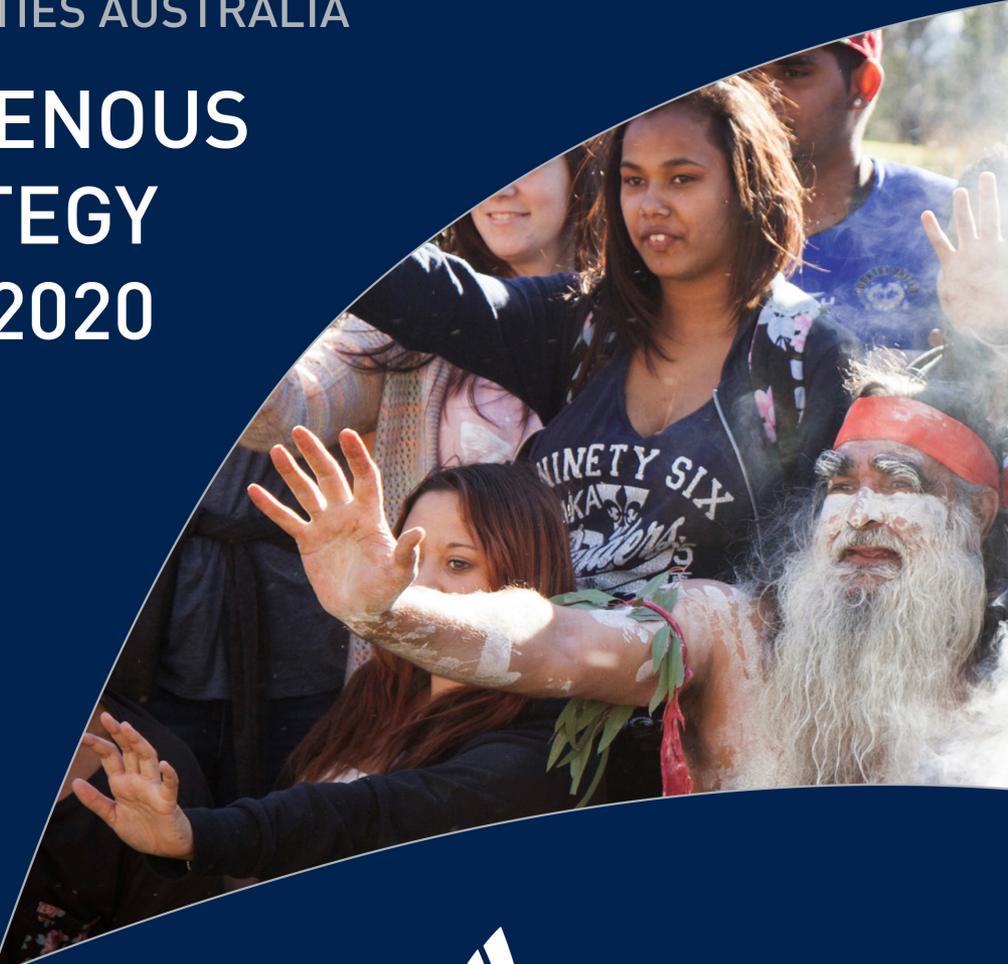


UNIVERSITIES AUSTRALIA

INDIGENOUS STRATEGY 2017-2020



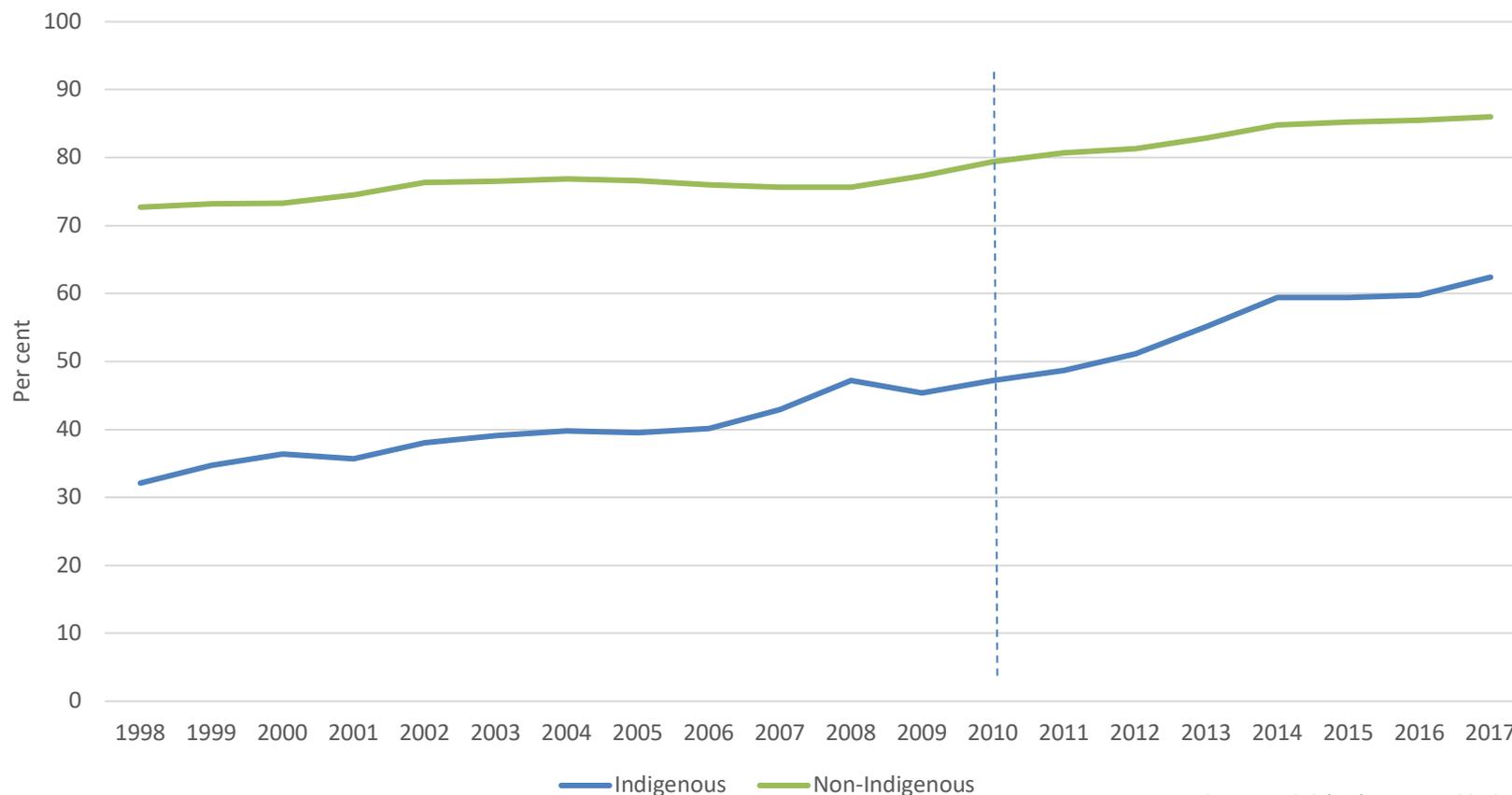
Presented by
Prof Tom Calma AO
Chancellor, University
of Canberra
UCC Mtg Melbourne
15 May 2018



UNIVERSITIES
AUSTRALIA

MORE ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN ARE STAYING IN HIGH SCHOOL

