

# University of Canberra

## SECTION 1 OBJECTIVES FOR INDIGENOUS HIGHER EDUCATION

'Step 1: Ensure that respect for Australia's traditional owners and concern for their current circumstances influence our plans and actions.' (University of Canberra, Strategic Plan 2008-2012.)

The University of Canberra, in its Strategic Plan 2008-2012 put in place a number of strategies to effect change. Strategy 1 is 'Strengthen the Foundations' and its first 'Step 1: Ensure that respect for Australia's traditional owners and concern for their current circumstances influences our plans and actions' is driving a range of actions being implemented by the University.

This Strategy has seen the establishment of a Step One Group, under the chairmanship of Mr. Tom Calma. The United Ngunnawal Elders Council has been invited to nominate a representative for the group. Particularly as the University acknowledges that it is located on the traditional land of the Ngunnawal nation.

The Reconciliation Action Plan Action Group was formed, and on Sorry Day, 26 May 2010, the Vice-Chancellor, Prof. Stephen Parker, signed a *Statement of Commitment to Reconciliation* that will be registered with Reconciliation Australia. This is a formal commitment by the University of Canberra to a Reconciliation Action Plan which will be launched on the University's Foundation Day, 28 October 2010.

The Step One Group and the Reconciliation Action Plan Action Group

The Ngunnawal Centre is the Indigenous Education Unit at the University of Canberra. It provides Indigenous student tutorial support through the ITAS program. It also offers additional support for residential needs; community housing in collaboration with a local charity; connections with primary and secondary schools; and actively engaging with federal and Territory governments for employment opportunities for students through cadetship, internships and workplace experience.

The key objectives of the Ngunnawal Centre and the University of Canberra is to put in place a Reconciliation Action Plan alongside the Step 1 strategy to improve modes of delivery of higher education to Aboriginal and Torres Strait Islander people and communities.

The University plans to develop a number of opportunities to take higher education to Indigenous locations while also offering education pathways that meet the needs and aspirations of Aboriginal and Torres Strait Island people.

**SECTION 2 ACHIEVEMENT OF NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER EDUCATION POLICY (AEP) GOALS IN 2009 AND PLANS FOR FUTURE YEARS**

<b>The AEP goals:</b>	
1	<p>Participation of Indigenous peoples in educational decision-making.</p> <ul style="list-style-type: none"> <li>• <u>Mr. Tom Calma</u>, former Social Justice Commissioner, serves as a member of the University Council and is the Chair of the Step One Group. ‘The Step One Group intends to inform the Vice Chancellor on a range of issues concerning the Indigenous community, the welfare of Indigenous students study at the University and appropriate matters relating to the curriculum of the University.’</li> <li>• <u>Membership of Committees and Boards.</u> A/Prof. Dr. Wendy Brady Director of the Ngunnawal Centre: <ul style="list-style-type: none"> <li>• Chair, Reconciliation Action Plan Action Group;</li> <li>• Member, The Step One Group;</li> <li>• Member, Academic Board;</li> <li>• Member, Admissions Committee;</li> <li>• Member, Equity and Diversity Planning Group;</li> <li>• Member, Indigenous Employment Strategy Consultative Committee;</li> <li>• Member, Harmony Committee.</li> </ul> </li> </ul> <p>Assistant Prof. Jaky Troy, Faculty of Education:</p> <ul style="list-style-type: none"> <li>• Member, Reconciliation Action Plan Action Group</li> <li>• Member, Faculty Committee.</li> </ul> <p><u>Indigenous leaders at the University of Canberra</u></p> <p><u>Mr Tom Calma</u> provides extensive input on Indigenous matters to the University through his position on Council and as the chair of the Step One Committee. He is providing guidance and advice on the Reconciliation Action Plan and the Indigenous Employment Strategy.</p> <p>Elders from the Ngunnawal nation are also engaged with participating in the University’s activities. This will be expanded through the appointment of two Ngunnawal Elders as Cultural Advisors and Guides for Indigenous students and other members of the faculty.</p> <p>Senior Indigenous academic staff at the university serve on a range of committees and boards where they participate in decision making on matters relating to Indigenous and non- Indigenous education, learning, participation and research. The senior Indigenous staff participate on policy and higher education matters for Indigenous students and staff. The University encourages Indigenous leaders to participate in the institution and as a higher education provider.</p> <ul style="list-style-type: none"> <li>• <u>The role of the Ngunnawal Centre in decision making processes.</u> The Ngunnawal Centre has representation and engagement with decision-making as a Division within the office of the Deputy-Vice Chancellor – Education. It is consulted on all Indigenous education matters through the office of DVC-Education. It also has representation, through the Director of the Ngunnawal Centre, on the Academic Board, Admissions Committee, Equity and Diversity Planning Group (Chaired by the Vice-Chancellor, Prof. Stephen Parker). The University’s Reconciliation Action Plan Action Group is Chaired by the Director of the Ngunnawal Centre and has Indigenous staff members, Catherine Taylor; Jaky Troy as well as Ngunnawal Community members.</li> </ul>

