

GENERATION ONE

INDIGENOUS EMPLOYMENT NETWORK

GENERATION ONE'S
MISSION IS TO CREATE
EMPLOYMENT PARITY,
WITH AND FOR INDIGENOUS
AUSTRALIANS, WITHIN
ONE GENERATION.



BACKGROUND

While there has been progress over recent decades when it comes to increasing Indigenous employment, a significant gap remains. In fact, less than 50 per cent of working age Indigenous Australians were in employment in 2018.

Large Australian employers have the greatest ability to help close the Indigenous employment gap.

To support large employers on their journey, we are creating a targeted Indigenous Employment Network.

THE NETWORK

In 2021 Generation One is launching a national Indigenous Employment Network. This Network will bring together a coalition of employers who are committed to achieving employment parity and support them with the tools to increase their Indigenous employment capability.

While organisations are at different stages in their Indigenous employment journey, many employers aspire to a more systemic and sustainable approach. They have told us they see benefit in sharing experiences and learnings and exploring barriers and opportunities together. The purpose of the network is to:

- build employer capability in relation to Indigenous employment, retention and development
- facilitate peer-to-peer learning between organisations and professionals
- connect diversity and inclusion, human resources and Indigenous employment practitioners
- bring together all elements of the Indigenous employment ecosystem

The Indigenous Employment Network will operate through a series of workshops, roundtables, regular communications and facilitate collective learning.



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Photo Credit: Minderoo Foundation

WORKSHOPS

Our workshop series is targeted at Indigenous employment specialists and other professionals working to deliver Indigenous employment outcomes. Workshops will focus on the most pressing Indigenous employment issues, to help employers embed sustainable Indigenous employment strategies and practices.

ROUNDTABLES

Our approach is to *listen, learn and lead* through advocacy and action. Roundtables are designed for Indigenous affairs leaders, diversity & inclusion leaders and people leaders. In 2022, we will also be facilitating roundtables with CEOs and executive sponsors. Formally engaging leaders from a range

of sectors and industries, especially those with the power to drive change, is critical to address the systemic and societal issues relating to Indigenous employment. During the roundtables we will focus on understanding the facts, reviewing relevant research and exploring what has and hasn't worked so employers can take practical actions to accelerate the pace of change.

FOR MORE INFORMATION CONTACT

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KEY EVENTS

Date	Virtual Event
September 2021	Senior leader roundtables
September 2021	Workshop #1 Growing your Indigenous senior leadership
November 2021	Workshop #2 Implementing an Indigenous Employment Strategy 101
February 2022	Senior leader roundtables
April 2022	Workshop #3 Creating culturally safe and inclusive workplaces
May 2022	CEO and Executive Sponsor roundtable
June 2022	Workshop #4 Leading an Indigenous workforce

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