

Sustainability Annual Report 2022



Bundjil Statement

RMIT University is a public-sector organisation under Victorian law, which stands on the Aboriginal Country of the Kulin Nation. RMIT recognises and acknowledges the laws of Bundjil, the Kulin Nation's ancestral creator and leader, who travels as an eagle hawk. These laws help all RMIT staff to respectfully and lawfully work, live and study on Aboriginal Country.

RMIT recognises and acknowledges the Bundjil Statement, which helps all of the RMIT community to respectfully work, live and study on Aboriginal Country through a dhumbali (commitment) to not harm the wurneet (waterways), biik biik (lands) and bubups (children) of Bundjil.

RMIT supports the rights and the self-determination of Indigenous peoples and acknowledges the importance of Indigenous knowledge in preserving and protecting place for current and future generations.

Bundjil Womin Djeka ngarna-ga – Bundjil asks you to come and asks what is your purpose for coming and understanding.

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1. About this report

1.1 Report scope

This is RMIT University's eighth annual sustainability report, spanning the calendar year from 1 January to 31 December 2022. 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

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. The most recent assessment was completed in 2021 (TBD) and 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 recent materiality assessment provided a list of topics that were identified as being core University impacts and/or of interest to stakeholders. Topics were also mapped to the RMIT University's risk register for their potential to impact the University's functions or the broader society and environment.



Following the content determination and materiality assessment, the following key issues were identified and ranked from the most material:

Material Topic	Definition
Research	The outcomes of RMIT University's research and the impacts they have on the wider world.
Learning and teaching	Learning, teaching and education – current and future RMIT students.
Environmental footprint	RMIT building and infrastructure across all campuses and sites prioritising energy and greenhouse gas emissions and including water, waste and staff travel.
Health, safety and wellbeing	The physical and mental health, safety and wellbeing of all students, staff, employees and the general public.
Diversity & inclusion	Students, staff and employees who study and work at RMIT campuses and sites worldwide including staff gender equality, students from low socio-economic backgrounds, culturally and linguistically diverse backgrounds, diverse genders, sexes and sexualities, Aboriginal and Torres Strait Islander backgrounds and disability and access.
Governance and values	Policies, systems and approaches to the governance and implementation of the core values of the University in its relationships.
Staff capability	Staff at all campuses, including attraction and retention, labour relations and workforce casualisation.
Climate change	Responding to a changing climate by understanding our impacts and the risks to our operations as well as through our research, teaching and leadership activities.
Partnerships	Collaborative relationships with industries, institutions and organisations to meet challenges in sustainable development.
Public policy & leadership	Adopting a leadership position among our peers and influencing our stakeholders on challenges in sustainable development.
Procurement	How the University procures from and engages with suppliers of consumer and construction-based goods and services, aiming to minimise negative and maximise positive impacts on the environment and society.
Responsible investment	Responsible investment refers to implementing investment strategies consistent with the University's commitment to sustainability and its financial and legal obligations.

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.

RMIT welcomes your enquiries and feedback on this report.

Please email: sustainability@rmit.edu.au





2. Vice-Chancellor's Statement

Universities play an important role in society, and, at RMIT, we take our civic responsibility very seriously. I assumed the role of Vice-Chancellor and President in January 2022 and I'm pleased with the progress we continue to make in regard to sustainability. This includes a clear focus on improving our own operations and extends, with equal gravitas, to our role as an influential provider of exceptional research and education in Australia and the region.

Our Sustainability Annual Report demonstrates our continued support for the United Nations Global Compact and its principles. This report describes the practical actions taken to meet the principles and measures our performance against them.

RMIT was ranked number 4th in Australia and 22nd globally in the 2022 Times Higher Education Impact Rankings. This ranking is designed to showcase how institutions are working towards addressing the United Nations' Sustainable Development Goals (SDGs). RMIT ranked 3rd in the world and second in Australia for its efforts to reduce inequality within and among countries (SDG 10), and 5th globally for promoting inclusive and sustainable employment for all (SDG 8).

We were also recognised as an Employer of Choice for Gender Equality (EOCGE) by the Workplace Gender Equality Agency (WGEA) for the fifth consecutive year. This citation demonstrates a continued commitment to best practice in promoting gender equality in Australian workplaces.

And it was with much pride that we successfully brought forward our carbon neutral target by five years, after achieving the largest on-site emissions reduction of any tertiary institution in Australia. The updated target was announced alongside the release of the updated Carbon Management Plan, a strategic document outlining RMIT's commitment to climate action.

As we look ahead, with a new strategic plan now in place, our determination to create positive impact is stronger than ever. We educate the leaders of tomorrow and our researchers are constantly exploring the very edge of what's possible. In complex times, 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.

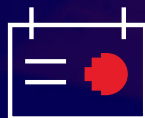
Professor Alec Cameron
Vice-Chancellor and President



Highlights



Launch of the new Strategic Plan



Sustainability Week themed 'Let's Lead the Way' at RMIT was attended by hundreds of members of the community in person and online, providing a chance to showcase RMIT's wider mission to strive for sustainable outcomes and practices and to showcase sustainability initiatives taking place across operations, research, L&T and governance.



2022 saw students returning to campus with more than 10,000 attendees at Orientation Day events and over 1,000 students taking the opportunity to meet 100 industry representatives at our Careers Forum, which returned to a face-to-face format in 2022.



The new peer-led Kirrip community, aimed at driving social connection and exploration, helped over 1,700 students enjoy 166 Melbourne and campus-based activities and events. With 34 active Leaders driving our Kirrip cultural & social exchange program.



RMIT was recognised as an Employer of Choice for Gender Equality (EOCGE) by the Workplace Gender Equality Agency (WGEA) for the fifth consecutive year. This citation demonstrates a continued commitment to best practice in promoting gender equality in Australian workplaces.



RMIT's Gender Equity Action Plan (2022 – 2025) was launched defining six action areas that will progress gender equity and maintain RMIT's status as a recognised employer of choice by the Workplace Gender Equality Agency.



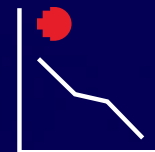
RMIT received Victorian Multicultural Commission Award for Excellence for our program of access and support for students from asylum seeker backgrounds.



RMIT became a platinum LGBTIQA+ employer, recognised for LGBTIQA+ inclusion in building education and research across Australia.



RMIT was ranked 4th in Australia and 22nd globally in the 2022 Times Higher Education Impact Rankings. This ranking is designed to showcase how institutions are working towards addressing the United Nations' Sustainable Development Goals (SDGs). RMIT ranked 3rd in the world and 2nd in Australia for its efforts to reduce inequality within and among countries (SDG 10) and 5th globally for promoting inclusive and sustainable employment for all (SDG 8).



RMIT brought forward its carbon neutral target by five years, after achieving the largest on-site emissions reduction of any tertiary institution in Australia. The updated target was announced alongside the release of the updated Carbon Management Plan, a strategic document outlining RMIT's commitment to climate action.



3. About RMIT

3.1 Organisational profile

RMIT is an international university of technology, design and enterprise with over 90,000 students and close to 10,000 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.

Core to our reputation is educating highly employable graduates and global citizens, ready to contribute in complex times. So along with industry relevance, creativity and inclusivity are hallmarks of an RMIT education. Our diverse global community of over 480,000+ graduates, live and work in more than 150 countries around the world and 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.

We are driven to serve the communities who rely on us, and no time in our history has been more filled with challenge and change than right now. Through dedication to sustainability, respecting Indigenous cultures and prioritising inclusion, diversity, equity and access, RMIT as an institution and its community understand the importance of a values-based culture.

Locations

RMIT's three substantial campuses in Melbourne are located in the City, Brunswick and Bundoora, along with other Victorian locations. We also have two campuses and an English language centre in Vietnam (Ho Chi Minh City, Hanoi and Danang) and a research and industry collaboration centre in Barcelona, Spain. In addition, programs are offered through partners in Singapore, Hong Kong, Sri Lanka and mainland China, with research and industry partnerships across the globe.

RMIT Property Services is responsible for managing the University's portfolio of properties, encompassing 109 buildings across all Australian campuses and sites. The University's associated land holding is 67.3 hectares (166.3 acres).

Place and being

RMIT's three campuses in Melbourne are located on the unceded lands of the people of the Woi Wurrung and Boon Wurrung language groups of the eastern Kulin Nations. We recognise the Traditional Owners of the land and waters as the first practitioners of sustainability and respectfully acknowledge their Ancestors and Elders past, present and future. RMIT recognises and respects the unique culture and contribution that Aboriginal and Torres Strait Islander peoples bring to our communities and we commit to respectful ways of working and understanding that acknowledge the experiences, history and knowledge of Aboriginal and Torres Strait Islander peoples. To further explore our commitments please visit our [website](#).

RMIT is one of Australia's original educational institutions, founded on a culture of philanthropy from a donation from Francis Ormond, established as the Working Men's College in 1887. Over time it has grown to incorporate several schools and colleges around Melbourne, including being awarded royal patronage in 1954. In more recent times it has grown to encompass international operations to take a more active role in global communities. To explore more of the RMIT journey, including the family tree, visit our [website](#).



Right: Chancellor Peggy O'Neal AO, Wurundjeri elder Aunty Diane Kerr and Vice-Chancellor and President Professor Alec Cameron.



Financials and subsidiaries

The consolidated 2022 net operating result for RMIT University and its subsidiaries was a deficit of \$27.7 million. International border closures continued to have an impact on the revenue for the University and its domestic-controlled entities, with international student numbers continuing to be well below pre-pandemic levels. Investments and assets for the University were also impacted negatively by economic factors.

For the consolidated group, revenue decreased to \$1,463.1 million in 2022 from \$1,555.1 million in 2021 (inclusive of the profits on the one-off sale of assets in 2021) whilst expenditure increased to \$1,480.1 million from \$1,431.8 million. This resulted in an operating deficit after income tax of \$27.7 million (2021: \$117.1 million operating surplus, inclusive of a \$58.6 million one-off gain on the sale of a building during the year and a profit of \$55 million for RMIT Vietnam).

RMIT subsidiaries are governed by a Board of Directors which includes a member or members of the RMIT University Council. Financial performance, operational highlights and risk management are reported quarterly to Council.

Subsidiaries as of December 2022 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 Holding Pty Ltd. The University's Asian Hub operates across three locations in Hanoi, Ho Chi Minh City and Da Nang
RMIT Training Pty Ltd	A wholly owned entity of RMIT that provides a range of education solutions delivered from Melbourne to students, academics and professionals located in Australia and overseas
RMIT Online Pty Ltd	A wholly owned entity of RMIT. Its purpose is to advance education through online modern technology and pedagogy and to provide best-in-class digital learning experiences. It provides undergraduate, postgraduate and short courses of study to support people through a lifelong learning journey.
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 serves as a gateway for the University to European research, industry, government and enterprise.

Controlled entities conducted their business in accordance with their constitutions and charters. RMIT is aligned with the Voluntary Code of Best Practice for the Governance of Australian Universities.

The University's Annual Report contains further information on RMIT's financial performance, subsidiaries and executive profiles on our [website](#).

3.2 Governance

University Council

RMIT University was established and is governed in accordance with the Royal Melbourne Institute of Technology Act 2010 (Vic). The responsible Minister is the Hon. Gayle Tierney MP, Minister for Training and Skills and Minister for Higher Education and Minister for Agriculture.

RMIT University is governed by a Council that in 2022 consisted of: the Chancellor, the Vice-Chancellor, 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. Ms Peggy O’Neal AO, commenced as Chancellor in January 2022.

Consistent with the Act, the Council is RMIT’s governing body and has responsibility for the general direction and superintendence of the University. The Chancellor provides advice and support to the Vice-Chancellor and facilitates constructive communication between Council and the senior management of the University. Council members participate in the approval of the University’s strategic direction, annual budget and annual operating plan, and in monitoring the University’s performance. The Council appoints the Vice-Chancellor and President.

The Vice-Chancellor’s Executive

Professor Alec Cameron commenced as Vice-Chancellor and President in January 2022. Prior to joining RMIT, Professor Cameron was Vice-Chancellor and Chief Executive at Aston University in the UK.

The Vice-Chancellor is responsible for ensuring the University has strong and effective leadership and a clear direction. The VC is supported by the Vice-Chancellor’s Executive (VCE) who provide advice on policy and administrative matters relating to their area of responsibility.

Dionne Higgins was appointed Senior Vice-President, Strategy and Operations in early 2022 – having served as Interim Vice-Chancellor and President since July 2021 and Operating Officer since 2016.

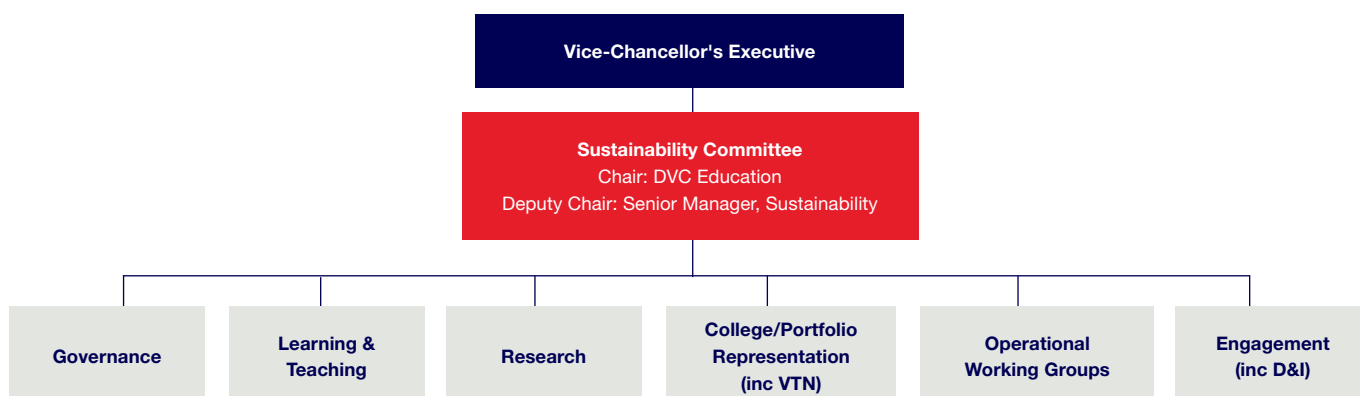
Professor Claire Macken took up the role of Pro Vice-Chancellor (PVC) Vietnam effective from 1 October. At the end of 2022, Dionne Higgins decided to leave RMIT to pursue new challenges and Prof Peter Coloe, Deputy Vice-Chancellor Global and Chairman of RMIT Vietnam retired after more than 37 years at RMIT.

For further information about the RMIT governance structure, please visit our [website](#).

The Sustainability Committee

RMIT’s Sustainability Committee is the highest governing body with the responsibility to promote and coordinate 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 Vice Chancellor’s Executive on the University’s sustainability performance and makes recommendations about sustainability-related commitments, policies, strategies and targets. Professor Sherman Young, Deputy Vice-Chancellor Education, held the position of Sustainability Committee Chair in 2022.



3.3 Strategic Plan – Knowledge with Action

In 2022, RMIT's new strategy to 2031 was launched, '**Knowledge with Action**' further refines a vision and mission that has been part of the University's DNA since 1887.

We continue to consider our greatest achievement the graduation of genuinely global citizens, ready to drive impact and differentiate ourselves through the way we use our teaching and research assets, and our networks, to contribute to the communities we serve.

In developing the new strategy in 2022, RMIT's Sustainability Committee worked with the University's Strategy Team and the wider community to ensure sustainability remained at the heart of the University's mission. It also makes clear that the UN Sustainable Development Goals can be used as a lens to demonstrate impact and create deep transformational change.

The result is a strategy that focuses us on generating positive impact together – using our knowledge, skills and capabilities to make a difference in the world. It is a clear, direct statement of intent – to convey our positive ambition and the way it applies equally to the many different, and distinctly important, threads of RMIT.

Knowledge with Action focuses on what a university like RMIT can bring to and share with the communities we serve and through it we are extending our positive impact across Southeast Asia, with RMIT Vietnam as the cornerstone of our capabilities and reputation in the region.

The strategy is helping us to mobilise the global RMIT community of students, alumni, staff and partners into a distinctive ecosystem that's intentionally connected for collaboration. It's enabling us to design and scale truly innovative education solutions, focused on future industry that will support accessible skill development for every learner at every stage. In addition, we'll be known for our translational research to help solve real and pressing problems – the very definition of knowledge with action, to help achieve an inclusive, sustainable future.

RMIT is a university of significant scale and substance, and our strategic ambition should match our opportunity, guided by three directions.



Learning through
life and work



Research and
innovation for
impact



Serving our
communities

Sustainability is a cross-cutting theme in the Plan with a specific focus in Direction 3 – Serving our communities:

Action 3.1 – Advance sustainability

What will this look like in practice?

RMIT leads among Australian universities in contributing to an inclusive, sustainable and resilient future for people and the planet, advancing economic health, social inclusion and environmental protection for the wellbeing of individuals, societies and ecosystems.

RMIT's commitment to advancing sustainability models a whole system approach, achieving institution-wide excellence by embedding sustainability principles and practices throughout learning and teaching, research and operational activities.

We continue to lead the sector on practical, innovative action and build distinct agendas, using the UN Sustainable Development Goals as a lens for progress in regional ecosystems, partnering to enhance the sustainable development, cultural and economic health of cities and communities where we operate.

RMIT leads in climate action and draws on the knowledge and understanding of Aboriginal and Torres Strait Islander peoples and cultures in addressing the devastating impacts of climate change.

We take further practical steps to become carbon neutral and draw on our research capabilities and operational excellence to help local and international businesses, partners and communities transition to a low-carbon future and adapt to climate risks.

How might this be achieved?

- Our campuses are living labs, with applied sustainability projects which demonstrate the best of art, design, technology and enterprise for environmental and social innovation.
- Reaching and maintaining organisational carbon neutrality and working with partners and communities to influence broader climate action.
- Clearly evidencing the social and environmental impacts and opportunities of our research, curriculum and partnerships.

RMIT's **2022 Annual Report** provides a further update on how the University is progressing against its strategic objectives.

3.4 Other key documents

Sustainability Policy

The University's **Sustainability Policy** was formally adopted in 2012 to embed 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.

Two key mechanisms sit under the **Sustainability Policy**:

- **The Corporate Social Responsibility Framework** provides a screening methodology to identify individuals, businesses, or organisations that have the potential to create an ethical or reputational risk to the University to enable RMIT to implement appropriate risk mitigation and ensure Corporate Social Responsibility (CSR) obligations are met as a signatory to the UN Global Compact. This includes specific consideration of human rights issues (including modern slavery), labour practices, corruption, and environmental concerns.
- **The Responsible Investment Principles** guide RMIT's investment managers, to ensure that our 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. We also monitor the portfolio in relation to globally accepted norms on corporate sustainability behaviours to ensure we meet our commitments to the UN Global Compact.

RMIT Policy Framework

The University's policies, procedures and resources are designed to support the RMIT Group's regulatory and strategic objectives, values, and operational requirements. They provide RMIT staff, students, researchers and affiliates with the information required to understand their roles and responsibilities.

RMIT policies aim to minimise risks and maximise opportunities associated with strategic and operational activities in a consistent, quality-focused approach to operations.

The Policy Governance Framework is designed to enable the identification, development and implementation, review and revision of policy documents across all functions. The Framework defines the hierarchy and types of policy documents that exist to support the good governance of the University. It applies to all policy documents developed for and on behalf of the RMIT Group.

In 2022, several policies were updated that have implications for the University's maturity in sustainability, including:

- **Controlled and Non-Controlled Entity Policy**
Establishes the governance framework for the University's controlled and non-controlled entities to ensure that the University operates in accordance with its obligations under the RMIT Act and that the RMIT University Council has appropriate oversight of all functions and activities conducted by Entities.
- **Procurement and Expenditure Policy**
Ensures all procurement and expenditure activities support RMIT's strategic objectives, comply with legislative and regulatory requirements, and include consideration of quality, service, environmental and social impacts. This policy strengthens oversight of the RMIT Controlled Entities to ensure greater compliance, risk management and governance in the University's expenditure and supply chains.
- **Inclusion, Diversity and Equity Policy**
Sets out our commitment to providing an accessible and inclusive learning and work environment that promotes diversity, inclusion and equal opportunity and is free from discrimination, sexual harm, victimisation and vilification.

Risk Management Model

The RMIT Council provides strategic oversight and monitoring of the RMIT Group's risk management activities and performance. It ensures the degree of exposure RMIT is prepared to accept in pursuit of its objectives is established and articulated in the University's risk appetite statement.

The primary objective and responsibility of the Council Audit and Risk Management Committee (ARMC), is to assist the RMIT Council in fulfilling and discharging its responsibilities in relation to the University's accounting policies, financial reporting practice, financial and internal control systems, external and internal audit functions, risk management framework and compliance framework, by providing an objective view on the effectiveness of these policies, financial reporting practices, systems and risk management framework.

