Sustainability Annual Report
2023

RMIT
UNIVERSITY

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1.1 Report scope

This is RMIT University's ninth annual sustainability report, spanning the calendar year from 1 January to 31 December 2023. The report documents progress and highlights key achievements as the University continues its journey as a leader in organisational sustainability.

Public reporting is central to the University's commitment to transparency about the impact of our teaching and learning, research and operations on the environment, local economies and society. This report highlights the key commitments and activities.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. In line with GRI requirements, this report presents the significant economic, social and environmental impacts and contributions, both current and those that are reasonably foreseeable. The information contained in this report has not been the subject of any external assurance.

This report covers all Australian entities listed under the RMIT Annual Report, with additional data from international campuses when available (as indicated). This report does not contain any restated information.

In preparing this report RMIT has considered the following GRI Reporting Principles for defining report quality to ensure a high-quality sustainability report is achieved:

- Accuracy
- Balance
- Comparability
- Clarity
- Reliability
- Timeliness

RMIT welcomes your enquiries and feedback on this report.

Please email: **sustainability@rmit.edu.au**

1.2 Materiality

This report has been informed by GRI's Reporting Principles for defining report content – stakeholder inclusiveness, sustainability context, materiality and completeness. It has also been informed by the principles of the AA1000 standard, which provides guidance on identifying and responding to issues in sustainability.

RMIT undertakes a formal materiality assessment every two years, conducted by an independent external GRI consultant. This assessment covered a risk review, peer review, media scan and interviews with internal and external stakeholders. As part of this process, there was a strong focus on the UN Sustainable Development Goals (SDGs).

The materiality assessment provided a list of topics that were identified as being core University impacts and/or of interest to stakeholders. As part of the latest materiality assessment, previous topics and definitions have been updated to align with the language and ambitions outlined in RMIT internal documents and by internal and external stakeholders. Amendments have also been made to more closely reflect the actual and potential impacts of RMIT on the economy, society, and the environment, and actual and potential impacts topics on RMIT functions and strategy.

Following the content determination and materiality assessment, the following key issues were identified as RMIT's material topics:

Material Topic	Definition
Environment	
Circular economy and resource efficiency	A shift away from the traditional 'take-make-waste' linear model towards a system where waste and pollution are eliminated through thoughtful design and the lifespan of existing materials is extended through new and innovative ways of repairing, reusing and remanufacturing. This approach ensures resources are used to their fullest potential before being recycled back into the system.
Climate change action	The proactive measures RMIT is taking to mitigate and adapt to the impacts of climate change by reducing greenhouse gas emissions in line with set targets and the work the University is doing to enhance its resilience to climate-related risks.
Infrastructure	Refers to the creation of sustainable and inclusive spaces that enhance the experience and wellbeing of our people and have a positive impact on our surrounding environment and society. Includes the delivery of industry-leading sustainability outcomes throughout the lifecycle of the University's new and existing assets and spaces, and results in RMIT being a living laboratory, encouraging research and learning that engages with our internal infrastructure, process and people.
Governance	
Research and innovation	Creating, developing and applying knowledge to create benefit for society and the environment through deepening transdisciplinary understanding, tackling complex challenges and developing new ventures and networks.
Learning and teaching	Enhancing life and work through stimulating, high-quality, educational experiences and pathways, connected across RMIT's distinctive, open learning ecosystem, powered by expert educators who challenge and inspire. Delivering values-driven curriculum to create ethical global citizens.
Sustainable supply chains and procurement	How the University leverages its buying power to manage risks, driving sustainability outcomes and supporting strategic objectives through our supply chain.
Governance, culture and values	Upholding a culture of ethical conduct and integrity, and demtonstrating transparency regarding RMIT's partnerships, decision-making and performance.
Responsible investment	Integrating environmental, social, and governance (ESG) factors into all investment decisions, ensuring RMIT's portfolio minimises negative impacts and supports positive outcomes.
Partnerships	Collaboration with partners and stakeholders across our region to advocate for an inclusive and sustainable society. Acknowledging our shared responsibility as an active member of civic society, striving to build trust and generate mutual benefits for communities in all the places and networks where RMIT operates.
Public policy and leadership	Adopting a leadership position among our peers and providing ideas, innovations and insights to influence and inspire communities, governments and industries.
Social	
Health, safety and wellbeing	Developing a values-based health, safety and wellbeing (HSW) culture that seeks to enhance the mental and physical health, safety and wellbeing of our people so they can thrive in work and life.
Community and public engagement	Modelling participatory governance and engagement with our students, staff and communities. Promoting understanding and awareness of sustainability issues, fostering a sense of responsibility towards the environment and society encouraging sustainable behaviours and capabilities.
Inclusion, diversity, equity and access	Reducing inequality and promoting diversity, inclusion, equity and access for staff, students and the wider community.
Empowering our people	Fostering a collaborative, caring, inclusive and innovative culture that supports a resilient workforce with fulfilling career pathways. Providing staff with the resources, support, and opportunities they need to thrive and opportunities to develop. RMIT's employment practices are progressive, sector-leading and built on trust and accountability.
Supporting Indigenous rights	Ensuring Aboriginal and Torres Strait Islander peoples, their culture and knowledges are represented, understood and celebrated. Supporting the United Nations Declaration on the Rights of Indigenous Peoples through our commitment to Responsible Practice and the Indigenous strategic commitments.
Supporting our students	Developing a learning and support model that recognises diverse backgrounds, learning, career and life experiences. Equipping learners with the experience, knowledge and skills they need to find their path and for next steps, alongside opportunities to access study, wellbeing and financial support when needed.

This report will address and outline the University's management approach to these material issues. There is also a full mapping of material issues against GRI indicators and UN Sustainable Development Goals in an appendix to this report.

Vice-Chancellor's Statement

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RMIT is committed to our role as an international leader in emerging technologies, smart and sustainable cities, social innovation and regional collaboration. Using our deep expertise and our capacity for collaboration, we continue to deliver transformative education, research and lifelong learning experiences designed for a productive and sustainable world.

Our Sustainability Annual Report tracks the impact of our sustainability practices, and forms part of how we demonstrate our support for the United Nations Sustainable Development Goals (SDGs) and measures our performance against them to create transformational change. It also describes the practical actions taken to meet the principles of the United Nations Global Compact. Reflecting on 2023, there are a great many achievements to be proud of and many are the result of University-wide collaborative efforts. I will share a few.

Much work has been undertaken to develop RMIT's third Aboriginal and Torres Strait Islander Employment Plan (2024-2026). I'm particularly pleased that progress has been made to explore innovative entry level opportunities to support Aboriginal and Torres Strait Islander people who want to pursue a career in higher education.

Inclusion, diversity, equity and access improvements also remained a core focus and, with the launch of the IDEA (Inclusion, Diversity, Equity and Access) Framework, we have taken another substantial step towards hardwiring our approach to implementation and evaluation in these critical areas.

Needs-based scholarships and grants contributed significantly to the lives and future opportunities of low-income students. We were proud to support 2,542 students across 144 schemes, funded by donors, governments, accommodation providers, and RMIT. Deep appreciation is evident in the retention rate of commencing scholarship students consistently exceeding non-scholarship holders.

The opening of our new Multifaith and Wellbeing Centre signalled another way in which we can ensure our entire community feels welcome. It provides a purpose-built space to bring together our diverse community of staff and students, and to genuinely enhance social inclusion in a way that reflects the University's embedded values.

The Times Higher Education Impact Rankings is designed to showcase how institutions are working towards addressing the SDGs. In the 2023 results, RMIT was ranked 3rd in Australia and =7th globally, a strong improvement on the 2022 global result of 22nd. RMIT ranked 1st in the world for its efforts to reduce inequality within and among countries (SDG 10) and =1st globally for promoting decent work and economic growth (SDG 8).

These and many other achievements recognise that RMIT exists to serve the communities where we operate and to make the greatest possible contribution to society more broadly. Our civic role remains at the heart of who we are and nowhere is this more critical than in the protection of our physical, social and cultural environments.

Together, the RMIT community will continue to contribute, to innovate and to partner in ways that create positive impact and lasting change.

Professor Alec Cameron
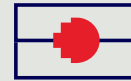Vice-Chancellor and President

Highlights
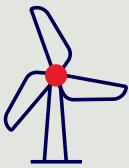
From 1 January 2023, 100 per cent of RMIT's on-shore grid electricity was supplied by renewable sources from our windfarm partnerships in regional Victoria.

Launch of many significant plans with a focus on key areas such as education, research and sustainable transport.

Work undertaken to develop RMIT's third Aboriginal and Torres Strait Islander Employment Plan (2024-2026).

Inclusion, diversity, equity and access improvements remained a core focus and with the launch of the IDEA (Inclusion, Diversity, Equity and Access) Framework in 2023 we have further evolved our approach to implementation and evaluation in these critical areas.

The Student Gender Equity Action Plan 2023-2026 was published to address key issues facing students who are female-identifying and/or female-expressing, including under-representation in particular disciplines, higher-level studies, and leadership roles, and addressing systemic biases and cultural impediments including gender-based violence.

The Times Higher Education Impact Rankings is designed to showcase how institutions are working towards addressing the United Nations' Sustainable Development Goals (SDGs). In the 2023 results, RMIT was ranked 3rd in Australia and =7th globally, a strong improvement on the 2022 global result of 22nd.

The new Multifaith and Wellbeing Centre opened, providing a purpose-built space to bring together a diverse community of staff and students.
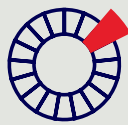
Continued work on the UN Sustainable Development Goals (SDGs) resulted in strong results across curriculum, research and operations.
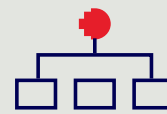
The Sustainability & Equity Evaluation (SEE) Tool was used to build capability, helping people think holistically about the positive and negative impacts of their work on society, governance and the environment.

RMIT's equity outreach and access schemes are effective programs to widen aspiration to tertiary education and enhance access by providing individual consideration when selecting for entry. 4,806 students gained access through RMIT equity access schemes.

In 2023, 2,542 students received one of these scholarships across 144 schemes, funded by donors, governments, accommodation providers, and RMIT.

2023 saw 21 students from asylum seeker backgrounds provided with fee-waiver access, cash living allowance scholarships, student services and career development, including industry experience.

In 2023 the Equitable Learning Service (ELS) continued to see an upward trend in the number of students with disability registered with an active Equitable Learning Plan (ELP) with an 18 per cent increase on students reached.

About RMIT

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3.1 Organisational profile

RMIT is an international university of technology, design and enterprise with more than 90,000 students and over 11,000 staff globally. We empower people and communities to adapt and thrive across generations, with education, research and civic engagement that are applied, inclusive and impactful. Postgraduate, undergraduate, vocational education, foundation studies and online programs offer students a variety of work-relevant pathways.

We continue to consolidate our international reputation and now rank 140th in the 2024 QS World University Rankings and appear in the 251-300 band of the 2024 Times Higher Education World University Rankings. Strong industry connections, forged over 136 years, remain integral to RMIT's leadership in education, applied and innovative research, and to the development of our graduates as skilled global citizens. This is why our alumni community is known for being highly employable and ready to adapt in complex times.

Alongside industry-relevance, creativity and inclusivity are hallmarks of an RMIT education. Our diverse global community of more than 500,000 graduates live, work and contribute in more than 150 countries around the world. Recognising that education is lifelong, many also return throughout their careers to refresh and update their skills or change career direction altogether.

As a collective and as individuals, we commit to respectful ways of working and understanding that acknowledge the experiences, history and knowledge of Aboriginal and Torres Strait Islander peoples. We actively strengthen relationships between Indigenous and non-Indigenous peoples for the benefit of all Australians and the communities in which RMIT operates.

Our values are at the heart (durrung) of who we are, what we stand for, how we make decisions and the way we connect with each other at RMIT. These values unite us with a shared understanding that shapes how we live and work together on an international scale. They inform our approach to making a practical and positive difference in the communities we exist to serve.

Place and being

Our three substantial campuses in Melbourne are located in the City, Brunswick and Bundoora, along with other Victorian locations. We also have two campuses (Saigon South and Hanoi) and an English language centre in Vietnam and a research and innovation hub in Spain. In addition, programs are offered through partners in Singapore, Hong Kong, Sri Lanka, Indonesia, India and China, with research and industry partnerships across the globe.

As a university with its Victorian campuses on the Aboriginal Country of the Kulin Nation, a key aspect of how we apply our values is through our commitment to Aboriginal and Torres Strait Islander People's self-determination and sovereignty. Through our Indigenous Strategic Commitments and the transition from Reconciliation to Responsible Practice, the RMIT Community – as a collective and individuals – commits to respectful ways of working and understanding that acknowledge the experiences, history and knowledge of Aboriginal and Torres Strait Islander Peoples. We actively strengthen relationships between Indigenous and non-Indigenous peoples for the benefit of all Australians and the communities in which RMIT operates.

Financials and subsidiaries

While the University remains in a recovery phase with 2023 representing the first increase in international student revenue in four years, the ongoing effects of the pandemic, along with inflationary impacts and rising cost of living, have impacted the operating result.

The consolidated 2023 net operating result for RMIT University and its subsidiaries was a net deficit of $11.6 million.

For the consolidated group, income increased to $1,623.6 million in 2023 (2022: $1,463.1 million). Expenditure (inclusive of tax) also increased to $1,635.2 million from $1,490.8 million, resulting in the operating result of an $11.6 million deficit after income tax (2022: $27.7 million deficit).

RMIT subsidiaries are governed by a Board of Directors which includes a member or members of the RMIT University Council and are focused on supporting important strategic initiatives in pathways, online, and international operations. Financial performance is reported regularly, and operational highlights and risk management are reported at least annually to RMIT University Council.

Subsidiaries as of December 2023 were:

Entity	Description
RMIT Holdings Pty Ltd (Australia)	The holding company for RMIT University, Vietnam LLC (a private Vietnamese company) operating the business of RMIT University Vietnam.
RMIT University Vietnam LLC	A wholly owned entity of RMIT Holdings Pty Ltd. Its purpose is to conduct education and training activities for both undergraduate and postgraduate levels in Vietnam. It also supports research activities with an aim to help solve critical global problems and to deliver significant economic, social and environmental impact.
RMIT Training Pty Ltd	A wholly owned entity of RMIT. Its purpose is to provide English language programs, English language testing services and Pathways Foundation Studies to students for higher education requirements.
RMIT Online Pty Ltd	A wholly owned entity of RMIT. Its purpose is to advance education and life-long learning through online modern technology and pedagogy and to provide digital learning experience. It provides undergraduate, postgraduate, vocational and short courses of study.
RMIT Spain S.L.	RMIT Spain S.L is a wholly owned entity of RMIT. Its purpose is to promote RMIT's global teaching and research activities in Europe and serve as a gateway for the University to European research, industry, government and enterprise.

The **University's Annual Report** contains further information on RMIT's financial performance, subsidiaries and executive profiles.

3.2 Governance

RMIT University was established and is governed in accordance with the *Royal Melbourne Institute of Technology Act 2010* (Vic). The responsible Minister throughout 2023 was the Hon. Gayle Tierney MP, Minister for Skills and TAFE and Minister for Regional Development.

RMIT complies with the Universities Australia and University Chancellors Council's Voluntary Code of Best Practice for the Governance of Australian Public Universities.

The University Council

The Council is RMIT's governing body and has responsibility for the general direction and superintendence of the University. It consists of the Chancellor, the Vice-Chancellor & President, the Chair of the Academic Board, three persons appointed by the Governor in Council, one person appointed by the Minister, four persons appointed by the Council, one person elected by and from students, and one person elected by and from staff.

The Council's primary responsibilities include setting the strategic direction and financial plans, monitoring University performance, ensuring effective risk management, overseeing academic activities, and monitoring major strategic projects.

The Vice-Chancellor's Executive

As chief executive officer of the University under s 26(6)(a) of the RMIT Act, the Vice-Chancellor is generally responsible for the conduct of the University's affairs in all matters. The Vice-Chancellor sets the executive, administrative, and operational structure and functions of the University, delegating to senior executives to ensure affairs are conducted in accordance with institutional strategy and operating plans.

Senior executives (VCE – Vice-Chancellor's Executive members) support and advise the Vice-Chancellor on operational policy and administrative matters relating to their portfolio areas of responsibility. VCE members exercise coordinated decision-making in formal VCE meetings, which are supported by a number of executive management committees, including the Sustainability Committee.

For further information about the RMIT governance structure, please visit the **website**.

The Sustainability Committee

The Sustainability Committee is RMIT's highest governing body for promoting and coordinating sustainability initiatives across all areas of the University. Its goal is to ensure sustainability principles and practices are embedded within the University's core teaching and learning, research, governance and operational activities. It is also responsible for oversight of the University's commitment to the UN Sustainable Development Goals.

The Sustainability Committee reports through the Chair to the VCE on the University's sustainability performance and makes recommendations about sustainability-related commitments, policies, strategies and targets. Professor Sherman Young, Deputy Vice-Chancellor Education and Vice-President, held the position of Sustainability Committee Chair in 2023.

Vice-Chancellor's Executive

Sustainability Committee
Chair: DVC Education
Deputy Chair: Senior Manager, Sustainability

| Governance | Learning & Teaching | Research | College/Portfolio Representation (inc VTN) | Operational Working Groups | Engagement (inc D&I) |
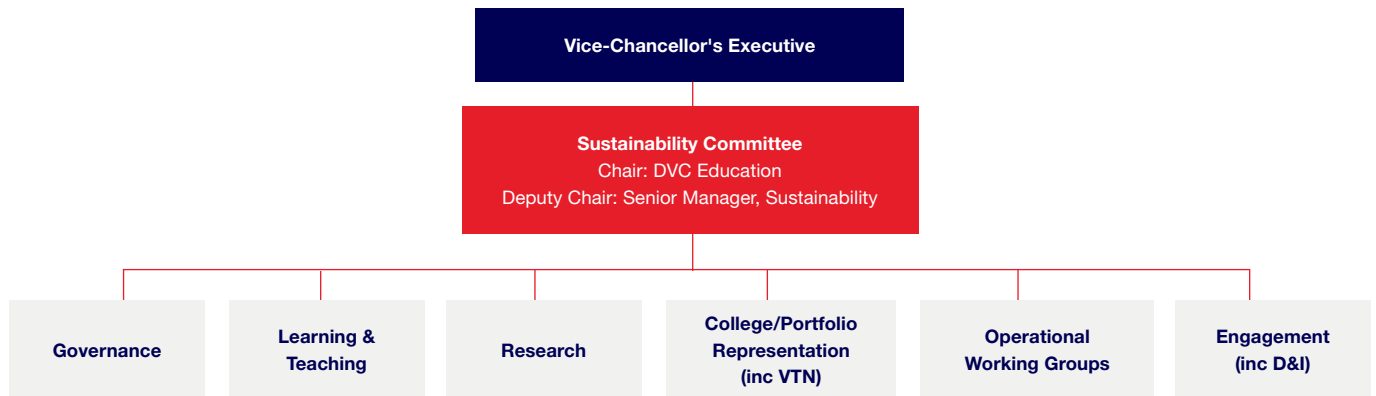
3.3 Our strategy

RMIT's strategy to 2031, **_Knowledge with Action_**, builds on RMIT's strengths and values. It brings together what we have learned from the experience of recent years, with our ambitions for accessible lifelong education, impactful research and innovation, and an inclusive, sustainable future.

Our strategy reflects the ideas, expertise and aspirations of our people. It focuses on using our knowledge, skills and capabilities to make a difference in the world and applies equally well to our many distinctly different parts. Perhaps most importantly, it's about what a university like RMIT can bring to, and share, with the communities we serve.

These three directions are interlocking functions that strengthen the synergies between learning, teaching, research and community service, facilitating a path for coordinated activity and collaboration that deliberately works across the organisational structures of RMIT. Sustainability is a cross-cutting theme in the plan with a specific focus in Direction 3 – Serving our communities.

Through our annual planning process, each direction is brought to life with clear goals and actions mapped to its distinct focus.

The **University's Annual Report** provides a further update on how the University is progressing against its strategic objectives.

Learning through life and work

Research and innovation for impact

Serving our communities

KNOWLEDGE WITH ACTION
RMIT's strategy to 2031

RMIT UNIVERSITY

3.4 Other key documents

RMIT Policy Governance Framework

Our policy approach is guided by a University-wide Policy Governance Framework (the Framework), which describes the processes for developing, approving, reviewing and maintaining policy documents at RMIT. The Framework applies to all policy documents developed for and on behalf of the University, its controlled entities and strategic investment vehicles (known as the RMIT Group).

The Framework is intended to fulfil the following objectives:

- Provide high quality, consistent and transparent policy documents for staff, students and affiliates of the RMIT Group.

- Govern the control environment for effective compliance with legislation and other mandated requirements.

- Enable the functioning of the University and its controlled entities to achieve enhanced efficiency in their operations.

- Provide a structure for systematic development, communication, implementation and review of policy documents.

- Provide a structure for incorporating reconciliation and Aboriginal and Torres Strait Islander self-determination as a core RMIT value.

As required by the Framework, policies are subject to a major review at least every five years, or more frequently where changes to legislative or other requirements necessitate a review. The Sustainability Team is given formal opportunities, along with other key stakeholders, to provide input during the policy review and consultation process, before University-wide consultation.

Some of the key policies reviewed in 2023 that have implications for the University's sustainability maturity include:

- Sustainability Policy

  First adopted in 2012, **the policy** articulates RMIT's commitment to advancing its sustainability ambitions by modelling institution-wide excellence and embedding sustainability principles and practices throughout learning and teaching, research and operational activities. It sets a number of goals across the areas of governance, tertiary education, impact, infrastructure and operations. 2023 marked the formal review of the policy, which involved substantial consultation and alignment to key documents and risks. Key changes which will be approved and adopted early in 2024 include:

  — Moving the definition of sustainability to the start of the policy to ensure stakeholders are clear on the scope.

  — General updates of terminology to reflect new key documents and commitments, including the Strategic Plan, Education Plan and IDEA Framework.

  — A strengthening of Indigenous commitment statements to reflect the evolution from Reconciliation to Responsible Practice.

  — Following a mapping process against the UN Sustainable Development Goals using the SEE Tool, a clause has been added about participatory governance and accountability.

  — A clause has been added to ensure that our staff, partners, suppliers and wider supply chain act ethically and align with RMIT values. This reflects both the legislative requirement for greater transparency of supply chains (including modern slavery) and the University's responsibilities to ensure all stakeholders act ethically.

  — Refinement of some environmental clauses to better articulate core principles of the circular economy, water conservation, climate adaptation and the preservation of built, social and natural environments.

- Risk Management Policy

  Reviewed in 2023, to come into effect on 1 January 2024, the policy sets out the key principles and expectations to support the effective management and oversight of risks to the RMIT Group strategy, objectives, and activities. One of the key changes to the policy was the development of a clearer set of risk management principles, which include a *'Positive Risk Culture – risk is everyone's responsibility and is embedded in the way work is conducted across all RMIT Group academic, research and non-academic operations. It encourages open and transparent discussion about risk and opportunity'*. These key changes improve University governance and oversight, promoting transparency and integrity in all RMIT Group decision-making processes.

Risk Management Framework

RMIT's risk management framework establishes a systematic process of identification, management and monitoring of risk. The framework is supported by:

- A defined Risk Management Policy based on ISO31000:2018 Risk Management, that articulates RMIT's approach to risk management and the key principles and responsibilities to facilitate the effective management of risks.
- A Council-appointed Audit and Risk Management Committee (ARMC) which regularly monitors and reports on the adequacy of arrangements in place to ensure that risks are effectively managed and reflective of the strategy across the group.
- An annual review and regular update of the RMIT risk profile.
- Active management and monitoring by all Colleges and Portfolios throughout the year to ensure that appropriate mitigation measures are in place and risk exposures remain consistent with RMIT's objectives.
- Provision of risk management support, advice, assessment tools and training for RMIT staff.
- Execution of the annual internal audit plan, which is primarily concerned with evaluating the effectiveness of internal controls and is risk-based to place greater emphasis on those areas of higher risk to RMIT.

An insurance program that protects RMIT from financial impacts as a result of physical loss of, or damage to, assets and activities, as well as injuries to RMIT staff, students and third parties.

Sustainability is one of the overarching risk domains for RMIT, reflecting the importance of key issues such as climate change and modern slavery.

In 2023, Risk Appetite Statements were developed as a key component of the risk framework, designed to specify the amount of risk the University is willing to seek or accept in pursuit of its strategic objectives and delivery of its annual plans.

The statements set the tone within which the University would prefer to conduct its activities. They apply to the management of existing activities, and to new opportunities or changes in and to its existing operations. Risk appetite statements are a foundational element of sound risk culture and align decision-making with behavioural expectations and balance risks and rewards. They set the tone for risk taking, while measures inform, expectations for mitigating, accepting, and pursuing specific types of risk and sets clear, boundaries and thresholds of acceptable risk taking and actions to be taken.

Work to set the risk appetite for the Sustainability Risk Domain was conducted in conjunction with the Sustainability Committee. The process was invaluable in distilling how RMIT's values translate into action – where boundaries should be drawn to reduce negative impacts, and areas where the University is willing to take risks to maximise positive outcomes.

Modern Slavery

RMIT formally reports under the *Modern Slavery Act 2018* (Cth). In compliance with the Act the University's Annual Modern Slavery Statement described:

- RMIT's structure, operations and supply chains
- Our consultation processes with controlled entities
- Potential for modern slavery risks across our operations and supply chains
- Actions taken to assess and address risks of modern slavery across our operations and supply chains
- How we assess the effectiveness of our actions
- Our consultation processes with RMIT's controlled entities

RMIT's awareness and actions to address modern slavery are maturing, as we strengthen our approach each reporting period.

For more information visit the **website**.

Engagement

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4.1 Stakeholder engagement

The purpose of stakeholder engagement at RMIT is to align the University's objectives, promises, and efforts with the expectations and values of its stakeholders. Developing significant collaborations with both internal and external stakeholders is crucial for advancing tangible efforts toward the UN Sustainable Development Goals and embracing them as a catalyst for change.

Engagement mechanisms

As a diverse, global university spanning multiple sectors, RMIT engages with a broad spectrum of stakeholders who are impacted by the institution and its activities. RMIT identifies key stakeholders using the following criteria:

- **Representation:** those who represent or who can legitimately claim to represent key interests with which RMIT interacts.
- **Dependency:** those who are dependent on RMIT and those on whom the University depend for operations.
- **Responsibility:** those to whom RMIT has direct responsibility such as legal, financial, operational or contractual links.
- **Influence:** those who can impact RMIT's decision-making.

The table below shows how RMIT engages with stakeholders:

Stakeholder Group	Engagement methods	Frequency
Students	- Surveys - Meetings with the Student Group - RMIT University Student Union - Student Experience Advisory Committee - Student services and support - Events	As required
Staff	- Annual surveys - Annual performance development reviews - University support services	Constant
Alumni	- Website - Events - Mailing lists	As required
Industry partners	- Advisory Boards - Relationship Managers - Work Integrated Learning	As required
Suppliers	- Contractual management process - Tender processes - Vendor management	Constant
Governments	- Meetings - Project collaboration - Annual reports	As required
Local communities	- Website - Publications - Open Day - Events	As required

Sustainability Engagement Plan

RMIT's engagement efforts are guided by the Sustainability Engagement Plan, which serves as an annual framework for creating an inspiring narrative, fostering transparency, sustaining dialogues, and building a community dedicated to sustainability. Through storytelling, the Sustainability Team enhances awareness of sustainability initiatives, educates stakeholders, cultivates partnerships, and collaborates towards shared objectives.

This engagement plan integrates objectives from key RMIT strategies, policies and plans. It facilitates the creation of platforms, partnerships and programs aimed at collectively achieving these objectives. Each year stakeholders are involved in a multitude of sustainability initiatives encompassing events, workshops, tours, online programs, curriculum support and living lab projects.

The Engagement work in 2023 had the following focus areas:

- **Refreshing core sustainability plans** – How do we ensure plans inform future trajectory and remain relevant in the rapidly changing context?
- **Sustainable transport** – how can the University continue to support sustainable transport in a new era of flexible work and study?
- **Circular economy** – How do we embed circular thinking and reimagine waste as a valuable resource?
- **Climate change** – How do we continue to engage with students and staff on the journey to Carbon Neutral?
- **Sustainable events & retail** – How do we ensure the campus reactivation has sustainability as a core principle?

4.2 Our sustainability teams

Based in Property Services in the Operations Portfolio, the Australian Sustainability Team works across all functions of the University to provide expertise and drive sustainability initiatives to support the University's strategy, plans, policies and commitments.

