



Reflect Reconciliation Action Plan
October 2022 – October 2023

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Acknowledgement of Country

Torrens University Australia proudly acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands where our campuses are located and pays respects to the teaching, learning and research undertaken since time immemorial.

We acknowledge and respect the ongoing contributions made by Aboriginal and Torres Strait Islander peoples and acknowledge the importance of collaboration and partnership while walking together through our journey of reconciliation.



Brisbane

Business
Design and Technology
Health

Sydney

Business
Design and Technology
Health
Education
Hospitality
Culinary Management

Melbourne

Business
Design and Technology
Health
Education
Hospitality

Adelaide

Business
Design and Technology
Health
Education

Artist Profile

Samantha ‘Sammy’ Hill is a Koori woman of Dharawal and Wandandian lineage. Born in Port Kembla in 1984, and raised in the Illawarra, a region of eclectic landscapes, lush with beaches, bush, mountains, and lakes.

Sammy’s artwork is deep in pattern-work and intense colours, drawing on Aboriginal styles from across Australia. The most appealing aspect of Aboriginal artwork to her is the idea of telling stories within stories. Due to the intricate patterning, a viewer may not catch every detail at first glance and may notice a new detail at each viewing.

The artwork titled ‘Yarning Mat’ is about sharing your story and baring your soul in a safe, open environment. Here three women come together to yarn, weaving the threads of their stories together.

Samantha is honoured to share her artistic passion with Torrens University Australia.



Our Vision for Reconciliation

Our vision for reconciliation is an Australia that embraces unity between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

We commit to working with Aboriginal and Torres Strait Islander students, staff and communities to share historical truth-telling, knowledge and practices that connect the world for good.

Our organisation, envisions being a champion for equal education outcomes for our Aboriginal and Torres Strait Islander students, and an inclusive and diverse workplace that is not just culturally safe, but culturally rich and proud.



A message from Reconciliation Australia CEO Karen Mundine

Reconciliation Australia welcomes Torrens University Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Torrens University Australia joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Torrens University Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Torrens University Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

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A message from Torrens University CEO Linda Brown



Torrens University Australia, Think Education and Media Design School are proud to welcome students and staff from all over the globe.

We are Australia's newest university, but on the lands where our campuses are located – teaching, learning and research have taken place since time immemorial.

This great Southern land, which we now call Australia, is home to the world's oldest living cultures. Aboriginal and Torres Strait Islander peoples are among the world's first storytellers, scientists and creators. Their ancient knowledge and practices should be respected, preserved and celebrated.

Aboriginal and Torres Strait Islander communities face immense challenges as a direct result of colonisation, which has created systemic inequality between Indigenous and non-Indigenous Australians.

It is indisputable that we must close the gap. And it will take an immense, collaborative effort to right the wrongs. To be a truly prosperous and a united Australia we must ensure equality across education, health, and economic prosperity outcomes for Aboriginal and Torres Strait Islander peoples. We must feel united in this approach and proud in celebrating and commemorating First Nations culture and perspectives.

This is why Torrens University Australia, Think Education and Media Design School are so committed to reconciliation.

It is a non-negotiable.

Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples. It's about more than just respect and acknowledgement – it's about action. It's about championing the Aboriginal and Torres Strait Islander peoples' perspectives – carving pathways, creating opportunities and making space.

As education providers, we can – and should – be instrumental in forging a path towards a just, equitable and reconciled Australia.

But this journey begins with practicing what we preach within our own institutions. This Reconciliation Action Plan (RAP) lays out the first steps we are taking to make that happen.

Importantly, we acknowledge the importance of collaboration and partnership – to walk together as one with Aboriginal and Torres Strait Islander peoples through our journey of reconciliation. In full consultation, we will respectfully incorporate the learnings of Australian and New Zealand reconciliation in our curriculum and culture. And as a global university, we also pay our respects and celebrate First Nations communities from across the world.

Ultimately, we will be enshrining a mindset in our students, staff and extended community to acknowledge, respect and champion Aboriginal and Torres Strait Islander peoples and their culture, and recognise how this enriches the education we deliver at Torrens University.