2	<p>Increase the number of Indigenous peoples employed, as academic and non-academic staff in higher education institutions.</p>
	<ul style="list-style-type: none"> <li>The Indigenous Employment Strategy Committee was recently finalised. The strategy which will be implemented during the latter half of 2010. The Committee was chaired by the Deputy Vice-Chancellor – Education Prof. Carole Kayrooz and included the Director of the Ngunnawal Centre, Indigenous Lecturer, Catherine Taylor and an external Indigenous representative. The Human Resources Director, Sue Thomas and a senior HR officer, Natalie Bowman, who under guidance from the Committee drafted the document.</li> </ul>
	<p>It will be available on the internet and will also be announced to all staff of the University in the near future.</p>
	<p>The University of Canberra promotes Aboriginal and Torres Strait Islander applications for positions. In 2009-2010 it expanded the number of Indigenous staff in academic and administration positions including the Aboriginal and Torres Strait Islander Student Recruitment Officer in Marketing and International; two Level A academics in the Ngunnawal Centre, and an Assistant Professor in Education. Under some circumstances these positions may be occupied, temporarily, by non-Indigenous staff until a suitable Indigenous candidate is appointed.</p>
	<p>The current number of Indigenous staff at the University of Canberra increased in late 2009 with some commencing in early 2010. As the 2009 data reveals there were only 8 Indigenous self-identifying employees.</p>
	<p>In 2009 UC recorded 8 staff self identifying as Indigenous. This was made up as follows:</p>
	<ol style="list-style-type: none"> <li>Academic Level A female = 1</li> <li>Academic Level D females = 2</li> <li>General staff HEW 6-10 males = 5</li> </ol>
	<p>In total this is 0.4% of our total staffing numbers.</p>
	<p>The IEU (The Ngunnawal Centre) plays a leading role in improving Indigenous employment at the University of Canberra. Two Indigenous members of staff; the Director of the Ngunnawal Centre, A/Prof. Wendy Brady and Catherine Taylor, Lecturer in the Ngunnawal Centre actively participated in the Indigenous Employment Strategy Committee as well as working closely with the Human Resources Division on improving Indigenous employment within the Institution.</p>
	<p>The Ngunnawal Centre has the highest number of Indigenous employees at the University; however other sections of the University are steadily advancing Indigenous employment opportunities. In the past six months an Aboriginal and Torres Strait Islander Student Recruitment Officer was appointed to the Marketing and International Division, and the Faculty of Education appointed the Aboriginal linguist, Dr. Jaky Troy, as Assistant Professor. In March of this year, after the retirement of the former Director of the Ngunnawal Centre, Dr. Wendy Brady, from the Wiradjuri nation was appointed as Director of the Centre. The Ngunnawal Centre plays a key role in improving Indigenous employment at the University of Canberra by advising on employment policies; providing guidance on Indigenous recruitment strategies; collaborating with the Human Resources division on implementing Indigenous employee training and professional development; while also assisting with the Cultural Learning program development for non-Indigenous Australian staff.</p>
3	<p>Ensure equitable access of Indigenous students to higher education.</p>
	<ul style="list-style-type: none"> <li>Programs run, through the IEU or the University, to improve access of Indigenous students.</li> </ul>
	<p>The Ngunnawal Foundation Program operates for those Aboriginal and Torres Strait Islander students who have not passed Year 12 (or equivalent). It also provides entry to University for those students who have been away from study for many years and would like to develop the communication and study skills needed for success at University. It is a pathway to tertiary studies. It is the academic support service for Aboriginal and Torres Strait Islander students.</p>

