



Aboriginal and Torres Strait Islander Research and Innovation Strategy **Annual Report 2023**



The University of Queensland Aboriginal and Torres Strait Islander Research and Innovation Strategy Annual Report 2023

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.





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A Guidance Through Time by Quandamooka artists Casey Coolwell and Kyra Mancktelow.

Opening statement

The UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy was launched in 2021 and has now passed its mid-point in implementation. In this time, significant advancements have been made toward realising the overarching objectives and Vision of the Strategy, to leverage research as a tool of empowerment for Aboriginal and Torres Strait Islander peoples, communities, and organisations.

This annual report provides insights into the progress made on the Strategy, encompassing updates on pivotal actions, investments, events, and appointments. In 2023, there was a noteworthy rise in the income awarded to UQ's Aboriginal and Torres Strait Islander research projects, with UQ-led projects achieving excellent funding outcomes across major funders including the Australian Research Council and National Health and Medical Research Council. Furthermore, there was an increased uptake in the enrolment of Aboriginal and Torres Strait Islander students pursuing doctoral research programs. Two significant milestones in 2023 were the launch of the Ethics for Aboriginal and Torres Strait Islander Research online learning module and the Ethics for Aboriginal and Torres Strait Islander Research website.

These accomplishments from 2023, among others, are detailed below, alongside a complete progress update against the Strategic Action Plan. This update incorporates contemporary insights provided by action leaders from across UQ.

The achievements of 2023 build upon the solid foundation of actions undertaken in the preceding two years, propelling us forward to advance the ambitious Aboriginal and Torres Strait Islander Research and Innovation Strategic Action Plan for 2024-2025.

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

Professor Bronwyn Fredericks
Deputy Vice-Chancellor
(Indigenous Engagement)



2023 highlights

The third year of implementation has seen noteworthy progress towards the Vision, Values, and 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.

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

UQ recognises and values the ancient and emerging history of research and enquiry by Aboriginal and Torres Strait Islander peoples. We celebrate the work of Aboriginal and Torres Strait Islander researchers across disciplines and topics. We further recognise non-Indigenous researchers whose work contributes to positive outcomes for Indigenous peoples. We celebrate and acknowledge the vibrant global Indigenous research field, and seek to enhance UQ's position within it.

2. Indigenous Research and Innovation Leadership

Aboriginal and Torres Strait Islander research and innovation should be Indigenous-led. This requires institutional investment in career progression for Aboriginal and Torres Strait Islander researchers. Where non-Indigenous people are working on Aboriginal and Torres Strait Islander research the project must be led by Indigenous perspectives and participation through best-practice engagement, collaboration, accountability, and reciprocity.

3. Indigenous Knowledges and Methods

Indigenous Traditional Knowledges belong to Aboriginal and Torres Strait Islander peoples and research and innovation should always uphold Indigenous ownership of Intellectual Property and copyright. Indigenous research methods enrich approaches across disciplines, and UQ is committed to increasing education and understanding of Indigenous histories, cultures, and ways of knowing, being and doing. UQ acknowledges that Indigenous Knowledges are growing and evolving, and that Indigenous research and innovation fully encompass emerging approaches.

4. Respect

UQ values and respects Aboriginal and Torres Strait Islander peoples, their contributions to research and their connections to country. We recognise Aboriginal and Torres Strait Islander peoples' diversity, and acknowledge the importance of representation of Indigenous communities, peoples and nations within our institution. We express this through celebrating Indigenous leadership and excellence, and through including Aboriginal and Torres Strait Islander peoples in meaningful responsibility, inclusion and shared ownership across the research and innovation lifecycle. We commit to making UQ a culturally respectful and safe environment for Aboriginal and Torres Strait Islander researchers, partners, participants and communities.

5. Accountability and Integrity

We will uphold the highest ethical standards and work to set benchmarks of best practice in Aboriginal and Torres Strait Islander research and innovation, including in engagement, ethics, data management, research translation and Intellectual Property management. In this, we will be accountable to the UQ community, but especially to Aboriginal and Torres Strait Islander peoples.



Panellists Emeritus Professor Aileen Moreton-Robinson (left), Professor Bronwyn Fredericks, Dr Sara Tomkins, Professor Andrew Crowden with session moderator Professor Alastair McEwan.

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

Focus

Celebrating Indigenous
Research Excellence

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.

The 2023 UQ Aboriginal and Torres Strait Islander Research and Innovation Forum was held at the Global Change Institute, St. Lucia, on Thursday 7th September 2023 as part of the University of Queensland's Research and Innovation Week.

The event centred around a panel discussion unpacking The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Code of Ethics.

The panel brought together four Indigenous and non-Indigenous experts in the ethics of Aboriginal and Torres Strait Islander research:

- Professor Bronwyn Fredericks, Deputy Vice-Chancellor (Indigenous Engagement), UQ
- Emeritus Professor Aileen Moreton-Robinson, Professor in the School of Social Sciences, Faculty of Humanities, Arts and Social Sciences, UQ
- Honorary Professor Andrew Crowden, Honorary Professor in Philosophy, School of Historical and Philosophical Inquiry, Faculty of Humanities, Arts and Social Sciences, UQ

- Dr Sara Tomkins, Acting Director AIATSIS Education, The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)

Hosted by Professor Mark Blows, Deputy Vice-Chancellor (Research and Innovation) and moderated by Professor Alastair McEwan, Pro-Vice-Chancellor (Research), the panel engaged in robust discussion on topical issues relevant to The AIATSIS Code of Ethics and its wider application.

The forum was attended by staff and students. The event was very well received, with attendees highlighting they valued the opportunity to engage in open and honest dialogue about The AIATSIS Code of Ethics and concerns raised by stakeholders.

UQ Library

In 2023, the Aboriginal and Torres Strait Islander Services and Collection Team completed Phase 1 of the of the research project *Elevating and Respecting Aboriginal and Torres Strait Islander knowledges and perspectives* in UQ Special and Research collections.

