

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

- 01** Create aspirations and establish an opportunity from schools for the Indigenous community to join our School.
- 02** Increase the student enrolments for Indigenous undergraduate and postgraduate for the School, especially female students as they are under-represented.
- 03** Support and build the capacity of Indigenous students to improve retention rate.

KEY SUCCESS MEASURES

The total enrolled Indigenous students in 2021 is 1.5%. Therefore, the school set the target of 3% enrolled domestic Indigenous students by 2025.

School has 1% of Indigenous student completion. Target of 2% of completing Indigenous student by 2025.

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

- 01** Continue to build the proportion of Indigenous staff within the school.
- 02** Offer Traineeships in the School's Professional workforce for Indigenous Australians.
- 03** Provide Professional Development opportunities targeting Indigenous staff within the School.
- 04** Develop cultural awareness training in conjunction with the office of the DVA (Indigenous Leadership).

KEY SUCCESS MEASURES

Currently School has 0.85% Indigenous staff and the targeted percentage for Indigenous staff (academic and professional) in the School is 2% by 2025.

Create and maintain support Indigenous leadership.

Establishment of an Indigenous Award with Professional Bodies such as Engineers Australia.

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

- 01** Support and increase the quality and impact of Indigenous research.
- 02** Continue to develop partnerships and relationships with external partners for Indigenous scholarship.
- 03** Encourage staff members to collaborate across other schools working on the Indigenous research.

KEY SUCCESS MEASURES

In 2021, there is no HDR Indigenous enrolled in the School. Therefore, School targets to increase the HDR Indigenous to 1% by 2025.

Establishment at 1% of total external partnership, research grants across multidisciplinary within the school by 2025.

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

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

STRATEGIC SCHOOL ACTIONS

- 01** Provide Cultural Awareness training for staff and students to develop the cultural competence in the School.
- 02** Encourage staff to work collaboratively with Indigenous people.
- 03** Working closely with the Badamani Centre for Indigenous Education in decision making.
- 04** Support sustainable increases in Indigenous employment through the Aspire Program.
- 05** Provide scholarships and support for remote communities.

KEY SUCCESS MEASURES

Currently, there are 11% of overall Indigenous students engaged in the Aspire Program. Therefore, the School targets 50% Indigenous students engaged in the Aspire Program by 2025.

Tailored external collaborators to help them provide more employment opportunities to Indigenous Australians.

Staff within the School is given the opportunity to develop their understanding of Indigenous culture in order to apply the knowledge to their teaching practice.

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

- 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.
- 02** Build the needs and interests of Indigenous Australians into relevant current and future programs and initiatives.
- 03** Ongoing support and participation in University wide Indigenous Engagement such as Heartbeat, Pathways to Dream.

KEY SUCCESS MEASURES

Increase Indigenous community engagement activities throughout the School.

Work closely with the Badanami Centre for Indigenous Education as a new form of communication across the School.

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

- 01** Continue to actively engage with external partners to provide information to our students that issues faced by Indigenous.
- 02** Include an Indigenous representative on the School's External Advisory Committee (EAC).
- 03** Encourage and provide opportunities to student undertake the leadership roles within the School. (Student representative at School Academic Committee, School Research Committee, etc).

KEY SUCCESS MEASURES

- Increase Indigenous leadership role 2% by 2025 within the School.
- Increase Indigenous representation within the School in working groups and committees.

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

- 01** Evaluate and monitor our Aspire Program for improved quality standards, student success and course completion.
- 02** Build the Indigenous presence across the School by developing links with Indigenous role models in Engineering, Design and Built Environment.
- 03** Create tailored pathways for Indigenous students and staff through capacity building initiatives and programs.

KEY SUCCESS MEASURES

Acknowledge of the Country in every formal School's Meetings and lectures.

Increase Indigenous student participation in leadership activities and roles using student survey.

Increase representation of Indigenous Alumni in School committees and governance.

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