



AR Activated



Scan to open

**The world  
changed.  
We responded.**

“We must break down these virtual barriers and be truly global, for the whole community, students, staff and rest of the wider community.”

**Vindiya Dissanayake**  
Master of Business Information Systems  
Melbourne





**Borders closed.  
The world in lockdown.**

**The world changed.  
We responded.**



Higher education  
needed disrupting.

The pandemic  
**accelerated**  
our action.



**Collectively, we created impact.**  
This is how we did it.



**We led with  
care and  
connection.  
Adaption.**



**Our students  
kept learning.  
Our teachers  
kept teaching.**

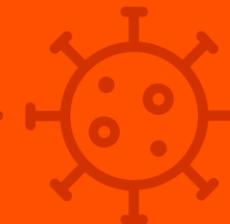
**We thrived.**



**We stuck to  
our values and  
our purpose.**



**It's our story of resilience,  
creativity, and triumph in  
the face of global disruption.**



**November 2021, the  
pandemic lingers on.**

**Now is the time for the  
change makers, the  
disruptors and the agitators.**

**Now is the time to truly,  
connect the world for good.**



**“Be bold, and don’t be afraid to share your own opinion. Your idea could spark something in someone else, and something big can grow from that spark that you start.”**

**Kauthar “Kokko” Soeker**  
Diploma of Graphic Design  
Sydney

**We live  
and die by  
our values.**



**AUD\$89m**  
in scholarships  
across 2020  
and 2021



**Be good**



**25k+ short courses**  
completed during pandemic



One of only 4  
**globally Certified  
B Corporation**  
universities



**Ranked #7**  
(out of 41 Universities)  
in Educational Experience  
for undergrads



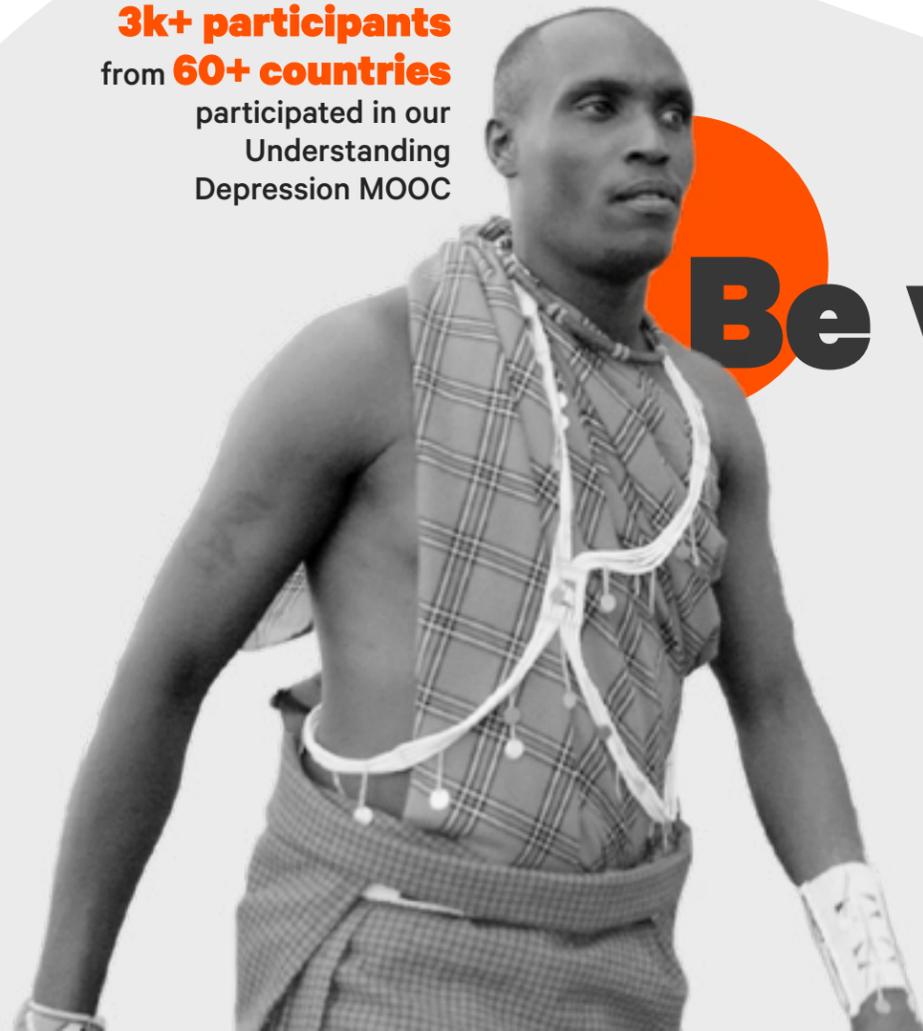
**270k people**

reached through digital  
community engagement,  
such as short courses,  
MOOCs and virtual  
careers festivals.



**Begin and end  
with people**

**3k+ participants**  
from **60+ countries**  
participated in our  
Understanding  
Depression MOOC



**Be well**

together  
FOR  
**Good**

Our festival initiative for  
major health, wellbeing  
and engagement for  
staff and students



Students from  
**118+ countries**



**Be global**

**31k+ people**  
completed Voices  
of Social Change  
course globally

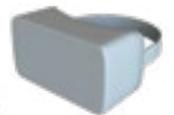


**197,702**  
**Career Crush quiz**  
completions for our  
multi-award winning  
solution and choice for  
high school leavers



**Be bold &  
be creative**

One of Australia's  
**most innovative**  
companies by AFR



Billy Blue Augmented  
Reality course guide  
**13mil TikTok  
views**

# Welcome to our Social Impact Report.

A call to action. It's how  
we dialled up our values.  
It's what we achieved in  
partnership.

“Be well and be good.  
I like things that stand  
out and are different.  
Innovation, as well as  
speculation, can lead  
us towards the future.”

**Juno McCoy**  
Master of Design  
Media Design School Campus, Auckland





## A letter from our President, Linda Brown

Now, more than ever, is a time to reflect, show gratitude and celebrate

Without a doubt, the past twenty months have been a period of significant disruption. Yet, despite the upheaval, Torrens Global Education hasn't just survived. We've thrived. We have kept our students learning and our staff working. And through it all, we lived our values and met our commitment to Be Good.

We led with care. We mobilised our resources. We rallied around those students and staff who were in most need. This was about our shared humanity and common purpose. We provided financial bursaries, fresh food deliveries, and special academic considerations for some of our hardest-hit students. For me, they were moments of truth – the instances where genuine care happens.

But we were also part of something bigger - the world around us, including communities, industry, families abroad, the higher education sector. The pandemic did not just throw us challenges. At times it posed a real threat to many of our efforts, especially those guided by the United Nation's Sustainable Development Goals addressing poverty, education for all, inequality, gender discrimination, climate change and human rights.

So, we responded to the pandemic with innovation, agility and care through a multitude of initiatives, transnational conversations and partnerships.

Every day, we step up to deliver on our promise to increase opportunities through access, choice and quality education. In 2020-21, we handed out over AUD\$89 million in scholarships and support to our students – just as we promised. Then we targeted the community, finding innovative digital solutions for tens of thousands of people left exposed by the pandemic. This included releasing a suite of free online short courses which tens of thousands of people have completed - many seeking to upskill after losing their jobs.

The massive success of Australia's first Virtual Careers Expo for Year 12 students, in partnership with over 70 Higher Education institutions, strengthened our resolve. We even took the concept to New Zealand. We became relentless through digital and online, following up with more interactive platforms to engage young people and students, such as Career Crush and Billy Blue's Augmented Reality, which attracted millions.

Two of these digital initiatives have earned us the accolade of being one of Australia's most innovative companies in 2020 and 2021. Others, such as the much-anticipated ground-breaking Thin Ice virtual reality collaboration, are just beginning to make waves at the Adelaide Museum.

We know that many of these initiatives will have a long-lasting impact on students, graduates and the wider community. So, will our research and partnerships in Australia, New Zealand and around the world. We are truly connecting the world for good.

Throughout 2020 and 2021, we have been building our robust Research That Matters agenda. It has involved critical and comprehensive examinations of society needs and a strong focus on solutions driven by our commitment to Be Good. They address the pandemic, inequalities, life changes in industrial and developing societies. Our research tackles questions and offers hope – to students, the ageing, marginalised, environmentally committed, industry and community alike.

We are immersed in community projects in Australia, New Zealand, and across the globe. These range from building business nous among Indonesian women micro-entrepreneurs, to providing solar radios so refugee children in Africa can study, to supporting bush fire impacted Australian communities. Our Be Good ethos is literally embedded into every aspect of what we do.

They are just some examples of how we live up to our reputation as a Certified B Corporation.

On the international stage, our students continue to be recognised with awards and accolades for potentially world-changing concepts addressing environmental challenges, inequality – even pocket-sized medical solutions.

To top this all, 2020, marked our most significant transformation since inception. We said farewell to Laureate International Universities and became part of Strategic Education Inc (SEI), a US-based education network that promotes economic mobility through education. In a time of great uncertainty, SEI believed in us. Its incredible leap of faith has validated our work and commitment to do good business and live by our values – including being global in thinking, action, and innovation. We have now joined forces across the world Together for Good – further mobilising our networks and making meaningful impact. At Torrens Global Education, the potency is palpable.

2020 and 2021 have been extraordinary. The pandemic has been disruptive, but it has been an amazing time of learning. While much still needs to be done, this report will give you a glimpse of just how we fulfil our promise to our students and staff, and the broader community while making a difference by connecting the world for good.

**Linda Brown**  
CEO of Torrens Global Education Services and President  
of Torrens University Australia



“For a long time,  
I have thought that  
creativity is a skill  
that you’re born with.  
But in reality, it is a  
skill that you develop.  
In the future, we all  
must **be creative.**”

**Renata Guerra**  
Bachelor of Business  
(Hospitality Management)  
Ecuador

# Who we are

# Connect the World for Good

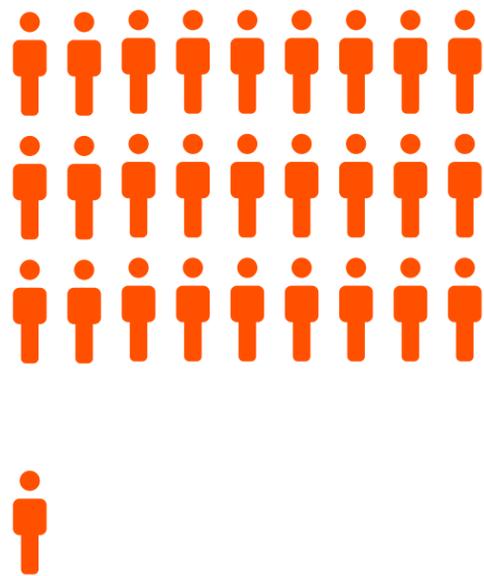
Everyone goes to work | Everyone has a choice | Everyone has an edge | Everyone can change the world

Begin and end with people | Be Good | Be Creative and Bold | Be Well | Be Global

## Fastest growing university in Australia

**2021**  
20k+ students  
2000 staff  
40k alumni

**2014**  
164 students



### 3 faculties

Design & Creative Tech

Health & Education

Business & Hospitality

### Research Centres

- Artificial Intelligence Research and Optimisation
- Organisational Change and Agility
- Healthy Futures
- Research in Education
- Cardiopulmonary Health



## Economic impact

**AUD\$880 million**  
sale to US company  
Strategic Education



**AUD\$2.6 billion**  
contributions to the  
Australian economy  
Deloitte

## Part of a Global Network

committed to driving economic mobility and improving lives through education



**150k**  
Students globally

**A moment  
in time like  
no other:  
together  
we thrived**

**The world changed. This is our response.**



# 1. Care, connection, and community

We continued to deliver on our promise to keep our students learning and our staff working. We put our people first, we nurtured, and we led with care. Over 270k people around the world accessed our free short courses and digital learning during the Pandemic. This is a story of how our community ultimately became more united.

“Never underestimate the gifts you can bring to your profession and never underestimate the impact you can have, The world needs more helpers, healers, practitioners, researchers and educators. Never has there been a more important time to serve others”

**Jules Galloway**  
Alumni



# We responded to the pandemic through care, connection, creativity and community

2020 was a time of great upheaval for the education sector in the wake of COVID-19. Yet we continued to deliver on our promise to keep our students learning, and our staff working. Our technology base, our student centricity and our decentralised model of 16 unique, bespoke campuses allowed us to provide for the complex needs of our learners, and to ensure our institution thrived during a global pandemic.

“Our staff have been tireless in their commitment to delivering the best possible experience for our students. In a period of change and uncertainty, they have been innovative and agile. They led with care. Their passion and drive have made everything we’ve achieved this year possible.”

**Linda Brown**  
CEO and President of Torrens University Australia



## This is how...

Over 270,000 people benefitted from our free digital online solutions

“Life is difficult, you can’t expect it to be a long smooth road. You go on a road trip there are going to be bumpy roads. You can complain about it all you like or you can just drive smoothly along, press the accelerator – Go.”

**Zanial Wong**  
Bachelor of Media Design – Auckland

**3,000 students** gifted fruit & veg boxes

## Putting students first

When borders began closing and cities became locked down, we were ready. As a blended multi-modal education provider, we were poised and prepared to migrate all of our students and staff to fully online learning. This is because 40% of our students were already studying with us online, and all our courses have been designed for online delivery.

By the end of March 2020, all our students moved online. We continued our courses uninterrupted, no matter where our learners were in the world. As an education provider in the era of Google and Netflix, we leveraged our technological expertise and provided reliable solutions to an unprecedented problem. In Australia, as the reality of the pandemic set in, the government recognised Torrens University as one of two Australian universities most capable of supporting online education.

### Nurturing and support

Amid the COVID-19 disruption, we ensured that we nurtured an ecosystem where our students could thrive. Building on our hybrid model of education, and moving entirely online, we created an active learning environment. Here, we were able to offer our students an academic sounding board, a confidential counsellor, and a coach-like motivator. It meant we could identify at risk students early on and provide them with the individual help they needed to seize success. We provided our hardest hit students with financial assistance bursaries so they were able to continue their studies with support.

**25k+** of our free online short courses completed



### We led with care

COVID-19 made life tough for many of our students – and isolation highlighted the importance of community. For many of our students, even accessing food became a challenge. We reinforced our commitment to our students by gifting over 3,000 fresh fruit and vegetable boxes over a two-week period to any student who made a request for supplies. This mammoth project was coordinated by some of our Melbourne-based hospitality students, who were thrilled to find a way to extend support to their peers during Melbourne’s Stage 4 lockdown. Partnering with social enterprise Fruit2Work to provide the supplies and make the deliveries, we were also supporting an organisation which provides much needed work for people impacted by the justice system.

### Our response to professionals working from home

We acted rapidly to offer free upskilling options to the community. We launched 15 free online industry-led short courses, which could be completed in just two hours. We wanted to enable employability in a difficult labour market by providing easy access to short courses that would support professional development. One such example is, ‘Connecting with Telehealth,’ a one-hour course that provides an overview of effective healthcare delivery through telecommunications.

[Our short courses](#)



“I think at the moment in particular there are just so many opportunities, so many different programs and they’re different from one institution to another so it’s really important to have content and to make that available to students so they can make informed decisions.”

**Professor Mark Jaksa**  
(Claire’s father)

**14,404**  
Year twelve students attended Virtual Careers Expo

## The first-ever Virtual Careers Expo providing choice

As COVID-19 shut the door on careers expos and traditional university open days, we were quick to adapt, innovate and collaborate. In May 2020, we unveiled the first-ever Virtual Careers Expo in Australia and took the job-fair online to over 14,404 Year 12 students.

We initiated the collaboration with 75 key Australian Higher Education institutions and provided a user-friendly platform so students could ask questions and compare providers - at a time when there was demonstrable need by secondary school students and their parents and teachers.

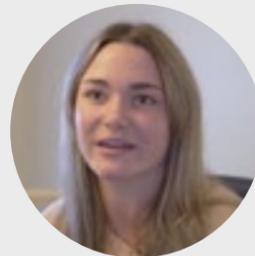
The proof of this was of course in the number of people attending our events. It was also an example of how we, as a B Corporation, can use our smarts to foster collaboration across Australian and New Zealand Higher Education.

At the time, Torrens University Australia President Linda Brown said the sector was at a critical juncture where education institutions needed to lean in, collaborate and network to help potential students remain in control of their choices. “Where once we worked in our own silos, this is when we have to come together and build confidence in high school students about their future.”

In June, we replicated this success in New Zealand with 41 institutions, including all eight of the nation’s universities. Then in July, we conceived the first ever trans-Tasman virtual higher education expo, designed for undergraduate and post-graduate students. This expo featured 48 higher education institutions and industry partners and attracted 19,000 attendees across the Tasman.

“The most important part of the platform for me was definitely being able to ask questions and have them answered right away. Now I’m a lot clearer about what I want to do in Year 12 moving forward.”

**Claire Jaksa,**  
Year 11 student Saint Ignatius’ College



“My future is probably better planned now than it was before because I’ve been able to research and find out more.”

**Mikayla Glare**  
Year 12 Student Box Hill High School

**117**  
NZ & Australian Higher Education providers partnered with Torrens University



### Bridget Loudon on passion and perseverance

At a time of immense uncertainty for students in 2020, entrepreneur and CEO Bridget Loudon brought positivity and encouraging insights to our Virtual Careers Expo. She spoke about how after travel and working overseas, she returned to Australia during the global financial crisis and set her mind to finding work she was passionate about.

Instead of being discouraged during a recession, Bridget found opportunity and inspiration in the emerging online worlds of Airbnb and Uber. The result was Expert360, regarded as Australia’s number one skilled talent hire platform, recognised for its innovation by respected international media (Forbes, The Economist, Harvard Business Review).

Today, she is the youngest independent director on the board of Telstra and has won numerous national and international accolades. Bridget and her family also run a not-for-profit Science Education Program in Masiphumelele Township, Cape Town, South Africa.

Just as she did herself, Bridget encouraged future graduates to find organisations and people who would inspire careers. She lauded Torrens University for its Work Integrated Learning focus building skills and capabilities. But she also reminded everyone that platforms such as LinkedIn enable individuals to create their own work internships and become entrepreneurs in their own careers.

“You’ll have a lot of closed doors and doors that won’t even open,” Bridget Loudon said at the Torrens University Virtual Careers Expo 2020.

“But as individuals, [and] coming through Torrens University, I think you have... something already very special. It’s a set of traits and characteristics that may be unclear to you now but that employers like me and that the world is really hungry for.”

### Virtual Careers Expo Australia – 14,404 attendees

Institutions: Monash University | Deakin University | RMIT University | Australian Catholic University | Defence Force Australia | University of Queensland | UNSW | University of Sydney | Queensland University of Technology | Flinders University | University of South Australia | University of Adelaide | Griffith University | Macquarie University | Swinburne University of Technology | Victoria University | University of Technology Sydney | Charles Sturt University | Bond University | University of Wollongong | VTAC | UAC | SATAC | QTAC | Curtin University | Edith Cowan University | University of Western Australia | Murdoch University | University of Notre Dame | James Cook University | University of Newcastle | CQ University | Western Sydney University | Academy of Interactive Entertainment | Australian College of Applied Psychology | Australian Institute of Music Federation University | University of Canberra | University of Tasmania | University of New England | SAE | Creative Media Institute | Southern Cross University | TAFE SA | AIT | Collarts | TAFE Queensland | JMC Academy | Charles Darwin University | Endeavour College | Crimson Education | William Angliss Institute | Melbourne Polytechnic | Academy of Music & Performing Arts | Australian Film, TV & Radio School | The Hotel School | ACPE | University of Southern Queensland | Photography Studies College | Avondale College | Alphacrusis College | LCI Melbourne Australian College of Christian Studies | ICMS Sydney | Orana Fashion Business College | Macleay College | Kenvale College | Campion College | Marcus Oldham College | Christian Heritage College

### Virtual Careers Expo New Zealand – 3,668 attendees

Institutions: ARA | Institute of Canterbury | Auckland University of Technology | CATE | Crown Institute | Cut Above Academy | Eastern Institute of Technology | Ignite Colleges | International Working Holidays | IPU | New Zealand Laidlaw College | Lincoln University | Manukau Institute of Technology | Massey University | Nelson Marlborough Institute of Technology | New Zealand Institute of Sport | New Zealand School of Education | New Zealand School of Tourism | North Tec | NZMA | Otago Polytechnic | Pacific International Hotel Management School | Queenstown Resort College | SAE Creative Institute | Serville Academy | Spirit of Adventure | Te Wananga o Raukawa | Te Whare Wananga o Awanuiarangi | Techtorium | The Culinary Collective | The International Travel College | The Learning Connexion | Toi Ohomai Institute of Technology | Toi Whakaari | Unitec | Universal College of Learning | University of Auckland | University of Canterbury | University of Otago | University of Waikato | Victoria University of Wellington | Wintec | Western Institute of Technology Taranaki | Yoobee College

### Post-Graduate Expo – 1,173 attendees

Institutions: Same group of exhibitors as the Australian expo, with these additions: Kaplan Business School | Governance Institute of Australia | NIODA | Institute of Internal Auditors | DXC Technology

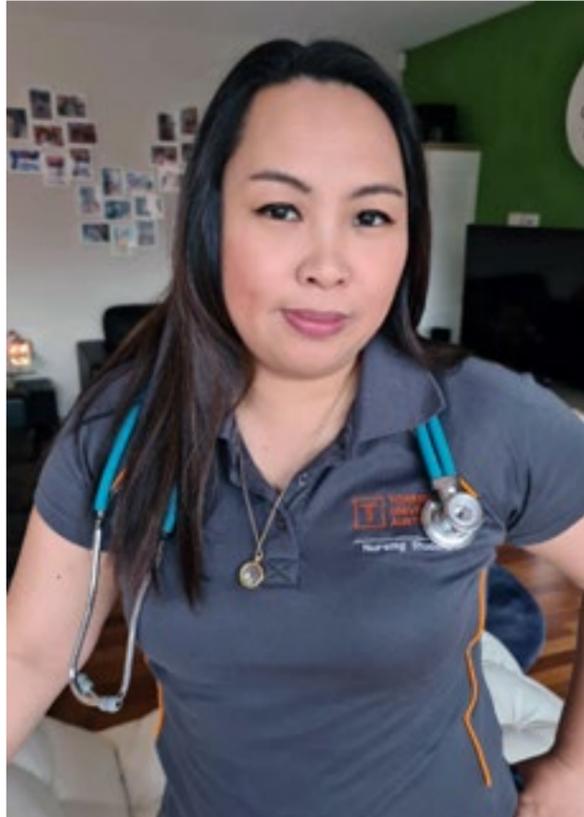


**2402+**  
telehealth consults  
across naturopathy,  
nutrition, and  
western herbal  
medicine in  
2020/2021



“When everything does return to normal, and we’re all very eager to run back toward our lives and the way that we did things – take this moment to reflect on what you actually want to be running back to”

**Charlotte Ralph**  
Bachelor of Health Science (Aesthetics) Brisbane



Nicole De Vera, Torrens University Bachelor of Nursing Student

**Our students stepped into the frontline**

As the pandemic set in, around the globe we saw frontline workers leading the fight and becoming a common symbol of the mobilisation efforts to combat the virus. In the midst of Victoria’s second wave, some of our own students took up positions in hospitals and within the community to provide critical care at a vulnerable time. Some of our Bachelor of Nursing students worked with the elderly in aged-care facilities, while others stepped straight into a COVID ward. Amidst the pandemic panic, our students also worked on a hotline to provide reliable health advice, fielding questions from up to 35,000 calls a day. While the world has slowly recognised the extraordinary work of nurses, we’ve always proudly known that our students embody our values of compassion, care and doing good.

“Being on the hotline is very stressful, but at the same time, it’s exciting because you learn new things every day,” Nicole De Vera, Torrens University Bachelor of Nursing Student and COVID Hotline Nurse said.

“That’s part of being a nurse, whether you’re working with patients face to face or over the phone – you learn something new every day.”

[How our student’s deal with the virus](#)

“I think this has been a time for creativity and innovation, and it’s kind of exciting to see what’s come out of it.”

**Professor Cath Rogers**  
Dean of Health and Education, Torrens University



**729**  
enrolments  
in our free  
Telehealth  
short course

“You can either kind of wait until this all blows over or you can just dig your heels in and just get stuck in. I just want to be satisfied and I want to feel that my work is fulfilling. Not just for me, for the people that I work for and particularly in nursing. That’s for my patients, that’s for my clients, that’s for the people that I care for”

**Joshua Thomson**  
Diploma of Nursing Adelaide



Community Support Forum, Sydney



Molina Asthana



William Blue Dining

**Special support for our India, South Asia and international student community**

As South Asian countries were gripped by the second wave pandemic crisis, we recognised how vital it was to offer solidarity and community to our staff and students.

So, in Sydney, Adelaide, Brisbane and Melbourne we held on campus Community Support Forums and a special online forum to provide support as well as direction and focus during an extraordinary time of disruption.

The special Online Community Support Forum was hosted by Ashish Bharadwaj, our Director of IT, who had just returned from India and included insights from special guest Molina Asthana, a high-profile community leader, advocate and Principal of law firm Swarup Asthana Lawyers and Business Advisors.

David Whyte, Head of Student Well-being and Diversity says the forums were well received and advice and guidance shared inspired and motivated staff and students alike.

“While we may not have all the answers, it’s a nice way to let students and staff know that we are here for them,” said David.

**Ongoing development of our people is the key to success**

One of the most important steps we took while navigating the pandemic was building our online education capacity to deliver the best education in the digital space.

The key to this was the ongoing building of capacity and expertise among our academic staff to teach online and mobilise the best available tools and platforms.

Through 2020, we had almost 1000 staff taking on online training, with 900 engaged in specialist Artificial Intelligence training to address Academic Integrity issues rising in the sector.

In addition, across 2020 and 2021 524 of our staff members enrolled in Torrens University Courses offered as part of our Tuition Reduction Benefit Scheme.

This was not about catch up. This is about investing in the future and building critical capacity in the Higher Education sector.

**1000**  
staff upskilled  
in online  
teaching

**Torrens University staff and students cook meals for those in need**

When COVID-19 upset the economy, many people experienced food insecurity. To address this need, we partnered with The Food Pantry and Addison Road Community Organisation. These not-for-profits are fighting for social justice to help the most vulnerable. Our team from William Blue Dining cooked between 100 to 200 meals every Monday for 4 months, which was donated to those most impacted.

Students and staff from our The Rocks Campus also registered for a full day of volunteering, to create food boxes for delivery. During our Be Good week they rolled up their sleeves to do everything from unpacking pallets of canned goods to bagging fresh bread.

