

Aboriginal and Torres Strait Islander
Research and Innovation Strategy
Annual Report 2021



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.





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Opening Statement

In 2020, the UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy ('the Strategy') was developed with broad input from across the UQ community. While the pandemic context meant the formal launch of the strategy took place in September of 2021, work to implement the Strategic Actions commenced at the start of the year, and we are proud to have seen significant progress already made.

The Strategy included a commitment to provide an annual report on progress. Regular reporting will help us to celebrate achievements and ensure we stay committed to the vision set out in the Strategy: for UQ to *'leverage research as a tool of empowerment for Aboriginal and Torres Strait Islander peoples, communities and organisations.'*

This report provides detail on achievements in 2021, including updates on investment, events, and appointments. These include the formal launch of the Strategy, which took place on 16 September as part of UQ's Research and Innovation Week. In 2021 we have seen the number of UQ's Aboriginal and Torres Strait Islander academic staff grow from 21 to 34 between March 2020 and March 2021. In the second half of 2021 UQ made notable Professorial appointments in Social Sciences, Medicine, and in the Aboriginal and Torres Strait Islander Studies Unit. We have also seen UQ invest in research support professional staff. Finally, this report provides a complete progress update against the Strategic Action Plan, with information provided by leaders from across UQ.

Taken together, these developments provide an incredible foundation for us to progress the ambitious Strategic Action Plan in 2022-25. We look forward to another year of working with colleagues across UQ to ensure that the institution is conducting ethical and responsible research that contributes to real cultural, social, environmental, and economic benefits for Aboriginal and Torres Strait Islander peoples and communities.

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

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

2021 Highlights

Presented on the following pages are some key highlights from across UQ that exemplify the impact that the implementation of the Strategy is having on staff, students, and the University as a whole.

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.

Focus: Celebrating Indigenous Research Excellence

Action: 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.

Office of the Deputy Vice-Chancellor (Research and Innovation) & Office of the Pro-Vice-Chancellor (Indigenous Engagement)

The second UQ Aboriginal and Torres Strait Islander Research and Innovation Forum was held at Customs House on Thursday 16 September 2021 as part of the University's Research and Innovation Week.

The Forum featured a showcase of research projects and a library presentation, and was followed by the Vice-Chancellor's official launch of the Aboriginal and Torres Strait Islander Research and Innovation Strategy 2021-2025. The event centrepiece was a panel discussion on the topic "**Traditional Knowledge in the University Research & Innovation Landscape**".

Co-hosted by Professor Bronwyn Harch and Professor Bronwyn Fredericks, the panel brought together seven speakers from the across the University and private industry:

- **Professor Brad Sherman** UQ Laureate Fellow, School of Law, UQ
- **Professor Gracelyn Smallwood AM** Adjunct Professor, James Cook University
- **Mr Jim Walker** Lecturer, School of Earth and Environmental Sciences, UQ
- **Adjunct Associate Professor Colin Saltmere AM** Managing Director, The Myuma Group
- **Mr John Locke** Director, Biocultural Consulting
- **Mr Michael Aird** Museum Director, Anthropology Museum, UQ
- **Professor Melissa Fitzgerald** Deputy Associate Dean Research – Research Partnerships, Faculty of Science and Chair in Food Science and Technology, School of Agriculture and Food Sciences, UQ.

The forum was attended by 63 staff, students, governmental officers, representatives of private industry, and staff from other tertiary institutions. The event was very well received, with attendees highlighting the disciplinary diversity of the speakers and the range of topics covered during the panel discussion.



Focus: Celebrating Indigenous Research Excellence

Action: 1.4.3: Explore options to showcase Aboriginal and Torres Strait Islander research in library resources and systems

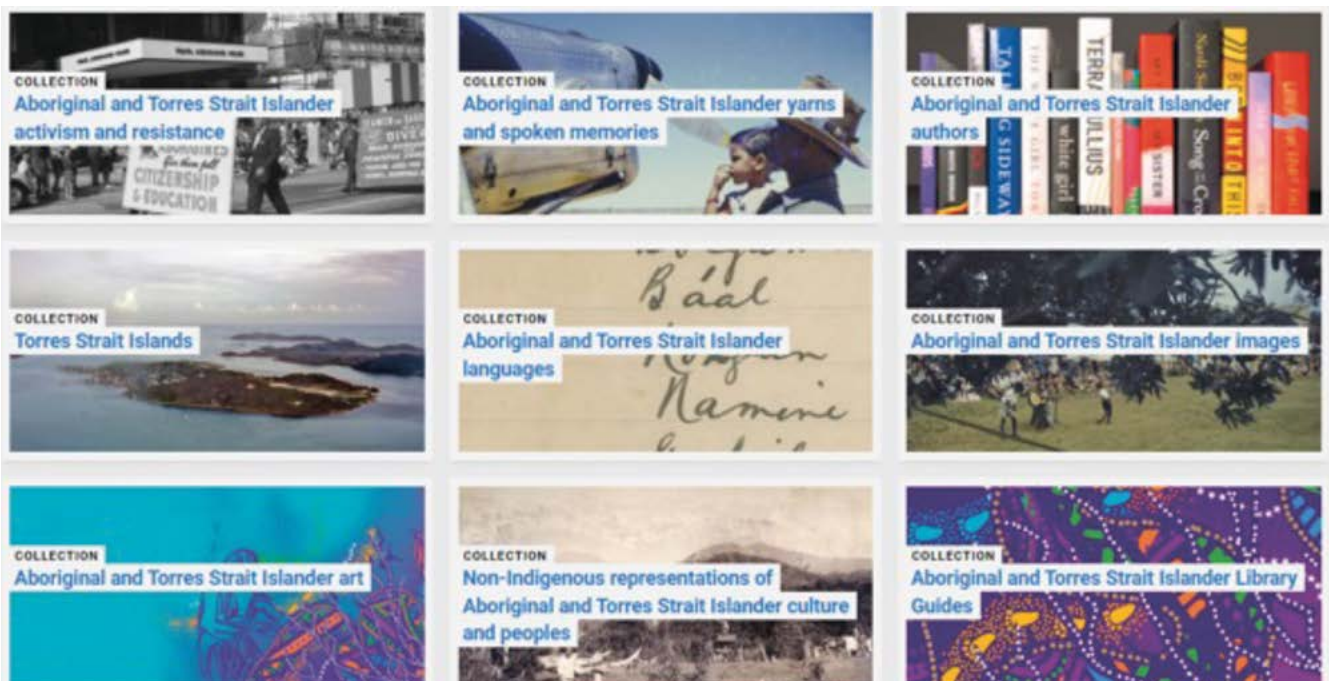
UQ Library

In 2021, the UQ Library began work to increase access to, and visibility of, Aboriginal and Torres Strait Islander materials across both general and special collections.

This resulted in the creation of **Aboriginal and Torres Strait Islander Resources**, a new discovery tool proudly launched during the 2021 NAIDOC Festival. This resource allows Library clients to easily search and browse curated collections containing Aboriginal and Torres Strait Islander materials in new ways. Presenting collections in this style, and linking them together in meaningful ways, means the UQ community are now able to readily access collections that contribute to the truth-telling and reconciliation national agenda.

Increasing access to the materials will facilitate the UQ community to have a more accurate and richer understanding of Australia's history and culture, as well as to provide contemporary cultural points of view. This important work is ongoing, with the Library building in processes to add new collections in future. An exciting addition will be a collection in 2022 based on UQ Aboriginal and Torres Strait Islander research. Currently, the collections are presented around the following themes and resource types:

- Activism and resistance
- Yarns and spoken memories
- Aboriginal and Torres Strait Islander authors
- Torres Strait Islands
- Aboriginal and Torres Strait Islander languages
- Images
- Art
- Non-Indigenous representations of Aboriginal and Torres Strait Islander cultures; and
- Aboriginal and Torres Strait Islander Library Guides



Focus: Mid-Career and Senior Research Leaders

Action: 2.6 Strategic recruitment and retention of Aboriginal and Torres Strait Islander researchers and research teams

Office of the Provost

The University made a number of key Indigenous academic appointments in 2021, in keeping with the “People and Opportunities” strategic imperative of the Strategy.



Professor Aileen Moreton-Robinson is based in the School of Social Science to engage with the Faculty of Humanities and Social Sciences, and work on projects with the Division of Indigenous Engagement. Professor Moreton-Robinson is a Goenpul woman of the Quandamooka people (Moreton Bay) and has most recently been Professor of Indigenous Research at RMIT University. She was appointed as Australia’s first Indigenous Distinguished Professor in 2016 and QUT conferred the title of Distinguished Professor Emeritus in 2019. She is a founding member of the Native American and Indigenous Studies Association and holds the current position of President Elect.

