

# FIRST NATIONS BLUEPRINT 2022–2025

## OUR ASPIRATIONS

### VISION

This First Nations Blueprint 2022-2025 has been designed to align with Universities Australia's (UA) Indigenous Strategy 2022-2025, which means that UniSQ will:

- work harder to support more Aboriginal and Torres Strait Islander students to complete degrees and move into positive post-study outcomes
- strengthen pathways for staff career advancement and representation at all levels of UniSQ
- systematically measure UniSQ's efforts to identify both successes and areas where more work is needed
- improve cultural safety and take action on racism against Aboriginal and Torres Strait Islander peoples by implementing Indigenous-specific anti-racism strategies
- recognise the value Indigenous peoples and knowledges bring to the university and embed Indigenous value systems and knowledges in teaching and research

## OUR STRATEGIES

### PARTNERSHIPS

**Create continuous collaboration with First Nations communities**

*UniSQ will become a focal point of continuous collaboration with First Nations communities, and with industry, government, and other research institutions by co-designing and co-producing research and learning that leads to positive change in the region.*

- 1.1 Lifting engagement across our footprint to support First Nations distinctive cultural, spiritual, physical, and economic relationships with their land and waters
- 1.2 Working with organisations that support Indigenous secondary school students
- 1.3 Strengthening our national and international networks in Indigenous research and teaching
- 1.4 Developing a First Nations Engagement and Marketing Strategy  
Designing and implementing an Indigenous Procurement Policy  
Partnering with Aboriginal and Torres Strait Islander community organisations in Southern Queensland

### MISSION

#### Our Pledge

UniSQ will become renowned as a place of learning and intercultural exchange, truth-telling, and embracing 'Country'. We will empower Aboriginal and Torres Strait Islander peoples to take their rightful place and reach their full potential at UniSQ.



## OUR PERFORMANCE

Our success will be measured by:

- Proactively use data to drive performance, improvement, and insights in Indigenous higher education. Elevate First Nations-led research, including by working in partnership with communities through co-design and co-production of research.
- Developing a Performance Measurement Matrix for teaching and learning, research, and engagement with First Nations
- Tailoring an online teaching and learning model for First Nations external students
- Designing and delivering micro-credentials that support Aboriginal and Torres Strait Islander professionals and non-Indigenous people working in First Nations spaces
- Increasing the number of Indigenous students and staff at the University

### PEOPLE

**Secure and invest in First Nations talent**

*UniSQ will secure and nurture more First Nations talent, including by investing in talent pipelines. We will increase and retain the number of Indigenous peoples studying, working, teaching, visiting, researching, and collaborating at UniSQ.*

- 2.1 Refreshing UniSQ's Aboriginal and Torres Strait Islander Education Strategy
- 2.2 Reconvening outreach programs such as 'Deadly Ways' in the living with COVID era
- 2.3 Creating new pathways in partnership with TAFE
- 2.4 Working with our First Nations alumni to create opportunities in academia
- 2.5 Adopting a 'grow your own' approach to talent acquisition

### PLACES

**Provide a First Nations perspective to all**

*Provide all students with a sense of place from First Nations perspectives. Celebrate First Nations languages, histories, peoples, and cultures on all of our campuses. Embrace 'Country' in delivering curriculum and pedagogical innovation.*

- 3.1 Constructing a new purpose-built First Nations teaching, learning, and community place
- 3.2 Weaving Indigenous content into the University's Master Plans
- 3.3 Showcasing First Nations languages on our campuses
- 3.4 Investing in Indigenous artists to create major public art installations
- 3.5 Boosting First Nations participation at Regional University Centres
- 3.6 Collaborating with international partners in First Nations education and research
- 3.7 Creating culturally welcoming learning environments
- 3.8 Developing and delivering 'on Country' teaching and learning experiences
- 3.9 Employing First Nations team teachers and guest lecturers
- 3.10 Investing in capital that strengthens partnerships with First Nations communities
- 3.11 Hosting events to deepen relationships with First Nations peoples
- 3.12 Providing nature-based learning environments