Aboriginal and Torres Strait Islander Staff Support Network Framework

Table of Contents

Purpose .......................................................................................................................................... 1
Objectives ....................................................................................................................................... 1
Membership .................................................................................................................................... 1
Responsibility .................................................................................................................................. 1
Meetings ......................................................................................................................................... 2
Implementation ............................................................................................................................... 2
Reporting ........................................................................................................................................ 2
Associated Documents ................................................................................................................... 2
Definitions ....................................................................................................................................... 2

Purpose

The University of Ballarat’s Aboriginal and Torres Strait Islander Staff Support Network is a formal network established so that Aboriginal and Torres Strait Islander employees have an opportunity to network with and support one another within the University environment. All Aboriginal and Torres Strait Islander people working for the University are invited to participate.

The aim of this Network will be to support Aboriginal and Torres Strait Islander employees in their transition into the University community, work, career and employment generally.

Objectives

- Yarn about ideas amongst other Aboriginal and Torres Strait Islander employees, especially in relation to employment issues.
- Assist with cultural issues.
- Discuss employment and professional development opportunities.
- Encourage an awareness of Aboriginal and Torres Strait Islander culture within the University.
- Identify barriers to staff progression.
- Facilitate mentorship amongst Aboriginal and Torres Strait Islander employees.
- Assist with cultural isolation.

Membership

- Co-ordinator, Aboriginal and Torres Strait Islander Employment.
- Aboriginal and Torres Strait Islander employees of the University.
Staff Support Framework  
Aboriginal and Torres Strait Islander Employment

- The network can invite other University staff members or community members on an as needed basis.

Responsibility

The Co-ordinator, Aboriginal and Torres Strait Islander Employment is responsible for ensuring effective implementation of the Framework.

Meetings

The Network will meet at least four times per year.

For the purposes of meetings in relation to the network quorum will be at least two Aboriginal and Torres Strait Islander staff members.

Implementation

The Aboriginal and Torres Strait Islander Staff Support Network Framework will be implemented within the University of Ballarat via:

- Ensuring that the most accurate and up-to-date information is recorded, all Aboriginal and Torres Strait Islander staff members given the Aboriginal and Torres Strait Islander Information Request Form asking how they identify and if they would like to participate in the Aboriginal and Torres Strait Islander Staff Support Network.
- Co-ordinator, Aboriginal and Torres Strait Islander Employment to set meetings to meet at least quarterly.
- Co-ordinator, Aboriginal and Torres Strait Islander Employment to send memorandum to direct supervisor of Aboriginal and Torres Strait Islander staff members and request Aboriginal and Torres Strait Islander staff members be able to attend meetings.

Reporting

The minutes of this Network will be forwarded to Director, Human Resources for noting.

Associated Documents

- Aboriginal and Torres Strait Islander Information Request Form.

Definitions

<table>
<thead>
<tr>
<th>Aboriginal:</th>
<th>Persons of Aboriginal descent, who identify themselves as Aboriginal people and are accepted as Aboriginal people by their community.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Torres Strait Islander:</td>
<td>Persons of Torres Strait Islander descent, who identify themselves as Torres Strait Islander people and are accepted as Torres Strait Islander people by their community.</td>
</tr>
</tbody>
</table>