



ABORIGINAL AND TORRES STRAIT ISLANDER ACTION PLAN & Guidelines

SAE Institute Pty Ltd, 2019

Action Plan

The purpose of this Action Plan is to guide and inform faculties, management, and student services in their strategic planning in relation to Aboriginal and Torres Strait Islander peoples.

| <i>STRATEGIES</i> | <i>ACTIONS</i> | <i>RESPONSIBILITY</i> | <i>Timeframe</i> |
|--|--|--|------------------|
| Increasing participation | | | |
| Encourage and enable Aboriginal Torres Strait Islander communities to participate in tertiary study. | <ul style="list-style-type: none"> • Provide clear, easily accessible information regarding Aboriginal and Torres Strait Islander student initiatives on the SAE Public Website | SAE Marketing | Ongoing |
| | <ul style="list-style-type: none"> • Ensure the application of the Institute's Student Selection, Admission and Transfer Policy is applied | SAE Admissions | Ongoing |
| | <ul style="list-style-type: none"> • Ensure that Cultural Diversity and Inclusion Training is provided to key SAE staff and faculty | National Manager of Student Experience | 2019 |
| Retain, support and ensure the success of graduates | | | |
| Improve retention student success and retention for Aboriginal and Torres | <ul style="list-style-type: none"> • Provide a culturally inclusive campus culture | Campus Manager | Ongoing |

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| Strait Islander students. | <ul style="list-style-type: none"> • Increase cultural awareness of faculty and general staff to create a consistent | National Manager of Student Experience | Ongoing |
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| | message of safety and understanding. | | |
| | <ul style="list-style-type: none"> • Increase and develop mentorship programs for Aboriginal and Torres Strait Islander student to foster and develop leadership skills. | Clinical Supervisor and Student Counsellor | 2019 |
| | <ul style="list-style-type: none"> • Provide mentoring opportunities for Alumni Aboriginal and Torres Strait Islander students | National Manager of Student Experience | 2020 |
| Celebrating our nation's first people | | | |
| Actively promote celebrating Aboriginal and Torres Strait Islander cultural events | <ul style="list-style-type: none"> • Acknowledge and celebrate Aboriginal and Torres Strait Islander culture by embracing protocols such as Acknowledgment of Country and Welcome to Country | Student Services | Ongoing |

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| | <ul style="list-style-type: none"> Publically celebrate NAIDOC Week and the unique culture of the First Nations peoples of the land of each Campus. Provide events and opportunities for students to participate in NAIDOC Week events Support staff and students to celebrate and participate in NAIDOC week activities. | National Manager of Student Experience, Campus Manager | Ongoing |
| | <ul style="list-style-type: none"> Continue and expand national art competition for aboriginal students to promote aboriginal art and culture on all campuses | National Manager of Student Experience | Ongoing |
| Enhancing the Student Experience for all SAE Students through cross-cultural experience | | | |



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| Embed Aboriginal and Torres Strait Islander themes and stories into the SAE curriculum to enhance the cross-cultural richness of the Institute. | <ul style="list-style-type: none"> Create and promote opportunities to co-create projects with Aboriginal and Torres Strait Islander artists, musicians and creative practitioners | Dean | 2019 |
| People | | | |

| | | | |
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| Increase Aboriginal and Torres Strait Islander employment through improved recruitment and retention | <ul style="list-style-type: none"> Review and update culturally appropriate branding and messaging on the website to attract Aboriginal and Torres Strait Islander staff. | SAE HR Business Partners | 2019 |
| Community | | | |
| Increase the number of partners in the local community who can support Aboriginal and Torres Strait Islander students and SAE's strategies | <ul style="list-style-type: none"> Pursue opportunities at each SAE campus location to engage with community elders and other parties that can support SAE's students and enrich the cultural experience of the Institute. | National Manager of Student Experience, Campus Managers | Ongoing |



Guidelines

The following guidelines have been assembled to support SAE staff and faculty in supporting SAE's Aboriginal & Torres Strait Islander Action Plan and to ensure that all Aboriginal and Torres Strait Islander students are supported and provided every opportunity for success.

Protocol for Acknowledgement of Traditional Custodians

Acknowledging the Traditional custodians is a statement of recognition of the Traditional Custodians of the land on which meetings and classes are held. Aboriginal or Torres Strait Islander people consider the lands and waters they have a traditional affiliation with as their

'country'. Throughout Australia, community and family groups, as well as individuals, hold the responsibility to look after or 'care for the country'. Traditional custodians (in most cases Elders) are senior people in the community, who are responsible for caring for the lands and waters of their 'country'. An 'Acknowledgment of Traditional custodians' is an important mark of respect for Aboriginal and Torres Strait Islander people, and can be given by anyone.

