



THE UNIVERSITY OF NEW SOUTH WALES

INDIGENOUS EDUCATION STATEMENT 2010

SECTION 1: OBJECTIVES FOR INDIGENOUS HIGHER EDUCATION

The University of New South Wales (UNSW) is committed to improving higher education outcomes for Indigenous Australians. In order to achieve this, UNSW has established the Nura Gili Indigenous Programs unit as a cohesive structure to:

- (i) provide academic and personal pastoral care to all Aboriginal and Torres Strait Islander students at UNSW;
- (ii) increase access, participation and retention rates of Aboriginal and Torres Strait Islander students;
- (iii) provide academic programs across the University to increase the understanding of, and respect for, Aboriginal and Torres Strait Islanders, knowledge and cultures;
- (iv) increase research activities that respond to the needs of Aboriginal and Torres Strait Islander communities; and
- (v) increase the number Indigenous Australians people employed throughout the University.

Nura Gili also provides cultural awareness training for staff and students, and works with Faculties and units across the University to enhance the academic success and experience of Indigenous students.

The University has a strategic goal to increase Indigenous enrolments up to 500 students, more than double the current number, over the coming years. In addition to this, some Faculties are in the process of developing discipline-specific Indigenous education strategies and plans. We are particularly focussed on increasing Indigenous enrolments in the areas of Business, Engineering and Science.

In addition to Nura Gili, UNSW is also home to the Indigenous Law Centre (ILC), the Muru Marri Indigenous Health Unit, and the Indigenous Policy and Dialogue Research Unit (IPDRU).

SECTION 2: ACHIEVEMENT OF NATIONAL AEP GOALS IN 2009 AND PLANS FOR FUTURE YEARS

Section 2.1: Effective arrangements for the participation of Indigenous peoples in educational decision-making.

UNSW Council did not have an Indigenous member during 2009. However, the Director of Nura Gili is a member of the Senior Management Team of the Division of the Deputy Vice-Chancellor (Academic), and a member of the Academic Board. The Director acts as the senior advisor to the University on Indigenous policy matters, in conjunction with the other senior Indigenous staff, for example the Directors of IPDRU and the ILC, depending on the expertise required. Nura Gili acts as the central point for Faculties, Schools and other units to obtain assistance and advice on Indigenous issues.

Additionally, Indigenous staff are involved in decision making groups such as:

- Nura Gili Steering Committee
- Faculty Indigenous Education Committees (particularly in Business and Law)
- The Gender Equity Strategy Committee
- The Indigenous Strategy Research Group, an initiative of the Social Policy Research Centre (SPRC)
- IPDRU Steering Committee
- The Australian Domestic and Family Violence Clearinghouse Reference Group

Ms Megan Davis, Director of the ILC is a member of the following committees:

- Environment Defenders Office Aboriginal Advisory Committee
- Oxfam Australia, Aboriginal and Torres Strait Islander Reference Group
- Member, Steering Committee, UNSW Health and Human Rights Initiative
- Australian Member, Indigenous Rights Committee, International Law Association
- Member, International Law Association (Australia Branch)
- Member, Australian Lawyers for Human Rights
- Ngalaya Aboriginal Corporation – Indigenous Lawyers in NSW
- Management Committee, Indigenous Law Centre, UNSW Faculty of Law
- Centre Associate, Gilbert + Tobin Centre of Public Law, UNSW Faculty of Law
- Australasian Law Teachers Association

In the future the University may consider establishment of new committees to ensure all Faculties implement a local Indigenous strategy for the recruitment and support of Indigenous students and staff. A community advisory group may also be established to develop the University's links with local Indigenous organisations.

Section 2.2: Increase the number of Indigenous peoples employed, as academic and non-academic staff in higher education institutions.

