

First Nations Workforce Policy

Section 1 - Preamble

(1) Charles Darwin University ('CDU', 'the University') actively celebrates the diversity of all staff, students and visitors. The University is committed to increasing participation, employment and engagement of Australian First Nations people in the University community. To achieve the University's goal of being the most recognised university for Australian First Nations training, education, and research, the University is committed to increasing the recruitment, engagement, development and retention of First Nations people across all University positions and levels.

Section 2 - Purpose

(2) This policy outlines the principles to support the increased appointment, engagement, development and retention of First Nations people at the University.

(3) This policy should be read in conjunction with the commitments outlined in the [Charles Darwin University and Union Enterprise Agreement 2025](#), [CDU Strategic Plan 2021 - 2026](#) and the [Australian First Nations Peoples Policy](#).

Section 3 - Scope

(4) This policy applies to all CDU staff and all members of the University community.

Section 4 - Policy

(5) The University is committed to being the employer of choice for First Nations people and will work to attract, recruit, engage, develop and retain First Nations people at all levels to appropriately represent the First Nations population in the Northern Territory.

(6) The University is committed to embedding First Nations perspectives and knowledge into University core business and to developing employment and engagement strategies and programs that support the career paths of First Nations people.

(7) The University will develop a First Nations Workforce Plan that is responsive to and reflective of, the [CDU Strategic Plan 2021 - 2026](#); and related University First Nations policies, procedures and initiatives underpinned by the following principles:

- a. respect for the cultural/social and religious practices of First Nations Australians;
- b. recognition of and respect for First Nations ceremonial activities, cultural practices and identity;
- c. recognition of First Nations knowledge as a significant contributor to other bodies of knowledge;
- d. recognition of the scholarship that First Nations staff members bring to the University; and
- e. recognition and protection of First Nations intellectual property and knowledges.

(8) The University will:

- a. increase the number of First Nations people appointed at all levels in the University across professional, academic and research staff cohorts;
- b. ensure relevant policies and practices support the achievement of relevant employment targets as established in the [Charles Darwin University and Union Enterprise Agreement 2025](#) and successor agreements;
- c. develop targeted attraction and employment initiatives to support the personal and professional development of First Nations staff at all levels throughout the University;
- d. provide increased opportunities for personal and professional development of First Nations people, both internal and external to the University and through the leveraging of new and existing strategic partnerships;
- e. provide increased opportunities for developing leadership capability for all First Nations professional and academic staff;
- f. ensure work environments are culturally and psychologically safe and foster respect for, collaboration with, and empowerment of, First Nations staff members;
- g. ensure all recruitment practices are culturally appropriate, psychologically safe, flexible, accessible and welcoming to increase First Nations staffing across all positions and at all levels in the University; and
- h. embed First Nations perspectives and knowledges into University core business to guide strategies that support the career paths of First Nations staff both within and external to the University.

(9) In accordance with the [Charles Darwin University and Union Enterprise Agreement 2025](#), relevant mechanisms will be established to provide general oversight, monitoring and support of the First Nations Workforce Committee with members including:

- a. the Deputy Vice-Chancellor First Nations Leadership or delegate (Chair);
- b. the Director, or delegate of People and Culture;
- c. the Equity, Diversity and Inclusion Consultant;
- d. a delegate of the Union party to the [Charles Darwin University and Union Enterprise Agreement 2025](#); and
- e. other staff members (predominantly First Nations) as invited by the Chair.

Section 5 - Non-Compliance

(10) Non-compliance with Governance Documents is considered a breach of the [Code of Conduct – Staff](#) or the [Code of Conduct – Students](#), as applicable, and is treated seriously by the University. Reports of concerns about non-compliance will be managed in accordance with the applicable disciplinary procedures outlined in the [Charles Darwin University and Union Enterprise Agreement 2025](#) and the [Code of Conduct – Students](#).

(11) Complaints may be raised in accordance with the [Code of Conduct – Staff](#) and [Code of Conduct - Students](#).

(12) All staff members have an individual responsibility to raise any suspicion, allegation or report of fraud or corruption in accordance with the [Fraud and Corruption Control Policy](#) and [Whistleblower Reporting \(Improper Conduct\) Procedure](#).

Status and Details

Status	Current
Effective Date	15th June 2022
Review Date	14th June 2025
Approval Authority	Vice-Chancellor
Approval Date	14th June 2022
Expiry Date	Not Applicable
Responsible Executive	Reuben Bolt Deputy Vice-Chancellor First Nations Leadership
Implementation Officer	Reuben Bolt Deputy Vice-Chancellor First Nations Leadership
Enquiries Contact	Reuben Bolt Deputy Vice-Chancellor First Nations Leadership <hr/> First Nations Leadership

Glossary Terms and Definitions

"First Nations people" - Means a person who is an Australian Aboriginal and/or Torres Strait Islander person, who identifies as an Australian Aboriginal and/or Torres Strait Islander person, and who is accepted as an Australian Aboriginal and/or Torres Strait Islander person in the community where they live or have lived.