



The Ngunnawal Centre has had another busy and successful year in 2011. There was an increase in enrolments from 141 students in 2010 to 163 students in 2011. The Ngunnawal Centre has benefited from a rise in teaching income and both Academic and Student Support staff numbers have increased, with 100% of Ngunnawal Centre staff being Indigenous. Our staff have attended and presented at Academic forums both here and overseas. Our outreach work has increased as has our participation in external cultural events, resulting in stronger community links and improved standing in both Indigenous and learning communities. Again, we have actively pursued scholarships and encouraged our students to apply, resulting in an uptake of 70 scholarships in 2011, compared to 25 in 2010. This is an increase of 180%.

We are pleased to submit our report for 2011.

SECTION 1

OBJECTIVES FOR INDIGENOUS HIGHER EDUCATION

The University of Canberra's Strategic Plan places Indigenous Australians as a priority, and is proud to offer a range of support services for Indigenous staff and students tailored to individual needs. The University places emphasis on advancing Indigenous opportunities through the faculties and business areas. The Equity and Diversity Group is chaired by the Vice Chancellor and includes senior management representatives, including the Director of the Ngunnawal

Centre. This group considers all matters relating to the University's commitment to equity and diversity. It includes an emphasis on Indigenous Australians and appraises current and future outcomes for Indigenous Australians.

The University also has a Reconciliation Action Plan (RAP) which has a strategic plan that sets the timelines and processes for action to improve outcomes for Indigenous Australians and ensuring Reconciliation is realized in the University of Canberra. At the Equity and Diversity Group progress on the RAP Strategic Plan are regularly reviewed to meet Indigenous outcomes for across the University.

The Ngunnawal Centre has put in place strategies to improve results. The Skills Analysis assessment that is given to every Indigenous student who applies for entry into the Foundation Studies program is under constant review so that the Centre can provide the appropriate academic skills required for students to achieve. The Foundation Studies program is student centred and the skills development is targeted to the students planned fields of study. It also covers the academic skill requirements for all students at the University of Canberra.

The University has an Elder in Residence scheme which is currently occupied by a Ngunnawal elder, who is a traditional owner of the land on which the University is located. The Elder works with Indigenous students on cultural and non-academic matters.

The Ngunnawal Centre is a support, teaching and research centre. To improve Indigenous outcomes and develop greater opportunities for Aboriginal and Torres Strait Islander students it has formed partnerships with external organisations and the private sector for scholarships, internships and work integrated learning programs. This has enabled students to develop skills and have the experience of a diversity of work environments that can lead to improved employment prospects.

The Ngunnawal Centre is staffed by Aboriginal and Torres Strait Islanders with the majority undertaking programs of study at undergraduate and postgraduate levels. This has a positive influence on the students who feel that staff who are also experiencing the same hurdles and achievements to complete their higher education goals.

The University is looking to extend its Foundation programs and general course offerings into the wider Capital Region, in order that Indigenous students do not have to leave their home communities to study. The University is also planning the introduction of cultural valuing training for all staff in 2012, which will improve the culture of the institution.

SECTION 2

2.1 Establish effective arrangements for the participation of Aboriginal and Torres Strait Islander peoples in educational decision-making

The Director of the Ngunnawal Centre sits on the University's Equity & Diversity Planning Group (EDPG), which provides advice and recommendations to the Vice-Chancellor relating to Indigenous students and staff. These meetings include an update on the University's *Reconciliation Action Plan*. The Director also sits on Academic Board and the University Admissions Committee, which are the key decision-making bodies in relation to improving access for Indigenous students.

The first step of the University's *Strategic Plan 2008-2012* is to "Ensure that respect for Australia's traditional owners and concern for their current circumstances influences our plans and actions". As such, the Vice-Chancellor has established the *Step One Group*, including representation from the Ngunnawal Centre, Tom Calma (as an Indigenous person on the University of Canberra Council) and local Indigenous Elders. This group will provide advice on a range of issues concerning the Indigenous community, including the welfare of students studying at the University and the appropriate matters relating to the curriculum.

Elders from the Ngunnawal nation are also engaged in the University's activities.

