



Aboriginal and Torres Strait Islander Peoples Employment Plan

2023 – 2026

Acknowledgement of Country

We acknowledge and pay our respects to the First Peoples, the Traditional Custodians of the lands and waterways. We recognise their spiritual and ongoing cultural connection to Country.

We respectfully acknowledge Elders past and present and thank them for their wisdom and guidance as we walk in their footsteps.

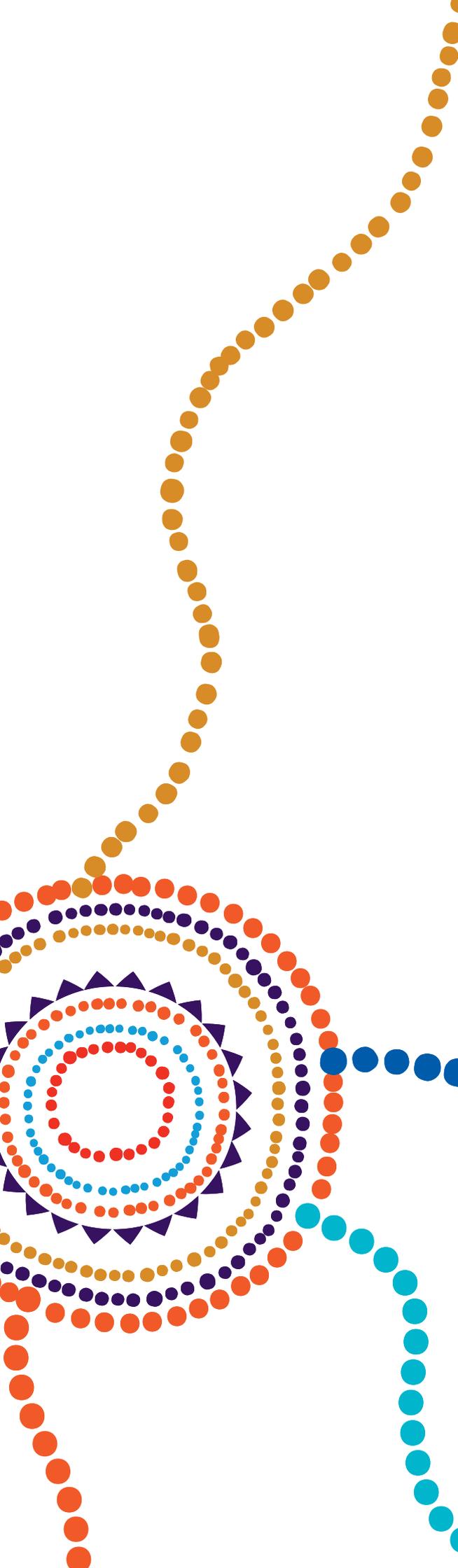
Acknowledgements

We would like to acknowledge all our staff who contributed to the development of the ACU Aboriginal and Torres Strait Islander Peoples Employment Plan, in particular our Aboriginal and Torres Strait Islander employees and staff from the First Peoples Directorate. We also thank ACU Indigenous Research Higher Degree candidates who contributed to developing the plan and our external stakeholders

A special thanks to our incredible employees who were generous and willing to share their stories with us.

If you would like to learn more about our employment plan or employment opportunities at ACU, please email firstpeoplesemployment@acu.edu.au or visit the ACU Aboriginal and Torres Strait Islander Employment website.





Contents

A message from our Vice-Chancellor and President and Executive Sponsor	2
A message from the First Peoples Directorate	3
Our strategic enablers	6
Our journey so far	7
Our three focus areas	10
Developing our plan	10
Governance of our plan	10
Our initiatives	14

A message from our Vice-Chancellor and President and Executive Sponsor

We are delighted to launch our Aboriginal and Torres Strait Islander Peoples Employment Plan 2023 – 2026.

This plan has been developed in consultation with our people – in particular our Aboriginal and Torres Strait Islander staff – and will guide our actions and priorities over the next three years.

Our People Plan 2022 – 2025 articulates ACU's commitment to Aboriginal and Torres Strait Islander staff and continues to build on the progress we have made through the successful implementation of past employment strategies.

