Australian National University

Professional Staff Forums for Indigenous Staff

Collecting insights for the ANU 2030 Strategy, Indigenous Implementation Planning Process

Background:

The **ANU By 2030 Strategy** makes clear that ANU has an ongoing responsibility to Indigenous peoples. As the University works to translate that commitment into the Indigenous Strategy and its implementation, the Indigenous Strategy Special Committee (ISSC) has requested a series of forums be held with ANU community members to guide implementation.

As part of this work, we would like to invite Indigenous Professional Staff of ANU to participate in the ANU Indigenous Strategy Special Committee (ISSC) Professional Staff Forum, co-led by Matthew Talbot (GM, CASS) and Jessica Bulger (Senior Fellow, CBE).

Purpose and Format:

The purpose of the Forum is to hear directly from Aboriginal and Torres Strait Islander professional staff about what ANU should do to strengthen the experience, support and career opportunities of Indigenous staff across the University. We recognise that Aboriginal and Torres Strait Islander staff have already contributed significant time, expertise and insight through previous consultations. This Forum is not intended to ask you to repeat what has already been communicated. Instead, the discussion will focus on how change should happen, what support staff need, and what the University should deliver.

Your contribution to this discussion will directly inform the work that follows. The workshops are designed to develop practical recommendations on Indigenous leadership and governance, workplace culture and cultural safety, career development and progression, professional staff pathways, and where ANU should focus its support and investment over the next three to five years. You will also help determine which recommendations should be taken forward through the ANU Indigenous Strategy, which should be addressed through its implementation, and which areas require further development.

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How the sessions will work:

To make it as easy as possible for Aboriginal and Torres Strait Islander professional staff to participate, we will run **three 90-minute sessions over a two-week period, from 26 October to 6 November**.

You only need to attend **one session**. The sessions will cover the same core discussion and provide the same opportunity to contribute, so you can choose the session that best fits with your work and other commitments.

There will be:

- **Two online sessions**, scheduled at different times of the day and on different days of the week.
- **One in-person sessions on campus**, providing an opportunity for staff who prefer to participate face-to-face.

The aim is to provide genuine flexibility and make participation as accessible as possible. We recognise that staff have different work patterns, responsibilities and calendars, so rather than asking everyone to attend at one time, we are providing a range of options to suit different work rhythms and schedules.

Each session will provide a facilitated space to share experiences, identify priorities and contribute practical ideas about what ANU needs to do to better support Aboriginal and Torres Strait Islander professional staff.

Process and Follow-up:

Following the Forum, feedback from the workshops will be brought together in a thematic report to inform advice to the University Executive on the Indigenous Strategy and its implementation. The report will also be shared with participants. The intention is that the Forum leads to clear, practical advice and defined accountability for what happens next, rather than consultation without follow-through.

Thank you for considering the invitation. We recognise the time involved in participating and are very grateful for the expertise you would bring to this work.