

INDIGENOUS STUDENT SUCCESS PROGRAMME – 2018 Performance Report

Organisation	Deakin University		
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1. Enrolments (Access)

Indigenous EFTSL

Indigenous Equivalent Full-Time Student Loads ('EFTSL') at Deakin University has shown a consistent decrease from 2014 to 2017. This decrease has resulted from ongoing access and progression strategies to ensure that Indigenous students commence with the requisite skillset to engage in higher education, and are supported in making empowering study load decisions according to individual circumstances.

Indigenous EFTSL – Regional and Remote

The proportion of Indigenous Equivalent Full-Time Student Loads ('EFTSL') from remote and regional areas of Australia has shown an increase from 2015 to 2016 by 8. The 2017 data provided also indicates an increase from 2016 which signifies consistent growth in attracting students from remote and regional areas.

Programs and Strategies to Improve Access

Deakin University provides a range of programs and strategies to improve access to higher education for Aboriginal and Torres Strait Islander students. In 2018, these programs and strategies include the following:

- **Institute of Koorie Education:** The Institute of Koorie Education ('the Institute') is the dedicated Indigenous higher education and support unit at Deakin University, operating in its 32nd year. The Institute offers undergraduate, and postgraduate studies across a range of disciplines including Indigenous Knowledge's, Indigenous research, arts, education, health, and law. The Institute also delivers honours and higher degrees by research across a number of study areas and provides access to higher education in an inclusive and culturally safe environment. Teaching and learning activities are funded by the University. Indigenous access support activities are partly funded by the University and partly funded by the Commonwealth Government.
- **Aboriginal and Torres Strait Islander Higher Education Agenda 2016-2020:** Deakin wide strategies to improve Indigenous participation at Deakin University. See information under section four.
- **Institute Community-Based Delivery model:** The Institute delivers courses through the mixed mode Community-Based Delivery model. The CBD model provides Aboriginal and Torres Strait Islander people from across Australia access to higher education whilst maintaining their family and community obligations. This model of delivery has increased access to university for Indigenous students from regional and remote areas. The CBD is funded through the University and is supported by the Commonwealth Government Away From Base project funding (AFB), which provides Indigenous students with the opportunity to engage in periods of on-campus study.
- **Kitjarra Residence:** Dedicated Indigenous student residence to support Indigenous students engaged in the on-campus study at the Institute of Koorie Education. Funded by the University, partly funded by AFB.
- **Institute Application Portal:** The Institute has an application portal for Aboriginal and Torres Strait Islander students interested in enrolling in a course through the Institute of Koorie Education. The portal is accessible from the Institute public website, and provides an opportunity for Indigenous applicants to connect with Aboriginal support staff as the first point of contact. Funded by the University.
- **Institute Entry Assessment:** Institute entry assessment allows Indigenous students alternative pathway into higher education, in the absence of prior educational attainment. Funded by the University.

- **Deakin School of Medicine Indigenous Entry Stream:** Pathway to increase the numbers of Indigenous Doctors. Funded by the University.
- **Deakin School of Medicine Indigenous Relocation Costs Bursary:** Accommodation bursary provided to medicine students to cover the cost of six months on campus accommodation. Funded by the University.
- **Institute Orientation:** The Institute offers orientation to commencing Institute students to ensure cultural well-being, university systems orientation, and development of university study skills. Funded by the University, partly funded by ISSP.
- **Elder in Residence:** The Elder in Residence provides cultural support and guidance to students and prospective students within the Institute. Fully funded by ISSP.
- **Graduate Diploma of Indigenous Research:** Pathway into higher degrees by research for Aboriginal and Torres Strait Islander students. Funded by the University.

