

WESTERN SYDNEY  
UNIVERSITY



SCHOOL OF  
NURSING AND  
MIDWIFERY



# 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

## 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

- 01** Develop a set of strategies to ensure the proportion of enrolled domestic Indigenous students reflects population parity.
- 02** Ensure there is a clear pathway for Indigenous students to progress at undergraduate and postgraduate level
- 03** Strengthen engagement with Admissions and Enrolments teams to streamline alternate entry pathways.
- 04** Establish an Indigenous pathway program in conjunction with the College.

### KEY SUCCESS MEASURES

3.5% of all SoNM domestic students are Indigenous by 2025. An increase from 2.19% in 2021.

There is an increase in enrolment at Undergraduate level via alternative entry pathways.

There will be an increasing uptake of postgraduate opportunities including a consecutive increase in Indigenous HDR students to 2025.

Maintain a steady enrolment rate of 90% or more Indigenous students successfully transition from The College to the SoNM by 2025.

## 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

- 01** Establish a professoriate level Indigenous position.
- 02** Ensure professional development opportunities, mentorship and support for Indigenous staff.

### KEY SUCCESS MEASURES

- Increase employment population of Indigenous people in the School to 5% by 2025.**
- Create at least two level A/B positions within the School by 2025.**

## 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

- 01** Provide competitive scholarships to attract more Indigenous Higher Degree Research students and retain them through better supervisor training.
- 02** Develop an Indigenous Research Network with support for events to promote and enhance research.
- 03** Develop a research mentorship program for Indigenous Early Career Researchers.
- 04** Embed strategic initiatives to support the development of external research funding.

### KEY SUCCESS MEASURES

- At minimum 2 Aboriginal and Torres Strait Islander HDR students are successful in receiving scholarships by 2025.**
- A program of Indigenous Research and a symposium established by 2025.**
- All Indigenous ECRs are involved in a mentorship program.**
- SoNM researchers are conducting research with local Indigenous health centres.**

## 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** Make use of diverse learning spaces that support Indigenous ways of learning and are accessible to a diverse range of stakeholders, including community.

### KEY SUCCESS MEASURES

All SoNM students and staff can demonstrate cultural proficiency.

## 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** Establish an Indigenous Alumni Network.
- 02** Establish targeted communication channels to provide regular information to Indigenous staff, students and Alumni.

### KEY SUCCESS MEASURES

There will be an active Indigenous alumni network developed from SoNM graduates who will be encouraged to support current students and learning activities.

Communication channels established including, Indigenous Staff and Student Mailing List, Yammer group and the SoNM Facebook page.

## STRATEGIC OBJECTIVE SIX

# INDIGENOUS LEADERSHIP

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

### STRATEGIC SCHOOL ACTIONS

- 01** Provide leadership opportunities for Indigenous academic and professional staff.

### KEY SUCCESS MEASURES

Indigenous staff representation on School Committees.

## STRATEGIC OBJECTIVE SEVEN

# CULTURAL VIABILITY AND KNOWLEDGE

Build Indigenous viability and knowledge across Western Sydney University.

### STRATEGIC SCHOOL ACTIONS

- 01** Incorporate Indigenous language throughout all campuses.
- 02** Incorporate visual Acknowledgement of Country identifiers on each campus through signage and art.

### KEY SUCCESS MEASURES

There is visible support within SoNM for Indigenous languages, eg. uniform, signs, artwork.

There is Indigenous visible signage on SoNM sites, such as buildings and in the virtual space.

Western Sydney University  
Locked Bag 1797  
Penrith NSW 2751 Australia



[WESTERNSYDNEY.EDU.AU](http://WESTERNSYDNEY.EDU.AU)