



MACQUARIE
University

Macquarie University Indigenous Research Plan

2020–2025



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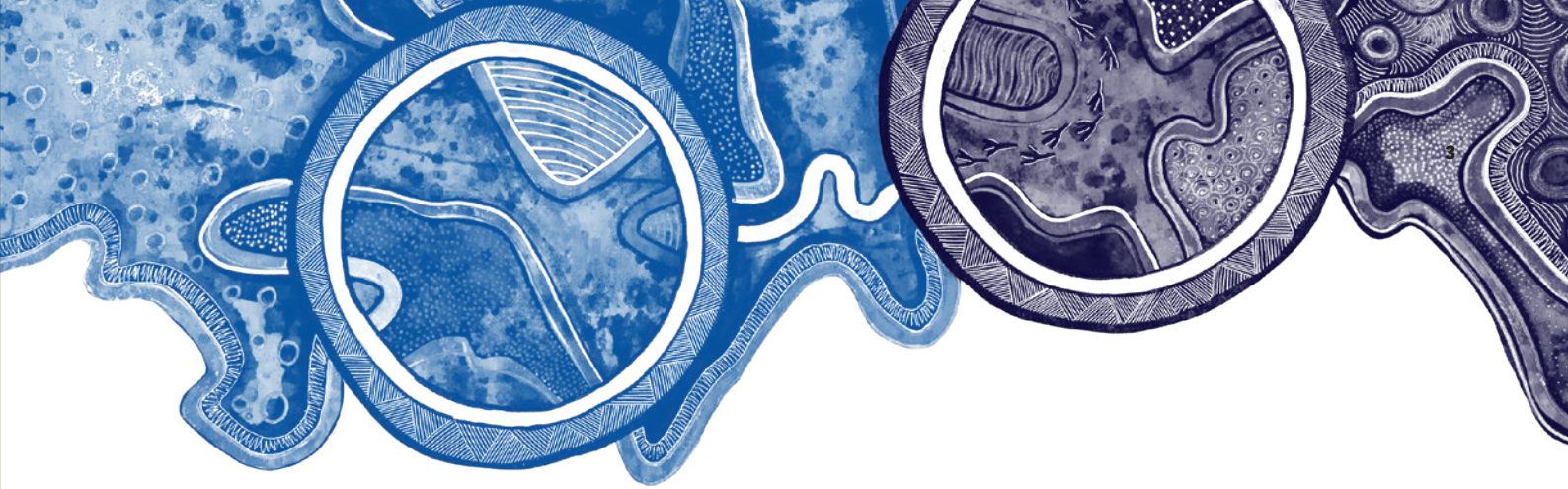
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Warning
Aboriginal and Torres Strait Islander readers should be aware that this document may contain images or names of people who have passed away.

Terminology
There is no universally agreed upon terminology for referring to the many diverse groups who comprise Aboriginal and Torres Strait Islander peoples in Australia. In this document, we use primarily the term ‘Indigenous’ to refer to all peoples and groups whose ancestors predate colonisation and who identify as such; ‘Aboriginal’ and ‘Aboriginal and Torres Strait Islander’ are also used where appropriate.



The artwork *Circles of the Night Sky* is created by Professor Liz Cameron, Dharug woman and Macquarie University alumni. The artwork represents the Dharug sky systems depicting star maps of the Southern Cross lunar system, known as the Emu in the Sky in Aboriginal astronomy. The emu stretches across the Milky Way and is part of our creation stories.