2.2 Increase the number of Aboriginal and Torres Strait Islander peoples employed, as academic and non-academic staff in higher education institutions

The University has an *Indigenous Employment Plan* which in turn forms part of the University's overall *Strategic Plan 2008-2012*. It was authored by a working party with strong collaboration between the Ngunnawal Centre and Human Resources. In 2011, the plan was endorsed by the following University of Canberra representatives.

Tom Calma - University Council Member

Wendy Brady - Director, Ngunnawal Centre

Stephen Parker - Vice-Chancellor

Carole Kayrooz - Deputy Vice-Chancellor Education

Sue Thomas - Director, Human Resources.

The Plans can be viewed online as follows

<http://www.canberra.edu.au/ngunnawal/attachments/pdf/Indigenous-Employment-Plan-2010-final-160610.pdf>

<http://www.canberra.edu.au/university/governance/attachments/reconciliation-action-plan.pdf>

The first two steps of the Strategic Plan relate to employment of Indigenous staff, particularly in areas which provide direct services to students, including Indigenous students:

Step 1: *Ensure that respect for Australia's traditional owners and concern for their current circumstances influences our plans and actions.*

Step 2: *Create a great workplace which attracts, engages and retains excellent, entrepreneurial, diverse staff committed to higher education and research with public purposes, in a collegial environment.*

In addition, the *UC Enterprise Agreement 2009-2012* requires the University to employ at least five more Indigenous staff across the University: It was proposed that the following areas each aim to recruit two ongoing Indigenous staff positions by the end of 2011:

- All seven faculties
- Student Administration
- Library

The University uses as diverse range of recruitment tools to reach as many Indigenous candidates as feasibly possible. These include media specifically aimed at the Indigenous audience including both print and electronic media. Networking across Indigenous communities is also utilised.

The University's Recruitment Policy and Procedures are currently under review. As part of this review, appropriate Indigenous representatives will be consulted to ensure we are culturally sensitive in our Recruitment Policy and Procedures. Additionally, as part of this process a Selection Panel Training Package is being developed which will include cross-cultural learning for non-Indigenous selection panel members.

Human Resources continually works with areas to identify opportunities to employ a diversity of staff. In regard to Indigenous employment, HR formally advises the Senior Management Group

in March and October of the University's commitment to recruiting Indigenous staff members and offers to assist in the recruitment/attraction process.

The University of Canberra does not have Aboriginal and Torres Strait Islander identified positions.

The Ngunnawal Centre is the primary employer of Indigenous staff at The University of Canberra. In 2011, there were a total of 14 known Aboriginal and Torres Strait Islander staff at the University and 10 of these, or 71%, work in the Ngunnawal Centre.

Continuing and Fixed term positions 2011

Faculty/Institute/Section	Staff	Academic	Professional
Ngunnawal Centre	3	2	1
Faculty of Health	2	1	1
Computing Centres	1		1
Administration	1		1
Totals	7	3	4

Table 2 - Casual positions 2011

Faculty/Institute/Section	Staff	Academic	Professional
Ngunnawal Centre	5	2	3
Other	2		2
Totals	7	2	5

2.3 Ensure equitable access of Aboriginal and Torres Strait Islander students to higher education

In 2010 there were 75 commencing Indigenous students compared to 72 in 2011. Non-Indigenous commencements went from 4729 in 2010 to 5082 in 2011.

Improvement in access, participation, retention and success of Indigenous Australian students is always at the forefront of the support and assistance provided through the Ngunnawal Centre.

The Foundation Program which is offered by the Ngunnawal Centre brings Indigenous students into the University through the provision of Communication and Study Skills. It lessens the likelihood of cultural shock for Indigenous students who have no experience or understanding of higher education. It establishes a pattern of learning, study, and communication that enables students to commence their courses with self-reliance and confidence in their ability to attain their degree/s.

The Centre has agreements with the University's accommodation provider to ensure there are apartments put aside for Indigenous students. Many students come from outside the ACT including rural areas and interstate. Moving away from home can be unsettling so the Ngunnawal Centre approaches their accommodation needs with an emphasis on the provision of safe and culturally affirming living environment. This improves their ability to participate in their courses and in the social life of the University and community.

