



Aboriginal and Torres Strait Islander Employment Plan 2022–2024



THE UNIVERSITY OF
SYDNEY

Leadership for good starts here

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FOREWORD

The University of Sydney values the skills, expertise and unique cultural lens Aboriginal and Torres Strait Islander people bring to the University community.

The University of Sydney values the skills, expertise and unique cultural lens Aboriginal and Torres Strait Islander people bring to the University community. Our shared aspiration is that the University is recognised as an employer of choice for Aboriginal and Torres Strait Islander people. To do this we need to ensure our leadership and governance embeds cultural capabilities and respect in our policies and practices. As Australia's first university, we acknowledge and celebrate that all we do should be grounded in First Nations knowledge. We want to be a place that works better for our students, our staff, our partners, and for other members of our community.

We are pleased to co-sponsor the Aboriginal and Torres Strait Islander Employment Plan 2022–2024. It builds upon and provides a strengthened arm for one of the key strategic focus areas of the University's *One Sydney, Many People Strategy*. That focus area is *Eora – People – Our Staff and Students*. To meet the shared goals in the Plan we will work in partnership with colleagues across the University as well as with local Aboriginal and Torres Strait Islander communities and our staff and students.

We are pleased that the commitment to key targets and success measures in the Aboriginal and Torres Strait Islander Employment Plan 2022–2024 has been endorsed by our University Executive and will continue to be supported throughout the life of the Plan. We know we have a lot of work to do. We all need to ensure that the University not only increases the representation of Aboriginal and Torres Strait Islander people in employment, but also provides culturally safe and respectful environments for Aboriginal and Torres Strait Islander people.

Aboriginal and Torres Strait Islander employment is integral to the success of the University's strategic vision, and we encourage all staff, starting with senior leaders, to embed the principles and objectives of the Aboriginal and Torres Strait Islander Employment Plan 2022–2024 throughout their portfolio areas.

Co-Executive Sponsors

Professor Lisa Jackson Pulver AM, Deputy Vice-Chancellor (Indigenous Strategy and Services)

Ms Karen Haywood, Chief Human Resources Officer

ACKNOWLEDGEMENT

The University of Sydney acknowledges the custodians and cultural authorities of the lands on which it operates. The campuses, clinical and research facilities are all situated on the lands of the Gadigal, Deerubbin, Dharug, Kamilaroi, Wiljali, Wangal, Tharawal, Bundjalung, Kur-ing-gai, Cammeraygal and Wiradjuri peoples. We pay respects to their Elders, knowledge systems, customs and lores. We acknowledge and value the important role Aboriginal and Torres Strait Islander staff, students and communities bring to the University of Sydney.

Gadigal (also known as Cadigal) – Sydney, Darlington, Camperdown	Camperdown Campus, Darlington Campus, Surry Hills Campus, Sydney Conservatory of Music, Central Clinical School
Deerubbin – Nepean/Penrith	Nepean Clinical School
Dharug (also known as Dharuk) – Westmead	Westmead Campus, Westmead Clinical School, Children's Hospital Westmead Clinical School
Kamilaroi (also known as Gamilaraay) – Narrabri	Plant Breeding Institute
Wiljali (also known as Wilyakali) – Broken Hill	Broken Hill University Department of Rural Health (BHUDRH)
Wangal – Concord, Balmain, Rozelle, Lidcombe	Concord Clinical School, Sydney College of the Arts, Cumberland Campus
Tharawal (also known as Dharawal) – Camden	Camden Campus
Bundjalung – Lismore	University Centre for Rural Health
Kur-ing-gai (also known as Guringai) – Wahroonga	Sydney Adventist Hospital Clinical School
Cammeraygal – St Leonards	Northern Clinical School
Wiradjuri – Dubbo/Orange	School of Rural Health

**The information used in this table is sourced from the local Aboriginal Land Councils who hold the cultural authority of the areas named.*



VISION

The *One Sydney, Many People Strategy 2021–2024* sets a whole-of-University commitment to a uniquely Australian educational experience, one that harnesses and embeds the more than 60,000 years of Aboriginal and Torres Strait Islander learning approaches, culture, and knowledge into every part of the University. Our People are key to realising this vision.

Core to realising this vision is a commitment to achieving population parity in Aboriginal and Torres Strait Islander staff participation by 2030 and every portfolio, faculty and school has a role to play through:

1. supporting, developing, and growing the Aboriginal and Torres Strait Islander staff we already have;
2. building capacity to work in culturally appropriate ways, supporting retention and creating a culturally safe environment; and
3. attracting and recruiting Aboriginal and Torres Strait Islander people to roles from entry level to senior leadership.