Aileen’s international reputation in the field of Critical Indigenous Studies is exemplified by a 2020 appointment as a member of the American Academy of Arts and Sciences, making Aileen the first Indigenous scholar to be elected from outside of the US since the Academy’s founding in 1780. Her books include the twentieth anniversary edition of her first monograph *Talkin Up to the White Woman: Indigenous Women and Feminism*

released in July 2020 selling over 2000 copies in a matter of days. Aileen is an established leader in higher education. She is the founding Director of the Australian Research Council’s National Indigenous Research and Knowledges Network, a national program that has capacity built Indigenous postgraduate students and early career researchers. She served as President of the National Aboriginal and Torres Strait Islander Higher Education Consortium (NATSIHEC) in 2019 and was a member of the executive for six years. NATSIHEC was appointed as an advisory body to government on Indigenous higher education. Aileen was appointed to Universities Australia’s DVC Research Committee as Indigenous advisor. She was elected as a Fellow of the Australian Academy of Humanities in 2020.



Professor Brendan Hokowhitu, who is Maori of Ngati Pukenga descent, is a greatly respected Indigenous academic and university leader with decades of experience and an extensive media profile in both New Zealand and Canada. He has served as Dean and Professor of Indigenous Studies at both the University of Waikato (NZ) and University of Alberta (Canada) and has held teaching positions at the University of Otago (NZ) and University of Victoria (Canada). His academic track record includes a range of innovations in course and curriculum design including the development of the 'Indigenous Canada' MOOC, which became the largest course in all of Canada, and the creation of an Indigenous Studies PhD at Alberta. Professor Hokowhitu is a Fellow of the Royal Society of New Zealand and recently became President of the Native American and Indigenous Studies Association. He has an extensive publication record including as lead editor of the recently published (2021) *Routledge Handbook of Critical Indigenous Studies* and has led numerous significant external research grants.



Joining UQ as Professor of Indigenous Health Research in the School of Public Health, Faculty of Medicine, **Professor Gail Garvey** is an Aboriginal woman from the Kamilaroi nation with over 25 years of leadership and impact in Aboriginal health research, education and capacity building. Professor Garvey has an internationally recognised research program on Australia's First Nations Peoples and cancer, emphasising health services research and psychosocial aspects of cancer care. She currently leads a National Health and Medical Research Council Centre of Research Excellence and is an international authority in cancer research and Indigenous peoples. She continues to work in partnership with The International Agency for Research on Cancer, an intergovernmental agency forming part of the World Health Organization, to highlight and address disparities in cancer and Indigenous peoples globally. Professor Garvey is one of four research leaders who will lead a project to establish a national network for Aboriginal and Torres Strait Islander health researchers that was recently funded by the NHMRC.

Focus: Aboriginal and Torres Strait Islander Research and Innovation Excellence Standards

Action: 1.1 Review academic standards and performance criteria to ensure inclusion of appropriate Aboriginal and Torres Strait Islander research and innovation excellence activities

Office of the Provost

In consultation with the Office of the Pro-Vice-Chancellor (Indigenous Engagement), the revised Academic Performance Framework saw the inclusion of Indigenous-focused examples within each of the four domains where 'Evidencing Academic Achievement' is required.

The four new domains (teaching, research, supervision and researcher development, and citizenship and service) include examples of best practice that promote Indigenous knowledges, values, worldviews, histories, and cultures.

Domain activity examples include:

- **Supervision and Research Development**

- Promotes cultural awareness and recognition and the intersection of Indigenous knowledges with research.

- **Research**

- Achieves impact through policy development and implementation for government, Indigenous, health, or other external organisations.
- Demonstrates engagement with Indigenous communities through appropriate informed consent for research activities that provide a benefit to those communities.
- Development of research opportunities for Indigenous-led research.

- **Citizenship and Service**

- Serves the goals of the UQ Reconciliation Action Plan; supports positive communication and collaboration with Indigenous communities.

Focus: HDR Systems and Support; Research Ethics and Integrity, Research Systems and Research Grants Support

Actions: Research professional staff appointed to support professional development opportunities, and grants, ethics, and data governance processes.

Office of the Pro-Vice-Chancellor (Research) and Graduate School

There were a number of important Indigenous research support appointments made in 2021 in support of the “People and Opportunities” strategic imperative of the Strategy.



Emma Livingstone – Manager (Indigenous Schemes), Research Office

Emma moved to Brisbane in 2015 from Aotearoa New Zealand. In 2019 she completed her PhD at the Institute for Molecular Bioscience and joined the UQ Research Office in 2020 as a Research Administration Officer in the Flagships & International team. Emma specialises in strategic grant applications including the ARC Centres of Excellence as well as NHMRC and the Medical Research Future Fund. Emma has been the Manager of the Indigenous Schemes team since late 2021, and her team are focusing on supporting Indigenous Research and Indigenous Researchers at UQ.

Emily McConochie – Project Manager (AIATSIS Code), Research Ethics and Integrity

Emily McConochie is Wakka Wakka woman, living on Kabbi Kabbi country and was appointed to the Project Manager (AIATSIS Code) role in September 2021. Emily graduated from UQ with a Bachelor of Science (Biomedical Science) and a Master of Development Practice. Emily is developing a framework to ensure best practice in Aboriginal and Torres Strait Islander research at The University of Queensland. With her extensive knowledge and experience working with Aboriginal and Torres Strait Islander communications and organisations, Emily brings her social sciences and community development background to develop and implement policies, processes, and resources to the UQ research community. Emily is currently on maternity leave and Georgina Baumann is backfilling the Project Manager (AIATSIS Code) role from January - May 2022.



Mary Waria – Administration Officer (Indigenous Researcher Development), Graduate School/Aboriginal and Torres Strait Islander Studies Unit

Mary is from Badu Island, Torres Strait, and came to Brisbane aged 10 and finished schooling at Coorparoo High School. Since then, she has worked and been employed in numerous jobs around our beautiful country, from Brisbane, Gold Coast, Sydney to Darwin. The majority of her last 20 years has been in the Indigenous Student Support area; her last position was at University of Sydney as Indigenous Student Engagement Officer. Mary joined UQ in August 2021 as Administrative Officer - Indigenous Researcher Development, a member of the Graduate School team. Her role works in partnership with the Aboriginal and Torres Strait Islander unit, to support pathways for entry and development activities for Indigenous Higher Degree by Research and Early Career Researchers. This includes coordinating and scheduling meetings and events, document maintenance, responding to enquiries, and promoting engagement activities.

Action Plan Implementation Update

Acronyms

ADR Faculty Associate Dean Research

ADIE Faculty Associate Dean Indigenous Engagement

APD Annual Performance & Development Process

BEL Faculty of Business Education & Law

CARE The CARE principles for Indigenous Data Governance

DDR Institute Deputy Director Research

DVC Deputy Vice-Chancellor

GCI Global Change Institute

HASS Faculty of Humanities and Social Sciences

PVCIE Pro-Vice-Chancellor (Indigenous Engagement)

RAP Reconciliation Action Plan

UQAM UQ Art Museum

UQP UQ Press

UQ R&I UQ Research and Innovation Portfolio

USET University Senior Executive Team

Actions 3.9.2 and 3.9.3 of the Strategy (under the Focus 'Governance and Implementation of Aboriginal and Torres Strait Islander Research and Innovation Strategy') commit ODVCRI to comprehensive annual reporting against the Strategy Action Plan and with relation to UQ's Aboriginal and Torres Strait Islander research profile, grants income, staff numbers, community engagement, research quality indicators and research impact.

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.

Research Excellence and Impact

Focus	Action	Reportable	Lead	Status	Progress as at end 2021
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.	Relevant activities added to the performance criteria	Provost	Complete	PVCIE team was consulted through the APD renewal process. The four new domains include examples of best practice, such as 'supports the development of curricula that are inclusive of Aboriginal and Torres Strait Islander knowledges and perspectives'. In 'Citizenship and Service', the activity 'serves the goals of the RAP' is listed. And in 'research' the performance framework includes, as an example of good practice, 'development of research opportunities for Indigenous-led research'.
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.	Hub in place. Case studies of outcomes	DVC Research and Innovation	In progress	An ARC Centre of Excellence bid is currently under assessment. Plans will pivot in relation to the outcomes of that application.
	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	In progress	Internal funds to pilot a community engagement scheme have been allocated for 2022. Scheme to be administered by the UQ Research Office.

