



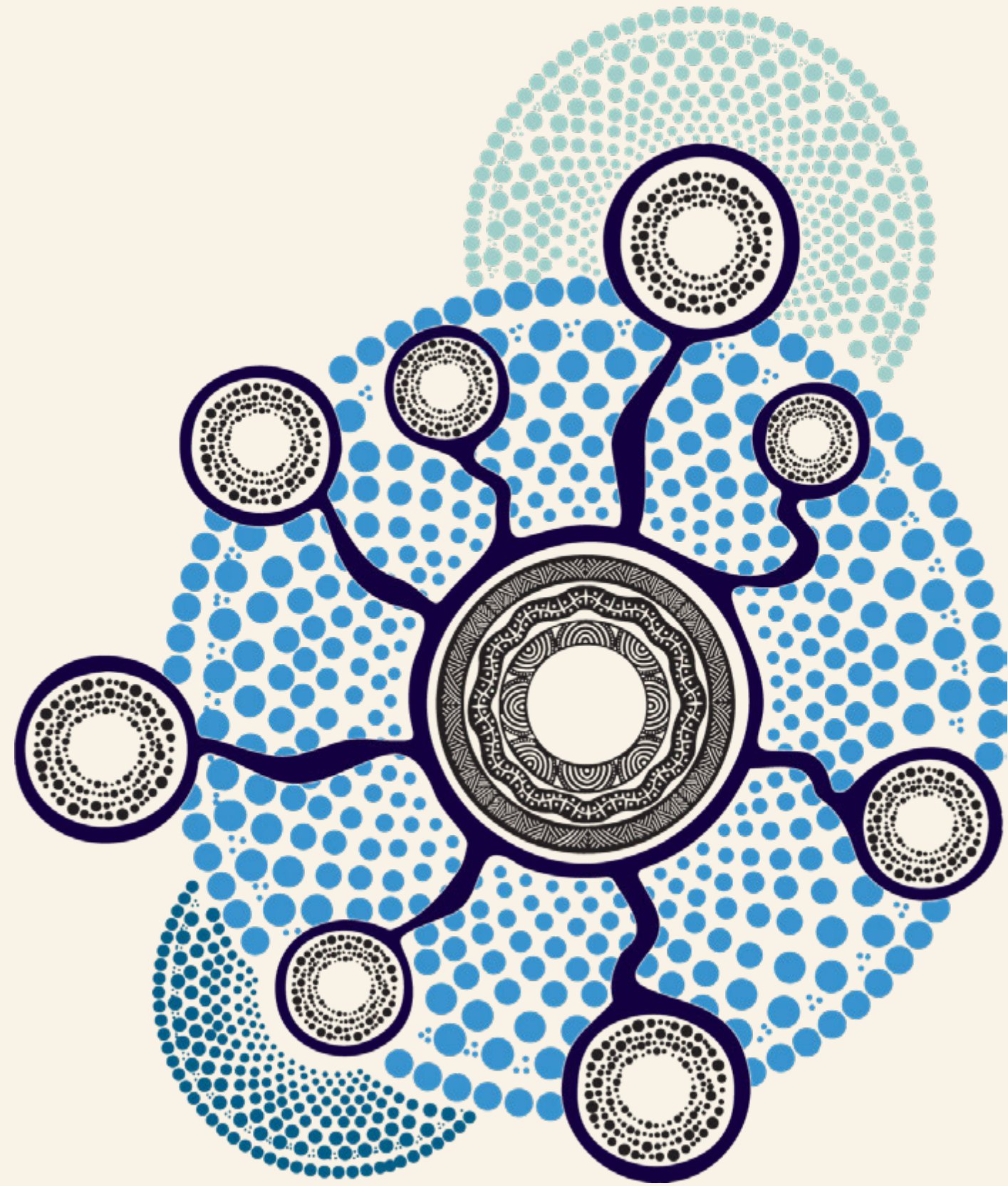
**Southern
Cross
University**

Indigenous Workforce Strategy 2021-2026

Contents

- 03. Acknowledgement
- 04. Introduction
- 05. Indigenous Student Success Program
- 06. Reconciliation Action Statement
- 07. Gnibi Elders Principles
- 08. Principles Of The Indigenous Workforce Strategy
- 09. Strategic Focus Areas, Key Performance Initiatives, Evaluation And Review





Acknowledgement

Southern Cross University respectfully acknowledges that its campuses are situated on the ancestral lands of the Bundjalung, Gumbaynggirr and Yugambeh. The University deeply values its connections to these communities and the ongoing support and advice of elders from these lands and the contribution of Indigenous members of staff and students to the vibrancy and diversity of the University community as a whole.