RMIT's Risk, Audit and Compliance Function was restructured in the second quarter of 2022, creating a Central Risk Management Function that reports directly to the Chief Financial Officer. These structural changes, combined with an internal audit of the risk management framework and oversight processes, provide a strong opportunity to implement and support the changes required to ensure risk management at RMIT continues to mature and plays a crucial role in the achievement of RMIT's strategic objectives and compliance obligations.

As a result, a new RMIT Risk Management Model, endorsed by the Audit Risk Management Committee, has been developed and implementation has commenced through a transformation roadmap. A key concept of the new Risk Management Model was the introduction of Risk Domains, Tier 1 and Tier 2 Risks and the retirement of the previous Key University Risk (KUR) structure. Sustainability is one of twenty overarching risk domains for RMIT. The continued prominence of sustainability in the University risk structure reflects the importance of key issues, such as climate change and modern slavery.

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:

- The RMIT structure, operations and supply chains
- The consultation processes with controlled entities
- Potential risks of modern slavery across our operations and supply chains
- Actions taken to assess and address risks of modern slavery across our operations and supply chains
- Methods for assessing the effectiveness of our actions

RMIT's modern slavery awareness and maturity remains foundational. In 2022, the RMIT Modern Slavery Working Group worked with external consultants to scope out the steps required to embed modern slavery risks management into core business processes. A peer review was undertaken, along with a gap analysis by the consultants. Several workshops were held with key stakeholders across all entities, to more deeply explore the University's exposure to modern slavery risks and to develop priority action areas.

The Modern Slavery Working Group continued in 2022, having been formally adopted as a working group of the RMIT Sustainability Committee. The Working Group supports the ongoing development of a framework of governance, systems and processes to ensure compliance obligations are met under the Act and focus on continuous improvements.

For more information visit our [website](#).



4. Engagement

4.1 Stakeholder engagement

For RMIT the purpose of stakeholder engagement is to ensure the University's goals, commitments and activities reflect its stakeholder expectations and values. Building meaningful partnerships with internal and external stakeholders is essential for making real progress toward the UN Sustainable Development Goals and adopting these as a lens for transformation.

Engagement mechanisms

As a global multi-sector university, RMIT has a wide range of stakeholders that interact with or are influenced by the University and its operations. RMIT identifies key stakeholders based on the following key 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.

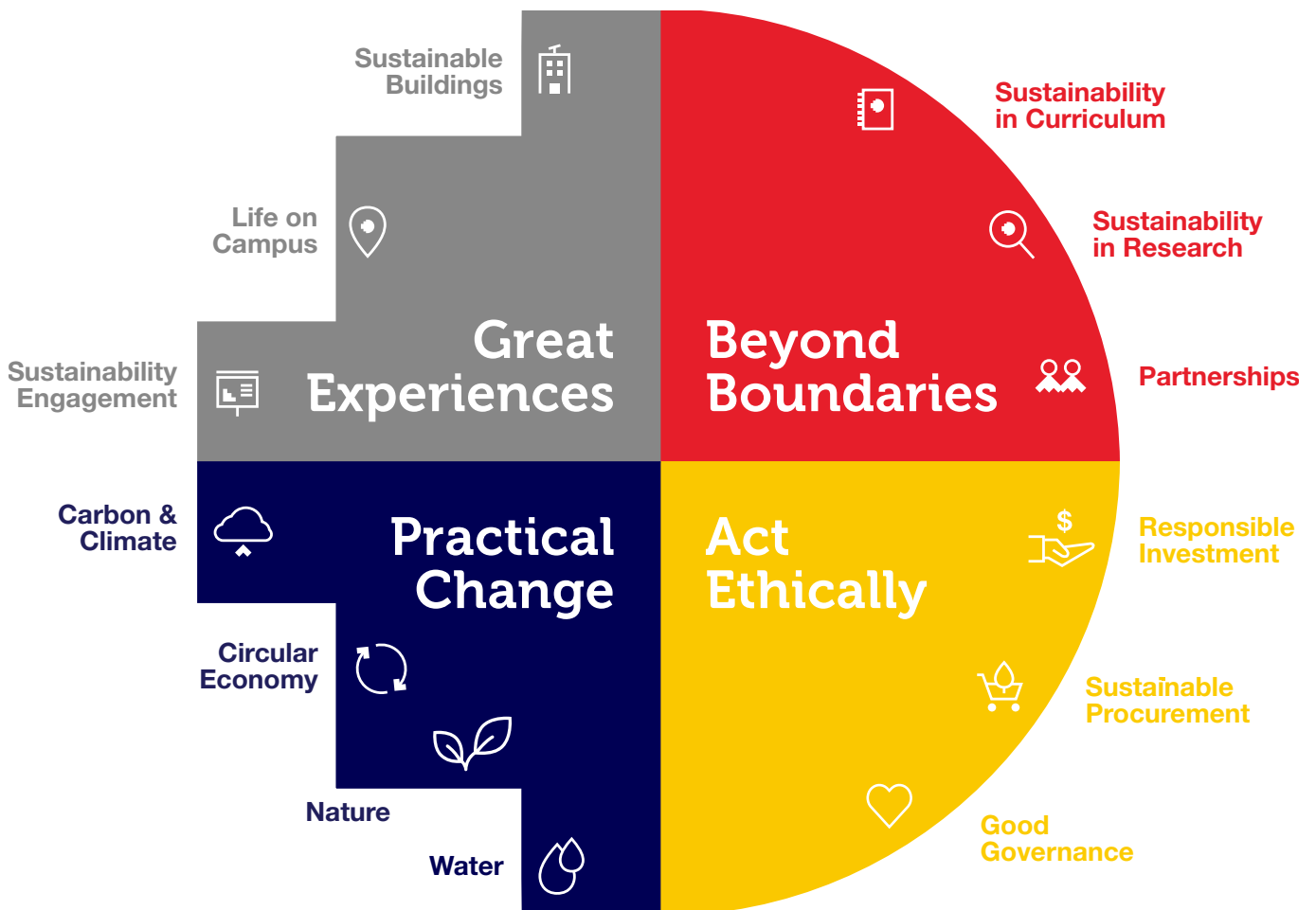
The table below shows how RMIT engages with stakeholders:

Stakeholder Group	Engagement methods	Frequency
Students	<ul style="list-style-type: none"> ▪ Biennial surveys ▪ Meetings with the Student Group ▪ RMIT University Student Union ▪ Student Experience Advisory Committee ▪ Student services and support ▪ Events 	Constant
Staff	<ul style="list-style-type: none"> ▪ Annual surveys ▪ Annual performance development reviews ▪ University support services 	Constant
Alumni	<ul style="list-style-type: none"> ▪ Website ▪ Events ▪ Mailing lists 	As required
Industry partners	<ul style="list-style-type: none"> ▪ Advisory Boards ▪ Relationship Managers ▪ Work Integrated Learning 	As required
Suppliers	<ul style="list-style-type: none"> ▪ Contractual management process ▪ Tender processes ▪ Vendor management 	Constant
Governments	<ul style="list-style-type: none"> ▪ Meetings ▪ Project collaboration ▪ Annual reports 	As required
Local communities	<ul style="list-style-type: none"> ▪ Website ▪ Publications ▪ Open Day ▪ Events 	As required

4.2 'Let's Lead the Way'

The work of the Sustainability Team is guided by a range of strategic documents including the Sustainability Story which details its work to date and direction going forward. Under the tagline 'Let's Lead the Way' the team's work is 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

RMIT's engagement activities are guided by the Sustainability Engagement Plan. This plan enables the University to craft a narrative that inspires, provides transparency, keeps the conversation going and ultimately builds a community around sustainability. Through storytelling, the Sustainability Team increases awareness of sustainability initiatives, educates stakeholders, forms partnerships and works collectively towards achieving common goals.

The engagement plan weaves together objectives from RMIT's Strategic Plan: Knowledge with Action, Sustainability Story, Policy and the Annual Operating Plans to provide platforms, partnerships, programs, campaigns and events to deliver these objectives.

The key focus areas for sustainability engagement activities in 2022 were:

- **Refreshing core sustainability plans to inform future trajectory:** How do we ensure plans and strategies remain relevant in the rapidly changing market?
- **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 Contractors & Retail:** How do we support retailers and contractors back to campus whilst maintaining momentum in sustainability?

Each year stakeholders are engaged through various sustainability initiatives including events, behaviour change programs, social media campaigns and living lab projects. This section of the report outlines some key sustainability engagement highlights for the year from teams across the university.



International Women's Day

International Women's Day, held on the 8th of March is a time to reflect on progress made, to call for change and to celebrate acts of courage and determination by ordinary women, who have played an extraordinary role in the history of their countries and communities. In 2022 RMIT celebrated under the International Women's Day theme, 'Changing Climates: Equality today for a Sustainable Tomorrow' by curating the 'RMIT Expert Series'. The theme recognized the contribution of women and girls around the world, who are working to change the climate of gender equality and build a sustainable future.

The RMIT Expert Series 'Sustainable Futures' event saw the RMIT Sustainability Team explore the interconnectedness of gender equality and climate change and discuss how social impact and good governance can create impact and drive sustainable transformation. The audience also heard from guest speaker Bronwyn Gresham (Program Lead Mental Health, RMIT) who discussed the climate and wellbeing nexus.

Recentring Indigenous voices on the Dandenong Creek Art and Culture Trail

Communities along the Dandenong Creek are co-designing a cultural framework to support Indigenous artists in the creation of public art.

Gunditjmara woman, Indigenous artist and RMIT Research Fellow Dr Vicki Couzens and socially engaged artist and RMIT Senior Lecturer Dr Marnie Badham, are working with artists, Traditional Custodians and local governments to develop community-based and decolonised approaches to the public art commissioning space.

Couzens and Badham were initially invited by the Greater City of Dandenong Council, which is the lead partner to the project, to provide an evaluation of the **Dandenong Creek Art Trail project**. The duo has been collaborating for 5 years on a series of community-based projects exploring art and cultural practices in the context of Indigenous-settler relations.

The outcomes of the project so far include a series of videos on-site at the Creek where the artists speak to their work and Country alongside the cultural exchanges and learnings they've had so far.

Other recommendations from the project consider fair and timely payment, intellectual property and ethical engagement with Traditional Cultural Knowledge and Traditional Custodians, alongside better procurement strategies for public art commissioners.

"Public Indigenous art and expression isn't going anywhere, in fact, it's going to become more and more normalised, and people are going to become more aware that this is Aboriginal land," Couzens said.

"In a way, public art is a sign of resistance, of asserting presence, and people are becoming more willing and open to hearing and understanding our stories."



National Sustainable Living Festival

Since 2012, RMIT has been a proud partner of the National Sustainable Living Festival. In February 2022, RMIT was again a Major Partner of the Festival and provided the iconic Capitol Theatre as a venue to showcase key events throughout the festival.

The theme 'Decade Zero' was used to frame the Festival's 2022 program of events. As climate change continues to threaten the security and wellbeing of people and the planet, the action we take this decade is set to define the fate of our future. The Festival theme emphasised the need to decarbonise as fast as humanly possible to achieve safe climate conditions. People around Australia are stepping forward to embrace the transition and create sustainable and thriving communities. This is the decade to rapidly shift to a zero-emissions Australia.

Events ran throughout February and centred around four key themes: Knowing Country, Reset & Repair, Local Matters and Waste Not.

School of VE Furniture Design – Repurpose Project

In 2022 the Vocational Education School of Furniture Design ran a major sustainability project called "Repurpose". Students were tasked with sourcing waste objects and repurposing them into new objects with meaning for others.

The concept stems from the growing trend of Australians scavenging hard rubbish collections and seeing value in 'waste'. The outcome for students is to try to remake objects using low-tech methods into new meanings and uses. Students had to investigate the object's history, culture and material values. Using the workshops in the Furniture Design program students repurposed the object into new forms.

A student who goes under the public persona Kaspian Kan, investigated 1970s vacuum cleaners, which opened up their understanding of how others have created activism from objects modern Australia has discarded for 'high-tech' options. They used historical cultural references and high-tech digital systems to create a sculptural object people can engage with physically and intellectually.

Fusing original 1970s aesthetics with 3D-printed augmentations and mechanical controls with microcomputer functionality, the work 'Domestic Pleasure Machine' takes hard waste and reimagines an iconic archetype. A playful combination of more than 50 years of technological innovation plays and interprets music through lighting, speakers, and even the original motor.

For a video of the work visit [Vimeo site](#).



RMIT Nature Network

A new cross-disciplinary team, the 'RMIT Nature Network' was formed. The purpose of this network of biodiversity advocates is to bring together research, operations and learning & teaching to apply best practice to RMIT. The network was successful in receiving a grant from the Enabling Impact Platforms (Sustainable Technologies & Systems and Urban Futures) to develop a biodiversity roadmap for RMIT.

This allowed for the network to conduct a series of BioBlitz training and events to begin mapping the biodiversity (flora, fauna and fungi) baseline across RMIT's campuses. A BioBlitz is an effort to record as many species as possible within a designated space and time. This activity aimed to connect the community with nature and establish a biodiversity baseline to better monitor, protect and enhance it.

Key highlights of the first BioBlitz included observing a Pied Currawong nest with babies in it high up in a tree on Bowen Street, the city rooftop gardens were brimming with diverse insects (lots of bees, hoverflies and spider webs) and on the Brunswick campus the bird life was brimming. This work will feed into the development of RMIT's first Nature Plan.

ACTS of Connection Series

RMIT Sustainability Team partnered with the Australasian Campuses Toward Sustainability (ACTS) to host an annual events series including live webinars, shared learning opportunities, competitions and networking events. As a member benefit, these events are accessible to everyone at RMIT providing a platform for individuals to:

- Increase their knowledge and awareness of important sustainability issues.
- Connect with a supportive community of like-minded people.
- Learn simple yet effective ways to help build a better future for people and the planet.

In 2022 ACTS hosted a diverse range of events as part of the #actsofconnection program, including competitions to support engagement with Earth Hour and World Bee Day; interactive online sessions such as virtual campus tours, yoga and food growing workshops, and; a series of informative webinars.

The webinar "Investing for change: Your guide to ethical investment," presented in collaboration with the Responsible Investment Association Australasia (RIAA) was the most popular event of the year. By engaging in these activities, staff and students from institutions across Australia and New Zealand were able to expand their sustainability knowledge, connect with like-minded individuals, and be inspired to actively contribute to creating a sustainable future.



Sustainability Week

RMIT's Sustainability Week theme 'Let's Lead the Way', encouraged the RMIT community to keep sustainability in all forms at the forefront of their decision-making.

Sustainability Week at RMIT was attended by hundreds of members of the community in person and online, providing a chance to showcase RMIT's wider mission to strive for sustainable outcomes and practices and to showcase sustainability initiatives taking place across operations, research, L&T and governance.

- On Monday, Keynote speaker Kylie Porter – Executive Director of UN Global Compact Network Australia (UNGCNA), shared macro-environmental and social sustainability trends impacting universities and industry. Kylie noted that for the second year in a row, the world has not made progress on the SDGs, emphasising the importance of bringing academia and business together to increase our efforts.

At the Brunswick campus, staff and students came together to swap & shop pre-loved garments. Any clothes that weren't swapped were donated to St Vincent de Paul closing the loop on textile waste. Lastly, the Student Union (RUSU) organised a bike mechanic to deliver free bike tune-ups at the Building 51 Bike Hub.

- On Tuesday, Kantha workshops (sewing saris and sharing stories) ran in the sustainability space, as well as a guided sustainability tour of RMIT's City Campus to celebrate Green Campus Day.

RMIT's leading ecologists from STEM and the ICON Science Team spoke about their latest research in biodiversity; discussing issues, opportunities and innovation within urban ecology, conservation psychology and aquatic ecology. The day ended with a screening of Regenerating Australia and a panel discussion on regeneration, with Professor Lauren Rickards and (RMIT) Nicole Barling-Luke (Regen Melbourne).

- On Wednesday, there was a panel on 'Non-Traditional Pathways to a Career in Sustainability' in the Job Shop. The hybrid event included speakers from recruitment company, Talent Nation, and the Founder of Regeneration Projects. The panel discussed exciting new environmental and social roles and concluded that sustainability is not an 'industry,' it underpins everything we do.

At the Brunswick campus, the gardening club were getting their hands dirty, reviving the dye garden with a weeding and composting session. Later, an RMIT Repair Cafe in the Garden Building, saw community members bring in their well-loved garments for repair while learning how to mend. Finally, the Global Experience team held the online Leadership Forum which was a great success with over 300 student attendees across the sessions.

- On Thursday, RMIT Activator hosted a Victorian Circular Activator (VCA) Community Meet Up, highlighting the companies (Soyful, Alston Furtado, Cirque du Soil Alejandra Nunez, A Fitting Connection) breaking ground in the circular economy space. Attendees also heard from RMIT researchers exploring the new market demand for technology and infrastructure needed to recover and reprocess batteries and solar panels at the end of their lifetime.
- RMIT researchers presented their contributions to the SDGs, noting that 2022 marks the halfway point for the United Nations 2030 Agenda for Sustainable Development. The day closed with a reflective Inner Development Goal workshop, curated by clinical psychologist Bronwyn Gresham. The workshop explored the intersectionality between the climate crisis and mental wellbeing to build individual and organisational resilience.
- The final day of Sustainability Week saw members of the Sustainability Team host a booth at the Learning & Teaching Festival, where staff had an opportunity to speak to the team about sustainability commitments and milestones, as well as discuss ways to further weave and embed sustainability into learning & teaching. The Sustainability Team also showcased the newly released **Virtual Sustainability Campus Tour**.

4.4 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:



**Global Compact
Network Australia**

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. 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.



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.



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.

The Future of Sustainability in May 2022, which was free to all RMIT students and staff, saw ACTS deliver their first fully virtual conference event, after a two-year hiatus during the pandemic. The event featured 50 speakers across 25 virtual sessions, focusing on transformational governance and values, innovating, educating and enabling for change, and raising the voices of First Nations peoples.

The environmental benefits notwithstanding, the ACTS conference as a virtual event was the ultimate equaliser; the number and diversity of staff, students and community leaders that attended, and accessed on-demand content, was far beyond the scope of any ACTS Conference across its 20-year history.



Green Building Council of Australia (GBCA)

RMIT is a member of the **GBCA** to support and drive the adoption of green building practices in the property industry. RMIT currently has eight projects rated under the Green Star system and the most recent achievement was the fit-out of the OurPlace project which was awarded a 5 Star Green Star v1.2 Interiors rating.



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 2022, SDSN AusNZPac and ACTS co-hosted a series of **online discussion forums and webinars** for member institutions that aim to help them accelerate and scale up action on the Sustainable Development Goals (SDGs). The aim of this series was to help lift the collective response of the sector in our region to the SDGs by providing a space for members to share and discuss approaches, challenges and learnings about SDG implementation. The series also looked for opportunities for follow-up collaborations and for how learnings could be shared with the broader community.



Supply Chain Sustainability School

RMIT is a knowledge partner of the **Supply Chain Sustainability School**. The School is a not-for-profit initiative that aims to create more sustainable supply chains for the property, construction and infrastructure industries in Australia. It provides targeted learning and support to address all the main sustainability issues including materials, carbon, environmental management, waste, water, biodiversity, ethics, community, climate adaptation, procurement, as well as human rights and modern slavery.



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.

5. Education

RMIT Capabilities

Six RMIT Capabilities have been identified and replace RMIT's graduate attributes. The capabilities reflect RMIT's aspirations for our graduates, to provide them with distinctive and future-focused knowledge, skills and attributes that support their lifelong learning, career success and wellbeing.

The aspiration is for our curriculum to be centred around an agreed set of RMIT Capabilities to ensure that our employability focus encompasses the required – and broader – work and life skills. This will be complemented by our values-driven ambition towards ethical global citizenship, which includes a commitment to sustainability and active engagement with Aboriginal and Torres Strait Islander peoples' knowledge systems. The RMIT Capabilities will be mapped to relevant program learning outcomes and addressed in our short course and co-curricular offerings.



- 1** Employ globally inclusive perspectives and a commitment to diversity, inclusion and respect.
Actively engage with Indigenous perspectives and participate in action towards reconciliation and self-determination of First Nations.
Contribute to a more sustainable world through engagement with the Sustainable Development Goals.
- 2** Actively establish meaningful connections with professional, peer, government, industry and/or community networks.
Collaborate with diverse, multidisciplinary and cross-functional teams to solve complex problems.
- 3** Employ intellectual agility, knowledge and skills to develop solutions in a fast-changing world.
Utilise self-awareness to reflect on learning and experiences to build transferable skills and grow personally and professionally.
- 4** Create and utilise a blend of digital and human skills, tools and emerging technologies to learn, solve problems, innovate, communicate and collaborate
- 5** Establish and continue to grow and apply disciplinary and/or interdisciplinary knowledge and expertise in real life contexts and as life-long learners.
- 6** Employ intellectual independence and judgement to engage critically with information, make sound evidence-based decisions, actively challenge assumptions, and undertake research.

