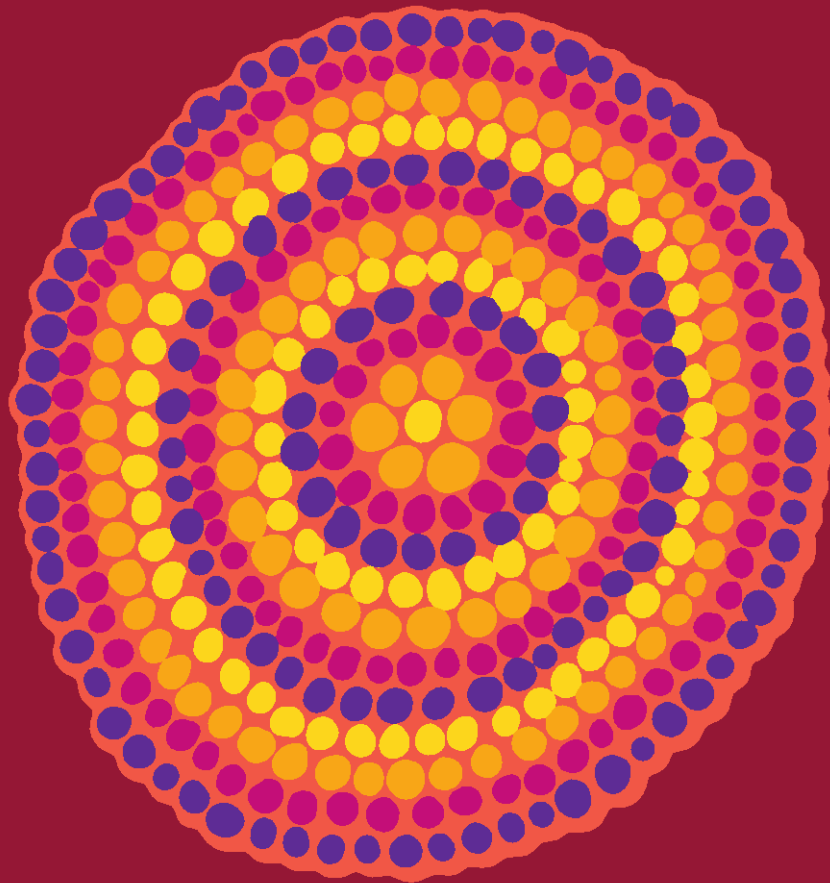


WESTERN SYDNEY
UNIVERSITY



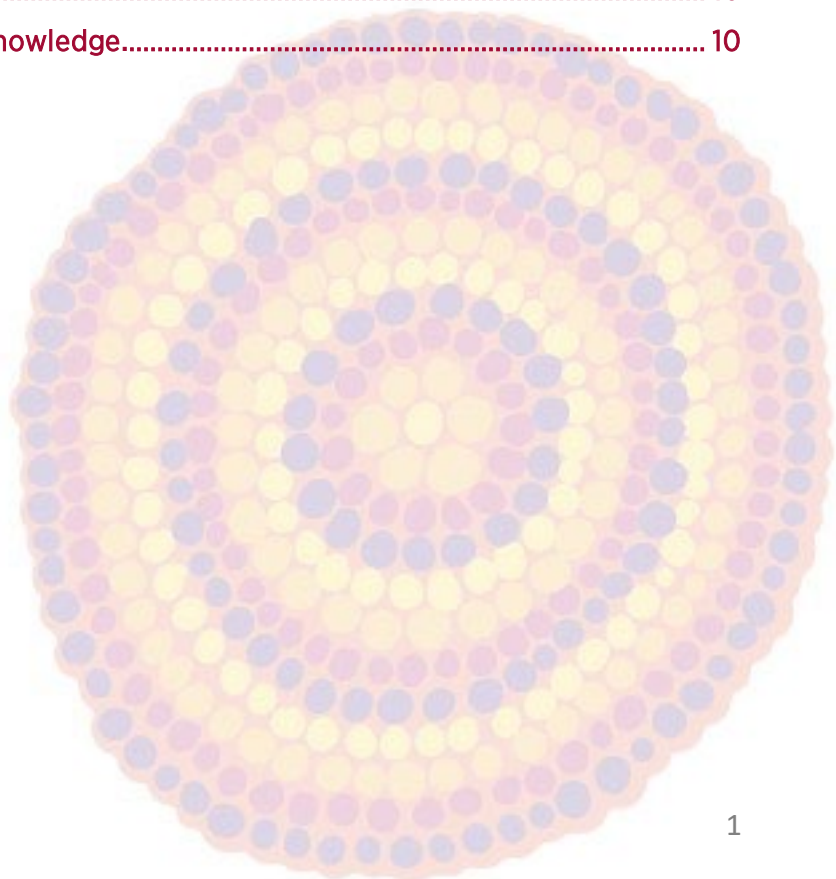
WSU Library Indigenous Strategy



2024 - 2025

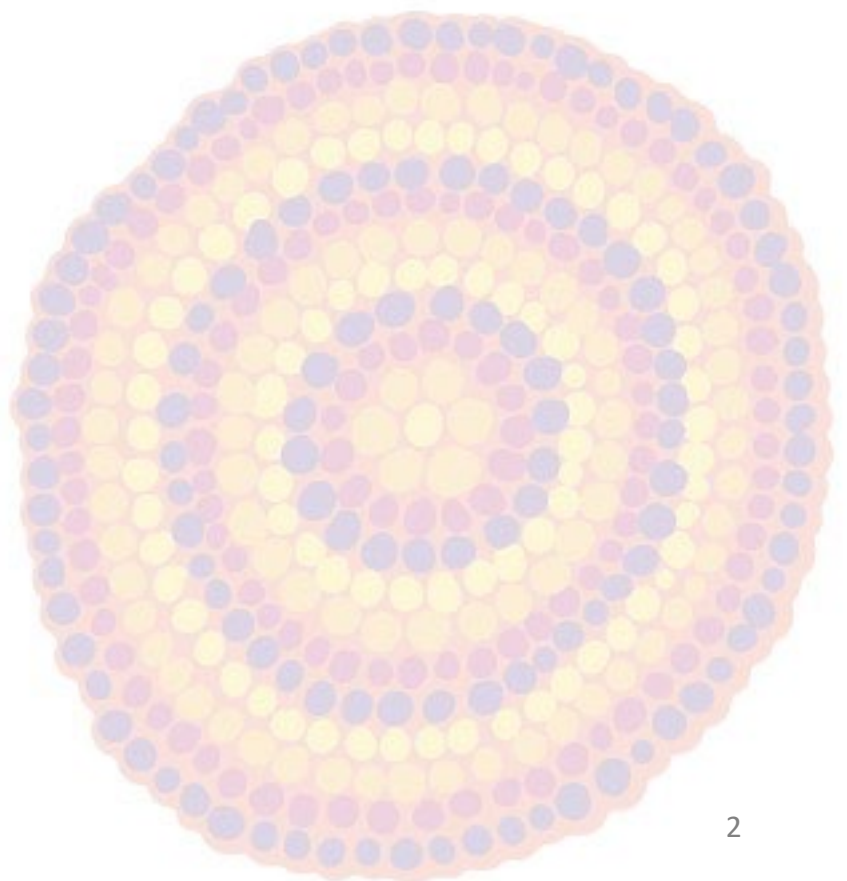
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ACKNOWLEDGEMENT OF COUNTRY

With respect for Aboriginal cultural protocol and out of recognition that its campuses occupy their traditional lands, Western Sydney University acknowledges the Darug, Eora, Dharawal (also referred to as Tharawal) and Wiradjuri peoples and thanks them for their support of its work in their lands (Greater Western Sydney and beyond).