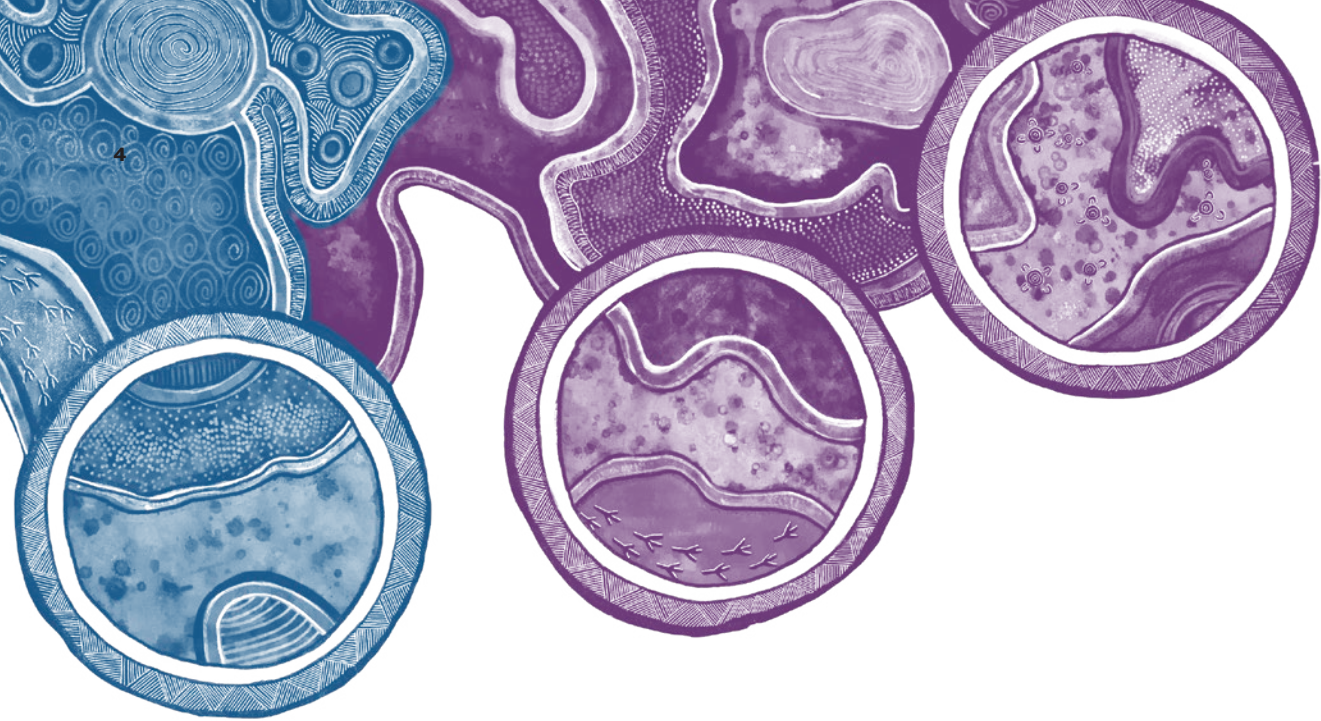
Welcome to Country



On behalf of the Dharug people, I welcome you to this Country of the Wattamattagal clan of the Dharug Aboriginal Nation. “*Quai bidja, jumna paialla janwai* – Come here, we speak together.” I pay my respects to the local Aboriginal Elders past and present and to the ancestors of the land, the knowledge and the culture. We welcome peoples of all nations and all faiths. We celebrate with you our ongoing attachment to and custodianship of this Country. Help us to respect the Aboriginal history and to protect the fragile environment.

Aunty Julie Janson
Burruberongal clan of the Dharug Nation
Hawkesbury River people

Aunty Julie Janson delivering the Welcome to Country and smoking ceremony. Aunty Julie is of the Burruberongal clan of the Dharug Nation – Hawkesbury River people.



Foreword

The Macquarie University *Indigenous Strategy 2016 – 2025* provides the foundation to take our Aboriginal and Torres Strait Islander education to a new and exciting level. The *Indigenous Research Plan 2020 – 2025* is a further step forward towards our commitment to Aboriginal and Torres Strait Islander peoples and communities, including our students and staff, in achieving high-quality outcomes in all areas of learning and teaching, and research, as well as in recruitment, retention and success.

The University has established an enviable reputation for research excellence. Our Strategic Research Framework *World-Leading Research; World-Changing Impact* charts an exciting course for

our research over the next 10 years and is aimed at accelerating and propelling research performance to even greater heights.

The Indigenous Research Plan creates a platform for excellence in Indigenous research and innovation at the local, national and international levels. The plan also recognises the unique perspectives, knowledges and contribution of Aboriginal and Torres Strait Islander peoples, who have sustained the survival of the longest-living culture in the world.

Our long-term reconciliation vision is to be a university that is characterised by Aboriginal and Torres Strait Islander excellence, with established models for Aboriginal and Torres Strait Islander success – from undergraduate pathways through to higher degree research (HDR) and beyond.

We look forward to a continued ethical, respectful and reciprocal relationship with Aboriginal and Torres Strait Islander peoples at the University and in broader communities.



Dr Leanne Holt
Pro Vice-Chancellor
(Indigenous Strategy)



Professor Sakkie Pretorius
Deputy Vice-Chancellor
(Research)

Strategic alignment

The four key priorities identified in our **Strategic Research Framework** will lead and guide the research objectives and goals of the Indigenous Research Plan.

1. Accelerate world-leading research performance
2. Prepare world-ready higher degree research candidates
3. Engage as a world-recognised research collaborator of choice
4. Deliver research with world-changing impact

The development and implementation of the plan is also aligned to the Macquarie University *Indigenous Strategy 2016 – 2025*, through its key pillars:

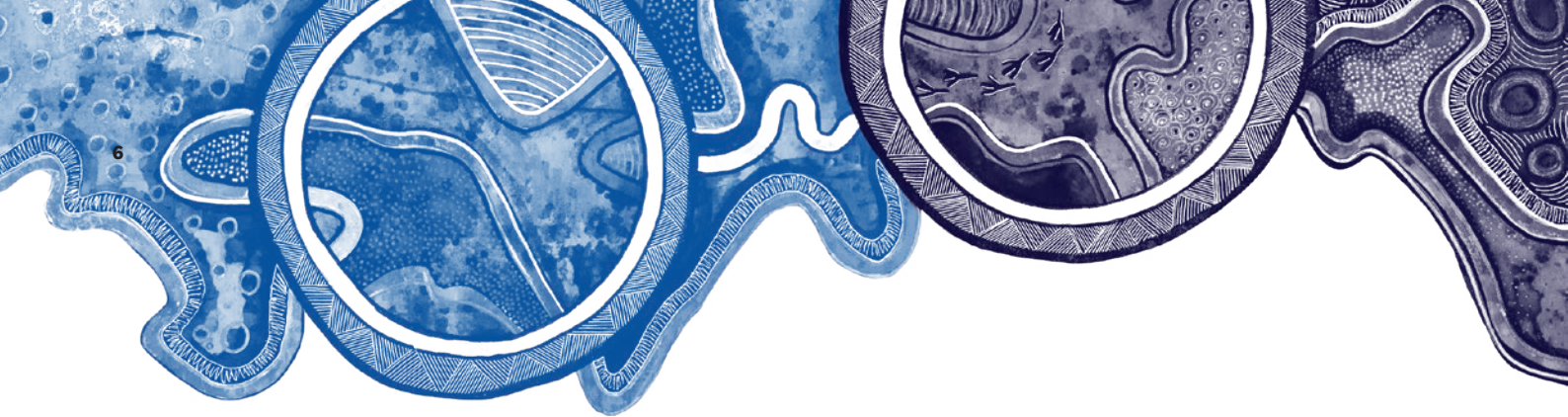
- Baduwa (Aspire)
- Manawari (Discover)
- Djurali (Evolve)

The plan is also aligned with the following internal frameworks:

- The Macquarie University *Aboriginal and Torres Strait Islander Workforce Plan 2018 – 2021* reflects a whole-of-university approach to advance Indigenous education and research at the University.
- The Macquarie University **Code for the Responsible Conduct of Research** establishes a framework for responsible research conduct by our researchers.

The plan complements and responds to the following external frameworks:

- Universities Australia *Indigenous Strategy 2017 – 2020* reinforces that the national priority of including Indigenous research as a priority area in core policy documents, including institutional strategic and business plans, ensures that implementation of these plans and policies are devolved through the university's faculties, departments and units.
- The **National Indigenous Research and Knowledges Network's** vision is to develop skilled, informed and qualified Aboriginal and Torres Strait Islander researchers, who can address the urgent needs of Indigenous communities, through the delivery of culturally appropriate research on the premise that Aboriginal and Torres Strait Islander knowledge systems inform and frame this research.
- The Australian Council of Graduate Research **Good Practice Guidelines for Aboriginal and Torres Strait Islander Research Education** acknowledges that Aboriginal and Torres Strait Islander researchers play a crucial role in advancing Australia's innovative research agenda. Aboriginal and Torres Strait Islander researchers bring unique knowledges, experiences, identities and strengths that contribute to research that has widespread benefit nationally and internationally.



Aboriginal and Torres Strait Islander leadership and voice in research

To enhance Indigenous-led research at Macquarie, it is pivotal that we provide a culturally appropriate policy environment, where Indigenous people have a voice, to support our Aboriginal and Torres Strait Islander researchers and HDR students.

The following Macquarie Indigenous-led committees will provide strategic advice and guidance in the implementation of the Indigenous Research Plan:

Wattamattagal Bunyuwal Aboriginal Advisory Committee

- This all-Aboriginal committee, many of whom are from the local Dharug Community, is central to seeking informed decisions on Indigenous education at the University, providing a two-way dialogue between Aboriginal and Torres Strait Islander communities, organisations and the University.

Patyegarang Indigenous Strategic Committee

- This overarching committee contributes to strategic planning and decision making for Indigenous education and research at the University. Membership includes key Aboriginal and non-Aboriginal stakeholders from across the University. Chaired by the Pro Vice-Chancellor (Indigenous Strategy), this committee provides the Deputy Vice-Chancellor (Academic) and the Executive Group with ongoing advice on emerging policy and implementation issues related to Indigenous strategy.

Accountability for championing the progress and outcomes of the Indigenous Research Plan will also be shared by the following roles and offices:

- Deputy Vice-Chancellor (Research)
- Pro Vice-Chancellor (Indigenous Strategy)
- Pro Vice-Chancellor (Research Performance and Innovation)
- Pro Vice-Chancellor (Research Integrity and Development)
- Research Services

“My motivations [for my research] were my [Ngarraa] family, my grandfather who had always encouraged me to discover new understanding and develop my knowledge, and who encouraged me to be ‘me’ by building a trust in my own ability. My Mum [Joyce] for her cultural foundation and connectedness to learning, inquiry, critical thinking and Gan’na and my daughters inspiring me with their resilience through the tough and joyous times.”

Dr Liesa Clague
PhD graduate, 2018

KEY RESEARCH OBJECTIVES AND GOALS



1.