EXECUTIVE SUMMARY

The inaugural *Aboriginal and Torres Strait Islander Workforce Strategic Framework 2019–2021* committed to a target of three per cent representation by 2021. While there was a slight increase, the current 1.11% of workforce identifying as Aboriginal and Torres Strait Islander remains well below the 3% target.

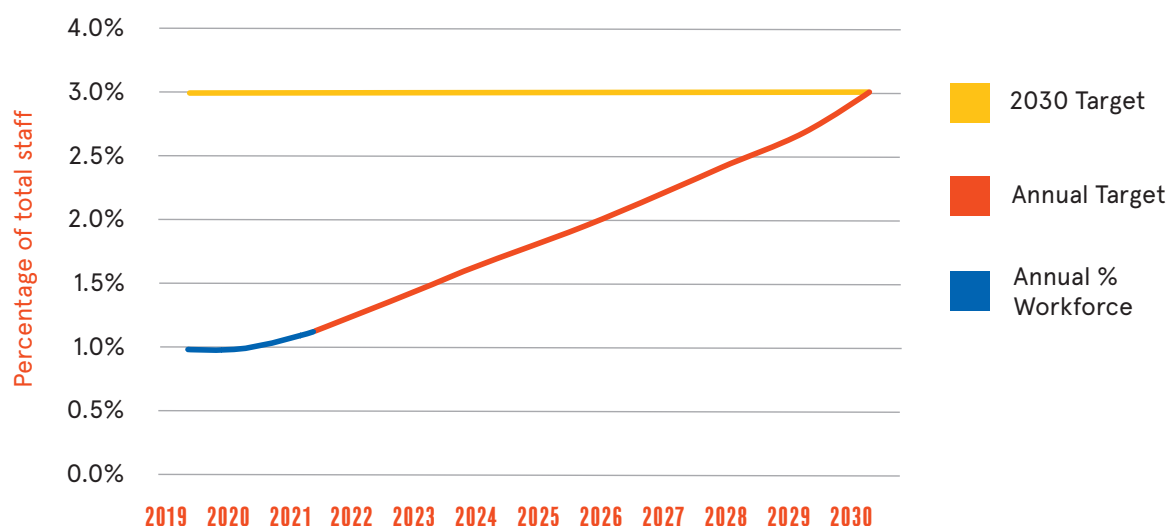
It can take a significant period of time to build a culturally safe and supportive environment which enables engagement across all levels of an organisation to achieve population parity of Aboriginal and Torres Strait Islander staff. For example, in the NSW public sector, the representation of Aboriginal and Torres Strait Islander staff was reported as 1.3% in 2000.

The representation of Aboriginal and Torres Strait Islander staff in the NSW public sector as at 2020/21 is reported at 3.4%. It has taken 21 years to grow from 1.3% to 3.4%, to achieve slightly above population parity. The NSW public sector employs 360,190 (FTE as at 2021) staff which is approximately 42 times larger than the University, and despite the subsequent breadth and scale of opportunities; the length of time taken to reach population parity demonstrates the complexities of increasing workforce participation for Aboriginal and Torres Strait Islander peoples.

In contrast, the University has a relatively higher proportion of academic and specialised roles. This means that we need to work with even more focus to provide the appropriate opportunities for increasing workforce representation of Aboriginal and Torres Strait Islander staff.

This new *Aboriginal and Torres Strait Islander Employment Plan 2022–2024* has been developed after careful review and consultation. We reflected on what we did well through the life of the previous plan and what we need to do better going forward. We heard from our stakeholders that we need to increase the focus on accountability mechanisms, to improve our HR processes, to provide more sustainable job opportunities and a culturally safe work environment, and to engage more proactively with community to be truly recognised as an employer of choice. This plan sets out what actions we will take to achieve meaningful and sustained improvement towards what is an appropriate aspiration: a representation of Aboriginal and Torres Strait Islander staff that is at population parity.

Percentage Indigenous Workforce Progress Against Targets



OUR APPROACH

The *Aboriginal and Torres Strait Islander Workforce Strategic Framework 2019–2021* provided an opportunity to reflect on what we did well and what we need to do better. Several consultations, surveys and reviews provided an initial view on our successes and our opportunities for improvement, including:

- 2019 Staff Engagement Survey
- 2020 Staff and Student Mapping Exercise
- 2021 Pulse Survey
- Consultations and workshops held in 2020 to develop the *One Sydney Many People Strategy*
- Reviews of the previous *Merit Appointment Scheme* and the *Wingara Mura Leadership Program*
- Feedback from participants of various programs such as cultural competence training and Staff Network engagements.

