



# Indigenous Education Statement

Never Stand Still

**Higher Education Provider:** The University of New South Wales (UNSW)

**Indigenous Education Unit:** Nura Gili Centre for Indigenous Programs (Nura Gili)

**For Year Ending 31 December 2011**



## SECTION 1: OBJECTIVES FOR INDIGENOUS HIGHER EDUCATION

The University of New South Wales (UNSW) is committed to improving higher education outcomes for Indigenous Australians. The vision of its Indigenous Education Unit, Nura Gili Centre for Indigenous Programs (Nura Gili), is to be recognised nationally and internationally as a leader in achieving academic excellence in Indigenous higher education programs, research and student support services.

UNSW has formal agreements set down in a Compact with the Federal Government to increase Indigenous enrolments to 500, up from a base in 2010 of 211 students. It is a commitment to a concerted university-wide effort, and an undertaking of close collaborations between Faculties, Centres and Units across UNSW with the Nura Gili Centre for Indigenous Programs. To support this important objective for a larger Indigenous student cohort, UNSW committed to developing new facilities in the centre of the main campus at a cost of approximately \$2.5-\$3 Million. Construction work on Balnaves Place – Home of Nura Gili is underway, and staff and students at Nura Gili's current three sites expect to co-locate to the new facility in September 2012. A considerable philanthropic contribution from The Balnaves Foundation was also received to support the development of these facilities to provide for the cohort of 500 students.

Nura Gili's mission is to enrich Australia culturally and professionally, and to enhance the capacity of Indigenous communities and people to engage in all aspects of Australian society, through:

- Enrolling and successfully graduating significant numbers of Australian Indigenous students;
- Creating an inspiring and supportive intellectual environment that celebrates Indigenous heritage, diversity and the achievement of social justice;
- Leading and contributing to high quality research, scholarship and teaching that creates and disseminates new knowledge; and
- Striving for academic excellence.

Nura Gili's focus of activities includes:

1. **Academic pathways** – providing clear pathways to postgraduate and undergraduate learning opportunities that embrace Indigenous knowledges, cultures and histories;
2. **Market leading curricula** – setting progressive curriculum that enables students to reflect and engage critically with disciplines and their knowledge bases;
3. **Creative & impactful teaching & learning** – conducting teaching and learning engagements that provide opportunities for students to develop their full potential;
4. **Student support & development** – developing high quality, tailored learning support programs and services for Indigenous students that enhance their capacity to successfully and sustainably participate in University life;
5. **Research & scholarship** – undertaking high quality research and scholarship that benefits the Indigenous community and the core functions of Nura Gili;
6. **Leadership, service and communications** – contributing as appropriate to University and community activities and informing community debate in areas where Nura Gili staff have skills and interest.

In addition to the Nura Gili Centre for Indigenous Programs, UNSW has three specialised Indigenous units that also contribute to the Indigenous Education priorities at the University. These are:

- the Indigenous Law Centre;

- the Muru Marri Indigenous Health Unit; and
- the Indigenous Policy and Dialogue Research Unit, which has evolved into the Indigenous policy program with the Social Policy Research Centre.

Nura Gili's Strategic Plan 2011-2015 is available online at <http://www.nuragili.unsw.edu.au>

## **SECTION 2: ACHIEVEMENT OF NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER EDUCATION POLICY (AEP) GOALS IN 2011 AND PLANS FOR FUTURE YEARS**

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

The four Indigenous centres at UNSW are all overseen by senior Indigenous Directors, each of whom is involved in senior decision-making bodies within the respective Faculty or Division:

- Nura Gili – Professor Martin Nakata
- Indigenous Law Centre (ILC) –Professor Megan Davis
- Muru Marri Indigenous Health Unit (MMIHU) – Professor Lisa Jackson Pulver
- Indigenous Policy and Dialogue Research Unit (IPDRU) – Professor Patrick Dodson.

Furthermore, the Director of Nura Gili plays a key leadership role in developing and implementing the University's overall Indigenous Education strategies and outcomes and is involved in university-wide agendas to achieve these goals. He is represented on the following UNSW board and committees:

- Academic Board
- Pre-University and Alternative Education Committee
- Faculty of Arts and Social Sciences Faculty Board
- Division of the Deputy Vice-Chancellor (Academic) Board of Studies
- Divisional Management Group for the Division of the Deputy Vice-Chancellor (Academic)
- Nura Gili Steering Committee
- IPDRU Steering Committee
- Indigenous Legal Education Committee
- Indigenous Law Centre Management Committee

Various members of our Indigenous staff at Nura Gili are also represented on the Indigenous Law Education Committee, Student Centre Managers Group, Gender Equity Steering Committee, and Faculty of Arts and Social Sciences Standing Committee, and Postgraduate Coursework Committee.

Within the Faculty of Law, both Professor Megan Davis and Dr Kyllie Cripps sit on a number of committees within the Faculty and the University more broadly, including the Faculty of Law Undergraduate Education Committee, Indigenous Legal Education Committee, Indigenous Legal Education Working Group and Faculty of Law Academic Staffing Committee. The Indigenous Law Centre is the only Indigenous-law specific centre in the country. In this role Professor Davis directs the Centre's many research projects, the production of the Indigenous Law Bulletin and Australian Indigenous Law Review, the development of Indigenous specific undergraduate and postgraduate course offerings, public forums on significant social and political issues, and regularly provides advice to government/professional and community organizations on Indigenous related issues in international and national contexts. Professor Davis is also an Expert for the United Nations Permanent Forum on Indigenous Issues and on the Management Committee of the Indigenous Law Centre and a Centre Associate for the Gilbert + Tobin Centre of Public Law, UNSW Faculty of Law.