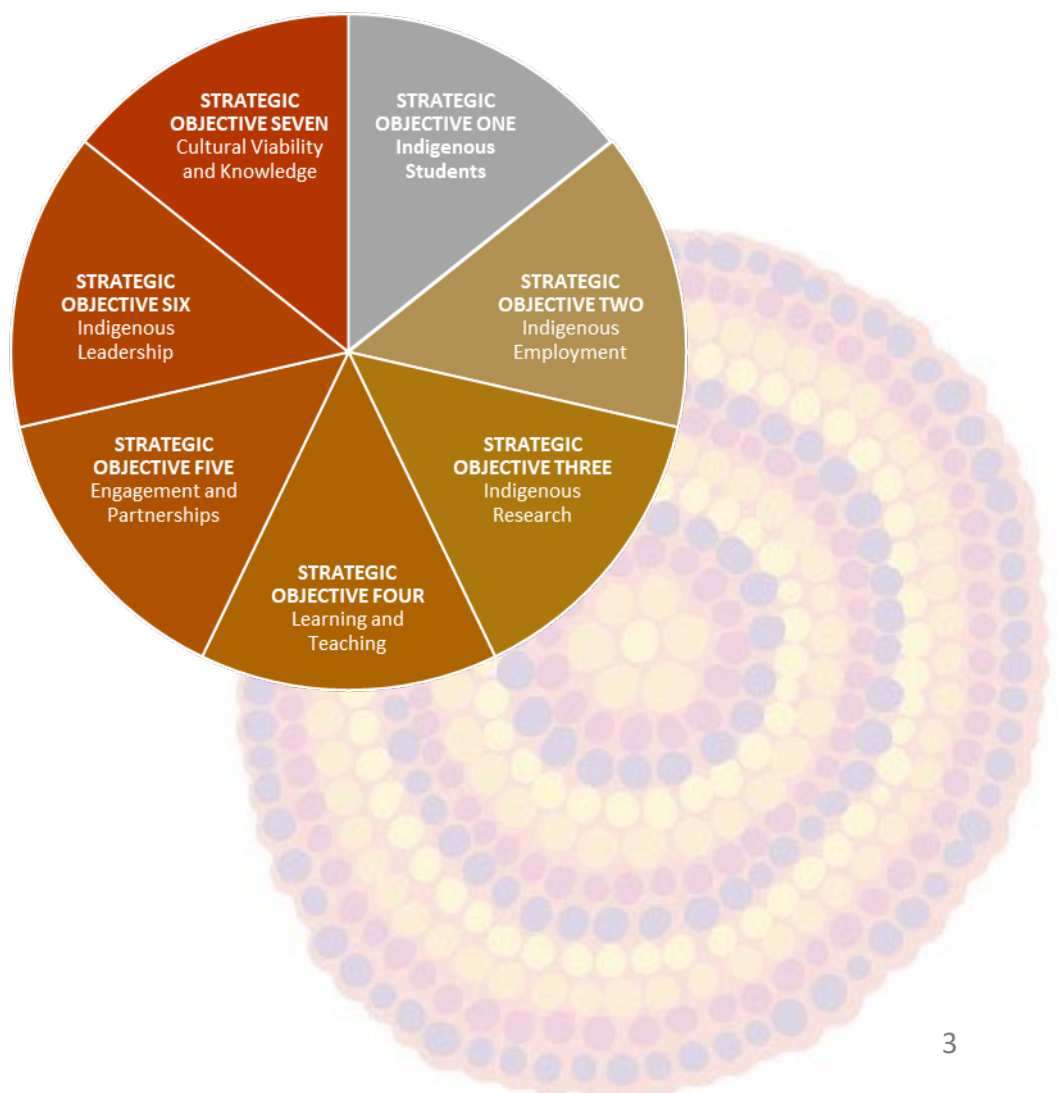


INTRODUCTION

As a centre for knowledge, learning and inclusivity on our campuses, the Library sees many opportunities to embrace and engage with Indigenous knowledges and ways of knowing to support the Western Sydney University Indigenous Strategy.

This Library Strategy is structured around the seven strategic priorities as articulated in the University Indigenous Strategy. Implementing the strategic objectives outlined in this strategy will also position the Library to engage with and support the storytelling hub/library within the Indigenous Centre of Excellence opening at Parramatta in 2026.