Outreach Activities

- **Indigenous Community Engagement:** Local and national engagement with Aboriginal and Torres Strait Islander Communities to promote higher education aspirations and opportunities. Funded by the University.
- **Higher Education Participation and Partnerships Program (HEPPP):** This program provides supplementary funding to Deakin to assist with tailored initiatives for Aboriginal and Torres Strait Islander students. Partly funded by the University and funded by the Commonwealth Government.
- **Australian Indigenous Mentoring Experience (AIME):** AIME match Indigenous high school students with a University mentor to deepen educational aspirations and access. In 2018 HEPPP continued to support the AIME operating across all three campus sites i.e. Burwood, Geelong and Warrnambool. AIME statistics for 2018:
 - 29 schools participated, 19 program days run
 - 20 Tutor squad in operation, 167 tutor sessions run
 - 271 mentees participating, 86 mentors participated

Scholarships (195 scholarships awarded to Indigenous students in 2018)

Deakin-funded scholarships:

- Vice-Chancellor's Academic Excellence Scholarship: \$5,000 cash payment and 100% tuition fee allowance per year for normal course duration awarded to one student.
- Dr (Aunty) Mary Atkinson Scholarship: 100% tuition fee coverage for the normal course duration, awarded to two students.
- Deakin Student Support Scholarship \$1,000: one-off payment of \$1,000 awarded to eight students.
- Deakin Student Support Scholarship \$2,500: \$2,500 per year for fulltime course duration (part-time pro-rata), awarded to four students.
- Deakin Student Support Scholarship \$5,000: \$5,000 per year for fulltime course duration (part-time pro-rata), awarded to six students.
- Deakin Student Support Scholarship \$7,500: \$7,500 per year for fulltime course duration (part-time pro-rata), awarded to one student.
- Deakin Student Support Scholarship \$10,000: \$10,000 per year for fulltime course duration (part-time pro-rata), awarded to two students.
- Deakin Scholarship for Excellence (Commencing undergraduate): \$5,000 per year for fulltime course duration (part-time pro-rata), awarded to one student.
- Student Rental Support Scheme: \$1,200 for one year fulltime load, awarded to five students.

Donor-funded scholarships:

- Deakin University Student Association Scholarships: voucher package up to \$3,000 in value, awarded to two students.
- Jewish Holocaust Centre Wilson Family Scholarship: one-off payment of \$3,000, awarded to one student.

- Rotary Club of Geelong Indigenous Scholarship: payment of \$2,500 per year for three years, awarded to one student.

Higher Education Partnership Participation Program (HEPPP)-funded and other Government funded-scholarships:

- HEPPP Retention and Support Scholarship: \$2,500 one-off payment awarded to twenty-four students.
- Work Integrated Learning (Wil) Financial Support Scheme: * Wil Placements support between \$1,500 and \$4,500, awarded to two students.
- Rural Clinical Placement Support Scheme: support between \$50 and \$3,000 depending on circumstances and placement, awarded to four students.

Indigenous Student Success Program funded:

- I-Aspire Indigenous Higher Education Scholarship (ISSP): \$2,000 per trimester for one year, awarded to thirty-four students.
- I-Engage Indigenous Digital Access Scholarship (ISSP): One-Off technology voucher valued at \$1,000, awarded to sixty-eight students.
- I-Succeed Indigenous Academic Performance Scholarship (ISSP): \$2,000 per trimester for one year, awarded to twenty-nine students.

Other programs that support Aboriginal and Torres Strait Islander students to access include the following:

- Deakin Engagement and Access Program (DEAP). This program provides activities to Grade 3 to Year 12; developing students' aspirations and awareness to introduce university as a desirable and achievable pathway. DEAP partner schools are located in Melbourne, Geelong and the Barwon South Western Region.
- ASPIRE – Deakin, in partnership with Northern Bay College, provides mentoring to students in year 6 to 10 to increase aspirations to attend university and possible career pathways.
- HEPPP programs.
- Students Helping Students (SHS) Programs are led by experienced Deakin students, trained to help, whether you need support with getting started at university, developing study skills, or just want to meet others and share your experiences of life at university.
- Inclusive Curriculum and Indigenous support (Cultural Inclusive Tool kit).
- Digital learning centres.

