USQ Indigenous Cultural Competency Framework

USQ Definition of Indigenous Cultural Competency

USQ considers the definition of Indigenous Australian cultural competence to fall across two interdependent domains; the organisation and the individual.

Definition for the organisation: Indigenous Australian cultural competence in this domain requires an organisational culture which is committed to social justice, human rights and the process of reconciliation through valuing and supporting Indigenous cultures, knowledges and peoples as integral to the core business of the institution. It requires effective and inclusive policies and procedures, monitoring mechanisms and allocation of sufficient resources to foster culturally competent behaviour and practice at all levels of the institution. Embedding Indigenous cultural competence requires commitment to a whole of institution approach, including increasing the University’s engagement with Indigenous communities, Indigenisation of the curriculum, pro-active provision of services and support to Indigenous students, capacity building of Indigenous staff, professional development of non-Indigenous staff and the inclusion of Indigenous cultures and knowledges as a visual and valued aspect of University life, governance and decision-making.

Definition for the individual: Indigenous Australian cultural competence in this domain includes student and staff knowledge and understanding of Indigenous Australian cultures, histories and contemporary realities and awareness of Indigenous protocols, combined with the proficiency to engage and work effectively in Indigenous contexts congruent to the expectations of Indigenous Australian peoples. Cultural competence includes the ability to critically reflect on one’s own culture and professional paradigms in order to understand its cultural limitations and effect positive change.

Under these definitions, we can see 2 separate but inter-related set of focii for a USQ cultural competency framework. These are:

Organisational focii core commitment to social justice and reconciliation, restructuring of process and structures for culturally competent behaviour and practice, and indigenisation of the institution through all core domains, including capacity building of staff and engagement with Indigenous community

Individual focii building up of knowledge and understanding, Critical reflection on values and attitudes of self and profession and skill development relevant to profession

These focii are reflected in the Responsibilities and Actions listed below which simultaneously form an Indigenous Cultural Competency Framework and an implementation plan.
Individual Foci

- Building knowledge and understanding
- Reflecting critically on values & attitudes
- Extending professional skill

Individual Responsibilities

- To develop an understanding of USQ’s Indigenous Cultural Competency Framework, Indigenous Cultural Protocols, RAP and Indigenous Research Strategy
- To develop an understanding of Aboriginal and Torres Strait Islander histories and experiences
- To develop an understanding of cross cultural interactions
- To reflect critically on self and profession
- To undertake curriculum change to meaningfully include Indigenous content and perspectives
- To promote inclusive discourses and narratives
- To utilise Learning and Teaching resources to enhance cultural competency and support and curriculum change
- (Where applicable) To encourage Indigenous representation on committees
- To develop relevant professional skills
- To contribute to increasing awareness of and supporting Aboriginal and Torres Strait Islander culture and issues

Individual Actions

- Undertake relevant Professional Development to enhance your Indigenous Cultural Competence
- Critically reflect on own values and attitudes
- Include ‘critical’ knowledges and histories in teaching and curriculum
- Incorporate Indigenous content, perspective and pedagogies into courses
- Use inclusive discourses in professional contexts including L&T contexts
- Access and use Learning and Teaching resources to enhance cultural competency
- Access and use Learning and Teaching resources (including staff) to support you in implementing curriculum change
- Development Learning Outcomes and Assessment within course that support the enhancement of Indigenous Cultural Competency in students
- Implement Indigenous Cultural Protocols across all areas of professional practise
- Access the Gumbi Gumbi Gardens App as a way of enhancing your Aboriginal and Torres Strait Islander cultural awareness
- Participate in USQ Aboriginal and Torres Strait Islander days of recognition and celebration