Introduction

This Strategy is a symbol of the longstanding connection that exists between Southern Cross University and the Indigenous communities. It underlines the commitment the University has made to Indigenous employment. The University recognises the benefits that are created through the employment of talented Indigenous academic and professional staff members, enriching the environment in which we all work and learn. The University is committed to working with the Elders Council and respecting their Principles as a foundational element of this strategy.

Indigenous Student Success Program

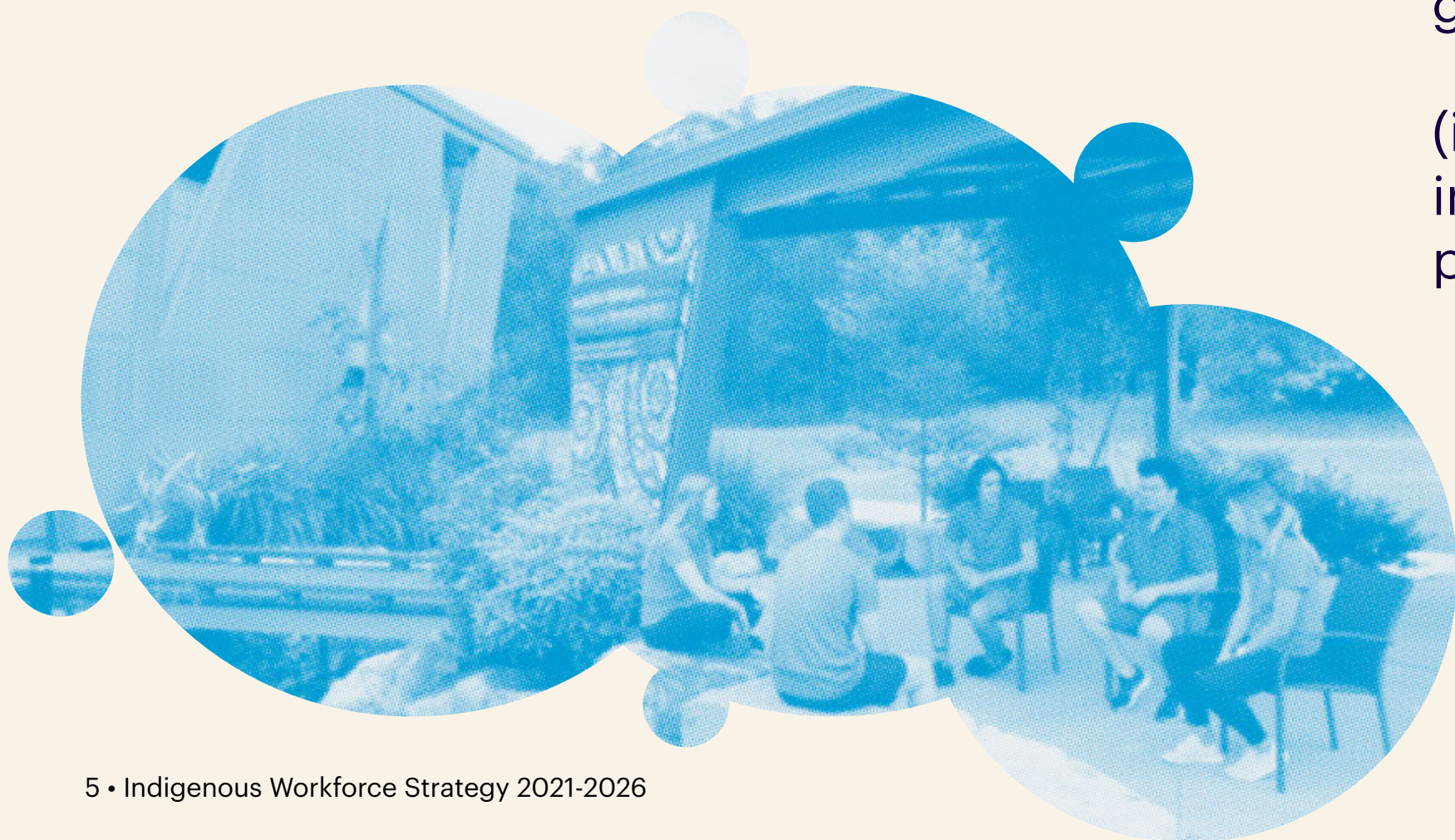
The Department of Prime Minister and Cabinet has administered the Australian Government's Indigenous Student Success (Higher Education) Program (ISSP) since 1 January 2017. This program is now the major funding source for higher education providers to prioritise progress for Indigenous students.