Professor Jackson Pulver, Director of Muru Marri Indigenous Health Unit, is involved in the following institutional decision making processes in 2011:

- Steering Committee Member: Leaders in Indigenous Medical Education (LIME) working group of the Medical Deans Australia and New Zealand (Medical Deans)
- Co-founder of the Shalom Gamarada Scholarship Program
- School of Public Health and Community Medicine Executive Committee
- Faculty of Medicine Learning & Teaching Committee

Professor Dodson, former Chairman of the Council for Aboriginal Reconciliation, was selected in early 2011 to co-chair the Federal Government's Expert Panel on Constitutional Recognition of Indigenous Australians, delivering its report in January 2012.

An Indigenous Staff Network provides opportunities for all Indigenous Staff from across the university to come together on a regular basis to support each other, progress career aspirations, and engage on capacity building activities to further their professional areas.

## **ITEM 2.2: Increase the number of Aboriginal and Torres Strait Islander peoples employed as academic and non-academic staff in higher education institutions.**

### **Aboriginal and Torres Strait Islander Employment Strategy**

The University of New South Wales has an Indigenous Employment Plan that has been developed by the Indigenous Employment Coordinator and is currently in the process of consultation prior to implementation across the University. This plan will be in effect from 2011 – 2015. The UNSW Indigenous Employment Plan will continue to show the commitment of the University to increasing Indigenous staff numbers both in Academia and Professional areas.

The plan, once formal approval has been granted, will be available in late 2012 at

<http://www.nuragili.unsw.edu.au>

Indigenous Cadetships have remained a focus of employment for current students and throughout 2011 UNSW had two students who were employed as Cadets. These students were in the Law Faculty and the Faculty of Social Sciences. Internship arrangements at UNSW are being reviewed and will be reconfigured in 2012 with articulated pathways to enhance their employment prospects.

### **Strategies for increasing employment.**

UNSW and Nura Gili aim to increase the number of Indigenous employees at the University, and to ensure representation across all Faculties. Of particular focus is the need to increase the number of Indigenous academic staff, and to increase the number of staff at mid range and senior positions. Our aim is to achieve this by:

- developing a supportive and inclusive environment to retain Indigenous staff and offer career progression and professional development opportunities that will promote UNSW as an employer of choice; and
- working with the local Indigenous communities to increase the positive relationships that they have with the University.

Nura Gili will also use specific strategies to help increase the level of Indigenous employment within the University:

- Working collaboratively with Faculties across UNSW to promote Indigenous employment opportunities;
- Promoting advertising of vacancies appropriately to attract Indigenous community attention on a national level;
- Promoting employment opportunities within the University to Indigenous students and alumni; and
- Deploying dedicated programs (traineeships and cadetships) to better effect and achieving a higher rate of commitment to the recruitment of Indigenous people across UNSW

UNSW also aims to increase the retention rate of the Indigenous staff who are employed through the University. Strategies include

- Closer collaborations between Nura Gili and Human Resources to ensure a work environment that is culturally competent and is free of racism ;

- Implementation of a mentor program to provide support to all new Indigenous staff employed through UNSW;
- Utilisation of the Indigenous Staff Network within UNSW to improve the level of support to Indigenous employees; and
- Consultation with managers of new Indigenous employees to assist with development of career pathways

UNSW and Nura Gili also understand the importance of maintaining a strong relationship with the local Aboriginal communities. Strategies to ensure that relationships are developed and maintained include:

- Providing opportunities for Indigenous Elders and community members to attend events at UNSW;
- Liaising with Indigenous organisations and external agencies to promote UNSW employment opportunities;
- Increasing UNSW representation on Indigenous interagency and consultative committees; and
- Engaging the UNSW community in Indigenous events and activities.

### **Aboriginal and Torres Strait Islander Specific Positions**

UNSW has a number of positions within the Divisions, Faculties and Schools that are designated for Indigenous Employment. These roles, for which Indigenous Australians only may apply, include positions within Nura Gili, the Kingsford Legal Centre, the Muru Marri Indigenous Health Unit in the Faculty of Medicine, the Indigenous Policy and Dialogue Unit in the Faculty of Arts and Social Sciences, and the Indigenous Law Centre in the Faculty of Law.

There are also positions within the University where Identified roles are in place (i.e., applicants are required to demonstrate knowledge and experience relevant to delivering services to Indigenous communities). These include positions within the Faculty of Arts and Social Sciences, Kingsford Legal Centre, and ASPIRE within the Division of the Deputy Vice-Chancellor (Academic).

### **Current number of Aboriginal and Torres Strait Islander staff**

There are 40 Indigenous staff members employed at UNSW. The total number of staff employed at the University of New South Wales is 5,373 (full-time equivalent). This figure includes 2,875 Academic staff and 2,498 Professional staff.

Indigenous staff members are employed in a number of locations throughout the University as can be seen in the following table.