The Sustainability Team based in Vietnam, is focused on strategic alignment, leadership and governance, improving capabilities and ensuring compliance obligations and commitments are achieved.

Both teams work together to share best practice and ensure the University's sustainability goals are translated to a local context.

The sustainability work is guided by a range of strategic documents and plans. The framework below shows the areas of focus for the team with their work designed to demonstrate global sustainability leadership, through practical action and empowerment of students, staff and the wider community.

Progress on these impact areas is detailed throughout this report and on RMIT's **website**.
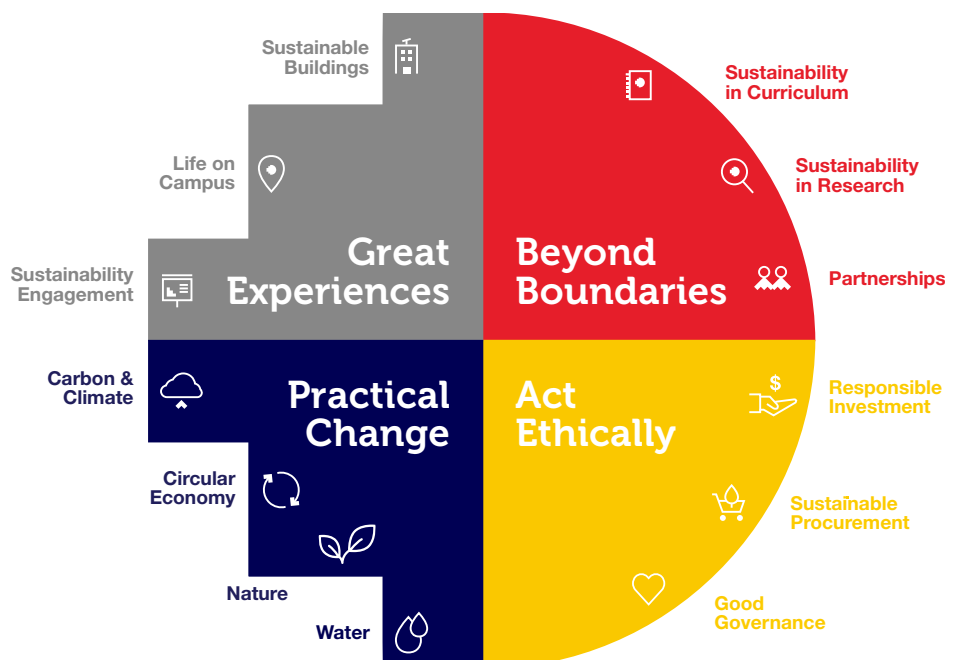
4.3 Key activities

The following information highlights some of the notable engagement activities that occurred in 2023 undertaken by teams across the university and our wider community partners.

RMIT Sustainability Week 2023

RMIT's annual Sustainability Week took place in May and centred around creating an impact.

Students and staff were encouraged to find their passion and build their capability and sustainability skill set through a series of talks, tours, workshops and activations. They were challenged to define what sustainability meant to them and how they can create a lasting impact, as well as learn about the University's commitments, milestones and latest sustainability innovations.

The week was jam-packed with events from workshops to panel events, swap shops and biodiversity blitzes. Alongside the sustainability team, RUSU put on a number of fantastic student-facing events including a beeswax wrap workshop, free bike tuning and a vegetarian/vegan BBQ for their weekly Chill 'N' Grill.

Below are some of the feature events that took place throughout the week for students and staff.

RMIT BioBlitz

Staff and students came together to record biodiversity across RMIT's campuses in a BioBlitz. These BioBlitzes form part of a citizen science initiative (City Nature Challenge) to record species biodiversity (flora, fauna and fungi) across Melbourne and beyond by collecting useful conservation data. The RMIT BioBlitzes record native and non-native species across all Melbourne campuses, rooftops, balconies, garden beds as well as significant sites such as the Garden Building, Old Melbourne Gaol, the Brunswick Dye-Garden, the scar tree walk and wetlands at Bundoora.

Sustainability keynote event

Associate Professor Shelley Marshall delivered an inspiring keynote, discussing the opportunity universities have to innovate in product creation to meet business and social needs. Associate Professor Shelley Marshall is the co-founder and director of the RMIT University Business and Human Rights Centre, a research centre examining the human rights impact of enterprises and sharing research findings about how business can contribute to the United Nations Sustainable Development Goals.

In 2020, Shelley was awarded an Australian Research Council DECRA fellowship to study the potential of digital technologies in aiding regulatory efforts to eliminate modern slavery. Her research has informed labour law reform in several countries and the policies of the United Nation's International Labour Organisation. Shelley is also a passionate supervisor of PhD students committed to solving sustainability and human rights problems.

In her keynote, Professor Marshall drew on innovations including the use of mushrooms in vegan leather manufacturing and recycled glass for fire-safe building cladding. Professor Marshall is an expert in human rights, labour conditions in supply chains and modern slavery and she brought this lens to challenge the audience to reshape how they think about sustainability.

Sustainable fashion

RMIT's Brunswick Campus played host to a myriad of events during the week with a clothing swap and a community clothing repair pop-up organised by Fashion Avenue and RUSU. The initiatives aimed to raise awareness surrounding reducing textile waste and exchanging well-loved garments to retain their value. The swap encouraged people to update their wardrobes in a sustainable way by bringing up to 10 items of pre-loved garments to be exchanged for tokens that could be used to swap for items at the shop.

Students also had the opportunity to bring worn clothes in for repairs, adding longevity to their most beloved garments, and giving students the opportunity to learn how to repair their clothing. This event forms part of a broader range of events and initiatives at the Brunswick campus aimed at tackling and reducing textile waste amongst students and staff.

The movement continued at the city campus in the form of a Pop-Up Swap Shop in the Sustainability Space, where any leftover clothes from Brunswick were showcased along with other garments and items including seeds and books. The space was a hive of activity with both students and staff coming together to swap their pre-loved items. Any remaining items were successfully donated to student clubs to ensure the materials loop was closed.

Circular economy in fashion

The School of Fashion and Textiles Circular Campus Roundtable took place at the Brunswick campus with key student and staff stakeholders and was co-hosted by RMIT Sustainability and Victorian Circular Activator. The roundtable was aimed at collectively addressing how to further embed circularity across the campus and heard from Alice Payne (Dean, School of Fashion & Textiles) as well as other students and staff from the school. Ideas workshopped included the reduced use of non-natural fibres, greater incorporation of sustainability practices into the curriculum, textile recycling solutions and a platform for redistributing trimmings through a trimming library. An inspiring initiative that embodied textile recycling was showcased during Sustainability Week. Fashion and textiles students took upcycled RMIT branded t-shirts and reimagined and remanufactured them into innovative, contemporary garments which were beautifully showcased and available to purchase from the RMIT Store.

Writing Blak legacies: A First Nations literature gala

RMIT Culture supported the Wheeler Centre and Blak & Bright in an evening celebrating First Nation literature.

This special gala event celebrated the University of Queensland Press' unveiling of the First Nations Classics series, commemorating the depth and cultural importance of First Nation's literature.

To celebrate the publication of this momentous series, RMIT Culture supported the event which brought a vibrant evening of contemplation, recitals, and performances that featured a multitude of esteemed authors and contributors from the series. Attendees heard from Evelyn Araluen, Larissa Behrendt, Ellen van Neerven, Alison Whittaker, Jeanine Leane, Archie Weller, Kev Carmody and Tara June Winch, alongside series editor Yasmin Smith

and series designer Jenna Lee, and were treated to a special musical performance by Nardi Simpson. The event was hosted by the acclaimed author Tony Birch.

The event honoured the 2023 NAIDOC theme 'For Our Elders', recognising the importance of intergenerational knowledge and storytelling to bring renewed attention to timeless works of literature that are as important, engaging, and relevant today as they were on first publication.

Australia's Energy Future Panel

This panel session showcased some of the latest innovation and projects happening in the energy sector, combining research with industry experts made for an engaging discussion on Australia's energy future.

Leading experts and researchers that formed the panel included:

- Dr Nasir Mahmood, Vice Chancellor Senior Research Fellow, School of Science, RMIT University
- Tiffany Crawford, Co-Director Climate Change and City Resilience and Chief Heat Officer at City of Melbourne
- Johanna Trickett, Associate, Education (Australasia Leader), ARUP.

The event was held at the RMIT Job shop and saw plenty of interest from the RMIT Community.

Wild Hope: Conversations for a planetary commons

Wild Hope was an extraordinary exhibition that beckoned participants to embrace a radical shift towards 'planetary thinking' – an idea at the very essence of our survival, both for humans and the countless non-humans who share our precious Earth.

As we enter an age of long and interconnected emergencies, our world grapples with simultaneous challenges including climate change, biodiversity loss, pandemics, antibiotic resistance, migration, AI, and human development. What we face is not merely a disruption; it's a planetary-scale phenomenon. Confronting this demands fresh approaches, innovative alliances and new frameworks. We must all work together to effectively and compassionately face our shared future.

Created as part of a new collaboration between RMIT and Dark Matter Labs, Wild Hope was an immersive experience that transported us to the forefront of ecological innovation. Design Hub Gallery showcased visionary works by artists, designers, and creative practitioners who champion the profound significance of a planetary commons for a sustainable future.

The RMIT Culture produced exhibition, with a curatorium comprising of Associate Professor Katrina Simon, Professor Naomi Stead, Professor Wendy Steele and Associate Professor Fleur Watson.

The series also included a presentation from London-based social entrepreneur, architect, and visionary thinker Indy Johar of Dark Matter Labs, who presented a keynote address to launch the XXL Research Design Lab at RMIT. Wild Hope was part of the City of Melbourne's Now or Never festival.

Above: Meerreeng Karweeyn – Earth Dance (2010, 2023), was an intimate installation from Vicki Couzens, a Gunditjmara Keerray Woorroong woman, artist and RMIT Vice Chancellor's Indigenous Research Fellow.

The work explores the inextricable connectivity between Aboriginal belonging in Country and Ancestral obligation and responsibility in the stewardship of Country, comprising moornong meerreeng (sky Country), meerteeyt meerreeng (sea Country) ba meerreeng meerreeng (earth Country). The installation speaks to the resonance of interconnected Being, seeking healing for all Kin.

It is an appeal to humanity and a gentle reminder that Indigenous patience has 'worn thin' and that listening and learning from Aboriginal Ancestral, cultural and ecological knowledges is imperative in this time of climate and ecological crisis.

ACTS Future of Sustainability Conference

The Australasian Campuses Towards Sustainability (ACTS) Conference, turned 21 years young in 2023, continuing its long-standing tradition of bringing champions from campus communities across Australasia and the Pacific together to share and inspire transformative actions toward a sustainable future for people and planet.

All RMIT students and staff were given the opportunity to attend the online conference which draws upon the education sector's potential to not just solve for challenges of today, but to regenerate for a truly sustainable future. The four-day conference program had a particular focus on leading through transformational governance and values, innovating, educating and enabling change, and raising the voices of Indigenous peoples that have nurtured our lands and waters for thousands of generations.

The conference's program was split into four key areas:

- **Day 1 – Progress & Innovation:** A Day of networking, motivation and celebration
- **Day 2 – Leading the Transition:** What is the Future of Sustainability?
- **Day 3 – Transformational Campuses:** Adaptive management for holistic sustainability
- **Day 4 – Carbon & Climate:** From mitigation to adaptation

Specifically, the program included events on incorporating Indigenous voices and perspectives into sustainability work, student leaders driving positive change and carbon reduction in development projects.

2023 National Sustainable Living Festival

Since 2012, RMIT has been a proud partner of the National Sustainable Living Festival (NSLF). The festival is Australia's largest and longest-running sustainability festival. RMIT provided the Capitol Theatre as a festival venue during the month-long program, which explores all things sustainability, delivered through workshops, screenings, presentations and more.

This year's theme was 'Live it up with sustainability' aimed to inform and inspire, accelerating the uptake of sustainable living and seeking solutions that will return the planet to a safe climate. The festival raises awareness and provides tools for change by showcasing leading solutions to the ecological and social challenges we face.

4.4 Engagement activities in Vietnam

RMIT Vietnam was established in 2000 and has grown into a leading university in the region, with two well-equipped campuses in Ho Chi Minh City and Hanoi.

Over 7,000 students enrolled at our two Vietnam campuses have access to programs and courses identical to those offered at RMIT University in Melbourne and are awarded an RMIT degree upon satisfactory completion of their studies. The number of students at RMIT Vietnam continues to steadily increase.

The Saigon South campus is based in Ho Chi Minh City and is the larger of our two campuses, with around 6,000 students enrolled. It runs a broad range of programs in areas including IT, business, fashion merchandising and economics. The Hanoi campus has close to 1,400 students and offers programs including English, IT, commerce, accountancy and professional communication.

In 2023, RMIT Vietnam has invested significant resources in assets and human capital with the goal of building a sustainable culture at RMIT.

Waste reduction initiatives

RMIT Vietnam has curated a series of sustainability engagement initiatives including events, workshops, projects and campaigns, all focused on contributing to the long-term vision of sustainable development.

The Zero Waste Campus Projects initiative seeks to raise awareness and establish a waste segregation system into five categories to increase the recycling and reuse rates at RMIT. The goal of this project is to achieve 100 per cent of waste recycled and reach net zero emissions by the end of 2025. The initiatives engaged five industry partners, reached over 1,600 staff and students across nine events and resulted in the collection of over 100kg of clean plastic and 200 recycled products. Some collaborative initiatives that have been implemented include:

Plogging event: The 'pick up rubbish while jogging' event, co-organised with District 7 Youth Union and sponsored by Annam Gourmet, saw over 200 students and staff competing to walk and pick up rubbish in District 7 in Ho Chi Minh City. In addition to this, a trash-picking walking competition held on World Cleanup Day attracted over 200 participants. This event sent a strong message about a new lifestyle that goes hand in hand with caring for health and being responsible for the environment.

Snap & Sort Plastic program: Co-organised with AIESEC and Unilever, this program encouraged Saigon South Campus students and staff to separate clean plastic and transfer it for recycling, aiming to reduce landfill waste. The program is held at more than five universities across Ho Chi Minh City.

Recycling workshop – Mosaic Art: This workshop program transforms plastic into Mosaic Art products, in collaboration with Annam Gourmet & Plastic People, aiming to raise awareness of upcycling clean plastic into recycled and artistic products.

The Green Points Projects initiative raises awareness about the harmful impact of single-use paper cups and plastic waste. The project incentivises Green Points and offers beverage discounts to all staff and students who bring their own cups and containers when purchasing drinks and food within the campus.

As part of the Green Points Projects, the Bring Clean Plastics, Take Home Gifts exchange program was created, where clean plastic can be exchanged for gifts (Green Points) to cultivate the habit of waste classification within the RMIT community. This project has attracted over 700 staff and students, resulting in saving over 1,000 paper and plastic cups from irresponsible usage, further enhancing the sustainable lifestyle at RMIT.
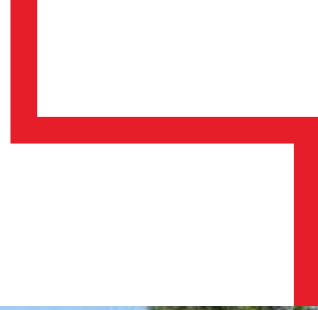
Act Green campaign

A four-month project led by the Alumni Relations team in Vietnam, which introduced like-minded individuals to sustainable initiatives and eco-conscious lifestyles, aimed at providing easier choices for everyone. The 'Alumni Green Business Showcase' wrapped up the four-month "Act Green" campaign and provided a chance for prominent brands founded or managed by RMIT alumni to gather and share their eco-friendly initiatives; it was a pioneering event using exhibition booths made entirely of cardboard and recyclable materials.

Sustainable events

In 2023, RMIT Vietnam organised, co-hosted, and partnered to present nine green events with some of the most noteworthy being the Summer Job Fair, Career Fair, and Act Green Campaign. These events drew over 3,500 participants and engaged more than 200 industry partners, significantly contributing to raising awareness among over 4,300 individuals about sustainable event practices.

There has been a focus on creating sustainable events that aim to reduce the environmental impact of events and workshops on campus, which can exceed 1,000 annually. A set of sustainability criteria and guidelines for events have been developed and disseminated to RMIT departments and stakeholders when organising events on campus. The program has delivered tangible outcomes in resource conservation, single-use plastic reduction, and has inspired a strong commitment to sustainability at RMIT, encouraging students, staff, and stakeholders to actively engage in sustainable practices.

4.5 Memberships

RMIT maintains meaningful partnerships that allow the University to scale up impacts across social, environmental and economic outcomes beyond the University's boundaries. RMIT is a member of key local and global sustainability-related organisations which provide access to free resources, training and support to students and staff. They include:

Australasian Campuses Towards Sustainability (ACTS)

RMIT is a member of **ACTS**, a network that aims to inspire, promote and support change towards best practice sustainability within the operations, curriculum and governance of the Australasian tertiary education sector. RMIT partners with ACTS to deliver a range of programs, networking events and professional learning opportunities. Key 'ACTS of Connection' webinars and member roundtables in 2023 focused on topics including circular economy, carbon offsetting, biodiversity and student engagement.

Australian Universities Procurement Network (AUPN)

The **AUPN** is a group which represents the Australasian and New Zealand higher education sectors and works to improve excellence in procurement practice and the skills of procurement professionals. The group has a focus on driving sustainability performance and improving transparency in supply chains.

Australian Technology Network (ATN)

The **Australian Technology Network** brings together Australia's six real-world universities focused on enterprise, impact and finding solutions to issues facing our economy and society. Along with RMIT, the member universities are Curtin University, Deakin University, University of Newcastle, University of South Australia, and University of Technology Sydney.

ATN universities produce Australia's most job-ready graduates and undertake world-class research with real-world impact, seeking to find solutions to the world's most wicked problems. Through innovation, they are proud disruptors challenging the status quo to meet the needs of a rapidly changing economy and society. Together, they are strongly committed to equity, excellence and social justice.

Established in 1999, ATN is one of Australia's leading university peak bodies with a track record of advocating and shaping positive policy outcomes with all levels of government.

Green Building Council of Australia (GBCA)

RMIT is a founding member of the **GBCA** which aims to support and drive the adoption of green building practices in the property industry. RMIT actively participates in GBCA events and training to ensure our community is aware of the latest innovations and the evolution of sustainability rating tools and how to practically apply them to the built environment, topics covered in 2023 included electrification, embodied carbon, the circular economy and nature.

Sustainable Development Solutions Network (SDSN)

The Australia, New Zealand & Pacific Network of the **Sustainable Development Solutions Network** (SDSN) brings together SDSN members in the region to develop and promote solutions, policies and public education for sustainable development. RMIT collaborates with the SDSN to provide practical solutions for sustainable development and to share best practice teaching and research in sustainability and the SDGs.

In 2023 SDSN co-hosted a series of events reflecting on where we are in Australia at the mid-point of the SDGs, and discussing how we can accelerate action towards the Sustainable Development Goals (SDGs).

SDSN and ACTS co-hosted a series of online discussion forums and webinars for member institutions to help them scale up action on the Sustainable Development Goals (SDGs).

Tertiary Education Facilities Management Association (TEFMA)

TEFMA is an organisation that promotes and supports the management and development of the facilities portfolio in the Australasian tertiary education sector. RMIT participates in the annual TEFMA sustainability performance benchmarking study to track performance in the sector.

United Nations Global Compact Network Australia

Membership of the **United Nations Global Compact Network Australia** (UN GCNA) assists RMIT in sector-based collaboration, leadership advocacy and global connections on sustainability. They support businesses to act responsibly by aligning their strategies and operations with Ten Principles on human rights, labour, environment and anti-corruption, whilst taking strategic actions to advance societal goals. The GCNA has been provided office space on the RMIT City campus, providing a strengthened connection to collaborate on research projects and support student outcomes.

Education

5.1 Learning through life and work

RMIT's dedication to providing an exceptional education experience for our diverse student body was recognised at the Victorian International Education Awards, where RMIT received a trio of awards, including the prestigious Premier's Award for International Education Provider of the Year.

RMIT Capabilities

Six RMIT Capabilities have been adopted to reflect RMIT's aspirations for our graduates, to provide them with a curriculum focused on distinctive and future-focused knowledge, skills and attributes that support their lifelong learning, career success and wellbeing.

Our values-driven ambition towards ethical global citizenship, which includes a commitment to sustainability, active engagement with Aboriginal and Torres Strait Islander peoples' knowledge systems and the United Nations' Sustainable Development Goals are included in Capability 1 – Ethical Global Citizens.

The RMIT Capabilities are being mapped to relevant program learning outcomes and addressed in our short course and co-curricular offerings.

1A **Diversity**: Can embrace diversity and inclusivity, leading respectful and equitable interactions and exchanges.

1B **Aboriginal and Torres Strait Islander Knowledge Systems**: Can respect and integrate Aboriginal and Torres Strait Islander knowledge.

1C **Inclusion**: Can advocate for inclusion and equity, dismantling inequality structures.

1D **Global Perspectives**: Can apply globally inclusive perspectives, integrating diversity in decision making.

1E **Sustainable**: Can design and evaluate sustainable practices, influencing decision-making.

1F **Sustainable Development Goals**: Can use the United Nations' SDGs to guide decisions and actions for global wellbeing.

Launch of our Education Plan to 2025

Setting the strategic direction for the next three years, committing to an aligned approach across all of RMIT, 2023 saw the launch of our Education Plan to 2025: Learning through life.

The Plan focuses on key areas including:

- **Embedding our Signature Pedagogy of Active, Applied and Authentic learning in all programs**
  Key learning and teaching frameworks were established and our signature pedagogy guidelines established with supporting resources. All colleges are embedding the active, applied, and authentic attributes through their curriculum development processes.

- **Embracing generative AI for learning**
  We established a position to embrace generative AI tools in learning and teaching, developing comprehensive guidance materials to ensure students and staff can harness these tools critically, ethically, and effectively.

- **Delivering a workplace relevant, flexible curriculum architecture**
  The implementation of Vocational Education and undergraduate curriculum architecture continued in the colleges including embedding the RMIT Capabilities. Guidance has been created to support academics to design assessments in different credit point contexts. The Postgraduate and Non-Award Architecture was developed and socialised for piloting in 2024.

Supporting our educators to challenge and inspire

We continued to refine our capability development opportunities for educators. We collaborated as one RMIT to share practice and expertise in forums, Learning and Teaching Festival, communities of practice and workshops to build capability and connection across disciplines. We designed and launched a series of professional learning workshops and resources for teaching staff, mapped to different stages of an educator's career, providing targeted support for each stage of their career progression.

We introduced an educational technology online module to boost educators' confidence in using digital technologies for teaching and collaborated with Adobe to launch the Creative Curriculum Program. This initiative provides grants to teaching staff to encourage them to experiment with digital tools to develop innovative curriculum.

Work also commenced on an educational innovation strategy and framework to foster innovation in teaching by leveraging the latest technologies and pedagogies to create engaging experiences for our students.

Our new strategy reinforces the role of rewards and recognition in educator capability development. This is demonstrated in the introduction of the Eleanor A. Bourke Award for Indigenous Education and Eleanor A. Bourke Citation for Indigenous Education into the RMIT Teaching Award suite in 2023. These awards recognise the achievements of Indigenous educators and education partnerships with Indigenous communities.
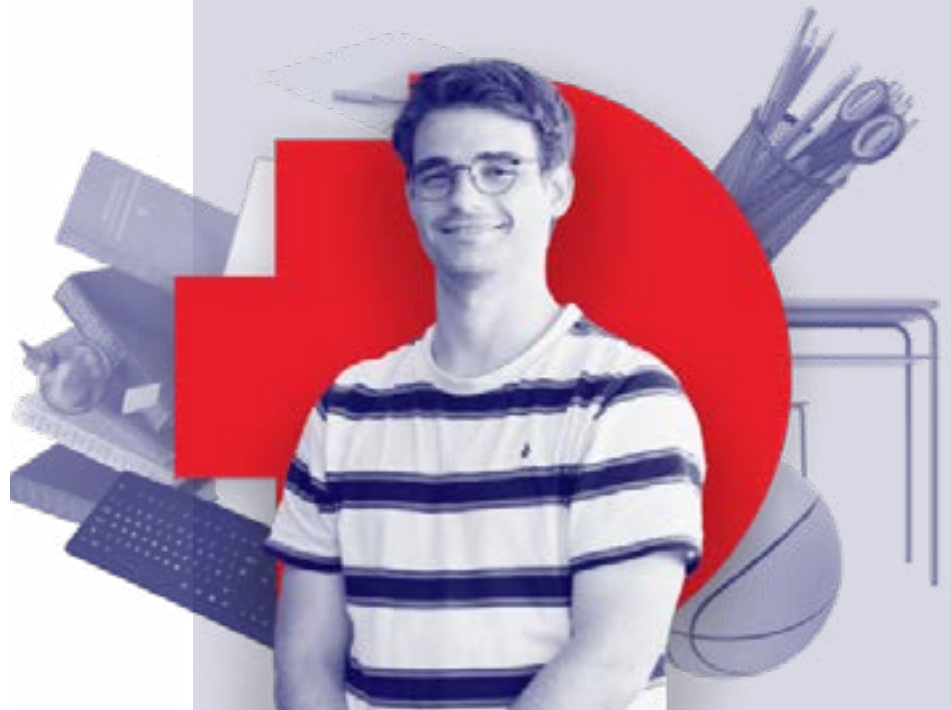
Academic quality

At RMIT, we're committed to enhancing the effectiveness and efficiency of our Academic Quality processes. By eliminating redundant procedures and focusing on supporting our existing resources, we've improved student and staff experiences for engaging in academic quality. Our approach has reduced the need for multiple staff interactions or complex forms, allowing for more direct and impactful outcomes.

Key initiatives

- **Enterprise-wide Course Enhancement:** This initiative has been crucial in refining course delivery and content, providing oversight to where Learning and Teaching resources should be directed to provide support and impact whilst capturing best practices.

- **Robust Program Review Process:** We have eliminated cumbersome processes and leveraged existing reporting efforts to support our program managers in reviewing their programs and what makes them successful. These improved approaches helped to provide comprehensive data sets that support precise and actionable insights from those who know their programs best.

- **Revised Course Experience Survey:** A comprehensive overhaul of one of RMIT's primary student surveys enhanced how we gathered and responded to student feedback. The revised instrument is learner-focused and diagnostic, enabling a more responsive and student-focused educational environment.

Advancements in Data Transparency and Reporting

2023 marked a milestone year for our Data Transparency and Reporting efforts. In close collaboration with the Data and Analytics team, we've established the plan's first stage to make our comprehensive data sets more accessible to all RMIT staff. Introducing user-friendly tools to assist our staff in utilising and understanding data effectively to enhance student performance, understand feedback, and improve the overall student experience.

Removing much of the requirement for manual processing and requests allows users to self-service and get consistent results.

5.2 SDGs in the curriculum

As part of RMIT's public commitment to the global 2030 sustainable development agenda, we are proud to demonstrate our global sustainability leadership by supporting and fostering education for sustainable development.

The diagram below provides a snapshot of the 1,107 active course units in 2023 that address one or more of the Sustainable Development Goal (SDG) targets. This number considers all undergraduate, postgraduate and research course units.

RMIT began measuring SDG impact in the curriculum in 2021, with the methodology serving as a baseline for future curriculum development and reporting. In 2022, we further refined our approach as we undertook a review of active courses to ensure the currency of our offerings.

Our 2023 results reflect the ongoing efforts of the University to engage students in understanding the SDGs as part of their studies.

We are pleased with the progress made to embed this important framework across the curriculum as understanding of the SDGs continues to improve and grow in relevance for staff and students.

SDG related course units

STEM for Sustainability

RMIT's STEM for Sustainable Development course introduces students to sustainability and sustainable development within the context of STEM and Health and reaches 900+ students each year.

In the course, 'Sustainable Development' is defined as focusing on meeting the social, environmental and economic needs of the present without compromising the ability of future generations to meet these needs.

The course engages students to consider the progress humanity has made in the last few decades in technological advancements, medical breakthroughs and globalisation and the cost of this progress on our societies. Environmental degradation, growing gender inequality and poverty are increasing due to this progress, threatening our future and requiring immediate action.

Through a combination of interactive and self-directed activities, this course explores key topics in sustainability and focuses on the importance of diversity, inclusion, reconciliation, and equity as driving forces of developing a sustainable future. The course also gives students the opportunity to design, develop and promote solutions to real-world sustainability challenges.