The University has a dedicated position of Indigenous Employment Coordinator. The University has a published Indigenous Employment Plan for 2007-2010. The current UNSW Indigenous Employment Plan commits to increasing Indigenous staff numbers in an effort to improve employment opportunities for Indigenous Australians and address the under representation of Indigenous Australians in the workforce. The University's strategic aim is to increase Indigenous staff numbers by at least 2% per year. The plan is available from: <http://www.nuragili.unsw.edu.au/IndigenousEmploymentPlan.htm>

The Indigenous Traineeship Program and Indigenous Cadetship Program are initiatives introduced to support this plan. Since the Traineeship program began in 2007, nine trainees have successfully completed the program, with eight of them still employed at UNSW. In 2009, nine trainees commenced the program and four successfully completed. In 2010, an additional six trainees entered the program. Two Indigenous cadets were employed at the University in 2009.

This Indigenous Employment Plan is currently being reviewed and a new version will be published in early 2011 for the coming 3-5 years.

UNSW Indigenous Staff Data (as at 31 December 2009):

Professional and Technical (General) Staff	Level 1	1
	Level 2	1
	Level 3	3
	Level 4	0
	Level 5	10
	Level 6	1
	Level 7	3
	Level 8	2
	Level 9	0
	Level 10	0
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	Sub-Total	21
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Academic Staff	Level A	1
	Level B	1
	Level C	5
	Level D	1
	Level E	1
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	Sub-Total	9
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	Total Indigenous Staff	30

Note: This data does not include trainees, cadets, or short term casual staff.

Note: At least 15 of the permanent positions are Identified positions.

UNSW will seek in the coming years to further increase its Indigenous staff. This will include a focus on academic and mid to higher level professional and technical staff, as the current traineeship program is only focused on entry level positions. We will also seek to increase the number of cadetships and employment opportunities for Indigenous students as part of the activities of Nura Gili.

Section 2.3: Ensure equitable access of Indigenous students to higher education.

Access rates

Program Commencement	Commencing		Continuing	
	Indigenous	Other	Indigenous	Other
	Headcount	Headcount	Headcount	Headcount
Year				
2005	44	14071	103	27942
2006	51	16058	97	26505
2007	61	16353	101	27101
2008	63	16844	120	28343
2009	78	18779	125	28186
Commencing student Access Rate	2006	2007	2008	2009
	0.318%	0.373%	0.374%	0.415%

Access Programs

The University runs a number of programs to increase access of Indigenous students to higher education. The University runs a successful series of Preparatory Programs (the 'Pre Programs') in December each year. These are four week residential programs for Indigenous students to undertake workshops and seminars in preparation for University studies. Programs are run in Business, Law, Medicine and Social Work.

The Nura Gili Admissions Scheme is a specific alternative entry program for Indigenous students, for studies in disciplines where Pre Programs are not available. In addition, mature age Indigenous students are encouraged to enrol into the University Preparation Program (UPP).

The University also offers two one year enabling programs for students who have not achieved the necessary HSC qualifications for University studies – the Diploma of Science, Engineering & Technology (DipSET) and the Diploma of Humanities (DipHum). The latter has two streams specifically for Indigenous students – one in Law for preparation for undergraduate law studies, and one in Indigenous Studies for preparation for undergraduate humanities degrees.

Outreach Activities

Nura Gili is involved in a number of outreach activities. Staff visit schools across NSW to promote further education. In particular, UNSW hosts the Indigenous Winter School. The Winter School aims to assist students in identifying their paths of interest, in turn clarifying the subject areas required for further study in that field. The one-week residential program combines expertise from Faculties, the university and industry for an all round comprehensive and unique experience. In 2009, 150 students from years 10, 11 and 12 from all across Australia attended the program, which is run at no cost to the student.

Nura Gili recently tried to contact past participants of Winter School and found that:

- Of the students who finished school in 2009, 31 were able to be contacted and 28 were studying
- Of the students who finished school in 2008, 58 were able to be contacted and 52 were studying

Of all students surveyed, all felt that they had benefited positively from the Winter School experience, even those who are not currently studying. Of those who had continued into further study, they stated that Winter School had benefited them in making the decision to continue their studies. A number of the students replied that Winter School had given them insight and confidence to actually enrol in and attend university that they may not have had without the experience. Past Winter School students who go onto tertiary studies often become supervisors for the program years later, and we have a number of them with us this year to assist with the program.