**Table 1 – 2011 Indigenous continuing and fixed term positions by Faculty / Division**

|                                   | <b>Academic</b> | <b>Professional</b> | <b>Total</b> |
|-----------------------------------|-----------------|---------------------|--------------|
| Australian School of Business     | 0               | 1                   | 1            |
| College of Fine Arts              | 1               | 0                   | 1            |
| DVC (Academic)                    | 5               | 12                  | 17           |
| Faculty of Arts & Social Sciences | 4               | 3                   | 7            |
| Faculty of Engineering            | 0               | 1                   | 1            |
| Faculty of Law                    | 2               | 2                   | 4            |
| Faculty of Medicine               | 2               | 3                   | 5            |
| Faculty of Science                | 0               | 4                   | 4            |
| <b>Total Indigenous Staff</b>     | <b>14</b>       | <b>26</b>           | <b>40</b>    |

**Table 2 – 2011 Indigenous continuing and fixed term positions by position level**

| <b>Level</b>                    | <b>Head Count</b> |
|---------------------------------|-------------------|
| <b>Academic staff</b>           |                   |
| Level E                         | 3                 |
| Level D                         | 2                 |
| Level C                         | 4                 |
| Level B                         | 4                 |
| Level A                         | 1                 |
| <b>Total academic staff</b>     | <b>14</b>         |
| <b>Professional staff</b>       |                   |
| HEW 9                           | 1                 |
| HEW 8                           | 3                 |
| HEW 7                           | 2                 |
| HEW 6                           | 4                 |
| HEW 5                           | 9                 |
| HEW 4                           | 3                 |
| HEW 3                           | 2                 |
| HEW 1                           | 2                 |
| <b>Total professional staff</b> | <b>26</b>         |
| <b>Grand Total</b>              | <b>40</b>         |

In addition to the 40 Indigenous staff members, another 62 Indigenous Australians accepted one or more casual roles within the University during 2011. The majority of the casual roles were taken up by current students (over 69%). These roles included supervision of Nura Gili programs where a large number were employed on the Winter School program and the ambassador programs. The remainder of this cohort of 62 were employed in other areas of



the university including ASPIRE and the Student Recruitment Office to promote and encourage interest in higher education options.

**Table 3 – 2011 Indigenous casual staff by Faculty / School**

| <b>Faculty/School</b>                    | <b>Academic</b> | <b>Professional</b> | <b>Total</b> |
|--|-----------------|---------------------|--------------|
| Nura Gili Centre for Indigenous Programs | 4               | 44                  | 48           |
| Faculty of Law                           | 3               | 1                   | 4            |
| School of Arts and Media                 | 0               | 2                   | 2            |
| The School of Aviation                   | 0               | 1                   | 1            |
| Faculty of Engineering                   | 0               | 3                   | 3            |
| Kingsford Legal Centre                   | 0               | 2                   | 2            |
| School of Social Science                 | 0               | 2                   | 2            |
| <b>Total Number of Casual Staff</b>      | <b>7</b>        | <b>55</b>           | <b>62</b>    |

## **ITEM 2.3: Ensure equitable access of Aboriginal and Torres Strait Islander students to higher education.**

### **Commencing Aboriginal and Torres Strait Islander students**

|  | <b>2010</b> | <b>2011</b> |
|--|-------------|-------------|
| Aboriginal and Torres Strait Islander students     | 99          | 98          |
| Non Aboriginal and Torres Strait Islander students | 19,364      | 18,996      |

### **Continuing Aboriginal and Torres Strait Islander students**

|  | <b>2010</b> | <b>2011</b> |
|--|-------------|-------------|
| Aboriginal and Torres Strait Islander students     | 131         | 155         |
| Non Aboriginal and Torres Strait Islander students | 29,923      | 31,364      |

### **Marketing & Recruitment**

A dedicated marketing and recruitment effort supports the University's objective of achieving an Indigenous student cohort of 500. Initiatives, programs and activities are guided by a strategic focus on attracting students through:

- ongoing development of relationships with students and staff through a targeted group of schools and TAFEs;
- public awareness and effective promotion of the options available at UNSW to Indigenous students – both school leavers and mature age students;
- maintenance and development of quality programs such as the flagship Winter School program and the emerging Spring Forum program; and
- effective Indigenous Community engagement.

Specific activities include:

- Appointment within Nura Gili of a new Indigenous Student Recruitment Officer and a team of casually-employed Indigenous Student Ambassadors.

The recruitment team undertook several trips across New South Wales and ACT, with some additional trips to Queensland, to meet with school staff and attend career and tertiary education Expos. Collaboration at these events with the University's Student Recruitment Office enabled new team members to rapidly acquire detailed knowledge of UNSW admissions, degree programs and support services.

In addition UNSW staff conducted numerous school and TAFE visits and presentations targeting students, Indigenous education officers and other key staff. A number of these visits were in collaboration with the UNSW ASPIRE program. ASPIRE works with a selected group of partner schools across NSW, both in classrooms and also on the University campus, to challenge student misconceptions about their potential to go to university.

Sydney-based community events in which the recruitment team participated included the Yabun festival and NAIDOC celebrations at Bankstown, NCIE (Redfern) and Woolloomooloo. These events provide an opportunity to reach potential students either directly or through their friends and relatives.

