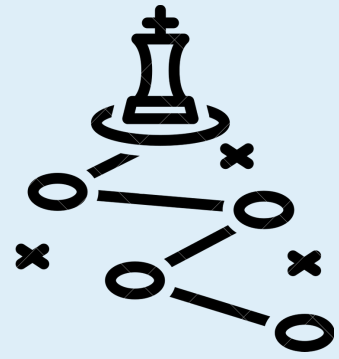


Faculty of Information Technology  
**Indigenous Strategy and  
Implementation Plan**  
2021-2023



We acknowledge and pay respects to the Elders and Traditional Owners of the lands on which our four Australian campuses stand.



# MISSION

**Aligned with the University's broader commitment, Aboriginal and Torres Strait Islander Framework 2030, the Faculty of Information Technology is committed to working in partnership and consultation with Indigenous Elders, organisations and communities on:**

- a human rights approach to digital equity for Indigenous people
- developing quality education in Indigenous digital equity and data sovereignty
- enabling more Indigenous people to become IT providers, educators, researchers and leaders
- building Indigenous research and research capacity to address and serve the needs of Indigenous people and communities.

## Governance



### Consultation

**Developed by Sue McKemmish with input from:**

Prof Jacinta Elston, PVC Indigenous, Prof Brian Martin (AD Indigenous MADA), Prof Lynette Russell (MISC), Prof Karen Adams (MNHS), Jamil Tye, Director Indigenous Engagement William Cooper Institute, Dr Shannon Faulkhead (Adjunct RF FIT and Head First Nations Museum of Victoria), Bernadette Rambold FIT Indigenous professional staff, Kirsten Thorpe PhD student, former Senior Deputy Dean FIT Prof John Grundy, Deputy Dean Research Prof Ann Nicholson, incoming Deputy Dean Education, Prof Patrick Olivier, Dr David Albrecht, Dr Matt Butler, and FIT Manager Leisa McGuinness.



### Timeframe

3-year plan



### Approval

Approved by the Dean July 2020 (final Faculty Executive review 27 July 2020)



### Review and update

Annually



### Reporting

Twice yearly to the Faculty Executive

## Strategic initiatives

### Cultural Safety

Creating culturally-safe spaces for FIT work, study and engagement with the community. Embed respect for Indigenous ways of knowing, culture and traditional knowledge, Indigenous Elders, communities, staff and students.

### Capability and Governance

Build the capability of FIT to effectively implement the FIT Indigenous strategy with appropriate governance in consultation with the community, Elders and partners

### Destination of Choice

FIT is a destination of choice for Indigenous staff

### Student Participation and Success

Improve the participation and success of FIT Indigenous students

### Education

Embed Indigenous perspectives and content into the FIT curriculum

### Research

Build Indigenous research and research capacity in FIT including a critical mass of Aboriginal and Torres Strait Islander HDRs to strengthen our research capacity for the future

### Monash framework

Upholding traditional knowledge and respecting Indigenous students, staff and communities



**FIT strategic objectives**

#### Cultural Safety (CS)

Creating culturally-safe spaces for FIT work, study and engagement with the community. Embed respect for Indigenous ways of knowing, culture and traditional knowledge, Indigenous Elders, communities, staff and students

1.1

#### INITIATIVES

Establish an ongoing consultation and governance process with Indigenous community Elders facilitated by OPVC Indigenous and William Cooper Institute to inform the implementation of this plan

1.1.1

Number of times engaged with Indigenous community Elders, OPVC Indigenous and William Cooper Institute, and their feedback on the effectiveness of the process

Q4 2021

1.2

#### INITIATIVES

Embed recognition of Indigenous culture and community in FIT practices

1.2.1

Number of FIT meeting rooms using names, places or language of significance to Aboriginal and Torres Strait Islander peoples, in consultation with local Elders

End Q2 2021

1.2.2

Increased presence of Indigenous artwork in FIT buildings in consultation with MUMA

End Q2 2021

1.2.3

Recognition in the opening of new spaces (i.e. smoking ceremony)

End Q2 2021

1.2.4

Develop a policy on meetings, events and other activities where Welcome to Country or Acknowledgement of Country is given