5.1 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 842 active course units in 2022 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, RMIT further refined our approach as we undertook a review of active courses to ensure the currency of our offerings. Part of this review resulted in a consolidation of courses, which in turn, impacted the number of courses with an SDG alignment.

SDGs Related Course Units





5.2 Open scholarship

As a global university of technology, design and enterprise, RMIT is committed to intellectual inquiry that enriches our diverse communities through open scholarship. We embrace the principles of open scholarship and the free flow of research and learning, transforming how our community discovers, accesses, uses and creates knowledge.

Open scholarship is the practice of applying the principles of openness in what we do as a university. It encompasses both open research and open educational practice. To meet the principles of open scholarship, RMIT will work to make its research outputs visible and accessible and our learning collaborative and flexible to maximise the impact and benefit for our communities.

Examples of open scholarship include:

- **Open research:** Publishing in an open-access journal, depositing a copy of a research paper in an institutional repository and making research data available via a repository.
- **Open education:** Co-creation of learning experiences with students, online peer communities and creating and sharing open educational resources.

Open Scholarship importantly contributes to SDG 4 in seeking to “ensure inclusive and equitable, quality education, and promote lifelong learning opportunities for all.”

Work in 2022 has progressed the Open Scholarship approach that RMIT plans to implement once the Policy is finalised and approved through the organisation’s governance committees.

Urban Planning Courses

A new set of free online courses has been launched by RMIT Europe to help equip urban planning professionals and city officials to drive the cities we need.

Urban Planning RMIT’s new courses on belonging and inclusive citizen engagement in urban development were developed in partnership with the European Institute of Innovation and Technology (EIT) Community and the New European Bauhaus (NEB).

- The course **Building belonging in a globalised and mobile world** (3 weeks, 2 hours) is led by RMIT’s Anna Hickey-Moody and Marissa Willcox. It helps learners explore how building belonging is an integral step in creating healthy neighbourhoods and revitalising a sense of community connection.
- The course **Fostering inclusive citizen engagement in urban development** (3 weeks, 2 hours) is led by RMIT’s Sarah Sinclair and Alexia Maddox. It takes learners through approaches to citizen engagement in urban development to achieve transformational societal goals.

RMIT Europe Executive Director Professor Marta Fernandez said the new courses, which are free on FutureLearn, are an easily accessible resource for professionals and city officials to upskill in the urban planning sector.

These two courses join a suite of sustainability and urban futures **MOOCs and short courses** that RMIT Europe have developed with EIT Urban Mobility for professionals in urban mobility, planning and design.



5.3 Learning@RMIT

The Learning@RMIT project concluded at the end of 2022. Throughout the duration of this multi-year program of work, stakeholders across the University were active participants in engaging with the principles and standards of Curriculum Architecture, Assessment, Educator Capability, Blended Learning, and Curriculum Mapping and Management. This feedback was valuable in providing comprehensive insight into the needs of our educators, students, and learning and teaching community, enabling regular iteration and improvement of Learning@RMIT's outcomes.

Some of the key milestones that were celebrated for Learning@RMIT in 2022 included the:

- Finalisation of the frameworks and standards for the design and implementation plan of the new Curriculum Architecture.
- Completion of roadmaps for each college's implementation of the new Curriculum Architecture across vocational education and higher education.
- Approval of the first 38 undergraduate programs embodying the new Curriculum Architecture principles by RMIT's governance bodies.
- Finalisation of the suite of academic policies to be realigned to the new Curriculum Architecture, ready for approval by RMIT's governance bodies.
- Approval of the Curriculum Mapping & Management System design and onboarding of the preferred vendor to deliver the system.

Learning@RMIT will metamorphosise into the Architecture for Growth project in 2023. This project will continue the focus on Curriculum Architecture and delivering programs and courses that have embedded the new Curriculum Architecture into their design. It will also focus on industry-partnered learning and implementing RMIT's new signature pedagogy embodying applied, authentic and active learning.

5.4 A blended learning approach

In 2022 we embedded our blended learning approach, taking the best of what was learned through the pandemic to provide students with an optimal mix of the activities that thrive in a face-to-face environment, and those that work best online.

Highlighting the move to more flexible learning models, RMIT launched a new-look Bachelor of Business with industry partners Amazon Web Services (AWS), Adobe, Australian Red Cross, and Medibank. Incorporating a suite of new programs that take a career-focused approach, the new Bachelor of Business goes beyond the traditional business degree, providing students with industry-centred and experiential learning. An initial cohort of 1,857 students commenced the program at RMIT Melbourne, Vietnam and RMIT Online, with the highest market share for single Business degrees across Victoria.

RMIT Training launched new Foundation Studies programs in Melbourne and Vietnam and held a range of events and activities to strengthen connections between staff and students. In 2022 the Group also diversified its student recruitment strategy, with ELICOS recruitment expanded to more than 30 different regions globally.

In 2022, 223 RMIT Vietnam students left to study in Melbourne and other destinations in the US, Canada, UK, Netherlands, and Korea as part of exchange programs and 104 students transferred to Melbourne to complete their degrees in Australia. An additional 491 students had a global experience on campus to develop interpersonal skills and connect with other students to tackle global challenges through our Global Leadership Programs online courses and events.

5.5 Employability and industry

Learners are attracted to RMIT because of our reputation for providing practical hands-on learning that is relevant to their career aspirations. With our Signature Pedagogy of active, applied and authentic learning, our goal is to ensure our graduates are prepared for life and work, and that they are employable upon completion of their studies. In 2022, 86.9% of all RMIT higher education graduates were in employment four months after graduation, with 4.6% engaged in enterprise formation (self-employment).

Work-Integrated Learning

Work-Integrated Learning (WIL) activities are a cornerstone of RMIT's approach to industry-relevant education and training. WIL placements, industry/community-engaged projects and WIL activities in simulated workplace environments are discipline-specific and take many forms, varying from workplace placements to online projects with industry and community partners.

In 2022, there were more than 23,600 WIL activities, including over 10,780 placements, engaging with approximately 2,700 unique industry and community partners. Over 1,700 students completed the WIL Ready micro-credential, preparing them for WIL placements.

While most WIL activities returned to face-to-face, some remained fully online. This offered students flexibility with timing and approaches to their WIL and allowed students to develop online collaboration in a workplace setting.

Students engaging with industry

Students in the STEM College completed 15,000 Work Integrated Learning (WIL) activities, 2,240 College of Business and Law students supported industry projects with organisations including Medibank, AWS and Adobe, and the first cohort of VE students graduated from the Essendon Education Academy with two offered jobs with the Essendon Football Club.

In Vietnam, students engaged heavily with business and industry, completing over 200 WIL projects, 1,201 internships and close to 570 placements in the year. RMIT Vietnam students embraced the opportunities afforded by the many career and industry activities available, with over 22,650 student attendances at events across the year. A collaboration of students from RMIT Vietnam, RMIT Europe and the University of Barcelona also delivered a project on sustainable tourism in Catalonia.

RMIT Europe delivered 4,300+ global experiences for RMIT students through online industry challenges, guest lectures, COIL and group mentoring delivered by senior leaders from companies in Europe – more than half of the experiences delivered by RMIT alumni in Europe.



5.6 RMIT Online

In 2022, RMIT Online continued to build its portfolio of now more than 100 online micro-credentials and accredited programs, supporting learning experiences across Australia, New Zealand, Malaysia, Vietnam, China and more. This included successfully launching new Future Skills qualifications in Digital Graphic Design and Sustainability and Social Impact as well as a Bachelor of Information Technology.

Industry partners have been a continued focus in terms of designing, building and delivering these solutions, with an expanded partnership network of more than 100 leading businesses. RMIT Online also introduced 14 new degrees, short courses and express micro-credentials in partnership with Canva, Deloitte, ThankYou, Accenture Song and more.

Quality has been at the forefront of this delivery, with increases seen across teaching quality and student satisfaction.

The enablement of innovative technology solutions has seen continued innovation in student experience, including the successful launch of our credentialling capability, enhanced usage of learning analytics and Salesforce to drive engagement with at-risk students, and the University-wide roll out of an assessment extension solution.

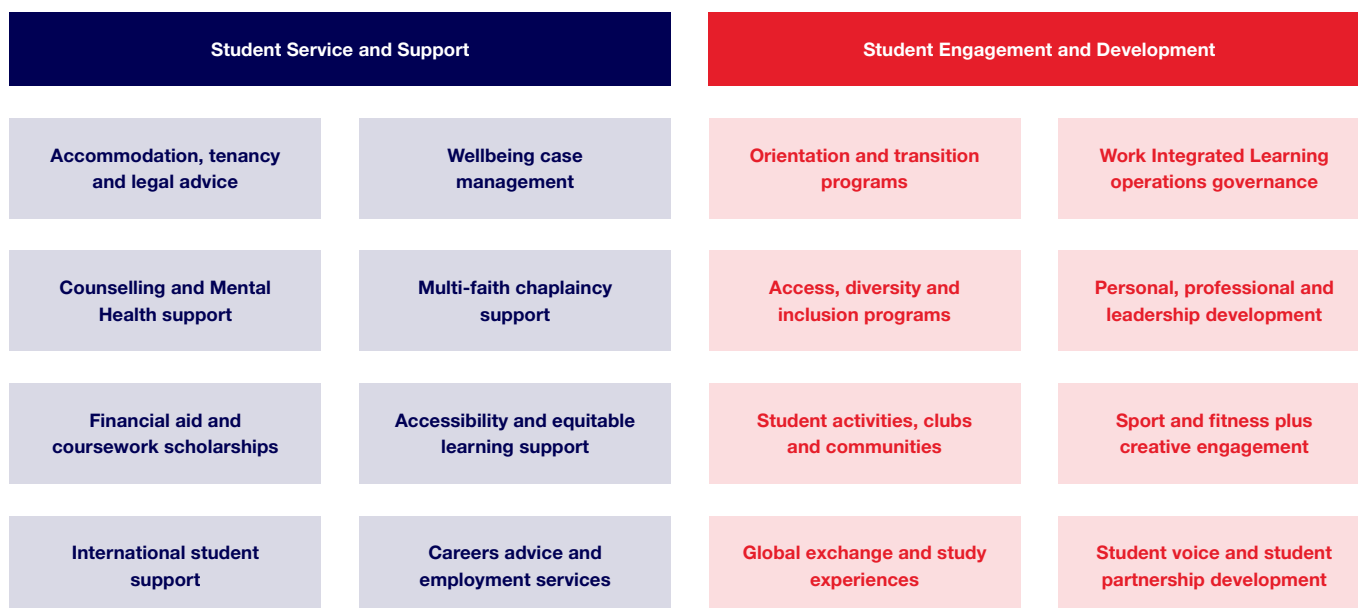
5.7 Supporting students

RMIT provides students support and opportunities to thrive educationally and personally during their studies. When students study at RMIT, they join a vibrant and welcoming university filled with social, cultural, sporting and recreation activities, and a range of services and programs to support their access, participation and success.

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

Students group

The RMIT Students group connects with the global community of students, staff and industry to create transformative experiences and outcomes for our students. The Students group provide a broad range of services summarised below.



Students group supports the Sustainable Development Goals through a commitment to ending poverty and fighting inequality, supporting good health and wellbeing, ensuring access to quality education, and responding positively to climate change. SDG impact is embedded across student & campus life, examples include:

- Global Leadership Programs and our suite of On-Country initiatives
- Fair Trade Labelling and ethical procurement practices in RMIT Store, with over 50 student-designed products showcased.
- Gold Tier Pride in Sport accreditation and Inclusive Sports Ambassador program
- Development of the B47 Multifaith & Wellbeing Centre
- Continued sustainable event practice as on-campus learning returns
- Renewed clubs & societies program (160+ clubs) and created a new Welfare Officer role
- Signature art projects; Journey of Mapiyal, Student Greenhouse Project
- Up-cycle art projects including re-use tees and wristbands.


"I consider myself a bit anti-social and shy, but being part of the Creative community has made me feel comfortable and open."

Creative Project Participant


"I've learned more about Australian and Indigenous culture in Kirrip than I have in all 6 years living here in Melbourne".

Kirrip Participant





2022 saw students returning to campus with more than 10,000 attendees at Orientation Day events and over 1,000 students taking the opportunity to meet 100 industry representatives at our Careers Forum, which returned to a face-to-face format in 2022.



Chancellor Peggy O'Neal spoke to students at 'Have Your Say Day', where students had the opportunity to present four big ideas to a panel of senior RMIT leaders and later to a broader educator audience at the Learning and Teaching Festival.

The new peer-led Kirrip community, aimed at driving social connection and exploration, helped over 1,700 students enjoy 166 Melbourne and campus-based activities and events. With 34 active Leaders driving our Kirrip cultural & social exchange program.

Student voice in driving experience and University decision-making was amplified with the development of the Voice of the Student (VoS) framework and more than 2,500 registered students in volunteer positions across the Students group and RUSU.

Melbourne graduation ceremony was headlined by a speech from graduating student Caley Manzie, a proud Noongar woman, passionate athlete and the first person to give a student address. The event, held at Marvel Stadium, was attended by 8,800 students, with family and friends bringing the crowd to a total of 50,000. The event was watched live via stream by an additional 65,000 people across YouTube and Weibo. Overall, around 22,500 students were conferred globally in 2022 across all campuses and partner locations.

Our three Melbourne campuses welcomed 43,000 visitors to Open Days, with a further 1,700 joining live-stream sessions. RMIT's recreational activations were also back with a bang, with 5,040 members across 45 sports and creative clubs. We supported 147 students travelling to Perth to compete in the UniSport Nationals, with RMIT's Redbacks winning three national championships and placing 5th overall out of 42 Australian Universities. Off the field, 300 students at the Leadership Forum Worldwide were privileged to receive masterclasses from two legends of Australian sport: proud Ngaragu woman and retired tennis champion Ash Barty, and disability advocate and Australian of the Year Dylan Alcott.

Lastly, more than 6,000 students took part in Grad Fest, a series of events celebrating graduation but also supporting graduating students to connect with industry and helping them achieve 'career readiness'.

RMIT Creative allows students to connect through creativity with a range of fun, artistic and inventive activities and spaces co-created with them. In 2022, 8 key creative projects and 88 creative activations engaged over 8,000 participants.



The Journey of Mapiyal

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

Each artwork was conceived by an artist who is either a current RMIT student or an alumni with a lived experience of a particular social justice issue. The artworks themselves explored themes of respect and belonging at RMIT.

Each project was participatory – which meant that students co-created elements of the artwork through workshops and events. This collaborative process created an opportunity for informal conversations and learning about important social issues.

This Solidarity Art Project was the second collaboration between RMIT Student Life and RUSU and included consultation with Ngarara Willim. The participatory project by student Indianna Hunt communicated the value of respect and solidarity for Aboriginal and Torres Strait Islander communities and for people from all backgrounds on campus. The story of the Platypus speaks to being proud of who you are and where you've come from, while also respecting who others are.

This project was nominated as a finalist for communication design in the 2022 Victorian Premier Design Awards.

Student wellbeing

RMIT continued its pandemic-era support initiatives for students into 2022. We saw more than 330,000 student enquiries and cases managed across Australia and Vietnam, mostly related to new requirements for ensuring a COVID-Safe campus.

Our Counselling and Psychological Services team delivered 5,500 appointments for over 1,900 students, while more than 1,500 students accessed close to 2,300 Student Welfare appointments and another 1,800 students accessed 2,700 Equitable Learning Services appointments.

A mental health survey run in August asked Australian RMIT students about their own positive mental wellbeing and what they thought of the University's psychosocial safety climate. Overall, the survey found that mental health had improved considerably since 2021, with rates of low mental wellbeing down from 26% to 18% overall.

RMIT Vietnam ran multiple wellbeing events for students. This included a wellbeing fair, with over 1,000 student and staff attendees, and hosting the Accessibility Design Competition and the Special Education Network & Inclusive Association event.

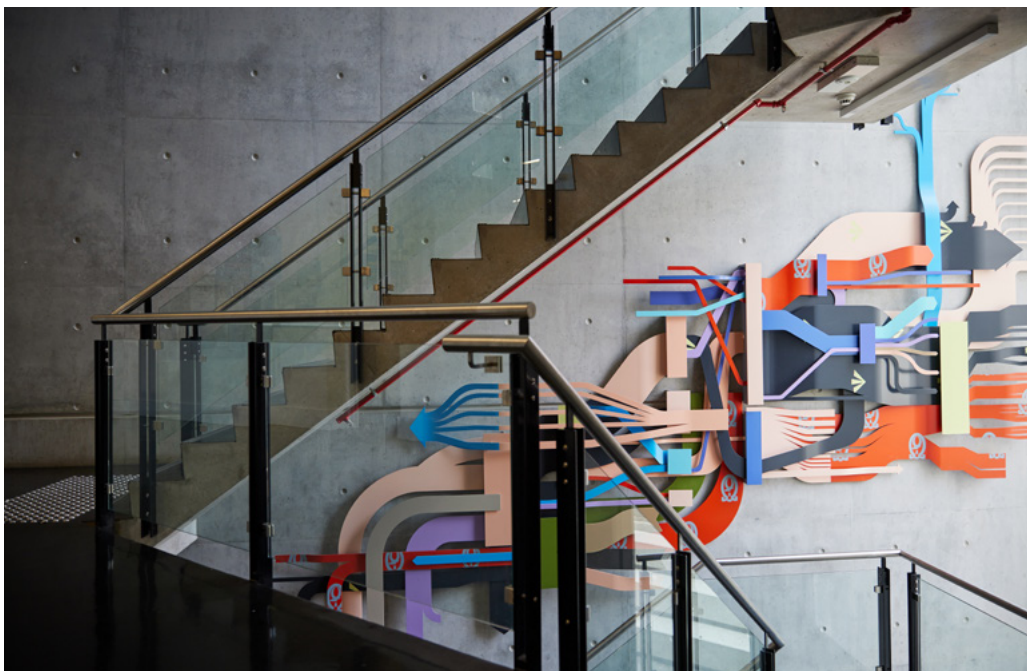
Cultural inclusion and racial equity

In 2022, RMIT received a grant from the State Government's International Education Resilience Fund to address the impacts of COVID-19 on international students. This allowed us to offer a range of initiatives to enhance the employability of our international students.

More than 2,400 students attended employability events and the team worked with over 60 industry partners in the co-delivery of sessions and events. Students reported an increased awareness of their strengths (87%) and confidence in using them (74%), as well as an increased awareness of RMIT services and navigating university life (88%).

International student casuals were employed to undertake proactive outreach to onshore and offshore students. RMIT partnered with the Equal Employment Opportunity Network to run seven events throughout 2022, with a focus on race, racism and racial equity. Our new micro-credential 'Truth Telling: Racism & Reconciliation' was also launched with 398 students completing it in the first year. Works on the new multifaith centre continued in 2022, due for completion in early 2023.

In 2022, 34 students from asylum-seeker backgrounds were provided with fee-waiver access, cash living allowance scholarships, student services and career development, including industry experience. Our programs for people seeking asylum were recognised in the recent Victorian Multicultural Awards for Excellence under the vocational education and training category.








RMIT University Student Union (RUSU)

RUSU is a 100% student-run organisation whose purpose is to advance the education of students of RMIT and enhance the student experience through a range of actions including:

- Representing students within and outside the University, including safeguarding the interests of students in matters affecting their interests and rights.
- Endeavouring to achieve changes to the University's structure, policies and procedures so that all of these encompass the principles of equal opportunity and affirmative action.
- Facilitating the effective coordination of student representation on all University bodies, including student representation on portfolio/College/School Board and Student Staff Consultative Committees.

Throughout the year RUSU had a vast array of achievements across events, food, clubs, volunteering, advocacy and communications. In 2022, RUSU had over 4,200 members and advocated for **a number of priorities**, which they mapped against the SDGs. The sustainability-related priorities included:

RUSU Priority	Outcome	SDG Impact
<p>Free Sanitary Products in Bathrooms: A lack of access to sanitary products can impact the mental wellbeing of students as well as their education. Providing free sanitary products in bathrooms would reduce inequity and allow for more complete participation in on-campus activities</p>	Delivered in 2023 – free sanitary products are now available from five dispensers across three campuses	 <p>SDG 1: No Poverty, SDG 5: Gender Equality, SDG 10: Reduced Inequalities.</p>
<p>No Deadnaming on Student-Facing Applications: As part of RMIT's commitment to supporting all students to bring their whole selves to their studies, eliminating deadnaming on RMIT platforms is necessary to ensure the safety and wellbeing of trans, non-binary and gender non-conforming students.</p>	A range of technical works were undertaken to allow students to register a preferred name and for that preferred name to flow through to and display in selected RMIT systems – for more information see section 8.5	 <p>SDG 5: Gender Equality, SDG 10: Reduced Inequalities</p>
<p>New Women's and Queer Lounge on City Campus: For many years the RUSU city campus Women's Room and Queer Lounge have often been filled to capacity. New and updated rooms are needed so we can continue to provide safe spaces on campus for these students.</p>	Approved and delivered in 2023 under the capital works program – new Women's room (B10.05) and larger refurbished Queer room (B5.01)	 <p>SDG 5: Gender Equality, SDG 10: Reduced Inequalities</p>

In 2022, 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.