As a Catholic university, and aligned with our mission and values, we recognise the importance of taking action to grow and develop our Aboriginal and Torres Strait Islander workforce. Our plan includes a suite of initiatives that will enable us to attract, retain, support and professionally develop Aboriginal and Torres Strait Islander staff as well as enhance the cultural safety of our workplace. Through the implementation of our plan, we seek to enable a university-wide shift from good will for Aboriginal and Torres Strait Islander peoples employment to our core business.

As senior leaders at ACU, we are excited to bring this plan to life and commit to being role models and vocal advocates for the advancement of Aboriginal and Torres Strait Islander employment at ACU. The success of this plan requires each of us to play a role. We encourage all staff to consider how they can make an impactful and meaningful contribution to the plan and help position ACU as an employer of choice for all First Nations communities.

Professor Zlatko Skrbis
Vice-Chancellor and President

Anna Phillips
Chief People Officer and Executive Sponsor

A message from the First Peoples Directorate

ACU has long been committed to supporting and empowering Aboriginal and Torres Strait Islander people to achieve success at university and I am pleased to see this continued commitment to our Aboriginal and Torres Strait Islander workforce.

Aboriginal and Torres Strait Islander peoples have a rich and proud history, and here at ACU, we have an outstanding workforce of Aboriginal and Torres Strait Islander staff. I am pleased that our plan shares stories from our staff and highlights the incredible contribution our people make to ACU each day.

Our staff are employed in a variety of roles that have a positive impact on our students, our workforce, and Aboriginal and Torres Strait Islander communities.

We employ passionate educators with deep subject matter expertise to teach our next generation of students. We also have talented researchers who lead projects that build new knowledge to enhance our understanding of the past and support the education and wellbeing of our First Nations communities. Our professional services staff work across diverse teams, enabling and driving core functions across ACU including support for our First Nations students and contributing to their success.

I welcome the new Aboriginal and Torres Strait Islander Peoples Employment Plan and look forward to a strengthened workforce at ACU that enables First Nations peoples to continue to develop and flourish in their roles.

Jane Ceolin
Director, First Peoples Directorate





Madeline Sealey

**M. DEV. STUD. (RES) (UNIVERSITY OF MELBOURNE),
B. INT. STU. (UNIVERSITY OF CANBERRA), B. JOURNALISM**

Madeline is a Wurundjeri Woiwurrung woman who has mostly grown up on Ngunnawal Country in the Canberra region.

She is ACU's Indigenous Student Success Officer (Victoria) for the Jimbaa-yer Indigenous Higher Education Unit. She is based on the Naarm (Melbourne) campus situated on the traditional lands of the Wurundjeri Peoples and visits the Aquinas Campus in Ballarat regularly, which is based on traditional lands of the Wadawurrung Peoples of the Kulin Nations.

Madeline has been working in the higher education sector for over a decade and is passionate about supporting positive education outcomes for Aboriginal and Torres Strait Islander peoples. Through her experience, Madeline wants to encourage Aboriginal and Torres Strait Islander peoples into a diverse range of professions and disciplines.

“My current role allows me to contribute to a culturally safe and supportive university environment for First Nations students and staff, providing academic, pastoral and cultural support. This ensures First Peoples studying and working at ACU have a positive experience of the tertiary sector and are able to achieve their goals and aspirations.”

Madeline was a single mother-of-two when she commenced tertiary education as a 28-year-old mature-aged student. She was the second person from her immediate and extended family to undertake tertiary studies.

“University was a life-changing experience for me,” Madeline said.

“It allowed me to lift my small family out [of] difficult social and economic circumstances and helped me blossom into a more confident woman. It sparked my keen interest and passion in academic inquiry and inspired other family members to begin their own journey in tertiary education.”

Madeline has successfully completed postgraduate studies with a Master of Development Studies (Research).

“My supervisor was very flexible and allowed me to take study leave to attend classes and complete assessments. The university has generous study leave for ACU and First Nations staff which enabled me to successfully complete my master's research thesis. ACU has also been very supportive of my professional growth and development, providing mentoring and opportunities to develop new skills and pursue new opportunities within the workplace.”

Madeline's favourite thing about working at ACU is the people.

“ACU attracts some great people in both professional and academic roles due to its mission and ethos. ACU genuinely respects and acknowledges Aboriginal and Torres Strait Islander culture and its peoples and embraces diversity and difference. It also means I feel good about promoting ACU as a place of study to the Indigenous community.”

ACU genuinely respects and acknowledges Aboriginal and Torres Strait Islander culture and its peoples and embraces diversity and difference.

