

INDIGENOUS STUDENT SUCCESS PROGRAMME

NAIDOC 2018

All Aboriginal and Torres Strait Islander Students

2017	2018
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Ngunnawal Centre Retention and Progression Activities

Pre-census student check-in	Using a traffic light app across Ngunnawal Centre to ensure one or more units, prior to census to ensure they are supported for the semester.
Student Transition & Support Information Sessions	In addition to UC Orientation Week, the Centre hosts weekly activities up to census date to enable first year students to network with faculties, continuing students, UC staff and services.
Monitoring and supporting student progress	Case assessment notifications, promoting the Ngunnawal Centre Tutorial Program, and broader UC services such as PALS, MASH and Study Skills. The Centre also maintained periodic communications via email, Facebook and website (e.g. Congratulations Acceptance/Continuing, and Welcome/Welcome Back letters, motivational articles/messages).
Employment / Internships Opportunities	Ngunnawal Centre staff promoted opportunities via email and social media for

The UC Aboriginal and Torres Strait Islander Strategic Plan aligns with the UC Reconciliation Action Plan 2018-2028, the UC Employment Strategy, the UC Aboriginal and Torres Strait Islander Employment Strategy - all of which promote increased participation of Aboriginal and Torres Strait Islander students.

Reconciliation Action Plan Implementation Committee

The Reconciliation Action Plan Implementation Committee (RAPIC) oversees the implementation, review and update of the University's Reconciliation Action Plan (RAP) and monitors the effectiveness of the actions in the RAP.

Aboriginal and Torres Strait Islander Employment Advisory Committee

The Aboriginal and Torres Strait Islander Employment Advisory Sub-Committee was formed under the University of Canberra Enterprise Agreement to advise and assist the University on Aboriginal and Torres Strait Islander employment.

People & Diversity

The University of Canberra People & Diversity Unit (UCI) reports this data to the University Executive Committee and the Aboriginal and Torres Strait Islander Employment Advisory Committee. Data is measured against set targets as part of its monthly workforce profile reporting.

An excerpt from this reporting (as at February 2019) is provided below, which demonstrates the University's commitment to increasing the number of Aboriginal and Torres Strait Islander employees. Strategies and initiatives are actively discussed and assigned as actions following Advisory Committee meetings.

Figure 1 | Aboriginal and Torres Strait Islander, Total Workforce Composition (24 months)¹

Total Number of Staff at the University of Canberra

Employment Type	Headcount (28-Feb-19)
Continuing/Fixed Term	1027

Professional and Career Development

As part of the implementation of the Aboriginal and Torres Strait Islander Employment Strategy, the University introduced Aboriginal and Torres Strait Islander Cultural Awareness Workshops into the Learning and Development Program for staff and was later presented as a half-day workshop into the induction program for all new staff. UC aims to schedule four face-to-face cultural awareness workshops per year; however, UC facilitated six seminars in 2018 and eight held in 2019. To date, approximately 300 UC staff have attended the Aboriginal and Torres Strait Islander Cultural Awareness Workshop, and we anticipate this number to rise significantly during the calendar year.

As a University Reciprocity Action Plan -2020, the University has committed to ensuring all Senior staff attend Cultural Awareness training by September 2020. Currently, around one-quarter of senior staff have participated in this training. The aim is for all employees to have completed cultural awareness training by 2021.

Alongside the roll-out of cultural competency training for all staff, the professional development calendar is being reviewed and redesigned in 2019, with one focus area being the expansion of professional and career development for Aboriginal and Torres Strait Islander staff, including more tailored development planning and mentoring. This activity currently rests with managers to implement as part of regular Performance Agreement discussions.

Employment Aboriginal or Torres Strait Islander persons in senior leadership roles

Chancellor, Professor Tom Calma AO, and

Dean, Aboriginal and Torres Strait Leadership and Strategy, Professor Peter Radoll

Plans to progress towards 3% Indigenous workforce target

Implementation of the Aboriginal and Torres Strait Islander employment strategy sits with Deans, Directors and executive staff who set local targets, with progress regularly reported in both monthly workforce profile reports and quarterly reports.

P&D maintains an Aboriginal and Torres Strait Islander talent eligibility list to support hiring managers with potential candidates who have been found appointable but who were unsuccessful in their original application.

Ongoing marketing is delivered to raise the profile of the University as a potential employer for prospective Aboriginal and Torres Strait Islander employees

Ongoing engagement with hiring managers to support the objectives in the employment strategy
Salary costs for Aboriginal and Torres Strait Islander teaching fellows are subsidised centrally.

5a Indigenous workforce data (2018 breakdown)

Faculty/Business Unit	Level/ position	Continuing & Fixed Term		Contract Sessional & Casual	
		Academic	Non- Academic	Academic	Non- Academic
Office of Aboriginal & Torres Strait Islander Leadership and Strategy	Senior Manager 1	1			
Office of Aboriginal & Torres Strait Islander Leadership and Strategy	UC 10		1		
Office of Aboriginal & Torres Strait Islander Leadership and Strategy	UC4		1		
Office of Aboriginal & Torres Strait Islander Leadership and Strategy					

6a. Statement by the Indigenous Governance Mechanism