Specialist Aboriginal and Torres Strait Islander consultants were engaged in November 2021 to confirm our current state and conduct a series of consultations to guide the development of the new *Aboriginal and Torres Strait Islander Employment Plan 2022–2024*. Sixty-five participants including Aboriginal and Torres Strait Islander staff, managers, HR practitioners and senior leaders provided feedback through this process.

The process of reflection identified a number of positive outcomes that will have lasting impacts and enable the new Aboriginal and Torres Strait Islander Employment Plan to start from a strong base, including:

- The reinvigoration of the Aboriginal and Torres Strait Islander staff network which is now meeting regularly and is strengthening its ability to provide feedback and influence University policies, procedures, and projects.

- Cultural capability training for managers of Aboriginal and Torres Strait Islander staff was developed and deployed in 2021. This builds upon continuing programs being led by the National Centre for Cultural Competence which bolsters cultural self-awareness and develops personal cultural competence.
- Policy settings have evolved to maximise recruitment opportunities, with Human Resources proactively considering roles which must be filled by a person of Aboriginal or Torres Strait Islander heritage prior to advertising.
- The establishment of a traineeship pathway in 2021, which is the first step in providing a range of coordinated recruitment pathways into the University for Aboriginal and Torres Strait Islander people.

The reflection process also clearly identified several areas where we need to do better which have been embedded into the Plan's deliverables to improve the experiences of Aboriginal and Torres Strait Islander staff and their colleagues and work environments. This includes:

Accountability mechanisms

During the consultations, participants with managerial and leadership roles, identified that while they believe the employment, retention and progression of Aboriginal and Torres Strait Islander staff is a priority, it is a competing priority which minimises the focus and energy placed on any actions required to enact meaningful change. In such a dynamic and demanding environment, the success of any strategies or plans moved further down an ever-growing list of priorities set by the University. Compounding this was data to measure success was not routinely captured as part of standard monitoring and improvement processes.

A key priority in the *Aboriginal and Torres Strait Islander Employment Plan 2022–2024* will require all portfolios, faculties and schools to reach defined workforce targets as outlined in the Measures of success and targets below by 2024 and commit to a range of actions to reach them. In addition, all actions will have clear accountable Directors and there will be a clear focus on upgrading and utilising current data management systems to capture recruitment and retention data, live data, identified and targeted roles and predict data trends to track how we are progressing.

A process of continual review and feedback will also be a key part of the implementation approach, particularly in the establishment of new projects and programs. Clear governance arrangements to oversee Plan implementation will also be established.

HR processes

There is limited understanding of where business units can go to understand and action employment initiatives and processes, meaning there has been many missed opportunities or unintended consequences. It was identified that specific training is required for those responsible for recruitment to understand appropriate processes, supporting frameworks/strategies, guidelines and policy that underpins recruitment actions as it relates to the employment of Aboriginal and Torres Strait Islander staff.

Sustainable employment

With a large proportion of Aboriginal and Torres Strait Islander staff employed on short term contracts, instability and job security remain problematic and can be seen in staff satisfaction survey results.

Aboriginal and Torres Strait Islander staff are passionate and loyal, however on such limited term contracts—their ability to ‘deep dive’ into their roles is minimised, thereby limiting their creativity and ability to remain as focused as possible. This also limits the ability of staff to demonstrate readiness and suitability for more secure roles and/or promotion.

Cultural safety, cultural competence, and cultural respect

The University offers various educational programs, both online and face to face that supports the education of non-Aboriginal and Torres Strait Islander staff on Aboriginal and Torres Strait Islander history and cultural competence. While all staff have access to online modules, monthly data drawn from Workday shows the uptake to be a bare minimum and a ‘tick and flick’ exercise.

In order to attract but also retain Aboriginal and Torres Strait Islander staff our learning and work environments need to be culturally safe and that we need greater commitment to developing the cultural capability of our staff and leaders, with take up of existing cultural training and development needing to improve.

Community engagement and reputation

The University holds a very significant place in Aboriginal and Torres Strait Islander struggle and progression yet retains a perceived elitist institution. This perception, combined with the above insights, have impeded our ability to attract Aboriginal and Torres Strait Islander staff. Strong community engagement and walking the talk will be the key to changing these perceptions.

