Office of the Deputy Vice-Chancellor
(Research and Innovation)

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THE UNIVERSITY OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Aboriginal and Torres Strait Islander Research and Innovation Strategy **Annual Report 2022**

The University of Queensland Aboriginal and Torres Strait Islander Research and Innovation Strategy Annual Report 2022

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.

A Guidance Through Time by Quandamooka Artists Casey Coolwell and Kyra Mancktelow

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Opening Statement

Now in its second year, the UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy 2021-2025 ('the Strategy') was developed after broad consultation with the academic, professional, and student research community. The University is proud to have seen progress made in 2022 towards the overarching goals and intent of the Strategy.

The Strategy includes a commitment to provide an annual report on achievements and implementation. Regular reporting allows us to celebrate successes and milestones, and ensures 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 annual report provides detail on progress of the Action Plan, including updates on key actions, investments, events, and appointments. In 2022, we have seen the number of UQ's Aboriginal and Torres Strait Islander academic staff continue to increase. A key highlight was the awarding of the Australian Research Council (ARC) Centre of Excellence – The Centre of Excellence for Indigenous Futures, which will receive $35 million over the next seven years to support a bold and transformative research agenda. It's the first time in the ARC's history that they have awarded an all Indigenous-led team, and we are proud that it was led from Indigenous researchers at UQ.

These and other 2022 highlights are detailed in this report, along with a complete progress update against the Strategic Action Plan, with information provided by action leaders from across UQ. The achievements of 2022 build upon the impressive foundation of actions undertaken in 2021, the inaugural year of the Strategy, and pave the way for us to continue to progress the ambitious Aboriginal and Torres Strait Islander Research and Innovation Strategic Action Plan in 2023-2025.

Professor Mark Blows
Deputy Vice-Chancellor
(Research and Innovation)

Professor Bronwyn Fredericks
Deputy Vice-Chancellor
(Indigenous Engagement)

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
2. Indigenous Research and Innovation Leadership
3. Indigenous Knowledges and Methods
4. Respect
5. Accountability and Integrity

2022 Highlights

The second year of the implementation has seen significant progress towards the Vision, Values, and strategic imperatives of the Strategy. 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.

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 Deputy Vice-Chancellor (Indigenous Engagement)

The third UQ Aboriginal and Torres Strait Islander Research and Innovation Forum was held at Viewpoint, St Lucia on Thursday 15 September 2022 as part of the University's Research and Innovation Week.

The Forum featured presentations by Professor Gail Garvey, Professor of Indigenous Health Research at the School of Public Health (UQ), and Professor James Ward, Director of the Poche Centre for Indigenous Health (UQ).

Professor Garvey's presentation *"Making a meaningful impact on cancer and wellbeing outcomes for our mob"* and Professor Ward's presentation *"Centring Aboriginal and Torres Strait Islander research to enable transformative health and wellbeing outcomes"*, were focused on the 2022 Research and Innovation Week theme, Research Impact - Leading Healthy Lives. The Q&A session, moderated by Professor Bronwyn Fredricks, generated discussion covering a range of topics.

The forum was attended by staff, students and industry representatives. The event was very well received, with attendees highlighting that they valued the opportunity to hear from leading Indigenous researchers about their work in the Aboriginal and Torres Strait Islander healthcare domain.

Action: *1.4.6 UQ Library celebrates Indigenous-led research events and exhibitions; 3.7 Review status of UQ cultural collections held In the UQ Library to ensure that Indigenous communities have equitable access to the collections.*

UQ Library

In 2022, the Aboriginal and Torres Strait Islander Services and Collections Team, in collaboration with the Fryer Library, made advances in engagement and outreach that celebrated and increased access to UQ cultural collections. The Library participated in several events which celebrated Indigenous-led research, including the Indigenous Languages Research Discovery Workshop, the Queensland State Archives Language Research Presentation, the Indigenous Knowledge Centre (IKC) Coordinator Community visit, State Library of Queensland – Path to Treaty presentation, and the Poche Pathways to PhD presentation.

The Library would like to highlight and celebrate its relationship with the State Library of Queensland, and the engagement with IKC Coordinators and language researchers. The Fryer Library hosted two IKC workshops in 2022.

In October, over 35 community researchers viewed special collections in the Fryer Library and enjoyed a curator-led tour of the *Camps, cottages, and homes: A brief history of Indigenous housing in Queensland* exhibition at the UQ Anthropology Museum. The researchers learned how to search and access special collections and shared some meaningful personal stories and memories associated with items. Some of the researchers travelled long distances to be in Brisbane, from locations including the Torres Strait Islands, New Mapoon, Aurukun, Injinoo, Cunnamulla, Umagico, and Yarrabah.

After discussions with the IKC Coordinators and community researchers, the Library will digitise selected items which will then be added to collections already held at IKCs.

The Library continues to discover special collections with culturally significant materials and is updating item metadata with a goal to increase access. This will allow the UQ community to have a more accurate and richer understanding of Australia's Indigenous history and culture, as well as to provide contemporary cultural points of view.

These events and workshops are imperative in providing equitable access to collections and starting important conversations around issues of control and respecting Indigenous Cultural Intellectual Property and Traditional Knowledge. This essential work is ongoing, helping to shape long term changes to Library recordkeeping and archival practices.

Action: *3.4.1 Implement CARE principles for Indigenous data governance across research and innovation management systems and databases.*

Faculty of Humanities and Social Sciences

Sandpit in the Sandstone - An Aboriginal and Torres Strait Islander Research Data Commons Partnership to improve Indigenous Research Capability

In 2022 the UQ Faculty of Humanities and Social Sciences (HASS) commenced activities to explore and support access to 'lifeworld' data held in collections across galleries, libraries, archives, and museums at UQ.

This work forms part of the Australian Research Data Commons (ARDC) Humanities and Social Science Research Data Commons and Improving Indigenous Research Capability Program. The program aims to accelerate research by helping institutions share data more freely, ethically and cooperatively, following the FAIR and CARE data principles as well as Indigenous data governance protocols. The University of Melbourne Indigenous Data Network is leading the Improving Indigenous Research Capability Project. Sandpit in the Sandstone is a nested partnership activity between HASS UQ and the University of Melbourne to improve research data commons, thereby improving Indigenous Research Capabilities.

Work undertaken as part of this project by Associate Professor Sandra Phillips and colleagues in 2022 included;

- Enabling researcher access to UQ lifeworld data held in collections across its galleries, libraries, archives, and museums.
- Interpreting researcher needs to improve access to UQ's lifeworld data.
- Testing ways to improve researcher access and experience using technology.
- Collaborating widely with those who care for and make decisions about collections.
- Co-designing pathways to Improving Indigenous Research Capability in relation to Aboriginal and Torres Strait Islander Research Data Commons.