The multi-year project aims to transform UQ Library and research systems, processes, practices, and relationships relating to Aboriginal and Torres Strait Islander Special and Research collections.

Phase 1, conducted from March 2022 to February 2023, aimed to review the current state of Aboriginal and Torres Strait Islander Research and Special collections, with a particular focus on issues of voice and authorship. The research also sought to examine underrepresented subject areas or groups and identify areas of improvement in UQ Library policies and practices.

To explore these research aims, an audit methodology was developed and piloted on four Special collections: Oodgeroo Noonuccal Papers (UQFL84), Caroline Kelly Papers (UQFL489), Vocabularies of four representative tribes of Southeastern Queensland (F3843), and Record of visit to mission stations (UQFL57).

The pilot audit highlighted the culturally significant materials held within these collections and identified gaps and limitations in the existing descriptive practice resulting in findability issues. Moreover, the research raised important considerations around Indigenous Cultural and Intellectual Property rights, including issues of cultural access, secret and sacred material, and attribution.

The work of Phase 1 resulted in the identification of 75 additional Special collections containing Aboriginal and Torres Strait Islander materials, the uncovering of Aboriginal and Torres Strait Islander languages in 41 records, and the overdue recognition of 47 Aboriginal informants to be acknowledged as contributors to their files.

A report detailing these findings was published and is available on UQ eSpace. This report documents recommendations to improve future practice for Aboriginal and

Focus

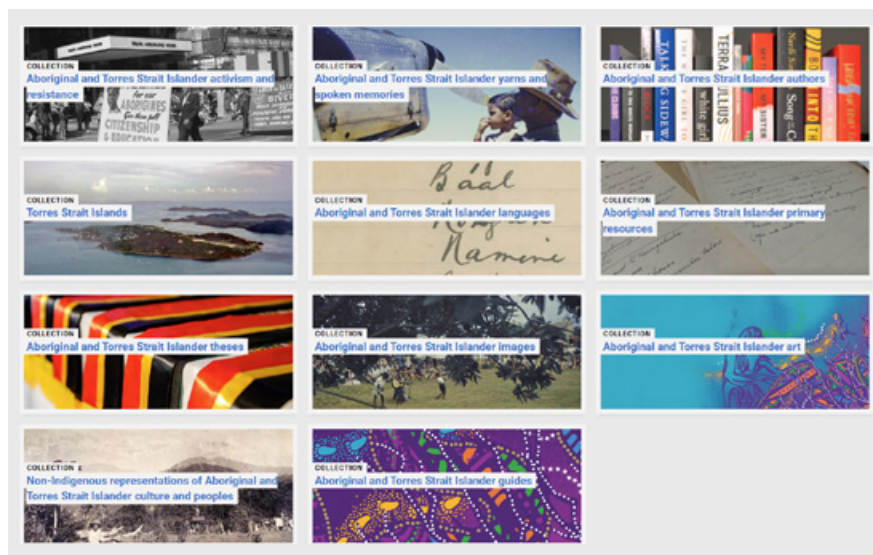
Celebrating Indigenous Research Excellence/
University Collections

Actions

3.7 Review status of UQ cultural collections held in the UQ Library to ensure that Indigenous communities have equitable access to the collections.

Torres Strait Islander materials, collections, and services. This work impacts not only UQ researchers and students, but also Aboriginal and Torres Strait Islander communities across Queensland and beyond. While this work can be challenging and confronting, it is hoped that through sharing the research, the call to respect and elevate Aboriginal and Torres Strait Islander perspectives and knowledges in collections can be adopted across the library and information sector and collecting institutions more widely.

The full report *Elevating and Respecting Aboriginal and Torres Strait Islander knowledges and perspectives* in UQ Special and Research Collections is available for download at doi.org/10.14264/ff03c00.



Snapshot of UQ Library's Aboriginal and Torres Strait Islander Collections

UniQuest

Focus

Research Commercialisation

Action

3.2 Support commercialisation outcomes for UQ research and innovation that benefit Aboriginal and Torres Strait Islander peoples.

A UQ spin-out company will use the traditional Indigenous knowledge of spinifex from the Queensland outback to develop innovative medical gels, following an agreement between Bulugudu Ltd (owned by the Indjalandji-Dhidhanu people) and UniQuest.

Trioda Wilingi Pty Ltd will develop injectable medical gels from cellulose nanofibres extracted from spinifex, which can be used to treat arthritis and osteoarthritis; help deliver drugs more efficiently to the body; and in cosmetic procedures. The spinout company is the result of investment from Uniseed and a long-term partnership between UQ's Australian Institute for Bioengineering and Nanotechnology (AIBN) and Bulugudu Ltd, based in Camooweal about 200km northwest of Mt Isa.

“Trioda Wilingi is a success story about what happens when scientists and Indigenous communities work together to translate ancient Indigenous knowledge into modern products like medical gels and is a tangible demonstration of how spinifex, a plant that has been a building block for the Aboriginal societies in the desert, will continue to play a role in advancing local communities through business and employment opportunities.”

Professor Alan Rowan,
Institute Director, AIBN, UQ.

The project was originally conceived by Professor Paul Memmott from The University of Queensland's Aboriginal Environments Research Centre, and Bulugudu Ltd Director and UQ Adjunct Associate Professor Colin Saltmere AM, and started with an Australian Research Council Discovery Grant.

Adjunct Associate Professor Colin Saltmere AM, an elder among the Indjalandji-Dhidhanu traditional owners of the region around Camooweal and the upper Georgina River, highlights the sacred significance of spinifex grass to Indigenous communities. For millennia, this grass has served diverse purposes such as weaving for shelter and carrying items, attaching spearheads with its wax and oils, and even treating wounds. Adjunct Associate Professor Saltmere says that Trioda Wilingi, meaning “special grass”, is an example of a marketable product that can be farmed in remote Australia to create new industries and employment opportunities.

A percentage of all royalties will go into an Indigenous education fund at UQ, to enhance training and education opportunities for Indigenous Australians.

Workers harvesting spinifex grass.





