Aboriginal and Torres Strait Islander Peoples Policy

Purpose	**This Policy addresses the recruitment, admission, participation and completion of Aboriginal and Torres Strait Islanders as students.**
Location	**The policy is maintained on owncloud**
Responsible executive	**Chair of Academic Board**
Responsible office	**Chair of Academic Board's Office**
Contact officer	**TBA**
Effective date	**29 June 2020**
Review date	**TBA**
Modification history	**Version 1.0**
Related documents	**AITC Student Code of Conduct** **AITC Non-Academic Misconduct Policy and Procedure** **AITC Student Support, Welfare and Wellbeing Policy**
Authority	**Approved by Council**

1. Purpose

This Policy addresses the recruitment, admission, participation and completion of Aboriginal and Torres Strait Islanders as students.

2. Scope

This Policy applies to all AITC staff and all students (or prospective students) for all AITC Courses.

3. Policy

AITC acknowledges and embraces the diversity of students and staff in its Courses and in its operations and understands that different students require different levels of support and assistance during their studies. AITC will recruit and admit Aboriginal and Torres Strait Islander (ATSI) people who meet the admission requirements as outlined in the AITC Admissions Policy and Procedure as students.

3.1 Recruitment and Admission

Students who identify as ATSI students may be eligible for special consideration for enrolment and admission as students under the AITC *Student Admissions Policy*. To be eligible for special consideration, students who identify as being of ATSI decent must:

- be of ATSI descent;
- identify themselves as being of ATSI descent when making an application;
- be accepted as an ATSI in the community where they live (or have lived); and;
- be able to provide a Confirmation of Aboriginality.

Once a student has identified that they are of ATSI descent and have provided the relevant information and documentation, they will be asked to attend an interview at the AITC campus. The interview will be conducted by a senior member of staff, which may include the CEO, the Academic Dean, and/or the Registrar.

The purpose of the interview is to assess if additional support is required to provide the ATSI student with the best opportunity to succeed in their academic endeavours. Additional support can include:

- English Language Support;
- Additional Academic and Tutorial Support;
- IT and Systems Support;
- Counselling and Mental Health Services;
- Cultural Support; and;
- Pastoral Support.

3.2 Participation

AITC wants to assist ATSI students with their transition into higher education. This can be achieved through an understanding of their current educational achievements and capabilities and bridging any gaps through the provision of additional support.

AITC will work with the ATSI students to encourage early intervention where students require additional support. AITC will incorporate the following to aid ATSI students:

- Being considerate of issues that impact on ATSI Peoples' socio-economic and cultural priorities;
- Connecting with appropriate groups who offer guidance with teaching and learning programs for ATSI people; and;
- Providing support and mentoring for staff to ensure that the learning environments, curricula, resources and assessments cater for the requirements of ATSI students.

Below are links that AITC will use to access information and guidance on how to facilitate participation by ATSI students:

https://www.acer.org/au/research/areas-of-research/indigenous-education
https://aiatsis.gov.au/
https://www.education.gov.au/aboriginal-and-torres-strait-islander-higher-education
https://www.universitiesaustralia.edu.au/policy-submissions/diversity-equity/indigenous-higher-education/

Academic staff will be required to pay special attention to ATSI students' participation and progress. The *AITC Student Progression, Exclusion and Graduation Policy* provides mechanisms for the early identification and intervention to maintain their satisfactory academic progress. ATSI students who have received special consideration and additional support when admitted will be monitored carefully by academic staff, provided with opportunities to engage in early intervention strategies to get the student 'back on track' if they are having difficulties.

The Academic Board (AB) will be provided with regular reports on student attrition, progression and completions. These reports will include subcategories of student cohorts, particularly for ATSI students and students who have been admitted with additional support. The AB will receive these reports at least twice per year and will use this data to drive continuous improvement.

3.3 Completion

ATSI students who graduate may require additional support to facilitate career transition. AITC will provide as much assistance and support to ATSI graduates as needed. AITC will support ATSI students' career choices and employment opportunities both within and beyond their communities. AITC will encourage ATSI students and graduates to take up membership of relevant professional bodies.

3.4 Monitoring and Review

The Academic Dean will be responsible to monitor and review the participation, progress, and completion of ATSI students through the *AITC Monitoring Review and Improvement Procedure*. This will facilitate improvements to admission policies, teaching and learning and support strategies for ATSI students.

Appendix
Industry and Professional links

This policy provides the following resources for AITC staff.

Below are important links:

http://acs.org.au/contnt/dam/acs/acs-annual Australian Computer Society (ACS)-Annual-Report-2019_FA_web.pdf

https://allianceict.com.au. …an Alliance of Indigenous Communities of Technology and they deliver innovation for the benefit of underprivileged people.

https://ravencapitalpartners.ca …Raven Indigenous Capital Partners is an investment firm that invests from a platform of Indigenous values into social enterprises can address the biggest social, economic and environmental challenges that Aboriginal people…

https://en.wikipedia.org/wiki/Indigenous_peoples Indigenous peoples, also known in some regions as First peoples, First Nations, Aboriginal peoples or Native peoples, or autochthonous peoples, are ethnic groups who are the original …

https://bthechange.com/the-future-of-social-enterprise-needs-indigenous-innovation-3df 9/11/2017 · By empowering Indigenous **technologists** to work in these fields, Animikii is embodying its stated values and bringing Ward's full vision for the organization…

https://prezi.com/dejrmc4xbvhd/indigenous-science-and-technology-in-the-ph INDIGENOUS SCIENCE AND TECHNOLOGY IN THE PHILIPPINES CONCLUSION indigenous science is important ….

AITC will encourage ATSI graduates to engage with ATSI, government, industry, professional associations, employer groups, and other non-government organisations further their careers and promote the employment of other ATSI graduates. This will be done through groups such as the Aurora Project, which started out to promote ATSI lawyers but has grown to encompass other projects in the broader area of Indigenous education. Their website is:

https://auroraproject.com.au/opportunities-aboriginal-and-torres-strait-islander-students-and-graduates