Nura Gili also supports the UNSW Student Organisation (Arc) and SRC Indigenous Coordinators with a number of activities that promote reconciliation and assist to support Indigenous students while at University.

Scholarships

UNSW has over 25 types of different scholarships available specifically for Indigenous students. A list of scholarships is available at the end of this document. In addition, Indigenous students can apply for any of the mainstream scholarships for UNSW students.

Muru Marri is a key player in the creation and maintenance of scholarships to augment the Indigenous health workforce, including the Shalom Gamarada Residential Scholarship program for Indigenous Medical students.

Most Indigenous scholarships are awarded each year, except where there may be too small a cohort in a given discipline-specific scholarship area.

Nura Gili is working with the UNSW Scholarships unit to promote scholarships to current and potential Indigenous UNSW students. In particular, Nura Gili will work with the Scholarships unit to ensure that all eligible students are aware of and complete applications for the Commonwealth Scholarships, to ensure full take up rates for eligible students from 2011 onwards.

Nura Gili will also be working to create additional scholarships, particularly accommodation scholarships, to support increased Indigenous student numbers at UNSW.

Section 2.4: Achieve the participation of Indigenous students in higher education, at rates commensurate with those of other Australians.

Enrolments

	Indigenous	Other	
	Headcount	Headcount	%
Year			
2005	146	41398	0.353%
2006	147	41353	0.355%
2007	162	42962	0.377%
2008	181	44653	0.405%
2009	197	46105	0.427%

Participation

UNSW is aiming to increase Indigenous student numbers to over 500 in the coming years. The implementation of this goal will be driven by Nura Gili in collaboration with Faculties and Schools. Nura Gili aims to extend its recruitment areas and work on improving its student support programs to ensure the ongoing success of students who choose to come to UNSW.

This process will include an expansion of enabling programs and credit transfer arrangements with the TAFE sector to specifically target the increased participation of Indigenous students in higher education.

Section 2.5: Enable Indigenous students to attain the same graduation rates from award courses in higher education as for other Australians.

Completion Rates

Program Level	2008		2009	
	Other	Indigenous	Other	Indigenous
Advanced Diploma	4		58	
Bachelor's Honours	4		54	
Bachelor's Pass	4628	13	4872	17
Doctorate by Coursework			2	
Doctorate by Research	496		448	1
GradDip/PostgradDip - Extend	230		106	1
GradDip/PostgradDip - New	195		101	1
Graduate Certificate	320		296	1
Higher Doctorate	3		3	
Master's by Coursework	3226	2	3705	5
Master's by Research	150		112	
Grand Total	9256	15	9757	26

Support for Indigenous Students

The Nura Gili Student Centre provides support to Indigenous students enrolled at UNSW. This includes a culturally safe place for students to meet and study, personal pastoral support, computer and printing facilities, and a program of social activities. The Centre also provides an academic support coordinator and manages the provision of ITAS – the Commonwealth’s Indigenous Tutorial Assistance Scheme.

Nura Gili aims to increase the number of Indigenous students at UNSW. In order to support an increased number of students, Nura Gili aims to increase academic support workshops and develop mentoring programs for Indigenous students. In addition, it is in the process of developing a ‘First Year’ support coordinator to provide focussed assistance to students in their first year and monitor their progress with the transition to University. Nura Gili also aims to increase Indigenous postgraduate student numbers over the coming years.

Nura Gili also works to increase leadership and professional development opportunities for Indigenous students, and increase the number of students who are in a cadetship while studying. In the future, Nura Gili aims to assist final year students with gaining permanent employment after completing their studies.

Nura Gili also includes a Resource Centre, providing students with specific materials to support their learning including a library, books, serials, and DVDs/videos. The Faculty of Law also assists Indigenous law students with a long lending book scheme for core subject textbooks and provision of course readers and study kits for all subjects.