The Addison Road Community Centre initiative left such an impact on one of our international students Andres Puerto (pictured right) who received a food box while studying for his Master’s degree. After graduation he joined the Oz International Students Hub (OISH) to work alongside the centre delivering packs to other international students in need.



Packing food at the Addison Road Community Centre

# We lean in and support recovery and rebuilding

**\$250,000** donated to regional Australia

## This is why...

We made a difference to communities, local businesses and wildlife with our bushfire efforts



2020 was one of the most challenging years in living memory. From the devastating bushfires that ripped through Australia's eastern seaboard, to a pandemic that shifted the axis of our global community. In the midst of the turmoil, we took active steps towards a road to recovery – to help deal with the disruption, setbacks and heartache.

### City people including professionals can play an important part in rural Australia's resilience

2020 was not just about uncertainties and overcoming the challenges of COVID-19. Through experiences related by Grace Brennan, our Speaker Series audiences learned about challenges faced by Australian rural communities during the drought and bushfires.

They also learned about how people in cities could play a significant role in supporting businesses, makers and creatives on farms. Grace set up a business Buy From The Bush to connect urban consumers to a diverse range of rural and regional produce as well as the stories behind them.

Within months of setting up the online platform, \$5 million were generated by businesses featured on the 'feed' and 19% of businesses started shipping internationally, while over 20% started hiring new workers.

During the holiday period last year, Torrens University proudly supported Buy From The Bush with a \$100 gift voucher for staff, a small token of appreciation with via an impactful initiative.

For Grace Brennan, supporting initiatives such as "Buy From The Bush" and being part of the build of a strong tourism sector will be critical to how well regional Australia survives challenges in the future.

### Assisting rural and regional Australia

In the aftermath of destructive bushfires and a demoralising pandemic, many of us built closer connections with our local communities. In this spirit, we gave our staff a \$100 end-of-year holiday season voucher to Buy From The Bush to acknowledge the work of our staff, as well as bringing festive joy to rural businesses doing it tough.

Buy From The Bush is about sustainable support of rural communities, and our contribution backs social enterprises that believe in our values of purpose-driven consumption.



**1000s** of burn cream jars produced to help injured wildlife



### Finding solutions to Australia's bushfires

In 2020, raging bushfires destroyed swathes of Australia. During that catastrophic period, half of the country's annual carbon dioxide (CO2) emissions were pumped into the air. According to NASA, that's over 306 million tonnes of CO2. As Australians on the east struggled to breathe, prompting emergency respiratory treatments, our Billy Blue College of Design Student Mentor, Phoebe Perkins asked herself, 'what can be done?' This led to Bushpal, a social enterprise designed to help people with bushfire preparedness. Bushpal is both a service and a product, an app with steps to prepare and prompt a personalised bushfire plan when fire takes hold. Accompanying the app are Bushpal kits with necessary and advisable items including fire blankets, passport and certificate holders. Bushpal was submitted to international student competition CUMULUS GREEN 2020, which called for projects with a focus on the UN's Sustainable Development Goals for responsible consumption and production. We're proud that Ms Perkins conceived a local concept that could be used in the global context for other natural disasters.

### Looking after our furry friends

1 billion animals died and countless others injured during Australia's 2020 bushfires including native wildlife - koalas, kangaroos, as well as farm animals. Narelle Stegehuis, Herbal Medicine lecturer at Torrens University, leapt to the rescue of the wounded. By calling on bushfire recovery expert advice from an American veterinary association, together they formulated an ointment suitable for Australian wildlife.

Colleagues from our Health vertical, along with alumni, and around 25 students formed a manufacturing hub where thousands of jars were created and distributed across New South Wales and Victoria, including most affected areas, like Gippsland.

The kernel of an idea grew into a big community initiative, which gave animals respite while also lifting the public spirit.

"It gave students a beautiful opportunity to utilise skills in such a productive community focussed way. Each little jar was made with love, and they were absolutely amazing with their enthusiasm and dedication to the cause. It really showed how the university could make such an enormous contribution to the community," said Narelle Stegehuis, Herbal Medicine lecturer, Torrens University

### Signs of friendship in Killabakh

In November, 2019 bushfires lasting 10 days tore through the town of Killabakh (Pop. 300) on the NSW mid-north coast. The all-important community hall narrowly escaped destruction, but the towns beloved welcome signage was burnt and remained a constant reminder of the bushfires that swept through the area.

When the town's circumstances came to light at One Torrens Summit 2020, a commitment was made to replacing not just the welcome sign, but the community notices sign as well. It became the focus of a Work Integrated Learning project for a Typographic Systems class for Communication Design students at our Brisbane campus. Student, Lauren Hughes was chosen as the community's choice for her designs that reimagined the town's identity. Due to the pandemic, the new signs were erected in 2021.

For Lauren and the Killabakh community, the restored signs have not just been of enormous practical benefit but have also brought enormous joy and pride.

"The disaster recovery has been a long and bumpy road for many. However, the grass is green again, and the proud members of the Killabakh community are thrilled with the new and improved signage! Big thanks," said Anna Axisa.

### Using innovative thinking to problem solve

The hospitality, tourism and health care industries were among the hardest hit in a year of great difficulties. We assembled a brains-trust to discuss how these industries could bounce back during uncertainty. Leaders from across the Asia-Pacific hospitality and aged care sectors convened at our Leadership Speaker Series to address how students can prepare for careers in hospitality and aged care – beyond the chaos of 2020. One thing they all echoed was that 'service is key.' Our panellists comprised of Rachel Argaman, CEO of Opal Aged Care, Simon McGrath AM, Chief Operating Officer of Accor Pacific, and Peter Tudehope, Regional Manager of Radisson Hotels Australia Pacific. They shared experiences, provided insights and gave advice around strategies for the way forward.

[Hear their recovery strategies](#)

“We want to **be good**; we want to aim to our highest ability, and make sure that we have integrity. To also **be bold** in making sure that we grab every opportunity with both hands, whether it’s something local, or whether it’s something global.”

**Jin-oh Choi**  
Bachelor of Business  
(Event Management)  
Tasmania



## 2. Proud to be a B Corp

We are unwavering in our mission to be a force for good in business and education, which is why we’re a certified B Corporation. We’re on a mission to change the world for the better. As an education provider, we have an essential role to play when it comes to social responsibility. We’re determined to weave social responsibility and purpose into our curriculum, our staff policies, and the contribution we make to the global community.

# Our Be Good ethos is our core



“Customers actually want to buy products from companies that are doing good things and staff want to work for companies that they believe in – that their values align with.”

**Todd Wegner**  
Executive Officer, Torrens University Australia



Abigail Forsyth

  
**We handed out over AUD\$89million in scholarships and support across 2020 and 2021**

We are unwavering in our mission to be a force for good in business and education, which is why we're a certified B Corporation. As a private education provider, we are serious about influencing our students, staff, alumni, our industry partners, and society to connect the world for good and do good business. Our work, governance, curriculum, research and strategies reflect this.

## Upholding the pillars of a B Corp

We regularly go through a rigorous certification process as a Certified B Corporation (B Corp). As a private institution we meet the highest standards of verified social and environmental performance, public transparency and legal accountability. We use these measures alongside the UN's Sustainable Development Goals (SDGs) to continually assess our results, outcomes and impact. Having an independent audit keeps us accountable and drives us to work towards improving our performance.

[We're part of a global community of best practice](#)

## Be Good is embedded in all that we do

We are a catalyst for change to help solve some of the world's challenges. This mindset underpins our teaching, curriculum and research. We've integrated this thinking into our business model, while fulfilling our obligation to shareholders and the Strategic Education, Inc. network. To change lives through education, we offered 15 free online courses, ran the first ever Virtual Careers Expo, and created a Massive Online Open Course to help understanding of mental health challenges.

Our initiatives led to recognition as one of Australia's most Innovative companies in 2020 by the Australian Financial Review (AFR).

[Why we're proud to be a B Corp](#)

## This is why...

“We're the only accredited university in Asia Pacific that is also a Certified B Corporation.”

## Facilitating urgent and necessary conversations with top CEOs

We are actively connecting and bringing together the CEOs of leading B Corps, to lead conversation about business being a force for good from the C-Suite or other organisations using business as a force for good.

In 2020, in a special broadcast to staff and students, we brought together the CEOs of some of Australia's most prominent B Corporations. They included our President Linda Brown, along with James Thornton, CEO of Intrepid Travel, and Abigail Forsyth, Managing Director and Co-Founder of KeepCup.

There were discussions around the responsibilities of businesses as a force for good, reconciling profit and purpose, commitments to reduce global warming and addressing how companies can positively impact climate change.

“There'll be a vaccine for COVID. But there won't be a vaccine for climate change unless we change the way in which we run and operate our businesses today. It's no longer a nice thing to do. It's actually a must do.” – James Thornton, CEO Intrepid Travel.

In another special broadcast at our Virtual Industry Connection Fair in June 2021, Reuben Casey, the CEO of Kathmandu encouraged our students from around the world to “fight the good fight!” when they get into the leadership roles. He told them to always say yes to opportunities ‘even when you're not ready.’

“You find out who you are and what you're made of,” said Reuben.

## B Corp free short course shares our ethos far and wide

2020 provided an opportunity to build on environmental, social and governance goals. We launched the free online course, ‘Championing Organisational Change – Introduction to B Corps’ in collaboration with B Lab Australia and New Zealand. The five-module course outlines the benefits of B Corp thinking and certification, showing how business success is compatible with and can contribute to an inclusive and sustainable economy.

[Discover the course](#)

It is designed for people to find out more about the values, processes and standards that underpin the B Corp movement. Over 2000 people have completed the free course. We are proud that Kathmandu, New Zealand based retailer and Certified B Corporation, now include our Introduction to B Corps short course as part of their training and development programs.

  
**AUD \$3.1 million worth of free online learning provided to community**

**Over 2000+ people have completed our Introduction to B Corps short course**

## Lorna Davis on local and global partnerships as critical forces for good

Connecting with a global leader in the B Corp movement such as Lorna Davis is very important for us because we are one of only a handful of universities in the world which is a Certified B Corporation. So, it was important to hear from Lorna at our One Torrens event.

At our One Torrens Summit 2021, we were also privileged to be joined by Lorna Davis, global B Corp Ambassador who brought enriching perspectives from her experiences as CEO of some of the world's biggest multinationals including Danone North America, one of the largest B Corporations in the world.

She told us that running multinational companies such as Kraft, Danone and Electrolux, working from global financial centres and serving on the board of B Lab Global and as Global Ambassador has convinced her that if businesses are genuine about making an impact – it is critical that they operate as connected, interconnected, interdependent set of organisations. She believes that businesses should not be isolated, because ‘it's not human’.

Not just that, connection through movements such as B Corp which Torrens University belong to, ensures its members are accountable in a transparent manner, to commitments such as human rights, the environment and more.

“The notion that an outside organisation would be able to crawl all over your business and really see that what you're saying you're doing is a bit of a shock at first. But then after that, it's a great relief, because you can trust that it's actually embedded in your system.” – Lorna Davis at One Torrens Summit 2021.

# SUSTAINABLE DEVELOPMENT GOALS

Only nine years remain before we must meet the UN Sustainable Development Goals.

Our Social Impact Report is also our report card, a case study on how our values and impact connect with a global movement of change.

**Closing the gap**  
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**Voices of social change**  
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**We led with care**  
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**Meals for those in need**  
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**Students step into the frontline**  
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**We removed ATAR**  
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## Alumna makes a splash in emerging photographer competition

Billy Blue College of Design alumni Milly Mead travelled to Tonga in 2019 with Canon Australia underwater photographer Darren Jew to photograph the country's famous humpback whales.

This breathtaking shot earned Milly a 'Highly Commended' accolade in Capture magazine's Top Emerging Photographer's Competition.

"It was an unforgettable experience that is both a personal and career highlight."

"Every time I got in the water during the two-week photographic expedition, my breath was taken away by the enormous size and beauty of the whales," said Milly.

[Eleven lessons to succeed in the photography industry](#)



# 3. A university of the future

During the pandemic, we responded creatively to change and continued to forge our path as a university of the future. Our game Careers Crush reached 197k people. Our Voices of Social Change Short Course reached 31.5k people. A university of the future combines our values and purpose to ensure we are genuinely future-focused.

“Don’t be shy about sharing big ambitious goals. You’re not limited by where you grew up or what your background is... Don’t limit yourself”

**Betsy Westcott**  
Alumni



# Our Changemakers Connect the World For Good

As an education provider invested in global perspectives and making impactful change worldwide, witnessing colossal and universal challenges created by COVID-19 has only strengthened our resolve to nurture skills and ideas that disrupt timeworn thinking.

Our mission is to build a community of changemakers who dream big and innovatively tackle the planet's biggest problems.



### Enabling our students to drive transformation

In New Zealand, our Bachelor of Media Design School (MDS) alumna Mona Gabr, originally from Egypt, co-founded and launched the not-for-profit organisation, Āhua Wellbeing in 2020, aiming to help mothers balance all areas of their lives. Prior to this, while studying at MDS, Mona used her User-Interface (UI) and User Experience (UX) design to help Auckland Transport's #SaveOneMoreLife Hackathon. She shared her vision on how technology can make a meaningful difference to road safety.

Driven by serving the community, Mona creatively improves the lives of Kiwi youths affected by psychological distress. She's also the creator of 'Pick' a public transportation tag system helping people with disability get the right bus. 'Pick' won Gold, Silver and Bronze accolades at the 2019 Best Design Awards.

### This is how...

Our rock star alumni impact the lives of tens of thousands of people globally



### Renewable energy and sustainable clean water leads to physical and mental wellbeing

Leah Kaslar is the former captain of both the Brisbane Lions & Gold Coast Suns AFLW teams and is a current AFLPA Board member and Torrens University ambassador. Leah is studying a Master of Business Administration, whilst also working as an AFLW development coach with the Adelaide Crows and playing in the SANFLW with Woodville-West Torrens.

In addition to her footballing prowess, Kaslar is also an environmental scientist with an interest in biodegradable materials, renewable energy sources and finding sustainable ways to provide clean water. This passion stems from her overseas travel, where she learnt the value of our natural society and how it ties into people's physical and mental wellbeing.

Through juggling a number of commitments, it is evident that Leah has been able to positively contribute to society through both of her passions – sport and the environment.



### Academic spotlight: Debbie Smith discovered her passion in community services

One and a half years into the COVID-19 crisis, 2021 United Nations World Teachers' Day focussed on 'Teachers at the heart of education recovery'.

Debbie Smith, our Senior Lecturer in Community Services and Counselling, personifies each of our values: Begin and end with people, Be Good, Be Well, Be Creative and Bold, and Be Global.

Whether in The Philippines supporting young people with intellectual disabilities to find employment or as a long-time autism consultant in Brunei, she has a heart for all people.

"The joy about every day, is every day is different, they are never going to be the same because it's all about people – and people are never the same," says Debbie.

She's a force we are so lucky to have as part of the Torrens University family.

[Spotlight on Debbie Smith](#)

### Alumni kicks equaliser in Mumbai

After studying a Diploma of Sports Development with Torrens University Australia, Govi Tyler Randell co-founded the Roots Football Academy in Mumbai, the first competitive amateur football league in India.

Govi kick-started this journey when he realised that sport created a portal for a very specific type of inequality – the arena was for boys only. Bothered by this disparity and embracing our values of being and doing good, Govi started coaching an all girls team in Mumbai. By removing barriers to participation, so far over 400 women have benefitted from this football program.

In 2020, Mr Tyler started conversations with FIFA and is now in the planning phase of the 2023 Women's World Cup, which will take place in Australia and New Zealand. Govi is a stellar example of how we build a global community of change-agents, agitators and movement leaders.



*"It reinforces the immense power of sport to connect, educate, uplift and empower people – to create opportunity and transcend cultural norms. Sport for me is education without borders and capable of changing someone's life for the better."*

### Govi Tyler Randell

Diploma of Sports Development alumnus and Managing Director, Legends Cup

**31,500**  
people have  
completed the  
Voices of Social  
Change course  
globally



Melanie Tran

**Our Voices of Social Change**

We released a massively popular free online short course on social entrepreneurship in collaboration with International Youth Foundation, B Corp and Laureate International Universities in March 2020. To date over 31,500 people have completed the Voices of Social Change course globally, which is offered in Spanish, English and Portuguese.

It's no surprise, because the five-week Massive Open Online Course (MOOC) was co-designed and facilitated by eight experienced social entrepreneurs from different corners of the globe including Australia, Brazil, Mexico, Chile and the United States. Each shared their wins and hurdles so students could learn the fundamentals of being changemakers.

Created to give students best-practice skills in the burgeoning social enterprise field, the course helped convert ideas and concepts into real-world change. Torrens University partnered with colleagues from Laureate in the conception and design of the course to create this truly unique global offering.

One of the young entrepreneurs leading the course is our trailblazing alumna, Melanie Tran. She was named in 2019 Australian Financial Review's Top 100 Women of Influence and was also the first person in the world with a physical disability to receive the Duke of Edinburgh's International Award. She smashes barriers with innovation, and we're thrilled to have her insights.

*"I have been fortunate to have like-minded people support and nurture my ideas and vision. We hope that through this online course, future social entrepreneurs can acquire the fundamental skills to become their own community changemaker."*

**Melanie Tran**  
Faculty of Business alumna



**The global changemakers of Voices of Social Change**



**Rafael Henrique Rodrigues**

Rafael Henrique Rodrigues is an Engineer, Sustainability Designer and Social Entrepreneur and also the Director and President of Instituto Recicleiros - a social enterprise developing solutions for sustainable waste management for municipalities in Brazil.



**Daniela Retamales**

Chilean Daniela Retamales is a change-maker and Industrial Engineer who founded the 3D Prosthetic Foundation which is dedicated to improving the quality of life and social inclusion of people with disabilities and young people in the prison system.



**Dina Buchbinder Auron**

Dina Buchbinder Auron is a Mexican social entrepreneur passionate about empowering students, teachers, and parents to find purpose and meaning in the world through play aiming to raise global citizens who are entrepreneurs from childhood.



**Gustavo Fuga**

Gustavo Fuga is a multi-awarded entrepreneur who founded 4YOU2 - an innovative network of language schools focussed on low-income populations in Brazil.



**Georgia Nunes**

Georgia Nunes founded Amora Brinquedos Afirmativos, a social business that has the purpose to bring black representation through toys and ludic actions in Brazil.



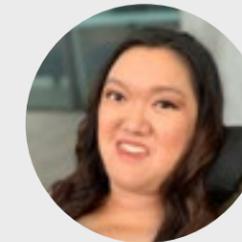
**Nick Martin**

Nick Martin is an educator, technologist, and social entrepreneur and founder of Washington DC based TechChange - a social enterprise providing online training on a variety of technology and global development topics.



**Dr Carolina Zuheill Rosales**

Dr Carolina Zuheill Rosales is a medical doctor, global health consultant for national and international organisations and the Founder and Director of GUIMEDIC Humanitarian Medical Association where she leads regional medical and scientific activities to design and implement access programs for neglected diseases in rural areas of Mexico.



**Melanie Tran**

Melanie Tran is an innovator and activist whose lived experience, developed skills and knowledge allow her work to span disability, health, and technology sectors in her roles as User Experience Designer for HireUp and Co-founder of AbilityMade in Australia.

## New Colombo Plan Scholarship winners

Our core value 'Be Global' is grounded in ensuring open mindsets and broad thinking. In recent years, Torrens University students have been among recipients of scholarships under the Australian Government's New Colombo Plan – an opportunity to undertake study and internships in the Indo-Pacific region creating people-to-people links with the region. In 2020, three of our students were offered the scholarships – the first of our students awarded a new tier of scholarships which includes an internship and special stipends.



**Sharna Motlap**  
Bachelor of Nutrition

Sharna Motlap is an Indigenous woman from the Mbarbaram tribe and Hammond Island in the Torres Strait. Sharna will be heading to the Shanghai University of Traditional Chinese Medicine.

This opportunity provides Sharna with unique insights into the marriage and interplay between traditional and contemporary medicine. Her goal is to apply her learnings to the Australian context, including integrating traditional Bush Medicine with contemporary medical practices to support the health and nutrition of Aboriginal and Torres Strait Islander communities.

"I chose to study nutrition because as a First Nations' person working in Indigenous health, I can offer insight into our current approaches to nutrition which are often overlooked. It is exciting to know that the culture, knowledge and experience Shanghai has to offer will be reflected throughout both my degree and my career in health."



**Georgina Birch**  
Bachelor of Applied Social Science  
(Counselling)

Georgina Birch is committed to supporting survivors of domestic violence – particularly migrants experiencing domestic violence who need mental health support.

Georgina has chosen to further her studies at the City University in Hong Kong, both because of the high quality of the university's social work faculty and to gain experience in providing counselling and mental health support to culturally diverse communities.

"Domestic violence cases increased during the COVID lockdown period in Hong Kong, yet stigma around seeking mental health support is still rife. This makes Hong Kong an ideal case study."



**Kate Walker**  
Bachelor of Applied Business  
(Management)

Kate Walker is an Indigenous student based in the Northern Territory who currently studies as part of the Ducere Global Business School partnership. Kate will study International Business at Korea University Business School and undertake an internship with either the Australia-Korea Business Council or AustCham Korea.

While the move from the Northern Territory, with its population of 250 000, to the bustling city of Seoul, is daunting, it's the perfect opportunity to experience The Republic of Korea's unique combination of sophisticated technology and traditional culture.

"Living in another country helps to build resilience and adaptability and make people-to-people connections in the global network."



From Left: Jim Murray (Programme Director), Rose Norgrove, Don Chooi (Sr. Lecturer), Tammy Leong (Sr. Lecturer)

## Designing to Support Diabetics: MDS Alumni wins Global Design Award for Innovative Medical Device

Media Design School student Rose Norgrove won the 2021 Red Dot Junior Award: Brand and Communications Design for her prototype Dual – a first for MDS. Rose developed this project during her final year of study with the Bachelor of Media Design Programme at MDS. Dual is a simplistic and compact device, which provides users with blood glucose testing and insulin delivery for Type 1 diabetics. "As a Type 1 diabetic myself, I have designed Dual to resolve all of the pain points I have encountered over the last 12 years. Dual has been designed to fit into everyday life, providing users with the freedoms afforded by detached devices, and the benefits of automation. Dual allows diabetics to live with less equipment, less complications, and more control," says Rose Norgrove. The distinguished "Red Dot" has become established internationally as one of the most sought-after seals of quality for good design.

In October 2021, Rose went on to win a gold award for Dual at the Good Design Next Generation Award (Australia).

Watch a video about Rose Norgrove [here](#).



### Giving back, as a way to say thank you

Emma Copeman used the Early Entry pathway into studying her Associate Degree in Business. She never thought she would be able to attend University. Emma was diagnosed with epilepsy from a young age.

Awarded Torrens University's 2020 Here for Good Award for her volunteer work with Epilepsy Action Australia (EAA) and Starlight Children's Foundation working on events and performing in a youth leadership role.

"It's my way of saying thank you for all the work that you have done for me." In 2017, while attending William Blue, Emma was made an Epilepsy Action Youth Ambassador which gave her the opportunity to provide young people living with epilepsy a voice through involvement in media opportunities and conference presentations. In 2018, with EAA, Emma "made a program for volunteers and for youth ambassadors across Australia where we can prove to them - just because you have epilepsy, it doesn't mean you can't do anything."

**"Emma's role was and continues to be that of a leader, mentor and friend to those who need support."**

**Professor Alwyn Louw**

Vice-Chancellor Torrens University Australia, at Design Graduation March 2020



Claudia Stanger



Alex Neal-Bullen

**Our students lead the way in social responsibility**

Recent Bachelor of Business (Sports Management) graduate, and long-time skater, Claudia Stanger, started her own inclusive skateboarding school whilst studying. ‘Olliesonny’ gives young people, particularly girls, the skills, agility and confidence to drop into their local skate park. Claudia’s now working with the Australian Skateboarding Federation to increase female board riding through grass roots programs across the country.

[Hear from Claudia](#)

**Premier player on and off the field**

Alex Neal-Bullen is a professional footballer for Melbourne Football Club, as well as an AFLPA ambassador for Torrens University. Having just won his AFL first premiership, Alex also balances his footballing commitments with studying a Bachelor of Business (Sports Management).

In addition to these interests in the sports domain, working with people living with disabilities is something that the 100-game midfielder is passionate about. Alex’s interest was realised while at high school having grown up with a grandmother with a disability.

During his time playing in the AFL, the 25-year-old has been fortunate enough to gain work experience at Scotch College and with Special Olympics Australia, working closely with children with disabilities.

**Building a Sport for Good agenda**

Whether it be partnering with national sports clubs such as GWS Giants to engage with over 800 students in Western Sydney every year, to our own Simon Black Academy, we believe that sport can be a powerful driver for positive change in our communities.

In 2020, ex-Socceroo Craig Foster AM, became an Adjunct Professor of Sport and Social Responsibility. He has partnered with us to develop resources to support athletes and sports administrators to use their platforms for good. Mr Foster has been at the helm of several high-profile global campaigns, including #SaveHakeem. For his efforts to free Bahraini refugee Hakeem al-Araibi from a Thai prison, Mr Foster was a Finalist for the Australian Human Rights Commission Medal.

Our Sport for Good agenda reaches out to everyone from sports management professionals to community services to help and understand how to facilitate and support the sports industry’s role in promoting issues of social justice and human rights.

In February 2022, we will be launching our free online Sport for Good course which explores the history of sports activism, the changing landscape and global challenges of the 21st century through the eyes of athletes who are leading the charge for change.

**Australia Day acknowledgements for our Chancellor Michael Mann (AO) and Adjunct Professor Craig Foster (AM)**

In 2021 two of our Torrens Global Education Services family were honoured for their contributions to Australia on the Australia Day Honours list. Torrens University Chancellor, Michael Mann is now an Office of the Order of Australia (AO) recipient, and Torrens University Australia Adjunct Professor, Craig Foster, has been appointed as a Member of the Order of Australia (AM).

Michael, who has been our Chancellor since 2012, was recognised for his distinguished service to tertiary education through strategic development initiatives, and to Australia-South East Asia relations. Michael has had an invaluable contribution to Torrens University, Think Education and Media Design School – and we thank him for his ongoing commitment.

Craig Foster, former Socceroo, broadcaster, human rights advocate and now Adjunct Professor for Sport and Social Responsibility, was awarded for his work supporting asylum seekers, human rights and promoting multiculturalism. Craig says the Australia Day honour provides an opportunity to speak about the issues he is most passionate about, including human rights, Indigenous reconciliation, multiculturalism, refugees and climate action.

