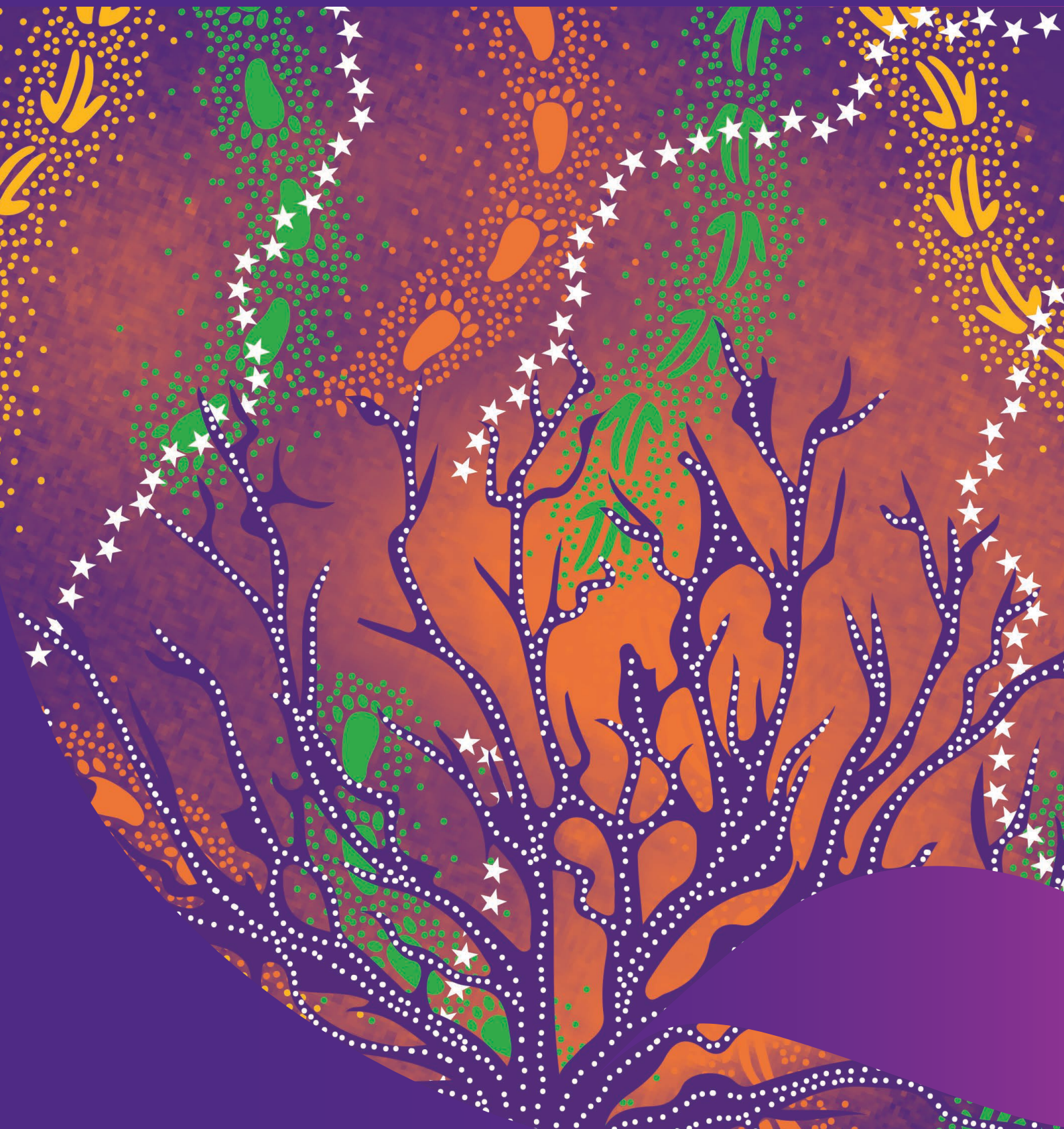




THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

The University of Queensland Aboriginal and
Torres Strait Islander Research and Innovation Strategy
2021 - 2025



A Guidance Through Time



After developing its inaugural Reconciliation Action Plan, The University of Queensland commissioned a major artwork as an iconic depiction of UQ, a visual representation of how we are working towards embodying reconciliation in all our core business.

Quandamooka artists Casey Coolwell and Kyra Mancktelow were successful in winning the commission and have produced an artwork that recognises our three major campuses, while also championing the creation of a strong sense of belonging and truth-telling about Aboriginal and Torres Strait Islander histories, and ongoing connections with Country, knowledges, culture and kin.