1a Scholarships (2018 breakdown) –

Student category	Education Costs		Accommodation Costs		Reward		Total/ Students Assisted (headcount)	
	\$	No.	\$	No.	\$	No.	No.	\$
From Regional/ Remote-undergraduate	\$155,000.00	89	\$0.00	0	\$0.00	0	89	\$155,000.00
From Regional/ Remote-postgraduate	\$14,000.00	9	\$0.00	0	\$0.00	0	9	\$14,000.00
Undergraduate (non-regional/remote students)	\$37,000.00	28	\$0.00	0	\$0.00	0	28	\$37,000.00
Post-graduate (non-regional/remote students)	\$6,000.00	5	\$0.00	0	\$0.00	0	5	\$6,000.00
Other	\$0.00	0	\$0.00	0	\$0.00	0	0	\$0.00
TOTAL	\$212,000.00	131	\$0.00	0	\$0.00	0	131	\$212,000.00

Value of Scholarships <u>awarded</u> by the university to remote or regional students in the 2017 academic year (Section 21(3) in the Guidelines refers)	\$179,548.00
Value of Scholarships <u>offered</u> by the university to remote or regional students in the 2018 academic year (Section 21(3) in the Guidelines refers)	\$175,690.00

2. Progression (access and outcomes)

Success Rate

The success rate of units passed and/or attempted has shown a rise and fall from 2014 to 2017. We saw an increase in 2015 and then a slight decrease in 2016. This data has since increased in 2017; showing an increase in performance of units passed and/or attempted. We intend this data to be similar in 2018 performance.

Programs and Strategies to Improve Success and Retention

- **Institute of Koorie Education:** As the dedicated Indigenous higher education and support unit at Deakin University, the Institute offers a range of strategies to improve unit success rates and retention of Aboriginal and Torres Strait Islander Students. The Institute is committed to creating an academic, cultural and social place of integrity that places Aboriginal and Torres Strait Islander values, protocols, cultural perspectives and Knowledge Systems at the forefront. Student progress is closely monitored through the Institute's Student Progress Committee and Academic Progress and Discipline Committee.
- **Aboriginal and Torres Strait Islander Higher Education Agenda 2016-2020:** Deakin wide strategies to improve Indigenous participation at Deakin University. See information under section four.
- **Institute Community-Based Delivery model:** The Institute delivers courses through the mixed mode Community-Based Delivery model. The CBD model provides Aboriginal and Torres Strait Islander people from across Australia access to higher education whilst maintaining their family and community obligations. This model of delivery enables the Institute to deliver University qualifications in a culturally inclusive way. The approach integrates teaching and student support strategies with an Aboriginal and Torres Strait Islander focus. Institute courses are relevant, engaging and respond to identified Indigenous community and professional community needs. The CBD is funded through the University and is supported by the Commonwealth Government Away From Base project funding (AFB), which provides Indigenous students with the opportunity to engage in periods of on-campus study.
- **Kitjarra Residence:** The dedicated Indigenous student residence provides support to Indigenous students engaged in the on-campus study at the Institute of Koorie Education. This space ensures a culturally safe environment for Indigenous students to residence in during on-campus study intensives. Funded by the University, partly funded by AFB.
- **Elder in Residence:** The Elder in Residence provides cultural support and guidance to students and staff within the Institute and Deakin University. Funded by the University, partly funded by ISSP.
- **Institute Student Services Division:** The dedicated Student Services Division within the Institute of Koorie Education provides enrolment, academic engagement, scholarship, examination, and graduation support to all Aboriginal and Torres Strait Islander students at Deakin University. Funded by the University, partly funded by ISSP.
- **High Quality Educational Practice:** Continuous reflectiveness and renewal of teaching and cultural practice. Funded by the University.
- **Institute Learning Success Plans:** Individualised Learning Success Plans co-created by Institute students and academic staff to improve success and retention. Funded by the University
- **Training in Digital Technology and Cloud Learning:** Online and in-person workshops and support provided to students and staff in use of digital technology and Cloud Learning. Funded by the University.
- **Medical Dean Indigenous Placement Bursary:** Placement costs bursary provided to 4th year medical students to participate in interstate / overseas elective placements. Funded by the University.
- **Indigenous Conference Leave Support:** Financial support provided to Indigenous medical students to attend the annual Australian Indigenous Doctors Association (AIDA), Leaders in Indigenous Medical Education (LIME), support covers the cost of travel, accommodation, and meals. Funded by the University.
- **Culturally Safe Environment:** Welcome to Country ceremony practised at orientation for all Institute students to ensure cultural foundation to the educational experience. Welcome to Country ceremony practised at all formal Deakin events. Aboriginal Cultural Education workshops and seminars available to all Deakin staff, and required for all staff working within the Institute. These activities contribute the maintenance of a Culturally Safe Environment within the University. Funded by the University, partly funded by ISSP.

