

Statement of Commitment

Aboriginal and Torres Strait Islander Peoples

KU has an organisational responsibility to the revitalisation and advancement of the cultures, histories and beliefs of Aboriginal and Torres Strait Islander peoples of Australia as determined by them.

Guided by our values and ethical practices, we commit to creating locally led programs and opportunities shaped and determined by Aboriginal and Torres Strait Islander children and families, employees, communities and organisations.

We will:

- 1.** Actively seek, listen and respond to the voices of Aboriginal and Torres Strait Islander peoples, and advocate for their right to self-determination and equal participation in decision-making.
- 2.** Promote the United Nations Declaration of the Rights of Indigenous Peoples.
- 3.** Respect, protect and promote the rights, diversity of unique cultures and rich heritages of Aboriginal and Torres Strait Islander peoples, families and communities.
- 4.** Listen to the local issues of Aboriginal and Torres Strait Islander peoples and respond to what they fundamentally want for their communities.
- 5.** Acknowledge and accept that Aboriginal and Torres Strait Islander families and communities will determine how their children grow up culturally strong.
- 6.** Create career pathways and employment opportunities for Aboriginal and Torres Strait Islander employees across all levels of the organisation.
- 7.** Establish culturally acceptable, safe and supportive environments for all Aboriginal and Torres Strait Islander peoples who engage with our organisation.
- 8.** Facilitate informed cultural dialogue to increase employee capacity to recognise and challenge systemic inequalities.
- 9.** Create agency and provide opportunities for all Aboriginal and Torres Strait Islander employees to influence and inform their personal and professional learning experiences.
- 10.** Advocate for greater recognition, acceptance and privileging of the cultural knowledges, expertise and skill sets of Aboriginal and Torres Strait Islander peoples.