



ABORIGINAL AND TORRES STRAIT ISLANDER **EMPLOYMENT STRATEGY** **2016–2017**



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

Create change

FOREWORD

I am pleased to introduce the *Aboriginal and Torres Strait Islander Employment Strategy 2016–17*.

The strategy presents a range of employment, retention and career development initiatives which will assist the University to achieve our commitment to Aboriginal and Torres Strait Islander learning, discovery and engagement by increasing representation of and opportunities for Aboriginal and Torres Strait Islander peoples in our workforce.

By working towards the objectives outlined in this strategy, UQ will be a better employer. As well, we will enhance our capacity to be a university of choice for Aboriginal and Torres Strait Islander students, and a trusted community partner. Action on the strategy will also provide a richer learning and discovery environment for students and staff of all backgrounds. By deepening our appreciation of Aboriginal and Torres Strait Islander knowledge, we enhance our capacity to achieve the UQ vision of Knowledge Leadership for a Better World.

I am strongly committed to this strategy, and know that its successful implementation will require the engagement of all areas of our institution. I thank you in advance for your support and contributions.

Peter Høj

Vice-Chancellor & President



ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT STRATEGY 2016 – 2017

Overview

As one of Australia's premier learning and research institutions, The University of Queensland has produced generations of graduates who have become leaders in all areas of society and industry.

The University of Queensland, as the first University in the State, recognises and values the knowledge, skills and experiences that Aboriginal and Torres Strait Islander peoples bring to the University.

The University of Queensland is committed to the positive and authentic inclusion of Aboriginal and Torres Strait Islander peoples in the life of the University and recognises the value and significance of these peoples in achieving and maintaining a diverse and ethical scholarly and representative community.

The University's Aboriginal and Torres Strait Islander Employment Steering Committee is responsible for advising and monitoring the University's Aboriginal and Torres Strait Islander Employment Strategy. The Group meets quarterly to develop and coordinate strategic actions regarding Aboriginal and Torres Strait Islander employment. The Committee has representation from a range of staff including Indigenous Australian staff, union and senior management representatives. The committee is chaired by the Pro-Vice-Chancellor (Indigenous Education) and provides recommendations to the Vice-Chancellor and President.



Guiding Principles

The University of Queensland is committed to the implementation of an Aboriginal and Torres Strait Islander Employment Strategy, which is underpinned by the following principles:

- a** A supportive working environment for Aboriginal and Torres Strait Islander staff, which requires actions that prevent racism, support equal employment opportunity and respect the culture and heritage of Aboriginal and Torres Strait Islander peoples;
- b** Consultation with Aboriginal and Torres Strait Islander staff and communities, Union representatives and other stakeholders in relation to the strategy;
- c** Increasing and encouraging Aboriginal and Torres Strait Islander employment and participation at all levels of work activity, including the referencing of numerical targets consistent with the requirements of *The University of Queensland Enterprise Agreement 2014–2017*;
- d** Facilitating and encouraging direct involvement of Aboriginal and Torres Strait Islander employees in determining their own career strategies; and
- e** Ensuring effective staff development for Aboriginal and Torres Strait Islander staff.

Objectives

The Aboriginal and Torres Strait Islander Employment Strategy 2016–2017 closely reflects the commitments towards Aboriginal and Torres Strait Islander learning, discovery and engagement which are outlined in *The University of Queensland Strategic Plan 2014–2017*. The Aboriginal and Torres Strait Islander Employment Strategy will guide the University in achieving these commitments through these three main objectives:

- 1 Providing employment opportunities for Aboriginal and Torres Strait Islander peoples;**
- 2 Ensuring UQ is an employer of choice for Aboriginal and Torres Strait Islander peoples; and**
- 3 Ensuring UQ is a safe, culturally embracing environment.**



OBJECTIVE 1

Providing employment opportunities for Aboriginal and Torres Strait Islander peoples

The University is committed to increasing and encouraging Aboriginal and Torres Strait Islander employment and participation at all levels of work activity. To achieve this, the University will proactively seek to recruit and retain Aboriginal and Torres Strait Islander peoples for employment across the University, and in all levels and types of employment as professional and academic staff. The University has an aspirational employment target of 2.8% of Aboriginal and Torres Strait Islander people across the University. To assist toward this aspirational target, the University has committed to increase employment to 1.4% by 31 March 2017.