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

Nura Gili offers undergraduate and postgraduate subjects in Indigenous studies. It currently offers a minor in Aboriginal Studies within the Bachelor of Arts and Bachelor of Science, and also coordinates a Master of Indigenous Studies. Indigenous Studies subjects are available to UNSW students as ‘general education’ options and electives. In addition to this, some Faculties also offer courses that cover Indigenous issues, such as the ‘Aboriginal People and Social Work’ course that is compulsory for all social work students.

The diversity and number of courses has steadily increased and the Nura Gili staff now convene numerous courses offered through the UNSW Faculty of Arts and Social Sciences. This provides an integrated, progressive exploration of Indigenous cultures, society and epistemologies and Australian race relations historically and in contemporary Australian Society. Aboriginal Studies places Indigenous experience and Indigenous conceptual frameworks at the centre of the program.

Nura Gili staff also supervise postgraduate students from a range of disciplines and frequently provide advice on Indigenous matters and present guest lectures both at UNSW and to external institutions and organisations. Nura Gili strives to improve courses through student feedback. The aim is to provide a supportive learning environment where students can build their capacity to act in a culturally safe and secure way.

In the future, Nura Gili aims to redevelop its courses to provide a major in Indigenous Studies and promote the study of its courses to professionals working with Indigenous clients.

Nura Gili also conducts cultural awareness training for UNSW staff and students. Nura Gili staff are involved in delivering Welcome to Country activities and Acknowledgements. Staff are often invited to pre, primary and high schools to talk to students about Indigenous culture, activities and to promote participation in education.

Nura Gili and UNSW Indigenous Staff are involved in a number of community organisations and advisory groups.

Nura Gili coordinates with Arc on the Walama Muru project. Student volunteers, both Indigenous and non-Indigenous undertake community development projects, utilising the funds they raise throughout the year for their travel arrangements, accommodation, and required materials while in the community. They complete projects to assist rural communities to develop facilities such as constructing multiple firebreaks around the village of Nanima, repairing and beautifying the community bus shelter, installation of a new water tank for a community elder, and the installation of a new children's playground and barbecue area.

SECTION 3: UNSW INDIGENOUS HIGHER EDUCATION EXPENDITURE 2009

INCOME for Indigenous higher education purposes		
1	ISP 2009 grant only	\$727 000
2	Unspent 2008 ISP funds, carried over to 2009 – as reported in your providers 2009 audited annual financial statements	\$0
3	TOTAL ISP income for 2009	\$ 727 000
4	Other funds provided to Indigenous higher education (non ISP funds, including other Commonwealth grants, state government grants, privately sourced funds)** Indigenous Access Scholarships funding UBS Sponsorship Funds	\$159 000 \$250 000
5	Total Indigenous higher education income for 2009	\$ 1 136 000

6 EXPENDITURE of <u>Indigenous Support Program (ISP) 2009 grant only</u> (from Item 3)		
6a	Operating costs, including salaries, for Indigenous support services	\$708 022.37
6b	Capital Items – list any major items purchased for Indigenous student/staff use only and briefly describe how they were committed to Indigenous Education – (eg. New computers in the ISU). Computer and IT Equipment	\$18 977.63
6c	Higher education provider overheads	see below
6d	Other Indigenous Support Program expenditure (please list major items publications and program costs).	see below
6e	Total Indigenous higher education expenditure for 2009 (ISP funds only)	\$727 000

7	EXPENDITURE of <u>Other Funds</u> in 2009	
7a	<p>Expenditure of Other funds provided to Indigenous higher education Item 4 (non ISP funds, including other Commonwealth grants, state government grants, privately sourced funds).**</p> <p>Indigenous Access Scholarships \$79 000</p> <p>ITAS Tuition Programme Expenditure \$110 225.26</p> <p>UBS (United Bank of Switzerland) Funds \$221 462.59</p> <p>UNSW contribution to funding Indigenous programs/Nura Gili (IEU) \$1 415 704.94</p> <p><i>Includes all remaining costs of salaries, equipment, and program funding</i></p>	
7b	Total Indigenous higher education expenditure of other funds for 2009	\$1 826 392.79

SECTION 4: HIGHER EDUCATION PROVIDER'S CONTACT INFORMATION

Contacts for Policy Matters:

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Contacts for Operational Matters:

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SECTION 5: PUBLICATION OF THE STATEMENT

The UNSW Indigenous Education Statement will be published on the 'About Us' section of the Nura Gili website: www.nuragili.unsw.edu.au



www.nuragili.unsw.edu.au

This statement was finalised in June 2010.