- **Designated Indigenous Specific Spaces:** The Institute of Koorie Education provides a designated Indigenous space at the Waurm Ponds campus for Institute of Koorie Education students and Aboriginal and Torres Strait Islander students enrolled Deakin wide. Deakin University provides an Indigenous staff and student identified space has been opened at Burwood to promote a supportive and mentoring co-working area. This has been funded by the University.
- **Cultural Awareness Training:** The Institute offers and encourages all staff access to cultural awareness training. Funded by the University.
- **Indigenous University Games:** Hosted by the University of Western Australia in 2018. The Indigenous games provided an opportunity for the University to celebrate Indigenous achievement in higher education and sport. Funded by the University.
- **Indigenous Tutorial Network:** Provides tutorial support to Aboriginal and Torres Strait Islander students enrolled at the Institute and Deakin wide. In-house tutorial service provided to Institute students whilst on-campus, and students are matched with appropriate tutors when home in community. The Student Learning Coordinator, a full time employee manages the recruitment and provision of student tutors whilst they are at home. Funded by ISSP.
- **Medicine Mentor Program:** Mentor program developed to assist Indigenous medical students identified as requiring additional academic support. Funded by the University
- **Student Learning Advisors:** We have two full time employees as Student Learning Advisors providing tutoring at the Institute to students on study intensives. The Learning Advisors provide academic support with structuring essays and assignments. These positions are funded by ISSP.
- **Scholarships:** Deakin offers a range of scholarships to support Indigenous and Torres Strait Islander students in order to support progression and retention; ultimately providing strategies to succeed and complete their qualifications. The Institute's offers the I-Succeed scholarship which is \$2,000 provided per Trimester for one year. There were 29 I-Succeed scholarships offered in 2018; encouraging Aboriginal and Torres Strait Islander students to progress with their qualification ensuring they can graduate with financial assistance.
- **Indigenous Knowledge Units:** The Institute delivers Indigenous Knowledge's units to all Deakin University students. This delivery contributes to the cultural competence of Deakin students, and provides a culturally safe learning experience for Aboriginal and Torres Strait Islander students.

2a Tutorial and other assistance provided (2018 breakdown)

Assistance type	Level of study	Number of students assisted	Hours of assistance	\$
Tutorial assistance	Undergraduate	169	7552.50	377,625.00
	Post graduate	35	741.50	37,075.00
	Other			
	<i>total</i>	204	8,294.00	414,700.00

3. Completions (outcomes)

Completions

There has been a decrease in the number of students completing their qualifications; provided in the data supplied from 2014 to 2016. The data provided in 2017 shows a substantial decrease from 2016. However in 2018, Deakin University award course completions of Aboriginal and Torres Strait Islander students has significantly increased by approximately 50% from the 2017 completions.

Programs and Strategies to Improve Completions:

- **Institute of Koorie Education:** The Institute has the greatest number of Aboriginal and Torres Strait Islander enrolments and completions within Deakin University. The Institute of Koorie Education supports Indigenous students enrolled in Community-Based Delivery programs within the Institute, and Indigenous students enrolled Deakin wide. Deakin University and the Institute offers a range of programs and strategies to improve award course completions of Aboriginal and Torres Strait Islander students.
- **Aboriginal and Torres Strait Islander Higher Education Agenda 2016-2020:** Deakin wide strategies to improve Indigenous completion at Deakin University. See information under section four.
- **Institute Student Services Division:** The dedicated Student Services Division within the Institute of Koorie Education provides enrolment, academic engagement, scholarship, examination, and graduation support to all Aboriginal and Torres Strait Islander students at Deakin University. Funded by the University, partly funded by ISSP.
- **Indigenous Tutorial Network:** Provides tutorial support to Aboriginal and Torres Strait Islander students enrolled at the Institute and Deakin wide. In-house tutorial service provided to Institute students whilst on-campus, and students are matched with appropriate tutors when home in community. Indigenous students and graduates are recruited as tutors in this program. Funded by ISSP.
- **Indigenous Staff:** The employment of Aboriginal and Torres Strait Islander staff ensures cultural and relational support for Indigenous students. The University has identified a number of positions for applicants who identify as Aboriginal and Torres Strait Islander people, in line with section 12 of the *Victoria Equal Opportunity Act (2010)*.
- **Grow Your Own Program:** Engagement of Indigenous graduates from Deakin University into academic and professional positions at the University. This program provides career progression support. Funded by the University.
- **Partnerships and Engagement:** Partnerships and engagement with industry and government organisations provides placement and work integrated learning opportunities for Indigenous students and graduates.
- **Postgraduate Courses:** Enrolment from Deakin Indigenous alumni into postgraduate studies (both coursework degrees and higher degrees by research) at the Institute of Koorie Education and Deakin wide, provides academic attainment and career progression opportunities for Aboriginal and Torres Strait Islander students.
- **Institute Community Graduation Ceremony:** The annual graduation ceremony provides invaluable networking opportunities for Indigenous graduates with other Indigenous graduates, senior Indigenous and non-Indigenous Deakin staff, and Indigenous community leaders. The ceremony celebrates the achievement of individual graduates, and reinforces the value that Aboriginal and Torres Strait Islander graduates provide to Indigenous communities and the wider Australian community.
- **HR Consultant (Indigenous Staffing):** The HR Consultant (Indigenous Staffing) position is filled by an appropriately qualified Indigenous person. The position aims to increase Indigenous employment throughout the University, and provide networking opportunities to Indigenous staff. One focus of this role is the engagement of Indigenous students and alumni in employment at the University.

Strategies to Assist Graduates:

The strategies to engage and assist graduates with employment are detailed below:

- Commitment to grow our own – hire Deakin alumni into the University
- Engagement with external employment providers, i.e. graduate opportunities, Victorian Government, Australian Government, Indigenous organisations, Aspiration Initiative (Aurora Project)
- Scholarships, internships, placements, WIL (work integrated learning)
- Discipline specific alumni chapters – industry connections/networking, employment opportunities, seminars/conferences/workshops on industry
- Further study, pathway to Post-graduate, research (CPL from qualifications and experience – also access)

- Marketing and social media platforms via the Institute with interviews of graduates broadcast to social media as a way of connecting with the public and sharing graduate stories.

4. Indigenous Education Strategy accessible by public

The [Aboriginal and Torres Strait Islander Higher Education Agenda 2016-2020](#) ('Higher Education Agenda') is Deakin University's Indigenous Education Strategy. The Higher Education Agenda responds to the objects of the University to involve Aboriginal and Torres Strait Islander people in teaching, learning, research and advancement of knowledge, in order to contribute to Indigenous educational aspirations and safeguarding of Indigenous cultural heritage: [s 5\(f\) Deakin University Act \(2009\)](#). The Universities Australia Indigenous Cultural Competency Framework and the United Nations Declaration on the Rights of Indigenous Peoples provides guidance and context for the Higher Education Agenda. The strategies outlined in the Higher Education Agenda are framed within Deakin University's strategic plan, [LIVE the Future: Agenda 2020](#). In meeting the requirements of section 13 of the ISSP guidelines the Higher Education Agenda addresses the following:

Deakin's Key Performance Indicators:

1. Aboriginal and Torres Strait Islander staff and student numbers represent whole of Australian population by 2020 (2016 Australia 3% and Victoria 3%). The current Enterprise Agreement sets specific targets for employment which are supported by this Agenda and the Deakin University Aboriginal and Torres Strait Islander Recruitment Outcomes Committee.

Progress

According to Appendix B in the letter to the Vice-Chancellor on 20 December 2018, the total number of Indigenous staff at Deakin University has significantly decreased from 2014 to 2017, especially from 2016 to 2017. The number of Indigenous staff was 80 in 2016 and 44 in 2017. As of 31st December 2018, there were 87 staff which shows a substantial increase in number of Aboriginal and Torres Strait Islander employees Deakin wide.