The Marks-Hirschfeld Museum of Medical History, Herston site visit. 25 August 2022

Sandpit in the Sandstone team member Dr Toni McPherson with Jane Willcock Senior Registrar and Operations Coordinator

- Developing a website to communicate the activity to wider publics, showcasing UQ's collections culture and the ways in which UQ already ensures access to its collections.
- Undertaking a literature review to keep the team informed of relevant scholarship in the fields of Indigenous Data Governance, research ethics, and Indigenous research data commons.
- Facilitating a visitor schedule of researchers from the Aboriginal and Torres Strait Islander community of southeast Queensland into the UQ collections. In 2022 researchers were able to access collections held in the UQ Library and the UQ Fryer Library. Negotiations with UQ stakeholders mean that the visitor schedule can broaden researcher access to the UQ Anthropology Museum and the UQ Art Museum in January to March 2023.
- Scoping work in collaboration with colleagues who care for the collections of Aboriginal and Torres Strait Islander data across UQ.
- The UQ Library has developed Wireframe ideas to strengthen collection access for Indigenous Research. Starting with two collections, the Caroline Kelly Papers and the Aboriginal and Torres Strait Islander Theses Collection, the UQ Library is also testing other visual mapping options and will continue their work with the Sandpit team in 2023.
- Visit from Data Scientist Dr Nicholas Car to introduce the Sandpit team to the ideas of: Agent Data Relations, FAIR scores, CARE scores, and Indigenous Data Governance (IDG) scores based on multiple factors of proximity between the data and the agent for whom the data is about. The robust discussion and exchange of ideas consolidates the strength of continuing to work together into 2023.

Professor Phillips highlights Sandpit in the Sandstone has achieved great connectivity with colleagues whose expertise is at the cutting edge of evolving and future research practices. Sandpit provides the connective tissue of strategic collaboration through strong scoping work that will contribute to the development of an Aboriginal and Torres Strait Islander research data commons to improve Indigenous Research Capability.

Dr Penny Holliday and Associate Professor Sandra Phillips

Action: *1.2.1 Establish a cross-disciplinary Aboriginal and Torres Strait Islander research and innovation hub to catalyse research partnerships and projects.*

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

In 2022, the University of Queensland was awarded the first Indigenous-led Australian Research Council Centre of Excellence. The Australian Research Council Centre of Excellence for Indigenous Futures aims to transform the life chances of Indigenous Australians and enhance our understanding of the complex nature of intergenerational inequity.

Collaborating with national and international partners including Indigenous researchers at UQ and partners from nine Australian universities as well as government departments, community-controlled organisations, and universities in New Zealand, USA, and Canada, the Centre will utilise Indigenous knowledge in unique trans-disciplinary, cross-sector designed research.

The Centre, led by Director Professor Brendan Hokowhitu and supported by Chief Investigators including Distinguished Professor Aileen Moreton-Robinson, Professor Bronwyn Fredricks, Professor James Ward and Dr Crystal McKinnon (pictured below), will receive $35 million over the next seven years.

UQ Provost Aidan Byrne (left) with Centre of Excellence investigators Professor James Ward (UQ), Dr Crystal McKinnon (RMIT), Professor Brendan Hokowhitu (UQ), UQ Deputy Vice-Chancellor (Indigenous Engagement) Professor Bronwyn Fredericks, and Distinguished Professor Aileen Moreton-Robinson (UQ).

Action: 1.2.2 Establish a fund for research-related community engagement activities to seed funding for research partnerships for funding opportunities

Office of the Deputy-Vice-Chancellor (Research & Innovation)

In 2022, the Research Office allocated $400,000 to the UQ Indigenous Research, Engagement & Partnerships fund. Grant applications were accessed across two streams.

Stream 1: Strengthening partnerships with Aboriginal and Torres Strait Islander communities, organisations and individuals. This stream supported the growth of research partnerships between UQ researchers and Aboriginal and Torres Strait Islander communities, organisations and individuals.

Stream 2: Aboriginal and Torres Strait Islander Researcher Grant. This grant supported projects led by Aboriginal and Torres Strait Islander researchers.

A total of 36 applications were received and funding was awarded to 10 projects.

Lead CI	Organisational Unit	Project Title
A/Prof Stephanie Gilbert	Aboriginal and Torres Strait Islander Studies Unit, DVCIE	Documenting the National Impact of the Tubba-Gah Wiradjuri and Talbragar
A/Prof Stephanie Gilbert	Aboriginal and Torres Strait Islander Studies Unit, DVCIE	Mums and Bubs Deadly Diets Reciprocity Acts
Dr Keane Wheeler	Human Movement and Nutrition Sciences, HABS	Mob Moves: Co-designing a program to empower socioemotional learning through physical activity
Dr Marnee Shay	Education, HASS	Indigenous Business in Australia: a scoping study
Prof James Ward	Poche, HABS	Building a national research network and agenda to progress urban Indigenous health
Dr Hayley Williams	Psychology, HABS	Fire and smoke translation
Dr Danielle Amour	Education, HASS	Building research projects in education our way
Dr Michael Westaway	Social Science, HASS	Macleay Valley Aboriginal cultural tourism
Prof Tracey Bunda	Aboriginal and Torres Strait Islander Studies Unit, DVCIE	Indigenous Women Navigating Change of Life
Prof Tracey Bunda	Aboriginal and Torres Strait Islander Studies Unit, DVCIE	Indigenous Pedagogical Practice: Hymba Yumba Independent School

A further five UQ Indigenous Research, Engagement and Partnership fund applicants were funded from the UQ Knowledge Exchange and Translation scheme.