This mindset will be embedded in everything that we do.

Why? Because as a Certified B Corporation, we are committed to living our values:

- Be Good
- Be Bold
- Be Creative
- Be Global
- Begin & End With People

Our campuses should be places where all students feel safe, secure, and proud of their heritage and culture. We want to work towards becoming a university of choice for Aboriginal and Torres Strait Islander students, an employer of choice for Aboriginal and Torres Strait Islanders staff, and a trusted partner for communities.

This Reconciliation Action Plan is a vital component of Torrens University Australia, Think Education and Media Design School's BGood strategy – which outlines how we champion the power of people to connect the world for good.

And for us, this starts with acknowledgement, respect and action.

This is our commitment.

Linda Brown
CEO Laureate Australia and NZ

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We must feel united in this approach and proud in celebrating and commemorating First Nations culture and perspectives.

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Torrens University Australia

Torrens University is Australia's international university, committed to providing relevant and transformational education and producing research which answers society's pressing questions. As Australia's first new university in more than 20 years, Torrens University brings a careers-focused and global perspective to Australian higher education. Now with over 20K students, 2000 staff, 40k alumni, 300+ Aboriginal and Torres Strait Islander students and 6 Aboriginal and/or Torres Strait Islander staff, Torrens University has quickly become Australia's fastest-growing University and boasts a credible industry-immersive difference. Offering high-quality, undergraduate, graduate and specialised degree programs in a wide range of academic disciplines, Torrens University proudly delivers programs at 12 campuses across Sydney, Adelaide, Melbourne, Brisbane, Auckland, China and online.

Torrens University's vision, 'We champion the power of people to connect the world for good', and its values of beginning and ending with people, being good, being creative and bold, being global and being well are at its core. The vision and values underpin the university and informs all the work done in our institutions. As a certified B Corporation®, and with the belief that when its students succeed, countries prosper and societies benefit, Torrens University has an unwavering commitment to producing global graduates and strong industry connections, rooted in a culture of change-making and positive impact on society and environment.

Values and promises

Torrens University has identified five key values

- Begin & end with people – Collaborate with community, industry and partners. Be student centred & united in purpose
- Be Good - Do good. Achieve the highest quality, leading with care, respect & purpose
- Be Well – Take responsibility for our collective health and wellness, both physical and mental
- Be Creative & Bold – Aim high, be courageous, commit & push the boundaries through creativity, innovation, resiliency and being open to change.
- Be Global - Celebrate diversity, broad thinking and open mindsets



The institution has four underpinning promises to its students.
The promises inform our approach to education



Everyone
is industry connected

Everyone
is global

Everyone
can change the world

Everything
is designed for you

Our Reconciliation Action Plan

We see a contemporary shift in Australian attitudes towards the recognition of Aboriginal and Torres Strait Islander peoples and the valuable contributions Aboriginal and Torres Strait Islander peoples make in all levels of society.

Torrens University Australia will embark on a Reflect RAP which aims to lay the foundations that guides our work that contributes towards a shared vision of reconciliation and prepares us for future Reconciliation Action Plans.

As an organisation we are aware and have a belief that everyone can help change the world one small act at a time and we want to ensure that we establish a culturally safe organisation that fosters respectful and meaningful relationships with Aboriginal and Torres Strait Islander communities and those who work and study with us.

Rochelle Morris, our Aboriginal and Torres Strait Islander Liaison an Aboriginal woman from the Gumbaynggirr Nation, is deeply aware of the opportunities Torrens University Australia has to impact the lives of our Aboriginal and Torres Strait Islander peoples and those who choose to further their education.

Our key Executive sponsor Bryce Ives, Vice President Public Affairs and Communications, is our RAP Champion and drives Torrens University Australia's internal engagement of our RAP alongside Rochelle Morris, and is passionate about inclusivity and ensuring we contribute to closing the gap in educational inequalities and creating opportunities to make our university a choice for Aboriginal and Torres Strait Islander people's staff and student base.

