

SCHOOL OF HEALTH SCIENCES

INDIGENOUS STRATEGY 2020 – 2025

STRATEGIC OBJECTIVE ONE

Indigenous Students

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

Strategic School Actions

- Develop a set of strategies to ensure that the population of Indigenous students enrolled in the School reflects population parity.
- Develop a set of strategies to ensure that Indigenous students have the same retention outcomes as non-Indigenous students.
- Work on identifying Indigenous internship and cadetship opportunities within the School, the University, and externally with our partners.
- Establish a School Indigenous student network to engage and support students.

Key Success Measures

- 3% of students enrolled in degrees offered by the School are Indigenous by 2025.
- 3% of completing students in the School are Indigenous by 2025.
- Retain Indigenous students at the same rate as non-Indigenous students.
- Indigenous Student Network established within the School.

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 School Actions

- Build the proportion of Indigenous staff within the School to population parity.
- Develop strategies to ensure a minimum of two Associate Lecturer, Lecturer, or Senior Lecturer level Indigenous staff within the School with clear, supported, and reliable career pathways.
- Work towards engaging one Associate Professor or Professor level Indigenous staff member within the School.
- Develop strategies to engage with Indigenous Adjunct and Conjoint staff from our Local Health Districts.
- Ensure professional development opportunities, mentorship, and support for Indigenous staff.

Key Success Measures

- Employment population parity of 3% by 2025.
- At least three Indigenous academic staff within the School by 2025.
- At least one professional staff traineeship position.

STRATEGIC OBJECTIVE THREE

Indigenous Research

Develop the breadth and depth of Indigenous Research with a vision to promote research that empowers Indigenous Australians.

Strategic School Actions

- Expand sustainable research partnerships between researchers within the School and Indigenous sport and health networks.
- Increase the number of Indigenous-related external research grants applied for by academics within the School.
- Acknowledge and embed Indigenous knowledge in research practice and partnerships.
- Increase support for Indigenous HDR applicants and develop strategies to ensure their success.

Key Success Measures

- Increase the number of Indigenous researcher partnerships and funded research activities with partnerships within the School by 2025.
- Indigenous people with local knowledge are engaged as research partners within projects addressing Indigenous issues.
- At least three Indigenous HDR students within the School by 2025.

STRATEGIC OBJECTIVE FOUR

Learning and Teaching

Ensure all students develop understanding and knowledge about Indigenous Australians through the Graduate Attribute.

Strategic School Actions

- Promote learning opportunities within the School and the University for staff about culturally safe and culturally authentic Indigenous learning and teaching practices.
- Provide learning opportunities for students to complete Indigenous cultural competence training both within the University and as part of professional practice education.
- Work towards establishing a network of Indigenous community partners to have input and involvement in curricula and culturally authentic learning and teaching activities.
- Establish Indigenous Learning and Teaching Service Awards for community partners, and for academic staff who integrate respectful, responsive, and culturally safe activities and initiatives into teaching, that build the cultural competence of academic staff and students.
- Work towards students across all programs in the School having the opportunity to engage in working with Indigenous people and communities as part of professional practice education.

- Work towards development of an Indigenous Health study minor in collaboration with other relevant Schools.
- Ensure all programs within the School implement the Indigenous Graduate Attribute.

Key Success Measures

- All Academics within the School have the opportunity to develop their understanding of Indigenous Knowledges and apply it to their teaching practice.
- All students will have the opportunity to engage with and learn from Indigenous Knowledges through university-wide resources.
- Indigenous content, assessment tasks, and professional practice education opportunities within all courses within the School is mapped by 2021.
- Indigenous Learning and Teaching Service Award established for community partners, and academic teaching staff by 2021.
- Increase in the number of students engaged in professional practice education that include Indigenous people and communities.

STRATEGIC OBJECTIVE FIVE

Community Engagement

Promote Western Sydney University as a place that works with and for the Indigenous Australian community.

Strategic School Actions

- Promote and engage in Indigenous events across the University and broader community.
- Ensure the School's learning and teaching, and research, responds to the needs of the local and broader Indigenous communities.
- Extend community engagement and services through programs linked to The Shed at Mt Druitt.
- Ensure our communication channels provide regular information to Indigenous staff, students, alumni, and community partners.
- Actively contribute to the development and implementation of the University's Indigenous Sport and Health programs and activities.

Key Success Measures

- Staff participate in and contribute to the University's Indigenous events.
- Active engagement with Indigenous alumni within the School.
- Increased collaborations between the School, Indigenous communities, and our other partners.
- Indigenous community engagement activities expanded and incorporated as business as usual.
- Development of a robust and sustainable model for The Shed.

STRATEGIC OBJECTIVE SIX

Indigenous Leadership

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

Strategic School Actions

- Relevant School committees and working groups consider Indigenous issues through their agendas.
- Provide broad engagement and leadership opportunities for Indigenous academic and professional staff.
- Provide broad engagement and leadership opportunities for Indigenous students within the School.

Key Success Measures

- Contributions of Indigenous academic and professional staff to relevant School committees and working groups.
- Increased representation of Indigenous staff on School working groups and committees.
- Increased Indigenous student participation in leadership activities and roles.

STRATEGIC OBJECTIVE SEVEN

Cultural Viability and Knowledge

Build Indigenous cultural viability and knowledge across Western Sydney University.

Strategic School Actions

- Develop and implement initiatives to increase the cultural competence of staff and students within the School.
- Ensure Acknowledgement of Country is performed at the start of each formal meeting and gathering within the School.
- Implement Acknowledgement of Country at the start of the teaching session and on vUWS sites.
- Incorporate sharing of Indigenous cultural knowledge, learnings, and activities on health and sport with staff and students within School forums and within teaching.

Key Success Measures

- At least 50% of existing School staff, 25% of students, and all new School staff complete the 'Introduction to Indigenous Western Sydney' online module being developed by the University by 2025.
- Acknowledgement of Country performed at the beginning of formal meetings, gatherings, and each teaching session.
- At least one School forum or event per year includes sharing of Indigenous cultural knowledge, learnings, or activities.