UQ delegation at Aorangi Marae in Feilding, Aotearoa New Zealand

Graduate School and Aboriginal and Torres Strait Islander Studies Unit

Focus

HDR Student Experience and Career Development

Action

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.

Over the past two years, Ms. Mary Waria has played a crucial role as the Indigenous Researcher Development Administration Assistant within the Graduate School.

Her dedication has been instrumental in fostering relationships between Indigenous higher degree by research (HDR) students, staff in the Aboriginal and Torres Strait Islander Studies Unit (ATSISU), and the Graduate School. The Indigenous HDR development program, under the guidance of Associate Professor Stephanie Gilbert, aims to establish a culturally safe and supportive environment to empower Indigenous HDR candidates.

In 2023, the efforts of Mary and her team were highlighted through two significant opportunities. Firstly, a delegation including Professor Tracey Bunda, Associate Professor Gilbert, Ms. Waria, and three HDR candidates attended the Honi Mai conference in New Zealand. This annual event provides a platform for emerging Māori and Indigenous scholars to showcase their research in a nurturing environment, fostering connections with peers and established academics.

Such experiences not only promote cultural engagement among HDR candidates but also hone their skills in presenting their research before fellow scholars.

Secondly, the University welcomed Professor Dawn Bessarab from the University of Western Australia, an Aboriginal scholar renowned for her work in the Medical School. Professor Bessarab, a descendant of Bard (West Kimberley) and Yjindjarbandi (Pilbara) heritage, led a session as part of the Indigenous HDR Development program. Her expertise in yarning as an Indigenous methodology proved invaluable as she guided UQ's Indigenous HDR candidates, reaffirming the validity of this approach in research. Through this interaction, HDR candidates gained valuable insights into incorporating yarning into their research methodologies, further enriching their academic journey.

Deputy Vice-Chancellor (Research and Innovation)

Focus

Research Ethics and Integrity

Action

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.

In continuing its work towards fostering ethical research practices and amplifying Indigenous voices, the Ethics for Aboriginal and Torres Strait Islander Research website was launched by Deputy Vice-Chancellor (Research and Innovation) Professor Mark Blows at the 2023 Aboriginal and Torres Strait Islander Research and Innovation Forum.

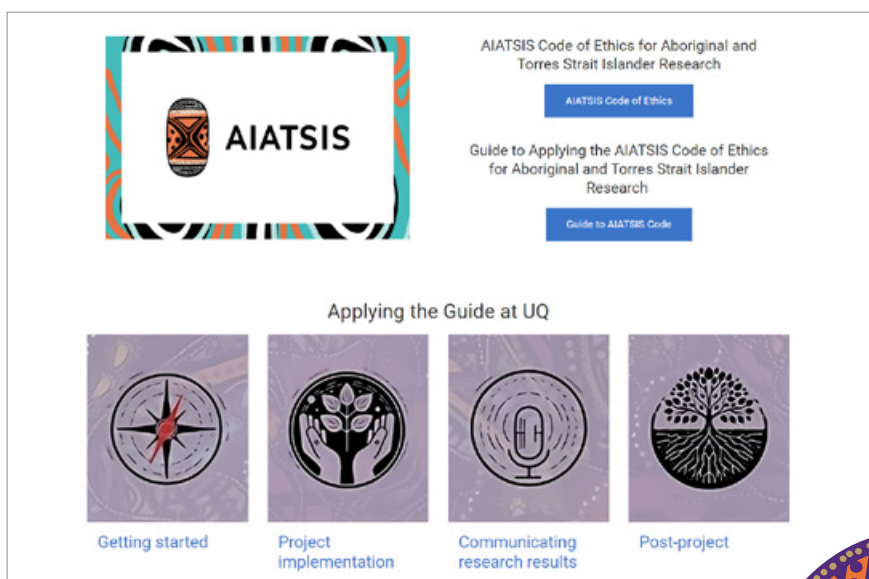
This platform represents a significant milestone in the University's ongoing commitment to ethical stewardship and cultural sensitivity within the realm of academic inquiry.

The website comprises of a suite of resources to facilitate best practices and promote responsible research methodologies. Central to these resources is the AIATSIS Code of Ethics, a guiding document that articulates principles of respect, reciprocity, and responsibility in research involving Indigenous communities.

Accompanying the AIATSIS Code of Ethics are a series of associated guides, designed to provide practical guidance and support to researchers navigating the complexities of ethical governance when conducting research involving Aboriginal and Torres Strait Islander peoples and communities.

In addition to these foundational resources, the Ethics for Aboriginal and Torres Strait Islander Research website offers staff access to a new online learning program developed in collaboration with AIATSIS and the University of Sydney. Through interactive training modules, participants will explore the importance of ethics in Aboriginal and Torres Strait Islander research, gaining insights into key concepts and principles that underpin ethical inquiry. Furthermore, the program offers an in-depth exploration of the AIATSIS Code of Ethics, providing learners with a comprehensive understanding of its significance and application in research contexts.

All these resources can be accessed via the [website](#).



Snapshot of Ethics for Aboriginal and Torres Strait Islander Research website

Action plan implementation update

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.

Acronyms

ADIE	Associate Dean Indigenous Engagement
ADR	Faculty Associate Dean Research
AIATSIS	Australian Institute of Aboriginal and Torres Strait Islander Studies
APD	Annual Performance and Development Process
ARC	Australian Research Council
ATSISU	Aboriginal and Torres Strait Islander Studies Unit
CARE	Collaboration, Agility, Reliability, and Empathy
CoE	Centre of Excellence
CSIRO	Commonwealth Scientific and Industrial Research Organisation
DDR	Institute Deputy Director Research
DHDR	Director of Higher Degree Research
DVC	Deputy Vice-Chancellor
DVCIE	Deputy Vice-Chancellor (Indigenous Engagement)
ECR	Early Career Researcher
HASS	Faculty of Humanities and Social Sciences
HDR	Higher Degree by Research
HR	Human Resources
NAIDOC	National Aborigines and Islanders Day Observance Committee
PVC	Pro-Vice-Chancellor
RAP	Reconciliation Action Plan
RAPOC	Reconciliation Action Plan Oversight Committee
UQ	University of Queensland
UQAM	UQ Art Museum
UQP	UQ Press
UQ R&I	UQ Research and Innovation Portfolio