- Nura Gili Indigenous Winter School – a one week residential camp for high school students to experience University. 2011 marked the tenth annual Winter School, with 160 students participating and significant input from the staff of Nura Gili and each of the Faculties. Winter School is generously supported by a donation from UBS Foundation Australia.
- Spring Forum – a residential program providing an opportunity for TAFE and mature age students to experience University environments and to explore their interests in higher education studies. This model was piloted in 2010 to recruit students to the Australian School of Business (ASB) and was expanded in 2011 to include 17 participants across eight Faculties. Development and facilitation of the program was led by the ASB Indigenous Program Coordinator in consultation with Nura Gili, UNSW Faculties, TAFE Western and Aboriginal Community agencies.
- The Indigenous Australian Engineering Summer School – a five-day residential event for high school students, established by Engineering Aid Australia and hosted by UNSW in 2010 and 2011 as a collaboration between the Faculty of Engineering and Nura Gili.
- Participation by Muru Marri staff in various activities of the Australian Defence Force (RAAF in particular) to encourage Indigenous peoples in Defence to undertake scholarship at UNSW.
- Use of various public media formats to increase awareness of tertiary education. For example, the Indigenous Program Co-ordinator within the Australian School of Business contributed editorials in the National Indigenous Times, the Australian, the Australian Financial Review, UNSW and external websites as well as interviews and recordings on Koori Radio and 2CUZFM. A film has been produced on the UNSW Indigenous Spring Forum, and Spring Forum was also profiled as a lead article in the Australian Weekend Professional in September 2011.

### **Outreach**

Nura Gili, in collaboration with Faculties and other units across the University, is involved in a range of outreach activities to further educational opportunities for and develop the academic capacity of students with the potential to succeed in University study. These include:

- In 2011, Nura Gili Centre for indigenous Programs continued its science and mathematics pilot program, in collaboration with NSW Department of Education and Questacon, with a key objective to encourage high school students to enrol in these areas of secondary studies.
- Collaboration between Nura Gili and the UNSW student organisation (ARC) to deliver the Walama Muru program, which promotes reconciliation agendas. Walama Muru provides an opportunity for UNSW students to travel to a regional Indigenous community to learn and share in the local Indigenous culture and participate in a service project in collaboration with the community they visit.

### **Access**

Key programs that UNSW operates to improve access for Indigenous students include:

- UAC – for those students who have the requisite ATAR scores for their chosen courses;

- Nura Gili Pre-Programs – a four week program for school leavers and mature age students for entry into enabling programs and undergraduate degrees in the areas of Business, Law, Medicine and Social Work. 2011 had UNSW's largest ever Pre-Programs cohort with 53 participants;
- Nura Gili Admissions Scheme – a flexible entry pathway for students who may not have the required ATAR or high school education for standard admission; and,
- One year enabling programs in Business, Law, Arts & Social Sciences, Engineering and Science.

These programs are managed by Nura Gili Centre for Indigenous Programs in collaboration with Indigenous and non-Indigenous staff across the Faculties, and provide the combined front for the concerted effort to increase enrolments in higher education courses.

From late 2011, targeted plans were underway to enrol from 2012 a cohort of Aboriginal post graduate students into the post graduate offering of the School of Public Health and Community Medicine (Masters and Grad Cert).

### **Scholarships**

UNSW offers a range of scholarships for Indigenous students. They include full accommodation scholarships for the duration of a student's program. Scholarships are promoted via information evenings and websites. The UNSW Scholarships website has a search function specifically to identify scholarships for Indigenous students. Brochures are also sent to all schools and promoted by Nura Gili staff on school and TAFE visits. Scholarships are normally filled except where the criteria for the scholarship are specific to a specialised degree program or discipline. In some of these cases, particularly in science disciplines such as optometry and molecular biology, it has been difficult to attract Indigenous students as there is not a sufficient pool of students applying for studies in those disciplines. Nura Gili continues to work with Faculties and the UNSW Foundation to develop new scholarships to support the increasing number of Indigenous students.

In 2011 the Australian School of Business funded new accommodation scholarships for 2012 for two ASB Indigenous undergraduate students and one ASB Indigenous postgraduate at New College and New College Village respectively.

Muru Marri's Director is the co-founder of the Shalom Gamarada Ngiyani Yana Scholarship Program, which is funded by the sale of work by Aboriginal artists, by the provision of scholarships by private donors, corporate sponsors, foundations and the matching support of the Australian Indigenous Education Foundation. Since its inception with one student in 2005, it has assisted 31 students studying Medicine, Optometry and Health Science. The scholarship covers board and lodging expenses so students are able to focus solely on their studies; and 2011 marked the program's seventh Indigenous art exhibition and sale. In 2010 there were 14 scholarship holders living at Shalom College, ranging from year 1 to year 6 of their studies. Our first doctor, Beth Kervin, graduated in 2009; the first ever Aboriginal Optometrist in NSW and second ever in Australia, Jenna Owen, graduated in 2010; our third graduate, Josef McDonald graduated in December 2011. In 2012, there are 23 students on the scholarship, 11 of whom are studying Medicine. The program is a key contribution to UNSW's recognition as one of the universities of choice for enrolling Aboriginal students. The Shalom Gamarada Scholarship is promoted via electronic and print media and media interviews, endorsements by students, scholarship pool, presentations and word of mouth.

A full list of scholarships can be seen at the end of this document.

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

**Enrolment of Aboriginal and Torres Strait Islander students**

|   | <b>2010</b> | <b>2011</b> |
|---|-------------|-------------|
| Aboriginal and Torres Strait Islander students:     | 230         | 253         |
| Non Aboriginal and Torres Strait Islander students: | 49287       | 50360       |

Enrolment figures in 2011 increased 10% from the previous year. Nura Gili continues to undertake a range of activities to develop its ongoing strategies to attract and retain students and increase completions. These activities are likely to impact significantly from the 2012 intake onwards as UNSW strives to accelerate growth in the number of Indigenous students successfully undertaking university study.