Supported by executive leadership we will commit to establishing a three-tiered RAP governance structure, where we will seek staff committed to implementing our plan and who are passionate about enhancing our reconciliation journey across our organisation.

We will commit to establishing genuine and productive relationships with Aboriginal and Torres Strait Islander students and communities in which our campuses are built.



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Education is an
empowering gift
that shapes futures
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Our Reconciliation Action Journey

In 2018 Torrens University Australia established an Indigenous working group committed to recognising the importance of cultural inclusion across our organisation.

The IWG had been purposely designed to represent diverse stakeholders, including two executive staff (Vice President Engagement and Communications and Vice President HR), several Academic program leaders, senior lecturers, student support staff, and a student representative. This diverse cohort reflects how we are ultimately trying to embed the RAP in all parts of the organisation. We don't want the RAP to sit as an "add on" but rather as central to our purpose, values, and strategy. The newly RAP steering committee will remain to reflect this diverse cohort and set us up for success in our second reflect plan.

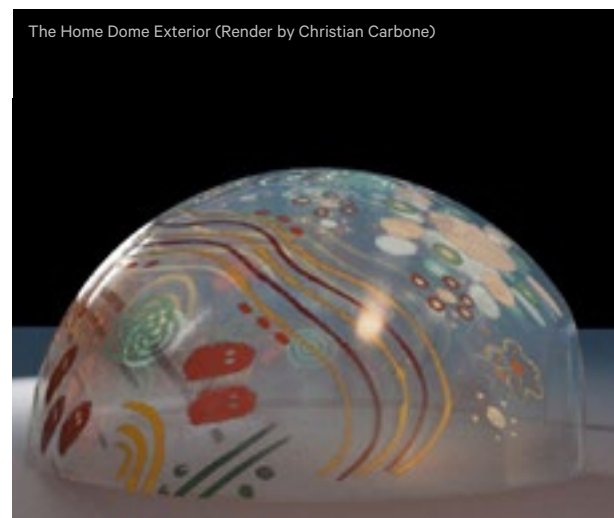
In 2019 those within the Indigenous working group were committed to doing more and we worked towards implementing our first Reflect RAP in 2020-2021.

Our first RAP focused on building relationships and cultural awareness across the organisation as well as ensuring that we build confidence in our staff and students across the organisation to learn, share and deliver on our commitments outlined within our first RAP.

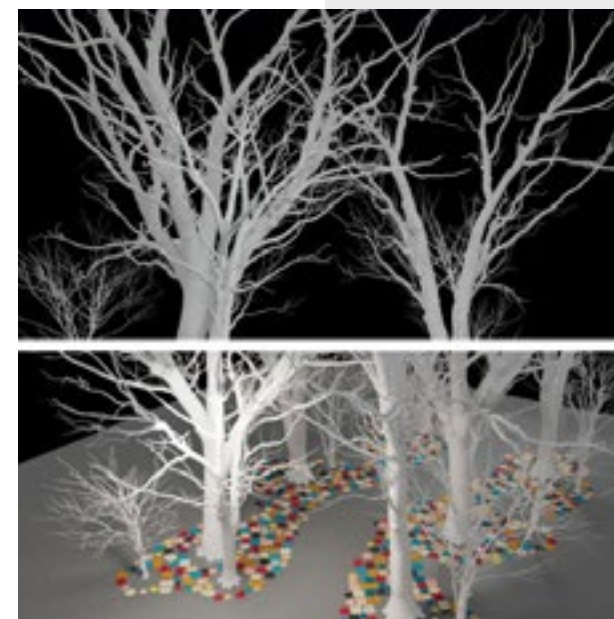
Key Learnings we recognised from our last plan is that to be successful in delivering our plan we must ensure that we have a strong governance structure in place to support the implementation of our plan.

We comprehend that in order to be successful we need to ensure that our objectives are clear, deliverable and support our wider strategic outcomes.