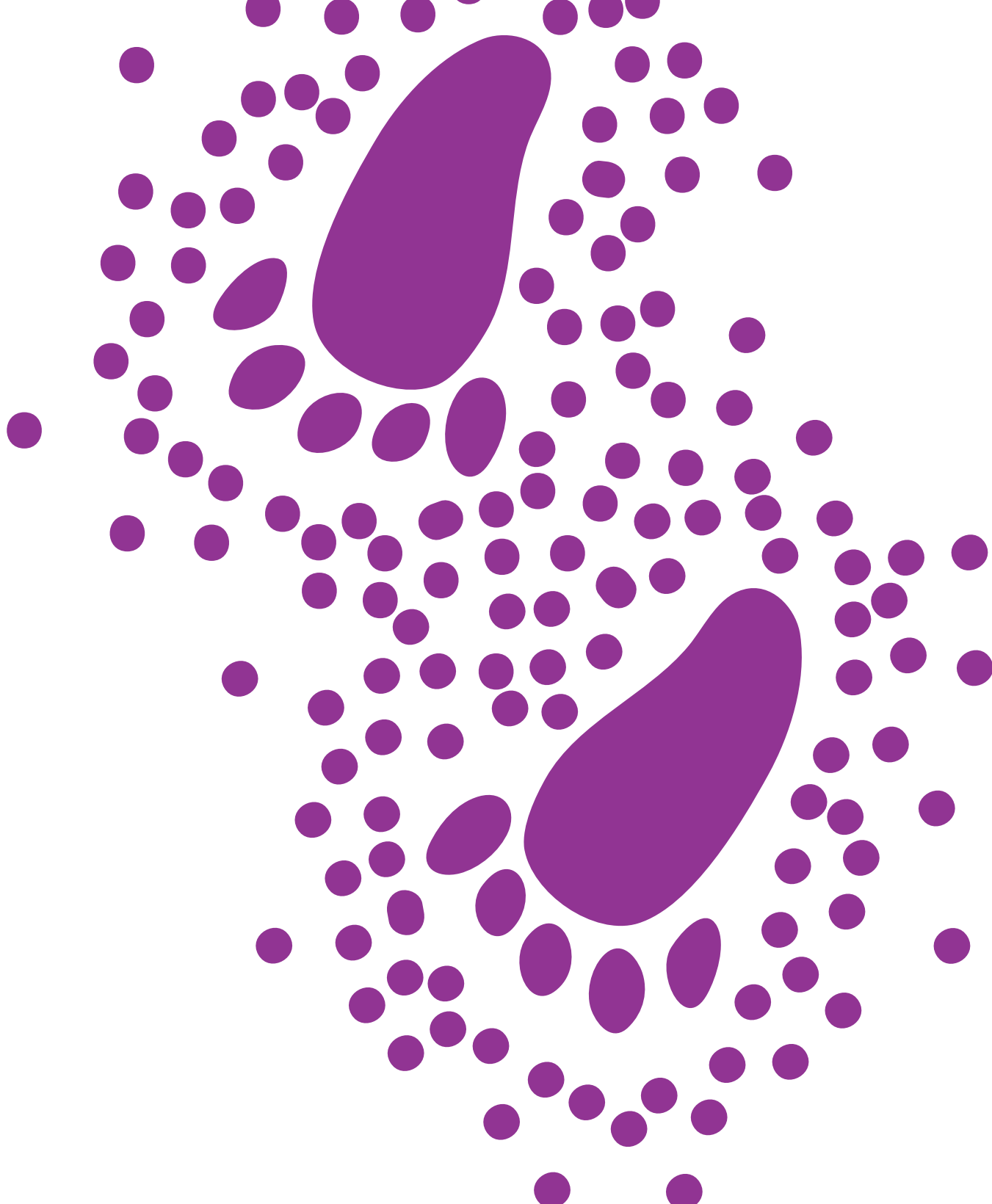
Although created as a single artwork, the piece can be read in three sections, starting with the blue/greys of the Herston campus, the purple of St Lucia and the orange/golds of Gatton.

The graphic elements overlaying the coloured background symbolise the five UQ values:

- The Brisbane River and its patterns depicted on the front cover, represent our *Pursuit of excellence*. Within the River are tools used by Aboriginal people to teach, gather, hunt and protect.
- *Creativity and independent thinking* is depicted through the spirit guardian, Jarjum (Child in Yugambeh language), and the kangaroo.
- The jacaranda tree, bora ring, animal prints, footprints and stars collectively represent *Honesty and accountability, Mutual respect and diversity and Supporting our people*.

