

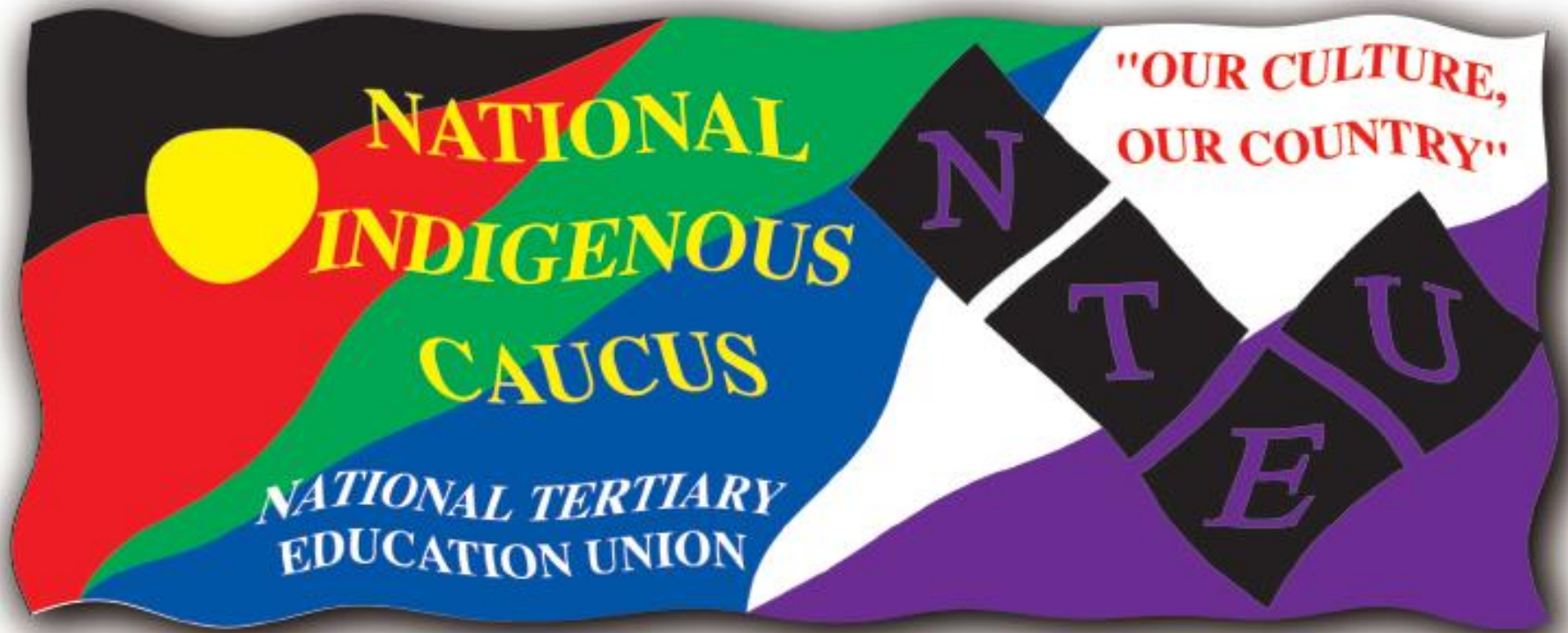
***I'm not a racist,
but....***

National Tertiary Education Union

Expanding Conversations:

Social Innovation, Arts and Anti-racism,
AHRC and CHASS Conference, 15 May 2012





**NATIONAL
INDIGENOUS
CAUCUS**

*NATIONAL TERTIARY
EDUCATION UNION*

**N
T
E
U**

**"OUR CULTURE,
OUR COUNTRY"**

- **NTEU surveyed our Indigenous membership – over 40% of all Indigenous workers in Australia universities & 40% responded**
- *Do you believe that you have encountered direct racial discrimination and/or racist attitudes in the workplace?*
- **71% experienced racism – sometimes on a daily basis**

