



Australian
National
University



GARRURRU EDUCATION AND EMPLOYMENT STRATEGY

ANU College of
Asia & the Pacific





ANU COLLEGE OF ASIA & THE PACIFIC

A message from the Dean



Recognising, celebrating, and advancing educational and professional opportunities for Aboriginal and Torres Strait Islander Australians is a core value of the ANU College of Asia and the Pacific. We use our expertise in the Asia Pacific Region to explore the close links between Indigenous Australians and the peoples of Asia and the Pacific. Equally, we recognise the significant contribution Aboriginal and Torres Strait Islander students and staff can make to our world-leading institution. This has led to the creation of the Garrurru Education and Employment Strategy.

The Garrurru Strategy is named in honour of the artwork, 'Garrurru', which is proudly on display in the College's Hedley Bull Building. This grand artwork was donated by the late Gulumbu Yunupingu, a renowned Yolngu artist of Arnhem Land—a region that for centuries had cultural and economic ties with the Indonesian traders, the Macassans. 'Garrurru' embodies these ties, reflecting the sails of these seafarers' vessels and the stars they used to navigate.

Through the Garrurru Strategy, we aim to sustain the continuation of these regional ties by supporting the education and employment of Indigenous Australians at all levels within the College.

I am delighted to welcome more Aboriginal and Torres Strait Islander scholars and staff to join the many talented Indigenous colleagues with whom we work every day in this College.

Professor Veronica Taylor

Dean, ANU College of Asia and the Pacific

Our commitment to reconciliation

The ANU College of Asia and the Pacific is recognised as a leader in its support of The Australian National University's efforts towards reconciliation. In 2013, the College established the Garrurru Postgraduate Indigenous Scholarship and the Aboriginal and Torres Strait Islander Professional Staff Employment Strategy. Since their launch, we have seen a significant increase in the participation of Indigenous Australians among the College's postgraduate students and professional staff.

The Garrurru Education and Employment Strategy incorporates these successful initiatives into a broader plan that extends to recruitment and support of Indigenous undergraduate students and academic staff to the College. We are proud that the Garrurru Strategy forms the centrepiece of the College's plan for practical reconciliation.

Objectives

Underpinned by our continued commitment to promote understanding of and competency in Indigenous Australian culture and history among the College's staff and students, the Garrurru Education and Employment Strategy has two key objectives:

- > **Education:** attract and support Aboriginal and Torres Strait Islanders to study at the College at undergraduate and postgraduate levels;
- > **Employment:** increase and foster the participation of Indigenous academic and professional staff in the College's workplace at all levels.

The achievement of these objectives will be facilitated by the College's Reconciliation Action Plan (RAP) Committee as it continues to foster relationships that bring together academics, professional staff and students with expertise, interest and commitment to engagement with Indigenous policy issues, research and education.

FRAMEWORK

Taking advantage of the College's dual role as educator and employer, the Garrurru Strategy uniquely links education and employment outcomes for Indigenous students and staff.

Undergraduate and postgraduate education

Garrurru Indigenous Undergraduate Accommodation Scholarship

This scholarship is designed to remove some of the pressures experienced by new undergraduate students as they transition to university life by offering a place of accommodation on campus in one of the University Halls of Residence for their first year of study. Whether a school leaver or mature-age student, this welcoming and supportive ANU student residence experience provides pastoral support and the choice of catered or self-catered accommodation.

Garrurru Postgraduate Indigenous Scholarship

This scholarship provides Indigenous postgraduate coursework students with an upfront, lump sum, cash payment of \$2,500 for every six-unit course they study within the College, up to a total value of \$40,000. It gives students the unique flexibility to choose how these funds can best support their studies and how many courses offered by the College they wish to undertake.

Professional and academic employment

Garrurru Postdoctoral Fellowships

Supported by an environment of world-class academics, Indigenous Australians who hold a doctoral qualification will have the opportunity to undertake a competitively paid two-year fellowship with the College in their area of specialisation.

Garrurru Visiting Fellowships

Pre-eminent Indigenous Australians will have the opportunity to undertake a visiting fellowship of up to three months at this world-renowned College.

Identified Positions

The ANU allows for a recruitment process selecting only from Aboriginal and Torres Strait Islander applicants. The College Human Resources team will help identify suitable professional and academic staff positions that could be recruited through the Identified Positions procedure.

Garrurru Internships

This paid work experience program is available for up to two Indigenous ANU students each semester. The internship can be completed with either an academic or professional staff member of the College. This program aims to increase students' employability by providing them with practical skills and experience, and a greater understanding of how the workplace operates.

Garrurru Traineeships

In partnership with the Australian Training Company, the College provides two-year traineeships for Indigenous Australians to assist them with gaining valuable employment experience.