This program is in demand because students can study regular degree units at the same time as Foundation Units.

- The Ngunnawal Centre has representation on both the University's Academic Board and Admissions Committee which are the key decision-making bodies in relation to improving access for Indigenous students. The Centre in conjunction with Marketing and International work closely together to pinpoint access issues and opportunities to facilitate viable and appropriate access pathways. The Student Residences also work alongside the Ngunnawal Centre to assist students with accommodation that serves their needs.
- The Teaching and Learning and Academic Skills areas also work closely with the Ngunnawal Centre on strategies and actions to improve Indigenous access.

The Ngunnawal Centre is now a division within the Deputy-Vice Chancellor – Education area and this has enhanced opportunities for addressing the access needs of Indigenous students.

#### Indigenous Student Scholarships:

Course	CECS	CAS
<b>2009 allocation</b>		<b>Total 25</b>
<b>IAS awarded in 2009</b>		<b>19</b>
<b>Enabling CECS awarded in 2009</b>	<b>20</b>	
<b>Enabling CAS awarded in 2009</b>		<b>19</b>
<b>2010</b>		
<b>Indigenous CECS</b>	<b>12</b>	
<b>Indigenous CAS</b>		<b>10</b>
<b>Total</b>		

#### Indigenous Specific Scholarships:

- [Charles Perkins Scholarships](#)
- [Commonwealth Scholarships for Indigenous Students](#) |
- [Equity Scholarships for Indigenous Students](#)
- [Foundation Scholarships](#) |
- [Indigenous Youth Leadership Program](#) |
- Roni Ellis Indigenous Study Award
- [St Vincent de Paul Scholarships](#)

#### Other Scholarships Offered:

- [Clare Holland Nursing Scholarship](#)
- [Clea Rose Travel Award](#)
- [Country Education Foundation of Australia Scholarship \(CEFA\) –](#)
- [Dr Leah Moore and UC Scholarship for Women in Non-traditional areas of study](#)
- [Foundation Scholarships for Indigenous Students](#)
- [Golden Key Honour Society Scholarship](#)
- [Information Sciences and Engineering Scholarships for International Students](#)
- [INTREC Management Scholarship for Building and Construction](#)
- [K G Enterprises Scholarship](#)
- [Land Development Agency Scholarship in Building and Construction Management](#)
- [Land Development Agency Scholarship for Women in Building and Construction Management](#)