RUSU SDG interview

A 2022 interview with RMIT University Student Union (RUSU) President and General Secretary focused on the work of their organisation and its connection to the SDGs.

Adam Steiner (He/Him) was RUSU President for 2022 and was studying for a Bachelor of International Studies. With a keen interest in social and policy change to support sustainable development, Adam worked to support students returning to university in 2022 to re-build community and a sense of connection to campus and RMIT.

Sheldon Gait (He/Him) was RUSU General Secretary for 2022 and was studying for a Bachelor of Construction Management at RMIT. In his three years as a RUSU representative, Sheldon created positive outcomes for students as a General Representative and as VE Representative prior to taking on the General Secretary role.

This interview included themes of advocacy for all students, focussing on students from marginalised or underrepresented groups. This means RUSU focussed on the areas of inclusion, safety, reduced inequality, and increased representation, and as a result often found their priorities and campaigns speaking directly to the SDGs, particularly SDG 5 and SDG 10.

The main benefits Adam and Sheldon found from using the SDGs is the confidence the framework gave RUSU to know that their campaigns created meaningful change.

Ultimately, SDGs were seen as the blueprint to achieve a better and more sustainable future for all – the future we are going to inherit. Students needed to see that the people who are preparing them for the future believe that their future is important and that RMIT was willing to work with students to protect it.

Climate change and sustainability will continue to be a primary concern of students for decades to come, RMIT needs to be at the forefront of sustainability education and sustainable practice for its students.

This section summarises statements given by Adam Steiner and Sheldon Gait, their full interview from 2022 can be [found online](#).

The background of the page is a close-up photograph of a red net with a diamond-shaped mesh pattern. Several thick, braided ropes are visible, running vertically through the net. The lighting is dramatic, with strong highlights and deep shadows, creating a textured and somewhat abstract appearance.

6. Research impact

RMIT's collaborative approach to research aims to work together with our partners to develop and apply knowledge to shape a better world. Despite the ongoing challenges and being in a recovery period from the Covid-19 pandemic, in 2022 RMIT continued to focus on the conduct of excellent research designed to enable positive impact with our partners and community.

We continued to increase the impact of our research with cross-disciplinary partnerships and collaboration to advance the sustainable development agenda.

6.1 Research integrity

Research integrity is the coherent and consistent adherence to a set of principles that underpin the excellence and impact of our research at RMIT.

Research integrity means that research is trustworthy, and is honestly, respectfully, and responsibly conducted, described, and reported. Supporting research integrity at RMIT enhances the excellence of our research and our ability to generate impact.

RMIT recognises the principles of responsible research conduct as established in the Australian Code for Responsible Conduct of Research 2018:

- **Honesty** and **Rigour** in the development, undertaking and reporting of research;
- **Transparency** in declaring and managing conflicts of interest and in the reporting of research methodology, data and findings;
- **Fairness** in the way we treat others;
- **Respect** for research participants, the wider community, animals and the environment;
- **Recognition** and value of the diversity, heritage, knowledge, cultural property and connection to the lands of Aboriginal and Torres Strait Islander peoples and their right to be engaged in research;
- **Accountability** for the development, conduct and reporting of research; and
- **Promotion** of responsible conduct of research and fostering of a culture of research integrity.

RMIT's commitment to these principles is set out in our **Research Policy** suite, which articulates the standards of responsible and ethical conduct expected of all persons engaged in research at the University (i.e. academic staff, students, technical and other support staff).

RMIT also supports integrity throughout the research journey by providing training, resources, and support to the RMIT research community. This includes the Research Integrity Training and Education program and RMIT's network of Research Integrity Advisors (RIAs) that support members of the RMIT community by providing an experienced, independent and discipline-specific source of knowledge about good research practices, including the application of policy and codes that apply to researchers at the University.

6.2 Enabling Impact Platforms

RMIT continues to be on a journey to ensure the University's research activities are increasingly relevant to the community beyond the academic world.

The **Enabling Impact Platforms** (EIPs) were renamed in 2022 having been formerly called Enabling Capability Platforms (ECPs). Whilst researcher capability continues to be an important element of the Platforms, the new name reflects the shift in focus for the Platforms from building researcher capability to enabling research impact.

The EIPs are uniquely placed to rapidly bring together interdisciplinary research teams with partners in industry, government, community and academia to deliver solutions to address complex problems.

Deputy Vice-Chancellor Research and Innovation Professor Calum Drummond said that bringing different views and expertise together to develop practical, sustainable and ethical solutions to address societal challenges and capture beneficial opportunities is what drives and defines the RMIT research ecosystem.

“Our goal is to maximise the delivery of benefit to the communities in which we operate; regularly beginning at the local community level, and ideally scaling to national, regional and global communities.

He said, “The Enabling Impact Platforms are well positioned to coordinate capability across the University to deliver research outcomes with a strong focus on impact and translation, collaborating with Colleges, Schools, the R&I Portfolio, and external stakeholders.”

RMIT's new Knowledge with Action Strategy has a big focus on research and innovation for impact. The Enabling Impact Platforms will support RMIT to scale up its ability to conduct applied transdisciplinary research, building impactful partnerships and accelerating the translation of research.

The Platforms have five clear roles:

- Enable and catalyse interdisciplinary and cross-sectoral engagement and collaboration – networks and communities of practice
- Lead the community to construct and conceptualise initiatives at scale – major impact-focused initiatives
- Enable effective research translation – diverse pathways to impact
- Foster an impact-focused research culture – literacy, skills, engagement and leadership
- Provide strategic thought leadership – futures and strategic foresight focused

The Platforms are guided by eight Directors who work as one integrated program and are not designed to duplicate the work of researchers, but enable them to do more.

The eight multidisciplinary platforms are:

- Advanced Materials, Manufacturing & Fabrication
- Biomedical and Health Innovation
- Design and Creative Practice
- Global Business Innovation
- Information in Society
- Social Change
- Sustainable Technologies and Systems
- Urban Futures

Through the Platforms, RMIT academics and graduate researchers can engage with others outside of their own disciplines, creating opportunities for them to engage across boundaries as part of collaborative inter-disciplinary research. Below are examples of EIP projects:

Global Business Innovation EIP – Australian Workplace Index Project

Through the 2022 Platform Activity Funding Scheme collaborative research networks were established between academic representatives from three universities and industry partners as part of the Australian Workplace Index project.

The objective of the project is to assess Australian workplace productivity, in addition to identifying strengths, weaknesses and opportunities for improvement with regard to organisational management practices for increased productivity, inclusion, and a sense of belonging.

Initial activities included:

- Strategic planning discussions between academics to discuss the roadmap of the project
- Identifying potential partners and research funding opportunities
- Meetings with industry and academic partners

RMIT University Project Leads, Professor Suseno and Dr De Sisto from the School of Management are keen to further the collaborative research networks between academics from RMIT, the University of Newcastle, and the Australian National University and continue discussions in relation to supporting the data collection process for this project.

Social Change EIP – Social Change Symposium 2022

RMIT's inaugural **Social Change Symposium** explored transformative research practice for social change in a week-long program of special events and presentations.

Social change research makes sense of people's experiences, locally and globally, to inform government policy, business practices, designs of digital systems, educational practices, community-based initiatives, and other innovations that benefit and strengthen society.

Working across diverse populations, settings, and social contexts, social change researchers seek to identify and understand people's needs and engage with individuals, groups, and organisations to foster evidence-based change.

Key questions posed for attendees included:

- How can we assess and develop our own capacity for engaging in collaborative, interdisciplinary, and impact-focused research?
- How might we design and measure the success of community-engaged practices, research translation, co-design, and other impact-related practices?

The symposium was a collaboration between the RMIT College of Design and Social Context and the Social Change Enabling Impact Platform.

Sustainable Technologies & Systems EIP – RMIT Community Microgrid Initiative

RMIT launched the EIP-funded Regional Microgrid Initiative was led by A/Prof. Lasantha Meegahapola, Dr Zsuzsanna Csereklyei, Dr Anne Kallies and Dr Manoj Datta.

Community microgrids can assure continuity of electricity supply under natural disasters (e.g. bushfires and floods) while coordinating local energy resources (e.g. solar-PV and battery energy storage systems). There are many communities in Victoria and other states vulnerable to natural disasters, however, they lack knowledge and expertise on developing microgrids.

The EIP program funded a team of academic experts from RMIT University to assist these communities to build and operate community microgrids.

As a part of this initiative, the team has developed a community of practice website to share the knowledge on technical, economic, regulatory and policy aspects of developing microgrids for communities.

The team also produced a white paper covering aspects such as community microgrid design, economics, regulatory and policy, that was officially launched at the 2022 Victorian Cleantech Expo.

6.3 Research contributions to the SDGs

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

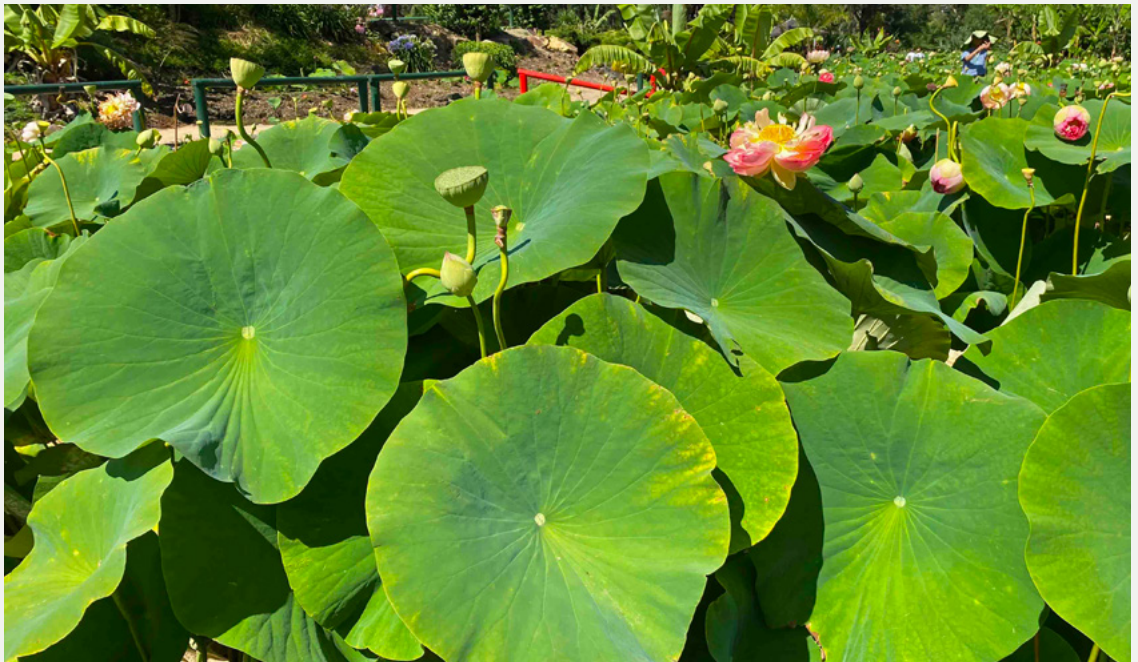
The diagram below provides a snapshot of the 1,310 active research projects in 2022, that address one or more of the SDG targets.

6.4 Example research projects

The following is a small sample of the wide range of research projects RMIT undertakes globally.

SDG Related Research Contributions





RMIT Focus on Future, Sustainable Materials and Solutions

▪ Recycling PPE to make stronger concrete

Engineers at RMIT have **developed a method** to use disposable personal protective equipment (PPE) to make concrete stronger, providing an innovative way to significantly reduce pandemic-generated waste.

The RMIT team is the first to investigate the feasibility of recycling three key types of PPE – isolation gowns, face masks and rubber gloves – into concrete. The studies found that shredded PPE could increase the strength of concrete by up to 22% and improve resistance to cracking.

First author, PhD researcher, Shannon Kilmartin-Lynch, a Vice-Chancellor's Indigenous Pre-Doctoral Fellow at RMIT, said the research brought a circular economy approach to the challenge of dealing with healthcare waste explaining the need for urgent solutions for the ever-growing pile of COVID-19 generated waste, a challenge will remain even after the pandemic is over.

Ultimately the research found that incorporating the right amount of shredded PPE could improve the strength and durability of concrete.

▪ Lotus effect: Self-cleaning bioplastics repel liquid and dirt

Inspired by the lotus leaf, researchers have developed a **self-cleaning bioplastic** that is sturdy, sustainable and compostable.

The innovative plastic developed at RMIT University repels liquids and dirt – just like a lotus leaf – then breaks down rapidly once in soil.

RMIT PhD researcher Mehran Ghasemlou, lead author of the study published in Science of the Total Environment, said the new bioplastic was ideal for fresh food and takeaway packaging.

“Plastic waste is one of our biggest environmental challenges but the alternatives we develop need to be both eco-friendly and cost-effective, to have a chance of widespread use,” Ghasemlou said.

“We designed this new bioplastic with large-scale fabrication in mind, ensuring it was simple to make and could easily be integrated with industrial manufacturing processes.”

While biodegradable plastics are a growing market, not all bioplastics are equal. Most biodegradable or compostable plastics require industrial processes and high temperatures to break them down.

The new bioplastic does not need industrial intervention to biodegrade, with trials showing it breaks down naturally and quickly in soil.

Focus on Social Impact

▪ Creating social change through humanitarian architecture

Facilitated by architecture practice Architects Without Frontiers (AWF), the Cakaudrove Women's Resource Centre Project (CWRC) in Savusavu, Fiji, demonstrates the impact of design on creating social change.

This **humanitarian architecture project** was undertaken by Prof Esther Charlesworth AM. It led to the design and construction of a community facility for women in the local region, giving them access to safe, temporary accommodation, and a place to sell their craft and other wares, and access health and education services. The Great Hall was completed in 2018, with additional building projects completed in 2022.

This resource centre and the associated structures address a lack of women's services in Cakaudrove. Named the 'A'i Tatadra' – 'dreaming the dream,' the CWRC is the first facility of its kind in Fiji. It gives indigenous women an opportunity to generate income and strengthen their livelihoods through self-employment, therefore creating tangible economic and social change, and more importantly the self-empowerment of indigenous women in the heart of Savusavu.

The project was **awarded** the Architecture Award (Commercial and Residential) in the 2020 Australian Good Design Award. The awards jury praised the project and commented:

"This is a project that successfully combines architectural and social values. The community is the beneficiary and, importantly, were also central to the design process. It is an admirable project on many levels and uses good design to provide a positive impact for its intended community."

▪ Transforming mental health care with a human rights focus

In 2018, the Victorian government called the Royal Commission into Victoria's mental health system. According to Professor Penelope Weller, the Commission was called in response to growing awareness that the mental health system was crisis-driven, inequitable, unsafe and over-reliant on coerced treatment.

Weller's **extensive research** over many years and strong focus on human rights and mental health reform led to her being invited for a witness statement to the Royal Commission. The final report of the 2021 Royal Commission into Victoria's Mental Health System found that while almost half of Victorians will experience mental illness during their life, the state's mental health system was 'broken.'

In her detailed witness statement, Weller's evidence and recommendations drew from many aspects of relevant legislation including international human rights law, the International Covenant on Economic Social and Cultural Rights, the Convention on the Rights of Persons with Disabilities, and the Charter of Human Rights and Responsibilities.

The Royal Commission's final report cited Weller's research, submission and working party comments, particularly with respect to law reform and governance.

The Victorian Government accepted all 160 recommendations from the Royal Commission and drafted new mental health and wellbeing legislation to replace the former Mental Health Act 2014. The Mental Health and Wellbeing Act 2022 (Vic) was passed by Parliament and will come into effect in mid-2023.

Weller said the transformation stemming from the Royal Commission would bring respect for human rights to the centre of mental health care in Victoria and noted that the human rights approach would need a sustained commitment from the community.

"One of the most significant recommendations is that the primary objective of the legislation will be to achieve the highest attainable standard of mental health and wellbeing for the people of Victoria," Weller said.

RMIT's Impact in Europe

RMIT Europe, the University's European hub was established in 2013 and is based in Barcelona, where it connects RMIT to Europe for research and innovation outcomes including collaborative research and development with industry, European research project consortia membership as well as HDR opportunities.

Significant examples of this valuable work can be seen below:

EdiCitNet: RMIT Europe's ongoing work as a partner in a European-funded research project looking at how **urban edible solutions** can contribute to socially resilient and sustainably productive cities. Professor Jago Dodson, Director of RMIT's Centre for Urban Research, and Nevelina Pachova are the RMIT researchers involved in the project. The main goal of EdiCitNet is to make cities around the world better places to live in by catalysing implementation and driving institutional integration of Edible City Solutions.

BOLSTER: RMIT Europe was named a partner in a new €3.8 million European research project focused on Bridging Organisations and Marginalised Communities for Local Sustainability Transitions in Europe (BOLSTER). Funded by the European Union's prestigious Horizon Europe funding scheme and led by Tilburg Law School in the Netherlands, the work will bring new insights into how marginalised communities are affected by, and can engage with, European Green Deal-related policies. RMIT's Professor Ralph Horne will lead RMIT's work on the project with RMIT Europe's Nevelina Pachova

Liveability Study: Led by RMIT University, a **liveability study** published in The Lancet Global Health, was launched in Catalonia. The study assessed the lived experience against urban design, transport and health policies in 25 cities globally and found that Barcelona was ahead of most other cities on health-supporting and sustainable indicators. Barcelona ranked highly on every indicator. More than 90% of the population was found to live in a neighbourhood with above-average walkability, and 92% of the population lives in neighbourhoods that meet the minimum population density threshold for the WHO physical activity target. Collaboration lead, RMIT Distinguished Professor Billie Giles-Corti found noted that a new approach to urban planning was needed to achieve healthy and sustainable cities.

C2IMPRESS: A lack of appropriate data and integrated risk and resilience frameworks is leading to a poor understanding and awareness of combined weather and climate events. Together with inefficient tools for participative decision-making, these current deficiencies are having a damaging effect on communities and economies around the world. RMIT University and RMIT Europe are part of a 16-strong consortium aiming to improve our ability to predict and plan for climate-related catastrophes by collaborating on the **Co-Creative Improved Understanding and Awareness of Multi-Hazard Risks for Disaster Resilient Society** (C2IMPRESS) project. The €4.1 million research endeavour funded through Horizon Europe will support the development of innovative technologies that increase public understanding and awareness of the numerous risk situations related to extreme weather events.





7. Our people

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. RMIT understands the importance of a values-based culture, ensuring that 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 close to 10,000 employees located around the world, our valued staff underpin the University's reputation and enhance its contribution to the wider community.

Table: Employment Statistics

2022	All Employees		Ongoing			Fixed Term and Casual	
	Number (headcount)	FTE*	Full-time (headcount)	Part-time (headcount)	FTE*	Number (headcount)	FTE*
							Gender
Female Executives	57	55.75	34	1	34.90	22	20.85
Female (total staff)	5953	3,810.03	1,978	418	2,265.85	3,557	1,544.18
Male Executives	57	55.35	32	2	33.30	23	22.05
Male (total staff)	4638	3,034.33	1,605	143	1,699.91	2,890	1,334.42
Self described	95	34.06	8	1	8.80	86	25.26
							Age
15-24	639	164.55	33	5	36.00	601	128.55
25-34	2924	1,652.56	669	54	705.28	2,201	947.28
35-44	3114	2,171.59	1,175	195	1,311.06	1,744	860.53
45-54	2207	1,638.56	991	154	1,096.54	1,062	542.02
55-64	1382	1,003.71	593	127	678.67	662	325.04
64+	420	230.68	130	27	147.01	263	83.67
Total Employees	10,686	6,861.65	3,591	562	3,974.56	6,533	2,887.09

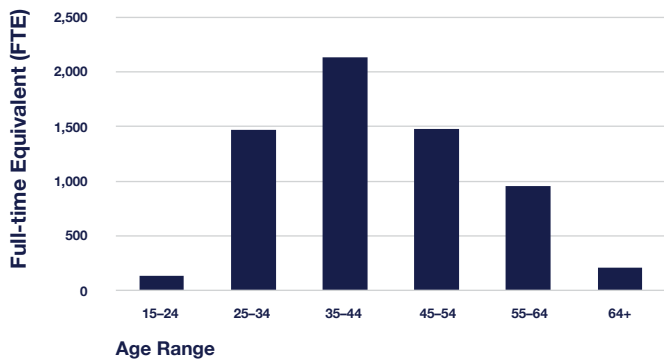
FTE: full-time equivalent (two people both working 0.5 time fraction = 1 FTE).

