Core Values

The words Nura Gili are from the language of the Eora Nation, Nura meaning ‘place' and Gili meaning ‘fire/light'. Nura Gili at UNSW Australia brings together these concepts to create the meaning ‘place of fire and light'.

The theme of place remains important to the many cultures of Indigenous Australia. It is therefore important for the UNSW to acknowledge and recognise the very place that we have all come together to work, share, study and learn.

The site of UNSW is located near an 8000 year old campsite around which the people of the area taught culture, history and subsistence. From an age old past through to the present, the site holds significance as a place for gathering, meeting, teaching and sharing.

The concept of a fireplace and fire in general reflects the warm, relaxed and nurturing environment created by age-old fires many years ago, and recreated today by the staff and students of Nura Gili. The idea that there is a place at UNSW where a fire has been burning, a place where people can come to gather and share inspiration, drive and purpose for all involved in Indigenous programs and services at UNSW.

Nura Gili values the potential that education can offer, and with the theme of the fireplace in mind, we invite Indigenous and non-Indigenous people to gather, learn and share together, to light a torch of their own to guide them and light their way as they create their own journey.

Vision

Nura Gili's vision is to be recognised nationally and internationally as a leader in achieving academic excellence in Indigenous higher education programs, research and student support services.

Purpose

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

- Enrolling and successfully graduating significant numbers of Australian Indigenous students
- Striving for academic excellence
- Creating an inspiring and supportive 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.

Enabling Goals

In line with the UNSW B2B Strategy, our vision and purpose will be achieved by:

1. UNSW becoming the destination of choice for students with the highest potential irrespective of background;
2. Ensuring a learning and teaching environment that provides an outstanding student experience, with exposure to research, and an engaging campus life;
3. Providing international opportunities and perspective for students as global citizens;
4. Setting a progressive curriculum that engages students and produces graduates who become leaders in Australia, the Asia-pacific region and beyond; and
5. Enhancing capacities, skills and knowledge of students to pursue professional careers in national and international environments.

Focus of Activities

Research findings indicate that due to cultural, educational, economic and historical factors, Indigenous students require specific and tailored services and support, pastoral care, and mentoring to reach their full potential in a higher education context. In addition, a centre such as Nura Gili has a key role in providing opportunities for non-Indigenous people to learn about and learn from Australian Indigenous culture, knowledge and practice. Nura Gili's focus of activities will seek a balance between education for Indigenous students and education about Indigenous people.

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 and impactful teaching and learning** - conducting teaching and learning engagements that provide opportunities for students to develop their full potential
4. **Student support and development** - developing high quality, tailored learning support programs and services for Indigenous students that enhances their capacity to successfully and sustainably participate in University life
5. **Research and 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

Indigenous academics and professional staff experience a range of calls on their time and resources beyond that of many other University staff in that they may be seen as role models, elders, commentators and spokespeople as well as teachers, researchers and valued members of external Indigenous and non-Indigenous organisations. It is important that Nura Gili has clear priorities and that the many aspects of Nura Gili's activities are held in productive and sustainable tension.

Strategic Objectives 2011-2015

Nura Gili's strategic objectives are to:

1. Improve the access, retention and success rates for Indigenous students enrolled at UNSW.

a) Increase the intake of Indigenous students enrolled in degree programs at UNSW progressively to 500 by 2015.

b) Increase the retention rates for Indigenous students to levels at least on par with non-Indigenous students.

c) Increase degree completions to levels at least equivalent to non-Indigenous students.

d) Articulate and resource clear pathways for Indigenous students to move successfully through secondary school and on to higher education.

2. **Grow the number of students enrolled in Indigenous studies by 50% on 2010 figures.**

a) Increase the number of undergraduate electives by five subjects.

b) Re-establish and negotiate the Indigenous Studies Major as an option for degree programs across UNSW.

c) Re-develop the marketing and recruitment strategies for Indigenous programs.

d) Ensure Indigenous programs have student satisfaction ratings at least on par with similar programs at UNSW and comparable institutions.

3. **Grow the number of Indigenous staff at UNSW.**

a) Increase the number of Indigenous trainees (including School Based Traineeships), cadetships, and internships for Indigenous students throughout UNSW.

b) Increase the number of Indigenous staff at all levels, and across all faculties within UNSW.

c) Increase the retention rate of Indigenous staff employed at UNSW.

4. **Strengthen UNSW and Nura Gili's relationship and linkages with the wider community, particularly with Indigenous communities and organisations.**

   a) Strengthen partnerships with the school sector and the community to enhance Indigenous students' prospects for enrolment in higher education studies.

   b) Provide new opportunities for the Indigenous community to be involved with and contribute to decision-making bodies within the University.

   c) Further develop research partnerships and collaborations with industry, government and community on Indigenous matters.

5. **Enhance the Centre's overall financial position to sustain activities over the long term.**

   a) Increase the total amount of ISP funds and EFTSU revenue.

   b) Increase funding from national and internationally competitive grants and other sources.

   c) Work in partnership with the UNSW Foundation to increase funding received from private philanthropy, donations and sponsorships.

   d) Lead the market in terms of our communication with sponsors and donors.

   e) Our strategic plan to be supported by an annual operational or business plan to be reviewed at the end of each calendar year.

6**. Position Nura Gili as the preferred destination for Indigenous academics who seek to work in a productive, supportive research intensive institution.**

   a) Individual career/professional development plans and mentors appointed as appropriate for all staff members.

   b) Detailed induction program for new hires.

   c) Academic staff to be encouraged to complete research qualifications, publish and take advantage of study leave and other academic entitlements.

   d) Adequate resources available for conference attendance, and professional development.

Outcomes

By 2015 our aim is to have:

- the largest number of Indigenous student enrolments in higher education courses;
- the largest number of undergraduate and postgraduate students enrolled in Indigenous programs;
- the highest completion rates in Indigenous programs;
- the best learning support services for Indigenous higher education students;
- the largest number of Indigenous employees in the higher education sector;
- the most effective research collaborations and partnerships with industry, government and Indigenous communities.

Capabilities, People & Organisational Culture

Nura Gili's objectives will be achieved by:

- providing an environment attractive to high quality staff;
- retaining and developing the best teaching and support staff;
- combining integrity and professional values with health and well-being strategies in our work culture;
- expanding linkages and partnerships with donors, business, industry, the professions, community organisations, government, academic and international bodies; and
- developing high valued relationships with the Indigenous communities.

Benchmarks

Nura Gili's progress and achievements will be reported against the results achieved by:

- the Indigenous Centres in G8 universities;
- the Indigenous Centres in the ATN;
- the Indigenous Centres in New South Wales;
- the Indigenous Centres in other states and territories.

Quality Assurance

The quality of Nura Gili's programs and services will be assured by:

- regularly reviewing and supporting individual staff capabilities and performance areas;
- regularly reviewing and improving the performance of each section;
- external reviews of Nura Gili's achievements;
- publishing annual achievements for public viewing in the online environment.