- [Lorna May Award](#)
- [Manteena Building and Construction Management Internship](#)
- [Manteena Building and Construction Management Scholarship for Women](#)
- [Manteena Building and Construction Management Relocation Scholarship](#)
- [Triple S Trust Scholarship for Sports Media Students](#)
- [University of Canberra and the AIS Elite Athlete Undergraduate Scholarship](#)
- [University of Canberra \(Faculty of Health\) and AIS Elite Athlete Undergraduate Scholarship](#)
- [University of Canberra and Brumbies Rugby Scholarship](#)
- [University of Canberra and SERAS Internship](#)
- [University of Canberra and SERAS Scholarship](#)
- [University of Canberra, Basketball Australia and Basketball ACT Scholarship](#)
- [University of Canberra Chancellor's Scholarship for Academic Excellence](#)
- [University of Canberra Commonwealth Supported Scholarship for Undergraduate Students \(CUGS\) - No application required](#)
- [University of Canberra Research Degree Honours Scholarships](#)
- [University of Canberra Scholarship for Women in Non-Traditional Areas of Study](#)
- [University of Canberra Smith Family Scholarship](#)
- [Country Women's Association \(CWA\) Scholarship for Nursing](#)
- [University of Canberra and the Australian Sports Commission Elite Coach Undergraduate Scholarship](#)
- [University of Canberra and Brumbies Rugby Scholarship](#)
- [University of Canberra and Uni-North OWLS Rugby Canberra, Dixon Advisory Scholarship](#)
- [University of Canberra Batemans Bay Youth Foundation \(BBYF\) Scholarship](#)
- [University of Canberra David Penniall Scholarship](#)
- [University of Canberra Eurobodalla Shire Youth Foundation Scholarship](#)
- [University of Canberra-Rotary International Fellowship Award](#)
- [University of Canberra Smith Family Scholarship - University of Canberra Society of St Vincent de Paul Scholarship for Australian Indigenous Coursework Students in the areas of Education and Health](#)

4 Achieve the participation of Indigenous students in higher education, at rates commensurate with those of other Australians.

The rate of participation has increased from 2008 to 2009 for commencing Indigenous students and for total Indigenous students.

**Indigenous Rates from DEEWR files in 2009 and 2008**

	2009	2008
Commencing Indigenous	54	38
Commencing All Domestic	4922	4081
Indigenous Rate	1.10	0.93
Total Indigenous	100	87
Total All Domestic	9928	8866
Indigenous Rate	1.01	0.98

5	<p>Enable Indigenous students to attain the same graduation rates from award courses in higher education as for other Australians.</p> <p>The rate of graduation has increased from 2008 to 2009.</p> <table data-bbox="228 412 951 562"> <thead> <tr> <th></th> <th>2009</th> <th>2008</th> </tr> </thead> <tbody> <tr> <td>UG Indigenous Completers</td> <td>6</td> <td>3</td> </tr> <tr> <td>All UG Domestic Completers</td> <td>1316</td> <td>1364</td> </tr> <tr> <td>Indigenous Rate</td> <td>0.46</td> <td>0.22</td> </tr> </tbody> </table>		2009	2008	UG Indigenous Completers	6	3	All UG Domestic Completers	1316	1364	Indigenous Rate	0.46	0.22
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6	<p>To provide all Australian students with an understanding of and respect for Indigenous traditional and contemporary cultures.</p> <p>Currently the University has a Major in Indigenous Studies which is composed of units offered by the Ngunnawal Centre, Education, Law, Cultural Heritage, and Health. The Reconciliation Action Plan Action Group has representatives from Faculties, key institutional divisions, and the Ngunnawal Centre, and Indigenous community representatives. The RAPAG is focused on actions that include Indigenous perspectives in the curriculum, but also other major proposals that place Indigenous perspectives not only in the curriculum but in all aspects of teaching, learning and community engagement at the centre of the university's education activities.</p> <p>The Major in Indigenous Studies has the following units available:  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.</p> <p>Professor Mick Dodson (ANU) recently commented on the quality of this program in the Faculty of Law.</p> <p>Cultural Competency has been defined at the University as Cultural Learning and the Ngunnawal Centre in collaboration with the Human Resources division is in the final stages of preparing delivery of the Cultural Learning package. It will be offered to all staff and in future will be available to students. It is one of the actions that have been initiated by the Human Resources area and in partnership with the Ngunnawal Centre.</p> <p>The Reconciliation Action Plan Action Group recently approved the appointment of two Ngunnawal Elders (1 male and 1 female) who will serve as Cultural guides and educators within the university. Indigenous community representatives approved of this action and supported a future engagement of an Indigenous artist-in-residence to work alongside the Elders to advance cultural learning within the University.</p>												

## Implemented strategies for improving access, participation, retention and success of Indigenous Australian students

The Ngunnawal Centre at the University of Canberra provides the Foundation Program, (UC's Aboriginal and Torres Strait Islander enabling program) as a pathway to undergraduate studies. The Centre is an academic support service for Aboriginal and Torres Strait Islander students at the University. This program operates for those Aboriginal and Torres Strait Islander students who as an alternative pathway (UC's Pathway 4) to undergraduate study. It also provides entry to the University for those students who have been away from study for many years and would like to develop the communication and study skills needed for success at University.