OVERARCHING PRINCIPLES

In line with the *One Sydney, Many People Strategy 2021–2024* and feedback from staff the overarching principles of the *Aboriginal and Torres Strait Islander Employment Plan 2022–2024* are:

1. Respect for Aboriginal and Torres Strait Islander peoples, their knowledge systems, diversity, customs, beliefs, and practices.
2. Empower our people, our practices, and every member of our University community to engage in culturally responsive ways.
3. Create inclusive and culturally safe working and learning environments to showcase and respect the wealth of cultural knowledge and perspectives, skills, experiences Aboriginal and Torres Strait Islander staff bring to the University.
4. Embed and develop meaningful opportunities for Aboriginal and Torres Strait Islander staff across all levels of academic, and professional positions across the University.

OBJECTIVES

The objectives of the *Aboriginal and Torres Strait Islander Employment Plan 2022–2024* will focus on:

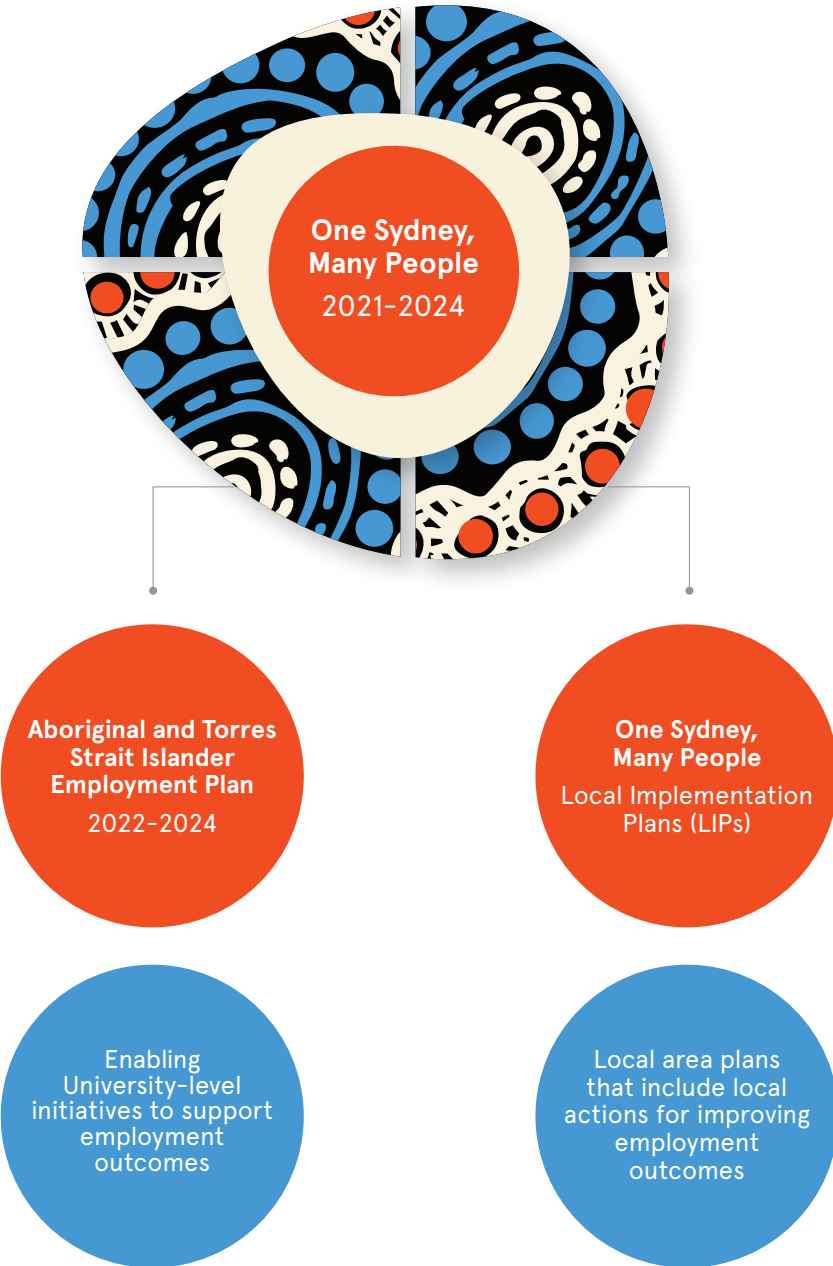
1. **Community engagement:** The University of Sydney is recognised as an employer of choice for Aboriginal and Torres Strait Islander people.
2. **Career attraction, development and progression:** Creating Career pathways from entry level to senior level in both professional and academic areas, with visible opportunities for career attraction, development, and progression.
3. **Workplace culture and experience:** A University culture that is inclusive and culturally safe.
4. **Accountability and best practice:** Leadership that embeds cultural capabilities and respect in policies and practices within their work areas.