Data as at 31 December 2022. All employees have been correctly classified in the workforce data collections.

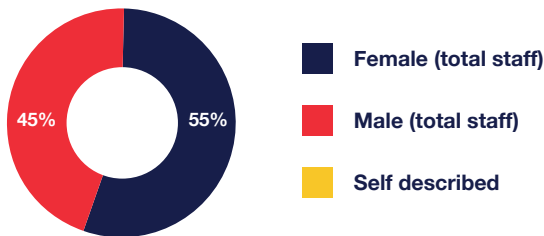
Key University Workforce Statistics

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

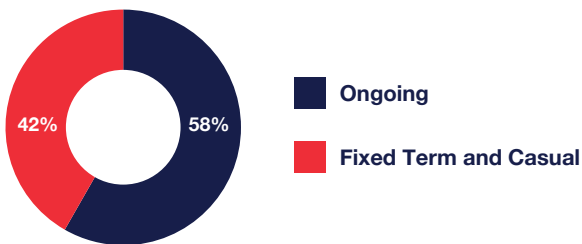
Graph: RMIT Workforce by Age 2022 (FTE)



Graph: RMIT Workforce by Gender 2022 (FTE)



Graph: RMIT Workforce by Contract Type 2022 (FTE)



RMIT supports staff in undertaking intentional learning that develops skills and ensures success within roles and careers. Learning is achieved by experience (doing), exposure (observing) and education (training). To support this learning staff undertake regular performance and career plans which are recorded via WorkDay.

RMIT offers all staff regular learning opportunities from compliance education, online learning, face-to-face learning, peer-to-peer learning and mentoring programs. All professional development opportunities have been linked to specific capabilities to ensure tailored development choices are available to help build careers and enhance contributions to the University.

We also provide staff with the opportunity to personalise their professional development experience which aims to support them at all stages of their career within the organisation. This supports staff to excel in their professional development and builds communities of practice across the organisation. The variety of delivery modes for professional development enables equitable access to learning.

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.

At RMIT in 2022, more than one in six staff choose a formal form of flexibility, including working part-time, purchasing leave or working a compressed work week. 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 ongoing support of hybrid working from 2021 into 2022, with a gradual move back to campus. 2022 saw a reduction in the use of formal flexible arrangements for both men and women, with a total overall reduction of 9.43%.

In 2022, RMIT continued to review hybrid ways of learning and working in many customer and student-facing areas taking into account slight variations between the experiences of men and women, and managers and non-managers. 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. This reduction is particularly pronounced for women, as remote working has enabled more informal forms of flexible working to occur.

RMIT's Parental Leave provisions have been updated to provide even greater support to staff who are balancing work and family responsibilities. Throughout 2022 partner leave provisions increased from a two-week entitlement to four weeks. Additionally, the eligibility period to access primary parental leave has been removed. Employees are now eligible for 18 weeks of paid leave from the time they start employment at RMIT, 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 wellbeing 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
Men	19.3%	18.4%	11.53%
Women	34.0%	31.6%	20.40%
Total	27.5%	26.0%	16.57%

Source: As of June 2022, RMIT's Business Intelligence dashboards.

Table: Parental leave taken by RMIT workforce

2022	Primary Carer's Leave		Secondary Carer's Leave	
	Female	Male	Female	Male
Managers	16	1	4	14
Non-Managers	145	11	13	66
Total	161	12	17	80

Source: WGEA metrics reported as staff headcount for the full year ending 31 March 2022. The table includes permanent, fixed term, part-time and full-time staff.

7.3 Aboriginal and Torres Strait Islander workforce

A key focus for 2022 was the implementation of our Aboriginal and Torres Strait Islander Employment Plan 2021-2022 and Aboriginal and Torres Strait Islander Future Workforce Strategy 2021-2025.

Our Strategy and Plan were developed with the voice of self-determination from RMIT’s Aboriginal and Torres Strait Islander workforce. They outline a collective, enterprise-wide effort to employ, develop and retain an Aboriginal and Torres Strait Islander workforce in a culturally safe environment by embedding hybrid accountability within each College and Portfolio.

The Aboriginal and Torres Strait Islander Employment Plan (2021-2022) identified internal staff mobility pathways and a series of college recruitment ‘always on campaigns’ as a priority to attract the unique expertise and experiences of staff who identify as having Aboriginal or Torres Strait Islander heritage. Our workforce engagement plans initiated discovery work on appropriate support mechanisms, skillsets, and resources to foster culturally safe learning and working spaces.

At the end of 2022 RMIT had 59 FTE Indigenous staff and 22 PTE Indigenous staff. Our employment category representation was 62% Professional and 38% Academic. The types of roles on offer have increased in diversity of categories, as well as in internal mobility and flexible workplace arrangements. Five Aboriginal and Torres Strait Islander staff received promotions or internal transfers as part of internal mobility initiatives.

To support Indigenous workforce growth and development we created the First Peoples Workforce Development Team. A new role – Employment Branding and Specialist Projects – was created to develop the RMIT Indigenous Employment Brand and solidify our Employee Value Proposition. The University also invested in professional development for members of the Indigenous Staff Network by supporting their attendance at the World Indigenous People’s Conference on Education 2022 and Dadirra – Traditional Deep Listening and Healing practice session.

Table: Aboriginal and Torres Strait Islander Workforce (Headcount)

	2019	2020	2021	2022
Total	34	39	54	81

* Workforce headcount includes continuing, fixed term and casual staff.



7.4 Gender equality

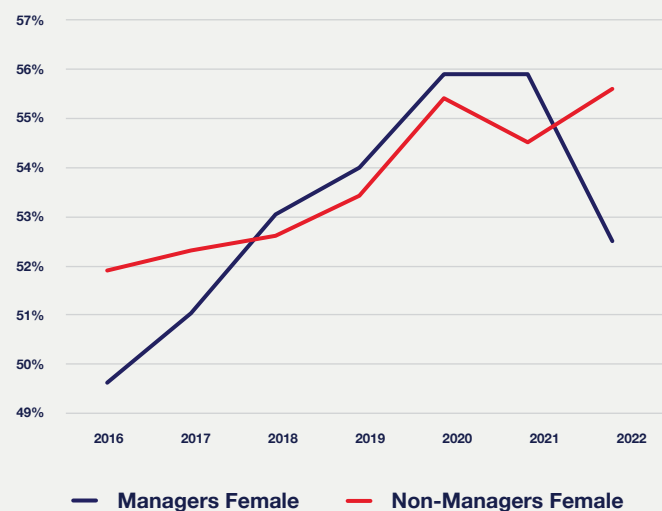
The Victorian Gender Equality Act 2020 (GE Act) requires RMIT to run assessments of our current gender equality standings and develop a four-year action plan to continue progress (RMIT Gender Equality Action Plan 2022-2025). RMIT's GEAP was launched in 2022 and was developed through high-level university-wide consultation and co-design. This has required deep analysis and review of gender and intersectionality, resulting in embedding the lens of intersectionality in our new plan. GEAP projects and actions began in earnest in 2022, with progress reports required in the second half of 2023.

The Victorian Gender Equality Agency published our Gender Equality Action Plan and related metrics in 2022, post-Council endorsement. In addition, the RMIT Student Gender Equity Action Plan was developed in 2022, with extensive consultation with students, staff and the community.

2022 saw RMIT recognised as an Employer of Choice for Gender Equality (EOCGE) from the Workplace Gender Equality Agency (WGEA) for the fifth consecutive year. This citation demonstrates a continued commitment to best practice in promoting gender equality in Australian workplaces.

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.

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



Graph: Gender composition of RMIT Managers by gender, 2022

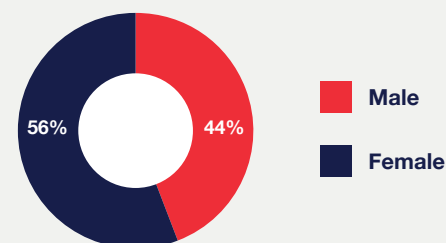


Table: Women in leadership roles, 2022

	Total		Female		% Female	
	2021	2022	2021	2022	2021	2022
Governance bodies	13	13	7	8	53.8%	61.5%
Managers	734	877	410	461	55.9%	52.5%
Non-managers	6,962	7,339	3,796	4,083	54.5%	55.6%

Source: As of 31 March 2022, RMIT WGEA Compliance Report

Table: Promotions, appointments and resignations (% female)

	Promotions		Appointments		Resignations	
	2021	2022	2021	2022	2021	2022
Managers	60.8%	52.2%	54.7%	49.3%	59.1%	66.2%
Non-managers	61.6%	50.45%	56.6%	56.5%	56.1%	60.4%

Source: As of 31 March 2022, RMIT WGEA Compliance Report



7.5 Fulfilling careers

Supporting and fulfilling careers: nurturing existing female talent.

Academic Promotion

In 2022, we saw the greatest number of successful academic promotions with 111 academics promoted. There was an 85% success rate for women and a 76% success rate for men – a 10% and 4% increase, respectively. Promotions spanned across all Higher Education Colleges extending to two Schools in RMIT Vietnam. It is notable that the success rate was higher than the RMIT overall average of 79% for applicants who identified as having carer responsibilities (86%) and dependent children (85%). There was a 76% success rate for staff who identified as culturally and/or linguistically diverse.

Achievement Relative to Opportunity (ARtO) in Academic Promotion

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 considered through specific requests as well as an understanding of the impacts of COVID-19 during 2020 and 2021. Reasons for activating ARtO ranged from career interruptions, carer responsibilities, to the nature of the discipline and COVID-19 impacts. In 2022, 63% of applicants activated ARtO compared with 55% in 2021. There was an 81% success rate for applicants who activated ARtO in 2022.

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 2022, 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.

“The COBL CAWP Program helped us to identify our strengths, weaknesses and potential as a female academic. It is a really powerful way to gain confidence in myself and my own journey. It provides us with a platform to learn, grow, and identify common problems we all face as female academics. It’s also an incredible opportunity to work with motivated and intelligent women from a variety of disciplines, which brings fresh perspective to the way you approach your career.”

Associate Professor Angel Zhong, Head of Department – Finance, School of Economics, Finance and Marketing, College of Business and Law

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

Over 35% of RMIT staff identify that they have parental or caring responsibilities. RMIT continues to support our parent and carer community.

In 2022, the first year of implementation, RMIT promoted the expansion of leave entitlements where the eligibility period to access primary parental leave was removed, and partner leave was extended from two to four weeks.

As staff return to campus, RMIT continually promotes diverse flexible working options and channels for support and opportunities to support staff wellbeing. RMIT's Childcare facilities have also been supporting our parental community.

RMIT promotes diverse flexible working options and channels for support and opportunities to support staff wellbeing, continually.

Our supports and network building include:

- Regular Keep-in-Touch sessions and Transitioning-to and Transitioning-from Parental Leave sessions, available to all staff across all campuses.
- A sponsored Parental Resilience Program which provided team coaching opportunities on a range of work-life balance areas for carers and parents.
- Our "Win-Win Parenting" program, launched in 2022 – with around 300 staff registered to watch the live webinars, catch up on replays online, and download a range of resources including podcasts, handouts and articles. There were more than 780 engagements with the program in total, and it will run again in 2023.

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 2022, a second tranche of merit-based funding was awarded by the Research & Innovation (R&I) Portfolio, bringing the total number of awardees with 2022 Career Reignite funding support to 22 (20 female and 2 male; 55% early career researchers; 35% mid-career researchers). 64% requested support for personnel (e.g. research assistance and relief from other duties) while 32% requested support for pilot studies and research collaboration.

7.6 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 third 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 that 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.

The following is a summary of some of the key activities undertaken in 2022:

- Developed new policies for child safety and the prevention and response to gender-based harm.
- Refreshed our Health Safety and Wellbeing policy to more clearly articulate accountabilities and responsibilities at all levels of the organisation.
- Implemented a new Chemical Safety Management System.
- Implemented a new framework for HSW due diligence for Work Integrated Learning (WIL) ensuring our student placements are safe to attend and that our students are set for success and safety.
- Developed our psychosocial risk management and incident response procedures.
- Conducted our second annual mental wellbeing survey across staff and students.
- Developed HSW principles for safe research and recommendations to uplift HSW across key research policies and procedures.
- Reviewed and realigned our HSW committees, governance framework and new ways of working with HSRs, including recruitment of new HSRs.
- Updated HSW KPIs to include new metrics including, employee total recordable injuries, student total recordable injuries and total WIL recordable injuries which combined as a community injury frequency rate will replace lost time injury frequency rate as a more inclusive measure of safety performance.

RMIT utilises the Proactive Risk and Incident Management Excellence (PRIME) tool, allowing RMIT staff 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
Lost time injury frequency rate*	1.92	1.13	1.47	.83
<i>Change from the previous year</i>	+7%	-41%	+30%	-44%
WorkCover claims submitted	27	19	15	20
<i>Change from the previous year</i>	-18%	-30%	-21%	+33%
OHS incident reports	1056	347	117	532
<i>Change from the previous year</i>	+8%	-67%	-76%	+44%
WorkSafe notifiable incidents	19	14	13	11
<i>Change from the previous year</i>	+19%	-26%	-7%	-15%
WorkSafe improvement notices	4	1	0	1

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

Table: OHS Hazards, Incidents Standard Claims, Associated Costs

	2019	2020	2021	2022
Number of lost-time standard claims per 100 FTE	0.26	0.23	0.32	0.23
Average cost per claim (payment to date + estimate of outstanding claim cost)	\$75,171	\$70,696	\$82,395	\$120,017
Hazard and incident reports per 100 FTE	17.22	9.35	6.81	7.75



8. Living our values

8.1 Inclusion, diversity, equity and access

Led by the values of inclusion, passion and courage, RMIT is focused on creating an environment where everyone can contribute, grow and succeed.

"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

RMIT continues to make significant progress in recognising, embracing and growing the diversity of our community. By living by our values we ensure that RMIT remains an inclusive place to learn and work.

To make continued progress towards our goal of being 'Inclusive by design for everyone, everywhere, all the time', a major project in 2022 was the development of RMIT's Inclusion, Diversity, Equity and Access Framework ('IDEA') towards 2030.

The IDEA Framework articulates RMIT's aspirations and commitments to increase access, build a more diverse student and staff community and provide equitable, inclusive experiences and outcomes for all our community. The Framework also demonstrates our commitment to best practice research, implementing Responsible Practice across RMIT and taking an inclusive design approach to all we do.

The development of the IDEA Framework involved extensive consultation with staff, students and external partners, with over 30 listening groups delivered both in person and online. The Framework was developed and iterated throughout 2022, with final approval from VCE in December 2022, and a formal launch and engagement planned for 2023.



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 their 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 2022 include:

- RMIT partners with 235 Victorian secondary schools in the Schools Network Access Partnership (SNAP) – an equity access scheme that gives priority entry to RMIT for eligible applicants.
- 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. 3,149 students gained access through SNAP or RMIT 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. The retention rate of commencing students receiving a scholarship is six points higher at 91% than non-scholarship holders.
- RMIT has joined the Financial Inclusion Action Plan program to work towards improving financial inclusion and resilience for our students. In 2022, RMIT launched its Foundation Financial Inclusion Action Plan.
- Our Library pre-entry program supports successful transition by developing commencing students' key academic skills.
- RMIT funds library texts (e-books and print) for courses with high enrolments of low socio-economic status students.
- Our Career Success Program provided individual careers advice and services for 793 priority equity group students in 2022, with 97% indicating they were more confident in their career skills post-intervention.
- 6 Equity students managed an ATO Tax Help Centre providing free tax return help for 113 RMIT students. This initiative also provided equity students with WIL/employment opportunities and comprehensive career mentoring and coaching. Two students have so far secured further employment including a finance internship at KPMG.
- 34 students from asylum seeker backgrounds were provided with fee-waiver access, cash living allowance scholarships, student services and career development, including industry experience in 2022, with 88 student participants and 32 graduates in total 2018-21. Our program of access and support services for students who are people seeking asylum was recognised in the 2022 Victorian Multicultural Awards for Excellence.

8.3 Accessibility

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

“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, Executive Champion for accessibility

Selected highlights during 2022 include:

- 3117 students registered for an individualised Equitable Learning Plan gaining access to advice, services and adjustments to ensure their equitable participation and support their success in their studies.
- RMIT also renewed its Disability Confident-Recruiter accreditation from the Australian Network of Disability, an important continuation of RMIT’s commitment to disability inclusion and the 2nd year in a row.
- In May we got our community talking, thinking and learning about digital access and inclusion by turning Global Accessibility Awareness Day (GAAD) into a week of events showcasing digital access and inclusion at RMIT.
 - Apple & Microsoft teamed up to provide free digital accessibility support for students
 - RMIT in conjunction with ADCET proudly presented a cross-institutional discussion focussed on where we’ve come from, harnessing the COVID disruption and embedding digital equity. More than 500 attendees learned how we are embedding digital accessibility in processes to remove barriers and ensure everyone gets a first-rate experience when accessing digital information and services.
- RMIT became the first Victorian university to be independently assessed as having zero accessibility errors on its homepage.

We ran a series of workshops, focused on the basics of accessibility, and a new workshop dedicated to Neurodiversity. Over 400 RMIT staff participated in a training opportunity aimed to create greater awareness and build capacity to support people with disabilities.

- We supported the creation of RMIT’s first Disability and Neurodivergent Staff Network, championed and led by Lenny De Vries, Library Business Partner and introduced dedicated study sessions for our neurodivergent student community.
- The Library, Equity and Inclusion and RUSU partnered to pilot Neurodiverse Study Sessions. These sessions removed environmental and learning barriers experienced by neurodivergent students. These sessions were well attended with positive impact being shared with 100% of attendees wanting this to continue. The pilot was deemed successful, and sessions will continue in 2023.
- The RMIT Digital Accessibility Lead participated in creating national standards for accessible ICT procurement in higher education. This informed work to inform an accessibility schedule to aid in the procurement of accessible ICT platforms here at RMIT.

8.4 Reconciliation and Indigenous engagement

2022 was a transition year for reconciliation at RMIT. The University reflected on the achievements and learnings of our second reconciliation plan Dhumbah Goorowa 2019-2021, with a view to transforming the conversation about our maturity in this space from reconciliation to responsible practice. During this transition phase, several critical but incomplete reconciliation initiatives from Dhumbah Goorowa were carried into the 2022 RMIT Annual Operating Plan. These included the development of an Indigenous Research Strategy, the continuation of the RMIT-wide policy review and the ongoing implementation of Indigenous workforce development initiatives. Other important initiatives that were a focus in 2022 included:

- Delivery of a First Nations Global Growth program 'Trade Routes' and the 'On Country' student program.
- RMIT's Centre for Innovative Justice was invited to make a submission to the Yoorrook Justice Commission, the first formal truth-telling process into historical and ongoing injustices experienced by First Peoples in Victoria, on RMIT's work to achieve a shared vision for justice.
- Delivery of the Aboriginal Victims of Crime Project Commissioned by the Koori Justice Unit and Victim Services, Support and Reform (VSSR) together with Djirra, Elizabeth Morgan House, Dardi Munwurro and representation from the Koori Engagement Worker network, to develop, test and refine support solutions for those who have experienced crime victimisation.
- RMIT hosted the 2022 Higginbotham Lecture presented by Professor Megan Davis, Pro Vice-Chancellor Society (PVCS) and Balnaves Chair in Constitutional Law at UNSW Sydney. Professor Davis discussed the journey to constitutional recognition in Australia, the Uluru Statement from the Heart and set the scene for the impending referendum.
- The College of Vocational Education (VE) launched its '4C Framework' supporting staff individual reconciliation journeys with five workshop sessions to explore VE's 'Four C' Principles (Challenge, Connect, Communicate and Change).

In October, the launch of RMIT's new university strategy, Knowledge with Action 2031, formalised the strategic shift in our focus from reconciliation to responsible practice. Five Indigenous strategic commitments are embedded within the strategy and will guide this transformation across the RMIT Group including Indigenous Students, Indigenous Staff, Indigenous Knowledges (Research, and Learning and Teaching), Community Engagement and Reconciliation to Responsible Practice. Initial thinking on these commitments in 2022 positions us to explore what responsible practice means as a university community, and how we can all play a part in its evolution, without the need for a separate reconciliation plan.