The Ngunnawal Centre utilises the Indigenous Tutorial Assistance Scheme (I.T.A.S.) to support the students in their studies. I.T.A.S is crucial in the retention and progression of Indigenous students. The Ngunnawal Centre students who are support through I.T.A.S have been shown to have a much greater level of progression and completion of their courses.

Outreach

An extensive range of outreach activities were undertaken in 2011 to encourage and assist Indigenous peoples to consider University as an option and to promote good educational options for Indigenous people. In 2011 the University of Canberra placed emphasis on Indigenous student outreach and recruitment by developing an Indigenous Student Outreach and Recruitment Plan. The University's Aboriginal and Torres Strait Islander Recruitment Officer has worked to deliver on this plan. The work of this Officer complements the work undertaken by the Director and staff of the Ngunnawal Centre.

The University of Canberra developed and implemented a program of school based Indigenous outreach across the region. These activities focused on providing students from years 7 – 12 with information and advice on higher education. Indigenous role models, including current students and staff members, spoke to students about the benefits of education. The role models used their own personal experience and stories to encourage students to aspire towards higher

education and to attend any upcoming tertiary exhibitions in their area to learn more. Target schools were those with high Indigenous student populations including schools in the ACT, Central West NSW, North Coast, New England, South Coast NSW and Riverina.

In 2011, the University hosted Indigenous students from Central West NSW. The students spent two days exploring the University campus and participating in University activities such as filming in the media studios, conducting experiments in science labs and touring facilities.

Additionally, throughout 2011, the Director of the Ngunnawal Centre undertook a range of presentations, talks, and lectures to schools and community organisations on Indigenous education/higher education; and participated in external cultural events for Indigenous and non-Indigenous communities.

These activities worked together to deliver several outcomes:

- Increase in awareness of higher education and the benefits of higher education. This was evidenced through an increase in Indigenous students commencing in semester 1 2012.
- Building of relationships with key influences in the communities (such as Indigenous Outreach Officers) to ensure further engagement in future years. Evidence of the success of this have been seen as contacts developed in 2010 and 11 proactively contacting the University to express their interest in participating in similar activities in 2012.
- Building relationships with students and providing them with a point of contact within the University that they could identify with and refer to throughout their schooling.
- Increase in awareness of University of Canberra and the support available to Indigenous students

Scholarships

The Ngunnawal Centre had an extremely successful year in this area, awarding 70 scholarships, up from 25 in 2010. This is largely due to a fabulous working relationship between the Indigenous Student Liaison officer and the Scholarships office. We have also been actively pursuing scholarships specifically for our students and in 2011 we signed a Memorandum of

Agreement with the Department of Foreign Affairs and Trade to offer the Roni Ellis scholarship to two Foundation students on an annual basis.

In 2011, the University of Canberra offered the following scholarships specific to Aboriginal and Torres Strait Islander students:

1. ACT Government Urban and Regional Planning Scholarship for Indigenous Students
2. Charles Perkins Scholarships
3. Equity Scholarships (Indigenous Enabling CECS, Indigenous Commonwealth Accommodation Scholarships and Indigenous Access Scholarships).
4. Foundation Scholarships
5. Indigenous Youth Leadership Program
6. St Vincent de Paul Scholarships
7. UC and ABC Scholarship for Indigenous Students in Journalism and Media Arts and production
8. Indigenous Business Australia Scholarship Fund
9. Roni Ellis Award (DFAT and UC)
10. Governor-General's Indigenous Student Teacher Scholarships
11. ACT Government Education Scholarship

Scholarships are promoted online through the University website, student emails and the Ngunnawal Centre Moodle site. They are also advertised by staff at the Ngunnawal centre and Scholarship office. A staff member from the UC Scholarships office attends the Ngunnawal Centre during orientation periods and provides information to students and guided assistance with application processes.

2.4 Achieve the participation of Aboriginal and Torres Strait Islander students in higher education, at rates commensurate with those of other Australians.

Enrolments 2010 and 2011

	2010	2011
Aboriginal and Torres Strait Islander students:	141	163
Non Aboriginal and Torres Strait Islander students:	11546	12804

Enrolments have been increasing steadily over the past 3 years. In addition to the work that the University has undertaken to increase access and participation for Indigenous students, the Ngunnawal Centre has also invested in encouraging Indigenous professionals within the region to return to study on a part-time basis while continuing their roles in local business, government and Commonwealth. We also contacted past students who have not yet completed their studies, and supported their return to study. This took place by Ngunnawal Centre staff utilising their own community and professional networks, and is largely a result of increased community participation by Ngunnawal Centre staff.