The course is delivered face-to-face, and materials and resources are available to students online. The course's teaching and assessments are conducted entirely face-to-face with in-person attendance required to complete any teaching or assessment activity to pass the course.
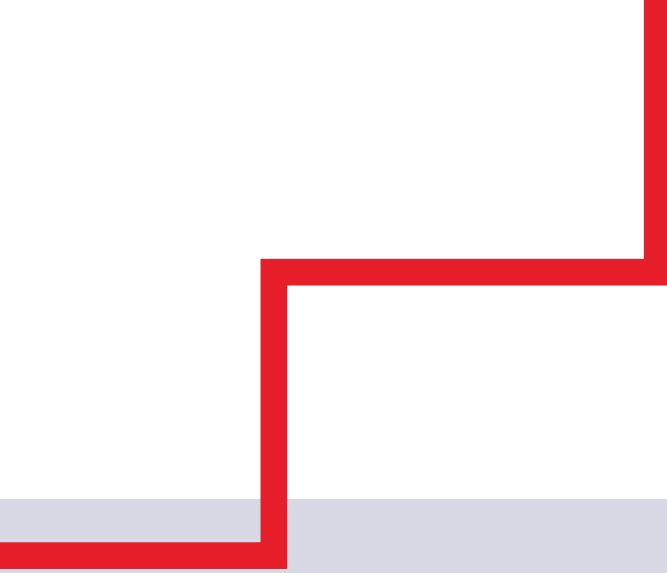
Lego Serious Play

Lego Serious Play is offered as part of global business and leadership courses in the College of Business & Law as a way of building connections and solving problems through creativity. As we uphold our dedication to quality education, industry innovation, partnerships and sustainability, these sessions serve as a cornerstone of the educational ethos of these activities.

With increasing popularity in 2023, there was a growing demand for more Lego. To ensure the continuity of engaging sessions while embracing sustainability principles, the program coordinator reached out to the RMIT community with a request for donations to increase the supply of available.

Every brick donated directly contributed to the ability to facilitate meaningful and interactive sessions, aligning with values of excellence, collaboration, and sustainability.

On Country in Curriculum

There are a range of ways Indigenous knowledge can be incorporated into the student learning journey at RMIT. Students can explore courses that include an **On Country experience** as part of their studies.

- Creative practice in place: Working on unceded lands (VART3627)
- Environment and Culture: Ecological and Aboriginal understandings of Country (AERS1004/AERS1004)
- Indigenous Studies in Education (TCHE2456/TCHE2666)
- Indigenous Sovereignty and Contemporary Land Policy (HUSO2066)
- Postcolonial Cultural Studies (HUSO2340)
- Indigenous Peoples and the Environment (ENVI1048)
- Indigenous Studies (HUSO1296)

Working in First Peoples Contexts: Creative Partnerships and Cultural Production (OART1103)

This First Peoples-led course provides opportunities for students to learn and apply knowledge and skills across a range of cultural and social frameworks, including settler-colonialism and race that inform Australian society.

Through presentation of historical and contemporary contexts of Australian case studies, the course supports professional and career development learning in fields such as art, design, festivals, public art, and arts education industries as well as fields focused on education, community engagement, or local government.

Learning includes:

- Engaging in projects with community and industry partners, and/or simulated projects
- Build a transferrable set of skills to work collaboratively with intercultural communities
- Evolve a self-reflexivity in relation to national issues and application for broader Indigenous contexts.

Assessment tasks will require students to develop their own projects, with activities which will require students to engage with existing partnership projects with First Peoples communities and organisations, and to research, develop and plan their own projects. Classes are designed to be culturally safe for Indigenous and non-Indigenous students and provide an open forum for the discussion of ideas, dilemmas, challenges and opportunities.

Students championing sustainability

Several projects and achievements throughout 2023 highlighted the University's commitment to provide opportunities for learners to contribute to a more sustainable world and to the United Nations (UN) Sustainable Development Goals (SDGs).

RMIT Europe facilitated a meaningful collaboration between RMIT Vietnam Tourism and Hospitality students and their counterparts from the School of Tourism, Hospitality and Gastronomy at the University of Barcelona. Through a Collaborative Online International Learning program, students joined forces to develop a sustainable tourism plan for the Can Tho community in the Mekong Delta.

The Business School and Activator Vietnam organised the Future Founders Competition 2023, centred around Vietnam's digital economy. The competition attracted over 300 RMIT Vietnam students who explored innovative solutions to address social and environmental challenges in line with the UN SDGs. The competition was supported by strategic partners, Nestle Vietnam and Reactor School, Singapore, along with 13 industry partners and sponsors, and served as a platform for fostering entrepreneurship and sustainability.

In STEM College, 40 students took part in an Environmental Science field camp in Lakes Entrance where they conducted fieldwork along the Snowy and Tambo rivers, focusing on environmental analyses and addressing issues like plastic pollution. A highlight was the participation of Gunaikurnai Land and Waters Aboriginal Council (GLaWAC) ranger Nicky Moffat, who helped the group gain a rich understanding of culture. The data collected will support GLaWAC's work on the river's cultural importance.

Architecture student Blake Hillebrand was awarded the 2023 Student Prize for the Advancement of Architecture at Australian Institute of Architects National Awards. Hillebrand was recognised for his breadth of initiatives that have enabled social engagement and connection for architecture students across Victoria in the wake of the pandemic.

5.3 Employability and industry

RMIT University has a reputation for its practical hands-on learning approach, which aligns with the career aspirations of our learners.

Our Signature Pedagogy, which emphasises active, applied and authentic learning, aims to ensure that our graduates are ready, for both life and work, and are employable upon completing of their studies.

Work-Integrated Learning (WIL)

WIL activities form a fundamental part of RMIT's approach to providing industry-partnered education and training. These activities, which include WIL placements, industry/community-engaged projects, and simulated workplace experiences, are discipline-specific and come in various forms, ranging from workplace placements to online projects with industry and community partners.

In 2023, there were over 33,200 WIL activities, including more than 10,600 placements, involving over 3,700 industry and community partners. More than 1,400 students completed the WIL-focused micro-credential, preparing them for WIL placements, and over 2,100 students completed career-focused micro-credentials. While most WIL activities returned to a face-to-face format in 2023, some remained fully online. This provided students with flexibility in terms of timing and approach to their WIL and allowed them to develop online collaboration skills in a workplace setting.

Enhanced program offerings

- **Graduate Certificate in Domestic and Family Violence:** pilot program, co-designed and co-delivered by School of Global Urban and Social Studies within the College of Design and Social Context, the Wathaurong Aboriginal Co-operative and a consultant from MurriMatters, was delivered to staff from the Cooperative with 13 graduating from the program.

- Course in **Recognising and Responding to Sexual Violence:** new course being delivered in the Northern Territory by the College of Vocational Education, aims to help practitioners better assist victim/survivors of sexual violence by equipping them with responses that prevent re-traumatisation, promote recovery and reduce the risk of re-victimisation.

- **Apple Foundation Program:** introduced the program, an exceptional learning and design initiative empowering students to create app prototypes solving real-life problems. The program not only fosters innovation, but practical skills development. There were five intakes across the year, with one dedicated to Women in Tech.

- The **College of Business and Law** completed a redesign of its MBA program and extended its **Digital3** short online course library with the launch of eight new short courses.

- The **STEM College** launched its new suite of undergraduate degree programs, including the flagship **Bachelor of Science program**.

- **RMIT Aviation Academy:** equipped with a fleet of 24 new aircraft designed to deliver world-class learning for the future workforce, the academy was launched in 2023. The Academy brings together our flight training, educational offerings and research to meet the growing demand for global aviation workforce skills and training.

- **Corporate and Executive Development Unit:** was developed and delivered to alumni in Vietnam.

- The **Melbourne Cricket Education Academy:** a joint partnership between Cricket Victoria and the College of Vocational Education, the first cohort of students enrolled graduated in 2023. Offering a dual Diploma of Business and Diploma of Leadership and Management, students at the Academy gain access to industry experts and real-world learning opportunities within an elite sporting environment.

- **The College of Vocational Education:** students embraced a once-in-a-lifetime opportunity to work with Disney to design garments for public showcase celebrating 100 years of the iconic brand.

College of Design and Social Context: a partnered project between the School of Fashion and Textiles and Roadshow Films saw Fashion Design students create garments inspired by the recently released film The Hunger Games: Ballad of Songbirds & Snakes. Roadshow Films were thrilled to partner with the Fashion Design students at RMIT University's School of Fashion and Textiles and held the university in high regard as a leading university for fashion.

5.4 Graduation profile

The iconic Melbourne graduation ceremony at Marvel Stadium featured an inspiring speech from graduating student Hannah Rutherford (Bachelor of Environment and Society), a trailblazer and global advocate for change during her time at RMIT.

Hannah's academic merit, community involvement, and leadership potential were recognised by the George Alexander Foundation Scholarship in her second year. In 2023, she represented RMIT and young Australians at the Commission on the Status of Women (CSW) at the United Nations in New York City.

Graduation snapshot

Melbourne

8,500
graduating students

Over
45,000
including families and friends attended the ceremony at Marvel Stadium

Over
22,900
program completions across RMIT University and RMIT Training

92
doctorate conferrals to PhD graduates

Vietnam

Over
1,600
graduates completed their studies

First cohort of students from our Vietnam Foundation Studies program graduated, with five ceremonies held in Hanoi and Ho Chi Minh City

Shanghai

169
students graduated from the Shanghai University of International Business & Economics

Singapore

1,684
graduates concluded their studies at the Singapore Institute of Management

Hong Kong

Over
100
engineering students graduated from VTC SHAPE

5.5 Student support

RMIT University offers a range of support services and opportunities to help students thrive academically and personally during their studies. When students enrol at RMIT, they become part of a vibrant and welcoming university filled with social, cultural, sporting and recreational activities. We also offer a variety of services and programs designed to support their access, participation and success.

In Australia, the coordination and provision of support and engagement is led by the Education Portfolio's Students Group, working in partnership with the RMIT University Student Union (RUSU). In Vietnam, the work is led by the Student Experience and Success Group, with support from the RMIT Vietnam Student Council.
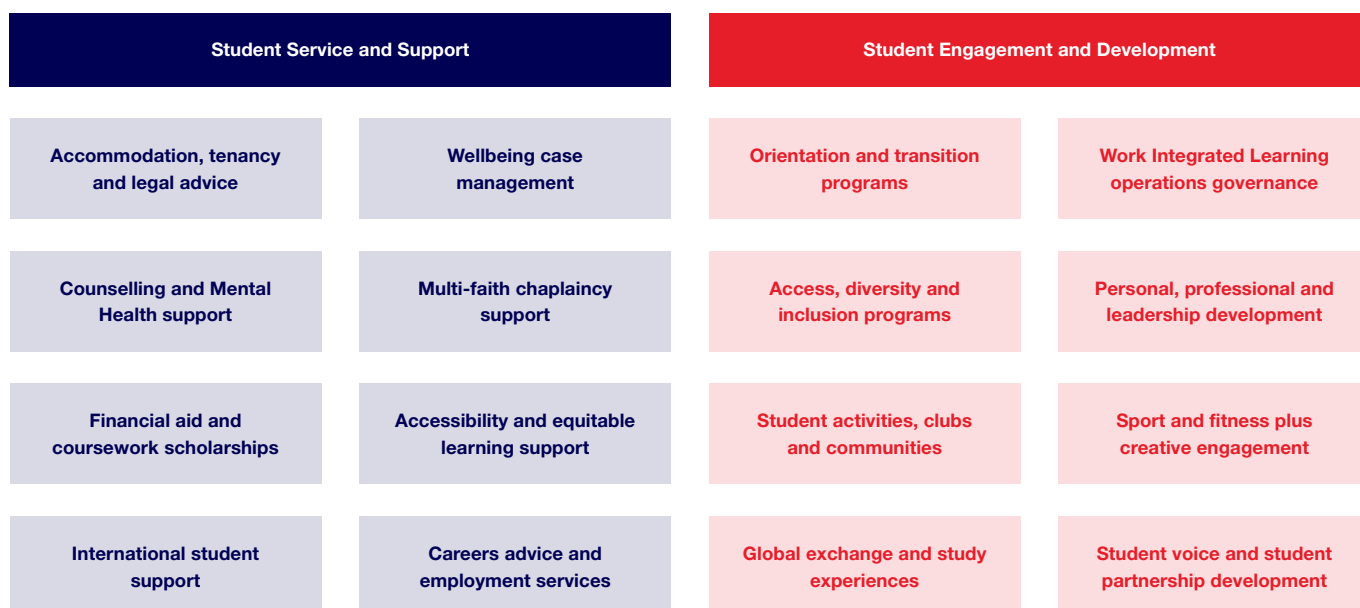
Students Group

The Students Group at RMIT provides transformative student experiences and essential student services and support. We collaborate with students, academic and professional staff, industry, and the community to enhance student access, participation, retention, and success.

The Students Group actively supports and addresses the UN Sustainable Development Goals through various commitments, programs, projects and services, with a significant focus on:

- SDG 1 – Ending poverty
- SDG 2 – Addressing hunger
- SDG 3 – Promoting good health and wellbeing
- SDG 4 – Ensuring access to quality education
- SDG 10 – Reducing inequality
- SDG 13 – Taking action on climate change

The impact of these SDGs is embedded across student and campus life, with examples including:

- Our On-Country initiatives
- The opening of the B47 Multifaith & Wellbeing Centre
- The provision of nutritious food in sustainable packaging at campus events
- Fairtrade labelling and ethical procurement practices in RMIT Store
- Gold Tier Pride in Sport accreditation and Inclusive Sports Ambassador program
- A student clubs and societies program with over 150 clubs engaging more than 15,000 participants
- Signature creative projects such as the Journey of Mapiyal, Public Art Trial, Creative Play workshops and more
- Up-cycle art projects including reused t-shirts and wristbands
- The RMIT Volunteering framework which provides strong governance around student opportunities.

Student Service and Support		Student Engagement and Development	
Accommodation, tenancy and legal advice	Wellbeing case management	Orientation and transition programs	Work Integrated Learning operations governance
Counselling and Mental Health support	Multi-faith chaplaincy support	Access, diversity and inclusion programs	Personal, professional and leadership development
Financial aid and coursework scholarships	Accessibility and equitable learning support	Student activities, clubs and communities	Sport and fitness plus creative engagement
International student support	Careers advice and employment services	Global exchange and study experiences	Student voice and student partnership development

Multifaith and Wellbeing Centre

RMIT's Multifaith and Wellbeing Centre opened in November 2023, and provides a safe campus location where the RMIT community can connect meaningfully with their faith and practice mindfulness and wellbeing activities. The centre offers flexible spaces that can easily adapt to the ever-changing community and provides an essential facility for RMITs faith-based, cultural and club groups and other wellbeing activities. The environmental design and newly constructed building also addresses RMITs carbon neutral aspirations, creating a low impact building to run and maintain.

For more information on this project, see section 10.7.

Food for life

The Students Group distributed over 30,000 free food and drink items to students during signature campus events, including O-Week activities and Campus Fest. As part of our commitment to sustainability, we engaged on-campus food retailers who used sustainable packaging, and also invited a selection of local food trucks.

Free food and drink were provided at various events throughout the year by different parts of the University, including various Colleges and the RMIT University Student Union (RUSU).

Connection to Country

The Students Group, in collaboration with the Ngarara Willim Centre, delivered Indigenous Culture Tours at the City campus to over 140 RMIT students and 48 staff members. These tours were led by Aboriginal and Torres Strait Islander student guides and recent Deadly Alumni. They shared culturally significant locations at RMIT and immersed participants in the stories of our Indigenous public artworks.

The tours were well received by the RMIT community, and five current students and Deadly Alumni were given employment and professional development opportunities as tour guides.

In addition to the RMIT community, the tours were also offered to external conference attendees and community groups, including visiting Aboriginal and Torres Strait Islander high school students.

Participant quotes:

"It was a great chance to slow down and pay attention to important things around campus!"

"Really lovely calm and educational experience. Guide was friendly and knowledgeable"

"It was really interesting to learn more about these artworks that I walk past all the time"

"Informative, friendly, great way to gain knowledge and hang out with people from across the uni"

Celebrating a journey of creativity and resilience

Lucinda Johnson-Cornes is an RMIT graduate with a lot to celebrate.

With a strong desire to create and work with her hands, Lucinda's journey at RMIT was filled with passion, growth, and unique experiences.

When Lucinda decided to pursue her dreams in the world of design, she knew that RMIT University was the perfect place to nurture her talents and creativity. Lucinda's decision to join RMIT and study Bachelor of Textiles (Design) was cemented after attending an Open Day and witnessing the inspiring studios the university had to offer.

Lucinda's university experience extended far beyond her academic pursuits including becoming an integral part of the Ngarara Willim Centre, a journey that unfolded over her years at RMIT. Through her involvement, she had the opportunity to connect with fellow students, embark on an international study tour, engage with other schools and academics, and even earn scholarships.

One remarkable aspect of Lucinda's journey at RMIT was her involvement in presenting Indigenous Culture Tours at the university.

"This has been an experience that has caused so much growth in myself, learning about public speaking and engaging a group of people. It also kicked off a keen interest in my background that I delved into over my Textile Design Graduate Showcase project."

More on Lucinda's journey can be found online: **Celebrating RMIT Graduate Lucinda Johnson-Cornes**

RMIT Kirrip

Meeting new people can sometimes be a daunting experience. To help students navigate this, the Students Group has developed a peer-to-peer social impact program called Kirrip. The term 'Kirrip' means 'friend' in the Woi wurrung and Boon wurrung languages of the Eastern Kulin Nation, the Traditional Owners of Naarm (Melbourne).

This program is designed to help students connect with others, build their skills and confidence, and set them up for future success.

Kirrip is delivered by staff and volunteers who have personal experience in transitioning to tertiary education. Through their involvement in the program, they also acquire valuable life skills in coaching, communication, problem-solving, and networking.

RMIT's Kirrip program delivers high-impact outcomes to students through a variety of experiences, program, peer-to-peer consultations, and enjoyable activities.

2023 highlight activities included:

- Speed Friending
- Aboriginal Heritage Walk with Uncle Dan
- Dreamtime at the G
- Picnic at Birrarung Marr
- Hamilton the Musical
- Melbourne Zoo Visit
- Free to Feed Ethiopian Cooking Class with Zalika
- Yalinguth Tour and Lune Croissants

RMIT Creative

The Students Group's RMIT Creative team co-creates unique on-campus experiences through pop-up artistic activities and installations that are made by and for students. The focus is on developing the student voice, fostering social connections, and promoting a sense of belonging. As a vital skill for 21st-century graduates, creative thinking provides students with a space to innovate. It has the potential to change our perspectives and the way we connect with each other, creating a space to reimagine our collective future for the better.

In 2023, RMIT Creative delivered six key creative initiatives, which included 62 creative activations and engaged over 3,500 participants. These initiatives included the Urban Play School as part of Melbourne International Games Week; the 'We Belong: Beyond Accessibility' Art Project in collaboration with RUSU; the Public Art Trail; and Creative Play pop-up workshops co-created by students.

The Journey of Mapiyal Continues

The Journey of Mapiyal was one of the three participatory artworks exploring social justice issues that impact the student experience on campus as part of the Art for Social Change series.

The artwork, by RMIT alumni artist Indianna Hunt (Wemba Wemba, Gunditjmara, Jardwadjali, Wergaia) included a 4.5m long cane platypus (mapiyal in Wemba Wemba language) covered in fabric pledges of solidarity with Aboriginal and Torres Strait Islander peoples, written by over 310 students and staff across City, Brunswick and Bundoora campuses.

Students were asked to reflect and consider their journey towards solidarity with Aboriginal and Torres Strait Islander peoples. Indianna asked these questions:

- Reflect on where you are on your journey towards solidarity and inclusion for Aboriginal and Torres Strait Islander peoples.
- Consider the next step you could take in that journey?
- What can you do in your everyday life that will make sure everyone feels welcome?

Through long term, ethical and considered relationship building, this project has been hugely successful and has been able to continue beyond RMIT. These relationships mean we have been able to secure further iterations, which also furthers the fundamental message or solidarity with Aboriginal and Torres Strait Islander people.

After nearly two years next to Bundoora West Lake, mapiyal's journey continued north in 2023, to the City of Whittlesea's Community Festival.

In the lead up to the festival, Indianna worked with cane artist Mahony Kiely once again, along with other community artists. She received mentorship to transform the platypus cane structure into a lantern, extending her skills in cane and bamboo sculpture. Then at the festival, community members were able to contribute to the lantern, adhering leaves with personal messages to the lantern skin.

The Art for Social Change team were thrilled to be able to connect with partners including Indiana, Elder Kerry Clarke, mentor artist Mahony Kiely the City of Whittlesea to support new iterations and extend the life of this profound artwork.

More information can be found online: **Art For Social Change: The Journey of Mapiyal**

Same, Same, But Different

This exciting project was a collaboration between the RMIT Store and students in the Bachelor of Fashion (Design) first-year course Fashion Design Reuse.

Remanufacturing is a key strategy for addressing at scale the issues of textile waste seen across the fashion industry. As part of the project, students used a donated supply of branded T-shirts from the RMIT Store to experiment with fashion remanufacturing methods and create new garments from recycled stock.

The repurposed garments were displayed at the RMIT Store on the City Campus throughout Sustainability Week and were also sold – with all proceeds going to The Or Foundation, whose goal is to promote a justice-led circular economy and address the impacts of textile waste on Ghana's people and environment.

While the material is the same, the remanufactured designs are different and showcase each student's unique talent. Students and staff were seen wearing the remanufactured garments around campus.

RMIT active

In 2023, the Students Group's active program continued to drive significant health, social, and wellbeing outcomes for the RMIT community, with a return to pre-COVID levels of in-person engagement.

Over 150,000 people from RMIT and the local community visited the Bundoora Sports Precinct facilities throughout the year. They participated in social team social sports, gym and group exercise sessions, teaching and learning activities and competitive leagues.

The RMIT Sports Academy continued to expand, providing further learning and development opportunities for over 100 students through work integrated learning (WIL) placements in Media, Marketing, Health and Education.

Sporting and Esport clubs engaged over 7,000 students, offering opportunities to compete, build networks, develop lifelong skills and have some fun!

RMIT accommodation

RMIT's Walert House offers on-campus accommodation to student at our Bundoora campus, with over 360 beds available throughout the year. In 2023, RMIT ensured the cost of accommodation remained affordable for residents in response to students' financial constraints.

To ensure safe and accessible accommodation for students, RMIT continued its program to endorse 19 Purpose Built Student Accommodation (PBSA) providers. This network provides access to more than 10,000 beds in residences that are affordable and located close to the RMIT campuses.

RMIT University Student Union (RUSU)

RUSU is a student-led organisation that aims to enhance the educational experience of RMIT students and enhance the student experience through a variety of actions including:

- Representing students within and outside the University, safeguarding their interests and rights in matters that affect them.

- Striving to bring about changes to the University's structure, policies and procedures to ensure they embody the principles of equal opportunity and affirmative action.

- Facilitating effective coordination of student representation on all University bodies, including student representation on portfolio/College/School Boards and Student Staff Consultative Committees.

In 2023, RUSU achieved a range of successes across events, food, clubs, volunteering, advocacy and communications. With over 5,000 members, RUSU advocated for **several priorities** (RUSU Campaigns 2023), which they aligned with the UN Sustainable Development Goals.

RUSU's largest recurring event is the "Chill n' Grill," which takes place once a week, across all three campuses, offering students free food and a chance to socialise. RUSU also provides weekly free breakfast and brunch and sells affordable food at their Realfoods cafes. In 2023, RUSU provided over 70,000 free meals to students.

In 2023, there were four RUSU-affiliated sustainability groups in action on campus:

- **Environmental Engineering Student Association (EESA):** Hosts social and industry events, in what is the longest-running engineering student organisation at RMIT.

- **Planning and Environment RMIT Student Society (PERMITSS):** create a platform for Planning and Environment postgraduate students to network and socialise by facilitating meaningful connections between prospective employers and students.

- **Student Association for Sustainable Systems Engineering (SASSE):** Helps students adjust to university life and encourages connections between other SSE students.

- **Fossil-Free RMIT:** Provides a space for RMIT students to explore campaigns, training and grassroots activism to pressure companies to divest and remove their association with the fossil fuel industry.

The RUSU Sustainability Department also drives sustainability initiatives on campus with coordination from a dedicated Sustainability Officer.

The sustainability-related priorities included:

RUSU Priority	Outcome	SDG Impact
End period poverty on campus – expansion With the ongoing cost of living crisis continuing to impact students, RUSU has been campaigning across two main streams to end period poverty on campus.	The University now provides free period products across 8 different locations, including in all-genders bathrooms and in bathrooms close to libraries that are open late. These are restocked regularly to ensure students have access to free products whenever they need them. RUSU have also been working closely with Kotex to distribute free period undies to students, to provide students with a more sustainable choice.	SDG 1: No Poverty, SDG 5: Gender Equality, SDG 10: Reduced Inequalities.
A study space for neurodivergent students Neurodivergent students can find the university environment overwhelming and RUSU has been campaigning for a safe study environment within RMIT for this community. In 2023, RUSU was involved in running a pilot scheme with weekly neurodivergent study sessions in the city, Carlton and Bundoora campuses.	The success of this pilot has allowed RUSU to advocate for a permanent neuroaffirming study space which will be delivered in 2024.	SDG 3: Good Health & Wellbeing SDG 10: Reduced Inequalities
Consent training for all students RUSU has successfully advocated for consent training for all students at RMIT. Students have been calling for better and more comprehensive consent training at RMIT and RUSU are proud to be part of the team developing the most wide-reaching training yet.	RUSU will be taking the voice of students directly to the development team ready for a 2024 rollout of a new training offering.	SDG 3: Good Health & Wellbeing SDG 5: Gender Equality, SDG 10: Reduced Inequalities
Food Insecurity Project RUSU continues to expand and evolve its free food program to combat the impacts of food insecurity on students. Food insecurity has a documented impact on academic attainment.	The RUSU free food program spans all RMIT Australia campuses, providing a combination of free breakfasts, lunches and groceries to students.	SDG 2: Zero Hunger SDG 3: Good Health & Wellbeing

Research impact

6

6.1 Research for innovation and impact

Our Knowledge with Action strategy sets the framework for a distinctive RMIT research and innovation system, characterised by deep transdisciplinary understanding, applied practice and ethical partnerships with industry and government.

The strategy commits the University to developing a research and innovation ecosystem that recognises and integrates Aboriginal and Torres Strait Islander peoples' perspectives, world views and lifeways as important knowledge systems for driving impact.

A large volume of quality research, demonstrated by our research intensification, underpins research impact and our positive rankings result in 2023. To help demonstrate these results, a new KPI metric was introduced in 2023 that indicates the total net HERDC-recognised research income over time based on expenditure incurred against active research projects contributing to at least one Sustainable Development Goal (SDG) for external income.

KPI	2023 Target	2023 Result	KPI Status
External income from active research projects contributing to the SDGs (new metric)	$42m	$47.8m	114%

6.2 Decadal Aspirations for research and innovation

Following an extensive 18-month development and consultation process, the RMIT Decadal Aspirations: Enabling research and innovation for impact document was finalised and endorsed by the University in 2023. In releasing the document, Professor Calum Drummond AO, Deputy Vice-Chancellor Research and Innovation, outlined the University's ambition to achieve impactful outcomes from research and innovation.

The Decadal Aspirations encourage us to think collectively about the issues that are likely to become increasingly important for the success of RMIT, its people and partners over the next 10 years, so we can plan appropriately and strategically. They consider emerging trends in the higher education sector and more broadly across industry, society and environment.

In many instances, the Decadal Aspirations are both a call-to-action and an encouragement for teams to either start or continue important conversations on the issues that matter to RMIT's longer-term mission.

Over the next decade, there will be a multitude of risks, challenges and opportunities across areas such as climate, security, inequality, wellbeing and emerging technologies.

The application of knowledge and solutions gained through research and innovation can potentially create beneficial change and help shape the future significantly.

Strategic Enablers for research and innovation for impact were identified through an inclusive process that initially involved expert input from over 50 academic and professional leaders across the University. This was followed by an extensive stakeholder consultation process which provided further validation and endorsement.

The resulting nine key aspirations, built around the Strategic Enablers, include a range of recommended actions and initiatives the University can consider in its planning and investment to support the strategic actions articulated under Knowledge with Action.

The Decadal Aspirations provide guidance for strategic thought leadership as RMIT's academic and professional communities, together with our students, partners, and stakeholders, continue working towards an impactful future.