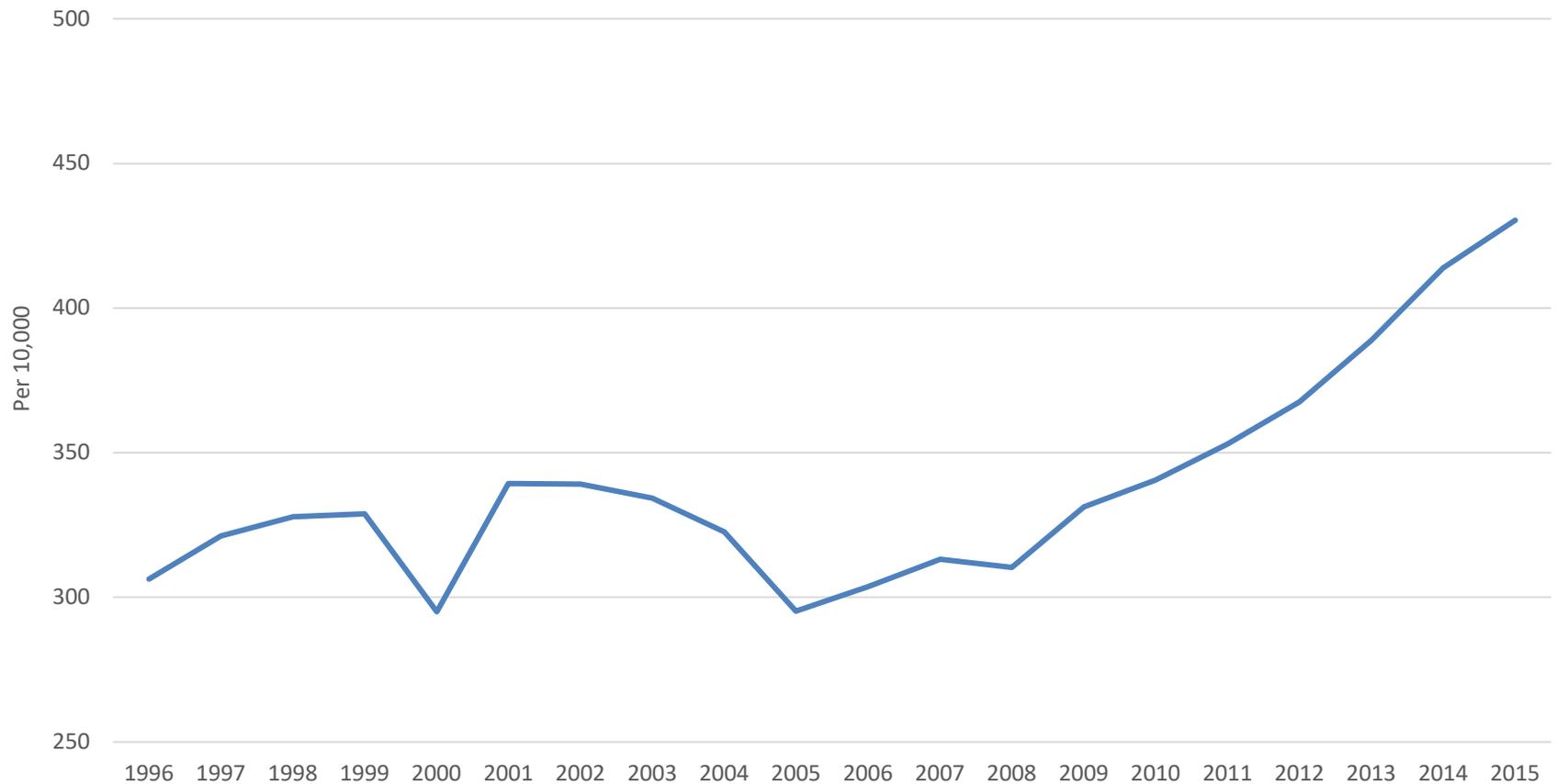
Apparent school retention rates (Year 7/8 to Year 12) by Indigenous status, 1998-2017



Source: ABS, Schools, cat. no. 4221.0.

ABORIGINAL AND TORRES STRAIT ISLANDERS ARE INCREASINGLY INVESTING IN HIGHER EDUCATION

Rate (per 10,000) of the Indigenous population aged 20-64 years in higher education, 1996-2015



WE HAVE MADE STRONG GAINS AS WE STRIVE TO CLOSE THE GAP

- In 2015, there were **over 15,000** Indigenous university students in Australia
- This was **70 per cent** more than in 2008
- Over this period, Indigenous university participation has grown **at twice the rate** of non-Indigenous people
- Aboriginal and Torres Strait Islander people accounted for **1.2 per cent of domestic student enrolments** a decade ago – **rising to 1.6 per cent by 2015.**
- Across Australia, there were **54 per cent more** Indigenous graduates in 2015 **than in 2010**
- Indigenous Australians clearly see the value in a university education

However ...

THERE IS MORE TO DO ...

- Indigenous Australians make up **nearly 3 per cent** of the working age population, but still comprise **less than 2%** of university undergraduates in 2016
- Retention rates for Indigenous undergraduates **sit 10 per cent lower** than for non-Indigenous undergraduates
- **Completion rates** are **about two-thirds** of non-Indigenous completion rates
- **Indigenous research students** are around **1 per cent** of the total number
- There are over **56,000 academics** in Australia
- **392 of academics** are Indigenous (**0.7 per cent**)
- **1** of the nearly **200 VCs and DVCs** is Indigenous (**0.5 per cent**)

BACKGROUND AND PURPOSE

- Builds on many previous reports/reviews/strategies
- UA's previous Indigenous HE policy (the **2011 Cultural Competency Framework**) was quite long, complex and contained no formal commitments
- **2015**, the **UA Board** decided to create a shorter, **action-focussed document with clear objectives and commitments**
- UA **partnered with** the National Aboriginal and Torres Strait Islander Higher Education Consortium (**NATSIHEC**)
- **2017 Strategy builds on** many previous reports/reviews/strategies.

MAJOR ELEMENTS

Through the strategy, UA member universities have committed a series of actions and targets.

The **biggest ticket items** are:

- Maintain **enrolment growth rates 50% higher** than the growth rate for non-Indigenous students
- Aim **to achieve retention and success equality by 2025**, and **completion rate equality by 2028**
- **Embed** Indigenous elements **into core strategic documents**
- **Develop** Indigenous **research strategies** by **2018**
- Strengthen **community partnerships**
- Have **senior staff complete cross-cultural training** programs
- **Ensure all students** encounter and engage with Aboriginal and Torres Strait Islander content as **integral parts of their courses, by 2020**

MAJOR ELEMENTS

UA itself (governance and directorate) will

- **Have Indigenous observers at plenary meetings from May 2018**, to provide the individuals involved with exposure to the highest level of university management and its work and also ensure that **Indigenous HE issues remain visible** to UA's governance structure.
- **Have annual roundtables between the Board and the Indigenous academic leadership** to discuss progress against the strategy and relevant sectoral policy matters. (The first was held in **November 2017**)
- Develop a platform for identification and **sharing of best practices in 2018**
- **Obtain annual feedback from members** and publish reports.