Attachment – UNSW Scholarships for Indigenous Students

Australian School of Business

QANTAS Scholarship for Indigenous Students

\$20000 - Tax Exempt for up to 3 years

1 scholarship available

Residency: Local

For Indigenous students to undertake full-time undergraduate study in the Australian School of Business at UNSW.

Degree/programs scholarship available for:

Any undergraduate program at the Australian School of Business

Ena and Jack Russell Scholarship for Indigenous Students UGCE1012

\$20000 -Tax Exempt for 1 year

1 scholarship available

Residency: Local

For Indigenous students to undertake full-time undergraduate study in the Australian School of Business at UNSW.

Degree/programs scholarship available for:

Any undergraduate program at the Australian School of Business

Ryan Family Scholarship UGCE1054

\$8500 - Tax Exempt for 1 year

1 scholarship available

Residency: Local

For Indigenous Australians to undertake an undergraduate program in the Australian School of Business at UNSW.

Degree/programs scholarship available for:

Any undergraduate program in the Australian School of Business

Engineering

Faculty of Engineering Aboriginal/Torres Strait Islander Scholarship UGCE1028

\$9000 - Tax Exempt for up to 4 years

1 scholarship available in 2013

Residency: Local

For Aboriginal and Torres Strait Islander students to undertake full-time undergraduate study in the Faculty of Engineering.

Degree/programs scholarship available for:

Any undergraduate program in the Faculty of Engineering

Indigenous Australian Engineering Scholarship

\$9000 - Tax Exempt for duration of program

1 or 2 scholarships available

Residency: Local

For Indigenous students to undertake full-time undergraduate study in the Faculty of Engineering, UNSW.

Degree/programs scholarship available for:

Any undergraduate program in the Faculty of Engineering

Polaris Software Ullas Scholarship for Computing

\$2000 - Tax Exempt for duration of degree

1 scholarship available

Residency: Local

For remote rural or Indigenous Australians to undertake an undergraduate program in Computer Science at UNSW.

Faculty of Arts & Social Sciences

Burbangana Indigenous Social Work Award UGCE1133

\$2500 - Tax Exempt for 1 year

1 scholarship available

Residency: Australian Citizen/Permanent Resident

To encourage Indigenous students to undertake undergraduate coursework in Social Work in the Faculty of Arts and Social Sciences at UNSW.

Degree/programs scholarship available for:

degree in Social work

Chris Mumbulla, Alumni and Supporters Indigenous Performing Arts Scholarships UGCE1096

\$2500 - Tax Exempt for 1 year

1 scholarship available in 2011

Residency: Local

Established to encourage Aboriginal and Torres Strait Islanders to undertake undergraduate study in the performing arts in the School of English, Media and Performing Arts at UNSW.

Degree/programs scholarship available for:

Bachelor of Arts (Theatre and Performance Studies)

Malcolm Cole Aboriginal and Torres Strait Islander Performing Arts Scholarship UGCE1097

\$2500 - Tax Exempt for 1 year
1 scholarship available in 2011

Residency: Local

This Scholarship was established to encourage Aboriginal and Torres Strait Islanders to undertake study in the performing arts and music in the School of English, Media and Performing Arts at UNSW.

Faculty of Law

Landon-Smith Family Scholarship UGCE1042

\$10000 - Tax Exempt for 1 year

1 scholarship available

Residency: Local

For Indigenous Australians to undertake study at UNSW and to contribute to the advancement of Indigenous communities throughout Australia.

Degree/programs scholarship available for:

Combined Law degrees undergraduate

Lilian Cohen Memorial Award UGCE1009

\$5000 - Tax Exempt for 1 year

1 scholarship available

Residency: Local

This Scholarship was established under the UNSW Law Entrance Scholarship Program to make the study of law more accessible to students from disadvantaged backgrounds.