30% of Aboriginal and Torres Strait Islander students accessing the Centre's services are mature age and/or have parenting/carer responsibilities. The Centre therefore also offers assistance to these students and other students for employment opportunities; traineeships and cadetships with government and private industry; and accommodation.

The Ngunnawal Centre also participates in community activities, such as, NAIDOC on the Peninsula in the ACT, and further afield by connecting with communities throughout New South Wales, and into bordering states, to encourage Aboriginal and Torres Strait Islander students to study at the University of Canberra. Students from every part of Australia are encouraged to apply to enter this program.

The vision of the Ngunnawal Indigenous Higher Education Centre at UC is that it will serve its students and the community by providing excellent education and development programs to Aboriginal and Torres Strait Islander students from across the nation. We make a commitment to focussing on culturally relevant learning strategies and providing sources of innovation for Aboriginal and Torres Strait Islander communities.

There are approximately 40+ Aboriginal and/or Torres Strait Islander students utilising the Ngunnawal Centre's facilities and services daily during semester.

To maintain the level of engagement by Indigenous students the Deputy Vice-Chancellor-Education, Prof. Carole Kayrooz funded the refurbishment of the Foundation Program tutorial room and the Indigenous student computer lab in April, 2010. These areas are now able to serve the needs of students to a much higher standard.

To recognise the Ngunnawal nation's support of the Ngunnawal Centre the refurbished Computer Lab was named the "Bogong Room" in recognition of its symbolic connection to Ngunnawal land on which the University of Canberra is located.

The Aboriginal and Torres Strait Islander Student Recruitment Officer within Marketing and International has been liaising with the Ngunnawal Centre on strategies and guidance in recruiting Aboriginal and Torres Strait Islander students for the Foundation Program and as well as for undergraduate and post-graduate studies.

## SECTION 3 EXPENDITURE OF INDIGENOUS SUPPORT PROGRAM GRANT

### Indigenous higher education expenditure 2009

INCOME for Indigenous higher education purposes		
1	ISP 2009 grant only	\$312,000
2	Unspent 2008 ISP funds, carried over to 2009 – as reported in your providers 2009 audited annual financial statements	\$0
3	<b>TOTAL ISP income for 2009</b>	<b>\$ 312,000</b>
4	Other funds provided to Indigenous higher education (non ISP funds, including other Commonwealth grants, state government grants, privately sourced funds)**	\$ 135,419
5	<b>Total Indigenous higher education income for 2009</b>	<b>\$ 447,419</b>

EXPENDITURE of <u>Indigenous Support Program</u> (ISP) 2009 grant only (from Item 3)		
6a	Operating costs, including salaries, for Indigenous support services	\$361,803
6b	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).	\$1,235
6c	Higher education provider overheads.	\$-
6d	Other Indigenous Support Program expenditure (please list major items publications and program costs).	\$ -
6e	<b>Total Indigenous higher education expenditure for 2009</b>	<b>\$ 363,038</b>

EXPENDITURE of Other Funds in 2009		
7a	Expenditure of Other funds provided to Indigenous higher education Item 4 (non ISP funds, including other Commonwealth grants, state government grants, privately sourced funds).**	\$137,946
7b	<b>Total Indigenous higher education income for 2009</b>	<b>\$ 137,946</b>



## **SECTION 4 HIGHER EDUCATION PROVIDER'S CONTACT INFORMATION**

Contact Officers:

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## **SECTION 5 PUBLICATION OF THE STATEMENT**

Providers are to publish Indigenous Education Statements on their website and on publication, provide DEEWR with a link to the statement for the DEEWR website.

To be advised.