Significant progress had been made on our RAP, despite the impact of the pandemic. We have had to re-imagine and be agile in the delivery of our plan, as almost all face-to-face and place-based engagement had been impossible to facilitate.



The Home Dome Exterior (Render by Christian Carbone)



Key Highlights

Key highlights from our first RAP included:

- We launched our first Reflect Reconciliation Action Plan at our One Torrens event in 2021 and celebrated culture and achievements nationally and globally.
- Establishment of our Aboriginal and Torres Strait Islander scholarship program.
- Since 2019 we have exceeded in offering 40+ Education Costs, Commencement and Tuition scholarships aimed to increase student educational outcomes and access.
- Online smoking ceremony - Led by Gerald Brown OAM and performed by the Illawarra Koori men's Group, on the land of the Wodi Wodi people, of the Dharawal Nation, we merged an ancestral tradition of a smoking ceremony with modern day technology and showcased an online smoking ceremony.
- Presented a thought-provoking webinar and unpacked the challenges facing our Indigenous communities against the backdrop of the Black Lives Matter movement.
- From historic stolen wages to the world's largest incarceration rates; from black deaths in custody to domestic violence; from pandemic healthcare needs to the role of the media, we interrogated what it takes to create positive social change. It was an opportunity to delve deeply into the importance of cultural respect, cultural connection, and cultural safety. Reflect on the words of our executive Connecting to Country through conversation.
- Engaged online through four virtual Yarning Circles attended by staff.
- These yarns presented an opportunity for learning and a platform to generate safe thought-provoking conversations to increase the importance of learning and awareness to generate impactful change in the mindset and pay respect to Aboriginal and Torres Strait Islander peoples internally and externally.



- Procurement of Aboriginal and Torres Strait Islander services - Torrens University have procured services from local artists, dancers and culinary groups to promote positive relationships with Aboriginal and Torres Strait Islander peoples and communities.
- National Reconciliation Week, NAIDOC week and Sorry day - Acknowledging and celebrating Aboriginal and Torres Strait Islander peoples culture remains a strong focus for both students and staff across all campuses across anational network.
- Brisbane Graduation – Key note speaker - Brett Leavy, Creative Director of Brisbane based interactive digital design company, Bilbie Labs described himself as 'Virtual Heritage Jedi' at our Brisbane Graduation 2021 ceremony. He captivated our students when recounting his own journey which has led him to heading the team behind Virtual Song lines. A digital platform using virtual reality (VR) and gaming to recreate the heritage of First Nations peoples by reconstructing Australian landscapes through narratives and recollections passed down over millennia.
- Welcome to Country and/or Acknowledgement of Country protocols: required for significant events and meetings.
- Design Vertical – Work integrated Learning projects
- Co-collaboration with Aboriginal and Torres Strait Islander themed projects, supporting communities to enrich cultural ideas and engage with broader community. Projects consisted of themes based on repatriation, stolen generations as well as embedded cultural perspectives within campus designing.



Relationships

Action

Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable	Timeline	Responsibility
Review all existing relationships and connections.	January 2023	Public & Corporate Affairs Director Lead: Chair RAP working group
Review mapping of Aboriginal and Torres Strait Islander stakeholders and organisations within our local campus areas.	January 2023	Associate Director of Campus Operations Lead: Chair RAP working group
Establish a cultural review process for partnering with Aboriginal and Torres Strait Islander stakeholders and organisations.	January 2023	Vice President Public Affairs and Communications Lead: Chair RAP working group
Continue to identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	January 2023	Vice President Public Affairs and Communications. Lead: Chair RAP working group

Action

Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable	Timeline	Responsibility
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Communications and Corporate Affairs Manager Lead: Chair RAP working group
RAP Working Group members to participate in an external NRW week event.	27th May – 3 June 2023	Lead: Chair RAP working group
Encourage and support all staff to participate in at least one event to recognise and celebrate NRW.	27th May – 3 June 2023	Vice Chancellor Lead: Chair RAP working group



Relationships

(continued)