Our strategic enablers

ACU is guided by our mission, in particular its focus on respect for human dignity, the pursuit of justice and the common good. Our core values of truth, academic excellence and service guide our actions in living out our mission each day. Along with our mission and values, the development of our Aboriginal and Torres Strait Islander Peoples Employment Plan 2023 – 2026 has been guided and enhanced by several internal and external strategic enablers.

Our People Plan 2022 – 2025 articulates our commitment to advance Aboriginal and Torres Strait Islander peoples' employment at ACU and the development of this plan will support us to deliver on this commitment.

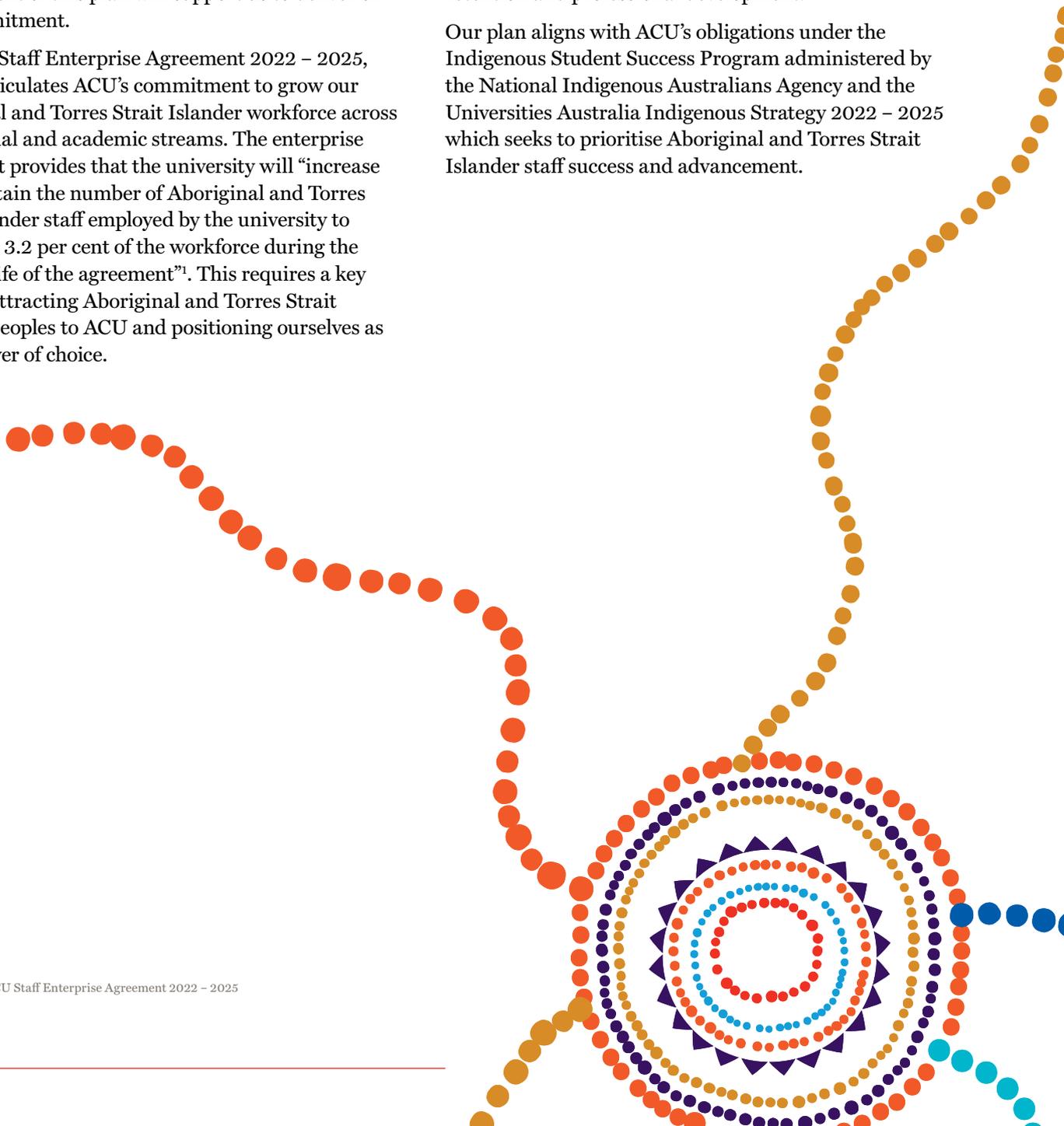
The ACU Staff Enterprise Agreement 2022 – 2025, clearly articulates ACU's commitment to grow our Aboriginal and Torres Strait Islander workforce across professional and academic streams. The enterprise agreement provides that the university will "increase and maintain the number of Aboriginal and Torres Strait Islander staff employed by the university to 77 FTE or 3.2 per cent of the workforce during the nominal life of the agreement"¹. This requires a key focus on attracting Aboriginal and Torres Strait Islander peoples to ACU and positioning ourselves as an employer of choice.