Research excellence and impact

Focus	Action	Lead	Status	Progress as at end 2023
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.	Provost	Completed	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.	DVC Research and Innovation	Completed	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.
	1.2.2 Establish a fund for research-related community engagement activities to seed research partnerships for funding opportunities.	DVC Research and Innovation	In progress	The UQ Indigenous Research, Engagement, and Partnerships scheme, which ran in 2022, was not run in 2023.
Indigenous-led research	1.3 Establish UQ best practice guidelines for Indigenous leadership of Aboriginal and Torres Strait Islander research and innovation projects	PVC Research	Completed	Ethics for Aboriginal and Torres Strait Islander Research website published 2023, including advice on Indigenous ownership and control of research.
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.	DVC Research and Innovation	Ongoing activity	The fourth Forum, focusing on the AIATSIS Code of Ethics, was held successfully on 7/09/2023. See case study on page 5 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.	Chief Marketing and Communications Officer	Ongoing activity	Across UQ News, alumni publication Contact magazine, Research News, and internal communication channels in 2023, 15 unique pieces of content promoting Aboriginal and Torres Strait Islander research were published. This content reached approximately 38,000 viewers directly and generated over 660 pieces of media coverage.
	1.4.3 Explore options to showcase Aboriginal and Torres Strait Islander research in library resources and systems	University Librarian	Ongoing activity	The Library has progressed the Aboriginal and Torres Strait Islander theses audit. The audit has now collected 428 records. The Aboriginal and Torres Strait Islander Resources webpage now hosts 11 different collections to showcase research in other formats.
	1.4.5 Establish a podcast series showcasing Aboriginal and Torres Strait Islander researchers and Indigenous-led research and innovation projects.	University Librarian	Ongoing activity	Resourcing has delayed the progression of this action. Planning and approval processes for the podcast will commence in 2024.

Focus	Action	Lead	Status	Progress as at end 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.	Deputy Provost (UQAM and UQP) HASS Executive Dean (Anthropology Museum) University Librarian (UQ Library)	Ongoing activity	In 2023, the Library held a forum with members from various Queensland universities as part of the Queensland University Libraries Office of Cooperation - Indigenous Strategy Community of Practice. The Aboriginal and Torres Strait Islander Services and Collections Team presented updates on Collection Discovery, language initiatives, and class co-facilitation. The Fryer Library was featured in a documentary focusing on Indigenous political activists, while efforts to enrich Indigenous content and engagement continued. During NAIDOC week, the library organised a Metadata Sprint event to enhance access and descriptions of First Nations Collections, along with a display honouring Indigenous Elders and a Winter Indigenous Languages class. Collaborations included hosting an Anthropology class and partnering with Link Up Queensland for stolen generation family history research. Updates on Fryer Library Manuscripts and the integration of Indigenous Cultural and Intellectual Property (ICIP) protocols were in progress. Funding was secured to enhance the "UQ has a Blak History" module, and partnerships with the University of Melbourne for the Sandpit in the Sandstone project were extended. Ongoing collaborations with the Mithaka Community and other partners were also highlighted.
Research Network/s	1.5 Build research networks that encourage Indigenous-led research projects that deliver research outcomes, impact and innovation.	PVC Research	Ongoing activity	The revised Research Centres and Research Networks Policy was 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	Lead	Status	Progress as at end 2023
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.	DVC Indigenous Engagement	Ongoing activity	In 2023, the ATSISU engaged with more Indigenous students than ever before, visiting 352 schools, both regionally and locally, and meeting more than 1800 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 2023 included HDR Panels providing valuable information on the academic journey and networking opportunities with current Aboriginal and Torres Strait Islander HDR students.
	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.	Dean, Graduate School	Ongoing activity	In the 2023 Winter Research Program, a total of 194 students participated, of which two (2) identified as Aboriginal and/or Torres Strait Islander. This equated to 1.83% of the domestic participant count of 109 students. One student engaged in a project in the School of Communication and Arts, and the second engaged in a project with the ATSISU.
	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, ATSISU	Ongoing activity	Continued to foster strong relationships with the Graduate School; and expose undergraduate students to opportunities that will encourage the take up of postgraduate research.
	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.	Director, Student Employability	In progress	In the 2022/2023 Summer Research Program, 1.49% of the domestic student participants identified as Aboriginal and/or Torres Strait Islander, and 1.03% in the Winter Research Program held in June/July 2023. Student Enrichment and Employability development is committed to co-funding grants into the program and will continue to work with the ATSISU 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.	Dean, Graduate School	Ongoing activity	The Research Development Coordinator and Research Development Officer have commenced work developing new tools to capture supervision, resourcing and promote awareness to DHDRs.
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.	Dean, Graduate School	Completed	Completed. See page 6 for case study.
	2.2.2 Establish a program to support cohort engagement and professional development activities for Aboriginal and Torres Strait Islander HDR students.	Dean, Graduate School	Completed	Completed
Advisors of Aboriginal and Torres Strait Islander Students	2.3 Require advisors of Indigenous HDR students to complete mandatory training.	Dean, Graduate School	Completed	Completed
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 ATSISU.	Dean, Graduate School and DVC Indigenous Engagement	Completed	A dedicated role, the Indigenous Research Development Officer, is in place to provide 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.	Dean, Graduate School	Ongoing activity	Ongoing staff support is in place to enhance understanding among DHDRs, with an Advisor module now available in Workday. An action plan is underway to bolster local unit research cultural inclusion.

