

WESTERN SYDNEY
UNIVERSITY



School of Business

Indigenous Strategy 2021-2025



Mural co-created by the School of Business staff members, with guidance from Dalmarri, an indigenous owned company facilitating engagement with Australian Aboriginal and Torres Strait Islander culture. Created in celebration of NAIDOC Week 2019, the artwork represents the story of the place where our Parramatta City Campus is located, the lands of the Buramatta people of the Darug Nation. The mural has the Buramatta River (now known as the Parramatta River) running through it, plentiful with eels, and shows the many clans that lived along the river.

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).

INTRODUCTION

The School of Business is committed to developing a deeper engagement with the First Nation communities in Greater Western Sydney to improve educational, employment and entrepreneurial outcomes.

The School of Business - Indigenous Strategy for 2020-2025 reflects its commitment to developing a deeper engagement with the First Nation communities in Greater Western Sydney to improve educational, employment and entrepreneurial outcomes.

This Strategy engages with and supports the University's Indigenous Strategy 2020-2025.

The indigenous business sector is among the fastest growing in Australia, with the largest share of all Indigenous owned or operated business in the Sydney region. The School of Business is equipped to play a significant role in supporting the development of Indigenous enterprise in our region. With this in mind, much of the School's strategic focus lies with Community Engagement. Such a focus does not diminish the School's commitment to the pursuit of other strategic objectives. Rather, the School recognises its capacity to realise most impact on the professional and economic development of our Indigenous communities through Community Engagement.

Accordingly, the School's Indigenous Strategy follows the University's plan in focusing on strategic objectives in the following areas of Indigenous engagement: students; employment; research; learning and teaching; community engagement; leadership; and cultural viability and knowledge.

PROFESSOR AMIR MAHMOOD
DEAN, SCHOOL OF BUSINESS



STRATEGIC OBJECTIVE ONE

INDIGENOUS STUDENTS

Provide opportunities for Indigenous Australian students to learn and succeed in an environment that promotes Indigenous excellence.

The School of Business currently has approximately a 7% share of the total Indigenous student cohort at Western. Indigenous students have traditionally gravitated to health, education and social science disciplines. Our vision is to position business as a relevant study and career option for prospective Indigenous students and their communities.

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** Develop a set of strategies to increase the proportion of enrolled domestic Indigenous students, towards population parity.
- 03** Identify scholarship, internship opportunities for Indigenous students both within the School and externally.
- 04** Establish an Indigenous student consultation group.

KEY SUCCESS MEASURES

Retain Indigenous students at the same rate as non-Indigenous students.

2% of all enrolled domestic students are Indigenous by 2025. This metric reflects approximately double that of our current enrolment.

Establish scholarship and internship opportunities.

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 ACTIONS

- 01 Strive to meet the Employment Population parity of 3% of Indigenous Australians in the School's Academic workforce
- 02 Offer Indigenous Traineeships in the School's Professional workforce for either 12 months full time or 24 months part time to potentially accommodate part time study in conjunction with the traineeship
- 03 Ensure professional development opportunities and support for Indigenous staff within the School.

KEY SUCCESS MEASURES

Recruitment of at least one Indigenous senior academic into the School of Business

Offer 1-2 Indigenous Traineeships annually

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 the Indigenous business landscape
- 02 Introduce workshop series on Indigenous research methodologies.
- 03 Increase the number of Indigenous related external research grants applied for by academics within the School.

KEY SUCCESS MEASURES

Indigenous research methodologies workshop series

At least two external, as either lead or in partnership, research grants applied for within the School by 2025.



DR TENDAI CHIKWECHE
CHIEF INVESTIGATOR, INDIGENOUS BUSINESS ENTERPRISE PROJECT

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 Identify internship, student placement and WIL opportunities that support the development of Indigenous business.
- 04 Develop a series of workshops to deliver Indigenous cultural exchange training to academic staff to deepen the cultural competency that informs teaching practice.
- 05 Establish a role to assist the Director of Learning and Teaching in the implementation of the Indigenous Graduate Attribute.

KEY SUCCESS MEASURES

All students will have the opportunity to engage with, and learn from, Indigenous Knowledge.

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

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 Develop a protocol for procurement of Indigenous goods and services in support of Indigenous business.
- 02 Build relationships with and participate in Indigenous business organisations across government and industry (e.g. IBA, NSWALC, Yarpa, IFaB).
- 03 Target outreach initiatives with workshops/webinars for Western Sydney Indigenous business to support entrepreneurship and financial literacy.
- 04 Identify internship, student placement and WIL opportunities that support the development of Indigenous business.
- 05 Maintain ongoing participation in Indigenous Engagement activities (e.g. Heartbeat, Pathways to Dreaming).
- 06 Promote and participate in Indigenous events across the University and broader community.

KEY SUCCESS MEASURES

Increased procurement of goods and services from Indigenous businesses.

Increased participation in Indigenous business organisations.

Establishment of internship that supports the development of Indigenous business.



DR FRANCINE GARLIN,
INDIGENOUS LIAISON OFFICER
HEARTBEAT PROGRAM

STRATEGIC OBJECTIVE SIX

INDIGENOUS LEADERSHIP

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

STRATEGIC SCHOOL ACTIONS

- 01 Establish an Indigenous position on the School's External Advisory Committee.
- 02 Provide opportunities for Indigenous students to undertake leadership roles within the School.

KEY SUCCESS MEASURES

Indigenous representation on External Advisory Committee.

Increase student participation in leadership activities and roles.



INAUGURAL INDIGENOUS FINANCE AND BUSINESS (IFaB) CONFERENCE, DECEMBER 2019 - SCHOOL OF BUSINESS (GOLD SPONSOR)

STRATEGIC OBJECTIVE SEVEN

CULTURAL VIABILITY AND KNOWLEDGE

Build Indigenous viability and knowledge across Western Sydney University.

STRATEGIC SCHOOL ACTIONS

- 01** Incorporate visual Acknowledgement of Country identifiers at all School of Business locations.
- 02** Ensure Acknowledgement of Country is performed at the start of each formal meeting and gathering within the School.
- 03** Develop a series of workshops to deliver Indigenous cultural exchange training to all staff to increase awareness and deepen knowledge of Indigenous culture.
- 04** Compile an Indigenous Resources Library focussing on references and artefacts relating to Indigenous economy and business enterprise

KEY SUCCESS MEASURES

Indigenous Country is acknowledged and represented at all School of Business locations.

Acknowledgement of Country performed at the beginning of formal meetings, gatherings, and each teaching session.

All staff will have the opportunity to develop their understanding of Indigenous Knowledge and apply it to their teaching and/or work practice.