

# INDIGENOUS EMPLOYMENT POLICY

## SCOPE

All current and prospective Monash University Australia staff.

## POLICY STATEMENT

Monash University is committed to fostering a society that recognises, respects and includes Indigenous peoples, cultures and knowledge. This commitment underpins the goals outlined in the University's Strategic Plan, [Impact 2030](#).

The University recognises and values Indigenous Australian knowledge and the significant contribution it makes to all other bodies of knowledge. The University also acknowledges the skills and experience Indigenous people provide to its education, research and engagement activities.

The University is committed to advancing the employment outcomes of Indigenous Australians and recognises that a supportive working environment for Aboriginal and Torres Strait Islander staff requires the redress of racism, social injustice, exploitation and employment inequity.

Key to this is the University's commitment to supporting Indigenous self-determination by facilitating and encouraging the direct involvement of Indigenous Australian staff in determining their own career strategies, goals and objectives.

The University aims to be an employer of choice for Indigenous Australian peoples in both academic and professional staff roles, through the creation of a culturally-informed, responsive and supportive working environment. It will ensure its workforce possesses advanced levels of cultural awareness, and will embed Indigenous voices, perspectives and knowledge in its practices, led by Indigenous Australians.

This policy outlines the University's approach for the recruitment, retention and advancement of Indigenous Australian staff, and for fostering a culturally-informed workforce. This policy should be read in conjunction with the [Aboriginal and Torres Strait Islander Framework 2019-2030](#), the [Indigenous Employment Action Plan](#) and applicable [recruitment, appointment and promotion policies](#).

## 1. General principles

### **Fostering a culturally-informed and responsive work environment**

#### 1.1 The University:

- 1.1.1 will cultivate a culturally-informed and supportive working environment for its Indigenous Australian staff to increase engagement with Indigenous communities and improve staff retention; and
- 1.1.2 is committed to developing and sustaining a culturally-capable workforce with a particular focus on recruiting staff with experience in working with Indigenous communities and via training and development for existing staff.

### **Creating an Indigenous Australian staff community**

- 1.2 The University is committed to building a strong Indigenous Australian staff community to create a culturally-robust environment that is highly appealing to both existing and prospective Indigenous Australian staff.

### **Strengthening the recruitment of Indigenous Australian staff**

- 1.3 The University strives to employ Indigenous Australian staff at a rate commensurate with their representation in the national population and from a geographical spread across metropolitan, regional and rural locations, in order to represent the diversity of talent across Indigenous communities.
- 1.4 Recruitment and appointment policies will support hiring Indigenous Australian candidates on the basis of potential, to enable the employment of individuals who will make strong, long-term contributions to the University.
- 1.5 Alternative pathways into employment, including dedicated programs, will be provided to support a broader range of Indigenous Australian candidates successfully attaining positions at the University.

- 1.6 The University will also create opportunities to retain its own Indigenous Australian graduate talent to foster and grow its Indigenous workforce from within.

#### Staff development, retention and mobility

- 1.7 The University will support professional development for Indigenous Australian staff, driven by the individual's goals and aspirations, and underpinned by the guiding principles of self-determination.
- 1.8 Indigenous Australian staff will be supported in advancement and development through internal secondment opportunities and movement between roles.
- 1.9 The University will leverage its industry and multi-sector (i.e. private, government, education) partnerships to establish mutually beneficial opportunities for existing Indigenous staff to strengthen staff career development, and ultimately, the University's organisational capabilities

#### Developing and recruiting Indigenous Australian educators and researchers

- 1.10 The University will support the progression of highly-capable students into graduate research degrees.
- 1.11 Monash will provide a range of incentives and recognition to retain Indigenous graduate research students, and support the recruitment and retention of early career academics.
- 1.12 The University will attract and retain high quality Indigenous Australian academic talent through targeted recruitment.

#### Building Indigenous leadership

- 1.13 The University will increase the representation of Indigenous Australian staff in senior positions through external recruitment and the development of existing Indigenous staff to strengthen their organisational cultural influence.

## DEFINITIONS

<b>Aboriginal and Torres Strait Islander peoples</b>	Means those of Aboriginal and/or Torres Strait Islander descent who identify as Aboriginal and/or Torres Strait Islander persons and who are accepted as such by their Aboriginal and/or Torres Strait Islander community in Australia.
<b>Indigenous Australian</b>	Aboriginal and Torres Strait Islander peoples Indigenous to Australia
<b>Indigenous communities</b>	Refers to Indigenous nations and clan groups, as well as geographically specific groups of Aboriginal and Torres Strait Islander peoples
<b>Self-determination</b>	The right of Indigenous peoples to freely determine their political condition and the right to freely pursue their form of economic, social, and cultural development ( <i>Article 3, United Nations Declaration on the Rights of Indigenous Peoples</i> )

## GOVERNANCE

<b>Supporting procedures</b>	<a href="#">Indigenous Employment Procedure</a>
<b>Supporting schedules</b>	N/A
<b>Associated policies</b>	<a href="#">Equal Opportunity Policy</a> <a href="#">Probation, Performance and Promotion Policy</a> <a href="#">Recruitment and Appointment Policy</a>
<b>Related legislation</b>	Fair Work Act 2009 (Cth) Equal Opportunity Act 2010 (Vic)
<b>Category</b>	Operational
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<b>Endorsement</b>	Deputy Vice-Chancellor (Education) 17 November 2021

Policy owner	Pro Vice-Chancellor (Indigenous)
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