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
• 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 – do they work?

- Has the policy been enforced?
- Was the policy useful in resolution?
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

- Round 3 Bargaining: Claim not mandatory
- Round 4 Bargaining: Claim and settlement point mandatory
- Round 5 Bargaining: Data reporting anomaly
  - Mandatory points expanded

- FTE Indigenous Staff
- Number Indigenous Staff
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