A broad range of actions have been developed to realise each objective.

PLAN ALIGNMENT AND ACCOUNTABILITY

The *Aboriginal and Torres Strait Islander Employment Plan 2022–2024* complements the work of the *One Sydney, Many People Strategy 2021–2024* and commits to increasing employment and development opportunities for Aboriginal and Torres Strait Islander staff.

Each portfolio, faculty and school will be required to increase representation of Aboriginal and Torres Strait Islander people across the University with support being provided through a range of enabling services. *One Sydney, Many People* Local Implementation Plans will be updated to detail local actions being undertaken.

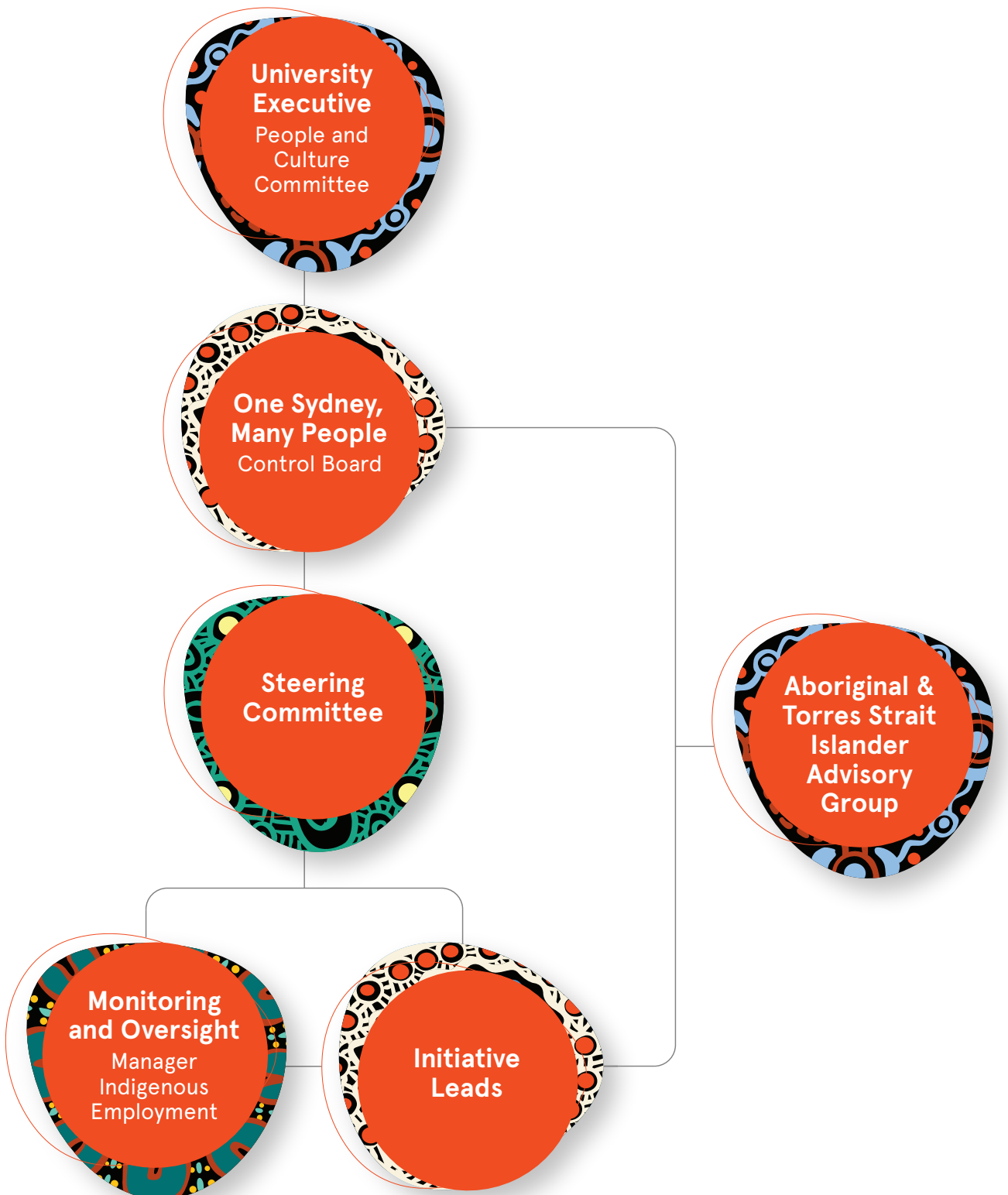


The *Aboriginal and Torres Strait Islander Employment Plan 2022–2024* will be reviewed annually to assess overall progress and alignment.

