

Cultural Competence

*Developing mutually respectful
conversations and safer
communities for staff and students*



Welcome

- People are the key
- Great place to work
- Complex, large organisation
- We're here to provide the best teaching, learning & research
- Rich with opportunity

So who are we?

a snapshot of UniSA staff



University of
South Australia



76%

Academic staff with a
doctoral qualification



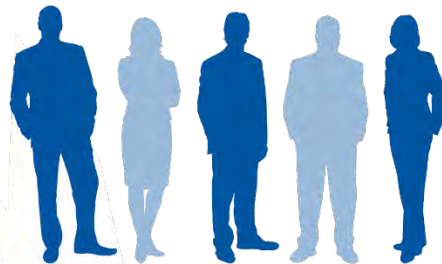
55

Staff Birthdays
(average per week)



44 yrs

Median age



2716

Total staff headcount

43% ACADEMIC - 57% PROFESSIONAL



An internationally diverse
workforce represented by

605

staff

BORN OVERSEAS

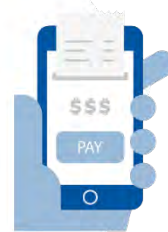
10 yrs

Average length
of service



477

New
appointments
(in 2018)



6779

Payment summaries
(in 2019)



**RESPECT.
NOW.
ALWAYS.**

UNIVERSITIES AUSTRALIA

SAGE
SCIENCE IN AUSTRALIA
GENDER EQUITY

**UnISA joins
SAGE
Athena SWAN Pilot**

University of South Australia

Driving equity and diversity across the University



SafeZone

University of South Australia

Protecting your safety

SafeZone is a smart phone based safety initiative for use on all UniSA Campuses.

The free App connects directly to UniSA Security for assistance or emergency support.

Cyber Security


HumanPsychology
 Think. Feel. Perform. Better.


1300 277 924
 (free call)

Individuals

Think. Feel. Perform. Better.

Student Engagement and Equity

Who we are and what we do



Student Ombud

- Ensuring students receive fair & equitable treatment.



Student Engagement Unit

- Access & Inclusion
- Wurringka Student Services
- International Student Services
- Counselling & wellbeing services
- Career & employment advice.



Regional Engagement

- Mount Gambier Campus
- Whyalla Campus
- Port Lincoln Study Centre
- APY Lands Project.



University-wide projects

- Student complaints resolution
- Respectful & Safer Communities
- Academic Success Literacy Activity (ASLA).



Student Engagement and Equity

Respectful and Safer Communities



Equity & Access

- Access & Inclusion
- Ally Network
- Student Ombud



Policy

- Expected behaviours
- Reporting & Responding to unacceptable behaviours



Student Support Services

- Supporting students to reach their academic & personal potential



Environmental measures

- Culturally safe learning environments & study spaces



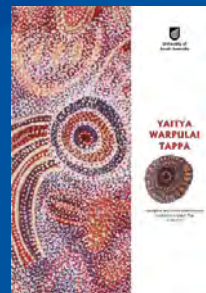
Supporting the UniSA culture

- Respectful and Safer Communities Steering Group
- Training, education & awareness raising
- Community engagement



Aboriginal Leadership and Strategy

These strategies centre around respect for Aboriginal Peoples and knowledges, and a commitment to two-way engagement, in which reciprocity and respectful relationships are at the core of all that we do.



- Stretch RAP builds on UniSA's history of leading in the reconciliation space
- Sets ambitious targets for Aboriginal participation in education and employment
- **545 Aboriginal Students (35,000+ students)**
- Advances a culturally safe and inclusive culture in which Aboriginal staff and students can thrive
- Significant UniSA milestone and a cornerstone RAP commitment
- Positions UniSA to grow impactful Aboriginal Research and guide staff engagement with Aboriginal Peoples
- Informed and shaped by engagement with Aboriginal Elders and UniSA staff
- Demonstrates respect for Aboriginal knowledges
- 3% employment target by 2025
- **Currently 13 Academic & 30 Professional Staff (1.4%)**
- Ambition to be an Employer of Choice for Aboriginal Peoples
- Building a connected community, sharing knowledges and ways of seeing and knowing so all our people thrive



Aboriginal Leadership and Strategy

Elders in Residence

About the Program

- 8 local Aboriginal Elders
- Facilitate relationship building between Elders and UniSA staff and students
- Value and acknowledge the important role Elders play in supporting and mentoring students
- Provide opportunities for Aboriginal knowledges and experiences to be shared

Yarning with Elders – What are respectful relationships?

Uncle Lewis Yarluburka O'Brien

Uncle Lewis is a senior Kurna Elder, educator, advisor, and counsellor, and writer and speaker of the Kurna language. He has been an Adjunct Research Fellow at UniSA since 2006 and is widely regarded as a leader of reconciliation and custodian of Kurna culture.

Aunty Lynette Crocker, Ngangki Burka

Aunty Lynette, a senior Kurna Elder, has been committed to reconciliation for the last 30 years. As an office bearer, advisor and consultant she is involved in community and local government committees and boards in the areas of reconciliation, native title, cultural heritage, conservation, Elders assembly, natural resources and education.



L: Uncle Frank Wanganeen, Vice Chancellor Professor David Lloyd and Chief Academic Services Officer Professor Marie Wilson participating in a smudging ceremony, as part of pan-pa pan-palya (conference) with SA Elders from across the state (Magill Campus, November 2019).





**University of
South Australia**