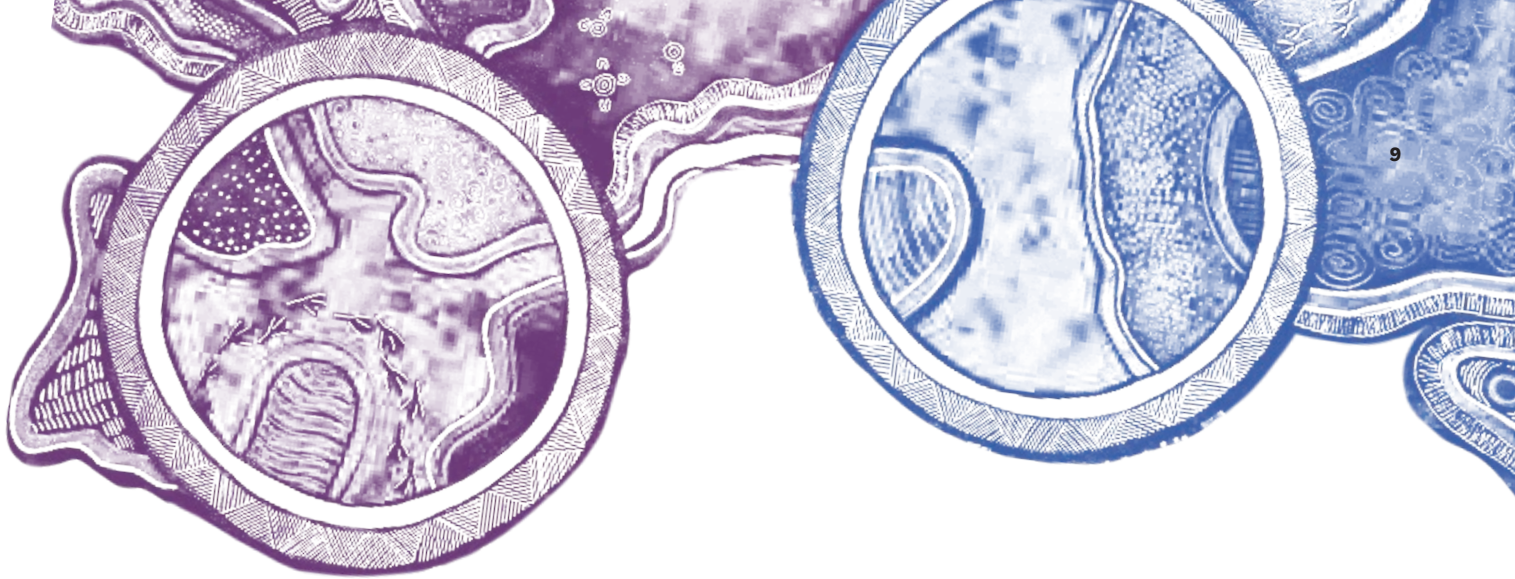
Accelerate world-leading research performance

“If research doesn’t change you as a person, then you haven’t done it right.”

Shawn Wilson, Opaskwayak Cree
Author of *Research is Ceremony: Indigenous Research Methods*

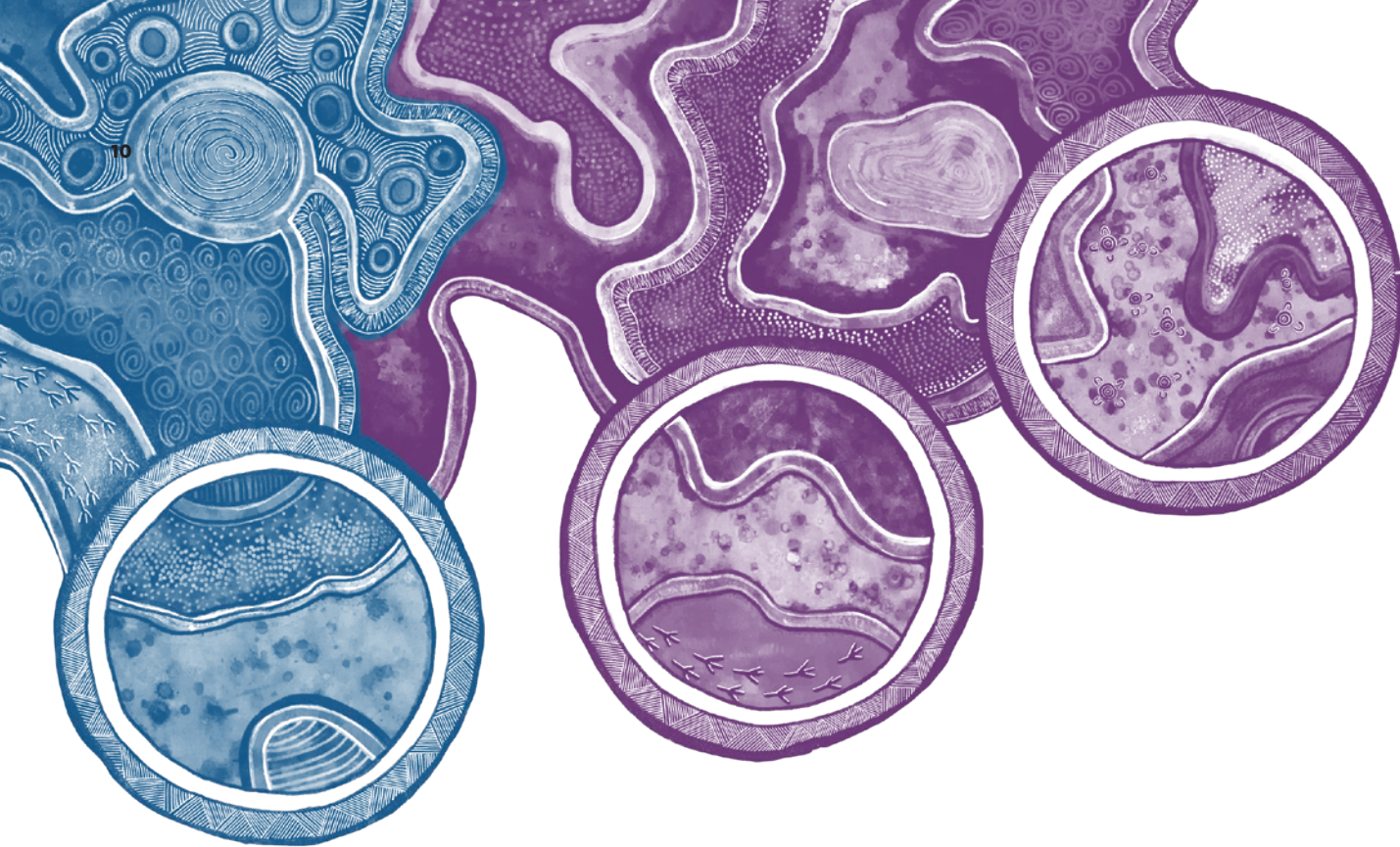
BADAWA (ASPIRE)

