

## ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT STRATEGY

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### Background:

Northern Rivers Community Gateway (the Community Gateway) receives funding for its projects and programs from a variety of agencies, sponsors, donors and fund-raising initiatives.

The Community Gateway is a values-driven organisation.

Our values *Vision, Respect, Commitment, Integrity, Innovation* underpin our vision “Many tracks, one road, sustaining community” and are integral in guiding our true wrap around service delivery ethos.

Our values elevate our organisation and drive the strategic principles of innovation, sustainability and person-centred practice.

### Objectives and Strategies:

#### Objective 1 – Recruitment

The Community Gateway will proactively seek to recruit Aboriginal and Torres Strait Islander people for employment and has an aspirational target of 10% of Aboriginal and Torres Strait Islander employment across the organisation.

In addition to encouraging suitably qualified Aboriginal and Torres Strait Islander people to apply for vacancies, the Community Gateway will identify relevant and appropriate areas within its branches where entry-level Aboriginal and Torres Strait Islander general staff positions may be developed.

#### Identified and designated positions

1. The Community Gateway will nominate identified positions available only to Aboriginal and Torres Strait Islander applicants. An identified position is a position in which Aboriginal and/or Torres Strait Islander people are the major group affected by the work of the occupant.
2. These positions mainly involve working within a position which requires the development of policies or programs which impact on Aboriginal and Torres Strait Islander people and their communities. Identified positions have the essential requirement the applicant is of Australian Aboriginal or Torres Strait Islander descent, identifies as an Australian Aboriginal or Torres Strait Islander and is accepted as such by the community in which he or she lives or has lived.
3. These positions require documentary proof of identity usually provided by an incorporated Aboriginal or Torres Strait Islander community organisation.

#### Marketing, promotions and networking

Marketing our commitment to Aboriginal and Torres Strait Islander employment is an important part of the strategy. The Community Gateway will:

- Support and encourage Aboriginal and Torres Strait Islander people to apply for vacant positions
- Conduct exit interviews with Aboriginal and Torres Strait Islander people leaving employment with the Community Gateway.

### **Recruitment and retention monitoring**

The Community Gateway will monitor:

- Aboriginal and Torres Strait Islander employment data across the organisation showing employment category, level and location
- Retention rates of Aboriginal and Torres Strait Islander staff.

## **Objective 2 – Retention**

NRCG is committed to developing and retaining its Aboriginal and Torres Strait Islander employees and will:

- Implement culturally appropriate and socially relevant staff induction and training programs for Aboriginal and Torres Strait Islander employees and their supervisors
- Endorse all Aboriginal and Torres Strait Islander staff members are provided with appropriate and relevant mentoring support
- Endorse Aboriginal and Torres Strait Islander representation on selection panels for employment positions targeting Aboriginal and Torres Strait Islander candidates
- Provide cultural training to all staff
- Endorse and encourage Aboriginal and Torres Strait Islander participation in women and leadership development opportunities
- Collaborate with the Human Resources team to respond to the training needs of Aboriginal and Torres Strait Islander staff
- Encourage and support opportunities for Aboriginal and Torres Strait Islander staff to work across Branches including opportunities for secondments.

### **Culturally safe and inclusive work environment**

The Community Gateway will provide:

- A cross cultural awareness training for non-Aboriginal and Torres Strait Islander staff.
- Support for Aboriginal and Torres Strait Islander staff to connect with and support each other.