Western Sydney University Indigenous Strategic Priorities:



STRATEGIC OBJECTIVE ONE

Indigenous Students

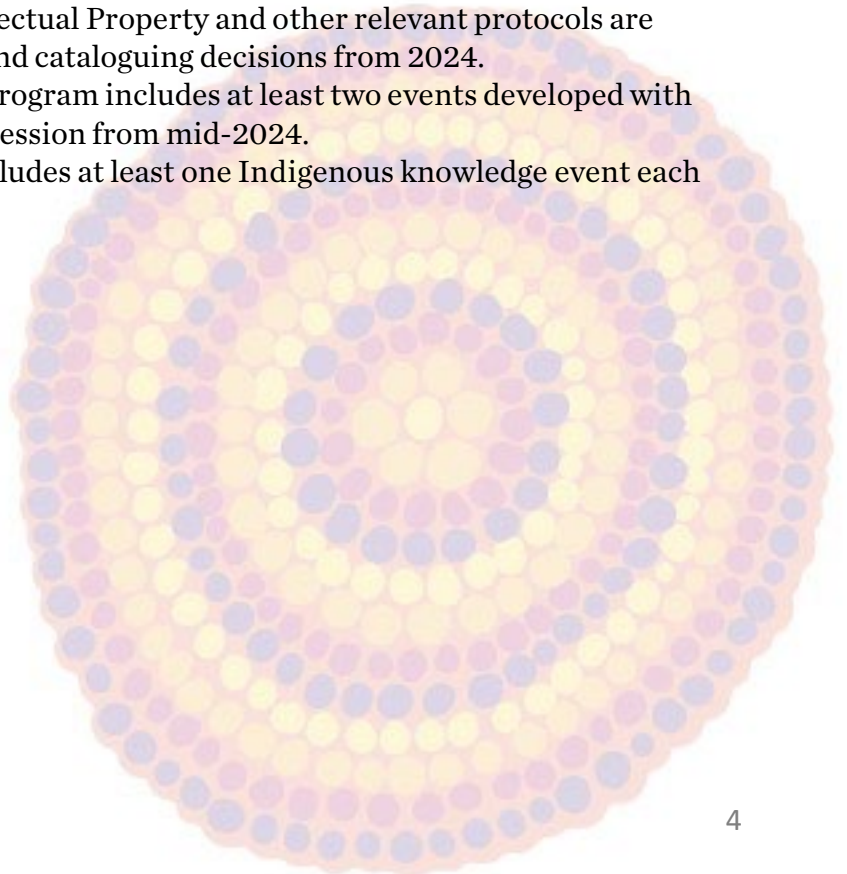
Provide opportunities for Indigenous Australian students to learn and succeed in an environment that promotes Indigenous excellence.

Strategies

1. Create welcoming and trusted spaces in consultation with Indigenous students, ensuring the Library supports their needs for study and research.
2. Build, in partnership with our Indigenous students and academic colleagues, culturally appropriate collections shaped by their knowledge and aspirations.
3. Apply Indigenous Cultural Intellectual Property and other relevant protocols, to our collections to create culturally sensitive collections.
4. Actively showcase Indigenous stories and successes within the Library context.
5. Partner with Badamini to develop and deliver academic literacy and learning events specifically for Indigenous Australian students.

Measures of success

1. Library spaces progressively incorporate Indigenous signage, artwork and learning, commencing with the Whitlam Library in 2025.
2. Our collections contain 90% or more of all works produced by Western Sydney University Indigenous academics and researchers.
3. Indigenous Cultural Intellectual Property and other relevant protocols are applied to all purchasing and cataloguing decisions from 2024.
4. The Academic Literacies program includes at least two events developed with Badanami each academic session from mid-2024.
5. The Outreach program includes at least one Indigenous knowledge event each year commencing in 2024.