Visit our website for the **abridged version** or **full version** of the Decadal Aspirations.

6.3 RMIT Indigenous Research Plan (2023-2025)

Our Knowledge with Action Strategy commits RMIT to developing a research and innovation ecosystem that recognises and integrates Aboriginal and Torres Strait Islander peoples' perspectives, world views and lifeways as important knowledge systems for driving impact.

The new RMIT Indigenous Research Plan (2023-2025), developed by RMIT's Office of Indigenous Education, Research and Engagement, led by Pro Vice-Chancellor Professor Gary Thomas, aligns the University's Indigenous research priorities with the Decadal Aspirations.

Given our research community's aspirations and several principles informing the Indigenous Research Plan, five strategic objectives (Action Areas) have been defined and will be our focus for the next three years:

- Growing capacity and capability
- Creating sustainable and integrated pathways
- Creating an enabling environment
- Conducting ethical and responsible research
- Focusing on research impact and excellence.

You can link here to read more about the **RMIT Indigenous Research Plan (2023-2025)**.

6.4 Enabling Impact Platforms

RMIT delivers significant impact on the big issues that matter through its Enabling Impact Platforms (EIPs), a structure designed to enable economic, environmental, societal, health and cultural impact with government, business and the community through research and innovation.

Our unique approach allows RMIT to rapidly bring together interdisciplinary research teams, together with our external partners in industry, government, community and academia, to address complex problems in high priority research areas.

How the Enabling Impact Platforms help solve complex issues with business, government and the community:

Respected advisors

Harnessing the knowledge and experiences across multiple disciplines to provide advice and guidance on complex issues.

Collaborative problem-solvers

Stimulating and enabling inter-disciplinary collaboration to develop solutions in areas with high impact-potential.

Strategic partnership enablers

Identifying opportunities and supporting the development of effective partnerships that are highly strategic and focused on impact.

Knowledge brokers

Facilitating collaborative knowledge development and exchange which enables translation of research.

Strategic thought leaders

Helping to identify emerging trends and foster discussions that develop foresights on future directions and pathways to impact.

Connectors and network builders

Acting as intermediaries to facilitate connections and grow internal and external inter-disciplinary networks focused on developing capability and enabling research impact.

The eight EIPs are:

- **Advanced Materials, Manufacturing and Fabrication:** Transforming specialised materials into high-performing products.
- **Biomedical and Health Innovation:** Managing health challenges across the globe.
- **Design and Creative Practice:** Applying an inventive, exploratory approach to real-world problems through interdisciplinary research, within and beyond design and creative practice.
- **Global Business Innovation:** Working with researchers around the world to unlock the value and impact of innovation.
- **Information in Society:** Helping society to understand, shape, and adapt to the disruptions caused by new data sources and information technologies.
- **Social Change:** Understanding human experience on a local, national, and global scale, to benefit and strengthen society.
- **Sustainable Technologies and Systems:** Leveraging sustainable technologies and systems to solve national and global environmental, social and economic challenges in the areas of energy, water, food and circular economy.
- **Urban Futures:** Researching how cities can be more resilient, sustainable and regenerative.

EIP research case studies

Eat Move Heal

Lead EIP: Biomedical and Health Innovation

Supporting EIP: Global Business Innovation

A significant gap has been identified in health service support for those with long-COVID, with current healthcare system efforts focused on managing and isolating patients newly diagnosed with COVID-19. Moreover, patients from diverse ethnic backgrounds serviced by Northern Health services, appear particularly vulnerable to long-COVID-19 related misinformation, including at-home management of the condition.

'Eat Move Heal', a multi-School, multi-College collaborative research project with external partners Northern Health, City of Whittlesea and SaferCare Victoria, aims to co-design diet/nutrition, exercise and mental health support tools to aid recovery (brain, heart, immune system) from long COVID-19. One of these support tools includes a brochure created by RMIT's Mental Health Innovation Network that includes mental health resources.

There are plans to expand this initiative to deploy the tools generated to 30,000 long COVID-19 patients in the Whittlesea community, as well as generate and test a new tool to monitor heart and stroke risk in this population, with the capability for rapid deployment into this community.

Biodiversity Sensitive Urban Design (BSUD)

Lead EIP: Urban Futures

ICON Science (Interdisciplinary Conservation Science), a member of the **Urban Greening Network**, developed an innovative framework to support local governments, developers, urban planners and architects in implementing Biodiversity Sensitive Urban Design (BSUD).

The framework has informed a new **South Australian Government BSUD policy** as well as urban development plans in established and growth areas such as Fisherman's Bend and the **Glen Juror development**, and voluntary performance tools such as the Green Building of Australia's Green Star Communities.

As well as producing impactful **academic outputs**, ICON worked with the University's Urban Greening Network and key industry partners on a recent successful BSUD grant, funded by the Ian Potter Foundation.

ICON Science sits in the Centre for Urban Research, within the Urban Futures EIP.

Café Lab

Lead EIP: Social Change Enabling Impact Platform

Supporting EIPs: Advanced Materials, Manufacturing and Fabrication, Biomedical and Health Innovation; Design and Creative Practice; Global Business Innovation; Information in Society; Sustainable Technologies and Systems, Urban Futures.

Australia is becoming a hungry nation, with an increasing number of people experiencing poverty and food insecurity on a regular basis. These inequities are being exacerbated by the issue of food waste.

Australians throw away about 7.6 million tons of food every year, much of which is high quality and nutritious. The resulting waste costs the economy billions of dollars and leads to increased carbon emissions.

CaféLab is a zero-waste food justice project founded by RMIT Professor Tania Lewis and chef-activist Dr. Helen Addison-Smith, which supports food-insecure Melburnians and contributes to building a sustainable and low carbon hospitality sector. It seeks to educate RMIT staff, students and the public about the wicked problem of food waste and provide free, delicious meals using upcycled food.

CaféLab will also function as a multidisciplinary research hub, enabling researchers, industry, and other stakeholders to experiment with and showcase sustainable innovations.

Australian Manufacturing week tradeshow

Lead EIP: Advancing Materials, Manufacturing and Fabrication (AMMF EIP)

The AMMF EIP coordinated RMIT's presence at the Australian Manufacturing Week (AMW) tradeshow, Australia's largest manufacturing tradeshow.

RMIT's booth garnered significant interest and served as a vital platform to expose researchers to the industry, give industry leaders a better understanding of RMIT's cutting-edge research initiatives, and to foster mutually beneficial relationships.

Over 40 RMIT staff and students from all Colleges attended throughout the week, providing them an opportunity to engage with hundreds of Australian manufacturers under one roof and better understand challenges and opportunities facing the manufacturing Industry.

The AMW tradeshow broke many records in 2023, including its highest ever attendance of nearly 16,000 unique visitors.

Food for Thought conference

Lead EIP: Sustainable Technologies and Systems

Supporting EIPs: Advancing Materials, Manufacturing and Fabrication, and Biomedical and Health Innovation

An Engaging for Impact two-day event, 'Food for Thought' brought together industry experts and researchers to discuss global food challenges. Themes of social connectedness, health and wellbeing, and sustainability were explored, with food waste emerging as a hot topic.

The event was structured around three key interdisciplinary themes that frame RMIT's Enabling Impact Platforms:

1. Food for social change and connectedness, looking at how food can play a part in driving positive social change.

2. Food for health and wellbeing, exploring the complex and multifaceted role that food plays in our physical and mental health.

3. Food for securing our future, covering the opportunities and challenges of the future of food production, consumption, and sustainability.

The two days of interactive presentations culminated in a project ideation workshop, where participants discussed how to leverage RMIT's world-class food capabilities and facilities to support industry innovation and achieve the sustainable future we aspire to. The event included a tour of our food research facilities in Bundoora, innovative presentations on the future of food, interactive food demonstrations, and the development of large-scale projects with our partners.

The Food for Thought event, curated by the University's EIPs and sponsored by the Fight Food Waste CRC, exemplified how important collaboration and partnership are in supporting innovation. Activities across the two-day

Zero emission mobility: Spatio-temporal analysis of charging requirements for Victoria's electric bus fleet

Lead EIP: Information in Society

Following initial research led by RMIT Senior Research Fellow Dr Ali Moradi Amani, academia and industry have collaborated on a project to investigate metropolitan Melbourne and regional Victoria's public transport.

The project will analyse the public transport bus network of metropolitan Melbourne and build a spatio-temporal charging map of **electric buses** under different charging mechanisms and operation scenarios – for example, depot-based charging, and a combination of depot-based and en-route charging.

This project is a response to the Victorian Government's target to have all new public transport buses with zero emission by 2025. It is owned jointly by the Centre for New Energy Technologies (C4NET) and the iMOVE Cooperative Research Centre.

Kummargii Yulendj: An Exploration of 64 Ways of Being

Lead EIP: Design and Creative Practice Enabling Impact Platform

Supporting EIPs: Advanced Materials, Manufacturing and Fabrication, Biomedical and Health Innovation; Global Business Innovation; Information in Society; Social Change Sustainable Technologies and Systems, Urban Futures.

64 Ways of Being is a free, augmented reality mobile application that allows users to see Melbourne through new eyes. It's an Indigenous-led cross-cultural walking and listening experience developed by Dr Troy Innocent with support from Creative Victoria and RMIT, and first explored as part of Kummargii Yulendj (Rising Knowledge Project). The app launched when Melbourne was in and out of lockdowns and then relaunched in 2023 with journeys in Footscray, St Kilda, Melbourne CBD, and RMIT's city campus. The app provides a new way of connecting to place through mindful engagement and can facilitate sharing stories and knowledge.

In each journey, users set out on a walking tour with their mobile device and engage with elements of the built environment, combined with music and artwork by various artists. N'arweet Dr Carolyn Briggs AM explained that *64 Ways of Being* means; "we're putting ourselves back into Country. For a moment, we can erase the colonial history from the screen of the phone to bring other layers that are there, and have always been there, into the foreground because the built environment often obscures them."

6.5 Research contributions to the SDGs

As part of our public commitments to the global 2030 sustainable development agenda, RMIT is proud to demonstrate our leadership by supporting and fostering research projects contributing to the SDGs.

The diagram below provides a snapshot of the 1,329 active research projects in 2023 that address one or more of the SDGs. The data indicates we have increased alignment across many areas, including the following:

- SDG 7 – Affordable and Clean Energy
- SDG 9 – Industry, Innovation and Infrastructure
- SDG 13 – Climate Action

SDG related research projects

Our people

7

At RMIT our people are core to the vision of being a global university of technology, design and enterprise.

By empowering all people to thrive, we can achieve our aim of shaping the world by developing innovative and creative solutions to complex local, national and global problems. We understand the importance of a values-based culture and commit to ensuring RMIT is an inclusive place to study and work.

RMIT's purpose is to empower all people – students and staff alike – to shape their own futures, to be their best and belong. The University is committed to living the RMIT values and making a difference both locally and globally.

7.1 Our workforce

As a global education provider, with 11,000 employees located around the world, our valued staff underpin the University's reputation and enhance its contribution to the wider community.

Table: Employment Statistics

2023	All Employees		Ongoing			Fixed Term and Casual	
	Number (headcount)	FTE*	Full-time (headcount)	Part-time (headcount)	FTE*	Number (headcount)	FTE*
Gender							
Female Executives	63	61.6	35	2	36.7	26	24.9
Female (total staff)	6,350	3,982.9	2,098	480	2,431.1	3,772	1,551.8
Male Executives	53	52.7	32	1	32.5	20	20.2
Male (total staff)	5,021	3,200.2	1,693	149	1,790.4	3,179	1,409.8
Self-described	121	46.2	14	5	17.9	102	28.3
Age							
15-24	663	170.2	37	5	39.9	621	130.3
25-34	3,246	1,732.3	705	72	754.6	2,469	977.8
35-44	3,335	2,290.8	1,237	225	1,390.3	1,873	900.5
45-54	2,324	1,714.7	1,052	164	1,166.1	1,108	548.6
55-64	1,444	1,067.4	634	131	724.4	679	343.0
64+	480	253.7	140	37	164.1	303	89.7
Total Employees	11,492	7,229.3	3,805	634	4,239.4	7,053	2,989.8

FTE: full-time equivalent (two people both working 0.5 time fraction = 1 FTE).
Data is inclusive of all entities (aligned to the RMIT Annual Report) as at 31 December 2023.

Key university workforce statistics

All on-shore Australian employees are covered by Enterprise (Collective) Bargaining Agreements.

Graph: RMIT Workforce by Age 2023 (FTE)
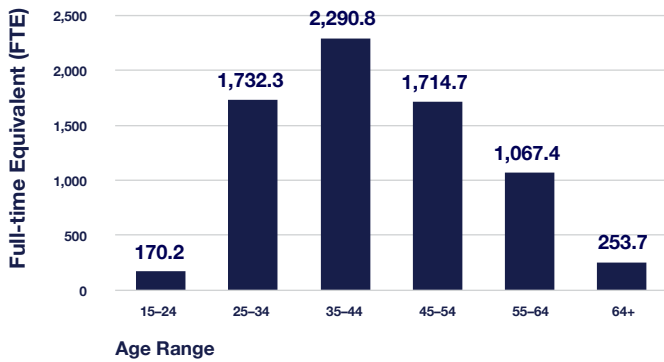
Graph: RMIT Workforce by Gender 2023 (FTE)

- 0.6% Self described
- 44.3% Male (total staff)
- 55.1% Female (total staff)

Graph: RMIT Workforce by Contract Type 2023 (FTE)

- 41.4% Fixed Term and Casual
- 58.6% Ongoing

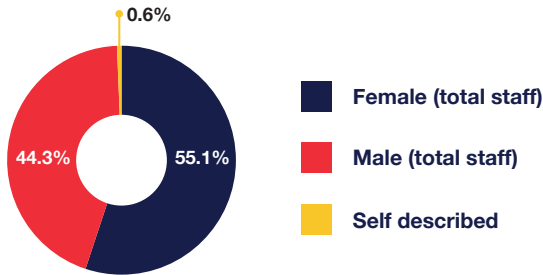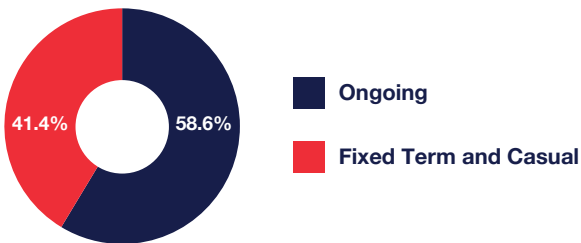RMIT is committed to empowering staff through deliberate learning initiatives aimed at enhancing skills and fostering success in their respective roles and careers. Learning is facilitated through a combination of hands-on experience (doing), exposure to various scenarios (observing), and structured education (training). To facilitate this learning process, staff engage in regular performance and career planning sessions, which are recorded via WorkDay.

A wide array of learning opportunities is available to all RMIT staff, ranging from compliance education to online modules, face-to-face workshops, peer-to-peer exchanges, and mentoring programs.

Professional development opportunities are aligned with specific capabilities, ensuring that staff have access to tailored development options that complement their career aspirations and contribute effectively to the University's mission. This approach facilitates staff excellence in professional growth and also fosters vibrant communities of practice across the university. Varied delivery modes for professional development ensure equitable access to learning opportunities for all staff members.

7.2 Flexibility

RMIT is committed to supporting its people with fit-for-purpose flexible working arrangements that foster and encourage a diverse and adaptable workforce. Several resources, professional development opportunities and services are in place to support flexible ways of working.

2023 saw RMIT launch a principles-based approach to hybrid working that balances the benefits of remote working with helping staff get back to connecting in-person. With a return to face-to-face teaching and learning, the approach makes a conscious effort to build a greater sense of belonging and wellbeing, energy and connection for our students and staff in our physical spaces.

Approximately one out of every four staff members opted for a structured form of flexibility in their work arrangements in 2023. This included part-time work, leave purchase programs, and/or compressed work weeks. Other forms of flexible working include flexible start and end times, time-in-lieu, job-sharing, or other creative forms of working arrangements that suit the work and life needs of staff. All forms of flexibility have continued to evolve with the move to a principles-based approach to hybrid working, with formal flexibility rates declining over time. Informal flexible working arrangements are commonplace between manager and team member, allowing for bespoke arrangements that best suit local teams.

Over this time, we have seen movement in the reduction of the gendered gap of formal flexibility, as more men are taking on reduced time fractions or purchased leave and an increase of informal flexible arrangements for both men and women.

RMIT's Parental Leave provisions continue to provide support to staff who are balancing work and family responsibilities, with the eligibility period to access primary parental leave removed, providing greater access to leave for staff. Employees are eligible for 18 weeks of paid leave at point of hire, progressing to 24 weeks pro-rata after one year and up until three years of service for all eligible employees. Staff taking parental leave will continue to receive superannuation for the paid period of parental leave.

Parental leave options are available to staff regardless of sex, gender, gender identity, relationship status or other personal attributes.

> **"Flexible working is integral to how RMIT attracts and retains talent as well as driving staff engagement across the organisation. When we allow people to work flexibly, we know it creates an inclusive working environment that helps enhance staff well-being and can boost productivity. It's an important enabler that will help us reach our strategic objectives over the next nine years."**
>
> **Bridgid Connors, Chief People Officer**

Table: RMIT staff with formal flexibility arrangements in place

Formal Flexibility Rates	2020	2021	2022	2023
Female	34.0%	31.6%	20.4%	21.7%
Male	19.3%	18.4%	11.5%	12.0%
Total	**27.5%**	**26.0%**	**16.6%**	**17.6%**

Note: Data is inclusive of all entities and as at 31 December 2023.

Table: Parental leave taken by RMIT workforce

2023	Primary Carer's Leave		Secondary Carer's Leave	
	Female	Male	Female	Male
Managers	9	0	2	9
Non-Managers	77	3	2	56
Total	**86**	**3**	**4**	**65**

Note: Data is inclusive of RMIT University only and as at 31 March 2023 (aligned to the WGEA submission).

7.3 Aboriginal and Torres Strait Islander workforce

RMITs focus is on providing high quality career development opportunities and pathways for Aboriginal and Torres Strait Islander employees in the knowledge that by ensuring we have workplaces where our people feel culturally safe and have opportunities to thrive, we will ensure we are retaining and growing our exceptional Indigenous workforce. Embedding hybrid accountability via the development of College and Portfolio Employment Plans, and a focus on developing opportunities for Indigenous leadership, remain key priorities.

In 2023 we continued the implementation of RMIT's Aboriginal and Torres Strait Islander Future Workforce Strategy (2021-2025), and completed a review of our Aboriginal and Torres Strait Islander Employment Plan (2021-2023) to support the seven areas of action:

- Building our workforce
- Retention
- Aboriginal and Torres Strait Islander Leadership
- Culture, Safety and Wellbeing
- Supporting fulfilling careers
- College, Portfolio and Entity Accountability

Indigenous staff network

Work commenced to create RMIT's third Aboriginal and Torres Strait Islander Employment Plan (2024-2026) through which RMIT will continue to explore innovative entry level opportunities to support Aboriginal and Torres Strait Islander people who want to pursue a career in higher education. This includes continuation of our existing employment programs (predoctoral fellowships and research fellows), implementation of a graduate development program and early research into innovative programs such as a bachelor level apprenticeship position, traineeships, and gap year internships. The feasibility and costings of these programs are yet to be determined.

Career and Professional Development Plans supporting Indigenous Staff Network members are a new initiative that were developed during 2023. The plans support the career development of current Indigenous employees in line with their individual career aspirations and professional development goals. The opportunity for Indigenous staff to undertake coaching with an Indigenous provider will be made available in 2024. Outcomes of this program might include specific division or faculty-level activities which are not captured in the university's high level strategy document; or it may include sector-wide collaborations where the goals and development needs of participants are aligned. This could also include new activities for development during 2024.

At the end of 2023 RMIT had 59 FTE Indigenous staff and 36 PTE Indigenous staff. Our employment category representation was 63per cent Professional and 37per cent Academic. The types of roles on offer have increased in diversity of categories, internal mobility and flexible workplace arrangements.

Table: Aboriginal and Torres Strait Islander Workforce (Headcount)

	2019	2020	2021	2022	2023
Total	34	39	54	81	95

* Workforce headcount includes continuing, fixed term and casual staff

7.4 Workforce gender equality

RMIT reports under the *Workplace Gender Equality (WGEA) Act 2012* and the *Victorian Gender Equality Act* (2020). This report encompasses all employees (headcount) in Australia including full-time, part-time, casual and temporary employees. WGEA defines specific occupational categories to classify and report on managers and non-managers. Managers include the CEO, key management personnel, general managers, senior managers and other managers.

More information on initiatives related to Gender Equality at RMIT for both staff and students can be found in the section Living Our Values.

Graph: Gender composition of the workforce, percentage female by manager and non-manager

Legend: — Managers Female — Non-Managers Female
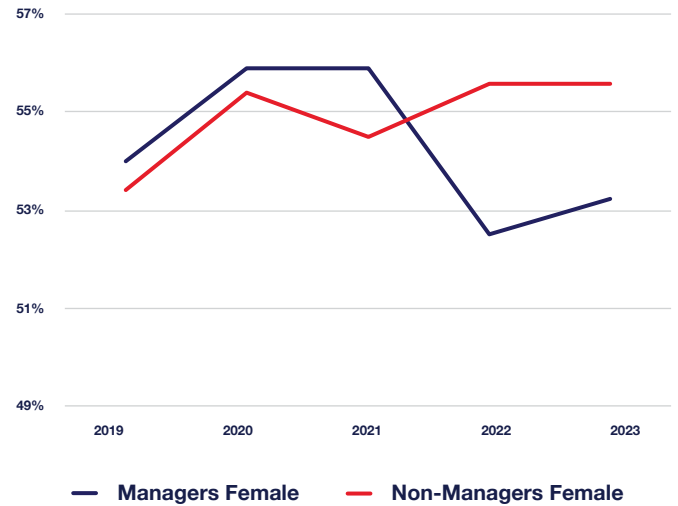
Table: Women in leadership roles

	Total		Female		% Female	
	2022	**2023**	**2022**	**2023**	**2022**	**2023**
Governance bodies	13	10	8	5	61.5%	50.0%
Managers	877	1,026	461	546	52.5%	53.2%
Non-managers	7,339	7,615	4,083	4,233	55.6%	55.6%

Note: Data is inclusive of RMIT University only and as at 31 March 2023 (aligned to the WGEA submission).

Table: Promotions, appointments and resignations (% female)

	Promotions		Appointments		Resignations	
	2022	**2023**	**2022**	**2023**	**2022**	**2023**
Managers	52.2%	57.7%	49.3%	63.7%	66.2%	62.5%
Non-managers	50.5%	51.5%	56.5%	55.8%	60.4%	57.4%

Supporting and fulfilling careers: nurturing existing female talent

Academic Promotion

Highlights in 2023 include:

- An increase in the number of applications for academic promotion, with 162 applicants, including gender diverse applicants, compared to 136 in 2022. Out of the 162 applications, the promotion success rate decreased from 76 per cent in 2022 to 71 per cent in 2023.

- There were 76 female applicants, significantly higher than the previous 58 female applicants. There were 84 male applicants, an increase on the 77 male applicants in 2022. Women and men applied at the same rate compared to the eligible workforce (11 per cent).

- The overall success rate for female applicants was 80 per cent and 62 per cent for male applicants.

Achievement Relative to Opportunity (ARtO) in Academic Promotion

Highlights in 2023 include:

- The Academic Promotion process is structured to ensure diversity and inclusion in the workforce and to address unequal gender and cultural representation in academia.

- ARtO was once more considered through specific requests, with the most frequently activated reasons being pandemic related, followed by carer responsibilities.

- The success rate for applicants who identified as having carer responsibilities was 72 per cent, and 69 per cent for those who identified as having dependent children, compared to the overall RMIT success rate of 71 per cent.

- 73 per cent of applicants activated ARtO compared with 63 per cent in 2021. There was an 87 per cent success rate for applicants who activated ARtO in 2023.

Career Advancement for women in the College of Business and Law

The Career Advancement for Women Program (CAWP) in the RMIT College of Business and Law (CoBL) is a developmental program for personal and professional growth targeted at women across all academic levels. CAWP aims to inspire, encourage and support women in CoBL to reach their full career potential through a series of workshops that assist in long-term career planning. Specifically, the program assists in increasing self-awareness of strengths and developmental needs that are required to achieve long-term career goals as an academic whilst strengthening the dynamic community of Women in CoBL.

In 2023, workshop topics included: career planning to assist in defining career values and goals, career building with a focus on your career evidence portfolio, and a workshop on building your support network with an exploration of mentors, peer support and visibility.

"We started the year on a positive note for our 13 female researchers and held the Career Advancement for Academic Women Program (CAAWP) in February. This program is designed to inspire, encourage, and support academic women in CoBL to achieve their full career potential through career planning, building, and networking. During the one-day workshop, we focused on enhancing self-awareness of leadership strengths and development needs, providing a structured approach to career development emphasizing evidence and impact, and improving negotiation and networking skills while fostering a strong support network. Participants found the workshop informative and gained insight into actionable steps to help them reach their career aspirations while maintaining a healthy work-life balance."

Banita Bissoondoyal-Bheenick
Professor of Finance and Director Research Services and Programs, College of Business and Law

Engaging moments of transition: creating in-time and flexible support mechanisms

RMIT continues to support our parent and carer community and was awarded an Athena SWAN Cygnet Award in recognition of our work to remove barriers to the participation and career fulfilment for parents and carers across the organisation.

Established in 2021, the Career Reignite Program is designed to better support our research academic staff who experience career interruption(s) that impact their ability to access research opportunities.

In the 2022/23 round, merit-based funding was awarded by the Research & Innovation (R&I) Portfolio to 36 applicants (32 female; 4 male). 64 per cent of applicants requested to use the funding to support personnel with 53 per cent of applicants as early-career researchers and 42 per cent mid-career researchers.

The program also offers research career coaching support. Supported by their line mangers, there have been 43 coaching participants who have each worked with a professional coach to develop goals through individual research career action plans. They have discussed long-term career goals and identified development areas.

7.5 Health, safety and wellbeing

RMIT is committed to developing a values-based health, safety and wellbeing (HSW) culture and seeks to enhance the health, safety and wellbeing of its people so they can thrive in work and life. RMIT cares about everyone's mental and physical health, safety and wellbeing, and believe that no task or activity is so important that it cannot be done safely.

Our work in this area is framed by the RMIT Health Safety and Wellbeing Strategy, which is now in its fourth year of transforming our organisational health, safety and wellbeing culture to one that aligns with the University's values and leverages the deep sense of care our people have for each other across our student and staff communities. A key feature of this strategy is the Mental Wellbeing Strategic Action Plan to strengthen the University's approach to student and staff mental wellbeing.

RMIT utilises the SafetyNow tool, allowing RMIT staff, students and members of the public to report incidents or hazards. The tool provides an overall comprehensive incident and hazard management tool to assist RMIT to avoid and manage existing and emerging risks across the organisation.

Table: Key Occupational Health and Safety Statistics

	2019	2020	2021	2022	2023
Lost time injury frequency rate*	1.9	1.1	1.5	0.8	0.4
Change from the previous year	+7%	-41%	+30%	-44%	-51%
WorkCover claims submitted	27	19	15	20	36
Change from the previous year	-18%	-30%	-21%	+33%	+80%
OHS incident reports	1,056	347	117	532	427
Change from the previous year	+8%	-67%	-76%	+44%	-20%
WorkSafe notifiable incidents	19	14	13	11	13
Change from the previous year	+19%	-26%	-7%	-15%	+18%
WorkSafe improvement notices	4	1	0	1	0

*The number of lost-time injuries per million hours worked

Table: OHS Hazards, Incidents Standard Claims, Associated Costs

	2019	2020	2021	2022	2023
Number of lost-time standard claims per 100 FTE	0.3	0.2	0.3	0.2	0.5
Average cost per claim (payment to date + estimate of outstanding claim cost)	$75,171	$70,696	$82,395	$120,017	$71,042
Hazard and incident reports per 100 FTE	17.2	9.4	6.8	7.8	10.8

Living our values

8

8.1 Inclusion, Diversity, Equity and Access – RMIT IDEA Framework

Inclusion, Diversity, Equity and Access remained a core focus with the launch and implementation of the **IDEA Framework** in 2023.

The launch followed the completion of consultation and engagement with staff and students in 2022, providing them with opportunities to shape the framework that serves our community.

The launch followed consultation and engagement with our diverse students and staff in 2022, providing opportunities to identify what RMIT is doing well, where we still need to improve, and what we need to do to achieve an RMIT that is 'Inclusive by design' for everyone, everywhere, all the time.

