

## 6.3 INDIGENOUS PEOPLES POLICY

Policy Number	6.3
Version	1.01
Contact Officer	Manager, Governance
Date Approved by Council	May 4, 2005
Date Last Amended	
Date For Next Review	May , 2008
Related Policies	2.0 Quality Policy, 6.0 Corporate Social Responsibility
Relevant Legislation	Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Cth), NT Aboriginal Sacred Sites Act 1989, Land Rights Act (NT), Batchelor Institute of Indigenous Tertiary Education Act (NT), Charles Darwin University Act (NT)



---

### PURPOSE

The Indigenous Peoples Policy provides the framework to manage Charles Darwin University activities that impact upon the Indigenous community of the Northern Territory. Given the unique demography of the jurisdiction, with nearly 30 per cent of its population being Indigenous, and the future likelihood of an even higher proportion, the University's engagement with the Indigenous community is a vital component of the economic and social development of the Northern Territory.

### POLICY

Australian Indigenous Peoples are key stakeholders in Charles Darwin University activities, and the University recognises the culture, history, uniqueness and diversity of the Indigenous community. Charles Darwin University is committed to forging mutually beneficial relationships with the Indigenous community, built upon a foundation of trust and respect.

### IMPLEMENTATION

Charles Darwin University will undertake its activities in a manner that ensures:

- consultation with relevant members of the Indigenous community on University programs that impact upon them;
- respect for Indigenous peoples' traditional ways, the land, heritage sites, and the environment including both desert and tropical regions;
- improved access to education and training delivered both on Campus and on Community;
- understanding, sensitivity and respect for Indigenous cultural heritage amongst students and staff is promoted and fostered;
- there are academic components that explicitly foster and promote research and teaching in Australian Indigenous Knowledge Systems, with a particular focus on issues that significantly impact Indigenous communities of northern and central Australia; and
- the institution manages activities which impact upon the Indigenous community in accordance with prevailing community standards of best practice.

### COMMITMENT

Charles Darwin University is committed to:

- developing appropriate plans, processes, programs and statements to underpin commitments to the Indigenous community;
- providing appropriate resources for planned activity including, where appropriate, the use of Commonwealth resources;
- compliance with relevant legislation, guidelines, policies and directives with regard to Indigenous cultural heritage issues;
- establishing and monitoring performance against meaningful and measurable objectives; and
- identifying competency needs and providing appropriate training and professional development of staff to meet those needs.

## GENERAL RESPONSIBILITIES AND AUTHORITIES

- All staff members are responsible for undertaking their duties in accordance with this policy.
- Respective responsibility for the achievement of this policy rests with the Council, the Audit and Risk Committee, the Vice Chancellor, Senior Staff, the Internal Audit function and all other staff.

## SPECIFIC RESPONSIBILITIES AND AUTHORITIES

- The Vice Chancellor is responsible for shaping an organisational culture and environment conducive to Indigenous engagement.
- The Dean, Indigenous Research and Education, is responsible for issuing guidelines and processes that specify the University's requirements on matters relating to Indigenous access to University activities, and on matters relating to the fostering and promotion of understanding, sensitivity and respect for Indigenous cultural heritage amongst students and staff. The Pro-Vice Chancellor, Community and Access, is responsible for monitoring that such activities are carried out, as appropriate, in compliance with relevant University policies, processes and guidelines.
- The Deputy Vice Chancellor, Teaching and Learning, is responsible for ensuring there are teaching activities that relate to Indigenous issues. The Deputy Vice Chancellor, Teaching and Learning, is also responsible for monitoring that such activities are carried out, as appropriate, in compliance with relevant University policies, processes and guidelines. This function is to be carried out in conjunction with the Dean, Indigenous Research and Education.
- The Deputy Vice Chancellor, Research, is responsible for fostering research activities that relate to Indigenous issues. The Deputy Vice Chancellor, Research, is also responsible for monitoring that such activities are carried out, as appropriate, in compliance with relevant University policies, processes and guidelines. This function is to be carried out in conjunction with the Dean, Indigenous Research and Education.
- The Dean of a Faculty / Director, VET is responsible for ensuring the Indigenous Peoples Policy is implemented within the relevant faculty, and for monitoring its observance. The Deputy Vice Chancellor, Research, is responsible for ensuring the Indigenous Peoples Policy is implemented within the Institute of Advanced Studies, and for monitoring its observance in the Institute.
- The Head of School / NT Manager is responsible for ensuring compliance with the Indigenous Peoples Policy in school/team-level activities by all staff of the school/NT Industry Cluster (including adjuncts and casual staff) and reporting on compliance to the Dean of Faculty / Director, VET and members of the Executive as appropriate. The Head of School / NT Manager is also responsible for negotiating with the Coordinator of the Indigenous Academic Support Unit to ensure that appropriate levels and types of assistance are deployed to ensure that Indigenous students of the University successfully complete their studies.

---

Professor Helen Garnett  
Vice-Chancellor

---

Date

## Document History and Version Control

Version	Date Approved	Approved by	Brief Description
1.00	4 May 2005	Council	CDU Policy
1.01	24 October 2007	Vice-Chancellor	<p>Amend Pro Vice-Chancellor (Teaching and Learning) to Deputy Vice-Chancellor (Teaching and Learning) to reflect change in position title; and</p> <p>Inclusion of new position titles throughout the document which reflect the new VET structure EG: NT Manager, Director VET, NT Industry Clusters.</p>