Action

Raise internal awareness of our RAP with our staff and students

Deliverable	Timeline	Responsibility
Establish a twelve-month communications plan to build knowledge, awareness, connection and support to the RAP for staff and students and community.	October 2022- October 2023	Communications and Corporate Affairs Manager Lead: Chair RAP working group
Use multiple platforms and relationships within the organisation to raise awareness.	October 2022- October 2023	Communications and Corporate Affairs Manager Lead: Chair RAP working group

Action

Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility
Communicate our commitment to reconciliation to all staff.	May 2023	Chief Executive Officer Lead: Chair RAP working group
Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2023	Lead: Chair RAP working group
Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2023	Lead: Chair RAP working group

Action

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Responsibility
Continue to build on cultural learning initiatives within our organisation.	December 2023	Vice President Governance and Risk
Continue to increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	December 2023	Vice President People and Talent



Respect

Action

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Responsibility
Continue to build on cultural learning initiatives within our organisation.	July 2023	Lead: Chair RAP working group
Continue to increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	July 2023	Vice President Public Affairs and Communications. Lead: Chair RAP working group

Action

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable	Timeline	Responsibility
Increase understanding of the local Traditional Owners or Custodians of the lands and waters across our organisation.	May 2023	State Directors Lead: Chair RAP working group
Implement a Welcome to Country and Acknowledgement of Country policy.	May 2023	Vice President of Governance and Risk
Develop and implement a cultural review process to adhere to cultural protocols and support increased understanding of Aboriginal and Torres Strait Islander cultures.	May 2023	Lead: Chair RAP working group

Action

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable	Timeline	Responsibility
Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	Lead: Chair RAP working group
Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	Lead: Chair RAP working group
RAP Working Group to participate in an external NAIDOC Week event.	June 2023	Lead: Chair RAP working group



Opportunities

Action

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Deliverable	Timeline	Responsibility
Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	July 2023	Vice President, People & Talent Support: Aboriginal and Torres Strait Islander Liaison.
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2023	Vice President, People & Talent Support: Aboriginal and Torres Strait Islander Liaison.

Action

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverable	Timeline	Responsibility
Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2023	Deputy Chief Financial Officer Support: Aboriginal and Torres Strait Islander Liaison.
Re-investigate Supply Nation membership.	July 2023	Lead: Chair RAP working group.



Governance

Action

Establish and maintain an effective Indigenous Working Group to drive governance of the RAP.

Deliverable	Timeline	Responsibility
Maintain our RAP Steering committee to govern RAP implementation.	April 2023	Vice President Public Affairs and Communications. Lead: Chair RAP working group
Review Terms of Reference for the IWG.	April 2023	Vice President Public Affairs and Communications. Lead: Chair RAP working group
Increase Aboriginal and Torres Strait Islander representation on the RAP Steering committee	July 2023	Lead: Chair RAP working group

Action

Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Responsibility
Define resources needed for RAP implementation.	December 2022	Vice President Public Affairs and Communications Lead: Chair RAP working group
Increase involvement from senior leaders in the delivery of RAP commitments.	July 2023	Vice President Public Affairs and Communications Support: Aboriginal and Torres Strait Islander Liaison.
Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2022	Vice President Public Affairs and Communications Lead: Chair RAP working group



Governance

(continued)

Action

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable	Timeline	Responsibility
Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	August 2022	Lead: Chair RAP working group
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2022	Lead: Chair RAP working group
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	Vice President Public Affairs and Communications Lead: Chair RAP working group

Action

Report back findings and build our next RAP agenda.

Deliverable	Timeline	Responsibility
Review Reflect RAP and present findings to executive and key leaders	September 2023	Vice President Public Affairs and Communications Lead: Chair RAP working group
Establish key vision, targets and accountabilities for the next RAP.	September 2023	Vice President Public Affairs and Communications. Lead: Chair RAP working group

Action

Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility
Register via Reconciliation Australia's website to begin developing our next RAP.	April 2023	Lead: Chair RAP working group



Contact details:

Rochelle Morris

Aboriginal and Torres Strait Islander Liaison

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