Nura Gili utilises its recruitment and outreach activities (as detailed above) to encourage participation and actively campaign for potential students to consider higher education and university study. Nura Gili, in conjunction with Faculties, continues to actively encourage students from school, as well as TAFE and non-school leavers, to consider higher education. Nura Gili's Admissions Scheme and Pre-Programs allow for a range of criteria to be assessed for admission to university so that work experience and other indicators of a student's potential to succeed can be considered in addition to traditional entry criteria.

The University's suite of Indigenous enabling programs, as well as developing the skills necessary to undertake undergraduate studies and developing knowledge of essential disciplinary content, also include activities that supplement orientation and encourage engagement.

Indigenous and non-Indigenous academic staff members also contribute as mentors and support people for Indigenous students e.g., Professor Megan Davis, Dr Sean Brennan, Ms Jeni Engels, Dr Kyllie Cripps, and others are there for Indigenous students undertaking legal studies. And similar support is available in the other faculties.

**ITEM 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.**

**Graduation of Aboriginal and Torres Strait Islander students**

|   | <b>2010</b> | <b>2011</b> |
|---|-------------|-------------|
| Aboriginal and Torres Strait Islander students:     | 36          | 17          |
| Non Aboriginal and Torres Strait Islander students: | 11010       | 11724       |

Nura Gili offers a range of support mechanisms for Indigenous students enrolled at UNSW, including:

- Personalised academic support;
- A culturally safe space for students to meet and study;
- Caring personal, pastoral/welfare support, including assistance in accessing the wide range of support services and facilities available beyond Nura Gili, both on and off campus;
- Advice on administrative matters;
- Opportunities for student employment – eg as Indigenous Student Ambassadors and Winter School supervisors; and
- Computer and printing facilities.

Nura Gili employs dedicated academic learning support staff and a pathways coordinator to assist students. Other administrative staff are also available to assist students with accommodation, finance and relocation issues as required. Nura Gili staff also utilise the provision of the government-funded Indigenous Tutorial Assistance Scheme, ITAS, to ensure the most effective learning support can be provided to students.

Nura Gili coordinates an on-campus orientation program for first-year students and coordinates a range of social activities to encourage ongoing student engagements. Examples include activities such as the Indigenous Games and Walama Muru, as well as supporting the UNSW ARC Indigenous Collective to host on-campus events to highlight Indigenous priorities.

Nura Gili continues to develop its long term Learning Support Strategy so that formal processes can be implemented across the entire University to monitor and track the progress of Indigenous students with their studies.

To support emergency assistance for students facing crisis, staff at the 2011 annual Christmas Party of the Deputy Vice-Chancellor (Academic) raised \$13,260 for the Indigenous Student Emergency Support Fund.

The Faculty of Law has a range of activities it undertakes to support Indigenous students. These include:

- Development of tailored exam revision classes in core subjects for Indigenous law students.
- Year-long academic support program for first year students.
- Indigenous student handbook produced and circulated to pre-law students, Winter School students and other intending students.
- Specialised administrative support person for Indigenous students in the Faculty.

- Paul Rodwell book collection (which provides semester-length loans of textbooks to all Indigenous students).
- Range of Indigenous events and activities embedded into student services planning calendar.
- Support for student attendance at Indigenous conferences.
- Prof Megan Davis and Dr Kyllie Cripps as Aboriginal academic staff members have participated in various capacities in the Winter School and in the Indigenous Pre-Law program.
- ILC runs an Indigenous postgraduate reading group that convenes monthly in second semester to support Indigenous and non-Indigenous students studying Indigenous issues to discuss and debate literature, to share ideas, and to provide support.
- Research on the Indigenous student experience in Law at UNSW is currently underway supported by Law School funding.
- Research Assistant opportunities provided for Indigenous students and cadetships.

The Australian School of Business (ASB) has also developed a number of activities to support Indigenous and improve retention and academic success. These include:

- Appointment of a designated Indigenous Programs Coordinator.
- Developing a program of academic development sessions to assist students.
- Increased recruitment of capable, specialised ITAS tutors and increased uptake by eligible students of ITAS tutoring per subject.
- Provided academic development seminars, mentoring, study & numeracy skills in group and individual sessions.
- Assisting students with gaining internships, cadetships and graduate employment opportunities. ASB undergraduate Indigenous students secured internships/cadetships with Investec, NSW Treasury, AIMSC- Aboriginal Indigenous Minority Supplier Council, AFP: Australian Federal Police, Qantas, Generation One and the Office of the Hon. Victor Dominello MP Minister for Citizenship and Communities and Minister for Aboriginal Affairs. An ASB Indigenous 2010 graduate secured a graduate position with KPMG and was elected to the Board of Bendigo Bank, Clovelly Branch.

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

### **Curriculum**

Indigenous Studies is an interdisciplinary field of study that offers students the opportunity to gain a deeper understanding of the history and cultures of Aboriginal and Torres Strait Islander peoples. The Indigenous Studies programs at UNSW are designed to prepare students to constructively navigate a range of debates around ethics and Indigenous knowledge that they are likely to encounter in their future professional engagements with Indigenous matters.