Aboriginal and Torres Strait Islander Student Success

In 2022 the Ngarara Willim Centre continued to refine its Student Success Model, as engagement with Aboriginal and Torres Strait Islander communities and student enrolments increased following the challenges of the pandemic. Key areas of focus included:

- 15 online and face-to-face Indigenous Outreach sessions during the year.
- Automatic access to the Applied Science (Psychology) (Honours) program for Indigenous students with the pre-requisite GPA.
- Community engagement and increasing access to higher education through vocational education.
- A comprehensive review of Indigenous Higher Degree by Research (HDR) student supports and processes, and the implementation of recommendations.
- Rejuvenation of the Gama-dji Aboriginal and Torres Strait Islander Student Orientation Program.
- Implementation of a new Student Support Model where students are partnered with a dedicated Student Advisor for the duration of their program and Student Success Plans are developed for new and continuing students.
- The creation of a new interim Student Management System (SMS) to support student engagement and case management.
- The appointment of an Indigenous Student Counsellor to the RMIT Counselling Service.
- The appointment of an Early Careers Services Advisor whose initial focus was to finalise the recruitment of the Vice-Chancellor's Indigenous Pre-Doctoral Fellow and Vice Chancellor's Indigenous Research Fellow roles.

Aboriginal and Torres Strait Islander Student Life

An Indigenous Careers Fair connected Aboriginal and Torres Strait Islander students to industry leaders and work commenced on the organisation of the 2023 National Indigenous Business Summer School (NIBSS), together with other local universities.

RMIT students were given a guided walking tour of the Number 16 Beach Dunes in Rye, by Uncle Lionel Lauch, a proud Gunditjmara Kirrae Wurrung-Bundjalung man, to acknowledge National Sorry Day and learn about Indigenous history, land management and ecology.

RMIT was represented by 12 Aboriginal and/or Torres Strait Islander students at the Indigenous Nationals sporting event in Brisbane, and proudly hosted the University of Melbourne and Swinburne University at the 2022 Victorian Indigenous Intersvarsity Games.

Internationally, First Peoples students from RMIT shared their perspectives on how universities can promote inclusion and Indigenous perspectives at the UNESCO World Higher Education Conference in Barcelona, Spain, and four Aboriginal and/or Torres Strait Islander students participated in a Global Experience to Malaysia.

Work continued within the Ngarara Willim Centre on the Deadly Alumni program, student employment opportunities and student engagement.

Weekly Aboriginal and/or Torres Strait Islander student lunches were held at the Ngarara Willim Centre and the Centre also hosted a Pride Week panel discussion.



8.5 LGBTIQ+ inclusion

In 2022, **RMIT received national recognition** for developing Australia's first professional network for researchers who identify as LGBTIQ+ or who research in the fields of gender diversity and sexuality, qualifying the university for a Platinum Employer award – the highest level of recognition as part of the **Australian Workplace Equality Index** (AWEI).

Led by Dr Emily Gray, the network is a safe space to express identities and discuss work with peers and offers symposia and seminars, as well as social events. This project has a focus on building and developing a national research network, embedding LGBTIQ+ inclusion-focused learning material into teaching, and increasing the profiles of LGBTIQ+ researchers and LGBTIQ+-focused research.

The continued partnership and recognition from AWEI reinforces RMIT's commitments and achievements to promote a culture of inclusion and respect through leadership actions, communications, events, and professional development. RMIT has enhanced its policies and procedures for inclusion, improved provision for trans and gender diverse staff and students, and formed partnerships with external community groups, charities and events.

In 2022, RMIT made major steps forward in ensuring students can be recognised by their preferred name. Following important scoping and investigation into current systems, a range of technical works were undertaken to allow students to register a preferred name and for that preferred name to flow through to and display in selected RMIT systems. This is sector-leading practice and will continue into 2023 where additional scoping will highlight further areas for review and improvement.

RMIT received silver tier recognition in the annual Pride in Sport benchmarking index, alongside delivering a sport Pride Party for students and staff which encouraged LGBTIQ+ participation in community sport at RMIT, featuring stalls from community sporting organisations. RMIT has an active staff and student Ally and LGBTIQ+ network and provides opportunities for people to share their voice and lived experience with the RMIT community, to inform all we do.

This community continues to grow outreach beyond RMIT through partnerships with leading community organisations and events. RMIT participated in the 2022 Victorian Midsumma Pride March and Carnival for the seventh year. The annual RMIT Pride Week was held on 22-26 August with great attendance and engagement of both students and staff. The week opened with a morning tea and introductions from RMIT LGBTIQ+ inclusion leaders including senior leaders, staff and RUSU Queer Officers discussing key issues and aspirations for the future of LGBTIQ+ inclusion. It concluded with a Showcase and Runway of LGBTIQ+ student work.



“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 LGBTIQ+”

Dene Cicci, Executive Director, Students

8.6 Athena SWAN

Athena SWAN aims to embed genuine, sustainable intersectional gender equity, diversity and inclusion across the Australian tertiary education and research sector.

The University achieved Bronze status (highest available) in the Athena SWAN program in 2020 and commenced implementation of a seven-year action plan focussing initially on RMIT's eight STEM Schools (Accounting, Information Systems and Supply Chain; Architecture and Urban Design; Computing Technologies; Engineering; Fashion and Textiles; Health and Biomedical Sciences; Property, Construction and Project Management; Science), and the College of Vocational Education.

While the Athena SWAN accreditation is related to increasing participation of Women in academia, there is a significant focus on Diversity, Inclusion and Accessibility and Indigenous staff and student participation.

Successful implementation of the Athena SWAN Bronze Action Plan, together with receipt of five intermediary Cygnet Awards for impact in our high-priority areas, will enable RMIT to secure Silver accreditation by 2027. Four out of five key priority areas have been identified for RMIT's Cygnet Awards to date. In order of submission, these are:

1. Barriers to Participation – Recruitment
2. Barriers to Participation or Progression – Support for Parents and Carers
3. Respectful Cultures and Behaviours
4. Barriers to Progression – Career Advancement
5. Local Cygnet, yet to be confirmed. This Cygnet focuses on a specific sub-group e.g. discipline or cohort

First Cygnet Award received for inclusive recruitment practices

In December 2022 RMIT received its First SAGE Cygnet Award, the first Victorian university and first university in the Australian Technology Network to be awarded a Cygnet.

Over the past four years, RMIT redesigned the recruitment lifecycle to ensure a fairer and more inclusive experience for women and gender diverse candidates.

Throughout 2022, the process of the cygnet award provided the opportunity for deep analysis of recruitment practices through quantitative analysis of trends over time and an understanding of the lived-experience of women who recently joined RMIT as well as the experience of hiring managers and the talent acquisition team through focus groups, one-on-one interviews and observational insights.

The activities and outputs reviewed in this cygnet spanned the entirety of the recruitment lifecycle and were aimed at reducing bias whilst promoting inclusivity. These included building the capability of hiring managers, balanced panels and shortlists, KPIs for women in leadership, special measures for women, trans and gender-diverse and Aboriginal and Torres Strait Islanders, communications and strategies on RMIT's employer value proposition, Achievement Relative to Opportunity (ARtO).

At the end of the intervention period (2018- July 2021), and compared to the 2015-2017 period, on average 19% more women applied for STEM roles and 36% more women were appointed. The number of women appointed to senior-level STEM roles also rose by 60%. The STEM College in 2022 had 50% women in Executive Leadership compared to 100% men in 2019.

RMIT University's Cygnet Award application can be found on the [SAGE website](#).

Leading local action: driving transformation to support female careers

This year, the STEMM Diversity and Inclusion Advocacy Group (DIAG) valued the sharing of information and knowledge at the DIAG meetings. They continued in this vein to gather information from across their Schools to identify diversity and inclusion concerns and opportunities as well as sharing their initiatives and plans with the Group.

To support them in advancing their initiatives for 2023, an in-house workshop to empower the advocates in influencing key stakeholder groups was organized and facilitated by RMIT's Organisational Development team. Advocates were coached to consider who they need to influence to accomplish plans in 2023 and what they might need to do to implement them across the board.

“STEMM DIAG has come so far in the past 2 years since being set up – committed group sharing their work and supporting others.”

Diversity and Inclusion Advocate: Feedback on 2022 Diversity and Inclusion Advocates Groups (DIAG)

Building the pipeline: inspiring and attracting future female talent

In 2022, RMIT further embedded Achievement Relative to Opportunity (ARtO) in Academic Recruitment and the use of Special Measures for women, trans and gender-diverse, Aboriginal and Torres Strait Islander and people with a disability, including sharing best practice nationally.

RMIT continued to develop a consistent ARtO employee experience with phased implementation, and adaptations for Academic Promotion and Recruitment.

Key future considerations include further education for those applying ARtO to help increase uptake and reinforce the cultural change required for everyone to feel safe in applying ARtO. We presented our model of best practice and implementation at the 2022 SAGE Diversity Interventions conference as well as an invited presentation to the Athena SWAN Working Group at The University of Southern Queensland.

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 STEMM disciplines with a focus on low socio-economic backgrounds and culturally diverse women.

It has resulted in sponsored tertiary education access scholarships and cadetships for school leavers and career-changing women in STEMM (MYOB, BGIS), industry-supported outreach activities and programs (Toyota, Boeing, Victorian Surveying Taskforce, Fulton Hogan – Future STEM Leaders) including casual employment of RMIT students as women in STEMM ambassadors.

In 2022, the Women in STEM project team and student ambassadors led over 1,200 student engagement opportunities as well as assisted other RMIT outreach and recruitment activities across the University, including: Open Day panels, Victorian Careers Show, TradeFit Expo, Melbourne Grand Prix, I Belong in Computer Science and IT, Deadly Day of STEM and Regional Workshops at Bendigo Flight School.



Future STEM Leaders

The flagship Women in STEM outreach project in 2022 was the Future STEM Leaders (FSL) program which has multiple touchpoints for lasting student engagement. Participation is for years 7-10 students and in 2022 this included leadership development for 92 Year 9 and 10 women with industry experts and current university students.

The schools we worked with include:

- Braybrook College
- Staughton College
- Pascoe Vale Girls College
- St Columba's College
- Manor Lakes P-12
- Marian College

The Year 9 and 10 STEM Leaders then guided over 360 younger students of all genders in practical STEM workshops.

Women in STEM Student Ambassadors

The Women in STEM Outreach project team continued to grow in 2022 with an industry-funded Project Officer position and 28 new and 12 continuing Women in STEM Student Ambassadors. Ambassadors are studying across both Vocational Education and Higher Education in a wide range of disciplines including electrical engineering, construction, lab technologies, aviation, information technology and space science. The Ambassadors took part in induction and training sessions to build their skills as leaders and role models within the RMIT Women in STEM student community and for women considering entering STEM either from high school or as a career change.

New gender equity and family violence training

RMIT in partnership with the Victorian government supported two new courses in gender equity and family violence under the free #TAFE scheme in 2022.

- Gender inequality is a recognised social issue in Australia and is identified as a key driver of gendered violence. **The Gender Equity training** is the first accredited training program of its type in Australia.

The Course consists of three modules that enable participants to apply, promote and support gender equity in the workplace. The overarching themes are developing and applying a gender lens, promoting gender equity within a work context, and undertaking gender equity work.

The Gender Equity Training was created in collaboration with Women's Health Victoria to help people responsible for services and programs, management and leadership build their skills to lead transformational change, and to address gender inequality and family violence.

- The Course in **Identifying and Responding to Family Violence Risk** provides the foundational understanding of family violence and risk needed for further levels of specialisation.

The Course has been developed by the Department of Education and Training in recognition of the immeasurable emotional, psychological and physical harm it causes, particularly to women and children. It has been designed to address the growing need to identify the presenting risk of family violence for service users, and provide a response appropriate to the role of universal service positions.

The curriculum has been designed for professionals who do not have family violence as a core function of their role. They may encounter victim survivors and people who use violence through their interactions with children, adults or families within their work at organisations.

8.7 Addressing gender-based violence

Our plan and prevention and response framework to reduce all forms of gendered violence including sexual harm

We have continued our work to create a culture of inclusion and respect, where every member of the community is safe and free from gendered violence including sexual assault and sexual harassment (SASH).

Guided by the tail-end of our three-year 'Changing the Course' framework and the final year of the Vice-Chancellors Prevention of Gender-based Violence Workplan for 2021-2022 we have continued to implement initiatives that focus on prevention and response.

RMIT recognises that sexual harm disproportionately affects women and fits within a spectrum of gendered violence. Consequently, the Changing the Course Advisory Group (renamed in 2021 to the Vice Chancellor's Advisory Group on Gender-based Violence Prevention works closely with the Diversity and Inclusion Working Group to address the drivers of gendered violence. Gender equality is a human right and the costs to individuals and society of gender inequality and gendered violence are high. We recognise that gender equality will serve to make the community, safer, healthier and more sustainable. RMIT will continue to work towards this goal by supporting the implementation of the Vice Chancellor's Prevention of Gender-based Violence Workplan for 2021-2022 and other strategic actions in the years to come.

Within our respect program of work, activities in 2022 included:

- The development of a five-year Strategic Action Plan (2023-2028) guided by a Theory of Change on addressing gender-based violence and Workplan (2023/2024);
- Gaining executive commitment to increased resourcing of the prevention and response program areas in support of the Strategic Action plan;
- Significant development of the policy infrastructure that supports the program with the development of the Child Safe Policy suite; Sexual Harm Prevention and Response policy suite; and revision of the Family and Domestic Violence procedure and Staff Student Personal Relationship procedure.
- Delivery of Respectful Research training to HDR supervisors with a completion rate of 91% (1475).
- Development of a staff and student capability framework detailing the skill, knowledge and values required for addressing gender-based violence.
- Implementation of the Sexual Harm Risk Assessment tool for Safer Community.
- Launch of the Gender Equity and Justice – Community, Teaching and Learning project.
- Activation of prevention and response awareness activities at student and staff-facing events and delivery of training (Child Safe, Responding to Disclosures of Sexual Harm and Bystander Intervention).



8.8 Mental wellbeing

A key focus area of the HSW strategy is the Mental Wellbeing Strategic Action Plan to strengthen the University's 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 2022 included:

- Completed a significant refresh of our Health Safety and Wellbeing policy to provide better clarity on accountabilities at all levels of the organisation.
- 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, to ensure effective risk management, response and prevention.
- Our commitment to progressing the wellbeing literacy agenda led to a collaboration with RMIT Library to translate online wellbeing modules into Open Education Resources for use across the sector.
- Mental health literacy training programs and webinars were delivered to staff (900 participants), students (1,900 participants) and we launched a new program for VE students on stress prevention and management (800 participants).
- Launched a Psychosocial Risk Management procedure, guide and template which ensures we meet our obligations under the proposed changes to OHS Act regarding psychological health.

Communications and activities focused on important dates and events:

- Student orientation and study stress periods
- University Mental Health Day
- Mental Health Awareness Month
- Staff wellbeing expo
- R U OK? Day
- Support of the Big Anxiety Festival.

9. Operations



9.1 Energy and emissions

Carbon Neutral 2025

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.

RMIT brought forward its carbon neutral target by five years, after achieving the largest on-site emissions reduction of any tertiary institution in Australia. The updated target was announced alongside the release of the updated Carbon Management Plan, a strategic document outlining RMIT's commitment to climate action.

The Plan was refreshed in consultation with a working group under the Sustainability Committee, consisting of leading RMIT academics and professional staff led by Property Services. The group considered the current context of the University's commitments in this space against our peers, alignment with best practice emissions management and the latest technological trends.

The plan restates RMIT's commitments to energy efficiency and renewable energy, while also expanding commitments to electrification – the replacement of natural gas assets with electric equivalents and a rollout of electric vehicle charging infrastructure.

“RMIT is moving with urgency to address climate change by continuing to reduce our carbon emissions across every aspect of our operations globally in order to become carbon neutral by 2025.”

Alec Cameron, Vice-Chancellor and President

RMIT also joined the **United Nations Race to Zero Universities and Colleges** a global initiative for a zero-carbon world. This campaign is run in partnership with EAUC, Second Nature and UN Environment Programme. RMIT joined the pledge to help demonstrate both the education sector's commitment to the net zero agenda as well as institutional leadership on a global level.

For more information on the University's Journey to Carbon Neutral visit our **website**.

Climate Adaptation

RMIT is 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 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.

In 2022, the RMIT Sustainability Team participated in several workshops and living lab projects with researchers from the RMIT Climate Resilience Living Lab. The lab is part one stream of the **Integrated Circular Economy, Climate Resilience, and Clean Energy Platform** (IC3P) which is dedicated to developing strategies and acting on complex problems.

The Climate Change Living Lab has three streams addressing the work of sensing and sense-making for climate resilience:

- **University Climate Change Policy:** By analysing the policies of Australian universities and international exemplars, we are building a foundation for understanding what is being sensed and responded to within organisations. We are contributing to the development of a University Climate Change Adaptation Policy and processes, with insights for other large institutions and organisations.
- **RMIT Campus Program:** This stream focuses on how RMIT as an organisation is sensing and responding to climate change. This includes an institutional mapping of the climate resilience responsibilities and actors in the university, and what is being sensed and responded to. This work will provide insights into the climate resilience adaptation processes of other universities and organisations.
- **City and Work Program:** The Program explores urban responses to climate change, including the adaptation of work and the work of adaptation, and how these responses complement and contribute to resilient systems.

Australian Operational Emissions Profile

In 2022, RMIT reported a 69% decrease in scope 1 & 2 emissions compared to 2007, this is a slight increase in emissions compared to 2021 due to the return to on-site activities following the coronavirus pandemic.

2022 was also a year of significant upheaval in global energy markets, with energy prices increasing across all states. In response to the increasing prices and the CN25 commitment, RMIT decided to expand its commitment to renewable energy through the existing power purchase arrangements, switching off the on-site co-generation and tri-generation plants at the end of 2022. This important shift in energy usage is expected to move RMIT's emissions reduction to closer to 90% in 2023.

Our existing renewable energy contracts (**Melbourne Renewable Energy Projects 1 & 2**) provided 18,961 MWh of carbon-neutral electricity to the University in 2022. RMIT's existing solar 585 kW PV portfolio generated 536 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 tCO₂-e. We report on the comprehensive global emissions profile in subsequent sections.

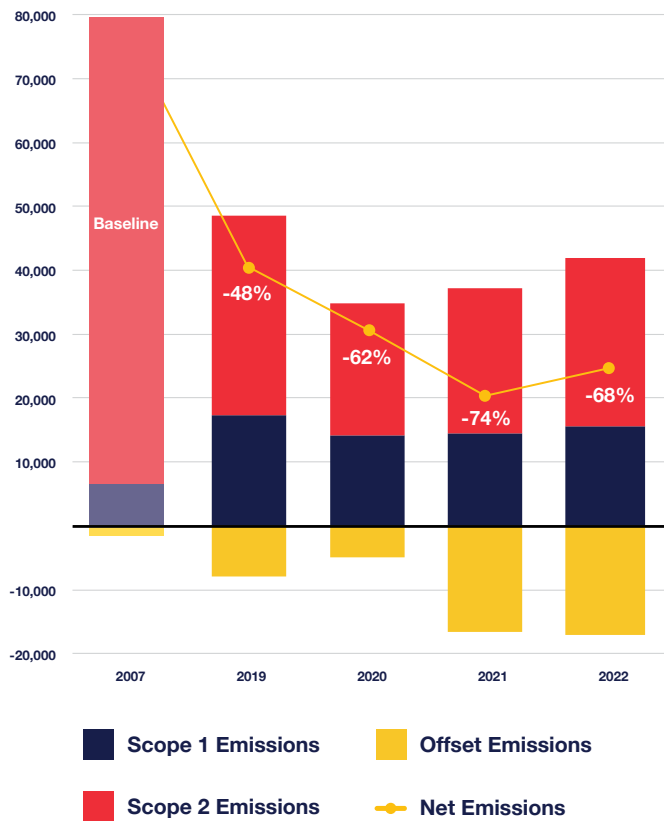
Table: RMIT Australia Energy by Campus 2022

	Natural Gas	Electricity
City	180,466 GJ	22,522,804 kWh
Bundoora	103,487 GJ	4,883,185 kWh
Brunswick	6,547 GJ	1,650,525 kWh
Bendigo	0 GJ	58,549 kWh
Total	290,500 GJ	29,115,063 kWh

Table: RMIT Australia Energy and Emissions 2019–2022

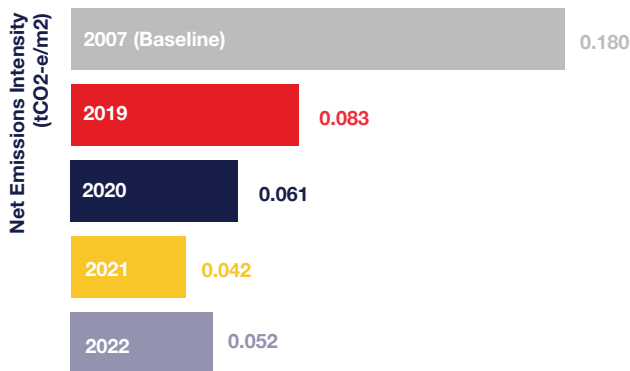
	2019	2020	2021	2022
Electricity	29,929,563 kWh	20,797,353 kWh	23,430,704 kWh	29,115,063 kWh
Natural Gas	334,362 GJ	271,888 GJ	279,134 GJ	290,500 GJ
Emissions Offset	8,021 tCO ₂ -e	4,996 tCO ₂ -e	16,777 tCO ₂ -e	17,213 tCO ₂ -e
Net Emissions	40,539 tCO₂-e	29,853 tCO₂-e	20,337 tCO₂-e	24,187 tCO₂-e

Graph: RMIT Australia Greenhouse Gas Emissions



*Percentage shown is the absolute emissions reduction against the baseline year (2007).