A Guidance through Time will be displayed in a prominent position on UQ's St Lucia campus and is to represent and support reconciliation and Indigenous activities at UQ. It will be reproduced across a number of formats, including banners, websites, merchandise, social media, badges, cards and email signatures. UQ staff will be able to respectfully access the artwork and its complementary components via the UQ corporate style guidelines.





Acknowledgement of Country

The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which UQ operates.

We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country.

We recognise their valuable contributions to Australian and global society.

Opening Statements

The University of Queensland (UQ) Aboriginal and Torres Strait Islander Research and Innovation Strategy sets a course for the University to pursue ethical and responsible research that contributes to cultural, social, environmental and economic benefits for Aboriginal and Torres Strait Islander peoples and communities.

Development of this strategy brought the UQ research community together to consider our vision for Aboriginal and Torres Strait Islander research and innovation. Consultation across the University was marked by a recognition of UQ's potential to support and enrich Aboriginal and Torres Strait Islander communities in meaningful ways, but with an understanding of a need for change. For UQ to achieve its goals in relation to Indigenous research and innovation excellence, leadership, and accountability we must all commit to change within our systems and processes, and within ourselves.

Aboriginal and Torres Strait Islander ways of knowing, being and doing have deep histories, developed over at least 65,000 years. Reflecting upon this, we proceed from a position of humility, gratitude and respect for the many Aboriginal and Torres Strait Islander nations and peoples who continue cultural and spiritual connections to Country, and who carry Indigenous and Traditional Knowledge into the future.

Universities are institutions that are deeply tied to both their histories and traditions but also to the futures that are imagined in their laboratories, lecture theatres and halls. UQ welcomes and celebrates the emergent and evolving character of Aboriginal and Torres Strait Islander research and seeks to develop and support the leadership needed to sustain it going forward. This strategy outlines development opportunities and pathways for Aboriginal and Torres Strait Islander researchers, staff and students, and also aims to provide UQ's non-Indigenous research community with the knowledge, processes and systems to support ethical and impactful research with Indigenous communities. We thank every member of the UQ community who has contributed to the development and launch of this strategy and we look forward to working alongside you all to pursue the vision set out in the following pages.



Professor Bronwyn Harch
Deputy Vice-Chancellor
(Research and Innovation)

Professor Bronwyn Fredericks
Pro-Vice-Chancellor
(Indigenous Engagement)



I am very pleased to endorse the UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy. It is the culmination of a year-long process of development, with input from over 150 UQ staff and students who contributed generously through consultation and engagement.

This strategy joins the UQ Reconciliation Action Plan and the UQ Indigenous Employment Strategy as pillars of UQ's commitment to equity and inclusion. Since 2016, UQ has significantly increased numbers of Aboriginal and Torres Strait Islander academic staff and higher degree by research students. Indeed, we are proud to have a number of Australia's leading Aboriginal and Torres Strait Islander researchers among our staff. But there is no doubt that we can, and must, do more.

Through this strategy, we are acknowledging the need for continuing improvement and investment to position UQ as a national and international leader in Aboriginal and Torres Strait Islander research and innovation; and to support career progression for Aboriginal and Torres Strait Islander researchers. I commend the vision, values and action plan set forth in this strategy, and encourage all of UQ to support the implementation of this important document.



Professor Deborah Terry AO
Vice-Chancellor and President

Strategy Alignment

The UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy ('the strategy') operates in the context of standards, regulations and strategies across international, Australian and University domains.

International Alignments

The strategy is informed by the *United Nations Declaration on the Rights of Indigenous Peoples* (2007), and especially Article 31:

1. "Indigenous peoples have the right to maintain, control, protect and develop their cultural heritage, traditional knowledge and traditional cultural expressions, as well as the manifestations of their sciences, technologies and cultures, including human and genetic resources, seeds, medicines, knowledge of the properties of fauna and flora, oral traditions, literatures, designs, sports and traditional games and visual and performing arts. They also have the right to maintain, control, protect and develop their intellectual property over such cultural heritage, traditional knowledge, and traditional cultural expressions.
2. In conjunction with Indigenous peoples, States shall take effective measures to recognize and protect the exercise of these rights" (UNDRIP, Article 31).

The strategy also seeks to position UQ for compliance with the *CARE Principles for Indigenous Data Governance* and the *Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization to the Convention on Biological Diversity* (Nagoya Protocol), in particular Article 12. Traditional Knowledge Associated with Genetic Resources.