The Aboriginal and Torres Strait Islander Success Belonging Strategy 2020 – 2023 enables a whole-of-university integrated approach to Aboriginal and Torres Strait Islander peoples' success in education and employment. A key objective of this strategy includes the need to strengthen the cultural capabilities and competencies of ACU staff and our plan has a strong focus on enhancing cultural safety across our workplace.

ACU's Stretch Reconciliation Action Plan is currently under development and once launched, will continue to evolve, creating opportunities around recruitment, retention and professional development.

Our plan aligns with ACU's obligations under the Indigenous Student Success Program administered by the National Indigenous Australians Agency and the Universities Australia Indigenous Strategy 2022 – 2025 which seeks to prioritise Aboriginal and Torres Strait Islander staff success and advancement.

¹ Clause 6.2.1 ACU Staff Enterprise Agreement 2022 – 2025



Our journey so far

ACU has a long-standing commitment and involvement in education and employment of Aboriginal and Torres Strait Islander peoples.

Over the past 10 years, ACU has produced three Aboriginal and Torres Strait Islander peoples employment strategies:

- Indigenous Employment Framework 2012 – 2014
- Aboriginal and Torres Strait Islander Peoples Employment Strategy 2015 – 2017
- Aboriginal and Torres Strait Islander Peoples Employment Strategy 2018 – 2020

Each of these strategies has advanced our progress in growing and supporting our Aboriginal and Torres Strait Islander workforce. Our achievements include:

CAREER PATHWAYS

- Our Graduate Program has provided ACU alumni the opportunity to work across multiple directorates within the Corporate Services portfolio as well as supported alumni to gain continuing roles at ACU.
- Traineeship programs have provided opportunities to study at an external TAFE organisation while being employed fixed-term at ACU.
- Development of the Institute for Positive Psychology and Education Indigenous Intern Program provides employment opportunities for ACU undergraduate students and supports creating a pipeline into ACU honours and Higher Degree Research programs and pathways to an academic career.
- The School of Nursing, Midwifery and Paramedicine has established several continuing positions across nursing and midwifery disciplines to assist teaching, curriculum and student support.

EMPLOYMENT OPPORTUNITIES

- A commitment to providing fixed-term academic employment opportunities to all Indigenous ACU Higher Degree Research students.
- Creating targeted positions for roles that are best filled by Aboriginal and Torres Strait Islander peoples, including:
 - academic roles that support staff to embed First People's Knowledges into curriculum.
 - Aboriginal and Torres Strait Islander curriculum and pedagogy coordinators.
- Creating Special Measures (Identified) positions to support employment opportunities for Aboriginal and Torres Strait Islander peoples.

CULTURAL SAFETY

- Establishment of the Aboriginal and Torres Strait Islander Staff Network that is well attended by staff.
- Establishment of a language allowance to recognise Aboriginal and Torres Strait Islander staff who provide cultural knowledge of Aboriginal and Torres Strait Islander languages to ACU.
- Ten days of paid personal leave available to Aboriginal and Torres Strait Islander staff to attend to cultural and ceremonial matters.
- The creation of a university-wide Cultural Capability Framework supported and endorsed by senior leaders.
- Expansion of the Cultural Awareness Workshop as a core component of the ACU's staff induction program.



Dr Matthew Charet

BA (HONS), MPhil, PhD (UNIVERSITY OF SYDNEY)

Matthew is the National Manager of Governance and is based at ACU's MacKillop Campus, situated on the traditional lands of the Cammeraygal peoples. He is also a proud Gamilaroi man whose mob comes from the northwest of NSW and south-western Queensland.

Matthew always felt and identified as First Peoples; however, he grew up without knowing who his mob were, as past generations had lost connection with family. Matthew's nanna passed herself off as having European heritage when she lived in Redfern in the 1930s and 1940s to escape the stigma of being a First Peoples woman. Matthew said discovering his Gamilaroi heritage was a game changer.