SAE is committed to reconciliation with local Aboriginal communities around Australia by showing value and respect for our country's past, present, and future custodians. We recognize the importance of paying respect to Aboriginal communities who continue to be the cultural custodians and holders of knowledge for the land on which our campuses are located. Representatives from local land councils are formally invited to provide a Welcome to Country at large events such as graduation ceremonies. The acknowledgment of the traditional custodians of the land is used for smaller events. The acknowledgment should be said with respect and sincerity at the beginning of meetings and terms. An example of a short version of Acknowledgment of Traditional custodians of the land is provided below;

"I acknowledge the Traditional custodians of the land where we gather today and pay my respect to Elders past and present and to emerging community leaders".

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Campus Specific Acknowledgement of Traditional custodians

BRISBANE

SAE acknowledges both the Jagera and the Turrbul People as the Traditional custodians of the land on which the Brisbane Campus stands and pays respect to Elders past and present and to emerging community leaders. Respect is extended to all Aboriginal and Torres Strait Islander people here today.

<https://en.wikipedia.org/wiki/Turrbal>

SYDNEY CAMPUS

SAE acknowledges the Gadigal people of the Eora nation who are the traditional custodians of this land on which Sydney Campus stands. Respect is paid to the Gadigal Elders past and present and future and this respect extends to Aboriginal and Torres Strait Elders and people from other communities who are here today.

<https://www.cityofsydney.nsw.gov.au/council/about-council/welcome-to-country>

MELBOURNE

SAE acknowledges the Bunurong people of the South-Eastern Kulin Nation who are the Traditional Custodians of the land on which Melbourne Campus stands. Respect is paid to the Bunurong Elders, past and present, and this respect is extended to Aboriginal and Torres Strait people from other communities who are here today

<https://achris.vic.gov.au/weave/wca.html>

PERTH

SAE acknowledges the Whadjuk people of the Noongar nation who are the traditional custodians of the land on which Perth Campus stands. Respect is paid to Whadjuk Elders past, present and future. This respect is extended to Aboriginal and Torres Strait Islander people for other communities who are here today.

<https://waamh.org.au/development--projects/aboriginal-engagement/welcome-to-country/acknowledgment-of-country>

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ADELAIDE

SAE acknowledge the Kaurna people who are the traditional custodians of the land on which Adelaide campus stands. I would also like to pay respect to the Kaurna Elders past and present and extend this respect to Aboriginal and Torres Strait people from other communities who are here today.

<https://www.cityofadelaide.com.au/your-community/culture-history/welcome-to-country/>

BYRON BAY

SAE acknowledges the Arakwal people of the Bundjalung Nation as the traditional custodians of the land on which the Byron Bay Campus stands. Respect is paid to the Bundjalung elders past, present and future. This respect extends to Aboriginal and Torres Strait Islander peoples for other communities who are here today.

<https://www.byron.nsw.gov.au/Community/Indigenous-community>

Appropriate Terminology

The Table below provides a list of appropriate terminology and notes on the usage of each.

| Term | When to use |
|---|---|
| Aboriginal and Torres Strait Islander peoples | The preferred acceptable terminology when referring to all of Australia's collective Indigenous peoples. It is recommended that this should always be capitalised and written in full. |
| Aboriginal Australians Torres Strait Islanders Indigenous Australians | It is acceptable to refer to each group separately in the correct context of referring to a distinct group as separate from the other. Capitalise Indigenous when it is being used as a noun. |

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| Murri Torres Strait Islander peoples Murray Island peoples Mer island peoples | Geographical identification of Australia's Aboriginal and Torres Strait Islander peoples is also acceptable in the correct context and when referring to a group specifically. |
| First Nations | A term that is generally not used to refer to Australia's Aboriginal and Torres Strait Islander peoples. It is more appropriate to use when referring to International law, as it is the preferred global term used in treaties and covenants. There has been a recent move by some Indigenous Australians to refer to themselves as First Nation Australians but it is generally not the preferred terminology. |

Custodians

'Custodians of this land', is a term that is primarily used in the context of Acknowledgement of Country. An Acknowledgement of Country is recognition of the traditional custodians of the land and/or waters where the Acknowledgement is made.