

FIRST NATIONS POLICY

1.0 OVERVIEW

CG Spectrum is committed to respecting, protecting and honouring the rights of its First Nations peoples. This policy set out our ongoing commitment to:

- a. creating and sustaining a diverse, inclusive and respectful environment;
- b. establishing, recognising and embedding clear principles, objectives and acts of cultural recognition into CG Spectrum's practices; and
- c. furthering opportunities for First Nations peoples to participate in the delivery and/or study of our courses.

As part of that commitment, CG Spectrum shall consult First Nations people in the planning and implementation of initiatives in support of this policy. This collaborative approach will be monitored and documented as part of the annual reporting activities across the Institute.

2.0 Scope

This policy is developed in alignment with the international principles set out in the United Nations Declaration on the Rights of Indigenous People (UNDRIP), the National Indigenous Higher Education Objectives and the Higher Education Framework Standards (HESF) 2.2 and 6.1. It applies to all staff and students at the Institute and is applicable to both physical and online campuses.

3.0 Definitions and References

Term	Definition References
CG Spectrum	means CG Spectrum Institute Pty Ltd (ACN 085 501 837).
First Nations	Refers to National Aboriginal and Torres Strait Islander peoples and/or things pertaining to these people.
First Nations peoples	refers to National Aboriginal and Torres Strait Islander peoples, as defined as any person who: <ul style="list-style-type: none">• is of Aboriginal and/or Torres Strait Island descent;• identifies as an Aboriginal and/or Torres Strait Islander; and

	<ul style="list-style-type: none"> is recognised by the First Nations community in which they live as Aboriginal and/or Torres Strait Islander.
Self-determination	Is the internationally recognised right of First Nations peoples to control their own affairs, maintain their culture and heritage, and determine their own future.
Cultural safety	Refers to overcoming the power imbalances of places, people and policies that occur between the majority non-indigenous position and the minority Aboriginal and Torres Strait Islander person so that there is no assault, challenge or denial of the Aboriginal and Torres Strait Islander person's identity, of who they are and what they need.

4.0 Welcome To Country

A 'Welcome to Country' is where the Traditional Custodians welcome people to their land.

With due regard to the nature, scale and significance of an event, it may be appropriate for CG Spectrum to invite a representative of the Traditional Custodians to perform a 'Welcome to Country' ceremony at the beginning of that event.

A 'Welcome to Country' may involve a single speech by the representative and it may also include a performance, such as a Traditional Welcome Song or Traditional Dance.

CG Spectrum acknowledges that there are local variations of a 'Welcome to Country' and that it is important to liaise with the relevant Traditional Owner group to ensure accuracy and appropriateness.

5.0 Acknowledgement of Country

An 'Acknowledgement of Country' recognises the unique position of First Nations peoples as Australia's first peoples and the ongoing custodians of this land.

CG Spectrum acknowledges Elders past, present and emerging as the Traditional Custodians of the land on which we live, study and work and extends this acknowledgment to all First Nations people.

CG Spectrum shall provide an Acknowledgement of Country at all Governing Board, Academic Board, Committee meetings and significant Institute events to celebrate the country in which many of us live and its rich history and culture.

6.0 Guiding Principles

We affirm our commitment to upholding the rights and dignity of First Nations peoples by:

6.1 Environment

- a. fostering a diverse and inclusive environment that:
 - is fair and equitable;
 - recognises and values traditional and contemporary histories, values, languages, cultural practices and knowledge;
 - provides equal access to opportunities for all including through contributions to decision making, planning, delivery and evaluation of academic and governance practices and processes;
 - is free from discrimination, harassment, victimisation and vilification; and
 - allows everyone to feel a genuine sense of belonging;
- b. providing a culturally safe environment for First Nations people to work or be educated while allowing them to connect, network and be consulted on matters that are important and/or affect them;
- c. ensuring cultural recognition, cultural awareness, learning opportunities and contributing actions for non-First Nations people in support of reconciliation and in line with the four key recommendations from the Reconciliation and Education: Past-Present-Future Forum (November, 2023);

6.3 Education

- d. ensuring processes are in place to support the achievement of educational outcomes for First Nations people that are at least equal to those of other Australian students informed by the [National Agreement on Closing the Gap](#) (July, 2020) and the First Nations Cultural Competency in Australian Universities Framework (Universities Australia, 2011);
- e. seeking to partner with First Nations communities and organisations to provide scholarships, internships, and mentorship programs to First Nations students and individuals interested in entering the workforce in our industry;

6.4 Employment

- f. encouraging recruitment, retention, employment pathways and career development for First Nations peoples to work at CG Spectrum;
- g. ensuring appropriate recognition to the contributions that First Nations employees make to CG Spectrum;
- h. ensuring First Nations employees have access to culturally appropriate practices, including flexibility around spiritual observances, holidays and ceremonies that are important to them;

6.5 Governance and social responsibility

- i. identifying further opportunities to support self-determination, such as education and employment opportunities;
- j. upholding the unique rights of First Nations people;
- k. developing, promoting and engaging with First Nations stakeholders wherever relevant to support First Nations initiatives by actively including First Nations voices and perspectives;
- l. respecting Indigenous Cultural Intellectual Property (ICIP) including through obtaining prior and informed consent before using ICIP; and
- m. including opportunities for input from First Nations peoples in the development and review of relevant policy documents and procedures as determined by Governing

and Academic Boards.

7.0 Reporting and Compliance

The Academic Director is responsible for:

- a. overseeing adherence to this policy;
- b. obtaining feedback from First Nations stakeholders to assist develop, review and refine practices, policy settings, observances and initiatives;
- c. setting, measuring and reviewing reporting objectives; and
- d. making public our progress on related reporting objectives.

This policy must be reviewed and updated as part of the continual improvement process and to ensure ongoing alignment with the United Nations Declaration on the Rights of Indigenous People and the National Indigenous Higher Education Objectives.

8.0 Related

Relevant Policies and Procedures

Diversity, Equity and Inclusion Policy
Diversity, Equity and Inclusion Procedure
Course Design Development and Approval Policy;
Course Evaluation and Review Policy;
Staff Selection Recruitment and Appointment Policy;
Staff Selection Recruitment and Appointment Procedure;
Student Selection and Admission Policy;
Student Selection and Admission Procedure;
Student Welfare and Support Policy;
Student Welfare and Support Procedure;
Support for Students Policy Framework; and
Wellbeing and Safety in the Learning Environment Policy.

Relevant Legislation

Disability Discrimination Act 1992 (Cth)
Disability Standards for Education (2005)
Racial Discrimination Act 1975 (Cth)
Sex Discrimination Act 1984 (Cth)
Australian Human Rights Commission Act 1986 (Cth)
Age Discrimination Act 2004 (Cth)
Higher Education Standards Framework (Threshold Standards) 2021
VicScreen's Roadmap to 2033 (2024)
United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
National Indigenous Higher Education Objectives
First Nations Cultural Competency in Australian Universities (Universities Australia, 2011)

Version Control

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