Lead CI	Organisational Unit	Project Title
Gary Osmond	Human Movement and Nutrition Sciences, HABS	Yarrabah Community, Identity and Pride: A History of Yarrabah Sport
Joni Parmenter	Sustainable Minerals Institute	Indigenous women and mining work: Exploring the impacts of automation
Kath Benfer	Child Health Research Centre, Medicine	Partnering with the Indigenous Health workforce to build capacity to provide home support to infants with cerebral palsy
Sarah Holcombe	Sustainable Minerals Institute,	Building a two-way research and training partnership between NCAC and SMI
Samantha Coombs	Business, BEL	Indigenising the NDIS

Action Plan Implementation Update

Acronyms

AIATSIS Australian Institute of Aboriginal and Torres Strait Islander Studies
ADR Faculty Associate Dean Research
APD Annual Performance & Development Process
ARC Australian Research Council
BEL Faculty of Business Education & Law
DDR Institute Deputy Director Research
DVC Deputy Vice-Chancellor
HASS Faculty of Humanities and Social Sciences
NAIDOC National Aborigines and Islanders Day Observance Committee
DVCIE Deputy Vice-Chancellor (Indigenous Engagement)
RAP Reconciliation Action Plan
UQAM UQ Art Museum
UQP UQ Press
UQ R&I UQ Research and Innovation Portfolio

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 2022
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	Completed – now part of the University's APD process.
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	Complete	An ARC Centre of Excellence bid was successful; UQ will host the Indigenous-led Centre of Excellence for Indigenous Futures, using Indigenous knowledges in trans-disciplinary, cross-sector research. See case study on p.10 for more detailed information.
	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	The UQ Indigenous Research, Engagement, and Partnerships fund opened in July 2022. Administered by the Research Office, a total of $400,000 was allocated to 10 projects in the scheme, across two streams. See case study on p.11 for more information.
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 gathering through research systems are being explored.

Focus	Action	Reportable	Lead	Status	Progress as at end 2022
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	The third Forum, with a theme of Indigenous Health and Wellbeing, was held successfully on 15/09/2022. See case study on p.6 for more detailed information.
	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	In 2022, Marketing and Communication published 12 pieces of written digital content showcasing Aboriginal or Torres Strait Islander research. This content was viewed approximately 6573 times.
	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	Building on the foundational work of the creation of the Aboriginal and Torres Strait Islander Resources webpage in 2021, the Library has progressed the Aboriginal and Torres Strait Islander theses audit, and has now collected 261 records. Work towards optimising the presentation of the data to showcase research in other formats is ongoing. All these records are accessible via the webpage. Additional digital resources were added to Library websites also, and include an Acknowledgement of Country, the Cultural Sensitivity Statement, and Open to Collaborate (Traditional Knowledge Label and Notices).
	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	Planning and approval processes for the podcast are underway, the project will re-commence scoping and resourcing in 2023.
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	In 2022, UQAM hosted the 4th National Indigenous Art Triennial: "Ceremony" – a touring exhibition of the National Gallery. The Blue Assembly exhibition, a multi-year project, opened with the inaugural 'Oceanic Thinking' showcase. UQP acquired a poetry collection 'Gawimarra Gathering' from Wiradjuri writer, critic, and poet Jeanine Leane. Indigenous authors and their stories continue to be published and promoted by UQP. HASS, UQAM, and UQP host the University's inaugural First Nations writer-in-residence Mx Ellen van Neerven. HASS co-hosted a symposium featuring the Aboriginal and Torres Strait Islander Research Data Commons, Language Data Commons of Australia, Integrated Research Infrastructure of the Social Sciences, and the Digital Cultures and Societies Hub. The UQ Anthropology Museum hosted exhibitions celebrating Indigenous-led research of Kirrenderri, Heart of the Channel Country, featuring co-curation with Mithaka Traditional Owners. The museum also showcased decades of architectural and housing research in "Camps, cottages, and homes: A brief history of Indigenous housing in Queensland". The Library promoted and advertised National Reconciliation Week, NAIDOC Week, and Indigenous Literacy Day via social media platforms and channels.
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 Executive Director Research Translation and Impact	Ongoing activity	The ARC Centre of Excellence for Indigenous Futures will utilise Indigenous knowledge in trans-disciplinary, cross-sector designed research. See case study on p.10 for more information. Additionally, the revised Research Centres and Research Networks Policy will be implemented in 2023, providing a new framework for supporting emerging research networks. Opportunities to build Indigenous-led research networks through that policy implementation program will continue to be explored.

People and Opportunities

Focus	Action	Reportable	Lead	Status	Progress as at end 2022
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	DVC Indigenous Engagement	Ongoing activity	In 2022, the ATSIS Unit engaged with more Indigenous students than ever before, visiting 170 schools, both regionally and locally, and meeting hundreds of students. The team worked with schools and faculties across the university to provide information to Future Students, running events such as InspireU Camps (InspireU camps in 2022 included HDR Panels providing valuable information on the academic journey). InspireU participants also had the opportunity to network with Aboriginal and Torres Strait Islander students who are currently doing HDR study to further increase their knowledge of research opportunities available to them at UQ after completing their undergraduate degrees.
	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.	Coursework to HDR student conversion rates	Dean, Graduate School	Ongoing activity	Strategies to promote pathways to HDR study were developed via a working group in partnership with the Office of the DVCIE, and Indigenous HDR students. The Indigenous Researcher Development Coordinator and the Indigenous Researcher Development Administration Officer have also provided information sessions to various cohorts to increase awareness.
	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.		Director, ATSIS 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 2022/2023 Summer Research Program, 1.49% of the domestic student participants students identified as Aboriginal and/or Torres Strait Islander. Student Enrichment and Employability development is committed to co-funding grants into the program and will continue to work with the ATSIS Unit to facilitate student 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	Ongoing activity	Development of materials in response to feedback from the working group will occur in 2023, along with adjustments to the process in response to outcomes from the Admissions and Scholarships Working Group, chaired by the Deputy Dean of the Graduate School.
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	Complete	Complete
	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	Complete	Complete

Focus	Action	Reportable	Lead	Status	Progress as at end 2022
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	Complete	Complete
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 ATSIS Unit.	Uplift in 2021 and annual review of the ratio of Indigenous HDR enrolments and targeted support FTE	Dean, Graduate School and Deputy Vice-Chancellor Indigenous Engagement	Ongoing activity	On track – a dedicated role, the Indigenous Research Development Officer, is in place and is providing support to the HDR cohort across the ATSISU and Graduate School.
	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	Recommendations from the working group, formed in 2022, will inform a plan and implementation in 2023.
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	Complete	In 2020 a model was piloted to co-fund 3-year appointments for Early Career Researchers at Level A. Opportunities to appoint Aboriginal and Torres Strait Islander ECRs have continued to be realised, and UQ's growth in Aboriginal and Torres Strait Islander Academic and Research Staff is outlined in 2022 UQ Aboriginal and Torres Strait Islander Research Profile from p.20 onwards.
	2.5.2 Establish a program of professional development activities for Aboriginal and Torres Strait Islander ECRs.	Program established	PVC Researcher Development	Ongoing activity	Researcher development opportunities have been expanded in 2022 across cohorts. In 2022 the Epigeum 'Advancing your Research Career' on-line training modules for ECRs were made available via Workday learning.
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	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. Aboriginal and Torres Strait Islander academic and research staff numbers increased in 2022 from 2021 levels.
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. Additionally, Faculty and Institute Leaders now report against a goal in the University's Plan-on-a-Page, under the 'Enriching our communities' domain, which aims to 'achieve conditional approval for UQ's Stretch Reconciliation Action Plan, and embed into practice a suite of Aboriginal and Torres Strait Islander strategies and principles.'
	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	A collaboration with the DVCIE portfolio is underway in order to arrange an on country engagement.