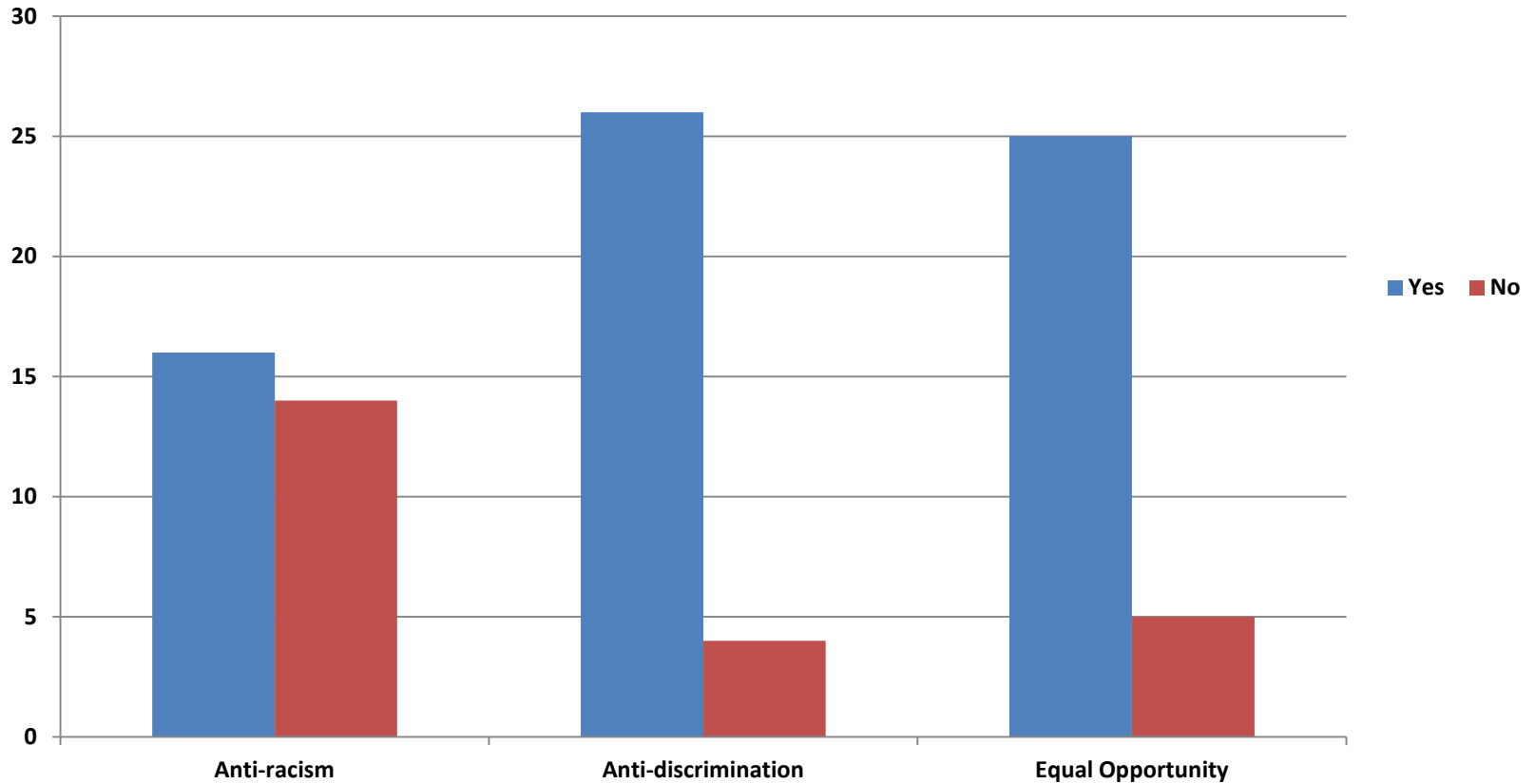
Racial discrimination in the workplace

- **71%** of respondents reported experiencing direct racial discrimination and/or attitudes
- Of these, **56%** experienced direct racial discrimination and/or racist attitudes from colleagues
- Over **83%** said there was little or no attempt made by their employer to address this.