STRATEGIC OBJECTIVE TWO

Indigenous Employment

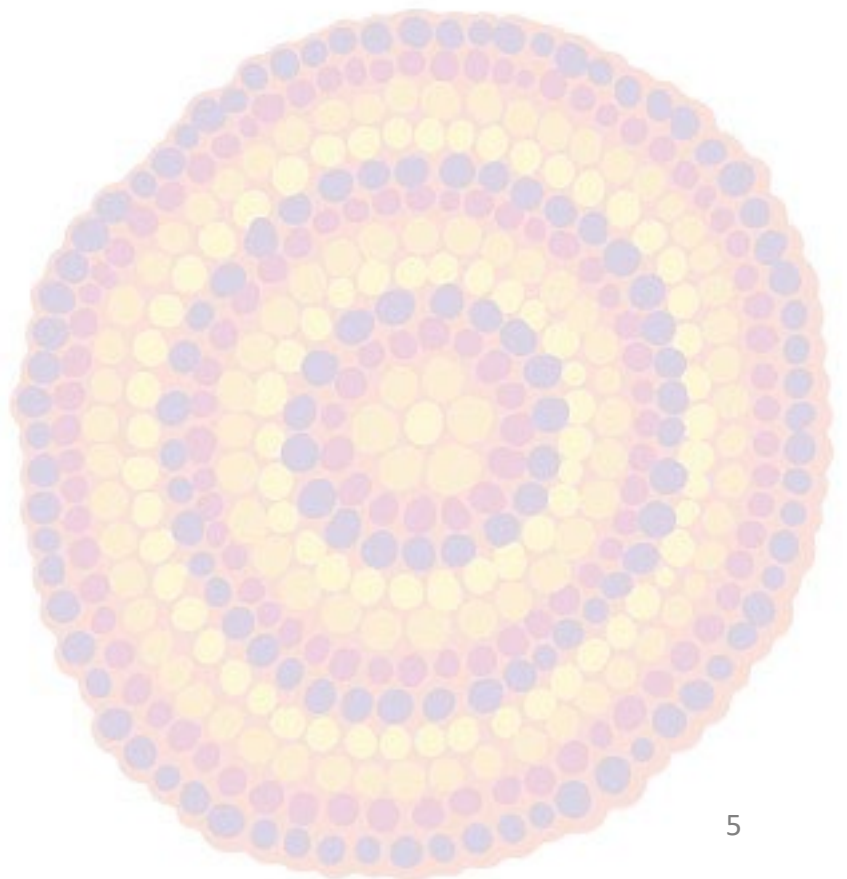
Position Western Sydney University as a place of choice for Indigenous Australians to work in an environment that supports and nurtures their careers.

Strategies

1. Build the proportion of Indigenous staff within the Library.
2. Develop strategies to welcome, recruit, and retain Indigenous staff and build cultural safety in the Library as workplace.
3. Create and facilitate greater opportunities for professional development, mentorship, and support for Indigenous staff members.
4. Creation of at least two identified Indigenous library positions.

Measures of success

1. Indigenous Library staff have access and time to engage with the University Indigenous programs and events.
2. One leadership staff position and at least one other position is occupied by Indigenous staff by 2025.



STRATEGIC OBJECTIVE THREE

Indigenous Research

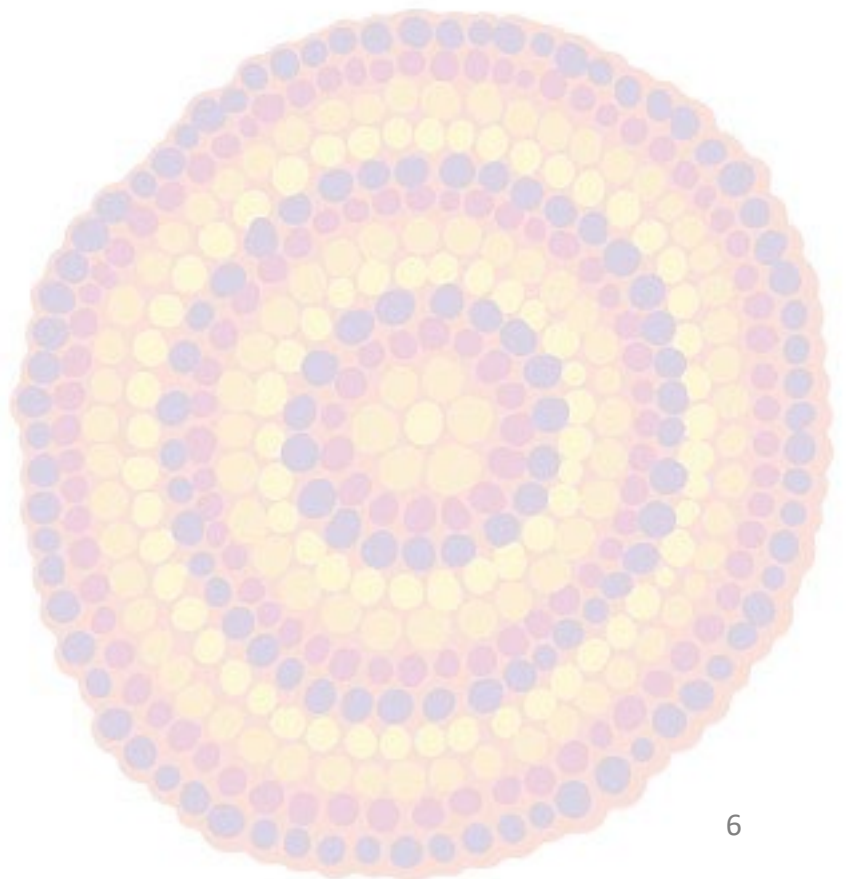
Develop the breadth and depth of Indigenous Research with a vision to promote research that empowers Indigenous Australians.

