

## Pro Vice-Chancellor Indigenous Workforce Plan 2018-2025

Objectives	Responsibility	Timeframe
<b>A: SUPPORT EXISTING INDIGENOUS STAFF</b>		
1. Provide meaningful career progression opportunities for existing Indigenous staff including opportunities to transition casuals into continuing roles where appropriate and actively seek and support promotion opportunities for outstanding Indigenous staff	Human Resources Faculties Divisions	Q1 2019 and Ongoing
2. Include time release to allow Indigenous staff to participate in further training and education opportunities	Faculties	Q1 2019 and Ongoing
3. Develop financial support provisions/grants to encourage Indigenous staff to undertake PhD study (e.g. make three academic scholarships available at UNSW each year)	Faculties Philanthropy	Q1 2019 and Ongoing
4. Provide other support mechanisms for career enhancement for non-academic staff e.g. secondment opportunities, cross institution exchange programs, time release for non-academic staff to undertake further study etc.	Faculties Divisions Human Resources	Q1 2019 and Ongoing
5. Provide special leave clauses in UNSW's Enterprise Agreement to allow Indigenous staff to participate in cultural/ceremonial activities	Human Resources	Q4 2018
6. Create a UNSW Indigenous staff network and organise an annual gathering/event for all Indigenous staff at UNSW – part social/part informative (career planning opportunities etc.)	Pro Vice Chancellor Indigenous	Q1 2019 and Ongoing

Objectives	Responsibility	Timeframe
<b>B: RECRUIT NEW INDIGENOUS STAFF</b>		
7. Work with faculties and divisions to determine roles that would benefit from having an Indigenous staff member and establish Indigenous-identified positions for such roles	Pro Vice Chancellor Indigenous Faculty and Divisions	Q1 2019 and ongoing
8. Employ an Indigenous employment coordinator who will work with the office of the Pro Vice Chancellor Indigenous to develop an effective recruitment program	Pro Vice Chancellor Indigenous Human Resources	Q1 2019
9. Establish effective Indigenous networks both internally to UNSW and externally to ensure widespread communication of UNSW employment opportunities	Pro Vice Chancellor Indigenous	Q1 2019 and Ongoing
10. Implement a career preparation workshop for Indigenous students in the final year of their degree programs	Faculties Pro Vice Chancellor Indigenous Careers and Employment	Q1 2019 and Ongoing
11. Develop an internal Indigenous graduate internship/cadetship employment program and heavily promote to all UNSW Indigenous graduates	Faculties Pro Vice Chancellor Indigenous Careers and Employment	Q1 2019 and Ongoing
12. Provide opportunities for Indigenous interns / cadets to be directly placed into fixed term or ongoing vacancies within UNSW at the end of their cadetship/traineeship	Faculties Human Resources	Q1 2019 and Ongoing
13. Maintain an Indigenous talent pool database from participants of work experience programs, successful internships, secondment opportunities, casual employment etc. with a view to offering longer term employment opportunities as positions become available. Market job opportunities to this talent pool	Human Resources Faculties Divisions	Q1 2019 and Ongoing

Objectives	Responsibility	Timeframe
<b>B: RECRUIT NEW INDIGENOUS STAFF</b>		
14. Implement an Early Career Indigenous Academic program with reduced teaching load and extended period to complete PhD	Human Resources	Q1 2019 and Ongoing
15. Develop faculty-specific initiatives (e.g. scholarships) to encourage Indigenous students who are near completion or have completing their PhD to apply for postgraduate research opportunities within or across faculties	Faculties Pro Vice Chancellor Indigenous Philanthropy	Q1 2019 and Ongoing
16. Build capacity in Indigenous Early Career Researchers through provision of comprehensive training programs including preparation of successful grant applications, project management experience, knowledge on research revenue, collaboration dynamics, publication outputs	Pro Vice Chancellor Indigenous Deputy Vice Chancellor Research	Q1 2019 and Ongoing
17. Review the selection criteria for Indigenous postgraduate researcher applications and identify if opportunity for flexibility or additional provisions required for Indigenous positions	Faculties	Q1 2019 and Ongoing
18. Establish strong peer-support networks for Indigenous postgraduate researchers	Pro Vice Chancellor Indigenous	Q1 2019 and Ongoing
19. Identify an appropriate mentor and supervisor for each Indigenous post grad researcher	Faculties Pro Vice Chancellor Indigenous	Q1 2019 and Ongoing
20. Recognise the extra workload required of Indigenous supervisors and mentors and ensure this is taken into account in promotions criteria	Human Resources	Q1 2019 and Ongoing
21. Ensure the process for obtaining a UNSW Scientia Fellowship is explained and made known to all applicable Indigenous PhD students and early career researchers to mentor and nurture their career	Pro Vice Chancellor Indigenous	Q1 2019 and Ongoing
22. Enable Indigenous Scientia Fellows to take extended leave for family/personal/community purposes as applicable with a guaranteed re-entry to the program on their return.	Deputy Vice Chancellor Research	Q1 2019 and Ongoing

Objectives	Responsibility	Timeframe
<b>B: RECRUIT NEW INDIGENOUS STAFF</b>	Faculties	
23. Enable funding for each Indigenous researcher to attend at least one major conference	Faculties Philanthropy	Q1 2019 and Ongoing

Objectives	Responsibility	Timeframe
<b>C: PROMOTE INDIGENOUS HISTORY AND CULTURE</b>		
24. Educate UNSW staff on the historical cultural footprint of the UNSW campuses and their Aboriginal significance with realisation that they are now part of that footprint	Pro Vice Chancellor Indigenous	Q1 2019 and ongoing
25. Make the UNSW campuses welcoming, physically and culturally, so that Indigenous students and staff are happy on campus, feel like they belong, feel supported, valued and thrive	Pro Vice Chancellor Indigenous  Estate Management Faculties and Divisions	Q1 2019 and ongoing
26. Conduct truth-telling activities to ensure UNSW staff are provided with an accurate and complete history of Australia including via PVICI website and events	Pro Vice Chancellor Indigenous	Q1 2019 and ongoing