At the time of the announcements, our President, Linda Brown, extended her warm congratulations to both Michael and Craig. “Torrens University congratulates Michael and Craig, and we celebrate their incredible contributions to Australian society,” Linda said. “It is an honour and privilege to walk alongside both of these individuals and I am grateful for their continued contribution to our organisation and to the students and communities we serve.”

“I’m using the platform that I’ve been given by the game. Doing good and living up to that purpose is so powerful in society. I can challenge you now to step up and do it.”

**Craig Foster AM**, Former Socceroo and Adjunct Professor Sport and Social Responsibility, Torrens University Australia



## Take a creative lead to focus on sustainability and the environment

We take global citizenship seriously. As one of Australia's largest B Corporations, we're passionate about protecting our environment and raising awareness around the need for sustainability action. A number of our projects and research initiatives are motivated by ways we can create large-scale shifts in behaviour to collectively address pressing environmental issues.



“We want audiences to experience Shackleton’s epic story for themselves and learn from his leadership. Thin Ice VR lets us all walk directly in his footsteps. The story extends beyond that of Shackleton’s, to the plight of the greater Antarctic region –a place under threat from climate change. Thin Ice VR gives us all a chance to experience the wonder of this place with our own eyes, where we can see for ourselves the impact of climate change over the last 100 years.”

**James Calvert**  
Media and Design Lecturer, Torrens University

### Using Virtual Reality to reveal the impact of climate change

The Antarctic is one of the fastest warming regions on our planet. Yet for most of us, it's hard to fathom the scale of the climate threat facing this frozen wilderness. Torrens University Senior Lecturer James Calvert has written and directed a historical re-creation documentary Virtual Reality (VR) experience produced by award-winning studio production company Monkeystack and featuring modern adventurer and environmental scientist Tim Jarvis AM.

Thin Ice VR, which will premier in partnership with the Adelaide Film Festival, offers an unrivalled immersive experience retracing Anglo-Irish explorer Sir Ernest Shackleton's famous 1914 Trans-Antarctic expedition. It was one of the greatest examples of leadership and survival. Importantly, it enables audiences to experience what it's like stepping into this polar destination and see the damaging effects of climate change with their own eyes.

This ground-breaking project draws on our university's investment in design-based research of virtual reality – harnessing the ability to turn images into explorable environments.

To coincide with the documentary, we launched our free Thin Ice short course, co-designed by Tim Jarvis AM and James Calvert, which further examines the devastating impact of climate change on Antarctica over the past 100 years.

[Check out the stunning trailer for Thin Ice VR](#)

### This is how...

Our digital design and technology expertise will help save our planet and resources



**Embodiment of commitment to culture, environment and digital futures**

In May 2021, we officially opened our new Media Design School campus in Auckland’s waterfront precinct – Wynyard Quarter. The event was a declaration of our commitment to our students, our Māori and Pacific community, our partnerships with industry and our pledge to the planet and fellow global citizens.

The seven story building has earned a 5 Green Star rating under a specialcustom tool system devised by Waterfront Auckland – described by the New Zealand Herald as “the most sustainable and biggest urban-regenerated neighbourhood in the country”.

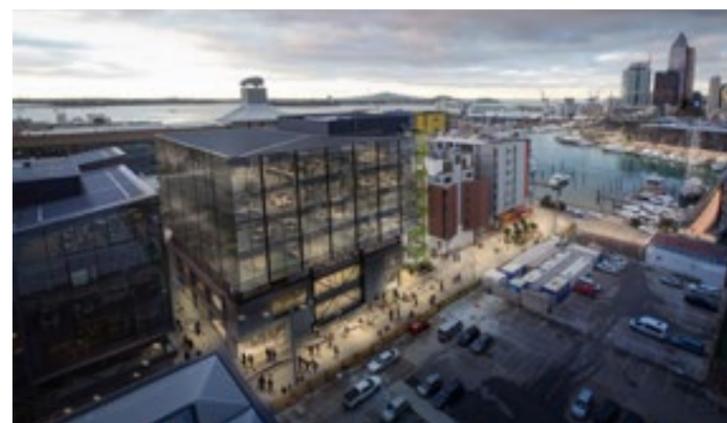
In addition to its sustainability and state-of-the-art learning spaces, the campus design incorporates wayfinding navigational design and motifs steeped in Māori and Pasifika storytelling.

“As students, staff and visitors navigate each of the school’s levels within the building, they are guided by words, colours and design features symbolising Maori and Pasifika stories and providing a cultural context to every step taken on campus,” said Ruth Cooper, Country Director, Media Design School, New Zealand.

“It’s more than a campus: it’s an incubator for ideas and a platform to execute them, to ensure a brighter tomorrow for our future graduates,” said Darryn Melrose, General Manager of Design & Creative Technology at Torrens Global Education.

**“The way to save this planet is in the hands of Indigenous peoples around the world. So, your role as educators, is to ensure that Indigenous peoples are empowered. They are empowered by telling their stories, telling the truth.”**

**Dr Haare William**  
(At the opening of the new MDS campus)



**Affordable, clean energy idea by Torrens University postgraduate resonates at Oxford University**

Torrens University postgraduate student, Curt Plumer, made the finals of Skoll Centre for Social Entrepreneurship ‘Map the System’ - a global competition where participants explore a complex social and environmental challenge addressing a UN Sustainable Development Goal. The competition is run by Saïd Business School, Oxford University and Curt was picked from hundreds of entries to present in the finals.

Curt’s project focussed on providing affordable and clean energy to millions of people globally. His research revealed that 4 million people die each year from using cooking fuels like wood and charcoal, which also impact the environment globally. Curt’s solution is turning saltwater into a hydrogen gas and storing it safely in a cylinder for use. It could potentially benefit 341 million people and reduce household air pollution by removing 174 tonnes of CO2 per family per year according to Torrens University Professor Khimji Vaghijani.

[Torrens University student takes on the world in global competition](#)

**Students re-imagining our relationship to water**

In a time of unprecedented environmental change, students from Billy Blue College of Design lead the campaign design and creative direction of Red Room Poetry’s project, Writing Water: Rain, River, Reef. The project featured poems that probed our important relationship to our most vital life force – water. Featuring commissions by celebrated poets as well as public submissions, this project was showcased in a digital publication, and floated across Sydney on ferries. Our students created a visual language that gave a clear voice to the babbling concerns of our waterways.

[Feel the flow of language and water](#)

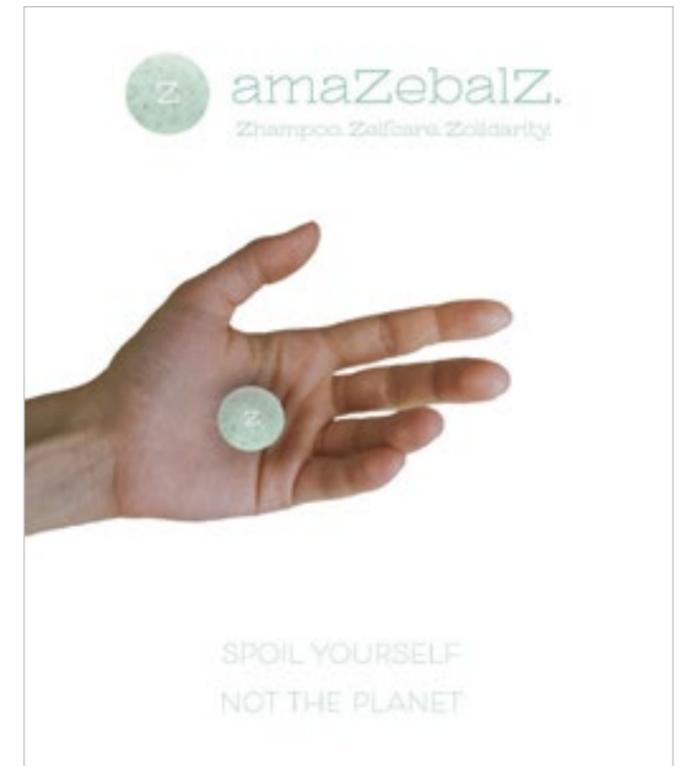
**Empowering Indonesia’s female microentrepreneurs**

Our Centre for Organisational Change And Agility (COCA) launched a website developed in collaboration with Indonesian partner ANGIN, to assist women in rural Indonesia grow their businesses. The website, called Bina Usaha, will provide the female microentrepreneurs training, skills, and networks they need, as the economy recovers from the impact of COVID.

**“Indonesia’s micro-entrepreneurs are mainly women who run small businesses selling textiles, food and drinks, and handmade fashion items.”**

**Khalya Siregar**  
ANGIN

The project, currently focused in two rural tourism towns of Labuan Bajo and Mataram, is supported by the Australia Indonesia Institute and the Australia government’s Department of Foreign Affairs and Trade.



**Solutions to the problem of single-use plastic**

Amazebalz is a project dreamed-up by Billy Blue College of Design international student, Stine Marie Damsgaard. Hailing from Denmark, Damsgaard’s innovative idea seeks to solve the problem of single-use plastic shampoo bottles and replace them with dissolvable shampoo balls. The ultimate aim is to shift habits and drive people towards more eco-friendly options. This project received an honourable mention at Cumulus GREEN 2020, an international student competition designed to promote sustainable, human-centred and creative communities, aligned with the Sustainable Development Goal to ensure sustainable consumption and production patterns. Of the 683 submissions made from 163 universities worldwide, Damsgaard was one of only 50 to receive an honourable mention. We’re proud that our students are taking our Be Good ethos into the world, even before they graduate.

“Our students are making waves on a global level and setting out to make a positive impact before they even graduate. It truly demonstrates what is possible when we integrate Be Good into our curriculum, and what can happen when we empower our students to push the boundaries.” said Mark O’Dwyer, Program Director, Billy Blue College of Design.

[Discover Amazebalz](#)

## Providing choice in education

Our mission has always been to provide learners from all walks of life with open access to higher education. This is reflected in our student numbers, with 44% coming from traditionally underserved populations.

To further remove barriers and find innovative means to support learning in 2020 Torrens University Australia removed ATAR as admission criteria for all our potential students. Against the backdrop of COVID-19, with the impact it had on the learning of secondary school students, the timing of this decision has been critical.

## Open access to higher education is about much more than axing ATARs by Vice-Chancellor Professor Alwyn Louw

The importance of higher education for the growth and development of society is generally accepted. But openness and access to education for all is essential to maximise its benefits. Leaders in higher education must be ready to examine what it will take to achieve this.

What do we mean by open access? Higher education should provide access for as many people as possible to reach their full potential as individuals. It is a priority in the United Nations Sustainable Development Goals because inequality is emerging as a key threat to societal development.

Openness in education depends on the democratisation of societies and, with it, the democratisation of information and knowledge. Nobel Prize-winning Indian economist Amartya Sen described development as freedom. That is, development that enhances meaningful and quality living.

In this context, openness broadly refers to flexible, fair, welcoming and unprejudiced access to higher education. Openness of access requires the promotion of self-regulated life-long learning, self-determination and personal agency. Enabling citizens to realise these aspirations contributes to strengthening our democracy.

**“I completed high school and entered Torrens University without an ATAR, so I wasn’t defined by a score and it didn’t impede my program choice or ability to learn and thrive in my studies. I’m keen to share my experiences with students who come to study with us, especially those who commence without an ATAR.”**

**Paul Grainger**  
2020 graduate and Torrens University Success Coach

### So what will it take?

Removing barriers, challenging assumptions and finding innovative means to ensure access and support are important starting points.

Torrens University and Think Education, like other institutions such as ANU and Swinburne, recently announced the Australian Tertiary Admissions Rank (ATAR) will no longer be the only thing that determines students’ entry into university. We now have alternative entry pathways. Systematic support and monitoring to ensure student success will be critical.

Higher education openness should also be understood in terms of the choice and flexibility it allows individuals. Service delivery needs to respond to personal circumstances and learning and support needs. It enables people to choose between different types or modes of access, geographical locations, synchronous (learning with others at same time) or asynchronous (learning individually in one’s own time) activity – in timeframes that suit their circumstances.

This is why online or hybrid learning is essential. At Torrens University, students can choose face-to-face or online study – or both – to undertake their studies.

Importantly, online offerings must never compromise on quality. Students studying remotely must not be worse off than students learning face-to-face.

**“If I had known how effortless it was to find other pathways to university, it would have taken a lot of the pressure off when navigating HSC.”**

**Daniel Aebi**  
Current Bachelor of Business student



### The importance of frameworks

It is important to understand that the ideas of openness and inclusive learning environments do not refer to having no norms or boundaries. Openness or open access to higher education depends on the values, ideology and practices of each institution. Equally important are regulatory and societal systems that provide the freedoms and incentives for institutions to develop complementary approaches and capacity.

In South Africa, for example, the higher education and school systems were transformed to open opportunities for all. Policies to increase participation among disadvantaged communities included financial and academic support throughout the education journey.

A set of enabling values and mechanisms will be critical. This means putting in place ideology that gives people the right and the means to participate. It involves creating an ethos that ensures every person is welcome in the education system.

A full spectrum of support services will be just as important. But why? And what will they be?

Well, while you may open up education for all, remote locations as well as lack of resources in secondary schools could be barriers. So you need arrangements in place to ensure access. Adjustments to entrance requirements and financial support might also be needed to deliver on the promise of education for all.

### Time to come down from the ivory tower

In higher education, the institutionalised roles of knowledge creators and education providers require them to lead and support societal development through the creation of knowledge that supports innovation. This equips citizens with the social and human capital they need to prosper.

This advancement of human well-being will necessitate breaking down existing barriers between higher education and society. It requires coming down from the ivory tower where a monopoly over knowledge, knowledge creation and distribution has been institutionalised. It means reviewing entrance requirements, policies and procedures that result in exclusion.

This is not to suggest it will be straightforward.

Higher education providers function in a complex and dynamic environment. Each institution will have to carefully choose the focus and scope of its activities. Institutions will have to follow up with strategies, systems and processes that open their boundaries to interaction with industry, society, decision-makers and government, while providing for individual choice and participation.

At Torrens University, Think Education and Media Design School, for example, we collaborate with industry from the outset as we build our curricula. This engagement continues throughout the student journey – through work-integrated learning, our “success coaches” and teaching staff who are industry leaders in their own right.

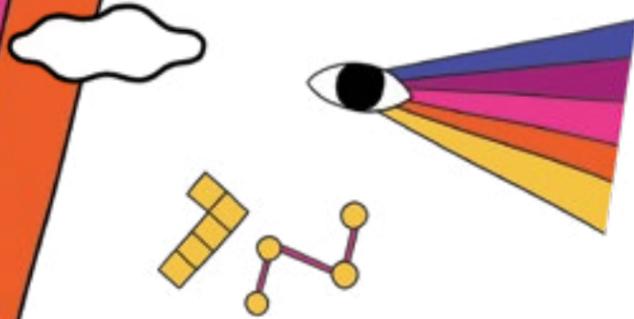
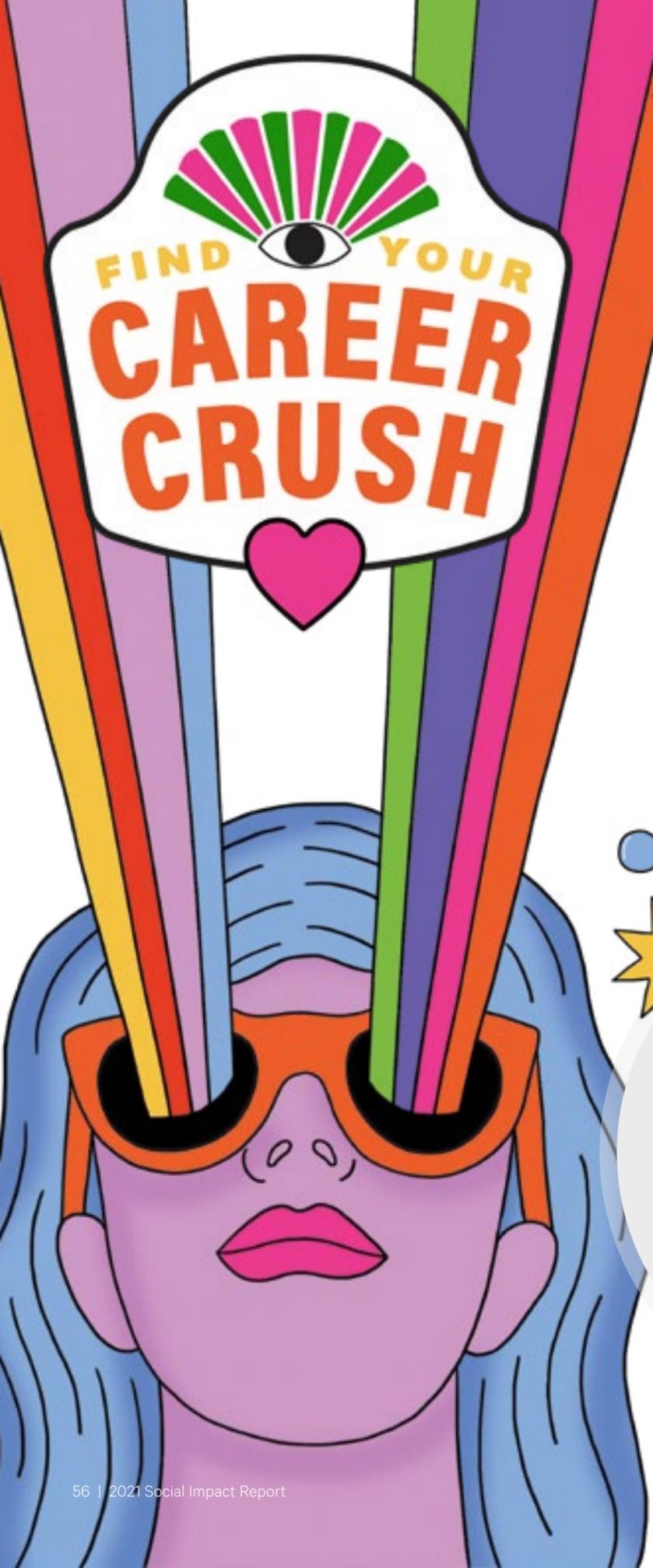
Openness is therefore not only a matter of access to higher education. It is an inclusive process of opening entrance opportunities, followed by a purpose-driven support environment that aims to prepare successful graduates to contribute to society.

[Our new entry requirements](#)

[Word from our Vice-Chancellor](#)

[Explore pathways at Torrens University](#)

(A version of this article was first published in [The Conversation](#) in November 2020.)



**We responded creatively to change**

As a future-focussed education provider, we are continually exploring news ways to engage with learners. When the pandemic hit, we looked for opportunities to reinforce relationships with students to support their future careers and aspirations. With an innovative mindset we launched, 'Career Crush,' a simple and quick online game designed to provide personalised job recommendations. To ensure high school students didn't miss out on interacting with a career advisor, we created a strengths-based career planner using the personality profiles of Myers-Brigg's type indicators, algorithms and a year's worth of data and research. In its first week, 12,000 students found insight into their future employment.

[Explore Career Crush](#)

**197,702**  
Career  
Crush quiz  
completions



**Industry Recognition**

**2020 Transform Awards**  
Best Brand Experience  
Bronze

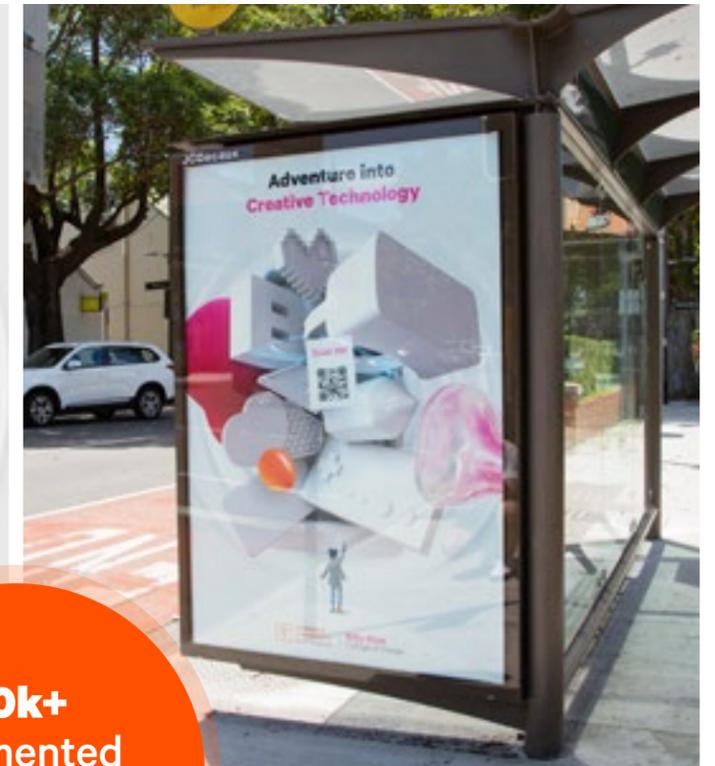
**2020 Australian Graphic Design Association (AGDA) Awards category finalists**  
Digital & Mobile  
UX, Interface & Navigation for Websites  
& Digital Design

**Mumbrella Awards Winner**  
Best use of User Experience

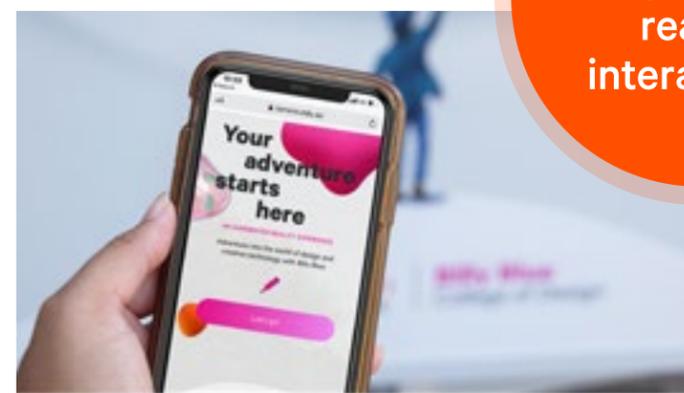
**Campaign Brief's The Work 2021 Gallery**  
Digital & Online  
Mobile



Credit: SomeOne In Sydney



**30k+**  
augmented  
reality  
interactions



**Billy Blue Augmented Reality – Next Gen 3D course guides**

We've had phenomenal success with bringing our course guides to life through Augmented Reality with over 17,000 people enjoying the experience and over 13 million views on TikTok so far.

We may well be leading the world in this area, providing school leavers incredibly stimulating 3D experiences of courses they're interested in. Our Billy Blue College of Design at Torrens University's Start Your Adventure web-based Augmented Reality experience offered a deep dive into Branded Fashion, Interior Design, Graphic Design, Photography, Gaming and Artificial Intelligence.

Design showrooms came to life, fashion studios were toured, and users got close up with the works of our accomplished graduates.

Billy Blue partnered with some renowned creative agencies to conceptualise this radical new take on the traditional prospectus. Over 100 Billy Blue students and alumni around the world also contributed – testament to the calibre of our graduates!

It's definitely quite the contrast to flicking through pages and the world is sitting up and taking notice already.

[Start your adventure here](#)

## Growing our offerings with extended reality in curriculum

We are committed to providing immersive, authentic, industry-based learning, and we are passionately committed to providing online learning that is absolutely equal in its value and outcomes for students when compared to on-campus learning.

In a ground-breaking initiative Torrens University is leading the way in Australia by introducing extended reality in the curriculum for our hospitality students. At Blue Mountains International Hotel Management School, we deliver some of the best immersive hospitality education in the world on campuses in Leura, Sydney, Melbourne and Adelaide.

“This is innovative. What we’re doing is transforming the way we deliver applied learning. We want to revolutionise the way hospitality staff are trained.” - Eoghan Hogan

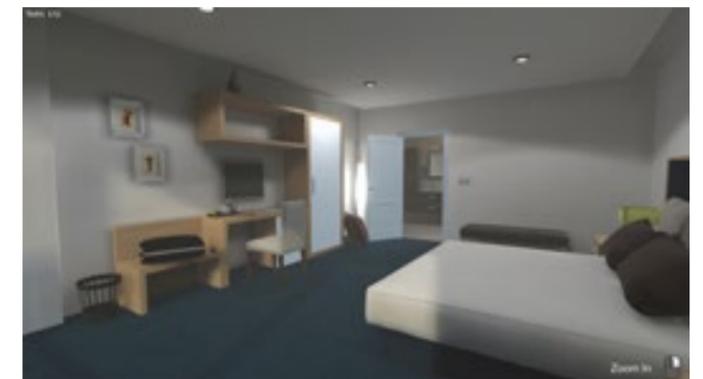
The project is redefining the student learning experience in hospitality education for both practical, applied skills and critical smart soft skills, such as empathy, conflict resolution and customer service. By combining research and technology we are able to create an informed learning design strategy which transforms learning experiences while aligning to the future of digitally transformed higher education – Simon Pawson, Associate Dean and Academic Director (BMIHMS).

We have created an entire virtual hotel environment that students can interact with as part of their learning. In this virtual environment, students studying online can walk into a guest room, a dining room, reception space, and complete on the job tasks, as if they were working in an actual hotel.

“This is truly delivering transformative and experiential education,” said Jerome Casteigt, Chief Commercial Officer. “Industry uses Virtual Reality (VR) and Augmented Reality (AR) more and more, so we want to ensure our students have mastered the technology while studying with us, before they launch into their careers. This is critical.”

The technology gives our learners full agency over their learning experience by allowing them to practice their skills in a safe, risk free environment.

“This project is a perfect example of how new technologies allow us to simulate workplace environments and experiences, to really make online learning immersive, engaging and highly industry-relevant for our students,” said Paul Brafield, Vice President Digital and Global Enterprise.



**“We are proudly bringing hospitality into the digital age and training our students to meet the demands of what is a transforming industry really gearing them towards the 4th Industrial Revolution.”**

**Eoghan Hogan**  
Director of Product Innovation, Torrens University

“We’re industry-infused and enthused. We have industry running through our DNA, through all our academic staff. And that’s what our students enjoy in the classroom”

**Alex Bolt**  
MBA Program Director

## 4. Always in partnership with industry

We partner with industry in everything we do and are fuelled by our promise “everyone goes to work.” 2000+ students attended our Virtual Industry Connections Fair. We partner with industry leaders Kathmandu, Canva, Ovolo, Xero, B Lab. 14,010+ students engage on our platform Careers Connect. The employability of our graduates is a core mission at Torrens University – our ultimate measure of success.

# We partner with industry and everyone goes to work

The employability of our graduates is a core mission at Torrens University – our ultimate measure of success. But we go beyond setting up for the future.

We ensure that the qualifications, transferable soft skills and work integrated learning we provide are comprehensive, with solid foundations and industry endorsement.

