

GENERATION ONE

# INDIGENOUS EMPLOYMENT NETWORK



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

## BACKGROUND

Generation One has a long history of championing Indigenous employment parity, including the industry-led Australian Employment Covenant launched in 2008.

In May 2022, Generation One launched Australia's first Indigenous Employment Index - [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.

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.

The Indigenous Employment Network approach is informed by the conceptual framework and findings of this Index.

## THE NETWORK

Launched in 2021, the national Indigenous Employment Network brings together a coalition of employers who are committed to achieving employment parity and supports them with evidence-based guidance to drive parity forward with confidence.

Employers benefit from sharing experiences and learnings, and exploring opportunities together.

The purpose of the network is to:

- build Indigenous employment capability in industry
- facilitate peer-to-peer learning between organisations, leaders and practitioners
- bring together the Indigenous employment ecosystem

The Indigenous Employment Network provides a series of workshops, roundtables and regular communications to members. From July 2022, Generation One will also facilitate collaborative, cross-employer projects to drive Indigenous employment outcomes..

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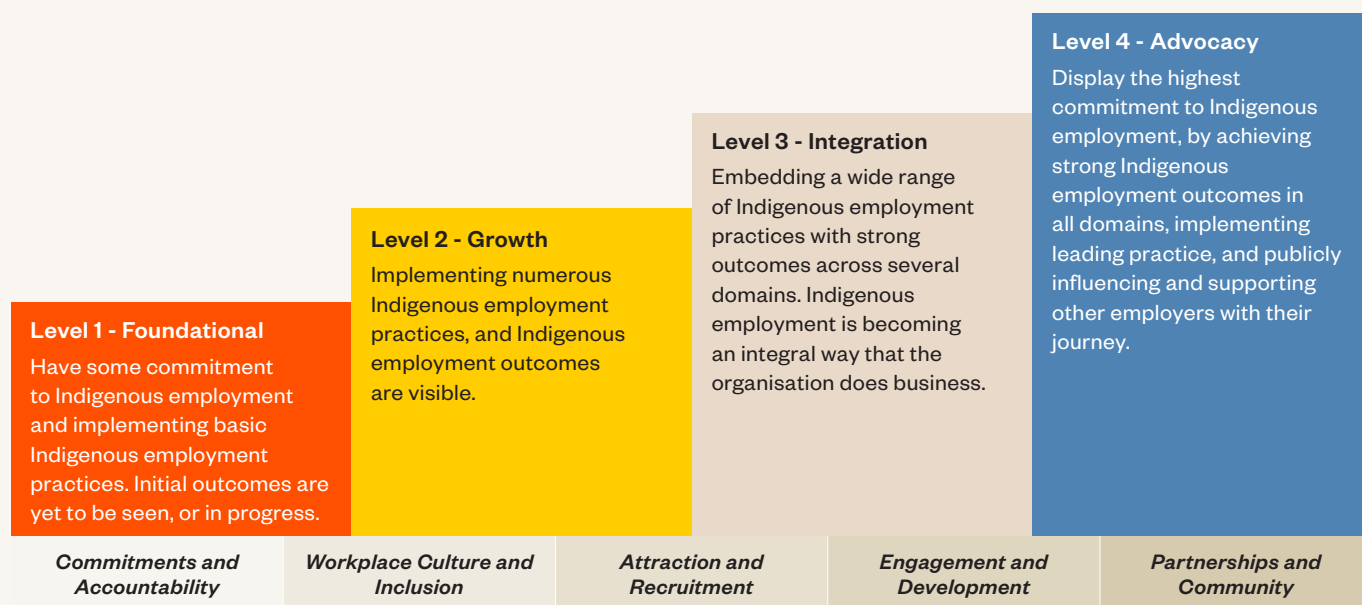
Photo Credit: Artwork by Julianne Wade

## WORKSHOPS

Workshops are designed for Indigenous employment practitioners and provide an opportunity to deep-dive into evidence-based practices that lead to Indigenous employment outcomes. Workshops are focused on a specific topic, drawn from the five domains of the Indigenous Employment Index: *Commitment and Accountability*, *Workplace Culture and Inclusion*, *Attraction and Recruitment*, *Engagement and Development*, *Partnerships and Community* and are identified in the *Employer Roadmap*. Workshops are facilitated by Indigenous employment specialists.

## ROUNDTABLES

Roundtables are designed for Indigenous Affairs leaders, Diversity and Inclusion leaders and People/HR leaders. Roundtables provide an opportunity for peer-to-peer learning, through facilitated discussion that explores research and perspectives about the most pressing Indigenous employment issues. Each year, Generation One will also facilitate a roundtable with CEOs and executive sponsors.



## Employer Roadmap to Indigenous Employment

At the core of the Indigenous Employment Network is the *Employer Roadmap* based on the Index research findings and evidence-based key practices. This Roadmap, which is a step-by-step, comprehensive guide for employers, unpins the roundtables and workshops to build capability and drive real Indigenous employment outcomes. For more information - [indigenousemploymentindex.org](http://indigenousemploymentindex.org).

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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