Q4 2020 [COMPLETE]

1.2.5

Percentage of FIT staff including Acknowledgement of Country in their Monash email signatures

50% end 2021  
100% end 2022

1.2.6

Consider providing an Indigenous lounge and meeting space in Woodside Building or refurbished Building 63 for Indigenous staff and students

End 2021

### Monash framework

Upholding traditional knowledge and respecting Indigenous students, staff and communities



**FIT strategic objectives**

#### Capability and Governance (CG)

Build the capability of FIT to effectively implement the FIT Indigenous strategy with appropriate governance in consultation with the community, Elders and partners

**2.1**

**INITIATIVES**

Establish governance frameworks and resources

**2.2**

**INITIATIVES**

Provide resources to support the Indigenous Strategy/Plan and its implementation in FIT 2021 budget

**2.3**

**INITIATIVES**

Raise the leadership profile of the Indigenous agenda by creating an Associate Dean (Indigenous)

**2.4**

**INITIATIVES**

Develop a program of ongoing Indigenous cultural safety training for staff and students

2.1.1

Feasibility assessment of a FIT Indigenous program with an appropriate Indigenous language name and web page, linked to Monash's Indigenous hub and spoke network in consultation with the OPVC Indigenous

End Q2 2021

2.2.1

Investment in the implementation of Indigenous strategy initiatives

Oct 2020 [COMPLETE]

2.3.1

Associate Dean (Indigenous) position created and filled

Q4 2021

2.4.1

Run workshops for senior leadership and staff involved in implementing FIT Indigenous Plan: relating to Cultural Safety, Decolonising the Curriculum and Racial Literacy

Q1 2021

2.4.2

80% of staff completed basic  
20% of staff completed advanced  
Basic cultural safety training mandatory for all new staff

End 2021

2.1.2

Establish an Interdisciplinary Indigenous Curriculum Committee with linkage to a Curriculum Development Reference Group of Indigenous Advisers (participation from William Cooper Institute, Medicine, MISC and MADA)

End Q1 2021

2.4.3

Relevant CEED modules provided to educational designers (e.g. MADA's Decolonising Curriculum)

Q4 2020 [COMPLETE]

2.4.4

Encourage all FIT students to complete the Monash Cultural Safety training and embed where possible in orientation week and other events

Q3 2021



### Monash framework

Upholding traditional knowledge and respecting Indigenous students, staff and communities



**FIT strategic objectives**

#### Destination of Choice (DC)

FIT is a destination of choice for Indigenous staff

#### INITIATIVES

**3.1**

Review FIT recruitment and workforce management processes and strategies to ensure attractiveness to Indigenous candidates and the guaranteed shortlisting of all competitive Indigenous candidates

3.1.1

Build networks with Indigenous academics for future recruitment, including leveraging the William Cooper Insititue "Come work with us" campaign by linking from our webpage

Annually

3.1.2

Number of competitive Indigenous candidates shortlisted for positions (target 100%)

Annually

3.1.3

Appoint at least three Indigenous Teaching Associates

Q4 2021

3.1.4

Appoint at least two Indigenous trainees appointed with strategies to retain on HEW 3 or 4 appointment thereafter

TBC

3.1.5

Participate in any Monash-wide Indigenous shadowing program

Ongoing

### Monash framework

Increasing the participation and supporting success of Indigenous students



**FIT strategic objectives**

#### Student Participation and Success (STU)

Improve the participation and success of FIT Indigenous students

#### INITIATIVES

In partnership with the community and key stakeholders, develop FIT Indigenous student engagement and support initiatives to increase participation and success

**4.1**

4.1.1  
Indigenous participation in undergraduate and postgraduate coursework (target 50% of national parity (3.3% 2016 Census) by beginning of 2024, heading to national parity by 2030)  
Q4 2023

