

STRATEGIC PLAN

2025-2028



AIGI

Australian
Indigenous
Governance
Institute

BACKGROUND

The Australian Indigenous Governance Institute (AIGI) is an Aboriginal and Torres Strait Islander organisation recognised for its Indigenous governance leadership, knowledge, and excellence. We connect Indigenous peoples, organisations and communities with tools, resources, and networks to achieve self-determination through strong self-governance.

We believe that culturally legitimate, practical, and effective Indigenous governance is the fundamental building block on which real change can happen. AIGI aims to improve social, cultural, and economic outcomes for Indigenous peoples, organisations, and communities by supporting and strengthening self-determined governance practices. And in doing so, we will show the way for Indigenous governance to be rightly recognised and valued by non-Indigenous organisations – corporate, philanthropy, non-government, or government alike. Our Strategic Plan 2025 – 28 will elevate and amplify our influence and impact for the benefit of Aboriginal and Torres Strait Islander peoples and communities across our lands.

OUR PEOPLE, OUR GOVERNANCE, OUR WAY

VISION

The AIGI vision is **strong, safe, sustainable communities.**

PURPOSE

Our purpose is to **develop, embed and celebrate Indigenous governance leadership.**

Language used in the plan: AIGI may use the terms Indigenous and Aboriginal and Torres Strait Islander interchangeably. The term Indigenous is used most frequently to refer to the many nations of Aboriginal and Torres Strait Islander peoples across the continent and islands now called Australia, as we acknowledge and support the United Nations Declaration on the Rights of Indigenous Peoples. We acknowledge and respect that terms preferred in different jurisdictions and locations may vary.

STRATEGIC DIRECTIONS

The strategic directions will guide the AIGI Board, staff, alumni, associates, and partners in our work over the next three years.

Indigenous Governance Leadership

We will foster Indigenous governance leadership in a way that strengthens Indigenous peoples across space, place, and time

Priority Actions

- Expand and diversify training offerings, including targeted masterclasses and sector-specific modules
- Establish a formal Alumni Program, including recognition of AIGI Fellows
- Provide tailored advisory services to non-Indigenous organisations on embedding Indigenous governance
- Advance Indigenous data sovereignty by supporting communities to lead on governance of their own data

Success Looks Like

- Targeted masterclasses delivered on Indigenous governance, strategic leadership, and cultural decision-making
- Sector-specific training modules developed and rolled out for emerging Indigenous leaders
- Custom learning pathways established for Indigenous entrepreneurs
- Fee-for-service advisory offering in place for corporations, government agencies, and non-government organisations
- Alumni Program launched, fostering long-term relationships with graduates, board members and staff
- Protocols developed and promoted on Indigenous data ownership, governance, collection and use



Indigenous knowledge and wisdom in governance practices

We will embed Indigenous knowledges and wisdom in learning, training, and advocacy to strengthen governance practice.

Priority Actions

- Maintain and evolve the Indigenous Governance Toolkit, ensuring content remains current and practical
- Design and develop innovative, fit-for-purpose governance tools for Indigenous boards, organisations and communities
- Deliver accredited training in partnership with recognised institutions
- Develop and implement a plan to achieve Registered Training Organisation (RTO) status
- Establish and activate an AIGI Associates model to expand delivery capacity and expertise

Success Looks Like

- AIGI is recognised as the national leader in Indigenous governance thought leadership and practice
- The Indigenous Governance Toolkit is regularly updated to reflect current case studies, policy shifts and legislative reforms
- Accredited training programs are delivered through strategic partnerships
- RTO status is achieved
- Australian Skills Quality Authority requirements are met while preserving cultural integrity and accessibility for community
- participants



Indigenous governance success

We will celebrate, curate and centre Indigenous governance success.

Priority Actions

- Promote and celebrate strong Indigenous governance models through storytelling and visibility initiatives
- Design and deliver the Indigenous Governance Awards with key partners
- Identify and commission priority research projects that strengthen Indigenous governance discourse
- Launch the AIGI Publications and Paper Series, in partnership with Associates, Indigenous academics, researchers and community members

Success Looks Like

- Strong governance models are showcased as exemplars of cultural legitimacy and self-determination
- A portfolio of published case studies and multimedia stories amplifies Indigenous governance excellence across sectors
- The Indigenous Governance Awards are delivered as a national event celebrating excellence and innovation in cultural governance, youth leadership, and corporate leadership
- Excellence and resilience in Indigenous governance are recognised and elevated nationally and internationally
- High-impact, Indigenous-led research is commissioned and published, advancing both governance theory and community practice
- The AIGI Publications and Paper Series is established as a respected platform for Indigenous governance thought leadership, translation and practice.



Governance for all people

We will reframe and enrich understandings of governance to benefit Indigenous peoples and wider society.

Priority Actions

- Develop and implement an Influence and Impact Strategy to guide advocacy, outreach and communications
- Design a Partnering Framework that maximises outcomes for Indigenous communities and attracts high-value, values-aligned collaborators
- Position governance as a powerful and dynamic tool for change — relevant, empowering and future-focused

Success Looks Like

- Compelling messaging and targeted engagement tools have elevated the visibility, credibility and value of Indigenous governance
- Community participation in governance has increased, including greater use of the Toolkit and supporting resources
- Co-designed governance frameworks are implemented in partnership with communities and sectoral organisations
- Improvements are observed in the quality and accountability of governance in local entities



A sustainable future

We will secure our future through strong people and financial foundations.

Priority Actions

- Develop a comprehensive Business Development Plan to guide growth and sustainability
- Diversify funding through services, strategic partnerships, philanthropy, donations and government engagement
- Strengthen succession planning for Board and staff, with clear pathways for emerging leaders

Success Looks Like

- In line with the Business Development Plan a priority project pipeline is developed, monitored and regularly updated
- A diversified funding model in place, with clear targets across philanthropic, commercial, and government sources





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