Focus	Action	Lead	Status	Progress as at end 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.	DVC Research and Innovation	Completed	In 2020 a model was piloted to co-fund 3-year appointments for ECRs at Level A. Opportunities to appoint Aboriginal and Torres Strait Islander ECRs have continued to be realised, and UQ's profile in Aboriginal and Torres Strait Islander Academic and Research Staff is outlined in the 2024 UQ Aboriginal and Torres Strait Islander Research Capacity from page 18.
	2.5.2 Establish a program of professional development activities for Aboriginal and Torres Strait Islander ECRs.	PVC Research	Ongoing activity	Ongoing resourcing challenges have led to limited progress on this action in 2023.
Mid-Career and Senior Research Leaders	2.6 Strategic recruitment and retention of Aboriginal and Torres Strait Islander researchers and research teams.	Provost	Ongoing activity	Ongoing commitment to recruitment and appointment of senior positions in the Faculties including the recent appointment of the inaugural Associate Dean Indigenous Engagement in the Faculty of Medicine. Establishment of the ARC Centre of Excellence for Indigenous Futures, including the recruitment and appointments of the Director, Deputy Director (Research) and Chief Operating Officer for the CoE which will aim to transform the life chances of Indigenous Australians and enhance our understanding about the complex nature of intergenerational inequity, spanning across three key research themes: Law and Justice; Education and Economics; and Health and Wellbeing.
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.	Provost	Ongoing activity	Action included in the soon to be launched UQ Stretch RAP for all UQ Senior Executive, RAPOC, RAP Working Group members, HR Managers to undertake formal and structured cultural learning including completion of the 10 Core Cultural Learning Modules. This is an increase from the previous commitment of 3 modules.
	2.7.2 University Senior Executive Team to participate in annual on-country engagement with Aboriginal and Torres Strait Islander community groups.	VC	In progress	Given the focus on The Voice referendum and the drafting of UQ's Stretch RAP, this engagement did not occur in 2023. It will be prioritised for 2025 when our next Provost and the Executive Dean of the new health faculty have been recruited.

Enabling environment

Focus	Action	Lead	Status	Progress as at end 2023
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	PVC Research	Completed	<i>Ethics for Aboriginal and Torres Strait Islander Research</i> website published 2023, includes links to best-practice tools and resources.
Research Commercialisation	3.2 Support commercialisation outcomes for UQ research and innovation that benefit Aboriginal and Torres Strait Islander peoples.	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 UQ spin-out company Trioda Wilingi Pty Ltd is the initial case study and is included in the commercialisation success stories. See case study on page 7 for more detailed information. An initiative to establish an Indigenous Translation Centre, supported by external funding, has been progressed.
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.	PVC Research	Ongoing activity	Two major 2023 milestones were the launch of the <i>Ethics for Aboriginal and Torres Strait Islander Research</i> online learning module and the Ethics for Aboriginal and Torres Strait Islander Research website.
	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.	PVC Research	Completed	<i>Ethics for Aboriginal and Torres Strait Islander Research</i> Core eLearning program developed by AIATSIS in collaboration with The University of Queensland and The University of Sydney, launched 2023. Available to all UQ Staff through Workday Learning. See page 9 for more information.
	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 as well as Research Ethics and Integrity staff	PVC Research	Completed	Minimum training standards and mechanisms for recording and monitoring completion have been established. The minimum training is: (I) AIATSIS Core Cultural Learning modules 1 and 2; and (II) AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research online module. Opportunities for further training are also offered.
Research Data	3.4.1 Implement CARE principles for Indigenous data governance across research and innovation management systems and databases.	PVC Research Infrastructure	In progress	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.	PVC Research Infrastructure	In progress	Per 3.4.1.

Focus	Action	Lead	Status	Progress as at end 2023
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.	PVC Research	In progress	This activity continues to be progressed for research grants, with the research management system scheduled to go live in Q2 2024.
	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.	PVC Research	In progress	As per 3.5.1
	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.	PVC Research	Ongoing activity	Priority now to promote the uptake of <i>Ethics for Aboriginal and Torres Strait Islander Research Core eLearning program</i> among staff in relevant areas.
	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 <i>Research and Consultancy Costing and Pricing Policy</i> .	PVC Research	Ongoing activity	UQ Policy provides for reduced indirect costs for not-for-profit and community organisations.
Research Grants Support	3.6 Establish and deliver grants writing support and workshops for researchers applying to Indigenous competitive grants schemes.	PVC Research	Completed	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.	HASS Executive Dean (Anthropology Museum; UQAM) 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. A working group has been formed to pursue co-design with an Aboriginal provenance community that has a well-established relationship with UQ Anthropology Museum to explore technological affordances in digital object-based pedagogy. See page 6 for more information.

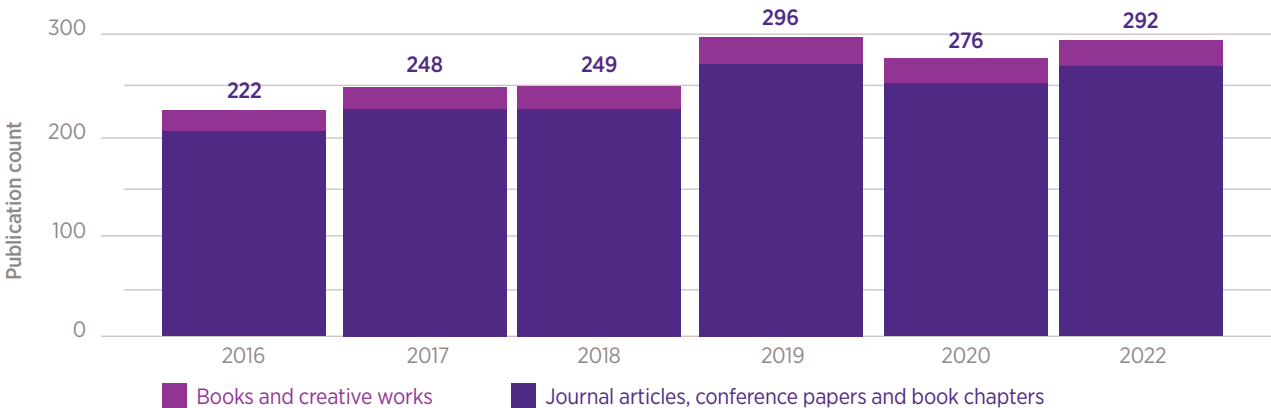
Focus	Action	Lead	Status	Progress as at end 2023
Research Governance	3.8.1 Review all Research and Research Training policies in line with this strategy and the regulatory frameworks listed under Strategy Alignment above to implement best-practice values and principles in Aboriginal and Torres Strait Islander research and innovation.	DVC Research and Innovation	Ongoing activity	Where relevant, as a part of the standard review process of policies and procedures, AIATSIS Code of Ethics principles are considered and incorporated.
	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.	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: - the Faculty of Business, Economics, and Law - the Faculty of Engineering, Architecture, and Information Technology - the Faculty of Health and Behavioural Sciences - the Faculty of Science - the Institute for Molecular Bioscience - the Institute for Social Science Research - the Queensland Brain Institute - the 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. Additionally, Faculties and Institutes continue to work on increasing committee cultural competencies via the development of additional strategies, training and action plans.
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.	DVC Research and Innovation	Completed	A standing item has been established for strategy updates and monitoring. Regular updates were provided through 2023 and will continue in 2024.
	3.9.2 Annual report to Research Committee, HDR Committee and the UQ RAPOC on Strategy Action Items and Reportables	DVC Research and Innovation	Ongoing activity	Third annual report compiled for 2023 in Q1 2024.
	3.9.3 Annual report to Research 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.	DVC Research and Innovation and DVC Indigenous Engagement	Ongoing activity	

