

WESTERN SYDNEY  
UNIVERSITY



SCHOOL OF ENGINEERING,  
DESIGN AND BUILT  
ENVIRONMENT



# 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

---

# Indigenous Strategy for School of Engineering, Design and Built Environment

## **Strategic Outlook and Vision**

Our vision is to contribute to the University's 2020-2025 Indigenous Strategic Plan pursuit of teaching, learning and research excellence by transforming and contributing to the Indigenous Australians. The School's Indigenous Strategies aim to consider some of the opportunities for improving access and participation and contributing to Aboriginal and Torres Strait Islander communities in meaningful ways. Our stepped approach is to determine short, medium and long-term priorities towards increasing Indigenous access, participation and success, and then moving towards system development and leadership opportunities.

The strategy consists of seven key strategic objectives of Indigenous engagement which are drawn from the WSU Indigenous strategy 2020-2025.

- 1** Indigenous Students
- 2** Indigenous Employment
- 3** Indigenous Research
- 4** Indigenous Learning and Teaching
- 5** Indigenous Engagement
- 6** Indigenous Leadership
- 7** Indigenous Cultural Viability and Knowledge.

## STRATEGIC OBJECTIVE ONE

# INDIGENOUS STUDENTS

School of Engineering, Design and Built Environment aims to provide opportunities for Indigenous Australian students to learn and succeed in an environment that promotes Indigenous excellence.

This objective aims to provide opportunities for Indigenous students to learn and succeed at Western. Furthermore, it also provides a place for them to be supported in both their academic program and careers during their study at Western. For those who are interested in a Higher Degree, the school vision is to promote research to Indigenous students.

STRATEGIC SCHOOL ACTIONS	KEY SUCCESS MEASURES
<b>01</b> Create aspirations and establish an opportunity from schools for the Indigenous community to join our School.	The total enrolled Indigenous students in 2021 is 1.5%. Therefore, the school set the target of 3% enrolled domestic Indigenous students by 2025.
<b>02</b> Increase the student enrolments for Indigenous undergraduate and postgraduate for the School, especially female students as they are under-represented.	School has 1% of Indigenous student completion. Target of 2% of completing Indigenous student by 2025.
<b>03</b> Support and build the capacity of Indigenous students to improve retention rate.	

# STRATEGIC OBJECTIVE TWO

# INDIGENOUS EMPLOYMENT

School of Engineering, Design and Built Environment targets to position the School as a place of choice for Indigenous Australians to work in an environment that supports and nurtures their careers.

This objective aims to increase additional employment opportunities for Indigenous staff at the same time offers a unique service to support Indigenous into careers and walks along with them during their employment journey to provide advice and mentoring supports to position Western Sydney University as a place of choice for Indigenous Australians to work.

STRATEGIC SCHOOL ACTIONS	KEY SUCCESS MEASURES
<b>01</b> Continue to build the proportion of Indigenous staff within the school.	Currently School has 0.85% Indigenous staff and the targeted percentage for Indigenous staff (academic and professional) in the School is 2% by 2025.
<b>02</b> Offer Traineeships in the School's Professional workforce for Indigenous Australians.	Create and maintain support Indigenous leadership.
<b>03</b> Provide Professional Development opportunities targeting Indigenous staff within the School.	Establishment of an Indigenous Award with Professional Bodies such as Engineers Australia.
<b>04</b> Develop cultural awareness training in conjunction with the office of the DVA (Indigenous Leadership).	Ensure completion of cultural awareness training package by 100% of school staff.

# STRATEGIC OBJECTIVE THREE

# INDIGENOUS RESEARCH

School of Engineering, Design and Built Environment will develop the breadth and depth of Indigenous Research with a vision to promote research that empowers Indigenous Australians.

This objective aims increase the partnering with Indigenous people in research with a commitment to Indigenous self-determination at the heart of what we do. The School will contribute to the transformation of the higher education sector by being a beacon of Indigenous best practice and by setting a high national benchmark.

STRATEGIC ACTIONS	KEY SUCCESS MEASURES
<p><b>01</b> Support and increase the quality and impact of Indigenous research.</p>	In 2021, there is no HDR Indigenous enrolled in the School. Therefore, School targets to increase the HDR Indigenous to 1% by 2025.
<p><b>02</b> Continue to develop partnerships and relationships with external partners for Indigenous scholarship.</p>	Establishment at 1% of total external partnership, research grants across multidisciplinary within the school by 2025.
<p><b>03</b> Encourage staff members to collaborate across other schools working on the Indigenous research.</p>	Increase at 0.5% of successful Australian Research Council grants in Indigenous research by 2025.

