

# Badanami Centre Strategic Plan 2011-2013



# Acknowledgement

As a matter of Indigenous cultural protocol and out of recognition that its campuses occupy their traditional lands, Badanami Centre for Indigenous Education acknowledges the Darug, Gundungurra and Tharawal peoples and thanks them for their support of its work in Greater Western Sydney.



# Introduction

Badanami Centre for Indigenous Education's strategic initiatives for the period 2011-2013 will guide the framework for the triennium.

Badanami Centre is bringing knowledge to life for Indigenous peoples, who reside in Greater Western Sydney, rural and remote New South Wales and Queensland, through education, research, community engagement, aspiration building, Indigenous Australian studies, cultural programs and Indigenous student focussed programs.

The role of Badanami Centre is as a specialist unit of the University. Badanami Centre plays a pivotal role in liaising with the Indigenous peoples and communities and delivering services to Indigenous students through partnering with Colleges, Schools, Units and Centres across the University to ensure that Indigenous education objectives and targets are met.

In this regard Badanami has a number of key organisational priorities: leadership and policy development for governance; facilitation of Indigenous peoples' access; participation and success in UWS courses; provision of Indigenous student support; learning and teaching; Indigenous community outreach and engagement; developing Indigenous studies, Indigenous research and consultation; promoting Indigenous cultural recognition; employment and professional development of Indigenous staff

Badanami Centre also has a key role in coordinating and managing a wide range of academic and support programs for Indigenous Australian students on all UWS campuses.

For the broader Indigenous community, Badanami acts as a focal point of identification with the University.

# The Vision, Purpose and Values for Indigenous Education

## The UWS vision for Indigenous Education

To contribute to the national process of Reconciliation between Indigenous and non-Indigenous Australians by establishing the University of Western Sydney as a site of exemplary practice in Indigenous Education.

## Our Purpose

Is to meet the requirements and objectives of the UWS Education Policy and to align the activities of Badanami Centre with Action Plans contained in the UWS Indigenous Education Strategy.

## Our Values

As part of our cultural and professional commitment, in the performance of our various functions and roles, Badanami Centre staff will exemplify the following values:

- » diversity
- » integrity
- » courtesy
- » respect
- » care
- » friendliness
- » innovation
- » collaboration
- » excellence
- » consultation
- » confidentiality
- » safety
- » timeliness
- » environmental responsibility

# Planning Context for Strategic initiatives and improvement actions

## 1. Create a superior and engaged learning and teaching experience

- 1.1 Enable Indigenous students to study in their own time, supported by ICT-enabled learning resources.
- 1.2 Create a first year experience that optimises retention and success.
- 1.3 Develop staff capacity and capabilities for high quality teaching.
- 1.4 Embed engaged learning in Indigenous specific courses and programs.
- 1.5 Implement a comprehensive Indigenous education strategy.
- 1.6 Embed an Indigenous Graduate Attribute into UWS courses.
- 1.7 Create pathways that attract Indigenous students from diverse communities and backgrounds.
- 1.8 Ensure Indigenous students can achieve the highest possible academic standards.

## 2. Develop focussed Indigenous engaged research

- 2.1 Implement a Collaborative Indigenous Research Strategy within UWS.
- 2.2 Identify and establish partnerships with Indigenous groups in higher education.
- 2.3 Improve Badanami Centre staff research profiles with support, reward, recognition and incentives.
- 2.4 Improve Badanami Centre's research culture through academic recruitment strategies that incorporate retention and promotion.
- 2.5 Increase numbers of Indigenous research graduates.
- 2.6 Identify flexible pathways for Indigenous students into postgraduate courses.

# Planning Context for Strategic initiatives and improvement actions (cont.)

3. Build Badanami Centre's organisational strengths and increase its productivity whilst monitoring, measuring and evaluating Indigenous student success through growth, operational efficiencies, sustainability and innovation.
  - 3.1 Develop a sustainable business plan to fund Badanami Centre's overall academic and administrative operations.
  - 3.2 Allocate resources to increase productivity.
  - 3.3 Implement efficiencies and sustainability in the Indigenous academic courses and overall administration of Indigenous student support on five UWS Campuses to reduce costs, but not decrease quality.
  - 3.4 Expend government program funding productively to improve Indigenous student outcomes.
  - 3.5 Attract, retain, recognise, reward and develop high quality Indigenous and non-Indigenous staff.
  - 3.6 Identify community organisations, entrepreneurs and industries with which to build sustainable and commercial partnerships.

# Measures of success

Underpinning Badanami Centre's strategic areas of focus and related initiatives as outlined are a series of operational plans. The plans have incorporated measurable Performance Indicators, unit responsibilities and timeframes. These Performance Indicators relate to the UWS Indigenous Education Policy which provides guidance for the development and management of Indigenous education at UWS. It does this by setting out objectives, principles and protocols. In doing so the UWS Indigenous Education Policy aims to align the University of Western Sydney's educational activities with national Indigenous education policy and guidelines as well as existing UWS documentation relating to Indigenous education.

The objectives of UWS's Indigenous Education Plan are to:

- a. Increase Indigenous undergraduate enrolment rates to levels commensurate with those of other Australians.
- b. Improve Indigenous undergraduate progression, success and completion rates to levels commensurate with those of other Australians.
- c. Increase Indigenous postgraduate enrolment rates to levels commensurate with those of other Australians.
- d. Improve Indigenous postgraduate progression and completion rates to levels commensurate with those of other Australians.
- e. Increase Indigenous research and increase Indigenous participation in governance of research.
- f. Ensure the inclusion of appropriate Indigenous content in curriculum across the University.
- g. Raise the prominence of Indigenous culture across the University.
- h. Increase Indigenous community engagement and outreach.
- i. Increase Indigenous participation in governance and decision making.
- j. Foster international Indigenous awareness and collaborative projects.

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