This means we are continuously innovating. In 2021, a number of initiatives stand out as prime examples of this.

2000 students attended

100 industry exhibitors



### Virtual Industry Connections Fair matches aspirations, learnings and values

Each year we give our students a fantastic chance to connect with inspiring professionals from all walks of life. They provide a window here, a glimpse there into their world of work, careers, accomplishments and inspiring journeys.

At Torrens University, we go one step further with industry connections. We make sure our industry guests and speakers are realistic about the journeys ahead. But they also relate to our values. This makes for intriguing insights into perseverance and the people who influenced our speakers. This year, our Virtual Industry Connections Fair was no exception.

With a keynote address from Reuben Casey, CEO of Kathmandu, an amazing panel of alumni, and more than 100 industry exhibitors, approximately 2000 students were inspired and energised. One of the most powerful themes to come through was the importance of knowing who you are and what you stand for.

“Skills are less important than mindset or values in the workplace,” said Scott Boyes, Vice President Operations at Accor.

“Success is being who you are as a person. Ask yourself, ‘Am I being the best version of myself?’ Be comfortable in yourself and love yourself,” Reuben Casey said.

Reuben Casey and Dr Brandon Srot, Founder of Inner and Outer Connection, both encouraged our students to jump at opportunities when they present themselves and to ask for help.

“Say ‘yes’ to opportunities that come your way. You’ll work it out,” said Brandon Srot.

“There’s no shame in asking for help. Be curious and ask for help,” Reuben Casey said.

## This is why...

Our students and alumni include the Director of ISIS Global, the founder of Tea Tonic, a parliamentarian, the COO of Lowitja Institute and the Director of the National Critical Care and Trauma Response Centre, Darwin



### Digital Badges provide essential smart skills

There is overwhelming evidence that the demand for soft skills is rapidly rising globally. A recent study by Deloitte has predicted that in Australia, two thirds of jobs will rely on soft skills by 2030.

But at Torrens University, we strongly believe that leadership, problem solving, communication and other skills aren’t just soft. For us, they are smart soft skills.

To ensure our students don’t just develop smart skills but actually stand out from the crowd – we have developed and launched our Smart Skills Digital Badges – a suite of free, online courses that will ensure our students ultimately thrive in the workplace. Informed by research undertaken by the World Economic Forum, Forbes, IBM, PwC, and others, our Smart Skill Digital Badges support our vision of producing job-ready graduates.

Digital badges as a way of exhibiting professional development is very much on the rise and employers are taking notice. Like collectables, they can be built overtime throughout studies and careers.

“While it’s crucial to master the technical, practical and intellectual skills relevant to any chosen profession, employers are becoming increasingly interested in skills that relate to how we work. That is why our Smart Skills Digital Badges are so critical.”

**Eoghan Hogan**  
Director of Product Innovation.

At Torrens University, students can presently earn six Smart Skills Digital Badges – each focussed on one of the key smart skills. This suite will grow.

That the badges are 100% free and online is a true reflection of our commitment to Be Good. One other very significant aspect is that the Smart Skills Digital Badges are backed by industry heavyweights like Kathmandu, Canva, B Lab and Ovolo Hotels. (Read more about our Industry Rockstars on page 64)

The introductory set includes:

- Championing Organisational Change and Driving Impact
- Creative and Critical Thinking
- Digital Innovation Essentials
- Interpersonal & Workplace Essentials
- Leadership Essentials

Completing each of the six on-demand short courses earns you a Digital Badge. When you have earned all six Digital Badges, you have the option to complete an assessment and gain credit towards a formal qualification. This is equivalent to one subject in an undergraduate or postgraduate course at our university.





Image (left to right, top to bottom): **Amed Hammadi** – UX Developer & Digital Designer, **Angela Kim** – Head of Analytics & AI for Teachers Health Fund, **Chantelle Vella** – Community and Public Health Nutritionist, **Daisy Bell**, National Retail Design Manager Mirvac, **Dr. Jerry Schwartz** – Founder Schwartz Family Co., **Kearon de Clouet** – Creative Director Plusstown Studios,

**Neil Bray** – Head of Technology Adelaide Airport Limited, **Sandipan Razzaque** – Principal Software Engineer & Deputy Practice Head Lab49, **Dr Sheila Nguyen** – Co-Founder & Executive Director Sports Environment Alliance Inc – **Alice Clark** – **Andrea Lau** – **Lance Batty**

### Industry Rockstars – sparking the fuse

We want our students to graduate empowered and energised, to be both prepared for the workplace and be changemakers. So we bring in accomplished industry professionals to ensure industry smarts are built into the content of our courses, and importantly all programs are co-designed and reviewed by industry.

Advice from the industry professionals is built into the courses through videos embedded in the curriculum. They range from advice on assessments, to explaining how the assessments relate to their career pathways, and how our curriculum provides students with work ready skills.

At a time of great uncertainty and disruption, we believe industry guidance is critical to imbuing students with confidence and resolve.

**Here are just some of our industry rockstars who are making a world of difference to our students >>**

David Kramer | Tony Del Nevo | John Farrow | Chris Flynn | Ilias Hatzidavid | Mark Roland | Graeme Kinsella | Dawn O’Niel | Abigail Forsyth | James Perrin | Caspar Schmidt | John Nielsen | Christopher McGimpsey | Kristen Tassone | Tim Mayoh | Dr. Jerry Schwartz | Lance Batty | Ann Wright | Leanne Goldie | Melissa Kalan | Susan Sadler | Jason Fabbri | Sheila Nguyen | Jay Marquadt | Alex Ozdowski | Aleta Keating | Harold Dakin | Jim Antonopolouos | Sandipan Razzaque | Ben Hopper | Limin Cheng | Nikita Beresnev | Mehran Mossadegh | Bob Sharon | Nick Brook | Stephen McIntyre | Adam Bevan | Daisy Bell | Cecile Weldon | Matilda Marsh | Sarah Ripper | Barry McCarthy | Suzy Baxter | Nick Potts | John Marsh | Matias Espinosa | Aimee Bulaong | Claudia Osborn | Richard Foster | Amed Hammadi | Zach Radloff | Dylan Fox | Nabeela Suleman | Tate Hone | Zaidee Jackson | Adrian Lawrence | Tania Browitt | Nikhil Sinha | Sourabh Ahuja | Alec Wright | Ruth Ellison | Mel Tran | Craig Savage | Patrick Drake-Brockman | Steve Vallas | Lachlan Andrews | Simon Hlppgrave | Kevin Teh | Ben Miles | Nicholle Lindner | Iman Behzadian | Raj Dalal | David Triggs

Tim de Boer | Adam Amos | Angela Kim | Martin Smyrk | Jason Wilk | Drina Ng | Jonathon Kinmont | Shelley Morris | Leonardo Perez | Victor Yuen | Josh Gibbs | Pasangi Wickramarachchi | Isuru Fernando | Ali Azeem | Jason Catchpole | Sandipan Razzaque | Calvin Norton | Steve Sharma | Juca | Annette Cohen | Andrea Lau | Kearon de Clouet | Mike Vasavada | Peter Dowson | Grant Sundin | Glenn Cone | Dave McDonnell | Tom Phillips | Adam Marks | Neil Bray | Rohan Shete | Alice Clark | Jamie White | Chantelle Vella | Lesley Braun | Justin Sinclair | Wendy Maclean | Anna Morrison | Larisa Barnes | Lisa Fitzgerald | Kelsey Powell | Elisha West | Leandro Ravetti | Sharon Flynn | Justin Beilby | Liza Oates | Nicole de Vera | Sarah Gray | Judy Jacka | Dr Sue Evans | Noelene Gration | Cath Donaldson | Kate Spurway | Sandra Dash | Tanya Barr | Debbie Kirkup | Sheila King | Elizabeth Low | Jenny Kyng | Bitu Abbassian Chori | Amelia Tauqoqo | Chantelle Vella | Paul Grainger | Bec Marchant | Bel Lloyd | Emily Ahern | Trent Wrightson | Mon Price Howie | Jules Galloway

### Hackathons & Experiential Learning Projects

In 2020, international students from 18 nationalities participated in several virtual employability projects and hackathons. National Innovations Games, Interchange 2020 and a Practera Employability Accelerator were amongst the most popular events with 90+ students participating in their own time on weekends or in trimester break. Each project had a unique focus on social impact and COVID-19, with students collaborating to solve real world problems business owners are facing.

### Careers Connect

Careers Connect is a platform that connects our students with Success Coaches and industry. It is a digital career services centre available on-demand to students, where they can access a range of career related information and services.

Careers Connect is our one-stop-shop and helps our students develop employability skills and plan for life during and after study with confidence.

“Our employability strategy is about giving students the opportunity to learn, develop and practice smart skills, the skills employers most value, both in the classroom and in the workplace. The other critical element is coaching and feedback about the application of these skills in real work situations and projects. These skills are what will set Torrens University graduates apart.”

**Dr Greg Harper**

Pro Vice Chancellor, Business and Hospitality



## INTROducing our graduates to global design industry

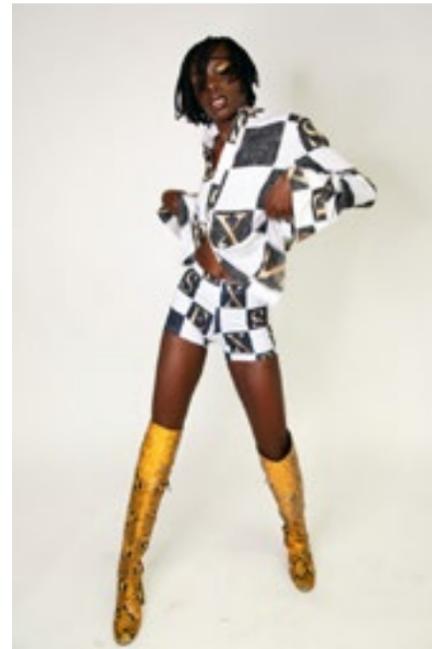
In 2020 and 2021 Billy Blue College of Design graduates showcased their portfolios in trailblazing interactive virtual exhibitions which introduced design industry to our 'optimists, rulebreakers and world changers'.

The platform sparked vital connections. In 2021, over 500 viewers attended the showcase event. INTRO provides a living, breathing talent directory and a rich repository timestamping this point in Billy Blue College of Design's history.

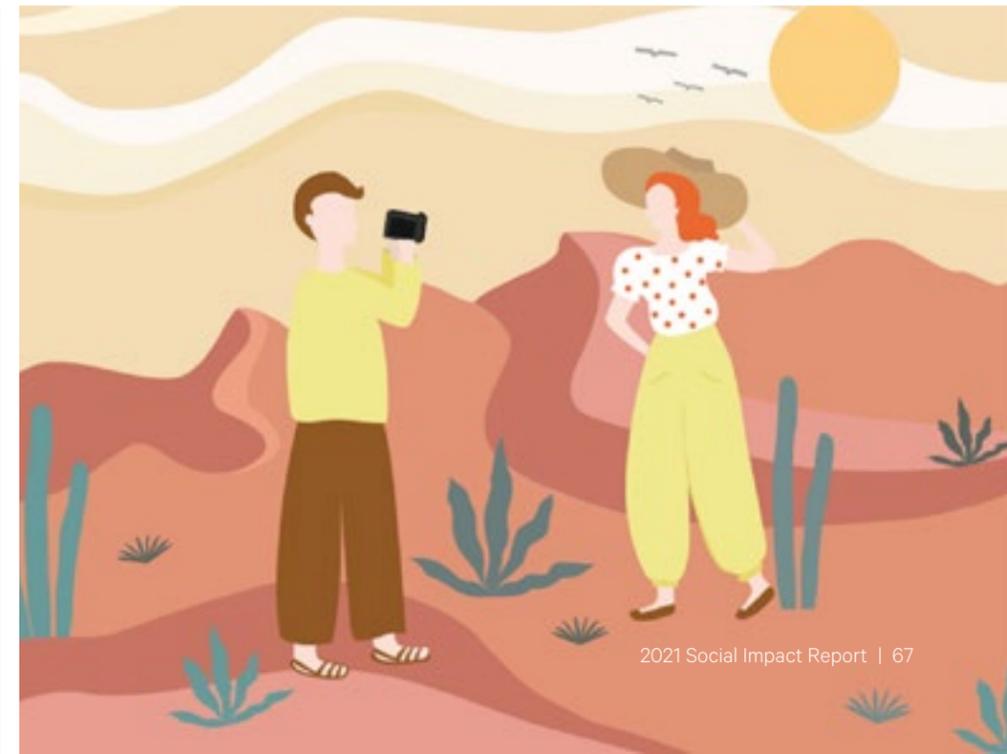
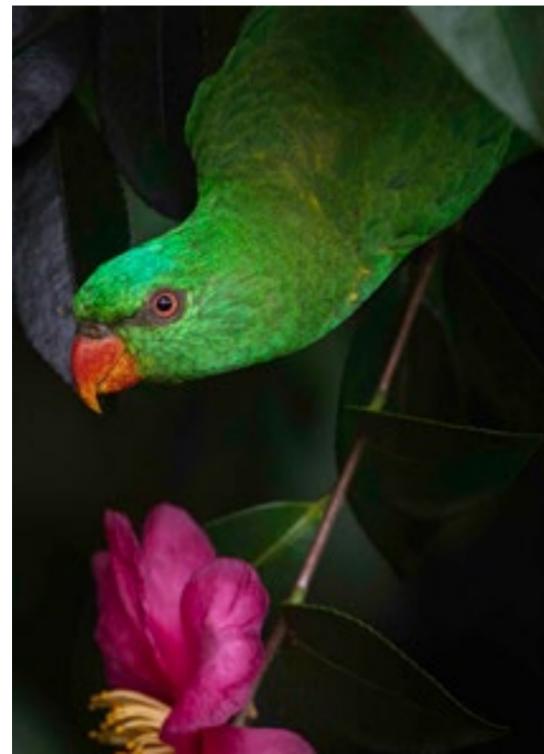
INTRO draws some wonderful industry injections, especially from keynote speakers. In 2020 Fredrik Öst, Founder & Creative Director of SNASK Sweden and Frankie Ratford, Founder and Creative Director of The Design Kids, provided authentic and practical advice on how to interact within a global design community. "Try and be yourself all the time, that's going to gain respect and confidence. Change is inevitable. The problem comes when change happens, and you don't," Fredrik said.

In 2021 keynote speakers Sibella Court – Captain of Society Inc, MONA's Liana Rossi and Chris Griffiths from frost\*collective wowed graduates with bold advice. "Imposter syndrome hit me pretty hard after uni. After a couple of failures, I decided to go back to school and I decided to get help and by the end of it I achieved best student again." - Chris Griffiths from frost\*collective.

L-R top to bottom: Chris Griffiths, Frankie Ratford, Sibella Court, Snask, Liana Rossi



**5200+**  
INTRO  
viewers in  
attendance





### Our new Social Enterprise Hub

Torrens University Social Enterprise Hub has been developed in partnership with the social enterprise sector in 2021. By partnering with various social enterprises and non-for-profit organisations, we are able to make a positive impact to the community and provide our students with authentic and meaningful work experiences. Through our Social Enterprise Hub internship programs, our students actively initiate, participate and execute tasks in a real business setting. These range from product launches, designing marketing campaigns, social media posts or planning and executing an event as well as many others. We spend time matching our students to the enterprise to ensure we deliver value to the enterprise and contribute to the skills, understanding and confidence of the student.

We also bridge the gap between in-classroom learning and real-world industry practice by offering Work Integrated Learning subjects within Bachelor of Business. Students can put their learning into practice by participating in work-based learning experiences including industry-led projects delivered for social enterprises in a classroom environment and under the supervision of a lecturer. Either through the internship program or in-classroom work-based learning, we develop students' 'Be Good' values and develop students' employability skills and attributes in preparation for their impactful careers. We also link our students to volunteering and job opportunities with social enterprises.

One of our social enterprise partners, Viva Mutual (VM), a start-up business delivering community care services to the ageing and those with a disability, has engaged four of our interns over the past 6 months to support event coordination, communications, market analysis and service

evaluation. As a result of their rapid growth, we are further assisting VM by promoting support worker job vacancies to our students. We see this as another way of students for students to increase their employability skills – especially for those seeking careers in the healthcare sector as nurses and health professionals.

Another of our partners, Hands on Art, operating since 1989, involves artists running art programs & events for the community as a means by which they can enrich lives, promote self-discovery, and foster positive connections with other people, communities and nature. Our supervised interns have enabled Hands on Art to access the event management, promotions and design expertise they need to deliver a comprehensive program of events.

Although these two enterprises operate differently, they share a passion to impact their local communities. We too share this desire to champion the power of people, to connect the world for good.

**“What brings us together is the desire to impact community, society or the environment so we contribute to achievement of the UN’s Sustainability Goals.”**

**Peter Graves**  
Social Enterprise Hub Manager

## Work Integrated Learning (WIL) Projects

Our Work Integrated Learning projects ensure our graduates obtain employability skills, make invaluable connections and begin building their smart soft skills.

### Transforming the visual impact of construction sites

The City of Sydney runs a creative hoardings program designed to mask unsightly building works. The boards, fences or other standing structures that are erected for safety are covered with street art to enliven high traffic areas. Our students from Billy Blue College of Design collaborated with Red Room Poetry during an internship at Billy Blue Creative to design a visual representation of a series of poems. This urban poetry voiced the city’s ever-changing moods with the intention of stopping walkers in their tracks to read the words of lived experience. Bachelor of Communication Design student, Sarah Varvarian’s creative concept was chosen to feature on Dixon Street. It’s proof of the power of one designer to positively influence the lives of many.

### Embracing Work Integrated Learning

At the Billy Blue College of Design, we give our students the opportunity to mature as designers through internships. Working at Billy Blue Creative, our students work in an unconventional, innovative, inspired and fun studio environment – real clients, real briefs and real presentations. This year, our budding professionals had to pivot online to respond to the impact of COVID-19. Throughout, they continued to connect with industry, be hands-on with the tools and explore creative concepts by learning new ways to test their ideas. We’ve always bridged the gap between education and work, but 2020 was the year we really put our students to the test and we’re proud that they all stepped up to the occasion.

### Redefining health care

Despite the challenges of leading in a crisis, this year our Health team remained true to our student centric approach by being inventive and pushing the boundaries. Our academics ensured that nobody was left behind and that students could still achieve their learning outcomes. By leaning into our online foundations, our nursing lecturers used virtual simulation to teach students who were unable to get to clinical laboratories. Meanwhile, our Bachelor of Health Science team launched a supervised Telehealth program – which meant instead of patients coming in for face-to-face sessions inside our health clinics, they could jump online. 729 community members have enrolled in our Telehealth short course.



### Encouraging message from NSW Minister for Jobs to graduates witnessing COVID disruptions

The disruptions caused by COVID-19 have tested the resilience and indeed plans of industry, organisations and the workforce. But Stuart Ayres MP is confident that measures by Australia’s state and federal governments will drive growth and ensure strong levels of employment generation. These included investing in science and innovation hubs in Sydney.

He delivered this encouraging message at the Torrens University Virtual Careers Expo 2020, and to the hundreds of students who joined in with their parents. So how do you stay focussed on starting a career, having invested in education and skills building, while witnessing sectors such as tourism, the arts and hospitality reel from lockdown and travel restrictions?

Stuart Ayres explained that he is very optimistic about recovery of these sectors because of the demand for services in the sector as a result of increased domestic travel and tourism.

“There is probably not a better time to be training for that right now, because the surge is going to come straight off the back of your training and education period. I think there will be solid jobs growth in the tourism and hospitality sectors” – Stuart Ayres, NSW Minister for Jobs, Investment, Tourism and Western Sydney



**Our part in bringing the world’s leading social enterprises together in 2022**

One of the most important events we are looking forward to in coming months is the 2022 Social Enterprise World Forum (SEWF), will take place in Brisbane.

As a major partner of SEWF, Torrens University will play a significant role in facilitating the Forum which will bring together leaders in social enterprise from around the world.

Around the world, in recent decades, there has been an enormous growth in social enterprises - for-profit companies focussed on serving the community by finding innovative solutions to social and environmental problems.

It is now widely recognized that collaboration and the forging of international networks is critical to the success of social enterprises – if global impact is to be achieved.

SEWF 2022 will provide an important opportunity to exchange ideas, have the difficult conversations that are needed to drive change, and challenge the status quo.

It will also position Australia as a leader in the social enterprise movement – providing opportunity for social enterprise leaders and practitioners from around the world to network and exchange ideas about the future of social enterprise.

There couldn’t be a better time for Torrens University to contribute as we continue strengthening community and collaboration during the pandemic.

Our partnership with SEWF solidifies much of our work and absolutely brings forth our core promise: We champion the power of people to connect the world for good!

**At MDS we are the Masters of Digital Transformation**

We know we are hitting the mark when we meet the needs of aspiring careerists, firmly focussed on what the future promises.

A major breakthrough moment for us at Media Design School was the approval in mid-2021, of a new suite of Digital Transformation programs by the New Zealand Qualifications Authority (NZQA). It carried special significance because the programs are embedded with Māori principles.

The Postgraduate Certificate in Digital Transformation, Postgraduate Diploma in Digital Transformation and Master of Digital Transformation is targeted at working adults who want to enhance their skills in digital transformation.

A special element of this program is the integration of Mātauranga Māori, Māori ethics and the Treaty of Waitangi principles as it relates to the digital industry. Other components cover a wide range of new and emerging technologies including design thinking and creative intelligence, artificial intelligence, cyber security, agile mindset, dynamic leadership, and human centred design and will be delivered fully online with live, facilitated sessions.

The year long journey to develop and approve this program has involved many people on both sides of the Tasman. A massive thank you to everyone who has contributed to this success.



“It is a real milestone for Media Design School to now have approval for a second field in postgraduate study. With our new campus location in the heart of the Innovation Precinct we have the ideal place and the ideal programme to help develop the careers of working adults looking to grow or adapt their industry to the impacts and potential of digital change.”

**Darryn Melrose**

General Manager of Design & Creative Technology

# 5. Education Without Borders

We lead with culture and community at every step – we are building a global community founded in culture, values and local acknowledgement. We are dedicated to promoting diversity, inclusion and equality across our network. We want our students, staff, and everyone in the community to feel safe, accepted, included and proud. Here's how we create impactful change.

“The fact that I can have an influence on this idea of plastic-free beaches using my skills, it means the world to me.”

**Sebastian Phillips**  
Alumni



### **Our purpose is something greater: It's about impact**

2020 and 2021 witnessed over 6000 of our students graduating to head into careers in business, health, hospitality, sports, design, animation, artificial intelligence and much more.

Our graduates have come from 118+ countries around the world, so the impact of a Torrens University, Think Education or Media Design School Graduation Ceremony is enormous.

But what's critical about the next chapter of their journeys is that they have not just been provided skills, qualifications and a thirst for lifelong learning after studying with us.

They are in fact imbued with heightened purpose and determination to impact the world and make important contributions to society.

So, while we celebrate the official handover of their testamurs, it is doubly important to know we have empowered each graduate to change the world for the better.

**6000**  
graduates  
in 2020  
and 2021

## Achievements through resilience

As COVID-19 swept across the world, our students had to learn how to adapt and thrive within a rapidly changing environment. We walked side-by-side with them in this ‘new normal,’ preparing them for what lies beyond the horizon. We gave them the courage to continue to pursue their passion and purpose – motivating them towards success. Despite a year of massive disruption, we kept our promise to our students to empower them through education. We ended the year by revelling in their incredible achievements.

### Graduation Without Borders

Our graduating class of 2020 at Torrens University and Think Education were acknowledged for their tenacity, resilience and triumphs at our virtual gala, Graduation Without Borders. This first-ever interactive event brought together family and friends of graduands all over the world. This innovative event was hosted by Adjunct Professor, former Socceroo and social justice advocate Craig Foster and Blue Mountains International Hotel Management School (BMIHMS) alumna Betsy Westcott. It featured live crosses to viewing parties on our campuses in Adelaide, Sydney, Melbourne and Brisbane, and words of reflection and inspiration from some of our graduands, including Voices of Graduation winner Nyasha Chakaingesu. A highlight was an unforgettable pep talk from Australia’s gold medal winning and world number one wheelchair tennis player, Dylan Alcott.



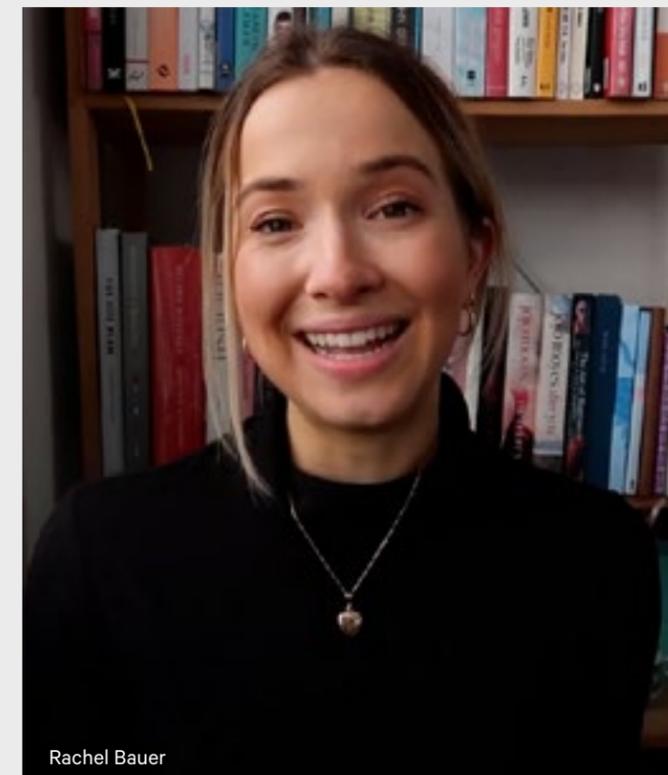
**6K**  
graduands, alumni,  
family, staff and  
students from  
around the world  
watched Graduation  
Without Borders Live

“You are the leaders of tomorrow. You are the people who are going to change the world. You are education without borders. You are taking a purpose, a core humanism out to the world, and I cannot wait to see what you do and the impact you have.”

**Linda Brown**  
CEO of Torrens Global Education Services and President of Torrens University Australia



Welcome to Country ceremony from Graduation without Borders



Rachel Bauer

“Persistence, hard work and determination really pays off. Just keep going – good things really do take time.”

**Rachel Bauer**  
Bachelor of Communication Design graduate



Nyasha Chakaingesu

“My mission now is to find innovative ways to help people and communities and make a tangible difference. I encourage you to keep persevering. Don’t give up and have fun along the way. I did.”

