

ECU Aboriginal & Torres Strait Islander Employment Strategy & Action Plan, 2016-2018



Respect Considering the opinions and values of others.	Rational Inquiry Motivated by evidence and reasoning.	Personal Excellence Demonstrating the highest personal and professional standards.	Integrity Being ethical honest and fair.
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ECU Reconciliation Action Plan, 2015-2018

Provide an environment that values Aboriginal and Torres Strait Islander peoples and knowledge, contributes to a society in which Aboriginal and Torres Strait Islander peoples have the same opportunities as other Australians and respects diversity, equality, and the contributions of all its citizens.

Relationships	Respect	Opportunities
<ul style="list-style-type: none"> Build long-term relationships with Aboriginal and Torres Strait Islander people particularly from local communities, schools and our own students by offering a range of employment opportunities that support work/study models. 	<ul style="list-style-type: none"> Increase the cultural competence of the workforce by providing professional development opportunities for all levels of staff that extends beyond cultural awareness at orientation. Ensure Aboriginal & Torres Strait Islander staff are supported to take up provisions for cultural leave and flexibility to balance cultural needs. 	<ul style="list-style-type: none"> Support Aboriginal and Torres Strait Islander staff, building capacity and leadership potential. Support Aboriginal and Torres Strait Islander staff in accessing mainstream processes such recruitment and promotion by appropriate support and sensitivity to process barriers.

Targeted Employment Action Plan 2016-2018

Outcomes we will pursue

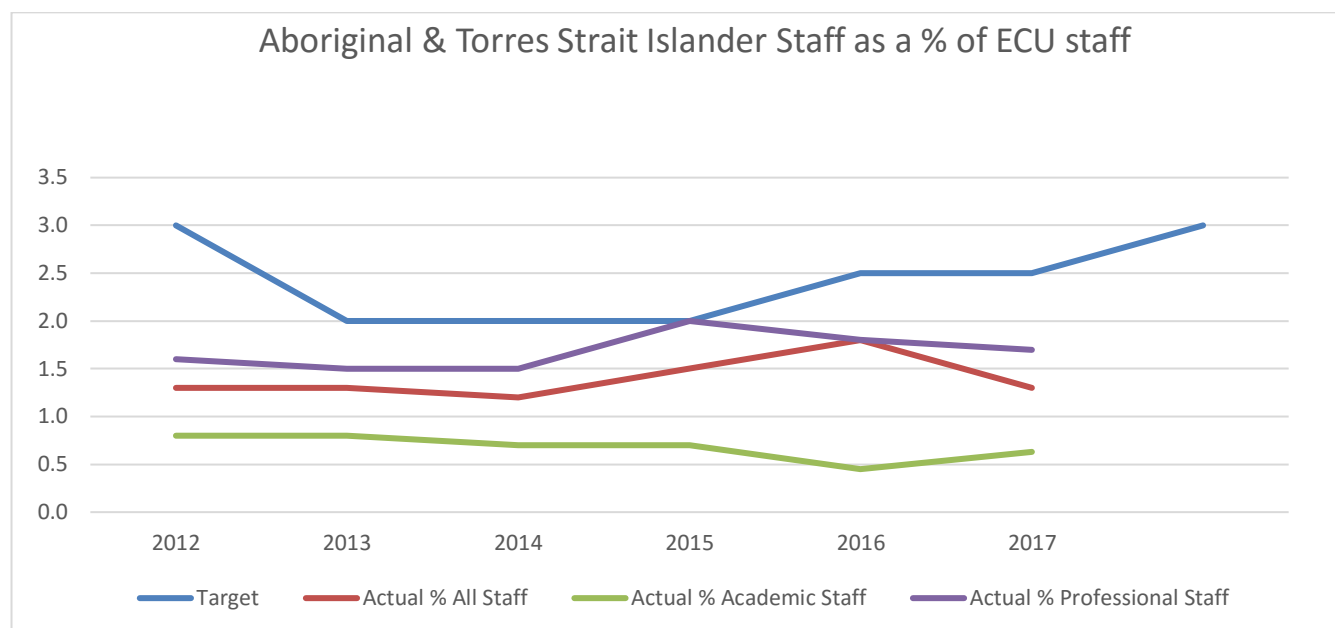
Meet or exceed targets for work/study pipeline programs e.g. traineeships, diplomas, cadetship, or internship as well as casual pools.	At least 5% of all professional and academic staff in each business unit participate in one cultural competence session per year.	Lower Aboriginal & Torres Strait Islander staff turnover from core positions – separation rates on par with non-Indigenous staff	Unconscious bias training is mainstreamed across the University.	Success rates of Aboriginal and Torres Strait Islander staff through University processes on par with non-Indigenous staff.	100% of Aboriginal staff access development programs they need to advance their careers.
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Measures and Targets we will use to judge progress