Local, State and National Alignments

UQ recognises and respects protocols for research partnership and engagement established by Aboriginal and Torres Strait Islander peoples, communities and organisations. Indigenous peoples' self-determination of their terms of engagement with research are primary. UQ further acknowledges the traditional rights and interests to land and waters of Aboriginal and Torres Strait Islander peoples, as recognised under the *Native Title Act 1993*.

The ethical principles and policies underlying this strategy are shaped by the Australian Institute for Aboriginal and Torres Strait Islander Studies (AIATSIS) *Code of Ethics for Aboriginal and Torres Strait Islander Research*, the National Health and Medical Research Council (NHMRC) *Ethical guidelines for research involving Aboriginal and Torres Strait Islander Peoples* and the *Australian Code for the Responsible Conduct of Research*.

In 2020 the Queensland Government passed the *Biodiscovery and Other Legislation Amendment Act*, recognising the Nagoya Protocol as the relevant international agreement concerning native biological material and Traditional Knowledge in Queensland. The Australia Council *Protocols for Using First Nations Cultural and Intellectual Property in the Arts* provides guidance regarding the rights of Indigenous people to their cultural heritage.

Under the *Commonwealth Scholarships Guidelines (Research) 2017*, the Australian Government supports increased access to research training for Indigenous students. The strategy also aligns with the *Universities Australia Indigenous Strategy*.

UQ Alignments

The strategy aligns with the UQ *Vision, Mission, Values and Strategic Plan*. It supports and complements the UQ *Reconciliation Action Plan* and the UQ *Aboriginal and Torres Strait Islander Employment Strategy, 2019-2022*.

Research and Research Training at UQ are governed by policies under Section 4 of the UQ *Policies and Procedures Library*.