**Nyasha Chakaingesu**  
Digital Media Design graduate

**We maintained collaboration and conversation during the pandemic**

**This is how...**

Over 1700 minds focussed on empowerment through education, research, partnerships and care

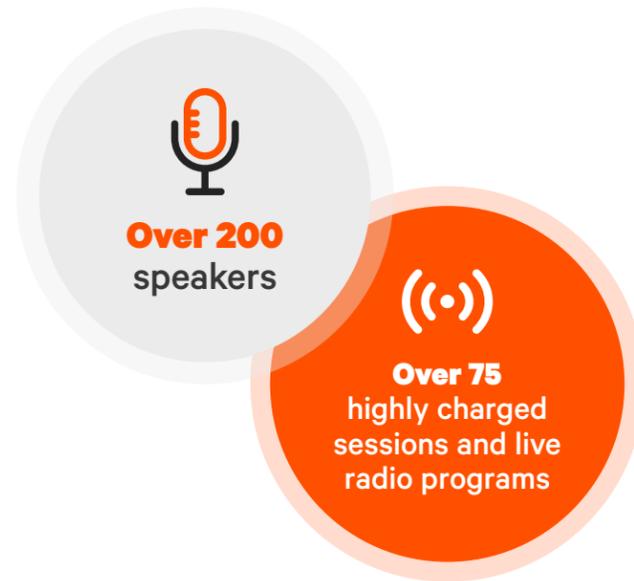


**One Torrens Summit**

**A brave future of serving through education**

Our annual One Torrens Summit is usually a face-to-face event, with about 200 staff in attendance. In 2021 we delivered a state of the art digital experience with radio broadcasts, live summit events, and interactive activities engaging 1700+ staff worldwide.

We discussed education, the people and societies we serve, our students and our incredible community of changemakers.



**Making the dream of education reality**

Perseverance and recognising the transformative power of lifelong education locally and globally stood out during the “Education Without Borders” plenary.

There were also stark reminders by keynote speakers that we all have a role to play in education for all – including overcoming challenges in a global context.

President Linda Brown did not hesitate to give us a reality check.

“There are people out there who don’t even dream about being educated because they don’t have a laptop,” she said.

At the closing plenary, “Connect the World for Good” Ester Benjamin, CEO of social enterprise, World Education Services explained how, when fleeing civil war in Sri Lanka as a 12-year-old, she committed to making a difference and doing good.

With COVID-19 disruptions throwing many aspirations awry, Jon Steinberg, CEO of media company Cheddar Inc. was particularly keen to point out how he dealt with rejections, economic recession, and a scattered career. He kept focussed on the promise of technology to eliminate challenges and open doors. It sent him on a mega trajectory to digital CEO’dom including heading up BuzzFeed.

**The people and communities we serve**

One of the strongest messages to emerge from One Torrens came from the “Customer First’ session featuring Rachel Argaman, Chief Executive of Opal Health Care. For her, the focus on the customer experience is the only winning strategy.

Ms Argaman shared some of the real-world practices she’s put in place at residential aged care provider Opal HealthCare, which Torrens University has a longstanding connection with.

It included the introduction of “Meaningful Mates” for each resident in one home – not dissimilar to Torrens University’s “Success Coaches”.

Host of the session, Alumni Claudia Stanger pointed out the similarity between “Meaningful Mate” and our own Success Coaches.

“You do have that intimate relationship with your Success Coaches. It’s just that extra help that I know other universities kind of get lost in the crowd.”

**A lifetime journey of global impact**

Throughout our sessions we heard from our students, alumni and staff of how they were taking our ethos to Be Good and living it in their lives and careers – informed often by global perspectives.

For her graduate project, Egypt born Media Design School graduate Mona Gabr won awards in Australia and New Zealand after she designed a tag which assists disabled public transport users.

Distinguished public health researcher Professor Simon Stewart described his journey and making significant impact in countries such as Africa, helping communities find solutions especially in hospitals and emergency services.

**US digital media pioneer discusses global education platforms at One Torrens**

Jon Steinberg’s been at the helm of leading digital media platforms including Cheddar and BuzzFeed. At One Torrens Summit he shared how dreams, passions, precocious talent and stubborn disregard for rejection opened creative and fulfilling doors through his career.

His one message for Torrens University educators was to ensure students stay focussed on ideas and opportunities and not hang-ups – because digital technology meant overcoming limitations of physical distance and accessibility to realise lifelong dreams.

**“The world is more borderless than ever, your impact and guiding students to this creative future are boundless.”**

**Jon Steinberg**  
One Torrens Summit 2021



**A co-agitator for global change**

Esther Benjamin has witnessed the journey of Torrens University and has worked alongside both our President Linda Brown and Vice Chancellor Alwyn Louw for many years. She describes herself as a co-agitator for change in global education with them.

She has served in the Obama and Clinton administrations, international NGOs, the UN, The World Bank, Monash University South Africa and more. During our One Torrens Summit in 2021, she revealed her passion to ensure the world is changed through transformative education, partnerships and global action.

She has made it her mission to ensure education is truly empowering, that everyone has the possibility of work and getting a job, and that no one misses out on essential healthcare. Esther traces it all back to the influence of grandparents and parents, as well as encounters with ‘co-agitators’ for change including Linda Brown.

**“Our vision is that everyone is able to put their education, their experience and their skills to work anywhere in the world. We’re the organisation that wants to make sure that a doctor, trained in Pakistan is not driving a taxicab in New York City.”**

**Esther Benjamin**  
CEO World Education Services

# Our NorthStar: we connect the world for good

**3200 meals** cooked for Sydney's vulnerable community

**\$15,000** raised for Boots on the Ground charity to help children education in Africa

## This is why...

Our students raised over \$200,000 to help create employment opportunities in Cambodia



### Alumni win gold, silver and bronze at Cannes PR Lion

In July 2021, Media Design School Alumni Jacob Newton and Josep Jover scored Gold, Silver and Bronze at the Cannes PR Lions for their ad 'Sperm Positive: The World's First HIV Positive Sperm Bank'. Their work plays a vital role in eliminating misinformation and ensuring equality by removing stigma and challenging stereotypes.

Up against a competitive field of more than 725 global entries, their campaign invited men living with HIV to become sperm donors. The award-winning ad campaign was developed in collaboration with the New Zealand Aids Foundation, Body Positive, Positive Women New Zealand, and advertising agency DDB.

The competition is part of the Cannes Lions International Festival of Creativity, a global event regarded as the largest of its kind for the advertising and communications industry.



### Never has there been a more important time to serve others

Jules Galloway is a Torrens University alumna and Naturopath who says the world needs more healers, helpers, practitioners, researchers and educators than ever before. But there is one point she is even more emphatic about. It is that along with education, like her own journey at the Southern School of Natural Therapies there is one critical piece when it comes to making a difference in the world. It is the power of you.

"It's the thing that makes you, you. And you can't study for it," she told graduating students in Brisbane in 2021. "Maybe it's your compassion, maybe it's your ability not to judge others when they make poor food and lifestyle choice. Maybe it's your beautiful traditional family recipes. Maybe it's your ability to bring people together as a community."

Jules became one of Australia's first practitioners doing online consultations when she says there were many detractors. "I saw clients on Skype. I picked up clients in far reaching places that didn't have access to 'praccies' like us - [In] Katherine, Northern Territory. Exmouth, WA. Norfolk Island. Queensland. Mining Camps. Bali."

Jules' work has also taken her to Pacific Islands countries like Fiji and Vanuatu, working with teams on the prevention of lifestyle diseases.

"We are stronger...when we stick together. The moment in my life when I began to see other practitioners as a source of collaboration - it opened up a whole world of abundance."



"Sperm Positive: The World's First HIV Speak Bank" campaign

# We lead with culture and community at every step

320+ Aboriginal and Torres Strait Islander students

2,645 watched our NAIDOC Edition of The Racket

## This is why...

We offered over 150 merit scholarships to our Maori and Pacific students in 2020/21



We are committed to embedding First Nations perspectives, views and culture to positively impact the lives of our students, staff and the wider community. We put acknowledgement, respect and action at the heart of our Be Good value. We've taken great strides to walk together as one with our Australian Indigenous communities and our Tāngata Māori and Pasifika peoples in Aotearoa New Zealand.

### Seeding the path towards reconciliation

We've created a framework for a Reconciliation Action Plan (RAP). This practical and formal commitment will ensure equality in education for Aboriginal and Torres Strait Islander people. We formed a working group to spend time collaborating in yarning circles, discussions, debate and dialogue. Our mission is to become a university of choice, an employer of choice, and a trusted partner for our Indigenous communities. Work has already begun on drafting a strategic RAP that will guide our work for the next five years and beyond.

### Always Was, Always Will Be

In July 2020, we celebrated Australia's Indigenous culture, history, identity and achievements with a series of virtual events. We created opportunities to listen and learn from the practices and traditions of our First Nations Aboriginal and Torres Strait Islander People.

### Insights and connections with our live-streamed smoking ceremony

From Wollongong the land of the Wodi Wodi people, who are a part of the Dharawal Nation, we merged an ancestral tradition from the world's oldest living culture with modern day technology. Led by Gerald Brown OAM, an Illawarra Elder, and performed by the Illawarra Koori Men's Group, we showcased an online smoking ceremony.

[Experience the virtual ceremony](#)

### NAIDOC edition of The Racket

Our thought-provoking webinar unpacked the challenges facing our Indigenous community 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

Last year the theme of NAIDOC Week was, 'Always Was, Always Will Be.' We asked our staff and students to contemplate what that phrase means for them.

[Be inspired by their reflections.](#)

[Reflect on the words of our executive](#)



### 'Soar like an eagle'

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.

As keynote speaker, he captivated our students when recounting his own journey which has led him to heading the team behind Virtual Songlines. It is 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.

Brett is a descendent of the Kooma people on the Queensland and New South Wales border. As an elite sportsman and successful businessman, he had plenty of fascinating stories to share about life as a student, a lifelong learner and importantly as a devoted son to a mother who influenced his life greatly.

**"Never be afraid of change, embrace any opportunities you have and if you encounter setbacks, make new plans."**

**Brett Leavy**



### Healing Country, one step at a time.

A project steeped in the NAIDOC 2021 theme, Heal Country, provided Lucy Mangion, Bachelor of UX and Web Design at Torrens University in Brisbane, an incredible opportunity to apply her skills on a significant community project.

The Star of Taroom is a magnificent 160kg groove stone, which was removed from a cattle property on Iman Country and taken to a Brisbane backyard in the late 1970s. Last year, the family who removed the stone started the process to return it to its rightful owners. By walking the stone 500km back to Country awareness was raised around the importance of repatriating cultural heritage items.

On the 5th of July a band of walkers set off from Brisbane, and for 20 days were joined by volunteers who took turns pulling the stone across the backroads of Southern Queensland. When the Star arrived in Taroom it was welcomed by hundreds of Iman people, the largest gathering on Country since they were driven off their ancestral lands during the Frontier Wars of the late 1800s.

Lucy created and coordinated the [social media](#), [web design](#) and marketing for the Star of Taroom project, and walked for the final eight days across Iman Country to deliver the stone.

"Being a part of the team of people who helped return the Star of Taroom, was an inspiring, eye opening and impactful experience," said Lucy. "It was amazing to take part in this emotional and spiritual journey of reconciliation."

"Lucy jumped at the opportunity to join our journey, six months before we took our very first step", said project director, Johnny Danalis, "Her contribution went far beyond web design and marketing, she put her heart and soul into our walk, which when it comes to true Reconciliation are the most importance ingredients of all."

The Star of Taroom has attracted incredible media coverage on [NITV](#), and on the ABC's [Landline](#) and [7.30 Report](#) and [article](#), and [SBS](#). The Star is now the centrepiece at The Wardingarra Keeping Place at the Taroom Historical Museum.

**"This project has been a wonderful opportunity for Lucy to expand her skills and developed knowledge of the indigenous culture I'm proud of her involvement and how this been a transference of knowledge."**

Hearing first hand from Lucy about her involvement has helped students feel less intimidate by the subject of reconciliation."

**Mandy Pryse-Jones**  
Learning Facilitator, Design

### Lessons from the fearless, inspiring Adam Goodes

Australian Rules footballer Adam Goodes' stand against racism, the backlash against him during games and subsequent campaigns has seen him emerge as one of Australia's most respected voices. Adam told former Socceroo and Torrens University Adjunct Professor Craig Foster, at a special Torrens University Speaker Series event, that large organisations including universities play a significant role when it comes to removing inequality. Education is a critical part of it.

This has become one of the conversations pivotal to forming our first Reconciliation Action Plan.

Adam says connecting with the longest living culture in the world and sharing the hard stories from our history is only going to make us better and more empathetic. "When you're interviewing a young Indigenous person coming into your workplace and [it is important] understanding where that person has come from, or where that journey has been for their family over three or four generations."

Adams sees educating people and facilitating conversations as the biggest part of his role. "I don't have all the answers. I don't pretend to know all the answers, but I love to share my story." He told Foster that sharing knowledge through education is the key to inspiring our future leaders. "We need to keep educating them and keep challenging them, but also giving them platforms, and giving them a voice, because their voice is only going to get stronger and louder."

Adam encouraged our students to be proud of who they are and where they come from. "You have a voice, and you are part of a university here that has incredible leaders, and academics who are here to educate you and support you" said Adam, who has always surrounded himself with willing mentors.

"Keep challenging the places you work, challenge them around their diversity inclusion policy, do they have a Reconciliation Action Plan? How are we reconnecting and reconciling with Indigenous people? You can have that voice."



Rochelle Morris

### Business equality and empowerment for Indigenous Australians

One of the UN's Sustainable Development Goals is to reduce inequalities amongst marginalised populations. Many businesses and organisations in Australia are working on Reconciliation Action Plans (RAP) – formal statements of commitment to reconciliation with our Indigenous peoples. But are we all doing it right?

Dr Hayden McDonald from our Business Faculty is carrying out research supported by CPA Australia's Global Perspective program, examining the nature of consultation with Indigenous people including implementation of Reconciliation Action Plans.

He believes ongoing consultation processes are required to enable constructive dialogue as opposed to bureaucracy or mere box-ticking. "There needs to be new ways to consult with our Indigenous communities. Transparency is lost without ongoing and respectful dialogue and engagement," he argues.

Dr McDonald's recommended framework involves using managerial tools to reconcile Indigenous perspectives in order to influence broader business objectives by understanding where cultural values sit within business practices.



Caption goes here

"Mum is part of the stolen generation, and we were able to study at university together. Seeing her be successful despite all of the trauma, that's just given me so much inspiration to not only get myself through education, but to support other Aboriginal and Torres Strait Islander People so that they can succeed."

**Rochelle Morris**  
Aboriginal and Torres Strait Islander Liaison,  
Torrens University Australia

# Māori and Pacific values at the heart of what we do

## Māori culture and education will light pathways to equality: Dr Haare Williams

Dr Haare Williams is a highly respected educator, broadcaster and artist in New Zealand who has become our Senior Māori Advisor. Over the years, Dr Williams has made enormous contributions to improving social and cultural outcomes for Māori and we are privileged to have his cultural guidance and leadership.

Today, he is part of who we are – his role solidifying at the official opening of our new Media Design School (MDS) campus in Auckland in 2021. He brings invaluable cultural leadership and connection – bringing knowledge and perspective to MDS. We look forward to Dr Williams walking us onto Ōrākei Marae in September 2022.

Dr Williams prefers to be referred to simply as a teacher. But at One Torrens Summit 2021, it was clear that his perspective as a teacher relates not just to the history (including discrimination against) Māori – but a strong vision for Aotearoa’s future, through education.

“Out of darkness comes light. Education is about light. Learning is about light. The journey in life is about understanding the world. The world of light.”

Referring to the early navigation of the Pacific, Dr Williams points out that education is a continuation of this journey, enabling people to take control of their resources.

Māori are now emerging in New Zealand out of a previous darkness where they were marginalised – to forge a future for themselves, powered by the Treaty of Waitangi. They are now pushing the boundaries of racism and discrimination in the search for equality.

How? Māori culture is about equality Dr Williams explains. The Treaty of Waitangi is about equality. “This is what the highest level of education is about - equality. These are the objectives we are working towards in New Zealand.”

His hope is for Parliament to be full of young Māori people and young Māori women who push for a bi-cultural future, and one which endorses equality in New Zealand society.

This has to include economic equality as well.

### Celebrating and ensuring Māori and Pacific success at Media Design School

#### Mai te māpura mōhio, te mahi pai

#### Excellent work comes from a bright spark

#### O galuega silisili ese, e mapuna mai i se aloiafi pupula [Samoan]

Māori and Pacific peoples’ perspectives form a key pillar of our work at MDS in Aotearoa New Zealand. Our commitment to elevating the voice and knowledge of our Māori and Pacific students and staff takes form through our dedicated Māori and Pacific Steering Committee. This is how our Matawhānui (vision) is realised – with a four-year strategic vision with three pou (pillars) of focus – students, staff and culture.

Guided by the principles of Partnership, Protection and Participation, the Māori and Pacific Steering Committee delivers projects that accelerate Māori and Pacific success and aspiration. We want our students to play a valuable part in increasing the number of Māori and Pacific creative professionals in New Zealand.

This is an important part of MDS’ vision to positively impact society. It includes the advancement and exploration of knowledge derived from our engagement with our Māori and Pacific communities. It is manifest in our programmes, partnerships, celebrations and more. Importantly, we do this in ways that reflect our core set of five values that are woven into the everyday fabric of who we are.

## The Treaty of Waitangi finding expression at Media Design School

One of our most popular sessions at our One Torrens Summit 2021 was “Excellent work comes from a bright spark” – a live broadcast from Media Design School in Auckland.

The session focussed on Māori and Pacific perspectives on our work at MDS, highlighting the importance of how we serve the Indigenous peoples of Aotearoa and the Pacific.

The session was named after our Māori and Pacific Strategy – Mai te māpura mōhio, te mahi pai – which was launched during the session, and indeed was the focus of the discussions.

The Strategy is designed to express the intentions and vision of the Treaty of Waitangi which provides voice, a framework for governance and assurance that the needs of Māori will always be met.

This includes ensuring a strong presence of Māori and Pacific culture in our organisation, teaching and learning, as well as ensuring a safe environment for work study and creativity, aspirations and events.

A beautiful karakia (blessing) ceremony infused the sacred expression of culture, which then permeated discussions with students about why a strategy with a focus on culture is so important to them.

Our Senior Māori Advisor, one of New Zealand’s highly respected thinkers and leaders Dr Haare Williams spoke with Ron Perkinson about the role of education and how to move forward with a Māori and Pacific strategy.

The conversation included a discussion about what the drivers and aspirations should be that drive the strategy as well as what future generations should expect - mindful of the pledges made in the Treaty of Waitangi.

A committee of staff and students are now bringing the strategy to life at Media Design School and results are already evident in a number of impactful initiatives, as well as across communities and events.

### Uaratanga / Our Values

**Manaakitanga:** Exemplifying mana (spiritual force) with respect, generosity and caring for others

**Kaitiakitanga:** Exemplifying trustworthiness and guardianship

**Ahurutanga:** Ensuring a safe environment for all

**Tū Tangata:** Empowering all participants in our journey forward

**Whanaungatanga:** Ensuring kinship principles with full, respectful engagement as an intrinsic part of shared and diverse cultural communities.

Importantly, through our lived values we demonstrate our belief in quality partnerships between education, industry and local community, and to meeting our responsibilities to Māori and Pacific Peoples and students and staff.

### Digital Transformation Programmes

A special element of the Digital Transformation programmes is the integration of mātauranga Māori (Māori knowledge), Māori ethics and the Treaty of Waitangi principles as it relates to the digital industry. This new suite of Digital Transformation programmes includes a master’s degree, a diploma and certificate qualifications.

These components cover a wide range of new and emerging technologies including design thinking and creative intelligence, AI, cyber security, user experience, cloud computing, agile mindset, dynamic leadership, IoT, blockchain, and human centered design.



“A lot of my views and perspective is based on the country I grew up in [Tonga] – that I take a lot of pride in, and want to show the value of where I come from”

Lita Vatuvei (Student)



“When I design, it is always from the lens of my culture in terms of experience, principles and values – drawing on the passions and emotions of the past, and being able to create a visual presentation because the Pasifika are very good storytellers”

Leigh Punivalu (Student)



Dr Haare Williams

## Exciting era in partnership between education and community

Through our close industry connections and partnerships, we are able to produce global graduates who are armed with both the technical expertise and essential skills needed to land their dream jobs and excel from day one. But these partnerships do not just occur with industry or within our new campus in Auckland's thriving Wynyard Quarter.

They are also fostered through MDS's reach out into the community and our drive and passion to effect change. We have reached 1500+ primary and secondary school students through community engagement and several innovative and collaborative programmes in the community.

### Creative Bytes – Manurewa High School

Our partnership with Manurewa High School in South Auckland was cemented when "Creative Bytes," a three-hour, hands-on taster course in digital design and creative technology was launched at the start of 2021.

Our lecturers teach students to engage with technology through traditional methods and then use their skills to transition to digital design to enhance their creative knowledge.

While digital design and creative technology is not viewed as a viable career path for many Māori and Pacific families, 'Creative Bytes' provides insight into the possibilities of working in this space and most importantly, offering understanding for families to see value in these pathways.

"This has been an important step to engaging with our Māori and Pacific communities, with opportunities for learning for MDS and Manurewa High School," Bonnie Kea, Programme Coordinator, MDS Digital Creativity Foundation said.

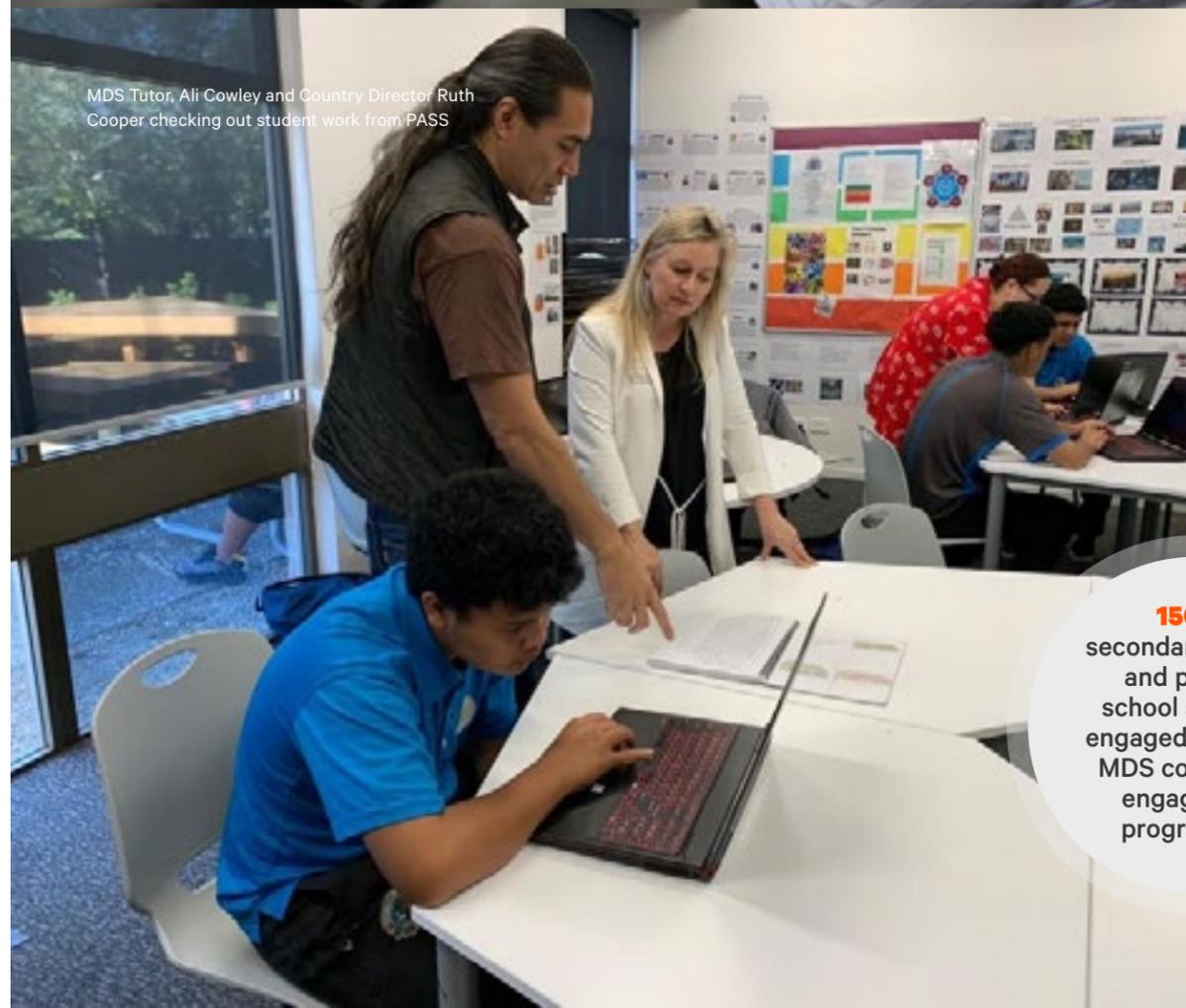
"We have been welcomed into their space, and they have embraced our knowledge and expertise. We are learning about them, just as much as they are about us."



Sam Yang with teacher, Gabrielle Luxton, and students at Manurewa High School



'Creative Bytes' student from Manurewa High School designing an animation character



MDS Tutor, Ali Cowley and Country Director Ruth Cooper checking out student work from PASS

**1500+**  
secondary schools  
and primary  
school students  
engaged in special  
MDS community  
engagement  
programmes

### Pacific Advance Secondary School

Pacific Advance Secondary School (PASS), the first Pacific secondary school in the country, is based in the South Auckland suburb of Ōtāhuhu and has a long-established relationship with MDS. Growing up in South Auckland, our Art Tutor in the Bachelor of Creative Technologies degree Ali Cowley found it difficult to explore the opportunities of art and creative technology. With few role models in this space at the time, particularly of Māori and Pacific heritage, Ali was determined to change the experience for future generations. Now, after an incredible career in the creative industries, Ali runs regular workshops for students in years 9 to 13 and helps them to express their creative talents, learn about the industry, and explore their cultural identities through games, film and other mediums.