Nura Gili offers undergraduate courses in Indigenous Studies and three postgraduate coursework programs including a Master of Indigenous Studies program. Students can now complete a Major or Minor in Indigenous Studies within the Bachelor of Arts and other degree programs, and undergraduate students in most programs may take individual Indigenous Studies subjects to meet their general education requirements or as elective options.

Nura Gili commenced its development of a new Major and Minor during 2011, and having obtained governance approval during 2011 Nura Gili will progressively recruit students to the new and revised units of study over 2012-2014. Currently available are 12 undergraduate and 9 postgraduate courses. These focus on Indigenous knowledge systems and scholarship, history, politics and the contemporary cultural interface between Indigenous and non-Indigenous people. Old courses are currently being revised and new courses are in the pipeline to complete the full offerings in the new Major.

Across the University's Faculties, a number of areas offer courses that specifically include Indigenous perspectives.

Within the Australian School of Business, students in Strategic marketing management (honours) worked with the Aboriginal CEO of Culgoa Dreaming Consultancy in Semester 2 as part of their academic assessments; the CEO also gave a guest lecture to 300 mainstream Marketing students.

Within the Faculty of Arts and Social Sciences, Indigenous perspectives are recruited to (but not limited to) courses in Social Work, Australian Studies, Sociology, Women's and Gender Studies, and Social Science and Policy.

Within the Faculty of Medicine, Indigenous perspectives are reflected throughout both the Faculty's undergraduate medicine program and the School of Public Health and Community Medicine postgraduate offering in accordance with the National Indigenous Public Health Framework, which sets out core competencies for working in Aboriginal health for postgraduate public health programs. Muru Marri's innovative approach to scenario based learning achieved publication in 2011.

In 2011 Muru Marri organised an audit of the School of Public Health Indigenous health content across the MPH curriculum and prepared the School for a visit by the Public Health Indigenous Leaders in Education Network to examine the program's achievements in context within the compulsory courses of the curriculum. This audit serves as a baseline for follow up to examine any improvements in our Indigenous content, a key activity within the Muru Marri Strategic Plan.

Muru Marri's new postgraduate offering in Aboriginal health and wellbeing was approved in 2011, providing opportunities for students to take up a Graduate Certificate or Master of



Public Health in Aboriginal Health and Wellbeing. The stream commenced officially in Semester 1, 2012. The program has three stream defining units: 'PHCM9630 Public Health Perspectives of Indigenous Health', 'PHCM9632 Indigenous Health and Wellbeing Across the Lifespan'; and 'PHCM9634 Case Studies in Aboriginal & Torres Strait Islander Health'. The stream is targeted toward students of public health with specific interest in Aboriginal and Torres Strait Islander health and for those seeking to enhance the capacity of the primary health care, public and allied health, community development and broader sectors to cohesively address the physical, mental, social, emotional, cultural and environmental determinants of the health and wellbeing for all peoples. Ongoing evaluation of courses continued through a research project using the Growth and Empowerment Measure to discern transformational learning process among the Indigenous health elective offering in 2011.

Within the undergraduate medicine program, Muru Marri routinely contributes Indigenous specific lecturing and course content across the program. An example of this work "Cultural training: Communicating with Indigenous patients' tutorial" was featured in the LIME Good Practice Case Guide 2012. In 2011, Muru Marri supported two medicine students' Independent Learning Projects involving research projects in partnership with local communities.

Muru Marri also continued to provide advice on Indigenous content in the NSW Health Public Health Officer Training Program.

Within the Faculty of Law, the Law School offers one undergraduate and four postgraduate courses specifically on Indigenous Law issues through the ILC. The Faculty of Law's Indigenous Legal Education Committee also held a School of Law workshop to discuss how to incorporate Indigenous issues into all subjects as part of an overall curriculum review. ILC also accepts students (Indigenous and non-Indigenous) to do internships within the centre (e.g. journal editor intern, social justice interns, and Aurora interns). These internships offer the students the opportunity to work with Indigenous academics on either the production of the journals or on Indigenous related research projects, thus broadening their understanding and respect for Indigenous traditional and contemporary cultures. Nura Gili staff also assisted with the accreditation of the JD program.

### **Curriculum and practice informed by contemporary scholarship**

During 2011 Nura Gili's academic staff were involved in seven research projects. Nura Gili research output for 2010-2011 includes a total of 19 publications (2 books, 1 report, 5 book chapters and 11 journal articles), 14 conference papers, 9 keynotes and 7 invited presentations. The Second International Identities Symposium was held at UNSW on 8-9 August 2011 and hosted by Nura Gili staff.

During 2011 Professor Nakata submitted an Australian Research Council Discovery Indigenous Proposal for Funding and has been awarded \$693,000 over 2012-2014 for the project **Indigenous persistence in formal learning**. This project will improve knowledge of the learning experiences of Indigenous students transiting from TAFE to university studies. The results will have significant implications for the ways Indigenous students can be supported in their studies to achieve better learning experiences as well as learning outcomes.

### **Cultural competency**

Nura Gili conducts training for UNSW staff and students as required. It works with the UNSW Workplace Diversity Unit and Student Equity and Disabilities Unit to advise and assist staff and students. Nura Gili continues to work with a range of stakeholders across campus to develop an ongoing program of activities and training to promote awareness and develop

cultural competencies across the organisation. These activities have led to successful collaboration for events such as National Sorry Day. Several units including the Australian School of Business provide cultural training for their academic and professional staff.