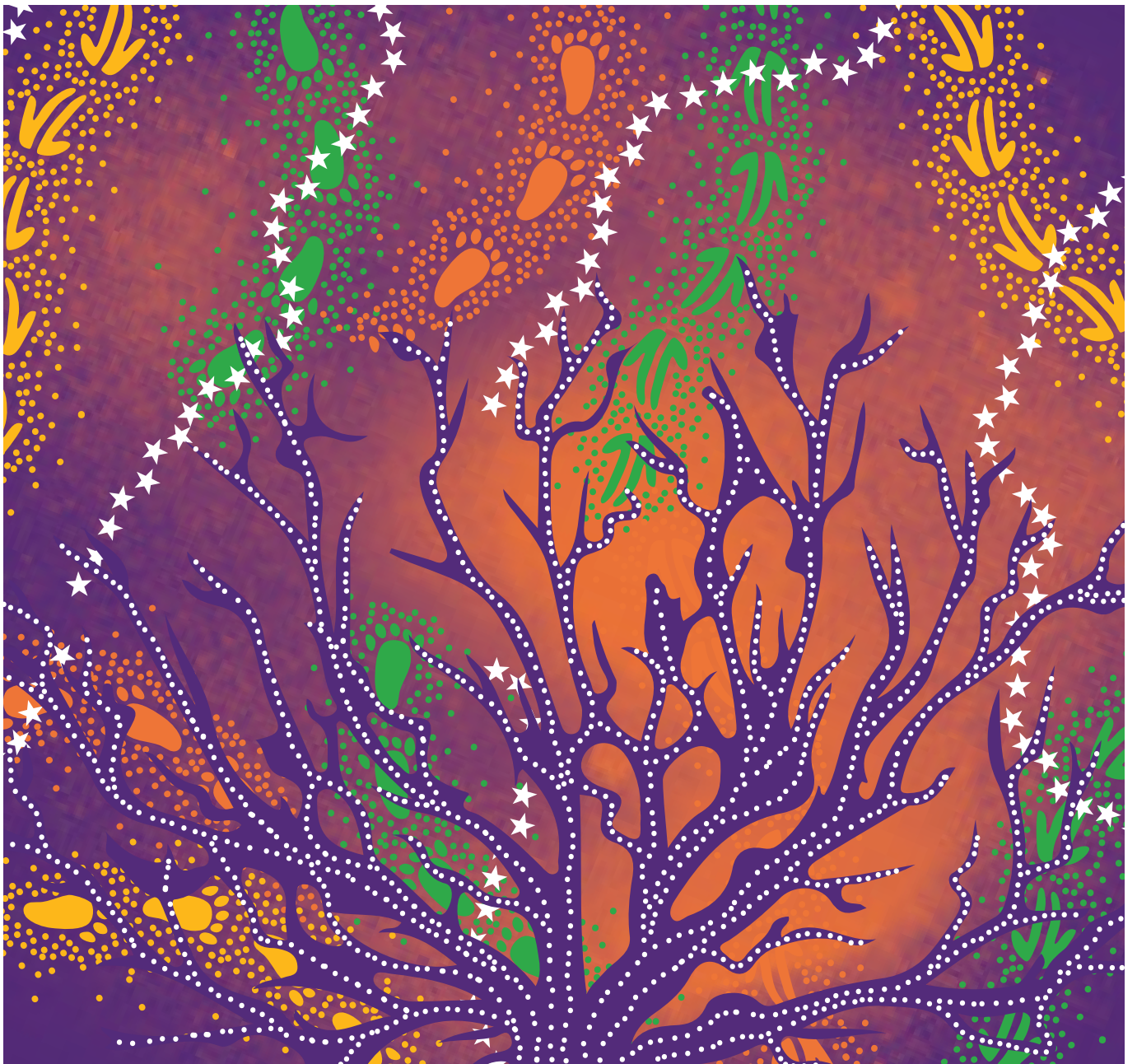
Definitions

Indigenous-Led Research and Innovation

Indigenous-led research and innovation is that in which Aboriginal and/or Torres Strait Islander peoples are leading the research and innovation through genuine decision-making responsibility in relation to the project from conceptualisation and throughout the conduct of the project, analysis of data, interpretation of findings, communication of results and translation or commercialisation of outcomes.

Aboriginal and Torres Strait Islander Research and Innovation

Aboriginal and Torres Strait Islander research and innovation includes all research or innovation that impacts or is of particular significance to Aboriginal and Torres Strait Islander peoples, including planning, collection, analysis and dissemination of information or knowledge, in any format or medium, which is about and may affect Indigenous peoples both collectively and individually. Aboriginal and Torres Strait Islander research and innovation also extends to the use of collections such as archives, datasets, collections of information or biospecimens that relate to Aboriginal and Torres Strait Islander peoples, lands, waters and knowledges.



Vision

Our vision is to leverage research as a tool of empowerment for Aboriginal and Torres Strait Islander peoples, communities and organisations. We will achieve this through nurturing a respectful and supportive University environment alongside a broad and robust program of research and innovation.

Values

The UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy upholds five core values:

1. Indigenous Research and Innovation Excellence

UQ recognises and values the ancient and emerging history of research and enquiry by Aboriginal and Torres Strait Islander peoples. We celebrate the work of Aboriginal and Torres Strait Islander researchers across disciplines and topics. We further recognise non-Indigenous researchers whose work contributes to positive outcomes for Indigenous peoples. We celebrate and acknowledge the vibrant global Indigenous research field, and seek to enhance UQ's position within it.

2. Indigenous Research and Innovation Leadership

Aboriginal and Torres Strait Islander research and innovation should be Indigenous led. This requires institutional investment in career progression for Aboriginal and Torres Strait Islander researchers. Where non-Indigenous people are working on Aboriginal and Torres Strait Islander research the project must be led by Indigenous perspectives and participation through best-practice engagement, collaboration, accountability and reciprocity.

3. Indigenous Knowledges and Methods

Indigenous Traditional Knowledges belong to Aboriginal and Torres Strait Islander peoples and research and innovation should always uphold Indigenous ownership of Intellectual Property and copyright. Indigenous research methods enrich approaches across disciplines, and UQ is committed to increasing education and understanding of Indigenous histories, cultures, and ways of knowing, being and doing. UQ acknowledges that Indigenous Knowledges are growing and evolving, and that Indigenous research and innovation fully encompass emerging approaches.

4. Respect

UQ values and respects Aboriginal and Torres Strait Islander peoples, their contributions to research and their connections to country. We recognise Aboriginal and Torres Strait Islander peoples' diversity, and acknowledge the importance of representation of Indigenous communities, peoples and nations within our institution. We express this through celebrating Indigenous leadership and excellence, and through including Aboriginal and Torres Strait Islander peoples in meaningful responsibility, inclusion and shared ownership across the research and innovation lifecycle. We commit to making UQ a culturally respectful and safe environment for Aboriginal and Torres Strait Islander researchers, partners, participants and communities.

5. Accountability and Integrity

We will uphold the highest ethical standards and work to set benchmarks of best practice in Aboriginal and Torres Strait Islander research and innovation, including in engagement, ethics, data management, research translation and Intellectual Property management. In this, we will be accountable to the UQ community, but especially to Aboriginal and Torres Strait Islander peoples.