Following the launch, various activities were delivered throughout the year to embed the approach:

- 27 workshops were delivered across the University to progress the Framework's aspirations and identify exemplars for sharing and learning, with approximately 1,030 staff and students attending
- Presentations to external audiences, including the TAFE Directors of Australia and the Australian Disability Network
- Engagements and presentations with key stakeholders including the diversity working groups.

"If we recognise that diversity is our strength, then inclusivity must be fundamental. With this aspiration in mind, I invite every member of our community to feel empowered and to continue to work with me towards a genuinely equitable RMIT."

Alec Cameron
Vice-Chancellor and President

8.2 Student access, retention and success

RMIT recognises that students from priority equity and diversity cohorts bring a unique range of skills and capabilities but often face greater external pressures including less familiarity with university and the benefits tertiary study can bring. These students remain under-represented in tertiary education, constraining their access to diverse professions and careers and capacity to contribute to the life of their communities.

RMIT has a particular focus on improving access for Indigenous students, those from low socio-economic, regional or remote communities, or from refugee backgrounds, students with disability, women in programs in which they are under-represented, and students who have experienced other socio-educational disadvantages.

Selected initiatives and their impact in 2023 include:

- Outreach to inform aspiration among prospective students from Schools Network Access Partnership (SNAP) schools program, regional or remote Australia, and/or are Indigenous.

- RMIT partners with 235 Victorian secondary schools in the Schools Network Access Partnership (SNAP) program – an equity access scheme that gives priority entry to RMIT for eligible applicants.

- 24 SNAP Champions (current RMIT students from RMIT SNAP Partnership secondary schools) were employed to help deliver of outreach activities. RMIT students play an increasingly critical role in the delivery of the 'I Belong' outreach program, to maximise peer-to-peer engagement opportunities. SNAP Champions are undertaking new and additional workshop delivery, presentation, and question-and-answer opportunities.

- 2,802 students from 79 schools across Victoria (71 schools in metropolitan Melbourne and 8 in regional Victoria) participated in 29 on-campus events in the 'I Belong' outreach program.

- Program evaluations completed by participants stated that they were more familiar with the University and further study.

- One regional Indigenous student enrolled to study at RMIT in 2024, based on their experience at the Indigenous Tertiary Experience Camp as part of 'I Belong' programming in 2023. Prior to the camp the student advised they were ready to drop out of school and not pursue further study. At, orientation, they re-connected with RMIT staff and advised that the time spent on the camp and the connections made with staff and students changed their mind.

- Intensive engagements and partnerships with regional communities have led to new opportunities for regional primary and secondary school students. In addition, RMIT implemented a business-to-business recruitment strategy for a new online Diploma of IT for women and gender diverse students, leading to 110 expressions of interest for 80 places. Of these, 40per cent were from regional participants, with 78 students starting the course in February 2024.

- RMIT's equity outreach and access schemes including SNAP are effective programs to widen aspiration to tertiary education and enhance access by providing individual consideration when selecting for entry. 4,806 students gained access through RMIT equity access schemes.

- Needs-based scholarships and grants have a positive impact on retention and success by assisting thousands of low-income students to give more time to their studies. In 2023, 2,542 students received one of these scholarships across 144 schemes, funded by donors, governments, accommodation providers, and RMIT. The retention rate of commencing students receiving a scholarship is consistently higher than for non-scholarship holders, with success and retention rates even higher for scholarship holders who were low SES, regional/ remote, Indigenous, or with a disability.

- Our Library pre-entry program supports successful transition by developing commencing students' key academic skills, and RMIT funds library texts (e-books and print) for courses with high enrolments of low socio-economic status students.

- Our Career Success Program provided 1-1 career consultations with 576 priority equity cohort students, with 89.6 per cent indicating 'agree' or 'strongly agree' that they were now more confident in their career skills. 100 of the priority equity cohort students participated in RMIT's formal career mentoring programs, and 51 students received a grant to assist them with the costs associated with participating in Work Integrated Learning.

- 21 students from asylum seeker backgrounds were provided with a 'Welcome Scholarship', comprising a fee-free place, cash living allowance, student services, and career development, including industry experience, with 88 student participants and 59 graduates in total between 2018-23.

8.3 Gender equality

Staff gender equality

At RMIT, we deeply value the diversity of our workforce and are dedicated to breaking down barriers posed by gender stereotypes and biases. Our commitment to genuine gender equality encompasses recognising and addressing the impact of gender roles on individuals in varied and nuanced ways. By dismantling these barriers, we create a more enriching workplace experience for everyone and enhance our ability to attract and retain top talent.

Launched in early 2023, RMIT's Gender Equality Action Plan (GEAP) provides a structured framework to foster a more equitable workplace. The first GEAP progress report was drafted in 2023 and will be submitted to the Victorian Gender Equality Commission in early 2024, highlighting the progress and impact of initiatives within the GEAP.

A significant focus in 2023, and key area of reflection through the GEAP progress reporting, was the implementation of the Sustainability and Equity Evaluation Tool (SEE Tool), developed in 2022. This tool enriches our understanding of how we cultivate an environment where our students and staff can thrive. The SEE Tool, along with dedicated support, assists business units in evaluating initiatives against our values and purpose, identifying areas for improvement and alignment with the UN Sustainable Development Goals (SDGs) and IDEA framework. The tool primarily evaluates policies, programs, and projects with strategic significance impacting our student community.

2023 also saw RMIT pursue recognition as an Employer of Choice for Gender Equality (EOCGE) from the Workplace Gender Equality Agency (WGEA), underscoring our ongoing commitment to promoting gender equality in Australian workplaces. We anticipate the outcome of this application in mid-2024, which will further affirm our dedication to best practices in gender equality initiatives.

Priority achievements in Student Gender Equity in 2023

RMIT has a longstanding commitment to student gender equality which is embedded in its strategies, policies, programs, and practices. Selected data and initiatives across the student lifecycle include:

Access and Equity

- Equity outreach activities to raise awareness of education pathways and careers in fields where women are traditionally under-represented, particularly in science, engineering, and technology disciplines. Our equity access schemes provide additional consideration for women in these programs to address this under-representation.
- RMIT's equity access schemes include 137 scholarships to lift participation by women in underrepresented disciplines as well as scholarships across vocational education and higher education coursework, where 1,436 of 2,542 scholarships were awarded to women (57 per cent) in 2023.

Student Support

- Students are supported by the RUSU Women's Departments and Queer Department to run events, workshops and advocacy, while clubs like SWITCH (Society for Women in Information Technology), **FIRE+** (Females+ in RMIT Engineering) deliver a range of activities, including industry nights and social events.
- In 2023, female students typically engaged with university-provided Student Service and Support at a higher rate than male students. The number of students identifying Gender X have increased in recent years and these students have a particularly high engagement with equitable learning support and welfare and wellbeing support.
- Based on 2022 data, the 2023 Employability thematic report showed female graduates had higher rates of employment than their male peers at undergraduate and postgraduate levels in both overall and full-time employment.
- Gender data for engineering revealed that women's employment in the field has increased13 per cent year on year (YoY). While male employment rates also increased YoY, the increase in overall employment for this field of study is primarily being driven by women.

Priority projects from the Student Gender Equity Plan 2023-26

In 2023 the new **Student Gender Equity Action Plan 2023-2026** was published, bringing together many initiatives that support gender equity and additional new priority actions.

It aims to address key issues facing students who are female-identifying and/or female-expressing, including under-representation in particular disciplines, higher-level studies, and leadership roles, and addressing systemic biases and cultural impediments, including gender-based violence.

Other key initiatives identified in the Plan include:

- Secure new scholarships for women and under-represented genders, and review how scholarships and equity schemes are inclusive of trans- and non-binary students.
- Develop a Women in Engineering Mentoring program for launch in March 2024 linking 20 female identifying students with 20 female identifying industry mentors.
- Report on and address gender diversity in student leadership roles and embed gender equity into our resources and developmental programs for students, student leaders, staff, and industry partners.
- Develop and strengthen collaboration with RUSU's Women's and Queer departments.
- Identify, recognise, and promote good practice in student gender equity and inclusive teaching and curriculum.
- Engage with industry to improve practice around inclusive recruitment of new staff, including graduates.
- Continue to provide in-kind support to organisations who have positive social impact for non-binary people, women and gender equity, for instance by hosting the Women of Colour event on campus.
- Increase gender data collection across RMIT, recognise gaps and opportunities to gather data and analyse trends, and present data insights at the relevant level (by discipline, school, or College) to inform action.

8.4 Accessibility

RMIT continues to lead the education sector with its strong focus on creating a more accessible place to work and learn.

Selected highlights in 2023 include:

Equitable learning services

- In 2023, 2,291 students with a disability registered for an active Equitable Learning Plan (ELP), up from the previous year's total of 1,850 and equivalent to a further 18 per cent increase on the already substantial growth of 26 per cent between 2019 and 2022. This positive trend ensures more of our students with disabilities gain access to advice, services, and adjustments to ensure their equitable participation and success in their studies.
- In addition to the growing number of students with disability accessing the Equitable Learning Service (ELS), there was also an increase in the complexity of those students' circumstances, evidenced by an increase in the number of appointments per student.
- Over 95 per cent of students registered with an ELP have a non-visible disability. Students with mental health conditions continue to comprise over 50 per cent of those registered with an ELP, while students with a neurological condition (mainly neurodivergence conditions like ADHD and Autism) are the second largest cohort. This figure has increased from 19 per cent in 2019 to 38 per cent in 2023.

Professional development activities and events

- The increasing number of students who are neurodivergent and/or have complex circumstances has seen demand for professional development for teaching staff in this space also increase, with the most well-attended workshop of 2023 being one on student neurodivergence.
- The RMIT Library implemented an Accessibility Uplift Project, requiring all staff to attend Disability, Inclusion and Neurodiversity Training across all campuses.
- In April we held our Apple and Digital accessibility session with over 100 participants

Staff support

- 2023 saw a full review of the Workplace Adjustment Process, resulting in a refreshed, bespoke, and dignified experience for staff requiring a workplace adjustment. A key outcome of the review was the hiring of a dedicated Workplace Adjustment Officer.

Student support on placement

- Over 400 students with disability attended one-to-one appointments with the Work Integrated Learning (WIL) Advisor to identify and implement adjustments, services and supports to support successful WIL completion.
- Revised WIL guidelines for students with an Equitable Learning Plan were published.

Staff and student peer capability

- RMIT's first Disability and Neurodivergent Staff Network was established, aimed at providing peer support, celebration and advocacy. Through its large and growing membership, the network has connected with the executive leadership team and been able to share lived experience, with future engagements planned in 2024.
- Neurodiverse Study Sessions were trialled. Sessions were well attended with feedback indicating the positive impacts across all attendees. The success of the sessions contributed to the Library investigating new ways to ensure that neurodiverse students have safe spaces and led to the creation in 2023 of the new sensory-friendly study space in the Swanston Street library, which was launched in early 2024.

Digital accessibility

- 400 Bachelor of IT students participated in lectures on digital accessibility, improving technical knowledge on the creation of accessible web applications.
- We delivered seven accessibility initiatives during Open Day 2023, including a sensory-friendly calm zone for students on the City campus, and the success of this space will see this replicated in 2024 across all three campuses. Open Day events attracted over 40,000 people, and in a post-survey, we learned that 90 per cent of respondents who identified as having a disability had their access needs met during the event.

Place and belonging

- Our Property Services team led and delivered some significant gains for accessibility in 2023, with the installation of a platform lift to the Storey Hall stage, ensuring we had sufficient accessible car parking at Bundoora, and conducting several audits on the external entrances and pathways between significant city campus buildings.

"Every day we strive to meet the needs of our diverse community. This involves continued learning and innovation to create an environment that is truly accessible to all and where everyone can achieve."

**Chaminda Ranasinghe
Chief Experience Officer
Executive Champion for Accessibility**

8.5 Reconciliation and indigenous engagement

As a University with our Victorian campuses situated on the lands of the Woi wurrung and Boon wurrung people, a key aspect of how we live our values is through our commitment to Aboriginal and Torres Strait Islander people's self-determination and sovereignty.

In 2023, all Australians were asked to reflect on what this means to us as individuals, and as a nation, through the referendum on the Voice to Parliament. While organisations such as RMIT do not have a vote in the political process, it goes without saying that RMIT does not exist independently of the communities we serve. Moreover, we have an important role to play in supporting societal transitions towards different and more equitable futures through our core missions of education, research and engagement.

RMIT's commitment to the participation and success of Aboriginal and Torres Strait Islander peoples remains unwavering, and our responsibilities to show care and respect to each other are the same now regardless of political outcomes or policies. This insight is very much behind the commitments to Responsible Practice that are embedded in RMIT's Knowledge with Action strategy. These include supporting Indigenous student success, workforce development, excellence in research and innovation, and place-based, community partnership which celebrates Indigenous heritage and shared identity.

The transition from Reconciliation to Responsible Practice encourages us, individually and as a collective, to consider the actions that are within our control, and to take the opportunity to diminish behaviours and sentiments that are not useful or helpful; and to amplify the practices that actively strengthen relationships between Indigenous and non-Indigenous peoples for the benefit of all Australians and the communities in which RMIT operates.

Our priority this year has been developing the plans and strategies that will support the University to deliver on its commitment to Responsible Practice. This includes the:

- RMIT Indigenous Research Plan 2023-2025, which commits RMIT to pursuing excellence in Aboriginal and Torres Strait Islander (Indigenous) research and creating positive research impact with integrity that is Indigenous led, engages meaningfully with, and is of benefit to Aboriginal and Torres Strait Islander peoples, the research community and society.
- Principles of Aboriginal and Torres Strait Islander Perspectives in Learning and Teaching, which equips our educators with the tools they need to provide students with opportunities to learn Indigenous knowledge and their application in community life.
- Indigenous Student Success Strategy 2024-2025, which outlines a whole-of-university approach to growing and empowering Aboriginal and Torres Strait Islander students in preparation for successful professional careers and vocations.

We also updated the University's Intellectual Property and Open Scholarship policies to ensure that Indigenous Cultural and Intellectual Property is recognised and protected in all aspects of RMIT's operations.

Our focus in 2024 will be ongoing engagement across the University to continue to promote Responsible Practice, and to build awareness and understanding of our Indigenous strategic commitments and the supporting frameworks in place to embed Responsible Practice as a way we work at RMIT.

Aboriginal and Torres Strait Islander student success

In 2023 the Ngarara Willim Centre (the Centre) remained firmly committed to increasing Aboriginal and Torres Strait Islander peoples' participation in tertiary education. The Centre continued to deliver on activity to engage with students and to support them into and throughout their study. The Centre delivered the Gama-dji Orientation Program, engaged with students to progress Success Planning, continued to build on academic services and tutoring program, and improved the Wellbeing program and the connection with the Equitable Learning Service.

Key areas of focus included:

- Changes to Indigenous eligibility requirements, providing students with alternative options in providing required Indigenous eligibility documentation to ensure that opportunities have the intended impact and are compliant with Indigenous specific funding guidelines.
- The delivery of 17 engaging aspiration sessions to 633 Aboriginal and/or Torres Strait Islander secondary students from metro, regional and rural locations throughout the year. 10 sessions were held on campus and 7 sessions were held off campus.
- Community engagement and increasing access to higher education through vocational education pathways. RMIT worked with the Wathaurong Aboriginal Cooperative to progress the delivery the Diploma of Community Services to Wathaurong staff offsite in Geelong.
- The transition to a new Student Management System (Salesforce) commenced in the second half of 2023 and will provide enhanced and streamlined case management and student engagement once fully implemented in early 2024.

- Participation in the development of RMIT's first Indigenous Student Success Strategy, including student lifecycle mapping, workshop delivery and gathering insights from students, alumni, staff and Community to inform priorities and actions.
- Strong emphasis on cultural engagement within the Gama-dji Orientation Program, with sessions featuring RMIT's Elder in Research fostering community building at the Ngarara Willim Centre.
- Transitioning into the second phase of the Student Success Plan initiative, following the success of the Plans across 2022 in providing an enriched student experience that supported enhanced wellbeing and academic success.
- Improvements to the Ngarara Willim Tutoring Program, including implementation of the Ngarara Willim Tutoring Portal. The portal streamlines processes for students and tutors engaged in the Program, while also providing more oversight for administration.
- The introduction of regular sessions with Academic Skills Advisors at the Ngarara Willim Centre to support students who are hesitant about formal tutoring to access all available study supports.
- Strengthening the relationship with RMIT's Equitable Learning Service (ELS), continuing their proactive work in providing support to Aboriginal and Torres Strait Islander students.
- Indigenous student social and emotional wellbeing, including the review and reclassification (at a higher level) of the Indigenous Student Counsellor role to Senior Advisor, Indigenous Social, Emotional and Wellbeing.
- Financial literacy sessions for Indigenous women offering them the opportunity to delve into topics such as saving, investing, budgeting, tax matters, and small business management.

Aboriginal and Torres Strait Islander student life

A Ngarara Willim Cultural Camp was hosted on Boon Wurrung country in late August/early September. A group of 14 students were able to connect with traditional owners, engage in cultural activities, and foster meaningful connection. Highlights of the camp included storytelling sessions, guided bushwalks, and hands-on activities such as weaving, traditional tool use, and bush tucker tasting. The Cultural Camp proved to be a transformative journey, not only enriching the cultural knowledge and understanding of participating students but also facilitating meaningful connections with the traditional owners of the land.

In December, a Ngarara Willim Global Experience offered eight students the opportunity to immerse themselves in the vibrant tapestry of Māori culture while fostering connections and mutual understanding. Set against the backdrop of Aotearoa (New Zealand), the program provided an invaluable opportunity for Aboriginal and Torres Strait Islander students to engage with Māori traditions, perspectives on education, and notions of self-determination. Students emerged from the program with a deeper appreciation for the diversity and resilience of Indigenous cultures and a renewed commitment to supporting Indigenous empowerment and self-determination both at home and abroad.

In 2023, the Centre also undertook a review into the resourcing required to provide students with meaningful career development programs. A major outcome of this review was the recommendation to create a careers-focused role that provides greater leadership and strategic advice to internal and external stakeholders on career development for Aboriginal and Torres Strait Islander peoples. The Senior Advisor, Indigenous Careers and Engagement, was appointed in late 2023. This leadership role will enhance industry and career opportunities for Aboriginal and Torres Strait Islander students while also providing tailored advice on career planning and pathways throughout their studies at RMIT.

8.6 LGBTIQA+ inclusion

As part of our commitment to foster greater inclusion, RMIT opted to update the acronym from Diverse Genders, Sexes, and Sexualities (DGSS) to LGBTIQA+. This followed feedback provided by Intersex Human Rights Australia (IHRA) during our consultation process in 2022 for the Inclusion, Diversity, Equity, and Access Framework. After engaging with the community, staff, students, and leading LGBTIQA+ inclusion organisations such as Pride in Diversity, the University made the shift away from DGSS, formally embracing LGBTIQA+ as the preferred term for describing the rainbow community and acknowledging IHRA feedback.

Ongoing recognition from AWEI (Australian Workplace Equality Index) further affirms RMIT's dedication and achievements in nurturing an inclusive and respectful culture for LGBTIQA+ staff and students. This commitment is evident through leadership initiatives, communication efforts, events, and professional development opportunities. In 2023, we revisited and revised our Gender Affirmation guide and leave provisions to provide enhanced support for trans and/or gender diverse students and staff affirming their gender while associated with RMIT.

RMIT attained silver-tier recognition in the annual Pride in Sport benchmarking index, actively encouraging LGBTIQA+ participation in community activities and sporting engagements. The University maintains an active staff and student Ally and LGBTIQA+ network, offering platforms for individuals to share their voices and lived experiences with the RMIT community. 2023 also saw RMIT take part in the renewed AWEI submission process, which required all organisations regardless of previous standing to re-apply due to the change in submission guidelines. RMIT was subsequently awarded the Bronze AWEI Status, with our Gold submission application outcome expected in 2024.

Our outreach efforts extend beyond RMIT through partnerships with leading community organisations and participation in events. In 2023, RMIT took part in the Victorian Midsumma Pride March and Carnival, while also commemorating various LGBTIQA+ days of significance throughout the year, such as Trans Day of Visibility, Bi Visibility Day, IDAHOBIT, and Trans Awareness Week.

We also introduced more all-gender toilets at our three Melbourne campuses, marking a significant step forward, and will continue to enhance the provision of these amenities.

Building upon our preferred name project from 2022 to recognise student names, we established a process for alumni who have affirmed their gender to request a new testamur in their chosen name, free of charge.

"RMIT lives and breathes diversity and inclusion. It's threaded through our Knowledge with Action strategy and our recognition and support of our community is a big part of what makes RMIT such a wonderful place to work and learn.

Inclusion is a value that the RMIT community live and breathes each day and we are proud to celebrate our staff and students who identify as LGBTIQA+."

Dene Cicci
Executive Director, Students

8.7 Athena SWAN

RMIT proudly holds an Athena SWAN Bronze Award for our commitment to improve gender equity and diversity in the science, technology, engineering, mathematics, and medicine (STEMM) disciplines. The Athena SWAN program has continued to evolve, with the scope moving to intersectional and enterprise-wide review. In the SAGE accreditation pathway, Cygnet Awards are the primary mechanism for institutions to report on the actions they have implemented and the outcomes, impact, and learnings as a result of those actions.

Cygnet Award applications allow institutions to review and set clear future actions to address specific barriers for the equitable experience across the RMIT community, for example inequitable leave policies or career development opportunities.

RMIT was the first Victorian university to be awarded with two Cygnet awards; the first for relating to removing barriers to the recruitment of women and gender-diverse people into academic STEMM positions, and the second in 2023.

Second SAGE Cygnet Award 2023

This Cygnet award recognises RMIT's work to remove barriers to the participation and career fulfilment for parents and carers across the organisation.

In recent years the University implemented a range of initiatives focused on three core areas to support parents and carers to have well-rounded and impactful careers while balancing their other commitments:

1. **Culture of care**

   To build a strong culture of care and enable staff at all levels to bring their whole selves to work and achieve better work-life balance, RMIT has embraced flexible working and invested heavily in staff wellbeing.

   A range of new support and resilience programs were also introduced for parents and carers including Keep in Touch for parents on leave and Managing the Transition to and from Parental Leave.

2. **Entitlements and ways of working**

   RMIT has also reduced the gendered impacts of career interruptions by increasing leave entitlements (parental leave, parental partner leave) and flexible and hybrid working to encourage uptake by a more diverse staff cohort.

3. **Career progression**

   RMIT has implemented changes to the Academic Promotion system to enable candidates to present their achievements relative to the opportunities (ARtO) that have been available to them. As a result, there has been an increase in successful applications from a more diverse cohort of academics. In 2021 RMIT also established the now ongoing Career Reignite program, to reduce the impact of career interruptions or barriers to opportunities for researchers.

RMIT University's Cygnet Award application can be found on the **SAGE website**.

Leading local action: representation from across local areas

The Athena SWAN STEMM Diversity and Inclusion Advocacy Group (DIAG) continued to share information and knowledge through collaborative forums and connections. As a representative and leader for their School, each member gathers information and perspectives to identify diversity and inclusion concerns and opportunities as well as sharing their initiatives and plans with the Group.

Coming together in this way, has revealed opportunities for strong collaboration between areas of RMIT and connection for interdisciplinary impact.

Building the pipeline: implementation of the Recruitment Cygnet

After receiving a SAGE Cygnet Award for removing barriers in the recruitment of women and gender-diverse people into academic STEMM positions (December 2022), the Athena SWAN project team has been working with stakeholders from diverse areas of RMIT to implement the Future Action Plan.

Key 2023 projects included:

- Extended use of Special Measures through an intersectional lens
- Implementation of Achievement Relative to Opportunity (ARtO) more broadly
- Targeted recruitment campaigns
- Building intersectional data capability
- Supporting Hiring Managers and Policies and Processes
- Continuous improvement ensuring consistency with recruitment teams, hiring managers and extended use of tools.

Progress on these initiatives continue to strengthen RMIT's approach to inclusive hiring for people from diverse backgrounds.

Student engagement and outreach

Student engagement and outreach is an essential part of the Athena SWAN strategy where we build the pipeline and ensure an embedded focus for under-represented groups in our work with external industry partners, community groups and high schools. Presently this is restricted to STEM disciplines with a focus on low socio-economic backgrounds and culturally diverse women.

In 2023, RMIT received two Commonwealth Government grants to build on existing outreach programs that aim to increase diverse participation in STEM education and careers.

In 2023, 42 Women in STEM student ambassadors from both the College of Vocational Education and STEM College led practical STEM-based workshops with over 2,700 student and 120 teacher engagements. The flagship women in STEM school outreach program, Future STEM Leaders, supported 116 Year 9 and 10 young women and non-binary students as STEM leaders through leadership training, mentoring with RMIT students and industry, and delivering workshops for younger students of all genders.

Women in STEM 2023 Highlights:

A collaboration between STEM College and the College of Vocational Education (VE).

2,732
Student and 120+ teacher engagements across school outreach activities

Women in STEM Student Ambassadors delivered practical STEM based workshops for students in years 7-12. Including engineering, IT, refrigeration, plumbing, chemistry.

$100,000
Maker Grant awarded by Federal Government

For a collaboration across College of VE, School of Property, Construction & Project Management in DSC, and STEM College.

116
Young women and non-binary year 9 and 10 students trained as STEM Leaders across 6 schools

The Future STEM Leaders program supported each STEM leader through mentoring with RMIT student and industry, leadership training and delivery of workshops for younger students of all genders.

42
Women in STEM Student Ambassadors

Participated in upskilling and empowering training building a community of support through VE and HE and into the workforce.

$1 million
Federal Women in STEM & Entrepreneurship (WiSE) Grant

Shared between RMIT STEM College and College of VE, UTS and University of Adelaide that has launched The Diversity in STEM Collective.

8.8 Addressing gender-based violence

Gender-based violence is one of the most pressing issues of our time. It is pervasive, occurring across all public and private spaces, including universities. The extent of the issue in the education sector was brought into sharp focus in 2017 with the publication of the Australian Human Rights Commission report on sexual harm in universities. In response, RMIT as a dual sector university, reinstated its commitment to taking strong action in the prevention of, and response to, sexual harm across vocational education and higher education. The results of the 2021 National Student Safety Survey only confirmed there was still work to be done.

A five-year Strategic Action Plan (2023-2028) was developed by the Prevention of Gender-based Violence team in 2022, guided by a Theory of Change on Addressing Gender-based Violence and Workplan (2023-2024).

The following is a summary of our progress in 2023 toward achieving our intermediate goals in three key action areas: awareness raising; learning and capability development and innovation projects and activities.

Awareness raising

- A five-year Strategic Communications Plan was finalised and actioned.
- We led a complete rebrand of Safer Community – including production of a brand style guide, merchandise, and a refresh of all marketing and promotional materials (including a new look for How2RMIT) and other associated collateral, and a website review.
- We participated alongside other key university partners from the state-wide Tertiary Primary Prevention Network (TPPN) in the first-ever 'Respect@Uni Week'.
- Safer Tent activations were held for Semester 2 O Week and Campus Fests across all campus locations (City, Carlton, Brunswick and Bundoora). A total of 803 students were engaged.
- Safer Tent activations at Staff Wellbeing Expo events at City and Bundoora campuses engaged 127 staff with six mindfulness sessions.

Learning and capability development

- We completed a full gap analysis and review of learning and development (L&D) offerings at RMIT and the broader prevention field.
- We completed an L&D plan, work plan and full L&D approach for the prevention of gender-based violence at RMIT, aligned with other key RMIT frameworks and action plans.
- We completed and launched a public-facing report: Planning for change – a learning and development approach for the prevention of gender-based violence, sexual harm and harassment at RMIT.
- We commenced a priority project in partnership with Deakin University, La Trobe University and Swinburne University through the Tertiary Primary Prevention Network (TPPN). The project is a snapshot review of current L&D offerings to students across the state and nationally.
- We launched a Consent Partnership project with RUSU to provide all students with a new, evidence-based and interactive 30-minute consent and respectful relationships e-learning suite.
- We launched a Staff Sexual Harassment learning suite in partnership with the Victorian Human Equal Opportunity and Rights Commission (VEOHRC).