Graph: RMIT Australia Net Emissions Intensity



*Net emissions intensity ratio measured as net tonnes of carbon dioxide equivalent per square meter gross floor area (tCO2-e/m2) from building energy use only.

Comprehensive Global Emissions Profile

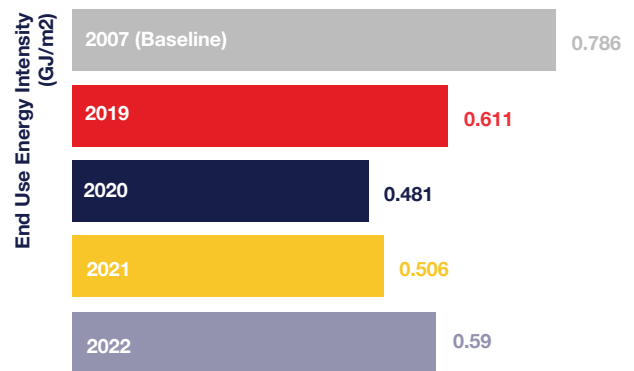
RMIT continues to mature in reporting a comprehensive global emissions profile. RMIT aims to expand the reporting of emissions over time to encompass its global operations inclusive of scope 3 (upstream and downstream supply chain emissions).

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

The following table captures the University’s complete emissions profile including data from the RMIT Vietnam campus, fleet vehicles, employee travel, waste to landfill, water consumption, transmission and distribution losses. This marks the second full public disclosure of this extended profile in the Sustainability Annual Report.

Graph: RMIT Australia End Use Energy Intensity



*End Use Energy Intensity ratio measured as gigajoules per square meter gross floor area (GJ/m2) from building energy use only, after on-site generation (output).

Table: RMIT Group Comprehensive Emissions Profile

RMIT Group Comprehensive Emissions Profile 2022	Scope	tCO2-e
RMIT Australia		
Natural Gas	1	14,969
Fleet Fuels	1	65
Aviation Fuels	1	413
Electricity	2	26,472
Electricity (Renewable)	2	-17,213
Transmission and Distribution Losses - Natural Gas	3	1,162
Transmission and Distribution Losses - Electricity	3	3,068
Water Consumption	3	294
Off-Site Waste Disposal - Municipal Solid Waste	3	905
Off-Site Waste Disposal - Construction & Demolition Waste	3	14
Office Paper	3	76
Capital Works (Construction)	3	311
Outsourced Datacentres	3	2,045
RMIT Vietnam		
Bottled LPG	1	22
Electricity	2	3,932
RMIT Europe		
Electricity	2	2
Other		
Air Travel - Short Haul	3	888
Air Travel - Long Haul	3	5,574
Hotel Stays	3	316
Taxis	3	19
Car Hire	3	42
Grand Total		39,422

RMIT Group Comprehensive Emissions Profile 2021	tCO2-e	Percentage
By Scope		
Scope 1	15,447	39%
Scope 2	9,261	23%
Scope 3	14,714	37%
Total	39,422	100%

9.2 Materials and waste

RMIT is dedicated to leading the transition to a circular economy that prioritises resources and adopts a comprehensive view of all systems, processes and supply chains.

Following a review and update in 2019, the RMIT Waste Management Plan came to an end in 2022, having successfully driven a range of outcomes including:

- Standardised office recycling and exterior bins system across all campuses.
- Piloting organic collections for commercial composting with on-campus retailers.
- Construction of new bin enclosures at Bundoora and Brunswick campuses.
- Enforcing the development of site waste management plans for construction projects with an emphasis on the reuse and recycling of materials.
- Achieving over a 90% diversion rate from landfill for construction and demolition waste.
- Developing and strengthening the furniture catalogue and prioritising reuse in capital development projects
- Improved waste disposal and reporting practices.

RMIT took stock of this progress, current legislative frameworks and issues in material recovery in Australia to develop a new plan focused on circular economy principles.

The 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 is prolonged through new and innovative ways of repairing, reusing and remanufacturing.

The new plan provides direction on how RMIT can integrate circular economy principles into operational practices and campus development. With a focus on eliminating waste, encouraging reuse, improving systems, data capture and traceability and leveraging innovative partnerships. Implementation of these principles aligns with RMIT’s Strategic Plan – Direction 3.1, SDGs 9,11,12,13 & 17 and the RMIT Sustainability Policy. The plan will be formally implemented from the start of 2023, which will form a new baseline year as campuses return to new ways of working.

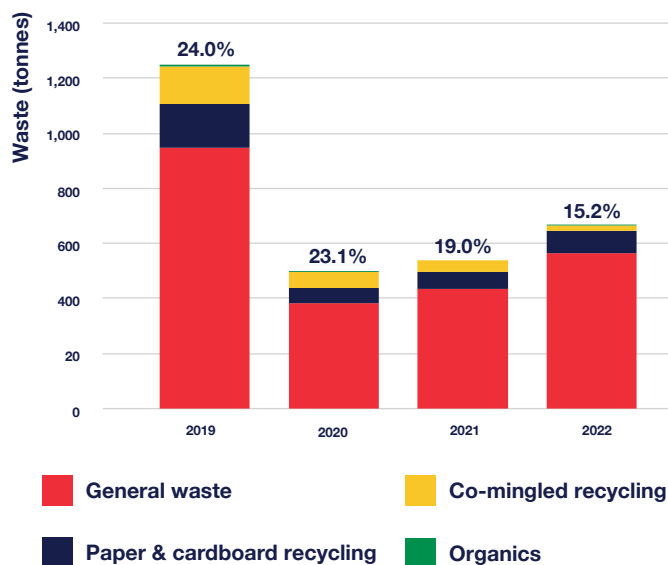
Operational Waste

The RMIT Australian waste profile consists of operational waste from collection points throughout its campuses, as well as the construction and demolition (C&D) waste generated from projects. Data is collated from various third-party contractors throughout the year. Waste data does not include Vietnam operations.

RMIT’s operational waste collates contractor reports on waste to landfill, mixed-recycling, paper/cardboard and organic waste from all on-shore campuses. Operational waste excludes confidential paper waste which is collected separately.

In 2022, RMIT Australian operations produced a total of 666 tonnes of waste and had a landfill diversion rate of 15 per cent. The overall waste profile remained 53 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 11.73kg per student.

Graph: RMIT Australia Operational Waste Profile



* Percentage shows annual recycling rate

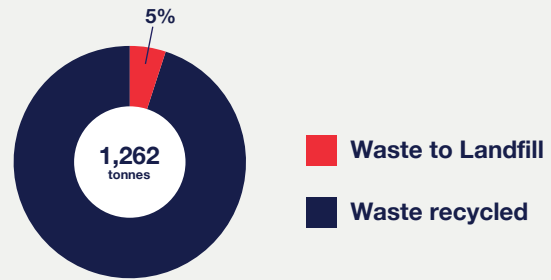
Construction and Demolition Waste

RMIT collates Construction and Demolition (C&D) waste data from all capital development projects. RMIT has a benchmark to recycle a minimum of 90 per cent of all construction and demolition waste.

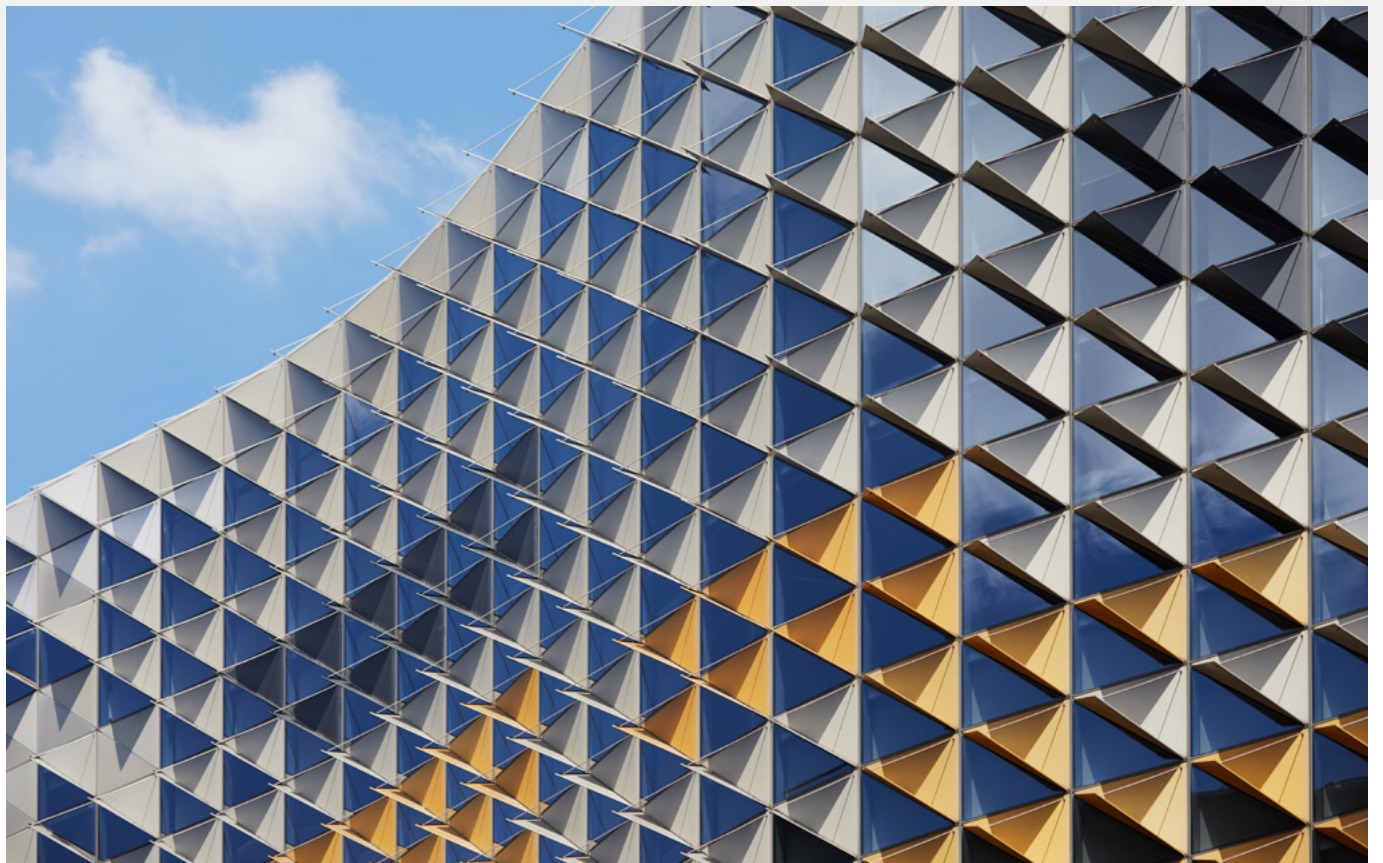
C&D waste data is provided by the principal contractor on each of RMIT's capital projects. In 2022, RMIT had eight active capital development projects providing C&D waste data. From these projects, 1,262 tonnes of waste was produced and 95 per cent was diverted.

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 our [website](#).



9.3 Water

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

In 2022, RMIT consumed 258,114 kilolitres of potable water globally. This was an increase on 2021 levels due to the return to campus. The operational split between water consumption was:

- RMIT Australia operations consumed 168,055 kilolitres
- RMIT Vietnam operations consumed 90,059 kilolitres
- RMIT Europe (no data available)

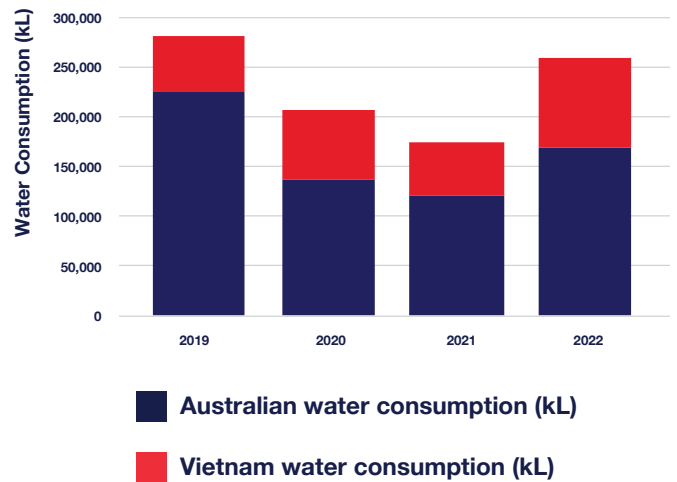
RMIT does not record consumption volumes from alternative water sources, such as those harvested from stormwater or captured from rainwater. While these sources are used, they are not directly measured, instead, their use offsets the University’s requirements for potable water and is reflected by lower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

Water efficiency levels in our Australian operations were 3,400 litres per EFTSL in 2022, this represents a 43% 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, 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 the excess water is used in cooling tower applications on the campus.

In 2022, the University continued its program of toilet upgrades, which installs more efficient fixtures and fittings across the campuses.

Graph: RMIT University Water Consumption



9.4 Sustainable transport

RMIT encourages healthy and active lifestyles through sustainable transport choices. Our approach to sustainable transport is guided by the Integrated Sustainable Transport Plan which provides the framework to enable and motivate more staff and students to walk, ride and use public transport. Throughout 2022, RMIT engaged with our students, staff and the wider community to develop the next iteration of the Sustainable Transport Plan

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 available throughout the year, run by student clubs and external providers. RMIT also support key cycling events throughout the year such as Ride to Uni Day. 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 2022, following the removal of COVID-19 travel restrictions and the opening up of most international borders, air travel returned to approximately 50% of pre-pandemic levels. This is a big increase on 2021 figures, when the number of flights remained at 96% below pre-pandemic levels. Consequently, RMIT's scope 3 emissions from domestic and international travel were 28 times the 2021 emissions at 6,513 CO₂ (tonnes) equivalent.

RMIT will be reviewing its Travel Management Policy and Procedures in 2023. One of the review objectives will be to identify suitable ways to reduce travel-related scope 3 emissions with minimal interruption, as travel is necessary to the core business of a global university

9.5 Management systems

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

- ISO 9001 Quality Management
- ISO 14001 Environmental Management
- ISO 45001 Occupational Health and Safety Management
- ISO 55001 Asset Management

Property Services is also externally audited against the ISO 41001 Facility Management Standard for the management of its building services. Alignment to these international standards provides greater assurance of service delivery outcomes to RMIT's students, staff, contractors and other stakeholders.

9.6 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.

In 2022, a collaboration between the Sustainability Team and Marketing Team developed a **virtual campus sustainability tour**. This allows people to take a look at some of the innovative ways RMIT is incorporating sustainability practices into our learning and teaching, research and operational activities.

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

- **Reduce emissions** through energy efficiency and renewable energy.
- 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.
- 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.
- 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 **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 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 our [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, projects valued at \$1 million or above, to improve learning, teaching and research spaces so that students and staff can enjoy world-class facilities.

Property Services also manages annual works projects, valued between \$5,000 and below \$1 million, for services such as teaching space and infrastructure upgrades, sustainability projects and public artwork.

Example projects from the 2022 Capital Development Plan include:

▪ Building 514 – Brunswick Café Upgrade

The Brunswick café refurbishment presented an opportunity to uplift the student experience in the precinct through a renovation of the physical space. Reshaping this area provided additional spaces for group study and activity along with providing students and staff with a similar experience to that provided in the New Academic Street (NAS) precinct of the City campus.

The project, designed by Hinge Architects, delivered a refreshed and modern-looking café and dining area for the Brunswick campus community that reflects the activities of the campus.

There were several key design and sustainability elements delivered in the project:

- The design language draws on the tubular steel and coloured heritage of Building 514 while making a passing reference to the historic significance of the site as a rope factory through the use of woven elements.
- Early concept designs revealed opportunities in opening up the north facade to the 'village green' to improve natural light and ventilation. Although beyond the scope of this project, the design is arranged to permit this to happen in the future.
- There was a reorientation of the furniture from east-west to north-south. This removed the wall between the cafe and the north-facing external facade. This fundamentally changed the use of the space, with bench and table layouts arranged to permit multiple pathways and a 'porous' seating area.
- There was a focus on creating a space of difference that was more akin to an independent cafe through the use of high-quality finishes including stone and timber, a re-modelled servery with updated equipment, and a minimalist aesthetic that could adapt to future branding changes.
- The project focused on circular economy principles – the terrazzo incorporated significant recycled stone content, chairs were painted and repurposed, and stools were reused. Benches were sized carefully to suit the selected materials to minimise waste. Existing plywood joinery claddings were broken down and reused for new joinery. Recycled plastics were used in pinboard claddings.

▪ **Building 512 Combustible Chamber Research Lab**

The School of Fashion & Textiles is at the global forefront of sustainable fashion and textile education, training and research, working with industry to foster the next generation of design and business leaders.

In 2022, RMIT completed work on the new Flash-Fire Laboratory for Advanced Manikin & Material Evaluation (FLAMME) at RMIT's Brunswick campus. The \$2.3 million modular flame test chamber is one of the first of its kind in Oceania and is to be used by RMIT researchers and research students in partnership with industry.

The insulated steel chamber inside the research facilities is roughly the size of a shipping container. At the centre of the chamber is a fire-proof mannequin that can withstand the full force of 12 super-power jet flames without getting burnt.

Outside the chamber is an operating room with a large viewing window, so users can watch combustion tests in progress.

This facility is capable of testing a wide range of garments from everyday items to technical Personal Protective Clothing (PPC) used in firefighting, mining and aerospace industries, with wider application to test the flammability of building and automotive materials.

Victoria is one of Australia's most bushfire-prone areas, with 1.5 million hectares of land burnt in the 2019-2020 bushfire season alone. With extreme weather occurring more frequently due to climate change, it is more crucial than ever to ensure our firefighters and volunteers have the highest quality uniforms to protect them.

The project has been supported with funding from the Australian Research Council, the Defence Science and Technology Group, RMIT, Deakin and Swinburne universities, and garment manufacturing company Bruck Textiles. With this facility, RMIT is helping research and design textiles that deliver solutions for safer and healthier lives. Procurement



9.7 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 shaping the world.

Guided by the Sustainable Procurement Plan, RMIT integrates sustainability considerations into its procurement practices including processes, responsibilities and governance. The University's approach to sustainable procurement is aligned with the international standard, ISO 20400:2017 Sustainable Procurement – guidance. 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.

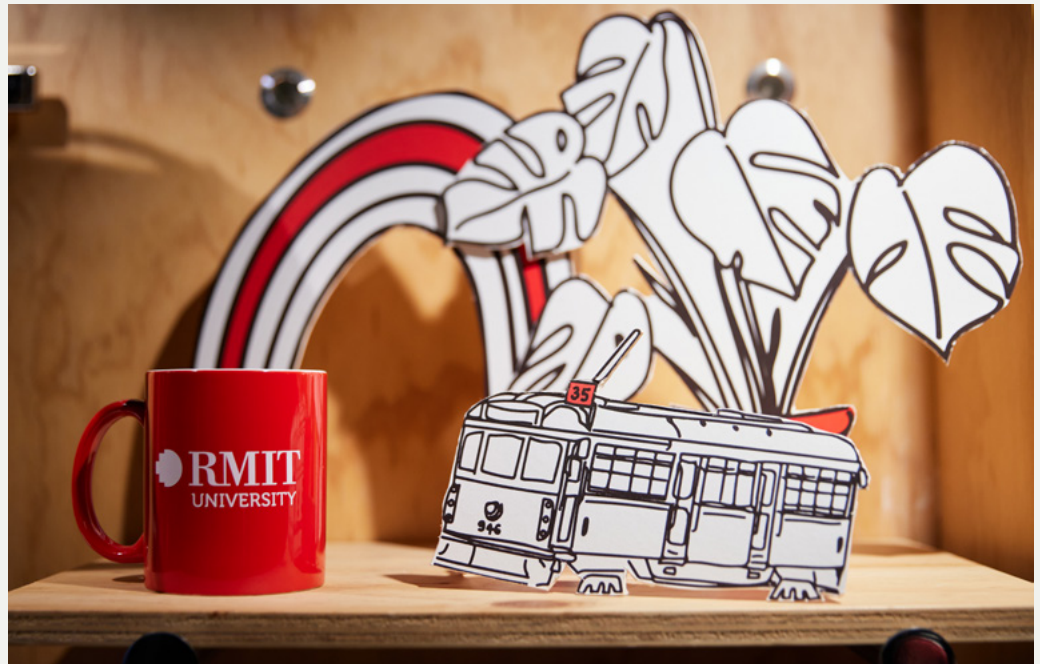
The RMIT Corporate Social Responsibility (CSR) framework is applied in the procurement process to meet these principles and to ensure that suppliers meet the minimum requirements regarding their own ethical practices. The CSR framework includes a comprehensive screening process for all prospective suppliers and the signing of the RMIT Supplier Code of Conduct as a requirement of the contract process.