Focus	Action	Reportable	Lead	Status	Progress as at end 2021
Indigenous-led research	1.3 Establish UQ best practice guidelines for Indigenous leadership of Aboriginal and Torres Strait Islander research and innovation projects	Proportion of Aboriginal and Torres Strait Islander research projects that are Indigenous-led	PVC Research	To commence	Opportunities to work with national bodies and advocacy groups and seek input from Indigenous researchers and Indigenous research co-designers to develop the best practice guidelines are under consideration. Opportunities to improve internal data through research systems are being explored.
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.	Research Forum is held annually with linked public lecture.	DVC Research and Innovation	Ongoing activity	Building on the successful inaugural 2020 Forum, the 2021 Forum was held on 16/09/2021.
	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.	Annual review of research marketing for representation	Chief Marketing and Communications Officer	Ongoing activity	HASS Australian Studies Research Node hosted a series of events through 2020 and 2021, all featured HASS Indigenous presentation.
	1.4.3 Explore options to showcase Aboriginal and Torres Strait Islander research in library resources and systems	Annual report on initiatives implemented	University Librarian	Ongoing activity	New discovery tool for Aboriginal and Torres Strait Islander Resources was launched in 2021. Expansions are planned for 2022, including theses and an online discovery tool that highlights past and current research outputs from Aboriginal and Torres Strait staff at UQ. The Library is also partnering to create content with the Aboriginal and Torres Strait Islander Unit in the form of three open access textbooks. These textbooks will showcase UQ research and collections related to Aboriginal and Torres Strait Islander peoples.
	1.4.5 Establish a podcast series showcasing Aboriginal and Torres Strait Islander researchers and Indigenous-led research and innovation projects.	Podcast established and active	University Librarian	Ongoing activity	As part of the Women in Leadership podcast series the Library has already begun this work, interviewing Aboriginal and Torres Strait Islander researchers and identifying future participants.
Celebrating Indigenous Research Excellence	1.4.6 UQ Art Museum, UQ Press, Anthropology Museum, and UQ Library celebrate Indigenous-led research in events and exhibitions.	Events and exhibition summaries	Deputy Provost (UQAM and UQP) HASS Executive Dean (Anthropology Museum) University Librarian (UQ Library)	Ongoing activity	Blue Assembly exhibition opens in February 2022 at UQAM. The exhibition considers multiple, complex narratives of the ocean, from the nature of desire to the extractive violence of colonialism. This multi-year project commences with the exhibition Oceanic Thinking (19 Feb – 25 June), which includes artwork by Birrmuyingathi Maali Netta Loogatha and Kuruwarryingathi Bijarrb Paula Paul. UQP has a longstanding commitment to the publishing and promotion of Indigenous authors and their stories , and publish Australian Indigenous writers each year. UQP is the publishing partner for the David Unaipon Award. UQP books are taught in Australian school curriculum. HASS developing permanent art installation by Robert Andrew in front of Forgan Smith building, and continues commitment to events and operations at UQ Anthropology Museum.
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 and Global Change Institute Director	In progress	GCI has supported a research network in sustainable aquaculture, focused on developing scalable aquaculture systems suitable for coast Indigenous communities, providing enhanced local nutritional security, employment, increased self-determination and maintenance of culture. The network builds on UQ's strong relationship with the Quandamooka Yoolooburrabee Aboriginal Corporation (QYAC) to address the challenge of creating a sustainable aquaculture system on North Stradbroke Island - Minjererribah (NSI-M) that is of cultural significance and creates economic opportunity.

People and Opportunities

Focus	Action	Reportable	Lead	Status	Progress as at end 2021
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.	Case studies of research outreach in school engagement activities	PVC Indigenous Engagement	Ongoing activity	In 2021, schools in BEL worked with Future Students for InspireU activities.
	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.		Dean, Graduate School	Ongoing activity	Continuing in partnership with ATSIIS Unit.
	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.	Coursework to HDR student conversion rates	Director, ATSIIS Unit	Ongoing activity	UQ seeks to maximise HDR recruitment of Aboriginal and Torres Strait Islander candidates by patiently seeding relevant skills and confidence among undergraduate students and coursework postgrads, to foster an interest in research, innovation and HDR study. From early in their academic journey, Indigenous students are welcomed to workshops, symposia, conferences and research training opportunities.
	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.	Aboriginal and Torres Strait Islander student participation in the S/W Research Scholarships program Establishment of cross-disciplinary cohort experience	Director, Student Employability	In progress	In the 2020/2021 Summer Research Program, 2.90% of the domestic student participants students identified as Aboriginal and/or Torres Strait Islander. In the 2021 Winter Research Program, 1.63% of the domestic student participants identified as Aboriginal and/or Torres Strait Islander. Student Employability will continue to work with the ATSIISU in future rounds to proactively advertise the Program, linking in with previous participants who identify to create a sense of engagement and increase participation.
	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.	Increased Indigenous HDR enrolments from diverse backgrounds	Dean, Graduate School	In progress	Continuing in discussion and planning with ATSIIS Unit.
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	In progress	Plan developed, and working with Research Training Coordinator to implement.
	2.2.2 Establish a program to support cohort engagement and professional development activities for Aboriginal and Torres Strait Islander HDR students.	Establishment of Indigenous HDR Career Development Framework, including an individual development planner and calendar	Dean, Graduate School	Completed	Completed
Advisors of Aboriginal and Torres Strait Islander Students	2.3 Require advisors of Indigenous HDR students to complete mandatory training.	Added requirement to HDR advisor register	Dean, Graduate School	Completed	Completed

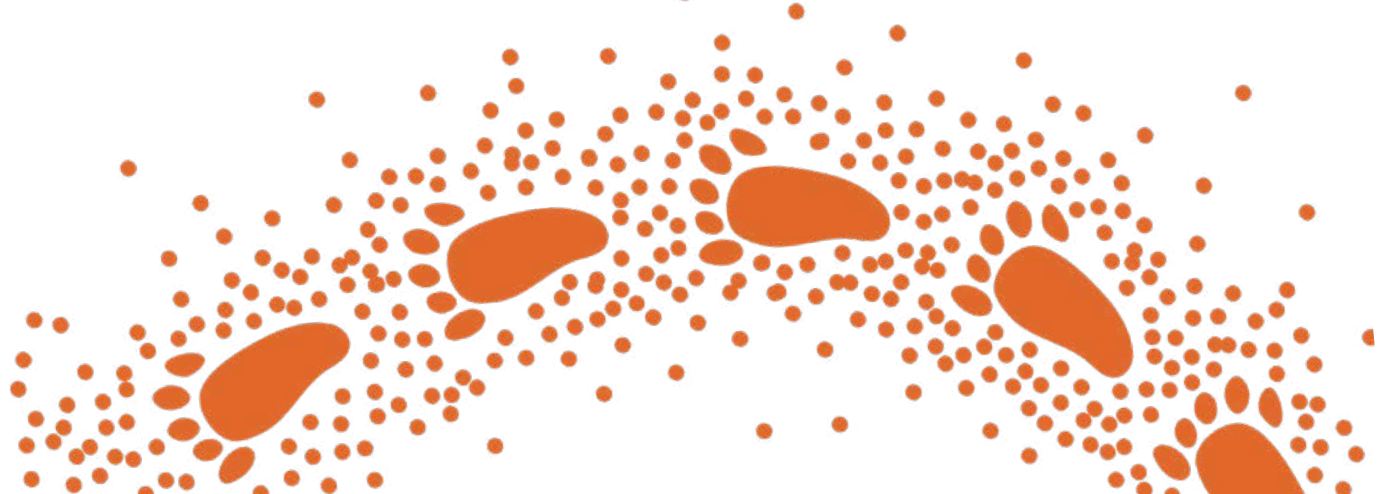
Focus	Action	Reportable	Lead	Status	Progress as at end 2021
HDR Systems and Support	2.4.1 Ensure support for Aboriginal and Torres Strait Islander HDR student cohort is proportional to growth in HDR numbers, with an annual review of resourcing within the Graduate School and ATSI Unit.	Uplift in 2021 and annual review of the ratio of Indigenous HDR enrolments and targeted support FTE	Dean, Graduate School and PVC Indigenous Engagement	Ongoing activity	On track - dedicated staff member in place and providing support to Coordinator and cohort - regular check-ins scheduled to ensure support in place and going well.
	2.4.2 Promote collaborative partnerships in research training with Indigenous community organisations via advisory input, collaborative HDR projects, co-location and placements.	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	Ongoing activity	Ongoing. Working in partnership with ATSI Unit and ADIES. HASS HDR student commencement from regional Deed of Grant in Trust Queensland community with insider methodology under development.
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.	Model implemented. Participation and outcomes evidence growth	DVC Research and Innovation	In progress	In 2020 a model was piloted to co-fund 3-year appointments for Early Career Researchers at Level A. After an open call for applicants and a competitive process 3 appointments were made: A similar process was run in 2021, and appointments are anticipated for 2022.
	2.5.2 Establish a program of professional development activities for Aboriginal and Torres Strait Islander ECRs.	Program established	PVC Researcher Development	Ongoing activity	In 2021 PVCIE was invited to nominate an Indigenous Research Leader to join the newly constituted Researcher Development Steering Group.
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	Ongoing activity	Significant appointments were made in 2021 (profiled above). The current UQ Strategic Plan includes metrics for recruitment and retention of Aboriginal and Torres Strait Islander staff under 'Number of staff that identify as being from an Aboriginal and/or Torres Strait Islander background (excludes casuals)'. These KPI are reported against several times per year and discussed at the twice-yearly Enterprise Planning and Process meetings.
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.	Training completion report	Provost	Ongoing activity	All staff are required to complete Core Aboriginal and Torres Strait Islander Cultural Learning: https://staff.uq.edu.au/information-and-services/human-resources/diversity-and-inclusion/diversity-and-inclusion-programs-and-training/core-aboriginal-and-torres-strait-islander This is being implemented and recorded within Workday.
	2.7.2 University Senior Executive Team to participate in annual on-country engagement with Aboriginal and Torres Strait Islander community groups.	Activity report	VC	In progress	Planning underway for on-Country engagement at Stradbroke Island through a USET meeting.