2023 UQ Aboriginal and Torres Strait Islander research capacity

1. Research on Aboriginal and Torres Strait Islander research topics

1.1 Publications

Aboriginal and Torres Strait Islander publication output by year*



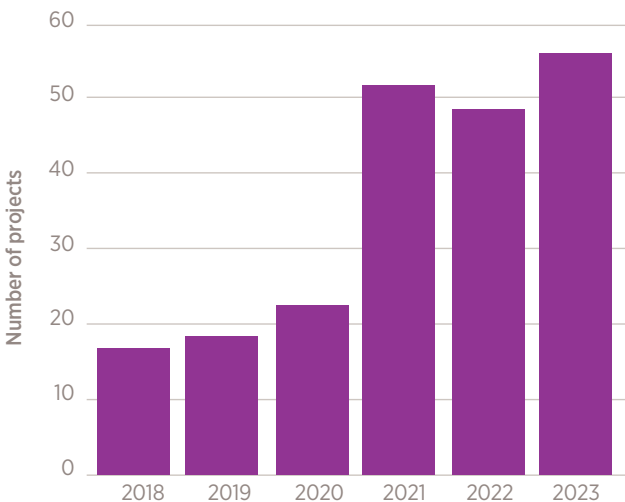
*Data sourced from UQ eSpace, March 2024. The plot shows Indigenous-relevant research outputs (including Non-Traditional Research Outputs) authored by current UQ staff (including all Continuing, Fixed, Adjunct, Conjoint, Emeriti, Industry Fellows, and Academic Title Holders). 2023 data may be incomplete as it can take several months for some publications to be registered in eSpace.

1.2 Engagement and impact

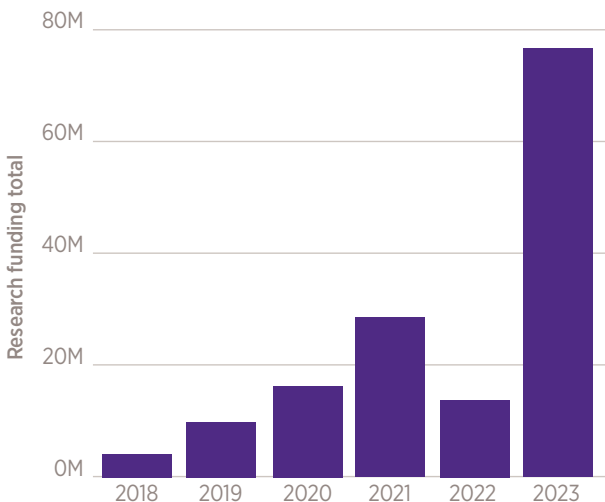
UQ's Indigenous-focused research publications published since 2018 have been cited at least 40 times by policy documents. These publications have also been mentioned 2,027 times in domestic and international media. There have been at least six registered clinical trials with a focus on Indigenous health since 2012.

1.3 Projects

Annual number of UQ Aboriginal and Torres Strait Islander research projects by year of award



Annual research income awarded to UQ Aboriginal and Torres Strait Islander research projects (\$AUD) by year of award*



*Data sourced April 2024. Projects refer to successful research grant applications administered through UQ's Research Office. Both internal and external schemes are included. Data includes all projects with at least one Indigenous Field of Research code (based on both the 2008 and 2020 Field of Research schemas). Only projects administered by the UQ Research Office are captured here.

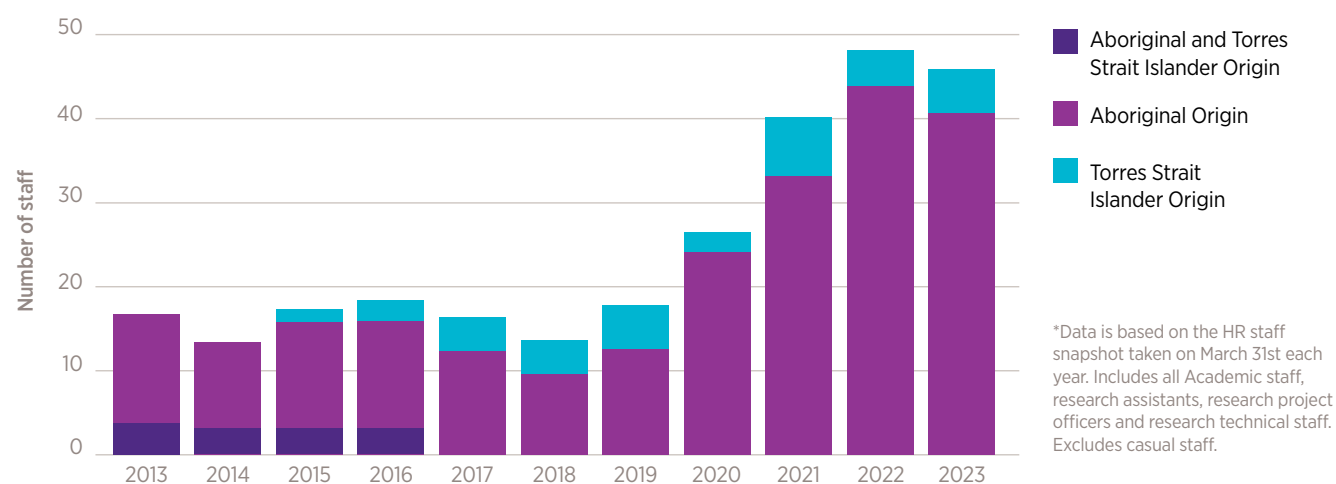
Top 10 funders (based on total amount approved): 2017-2022