2. Aboriginal and Torres Strait Islander communities recognise Deakin as a culturally safe and competent environment for teaching, learning and research. Deakin is University of Choice for Aboriginal and Torres Strait Islander students nationally and this is indicated by growth in enrolments to 1000 by 2020, retention and success to 70% by 2020 and growth in staff numbers to 100 by 2020.

Progress

According to Appendix B in the letter to the Vice-Chancellor on 20 December 2018, there has been a slight increase in enrolments from 2016 to 2018. The success rate for Aboriginal and Torres Strait Islander students in 2017 was 66.3%, showing an increase each year from 2014-2017. The growth in staff numbers has had a dramatic increase between 2017 and 2018. This ongoing increase demonstrates that Deakin University is progressing well to achieving this key performance indicator.

3. Cultural Competency Professional Learning is completed by all Senior Managers and is part of the Deakin Induction for all new staff by 2020.

Progress

In 2018, Deakin University provided Cultural Competency professional developed to university staff. In addition, the University has incorporated a Cultural Awareness component in the Deakin University Staff Induction program. This target is on track.

- **Indigenous Students:** The key performance indicators and strategy objectives throughout the Higher Education Agenda prioritise increasing the number of Indigenous students accessing, progressing and completing higher education qualifications.
- **Indigenous Knowledge's:** The key performance indicators and strategy objectives explicitly focuses upon including Indigenous Knowledge's in curricula, graduate attributes, and teaching practices. In 2018, the Institute of Koorie Education delivered Indigenous Knowledge courses to Institute students, and Indigenous Knowledge units available to all Deakin University students.
- **Cultural Competency:** The key performance indicators and strategy objectives promote cultural competency expectations for all Deakin students and staff.
- **Implementation and evaluation:** The responsibility to implement the Higher Education Agenda is Deakin wide, but is led by the University Executive. Implementation and evaluation is overseen by senior Indigenous Professor. The KPI's for the Higher Education Agenda are reported above.

5. Indigenous Workforce Strategy accessible by public

The [Deakin University Aboriginal and Torres Strait Islander Employment Strategy](#) ('Deakin Employment Strategy') is the Indigenous Workforce Strategy at Deakin. In addition to the Deakin Employment Strategy, the University has two overarching documents that directly refer to increasing the Aboriginal and Torres Strait Islander workforce and development of Indigenous staff, the University's Enterprise Agreement, and the Higher Education Agenda.

The relevant provisions under the EA, the Higher Education Agenda, and the Deakin Employment Strategy, is coordinated by the HR Consultant (Indigenous Staffing), which sits in the Human Resource Division at Deakin University. This is a dedicated and ongoing resource to coordinate all employment programs and initiatives in regards to Aboriginal and Torres Strait Islander staffing.

- **Aboriginal and Torres Strait Islander Employment Strategy:** The Deakin Employment Strategy outlines the workforce strategy for Aboriginal and Torres Strait Islander peoples. The strategy outlines Deakin University's commitment to generate and establish successful job opportunities and employment outcomes for Aboriginal and Torres Strait Islander peoples.
- **Enterprise Agreement:** Section 24 of the [Deakin University Enterprise Agreement 2017](#) refers to an incremental increase of our Aboriginal and Torres Strait Islander staff cohort from 2017-2021, specifically outlining an increase in Professional, Academic and Senior staff over this period (Please refer to clause 24.6 of the EA). The EA also commits Deakin to the implementation of an Aboriginal and Torres Strait Islander Employment Strategy (24.7) which was introduced in 2018.
- **Aboriginal and Torres Strait Islander Higher Education Agenda 2016-2020:** Deakin has an overarching [Higher Education Agenda](#) that outlines the Universities aspirations for employment in Goal 4: Experience. This section directly refers to an increase in the amount of senior appointments (4.2 Senior Executive, Director and Managerial level), Identifying programs for both the recruitment of new staff (4.10) and the development of current staff (4.11), and the development our own Aboriginal and Torres Strait Islander academics by encouraging and supporting current students and staff into gaining further academic qualifications (4.12). As noted by the timelines in the Agenda all of these programs have been worked through during 2016-17 and aspects will be included in the Employment Strategy.

