choice**

- provide externally available sessions to Indigenous Australians on "How to apply for a role at CQUni"
- utilise Indigenous media options to advertise all roles at CQUniversity and maximise the promotion of conditions of employment
- provide "Special Measures" as an option in the [Recruitment and Selection Procedure](#) in order to solely target Aboriginal and Torres Strait Islander applicants for roles within the University
- engage with Local Indigenous Professionals to promote the University as an employer
- make available media and communication training to all Indigenous employees to maximise marketing and promotion opportunities within the local community.
- maintain a casual employment/recruitment register for interested Aboriginal and Torres Strait Islander people interested in professional employment with CQUniversity.
- explore partnerships with community and employment agencies to increase the Aboriginal and Torres Strait Islander applicant pool

### **Strategy 4: Identification of specific positions for Indigenous Australians**

- provision of Indigenous Traineeships
- provision of professional internships for CQUniversity students/graduates
- provision of academic fellowships for CQUniversity students/graduates through the use of scholarships
- provision of TAFE educator internships
- identify, access and, where appropriate, participate in Aboriginal and Torres Strait Islander employment programs offered by federal and state funded agencies.

### **Strategy 5: Social innovation and engagement**

- identify and support social innovation projects which engage respectfully with Indigenous Australians and focus on addressing entrenched social issues.
- fund a research project into what constitutes an Indigenous Friendly Workplace

## 4 RESPONSIBILITIES

### Compliance, monitoring and review

- 4.1 The Pro Vice-Chancellor (Indigenous Engagement) and Director, People and Culture are responsible for monitoring the implementation and progress of this strategy.

### Records management

- 4.2 Staff must maintain all records relevant to administering this policy in a recognised University recordkeeping system.

## 5 DEFINITIONS

- 5.1 Terms not defined in this document may be in the University [glossary](#).

## 6 RELATED LEGISLATION AND DOCUMENTS

[Academic Promotions Policy and Procedure](#) (Strategy 1)

[Central Queensland Enterprise Agreement 2017](#)

[Indigenous Employment Reference Group Terms of Reference](#)

[Reconciliation Action Plan](#)

[Recruitment and Selection Procedure](#) (Strategy 3)

## 7 FEEDBACK

- 7.1 University staff and students may provide feedback about this document by emailing [policy@cqu.edu.au](mailto:policy@cqu.edu.au).

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