"A few years ago, an industrious uncle (our family historian) was able to unravel our family thread and demonstrate our connection to culture and country."

Matthew is still learning about his culture and says he is "on an exciting journey of self-discovery."

Matthew has worked in the higher education sector for 25 years. The last 15 years he has focused on governance, which led him to his current role at ACU. Matthew is responsible for coordinating the activities of ACU's senior governance committees, including the senate and academic board, and leads a team that manages ACU's policy library and a range of governance activities critical to the successful functioning of the university.

Matthew's favourite thing about working at ACU is the people.

"My colleagues in governance are all fantastic to work with, and my experience collaborating with staff in other parts of the uni has also been highly positive," he said.

Matthew is committed to leaving a lasting legacy at ACU by improving governance processes, committee support and policy management.

"Just as following the road rules helps prevent driving accidents, good governance and policies help ACU meet its obligations and stay out of trouble."

For anyone thinking of applying to work at ACU, Matthew says "go for it".

"ACU is a warm, supportive, aspirational place to work, with committed staff and a vision for the future that aims to transform the world. [It's] inspiring to work for a place that has such a mission."

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Our three focus areas

Our Aboriginal and Torres Strait Islander Plan will focus on three key pillars:

1. ATTRACT AND RETAIN ABORIGINAL AND TORRES STRAIT ISLANDER STAFF

ACU has a long-standing commitment to full participation of Aboriginal and Torres Strait Islander peoples in higher education and aims to be an employer of choice for Aboriginal and Torres Strait Islander peoples.

Delivering on this commitment requires us to attract and retain an engaged and high performing cohort of Aboriginal and Torres Strait Islander professional, academic and research staff members through a variety of strategic approaches.

2. BUILD AND DEVELOP CAPABILITY

Supporting Aboriginal and Torres Strait Islander staff to grow and succeed in their role is a key enabler to being an employer of choice. ACU will implement strategies and programs designed to build and develop capability, nurture, and invest in career development and further enable Aboriginal and Torres Strait Islander peoples' success.

3. ENHANCE CULTURAL SAFETY

Providing a safe and welcoming place for our staff, students, and community to work and learn is aligned to both our mission and commitments contained in the Aboriginal and Torres Strait Islander and ACU Values and Principles Statement, and Cultural Safety Statement.

Bringing this to life for our people will ensure that our Aboriginal and Torres Strait Islander staff feel respected for the knowledge and perspectives they bring to their roles, supported, and engaged to bring their best selves to work and enabled to thrive in the workplace and ACU community.

Developing our plan

The ACU Aboriginal and Torres Strait Islander Peoples Employment Plan was developed through a robust consultation process with Aboriginal and Torres Strait Islander staff members and key stakeholders. Several key strategic internal and external strategic documents also informed the development of the plan. Through this process we:

- engaged with internal and external stakeholders to identify our focus areas and initiatives.
- completed a review of key strategic documents including the ACU Enterprise Agreement 2022 – 2025 and Universities Australia Indigenous Strategy 2022 – 2025.
- invited key stakeholders across ACU to provide feedback on the proposed focus areas and initiatives.
- met with key departments and stakeholders to further refine and finalise the initiatives.
- conducted a consultation session with ACU National Aboriginal and Torres Strait Islander Staff Network.
- ensured that the plan was supported and endorsed by the First Peoples Directorate.
- obtained endorsement and support from the Vice-Chancellor's Advisory Committee to ensure it is championed by ACU's most senior leaders.

Governance of our plan

People and Culture have overarching responsibility of the Aboriginal and Torres Strait Islander Peoples Employment Plan and our Chief People Officer, People and Capability is the Executive Sponsor of the plan.

The Executive Sponsor will:

- establish an Aboriginal and Torres Strait Islander Employment Working Group with representation across ACU and include staff with responsibilities for delivering the programs and initiatives.
- establish terms of reference for the working group and an operational plan to provide clear timeframes for implementing the initiatives.
- ensure working group membership is balanced between non-Indigenous and Indigenous positions to ensure Aboriginal and Torres Strait Islander staff provide guidance and ensure Indigenous knowledge and perspectives guides our approach to delivering the initiatives in the plan.
- deliver an annual progress report each year to the Vice-Chancellor's Executive Board.