Enabling Environment

Focus	Action	Reportable	Lead	Status	Progress as at end 2022
Benefit Sharing and Reciprocity	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: • 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	Establishment of protocols and case studies of use Training established and participation reports	PVC Research	In progress	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). An Advisory Group to oversee implementation of requirements of the AIATSIS Code was established in the first half of 2022; the group is assessing current resources, processes, strengths, and opportunity for improvements.
Research Commerciali-sation	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	Ongoing activity	UniQuest has begun collating 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	Starting in October 2021, the University has required Indigenous research to be consistent with the Principles of the AITASIS code. See item 3.1 for related initiatives.
	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. As at the end of 2022, the module is fully drafted and in the final stage of development.
	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 (HREC) 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	Ongoing activity	All staff and human research ethics committee members are required to complete Modules 1 and 2 of the AIATSIS Core Cultural Learning course. BlackCard Cultural Capability Training is offered to committee members and staff when available.

Focus	Action	Reportable	Lead	Status	Progress as at end 2022
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	New PVC Research Infrastructure scoping opportunities in relation to embedding CARE principles in data governance mechanisms. The outcome of the UQ-University of Melbourne collaborative research project, facilitated by the HASS ADIE and HASS Research Office (profiled above), will help inform the application of CARE principles for Indigenous data governance across research and innovation systems and databases.
	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	As Per 3.4.1.
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	In progress	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	In progress	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 Procedure.	Numbers of projects where partners offered reduced indirect costs annually	PVC Research	Ongoing activity	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	Complete	The successful awarding of an ARC Centre of Excellence for Indigenous Futures reflects the dedicated support of this activity. The Research Office now operationalises support for grant writing into Indigenous competitive schemes as a standard process.
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	The UQ Anthropology Museum and Library are participating as stakeholders on the partnership activity regarding storage and access issues as they pertain to Indigenous data governance. The Anthropology Museum prioritises access to its holdings for Indigenous stakeholders; access is provided through the digital catalogue, exhibitions, direct access to the collection, and collaborative projects.

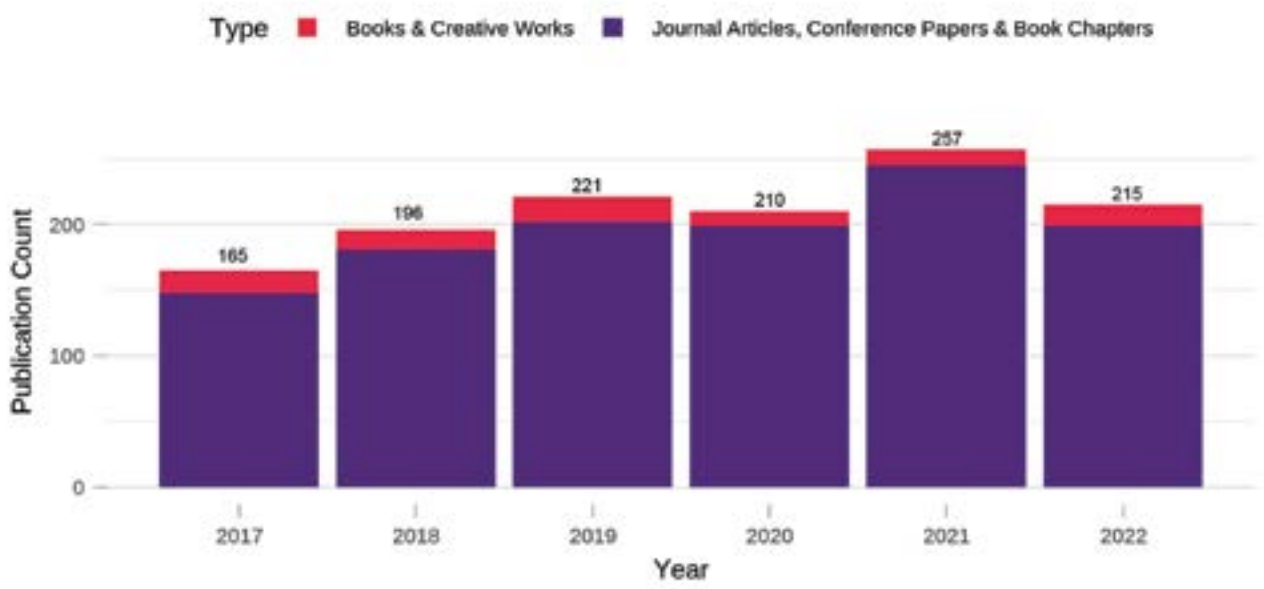
Focus	Action	Reportable	Lead	Status	Progress as at end 2021
Research Governance	3.8.1 Review all Research and Research Training policies in line with this strategy and the regulatory frameworks listed under Strategy Alignment above to implement best-practice values and principles in Aboriginal and Torres Strait Islander research and innovation.	Report on policy review and amendments	DVC Research and Innovation	Ongoing activity	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. AIATSIS principles are considered and implemented, where possible, as part of every policy review process.
	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	Ongoing activity	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: - 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 and Innovation 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 2022 in Q1 2023.
	3.9.3 Annual report to Research and Innovation 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 and Innovation 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 Indigenous Engagement	Ongoing activity	