The initiatives, owners and timeframes for the following year will be established in this review process.

GOVERNANCE STRUCTURE

Accountability for University-level monitoring and reporting on progress of actions in the *Aboriginal and Torres Strait Islander Employment Plan 2022–2024* is as follows:



Measures of success and targets

	Measure	2024 Target
Accountability and Best Practice	% of Aboriginal and Torres Strait Islander staff	Aboriginal and Torres Strait Islander population parity as at Dec 2024
	% of Aboriginal and Torres Strait Islander continuing and fixed staff	1.7% of continuing and fixed staff
	% of Identified roles	TBC – baseline to be established in year one of the Plan
	% of Aboriginal staff in levels HE09 and above	TBC – baseline to be established in year one of the Plan
	% of Aboriginal staff in levels D and above	TBC – baseline to be established in year one of the Plan
	Aboriginal and Torres Strait Islander staff turnover rate	Equal or lower than total USyd*
Community Engagement	% of Aboriginal and Torres Strait Islander job applicants	TBC – baseline to be established in year one of the Plan
	% of Aboriginal and Torres Strait Islander job applicants shortlisted for non-identified roles	TBC – baseline to be established in year one of the Plan
	Number of visits to Aboriginal employment USyd webpage	TBC – baseline to be established in year one of the Plan
	Aboriginal and Torres Strait Islander candidate satisfaction with recruitment process	Equal or greater than total USyd*
	% of USyd students identifying as Aboriginal and/or Torres Strait Islander moving into postdoctoral programs	TBC – baseline to be established in year one of the Plan
Workplace culture and experience	Participation in cultural competence training	95% completion
	Aboriginal and Torres Strait Islander staff engagement	Equal or greater than total USyd (currently 75%)
	Aboriginal and Torres Strait Islander staff reported well-being	Equal or greater than total USyd*
	% of Aboriginal and Torres Strait staff who are members of a staff network	TBC – baseline to be established in year one of the Plan
Career attraction, development, and progression	Aboriginal and Torres Strait Islander staff perceptions of career development	Equal or greater than total USyd (2019 55% positive)
	% of academic Aboriginal and Torres Strait Islander staff successful in promotion	Equal or greater than total USyd (2021 88% successful)
	Spend on formal development for Aboriginal and Torres Strait Islander staff	TBC – baseline to be established in year one of the Plan
	Aboriginal and Torres Strait Islander staff participation in career development	Equal or greater than USyd average

*Baseline data will be captured and collected in the new workday upgrades to be implemented in 2023.












Community Engagement

The University of Sydney is recognised as an employer of choice for Aboriginal and Torres Strait Islander peoples

As one of the leading Universities in Australia we want Aboriginal and Torres Strait Islander people to work for us. We need the skills, expertise, and cultural knowledges from Aboriginal and Torres Strait Islander people to continue to build upon the legacy of the University of Sydney. We can only do this if we have a strong connection and engagement with the local Aboriginal and Torres Strait Islander communities.

The aspiration for the University to be an employer of choice for Aboriginal and Torres Strait Islander people is reinforced and underpinned by the *One Sydney, Many People Strategy 2021–2024* which places Aboriginal and Torres Strait Islander culture and knowledge into everything we do and how we do it.