Enabling Environment

Focus	Action	Reportable	Lead	Status	Progress as at end 2021
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 	<p>Establishment of protocols and case studies of use</p> <p>Training established and participation reports</p>	PVC Research	To commence	A Project Manager (identified position) was appointed in September 2021 to develop a framework to ensure best practice in Aboriginal and Torres Strait Islander research. The position has a focus on developing and delivering policies, processes and resources to ensure the UQ research community are aware of, and comply with, their obligations under the AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research (the AIATSIS Code). The manager is establishing an Advisory Group that will oversee implementation of requirements of the AIATSIS Code.
Research Commercialisation	3.2 Support commercialisation outcomes for UQ research and innovation that benefit Aboriginal and Torres Strait Islander peoples.	Case studies of commercialisation outcomes	UniQuest CEO	In progress	UniQuest has started to collate relevant case studies to exemplify commercialisation outcomes for UQ research that benefits Aboriginal and Torres Strait Islander peoples. The Spinifex project will be the initial case study, and will be included in the commercialisation success stories.
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.	Report on actions arising from implementation of AIATSIS Code of Ethics	PVC Research	Ongoing activity	The Project Manager (AIATSIS Code) has begun to undertake a gap analysis of UQ's current policies, processes and resources related to the AIATSIS Code requirements. A Terms of Reference for the Advisory Group has been established and members are being recruited. Indigenous representation has been secured for both of UQ's Human Research Ethics Committees.
	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.	Staff development in place, targets for completion set, and participation report	PVC Research	In progress	UQ has partnered with AIATSIS and the University of Sydney to develop an online training module specifically for Aboriginal and Torres Strait Islander research. The module will form the core component for training of UQ staff and students in the AIATSIS Code, but will be supplemented with further education and resources developed as part of item 3.1. The first milestone (development of a project plan) for the AIATSIS Code eModule was achieved in December 2021.
	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	Establishment of minimum training standard for HREC members and Research Ethics and Integrity staff and evidence of training completion	PVC Research	In progress	All Research Ethics and Integrity staff have completed the Core Aboriginal and Torres Strait Islander Cultural Learning modules (1-2). This training has also been made available for external Human Research Ethics Committee members (UQ staff that are committee members need to complete this as part of their employment). The majority (five of seven) of the Human Ethics staff have also undertaken BlackCard Cultural Capability Training.
Research Data	3.4.1 Implement CARE principles for Indigenous data governance across research and innovation management systems and databases.	Evidence of principles embedded in systems	PVC Research Infrastructure	In progress	HASS eResearch Capability to be funded partially by the Australian Research Data Commons now well advanced. CARE information included in Library webpage content and training.
	3.4.2 Establish appropriate staff development in Indigenous data governance that is available to all research and research support staff.	Staff development in place and participation report	PVC Research Infrastructure	In progress	CARE information included in Library webpage content and training.

Focus	Action	Reportable	Lead	Status	Progress as at end 2021
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.	Clear processes in place for grants and ethics workflows to ensure best-practice standards are upheld	PVC Research	To commence	The final form of this screening depends on the framework developed at 3.1, which will determine workflows and tools/ resources available.
	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.	Questions embedded in systems and reported against annually	PVC Research	In progress	Questions aimed at identifying Indigenous research and alerting relevant units to a proposal have been developed for the MyResearch Projects module.
	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.	Staff development in place and participation report	PVC Research	To commence	Refer to 3.3.2.
	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 Research and Consultancy Costing and Pricing Policy .	Numbers of projects where partners offered reduced indirect costs annually	PVC Research	To commence	UQ Policy provides for reduced indirect costs for not-for-profit and community organisations. Opportunities to measure and extend the use of this provision will be explored in 2022.
Research Grants Support	3.6 Establish and deliver grants writing support and workshops for researchers applying to Indigenous competitive grants schemes.	Improved grants success rates in Indigenous research grants schemes	PVC Research	In progress	In 2021, two dedicated roles were established in the Research Office to support researchers applying to Indigenous competitive grants schemes. Opportunities for workshops are being explored.
University Collections	3.7 Review status of UQ cultural collections held in the UQ Art Museum, UQ Anthropology Museum and UQ Library 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.	Report on review of collections. Publication of an advisory note on use of collections in UQ research	Deputy Provost (UQAM) HASS Executive Dean (Anthropology Museum) University Librarian (UQ Library)	In progress	Fryer Special Collections Audit completed at collection level with Indigenous information reference markers. The Library has undertaken an initial audit of all items within special collections that have Aboriginal or Torres Strait Islander content and have begun the work of contacting communities to discuss these items.

Focus	Action	Reportable	Lead	Status	Progress as at end 2021
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.	Report on policy review and amendments	DVC Research and Innovation	To commence	A Research Policy & Governance Coordinator position was established in the Research Strategy, Planning, and Performance directorate in 2021. This resourcing will support implementation of action 3.8.1 over the term of the strategy.
	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.	Evidence of cultural protocols as standing committee items, and chairs reports on cultural competency training completion by committee members.	DVC Research and Innovation ADRs/DDRs	In progress	An Acknowledgement of Country has been established as a standing item on the Research and Innovation Committee. An Acknowledgement of Country protocol has also been added as a standing item on research committees within: <ul style="list-style-type: none"> - Faculty of Business, Economics, and Law - Faculty of Engineering, Architecture, and Information Technology - Faculty of Health and Behavioural Sciences - Faculty of Science - Institute for Molecular Bioscience - Institute for Social Science Research - Queensland Brain Institute - Sustainable Minerals Institute. CORE cultural learning and other cultural competency (i.e., Black Card) training has been widely encouraged, and taken up, across Faculty and Institutional research governance committees
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.	Standing item on Research Committee and HDR Committee Agendas established	DVC Research and Innovation	Completed	A standing item has been established for strategy updates and monitoring. Regular updates were provided through 2021 and will continue in 2022.
	3.9.2 Annual report to Research Committee, HDR Committee and the UQ RAPOC on Strategy Action Items and Reportables	Annual reports provided to and considered at committees	DVC Research and Innovation	Ongoing activity	First Annual Report compiled for 2021 in Q1 2022.
	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.	Benchmarking report delivered annually	DVC Research and Innovation	Ongoing activity	
	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.	Benchmarking report delivered annually	PVC Indigenous Engagement	Ongoing activity	



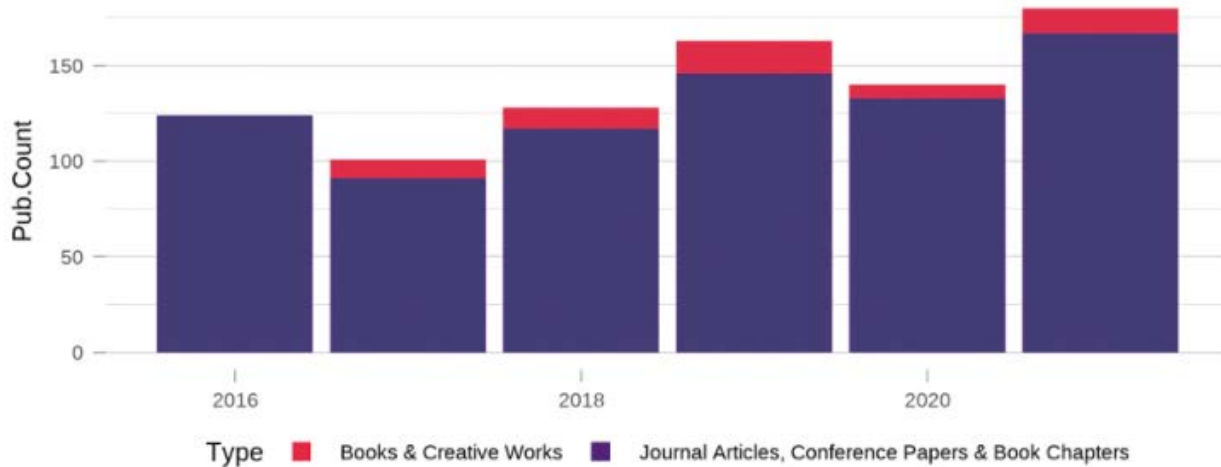


2021 UQ Aboriginal and Torres Strait Islander Research Capacity

1. Research on Aboriginal and Torres Strait Islander Research Topics

1.1 Publications

Aboriginal and Torres Strait Islander Publication Output by Year*



*Data sourced from UQ eSpace, January 2022. The data is incomplete as it can take up to two months for some publications to be registered in eSpace.