## **Community**

Nura Gili staff are involved in a range of community engagement activities. This includes, but is not limited to:

- The Walama Muru program once again conducted with the Nanima community in 2011
- Attendance at the annual Indigenous Games
- Membership of the local NSW Aboriginal Education Consultative Group
- Attendance at interagency meetings
- School and TAFE visits
- Support for numerous Indigenous community organisations throughout the Greater Sydney region, and staff attendance at meetings
- Inclusion of local community members into significant events on campus
- Collaboration and support for on campus events including National Sorry Day

The majority of Muru Marri's community engagement work occurs through Aboriginal Community Controlled Health Organisations and Stolen Generations advocacy groups, as demonstrated in many of the following collaborations. Each of these collaborations are formed through community processes and driven by the requirements of each.

The ILC hosts a public forum each semester inviting members of the Indigenous and non-Indigenous community to consider issues of national significance. To date these forums have included topics relating to alcohol restrictions, racism in sport and Constitutional reform. The ILC also routinely provide advice and support to government, community organizations, and professional bodies in areas relevant to our expertise. The annual lecture series in the Law Faculty, the Hal Wootten Lecture, draws attention to issues of national Indigenous significance. It commemorates Emeritus Professor Wootten's founding vision for the Faculty, which, as the 2011 lecture acknowledged, was particularly shaped by Australia's long struggle to overcome a legacy of injustice to Indigenous people.

The Australian School of Business hosted a panel discussion including three Aboriginal business leaders on the role of Business and Indigenous Peoples, attracting an audience of 60 including academics, professional staff, students and local Aboriginal community members. The ASB also led a key session with leading Aboriginal Industry and Education representatives examining the role and relationship of Economic Policy and Indigenous People at the SHE Conference Society of Heterodox Economists in December 2011, with an ASB Indigenous undergraduate student opening the conference. Numerous business partners, including Indigenous business partners, hosted events and/or proactively contributed to forums at one or more of the ASB's 2011 Indigenous programs for students, potential students and/or academic and professional staff. A number of Indigenous partners also attended the Meet the CEO series of events.

### **SECTION 3: EXPENDITURE OF INDIGENOUS SUPPORT PROGRAM GRANT**

#### **INCOME for Indigenous Support Program for 2010**

|          |   |                  |
|----------|---|------------------|
| <b>1</b> | 2011 ISP grant  | \$878 000        |
| <b>2</b> | Unspent 2010 ISP funds, to be carried over to 2011 – as reported in your providers 2010 audited annual financial statements. <b>(Report expenditure separately)</b> | \$0              |
| <b>3</b> | <b>TOTAL ISP income for 2011</b>  | <b>\$878 000</b> |

|           |   |                  |
|-----------|---|------------------|
| <b>4</b>  | <b>EXPENDITURE of <u>Indigenous Support Program (ISP) 2011 (from Item 1)</u></b>  |                  |
| 4a        | Operating costs, including salaries, for Indigenous support services. <b>(Itemise each line item please)</b><br><i>Salaries for Nura Gili Indigenous Student Support Staff</i>                      | \$878 000        |
| 4b        | Capital Items – list any major items purchased for Indigenous student/staff use only and briefly describe how they were committed to Indigenous Education – <b>(e.g. New computers in the ISU).</b> | \$0              |
| 4c        | Higher education provider overheads.  | \$0              |
| 4d        | Other Indigenous Support Program expenditure <b>(list major items conferences, school visits, publications and program costs).</b>  | \$0              |
| 4e        | Funding provided to the University's Indigenous Education Support Centre  | \$0              |
| <b>4e</b> | <b>Total Indigenous higher education expenditure for 2010</b>   | <b>\$878 000</b> |

|           |   |            |
|-----------|---|------------|
| <b>5</b>  | <b>EXPENDITURE of <u>Indigenous Support Program carry over funds 2011 (from Item 2)</u></b>   |            |
| 5a        | Operating costs, including salaries, for Indigenous support services. <b>(Itemise each line item please)</b>  | \$0        |
| 5b        | Capital Items – list any major items purchased for Indigenous student/staff use only and briefly describe how they were committed to Indigenous Education – <b>(e.g. New computers in the ISU).</b> | \$0        |
| 5c        | Higher education provider overheads.  | \$0        |
| 5d        | Other Indigenous Support Program expenditure <b>(list major items conferences, school visits, publications and program costs).</b>  | \$0        |
| 5e        | Funding provided to the University's Indigenous Education Support Centre  | \$0        |
| <b>5e</b> | <b>Total expenditure of carry over funds.</b>   | <b>\$0</b> |

|           |  |                    |
|-----------|--|--------------------|
| <b>6</b>  | <b>INCOME for Other Indigenous funds provided in 2011</b>  |                    |
| 6a        | Other funds provided to Indigenous higher education (non ISP funds, including other Commonwealth grants, state government grants, privately sourced funds) |                    |
|           | Nura Gili Teaching Program Revenue   | \$744 933          |
|           | Nura Gili Research Revenue   | \$42 241           |
|           | Commonwealth Indigenous Scholarships *   | \$179 983          |
|           | Commonwealth ITAS Funding  | \$125 571          |
|           | UBS corporate support for Winter School  | \$250 000          |
|           | Non Govt grants and other recoveries   | \$33 910           |
|           | * Commonwealth Indigenous Scholarship income is administered by the UNSW Scholarships office rather than the IEU   |                    |
| <b>6b</b> | <b>Total Other Indigenous higher education income for 2011</b>   | <b>\$1 376 638</b> |