A key document for eligibility under this programme is the Indigenous Workforce Strategy. The priorities for higher education providers are set out as follows:

- (i) a key performance indicator that the number of employees engaged by the provider who are Indigenous persons is at least 3 per cent, or other higher percentage agreed by the Minister and the provider before 24 November of the year before the grant year, of all employees of the provider; and
- (ii) one or more additional key performance indicators relating to the employment of Indigenous persons by the provider;

and prioritise the following matters:

- i. increasing the number of academic employees engaged by the provider who are Indigenous persons; and
- ii. the professional development and career advancement of academic employees engaged by the provider who are Indigenous persons; and
- iii. employment of at least one Indigenous person as a senior executive employee at the level of Pro Vice-Chancellor, Deputy Vice-Chancellor or Vice-Chancellor, or equivalent level.



Reconciliation Action Statement

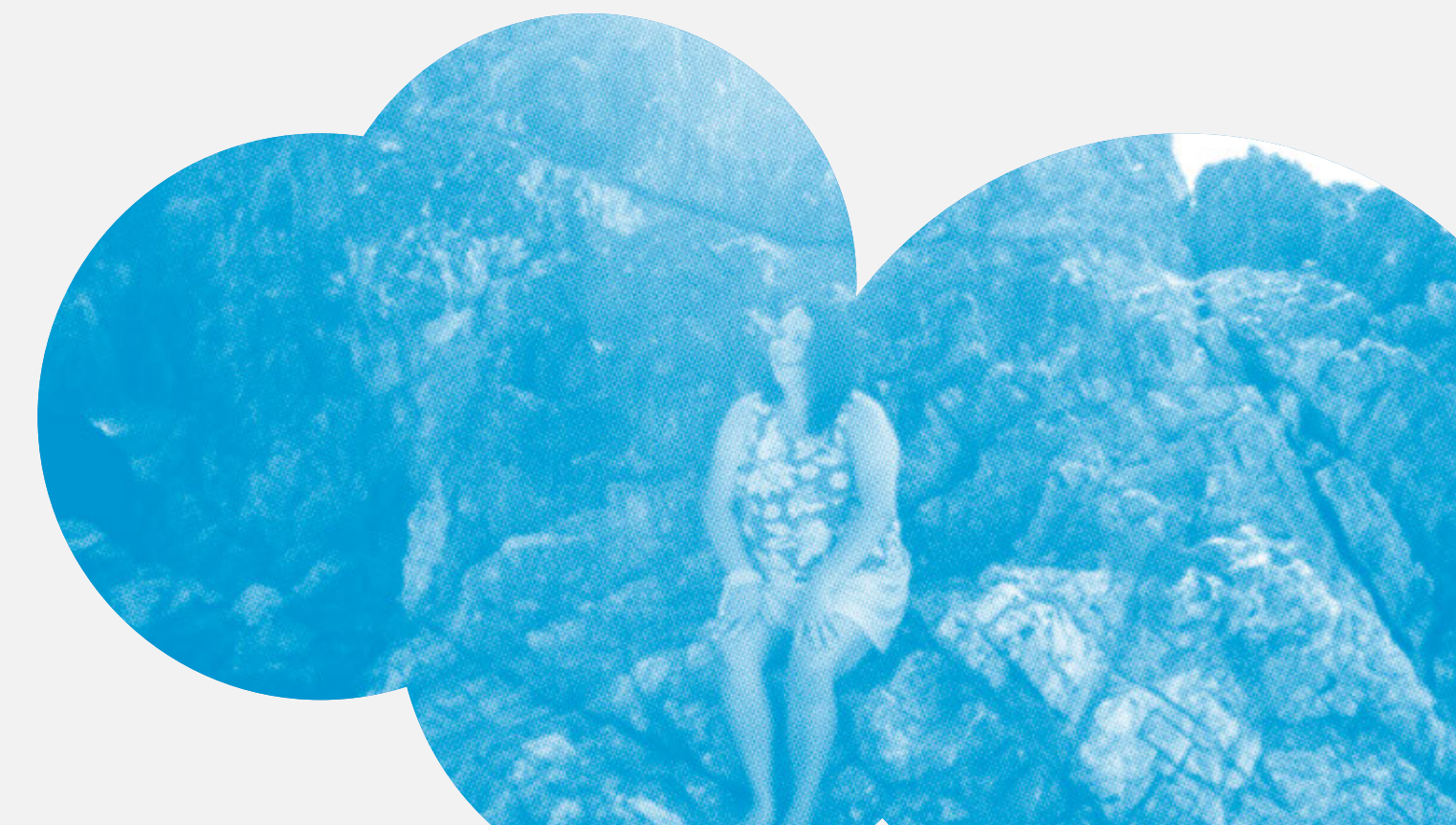
Southern Cross University deeply values the long and productive relationships it has with the Aboriginal Elders and Aboriginal communities in the Northern Rivers and beyond. We respect Aboriginal Elders, communities and cultures for their inherent diversity and their generosity sharing their understandings with Southern Cross University.