Granting Body	Amount Approved
Australian Research Council	\$45,021,258.85
National Health and Medical Research Council	\$40,942,367.77
Commonwealth Dept Health & Aged Care	\$24,468,485.37
The University of Queensland	\$8,154,391.05
Commonwealth Department of Industry, Innovation & Science	\$3,490,147.00
Health and Wellbeing Queensland	\$2,135,792.55
Northern Territory of Australia	\$2,080,068.60
The University of Melbourne	\$2,076,814.07
University of Technology Sydney	\$1,404,154.30
Queensland Department of Education	\$1,371,922.00

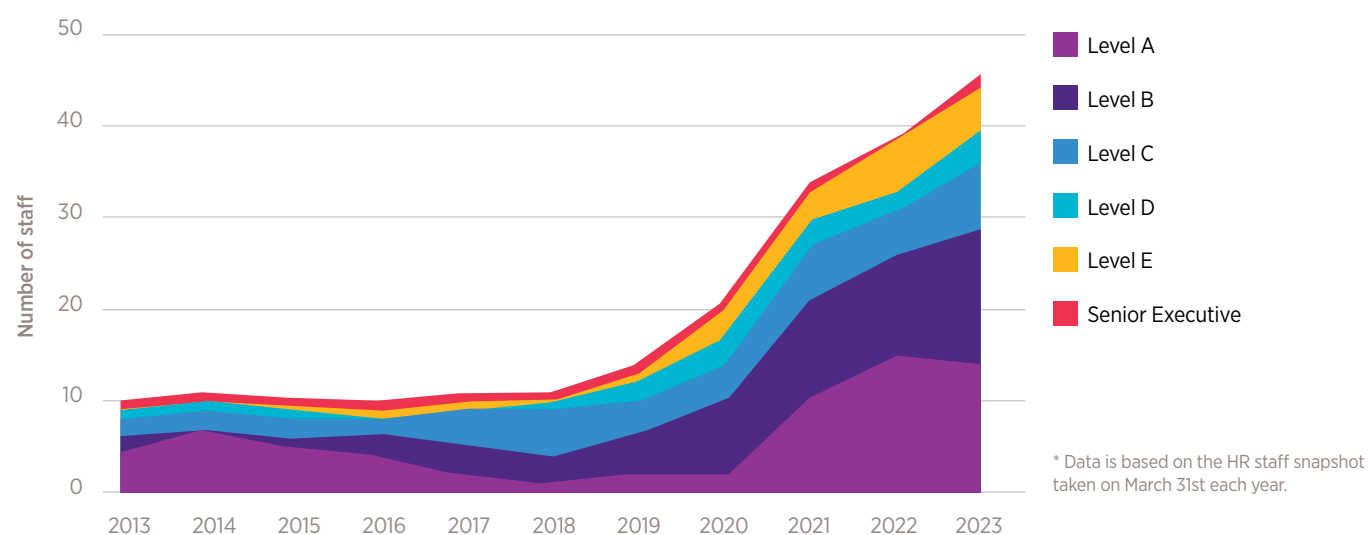
2. Aboriginal and Torres Strait Islander researchers and HDR students

