Indigenous Employment Policy

Section 1 - Introduction

(1) The University seeks to encourage greater participation of Indigenous people in the life of the University. To achieve this, the University will promote increased recruitment of Indigenous people, aim to improve retention rates of existing staff members and foster a greater range of professional development opportunities.

Section 2 - Statement of Authority

(2) The authority behind this policy is the Charles Darwin University Act 2003 part 3, section 15.

Section 3 - Compliance

(3) This is a compliance requirement under the Enterprise Agreement.

Section 4 - Intent

(4) The intention of this policy is to support the University to:

a. increase the number of Indigenous staff appointed as general, academic and research staff;
b. coordinate, oversee, develop and review the Indigenous Employment, Attraction and Retention Strategy (IEARS); and
c. support University staff to demonstrate culturally competent, aware and responsive conduct.

(5) Further more, this policy is intended to guide improvements that achieve staffing in levels more representative of the population of the Northern Territory and Northern Australia. Improvements will target: fostering culturally competent workplace environments; recruitment and marketing strategies; retention and professional development strategies.

Section 5 - Relevant Definitions

(6) In the context of this document:

a. Cultural Competency Framework means a set of congruent behaviours, attitudes and policies that come together to enable effective work in cross-cultural situations;
b. Indigenous means Australian Aboriginal and Torres Strait Islander peoples;
c. RAP means Reconciliation Action Plan, which is a formal publication of the University's contribution to reconciliation that identifies clear actions with realistic targets, developed in consultation with Aboriginal and Torres Strait Islander staff, communities and stakeholders; and
d. Senior Manager means a staff member of the University holding the position of Director or Head of School or equivalent.

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Section 6 - Policy

(7) The following will guide actions undertaken by the University in the areas of Indigenous staff employment, attraction, and retention:

a. Work environments are culturally safe and foster respect for, collaboration with, and empowerment of, Indigenous staff members, acknowledging the unique and special place they hold as Australia's Indigenous peoples.
b. Improved recruitment practices demonstrate the University's commitment to increasing Indigenous staffing across all positions and at all levels in the University.
c. Improved employment, attraction and retention initiatives aimed at supporting the personal and professional development of Indigenous staff at all levels throughout the University.
d. An acknowledgement of the need to embed Indigenous perspectives and knowledges into University core business to guide strategies that support the career paths of Indigenous staff both within and external to the University.
e. Development of an Indigenous Employment, Attraction and Retention Strategy that is responsive to and reflective of, the Charles Darwin University Strategic plan; and related University Indigenous policies, procedures and initiatives underpinned by the following principles:
    i. respect for the cultural/social and religious practices of Indigenous Australians;
    ii. recognition of Indigenous knowledge as a significant contributor to other bodies of knowledge;
    iii. recognition of scholarship that Indigenous staff members bring to the University;
    iv. recognition and protection of Indigenous intellectual property and knowledges; and
    v. recognition of and respect for Indigenous ceremonial activities, cultural practices and identity;

(8) In accordance with the Enterprise Agreement, relevant mechanisms will be established to provide general oversight, monitor and support of the Indigenous Employment, Attraction and Retention Strategy Working Party with members including:

a. the Deputy Vice-Chancellor First Nations Leadership or delegate (Chair);
b. the Director or delegate of People and Culture;
c. a delegate of the Union party to the Enterprise Agreement; and
d. other staff members (predominantly Indigenous) as invited by the Chair.

Status and Details

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Expiry Date	14th June 2022
Responsible Executive	Ruth Wallace Deputy Vice-Chancellor First Nations Leadership
Implementation Officer	Reuben Bolt Deputy Vice-Chancellor First Nations Leadership
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