"Being out in the community is where I feel I make the most impact in helping Māori and Pacific students learn about the work of creative professionals and the industry as a sustainable career option. The saying "If you can see it, you can be it" resonates with me. Knowing that my students see me as an approachable mentor who looks like them and can make a living from creative arts is encouraging. They are learning not to be afraid to find what is the best fit for them in the creative world," Ali Cowley, Art Tutor, Design – Game-Art

"I am so proud of what the students have done. I didn't realise the impact of what they are learning until their teacher told me that a student now has an interest in 3D and wants to be an engineer," Ali Cowley, Art Tutor, Design – Game-Art



Ali Cowley with his students at PASS

## Taking Creative Technology to the regions – Digital Natives Academy and Murupara

In 2021, MDS donated over 30 computers to Digital Natives Academy (DNA), a charitable trust based in Rotorua that creates digital hubs across the region. DNA inspires rangatahi (young people) to embrace digital technologies and develop their own digital tools.



MDS Marketing Manager – Māori and Pacific, Andrew Tui, Country Director, Ruth Cooper and advisor Ron Perkinson with Tāwhiua Kura Principal, Pembroke Bird in Murupara



### Digital Natives Academy

The foundation of DNA is based on a Te Ao Māori worldview, providing kaupapa Māori (Māori principles) and mātauranga Māori (Māori knowledge) to create career pathways for students who do not have access to technology. In August 2021, we rolled out our Digital Creativity Foundation (DCF) programme that will be delivered online directly into DNA's hubs. By partnering with DNA, we are establishing relationships and meeting the needs of our Māori and Pacific students in their own environments.

**“To engage more Māori and Pacific learners in Creative Tech, delivering our DCF programme regionally makes sense. Digital Natives Academy provides the much needed whānau support with industry trained staff on the ground, working directly with MDS faculty, to reach students who may ordinarily not have had the opportunity to do so. This initiative opens opportunities for more Māori and Pacific learners in other regions like Murupara, with their communities and whānau part of their educational journey”**

**Bonnie Kea**  
Programme Coordinator – Digital Creativity Foundation

### Murupara

We are also developing another partnership with iwi and local leaders from the regional town of Murupara - located 65 kilometres southeast of Rotorua, with a predominately Māori population of less than 2,000 people. While Murupara is a town rich in culture and history, it has high unemployment and a lack of opportunities for rangatahi.

MDS is playing a part in transforming the community and fostering a place of growth and opportunity, especially with the capabilities of digital technologies. Based on the framework developed with DNA, MDS will deliver online our DCF programme to Murupara through government-funded digital hubs and work with iwi to bring our expertise and their cultural knowledge together.

Our hope is that Murupara becomes a leader in digital and creative technologies, building enterprises that provide jobs, opportunities and excitement in the town. It also allows them to showcase and export Murupara to the 'world' and transform it into a destination where everyone wants to visit. The programme and ongoing partnerships will create a generational cycle of hope, optimism and entrepreneurialism. It will also help to retain and keep people in Murupara - using their talents to grow the town.

Image above: MDS Marketing Manager – Māori and Pacific, Andrew Tui, Country Director, Ruth Cooper and advisor Ron Perkinson with the DNA team outside their office in Rotorua



Images top to bottom: Ali Cowley speaking with guests at the Paving the Digital Path for Māori and Pasifika Talent event, Amazing guest speakers at the Paving the Digital Path for Māori and Pasifika Talent event, The Tawhiao-Lomas sisters: Mia, Ani and Sevarn

### Celebrating Techweek 2021

As a key festival partner for TechWeek, MDS hosted several innovative and leading events to celebrate creative technology as a vibrant industry and exciting career pathway.

Highlights included the Paving the Digital Path for Māori and Pasifika Talent event, which provided a platform for Māori and Pacific creative technology professionals to share their personal journeys, insights from their experiences, and advice for budding creative professionals.

The Tawhiao-Lomas sisters (Ani, Mia and Sevarn), who are past and presents students at MDS, also spoke during a TechTV event about their passion for their use of creative technologies to change the way Māori and Pacific Peoples, and wāhine, are represented on big and small screens, and in the creative technology industry.

In 2020, NZ On Air's Diversity Report, which monitors gender, ethnic and regional representation across funded screen productions, showed that the number of Māori producers increased by 6% since 2017. But, while the gender gap between male and female directors is closing, with the number of female directors increasing from 33% in 2017 to 41.9% in 2020, just 19% of directors identify as Māori.

**“I’ve always played games and been drawn to the narrative, story-telling aspects of the games and the characters. For me, there is a definite lack of Māori representation in the media we consume, but like Ani, I am seeing things start to evolve... Being able to create stories about our people and our culture ourselves – through games, through film and other mediums – is something that is very important to me and my sisters,”**

**Mia Tawhiao-Lomas**

### An ethos embodied in architecture and design

Located in the seven-storey 10 Madden Street building, the site of our new campus was described by the NZ Herald as “the most sustainable and biggest urban-regenerated neighbourhood in the country” and earned a five Green Star rating under the Waterfront Auckland Custom Tool.

One of the amazing features about the new campus is the way our vision is integrated into the building itself. Our campus’ wayfinding navigational design is steeped in Māori and Pacific storytelling.

“As students, staff and visitors navigate each of the school’s levels within the building, they are guided by words, colours and design features symbolising Māori and Pacific stories and providing a cultural context to every step taken on campus,” Ruth Cooper, New Zealand Country Director said.

The dominant narrative of our new campus is derived from Māori culture and our augmented reality pou installations, effortlessly encapsulates our school’s story. It articulates the journey of Tāne, Lord of the Forest’s great quest to obtain three kete (basket) of knowledge and the fierce battles that ensued with his brother Whiro, Lord of Darkness.

This narrative is underpinned by the creativity, innovation, courage and expert navigators that were our Polynesian ancestors – seen in the artwork created by Charles Williams (Ngāti Kahungunu, Ngāi Tūhoe, Ngāpuhi), Janine Williams (Ngāti Whātua ki Kaipara, Ngāti Pāoa), and Benjamin Work (Tongan/Scottish) on Level 1.

According to Māori tradition, knowledge came before humanity. The three kete of knowledge are often known as te kete-tuauri, te kete-tuatea and te kete-arouui. These baskets respectively held the knowledge of ritual, memory and prayer; of evil that was harmful to mankind; and knowledge that could help mankind.

### Fale Māpura

Our Fale Māpura is a dedicated space on our campus designed specifically with Māori and Pacific cultural practices in mind and was blessed by Dr Haare Williams (Ngāi Tūhoe and Te Aitanga-a-Mahaki). All students and their families are welcome to use this special space to talanoa (discuss), interact and learn in a cultural affirming and safe environment. Adding to the room’s special character is a beautiful Tongan Tapa which proudly hangs on the wall and was gifted to MDS by student Lita Vatuei and her family.



80+ students from South Auckland STEM wrapping up their visit to MDS

**83**  
excited young learners hosted at MDS as part of South Auckland STEM partnership



“Indigenous people like Māori need to take over some of the management of the resources of our planet. I look to you to make those changes, and the situation to be challenged because you’re in an institution to make people think. This is a place for creative thinking. For the creative sources to come from.”

**Dr Haare Williams**  
Academic, Broadcaster, Maori Advisor to Media Design School

**South Auckland STEM**

South Auckland STEM delivers culturally relevant holiday programmes for rangatahi, inspiring them through the use of practical activities and role models in the technology industry.

In April 2021, we supported South Auckland STEM by hosting 83 excited young learners and shared with them how to pave their digital path. Ranging in ages from 6 to 15 years, the budding young leaders were given a tour of our new campus and participated in a live drawing session with Art Tutor Ali Cowley.

Taking the time to inspire our young Māori and Pacific youth and share with their parents on the real career opportunities that exist, can drive our whānau to success. We will continue to support South Auckland STEM by hosting events on our campus, providing learning resources, and having MDS faculty and students positively and proactively engage with their rangatahi.

**Getting creative with Māori and Pacific industry leaders**

MDS brought to life a supercharged interactive panel session featuring Māori and Pacific creative tech professionals such as 3D modelling artist Nanai Tolovae Jr and illustrator Mia Tawhiao-Lomas. This session was moderated by Art Tutor, Ali Cowley and included special guest Ian Hulme, the Cognitive Enterprise Advisor and Director of Business Design at IBM. The gathering explored pathways for Māori and Pacific students in creative tech – from AI, and Game Development to 3D Animation.

“We’re all about bringing new people in and in Māori we call it awahi, which is - you give them a hug,” Ali Cowley, Art Tutor, Design – Game Art at MDS said.

“We’re supporting students through their journey and then we’re helping them go to the next journey, whatever career they choose to do. But we always want to take everyone with us on the journey – it’s all about community.”

**Minister for Art, Culture and Heritage launches innovative bilingual storytelling Apps**

One very special evening in New Zealand, MDS hosted the launch of Aho Wahine – a series of interactive bilingual apps that breathe new life into the traditional stories of Aotearoa.

Launching the Apps, which was produced by NZ creative agency Kiwa Digital, Minister for Art, Culture and Heritage, Hon Carmel Sepuloni said, “Aho Wahine encapsulates for me many of the great things about the creative sector: culture and collaboration, innovation, and a spirit of sharing.”

The Apps were produced in collaboration with Māori storytellers, artists, musicians, translators and narrators – interpreting the stories from the point of view of female characters.

“South Auckland is steeped in a culture rich in creativity and community. In fact, we are celebrated as being the largest Polynesian city in the world. With a youthful population, it is exciting to think of the amazing contribution these young people will have on building a thriving and culturally strong region.”

**Andrew Tui**  
Marketing Manager – Māori and Pacific.

# We are designing a place for everyone

“I want to live in a world where we don't have such low expectations of disabled people that we are congratulated for getting out of bed and remembering our own names in the morning. I want to live in a world where we value genuine achievement for disabled people.”

**Dylan Alcott**  
World number 1 wheelchair tennis player



## Focus on removing barriers for all

Our Disability Special Interest Group is the driving force behind a number of programs that highlight the skills of individuals living with disability. These initiatives are designed to create employment opportunities across different industries.

### Busting myths about disability

On International Day of People with Disabilities 2020, we featured special guest Dylan Alcott, the World Number 1 Wheelchair Tennis Player in our Speaker Series. Dylan reminded us that of the 4.4 million Australians living with some form of disability, only 53% of those who are working age can get jobs. Yet, people with a disability are 90% more likely to be equal to, or more productive than an able-bodied person. We've heeded those words and are committed to being a university of choice for people with disabilities.

[Watch Dylan smash the stigma](#)

### Inclusive and person-centred

Our graduates are representing our Be Good spirit by empowering people living with disability. Spectrum Village is the brainchild of Jess Foster, our alumna from the Graduate Certificate of Education (Autism). We're thrilled that her Autism consultancy embraces our values by working from a strength-based, inclusive and person-centred approach. Similarly, Pieta Aston's Unlocking Literacy clinic focuses on 'abilities.' This Graduate Certificate in Education (Special Education) alumna is on a mission to help students struggling with reading, writing and spelling.

[The story of spectrum village](#)

[How unlocking literacy began](#)



### Impact21 preparing pathways for work

On World Down Syndrome Day in 2021, twelve inspiring young adults graduated in Melbourne from Impact21 - a unique work readiness and personal growth program.

The two-year employment program founded by e.motion21 and supported by Torrens University was co-designed with students with Down syndrome, employers, families, educators, and disability service providers.

Federal Treasurer Josh Frydenberg and Victorian State MP Jaala Pulford, Linda Brown, our President, Kath Curry, General Manager Health and Education, and other Torrens University staff involved in the program along with friends and family celebrated the participant's graduation.

Kath Curry said it was an honour to be part of the life-changing program. "This program is designed to provide young people living with Down syndrome with work ready skills, and develop their confidence, independence and social connectedness."

"It was so special to celebrate the achievements of these 12 courageous young adults and witness their absolute delight in completing the program and their excitement about their future."

Among the accomplishments was student Shea Lauren Macdonough successfully securing a position at JB Hi-Fi.

We're proud to support this intensive work readiness scheme which champions inclusive workplaces and opens up opportunities for individuals living with an intellectual disability.

[Hear from Shea](#)



### Serving up industry skills

ServeUp is an initiative that involves Torrens University Hospitality academic staff and students working with Rose Bay Secondary College (RBC) students with mild to moderate intellectual disabilities. Utilising William Blue Dining and the Rose Bay campus, we work together with the students to develop transferable skills and abilities to assist them in gaining employment, focussed on frontline hospitality roles.

The participating RBC students are taken through a comprehensive hospitality and restaurant training program over 10 weeks, including communication techniques, table set up, order taking and food delivery.

The program culminates in a celebration dinner at William Blue Dining, with the RBC students putting their practice into reality and serving their families. It's an evening where every participant is celebrated for their skills and abilities - it's so important to see what every single student has gained from the program and how their learnings can enable them to contribute to industry after leaving high school.

[Insights from our program](#)



“We want to be a safe, supportive, inspiring space. We want to be a university where people of all abilities can excel.”

**Emma Donaldson**

Senior Learning Facilitator, Education, and Chair of the Disability Special Interest Group, Torrens University Australia

2020 revealed long-standing cracks in our society with a pandemic driven rise in discrimination and injustices. As an education provider we continue to use our collective skills and influence to work towards stamping out entrenched systemic problems. We are dedicated to promoting diversity, inclusion and equality across our network. We want our students, staff and everyone in the community to feel safe, accepted, included and proud. Here's how we create impactful change.

## LGBTQIA+ community

### Pride Matters: Real equality is about empathy and diverse voices

One of the most impactful discussions at One Torrens were the Pride Sessions which featured the organiser of the New York World Pride, Chris Frederick, and our own Ali Saad who is leading our Pride strategy, one of the key pillars of our Be Good approach.

This conversation is fundamental in how we can become a university that is truly connected and imbued with a Pride Framework.

During the session Chris began a keynote by saying "If you have a dream, and you set out to achieve it, anything is possible." He was referring to the eight-year journey to World Pride 2019.

He told the Summit that Pride events and people coming out is not just about the LGBTQIA+ community. Importantly, it helps to create a voice around why equality is important in our world. He cautioned against only focussing on causes related to personal needs.

"We can't let our guard down as a community and say 'Oh, I have what I need' [because] we need to continue to fight for others. We are empathetic, we are, you know, loving of one another. So why don't we get together and make sure that everyone in our community has equal rights and has equal freedom.' Chris pointed out the ongoing urgency around LGBTQIA+ issues because of high rates of suicide and depression stemming from hatred and discrimination.

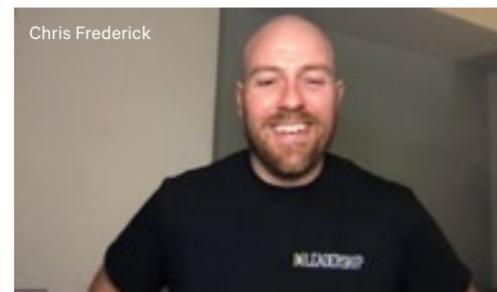
"Commitment and support of the LGBTQIA+ community can save lives. So, if organisations could show their commitment to the community, you know, it really goes miles in making a difference in everyone's lives."

When asked about how an organisation such as Torrens University can avoid being tokenistic, Chris has a simple answer, "Bring people to the table to get their viewpoints, on issues that matter to a wide array of individuals. And then... take that feedback... those ideas and apply it to a shared vision."

"Because people again want to feel as though that they're a part of something. And if they don't feel like they're a part of a shared vision, they're never going to be a part of the plan."

At Torrens University, Ali Saad has been pivotal in doing many of the things Chris spoke about. His passion in our Pride strategy has been informed by his own lived experiences that transcend and resonate with many of our staff and students.

He also believes that a university should be a place where all staff and students feel comfortable, feel respected and feel welcomed.



Chris Frederick



Jade Flint



Malaika J

### Creating visibility and awareness

We are committed to being loud, proud and showing our support for our LGBTQIA+ community. This year, we began implementing our Pride Framework which gives us strategic direction over the next three years. As part of this framework, we have commenced reviewing our policies to ensure the protection and inclusiveness of LGBTQIA+ students and staff, providing awareness training, ensuring integration of LGBTQIA+ topics in our courses and marking LGBTQIA+ events in our yearly events diary.

### Pride in Diversity roundtables

Since 2020, we have participated in quarterly Pride in Diversity roundtables to have the voices of our LGBTQIA+ community heard across our network. Within Australia, this involved staff across Sydney, Melbourne, Brisbane and Adelaide.

### Queer Women in Design and Creative Tech

From Auckland, our Media Design School's Dr. Maria Walls put the spotlight on successful queer women in design in a special Pride edition of our webinar series, The Racket. The episode featured Billy Blue College of Design alumni, Amy Blue, web sorceress and lead front end developer, Tamm Sjodin and social documentary photographer, C. Moore Hardy.

[Watch The Racket Pride Edition](#)

### Pride Month 2021

In June, over 270 staff and students participated in various events organised to celebrate Pride Month, including six LGBTQIA+ Awareness Training, two Speaker Series that focussed on the cultural identity of LGBTQIA+ Māori and Pasifika People and the second raised awareness on LGBTQIA+ People living with Tourette Syndrome. We marked the end of Pride Month with morning teas and a cross-campus Trivia Night that raised funds for the Minus18 organisation.

### Wear It Purple

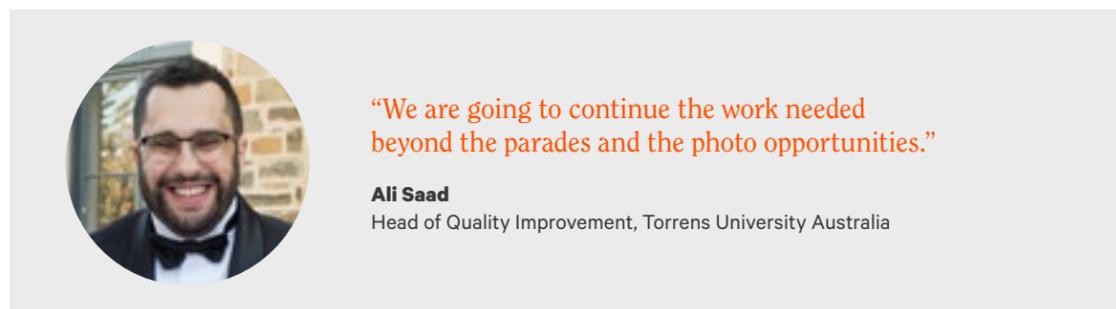
In both 2020, and 2021, students and staff across Australia and New Zealand donned a purple outfit to celebrate Wear It Purple Day, the annual LGBTQIA+ awareness event. Engaging webinars took place where staff and students boldly represented and created visibility, and their shared lived experiences. This year's webinar included Jade Flint and Malaika J, who made us very proud. We thank them for their leadership.



"I like to use mainstream references but have secret hidden meanings within those references for the queer community to see. I like the secret language that I can create."

**Amy Blue**

Alumni, Billy Blue College of Design



"We are going to continue the work needed beyond the parades and the photo opportunities."

**Ali Saad**

Head of Quality Improvement, Torrens University Australia

### Partnering with Business Women Australia

In July 2020, we announced a partnership with Business Women Australia (BWA) to help remove barriers for women setting their sights on business success. Following a competitive pitch process, a fully paid MBA Scholarship was awarded to BWA member, Kylie Clarke, director of an event management consultancy start-up.

[Learn about our recipient](#)



Natasha Stott Despoja



### Global gender rights advocate Natasha Stott Despoja rocks One Torrens

Ever renowned as the youngest woman to enter Australia's Federal parliament, Natasha Stott-Despoja has built a formidable reputation as a Global Ambassador advocating for the rights of women and girls.

At the 2020 One Torrens summit, Natasha explained how access to education was critical to alleviation of poverty, empowerment and leadership and the elimination or prevention of violence against women.

To emphasise her point about investing in women and girls, she proffered the stark example of South Sudan where a girl is more likely to die in childbirth, or during pregnancy than she is to attend or finish primary school.

"We still have a hell of a long way to go before we achieve equality of women and men in our society, let alone across the world more generally."

This powerful conversation was broadcast to staff, students and alumni. Since then, Natasha's ideas including 'you can't be what you can't see' continue to reverberate and inspire.

## Creating gender empowerment and visibility

### Girls in Games

We believe in the transformative power of gaming to make a positive social impact. Last year, we took steps to challenge gender typecasting. In September 2020, Billy Blue College of Design and Media Design School (MDS) joined forces for a showcase event celebrating women working in the games industry. It was part of a line-up we curated for the international gaming convention, PAX Online. This event set out to change expectations of who plays games, who can work in the field of technology, and who can be a programmer. Last year, we ran our Girls in Games program - workshops pitched at high schoolers to introduce girls into gaming, which started out in 2013.

[How we break down stereotypes](#)

[Games as a force for good](#)



**"The more diverse people who are making games, the more diverse the games are going to become."**

**Tece Bayrak**  
Senior Lecturer Visual Creative Technologies, Torrens University Australia

### Ensuring gender equality in the games industry – Media Design School style

It is no secret around the world that women make up a large proportion of video game players – yet only a very small proportion develop and create games. It matters because this means females have little say in the video content including character representation.

One of the challenges is making the games industry an attractive career option.

Media Design School's games faculty has been running a special program for the past 8 years to turn this around. Its free Girls in Games workshops give teenagers a chance trying their hand at game development and showcase gaming - presenting it as a viable career path.

According to Dr. Samah Hassan Aly Abd El Maksoud, Learning Facilitator Game Programming at Media Design School, the workshops where participants collaborate, design, create and programme their own video games provides "a good environment for girls to check their abilities." She says that passion will cancel any gender roadblock behind the scenes of the games industry, "We first need to give them opportunities, we need to open more doors for them."



# We maintained balance with mental health

Keeping our physical, mental and emotional wellbeing in balance is hard work at the best of times. In a year of pandemic, that degree of difficulty grew significantly. During this most tumultuous of times, we stepped up to provide coordinated support to our students and staff. We also delivered reliable mental health resources to the wider community. Our holistic approach to mental health is driven by our commitment to social responsibility.

## Understanding Depression: Learning From Lived Experience

There are many pathways to wellness – and guidance and support are both critical. In partnership with Beyond Blue we created the Massive Online Open Course (MOOC) – Understanding Depression: Learning From Lived Experience. What sets this MOOC apart is the fact that it elevates the voices of people with lived experience. Aligned with the UN Sustainable Development Goals to provide open access to education, this mostly video-based MOOC was years in the making but was ultimately released at a critical time – when mental health problems were surging during the pandemic. Free and available to everyone around the world, the MOOC was designed as a resource for participants to step into the shoes of people living with depression. We're proud we can use our expertise, technology and innovation to positively influence people's daily lives.

[Find out about the course](#)

“What we can often do as carers or family members is jump into solution mode really quickly, but we may not be really listening to what's going on. This course encourages people to truly listen to what people living with depression may need.”

### Emma Donaldson

Senior Learning Facilitator in Education, Torrens University



“We're huge advocates of the community of learners approach because people learn through conversation with others. That's really important because depression doesn't just impact the person struggling, it can impact those around them as well. We want to be able to deliver courses that inspire others and equally can support others. We're not just here for our students, but we're here for our community.”

### Eoghan Hogan

Director of Product Innovation, Torrens University



3000+ participants from and 60+ countries seized the opportunity to understand depression



## This is when...

It matters that we equipped over 3000 people to support loved ones experiencing depression



### First-ever winner of the David Jansen Honorary Scholarship

In 2020, we launched a new scholarship in memory of Dr David Jansen, who passed away earlier in the year. Dr Jansen was the founder of our Jansen Newman Institute (JNI) and made an extraordinary contribution to the lives of staff and students. His legacy will be kept alive by scholarship recipient Sandra Kay, whose grant will see her studying the newly launched, Master of Counselling. Chosen from a competitive submissions list, Ms Kay is the Group Facilitator at Dementia Australia. The scholarship acknowledges her resolve in supporting individuals through adversity to find resilience.

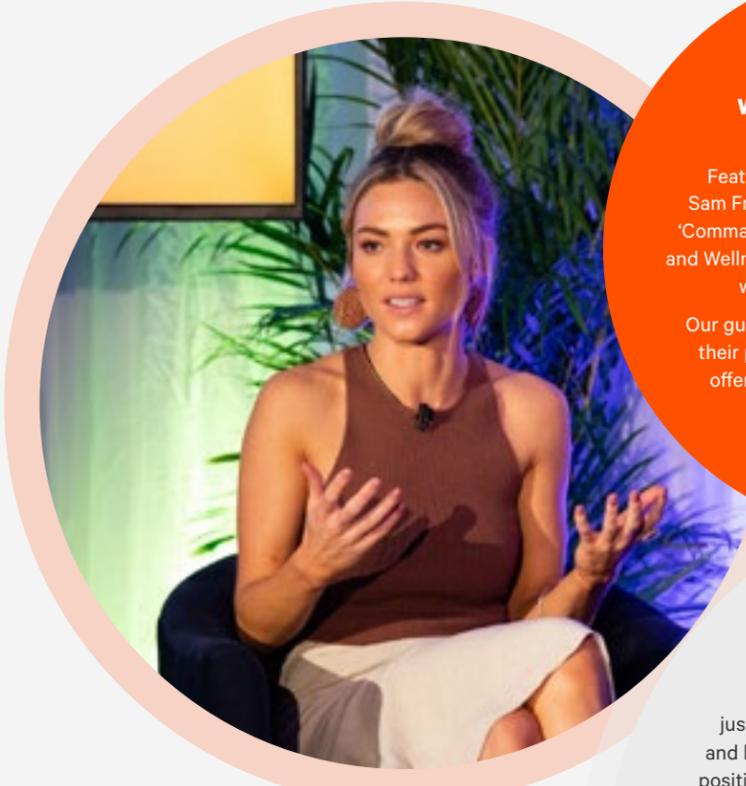
[Watch Sandra's acceptance](#)



### Our alumni are our mental health advocates

Paul Grainger is a Business alumni who once asked himself whether he was worthy. This negative narrative put him in a tailspin that pushed him to crisis point. Today, he's made it to the other side. He now works as a Success Coach mentoring undergraduate business and hospitality students. Paul uses his own life experience and the skills he's learnt, such as the ability to stop, pause and reflect, to help students reframe their struggles.

[Hear about Paul's journey](#)



### Mental Health & Wellness centre stage at our Speaker Series

Featuring the likes of Home & Away star, Sam Frost, and famed personal trainer, Steve 'Commando' Willis, our Speaker Series – Health and Wellness put the spotlight on finding balance, when change can be challenging.

Our guests were frank and fearless in sharing their personal mental health struggles and offered counsel on recognising triggers.

[Get the insights & perspectives](#)

### Unveiling a new value: Be Well

Wellness has always been at our core. We're driven by the objective to see our students and staff thrive, not just survive. We want our students and staff to feel empowered and be the best version of themselves. We've taken steps to foster positive mental health and wellbeing through a number of initiatives and best practice interventions.

