

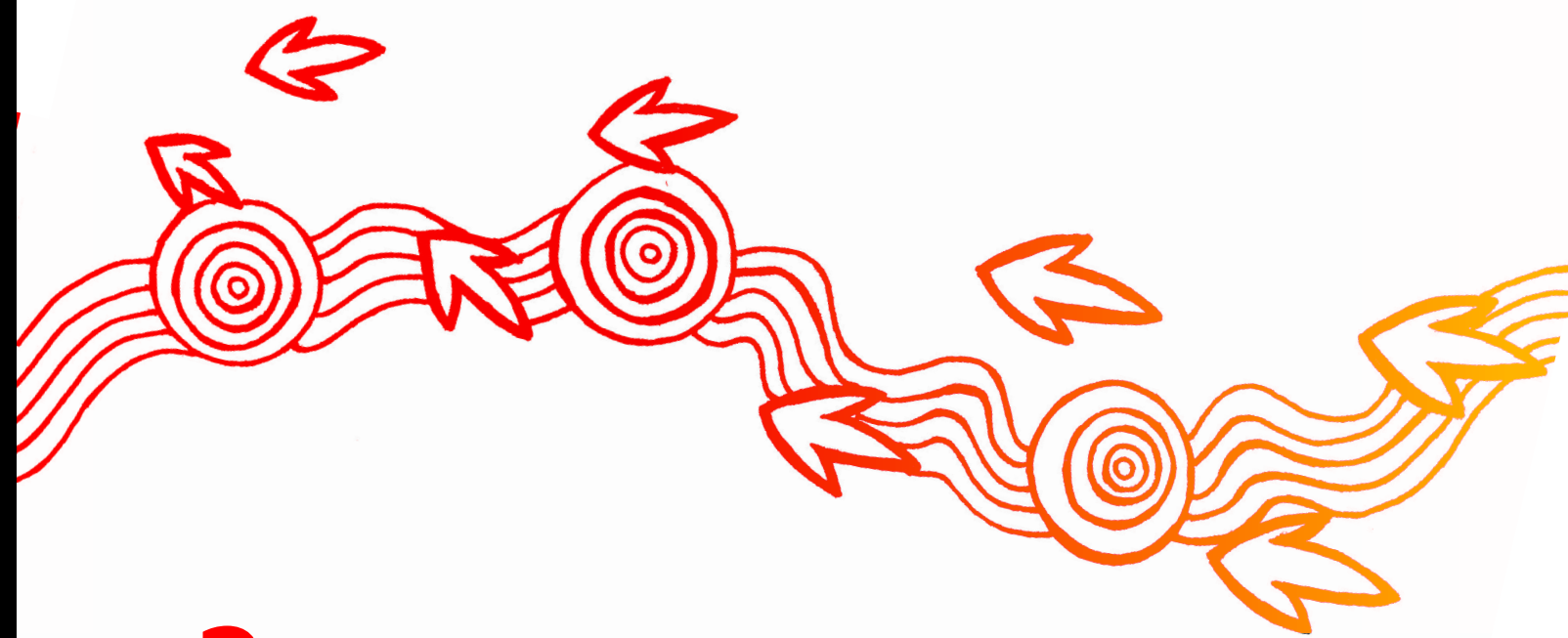
INDIGENOUS STRATEGY

//2020-2025

Arc would like to acknowledge the Bedegal (Kensington), Gadigal (Paddington) and Ngunnawal (Canberra) people who are the traditional custodians of the lands where we operate and we pay our respects to Elders past, present and emerging.



CONTENTS



2	//Foreword
4	//Mission Statement
6	//Vision Statement
7	//Why?
8	//UNSW Indigenous Strategy
10	//Themes, Goals and Deliverables



We are immensely proud to introduce the inaugural Arc Indigenous Strategy. It is our hope that this Strategy, and even more so the relationships, ideas and initiatives that stem from it, will play a part in contributing to a more connected and grounded student life for all UNSW students.

The development of this Strategy began in consultation with Indigenous students, alumni and the La Perouse Aboriginal Alliance, a community group with representatives from various community organisations and services in the La Perouse area. We recognise that this is an initial step and relationships with more community groups both within Bidjigal country and abroad on Gadigal and Ngunnawal country (where UNSW operates) will be an important step moving forward.

Along with all the members of the various consultation groups I would like to thank those wonderful people who have contributed to and guided the development of the Strategy; Mandy Young, Paul Dobing, Joelle Barallon, Darby Ingram, Shelley Valentine, Eden Slicer, Bec Harcourt, Jen Westbury & Mayrah Sonter - thank you!

On a personal note, I think in any setting it is always important to thank those who have come before you. In this case for me, it is the strong, proud group of students that I, and many others, have had the privilege of learning from over the years. Riley, Tyarna, Pat, Ness, Dakota, Noah, Ganur, Alfred, Rhyen, Brylie, Guy, Corey, Jakie, Hamish, Macayla, Ryan, India, Clancy, Tamara, Russ, Bridget, Ian, Monique, Teeyanna, Aunty Ruth and many more - thank you. And the best bit? I know that there are so, so many more of these student leaders coming through. It is my hope that this Strategy can, even in a small way, enable and empower some of these students to achieve what they want to achieve outside of the classroom whilst at uni.