Innovation projects and activities

- We strengthened our relationship with Safer Community Vietnam, providing regular response support and advice.
- We launched a new system for case management and associated record keeping.
- We improved the risk management capacity of the Safer Community team.
- We worked to implement a specialist response to GBV supported by a newly created role of Senior Investigator, Specialist Response to Gender-based Violence, based within the Safer Community team.
- We completed the first phase of the Gender Equity and Justice project in the College of Vocational Education with over 1,400 students across all locations engaged with the project.
- We established an industry partnership with the City of Melbourne and Worksafe to progress targeted pieces of work.
- We published the second iteration of the Working Together with Men module that provides resources and recommendations for VET and higher education settings.

8.9 Mental wellbeing

A key focus area of the University's Health, Safety and Wellbeing (HSW) strategy is the Mental Wellbeing Strategic Action Plan to strengthen our approach to student and staff mental wellbeing.

RMIT aims to create a mentally healthy community in which everyone can realise their potential and feel safe and supported. Key action areas focus on culture, systems, literacy, skills, experiences and support.

Key deliverables in 2023 included:

- The refined local area psychosocial risk action planning process was deployed.
- The Peer Support Program Pilot launched with 48 staff trained as peer supporters.
- Ways of WellBeing has been developed as a new model for promoting mental health and wellbeing throughout RMIT.
- A successful social media campaign for students on having safe conversations.
- Our ongoing commitment to collaboration and reducing hotspots saw us develop and deliver targeted wellbeing workshops in VE Business and Enterprise.
- Approximately 650 staff members and 320 students attended one of the 28 wellbeing training sessions delivered throughout the year, including newly developed offerings for staff and leaders.
- The launch of a new Employee Assistance Provider – Converge International.
- Finalisation of our Mental Wellbeing and Respect capability framework, outlining the aspirational skills, knowledge and attributes aligned to being a student, staff and leader across five wellbeing capability areas. The framework sets a standard for training and professional development requirements for students and staff in leadership positions.
- Communications and activities focused on important dates and events:
  — Student orientations and study stress periods
  — University Mental Health Day
  — Mental Health Awareness Month
  — Staff wellbeing expo
  — R U OK? Day

Operations

9

9.1 Energy and emissions

Climate action

RMIT is a global leader in climate action, taking practical steps and innovative projects to achieve its carbon neutral ambitions and adapt to the unavoidable impacts of a changing climate. The University also supports local and international communities and partners to transition to a low-carbon future. The **RMIT Carbon Management Plan** provides strategic guidance on how the University can manage its greenhouse gas emissions profile and outlines scenarios for the future. It also serves as a commitment to accurately measure, report and manage the emissions profile of the University.

Emissions are divided into three distinct groups:

- **Scope 1:** direct emissions, primarily fuel combustion on-site and fleet vehicles under the control of RMIT.
- **Scope 2:** indirect emissions from the purchase and use of electricity by RMIT.
- **Scope 3:** all other indirect emissions from RMIT activities, typically occurring in the supply chain, these emissions occur from sources that are outside the ownership or control of the University.

RMIT follows the carbon management hierarchy of eliminating emissions from operations in the first instance. Reducing onsite emissions requires more perseverance and strategic capital investment in comparison to offsetting. RMIT considers this to be a more practical approach to emissions management.

> The University also undertakes energy efficiency and renewable energy initiatives on our Vietnam campuses. For example, RMIT Vietnam has invested in sustainable infrastructure by implementing two solar panel projects:
>
> - The installation of solar panels on the rooftop of the Sports Hall in Saigon South campus, with a capacity of 50 kWh capable of reducing daily power consumption by 50 per cent, and a total investment value of 1.7 billion VND.
> - The solar charger installation for electric bike parking project, with a capacity of 20kWh (equal to 48 electric bikes) and a total investment value of 354 million VND.

We are also acutely aware of the need to become more resilient to a changing climate. Guided by the **Climate Change Adaptation Plan**, RMIT is addressing climate risks through adaptation measures across our operations. Having a prepared response to extreme heat, severe storms, flooding events and prolonged drought will ensure that the University's campuses and people are safe and can continue to work with minimal disruption.

For more information on carbon and climate visit our **website**.

From 1 January 2023, 100 per cent of RMIT's on-shore grid electricity was supplied by renewable sources from our windfarm partnerships in regional Victoria

Australian operational emissions profile

RMIT achieved major emission reductions in 2023, reporting a 91 per cent decrease in scope 1 & 2 emissions based on a 2007 baseline. This was predominantly attributed to a significant reduction in gas use at the end of 2022 when RMIT's on-site energy generation gas engines were switched off. Our remaining sites were rolled into our existing Victorian windfarm agreements.

These renewable energy contracts (**Melbourne Renewable Energy Projects 1 & 2**) provided 47,756 MWh of carbon-neutral electricity to the University in 2023. RMIT's existing 596 kW solar PV portfolio generated 438 MWh of renewable electricity which was entirely consumed onsite.

Under the Australian operational emissions profile, RMIT accounts for all energy and emissions produced and consumed within the building profile. We calculate emissions from the building portfolio (Scope 1 and 2 emissions, intensity, and reductions) according to the appropriate Australian Government emissions factors, aligning with those under the *National Greenhouse and Energy Reporting Act 2007*.

All targets are based on a 2007 baseline when the RMIT Australian operational emissions were 78,048 tCO_2-e. We report on the comprehensive global emissions profile in subsequent sections. Throughout the reporting, we will continue to reference 2019 as a pre-COVID data comparison.
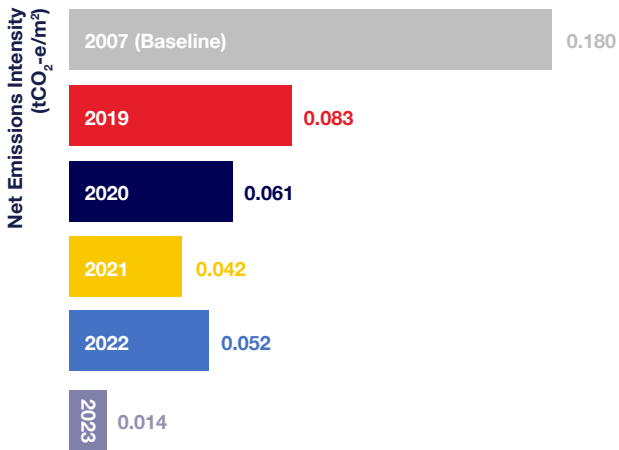
Table: RMIT Australia Energy by Campus

	Natural Gas (GJ)	Electricity (kWh)
City	75,042	33,864,544
Bundoora	48,519	12,242,994
Brunswick	6,429	1,596,165
Bendigo	0	52,108
Total	**129,990**	**47,755,812**

Table: RMIT Australia Energy and Emissions

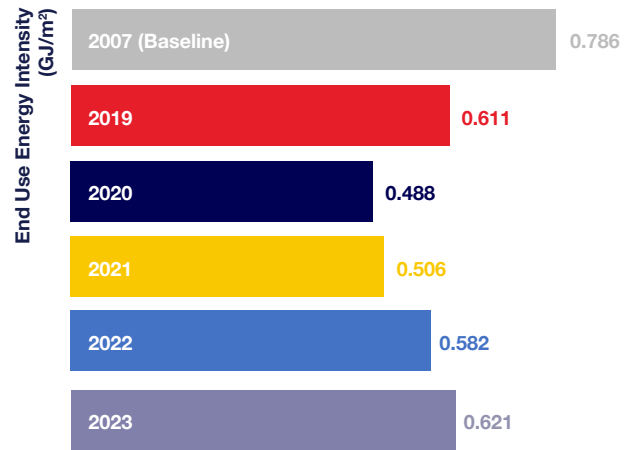|	2007	2019	2020	2021	2022	2023
Electricity (kWh)*	57,893,937	29,929,563	20,797,353	23,430,704	30,026,941	47,755,812
Natural Gas (GJ)	127,502	334,362	271,888	279,134	291,018	129,990
Emissions Offset (tCO_2-e)	1,648	8,021	4,996	16,777	17,213	40,592
Net Emissions (tCO_2-e)	78,048	40,539	29,853	20,337	25,070	6,698
Emissions Reduction from Baseline	Baseline	48%	62%	74%	68%	91%

*Increased electricity consumption due to gas engines being shutdown.

Graph: RMIT Australia Net emissions intensity

Net Emissions Intensity (tCO$_2$-e/m^2)

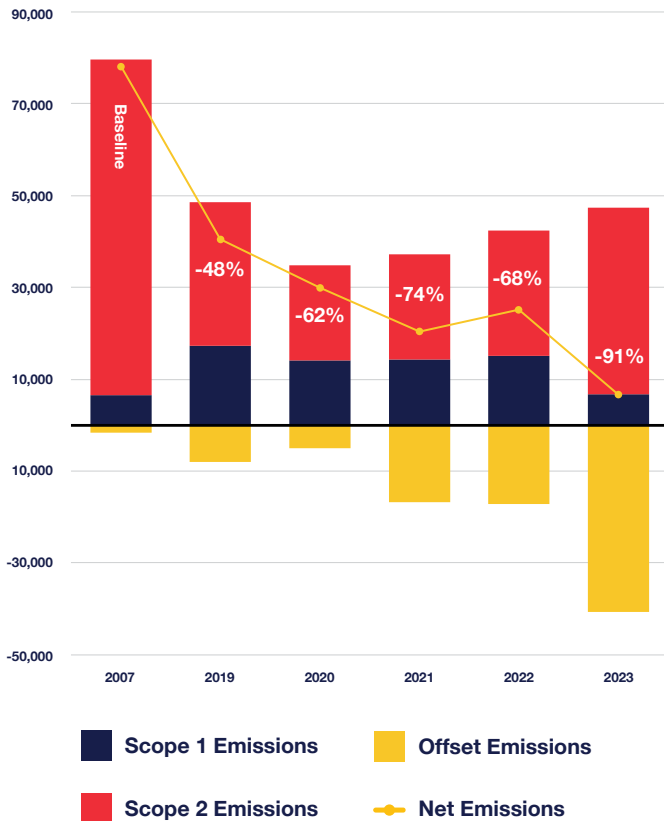| Year	Value
2007 (Baseline)	0.180
2019	0.083
2020	0.061
2021	0.042
2022	0.052
2023	0.014

Note: Net emissions intensity ratio measured as net tonnes of carbon dioxide equivalent per square meter gross floor area (tCO$_2$-e/m^2) from building energy use only.

Graph: RMIT Australia end use energy intensity

End Use Energy Intensity (GJ/m^2)

Year	Value
2007 (Baseline)	0.786
2019	0.611
2020	0.488
2021	0.506
2022	0.582
2023	0.621

Note: End Use Energy Intensity ratio measured as gigajoules per square meter gross floor area (GJ/m2) from building energy use only.

Graph: RMIT Australia Greenhouse Gas emissions

Year	Net Emissions reduction
2019	-48%
2020	-62%
2021	-74%
2022	-68%
2023	-91%

Legend:
- Scope 1 Emissions
- Scope 2 Emissions
- Offset Emissions
- Net Emissions

*Percentages shown are the absolute emissions reduction against the baseline year (2007).

Global emissions profile

RMIT continues to mature in reporting a comprehensive global emissions profile and has been expanding the reporting of emissions over time to encompass its global operations.

We also continue to source activity data and emissions factors, as well as developing environmentally extended input-output (EEIO) approaches to scope 3 emissions reporting. Over time, we are expanding the scope of published data and refining calculation methodologies as this area matures.

Direct emissions reductions (scope 1 & 2) are well on track to the Carbon Neutral 2025 commitment, with the build-out of scope 3 (indirect supply chain emissions) now the focus for measurement and reduction.

The following table captures the University's wider emissions profile including data from the RMIT Vietnam campus, fleet vehicles, business travel, waste to landfill, water consumption, transmission, and distribution losses.

Table: RMIT Group emissions profile

RMIT Group Emissions Profile 2023	Scope	tCO$_2$-e
RMIT Australia		
Natural Gas	1	6,698
Fleet Fuels	1	53
Aviation Fuels	1	878
Electricity	2	40,592
Electricity (Renewable)	2	-40,592
Transmission and Distribution Losses – Natural Gas	3	517
Transmission and Distribution Losses – Electricity	3	4,776
Water Consumption	3	188
Off-Site Waste Disposal – Municipal Solid Waste	3	998
Off-Site Waste Disposal – Construction & Demolition Waste	3	6
Office Paper	3	69
Capital Works (Construction)	3	327
Outsourced Datacentres	3	1,638
RMIT Vietnam		
Bottled LPG	1	43
Electricity	2	6,196
RMIT Europe		
Electricity	2	2
Other		
Air Travel – Short Haul	3	967
Air Travel – Long Haul	3	7,071
Hotel Stays	3	627
Taxis	3	24
Car Hire	3	25
Grand Total		31,103

RMIT Group Emissions Profile 2023	tCO$_2$-e	Percentage
By Scope		
Scope 1	7,672	25%
Scope 2	6,198	20%
Scope 3*	17,233	55%
Total	31,103	100%

*Noting this is partial scope 3 data with the full inventory currently being built out

9.2 Materials and waste

RMIT is dedicated to leading the transition to a circular economy that values materials as a resource, not waste, and adopts a comprehensive view of all systems, processes, and supply chains.

A circular economy aims to transform the current mindset of the 'take-make-waste' linear model towards circularity, where waste and pollution are eliminated through good design, and the life of existing materials are prolonged through new and innovative ways of repairing, reusing, and remanufacturing.

The **RMIT Circular Economy (CE) Plan** provides direction on how the University can integrate the principles of the circular economy into practices in the operation and development of our campuses. Key objectives of the plan include:

- Eliminate waste and encourage reuse.
- Improve systems and processes to divert waste from landfill.
- Improve data reporting and traceability of materials.
- Encourage circularity in capital projects to reduce waste and improve material recovery.
- Educate the RMIT community (students, staff, and contractors) so they understand the circular economy and their role in it.
- Trial and implement new technologies with industry partners and academic experts.
- Leverage RMIT supply chains to support the circular economy.

Operational waste

The RMIT Australian waste profile consists of operational waste from collection points throughout our campuses, with waste contractors reporting on waste to landfill, mixed-recycling, paper/cardboard and organic waste, as well as contamination rates. Operational waste excludes confidential paper waste, e-waste and materials collected from workshops which are collected separately.

In 2023, RMIT partnered with its facilities management head contractor to establish new waste and furniture management solutions to achieve the ambitions set out in the CE Plan.

The new furniture management solution provides a comprehensive system for the University to assess, store, repurpose, reupholster, and reuse furniture throughout our campuses where viable.

The new waste management contract has been designed to provide greater visibility of material flows across the campuses, highlight waste avoidance activities and develop new systems and processes to improve recycling rates and lower contamination. The new vendors were appointed in 2023 to implement the new solutions from 2024 onwards.

A reusable cup program called Green Caffeen has been implemented on campus to help reduce Australia's single-use coffee cup intake. Green Caffeen operates similarly to a library, where users scan out a takeaway coffee cup, and return it to any participating cafe at their nearest convenience.

The program was implemented across five campus cafes and

has saved nearly 1,400 cups from landfill so far. All Green Caffeen cups are made from recycled plastics, helping to contribute to RMIT's commitment to the circular economy.

In 2023, RMIT's Australian operations produced a total of 779 tonnes of waste and had a landfill diversion rate of 20 per cent. The new contracts that have been put in place for waste and furniture management should result in an improvement in landfill diversion rates from 2024 onwards. The overall waste totals remained 38 per cent down on 2019 levels, primarily due to the impacts of COVID-19 and the gradual return to campus. The landfill waste produced is equal to 14kg per student.

Graph: RMIT Australia operational waste profile
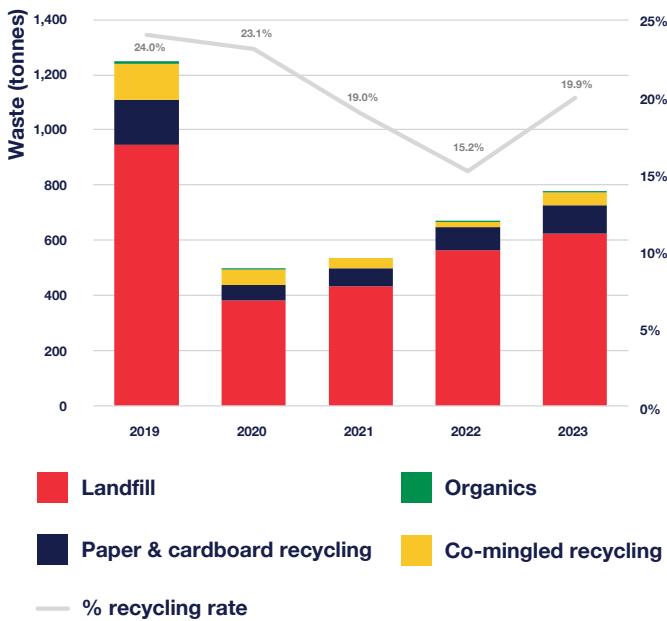
Construction and demolition waste

RMIT collates Construction and Demolition (C&D) waste data from all capital development projects, with a benchmark to recycle a minimum of 90 per cent of all construction and demolition waste. C&D waste data is provided by the principal contractor on each of RMIT's capital projects.

In 2023, the University had eleven active capital development projects providing C&D waste data. From these projects, 563 tonnes of waste was produced and 94 per cent was diverted. RMIT reduces waste from capital development projects by putting circular economy principles into practice, such as prioritising reuse, upcycling, and repurposing furniture before buying new items.

Graph: RMIT Australia construction and demolition waste profile

For more information please visit the **website**.

9.3 Water

RMIT is committed to reducing water use intensity across our campuses, with a focus on water efficiency, harvesting and reuse. The RMIT Design Standards prioritise water efficiency by setting minimum standards for fixtures and fitting, encouraging water capture and storage, and introducing water-sensitive urban design in landscaping.

In 2023, RMIT consumed 208,641 kilolitres of potable water globally, a decrease from 2022 levels. The operational split between water consumption was:

- RMIT Australia operations consumed 133,191 kilolitres
- RMIT Vietnam operations consumed 75,450 kilolitres
- RMIT Europe (no data available as a leased building)

RMIT does not record consumption volumes from alternative water sources, such as those harvested from stormwater or captured from rainwater. While these sources are used, they are not directly measured, instead, their use offsets the University's requirements for potable water and is reflected by lower potable water consumption levels.

Water efficiency levels in our Australian operations were 3,000 litres per EFTSL in 2023, this represents a 50 per cent reduction in water consumption intensity per EFTSL compared to the 2007 baseline.

RMIT has a total of 40 smart meter devices installed across the building portfolio, giving visibility to consumption profiles. As well as the smart meter devices, there is water storage with a total capacity of 1.3 million litres of on-site storage tanks, reducing requirements for potable water usage. The on-site storage allows for the capture of rainwater and stormwater, typically for use in toilet flushing or irrigation. At the Bundoora campus, RMIT captures stormwater in natural basins when the water levels are high enough, with the excess water used in cooling tower applications on the campus.

In 2023, the University continued its program of toilet upgrades, installing more efficient fixtures and fittings across the campuses.

Graph: RMIT University Water Consumption

Legend:
- Australian water consumption (kL)
- Vietnam water consumption (kL)
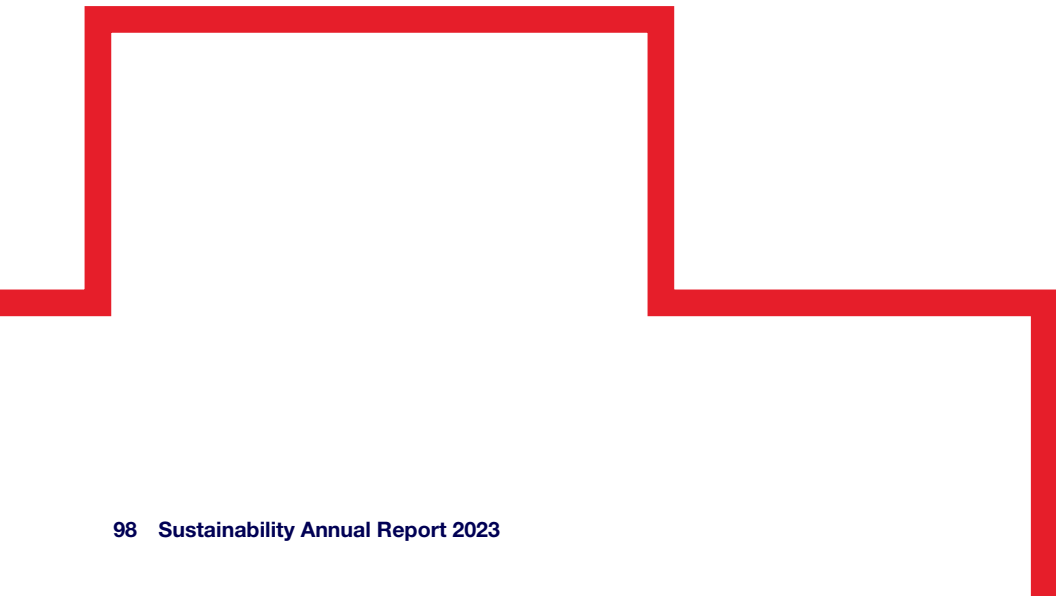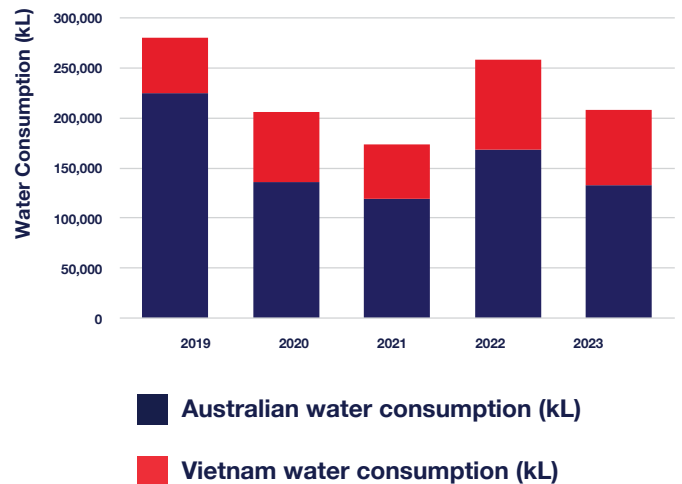
9.4 Sustainable transport

A sustainable transport system is resilient, accessible, safe, environmentally friendly, and affordable for all students and staff in the RMIT community. The **RMIT Sustainable Transport Plan** was finalised, for publication in early 2024, to guide future planning, infrastructure improvements and programs to encourage students and staff to walk, cycle and use public transport.

RMIT is well served by public transport (trains, trams, and buses) at the three Australian campuses. We are also a key interface point with Rail Projects Victoria for the delivery of the Metro Tunnel project, which will provide more train services for students, staff and visitors while strengthening connections between RMIT campuses.

The University provides a range of high-quality cycling infrastructure to encourage students and staff to ride to campus. This includes secure bike parking and comprehensive change facilities, as well as many bike hoops available across all onshore campuses. RMIT has a total of 787 secure bike parks available:

City campus	
Building 51 Bike Hub	400 spaces
Building 80 Bike Parking	90 spaces
Building 100 Bike Parking	12 spaces
Building 106 Bike Parking	132 spaces
Building 108 Bike Parking	24 spaces
Brunswick campus	
Building 514 Bike Cage	57 spaces
Bundoora campus	
Building 202 Bike Cage	40 spaces
Building 253 Bike Cage	32 spaces

RMIT supports new staff and students to cycle through a series of bike workshops run by student clubs and external providers, available throughout the year. The University also supports key cycling events throughout the year such as Ride to Uni Day, which saw staff and students participate in a free breakfast at the Building 51 Bike Hub, topped off with barista-made coffees (coffees were also offered through retailers on other campuses).

For RMIT's 2023 Sustainability Showcase, we joined a panel of researchers to hear their findings on the future of transport. The panel included Prof. Jago Dodson, Assoc. Prof. Sara Moridpour, Assoc. Prof. Nirajan Shiwakoti and Dr. Annette Kroen. Our discussion included the future of train and bus networks, hydrogen fuel and transport infrastructure, among other topics.

In 2023, the University installed six Electric Vehicles (EVs) charging stations– two were installed on the City campus, two in Bundoora and one in Brunswick (all AC chargers), with one super DC charger installed on the City campus. This will enable the small fleet of RMIT owned vehicles to transition to EVs when they are next due for replacement.

RMIT is working to develop methodologies to better assess the greenhouse gas emissions associated with staff and student travel and aims to publish these in future Sustainability Annual Reports.

Air travel

In 2023, air travel returned to approximately 68 per cent of pre-pandemic levels. Consequently, RMIT's scope 3 emissions from domestic and international travel were 1.2 times the 2022 emissions at 8,038 tonnes CO_2 equivalent.

Drafting and consultation on the update to the RMIT Travel Management Policy continued in 2023, with the document to be approved and finalised in 2024. The amendments proposed place a greater emphasis on departments being accountable for the carbon footprint associated with their travel choices to encourage smarter travel planning and factor in the cost of carbon offsets.

9.5 Management systems

RMIT University Property Services is formally certified and externally audited against the following ISO standards:

- ISO 9001 – Quality
- ISO 14001 – Environmental
- ISO 41001 – Facilities Management
- ISO 45001 – Occupational Health & Safety
- ISO 55001 – Asset Management

Alignment to these international standards provides greater assurance of service delivery outcomes to RMIT's students, staff, contractors and other stakeholders.

9.6 Procurement

As one of Australia's largest tertiary institutions, RMIT has a significant impact through the University's operational footprint and supply chain. This allows the University to leverage its buying power to drive improved practices in the supply chain and support the strategic objective of contributing to the communities we serve.

Guided by the RMIT Procurement Policy and Procedure, the University integrates sustainability considerations into its procurement practices including processes, responsibilities and governance. RMIT's approach to sustainable procurement is aligned with the international standard, ISO 20400:2017 Sustainable Procurement – guidance (ISO 20400). The standard defines sustainable procurement as "procurement that has the most positive environmental, social and economic impacts possible over the entire life cycle".

RMIT is a signatory to the UN Global Compact and is committed to applying its ten principles that establish fundamental responsibilities of business in the areas of human rights, labour, environment and anti-corruption.

The RMIT Corporate Social Responsibility (CSR) Framework is applied in the procurement process to meet these principles and to ensure that suppliers meet the minimum requirements regarding their own ethical practices. During 2023, the CSR Framework became fully embedded into core procurement processes and includes a comprehensive screening process for all prospective suppliers and the signing of the RMIT Supplier Code of Conduct as a requirement of the contract process. This mainstreaming of CSR into core Workday processes will see the framework continue to evolve into wider third-party due diligence processes in 2024.

A new sourcing module was created in Workday at the end of 2023 – this has strengthened and further standardised processes. Suppliers undertake detailed due diligence processes (including modern slavery) and are then assessed against a new Environmental, Social and Governance (ESG) framework, comprising strategic Indigenous commitments, sustainability, diversity and inclusion, and industry engagement. This module is used across RMIT's global operations.

RMIT expenditure in 2023 increased by an estimated 14.1 per cent on 2022 spend as on-campus activity and travel fully resumed but it was still below 2019 levels. There were significant cost increases in services and contingency staffing agreements due to inflationary pressures.

The RMIT Procurement Policy and Procedures, applicable to the RMIT Group, explicitly prioritise compliance with the Modern Slavery Act and commitment to the triple bottom line approach regarding environmental, social and financial sustainability, including labour and human rights principles. All staff are required to proactively assess the risk profile of any proposed procurement and refer high-risk expenditures to the Procurement Team.

Office Consumables Australia

In 2023, RMIT purchased $514,867 in office consumables, an increase of 4.7 per cent compared to 2022. Thirty per cent of the spend was on the in-house 'Planet Friendly' label provided by our office consumables supplier. This label is given to products with an environmental certification within its relevant category – noting that not all product categories will have a planet-friendly option.

The total volume of office paper purchased last year was 8,176 reams, equating to 20.99 tonnes of paper. This represents a significant decrease on 2022 usage and is reflective of a reduction in on-site printing as RMIT conducts a significant amount of its business online or uses digital tools instead of manual paperwork; for example, DocuSign for electronic document signatures.

Over 99 per cent of all paper purchased carried a third-party certification to ensure that the components were sourced from responsibly managed forests or recycled content.

In 2023, 33 per of all RMIT's paper purchases included a recycled component; of the recycled paper purchases 82 per cent was wholly recycled. The higher volume of non-recycled paper purchased was due to the closure of the Opal Australian Paper mill in 2023, which affected the supply of paper in Australia and in turn buying patterns as alternative sources of supply had to be found.