Aboriginal and Torres Strait Islander enrolment numbers of 163 for 2011 rose almost 16% on 2010 enrolments. This compares with Non Aboriginal and Torres Strait Islander enrolments rising almost 11% in the same time period. This is a very pleasing result, and one that we aim to continue.

In addition, The University of Canberra Reconciliation Action Plan 2010 included the following actions;

- *Each Faculty and Business Support Unit to review their policies and ensure the inclusion of Aboriginal and Torres Strait Islander issues where relevant in particular in research, ethics, academic and teaching, Aboriginal and Torres Strait Islander student support, marketing and recruitment, community engagement and community relations*

- *Establishment of an Aboriginal and Torres Strait Islander Alumni Association*
- *Engage two Aboriginal Elders via the Ngunnawal Elders Group to work part time at the Ngunnawal Centre to enhance students and staff relationships with Indigenous people of the University and local community*
- *Expand the existing Indigenous Student Leaders Ambassador Program*
- *Establish the UC Aboriginal and Torres Strait Islander Academic Prizes/Awards for Excellence (for students)*
- *Create a strategy to increase the number of Indigenous postgraduate and HDR research students enrolling and graduating from UC*
- *Career Development, mentoring and facilitating employment of Indigenous students for professional workplace careers*
- *Assess the feasibility of developing regional locations for the delivery of UC programs to Aboriginal communities and organisations*

2.5 Enable Aboriginal and Torres Strait Islander students to attain the same graduation rates from award courses in higher education as for other Australians

Now that our enrolments are increasing, we are also providing greater support to our students to help them complete their studies. In 2011, an Indigenous Student Liaison Officer was employed permanently to assist and advocate for students with matters that arise as part of their student life. These include personal and financial welfare as well as living conditions.

Financial support is essential for Aboriginal and Torres Strait Islander students to make it through to graduation. The Scholarships office at the University of Canberra actively support Indigenous Australian students to apply for scholarships to assist them in paying for their fees, accommodation, study needs and living conditions. We have increased our scholarships and understand that some students need support throughout their study in order to complete, rather than just for the first year only.

ITAS tutors are provided for students to achieve success in their units of study, and the Ngunnawal Centre academic staff offer advice and guidance to students and assist them in academic progression issues as they arise.

The Ngunnawal Centre provides a 24 x 7 day Computer Laboratory for Aboriginal and Torres Strait Islander students, and there is also a common room with a kitchen that provides a 'culturally safe place' for them to study, congregate and meet each other.

The Elder in Residence was appointed in 2011, and provides culturally support to students and facilitate collaborations with Ngunnawal and other Aboriginal and Torres Strait Islander peoples and organisations.

Total number of graduations at Bachelor level and above in 2010 and 2011

	2010	2011
Aboriginal and Torres Strait Islander students:	11	9
Non Aboriginal and Torres Strait Islander students:	913	972

2.6 To provide all Australian students with an understanding of and respect for Indigenous traditional and contemporary cultures

The University offers a Major in Indigenous Studies comprising units offered by the Ngunnawal Centre, Education, Law, Cultural Heritage, and Health. The following units are available for inclusion within the major or as electives for other students: Indigenous Representation in Australian Society; Indigenous Societies and Heritage; Indigenous Australians and the Law; Indigenous History and Self Expression; Indigenous Education: What Works; Indigenous Australia: Contemporary Issues; Indigenous Politics and the State; Indigenous Health: Contemporary Issues.

As part of the University’s *Reconciliation Action Plan*, a group has been established with representatives from Faculties, the Ngunnawal Centre, and Indigenous community representatives to work not only on including Indigenous perspectives in individual subject curricula, but in all aspects of teaching, learning and community engagement.

The University’s Recruitment Policy and Procedures are currently under review. As part of this process a Selection Panel Training Package is being developed which will include cross-cultural learning for non-Indigenous selection panel members.

In 2011, the Ngunnawal Centre planned a cultural competency training day for University of Canberra staff. This will be delivered in 2012.