Jessica Russ-Smith

**BSW (HONOURS) (UNIVERSITY OF NEW SOUTH WALES),
GRAD. CERT. WIRADJURI LANG., CULT., AND HERIT. (CHARLES
STURT UNIVERSITY)**

Jessica (she/her) is a Wiradyuri Wambuul woman, a Smith and a McGuinness.

She commenced at ACU as a sessional academic in the School of Allied Health and is currently the Academic Developer of First Peoples Curriculum (Senior Lecturer) in the Centre for Education and Innovation, based at the Signadou Campus on the traditional lands of the Ngunnawal Peoples. Her role supports embedding Indigenous Knowings, perspectives and teaching methodologies and pedagogies across curricula and developing the cultural capabilities of teaching staff.

Jessica is committed to building on the legacy of the sovereign Indigenous academics and community members that came before her.

“Our Indigenous knowledges, ways of knowing, and ways of learning are sacred. They are the foundation of our cultures, our sovereignty, and our very being. They have the power to transform the university and its curriculum, and to create a more just society for all.”

“I am committed to working with Indigenous and non-Indigenous colleagues to create culturally safe curriculum and learning spaces where Indigenous students can thrive, and where non-Indigenous students can learn about and grow from Indigenous ways of knowing.”

Jessica is currently finishing her PhD and is appreciative of the support she receives from her colleagues.

“My team and centre have greatly supported my professional development through conference attendance, training, workshops, community events and many opportunities to work collaboratively and nationally with colleagues”.

Jessica has recently been elected by staff to represent them as an ACU Senator (Academic position).

“I am honoured to be in this role, and I am determined to use my time to make a difference for Indigenous staff, students and communities. I will advocate for the rights of Indigenous peoples and centre our ways. I believe that ACU can learn from First Nations ways and become a leader in social justice.”

“My team and centre have greatly supported my professional development through conference attendance, training, workshops, community events and many opportunities to work collaboratively and nationally with colleagues”.

Our initiatives

ATTRACT AND RETAIN

ACU is committed to increasing the number of Aboriginal and Torres Strait Islander staff members employed by the university to 77 full-time equivalent positions which represents 3.2 per cent of the ACU workforce.

A key focus of the plan involves attracting and retaining an engaged and high-performing cohort of Aboriginal and Torres Strait Islander professional, academic and research staff through a range of strategic approaches.

INITIATIVE	ACTIVITY	OPERATIONAL AREA
Develop and implement strategies, initiatives and programs to support ACU to achieve representation of 3.2 per cent Aboriginal and Torres Strait Islander staff workforce participation.	Review ACU Recruitment and Selection Policy and Procedures and identify opportunities to improve and enhance recruitment and selection processes for Aboriginal and Torres Strait Islander candidates.	People and Capability
	Educate and support leaders to understand the value and importance of identified roles as a means of attracting Aboriginal and Torres Strait Islander candidates.	People and Capability
	Review and refresh Role of Chair training module to educate and support hiring managers to recruit Aboriginal and Torres Strait Islander candidates.	People and Capability
	Update ACU website content to better articulate our employee value proposition and provide timely and concise information for Aboriginal and Torres Strait Islander candidates and the broader ACU community.	People and Capability
	Implement and embed ACU's confirmation of Aboriginality and Torres Strait Islander Cultural Heritage process to support candidates and hiring managers understand ACU requirements when applying for Identified and Targeted Positions.	People and Capability in consultation with First Peoples Directorate
	Drive attraction strategies through staff profiles and storytelling on the ACU website and through internal and external social media channels.	People and Capability in consultation with Marketing and External Relations
	Ensure all portfolio plans include a requirement to actively champion and support Aboriginal and Torres Strait Islander employment.	People and Capability in consultation with Vice-Chancellor and Senior Executive Groups
Develop and implement strategies, initiatives and programs to retain ACU Aboriginal and Torres Strait Islander staff.	Introduce an annual language allowance in recognition of Aboriginal and Torres Strait Islander staff who are required to use Aboriginal and Torres Strait Islander languages as part of their employment at ACU.	People and Capability
	Review opportunities (including through workload allocation for academic and research staff) to formally recognise Aboriginal and Torres Strait Islander staff who carry a cultural load as part of their role.	People and Capability in conjunction with Provost Office
	Enhance current reporting mechanisms in place to support the establishment of an institutional wide reporting framework for ACU Aboriginal and Torres Strait Islander Peoples Employment Plan.	People and Capability

