

WESTERN SYDNEY  
UNIVERSITY



SCHOOL OF  
MEDICINE



# Indigenous Strategy

2022-2025



# ACKNOWLEDGEMENT OF COUNTRY

The staff and students of Western's School of Medicine live and work across many traditional lands of different Aboriginal and Torres Strait Islander peoples. We acknowledge and celebrate the rich and diverse cultures, languages, and knowledges of the owners, managers, and caretakers of these lands and waterways. We commit to the elders and communities whose voices we will continue to centre, and whose connection to Country we honour.

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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

# INDIGENOUS KNOWLEDGE NETS



The Final year students of the MBBS, 2019 placed their hands on this canvas, and represents the final year medical students handing over the stewardship of Indigenist learning to the next cohort of students. The handprints are surrounded by white dots representing knowledge, and are placed over a waterway, with hatching representing the nets Indigenous people use for fishing. The nets represent the essentiality of healthcare to a community, the students' hands holding the nets represent the teamwork required to make a difference.

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AUNTY KERRIE DOYLE & 5TH YEAR MBBS STUDENTS, 2013

# INTRODUCTION

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**The School of Medicine is committed to improving the health of Indigenous Australians by its on-going support of Indigenous students, faculty, research, and especially, communities.**

We join with our academic peers in mentoring graduates of medicine in their ongoing careers and research.

This Strategy supports and engages with Western Sydney University's Indigenous Strategy 2020-2025. The School of Medicine recognizes its capacity to contribute to Closing the health Gap in Aboriginal and Torres Strait Islander communities.



# 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** Develop a set of strategies to ensure that domestic Indigenous students have the same retention outcomes as non-Indigenous students.
- 02** Identify scholarship, internship opportunities for Indigenous students both within the School and externally.
- 03** Develop a set of strategies to ensure that Indigenous students have the same retention outcomes as non-Indigenous students.
- 04** Establish an Indigenous Australian pathway program in conjunction with The College.

## KEY SUCCESS MEASURES

Indigenous students' enrolment and graduation rates continue to be 6% of total student figures.

Number of students with successful applications, e.g. Puggy Hunter, Housing, and other scholarships as advertised at beginning of academic year.

On-boarding of students includes organizing ITAS tutors; students have access to Indigenous staff; at-risk students identified early, and student-centered rescue packages created.

Pathways to Medicine includes visits from high schools, faculty participate in Heartbeat program, and school visits in Macarthur and some rural high schools.

## 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** Strive to meet the Employment Population parity of 3% of Indigenous Australians in the School's Academic workforce.
- 02** HDR students offered casual tutoring as appropriate.
- 03** Develop strategies to support growth and development of existing staff in both academic and cultural areas.

### KEY SUCCESS MEASURES

Recruit MD qualified academic to permanent position.

HDR students mentored as casual tutors in School of Medicine.

Valuing the importance of cultural knowledge and learning for Indigenous staff with all staff completing the on-boarding cultural program developed by DVCM unit.

## 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 research into Indigenous health and wellbeing.
- 02** Increase number of Indigenous research grants by faculty and students.
- 03** All Indigenous research with students must have Indigenous voices/input before any research occurs.
- 04** All Indigenous research must include Indigenous academic before research commences.

### KEY SUCCESS MEASURES

Number of Indigenous research methodology workshops for students and faculty members.

Minimum 10 grants applied in partnership with SPHERE/LHD/PHN by 2025.

Formalized collaboration process with HDR managers to include an Indigenous person.

Research on and with Indigenous patients or communities will have Indigenous representation before commencement of any research activities.

## 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** Ensure every program has implemented the Indigenous Graduate Attribute.
- 02** Encourage assessment that focus on Indigenous-related issues, topics and case studies.
- 03** Continue with graduate awards for Indigenous excellence.
- 04** Recognition of Aboriginal ways of knowing and teaching.

### KEY SUCCESS MEASURES

All students engage with, and learn from, Indigenous Knowledges systems.

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

3 awards per year for excellence in Indigenous clinical and academic practice.

Collaboration outside of SoM, Teaching and learning showcase, encouraging use and acknowledgement of Aboriginal ways of knowing and teaching.



## 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** Continue use of Indigenous performers at School training days and functions.
- 02** Strengthen relationships, develop new relationships with Aboriginal Medical Services for student placement and research.
- 03** Maintain Pathways to Dreaming, Heartbeat and Doctor for a Day activities.
- 04** Create a community advice committee with Elders and community members from Campbelltown area.
- 05** Faculty and students engage in Indigenous days, e.g. NAIDOC, Appin Massacre Remembrance; Aboriginal tours of country.

### KEY SUCCESS MEASURES

Continued use of Indigenous performers and elders in celebration and orientation activities.

Continue with AMS partnerships for student attachments.

Engage in activities that foster good relationships with school leavers.

Community advice committee created with biannual meetings.

Faculty invited to participate in community events.

## STRATEGIC OBJECTIVE SIX

# INDIGENOUS LEADERSHIP

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

### STRATEGIC SCHOOL ACTIONS

- 01** Provide opportunities for Indigenous students to undertake leadership roles within the School, and associated organisations

### KEY SUCCESS MEASURES

Indigenous students encouraged to take leadership roles in medical student organisations.

## STRATEGIC OBJECTIVE SEVEN

# CULTURAL VIABILITY AND KNOWLEDGE

Build Indigenous viability and knowledge across Western Sydney University.

### STRATEGIC SCHOOL ACTIONS

- 01** Provide opportunities for Indigenous students to undertake leadership roles within the School.
- 02** Incorporate visual Aboriginal identifiers at all School of Medicine locations.
- 03** Incorporate sharing of Indigenous culture and knowledge, learnings, and activities on health and well-being, and research.
- 04** Acknowledgement of Country performed at the beginning of formal meetings, gatherings, and each teaching session.

### KEY SUCCESS MEASURES

Indigenous students encouraged to take leadership roles in medical student organisations.

Graduating students' artwork displayed across SoM's locations.

Circa 50% of faculty staff complete the 'Introduction to Indigenous Western Sydney' online module being developed by the University by 2025.

All meetings commence with AoC with formal AoC at beginning of academic year.

Western Sydney University  
Locked Bag 1797  
Penrith NSW 2751 Australia



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