The Ngunnawal Centre is actively involved in the Aboriginal and Torres Strait Islander community. Aboriginal staff of the Centre have strong connections to the community and its activities. There is participation in Aboriginal and Torres Strait Islander community events, including Sorry Day, Closing the Gap, NAIDOC, to name just a few and specific local activities.

The connection between the Ngunnawal Centre and community education activities are supported by attendance and participation by staff and students of the Centre.

Aboriginal and Torres Strait Islanders organisations and their members communities are invited to make presentations to students and staff of the University and the Ngunnawal Centre.

The 2010 Reconciliation Action Plan specifically identifies the local, regional and remote Aboriginal and Torres Strait Islander communities as present and potential areas of involvement by the university and the Ngunnawal Centre.

Aboriginal and Torres Strait Islander students enrolled in undergraduate and postgraduate studies as the University of Canberra come from Aboriginal and Torres Strait Islander communities from nearly all states and territories of Australia. This means that there are community connections to this Centre that are linked through the education experiences of the Indigenous Australian students who are currently and previously enrolled at the University of Canberra. A large number of these students moved from the Foundation Program to graduate and continue their contributions to their communities.

SECTION 3 EXPENDITURE OF INDIGENOUS SUPPORT PROGRAM GRANT 2011

1	2011 ISP grant	\$ 355,000.00
2	Unspent 2010 ISP funds, carried over to 2011 – as reported in your providers 2011 audited annual financial statements	
3	TOTAL ISP income for 2011	\$ 355,000.00
4	EXPENDITURE of <u>Indigenous Support Program (ISP)</u> 2011 (from Item 1)	
4a	Operating costs, including salaries, for Indigenous support services. (Itemise each line item please)	\$ 420,225.85
4b	Capital Items – list any major items purchased for Indigenous student/staff use only and briefly describe how they were committed to Indigenous Education – (e.g. New computers in the ISU).	\$12,148.83
4c	Higher education provider overheads.	
4d	Other Indigenous Support Program expenditure (list major items conferences, school visits, publications and program costs).	\$39,473.95
4e	Funding provided to the University's Indigenous Education Support Centre	
4f	Total Indigenous higher education expenditure for 2011	\$ 471,848.63
5	EXPENDITURE of <u>ISP carry over funds</u> 2011 (from Item 2)	
5a	Operating costs, including salaries, for Indigenous support services. (Itemise each line item please)	
5b	Capital Items – list any major items purchased for Indigenous student/staff use only and briefly describe how they were committed to Indigenous Education – (e.g. New computers in the ISU).	
5c	Higher education provider overheads.	
5d	Other Indigenous Support Program expenditure (list major items conferences, school visits, publications and program costs).	
5e	Funding provided to the University's Indigenous Education Support Centre	
5f	Total expenditure of carry over funds.	\$ 0.00
6	INCOME for Other Indigenous funds provided in 2011	

6a	Other funds provided to Indigenous higher education (non ISP funds, including other Commonwealth grants, state government grants, privately sourced funds) ** When possible please provide a breakdown of and details regarding other funding to Indigenous higher education.	\$ 201,391.35
6b	Total Indigenous higher education income for 2011	\$ 201,391.35
7	EXPENDITURE of Other Funds in 2011 (Item 6b)	
7a	Expenditure of Other funds provided to Indigenous higher education Item 6 (non ISP funds, including other Commonwealth grants, state government grants, privately sourced funds).	\$
7b	Total Indigenous higher education expenditure for 2011	\$

SECTION 4 HIGHER EDUCATION PROVIDER'S CONTACT INFORMATION

Please nominate contact officers for all policy and operational matters regarding your Indigenous education statement, including name(s), position title, phone number and email address.

Where your IEU has been consulted in the development of this Indigenous Education Statement, please provide the contact details of the relevant IEU staff member.

University Officer

Name:.....

Position Title:.....

Phone Number:.....

Email:.....

Indigenous Education Unit Officer

Name: Ass Prof Wendy Brady

Position Title: Director

Phone Number: 62012998

Email: wendy.brady@canberra.edu.au

SECTION 5 PUBLICATION OF THE STATEMENT

Providers may publish the Indigenous Education Statements on their website and on publication, provide the Department of Innovation with a link to the statement.