RMIT previously moved its entire print fleet to multifunctional devices with swipe-to-print technology and default duplex and this action, along with the shift to electronic document management, has seen a significant reduction in printing.

In 2023, RMIT joined the **Australian Universities Procurement Network** (AUPN), a group which represents the Australasian and New Zealand higher education sectors and works to improve excellence in procurement practice and in the skills of procurement professionals.

Part of the AUPN's offering is the University Anti-Slavery Program. The AUPN is leading a sector collaboration to support member universities to meet the challenge of human rights transparency and risk management in their supply chains and contribute to the fulfilment of *Modern Slavery Act 2018* (Cth) reporting requirements. By working together, it is designed to minimise the duplication of activities and associated costs across individual universities, including risk assessment, implementation of systems and remediation.

As a member of this program, RMIT participates in monthly forums to share best practice and improve capability uplift on the topic of modern slavery.

Other key procurement highlights that had sustainability outcomes embedded include:

- RMIT's major facilities management agreement with Airmaster Australia resulted in the employment of 25 apprentices in 2023.
- 11.43 per cent of RMIT catering expenditure in 2023 was with Indigenous and non-profit enterprises on the RMIT Catering Panel.
- In 2023, RMIT partnered with its facilities management head contractor to establish new waste and furniture management solutions for RMIT under an ambitious set of criteria in line with the University's Circular Economy Plan.
- In 2023 RMIT undertook a full review of its hotel panel including inviting a high number of new hotels to respond to the RFP. Hotels that did not satisfactorily pass the corporate social responsibility questions, which covered human and labour rights protections and sustainable operations, were excluded from the panel.

9.7 Sustainable buildings

The RMIT Sustainable Design Principles provide specific guidance for designers and consultants in capital projects to ensure industry best practice sustainable outcomes are achieved throughout the lifecycle of RMIT's new and existing spaces.

RMIT aims to create sustainable and inclusive spaces that enhance the experience and wellbeing of our people and have a positive impact on our surrounding environment and society.

RMIT aims to achieve sustainable outcomes in capital projects by encouraging design and operation practices that:

- **Reduce emissions** through energy efficiency, renewable energy and the consideration of embodied carbon.
- Assess and adapt infrastructure to reduce **climate change vulnerability**.
- Use environmentally sustainable best-practice **designs and technologies** in all development and refurbishments.
- Pursue **precinct-based solutions** that minimise resource consumption and greenhouse emissions.
- Be **inclusive by design** and drive social impact.
- Encourage responsible **water management**, focusing on high levels of water efficiency in operations, water capture opportunities and water-sensitive urban design to minimise the use of potable water sources.
- Ensure responsible use of resources – considering the **circularity of material flows** in the built environment and developing progressive waste management systems.
- Deliver spaces which encourage **sustainable behaviours** including recycling, energy saving and water conservation.
- Encourage **sustainable modes of transport**, by providing safe pedestrian access, public transport connections and high-quality cycling facilities.
- Respect, preserve and enhance **Indigenous knowledge, heritage, cultural and natural assets**.
- Leverage infrastructure upgrades to provide a mechanism for student participation and research creating a **living lab**.

These outcomes are embedded in the project management processes and the **RMIT Design and Furniture Standards**.

As a founding member of the **Green Building Council of Australia** (GBCA), RMIT has a longstanding commitment to the Green Star rating tool. We ensure that changes to the built environment demonstrate leadership excellence in sustainable design and innovation.

Below is a list of all RMIT Green Star-rated projects:

Project	Rating	Rating Tool	Year
Building 106, OurPlace	5 Star	Interiors V1.2	2021
New Academic Street (Buildings 8, 10, 12 & 14)	5 Star	Interiors (pilot)	2017
Building 231, Bundoora West Student Accommodation	5 Star	Multi-Unit Residential (legacy tool)	2015
Building 100, Design Hub	5 Star	Education Design Rating V1 (legacy tool)	2012
Building 80, Swanston Academic Building	5 Star	Education Design Rating V1 (legacy tool)	2012
Building 224, Bundoora West Lecture Theatre	4 Star	Education Design Rating V1 (legacy tool)	2011
Building 55, Advanced Manufacturing Precinct	5 Star	Education Design Rating V1 (legacy tool)	2011
Building 1, Francis Ormond Building	5 Star	Office Design Rating V2 (legacy tool)	2010

For more information about RMIT's sustainable buildings, please visit the **website**.

Capital development

RMIT Property Services is responsible for the refurbishing, planning, design and construction of facilities for academic and administrative purposes.

This includes the delivery of RMIT's Capital Development Plan, which is designed to improve learning, teaching and research spaces so that students and staff can enjoy world-class facilities.

Property Services also manages annual works projects, for services such as teaching space and infrastructure upgrades, sustainability projects and public artwork.

Example projects from the 2023 Capital Development Plan are featured below.

Building 47 – Multifaith and Wellbeing Centre

Located in the heart of the City North precinct, the new Multifaith and Wellbeing Centre plays an important role in bringing together a diverse community of staff and students to encourage participation, activity and enhance social inclusion and directly reflects the University's commitment to inclusion.

The purpose-built facility was officially opened in November 2023, by Minister for Skills and TAFE and Minister for Regional Development the Hon. Gayle Tierney and Vice-Chancellor and President, Professor Alec Cameron at an event attended by government, external partners, staff and students.

The new 3-storey building, designed by Designed Idle Architecture Studio, comprises of dedicated spaces for prayer, ablution, private consultation with the University's chaplains, and other wellbeing activities. The top floor of the centre can be used by student groups for wellbeing activities like dance and Taekwondo.

The architectural expression is one of integrity and strength, appropriately civic in nature to avoiding alignment with any singular faith or activity group. Complying with industry and RMIT standards, an additional project specific Environmentally Sustainable Design (ESD) strategy was established with ambitious environmental performance goals. A variety of active and passive design strategies were utilised, including building orientation, window placement, glazing and sun-shading, airtightness, thermal insulation and natural ventilation. Lower embodied energy and locally manufactured materials with high recycled content were prioritised.

The Centre was funded by the State Government through the Victorian Higher Education State Investment Fund and is an exciting milestone in the development of the Social Innovation precinct.

For RMIT's students, the Multifaith and Wellbeing Centre is a safe campus location where they can connect meaningfully with their faith and practice mindfulness and wellbeing activities.

Building 14 – Discovery to Device facility

The Victorian Medical Device Prototyping and Scale-Up Facility, known as **'Discovery to Device'**, opened in December 2023.

Dedicated to the development of new medical technologies for healthcare and diagnostics, the new facility was supported through $12.7 million in funding from the Victorian Higher Education State Investment Fund (VHESIF).

The ISO-accredited facility is the first of its kind in Australia and the Asia-Pacific and has been designed to host partnered and industry-led research projects. It is accessible to universities and industry across the region for collaborations on wearables (wireless electronic devices that can be worn as accessories, embedded in clothing or implanted in the body), nearables (smart devices that can sense and send data but do not need to be attached to a person) and flexible medical technologies (soft, skin-like and ultralight electronics).

Initial projects for the development and commercialisation of innovative technologies include:

- an **instant sensor for detecting COVID-19** and other infectious respiratory illnesses such as influenza and MERS
- **smart bedding products for aged care**, using stretchable electronics technology to monitor sleep and vital signs
- minimally-invasive wearables for health monitoring and diagnostics

Led by RMIT, the project consortium includes universities (Swinburne University, Deakin University, Monash University), industry partners (Sleeptite, Nutromics, Soterius, Vlepis, nthalmic, Innovative Manufacturing CRC), quality management and design partners (Brandwood CKC, Fluffy Spider Technologies, Outerspace Design, Design+Industry) and peak bodies (Advanced Manufacturing Growth Centre, Cooperative Research Australia, MTP Connect).

Professor Sharath Sriram, RMIT Project Leader and Co-Director of RMIT's Functional Materials and Microsystems Research Group, said the medical devices developed at the facility would improve and save lives, and is intricately linked to Sustainable Development Goal 3 (Good Health and Wellbeing).

"The home-grown technologies and solutions we develop here will benefit critical support and care sectors including disability support, mental health, aged care and family violence," Sriram said.

"This facility gives us the sovereign capability to go from design to a validated diagnostic product, with sufficient quantities to undertake clinical and field trials."

The project, designed by Spowers Architects, is a strong example of adaptive reuse, taking a redundant basement area of Building 14 on the City campus and transforming it into an innovative research facility.
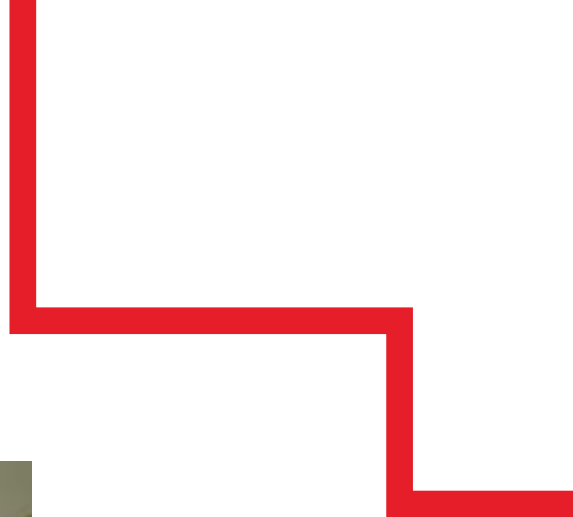
9.8 Philanthropy and investments

A tertiary education can transform lives, giving students the opportunity to access knowledge and pursue their passion.

RMIT Philanthropy connects our community of supporters – donors, staff, alumni, industry partners and students – with University initiatives they are passionate about, to deliver strategic funding and support that advances RMIT's ambitions.

In 2023, $7.9M was given to RMIT from 1,577 gifts made by 979 donors. 520 gifts came from first-time donors and 168 from graduate alumni.

The generosity of our donors in 2023, allowed us to support students and researchers, and progress initiatives that benefit our community.

For more information visit the **website**.

Student Support

$5M
Gifts that help students thrive at university.

1,662 students were supported through scholarships, prizes and travel while $100,000 of philanthropic funding was made available to support students experiencing hardship to continue with their studies.

Research

$2M
Support for research programs and academic positions that drive discovery and creativity.

One such initiative is **RMIT FactLab**, a fact-checking organisation and research hub dedicated to fact-checking viral misinformation and disinformation and building critical awareness of the real-world harm that they can cause.

Community Engagement

$45K
Donations that enhance our cultural and social life.

Support is provided to the **RMIT Archive** which preserves and makes available an ever-growing repository of records that help to tell the story of how the institution has evolved from the Working Men's College in 1887 to the global university of today.

Responsible investment

The RMIT Responsible Investment Principles guide the University's investment managers to ensure the portfolio minimises activities that have a material impact on climate change, including involvement in fossil fuels, while screening for issues relating to public health and wellbeing.

RMIT also monitors the portfolio in relation to globally accepted norms on corporate sustainability behaviours to ensure the University can meet its commitments to the UN Global Compact. The University requires its investment managers to be a signatory to the United Nations Principles of Responsible Investment.

As of 31 December 2023, RMIT held $104.9M in philanthropic funds across a range of investments, including equities, bonds and cash. 100 per cent of the equity component of the RMIT philanthropic funds are invested in two responsible investment products with no material exposure to fossil fuels:

- Russell Investments Sustainable Global Shares ex Fossil Fuels Fund: a fund that invests in a broad range of global shares, with a 60 per cent reduced exposure to carbon emissions compared to the MSCI ACWI ex Australia Index. Designed with Russell Investments' robust decarbonisation strategy, the Fund uses a combination of carbon footprint, fossil fuel reserves, a proprietary green energy ratio and ESG scoring to determine the companies and their weighting within the Fund. The Fund excludes companies with fossil fuel reserves, as well as companies with significant involvement in fossil fuels. In addition to the decarbonisation strategy, other controversial industries are excluded including tobacco, cluster munitions, anti-personnel mines and nuclear weapons. The Fund's portfolio is positively tilted towards companies with higher-than-average material ESG scores and will continue to evolve to reflect best practice in sustainable investing.

- Russell Investments Australian Responsible Investment (RARI) ETF: a fund that invests in Australian shares and trusts listed on the ASX that also excludes companies with fossil fuel reserves. The fund is weighted towards companies that demonstrate positive ESG characteristics after negatively screening for companies that have significant involvement in a range of activities including tobacco, gambling and controversial weapons. RARI has been certified by Responsible Investment Association Australasia (RIAA) to the strict operational and disclosure practices required under the Responsible Investment Certification Program.

Additionally, RMIT utilises a small component of its philanthropic funding to undertake 'impact investing' which is an investment designed to generate measurable, beneficial social or environmental impact alongside a financial return. Since 2019, RMIT has been working with Skalata Ventures, a not-for-profit organisation that runs an independently-funded seed program to scale and grow early-stage companies into significant and sustainable businesses. This fund supports future pathways and seed investments for the start-up community, such as those which are developed through the RMIT Activator program.

For more information visit the **website**.

UN Sustainable Development Goals

10

RMIT has been using the SDGs as a sustainability framework for transformational change since 2017 when the University signed a public commitment to support, implement, foster and contribute to the SDGs agenda through the Sustainable Development Solutions Network (SDSN).

The SDGs have been applied as a lens to improve the University's sustainability performance in strategies, processes, programs and practices including curriculum, partnerships, research, governance and operations.

10.1 Goals into actions

The Sustainability Committee has continued to deliver on the University's public commitments to the SDGs through an action plan previously approved by the Vice-Chancellor's Executive. The key focus of the plan is to:

- Demonstrate RMIT's global leadership by embedding, where appropriate, the SDGs into relevant processes, policies and practices.
- Use measurement and reporting mechanisms to transparently disclose performance toward achieving the goals and be held publicly accountable for the University's SDG performance.
- Incorporate the SDGs into the next five-year strategy, providing an integrated approach for SDGs throughout the University.
- Expand and clarify the Sustainability Committee's remit as a coordinating unit for the SDGs across the University, creating a common narrative, collateral, and enabling mechanisms to further the SDGs in curricula, research and engaged partnerships.

All of the above actions are underway and in 2023, various important SDG initiatives were delivered by RMIT, including:

The Times Higher Education – SDG Impact Ranking

RMIT was ranked number 3 in Australia and =7th out of 1,705 universities from 115 countries in the world in the 2023 Times Higher Education (THE) University Impact Rankings. Standout results across the SDGs included the University being placed:

- 1st in the world for its efforts to reduce inequality within and among countries (SDG 10)
- = 1st in the world for supporting decent work and economic growth (SDG 8)
- = 2nd in the world for strengthening partnerships for the goals (SDG 17)
- = 17th in the world for taking action on climate change (SDG 13)
- = 19th in the world for contributing to sustainable cities and communities (SDG 11)

The continued overall strong performance is important international recognition of RMIT's genuine commitment to implementing the SDG agenda across its strategies, policies and practices and an important example of the University's global sustainability leadership.

Sustainability and Equity Evaluation (SEE) Tool

The **RMIT Sustainability and Equity Evaluation (SEE) Tool** is the evolution of the SDGs Appraisal Toolkit which was originally developed in 2021 and successfully piloted on a range of initiatives across the University through 2022.

In 2023, the Sustainability and Diversity & Inclusion teams joined forces to broaden the scope of the original SDG Appraisal Toolkit, to focus more on social and governance related SDGs, the newly launched RMIT IDEA (Inclusion, Diversity, Equity & Access) framework and our transition from Reconciliation to Responsible Practice.

The new SEE Tool, along with dedicated support, assists business units in evaluating initiatives against our values and purpose, identifying areas for improvement and alignment with the UN Sustainable Development Goals (SDGs) and IDEA framework.

The core purpose of the new tool remains as originally envisioned, but by broadening the scope we have expanded our capacity to engage across the organisation, giving us the ability to evaluate policies, programs, and projects with strategic significance impacting our student and staff communities.

The SEE Tool enables RMIT to:

- Provide an integrated approach to identify contributions to Responsible Practice, the SDGs and the IDEA framework.

- Take a holistic approach to identifying opportunities to enhance positive social and environmental outcomes.

- Highlight areas of negative impact and allowing mitigation measures to be developed.

This innovative toolkit draws together all the strands of our values to reduce duplication and helps to identify areas of focus to achieve better outcomes for our people, communities and environment. Undertaking the evaluation has helped engage people in a deeper, more targeted understanding of their sustainability impacts and identify qualitative benefits that may usually be less visible.

RMIT Library Learning Lab – <u>Sustainability Series</u>

The Library's Digital Learning team published a suite of sustainability resources on the Learning Lab which also interconnect with a series of sustainability content, supporting the college-wide sustainability unit delivered in STEM.

The resources scaffold knowledge of the UN SDGs and showcase exciting RMIT initiatives, making them useful in many settings. They also include materials relevant to creative industries across HE and VE courses.

The learning materials consist of three sections:

- **United Nations Sustainable Development Goals (SDGs):** Understanding the SDGs and how they were developed.
- **Systems thinking:** Looking at the complex nature of our world, examining the relationship between people, the environment and business.
- **SDGs in your life:** Learn about examples of the SDGs in fashion, construction, events, creative practice and how to create your own sustainability goal.

In creating the learning materials, the Library Digital Learning team focused on relevance and interactivity, including engaging activities like quizzes, creating personal sustainability goals, and a creative practice reflection activity feature throughout. These resources can be integrated in teaching and learning practice with staff who teach, design learning objects or work in the sustainability space benefiting from having scaffolded materials for students to refer to. Students benefit from having self-paced learning modules and contextualised examples to aid them in their course or in an area of study or interest.

These resources are housed on the Learning Lab making it accessible by RMIT students globally regardless of study area or location.

10.2 Partnerships for the goals

RMIT recognises the importance of local and global partnerships to achieve the SDGs. Improving and developing partnerships is an important way to foster innovation for sustainable development and positively influence our community. Key SDG aligned partnerships in 2023 included:

- **RMIT Place Lab Victorian Government:** RMIT PlaceLab's Brunswick and Melbourne studios completed eight community-connected and site-specific research projects. Supported by the Victorian Government's Victorian Higher Education State Investment Fund (VHESIF), the initiative tackles vital urban challenges and real-world, place-based solutions for liveability, resilience, and inclusivity that can be delivered alongside local government and place-making partners.

- **RMIT Vietnam/CSIRO:** co-funded projects, focused on the reduction of plastic waste entering the environment and/or the development of a circular economy for plastics. The research projects are focused on biobased materials, sustainable packaging, hygienic drinking water and heavy materials in fish, with a common aim to minimise the amount of plastic waste that ends up in natural ecosystems and landfills.

- **Social Equity Research Centre (SERC):** a newly launched centre within the School of Global Urban and Social Studies in 2023 and provides a multidisciplinary platform, working with over thirty partners, to support wide ranging critical research areas and the intersections within and across community wellbeing, gender and harm, local global relations and housing insecurity and homelessness.

- Solar Energy Application Group/ARENA – an RMIT team led by Associate Professor Rebecca Yang from the Solar Energy Application Group has created software to help architects and engineers incorporate, source and cost the inclusion of integrated photovoltaics into a building's conceptual design phase. The software, funded by RMIT and the Australian Renewable Energy Agency (ARENA), is the first of its kind to be designed using Australian data.

- RMIT Vietnam/German Federal Ministry of Education and Research/Bremen Overseas Research and Development Association – researchers at RMIT Vietnam commenced a two-year research project to develop polycentric approaches to resource management that promote sustainable urban regions and contribute to the localisation of the Sustainable Development Goals for urban areas in Southeast Asia. The project is funded by a grant from the German Federal Ministry of Education and Research administered by the Bremen Overseas Research and Development Association.

Partnering in Europe

RMIT's European hub in Barcelona, Spain, is the gateway for European research, industry, government and enterprise to access innovation and talent in Australia and Asia. We leverage the University's global connections to deliver an international dimension to research and innovation beyond Europe's borders. We provide early access to the next generation of talent for European industry including servicing our partners seeking local talent for their operations in Australia. We also work with our partners looking to extend their workforce in Europe through the diversity and depth of international talent.

In 2023, we marked the 10-year anniversary of RMIT Europe with a major strategic campaign focused on forging new partnerships, engaging with our external stakeholders and enhancing our extensive government and industry connections in Spain and the United Kingdom. RMIT Europe supported more than 480 students from 18 RMIT programs with over 75 online industry projects. Companies involved included Singapore Airlines, Barcelona's Metropolitan Area Strategic Plan, International Association of Business Communicators, Metaimmo, Young IT Girls, Green Growth Innovations and Advantic.

RMIT Europe also launched the Australia France Network of Doctoral Excellence (AUFRANDE) program – an AU$22.8M European Commission funded network of Australian and French universities that will train 64 doctoral researchers. The focus will be on generating industry-relevant research, addressing critical scientific and technological challenges, and establishing numerous co-supervision agreements between French and Australian partners.

10.3 SDG Snapshots

With over 1,300 SDG-aligned research projects underway at RMIT in 2023, the breadth of activity on the critical challenges we face as a society have our sharpest minds engaged in working to solve them.

The following table acts as a brief snapshot of our research contributions to the SDGs, highlighting examples of our work towards a more sustainable world, and our ability to positively influence our stakeholders and the wider community to embrace the SDGs.

These research projects were active in 2023 but many are multi-year projects that remain relevant past 2023.

Affordable housing for recovering family violence victims

this project involves the rapid review and first stage coproduction activities for affordable housing options for older women and women with children recovering from family violence. The rapid review identifies best practice Australian and international affordable housing models, including crisis and supported types of accommodation, along with social housing and shared equity models.

The review will distil the evidence on both the build and service models of these types of accommodation and produce a set of recommendations to enable successful implementation.

Good Shepherd Australia New Zealand (GSANZ) is partnering with RMIT's research team to share literature as part of the review.

Improving grain and pulse nutrition via bioprocessing

consumer trends are shifting towards a healthier, plant-based, and sustainable diet, with an increasing number of consumers associating oats with heart health.

Unigrain aims to expand its oat product range to meet consumer demand for novel oat products with additional health benefits. Sprouting, a bioprocessing strategy, enhances the nutritional profiles of oats, increasing protein content and free amino acids, reducing antinutrients like phytates, and enhancing the bioavailability of vitamins and other nutrients.

This project explores different sprouting methods to enhance the health properties of oats, using chemical and in-vitro models to substantiate bioavailability and other health benefits. Sprouting processing methods are benchmarked for food safety, considering factors like pre-treatment, germination enhancing nutrients, physical technologies, moisture levels, and operational conditions. While the project initially focuses on oats, the developed strategies may be applicable to other seeds, such as faba beans.

Development and characterisation of elderly formula products

The growing elderly population (aged 65 and older) in Australia and globally poses unique challenges to food technologists and engineers, particularly due to their lower metabolic vitality and different energy and nutrient requirements. Issues such as difficulty swallowing, digestion problems, and age-related health problems like sarcopenia and inorexia are common, yet there is limited research on food production and manufacturing processes tailored to the elderly.

This project aims to address these challenges by formulating and characterising foods for the elderly, particularly formula powders. The process will involve using highly digestible proteins, essential amino acids, organically bound calcium, and other healthy ingredients. The sensory characteristics, including flavour, texture, and viscosity, will be optimised, and for powders, solubility and storage stability will also be studied. This approach aims to address common elderly health issues like sarcopenia, inorexia, and osteoporosis, and improve the overall nutritional intake of the elderly population.

Inclusive design histories for diverse futures

this project aims to transform design education in Australia, which is currently dominated by Westphalian perspectives, through the development of an inclusive framework that addresses inherent gender, racial, and cultural biases in design discourses. The focus was on reimagining a first-year design history course for 2022 and 2023, encouraging students to design from their own cultural histories. The approach is particularly empowering for students underrepresented in traditional design narratives.

Using intersectional, student-centred, and transformative learning theories, we aim to foster self-awareness and critical evaluation skills in students. We are developing a design history curriculum informed by diverse cosmologies and perspectives, encouraging educators to embrace expanded ways of thinking and teaching design. This approach allows students to connect design history to their intersectional identities, contributing new knowledge and perspectives for a more equitable future in design history. The project has increased student self-reflection and belonging, as evidenced by student reflections and course evaluations.

Gender diversity in construction

This global, cross-sectoral collaboration aims to investigate global diversity policies and practices in the construction industry at multiple levels, including the country/state and organisation levels. The specific objectives of the project are to:

- Analyse and compare the diversity policies of participating countries and organisations.
- Facilitate cross-sectoral solutions through a collaborative forum of women from academia, industry, and professional organisations.
- Develop best-practice guidelines.

The project served as a precursor to the formation of the CIB Women in Architectural and Construction Group (CIB WACG), which was established in 2023. The project has highlighted the need for a holistic understanding of global issues and policies in a cross-sectoral context, recommending the sharing of best practices across academia and industry and fostering synergies between academia, industry, and professional bodies.

Port Phillip and Westernport Bay waterways pollution management

This renewed collaborative research agreement between Melbourne Water and RMIT with the two parties agreeing to:

- Undertake dedicated, timely and relevant research to identify and manage pollutants in waterways covering both urban and rural waterways in the Port Phillip and Westernport Bay area, and to prioritise and design interventions for the protection and improvement of waterway ecosystems.
- Develop formal strategies and activities to integrate findings from the research into Melbourne Water's policy and practice.
- Develop formal opportunities for staff development and two-way exchange between Melbourne Water staff and RMIT researchers, through secondments, exchange programs, student research and targeted professional development opportunities.

7 AFFORDABLE AND CLEAN ENERGY

RACE for 2030 CRC Project: Energy flexibility for water corporations

this **research project** aims to explore load management and energy trading (LM-ET) strategies that support the transition to renewable energy and energy efficiency of high energy users, while also benefiting the electricity grid and surrounding communities. High energy users are central to the renewable energy transition due to their potential to significantly reduce carbon and costs. This transition can pose challenges and uncertainties, including potential adverse impacts on the electricity grid.

To mitigate this risk, energy users can utilise suitable load management strategies. The proposed LM-ET strategies include demand side management through load shifting, Frequency Control Ancillary Service (FCAS) demand response through the National Energy Market (NEM) framework, wholesale demand response through DNSP's local network, and renewable energy peer-to-peer trading. The research will specifically investigate a case study of water utility corporations aiming to achieve net zero carbon emissions by 2030, exploring the potential benefits of deploying the LM-ET for these corporations and their key stakeholders, including the relevant electricity networks and surrounding communities.

8 DECENT WORK AND ECONOMIC GROWTH

Upcycling waste polystyrene into high-valued chemicals

CSIRO are partnering with RMIT University, Sebstainable, IKON Services, ByGen and BASF to convert polystyrene (PS) and expanded polystyrene (EPS) waste into high-valued materials.

PS/EPS waste are accumulating in Australia, with only a small fraction being recycled due to the uneconomical nature of transporting low-density EPS to recycling centres. The majority ends up in landfills, causing economic and environmental issues.

The project aims to address this problem by developing a novel industrial process that upcycles PS/EPS waste into high-value products, specifically styrene monomer and activated carbon. This will be achieved through a portable, energy-efficient catalytic pyrolysis reactor. By deploying this system directly at PS/EPS waste production sites, we can reduce recycling costs, create jobs and new markets, and enhance Australia's sovereign capability whilst transforming waste into valuable resources.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Kombucha-based softwood timber-replacement material research and development

Preliminary research conducted with Social Living, Australia's pioneering social enterprise for sustainable furniture, revealed that the furniture currently provided to public housing residents in Victoria is expensive, unsustainable and fails to meet tenant needs. To address this, Social Living has collaborated with RMIT's School of Design to design a cost-effective, sustainable, and functional sofa-bed. The project presents an opportunity to develop a novel circular and regenerative material by recycling kombucha waste Symbiotic Culture of Bacteria and Yeast (SCOBY) into a softwood substitute.

The approach is technically feasible, as demonstrated by the project 'Pyrus', which created a sustainable softwood alternative from kombucha waste. Furthermore, local brand Remedy Kombucha confirmed its organic waste is currently not recycled, presenting an opportunity for waste valorisation. This novel material production could be scaled up, benefiting the Australian manufacturing sector and the environment, and aiding Victoria's transition to a circular and regenerative economy. Remedy Kombucha will supply the SCOBY for this project.

10 REDUCED INEQUALITIES

Building better neighbourhoods to benefit children with disability

The focus of this project is to identify neighbourhood features that best support wellbeing for children with disability. The project expects to advance innovation by combining Australian disability policy, children's lived experience of disability, and high-quality child development and built environment data.