INITIATIVE	ACTIVITY	OPERATIONAL AREA
	Schedule and coordinate ACU National Aboriginal and Torres Strait Islander Staff Network meetings to grow our community of practice, and connect and engage with ACU Aboriginal and Torres Strait Islander staff members.	People and Capability
	Connect new Aboriginal and Torres Strait Islander employees with the Manager, Aboriginal and Torres Strait Employment from commencement of their employment to support their induction and share information around ACU Aboriginal and Torres Strait Islander higher education matters.	People and Capability
	Implement an exit interview process for Aboriginal and Torres Strait Islander staff to identify opportunities to enhance the employee experience of current and future staff.	People and Capability

BUILD AND DEVELOP CAPABILITY

ACU will implement strategies and programs designed to develop the capability of our Aboriginal and Torres Strait Islander staff and further enable Aboriginal and Torres Strait Islander success in our workplace.

INITIATIVE	ACTIVITY	OPERATIONAL AREA
Develop and implement strategies and programs that support workforce and individual development and involvement of Aboriginal and Torres Strait Islander staff.	Work with stakeholders to ensure the inaugural Aboriginal and Torres Strait Islander Research Strategy has a focus on embedding employment and developmental outcomes for Aboriginal and Torres Strait Islander staff members and incorporating opportunities for early and mid-career academics, professorial and post-doctoral appointments.	Deputy Vice-Chancellor (Research and Enterprise) in consultation with Aboriginal and Torres Strait Islander Research Committee and University Research Committee, People and Capability and First Peoples Directorate
	Work with stakeholders to provide development opportunities that support internal promotion of Aboriginal and Torres Strait Islander early and mid-career curriculum and teaching focused academic staff.	Provost Office in consultation with Executive Deans and People and Capability
	Deliver and coordinate the ACU Aboriginal and Torres Strait Islander Graduate Employment Program including enhancing the program beyond the professional services directorate.	People and Capability in consultation with Provost Office, Directors of ACU institutes and centres, Executive Deans and Deputy Vice-Chancellor (Research and Enterprise)
	Implement the Provost's Aboriginal and Torres Strait Islander Intern Program, ensuring tailored development opportunities are included in the program.	People and Capability in consultation with Institute for Positive Psychology and Education, Provost Office and Directors of ACU institutes and centres

INITIATIVE	ACTIVITY	OPERATIONAL AREA
	Develop the Aboriginal and Torres Strait Islander Research Higher Degree and Employment Pipeline Program ensuring tailored development opportunities are included in the program.	People and Capability in consultation Provost Office, Deputy Vice-Chancellor (Research and Enterprise), Executive Deans, and Directors of ACU institutes and centres
	Ensure initiatives and strategies developed to progress the ACU People Plan 2022 – 2025 include opportunities for Aboriginal and Torres Strait Islander staff capability development and career progression.	People and Capability
	Ensure that Aboriginal and Torres Strait Islander staff are advised of training to support the academic promotions process and First Peoples perspectives are incorporated into the training modules.	People and Capability
Enhance career pathways for Aboriginal and Torres Strait Islander employees through targeted professional development training and employment programs.	Identify opportunities to build staff capability as it relates to Indigenous Knowings, perspectives and pedagogical practices.	Centre for Education and Innovation in consultation with ACU faculties, Provost Office, First Peoples Directorate and People and Capability
	Develop resources to better articulate career pathway opportunities for ACU students and alumni members to transition to ACU employees.	People and Capability in conjunction with First Peoples Directorate

ENHANCING CULTURAL SAFETY

ACU will continue to build a culturally safe and welcoming workplace grounded in the university's mission and values, and aligned to commitments contained in the Aboriginal and Torres Strait Islander and ACU Values and Principles Statement and Cultural Safety Statement.