Strategies

1. Actively seek to showcase Indigenous stories and successes within the Library context in consultation with the Director of Indigenous research.
2. Proactive, systematic contact with all Indigenous Researchers and HDR candidates through School Librarians and the Research Support teams to enable research success and promulgation of outputs.

Measures of success

1. The Outreach program includes at least one Indigenous research event each session from mid 2024.
2. All Indigenous Researchers and HDR candidates are contacted individually by Library staff at least annually.
3. The Research Literacy events program includes at least one event promoting Indigenous ways of knowing and research.
4. The Library has a calendar of events for significant Indigenous cultural and academic events including Research Week and NAIDOC Week.



STRATEGIC OBJECTIVE FOUR

Learning and Teaching

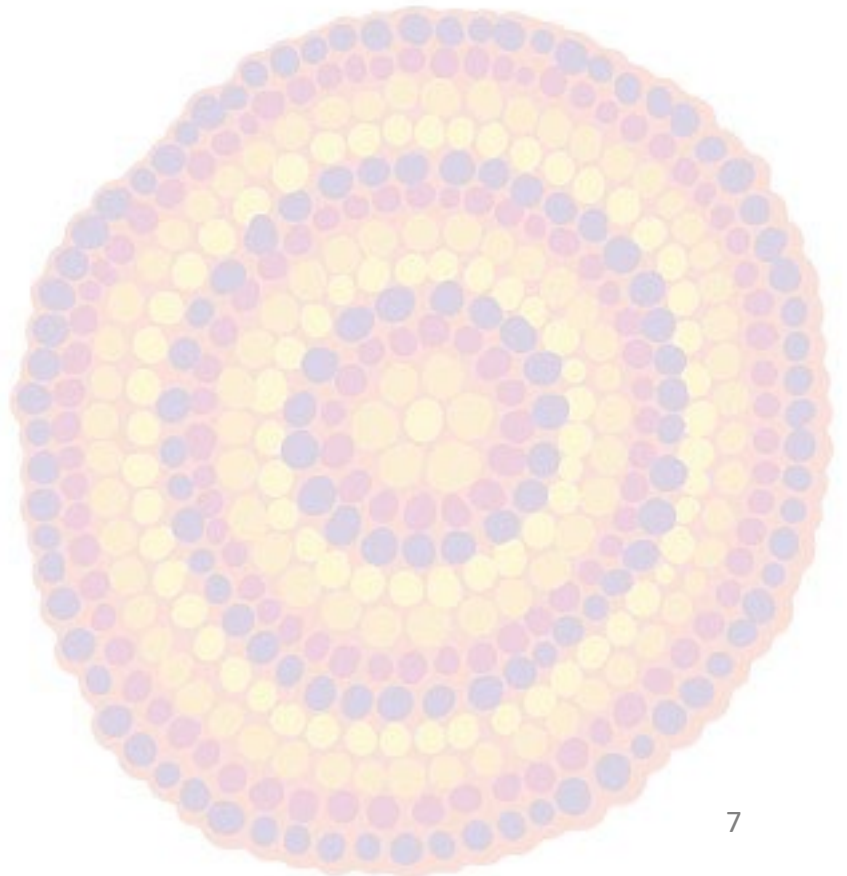
Ensure all students develop understanding and knowledge about Indigenous Australians through the Graduate Attribute.