These values reflect and align with the UQ corporate values: Pursuit of excellence; Creativity and independent thinking; Honesty and accountability; Mutual respect and diversity; and Supporting our people.

Strategic Imperatives

The UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy sets out **three strategic imperatives**, each tied to actions and to indicators for reporting. Actions encompass activities around policies, systems, staff and student development, investment and research communications.

1. Research Excellence and Impact

UQ will support Indigenous-led research and innovation. We will pursue best practice engagement with Aboriginal and Torres Strait Islander individuals, communities and organisations when partnering with UQ in research and innovation. We will champion Aboriginal and Torres Strait Islander research excellence and innovation that provide cultural, social, environmental and economic benefits for Aboriginal and Torres Strait Islander peoples and communities.

2. People and Opportunities

UQ will foster research, innovation and research training opportunities for Aboriginal and Torres Strait Islander researchers at all career stages in a supportive UQ environment. We will build Aboriginal and Torres Strait Islander research and innovation capacity by both Indigenous and non-Indigenous researchers to deliver positive outcomes for Indigenous peoples.

3. Enabling Environment

UQ will ensure its research systems and support services are proactively enabling Indigenous research excellence and impactful research translation for the benefits of Aboriginal and Torres Strait Islander peoples. We will promote informed practices in Aboriginal and Torres Strait Islander research and innovation for the meaningful engagement and reciprocity between researchers and the individuals and/or communities partnering and participating in the research.

Action Plan

Notes on the Action Plan

Action types:

- P = policy
- S = system
- \$ = investment or funding (extension of existing)
- \$\$ = investment or funding (new)
- D = staff/student development
- O = outreach & communications

Lead:

Wherever possible each action has been assigned a single Lead to coordinate activities and reporting. It is expected that each Lead will work collaboratively with colleagues across the university to deliver initiatives.

RESEARCH EXCELLENCE AND IMPACT

Focus	Action	Type	Reportable	Lead
Aboriginal and Torres Strait Islander Research and Innovation Excellence Standards	1.1 Review academic standards and performance criteria to ensure inclusion of appropriate Aboriginal and Torres Strait Islander research and innovation excellence activities.	P	Relevant activities added to the performance criteria	Provost
Community Engagement and Involvement	1.2.1 Establish a cross-disciplinary Aboriginal and Torres Strait Islander research and innovation hub to catalyse research partnerships and projects.	O \$\$	Hub in place. Case studies of outcomes	DVC Research and Innovation
	1.2.2 Establish a fund for research-related community engagement activities to seed research partnerships for funding opportunities.	\$\$	Funds awarded annually and grants outcomes	DVC Research and Innovation
Indigenous-led research	1.3 Establish UQ best practice guidelines for Indigenous leadership of Aboriginal and Torres Strait Islander research and innovation projects.	P	Proportion of Aboriginal and Torres Strait Islander research projects that are Indigenous-led	PVC Research
Celebrating Indigenous Research Excellence	1.4.1 Hold an annual Aboriginal and Torres Strait Islander Research Forum during Research Week with a linked public lecture series and visiting scholars scheme.	O \$	Research Forum is held annually with linked public lecture	DVC Research and Innovation
	1.4.2 Showcase Indigenous-led research and innovation across national and global networks and ensure Aboriginal and Torres Strait Islander research is represented in research marketing.	O	Annual review of research marketing for representation	Chief Marketing and Communications Officer
	1.4.3 Explore options to showcase Aboriginal and Torres Strait Islander research in library resources and systems.	S	Annual report on initiatives implemented	University Librarian
	1.4.5 Establish a podcast series showcasing Aboriginal and Torres Strait Islander researchers and Indigenous-led research and innovation projects.	O	Podcast established and active	University Librarian
	1.4.6 UQ Art Gallery, UQ Press, Anthropology Museum, and UQ Library celebrate Indigenous-led research in events and exhibitions.	O \$	Events and exhibition summaries	DVC External Engagement (Art Gallery and UQ Press) HASS Executive Dean (Anthropology Museum) University Librarian (Library)



Focus	Action	Type	Reportable	Lead
Research Network/s	1.5 Build research networks that encourage Indigenous-led research projects that deliver research outcomes, impact and innovation.	\$	Networks are established and active	PVC Research Global Change Institute Director



