

**GENERATION ONE**

# INDIGENOUS EMPLOYMENT INDEX



**Generation One seeks to create employment parity with and for Indigenous Australians within one generation.**

## THE INDEX

In May 2022, Generation One launched Australia's first Indigenous Employment Index. The Index engaged with 42 of Australia's large employers, representing five per cent of the Australian workforce and six per cent of the Indigenous workforce, to provide a snapshot of Indigenous workplace representation, practices, and employee experiences - [indigenousemploymentindex.org](https://indigenousemploymentindex.org)

This Index is the first research of its kind to measure and identify practices within large organisations that increase and improve Indigenous employment outcomes, and that centres Indigenous voices on the journey towards true employment parity. It provides a critical review of what employers are doing well, the concrete steps organisations can take to drive parity, and how to improve the experiences of Indigenous employees.

The research was commissioned and led by Minderoo Foundation's Generation One initiative, and culminated in a collaborative research study with Bankwest Curtin Economics Centre (BCEC) and Murawin. An Expert Advisory Panel with 50 percent Indigenous representation guided the research.

This inaugural Index serves as a critical baseline. As more employers participate in the Indigenous Employment Index over time, the evidence base from which to drive true employment parity will only be strengthened, and our collective progress towards parity will accelerate.

## WHAT IS PARITY?

Indigenous employment parity generally refers to the proportional representation of Indigenous employees within a workforce, as compared to the national population. However, this report acknowledges that 'true' parity extends beyond a single representation measure and considers parity against a range of other measures including retention, seniority, safety and Indigenous employee experiences.

## FINDINGS

The Index finds there is genuine commitment from participating organisations to Indigenous employment, and that progress is being made. However, there is still much work to be done to improve the attraction, retention, and progression of Indigenous employees, while creating culturally safe and inclusive environments where all employees can thrive.

This research finds that one-off measures to create Indigenous employment must give way to a more comprehensive and systemic approach. Authentic commitments, tailored strategies with targets, and a broader definition of Indigenous employment success is critical to better Indigenous employment outcomes.

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*Photo Credit: Artwork by Julianne Wade*

## METHODOLOGY

Employers were assessed on five domains of Indigenous employment:

### *Commitment and Accountability*

policies, strategies, targets and accountability.

### *Workplace Culture and Inclusion*

Indigenous cultural awareness, capability and cultural safety.

### *Attraction and Recruitment*

Indigenous recruitment processes and support, role availability, pipeline development and pre-employment support.

### *Engagement and Development*

participation, retention and employee engagement, career pathways, and promotion.

### *Partnerships and Community*

strategy, partners and Indigenous voices.

They were then assessed at one of four maturity levels, reflecting the extent and outcomes of their Indigenous employment practices:

**Level 1 - Foundational:** Have some commitment to Indigenous employment and implementing basic Indigenous employment practices. Initial outcomes are yet to be seen, or in progress.

**Level 2 - Growth:** Implementing numerous Indigenous employment practices, and Indigenous employment outcomes are visible.

**Level 3 - Integration:** Embedding a wide range of Indigenous employment practices with strong outcomes across several domains. Indigenous employment is becoming an integral way that the organisation does business.

**Level 4 - Advocacy:** Displays the highest commitment to Indigenous employment, by achieving strong Indigenous employment outcomes in all domains, implementing leading practice, and publicly influencing and supporting other employers with their journey.

The Indigenous employment outcomes of each employer were also examined, including:

- Share of Indigenous employees in the workplace.
- Whether employers report an increase in the share of Indigenous employees in the last 12 months.



## Employer Roadmap to Indigenous Employment

At the core of the Index is an *Employer Roadmap* which details evidence-based key practices that translate the research findings into a step-by-step, comprehensive guide for employers. It supports organisations to set their aspiration, assess their current performance, and identify priorities to drive real Indigenous employment outcomes.

For more information contact:

Indigenous Employment Index national report  
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### About Minderoo Foundation

Established by Andrew and Nicola Forrest in 2001, Minderoo Foundation is a modern philanthropic organisation seeking to break down barriers, innovate and drive positive, lasting change. Minderoo Foundation is proudly Australian, with key initiatives spanning from ocean research and ending slavery, to collaboration against cancer and building community projects.

### About Generation One

Generation One is an initiative of the Minderoo Foundation with a mission to create employment parity with and for Indigenous Australians, within one generation. We believe that Indigenous Australians should have the same opportunities to achieve economic independence and empowerment through employment and business.



**Shelley Cable**  
CEO, Generation One