Action	Responsibility	Peak Effort		
		22	23	24
1. Deliver a series of staff communications and engagements to celebrate and acknowledge Aboriginal and Torres Strait Islander culture and continue to support the staff network and provide connection opportunities	Lead: Director Organisational Development Partners: All Faculties, Schools and other Portfolios DVC-ISS, HR, MarComms			
2. Develop employment marketing campaign and high-impact collateral	Lead: Director Organisational Development Partners: Chief Marketing and Communications Officer, DVC Indigenous Strategy and Services			
3. Develop regular orientation and welcome opportunities for new Aboriginal and Torres Strait Islander staff in partnership with local Indigenous businesses and communities	Lead: Director Organisational Development Partners: DVC-ISS, Gadigal Centre, and all areas of the University			
4. Develop EOI model and campaign approach for sourcing Indigenous talent, including recruitment support model	Lead: Director Recruitment Partners: D&I and all Faculties, Schools and other Portfolios DVC-ISS, MarComms			
5. Deploy marketing campaign including external information and networking sessions for our students and wider community to learn about the University and its opportunities	Lead: Director Recruitment Partners: Chief Marketing and Communications Officer, all Faculties, Schools and other Portfolios DVC-ISS, HR			




























Career Development and Progression

Aboriginal and Torres Strait Islander peoples have career pathways from entry to senior levels, with visible opportunities for career development and progression

We want to develop career pathways in the University by ensuring opportunities are available across all levels from academic, research to professional roles. A range of entry level pathways for Aboriginal and Torres Strait Islander people will be developed including traineeships, graduate programs, and cadetships.

We will also provide senior leadership opportunities through leadership and development programs and more widespread use of Identified roles. This includes developing better recruitment procedures and guides that do not exclude or discourage Aboriginal and Torres Strait Islander applicants, creating talent pools and talent mapping to fill roles at every level.

Action	Responsibility	Peak Effort		
		22	23	24
6. Source and support trainee programs	Lead: Director Organisational Development Partners: All Faculties, Schools and other Portfolios, HR			
7. Improve promotion guidance for Aboriginal and Torres Strait Islander academic staff and promotion committees	Lead: Director HR Partnering Partners: All Faculties, Schools and other Portfolios, HR			
8. Develop a mentor and buddy program for Aboriginal and Torres Strait Islander staff	Lead: Director Organisational Development Partners: All Faculties, Schools and other Portfolios, HR			
9. Undertake recruitment market mapping for Aboriginal and Torres Strait Islander external academic and leadership talent	Lead: Director Recruitment Partners: All Faculties, Schools and other Portfolios, HR			
10. Develop model for entry-level talent programs (interns/trainees/graduates)	Lead: Director Organisational Development Partners: All Faculties, Schools and other Portfolios, HR			
11. Complete review of entry-level academic employment barriers and opportunities to create plan for pathways from post-graduate into academic roles	Lead: ADIs and HDR recruitment Manager Partners: All Faculties, Schools and other Portfolios, HR			
12. Establish a central pool of development funding and priority program placements for Aboriginal and Torres Strait Islander staff	Lead: Director Organisational Development Partners: All Faculties, Schools and other Portfolios, HR			
13. Increase the visibility of Aboriginal and Torres Strait talent through the creation of talent pools and linkages to talent and succession planning	Lead: Director HR Partnering Partners: All Faculties, Schools and other Portfolios, HR			
14. Review and build on targeted leadership programs to support Aboriginal and Torres Strait Islander staff to progress into leadership and senior level roles	Lead: Director Organisational Development Partners: All Faculties, Schools and other Portfolios, HR			
15. Implement the outcomes of the review of entry-level academic employment barriers and opportunities to enable pathways from post-graduate into academic roles	Lead: ADIs and HDR recruitment Manager Partners: All Faculties, Schools and other Portfolios, HR			
16. Launch new entry-level talent programs (interns/trainees/graduates)	Lead: Director Organisational Development Partners: All Faculties, Schools and other Portfolios, HR			



Workplace Culture and Experience

Aboriginal and Torres Strait Islander peoples have a workplace experience that is inclusive and culturally safe

We want Aboriginal and Torres Strait Islander staff to feel culturally safe and secure, and draw strength from their identity, culture, and community. This requires a unified effort to strengthen and lift every University of Sydney staff member's cultural capability. By better understanding and valuing the unique strengths, skills and abilities Aboriginal and Torres Strait Islander staff, their families and communities bring to the University we can ensure our workplace culture and experience is inclusive for all.

We will support Aboriginal and Torres Strait Islander cultures and accommodate cultural differences by creating a workplace and culture that is inclusive and culturally safe. This includes creating culturally safe spaces and avenues for Aboriginal and Torres Strait Islander staff to come together such as the Aboriginal and Torres Strait Islander Network.