INITIATIVE	ACTIVITY	OPERATIONAL AREA
Ensure a welcoming and safe workplace for Aboriginal and Torres Strait Islander peoples.	Finalise implementation of ACU's Institutional Wide Cultural Capability Framework.	Chair's Cultural Capability Working Groups in consultation with People and Capability and First Peoples Directorate
	Develop and launch discipline specific 'Culturally Safe Classroom Unit' for academic staff in law and business, education and arts, and theology and philosophy faculties to introduce cultural safety practices into curriculum development and teaching practices.	Centre for Education and Innovation in consultation with Executive Deans, ACU faculties, and First Peoples Directorate
	Develop an approach to provide specialised cultural safety workshops to staff including opportunities for dedicated cultural immersion programs across ACU campuses.	People and Capability in consultation with First Peoples Directorate and Centre for Education and Innovation
	Create a mandatory cultural awareness training module for sessional and casual employees.	People and Capability

INITIATIVE	ACTIVITY	OPERATIONAL AREA
	Provide opportunities for existing staff members to undertake refresher cultural awareness workshops every 24 months.	People and Capability
	Embed the Aboriginal and Torres Strait Islander and ACU Values and Principles Statement, and Cultural Safety Statements across the university.	First Peoples Directorate in consultation with Marketing and External Relations
	Promote dedicated services available to Aboriginal and Torres Strait Islander staff offered by the ACU Employment Assistance Program.	People and Capability
Position ACU as an employer of choice for Aboriginal and Torres Strait Islander Peoples.	Recruit and appoint to the Pro Vice-Chancellor (Indigenous) position and establishment of the Office Pro Vice-Chancellor (Indigenous).	Deputy Vice-Chancellor (Ethics) in consultation with First Peoples Directorate and People and Capability
	Acknowledge yearly events of significance to Aboriginal and Torres Strait Islander peoples and provide opportunities for the ACU community to recognise and reflect on the significance of each event.	First Peoples Directorate in consultation with Marketing and External Relations and People and Capability
	Coordinate and host annual seminars and events relating to Aboriginal and Torres Strait Islander Peoples Knowing's and perspectives whilst showcasing ACU research and teaching activities.	First Peoples Directorate in consultation with Provost Office, Centre for Education and Innovation and Deputy Vice-Chancellor (Research and Enterprise)
	Promote Aboriginal and Torres Strait Islander staff members achievements and successes via internal and external media channels.	People and Capability in conjunction with First Peoples Directorate and Marketing and External Relations
	Highlight and promote Aboriginal and Torres Strait Islander Cultural Leave provisions and flexible work arrangements across our workforce and as part of our employee value proposition and attraction strategies.	People and Capability
	Explore opportunities to implement a dedicated award for an Indigenous staff member as part of the annual Vice-Chancellor's Staff Excellence awards.	People and Capability in consultation with the Vice-Chancellor





Christopher Duncan

BED (SECONDARY)/BA(HUMANITIES) (HONOURS)

Christopher is “Wiradjuri by descent, born and bred on Dharug lands” in Western Sydney. He works primarily at the Mount Saint Mary Campus on the traditional lands of the Wangal peoples.

Christopher started his ACU journey as a student, achieving a Bachelor of Education (Secondary)/Bachelor of Arts (Humanities) (Honours) and is currently undertaking higher degree research (HDR) focused on enhancing supports for Indigenous students undertaking secondary education teacher training to improve completion rates.

“It is a cross-cultural study to see what we can learn from around the world to best support students through their degree.”

His primary supervisor is Professor Rhonda Craven, Director of ACU’s Institute for Positive Psychology and Education.

During his time at ACU, Christopher has held several roles, and now works as an Associate Lecturer (Indigenous) in the National School of Education. Christopher’s work focuses on Indigenous education in both mainstream and ACU’s Away from Base programs, and he is currently the Course Coordinator for the Bachelor of Education (Primary Away from Base).

Christopher is thankful for the support he’s received to progress his studies and academic career at ACU, particularly from the Yalbalinga Indigenous Higher Education Unit at Strathfield.

“Being an alumni of ACU meant that I knew I was coming into a good space, being well supported and working with passionate people who love what they do. ACU significantly supported my studies and development as both an academic and as a professional more broadly. The best decision I ever made at ACU, which started it all off, was to walk into Yalbalinga in my first year.”

Christopher aims to be a successful teaching and research academic, applying his research to increase the number of Indigenous Australian higher education graduates.

“I also aim to support our current students to achieve the best possible results, with a particular focus on our Away from Base students as their course coordinator, as I develop my leadership capacity” he said.

Christopher encourages others to consider studying or working at ACU.

“Without the support of ACU, especially Yalbalinga, I would not have had any of the above opportunities which have been formational in who I am today.”

“Being an alumni of ACU meant that I knew I was coming into a good space, being well supported and working with passionate people who love what they do. ACU significantly supported my studies and development as both an academic and as a professional more broadly.”