Identified Positions

In addition to encouraging suitably qualified and/or experienced Aboriginal and Torres Strait Islander people to apply for vacancies, the University will identify appropriate areas where Aboriginal and Torres Strait Islander professional and academic positions may be developed and promoted.

Recognising that there are some groups in our society who are impacted by past or continuing disadvantage the University will nominate “identified” positions that are available only to Aboriginal and Torres Strait Islander applicants in accordance with provisions of the *Queensland Anti-Discrimination Act 1991*.

The University of Queensland will nominate identified positions based on either a genuine occupational requirement for the role to be carried out by an Aboriginal and or Torres Strait Islander person under section 25 of the *Anti-Discrimination Act 1991* or as an Equal Opportunity measure exemption under section 105 of the *Anti-Discrimination Act 1991*.

**OBJECTIVE 1 – Providing employment opportunities for Aboriginal and Torres Strait Islander peoples
(Timeframe and Responsibilities as per 2014 Operational Plan)**

Objective	Actions	Timeframe	Responsibilities
1.1 A pre-employment program	Implement a pre-employment program as a precursor to the Aboriginal and Torres Strait Islander Trainee Program	2016	Sponsor: Director, HR Division
1.2 To increase entry level employment opportunities for Aboriginal and Torres Strait Islander peoples in the areas of Business Administration, Horticulture, Information Technology, Veterinary Nursing and Hospitality	To provide Aboriginal and Torres Strait Islander job seekers a career starting point within the University	2016	Sponsor: Chief Operations Officer Contributors: Director, HR Division
1.3 Identify opportunities for Aboriginal and Torres Strait Islander employment on a University wide basis across all categories of academic and professional staff	Develop and implement strategies and initiatives to support Faculties, Institutes and other work areas to identify opportunities for Aboriginal and Torres Strait Islander employment	2016	Sponsor: Director, HR Division
1.4 Create an Indigenous specific section within the existing Temporary Employment Panel	Develop a pool of Indigenous Australian applicants who can fill short term vacancies in the University	2016	Sponsor: Director, HR Division
1.5 Establish a defined, Graduate Employment program open to prospective Aboriginal and Torres Strait Islander professional staff providing opportunities for Indigenous Graduates	Provide graduate employment for 4 UQ Aboriginal and Torres Strait Islander graduates to be employed at UQ for up to 2 years following completion of their studies	2016	Sponsor: VC Contributor: PVCIE; Director, HR Division
1.6 Develop pathway programs and research experiences for Aboriginal and Torres Strait Islander undergraduate students	Encourage Aboriginal and Torres Strait Islander students into research, with at least 1 to 2 places per year reserved for UQ Aboriginal and Torres Strait Islander students in the summer research program and a further 1 to 2 places per year allocated in the winter summer research program	2016	Sponsor: Director, UQ Advantage Office Contributors: Dean, UQ Graduate School; Executive Deans; Institute Directors; PVCIE
1.7a Increase Aboriginal and Torres Strait Islander involvement in research positions in the University	Develop a package of institutional support for Aboriginal and Torres Strait Islander students in research including: financial support; research career advice; mentors; professional development; research internships and cadetships; with at least one mentor in each faculty and institute and two Indigenous Australian PhD top-up scholarships funded	2016	Sponsor: Dean, UQ Graduate School Contributor: PVCIE
1.7b Increase Aboriginal and Torres Strait Islander involvement in research positions in the University	Develop a package of institutional support for Aboriginal and Torres Strait Islander early-career staff in research including: mentors and professional development; with two Visiting Research Fellowships per year for 4 to 6 weeks and one Indigenous Staff Fellowship	2016	Sponsor: DVCR Contributors: Director, HR Division; PVCIE
1.7c Increase Aboriginal and Torres Strait Islander involvement in Teaching and Learning positions in the University	Develop a package of institutional support for Aboriginal and Torres Strait Islander early-career staff in teaching and learning positions including: mentors and professional development; with two Teaching and Learning Fellowships per year for 4 to 6 weeks and one Indigenous (T&R) Staff Fellowship	2016	Sponsor: DVCA Contributors: Director, HR Division; PVCIE

OBJECTIVE 2

Ensuring UQ is an employer of choice for Aboriginal and Torres Strait Islander peoples

The University of Queensland is committed to supporting its people and creating a workplace where people have the opportunity to enrich their lives and pursue their goals.

