



**BUS  
STOP  
FILMS**

**INCLUSIVE FILMMAKING**

# **INDIGENOUS ENGAGEMENT STRATEGY**

# PURPOSE

Bus Stop Films recognises and acknowledges the traditional owners and custodians of the land on which we work, study, live and create.

We appreciate the value in diversity in our employees, students and films, and acknowledge the importance for enhanced Indigenous engagement through our programs and projects. This will not only improve our organisation through diversity of thought, background and experience, but also better service our students and the community at large especially for Indigenous people living with disability and their families.

Our Indigenous Engagement Strategy aims to improve our current engagement levels with the Indigenous community through developing and maintaining relationships and promoting respect and opportunities for Aboriginal & Torres Strait Islander employees, filmmakers and students to connect with and benefit from our Accessible Film Studies Program and its delivery.

Bus Stop Films is an organisation committed to inclusion in all aspects of our existence and we wish to use this strategy to strengthen that inclusion with Aboriginal & Torres Strait Islander people. Attracting, embracing and fostering diversity at all levels within our organisation is essential to living our values, building our culture and achieving our goals.

# OUR VISION

To increase the participation in our Accessible Film Studies Program of students from Aboriginal & Torres Strait Islander backgrounds.

# OUR PRIORITIES

Our Indigenous Engagement Strategy provides a clear vision and framework for positively influencing the creation of respectful relationships between Bus Stop Films and the Indigenous community. We aim to increase employment opportunities arising from our work and the enrolment of students from Aboriginal and Torres Strait Islander backgrounds with disabilities in our programs and to enrich the broader understanding of our staff and students of Indigenous culture through inclusion, understanding and appreciation of traditional cultures and the unique experience of Indigenous people living with disabilities and their families.

This document will complement the work done to date to achieve Bus Stops' commitment to developing an equitable and inclusive work, education and creative environment with mutual respect for all, and our desire to more strongly connect to the Indigenous community through film and filmmaking.

# OUR FOCUS

Our Indigenous Engagement Strategy incorporates five strategic priorities that will enable Bus Stops` success in developing a truly Indigenous inclusive culture. These are:

**Employee engagement** - Building awareness both internally and externally to ensure all employees and prospective employees have a positive experience and are active participants on Bus Stops journey towards Indigenous engagement. This includes identifying opportunities for the employment of creatives from Aboriginal & Torres Strait Islander backgrounds in our staffing, contractor and crew engagement.

**Increased Indigenous participation** - Building strong and enduring relationships with the Indigenous community through the provision of a learning and creative environment that is culturally sensitive and supportive for all employees, contractors, crew, students and their families;

**Acknowledging Indigenous Culture**- Actively and respectfully recognising the significance of Indigenous culture in our communications, for example in Film Credits, Email Footers, Acknowledgement of Country at events, collaborating with community elders where and when appropriate;

**Supportive policies and procedures** - Reviewing existing and implementing new and enhanced workplace and creative policies and procedures to ensure all aspects of our ways of working and filmmaking (as appropriate), incorporate Indigenous diversity and equality, including prioritising the education of staff and students in Indigenous cultural awareness; and

**Measures and reporting** - Understanding our current employee, student and contractor count, in relation to Indigenous representation to allow us to set practical and aspirational goals, regularly tracking our progress and sharing our success.



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