The global pandemic has blurred the lines between home, work and study. Yet, with so many changes thrust upon us, we adapted by embracing a new value: Be Well. What underpins this value is a strategy that focusses on mental and physical health, financial wellness, flexibility and safety. This value will ensure we improve our policies and practices to provide the right support in years to come.

Our international students can access peer-to-peer mentorship to help them transition into university life.

While our staff can receive support from our culture champions, through health and wellness committees or leadership training.

[Reflections on mental health](#)



### The Healthy Giants Wellbeing program

The Greater Western Sydney Football Club (aka The Giants) and Torrens University together, have for some years been jointly committed to raising mental health awareness, through the Healthy Giants Wellbeing program.

In June 2021, the Giants Foundation and Torrens University renewed their partnership which focusses on increasing mental health literacy amongst years 7 and 8 students. It aims to ensure the students have the skills to identify the warning signs of when a friend or loved one is developing a mental illness, while understanding their own mental health.

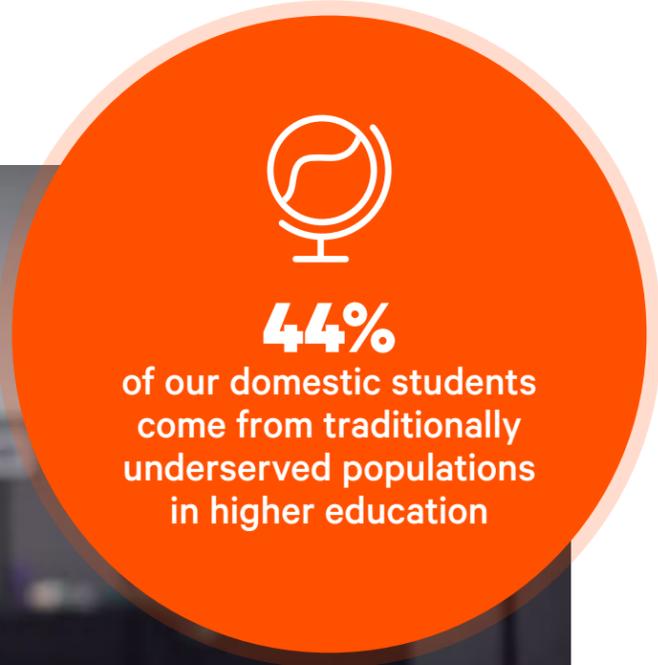
### Setting the building blocks of our mental health strategy

We made a commitment to make mental health an ongoing priority – not just a pandemic response. Convening a cross-departmental working group, we commenced work on building a framework for a holistic mental health plan. It's part of our vision to create a workplace that recognises the importance of openness and support, so no-one is left alone in their struggles when the going gets tough.

“I really believe that if there's any conversation that I can add value to it's going to come from this place of real passion on my journey with anxiety and depression. This is a really challenging time. Life in general is really challenging. The most important thing is really to be radically kind to ourselves, and patient.”

**Paul Grainger**

Student Mentor (now Success Coach),  
Torrens University



**Global way of thinking and acting**

Newspapers around the world have reported on the impact of the closed borders on global higher education. Torrens University has held steady. We do not take this for granted. But we know what this means - that on multiple fronts, for the students who choose us, we are taking the right approach.

“Being international is not simply about overseas students – it’s about having a global mindset,” President Linda Brown says.

This has always been part of Torrens University’s DNA – being part of Laureate International Universities in its formative years and now moving into the next chapter as part of Strategic Education, Inc.

“Being a global network changes your attitude – because you’re not allowed to be insular. You have to understand your work in a relationship to a worldwide movement of education,” says Brown.

At the end of the day, it is about delivering on our promises to our students – that the education we provide is invaluable and will lead to impactful outcomes including employment, wherever they are.

Our efforts to ensure this are relentless. “For instance, we are on calls weekly with institutions in Brazil, in Colombia, and in the United States. In those conversations, we take a more global perspective about higher education, and how we design our business,” Brown explains.

“Many of the Executive Leadership team spend significant amounts of the week in conversation with counterparts around the world – in different time zones, but with a shared belief in bringing innovation, employability and economic mobility to higher education.

**Enrichment through diversity**

One of the more ambitious aspects of our commitment to Be Global is ensuring our students come from all parts of the globe.

Our international students come from 118 countries. In addition, we have 106 international staff, across 30 nationalities, located in 20 cities around the world.

Mark Falvo, who this year took on the mantle of Senior Vice President for Strategic Education, Inc., says he has focussed on getting the ‘mix’ right because he knows how critical it is for students seeking a truly international experience.

“We’ve always looked at our strong nationality mix as not just the best thing to have in the classroom, but absolutely business critical if we are to achieve our ultimate purpose.”



**“What we have is a genuine tapestry of cultures coming together to ensure an enriching, valuable and expansive learning experience. We know this will ultimately set our students up for work anywhere in the world.”**

**Mark Falvo**  
Senior Vice President, International, Strategic Education, Inc.



**A day in the life of our International Students**

Being an international student can be the most exhilarating and challenging of experiences. But quite often, the life changing moments, adventures and even the extent of solitude can slip unnoticed by many.

Because international students are a very important part of our community, we decided if there was a time we ought to be discovering more, connecting more and understanding more – this had to be it.

During the last eighteen months, and particularly during the pandemic, Torrens University has continued to find unique and surprising ways to ensure connection and understanding between students, particularly when many of our students have been fully online.

So, Torrens University put a call out to all our international students across our campuses to create a video about what a day in their lives in Australia looks like.

This initiative proved a heart-warming eye-opener. We were introduced to places, friends, teachers, living spaces, transport, work situations, leisure, or in events and hospitality at the Sydney Opera House. All vividly and through the lens of our international students.

Navjot Singh, a business student from India studying in Brisbane, Jed Magat, who is from Philippines and studying nursing in Adelaide, and Elizabeth Schlemmer, Marketing student from Guatemala based in Sydney each shared their stories.

**“Working at the Opera House is amazing. It gives me lots of experience for my future career. As an international student it’s just amazing to be able to work in one of the most iconic buildings.”**

**Elizabeth Schlemmer**  
 (“A day in the life” competition winner)

### Investing in professional development

United by a belief in the power of education, we've made a commitment to supporting the continuous learning and development of every staff member. We've taken steps to ensure that our people can reach their full potential in various ways.

This year we supported 1419 staff with soft skills development through our free online short courses. We also awarded more than 200 staff with scholarships, covering 100% of their financial outlay through our Tuition Reduction Benefit Scheme.

Recognising that our leaders had to navigate an unprecedented crisis, we strengthened their toolkit through an on-demand leadership development program. This was taken up by 85 academic and non-academic staff.

We also continued our extensive leadership events, discussions and seminars such as the Learning at Lunch initiative devised by our New Zealand team. Our annual One Torrens Summit in 2021, attended by 1457 staff, also provided an opportunity for our people to share their collective knowledge and re-energise one another with our sense of purpose.

 **1419+ staff**  
enrol in free short courses

**Four**  
new research  
awards

 **200+**  
recognition  
moments

**500+ staff**  
attend Learning & Teaching  
(L&T) Symposiums

**15+**  
Academic  
awards or  
fellowships

**1457 staff**  
registered to attend One Torrens Summit

 **200+ staff**  
upskill with  
scholarships

**85 staff**  
complete leadership  
development  
program



### Love, purpose, and belonging should drive care for customers

As CEO of Opal Aged Care, Rachel Argaman is always striving to ensure her teams deliver the best services to the people they care for. She was generous with her insights at One Torrens Summit, strengthening our important connection and ongoing partnership with Opal.

Many of our Opal Work Integrated Learning placement students have gone on to work there, including Blue Mountains International Hotel Management School alumni Ben Lanken who is now in a senior role. Kath Curry, our General Manager – Health and Education is also on the board of Opal.

Rachael shared a critical and fundamental belief that 'human connection is at the heart of human wellbeing' – be it at personal or professional level. It is this 'making connection' that Opal instils in its teams.

Opal ensures that aspirations of team members are fulfilled by offering initiatives that enable career pathways, study scholarships and support.

Rachael's invaluable insights resonated very strongly with how we balance profit and purpose, and spoke to being Good and doing good business.

**“We want our students to be capable contributors within a parameter of ethical practice, into a range of different national and international contexts.”**

#### Professor Emeritus Helmut Lueckenhausen

Deputy Vice Chancellor Global, Academic, Torrens University Australia

### Celebrating our outstanding educators

In 2020, our educators had to be agile, creative and bold, while conquering a mountain of unknowns. Our lecturers were on the frontline, embodying the UNESCO theme for World Teachers Day 2020 - 'Teachers: Leading in crisis, reimagining the future.' We're building a culture where we recognise and support good teaching. In 2020, we introduced our first fully online academic rewards and recognition event, with 15 awards or fellowships up for grabs. It included two new awards for casual teaching staff and academic managers as part of the Professor Susan Holland awards. This award recognises the efforts of high performing academics and leaders.

### Reimagining the university of the future

In September 2020, we held our Learning & Teaching (L&T) Symposium. Our best and brightest minds joined forces to workshop the idea of what the university of the future may look like. With over 500 staff connecting online, we looked at how technology could help us deliver on our mission to provide greater openness and access to higher education – particularly in underrepresented communities. Bringing the lessons of COVID-19 into sharp focus, we debated how we could break the current mould and be prepared for the next crisis. Our teams imagined a digital campus with personalised learning experiences, strong connection and community, and work integrated learning.

“The university of the future will have a deeper focus on developing skills of the ‘hand, head and heart’.” said Kath Curry, General Manager of Health and Education, Torrens University Australia

[Tune into our symposium](#)



**“It's almost a calling more than a job. Our teachers are very aware of the privilege that we have in potentially enhancing or changing another person's life as they study with us.”**

#### Simone Morley

Director for the Centre of Learning, Teaching and Scholarship, Torrens University Australia

### Building a culture of recognition

Our people are vital to our success. We understand that harnessing the energy of our staff and working towards a collective goal requires appreciation, respect and attention. That's why we're building a strong culture of acknowledgement.

Our staff are encouraged to recognise the good work of their peers and celebrate achievements through shout-outs. That may be a handwritten note, or internally celebrating on our internal platforms, like Workplace.

We've also introduced a number of formal awards that throw the spotlight on the people making a vital impact on our business.



**“At the height of COVID, we took recognition even further. Writing notes to one another, sending small gifts and care packages, checking in on colleagues. Saying thank you. Thanking our colleagues fosters an atmosphere of trust.”**

#### Julie Craig

Vice President Risk and Governance, Strategy & Student Administration, Torrens University Australia

# Ultimately it's about empowerment through learning



Our academic and scholarly blueprint is intertwined with our purpose-driven agenda, and motivates a culture of curiosity, diverse thinking and inventive solutions. Our purpose is to ensure inclusive and equitable education and to promote lifelong learning opportunities for all. It's a mighty ambition aligned with the UN's Sustainable Development Goals. By raising the skills and voices of our students and staff through quality learning, we want them to be catalysts for momentous global change.

### Battle of giants to send solar powered radios to children in refugee camps

In refugee camps the world over, education needs present pressing and ongoing challenges.

A competition at 2020 One Torrens Summit supported Australian based NGO Barefoot to Boots to provide an alternative to face-to-face education for young people at Kakuma Refugee Camp in northern Kenya.

The fundraiser was a highly energised set of games titled One Torrens Survivor, taking place around the historic Adelaide Oval, one of our treasured partners. AFL legend Simon Black, from Simon Black Academy, and star of TV series Australian Survivor hosted the event. He brought along twenty Torrens University – Simon Black Academy students to compete against the staff including our Vice Chancellor and President/CEO in a range of activities, absolutely embodying our notions of Be Creative, Be Bold and Be Well.

Following the competition, Torrens University donated \$10,000 for solar radios at Kakuma Refugee Camp, to be used on remote learning programs for children, provided by a Kenyan radio station.

As we continue to improve our own approach to teaching and learning, we will continue to explore how education can remain within reach and accessible beyond borders especially during the current global pandemic.



Kakuma Refugee Camp



### This is why...

Over thousand kilometres away in Kenya, students in a refugee camp are learning with solar powered radios we have donated



### Driving global conversation about inequality

At the 2021 UN Global Compact conference Making Global Goals Local Business in Melbourne, Linda Brown, chaired a panel with a group of leading Australians discussing the role of business in the inclusion and advancement of Indigenous Australians.

The panel included Shelley Reys (AO), Murray Saylor and Sasha Titchkosky. It examined inequality in Australia and the importance of Reconciliation Action Plans in the context of UN Sustainable Development Goals – candidly tackling racism, the concept of ‘safe’ environment, partnerships and brave dialogue.

Solutions and ideas highlighted included genuine consultation, openness, collaboration and influential decisive leadership.

“We talk about unconscious bias, but it masks the real word we are dealing with: racism. It’s the big, uncomfortable, brave conversations that will shift the dial,” Murray Saylor said. “Shelley Reys was wonderful. It isn’t enough for business to have team members coordinating their approach to First Nations people. We need leaders who can make decisions and enact change.”



### GovHack

Torrens University hosted the Southern Hemisphere’s largest ‘open data hackathon’ – GovHack. Over 500 teams from Australia and New Zealand collaborated to pitch solutions to tackle some of the major challenges facing society today.

GovHack is an incubator where seeds are planted, innovative ideas born, and quirky concepts cultivated. We were proud to host the latest GovHack at our Wakefield Campus.

South Australian Minister for Innovation & Skills, the Honourable David Pisoni, opened the event at our Wakefield Campus, in Adelaide.

“GovHack promotes the economic, social, and environmental value of open data to develop and address public policy and service delivery challenges, while also upskilling participants of our expanding digital economy as they move into the new jobs of today and tomorrow,” he said.

Catch great minds in action [here](#)



**\$10,000**  
raised towards  
hospitality  
training in  
Cambodia

### Fundraising for the life-changing Cambodia Project

Our Blue Mountains International Hotel Management School students helped raise \$10,000 for the Sala Bai Hotel School in Cambodia in 2020. We forged a relationship with Sala Bai in 2004 based on a shared value to improve lives through education. Since then, our students have helped raise more than \$200,000 for Sala Bai which gives young Cambodians economic security and independence, and fights poverty through vocational training, by teaching hospitality skills.

By taking local action within this global framework, we are working towards fulfilling the UN’s Sustainable Development Goal of ensuring quality education for all.

[Learn how Sala Bai fights poverty](#)

### Special fundraiser for cancer wellness support in Leura

Cancer is profoundly life changing for individuals, families and loved ones, so support makes immeasurable difference for everyone affected.

Blue Mountains International Hotel Management School hosted a Cancer Wellness Dinner in Jasmine Restaurant, at Nesuto Leura Gardens in May 2021, proudly providing our venue, food and helping hands for the 52 people who attended. Our hospitality staff and students were praised for the wonderful meal and their impeccable professionalism and warmth.

The event raised a sizeable \$11,803 for the Cancer Wellness Centre in Blue Mountains – with donations and donated prizes from local and Sydney based businesses auctioned during the evening.



“We couldn’t be prouder of our students who raised \$10,000 for the Sala Bai Hotel School! This heartfelt gift will go towards providing hospitality training to those in the poverty-stricken countryside of Cambodia – opening up new doors to employment opportunities and the chance of a brighter future to those who need it most.”

**Simon Pawson**  
Associate Dean, Hospitality,  
Torrens University Australia



## 6. Research that Matters

We lead research that matters, and our researchers are leading extraordinary work. Our aim is to influence policies and drive impactful outcomes, forge strong research partnerships, advance individuals and communities worldwide, remain industry focussed and ensure our students are the full beneficiaries of our research.

“I cherish this moment because we have now proved to Australians that their youngest university is substantially contributing to the society not only through teaching and learning but also research.”

Professor Ali Mirjalili

# We champion Research that Matters

Research is critical for our collective good. It's what drives advancement and development – from jobs and technology, to economics and health.

As an education provider, it is our responsibility to continuously create new knowledge through research initiatives that improve lives. This aligns with our philosophy of leading with purpose. We are committed to a global research agenda that solves real issues, with real solutions.

Our aim is to influence policies and drive impactful outcomes, forge strong research partnerships, advance individuals and communities worldwide, remain industry focussed and ensure our students are the full beneficiaries of our research.



## Impactful collaborations powered by dynamic themes

Our commitment to address practical issues recognises that collaborations across research disciplines and with industry provide formidable solutions. Our four university research themes reflect our focus on optimal solutions.

### Societies in drastic change

We know that change is always happening. If anything, the last year shown us that the pace of change can a times be unpredictable – even destabilising our social structures and futures. So, we are focussed on developing solutions and preparedness for dramatic social change – triggered by the pandemic, natural disasters and the fast advancing Fourth Industrial Revolution.

### Security and sustainability

Upholding ethical, environmental and social standards as the world changes is no mean feat. Our interdisciplinary work under this theme is focussed on safeguarding the future we share – one which includes the vulnerable and marginalised as well as the planet which sustains us.

### Building health systems and solutions

There is no doubt that broadly speaking, lifespan has largely increased, with medical, social and environmental improvements. But longer life and modern lifestyles are also presenting challenges. Our researchers who include medical practitioners, are making ground-breaking contributions in Australia and globally - pioneering healthcare solutions for community.

### People and Industry for Impact

Rapid technological change is disrupting businesses across all industries and our researchers are doing important work, identifying the new skills and capabilities required for the future. Their work will ensure our students are armed and prepared for fulfilling careers which contribute to society and industry.

## Our Research Centres

**The Centre for Healthy Futures** aims for the prevention and treatment of chronic diseases and improvement of individual wellbeing. Through research on environmental, lifestyle and economic factors that impact health and quality of life, our research also contributes to better understanding healthcare systems and developing technology for both individual and whole of population health.

**Centre for Education and Sustainability (CRES)** brings together researchers focussed on Education to further our understanding of formal, informal, professional and social learning. Our research into learners, learning and pedagogy focuses on how learners are rapidly adapting to expanding modalities of learning. Our research explores how we can better understand individualised learning and personalised preferences and how this learning intersects with other social, health, and economic futures.

**The Centre for Organisational Change and Agility (COCA)** focuses on sustainable solutions to key commercial and societal challenges – taking into context realities of globalisation, climate change, the Fourth Industrial Revolution (4IR) and other trends. Torrens University grounds and aligns its research with the United Nations Sustainable Development Goals (UN SDGs) in its desire to engage in impactful research. Our practice-informed research approach spans research topics from finance and global project management, global supply and value to leadership, business systems and organisational behaviour.

**The Centre of Artificial Intelligence Research and Optimisation (AIRO)** focuses cutting-edge research in two of the ground-breaking areas of science in the current century: Artificial Intelligence and Optimisation. Our mission is to provide leadership in these areas and create intelligent solutions for the benefit of societies. Starting with the needs of industry, community, professional bodies, government and other stakeholders in Australia and globally, we engage in the research process with collaborators, end users and advisors. Our research foci include Information and Computing Sciences as well as Artificial Intelligence and Image Processing.

**The Centre for Cardiopulmonary Health** is dedicated to conducting multidisciplinary, health services research with our national and international collaborators, with the explicit aim of developing and applying innovative strategies to improve the heart and lung health of vulnerable individuals and communities; thereby improving and prolonging the quality of life of those affected and reducing the enormous (and growing) burden imposed by cardiopulmonary disease at the whole population level.

Torrens University Australia also hosts the **Public Health Information Development Unit (PHIDU)**, which is committed to providing information on a broad range of health and other determinants of lifespan and life quality across Australia.

## This is how...

We influence thought, policy and action which protects lives, the environment, advance humanity and help build a better future

## Showcasing our Research that Matters framework

In 2020 and 2021, we presented to the world, our commitment to the ideal of Higher Education producing new knowledge and improving human well-being, through two major initiatives. Both were eponymously titled Research That Matters, and both centred on researchers responding to challenges – known and unanticipated.

The first was a major live and interactive online event, broadly demonstrating our commitment to helping advance humanity through pure research and featuring our key themes. The second was our new podcast series, which reveals not just the impactful and the ground-breaking but also the inspiring personal and professional journeys of our researchers. Featuring our rock star world-class researchers, we focussed on our four key research themes, our research strategy and topical issues such as research during a time of pandemic.

The Research Supervision Excellence Award is made in recognition of an outstanding contribution to Torrens University in supervision and research training. Our 2020 joint winners were Associate Professor Rajka Presbury and Dr Madalyn Scerri from our Centre for Organisational Change and Agility- for excellence in supervision of projects on contemporary customer and service experiences in hospitality and related service and business industries.

### Societies in drastic change

After the ferocity and scale of the 2019/20 bushfires, our researchers took a forensic look at the critical lessons learnt from that disaster. Lead by Dr Madalyn Scerri this research is intended to build a body of global knowledge so small businesses, particularly in the tourism and hospitality sectors, can access informed disaster management strategies. The natural environment is also the inspiration for research led by Professor Seyedali Mirjalili, whose work has appeared in more than 160 publications. Using swarm algorithms and machine learning which mimic and simulate natural intelligence, such as the activities of ants, this research looks at ways to reduce the rising price of products and bring down the cost of living.

### People and Industry for Impact

Statistics show us that the need for soft skills lags greatly behind the high demand seen across the 2020 job market – by 45 per cent in fact. In the race to bridge this chasm, research lead by Dr Mandi Baker from our Centre for Organisational Change and Agility has looked at ways of creating sustainable employment by strengthening affective abilities (AA), otherwise referred to as social and personal skills. Another important area of our employability research is addressing the transition from training to the work environment for people with disability. Dr Denise De Souza is at the helm of this research and has worked in collaboration with employment trainers Impact21 to reassess current instructional strategies. In Adelaide, our PhD student Damien Mills has identified a lack of understanding when it comes to entrepreneurship. His research interacts with academia, digital forensics, economics and strategic management to define what entrepreneurship is, where it came from and how it works.

Professor Kerry London and Dr Zelinna Pablo are on a journey with the NSW state government to improve construction work health and safety through the use of digital modelling. After a 15 month funded study, they are in the final stages of the project developing a Decision Framework with tools to assist industry leaders in adopting the NSW Infrastructure Data Management Framework.

### Building health systems and solutions

The COVID-19 pandemic has put public health policy and interventions under the microscope like never before. Over 2020/21, our researchers continued their search to find better ways to combat disease and support wellbeing by collecting large scale evidence and testing their findings in different international communities. Across the African continent, research led by Professor Simon Stewart investigated the causes and impact of cardiopulmonary diseases examining environmental and individual factors, like wet climates and access to clean water and sanitation. In Nepal, research lead by Professor Craig McLachlan looked at the risks associated with high salt consumption and demonstrated how huge cost-savings in healthcare can be attained through lifestyle interventions and education initiatives. On a more universal front, interdisciplinary research led by Dr Rachel Ambagtsheer dissected the problem of a rapidly ageing global population. This research specifically zones in on ways to overcome fragility associated risk factors such as falls, fractures, disability, and even early death.

### Security and sustainability

Inclusivity defines many of the UN's Sustainable Development Goals and it's inextricably linked to security and sustainability. Our researchers are reimagining ways that the world can be fully inclusive. Their research shifts thinking from checkboxes and quotas to genuine inclusion. In our Media Design School in New Zealand, Dr. Sarah Elsie Baker's research breaks down historic gender bias in design and lack of diversity in tech teams. Using gender and queer theory, alongside design thinking, Dr. Baker has tested the application of new tools across design and now plans to publish her findings as a Design and Gender Toolkit. In our Brisbane campus, Dr. Hayden McDonald has put the spotlight on indiscriminate business practices that disenfranchise Aboriginal and Torres Strait Islanders. His research, supported by CPA Australia's Global Perspective program, is about ensuring Reconciliation Action Plans don't risk becoming a box ticking exercise.

## Our rock star researchers who featured in the Research That Matters event and podcast



National Health and Medical Research Council of Australia Senior Principal Research **Professor Simon Stewart** is a cardiovascular nurse scientist and health services researcher who is internationally recognised for his efforts to understand and respond to an evolving epidemic of chronic heart disease across the globe, including in countries such as Africa.



**Dr Rachel Ambagtsheer** is a research fellow whose work with frailty among older people is beginning to define a new model of managing this increasingly common condition in the community.



**Professor Craig McLachlan** has a long research career with expertise in public health, pharmacology, physiology, and translational medicine with a focus on cardiovascular health and technology. Professor Craig McLachlan has recently been coordinating a research study in Nepal outlining the link between salt intake and high blood pressure – in the context of socio-cultural and other factors.



**Dr Denise De Souza** is a postdoctoral research fellow in the Centre for Research in Education who has been working with our Impact 21 program outlining the growing evidence base that supports creation of education models that improve the transition to the workplace for people with disability.



**Dr Mandi Baker's** research examines emotional demands and people skills required for people-centric service work in organisations.



**Dr Madalyn Scerri** applies unique hospitality knowledge to research different service settings including health care, aged care and peer-to-peer accommodation. She examined the experiences of tourism and hospitality providers during the 2019-2020 bushfires in Australia to inform improvements in future disaster preparedness.



**Dr Hayden McDonald** is an educator and researcher interested in reconciling Indigenous perspectives in order to influence broader business objectives by understanding where cultural values sit within business practices and Reconciliation Action Plan efforts.



**Professor Ros Cameron** is the Director of the Centre for Organisational Change and Agility (COCA) – which has built a strong reputation with its collegial and vibrant culture of research excellence, collaboration and innovation. COCA prides itself on quality outputs that solve real world problems and deliver sustainable impact.



**Dr Sarah Baker's** research interests include design and social inequality, especially in relation to user experience, ethics, and critical design. She outlines the role of designers and user-centred design for building sustainability and social equality.



**Professor Ali Mirjalili** is internationally recognised for his advances in nature-inspired Artificial Intelligence (AI) techniques. He is also working in the area of Machine Learning, which makes the computer capable of learning from experiences in a similar manner to humans.

## Our outstanding PHD accomplishments

We are building a future focussed community of researchers and academic thinkers connected to our values. The number of doctorates that have been completed is phenomenal for a new university - an accomplishment we are very proud of.

Professor Justin Beilby, Deputy Vice Chancellor – Research, says this is an outstanding achievement for a university that is so young.

“What has been a real delight over the last five years is to witness the successful graduation of 11 PhD students.

What is even more exciting is the diverse blend of their research topics across business, health, education and hospitality. Each student has created new knowledge and scholarship that have informed and grown their discipline.

“Our PhD and masters student support programs are outstanding, and we now have well over 100 students. Once these students graduate many will become our future academics and alumni that we will be incredibly proud off.”