2.1 Staff

Annual UQ Aboriginal and Torres Strait Islander academic and research staff*

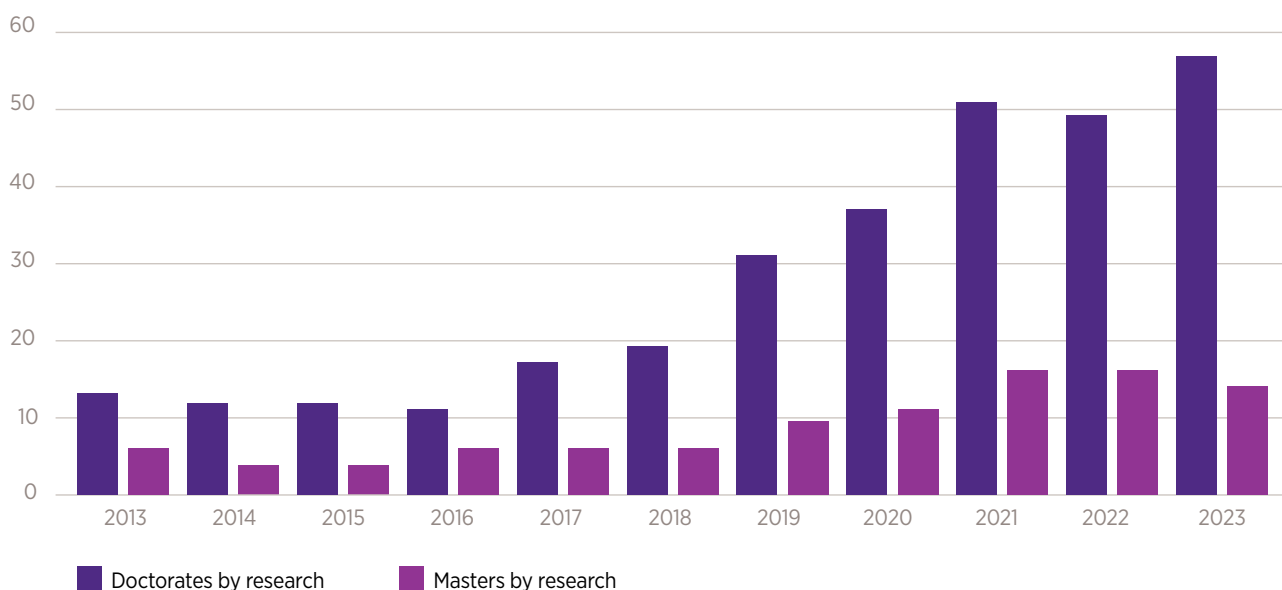


Annual UQ Aboriginal and Torres Strait Islander Academic Level Changes*



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 and are counted separately in this plot.

3. Aboriginal and Torres Strait Islander research collaborations

3.1 Internal collaboration

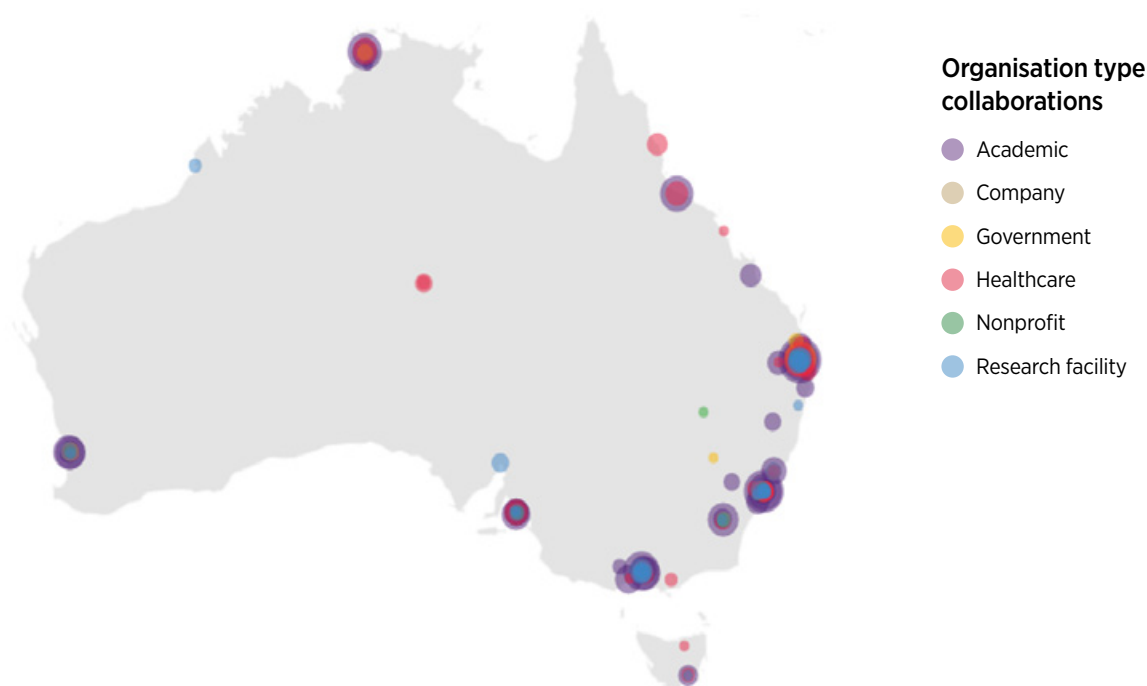
There have been a total of 2852 internal collaborations between UQ researchers on Indigenous-focused research projects and publications since 2018. Node size is proportional to the number of collaborations involving that individual, the width of the connections is proportional to the number of collaborations between those two researchers.

Faculty:



3.2 Australian organisations collaborating with UQ in Indigenous research

UQ's Indigenous-focused publications have involved co-authors from at least 210 different external Australian collaborating organisations since 2018. Collaboration counts in the tables are 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*

Institution	Type	Country	Collaborations
Griffith University	Academic	Australia	128
University of Sydney	Academic	Australia	106
Queensland University of Technology	Academic	Australia	86
University of Melbourne	Academic	Australia	85
University of New South Wales	Academic	Australia	70
Charles Darwin University	Academic	Australia	68
James Cook University	Academic	Australia	66
Monash University	Academic	Australia	56
University of Western Australia	Academic	Australia	55
Australian National University	Academic	Australia	54

3.2.2 Government and non-profit: Main collaborators*

Organisation	Type	Country	Collaborations
Queensland Health	Government	Australia	56
Sydney Local Health District	Government	Australia	11
Cancer Council Queensland	Nonprofit	Australia	9
Government of Western Australia Department of Health	Government	Australia	8
Government of the Northern Territory	Government	Australia	5
South Western Sydney Local Health District	Government	Australia	4
CSIRO	Government	Australia	4
Queensland Department of Education	Government	Australia	4

3.2.3 Healthcare: Main collaborators*

Organisation	Type	Country	Collaborations
Royal Brisbane Women's Hospital	Healthcare	Australia	63
Princess Alexandra Hospital	Healthcare	Australia	37
Queensland Children's Hospital	Healthcare	Australia	28
Royal Darwin Hospital	Healthcare	Australia	26
South Australian Health and Medical Research Institute	Healthcare	Australia	24
Townsville Hospital	Healthcare	Australia	20
Prince Charles Hospital	Healthcare	Australia	18
Metro North Health	Healthcare	Australia	16
Metro South Health	Healthcare	Australia	15
Cairns Hospital	Healthcare	Australia	15

*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 collaborating organisations since 2018. 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	Number of collaborations
University of Sydney	32
University of Melbourne	21
Menzies School of Health Research	18
Queensland University of Technology	17
University of Western Australia	17
University of New South Wales	16
Australian National University	15
Griffith University	15
Monash University	15
Flinders University	13

*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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