Southern Cross University acknowledges the lived experiences of Indigenous communities and we reaffirm our commitment to enhancing social and emotional wellbeing through our teaching, learning, research and community engagement. We support Indigenous knowledge as a productive, valuable and strong form of understanding. In adhering to these values, the University will support the ongoing relationship with Indigenous communities by maintaining the Gnibi Elders Group as a key reference group for the University.

Gnibi Elders Principles

The Gnibi Elders Principles have underpinned strategies of the University since they were shared by the Elders in 2014. In 2021, the Elders met and reaffirmed the Guiding Principles, and reaffirmed their commitment to work with the University to support all students to grow in their understanding and knowledge and all Indigenous students to learn and thrive, becoming proud and effective leaders walking in all worlds. The University values their generosity in sharing their wisdom and understanding. The Bundjalung elders who advise Gnibi college at Southern Cross University, shared these guiding principles in 2014.

1. Indigenous Knowledge is relevant, ethical, intelligent, effective and a useful way of knowing.
2. Indigenous peoples are active, able and worthy peoples.
3. The truth about our histories and value of Indigenous ways are determined by us, we carry this knowledge.
4. Elders hold our Aboriginal spirituality and our culture close. We choose what is open and shared and what will be closed. Aboriginal spirituality is the basis for life, Indigenous education and cultural competency, it infuses everything.
5. Our knowledge is relational. Our principles are the basis for Southern Cross University to establish and sustain an active, informed and respectful relationship with Indigenous Elders who will give considered collective input. The continuance of this relationship through the Elders group is essential.
6. Culture is sacred to us. We are and own this living culture. We do not need a 'book'. We share with you so that you can learn how to listen and hear what we say.
7. Identity is based upon things [inside] beneath the surface. Empowered, individual, affirmed identity is the basis of positive, productive, healthy and nondestructive lives – opportunities to engage and build knowledge builds strong mob through [inside] learning.
8. Learning everyday with each other has to be informed and sustained by a politic of open, positive and ethical interactions.
9. We as Elders have presented these things all our lives without being heard – we are often listened to but our message is not heard nor heeded. We take this opportunity to speak in the understanding that you will listen in the right way, hear us and learn.



Principles Of The Indigenous Workforce Strategy

1. Southern Cross University acknowledges the need to create employment opportunities and outcomes for talented Indigenous peoples across all levels of the University.
2. Southern Cross University supports the development and strengthening of positive relationships between the University and Indigenous community members and organisations; and the promotion of the University as an employer of choice for Indigenous people.
3. Southern Cross University recognises that Indigenous employees and their cultural knowledge are important contributors to the scholarship of the University.
4. Southern Cross University acknowledges that the employment of Indigenous employees assists in providing a welcoming environment for Indigenous students, which will contribute to their success.



Strategic Focus Areas

The Key Performance Initiatives below will focus on:

- Recruitment and Retention of Indigenous staff, both professional and academic; and
- Development and Career Success for Indigenous staff.

Key Performance Initiatives

Focus Area	Performance Indicator	Responsibility
Workforce	The number of employees engaged by the University who are Indigenous persons is at least 3 per cent of all employees.	University Executive
Recruitment	Increase Indigenous employment- Academic positions	Faculties and Colleges HR Services
	Increase Indigenous employment professional roles	Operating Portfolios HR Services

Evaluation And Review

This Strategy will operate until December 2026 and will be reviewed annually and reported through to the University Executive to ensure action on the Key Performance Initiatives.