Indigenous Engagement Strategy - Magnium Australia

Canonical: https://www.magnium.com.au/indigenous-engagement-strategy/

Details:

Indigenous Engagement Strategy

We believe that Aboriginal and Torres Strait Islander peoples have made extraordinary contributions and will continue to make to Australia across cultural, economic and manufacturing domains. Furthermore, we are committed to overcoming the gap between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Magnium recognises the social and economic disadvantage experienced by Aboriginal and Torres Strait Islander peoples and is committed to overcoming the gap between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Magnium initiated its Indigenous Engagement Strategy at inception, and it is a core principle. The strategy aims to achieve greater Indigenous participation in Magnium's Foundry including development and production activities. This participation will ensure that Magnium benefits from the insights that Aboriginal and Torres Strait Islander peoples can bring to the national challenge of manufacturing. It is a national issue and we can do it together as one. It also provides a means of ensuring that Magnium's activities are as effective as possible in contributing to the challenges and aspirations of Aboriginal and Torres Strait Islander communities. The strategy addresses four areas: Development, Employment, Education and Outreach, and Cultural Learning and Development.

Development

We will engage in research within the three locations identified for the Foundry that will impact the quality of life of Aboriginal and Torres Strait Islander peoples and thereby all Australians. Magnium is a commercial organisation, however its overall inception is and remains for the benefit of the Australian community. The core intellectual property is uniquely Australian and this core element is to be rigorously maintained. The focus on employment, education, and cultural awareness as well as investment in identifying key areas of contribution to meet the needs of Indigenous communities will ensure that an appropriate proportion of this benefit accrues to Indigenous communities.

Employment

We will help to close the gap incrementally by reaching a minimum of five percent Indigenous employment within Magnium by the end of 2022. Additionally, as a part of all tenders and contractors for work to be completed for Magnium, a key component will be the contractor's engagement and employment of Aboriginal and Torres Strait Islanders. Aboriginal and Torres Strait Islander peoples' participation as employees in Magnium is a powerful means of raising the contribution from and to Aboriginal and Torres Strait Islander peoples for our team. It may also in a small way contribute to tackling the national issue of high unemployment within Indigenous communities.

Education and outreach

Once the foundry is built we will increase participation and education outcomes of Indigenous children and youth of school age level and beyond with internships, scholarships, and a prominent role in the local community. We propose to work with the Go Foundation and Career Trackers to help us achieve this goal. Ultimately our goal is to provide a career path in manufacturing to local youth.

Education outreach initiatives and opportunities for Aboriginal and Torres Strait Islander students to undertake programs and internships will ensure there are no barriers between Magnium and Aboriginal and Torres Strait Islander peoples by helping to make how we operate transparent and accessible.

Cultural learning and development

We will broaden the knowledge and understanding of Indigenous issues and cultures within Magnium. In order to ensure that Magnium is a trusted employer of choice by Aboriginal and Torres Strait Islander peoples, the organisation must be able to demonstrate an understanding and empathy of Indigenous issues and values. A cultural learning program and an ethics framework that reflects, acknowledges and respects Aboriginal and Torres Strait Islander peoples' values are therefore high priorities.

We are open to improvement at every level, so please do not hesitate to contact us to broaden or strengthen our Strategy detailed above.

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