Benjamin Jones
Arc Chair of the Board 2019-2020
Murrawarri



FOREWORD

MISSION STATEMENT

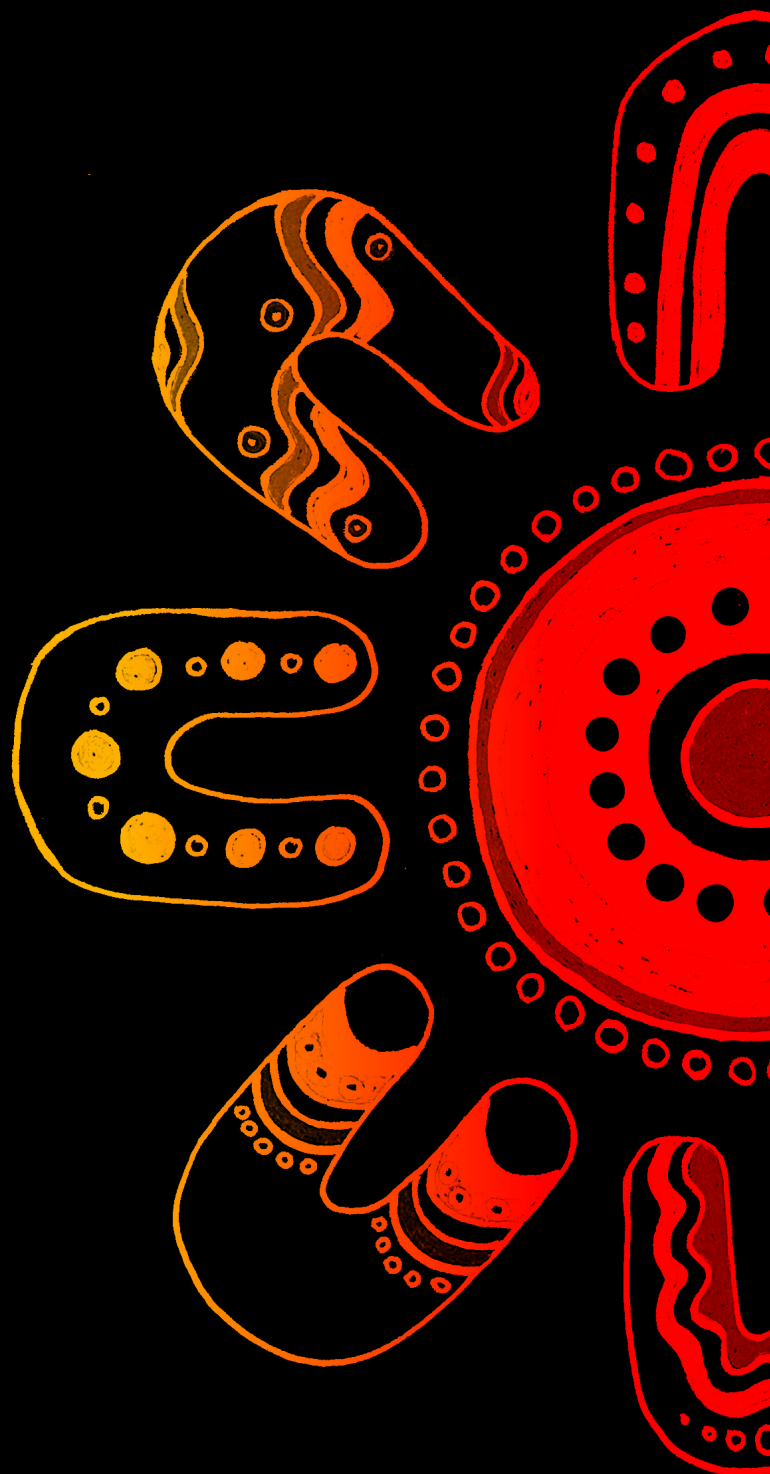
Arc's mission is to create the best student experience for all UNSW students. We value our connection to the students and wider community and base our partnerships on our core values. We believe in embracing and driving change, in putting our students first and listening when our community speaks up. Through our Indigenous Strategy we will ensure that the student experience we create is agile and accessible.



The Arc Indigenous Strategy will outline our commitment to establishing a more culturally competent and inclusive future. At Arc we envisage a genuine, long term partnership with our Indigenous student body, alumni and the local Indigenous community. By 2025 we will develop meaningful relationships and strengthen our engagement between Arc and the First Nations community of UNSW.

The overall priority of the Strategy is to maintain a long-term commitment; one that aligns with the existing frameworks and strategies of UNSW and acts beyond our initial commitments. We understand that mutual trust and respect takes dedication and transparency, therefore want to approach our goals with our legacy in mind. We understand that this document will change, grow and adapt to the needs of our community as we get to know one another and grow together.

VISION STATEMENT



WHY?