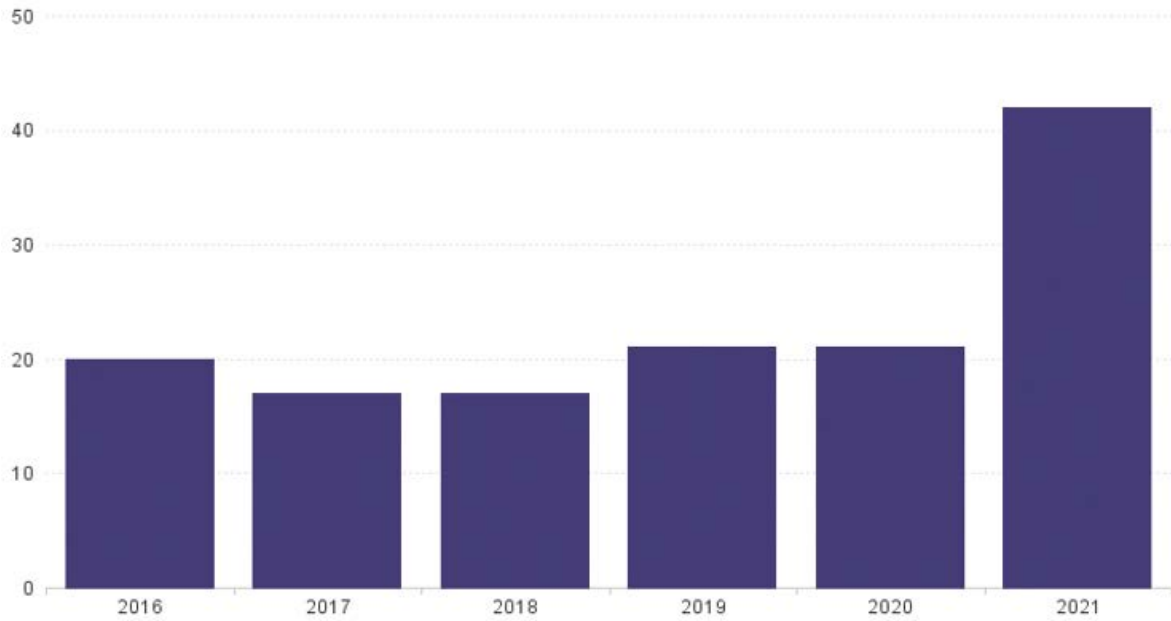
1.2 Publication Engagement and Impact

UQ's Indigenous-focussed research publications published since 2016 have been cited at least 204 times by policy documents. These publications have also been mentioned 568 times in domestic and international media. There have been at least eight registered clinical trials with a focus on Indigenous health since 2011.

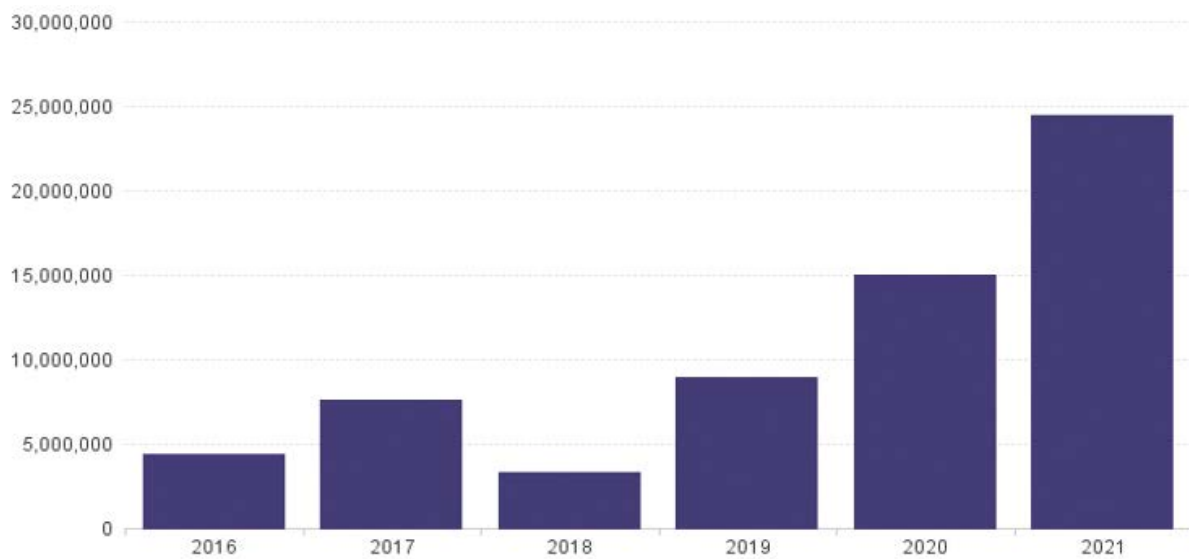


1.3 Projects

Annual Number of UQ Aboriginal and Torres Strait Islander Research Projects by Year of Award*



Annual Research Income Awarded to UQ Aboriginal and Torres Strait Islander Research Projects (\$AUD) by Year of Award *

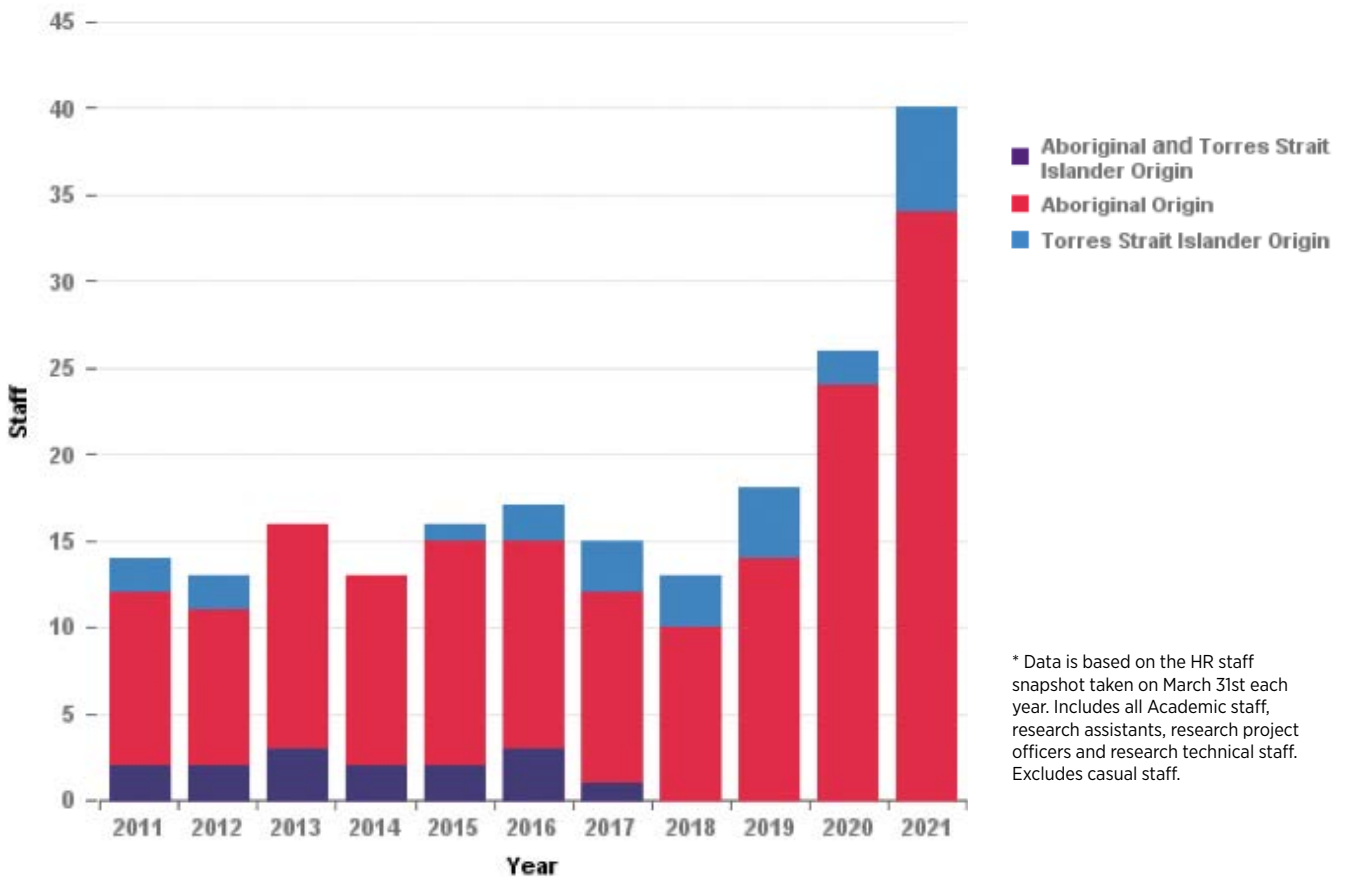


*Data sourced January 2022. Projects refer to successful research grant applications administered through UQ's Research Office. Both internal and external schemes are included. Data includes all projects with at least one Indigenous Field of Research code (based on both the 2008 and 2020 Field of Research schemas)