# STRATEGIC OBJECTIVE FOUR

# INDIGENOUS LEARNING AND TEACHING

**School of Engineering, Design and Built Environment to ensures all students develop understanding and knowledge about Indigenous Australians through the Graduate Attribute.**

This objective aims ensure all students understand and gain knowledge about Indigenous Australians through the Graduate Attribute and also ensure every program has implemented in Indigenous Graduate Attribute.

STRATEGIC SCHOOL ACTIONS	KEY SUCCESS MEASURES
<b>01</b> Provide Cultural Awareness training for staff and student to develop the cultural competence in the School.	Currently there are 11% of overall Indigenous students engaged in the Aspire Program. Therefore, the School targets 50% Indigenous students engage in the Aspire Program by 2025.
<b>02</b> Encourage staff work collaboratively with Indigenous people.	Tailored external collaborators to help them provide more employment opportunities to Indigenous Australians.
<b>03</b> Working closely with Badamani Centre for Indigenous Education in decision making.	
<b>04</b> Support sustainable increases in Indigenous employment through Aspire Program.	Staff within the School is given opportunity to develop their understanding of Indigenous culture in order to apply the knowledge to their teaching practice.
<b>05</b> Provide scholarships and support for remote communities.	

# STRATEGIC OBJECTIVE FIVE

# COMMUNITY ENGAGEMENT

School of Engineering, Design and Built Environment promotes Western Sydney University as a place that works with and for the Indigenous Australian community.

This objective aims to promote Western to Indigenous communities and provide opportunities for them across the School's future initiatives. School also commits to building collaborative partnerships with Indigenous communities.

	STRATEGIC SCHOOL ACTIONS	KEY SUCCESS MEASURES
01	Initiate cultural training opportunities for all existing and new staff in collaboration with the Office of PVC Aboriginal and Torres Strait Islander Education, Strategy and Consultation.	Increase Indigenous community engagement activities throughout the School.
02	Build the needs and interests of Indigenous Australians into relevant current and future programs and initiatives.	Work closely with the Badanami Centre for Indigenous Education as a new form of communication across the School.
03	Ongoing support and participation in University wide Indigenous Engagement such as Heartbeat, Pathways to Dream.	Invite Indigenous elders as speaker into our school events.

## STRATEGIC OBJECTIVE SIX

# INDIGENOUS LEADERSHIP

**School of Engineering, Design and Built Environment aims to provide leadership opportunities for Indigenous Australians across staff, students and community throughout Western Sydney University.**

---

This objective aims to support and provide leadership opportunities for Indigenous staff, students and communities within the School.

	STRATEGIC SCHOOL ACTIONS	KEY SUCCESS MEASURES
<b>01</b>	Continue to actively engage with external partners to provide information to our students that issues faced by Indigenous.	Increase Indigenous leadership role 2% by 2025 within the School.
<b>02</b>	Include an Indigenous representative on the School's External Advisory Committee (EAC).	Increase Indigenous representation with in the School in working groups and committees.
<b>03</b>	Encourage and provide opportunities to student undertake the leadership roles with in the School. (Student representative at School Academic Committee, School Research Committee, etc).	

# STRATEGIC OBJECTIVE SEVEN

# CULTURAL VIABILITY AND KNOWLEDGE

School of Engineering, Design and Built Environment aims to build Indigenous cultural viability and knowledge across Western Sydney University.

This objective aims to raise awareness on Indigenous success and culture. Furthermore, it also gives Indigenous graduates the chance to develop their capabilities to work with and for their people and communities. The objective also promotes well-being, participation, engagement and achievement among Indigenous students and staff.

STRATEGIC SCHOOL ACTIONS	KEY SUCCESS MEASURES
<p><b>01</b> Evaluate and monitor our Aspire Program for improved quality standards, student success and course completion.</p>	Acknowledge of the Country in every formal School's Meetings and lectures.
<p><b>02</b> Build the Indigenous presence across the School by developing links with Indigenous role models in Engineering, Design and Built Environment.</p>	Increase Indigenous student participation in leadership activities and roles using student survey.
<p><b>03</b> Create tailored pathways for Indigenous students and staff through capacity building initiatives and programs.</p>	Increase representation of Indigenous Alumni in School committees and governance.

Western Sydney University  
Locked Bag 1797  
Penrith NSW 2751 Australia



**WESTERNSYDNEY.EDU.AU**