Expected outcomes of the project include new, co-created insights for how urban neighbourhoods can enable children with disability to thrive and a suite of end-user indicator tools to monitor their progress. Expected benefits include improved policy options and tools for government and advocates to plan and deliver more equitable neighbourhoods, and ultimately better participation, inclusion, and wellbeing for children with disability.

11 SUSTAINABLE CITIES AND COMMUNITIES

Incentivising small-scale investors to supply affordable private rental housing

This project seeks to investigate how governments at various jurisdictional levels can encourage small-scale investors to provide affordable rental housing. With about one-third of Australian households renting their homes and housing affordability being a significant issue for low and middle-income households, the project review national and international evidence on past and current affordable private rental housing schemes and identifies factors contributing to their success or failure.

To understand the motivations and barriers to small-scale investment in affordable rental housing, qualitative interviews and focus groups with 40 small-scale investors and 10 asset managers across Australia were conducted. An online nationwide survey of 800 small-scale investors was undertaken to quantify the marginal effect and relative importance of regulations, tax benefits, and other policy levers.

The goal is to design cost-effective incentives that provide tangible and lasting affordability benefits, encouraging greater investment in both regional areas and major cities, and demonstrate economic and social payoff to governments.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

From North to South; Energy and material paradigms in the built environment

The objective of this project is to investigate best practice exemplars across three categories:

- Adaptive Building and Material Reuse,
- Waste and Energy Systems, and
- Construction Technologies.

The project leads conducted a research trip to France, Belgium, The Netherlands, Germany, Denmark, Sweden, and Norway to conduct interviews and document best-practice design and sustainability in the built-environment. Examples focus on adaptive reuse, waste and energy systems and technologies, timber construction, material reuse and recycling initiatives in northern Europe. Key outcomes of this project encourage alternative ways to design and practice.

13 CLIMATE ACTION

Managing soil carbon in our national parks

This project aims to compare intact and degraded Australian Alpine peatlands in terms of their carbon sequestration abilities and water quality. The research will quantify the Net Ecosystem Exchange (the total amount of CO_2 absorbed or emitted) of two peatlands in the Alpine National Park, Victoria. It will also investigate the water quality of these peatlands, focusing on dissolved organic matter and carbon, to identify differences in organic matter sources.

The findings will help Parks Victoria understand the carbon absorption of intact peatlands and the carbon emissions of degraded peatlands. The results can also serve as reference values for Parks Victoria when assessing the condition of other peatlands they manage. Additionally, the study will determine how water quality in peatlands changes with degradation, laying the groundwork for a water quality-based peatland condition indicator to monitor these ecosystems.

14 LIFE BELOW WATER

Harvesting Hope: Renewable energy, clean water and quality salt for Maldura's saltwork community through seaweed farming

This project, led externally by the University of Newcastle, investigates the potential of integrating seaweed farming, saltworks, and seawater desalination. The aim is to design an organic thermodynamic cycle that drives a reverse osmosis process, producing energy, food, and quality drinking water while capturing carbon dioxide.

The project adopts a numerical approach to simulate the proposed integrated system, followed by a technical and economic feasibility analysis and an environmental impact assessment. These will be based on the marine environments of selected saltwork locations in Madura as potential project sites. A prototype of the proposed system will be implemented in the location with the highest technical and economic feasibility or lowest environmental impact. The project will conclude with a review of the implemented model for scalability.

15 LIFE ON LAND

Supporting Healthy Country and Communities: First Nations access to and ownership of private conservation lands in Victoria

This research project, led by RMIT and La Trobe University, aims to develop a practical toolkit to assist First Nations people in accessing and owning private conservation lands in Victoria, and influencing private land management for cultural benefits.

The toolkit will identify the needs, opportunities, and challenges for Traditional Owner Corporations (TOCs) andthe conservation community in various land handback, access, or management scenarios. It will provide resources, information, and examples to build capacity and support positive outcomes for TOCs, while guiding the conservation sector to incorporate cultural land management and prioritise equity and self-determination.

The project will address the demand from TOCs for resources to expand land justice and cultural management opportunities on private land. It will be directly informed and vetoed by TOC partners and participants. For more information, please refer to the official RMIT website or contact the appropriate RMIT staff and departments.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Cyber safety for Vietnamese organisations and communities

This cyber safety program is a collaboration between the **Vietnam Information Security Association** (VNISA) and RMIT University's **Centre for Cyber Security Research and Innovation** (CCSRI). The program aims to equip community and organisation leaders in Vietnam with the knowledge and skills to educate and support their members or employees in online safety. It focuses on understanding online risks, managing online safety, establishing policies and procedures, and staying updated with online safety issues and best practices.

The program also introduces the "Safety by Design" methodology from the eSafety Commissioner, which prioritises user safety and rights in designing online products and services. This approach can lessen the chances of successful cyber-attacks and the related harm to individuals and organisations. The program is part of a broader, ongoing partnership between Australia and Vietnam on cyber safety and cyber security.

17 PARTNERSHIPS FOR THE GOALS

Creating opportunities for student pathways and mentorships in conservation

The project aims to link botany and environmental students from RMIT University with local government bodies like **Parks Victoria** and **DEECA**, and community groups such as the **Australasian Native Orchid Society** and Friends of Plenty Gorge. The goal is to foster future voluntary recruitment and sustained conservation actions. The team, in collaboration with conservation groups, has identified two field sites at Laverton and Plenty Gorge that house endangered donkey orchids (Diuris) with recovery plans in Victoria.

The project focuses on building baseline data through vegetation surveys, plant identification using digital technology, and field tests to evaluate plant and ecosystem health. The partnership with the Australian Native Orchid Society and Parks Victoria, through the **Volunteering Innovation Fund**, has propelled the project and brought together diverse stakeholders for tangible impact.
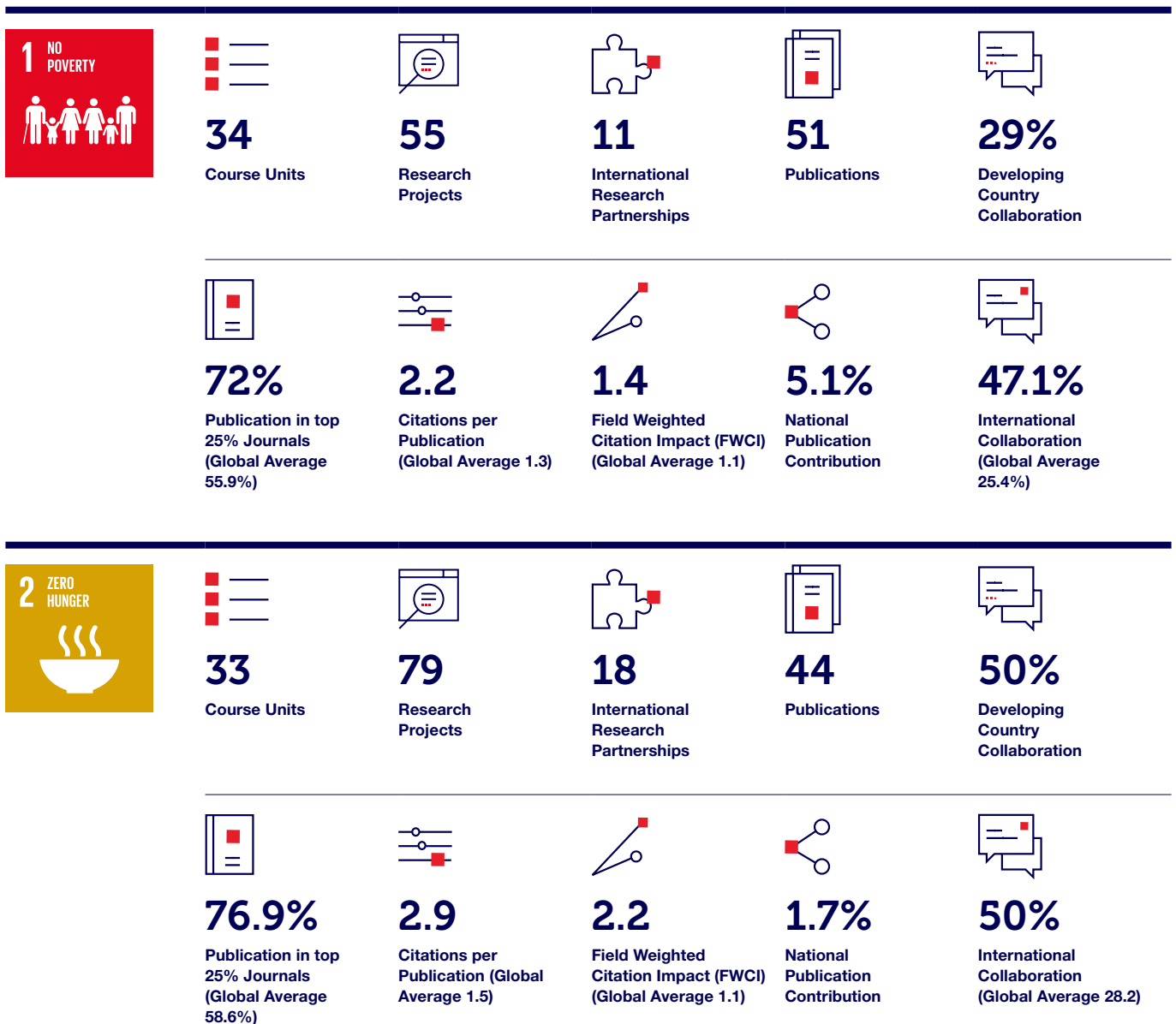
10.4 SDG mapping

Building on the SDG mapping process, which commenced in 2018, RMIT continued to map research, publications and curriculum contributions to the SDGs using qualitative and quantitative analyses.

Results of the mapping provide a clear picture of SDG impact across the University and support internal decision-making processes and improve accountability.

Prior to 2022, the outcomes from this work were published in a standalone SDGs Impact Report, but we now integrate results into the Sustainability Annual Report to represent the holistic picture.

Work also commenced to review data trends across years to have this inform future engagement and directions for the SDGs.

Mapping results

1 NO POVERTY

34 Course Units	**55** Research Projects	**11** International Research Partnerships	**51** Publications	**29%** Developing Country Collaboration
72% Publication in top 25% Journals (Global Average 55.9%)	**2.2** Citations per Publication (Global Average 1.3)	**1.4** Field Weighted Citation Impact (FWCI) (Global Average 1.1)	**5.1%** National Publication Contribution	**47.1%** International Collaboration (Global Average 25.4%)

2 ZERO HUNGER

33 Course Units	**79** Research Projects	**18** International Research Partnerships	**44** Publications	**50%** Developing Country Collaboration
76.9% Publication in top 25% Journals (Global Average 58.6%)	**2.9** Citations per Publication (Global Average 1.5)	**2.2** Field Weighted Citation Impact (FWCI) (Global Average 1.1)	**1.7%** National Publication Contribution	**50%** International Collaboration (Global Average 28.2)

3 GOOD HEALTH AND WELL-BEING

283 Course Units	**265** Research Projects	**29** International Research Partnerships	**405** Publications	**46%** Developing Country Collaboration
78.8% Publication in top 25% Journals (Global Average 55.6%)	**3.8** Citations per Publication (Global Average 1.5)	**2.6** Field Weighted Citation Impact (FWCI) (Global Average 1.1)	**1.8%** National Publication Contribution	**65.2%** International Collaboration (Global Average 22.3%)

4 QUALITY EDUCATION

504 Course Units	**122** Research Projects	**16** International Research Partnerships	**104** Publications	**40%** Developing Country Collaboration
67.5% Publication in top 25% Journals (Global Average 44.7%)	**2.1** Citations per Publication (Global Average 1.0)	**1.4** Field Weighted Citation Impact (FWCI) (Global Average 1.0)	**3.0%** National Publication Contribution	**46.2%** International Collaboration (Global Average 19.2%)

5 GENDER EQUALITY

51 Course Units	**80** Research Projects	**7** International Research Partnerships	**86** Publications	**20%** Developing Country Collaboration
77.1% Publication in top 25% Journals (Global Average 58.4%)	**1.4** Citations per Publication (Global Average 1.0)	**2.2** Field Weighted Citation Impact (FWCI) (Global Average 1.0)	**3.9%** National Publication Contribution	**46.5** International Collaboration (Global Average 23.3%)

6 CLEAN WATER AND SANITATION

25
Course Units

110
Research Projects

12
International Research Partnerships

91
Publications

58%
Developing Country Collaboration

90.1%
Publication in top 25% Journals (Global Average 61.2%)

3.6
Citations per Publication (Global Average 2.4)

2.0
Field Weighted Citation Impact (FWCI) (Global Average 1.2)

3.8%
National Publication Contribution

69.2
International Collaboration (Global Average 25.5%)

7 AFFORDABLE AND CLEAN ENERGY

51
Course Units

142
Research Projects

14
International Research Partnerships

343
Publications

62%
Developing Country Collaboration

85.7%
Publication in top 25% Journals (Global Average 63.5%)

4.0
Citations per Publication (Global Average 2.5)

1.8
Field Weighted Citation Impact (FWCI) (Global Average 1.3)

6.7%
National Publication Contribution

72.3%
International Collaboration (Global Average 24.2%)

8 DECENT WORK AND ECONOMIC GROWTH

212
Course Units

159
Research Projects

19
International Research Partnerships

172
Publications

53%
Developing Country Collaboration

76.6%
Publication in top 25% Journals (Global Average 56.6%)

3.2
Citations per Publication (Global Average 2.0)

2.0
Field Weighted Citation Impact (FWCI) (Global Average 1.3)

4.7%
National Publication Contribution

56.4%
International Collaboration (Global Average 26.4%)

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

202
Course Units

231
Research Projects

34
International Research Partnerships

433
Publications

51%
Developing Country Collaboration

78.9%
Publication in top 25% Journals (Global Average 55.5%)

3.8
Citations per Publication (Global Average 2.0)

1.8
Field Weighted Citation Impact (FWCI) (Global Average 1.2)

9.9%
National Publication Contribution

62.1
International Collaboration (Global Average 24.6%)

10 REDUCED INEQUALITIES

182
Course Units

185
Research Projects

19
International Research Partnerships

147
Publications

29%
Developing Country Collaboration

71.4%
Publication in top 25% Journals (Global Average 59%)

1.8
Citations per Publication (Global Average 1.3)

1.4
Field Weighted Citation Impact (FWCI) (Global Average 1.2)

4.2%
National Publication Contribution

48.3%
International Collaboration (Global Average 21.5%)

11 SUSTAINABLE CITIES AND COMMUNITIES

139
Course Units

254
Research Projects

36
International Research Partnerships

262
Publications

35%
Developing Country Collaboration

73.2%
Publication in top 25% Journals (Global Average 57.4%)

1.9
Citations per Publication (Global Average 1.5)

1.2
Field Weighted Citation Impact (FWCI) (Global Average 1.1)

7.9%
National Publication Contribution

51.5%
International Collaboration (Global Average 23.2%)

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

232
Course Units

264
Research Projects

30
International Research Partnerships

226
Publications

56%
Developing Country Collaboration

81.2%
Publication in top 25% Journals (Global Average 60.6%)

3.8
Citations per Publication (Global Average 2.2)

2.0
Field Weighted Citation Impact (FWCI) (Global Average 1.3)

7.2%
National Publication Contribution

60.6%
International Collaboration (Global Average 27.7%)

13 CLIMATE ACTION

86
Course Units

129
Research Projects

18
International Research Partnerships

156
Publications

60%
Developing Country Collaboration

79.7%
Publication in top 25% Journals (Global Average 69%)

3.7
Citations per Publication (Global Average 2.5)

1.9
Field Weighted Citation Impact (FWCI) (Global Average 1.5)

3.7%
National Publication Contribution

70.5%
International Collaboration (Global Average 30.3%)

14 LIFE BELOW WATER

36
Course Units

72
Research Projects

7
International Research Partnerships

40
Publications

53%
Developing Country Collaboration

80.6%
Publication in top 25% Journals (Global Average 65.0%)

2.4
Citations per Publication (Global Average 1.7)

1.2
Field Weighted Citation Impact (FWCI) (Global Average 1.1)

1.8%
National Publication Contribution

42.5%
International Collaboration (Global Average 28.7%)

15 LIFE ON LAND

46 Course Units

98 Research Projects

4 International Research Partnerships

72 Publications

35% Developing Country Collaboration

75.0% Publication in top 25% Journals (Global Average 61.6%)

2.6 Citations per Publication (Global Average 1.5)

1.5 Field Weighted Citation Impact (FWCI) (Global Average 1.1)

2.7% National Publication Contribution

50% International Collaboration (Global Average 29.7%)

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

217 Course Units

127 Research Projects

7 International Research Partnerships

117 Publications

15% Developing Country Collaboration

78.1% Publication in top 25% Journals (Global Average 54.9%)

1.4 Citations per Publication (Global Average 1.1)

1.4 Field Weighted Citation Impact (FWCI) (Global Average 1.1)

3.5% National Publication Contribution

39.3% International Collaboration (Global Average 20.5%)

17 PARTNERSHIPS FOR THE GOALS

120 Course Units

144 Research Projects

32 International Research Partnerships

172 Publications

43% Developing Country Collaboration

77.7% Publication in top 25% Journals (Global Average 54.7%)

2.8 Citations per Publication (Global Average 1.6)

1.7 Field Weighted Citation Impact (FWCI) (Global Average 1.1)

4.5% National Publication Contribution

54.9 International Collaboration (Global Average 23.2%)

Content index

11

11.1 GRI material topics and SDG mapping

Material Topic	SDG	GRI Indicator	Location
Governance			
Research and innovation	4 QUALITY EDUCATION / 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Section 6
Learning and teaching	4 QUALITY EDUCATION	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Section 5
Sustainable supply chains and procurement	8 DECENT WORK AND ECONOMIC GROWTH / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Sections 9.2 & 9.6
Governance, culture and values	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Section 3 & 8
Responsible investment	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Section 9.8
Partnerships	17 PARTNERSHIPS FOR THE GOALS	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Sections 4, 5, 6 & 10
Public policy and leadership	17 PARTNERSHIPS FOR THE GOALS	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Sections 4, 6 & 10

Material Topic	SDG	GRI Indicator	Location
Social			
Health, safety and wellbeing		103-1 Explanation of the material topic and its boundaries	Sections 7.5 & 8.9
		103-2 The management approach and its components	
		103-3 Explanation of how the organisation evaluates the management approach	
		403-1 Occupational health and safety management system	
Community and public engagement		103-1 Explanation of the material topic and its boundaries	Sections 4, 6 & 10
		103-2 The management approach and its components	
		103-3 Explanation of how the organisation evaluates the management approach	
Inclusion, diversity, equity and access		103-1 Explanation of the material topic and its boundaries	Sections 5, 7 & 8
		103-2 The management approach and its components	
		103-3 Explanation of how the organisation evaluates the management approach	
		405-1 Diversity of governance bodies and employees	
Empowering our people		103-1 Explanation of the material topic and its boundaries	Section 7
		103-2 The management approach and its components	
		103-3 Explanation of how the organisation evaluates the management approach	
		404-3 Percentage of employees receiving regular performance and career development reviews	
Supporting Indigenous rights		103-1 Explanation of the material topic and its boundaries	Sections 7.3 & 8.5
		103-2 The management approach and its components	
		103-3 Explanation of how the organisation evaluates the management approach	
Supporting our students		103-1 Explanation of the material topic and its boundaries	Sections 5 & 8
		103-2 The management approach and its components	
		103-3 Explanation of how the organisation evaluates the management approach	
Environment			
Circular economy and resource efficiency		103-3 Explanation of how the organisation evaluates the management approach	Section 9.2
		306-2 Waste by type and disposal method	
Climate change action		103-1 Explanation of the material topic and its boundaries	Section 9.1
		103-2 The management approach and its components	
		103-3 Explanation of how the organisation evaluates the management approach	
		305-1 Direct (Scope 1) GHG emissions	
		305-2 Energy indirect (Scope 2) GHG emissions	
		305-3 Other indirect (Scope 3) GHG emissions	
		305-4 GHG emissions intensity	
Infrastructure		103-1 Explanation of the material topic and its boundaries	Section 9
		103-2 The management approach and its components	
		103-3 Explanation of how the organisation evaluates the management approach	
		302-1 Energy consumption within the organisation	
		302-3 Energy intensity	
		303-1 Water withdrawal by source	

11.2 GRI general disclosures

GRI Disclosure	Location
Organisational Profile	
102-1 Name of the organisation	Royal Melbourne Institute of Technology
102-2 Primary brands, products, and services	Section 3.1
102-3 Location of the organization's headquarters	124 Latrobe Street, Melbourne VIC 3000
102-4 Number of countries where the organization operates	Section 3.1
102-5 Nature of ownership and legal form	Section 3.1 & Section 3.2
102-6 Markets served: geographic locations, sectors served, types of customers and beneficiaries	**Website**
102-7 Scale of the organisation	**Website**
102-8 Total number of employees by employment contract (permanent and temporary), by gender	Section 7.1
102-9 A description of the organization's supply chain	Section 9.6
102-10 Significant changes to the organization's size, structure, ownership, or supply chain	No significant changes
102-11 Whether and how the organization applies the Precautionary Principle or approach	Section 3.4
102-12 A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	Section 4.3, 4.5 & 5.5
102-13 A list of the main memberships of industry or other associations, and national or international advocacy organizations	Section 4.5 & 5.5
Strategy	
102-14 A statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy for addressing sustainability	Section 2
Ethics and Integrity	
102-16 A description of the organization's values, principles, standards, and norms of behaviour	Section 3.1, 3.3 & 8
Governance	
102-18 Governance structure of the organisation	Section 3.2
Stakeholder Engagement	
102-40 A list of stakeholder groups engaged by the organization	Section 4
102-41 Percentage of total employees covered by collective bargaining agreements	Section 7.1
102-42 The basis for identifying and selecting stakeholders with whom to engage	Section 4
102-43 The organization's approach to stakeholder engagement	Section 4
102-44 Key topics and concerns raised	Section 1.2
Reporting Practice	
102-45 Entities included in the consolidated financial statements	**Website**
102-46 Defining report content and topic boundaries	Section 1.1
102-47 A list of material topics	Section 1.2
102-48 Restatements of information	N/A
102-49 Changes in reporting	Section 1.2
102-50 Reporting period	Section 1.1
102-51 Date of most recent report	Section 1.1
102-52 Reporting cycle	Section 1.1
102-53 Contact point for questions regarding the report	Section 1.2
102-54 Claims of reporting in accordance with the GRI Standards	Section 1.1
102-55 GRI content index	This table
102-56 External assurance	No external assurance sought

11.3 SDG mapping (Target level)

SDG	Target		Location	Type of contribution*
1 NO POVERTY	1.1	Eradicate extreme poverty	Sections 8.2, 9.8 & 10	Indirect
	1.2	Reduce people living in poverty		Indirect
	1.5	Build the resilience of the poor and vulnerable		Indirect
2 ZERO HUNGER	2.3	Increase agricultural productivity and incomes of small-scale food producers	Section 10	Indirect
	2.4	Sustainable agriculture practices and food production systems		Indirect
	2.a	Increase in agricultural research to enhance agricultural productive capacity in developing countries		Direct and Indirect
3 GOOD HEALTH AND WELL-BEING	3.4	Reduce mortality from non-communicable diseases and promote mental health and well-being	Sections 7.5, 8.9 &10	Indirect
	3.b	Research & development of vaccines and medicines		Direct and Indirect
4 QUALITY EDUCATION	4.3	Equal access for all women and men to affordable and quality technical, vocational and tertiary education	Sections 5, 8, 9.8 & 10	Direct and Indirect
	4.4	Increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship		Direct and Indirect
	4.5	Eliminate gender disparities in education and ensure equal access for the vulnerable, including persons with disabilities and indigenous peoples		Direct and Indirect
	4.7	Ensure that all learners acquire the knowledge and skills needed to promote sustainable development		Direct and Indirect
	4.b	Scholarships for developing countries		Direct and Indirect
5 GENDER EQUALITY	5.1	End all forms of discrimination against all women and girls everywhere	Sections 7, 8 & 10	Direct and Indirect
	5.2	Eliminate violence against all women and girls		Direct and Indirect
	5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making		Direct and Indirect
	5.c	Adopt and strengthen policies for gender equality and the empowerment of all women and girls		Direct and Indirect
6 CLEAN WATER AND SANITATION	6.2	Access to safe and equitable sanitation and hygiene	Sections 9.3 & 10	Indirect
	6.3	Improve water quality		Indirect
	6.4	Increase water use efficiency		Direct and Indirect
	6.5	Integrated water resource management		Indirect
7 AFFORDABLE AND CLEAN ENERGY	7.2	Increase the share of renewable energy	Sections 6, 9.1 & 10	Direct and Indirect
	7.3	Improvement in energy efficiency		Direct and Indirect
	7.a	International cooperation to facilitate access to clean energy research and technology		Direct and Indirect
8 DECENT WORK AND ECONOMIC GROWTH	8.4	Improve resource efficiency in consumption & production	Sections 5, 7,8, 9.2, 9.6 & 10	Indirect
	8.5	Productive employment and decent work for all		Direct and Indirect
	8.6	Reduce the proportion of youth not in employment, education or training		Direct and Indirect
	8.7	Take action to eradicate forced labour, modern slavery, human trafficking, child labour and child soldiers		Direct and Indirect
	8.8	Protect labour rights and promote safe and secure working environments		Direct and Indirect
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.1	Develop quality, reliable, sustainable & resilient infrastructure	Throughout	Indirect
	9.2	Promote inclusive & sustainable industrialisation		Indirect
	9.5	Enhance scientific research, upgrade the technological capabilities of industrial sectors		Direct and Indirect
	9.b	Domestic technology development, research & innovation		Direct and Indirect

SDG	Target		Location	Type of contribution*
10 REDUCED INEQUALITIES	10.2	Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Sections 7,8 & 10	Direct and Indirect
	10.3	Equal opportunity and reduce inequalities – legislation, policies and action		Direct and Indirect
	10.4	Adopt policies and progressively achieve greater equality		Direct and Indirect
11 SUSTAINABLE CITIES AND COMMUNITIES	11.3	Inclusive and sustainable urbanisation	Sections 4, 6, 9 & 10	Indirect
	11.4	Protect and safeguard the world's cultural & natural heritage		Direct and Indirect
	11.6	Reduce adverse environmental impact of cities		Indirect
	11.a	Strengthening national and regional development planning		Indirect
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2	Sustainable management and efficient use of natural resources	Sections 4, 6, 9.2, 9.6, 9.7 & 10	Direct and Indirect
	12.3	Reduce food waste & food losses		Indirect
	12.5	Reduce waste generation through prevention, reduction, recycling and reuse		Direct and Indirect
	12.6	Adopt sustainable practices and integrate sustainability information into reporting cycles		Direct and Indirect
	12.8	Ensure information and awareness for sustainable development and lifestyles in harmony with nature		Direct and Indirect
13 CLIMATE ACTION	13.1	Resilience and adaptive capacity to climate-related hazards and natural disasters	Sections 4, 6, 9.1 & 10	Indirect
	13.2	Integrate climate change policies into national policies, strategies and planning		Indirect
	13.3	Improve education, awareness and capacity on climate change		Direct and Indirect
	13.b	Raising capacity for climate change related planning and management		Indirect
14 LIFE BELOW WATER	14.1	Prevent and reduce marine pollution	Sections 6 & 10	Indirect
	14.a	Increase scientific knowledge, develop research capacity and transfer marine technology		Indirect
15 LIFE ON LAND	15.1	Conservation, restoration and sustainable use of terrestrial & inland freshwater ecosystems	Sections 4, 6, 9.7 & 10	Indirect
	15.9	Integrate ecosystem and biodiversity values planning, development and poverty reduction		Indirect
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.3	Promote the rule of law at national and international levels	Sections 3, 8 & 10	Indirect
	16.5	Reduce corruption and bribery		Indirect
	16.6	Effective, accountable and transparent institutions		Direct and Indirect
	16.b	Promote non-discriminatory laws and policies for sustainable development		Direct and Indirect
17 PARTNERSHIPS FOR THE GOALS	17.6	Regional and international cooperation on and access to science, technology and innovation and enhance knowledge-sharing	Throughout	Direct and Indirect
	17.7	Promote the development, transfer, dissemination and diffusion of environmentally sound technologies		Direct and Indirect
	17.14	Policy coherence for sustainable development		Direct and Indirect
	17.16	Enhance the Global Partnership for Sustainable Development		Direct and Indirect
	17.17	Effective public, public-private and civil society partnerships		Direct and Indirect
	17.19	Develop measurements of progress on sustainable development		Indirect