Increasing cultural competency and understanding

Another key component of the Garruru Strategy is to enhance the workplace environment by promoting an understanding of Indigenous culture and history and building the cultural competency of all its staff. The following strategies have been employed to achieve this:

- > Provide online Indigenous Cultural Awareness Training that all staff in the College must complete.
- > Deliver classroom-based Indigenous Cultural Awareness Training annually.

- > Raise the profile of Indigenous cultures in the workplace environment by displaying maps of Indigenous Australia around the College, including Aboriginal and Torres Strait Islander flags on all relevant promotional material, and by displaying the Aboriginal and Torres Strait Islander flags alongside the Australian flag around the Coombs, Hedley Bull and Crawford buildings.

Gulumbu YUNUPINGU ***Garruru (Sail), 2011***

Painted on a piece of Jarrah wood measuring seven metres by three metres and weighing one tonne, *Garruru* was lowered and installed through the roof of the College's Hedley Bull Building by crane.

The shape of this painting represents the boat sails of the seafaring Macassans who have had strong economic and cultural connections to the people of Arnhem Land, including Yunupingu's clan the Gumatj, for at least 400 years. The Macassans harvested trepang, or sea cucumber, and their seasonal visits spanned many centuries ending only in 1906.

The circular elements are stars, a well-known motif used by the artist. They represent the spirit of the Yolngu and connect the Yolngu to the Macassans who used the stars to navigate. Beyond this and more inclusively, Yunupingu always explicitly equated the number and variety of stars in the sky with that of the human population as a whole.



STAFF AND STUDENTS



Rachel Hounsell-Carey

After successfully completing her traineeship which included a Certificate IV in Information Technology, Rachel is now a Systems Administrator with the College IT Team.

Years before starting her traineeship, Rachel had enjoyed building and fixing computers as a hobby, never thinking that her hobby would turn into a career.

Whilst her job may require her to work behind the scenes to ensure the smooth operation of the College IT Team, Rachel stepped into the spotlight after winning the award of 2015 ACT Trainee of the Year.

Rachel always felt comfortable asking team members questions, saying, “they didn’t just give me the answer; they helped me discover the answers to my questions. This was a great because it helped me become more confident and self-reliant in my role”.

She adds that, “the brilliance of the traineeship is that you earn and learn at the same time. The traineeship has given me so many unexpected opportunities”.

Wayne Shipp

The Garruru Postgraduate Indigenous Scholarship allowed Wayne to pursue a Master of Studies with a focus on Strategic Studies at ANU.

Wayne says that flexibility of the Garruru scholarship allowed him to plan for the future and focus entirely on his studies.

“It gave me such a boost in confidence; I realise I can go all the way to a PhD now.”

“There are the most amazing teachers at ANU, who, without my scholarship, I couldn’t have possibly hoped to learn from. These are international experts whose work I have been following for years and I got to meet them. I was like a ‘long-time listener, first-time caller!’ It was really great.”

“My life in Canberra is definitely different, but I love it here. If you have got to live in a city, it’s the city to live in. It did break my heart to sell the horses, but I have got myself a bicycle now.”

Wayne graduated from ANU in December 2014 and is now a security officer at the Australian Department of Defence. He is currently preparing for a PhD in Security Studies.



Matthew Fish

In early 2016, Matthew was appointed to the position of Human Resources (HR) Assistant after completing his traineeship with the College HR Team.

Prior to joining the College, Matthew was an administrative assistant and says, “HR was a whole new world but I felt incredibly supported as I learnt the ropes. My team have been so encouraging and I felt I could ask questions whenever I needed to”.

For Matthew, the most enjoyable aspect of his traineeship was the ability to study HR and work in HR at the same time, because, “you can put what you have learnt into practice straight away”.

With the help of the traineeship, Matthew has a Certificate IV in Business Administration and Certificate IV in Human Resources and looks forward to furthering his studies and career with the College.



Hannah Dawson

Hannah came to ANU to complete the Master of Public Policy (Economic Policy).

The Garruru Postgraduate Indigenous Scholarship enabled Hannah to take leave from her job in the Australian Public Service to pursue her public policy studies full-time, allowing her to completely immerse herself in the opportunities available at the College.

“With the financial and scholarly support provided by the scholarship, I had the freedom to realise my full potential at university,” said Hannah.

Since completing her postgraduate studies at ANU, Hannah has participated in a prestigious international study tour where she met world-leading academics at Berkeley, Stanford, Harvard, New York, Columbia, Oxford and Cambridge universities to discuss future doctoral studies.

“This opportunity certainly would not have been possible without the world-class education I received at ANU.

Whether I pursue a doctorate at home or abroad, return to the public service or work in the private sector, I know whatever I do, I’ll always be guided by my desire to serve the community.

My studies at the College have not only strengthened this desire, it’s given me the skills to fulfill it as well.”

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