UQ Aboriginal and Torres Strait Islander Research and Innovation Profile

1. Research on Aboriginal and Torres Strait Islander Research Topics

1.1 Publications

Aboriginal and Torres Strait Islander Publication Output by Year*



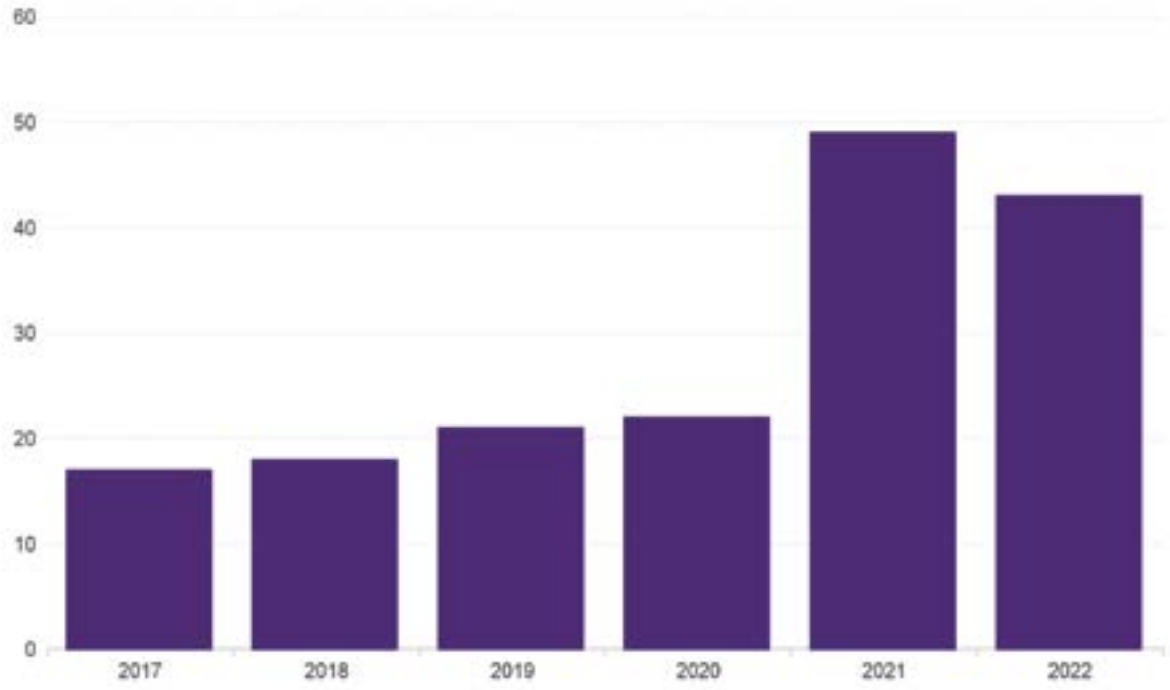
*Data sourced from UQ eSpace, January 2023. The 2022 data is incomplete, as it can take up to two months for some publications to be registered in eSpace.

1.2 Publication Engagement and Impact

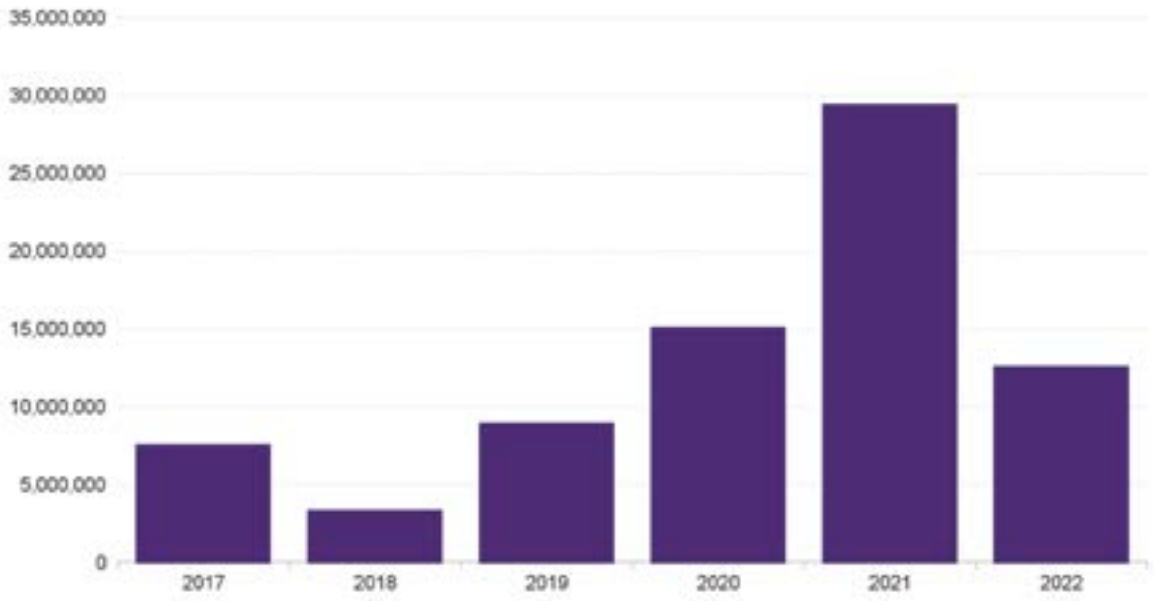
UQ's Indigenous-focused research publications published since 2017 have been cited at least 115 times by policy documents. These publications have also been mentioned 1,778 times in domestic and international media. There have been at least six registered clinical trials with a focus on Indigenous health since 2011.

1.3 Projects

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



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



*Data sourced January 2023. The Projects and Awarded Funding plots are based on successful projects (internally and externally funded) that have been awarded between 2017-2022 tagged with at least one 2020 or 2008 Indigenous Field of Research code. Only projects administered by the Research Office are captured here.

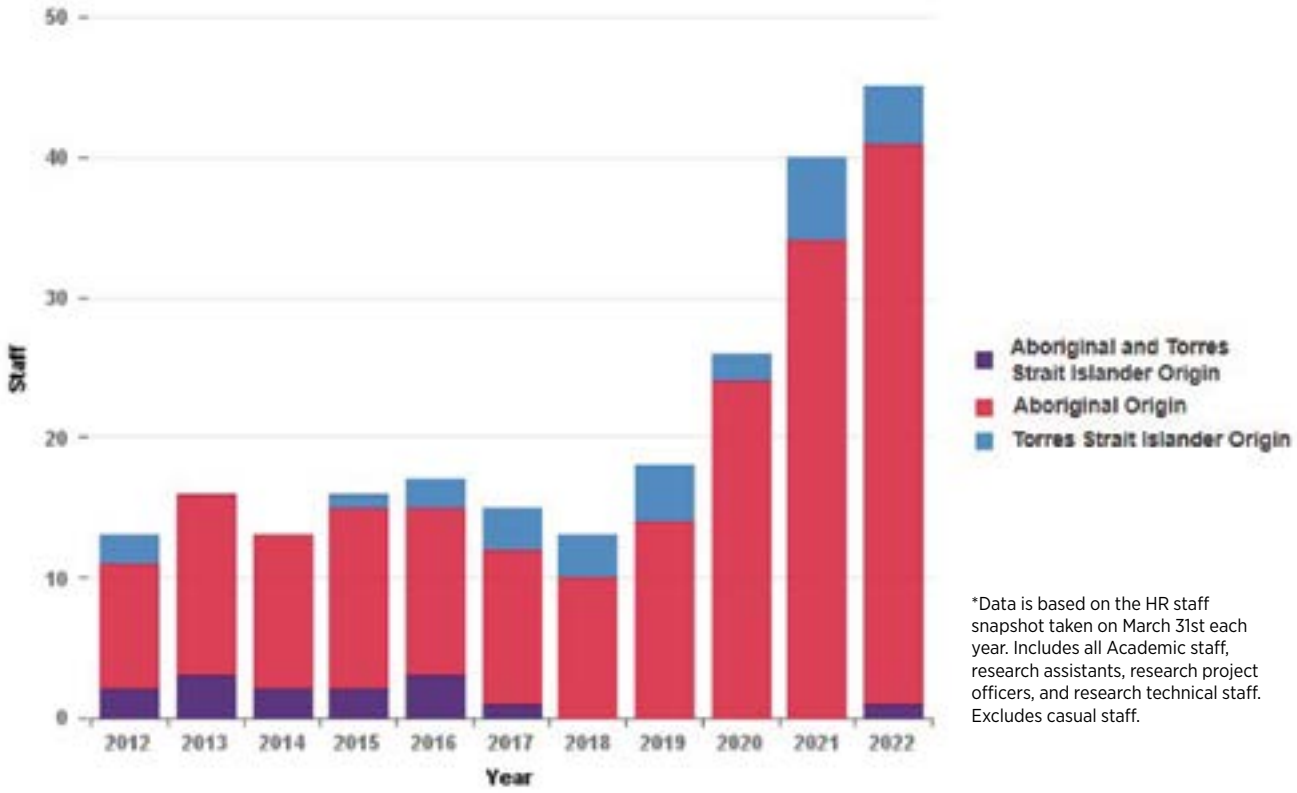
Top 10 funders (based on total amount approved): 2017-2022