GOAL AND TARGETS	STRATEGIES
SUPPORT AND EXTEND THE CAPACITY OF ABORIGINAL AND TORRES STRAIT ISLANDER RESEARCHERS	Develop scholarships and funding opportunities for Indigenous research by Aboriginal and Torres Strait Islander researchers
KPIs: <ul style="list-style-type: none">Increased number of Aboriginal and Torres Strait Islander researchersIncreased number of Aboriginal and Torres Strait Islander researchers publishing research and successfully applying for grants and scholarshipsIncreased number of Aboriginal and Torres Strait Islander people in academic or research positions	Facilitate capacity building to support Aboriginal and Torres Strait Islander researchers’ grant and scholarship applications to external research and development institutes and programs, such as the Australian Research Council (ARC), the National Health and Medical Research Centre (NHMRC) and the Discovery Early Career Research Award (DECRA)
	Ensure Aboriginal and Torres Strait Islander researchers have access to external resources, including professional memberships and associations, in order to progress research.
	Develop an Indigenous research mentoring program that comprises visiting Indigenous research scholars, writing workshops, guest speakers and international exchange and engagement
	Develop an Indigenous emerging scholars incubator for providing a space for mentorship and peer-support, developing an academic profile, submitting peer-reviewed publications, applying for grants, publishing PhD monographs and building relevant qualifications towards future promotions processes
	Support Aboriginal and Torres Strait Islander researchers to prepare conference papers and deliver them at key national and international conferences, and academic forums.
	Acknowledge the contribution of and promote the success of Aboriginal and Torres Strait Islander researchers
	Encourage high-performing Aboriginal and Torres Strait Islander HDR students to seek employment at Macquarie



MANAWARI (DISCOVER)

GOAL AND TARGETS	STRATEGIES
ENGAGE INDIGENOUS KNOWLEDGES IN CROSS-DISCIPLINARY RESEARCH	Continue to develop <i>Byala</i> (Let’s Talk), a University-wide Indigenous research cluster for Indigenous and non-Indigenous researchers engaged in Indigenous research
KPIs: <ul style="list-style-type: none">Increased positive University-wide Indigenous research outputsGrowth in Indigenous research income and investment	Identify key expert research areas for investment that will contribute to the University’s profile and reputation in Indigenous research
	Build the number of interdisciplinary Indigenous honorary academic appointments, such as conjoinants and adjuncts
DEVELOP SYSTEMS, STRUCTURES AND PROCESSES THAT PROVIDE CULTURALLY EMPOWERING AND RESPONSIVE RESEARCH ENVIRONMENTS	Build the number of research and postdoctoral fellows
	Build the number of HDR cultural advisers
	Provide appropriate academic professional development training in Indigenous research methodologies to ensure supervisors can effectively supervise both Indigenous candidates and non-Indigenous candidates undertaking Indigenous-related research
	Identify appropriate Indigenous supervisors, through honorary or conjoint academic appointments, for HDR students
	Complete compulsory module in HDR 30 ‘Orientation for HDR Supervisors’ – Djurali Cultural Safety Training for HDR Supervisors
	Provide <i>Manawari Respect Reciprocity Relationship</i> training to all staff engaged with Indigenous research and HDR supervision, including managers and supervisors of Aboriginal and Torres Strait Islander academics
	Encourage the practice of including appropriately academically qualified Indigenous supervisors on supervisory panels and using appropriately academically qualified Indigenous examiners
	Evaluate the University’s ethics processes and guidelines in conducting ethical Indigenous research to ensure best practice in Indigenous contexts
	Review the PURE data management system to include fields and keywords that contribute to the collection of Indigenous-specific research data
	Aim to coordinate and centralise all Indigenous-related research undertaken by the University, across disciplines and departments



2.