Strategies

1. Library support of the Graduate Attribute in classroom contexts embeds knowledge and understanding of Indigenous Australians.
2. Ensure ongoing development of our Indigenous collections, including recognition of Indigenous authors in our catalogue and cultural sensitivity notifications at point of need online and in physical collections.
3. Collections in the Library are culturally safe, appropriate and support the aims of the Graduate Attribute.

Measures of success

1. Actively seek to showcase Indigenous stories and knowledges within the Library context including development of a library guide by the end of 2024.
2. Indigenous Cultural Intellectual Property and other relevant protocols are applied to all purchasing and cataloguing decisions commencing in 2024.
3. Embed and promote a curated online collection of our resources by Indigenous authors, Indigenous Researchers and HDR candidates as part of Indigenisation of the curriculum.



STRATEGIC OBJECTIVE FIVE

Engagement and Partnerships

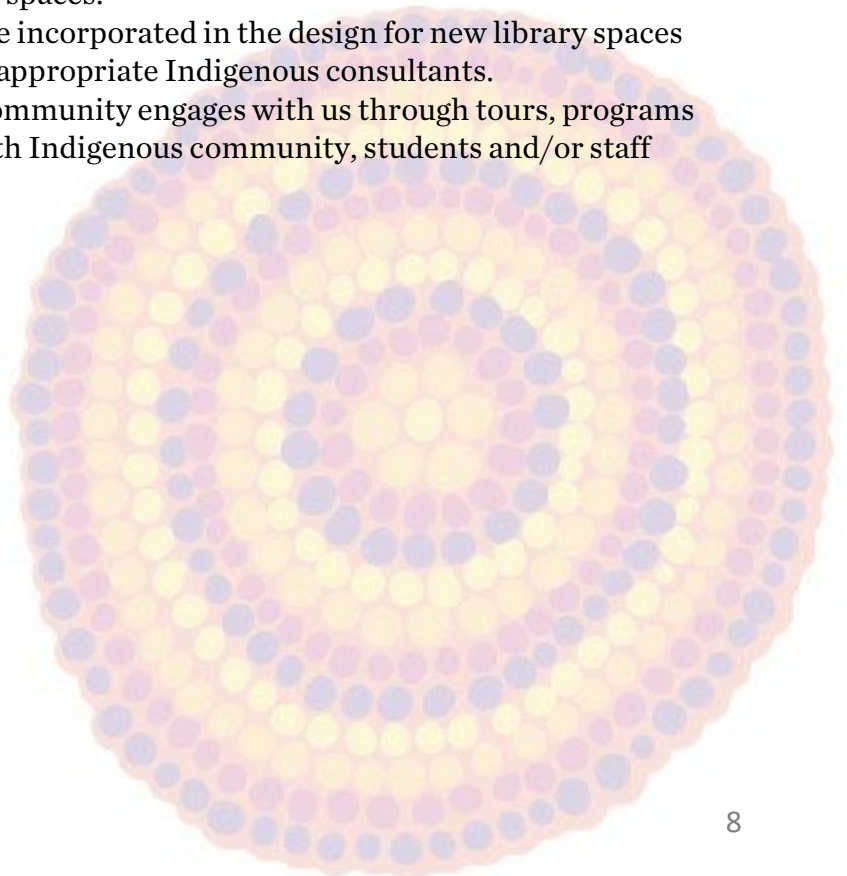
Promote Western Sydney University as a place that works with and for the Indigenous Australian community.

Strategies

1. Actively seek to engage Indigenous students and staff in the development of Library spaces, services and tailored resources.
2. Scope opportunities for engagement with local Indigenous organisations and identify any points of intersection and assistance.
3. Via Future Student Engagement identify opportunities for engagement with Indigenous students in local schools.

Measures of success

1. Library spaces and services are reflective of our Indigenous community, commencing with the Whitlam Library, including using bi-lingual signage.
2. Indigenous informational guides are promoted via the Library website and other library channels in consultation with the Pro Vice Chancellor Indigenous Education each year.
3. Acknowledgment of Country is a standard practice and is visible across our physical and online library spaces.
4. Cultural considerations are incorporated in the design for new library spaces through engagement with appropriate Indigenous consultants.
5. The broader Indigenous community engages with us through tours, programs and events co-designed with Indigenous community, students and/or staff members.