We will achieve this by:

- providing support for learning and development of all staff;
- developing career pathways that encourage Aboriginal and Torres Strait Islander staff to achieve high quality experiences and outcomes;
- building the capability of Aboriginal and Torres Strait Islander staff to undertake leadership and management positions in the University;
- fostering a working environment that produces Indigenous Australian academic leaders; and
- conducting marketing and communication activities with staff and community about Aboriginal and Torres Strait Islander employment.

Objective 2 – Ensuring UQ is an employer of choice for Aboriginal and Torres Strait Islander peoples (Timeframe and Responsibilities as per 2014 Operational Plan)				
Objectives	Actions	Timeframe	Responsibilities	
2.1a Provide opportunities to showcase and enhance the University's commitment and outcomes to Aboriginal and Torres Strait Islander employment	Redeveloping the Aboriginal and Torres Strait Islander employment website	2016	Sponsors: Director, HR Division, Director, Office of Marketing and Communication	
2.1b Provide opportunities to showcase and enhance the University's commitment and outcomes to Aboriginal and Torres Strait Islander employment	Developing a marketing and communication strategy to position UQ as an employer of choice for Aboriginal and Torres Strait Islander professional and academic staff within the sector and in the broader community	2016	Sponsors: Director, HR Division, Director, Office of Marketing and Communication Contributor: PVCIE	
2.2 Providing career development opportunities for Aboriginal and Torres Strait Islander staff at the University	Assisting Aboriginal and Torres Strait Islander staff to seek opportunities to work across different areas of the University, including secondments and higher duties	2016	Sponsors: Director, HR Division	
2.3 Ensure that all professional and academic supervisory staff are actively encouraged to participate in culturally appropriate developmental programmes aimed at recruiting and retaining Aboriginal and Torres Strait Islander professional and academic staff	Continue to review and align Leadership Development courses to the UQ Leadership Capability Framework, including preventing unconscious bias; and attracting, retaining and promoting Aboriginal and Torres Strait Islander staff	From January 2016	Sponsors: Director, HR Division Contributor: PVCIE	

OBJECTIVE 3

Ensuring UQ is a safe, culturally embracing environment

The University of Queensland strives to create a vibrant, inclusive environment in which ideas flourish and future generations, regardless of background are empowered. We respect our colleagues and work together for shared success.

We will achieve this by:

- Supporting the development of a Reconciliation Action Plan for UQ
- Developing a culturally competent workforce
- Providing opportunities and an environment for Aboriginal and Torres Strait Islander staff to network and provide peer support.

Objective 3 – Ensuring UQ is a safe, culturally embracing environment (Timeframe and Responsibilities as per 2014 Operational Plan)			
Objectives	Actions	Timeframe	Responsibilities
3.1 To develop the University's cultural competency in Aboriginal and Torres Strait Islander cultures	Develop an Aboriginal and Torres Strait Islander cultural training package for UQ staff	2016–2017	Sponsor: PVCIE Contributor: Director, HR Division
3.2 Encourage and provide opportunities for Aboriginal and Torres Strait Islander staff to connect with and support each other	Develop an Aboriginal and Torres Strait Islander Networking Group	2016	Sponsor: Director, HR Division Contributor: PVCIE
3.3 Outline UQ's commitment to reconciliation with Aboriginal people and Torres Strait Islander peoples	Support participation in the development of a Reconciliation Action Plan	2016	Sponsor: PVCIE Contributor: Director, HR Division
3.4 Ensure recruitment and selection processes are fair and equitable and culturally appropriate	Development of guidelines or procedure for Aboriginal and Torres Strait Islander recruitment to be included in the Recruitment and Selection Manual	2016	Sponsor: Director, HR Division Contributor: PVCIE

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