PEOPLE AND OPPORTUNITIES

Focus	Action	Type	Reportable	Lead
HDR Recruitment	2.1.1 Support the UQ Aboriginal and Torres Strait Islander Studies Unit to showcase UQ Indigenous research opportunities and success stories in outreach and engagement activities to high school students.	O	Case studies of research outreach in school engagement activities	PVC Indigenous Engagement
	2.1.2 Promote pathways to HDR study and the Aboriginal and Torres Strait Islander Research Scholarships to Aboriginal and Torres Strait Islander coursework students.	O	Coursework to HDR student conversion rates	Dean, Graduate School
	2.1.3 Provide guidance, mentoring and support from early on in undergraduate enrolment for Aboriginal and Torres Strait Islander students to foster an interest in research, innovation and HDR study.	O		Director, ATSI Unit
	2.1.4 Increase promotion of Summer and Winter Research Scholarships to undergraduate Aboriginal and Torres Strait Islander students and build a cross-disciplinary cohort experience for Aboriginal and Torres Strait Islander students in these programs.	O	Aboriginal and Torres Strait Islander student participation in the S/W Research Scholarships program Establishment of cross-disciplinary cohort experience	Director, Student Employability
	2.1.5 Develop materials and a communications plan to increase understanding among both staff and future students of the diverse pathways into HDR study for Aboriginal and Torres Strait Islander applicants.	O D	Increased Indigenous HDR enrolments from diverse backgrounds	Dean, Graduate School
HDR Student Experience and Career Development	2.2.1 Establish a professional development allocation for Aboriginal and Torres Strait Islander HDR student professional development, networking, field work and community engagement activities relevant to their research project.	\$\$	Establishment of fund and disbursement of funds to HDR students	Dean, Graduate School
	2.2.2 Establish a program to support cohort engagement and professional development activities for Aboriginal and Torres Strait Islander HDR students.	D \$	Establishment of Indigenous HDR Career Development Framework, including an individual development planner and calendar	Dean, Graduate School

Focus	Action	Type	Reportable	Lead
Advisors of Aboriginal and Torres Strait Islander Students	2.3 Require advisors of Indigenous HDR students to complete mandatory training.	D S	Added requirement to HDR advisor register	Dean, Graduate School
HDR Systems and Support	2.4.1 Ensure support for Aboriginal and Torres Strait Islander HDR student cohort is proportional to growth in HDR numbers, with an annual review of resourcing within the Graduate School and ATSI Unit.	\$	Uplift in 2021 and annual review of the ratio of Indigenous HDR enrolments and targeted support FTE	Dean, Graduate School and PVC Indigenous Engagement
	2.4.2 Promote collaborative partnerships in research training with Indigenous community organisations via advisory input, collaborative HDR projects, co-location and placements.	S \$\$	Numbers of Aboriginal and Torres Strait Islander HDR students completing placements, with external advisors, and working on projects in partnership with Indigenous community organisations	Dean, Graduate School
Early Career Researchers	2.5.1 Establish a co-funding model across Faculties/Institutes/Schools and Central to support employment and career pathways for Aboriginal and Torres Strait Islander ECRs.	D \$\$	Model implemented. Participation and outcomes evidence growth	DVC Research and Innovation
	2.5.2 Establish a program of professional development activities for Aboriginal and Torres Strait Islander ECRs.	D	Program established	PVC Researcher Development
Mid-Career and Senior Research Leaders	2.6 Strategic recruitment and retention of Aboriginal and Torres Strait Islander researchers and research teams.	\$\$	Confirmation, promotion and retention rates of Aboriginal and Torres Strait Islander researchers	Provost
Executive Cultural Competency	2.7.1 University Senior Executive Team, University Senior Leadership Group, Research and Innovation portfolio Directors, Faculty Associate Deans Research and Institute Deputy Directors Research to complete cultural competency training.	D	Training completion report	Provost
	2.7.2 University Senior Executive Team to participate in annual on-country engagement with Aboriginal and Torres Strait Islander community groups.	D	Activity report	Vice-Chancellor

