

Indigenous Peoples Policy

INTRODUCTION

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

Given the unique demography of the University's 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 Indigenous communities is a vital component of the economic and social development of the Northern Territory.

STATEMENT OF AUTHORITY

The authority behind this policy is the [Charles Darwin University Act 2003](#) part 3, section 15.

COMPLIANCE

This is a compliance requirement under the [Charles Darwin University and Union Enterprise Agreement](#).

INTENT

The intent of this policy is to provide the framework to manage University activities that impact upon the Indigenous communities of the Northern Territory.

RELEVANT DEFINITIONS

In the context of this document

Australian Indigenous people means you are a member of the Australian Aboriginal or Torres Strait Islander race, identify yourself as an Australian Aboriginal or Torres Strait Islander and are accepted by the community as an Australian Aboriginal or Torres Strait Islander person.

Senior Executive means a staff member of the University holding the position of Vice-Chancellor, Provost, Deputy Vice-Chancellor, Pro Vice-Chancellor or Chief Financial Officer or equivalent;

Senior Manager means a staff member of the University holding the position of Director or Head of School or equivalent; and

Staff member means anyone employed by the University and includes all continuing, fixed-term, casual, adjunct or honorary staff or those holding University offices or who are a member of a University committee.

POLICY

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

- Consultation with relevant members of Indigenous communities about 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 in the 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 learning, 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 University manages activities, which impact upon the Indigenous community in accordance with prevailing community standards of best practice.

Charles Darwin University is committed to:

- Developing appropriate policies, procedures, guidelines, programs and strategies 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, policies and procedures 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 the staff to meet those needs.

General Responsibilities and Authorities

All staff members are responsible for undertaking their duties in accordance with this policy; and

Respective responsibility for the achievement of this policy rests with the Council, the Vice-Chancellor, Senior Executives 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 Pro Vice-Chancellor, Indigenous Leadership is responsible for developing, reviewing and implementing policies, procedures and guidelines 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, Education and student Success is responsible for:

- Ensuring there are teaching activities that relate to Indigenous issues; and
- Monitoring that such activities are carried out, as appropriate, in compliance with relevant University policies and procedures.

This function is to be carried out in conjunction with the Pro Vice-Chancellor, Indigenous Leadership.

The Deputy Vice-Chancellor, Research and Research Training is responsible for:

- Fostering research activities that relate to Indigenous issues; and
- Monitoring that such activities are carried out, as appropriate, in compliance with relevant University policies and procedures.

This function is to be carried out in conjunction with the Pro Vice-Chancellor, Indigenous Leadership.

Pro Vice-Chancellors are responsible for ensuring the Indigenous Peoples Policy is implemented within their relevant faculty and for monitoring its observance.

The Senior Managers are responsible for ensuring compliance with the Indigenous Peoples Policy in school/team-level activities by all staff of the school (including adjuncts and casual staff) and reporting on compliance to the relevant Pro Vice-Chancellor, and members of the Senior Executive as appropriate. The Senior Managers are also responsible for negotiating with the Office of Indigenous Academic Support to ensure that appropriate levels and types of assistance are deployed to ensure that Indigenous students of the University successfully complete their studies.

ESSENTIAL SUPPORTING INFORMATION

Internal

[Charles Darwin University Act](#)

[Corporate Social Responsibility Policy](#)

[Quality Policy](#)

External

[Aboriginal and Torres Strait Islander Heritage Protection Act 1984](#) (Commonwealth)

[Northern Territory Aboriginal Sacred Sites Act 1989](#) (NT)

[Batchelor Institute of Indigenous Tertiary Education Act](#) (NT)

[Aboriginal Land Rights \(NT\) Act 1976](#) (Commonwealth)

Document History and Version Control

Last amendment:	15 Dec 2017	Next Review:	May 2008
Sponsor:	Vice-Chancellor		
Contact Officer:	Pro Vice-Chancellor, Indigenous Leadership		

Version	Date Approved	Approved by	Brief Description
1.00	4 May 2005	Council	Creation of original document and upload to CDU website.
1.01	24 Oct 2007	Vice-Chancellor	<ul style="list-style-type: none"> Amend Pro Vice-Chancellor (Teaching and Learning) to Deputy Vice-Chancellor (Teaching and Learning) to reflect change in position title; and Inclusion of new position titles throughout the document which reflect the new VET structure EG: NT Manager, Director VET, NT Industry Clusters.
1..02	29 Dec 2010	Governance	<ul style="list-style-type: none"> Convert document to new template Add statement of authority, relevant definitions, document history and version control and essential documents in keeping with new policy format. Amend minor grammatical and spelling errors. Amend Deputy Vice-Chancellor Research to Deputy Vice-Chancellor Research and International to reflect change in title. Amend Director, VET to Pro Vice-Chancellor, VET to reflect change in title. Amend Audit and Risk Committee to Finance, Risk and Review Committee to reflect change in title. Amend Dean to Pro Vice-Chancellor to reflect title change. Amend Senior Staff to Senior Executive. Amend NT Manager/HoS to Senior Manager. Amend Dean Indigenous Research and Education to Pro Vice-Chancellor, Indigenous Leadership to reflect title change. Amend Deputy Vice-Chancellor Teaching and Learning to Senior Deputy Vice-Chancellor to reflect title change. Remove wording 'Internal Audit Function' as no longer in use Amend Pro Vice-Chancellor, Community and access to PVC Learning, Teaching and Community Engagement to reflect title and position responsibility change.
1.03	28 Jan 2011	Governance	<ul style="list-style-type: none"> Minor changes to spelling, grammar and formatting. Addition of hyperlinks. Amend Coordinator of the Indigenous Academic Support Unit to Office of Indigenous Academic Support to reflect title change.

1.04	10 Jan 2012	Governance	<ul style="list-style-type: none"> • Removal of reference to Finance, Risk and Review Committee as no longer active. • Amended position titles in accordance with new organisational chart. • Update hyperlinks • Minor changes to grammar and formatting
1.05	15 Dec 2012	Governance	<ul style="list-style-type: none"> • Minor formatting • Update hyperlinks
1.06	15 Dec 2017	Governance	<ul style="list-style-type: none"> • Conversion to new Governance template due to new University branding • Updated definitions • Updated hyperlinks • Amended Aboriginal Sacred Sites Act 1989 to Northern Territory Aboriginal Sacred Sites Act 1989 • Amended Land Rights Act to Aboriginal Land Rights (NT) Act 1976 • Amended PVC, Academic to PVC, Education and Student Success • Amended PVC, Research and Research Training to DVC, Research and Research Training