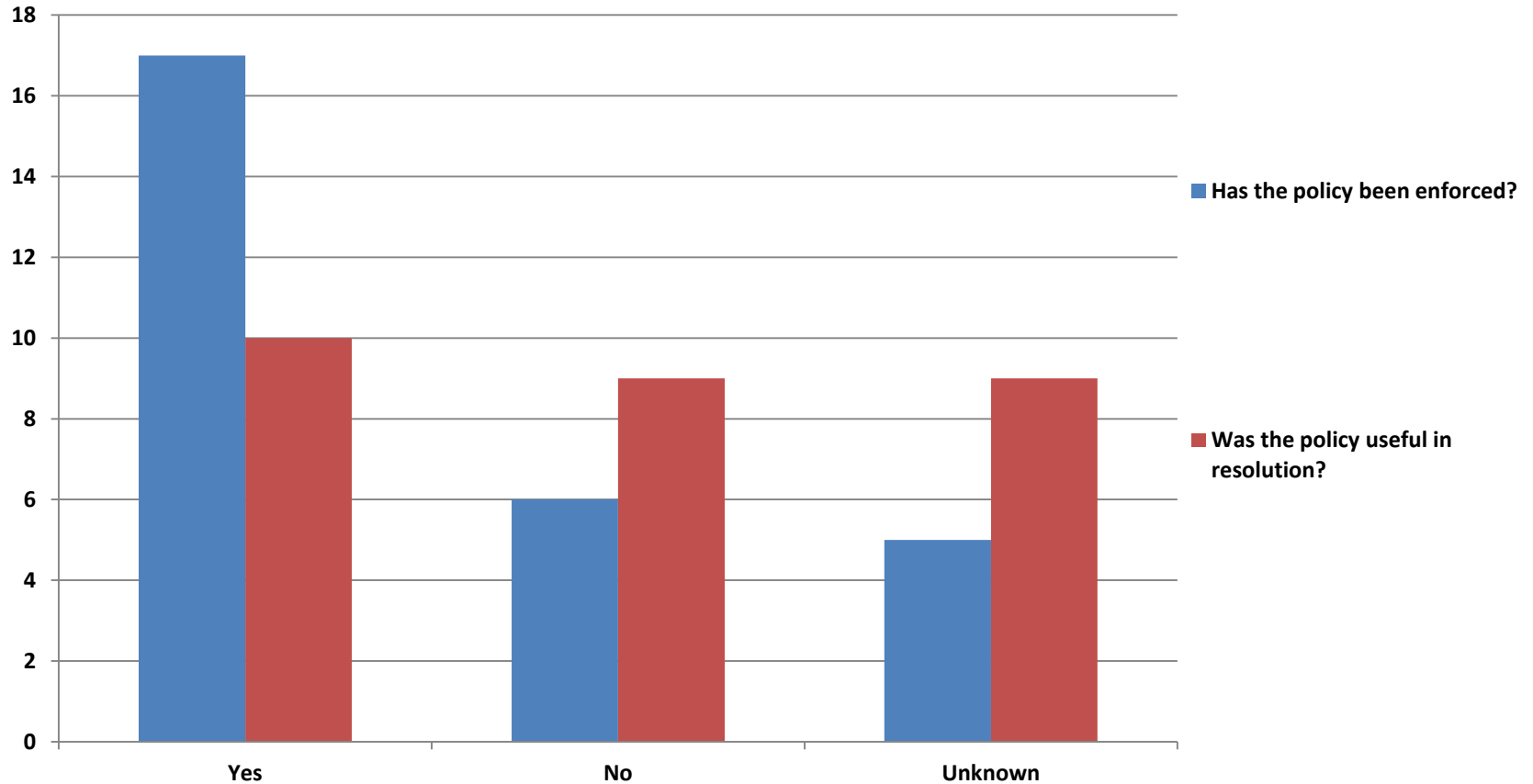
Cultural respect

- Almost **80%** reported that they were **treated less respectfully** as a result of others' perceptions of their culture and/or obligations
- Of these **67.4%** have been treated less respectfully by colleagues in the workplace
- **76.4%** detailed that little or no attempt was made by their employer to address cultural respect in the workplace

University policies



University policies – do they work?



What needs to change?

- Many universities have demonstrated commitment
- **But still need to change attitudes and behaviours**
- To make universities **culturally safe** and **worthwhile places** to be for Indigenous Australians
- Developing & enforcing policies and practices.....