The Deakin University Aboriginal and Torres Strait Islander Employment Strategy was formalised and implemented in the second half of 2018. The University focused on the following activities in relation to the Deakin Employment Strategy:

- Development of the working group to assist with the implementation and evaluation of Deakin's Aboriginal and Torres Strait Islander Employment Strategy.
- Fostering Indigenous community relationships, is progressing with ongoing meetings with Gunditjmarra Corporation in Warrnambool and representation at Education to Employment forums and expos.
- The continuation and maintenance of the Indigenous Staff Network throughout 2018.
- Provision of a culturally safe environment within Deakin University campuses.
- Celebration and observation of significant Aboriginal and Torres Strait Islander events.
- Recruitment and engagement of Aboriginal and Torres Strait Islander peoples as employees within the University.

Senior Appointment

Deakin University is currently in the process of developing and appointing a senior Aboriginal and / or Torres Strait Islander person to the position of Pro-Vice Chancellor (Indigenous) in 2019.

Indigenous Workforce Target

According to section 12 (ii) of the ISSP guidelines, the target number of Indigenous employees is 3% of all Deakin employees. In 2018 the current percentage of Aboriginal and Torres Strait Islander staff employed at Deakin University is 1.83% of 4,729 staff.

5a Indigenous workforce data (2018 breakdown)

While universities report on the number of Indigenous staff members through mainstream reporting requirements, the additional information below provides enhanced monitoring of the university's efforts in building its Indigenous workforce.

Faculty	Level/position	Permanent		Casual/contract	
		Academic	Non-academic	Academic	Non-academic
Faculty of Arts & Education	AC A	1			
	AC E	1			
Faculty of Arts & Education – Institute of Koorie Education	AC B	8		7	
	AC C	6			
	AC D	2			
	AC E	1			
	HEW 4		3		19
	HEW 6		3		1
	HEW 7		1		1
Faculty of Arts & Education – SHSS Arts & Ed				1	
Faculty of Arts & Education – SoE Arts & Ed				1	
Faculty of Arts & Education – Office of the Exec. Dean A&E				3	
Faculty of Health	AC B	2			
Faculty of Health – Office of Faculty of Health				1	
Faculty of Health – School of Medicine					1 1
Faculty of Health – School of Nursing & Midwifery				2	
Faculty of Health – School of Psychology					3

Faculty	Level/position	Permanent		Casual/contract	
		Academic	Non-academic	Academic	Non-academic
Faculty of Business and Law	AC E AC C	1 1			
Faculty of Business and Law	HEW 9 HEW 6		1 1		
Faculty of Business & Law – Department of Finance					1
Faculty of Business & Law – Department of Management					1
Faculty of Business & Law – BL Student Experience					1
Enterprise	HEW 7		2		
Enterprise – Student Admin, DSA Exams, Assess & Results					2
Chief Digital Officer	HEW 9 HEW 8		1 1		
Faculty of Sci Eng & Built Environment	HEW 7 HEW 5		1 1		
Education	HEW 6		1		
Global Engagement	HEW 9		1		
Research – Office of DVC (Research)					1

Contracted total as at 31 December 2018: 40

Academic total as at 31 December 2018: 23

Professional total as at 31 December 2018: 17

Casual total as at 31 December 2018: 47

Academic total as at 31 December 2018: 15

Professional total as at 31 December 2018: 32

Total number of staff at Deakin University as at 31 December was 4,729.

Total Aboriginal and Torres Strait Islander staff represents 87 out of 4,729, equating to 1.83%.

6. Indigenous involvement in decision-making

In meeting the requirements of section 11 of the ISSP guidelines Deakin University have the following:

- **Senior Indigenous Academics:** Deakin employs a number of appropriately qualified senior Indigenous academics within the University (see 5a table for further information), with these individuals holding positions on a number of decision making committees throughout the University, including but not limited to the University Executive, Senior Management Group, University Research and Ethics Committees, and the University Academic Board.

