

# ABORIGINAL EMPLOYMENT AND CAREER DEVELOPMENT STRATEGY



The Telethon Kids Institute acknowledges Aboriginal people as the Traditional Owners of the land and seas of Australia. We acknowledge the Nyoongar Wadjuk, Yawuru, Kariyarra and Kaurna Elders, their people and their land upon which the Institute is located and seek their wisdom in our work to improve the health and development of all children.

In our strategic plan **Up for the Challenge**, Telethon Kids Institute committed to prioritise our partnerships with Aboriginal families and communities across Western Australia and beyond to improve the health and development of their children. We promised that:

“We will not ignore, nor accept, the continued disparity in outcomes for Aboriginal kids compared with other Australian children.”

Our **Commitment to Aboriginal Children and Families** details seven action areas where we will focus our effort over the next four years. Among them is the development of a current Aboriginal Employment and Career Development Strategy (AECDS).

We acknowledge that when working in environments which contribute to the health and wellbeing of Aboriginal people, it is imperative that Aboriginal people are at the forefront of this work.

We recognise the success and sustainability of any Aboriginal research projects and partnerships requires the expertise and acute understanding of Aboriginal cultures and communities. This encapsulates beliefs and practices, language, kinship, heritage, connection to country and recent histories.

For this reason, the Institute's AECDS provides a framework to create an environment which positions the Institute to be an employer of choice for Aboriginal researchers, staff and students.

It will establish Aboriginal staff and student recruitment and development pathways to meet the ambitious employment target set by our Board of Aboriginal employment of 7% across the total Institute staff, with 50% of that target being early to mid-career Aboriginal research staff with PhDs at Levels B and above.

It also includes the development of better support mechanisms for regional staff and the implementation of the Cultural Security Policy.

The AECDS both aligns with and supports the Institute's Standards for the Conduct of Aboriginal Health Research.

Inherent in all aspects of its implementation will be adherence to the principles outlined in the Athena Swan gender equity and diversity national accreditation framework.

# ABORIGINAL EMPLOYMENT AND CAREER DEVELOPMENT STRATEGY 2020 – 2023

The Aboriginal Employment and Career Development Strategy 2020 – 2023 recognises the strengths and lived experiences of Aboriginal staff, students and researchers across the Institute and aims to facilitate further capacity building opportunities to enhance the sustainability and skills of the workforce.

Our key priority areas are:



1

# WORKPLACE CULTURE:



Build a culturally secure workplace



## Strategic Objective

Embed culturally safe practices & policies across the Institute to be an employer of choice for Aboriginal staff, students and researchers

### Key Actions

- Develop a Reconciliation Action Plan
- Adoption of a Walking Softly on Country policy
- Implementation of an Institute-wide Cultural Security Framework
- Develop and deliver a diverse range of cultural awareness training programs including targeting localised training and across all areas of the Institute
- Develop and maintain Aboriginal Staff Network at Telethon Kids and across the CAHS campus
- Identify opportunities to create culturally welcoming spaces that celebrate Aboriginal culture and stories
- Appropriately recognise and acknowledge Aboriginal and Torres Strait Islander days of significance
- Develop and implement a communications strategy to promote AECDS initiatives and profile staff achievements and good practice
- Flexible onboarding processes
- Effective rollout of the Aboriginal Research Standards

2

# ATTRACT:



Create meaningful employment opportunities



## Strategic Objective

Increase the number of Aboriginal staff, students, and researchers across all levels at the Institute

### Key Actions

- Develop a pipeline of doctoral research talent through an Indigenous Capacity Building Grant (ICBG) model which would support a cohort of Aboriginal research students across the life of their doctoral studies
- Develop strategic partnerships – such as with universities, Vocational Education Training organisations, Traditional Owner Groups, alliances of Aboriginal groups and organisations, schools, and other registered training organisations – to promote careers in research by developing courses, internships, scholarships and fellowships with a particular focus on career pathways most linked to medical research (eg. clinical care and science disciplines)
- Provide high school and university internships and scholarships to attract talented Aboriginal students to the medical research sector
- Target Aboriginal staff recruitment across all professional services
- Support Aboriginal staff to participate in community events to increase the Institute's visibility in communities
- Adopt affirmative action recruitment processes that are sensitive to cultural needs

# 3

## DEVELOP:



Support the career progression of Aboriginal staff, students and researchers

### Strategic Objective

Set the foundation for the advancement of Aboriginal staff, students and researchers



### Key Actions

- Expand and support Aboriginal leadership across all levels of the Institute through access to professional development and mentorship opportunities
- Develop and implement a comprehensive funding strategy to support traineeships, internships, graduate programs, scholarships and fellowships
- Provide designated funding for professional development
- Promote internal vacancies and new career opportunities to develop the existing workforce
- Provide targeted support for research grant writing / other opportunities
- Provide and support secondment opportunities

# 4

## EMPOWER:



Establish local workforces that are responsive to community needs

### Strategic Objective

Support the creation of a sustainable workforce that ensures the Institute has the skills and expertise to respond to the community's needs through our research

### Key Actions

- Develop culturally appropriate career pathways including training and development opportunities for community-based staff
- Increase numbers and support for community-based Aboriginal staff in research teams through training, support and mentorship of all staff
- Establish rural partnerships (eg. KAMS, KAHRA, KRCl, ACCHO's, local councils) including working with training institutions
- Increase local research profile and engagement through presence at school careers days, community events and other activities
- Develop a Host Employment Policy
- Explore work placement opportunities





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