Indigenous log of claims *

- * **Indigenous bargaining claim first suggested in 2000**
 - now part of **Enterprise Bargaining Agreements** – **legally enforceable**

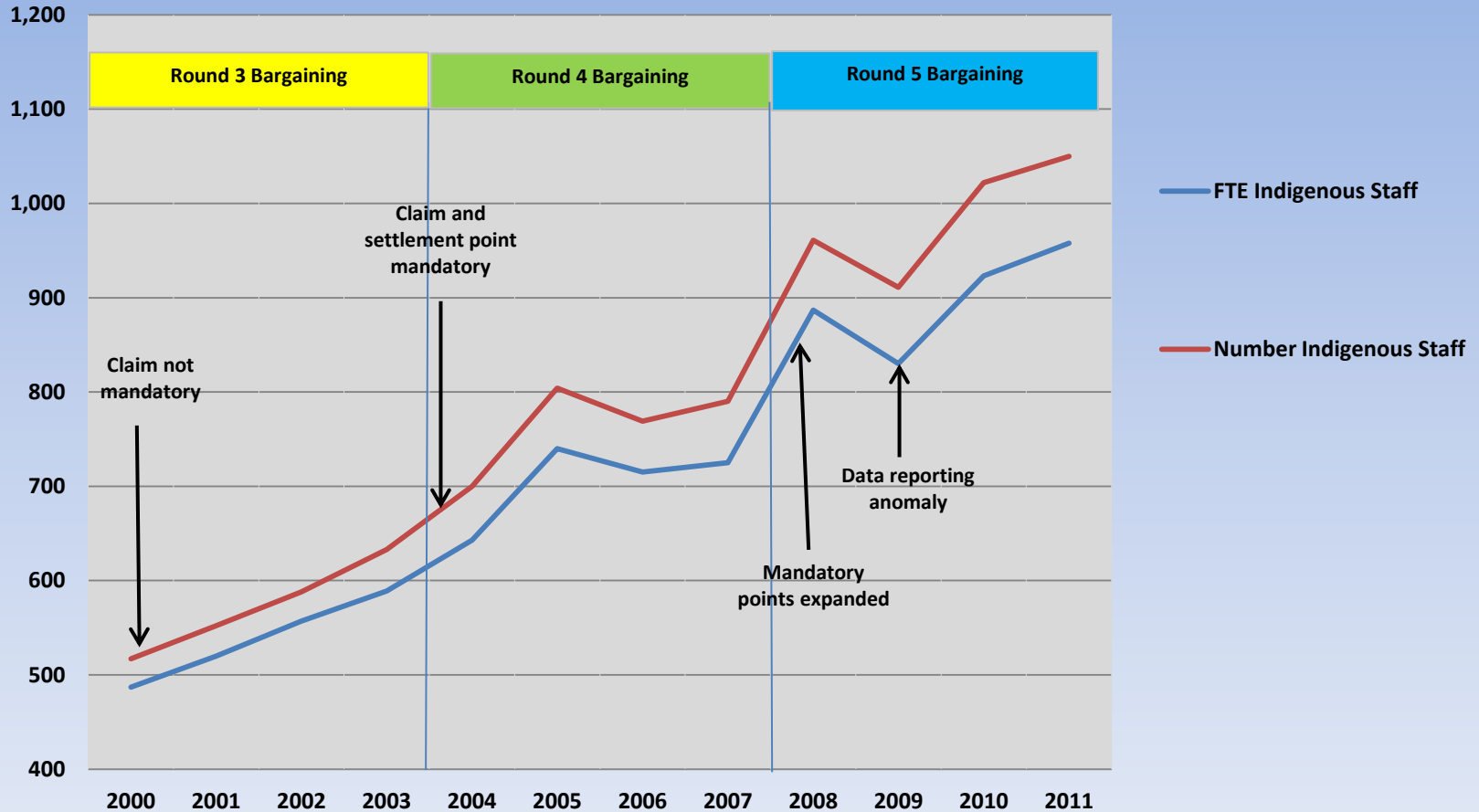
Compulsory Settlement Points from 2004

- **Indigenous Employment Target**
- Develop &/or improve an Indigenous Employment Strategy
- Indigenous and/or NTEU representation on Indigenous Employment monitoring committees

Recommended clauses

- Appointment of **Senior Indigenous Staff** – Indigenous Employment Coordinator and/or PVC/DVC Indigenous
- **Indigenisation** of the Universities Indigenous Unit/Centre
- **Representation** on Selection and Assessment panels
- **Cultural/Ceremonial Leave** provisions
- **Indigenous language** allowance