STRATEGIC OBJECTIVE SIX

Indigenous Leadership

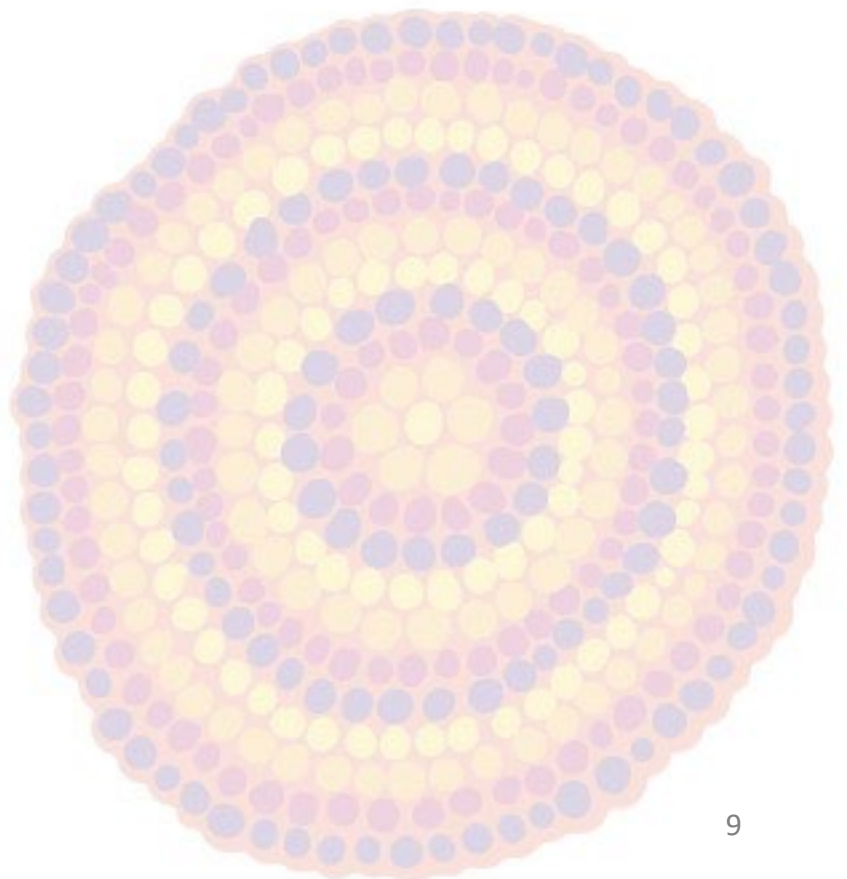
Provide leadership opportunities for Indigenous Australians across staff, students and community throughout Western Sydney University.

Strategies

1. Provide opportunities for Indigenous Library staff to develop leadership capacity.

Measures of success

1. Indigenous library staff attend leadership development courses as a result of active promotion of development opportunities.
2. Indigenous library staff at all levels take an active role in projects as part of developing leadership skills.



STRATEGIC OBJECTIVE SEVEN

Cultural Viability and Knowledge.

Build Indigenous cultural viability and knowledge across Western Sydney University.

Strategies

1. In consultation with the DVC Indigenous Leadership, scope the work needed to assist in Indigenising the curriculum, such as subject guides, curated collections and resource advice to academics.
2. Curated Library collections elevate visibility of Indigenous knowledge, culture and stories within Western Sydney University.
3. School Librarians actively promote to their academics the Indigenous knowledge resources, and Indigenous authors relevant to the Indigenising the curriculum process.
4. Library staff complete and apply Indigenous Cultural Knowledge training.

Measures of success

1. Pilot developed for at least one School for Indigenising the curriculum by the end of 2024 as a result of the scoping exercise.
2. Indigenous Cultural Intellectual Property and other relevant protocols are applied to all purchasing and cataloguing decisions commencing 2024.
3. At least one new or updated Indigenous curated collection is promoted annually.
4. All Library staff complete relevant Indigenous Knowledge training within their first 12 months of commencement.