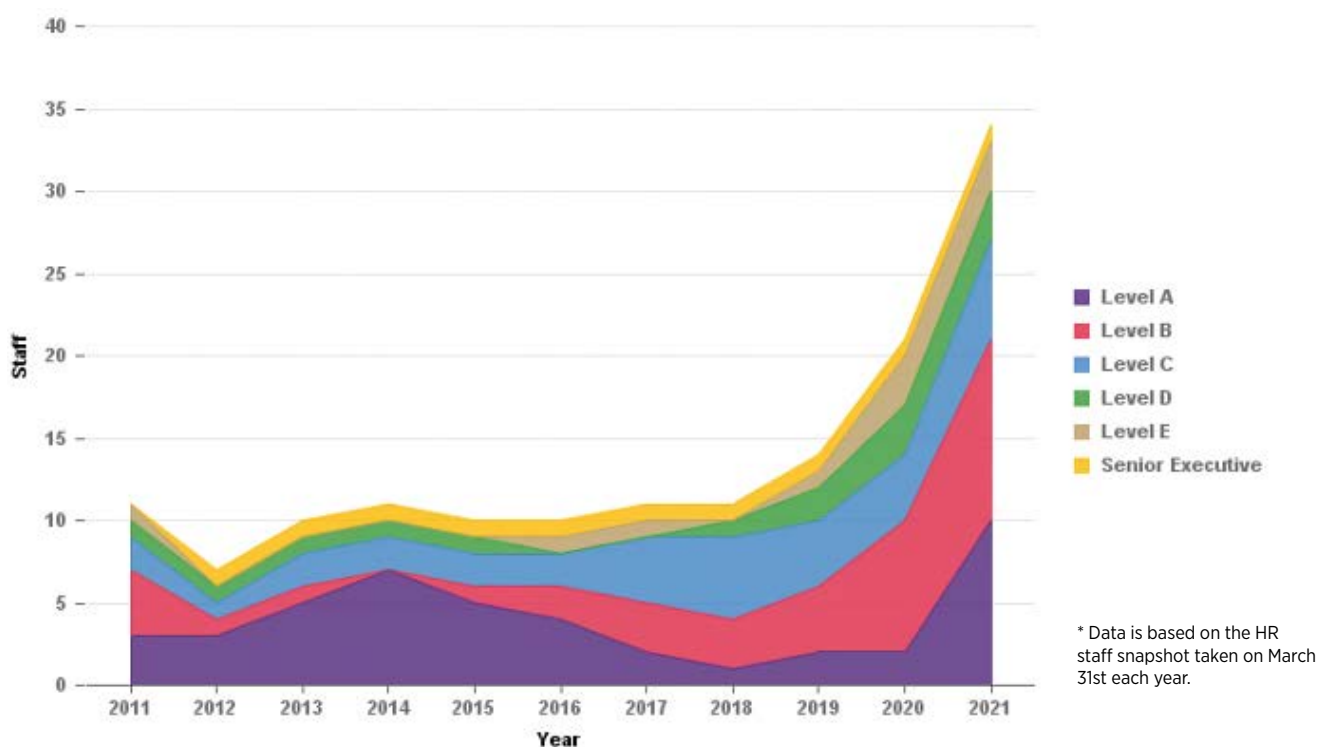
2. Aboriginal and Torres Strait Islander Researchers and HDR Students

2.1 Staff

Annual UQ Aboriginal and Torres Strait Islander Academic and Research Staff*

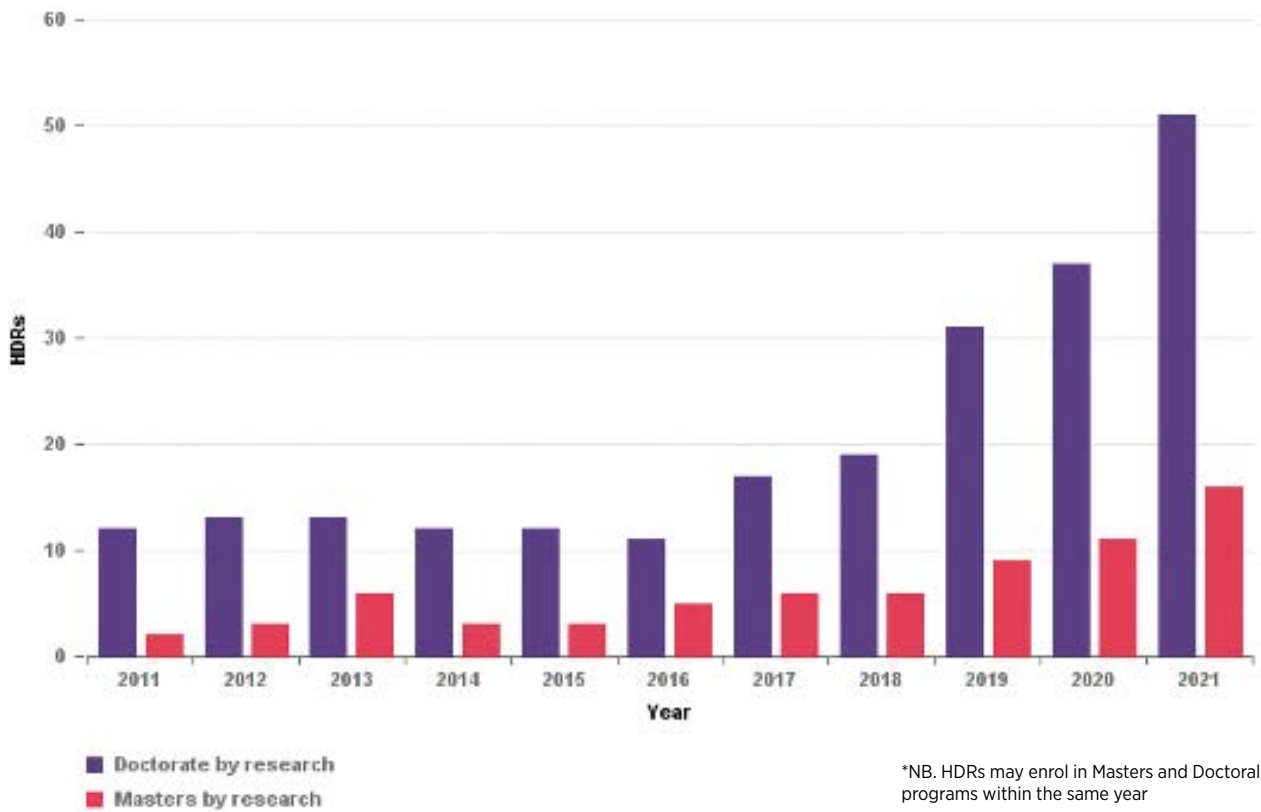


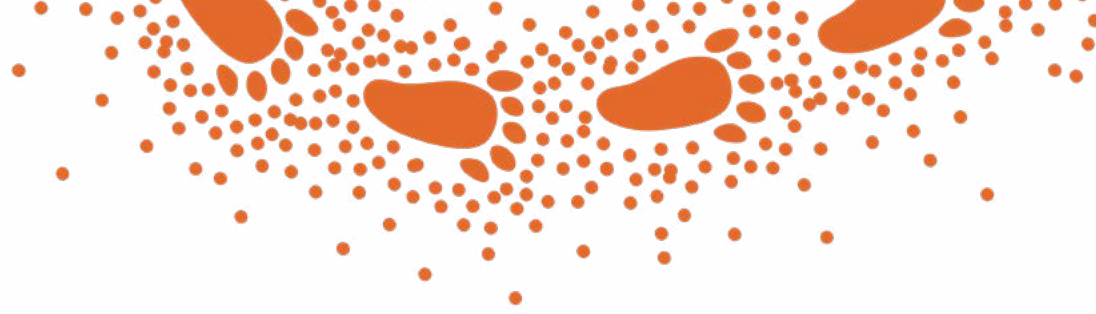
Annual UQ Aboriginal and Torres Strait Islander Academic Level Changes*