Indigenous Employment 2000 to 2011



Strategies for improvement

- **Building ongoing relationships with Indigenous communities**
- Implement, review and improve existing policies and plans
- Implement clauses in **Industrial Agreements**
- **Permanent jobs**
- Support **Indigenous centres**
- **Pathways** between School/VET/ Higher Ed & **support students**

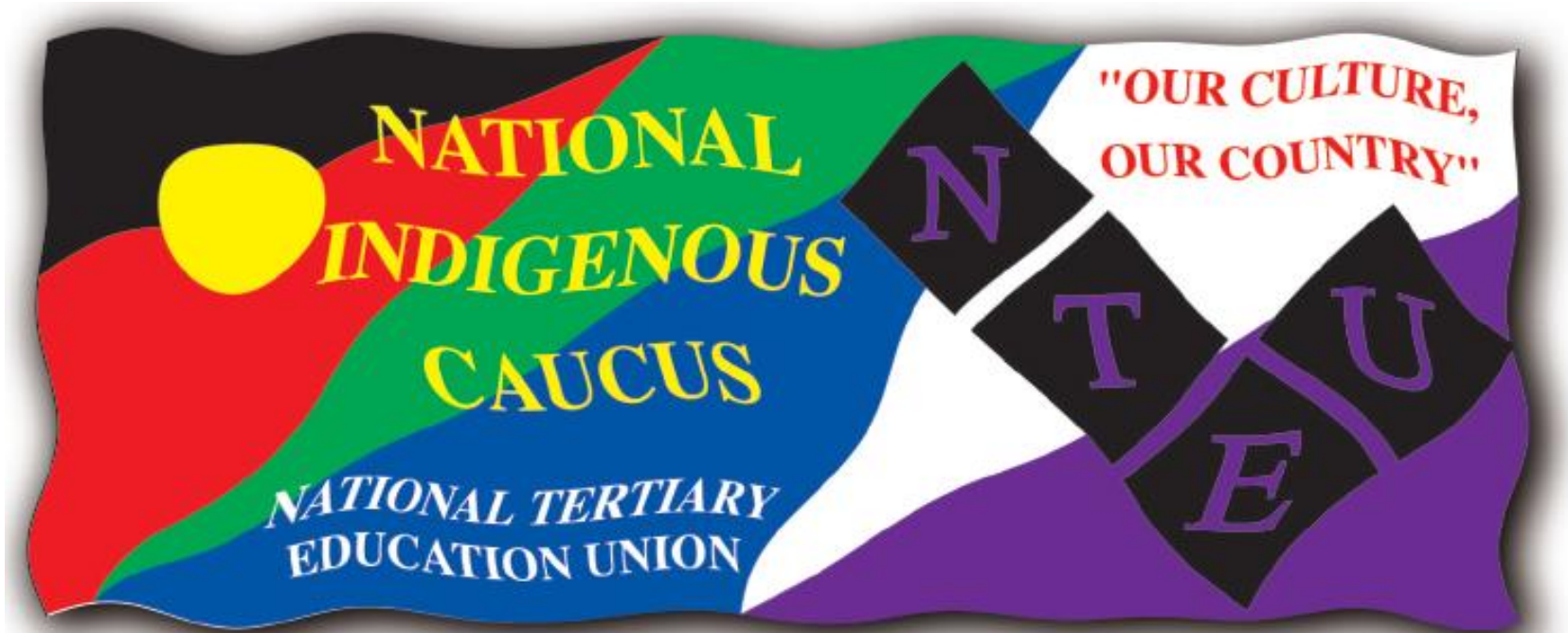
- Culturally **appropriate** and culturally **safe** campuses
- **Cultural competency** education
- Indigenous **inclusive curriculum** across courses
- Recognition of **Australian Indigenous Research as priority research area** by Australian Research Council
- To make universities **culturally safe** and **worthwhile places** to be for Indigenous Australians

Current national initiatives

- **National Indigenous Workforce Strategy**
- **Cultural Competency Framework**
- **Federal Government's Review of Indigenous Higher Education**

– reporting soon

Indigenous Business is core Union Business



www.nteu.org.au