Action	Responsibility	Peak Effort		
		22	23	24
17. Launch campaign for required cultural competence training and drive all staff completion	Lead: NCCC Partners: Faculties, Schools and other Portfolios in partnership with HR			
18. Deliver a more frequent approach to staff surveys to capture the experience of Aboriginal and Torres Strait Islander staff	Lead: Director Organisational Development Partners: Faculties, Schools and other Portfolios in partnership with HR			
19. Review staff health and well-being support and programs for Aboriginal and Torres Strait Islander staff	Lead: Chief Safety Officer Partners: HR and DVC-ISS			
20. Improve the exit experience of Aboriginal and Torres Strait Islander staff by conducting culturally responsive exit interviews	Lead: Director HR Partnering Partners: D&I			
21. Implement improvements to performance, conduct and conflict processes and support	Lead: Director Workplace Relations Partners: Faculties, Schools and other Portfolios in partnership with HR (in particular HR Partnering and D&I)			
22. Implement improvements to health and well-being support and programs for Aboriginal and Torres Strait Islander staff	Lead: Chief Safety Officer Partners: HR and DVC-ISS			



























Accountability and Best Practice

The University holds itself accountable to monitor outcomes and impacts of its Employment Plan and builds digital infrastructure to monitor and report

Our goal is to improve the accountability for the implementation of the Plan and its initiatives and enhance reporting capabilities to measure success.

This includes upgrading and utilising current data management systems to capture recruitment and retention data, live data, identified and targeted roles and predict data trends to track how we are progressing. We will also use this to capture qualitative data to incorporate feedback from our Aboriginal and Torres Strait Islander staff into developing new projects and programs to increase and improve staff career development throughout and beyond the life of the Plan.

Action	Responsibility	Peak Effort		
		22	23	24
23. Establish UE and Portfolio level and employment plan reporting	Lead: Director Organisational Development Partners: IAP			
24. Embed workforce objectives and targets in 2023 executive performance planning process	Lead: VCO and Provost Partners: Director, Organisational Development and HR Partnering			
25. Increase HR System capability for separate data field for Aboriginal and Torres Strait Islander people and to label roles as Identified	Lead: Director HR Client and Transactional Services Partners: D&I			
26. Create guidance material for HR Partners, Recruitment Partners and Managers on creating and sourcing for Identified/targeted roles and complete recruitment partner training	Lead: Director Organisational Development Partners: HR, DVC-ISS			
27. Embed and extend partnerships with recruitment suppliers and establish regular engagement mechanisms	Lead: Director Recruitment Partners: Procurement			
28. Incorporate cultural considerations in review of staff complaints process	Lead: Director Workplace Relations Partners: D&I, DVC-ISS			
29. Develop and launch interview question generator tool for identified roles and establish process for Aboriginal and Torres Strait Islander selection committee members	Lead: Director Organisational Development Partners: D&I, DVC-ISS			
30. Review and update the Confirmation of Identity policy	Lead: DVC-ISS Partners: Faculties, Schools and other Portfolios, HR			
31. Embed workforce objectives and targets in 2024 staff performance and development planning processes	Lead: Director Organisational Development Partners: HR Partnering			
32. Support local areas to identify priority jobs to be identified or targeted for Indigenous employment and complete supporting HR Partner training	Lead: Director HR Partnering Partners: D&I			
33. Review cultural suitability of HR performance, conduct and conflict processes and support	Lead: Director Workplace Relations Partners: HR Partnering, D&I			
34. Review and update policies (e.g. academic performance and promotion) to recognise cultural load for Aboriginal and Torres Strait Islander staff	Lead: Provost Partners: DVC-ISS and HR			
35. Establish an overarching Reconciliation Action Plan for the University to ensure external accountability measures are met	Lead: VCO Partners: DVC-ISS and HR			



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SYDNEY



Commissioned artwork:

'Yanhambabirra Burambabirra Yalbailinya' (Come, Share and Learn), 2020 by Luke Penrith for the One Sydney, Many People Strategy.

Depicting a rich interconnected story of knowledge, community and growth, 'Yanhambabirra Burambabirra Yalbailinya' reflects the history and future aspiration of the University. This work has been created to represent the One Sydney, Many People strategy and celebrates our collective vision for the future.

Artist's biography:

Luke Penrith's ancestry is connected through the Wiradjuri, Wotjobaluk, the Yuin and the Gumbaynggirr Nation. His passion is mentoring and nurturing Aboriginal and Torres Strait Islander job seekers and supporting Aboriginal businesses. Lore, culture and heritage are paramount to Luke. His art reflects what he sees, hears and can smell and touch; he is a modern contemporary Aboriginal artist living in Brungle NSW. Luke's bloodlines are connected through the rivers, the mountains, the coastline and the plains.