<p>Minimum staffing levels targets and improved distribution:</p> <ul style="list-style-type: none"> 3% of all staff and ECU schools and centres 3.5% Professional staff 2.5 % Academic staff 3% sessional and casual staff 	<ul style="list-style-type: none"> Aboriginal &/or Torres Strait Islander staff voluntary separation rates are on par with non-Aboriginal &/or Torres Strait Islander separation rates (3-year rolling average) Aboriginal &/or Torres Strait Islander staff member employed at PVC level or above 	<ul style="list-style-type: none"> Level of cultural competence amongst non-Indigenous staff is evidenced by education program participation rates and reduced rates Aboriginal staff voluntary separation. Staff survey feedback from Aboriginal and/or Torres Strait Islander staff
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Context

Table 1: Aboriginal and Torres Strait Islander ECU Employment Trends against Target: % of Staff Headcount (ongoing and fixed-term contract only)



Year	2012	2013	2014	2015	2016	2017	2018
Headcount Numbers							TARGET
All staff	1825	1842	1704	1665	1690	1778	1800
Academic staff	602	597	516	554	586	626	640
Professional staff	1222	1245	1188	1111	1104	1152	1160
All staff voluntary separation rates (%) ¹	9.2%	8.6%	9.9%	6.0%	4.7%	TBA	
Aboriginal & Torres Strait Islander Staff							3.0%
All staff	24	24	21	26	24	24	56
Academic staff	5	5	4	4	4	4	16
Professional staff	19	19	17	22	20	20	40
- Aboriginal staff voluntary separation rates	20.8%	4.2%	14.3%	3.8%	0	TBA	on par*
- Academic sessional (headcount)				6	18	26	
- proportion of all sessional				1.0%	1.1%	1.3%	
- Other casual (headcount)				4	27	31	
- proportion of all other casual				2.0%	2.0%	2.0%	

Headcount numbers are OEE0 31st March

* - on par with all staff turnover levels

¹ Vol Sep rates = all staff seps/ all staff HC; Aboriginal staff seps = Aboriginal staff vol seps / All Aboriginal staff HC

Data is ISSP staffing institutional data

Action Plan Outcomes and Accountabilities

Action	Who	When
<ul style="list-style-type: none"> Continue the implementation of a targeted staff recruitment and development program for Aboriginal and Torres Strait Islander peoples. Maximise the impact of the role of the Indigenous Employment Coordinator. 	Reference: Actions 17,19 from ECU's Reconciliation Action Plan, 2015-2018	
OUTCOMES		
1. Meet or exceed targets for work/study pipeline programs e.g. traineeships, diplomas, cadetship, or internship as well as casual pools.	DHRSC All Directors All Exec Deans	Subject to yearly targets Internal targets are agreed by end of 2018
2. All schools/centres to offer at least one traineeship or cadetship annually targeted to ECU students.	DHRSC All Directors All Exec Deans	Subject to yearly targets Internal targets are agreed by end of 2018
3. All schools to direct employ one Aboriginal &/or Torres Strait Islander academic in a mainstream discipline either through direct recruitment or 'grown their own' strategy starting with pre-doctoral scholarships and support, based on analysis of existing sessional staff pool.	DHRSC ED_SNM All Exec Deans	By end of 2017 School Nursing & Midwifery to provide a model. Other schools to have identified approach and action plan to achieve.
4. Lower Aboriginal and Torres Strait Islander staff turnover rates for core positions – separation rates consistent with non- Indigenous staff	DHRSC	By end of 2018
<ul style="list-style-type: none"> Support Aboriginal and Torres Strait Islander staff, building capacity and leadership potential. 	Reference: Action 18 ECU's Reconciliation Action Plan, 2015-2018	
OUTCOMES		
5. At least 5% of all professional and academic staff in each business unit participate in one cultural competence session per year.	All Directors All Exec Deans	By end of calendar year 2018
6. All teams employing Aboriginal and/or Torres Strait Islander staff are assessed for cultural competence and provided education/training if appropriate	All Directors All Exec Deans	By end of calendar year 2018
7. 100% of Aboriginal staff access development programs they need to advance their careers.	DHRSC	From 2016 onwards.
8. Unconscious bias training is mainstreamed across the University.	PVC (E&I) DHRSC	2016 onwards
9. Improved applicant rates of Aboriginal and Torres Strait Islander staff through University processes e.g. promotions on par with non-Indigenous staff.	DHRSC	Improved applicant rate by end of 2018.
<ul style="list-style-type: none"> Build Aboriginal and Torres Strait Islander research capacity within ECU's Aboriginal and Torres Strait Islander communities. 	Reference: Action 15 ECU's Reconciliation Action Plan, 2015-2018	
OUTCOMES		
10. Establish external fellowship funding (min. 3 years) to build on ECU funding in 2015 to create another researcher fellowship in a strong and supportive area of ECU research excellence.	PVC (E&I) ED_SMHS DHRSC	By end of 2017 SMHS identify research role. PVC (E&I) to identify funding target.