Granting Body	Pro Rata Amount Approved $
National Health and Medical Research Council	30,285,350
Commonwealth Department of Health	16,252,687
Australian Research Council	6,662,125
Health and Wellbeing Queensland	2,114,557
The University of Queensland	2,108,970
Northern Territory Government	2,080,068
Commonwealth Department of Industry, Innovation and Science	1,990,329
Anindilyakwa Royalties Aboriginal Corporation	1,759,200
Metro North Hospital and Health Service	1,110,732
National Heart Foundation of Australia	1,099,971

2. Aboriginal and Torres Strait Islander Researchers and HDR Students

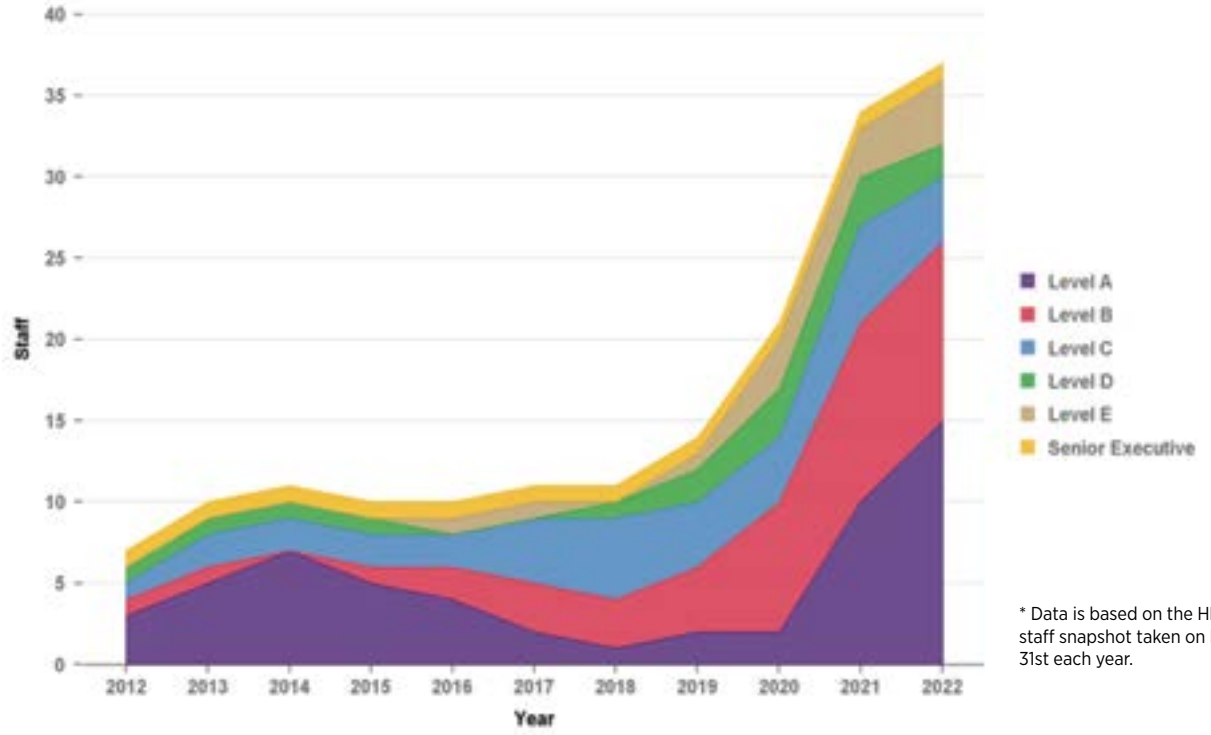
2.1 Staff

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



*Data is based on the HR staff snapshot taken on March 31st each year. Includes all Academic staff, research assistants, research project officers, and research technical staff. Excludes casual staff.