REPORTING

- UA has committed to **annually reviewing progress** against the **strategy**.
- The **2018 survey** of universities has **just been completed**.
- The survey was **focused on qualitative**, about what each university has been doing and the results being achieved. Quantitative data will be **accessed from government** Departments and **matched to the universities**.
- A report will be drafted by UA **for public release**. This will **identify broad progress** and **areas of strength and weakness**. Universities will not be identified in this year's report, but this may change in later years as the Board directs.
- The **2018 survey** was **closely tied to the specific commitments** in the **strategy**.

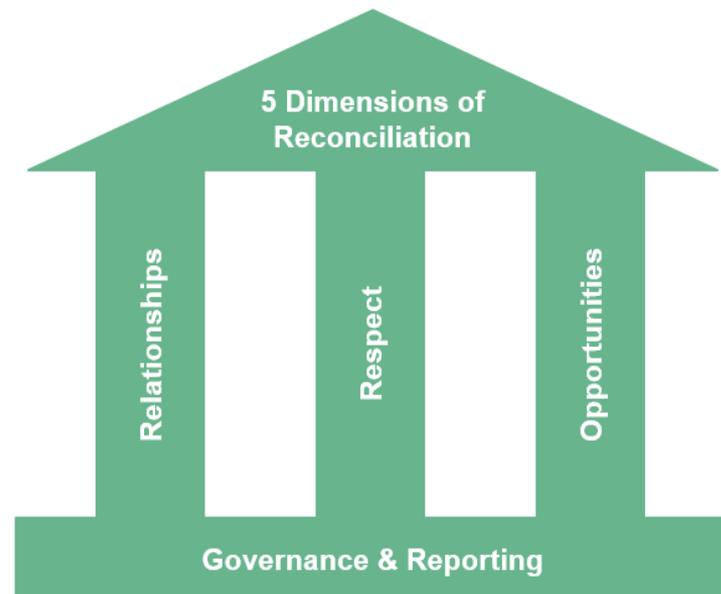
WIDENING REACH

- Since the launch, UA has been approached by other bodies inside the higher education sector and beyond, **seeking to align their work in Indigenous education** to the UA strategy.
- This is a **reminder of the ripple effects** that flow from strong leadership.

Reconciliation Action Plan (RAP):

Turning good intentions into actions

- A RAP is a business plan for reconciliation
- Practical actions/deliverables
- Key objective: to embed reconciliation
- Engage stakeholders
- All RAPs are comprised of three pillars:
 1. Relationships,
 2. Respect
 3. Opportunities



Outcomes of the RAP Program 2017



RAPs are changing attitudes and behaviours

Lower prejudice

6% of employees in RAP organisations believe that prejudice between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians is high, compared with 49% of the broader Australian community.



Value Australia's cultural diversity

82% of employees in RAP organisations agree that Australia is better off with many different races and cultures, compared with 66% of the broader Australian community.



Pride in Aboriginal and Torres Strait Islander cultures

77% of employees in RAP organisations are proud of Aboriginal and Torres Strait Islander cultures, compared with 60% of the broader Australian community.



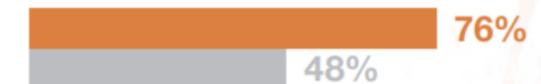
Higher trust

77% of employees in RAP organisations have high trust for Aboriginal and Torres Strait Islander peoples, compared with 24% of the broader Australian community.



Value relationships with Aboriginal and Torres Strait Islander peoples

76% of employees in RAP organisations consider the relationship between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians to be very important, compared with 48% of the broader Australian community.



National Reconciliation Week 2018



27 May - 3 June
National Reconciliation Week 2018

don't keep history a mystery | Q
learn • share • grow

Learn more at reconciliation.org.au
#NRW2018

RECONCILIATION AUSTRALIA

ABORIGINALS MISSION COLEBROOK Childrens Home



The theme for NRW 2018 is
Don't Keep History a Mystery

This year, we invite Australians to **learn, share, and grow** – by exploring our past, learning more about Aboriginal and Torres Strait Islander histories and cultures, and **developing a deeper understanding of our national story.**

National Reconciliation Week 2018
27 May - 3 June

don't keep history a mystery | Q
learn • share • grow