2.2 HDR Students

Annual Enrolments of Aboriginal and Torres Strait Islander HDR Students*

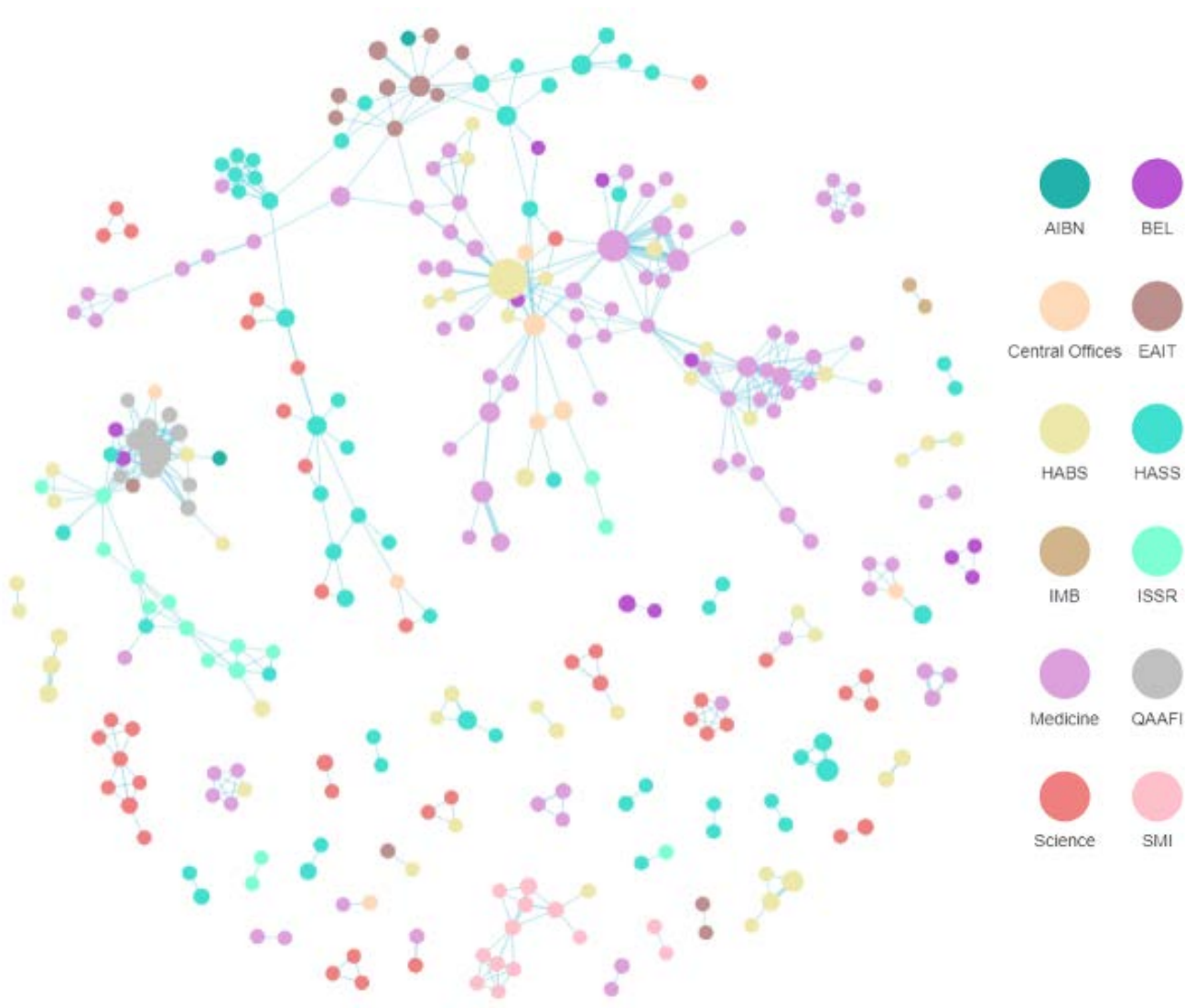




3. Aboriginal and Torres Strait Islander Research Collaborations

3.1 Internal Collaboration

There has been a total of 859 internal collaborations (involving more than one School or Institute) on Indigenous-focussed research projects* and publications since 2016. The collaboration network below highlights the researchers with more than five internal collaborations at UQ, coloured by their Faculty. Circle size is proportional to the number of collaborations involving that individual, the width of the connections is proportional to the number of collaborations between those two researchers.



*Data based on publications and projects matching indigenous-related key terms or indigenous FoR codes.

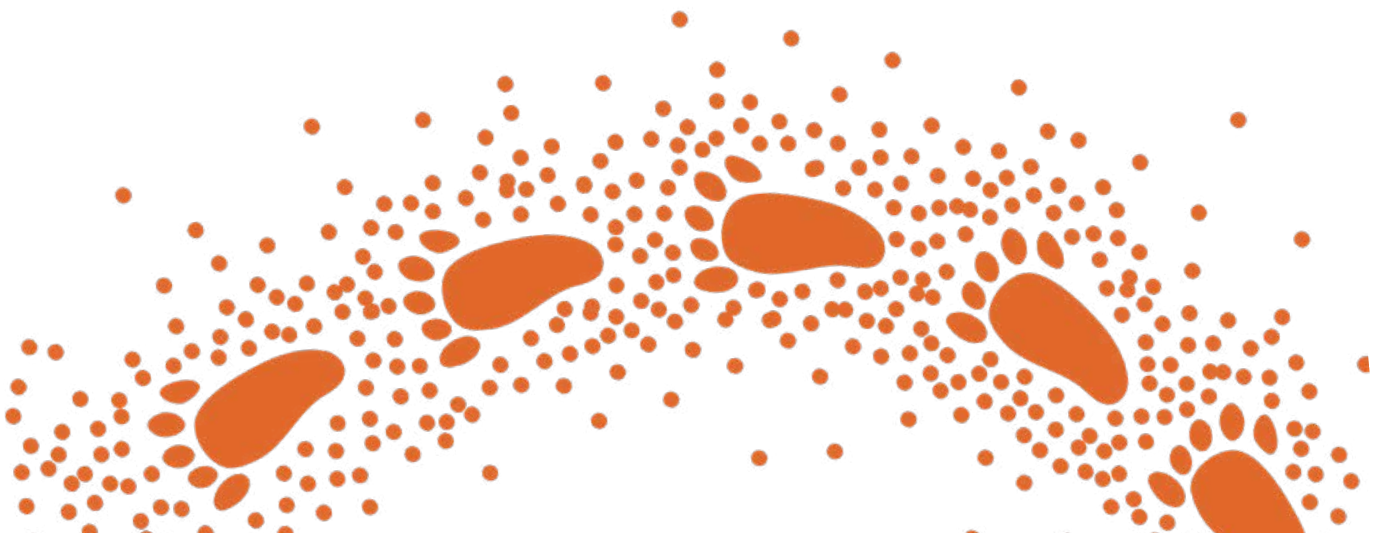
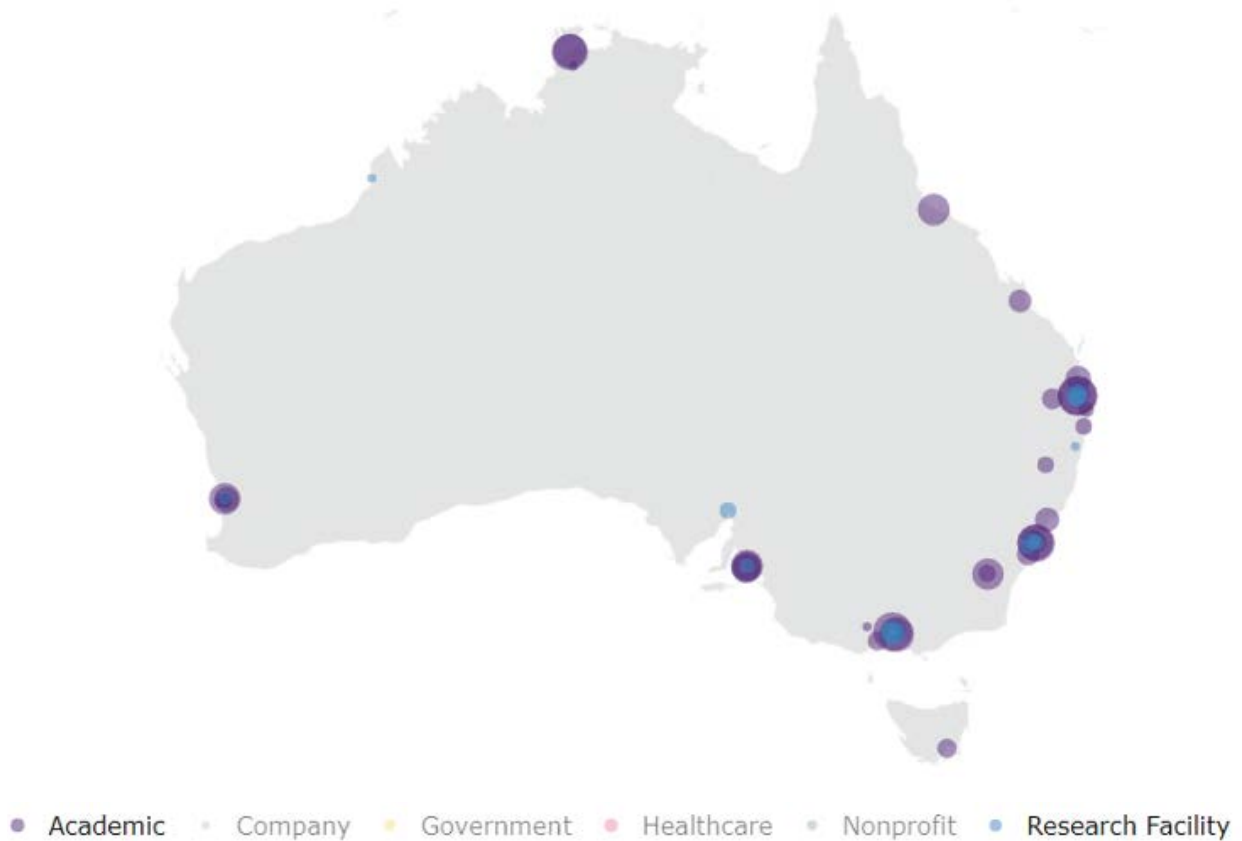