### Doctor of Philosophy graduates

2017

#### Angele Jones

PhD: *Lived PhD Experiences: Critical Reflections from the Students' Point of View*

2018

#### Alix Taylor

PhD: *Where public servants dare: Developing archetypes for public sector intrapreneurship*

#### Louise Townsin

PhD: *The potential of a pedagogy for border crossing: Encouraging intercultural learning for outbound undergraduates at an Australian university*

2019

#### Nicholas Hadjinicolaou

PhD: *Supporting project success in Australia with the implementation of project portfolio management*

2020

#### Cindy Lee

PhD: *Digital Lenses, Mobile Screens and the Tourist Consumption*

#### Joanne Ruffin (awaiting graduation)

PhD: *Isomorphic change and organisational engagement in the coproduction of local services in local govt*

#### Ashraf Al Mamun

PhD: *Nonfinancial disclosures of material sustainability information on company financial performance*

#### Rachel Ambagtsheer

PhD: *Development of a Frailty Screening Model for Introduction into Australian General Practice*

2021

#### Antonia Saunokonoko

PhD: *Exploration of the father-daughter relationship's impact on the development of bulimia nervosa*

#### Carol Aeschliman

PhD: *Blended learning: barriers & enablers to successful implementation for educators in Higher Education*

#### Shea Wilcox (awaiting graduation)

PhD: *Dose-escalated, image-guided intensity-modulated radiotherapy and androgen deprivation as treatment*

### Doctorate in Business Leadership graduates

**Dr Charles Moschoudis** Flexible and Adaptive Leadership in the Context of a Barrister Operating in a Project-Oriented Environment

**Dr Dale Blyth** Leadership for the Future in the Mining Sector

**Dr Dion Accoto** The Good Shepherd

**Dr Leanne Ward** Leadership in Businesses Adopting the Ethical Use of Artificial Intelligence (AI)

**Dr Lisa Griffiths** A critique to meet the requirements of the Doctor of Business Leadership at Torrens University Australia

**Dr Salinda Watapuluwa** Transitioning Leadership Across Different Cultural Contexts: The Case of Sri Lanka and Australia

**Dr Sweta Sud** A Leader's Paradigm: Business Leadership in Papua New Guinea

“We have maintained a strong Higher Degree Research community through the pandemic and have continued to attract overseas and domestic student enrolments through our strategy of university wide pastoral support, early intervention and support for research projects and ethics modifications to fit COVID restrictions”

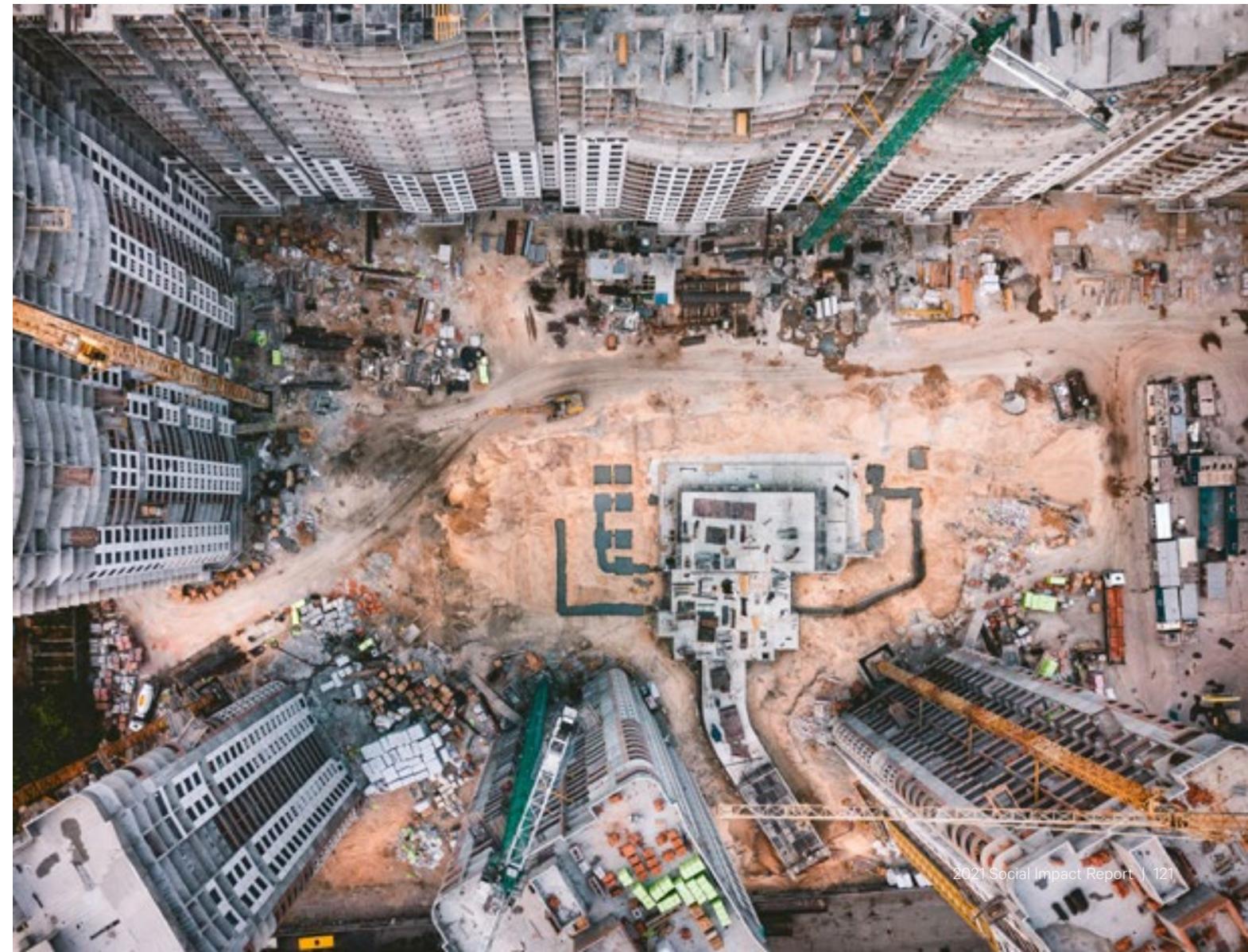
**Professor Margee Hume**  
Associate Dean, Higher Degree Research

## Focusing on safety to make a difference in the construction industry

Professor Kerry London, our Pro Vice Chancellor Research, has been instrumental in developing industry guidelines aimed at improving information management for work health and safety management in the construction industry. Construction is one of the most dangerous sectors in Australia. The guidelines will provide a framework enabling better planning, design and construction which ultimately seeks to help reduce accidents and deaths in a sector renowned for high fatalities. The research led by Torrens University Australia in partnership with NSW Centre for Work Health and Safety (WHS) and Western Sydney University (WSU) focusses on integration of Building Information Management (BIM) and Work, Health and Safety Management. “Australia is a leader in WHS research”, Professor London said. “Our research will have significant impact and continues to build our international reputation. We showcase exemplars in our report and some very clever innovative practices to help drive even more novel approaches.” To give an indication of how widespread the impact of this research is, Professor London has recently been invited as Australia’s representative on the new International Standard Organisation committee to draft a new standard. Professor London leads a large research team of 8 researchers across the Centre for WHS and WSU. Torrens University Senior Research Fellow Dr Zelinna Pablo is also part of the team.



Professor Kerry London





**‘It’s not a happy story. We’ve seen the gap between the rich and the poor widen. We’re not doing it well.’**

**Professor John Glover**

### **PHIDU research: Holding up a mirror with microscopic effect**

Public Health Information Development Unit at Torrens University has a knack of jolting Australians into reality – presenting regular snapshots of a country where stark economic inequalities are reflected in quality of health, education and even access to technology.

PHIDU’s reports and maps which hone in on suburbs are detailed and often compelling. They often attract media headlines like ‘New research reveals Aussie suburbs with the shortest life expectancy’.

But aside from providing a mirror for Australians to look into, there has always been a serious side – providing policy architects and decision makers critical information. And COVID-19 has added another layer.

Under Director, Professor John Glover, PHIDU began producing its social health atlas series in 1990 – mapping health inequalities, often in the context of the social and economic determinants.

PHIDU is the only provider of ‘small geographical area data’ for the whole of Australia. Today PHIDU research is used extensively by government and educational authorities to inform and support bespoke health campaigns, service delivery and learning programs. This is critical for disadvantaged communities.

#### **Closing the Gap with Indigenous Australia**

Very early on, PHIDU began publishing data revealing gaps in health and wellbeing between Indigenous and non-Indigenous Australians. It’s research and atlases have monitored progress and improvements in the different groups over time, measuring them against the national 2018 Closing the Gap Targets.

#### **COVID-19**

PHIDU released of various research findings which brought the plight of the disadvantaged during the pandemic into the spotlight. Research by PHIDU at Torrens University highlighted the extra burden many children and their families faced with school work and social exclusion when they lacked access to the internet at home.

One of the greatest impacts of COVID-19 had been the loss of jobs, and a major indicator of this was the doubling of people receiving unemployment benefits. A PHIDU report showed the link between job loss and mental health. PHIDU showed how the extent of change was generally been greater in the capital cities than in regional areas during the pandemic.

With its expertise, it was not surprising that one of PHIDU’s Research Fellows Claire Marsh was recruited in the epidemiology frontline of South Australia’s COVID-19 monitoring team – preparing reports for Australia’s National Incident Room from where national authorities tackled coronavirus.

[Strong links between COVID-19 vaccination rates and socioeconomic factors](#)

#### **Not entirely a lucky country**

Throughout 2020 and 2021, PHIDU released regular reports reminding us that this is a nation of haves and have nots. They showed us that fewer children from the least socio-economically advantaged communities attend kindergarten compared to those with higher socio-economic status. It was a similar situation at school leaving age.

But judging by widespread media coverage and headlines, it was the 2021 PHIDU report which revealed how the suburb Australians lived in affected a person’s lifespan which attracted most attention nationwide. In some cases, the gaps were huge – again related to disadvantage and the level and quality of healthcare and support available.



L-R, rear: Kimberley Sobczak, Matt Freeman, Alex Franco Garcia, Claire Marsh, John Glover  
L-R, front: Sarah McDonald, Kristin Brombal  
Absent: Greg Lyle

# 7. United, Together for Good

With our owners, Strategic Education Inc, we are building our global network of excellence in education. Together we share a belief that education is a human right and everyone deserves access. But we also bring a unique global perspective to SEI. Underpinning it all is our history, we are built on the shoulders of giants.

“A purpose brought me here and it keeps me here.”

**Layana Franco**  
Master of Business  
Information Systems student



# Building our global network of excellence in education

Students come from **118 countries**

**110** Torrens University international staff, located in 20 cities around the world

**11,000+** international students

## This is how...

Our Massive Open Online Courses are impacting thousands globally



We have long held a commitment to celebrate diversity, broad thinking and a global mindset, underpinned by a firm belief in ensuring our business is a force for good in the world.

In 2020, our value Be Global reached new heights as we marked a new chapter with Strategic Education, Inc. Despite the worldwide disruption to education, we further cemented our foundations as a quality education service provider by joining an established global academic family.

Together, we share a focus on putting our students first, and are committed to Education For All, in line with the UN's Sustainable Development Goals.



**“This is remarkable on many levels. This change of hands during global disruption demonstrates just how solid our foundations are and a considerable vote of confidence not only in Torrens University Australia but also the Australian higher education sector.”**

**Mr. Michael Mann AM**  
Torrens University Australia Chancellor



## Our next chapter with Strategic Education expands our horizons

In 2020, our entire educational force of Torrens University Australia, Think Education and Media Design School was purchased by the NASDAQ listed Strategic Education, Inc. By uniting with Strategic Education, Inc., one of the most technology advanced higher education groups globally, we continue building our global community. Our coming together of cultures has emboldened us to help learners achieve their goals. Over the next five years we plan to become a formidable presence in Asia and the Pacific, grow our market share in Australia, New Zealand, and the United States, and become the alma mater of over 50,000 employed graduates.

### Best in class: role modelling a new type of education

With a history in quality education dating back to 1892, Strategic Education, Inc. includes Capella University and Strayer University, collectively with over 90,000 students. Our shared vision for bringing the best technology-driven hybrid learning to students around the world means we'll be investing heavily in creating a seamless mobile-first learner experience.

### Inspiring positive social outcomes

Together with Strategic Education, Inc., our common belief in advancing learning and quality outcomes for students will continue to transform lives. Access to cost-effective education and the creation of global citizens will be priority.

Making the announcement, the Chancellor of Torrens University Australia, Mr. Michael Mann AM said the sale marks the beginning of an exciting new chapter.

Linda Brown said “Joining Strategic Education, Inc further enhances our capacity to connect with learners around the world. It sharpens our focus on maintaining our innovative, global approach to higher education... At the core of this partnership with Strategic Education is our shared belief in using technology and innovation to enable unparalleled educational opportunities for learners and industry.”

Karl McDonnell, the CEO of the United States based Strategic Education, Inc. says “It means we can now move to build a global network of excellence in education. Torrens University is very strongly positioned already in Australia and the Asia Pacific. We are combining our achievements in digital and creative technologies, health, hospitality, business and research – so we will forge a formidable presence. Education should be the vehicle with which a person can get a better job and earn more over his or her lifetime.”

# together FOR GOOD

## We forge forward, Together for Good

With only nine years remaining before the United Nations 2030 deadline to meet 17 Sustainable Development Goals, there's never been a more critical time for us as a B Corporation to mobilise and impact the world for good.

Despite the challenges, in many ways the pandemic strengthened our resolve to reinvigorate our commitment to society. During October and November 2021, Torrens Global Education joined forces with our Strategic Education Inc. (SEI) colleagues for our Together for Good Festival.

Staff and students created an extraordinary hybrid festival of events that highlighted our values and celebrated our collective efforts and achievements – from community to global level.



Student Wellbeing Week

### Activating our Be Well value in our staff and students

A series of Be Well activities for staff and students in October 2021 reinforced our commitment to our values of support, awareness, trust and being mindful of the impact of changing work and study circumstances.

Be Well Symposiums for staff were presented by guest experts Megan Townes, from Microsoft and Ray Good from Good Place. Topics ranged from building personal resilience, empowerment, and the importance of collaborations and connections.

In arguably one of the most spirited activities during the year, staff seized an opportunity to compete in the Step Together For Good challenge. Staff formed teams to clock up as many steps as possible between them – with the winning team nominating funds on behalf of Torrens Global Education to a charity of their choice. Underpinning the competition was a focus on teamwork, camaraderie and the adage that to look after others, we need to look after ourselves.

During our Be Good, Be Well: Health & Wellbeing week, 25+ workshops were designed to help students find balance as we all juggle life, study and work – with guides to healthy eating, dancing, painting, mediation, yoga and more.

### The Fourth Industrial Revolution – book launch

The Fourth Industrial Revolution, distinguished by the phenomenal digital and technological advances that are underway, will have a huge impact on our lives and work.

A special event hosted by our Vice Chancellor Professor Alwyn Louw marked the launch of a new book called The Fourth Industrial Revolution – What does it mean for Australian industry.

Chapter by chapter, industry by industry, the book provides a comprehensive investigation into the impact of technological changes such as Artificial Intelligence and machine learning, The Internet of Things, Big Data, robotics, autonomous transport, genomics and more.

The editorial team is made up of academics and researchers from 9 universities (including Torrens University's Professor John Burgess, Adjunct Professor Alan Nankervis and Professor Ros Cameron) and professional bodies – a true cross institutional collaboration.



### Conversation with Dr Barbara Butts Williams

Dr Barbara Butts Williams has devoted much of her personal and professional life applying strong work ethic and sense of duty instilled in her by her parents – to give back to the community.

After years of extraordinary service, executive leadership and changemaking, Barbara, who is the Executive Dean, Social Responsibility & Community Engagement at Capella University, continues to remain humble, motivated and inspired as a leader devoted to education as a force for change.

“One of the role models that I respect to this day is first US Congresswoman from New York, Shirley

Chisholm,” Barbara explained in a special Together for Good Radio program

“She said something in one of her speeches that stayed with me - she said ‘service is the rent that we pay to live on this earth’. We have a responsibility to do that as individuals.”



Loud and Local Adelaide



Loud and Local Suzhou



Loud and Local Coffee Brigade

## Loud and Local

If there is something the pandemic and lockdowns taught us, it was the realisation of the potency of grassroots connection.

Loud and Local during Together for Good Festival revealed the power of shared experiences, passions and skills as staff banded together to contribute to a shared cause. All up, there were nearly 30 events and initiatives put together by individuals and teams to help communities, specialist services, and charities.

These included special fundraisers for animal rescue centres in Brisbane and Suzhou; \$4750 raised by Stratos Boutsis for the Women's and Children's Hospital in Adelaide; staff and students supporting Brisbane's homeless; and more. Local grassroots events and initiatives fundraised over \$10k for the community.



Australian Academic Integrity Network

## Inaugural Australian Academic Integrity Network Forum

One of the most urgent challenges facing academics and students the world over is the issue of misconduct and dishonesty through cheating, plagiarism, collusion and impersonation during the course of study.

During the pandemic, many universities reported a rise in breaches of academic integrity, accompanying the rise in online learning. At stake right now is not just the reputation of universities students and graduates. Impact on society as individuals enter the workforce is also of concern.

To coincide with the annual International Day of Action Against Contract Cheating, Torrens University Australia hosted the inaugural Australian Academic Integrity Network Forum in October 2021. An initiative of the Australian Academic Integrity Network, the Forum was attended by over 1100 delegates from Australia, New Zealand and around the world.

"My role is about creating a culture of academic integrity, with the aim of making students more aware of academic integrity and best practices, rather than focusing on how to avoid misconduct," said Vipin Kumar Mehta, a student mentor and an academic integrity ambassador at Torrens University Australia.



## Graduate Attributes Hackathon

Delegates at our Graduate Attributes Hackathon were asked to choose one attribute that they think our graduates should be known for and develop a narrative that explains the graduate attribute represents the Torrens University DNA.

Setting up the Hackathon, Pro Vice Chancellor Academic Eddie Blass explained how graduate attributes, such as professionalism, leadership, teamwork and communication, are the qualities and skills that every student should develop at university.

"The [Torrens University] Hackathon is about defining what it really means to be a graduate of Torrens University."

## We begin and end with people, and our alumni take us forward

Each and every one of these alumni have an incredible story and truly embody our Torrens Global Education values. They inspire our community and personify our B Good value. They represent the greater good in our wider alumni community.



**Liana Rossi**

Liana is a boss. The Head of Content at Mona - Museum of Old and New Art headlined our INTRO 2021 graduate showcase in September and delivered all the golden nuggets we expected her to.

Liana praises Billy Blue College of Design (BBCD) for our agile curriculum and says it prepped her for the eclectic combo of tricks she needs at MONA.

Whether she's dropping gems for our current students, or penning articles for Fashion Journal about her endometriosis diagnosis or running into the ocean to raise money for 24 Carrot Gardens, she nails it with her signature flair.



**Scott Bear**

Scott is a dedicated supporter of charitable fundraising initiatives, encouraging work colleagues and friends to participate and support wherever they can.

Over his time in the hospitality industry, Scott has been involved with Camp Quality, Bill Crews Foundation, September, Movember, Dress for Success and the Sony Foundation. These causes contribute to bettering the lives of those less fortunate, but also promote awareness to increase a sense of empathy in the community.

"For me, doing something for others and improving the lives of the people we come into contact with every day is a top priority and it is why I try to maintain a high level of involvement in charity work."



**Rose Norgove**

Rose has topped international design competitions with her innovative medical device providing blood glucose testing and smart insulin delivery for Type 1 diabetics.

"As a Type 1 Diabetic myself, I've designed Dual to resolve all the pain points I've encountered over the past 12 years. It's a device that combines an insulin pen and a blood glucose meter to calculate the amount of insulin needed. It's fit for everyday use, providing diabetics with the freedoms of detached devices and benefits of automation. It allows diabetics to live with less equipment, less complications, and more control," says Rose.

A great example of how our alumni live our vision – to connect the world for good.



**Sebastien Phillips**

At Torrens University we're constantly pushing the potential to use the skills and lessons we teach to change the world. By harnessing passion and embracing our Be Good value Sebastien has taken that philosophy to amplify his environmental message.

"There are over a billion coffee cups that go to landfill every year in Australia," said Sebastien. "Plastic, as we all know, floods our ocean and kills a lot of our wildlife. The fact that I can have an influence on this idea of plastic-free beaches using my skills, it means the world to me."

Sebastien has founded his own video production company Bezier, a trusted media production house delivering engaging, high-quality and meaningful content.



**Abigail Trewin**

Abigail has many years of experience in emergency medical response situations. Alongside her hospitality expertise, she possesses a specific skillset enabling her to implement and manage effective quarantine facilities during Australia's COVID-19 pandemic, including the Howard Springs Quarantine Facility in Darwin and hotel quarantine facilities in Melbourne.

The Co-Chair of the WHO's Highly Infectious Disease Working Group, Emergency Medical Teams was instrumental in the development of the Australian Medical Assistance Team capability and was the Operations Lead for a Pakistan mission in 2010. She was also Mission Lead for Fiji's Cyclone Winston 2015, Sulawesi's Earthquake 2018, Samoa's Measles outbreak 2019.

Abigail truly embodies our B Good value and is an inspiration to our community.



**Anna Anicic**

Anna has an audacious goal and wants to change the fashion industry. The Creative Director and Founder of her own label and sustainable fashion brand, Anicic, loves her job like it's an obsession.

Speaking about creating fashion Anna says, "I just love how confident people feel when they wear my stuff and how they feel empowered when they wear my designs".

Combining passion and purpose, the former Adidas and H&M visual merchandiser makes zero-waste fashion to tackle the waste problem in the fashion industry.



**Jessica Foster**

Autism Consultant Jessica Foster brought an audacious vision to life. Spectrum Village, the brainchild of this alumni champion, is a business supporting families with children on the Autism Spectrum.

Jess' drive and passion are fueled by her personal experiences, so she is determined to fulfil her mission to help as many students as possible struggling with reading, writing and spelling.

We're thrilled that Jess' Autism consultancy embraces our Be Good value by working from a strength-based, inclusive and person-centered approach.



**Jacob Newton & Josep Jover**

Jacob and Josep have garnered the world's attention for their award-winning DDB campaign 'Sperm Positive: The World's First HIV-Positive Sperm Bank'.

Sperm Positive gives men living with HIV the opportunity to become donors. Shared in 94 countries to an audience of over 1.8 billion, it has helped combat stigma by reinforcing the message that people living with HIV, who are on effective treatment, cannot pass on the virus through conception.

To date, 4 babies are due, 32 women have registered as recipients, 27 HIV-positive sperm donors have joined, and in January 2021, the first baby from an HIV-positive sperm bank was born.



**Lucette Harper**

Lucette is the Major Donor Manager at The Smith Family, across NSW and the ACT. She uses her marketing and communication skills to generate fundraising for educational support to children living in poverty.

"I am really proud to work for a charity that is so committed to supporting the education of children, we currently have over 58,000 students supported through our sponsorship program", said Lucette. "Sharing our students' stories, their dreams, their achievements, is such a rewarding and motivating part of my role. Education gives children and young people the opportunity to break the cycle of disadvantage."

At Torrens University, we couldn't agree more.

## Redefining our role and our purpose

Over the past 7 years, since Torrens University Australia was established, we have taken enormous strides in demonstrating the transformative power of education to change individual lives, society and the world, for the better.

Guided by our Be Good Plan, our strong values and demonstrable commitment to public good and social impact, all of which are embedded in the curriculum and in every aspect of our organisation.

We can be very proud of the contributions we have already made to Australian society, economy, education and research. And we can be very proud of the way in which, as a community, we embodied our values, under the most trying circumstances in recent times. Our staff and students embraced each and every change with resilience and strength. We came together to ensure everyone in our community remained safe and connected.

As we continue to establish ourselves as a truly global university, in partnership with our new owners Strategic Education, Inc., we must continue to re-evaluate and re-define our role as educational providers, and the role of higher education more broadly, to keep pace with the changes in the world of work and, indeed, the world at large.

Universities can no longer view themselves as 'the bastions of knowledge'. Instead, we must be committed to sharing that knowledge with our staff, our students and the wider community. We saw the power of knowledge sharing last year, with 130,000 people around the world accessing free online short courses, attending our education expos and participating in Massive Open Online Courses (MOOC).

Research must remain the cornerstone of what we do. Our research agenda must be focussed on driving lasting economic, social and environmental change in our region and beyond. Not by simply translating knowledge and information into ideas, but by generating new knowledge, by providing real solutions to real problems and by genuinely improving the human condition.

As we look ahead to the future, now is the time for us to extend ourselves and our contribution even further. We must build continuous engagement and collaboration with industry, government and non-government organisations, the higher education sector and with communities within which we live and work. And we must continue to be good citizens and good neighbours and accept our responsibility to make a difference in our global society.

Now is the time to be bold, courageous and innovative, as we strive to empower our staff and our students to be a force of good in our world, and to take all our stakeholders on that journey with us.



**Professor Alwyn Louw**  
Vice Chancellor, Torrens University Australia

“Education is a calling, education is purpose, education is an exciting journey with other people to realise potential.”

**Professor Alwyn Louw**  
Vice Chancellor, Torrens University Australia



The focus of development should be on advancing the richness of human life, rather than the richness of the economy in which human beings live.

Instead of prioritising metrics like GDP, the aim should be to enlarge people's capabilities – such as to be healthy, empowered and creative – so that they can choose to be and do things in life that they value.

And realising these capabilities depends upon people having access to the basics of life – adapted to the context of each society – ranging from nutritious food, healthcare and education to personal security and political voice.

**Professor Amartya Sen**  
Economist & Nobel Laureate





**Cover Artwork: Te Iwihoko Te Rangihirawea**

(Ngāti Rangī, Ngāti Pīkiahū-Wāewāe)

Art Direction Jim Murray | AR Design Alex Legg

We begin and end with people is our first and most important value.

To begin and end with people is to also begin and end with culture. We put people and culture at the core of everything we do. Our cover artwork reflects this mindset.

The Maori Lord of the Forest Tane went on a great quest for knowledge to help humankind.

This story has become a potent symbol at the heart of our new Media Design School campus in New Zealand.

This work by Te Iwihoko Te Rangihirawea, an alumnus of our Media Design School, can be seen by all who visit our new campus as a centrepiece digital installation.

It is also a potent symbol of how we, Torrens Global Education, have remained determined in our humanist approach to resolving challenges, bring creative edge and innovation to the future of global education. We are proud of our Australian and New Zealand connections, and we also have a global perspective.

Te Iwihoko Te Rangihirawea's work conveys this universality, and for this, we are grateful and proud to share, as the opening image and opening message of this Social Impact Report.