As the most senior academic appointment within the Institute of Koorie Education in 2019, Acting Director, Associate Professor Gabrielle Fletcher holds membership on the University's Academic Board, the University Executive, the Faculty of Arts and Education Board, the University Teaching and Learning Committee, Senior Leadership Group, and the Professoriate as part of the Faculty-level governance.

In 2018, Professor Liz Cameron was the Director at the Institute of Koorie Education, and during this period held membership on the University's Academic Board, the University Executive, the Faculty of Arts and Education Board, Senior Leadership Group, and the Professoriate as part of the Faculty-level governance.

- **Senior Indigenous Executives:** Deakin employs a number of appropriately qualified senior professional staff (see 5a table for further information), across a range of faculties and divisions within the University.

- **Institute Advisory Board:** The Institute of Koorie Education Advisory Board provides governance advice around key areas including Indigenous knowledge, courses, student engagement, and community aspirations and partnerships. The Board reflects the national scale of the Institute's activities and advises on cultural context and direction on strategic objectives.

The composition of the Board includes external senior Indigenous representatives from the Aboriginal and Torres Strait Islander community, as well as internal representatives from the Institute, Faculty of Arts and Education, and the broader Deakin community.

Board members:

External Members

Patron to the Board, Aunty Joan Vickery (Vale November 2018)

Ms Rosemary Fella, Magistrate Koorie Court, and Institute Alumni/ Graduate

Mr Rod Jackson, Former CEO Wathaurong Co-operative

Professor Lisa Jackson-Pulver, Deputy Vice Chancellor (Indigenous Strategy and Services), Sydney University and Institute Alumni/ Graduate

Mr Tom Mosby, Chief Executive Officer, Koorie Heritage Trust Victorian Aboriginal Education Association Inc Representative to be confirmed

Mr Joel Wright, Co-ordinator, South West Aboriginal Language Program, Victorian Aboriginal Corporation for Languages

Deakin Members

Aunty Janis Koolmatrie, Elder in Residence, Institute of Koorie Education

Associate Professor Gabrielle Fletcher, Acting Director, Institute of Koorie Education

Alfred Deakin Professor Christine Ure, Acting Executive Dean, Arts and Education, Faculty Representative

Professor Brendan Crotty, Executive Dean Health, Faculty Representative (Retiring)

Ms. Karinda Burns, Associate Head of Institute (Strategy and Development), Academic Representative

The Advisory Board met twice in 2018, to discuss the Institute of Koorie Education operational activities including the following:

- Draft Strategic planning,
- Indigenous curriculum (units and courses),
- Deakin University Aboriginal and Torres Strait Islander Employment Strategy,
- Deakin University Aboriginal and Torres Strait Islander Higher Education Agenda,
- Aboriginal and Torres Strait Islander student experience, including Student Awards, and the Community Graduation,
- Draft Institute Indigenous Community Engagement Plan,
- Draft Institute Learning and Teaching Strategic Plan.

6a. Statement by the Indigenous Governance Mechanism

The University continues its robust commitment to strengthening Aboriginal and Torres Strait Islander participation in higher education, most particularly through the Institute of Koorie Education as a significant Indigenous hub of education and empowerment, and aligns its activities to multiple contextual frameworks and areas of implementation and enactment both internally and externally. The engagement of senior Indigenous academics and professional staff across the University faculties and portfolios has contributed to this progress, and largely contributes to ongoing and meaningful engagement by the University with senior professional Indigenous peoples, which continues to provide traction in Indigenous education that is informed, valued, and meaningful in diverse communities and footprints of Deakin.

The University has worked towards the development of overarching strategic documents to increase Indigenous educational aspirations, employment opportunities, and decision making in higher education, referenced in more explicit terms throughout this document. This acquittal and performance report reflects the important work that has been made by the University to ensure Indigenous student success in the past year and in the future, with plans to appoint a Pro-Vice Chancellor (Indigenous) in 2019 to bring coherence, increased grounding and agility to the multiple frames and areas of Indigenous engagement and success, and a stronger voice in University governance.