At Arc we pride ourselves on our relationship with students. The work that we do is ultimately for our members; giving our students the best experience and infusing the student voice into as many aspects of Arc as possible. We endeavour to engage and support the entire UNSW student community, and with our Indigenous membership sitting at 0.6% we want to understand how we can improve not only the number of students that we engage with but the way in which we interact.

When developing our Strategy, consistent transparency was important to us. It was imperative that we understood Arc's relationships with the Indigenous student body as well as the local Indigenous community. We held workshops for current Indigenous students, UNSW alumni and the La Perouse community, enabling attendees to speak on their experiences with Arc.

We wanted to know where we are doing well, and where we have room to improve.

UNSW INDIGENOUS STRATEGY

In 2018 the Pro Vice Chancellor Indigenous, Professor Megan Davis, introduced UNSW's first Indigenous Strategy. The Strategy provides direction for UNSW stakeholders by identifying several themes as a framework to build from; allowing faculties, schools and organisations like Arc to tailor their own program or strategy. The themes of the strategy encourage a development of ideas and an open dialogue between Indigenous and non-Indigenous UNSW community members.

Arc acknowledges the university's commitment to moving away from finite, short term attitudes. We understand that trust and transparency are key components in moving forward together. We acknowledge the positive impact that purposeful relationships and a sustainable connection to culture and community will have for our members.

We also acknowledge the three pillars which the UNSW Indigenous Strategy is centred around and hope that our connection to these themes can be clearly identified: **Culture and Country**, which includes establishing a welcoming campus, both physically and culturally, **Give Back**, instilling an attitude within students to want to give back to the community and **Grow our Own** a holistic commitment to a supportive environment for students and staff.



The themes of the Arc Indigenous Strategy, to **Develop Meaningful Relationships** and **Strengthen Our Engagement**, were developed in order to create clear goals. These will evolve and encourage movement beyond the initial Strategy, working towards long-term excellence. The deliverables will be Arc's commitment to action; we want students to understand where we see ourselves going and how we plan on getting there.

To ensure an ongoing focus on the deliverables associated with the Arc Indigenous Strategy, the Arc Board will directly monitor the implementation through annual KPI's and bi-annual reporting.

THEMES, GOALS AND DELIVERABLES

BUILD CONNECTIONS WITH THE INDIGENOUS STUDENT BODY AND ALUMNI, ENCOURAGING AN EXCHANGE OF KNOWLEDGE AND RESOURCES.

- Quarterly meetings between the Indigenous Students Association and an Arc Staff Member in conjunction with the Student Development Committee.
- Leveraging opportunities to work with the UNSW Indigenous community and Nura Gili to enhance the awareness of initiatives.

ESTABLISH A PARTNERSHIP WITH THE LOCAL INDIGENOUS COMMUNITY, COLLABORATING IN THE CREATION OF NEW PROJECTS AND SUPPORTING EACH OTHER IN EXISTING PROGRAMS.

- Bi-annual discussions to collaborate or involve both Arc and local Indigenous community programs.
- Joint development of a new program or initiative to meet the needs of both Arc Indigenous students and the local Indigenous Community.

GENERATE AND MAINTAIN A FEELING OF TRUST AND TRANSPARENCY BETWEEN Arc AND THE INDIGENOUS STUDENT BODY.

- The addition of Indigenous focused questions into the Arc annual survey and comparison year on year.
- Conversations and consultation with the Indigenous Students Association.

COLLABORATE WITH THE LOCAL INDIGENOUS COMMUNITY AND THE INDIGENOUS STUDENT BODY IN MAKING DECISIONS THAT FOCUS ON RESPECT, UNDERSTANDING, FULFILMENT AND LEGACY.

- Measured by longevity of the relationship between Arc, the Indigenous Student body and local Indigenous community leaders.

INSTIL A SENSE OF RECOGNITION AND RESPECT OF INDIGENOUS CULTURES IN ALL THAT Arc DOES.

- Incorporate a program or event that recognises Indigenous Cultures within orientation events.
- Ensuring that all Arc communications and Arc events include an Acknowledgement of Country.

INCREASE INDIGENOUS Arc MEMBERSHIPS IN ORDER TO ENCOURAGE A CONTINUED PARTNERSHIP AND WORK TOWARDS A PURPOSEFUL AND LONG-LASTING LEGACY.

- Increase Indigenous Arc memberships by 20% within the next 5 years.

CREATE AND ADVOCATE FOR A PHYSICAL INDIGENOUS PRESENCE ON CAMPUS, FOR CELEBRATION, ART AND USE OF LANGUAGE ALONGSIDE COMMUNITY, STUDENTS AND ALUMNIND ALUMNI.

- Support existing initiatives or identify new opportunities to increase physical presence on campus.

ESTABLISH A CULTURALLY SAFE FRAMEWORK FOR THE Arc COMMUNITY TO REFER TO WHEN NAVIGATING SENSITIVE INTERACTIONS (E.G WELCOMES, ACKNOWLEDGEMENTS, GUEST SPEAKERS).

- Initiate cultural competency workshops in collaboration with the Indigneous Student community.
- Incorporate First Nations presence in existing Arc functions and build new resources and opportunities for Indigenous centred events.
- Develop a framework for best practices/guidelines around communication, celebrations and community engagement.