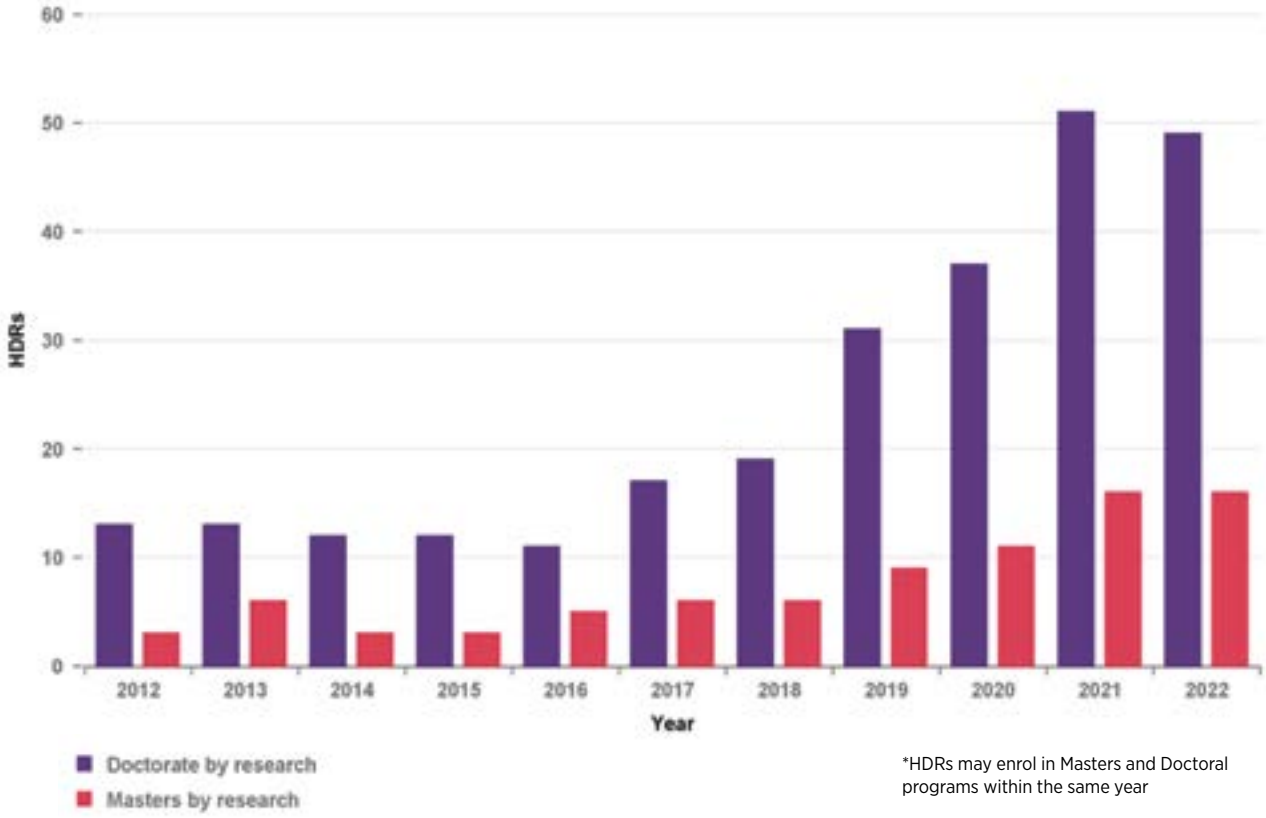
Annual UQ Aboriginal and Torres Strait Islander Academic Level Changes*



* Data is based on the HR staff snapshot taken on March 31st each year.