Degree/programs scholarship available for:

combined law program undergraduate

Dorothy Hughes Memorial Scholarship UGCE1039

\$2000 - Tax Exempt for 1 year

1 scholarship available

Residency: Local

This Scholarship was established to encourage Aboriginal and Torres Strait Islander students to undertake study in the Faculty of Law at UNSW.

Degree/programs scholarship available for:

Bachelor of Law/Bachelor of Law combined degree

Paul Doneley Memorial Scholarship UGCE1026

\$2000 - Tax Exempt for 1 year

1 scholarship available

Residency: Local

The Scholarship is established to assist Indigenous students to undertake study in the Faculty of Law at UNSW.

Degree/programs scholarship available for:

Combined/Law, Juris Doctor

Faculty of Medicine

Balnaves Foundation Indigenous Medical Scholarships

\$25000 - Tax Exempt for duration/6 years

3 scholarships available in 2015

Residency: Local

This Scholarship is established to assist undergraduate Indigenous students to undertake study in the Faculty of Medicine at UNSW.

Una and Harley Wood Award for Indigenous Students UGCE1065

\$5000 - Tax Exempt for 1 year

1 scholarship available

Residency: Local For Indigenous students to undertake and achieve success in study in the undergraduate medicine program in the Faculty of Medicine at UNSW. *Degree/programs scholarship available for:* Bachelor of Medicine and Bachelor of Surgery

Balnaves Foundation Indigenous Medical ILP Award

\$2500 - Tax Exempt for 1 year

1 scholarship available / From 2nd Year

Residency: Local

This Scholarship is established to assist an undergraduate Indigenous student to undertake an Independent Learning Project in the Faculty of Medicine at UNSW.

Faculty of Science

Luxottica Indigenous Scholarship in Optometry and Vision Science UGCE1136

\$6000 - Tax Exempt for up to 5 years

2 scholarships available

Residency: Local

This Scholarship has been established to encourage Indigenous students to study Optometry and Vision Science at UNSW.

Degree/programs scholarship available for:

Bachelor of Optometry / Bachelor of Science (BOptom / BSc)

Roy and Lois Tirrell Award UGCA1213

\$2500 - Tax Exempt for 1 year

1 scholarship available

Residency: Australian Citizen/Permanent Resident

To encourage students to undertake study in Biochemistry or Molecular Biology.

Degree/programs scholarship available for:

Bachelor of Science, Bachelor of Science (Advanced)

UNSW (Cross Faculty)

Access Assist Scholarships

\$10000 for Duration of program (minimum)

3 scholarships available

Residency: Australian Citizen/Permanent Resident
For Indigenous local students to undertake full-time undergraduate study in any program at UNSW.
Applications for this scholarship are through UAC.

Indigenous Access Scholarship UGCE1117

\$4166 - Tax Exempt for 1 year

26 (in 2009) scholarships available

Residency: Local

This scholarship was established to assist Indigenous students with relocation costs incurred to undertake tertiary studies at UNSW. Applications for this scholarship are through UAC.

Degree/programs scholarship available for:

Undergraduate degrees, Diploma in Science, Engineering and Technology, Diploma in Education

Indigenous Enabling CAS (Commonwealth Scholarship) UGCE1118

\$4415 - Tax Exempt for 1 year

10 (in 2009) scholarships available

Residency: Australian Citizen

This scholarship was established to assist Indigenous students with accommodation costs to undertake an eligible enabling course.
Applications for this scholarship are through UAC.

Degree/programs scholarship available for:

Diploma in Science, Engineering and Technology

Indigenous Enabling CECS/ CAS (Commonwealth Scholarship) UGCE1118

\$2207 - Tax Exempt for 1 year

40 (in 2009) scholarships available

Residency: Australian Citizen

This scholarship was established to assist Indigenous students with accommodation costs to undertake an eligible enabling course.
Applications for this scholarship are through UAC.

Degree/programs scholarship available for:

Diploma in Science, Engineering and Technology