ENABLING ENVIRONMENT

Focus	Action	Type	Reportable	Lead
Benefit Sharing and Reciprocity	<p>3.1 Create a suite of UQ best practice protocols, templates and guides, with aligned staff development, for research benefit sharing and reciprocity that empower both UQ researchers and our research partners to ensure:</p> <ul style="list-style-type: none"> • Free, prior, informed and staged consent • Mutually Agreed Terms • Agreed Benefit Sharing Agreements (including but not limited to benefits arising from commercialisation of research) • Traditional Knowledge and Intellectual Property benefit sharing and ownership • Research outcomes communication standards 	S D	Establishment of protocols and case studies of use Training established and participation reports	PVC Research
Research Commercialisation	3.2 Support commercialisation outcomes for UQ research and innovation that benefit Aboriginal and Torres Strait Islander peoples.	O	Case studies of commercialisation outcomes	UniQuest CEO
Research Ethics and Integrity	3.3.1 Implement the AIATSIS Code of Ethics by October 2021, with particular reference to human research ethics management and research governance.	S \$	Report on actions arising from implementation of AIATSIS Code of Ethics	PVC Research
	3.3.2 Establish appropriate staff development in Aboriginal and Torres Strait Islander research ethics that is available to all research and research support staff.	D	Staff development in place, targets for completion set, and participation report	PVC Research
	3.3.3 Establish and enforce minimum standards for training in Aboriginal and Torres Strait Islander cultural competency and research ethics for all members of UQ Human Research Ethics Committees as well as Research Ethics and Integrity staff	D	Establishment of minimum training standard for HREC members and Research Ethics and Integrity staff and evidence of training completion	PVC Research
Research Data	3.4.1 Implement CARE principles for Indigenous data governance across research and innovation management systems and databases.	S	Evidence of principles embedded in systems	PVC Research Infrastructure
	3.4.2 Establish appropriate staff development in Indigenous data governance that is available to all research and research support staff.	D	Staff development in place and participation report	PVC Research Infrastructure

Focus	Action	Type	Reportable	Lead
Research Systems	3.5.1 Mobilise grants and ethics applications processes as a point of screening to ensure that Aboriginal and Torres Strait Islander research projects meet Indigenous led research, ethics, data governance and reciprocity standards.	S	Clear processes in place for grants and ethics workflows to ensure best-practice standards are upheld	PVC Research
	3.5.2 Incorporate questions relating to Aboriginal and Torres Strait Islander research into enterprise research management systems in order to build insights to achieve strategy aims.	S	Questions embedded in systems and reported against annually	PVC Research
	3.5.3 Develop and deliver tailored training for research support staff across all units to help them build capacity to support action 3.5.1.	D	Staff development in place and participation report	PVC Research
	3.5.4 Promote opportunities for reduced indirect costs for Indigenous not for-profit and community organisations partnering with UQ researchers on Aboriginal and Torres Strait Islander research projects, as allowed for in the <i>Research and Consultancy Costing and Pricing Policy</i> .	\$	Numbers of projects where partners offered reduced indirect costs annually	PVC Research
Research Grants Support	3.6 Establish and deliver grants writing support and workshops for researchers applying to Indigenous competitive grants schemes.	D	Improved grants success rates in Indigenous research grants schemes	PVC Research
University Collections	3.7 Review status of UQ cultural collections held in the library, gallery, museums and archives to ensure that Indigenous communities have equitable access to the collections. Issues of control or access by Indigenous communities to aspects of the collections should be resolved as quickly as possible.	S	Report on review of collections. Publication of an advisory note on use of collections in UQ research	DVC External Engagement (Art Gallery) HASS Executive Dean (Anthropology Museum) University Librarian (Library)
Research Governance	3.8.1 Review all Research and Research Training policies in line with this strategy and the regulatory frameworks listed under Strategy Alignment above to implement best-practice values and principles in Aboriginal and Torres Strait Islander research and innovation.	P	Report on policy review and amendments	DVC Research and Innovation

ENABLING ENVIRONMENT (CONT.)

Focus	Action	Type	Reportable	Lead
Research Governance	3.8.2 Ensure cultural competency and cultural safety of research governance committees at central and Faculty/Institute levels through minimum training standards and use of appropriate cultural protocols.	S D	Evidence of cultural protocols as standing committee items, and chairs reports on cultural competency training completion by committee members.	DVC Research and Innovation and ADR/DDRs
Governance and Implementation of Aboriginal and Torres Strait Islander Research Strategy	3.9.1 Establish a standing item on Research Committee and HDR Committee agendas for updates on strategy implementation and initiatives.	S	Standing item on Research Committee and HDR Committee Agendas established	DVC Research and Innovation
	3.9.2 Annual report to Research Committee, HDR Committee and the UQ RAPOC on Strategy Action Items and Reportables	S	Annual reports provided to and considered at committees	DVC Research and Innovation
	3.9.3 Annual report to Research Committee and the UQ RAPOC on UQ's Aboriginal and Torres Strait Islander research profile, grants income, staff numbers, community engagement, research quality indicators and research impact.	S	Benchmarking report delivered annually	DVC Research and Innovation and PVC Indigenous Engagement







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