Prepare world-ready higher degree research candidates

“Be proud of your Culture – it is not a barrier to your aspirations, dreams and achievements, but it is the essence of who you are and the qualities that you have as a person.”

Honourable Ken Wyatt AM MP
Minister for Indigenous Australians
First minister in the Australian Government

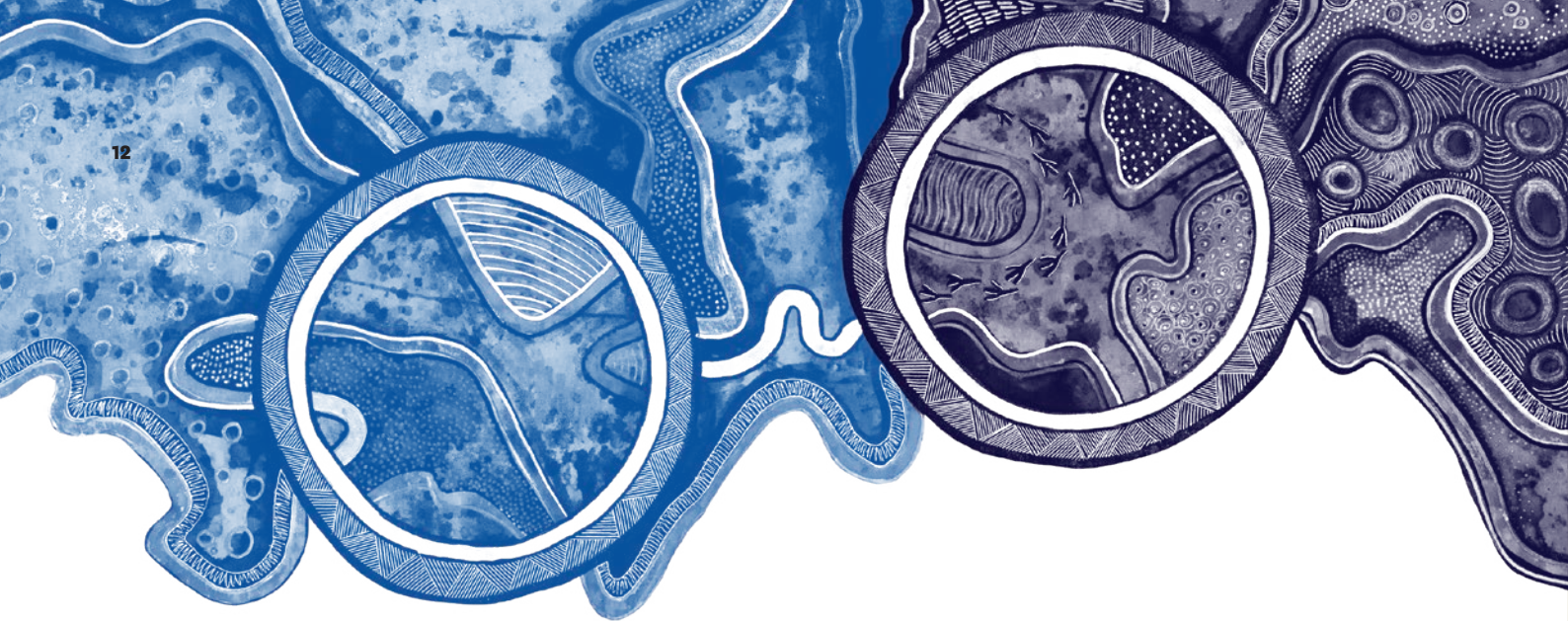
DJURALI (EVOLVE)

GOAL AND TARGETS	STRATEGIES
ENSURE THE RESEARCH NEEDS OF INDIGENOUS COMMUNITIES ARE MET	Determine the research needs of Indigenous communities, and respond with responsive approaches
KPIs: <ul style="list-style-type: none">• Positive community feedback• Strengthened relationships with Indigenous communities regarding research• Strong and empowered Indigenous communities	Build on existing projects and research strengths within Macquarie to initiate research directions that address gaps, particularly those identified by Indigenous communities
	Develop opportunities based on the ‘Storytelling to Country’ model to communicate research outcomes with communities
	Make post-completion funds available to HDR students to enable research outputs to be shared with Indigenous partner communities
	Support researchers undertaking Indigenous research to negotiate intellectual property and protocol agreements with Indigenous communities
	Regularly promote Indigenous research and researchers within Indigenous communities

BADUWA (ASPIRE)