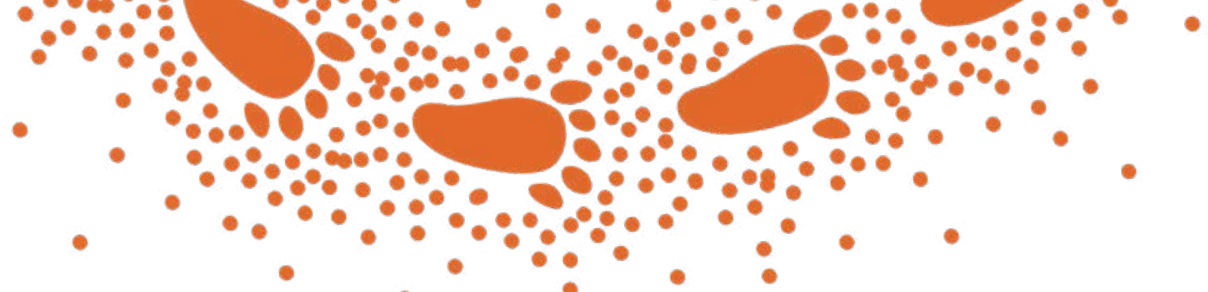
3.2 Australian Organisations Collaborating with UQ in Indigenous Research

UQ's Indigenous-focused publications have involved co-authors from at least 298 different external collaborating organisations.

The data for the infographics below is based on co-author affiliation on UQ-authored publications indexed by Dimensions.

3.2.1.1 Academic and Research Facilities

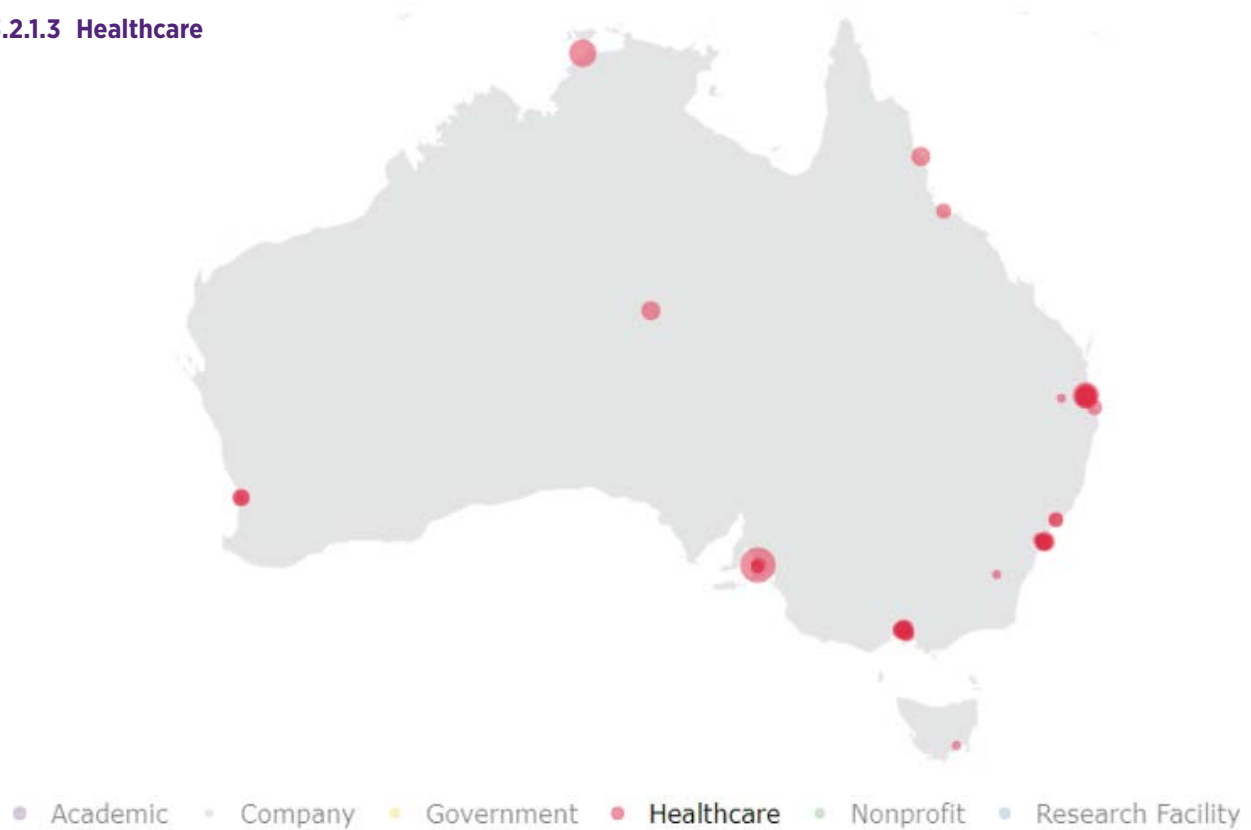


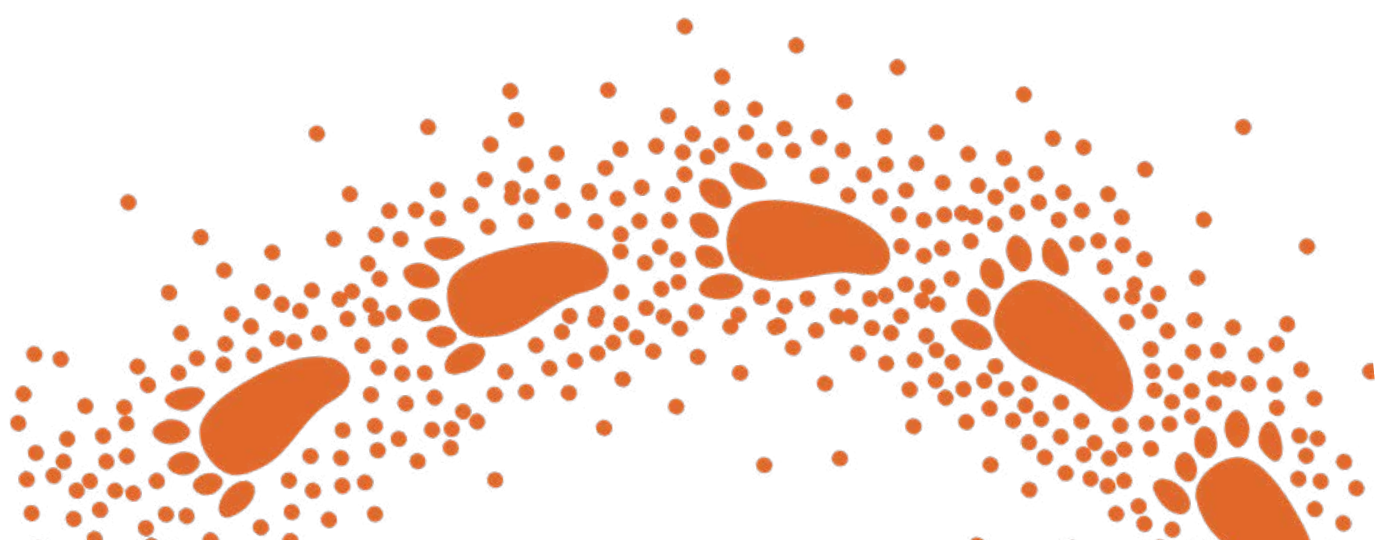


3.2.1.2 Government and Non-For-Profit



3.2.1.3 Healthcare





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