

WESTERN SYDNEY
UNIVERSITY



SCHOOL OF
SOCIAL SCIENCES



Indigenous Strategy

2020-2025

ACKNOWLEDGEMENT OF COUNTRY

With respect for Aboriginal cultural protocol and out of recognition that its campuses occupy their traditional lands, Western Sydney University acknowledges the Darug, Eora, Dharawal (also referred to as Tharawal) and Wiradjuri peoples and thanks them for their support of its work in their lands (Greater Western Sydney and beyond).

COVER IMAGE:
CHRIS EDWARDS
SWIMMY CREEK
MIXED MEDIA ON LATVIAN LINEN
100 CM X 145 CM
2010
WESTERN SYDNEY UNIVERSITY ART COLLECTION
IMAGE REPRODUCED BY PERMISSION OF ARTIST

INTRODUCTION

The School is committed to fostering Indigenous Australian success across the School's research, learning and teaching portfolios, staff and student bodies, as well as nurturing community engagement and international collaboration.

It gives me great pleasure to introduce the School of Social Sciences' Indigenous Strategy for 2020 – 2025. Western Sydney University has always been located on Aboriginal land. We value and nurture our relationships with the Indigenous community as an anchor institution that serves Western Sydney. This commitment and pride underpins our core values and beliefs.

This Strategy engages with and supports the University's Indigenous Strategy 2020-2025, and is a demonstration of the School's commitment to Indigenous Education and Research. The School has already made significant progress towards many of the objectives set out in the strategy, in particular in leadership, in employment and student numbers. It is important that the School sees this progress as a foundation for further achievement.

Many of the objectives set out are ambitious but they are deliberately so, as the School aspires to be a leader in Indigenous Education to the benefit of our colleagues, students and the community.

The Indigenous Strategy follows the University's plan in focusing on strategic objectives in seven areas of Indigenous engagement: students; employment; research; learning and teaching; community engagement; leadership; and cultural viability and knowledge.

The School is deeply committed to the objectives set out within this strategic document and will ensure that achieving those objectives is the responsibility of all in the School.

Finally I commend all involved in devising this strategy and particularly thank Associate Dean Indigenous Education, Corrinne Sullivan, for her leadership in this area.

**Professor Brian Stout, Dean,
School of Social Sciences**



PROFESSOR BRIAN STOUT
DEAN, SCHOOL OF SOCIAL SCIENCES



CORRINNE SULLIVAN
ASSOCIATE DEAN, INDIGENOUS EDUCATION

STRATEGIC OBJECTIVE ONE

INDIGENOUS STUDENTS

Provide opportunities for Indigenous Australian students to learn and succeed in an environment that promotes Indigenous excellence.

STRATEGIC SCHOOL ACTIONS

- 01** Continue to build the proportion of enrolled Indigenous domestic students, the School has reached population parity of 3% in 2020.
- 02** Develop a set of strategies to ensure that domestic Indigenous students have the same retention outcomes as non-Indigenous students.
- 03** Build relationships with International office to develop strategies to engage outbound opportunities for Indigenous students.
- 04** Identify cadetship and internship opportunities for Indigenous students both within the School and externally.
- 05** Establish an Indigenous Student Network within the School.

KEY SUCCESS MEASURES

4.5% of all enrolled domestic students are Indigenous by 2025.

4.5% of all completing students are Indigenous by 2025.

Retain Indigenous students at the same rate as non-Indigenous students.

STRATEGIC OBJECTIVE TWO

INDIGENOUS EMPLOYMENT

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

STRATEGIC SCHOOL ACTIONS

- 01** Continue to build the proportion of Indigenous staff within the School, the School has reached population parity of 3% in 2020.
- 02** At least one Associate Professor/Professor level Indigenous position within the School.
- 03** At least one Indigenous identified position within each discipline group within the School.
- 04** Ensure professional development opportunities, mentorship and support for Indigenous staff.
- 05** Establish early career positions within the School for Indigenous academics with clear, supported and reliable career term pathways.
- 06** Situate Western Sydney University as an employer of choice for Indigenous people.