GOAL AND TARGETS	STRATEGIES
INCREASE ABORIGINAL AND TORRES STRAIT ISLANDER HDR STUDENT ENROLMENTS	Develop a marketing plan to target potential Aboriginal and Torres Strait Islander HDR students
KPI: <ul style="list-style-type: none">• Increased number of Aboriginal and Torres Strait Islander HDR students	Develop a scholarship program for Aboriginal and Torres Strait Islander HDR students
	Encourage appropriate Aboriginal and Torres Strait Islander second-year to final-year students and coursework masters students into HDR study opportunities by linking them with research-active academics as mentors
	Profile current Aboriginal and Torres Strait Islander HDR students, alumni and quality supervisors





MANAWARI (DISCOVER)

GOAL AND TARGETS	STRATEGIES
INTEGRATE INDIGENOUS-LED RESEARCH KNOWLEDGES AND PERSPECTIVES INTO THE UNIVERSITY CURRICULUM	Develop an Indigenous framework for Indigenous learning and teaching, ensuring Indigenous-led research content is at the forefront
KPI: <ul style="list-style-type: none">A learning and teaching, and research environment within the University that is rich in Indigenous knowledges and perspectives	Acknowledge across all areas of the University the significance of the Indigenous Connected Curriculum Framework in linking solid undergraduate, postgraduate and HDR pathways to Indigenous research
	Include a mandatory Indigenous component through the HDR Learning Skills program, particularly to assist candidates whose research is not touching on Indigenous knowledges and perspectives

DJURALI (EVOLVE)

GOAL AND TARGETS	STRATEGIES
INCREASE PROGRESSION AND COMPLETION RATES OF ABORIGINAL AND TORRES STRAIT ISLANDER HDR STUDENTS	Establish an Indigenous HDR mentoring program
KPI: <ul style="list-style-type: none">Increased Aboriginal and Torres Strait Islander HDR progression and completion rates	Initiate an early- and mid-career milestone process that ensures clear research plans are devised by the student and the supervisory team
	Hold informal gatherings for Aboriginal and Torres Strait Islander HDR students
	Develop initiatives that encourage families and communities to support HDR students
	Develop an online portal for Aboriginal and Torres Strait Islander HDR students and early-career researchers that provides detailed information on resources and support available, as well as how to publish academic research and apply for research grants, and research collaboration and contacts

3.

Engage as a world-recognised research collaborator of choice

“Indigenous methodologies are a vigorous and active field of knowledge production involving Indigenous peoples from around the world, including Australia, applying their own lenses, perspectives and understandings to social research and methodologies.”

AILEEN MORETON-ROBINSON AND MAGGIE WALTER
Authors of *Indigenous Methodologies in Social Research*

BADUWA (ASPIRE)

GOAL AND TARGETS	STRATEGIES
PURSUE LOCAL, NATIONAL AND INTERNATIONAL PARTNERSHIPS THAT ARE MUTUALLY BENEFICIAL AND AUTHENTIC	Ensure the Forum for Indigenous Research Excellence (FIRE) is appropriately resourced and supported
KPIs: <ul style="list-style-type: none">Positive and innovative Indigenous research environment within the UniversityIncreased partnerships within Indigenous research	Host an International Indigenous research symposium
	Sustain and promote the ‘Journal of Global Indigeneity’ as a strong contributor of Indigenous knowledges and scholarship locally, nationally and internationally
	Build strong foundations for international research partnerships that contribute to the University’s research agendas
	Collaborate with relevant businesses and organisations to create research partnerships that contribute to the University’s research agenda
	Strengthen the connections between Indigenous scholars and Indigenous communities both nationally and internationally

MANAWARI (DISCOVER)

GOAL AND TARGETS	STRATEGIES
BUILD MUTUALLY BENEFICIAL, LONG-TERM ENGAGEMENT WITH INSTITUTIONAL COLLEAGUES, LOCALLY, NATIONALLY AND INTERNATIONALLY	Develop opportunities for local and international Indigenous HDR candidates to participate in the University’s cotutelle and joint PhD programs
	Build participation of Indigenous research in the ARC College of Experts
	Contribute to the University’s ARC engagement and impact assessments regarding Indigenous research impact studies
	Contribute to national reviews on Indigenous research ethics through the NHMRC, the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS), the Australian Medical Council (AMC), and others
KPI: <ul style="list-style-type: none">• Positive exposure of the University’s Indigenous research agenda both nationally and internationally	



4.

Deliver research with world-changing impact

“Indigenous knowledge, practices and innovations must be respected, protected and maintained.”