2.2 HDR Students

Annual Enrolments of Aboriginal and Torres Strait Islander HDR Students*

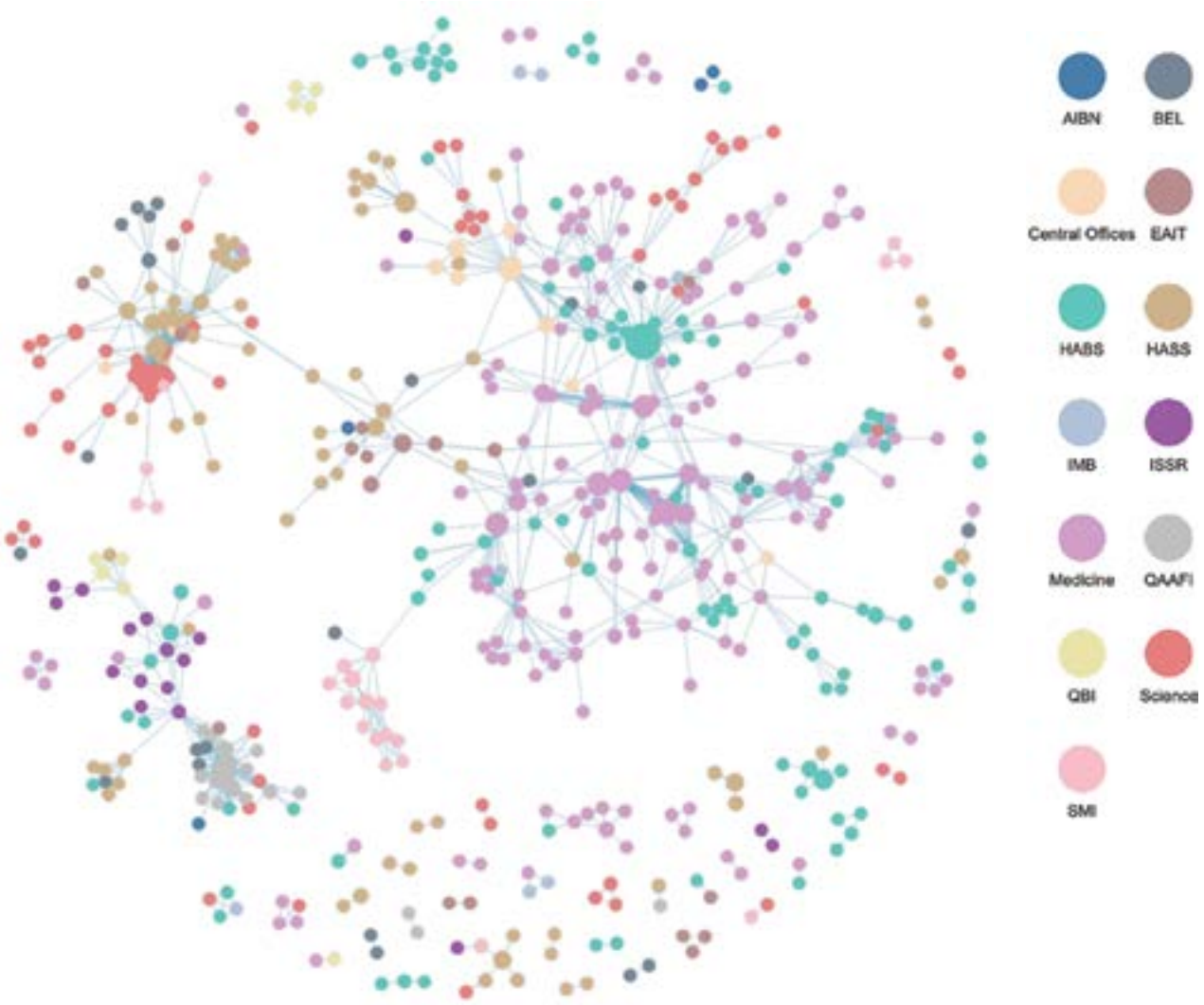


*HDRs may enrol in Masters and Doctoral programs within the same year

3. Aboriginal and Torres Strait Islander Research Collaborations

3.1 Internal Collaboration

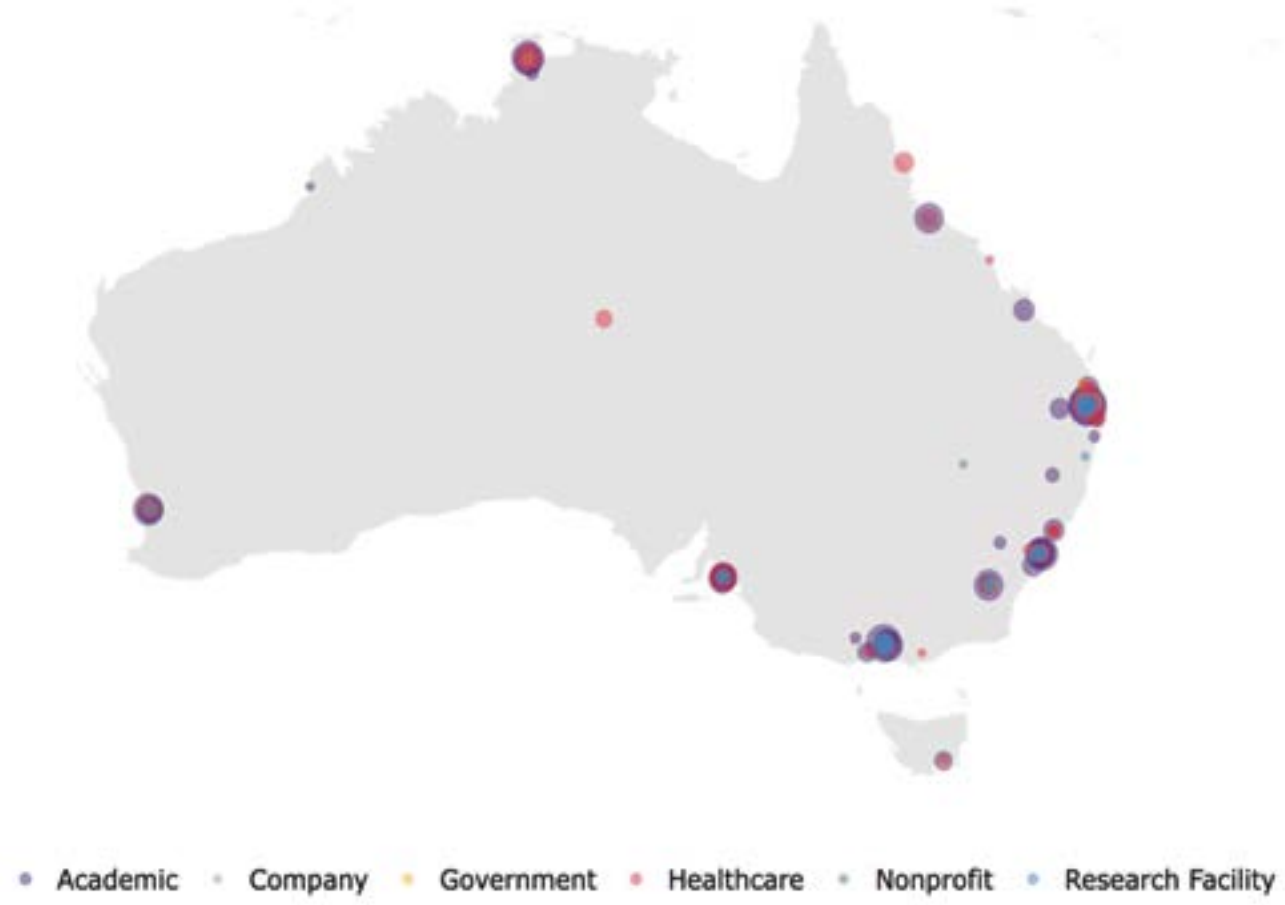
There have been a total of 2122 internal collaborations (between researchers at different Schools or Institutes) on Indigenous-focused research projects and publications since 2017. Individual researchers are represented by nodes, and node size is proportional to the number of collaborations involving 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. Contact the report authors if you require more information about the collaborations of individual researchers (nodes), or the Schools or Institutes listed

3.2 Australian Organisations Collaborating with UQ in Indigenous Research

UQ's Indigenous-focused publications have involved co-authors from at least 199 different external Australian collaborating organisations since 2017. Collaboration counts in the tables represent the number of UQ-authored publications with at least one co-authorship with the external organisation.



3.2.1 Academic and Research Facilities: Main Collaborators*

Institutions	Co-authored publications
Griffith University	111
Queensland University of Technology	101
University of Melbourne	92
Charles Darwin University	74
University of New South Wales	70
University of Western Australia	60
Monash University	56
Australian National University	55
James Cook University	53
University of Sydney	52

3.2.2 Government and Non-For-Profit: Main Collaborators*

Organisation	Co-authored publications
Queensland Health	43
Western Australia Department of Health	8
Australian Nuclear Science and Technology Organisation	7
Sydney Local Health District	6
Commonwealth Scientific and Industrial Research Organisation	4
Government of Northern Territory	4
Department of Agriculture & Fisheries	3
NSW Department of Health	3
South Western Sydney Local Heath District	3
Cancer Council NSW	2
Cancer Council Queensland	2
National Museum of Australia	2
Australian Institute of Family Studies	2
Australian Research Council	2
Government of Western Australia	2
Queensland Department of Education	2
Queensland Government	2

3.2.3 Healthcare: Main Collaborators*

Organisation	Co-authored publications
Royal Brisbane & Women's Hospital	49
South Australian Health and Medical Research Institute	47
Royal Darwin Hospital	36
Princess Alexandra Hospital	26
Prince Charles Hospital	18
Cairns Hospital	16
Royal Prince Alfred Hospital	16
Princess Margaret Hospital	15
Metro South Health	13
Queensland Children's Hospital	13

*Collaborating organisation data is based on co-author affiliation on UQ authored publications indexed by Dimensions. Collaboration counts are the number of UQ-authored publications with at least one co-authorship with the external organisation. Some co-authors who hold joint appointments with external organisations are counted as collaborators (e.g. UQ research staff affiliated with hospitals).

3.3 Indigenous Research Projects Collaborations

UQ's Indigenous-focused research projects have involved 160 external international and domestic collaborating organisations since 2017. Collaboration counts in the table represent the number of collaborations with the listed organisation.

3.3.1 Top External Organisations Collaborating with UQ for Indigenous Research Projects*

External Organisation	Collaborations
University of Sydney	25
University of Melbourne	20
Menzies School of Health Research	19
Queensland University of Technology	17
University of New South Wales	15
Australian National University	14
University of Western Australia	13
Griffith University	11
James Cook University	10
Monash University	10

*Collaborating organisation data is based on co-author affiliation on UQ project collaborations. Collaboration counts are the number of UQ projects conducted with each of the external organisations.

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Contact

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