4.1.2  
Establishment baselines and strategies for undergraduate and postgraduate retention and success  
Q4 2021

4.1.3  
Number of FIT Indigenous students from target feeder schools working with William Cooper Institute  
Annual

4.1.4  
Number of Work Integrated Learning partnerships to support Indigenous pathways and internships  
Q1 2021

4.1.5  
Participate in the Monash Admissions Group for Indigenous students to work with partners to establish guidelines and review every application for undergraduate courses by Indigenous students  
Q3 2020 [COMPLETE, now BAU]

4.1.6  
Participation in programs/camps at Monash for Indigenous students in Years 10 to 12, and extend by developing FIT programs that target Years 7 to 9 students  
Ongoing

4.1.7  
Proactive engagement in NAIDOC Week at Monash  
Annual

### Monash framework

Increasing the participation and supporting success of Indigenous students



**FIT strategic objectives**

#### Student Participation and Success (STU)

Improve the participation and success of FIT Indigenous students

#### INITIATIVES

Establish FIT Indigenous scholarships and bursaries schemes to complement Monash schemes

4.2

4.2.1

Number of FIT Indigenous scholarships (master and undergraduate)

Annual

4.2.2

Establishment of FIT First Year on Campus Accommodation Bursaries (see Monash model)

Q1 2022

4.2.3

Develop bursary program including mentoring, internship and Work Integrated Learning (WIL) for Year 10 to 12 students (FIT WIL partners, AURORA, AIME)

Q1 2022

## Monash framework

Embedding Indigenous perspectives and content into curriculum



### FIT strategic objectives

#### Education (EDU)

Embed Indigenous perspectives and content into the FIT curriculum

#### INITIATIVES

Design and implement Indigenous curriculum in consultation with Elders, the community and our partners

5.1

5.1.1

Number of case studies or other suitable Indigenous curriculum content in core units in each undergraduate and postgraduate coursework degree

Q3 2021

5.1.2

Number of topics on Indigenous research and/or Indigenous research methods in research methods units and working with the Indigenous community in all Professional Practice units for undergraduate and postgraduate courses

Q3 2021

5.1.3

Number of undergraduate and master's projects with Indigenous organisations, communities and/or data

Q3 2021

5.1.4

Increase the number of students who take Indigenous units from other faculties as electives in FIT courses

Q3 2021

### Monash framework

Growing research contributions to address and serve the needs of Indigenous people and communities



**FIT strategic objectives**

#### Research (RES)

Build Indigenous research and research capacity in FIT including a critical mass of Aboriginal and Torres Strait Islander HDRs to strengthen our research capacity for the future

6.1

#### INITIATIVES

Establish an ongoing consultation and governance process with Indigenous community Elders facilitated by OPVC Indigenous and William Cooper Institute to inform the implementation of this plan

6.1.1

Number of offers for master and honours scholarships to provide pathways into PhDs

Q1 2022

6.1.2

Establish and offer two Dean's Indigenous Pre-Doctoral Research Fellowships

Q4 2021

6.1.3.

Grow Aboriginal and Torres Strait Islander HDR cohort to 20% of domestic non-Indigenous students through the three-year period of this plan as a key component to support and drive other strategies

Annual

6.1.4

Establish Indigenous IT Research Circle to support and nourish Indigenous PhD cohort (modelled on MNHS initiative)

Q1 2022

6.1.5

Support Indigenous PhDs to transition into academic positions via Pro-VC Indigenous Monash internships (co-funded by Faculty and OPVC with FIT offering a continuing position after three years), Dean's Post-Doctoral Research Fellowships and PhD scholarships and Post Doctoral Fellowships for Indigenous staff hire 50% end 2020

Ongoing

6.2

#### INITIATIVES

Grow research contributions to address and serve the needs of Indigenous people and communities

6.2.1

Three new funding applications for research projects that collaborate with Indigenous researchers and communities

Q4 2021

6.2.2

FIT seed funding from 2020 to 2022 to establish new research projects working with, and addressing the needs of, Indigenous communities, including digital health research project(s) via the Data Futures Institute

Annual

6.2.3

FIT seed funding for new collaborations with Indigenous researchers and industry partners in 2020 to 2022

Annual

6.3.4

Increase the number of FIT co-authored publications and citations, and other research outputs, with (a) Indigenous co-authors and (b) involving Indigenous-led research

Q4 2021