|           |   |                    |
|-----------|---|--------------------|
| <b>7</b>  | <b>EXPENDITURE of Other Funds in 2011 (Item 6b)</b>   |                    |
| 7a        | Expenditure of Other funds provided to Indigenous higher education Item 5 (non ISP funds, including other Commonwealth grants, state government grants, privately sourced funds).                             |                    |
|           | Nura Gili Salaries and casual staff payments (remainder)  | \$1 940 211        |
|           | Nura Gili Non-Payroll costs (including Equipment, Materials, Maintenance, Overheads and Travel. Includes Travel and Accommodation for Winter School and Pre-Programs. Includes ITAS expenditure of \$266 478) | \$525 012          |
|           | *In addition, Commonwealth Indigenous Scholarships expenditure is administered by the UNSW Scholarships office rather than the IEU  |                    |
| <b>7b</b> | <b>Total Other Funds Indigenous higher education expenditure for 2011</b>   | <b>\$2 465 223</b> |

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

##### **Policy Matters**

Name: Professor N Martin Nakata

Position Title: Director, Nura Gili

Phone Number: 02 9385 1571

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##### **Operational Matters**

Name: Sonia Powell

Position Title: General Manager, Nura Gili

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

This statement will be published and accessible from:  
<http://www.nuragili.unsw.edu.au/aboutus.html>

Publication Date: 29 August 2012

## Appendix

### 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  
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  
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  
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**

\$10000 - Tax Exempt for up to 4 years  
1 scholarship available  
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

##### **ABC Indigenous Engineering Scholarship UGCE1330**

\$10000 - Tax Exempt for up to 4 years  
1 scholarship available  
For Aboriginal and Torres Strait Islander students to undertake full-time undergraduate study in Electrical Engineering in the Faculty of Engineering.

*Degree/programs scholarship available for:*

Electrical Engineering, Faculty of Engineering

#### Faculty of Arts & Social Sciences

##### **Burbangana Indigenous Social Work Award UGCE1133**

\$2500 - Tax Exempt for 1 year  
1 scholarship available  
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  
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  
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.

#### College of Fine Arts

##### **COFA Indigenous Student Award PUCA 1009**

\$2000 - Tax Exempt for 1 year  
4 scholarships available  
To support indigenous students undertaking undergraduate and postgraduate coursework programs  
*Degree/programs scholarship available for:*  
Undergraduate and postgraduate coursework programs in the College of Fine Arts

##### **COFA Undergraduate Aboriginal Art Scholarship UGCE 1174**

\$10000 - Tax Exempt for 3 years  
1 scholarship available  
To support Australian indigenous students undertaking undergraduate coursework in the College of Fine Arts.  
*Degree/programs scholarship available for:*  
Undergraduate coursework programs in the College of Fine Arts

## **Faculty of Law**

### **Dorothy Hughes Memorial Scholarship UGCE1039**

\$2000 - Tax Exempt for 1 year

1 scholarship available

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

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

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

For Indigenous students to undertake and achieves 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 2<sup>nd</sup> Year

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

### **Wavelength International Indigenous Travel Award UGCE 1160**

**\$2500 - Tax Exempt for 1 year**

2 scholarships available

To support indigenous medical students whose home(s) is outside of the Sydney Metropolitan area, to travel back to their indigenous community during the academic year.

*Degree/programs scholarship available for:*

Undergraduate programs in the Faculty of Medicine

### **St Michael's Uniting Church Arts for Rights and Global Concerns Indigenous Medical Student Resource Award UGCE 1161**

**\$1500 - Tax Exempt for 1 year**

1 scholarship available

This award provides a UNSW Indigenous medical student financial assistance to purchase resources for their studies. Such resources may include, but not limited to; text books, stethoscope, lab coats and subscriptions to online academic journals

*Degree/programs scholarship available for:*

Undergraduate programs in the Faculty of Medicine

## **Faculty of Science**

### **Luxottica Indigenous Scholarship in Optometry and Vision Science UGCE1136**

\$6000 - Tax Exempt for up to 5 years

2 scholarships available

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

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

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**

\$4485- Tax Exempt for 1 year

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**

\$4485 - Tax Exempt for 1 year

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**

\$2377 CECS - Tax Exempt for 1 year

\$4485CAS - Tax Exempt for 1 year

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

### **Paul and Mabs George Memorial Scholarship**

Pays fees for the duration of study program

This Scholarship is to assist an Indigenous student to attend UNSW by providing full accommodation at New College while studying an undergraduate degree at UNSW.

### **Landon-Smith Family Scholarship UGCE1042**

\$10000 - Tax Exempt for 1 year

1 scholarship available

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

## **Shalom Gamarada Scholarship Program**

\$17500.00 per year for the duration of the students' candidature – up to six years.

Full accommodation scholarships coordinated by Shalom College in collaboration with Professor Lisa Jackson Pulver from the Muru Marri Indigenous Health Unit.

Since the program commenced in 2005, it has assisted 24 students with accommodation throughout their studies. There are currently 15 Indigenous students at Shalom College.

<http://www.shalomcollege.unsw.edu.au/Shalom-Gamarada-Scholarship-Program/default.aspx>