KEY SUCCESS MEASURES

Increase employment population of Indigenous people in the School to 5% by 2025.

Create at least two level A/B positions within the School by 2025.

STRATEGIC OBJECTIVE THREE

INDIGENOUS RESEARCH

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

STRATEGIC ACTIONS

- 01** Promote the Indigenous research network within the School.
- 02** Supporting Indigenous applicants for post-doctoral research fellowships.
- 03** Increase number of Indigenous HDR students and develop strategies to ensure their success.
- 04** Increase the number of Indigenous related external research grants applied for by academics within the School.

KEY SUCCESS MEASURES

At least one application for post-doctoral research fellowship within the School by 2025.

At least three Indigenous HDR students within the School by 2025.

At least three external, as either lead or in partnership, research grants applied for within the School by 2025.

STRATEGIC OBJECTIVE FOUR

INDIGENOUS LEARNING AND TEACHING

Ensure all students develop understanding and knowledge about Indigenous Australians through the Graduate Attribute.

STRATEGIC SCHOOL ACTIONS

- 01** Introduce an Indigenous Learning and Teaching Award within the School.
- 02** Ensure every program has implemented the Indigenous Graduate Attribute.
- 03** Develop an Indigenous Learning and Teaching annual workshop within the School to build capacity of academic staff.

KEY SUCCESS MEASURES

Establishment of an Indigenous Learning and Teaching Award.

All students will have the opportunity to engage with, and learn from, Indigenous Knowledges.

All academics will have the opportunity to develop their understanding of Indigenous Knowledges and apply it to their teaching practice.

STRATEGIC OBJECTIVE FIVE

COMMUNITY ENGAGEMENT

Promote Western Sydney University as a place that works with and for the Indigenous Australian community.

STRATEGIC SCHOOL ACTIONS

- 01** Establish new communication channels to provide regular information to Indigenous staff, students, alumni and community members.
- 02** Promote and participate in Indigenous events across the University and broader community.
- 03** Ensure the School's learning and teaching, and research responds to the needs of the local Indigenous community.

KEY SUCCESS MEASURES

New forms of communication established across the School with Indigenous staff and students.

Indigenous community engagement activities expanded and normalised as business as usual.

STRATEGIC OBJECTIVE SIX

INDIGENOUS LEADERSHIP

Provide leadership opportunities for Indigenous Australians across staff, students and community throughout Western Sydney University.

STRATEGIC SCHOOL ACTIONS

- 01** Establish an Indigenous Advisory Committee to coordinate Indigenous strategic initiatives across the School.
- 02** Ensure that there is Indigenous representation in all senior committees within the School.
- 03** Provide leadership opportunities for Indigenous academic and professional staff across the School.
- 04** Provide opportunities for Indigenous students to undertake leadership roles within the School.
- 05** Ensure a senior leadership position is maintained within the School.

KEY SUCCESS MEASURES

Indigenous Advisory Committee meets at least six times a year.

Increase representation of Indigenous staff on senior School committees.

Increase student participation in leadership activities and roles.

STRATEGIC OBJECTIVE SEVEN

CULTURAL VIABILITY AND KNOWLEDGE

Build Indigenous viability and knowledge across Western Sydney University.

STRATEGIC SCHOOL ACTIONS

- 01** Incorporate visual Acknowledgement of Country identifiers within School areas across the University.
- 02** Ensure Acknowledgement of Country is performed at the start of each formal meeting and gathering within the School.
- 03** Ensure Acknowledgement of Country is performed in each unit at the start of each session.

KEY SUCCESS MEASURES

Indigenous Country is acknowledged and represented across all School areas.

Acknowledgement of Country performed at the beginning of formal meetings, gatherings, and each teaching session.

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