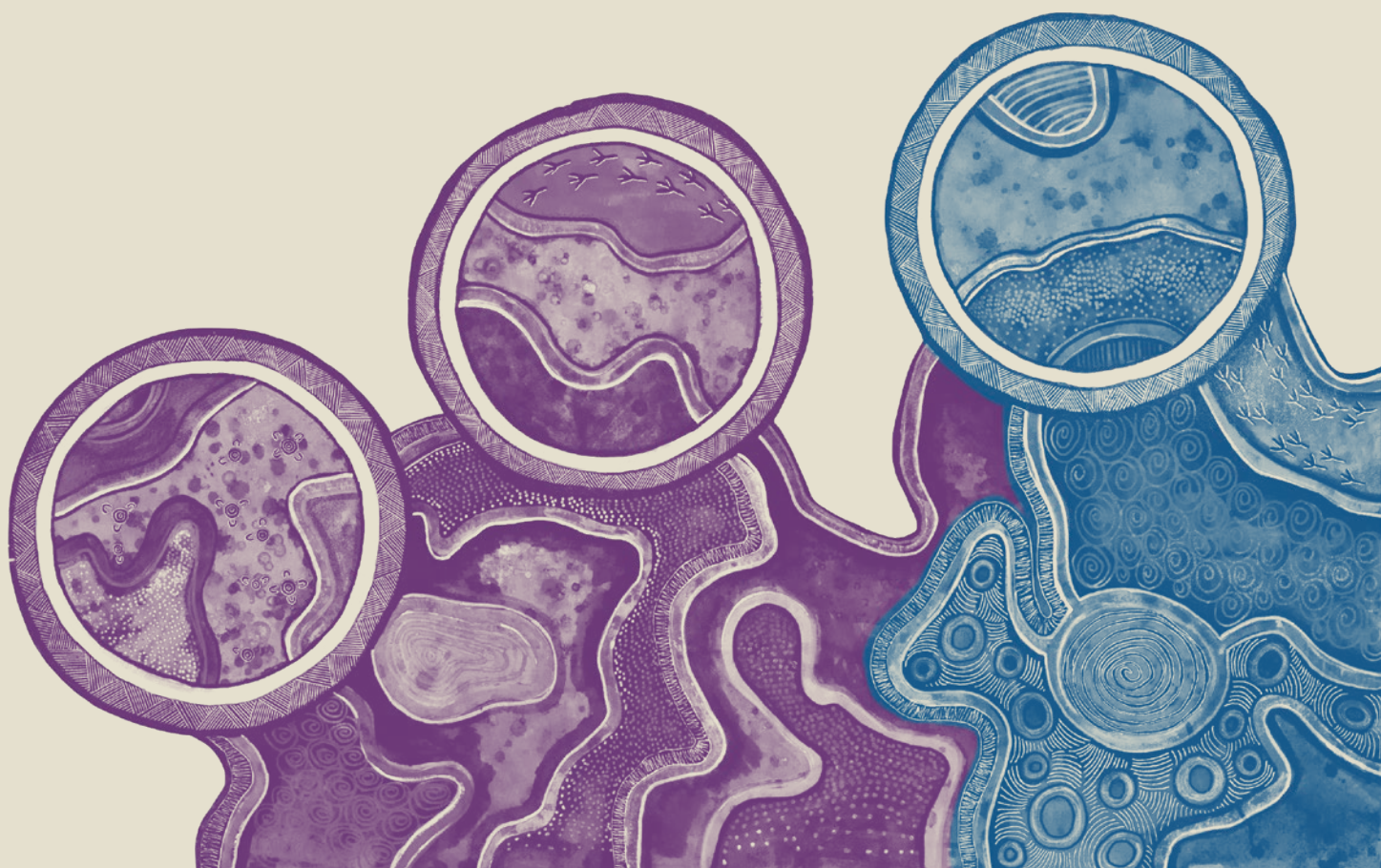
GUIDELINES FOR ETHICAL RESEARCH IN AUSTRALIAN INDIGENOUS STUDIES (PRINCIPLE 5) AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES

BADUWA (ASPIRE)

GOAL AND TARGETS	STRATEGIES
FOSTER AN ENVIRONMENT THAT FACILITATES DIVERSE FORMS OF KNOWLEDGE CREATION	Participate in the World Indigenous Nations Higher Education Consortium (WINHEC) and its associated affiliations: the World Indigenous Research Alliance (WIRA) and the World Indigenous Nations University (WINU)
	Increase co-authored publications and grant applications in the global arena
KPIs: <ul style="list-style-type: none">• Increased active research engagement in diverse forms of Indigenous knowledges• Increased in diversity of Indigenous publications and successful grants	

DJURALI (EVOLVE)

GOAL AND TARGETS	STRATEGIES
STRENGTHEN EXISTING PARTNERSHIPS TO DRIVE DISCOVERY AND UNDERPIN INNOVATION WITHIN INDIGENOUS RESEARCH	Work towards developing a multi-disciplinary University Indigenous Research Centre with a theme of ‘Indigenous knowledges, contemporary challenges and opportunities’, that seeks to produce critical insights into the politics, cultures and social practices of Indigenous peoples.
	Introduce Indigenous research streams aligned to a research centre that recognises Macquarie University as an expert cluster in: <ul style="list-style-type: none">• Knowledges and cultural practices• Digital citizenship and innovation• Health and wellbeing of individuals and communities• LBGTQI+ politics and identities• Policy, governance, and political activism
	Engage with Indigenous communities through existing Macquarie partnerships, such as the Wattamattagal Bunyuwal Aboriginal Advisory Committee, to identify where there is evidence for major impacts within Indigenous research
KPI: <ul style="list-style-type: none">• At least two major Indigenous research breakthroughs during the lifetime of this plan	



MORE INFORMATION

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