All Australian tenders have a weighting for sustainability, Indigenous and student engagement outcomes. Sustainability outcomes are also driven through the contract management process with existing vendors.

RMIT expenditure in 2022 substantially increased compared to 2021 as on-campus activity and travel gradually resumed but it was still below 2019 levels. Supply chain challenges were experienced in the global energy, construction, information technology, travel and personnel resourcing sectors due to ongoing lockdowns in China and the Russia-Ukraine war clashing with global attempts at a return to pre-COVID times.

In 2022, RMIT refreshed its Procurement Policy and Procedures. Applicable to the RMIT Group, it explicitly prioritises 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 RMIT staff are required to proactively assess the risk profile of any proposed procurement and refer high-risk expenditures to the RMIT Procurement Team.

The Furniture Panel established in May 2022, is required to ensure that furniture supplied to RMIT meets all relevant Australian Standards, and a range of third-party sustainable product certification schemes, as outlined in the RMIT Furniture Standard. Assessments also take into account corporate social responsibility, labour standards and modern slavery risk management. The Panel includes two indigenous-owned enterprises and one specialising in the provision of refurbished ‘up-cycled’ furniture. Where builders and architects propose alternative furniture not available from the RMIT Furniture Panel, the alternative furniture supply arrangements are also subject to the RMIT Furniture Standards.



Office Consumables Australia

The purchases of office consumables picked up in 2022 with the resumption of on-campus activities by staff and students. As purchases of office supplies are correlated with the number of people on site and the hybrid working model was in place in conjunction with the continuation of online learning in some capacity. The 2022 spend was still approximately 50 per cent down on 2019 figures. COS Australia was RMIT's contracted supplier of office consumables – providing products such as notebooks, copy paper, hand towels, hand sanitiser, tissues and batteries.

In 2022, RMIT purchased \$491,777 in office consumables. 34 per cent of this spend was on the in-house 'Planet Friendly' label by value, 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 15,514 reams, equalling 42.16 tonnes of paper. Over 98.63 per cent of all paper purchased carried either the FSC or PEFC accreditation which certifies that any virgin components were sourced from sustainable forests. In 2022, 69 per cent of all RMIT's paper purchases included a recycled component; of the recycled paper purchases 80% was wholly recycled.

More than a decade ago, RMIT moved its entire print fleet to multifunctional devices with swipe-to-print technology and default duplex. This action along with the shift to electronic document management has seen a significant reduction in printing and subsequently a 94.7 per cent reduction in total paper purchases across the University since implementation.

CSR and Modern Slavery standards are now required for all new and renewing IT contracts. Most IT development resources used by RMIT are now either internal teams or in Australia subject to compliance with Australian laws. Where offshore resources are utilised, the vendor is required to get RMIT pre-approval, keep records demonstrating compliance with Australia's modern slavery laws and notify RMIT within 10 days in the event of any actual, suspected or alleged breach.

RMIT also moved its core hosting arrangements to the Victorian Government's agreement in 2022, replacing a legacy agreement which pre-dated current Modern Slavery standards.

Other key sustainability highlights include:

- RMIT's major facilities management agreement with Airmaster Australia resulted in the employment of 22 apprentices in 2022.
- 11.13% of RMIT catering expenditure in 2022 was with Indigenous and non-profit enterprises on the RMIT Catering Panel.
- 98.63% of all RMIT office paper purchases in 2022 were from responsibly sourced timber with appropriate certifications.
- All RMIT suppliers are required to be registered through the Workday platform and are assessed for CSR-related risks and screened accordingly.

9.8 Philanthropy and investments

From our humble beginnings as the Working Men's College to our global standing as a top university of technology, design and enterprise, RMIT has been built on philanthropic support.

RMIT philanthropic donors believe in the transformational power of education and innovative research. Their generosity of spirit and passion enables the University to create life-changing opportunities and shape the world.

Managed by the Philanthropic Fund Committee a total of \$3.9m of philanthropic funds were disbursed across RMIT in 2022. RMIT provided 761 philanthropic scholarships with \$5.76M raised to support the work of the University.

More than 3,000 students received over \$8.6 million of equity and inclusion scholarships and/or grants, and students from asylum seeker backgrounds were provided with fee-waiver access, cash living allowance scholarships, student services and career development, including industry experience.

For more information visit our [website](#).

Responsible Investment

The RMIT Responsible Investment Principles guide the University's investment managers to ensure that 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. RMIT's investment manager Russell Investments is a signatory to the United Nations Principles of Responsible Investment.

As of 31 December 2022, RMIT held 93.1m 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% 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 our [website](#).





10. UN Sustainable Development Goals

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.

For more information visit our [website](#).



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 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 2022, various important SDG initiatives were delivered by RMIT, including:

The Times Higher Education: SDG Impact Ranking

- RMIT was ranked number 4 in Australia and number 22 out of 1,406 universities overall in the world in the 2022 Times Higher Education (THE) University Impact Rankings. Standout results across the SDGs included the University being placed:
- 3rd in the world for its efforts to reduce inequality within and among countries (SDG 10)
- 5th in the world for supporting decent work and economic growth (SDG 8)
- =13th in the world for work to achieve clean water and sanitation (SDG 6)
- 89th in the world for strengthening partnerships for the goals (SDG 17)

THE made some methodological changes to several SDGs which impacted the results of Australian universities in 2022. Changes related to SDG 17 in particular had a negative impact for RMIT compared to previous years.

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.

SDGs Appraisal Toolkit

RMIT has developed an SDG Appraisal Toolkit which enables the University to assess its projects, plans, research and policies for their contributions toward the Sustainable Development Goals. The toolkit assists in increasing awareness of the SDGs and sustainability more broadly, as well as:

- Providing an integrated approach to identify contributions to the SDGs.
- Allowing a holistic approach to identifying opportunities to enhance positive social and environmental outcomes.
- Highlighting areas of negative impact and allowing mitigation measures to be developed.

This innovative toolkit has helped RMIT to showcase qualitative benefits that may usually be less visible. In 2021, the SDGs Appraisal Toolkit was developed and successfully piloted on a range of initiatives across the University. 2022 saw continued usage of this tool to evaluate and improve our approaches to align with the SDGs in meaningful ways.

The included ADM+S Case Study is a good example of the benefits of the tool in action.

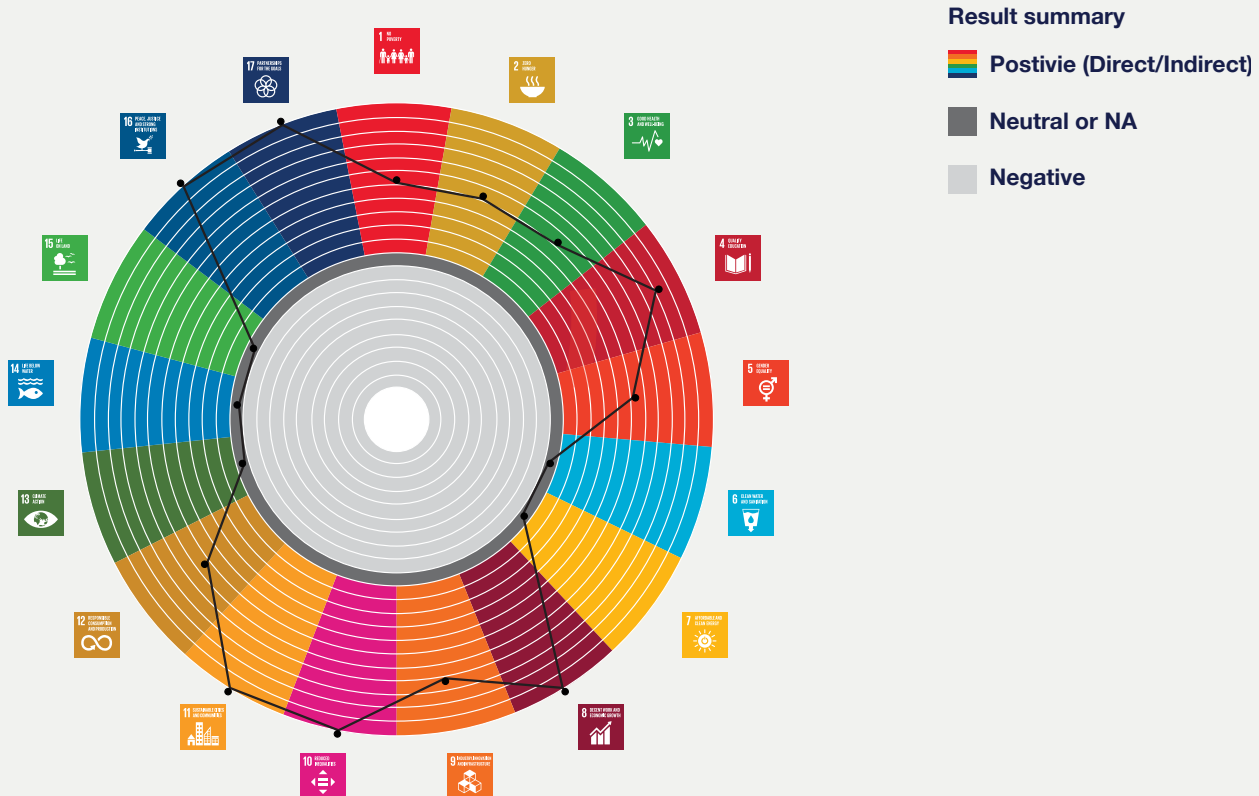
Pilot on ARC Centre of Excellence for Automated Decision-Making and Society (ADM+S)

The recent rapid expansion of automated decision-making, enabled by a wide range of technologies from machine learning to the blockchain, has created new risks to human rights and welfare as well as great potential benefits. Increasing inequality, lower productivity and diminished economic security have all been highlighted as risks in the coming decade.

The **ADM+S Centre** is a cross-disciplinary, national research centre, which aims to create the knowledge and strategies necessary for responsible, ethical, and inclusive automated decision-making. The ADM+S Centre is hosted at RMIT University with nodes located at eight other Australian universities and partners around the world. It brings together universities, industry, government and the community to support the development of responsible, ethical and inclusive automated decision-making. As part of the 2022 Capital Development Plan the Centre's location in Building 97 required augmenting and was fitted out with technology and research infrastructure to grow research collaboration and industry and broader engagement with the ethics of technology and AI. Additional research personnel were also required to support the Centre's research projects. This work was funded through the Victorian Higher Education State Investment Fund.

With a strong focus on research impact, ethics and social transformation, the Centre was an ideal pilot for the SDG Appraisal Toolkit. The toolkit enables RMIT to assess projects, plans, research and policies for their contributions towards the Sustainable Development Goals.

ADM+S Result Summary



The results of the assessment show that the ADM+S Centre, and the research undertaken within it, create significant positive benefits under the following Sustainable Development Goals:

- Quality Education (SDG4)
 - Improving learning outcomes and access to education
- Decent Work and Economic Growth (SDG8)
 - Job creation
 - Industry partnerships
- Industry, Innovation and Infrastructure (SDG9)
 - Building resilient infrastructure through responsible, ethical, and inclusive automated decision-making
 - Fostering innovation
- Reduced Inequalities (SDG10)
 - Providing scholarships for Aboriginal and Torres Strait Islander peoples.
- Sustainable Cities and Communities (SDG11)
 - Preserving and enhancing cultural heritage, through initiatives like the digital culture project.
- Peace, Justice and Strong Institutions (SDG16)
 - The nature of the work for the Centre is designed to ensure digital innovation and AI has an ethical foundation, preserving good governance and strong accountable organisations.
- Partnerships for the Goals
 - Cross-disciplinary and multi-disciplinary research projects
 - Industry partnerships

The assessment process found that the Centre created no negative sustainability impacts. However, it identified that there is an opportunity to continue to map the research work undertaken by the Centre against the SDGs to ensure that the positive sustainability impacts are maximised, and the qualitative benefits are fully understood.

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 SDGs partnerships in 2022 included:

State Government Funding

In 2022 RMIT received \$44.6 million in funding from the State Government to establish and expand initiatives to contribute to Victoria's renewal.

Through the Victorian Higher Education State Investment Fund (VHESIF), 20 initiatives were delivered, all focused on Melbourne's COVID recovery – social inclusion, job creation, workforce transformation and redevelopment of Melbourne's City North precinct.

Alongside those funded by VHESIF, the University delivered multiple initiatives in partnership with government and industry in 2022.

These are tangible examples of how RMIT is delivering sustainability impact in the communities in which it operates:

- Worked with the Victorian State Government to deliver the Skills in Practice (SKIP) Project and Higher Apprenticeship and Traineeship Social Service Extension Project – initiatives designed to grow the social service workforce and address leadership skills gaps through innovative earn-and-learn approaches.
- The first electric vehicle research facility of its kind in the southern hemisphere will be established at RMIT in the heart of Melbourne's CBD. Supporting the Electrification of Victoria's Future Fleet is a major project bringing government, university and industry partners together around the expertise and infrastructure needed to support the widespread adoption of electric vehicles in Victoria.
- Delivery of the Family Violence Workforce Project commissioned by Family Safety Victoria.
- Recruitment of 500 new workers into the disability and aged care sectors and supported them to undertake training through RMIT's College of Vocational Education.
- Research into social and economic resilience and recovery, gender and inequality in a changing Victorian landscape.

RMIT Activator

As the University's growth engine for entrepreneurship and innovation, RMIT Activator was one of five collaborative partners brought together in the **Victorian Circular Activator (VCA)**, an emerging physical innovation hub working to activate the circular economy in Victoria.

The VCA supports Victoria's circular economy transition, delivering circular innovation reporting, showcases, public engagement and speaking events and skills and start-up activation programs.

In 2022, the VCA worked together with industry partners to deliver circular innovation reporting, showcases, public engagement and speaking events and skills and start-up activation programs to a community of 860.

This included supporting 260 emerging and early-stage founders and 102 start-ups in their journeys to create and launch high-impact ventures that will build the sustainable cities and communities of the future.

United Nations One Planet Network – Sustainable Buildings and Construction Workshop

RMIT is the co-lead of the United Nations One Planet Network (OPN) **Sustainable Buildings and Construction** (SBC) programme. The SBC program aims to improve the knowledge of sustainable building and construction by supporting and mainstreaming sustainable building solutions. The work involves sharing good practices, launching implementation projects and creating cooperation networks around the world to advance sustainable construction.

Key events in 2022 focused on sustainable urban development in the heart of RMIT and the Melbourne CBD.

For several years, RMIT has been working towards a vision to renew and transform a key part of Melbourne's city – the block between Lygon, Swanston, Queensberry and Victoria Streets – that also makes up part of our campus. This unique block is a place where RMIT, together with our partners currently delivers vocational training, student and community engagement and industry and innovation partnerships. RMIT is currently working with the Victorian Government, the City of Melbourne, the University of Melbourne, and other partners to develop a masterplan proposal for this precinct, along with a shared Innovation Spine connecting key points on the District from Franklin Street along Cardigan Street and Grattan Street.

An October workshop explored the key area of **Sustainable Urban Development**, establishing the precinct as a living lab for sustainable urban planning and renewal, and responding to the demand for sustainability skills, particularly in the building and energy sectors.

Event partnerships

In 2022, the University hosted a range of roundtables, panel discussions, webinars and seminars that supported RMIT's SDGs agenda. Free and open to the public, these events are part of our strategy to positively influence and increase awareness of SDGs across the University's internal and external stakeholders.



RMIT Accounting Educators' Conference 2022

The theme of the **RMIT Accounting Educators' Conference** held in November 2022 was 'The role of accounting education as a conduit for Sustainable Development Goals (SDGs) adoption'.

In a rapidly changing educational environment at international, national, and institutional levels, the theme of the conference was chosen as both significant and topical.

The AEC conference featured a keynote address, a panel of guest speakers and parallel sessions with accounting and education scholars. The conference provided a forum for sharing and shaping ideas, insight, and discussion on accounting education and related research that support the underlying theme of the conference.

Attendees at the conference were part of a community engaging in a dialogue about the future of accounting education.

Since the inception of the RMIT Accounting Educators' Conference in 2010, this event has been supported by CPA Australia who have helped to make the conference the leading event on the Asia Pacific accounting education calendar.





2022 Victorian CleanTech Expo at RMIT Storey Hall

In November, the Sustainable Technologies & Systems EIP hosted the **2022 Victorian CleanTech Expo** at Storey Hall with over 300 people from universities, industry, CSIRO, government, and not-for-profit organisations in attendance.

Over two days, delegates explored the future of clean technologies and how they help to create a more sustainable world. The event provided a great opportunity to meet the drivers and changemakers at the forefront of innovation and connect with stakeholders from across the cleantech ecosystem.


Day 1 highlighted industry panels and presentations about key sectors and the significant issues they seek to overcome, a film screening, networking opportunities, poster and pitching competition and more. While Day 2 looked at economic development and job creation with the Melbourne Zero Carbon Jobs Summit, as well as export and trade priorities with international markets.


Highlights from an RMIT perspective included:

- The Future of Energy Panel featured expertise from across the sector, including Dr Anne Kallies (RMIT University), Peter Hansford (Deakin Energy Networks), Prof Bruce Mountain (Victoria University) and Leonie Walsh (C4NET)
- The Energy Sector Disruptions Session which explored key challenges faced by the energy sector in Australia and in the European Union, and discussed policy options and the future outlook. Moderated by Dr Zsuzsanna Cserekyei (RMIT, ST&S EIP), expert speakers were Johan Wasberg (Merinova), Ruchika Deora (C4Net), and Ying Luo (Australian Gas Infrastructure Group).

10.3 SDG snapshots

The following table acts as a brief snapshot of our contributions to the SDGs, it highlights 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.

<p>SDG 1</p> 	<p>RMIT understands the impact that financial stress can have on the access, participation retention and success of our students. Education is transformative in many ways but particularly as a way out of financial hardship. We recognise that students and staff may experience financial hardship at any stage of their life and require access to appropriate financial resources and support to allow their ongoing participation in education or employment. Whilst emergency support may be required to address immediate needs, individual financial capacity is built gradually through education and partnerships.</p> <p>Launched in 2022, the RMIT Financial Inclusion Action Plan (FIAP) framework has identified eight key risks of financial exclusion that impact multiple stakeholders such as students, employees, business suppliers and community partners. RMIT's Foundation FIAP actions aim to focus on the areas of greatest impact on the financial inclusion of our students by addressing some of these risks.</p>
<p>SDG 2</p> 	<p>Insects are sustainable, nutritious and delicious. They're eaten by more than two billion people worldwide, mostly in the tropics, and have been a staple in Indigenous Australians' diets for tens of thousands of years. An RMIT Study by Dr Jessica Danaher and Dr Lisa Newman, Lecturers in Nutrition, aimed to explore Australian consumers' experiences with edible insects, identify barriers to consumption and explore possible factors that may motivate Australians to consume insects.</p>
<p>SDG 3</p> 	<p>A new screening test App could help advance the early detection of Parkinson's disease and severe COVID-19, improving the management of these illnesses. Developed by a research team of engineers and neurologists led by RMIT University, the test can produce accurate results using just people's voice recordings. Powered by artificial intelligence, the smartphone App records a person's voice and takes just 10 seconds to reveal whether they may have Parkinson's disease and should be referred to a neurologist.</p>
<p>SDG 4</p> 	<p>In 2022, RMIT entered into an expanded partnership with Apple that brings coding education to even more students across the country. Apple's coding curricula and training programs help bring coding to more learners, preparing students for careers in the App economy. The collaboration between RMIT, University of Sydney (UTS) and Apple saw the development of two new Apple Foundation programs that provide four-week courses on the fundamentals of Swift coding.</p>
<p>SDG 5</p> 	<p>RMIT University in partnership with the Australian Women in Security Network (AWSN) commenced a new study to explore solutions to overcome pressing skills and diversity challenges in the Australian security sector, firstly by exploring important gender dimensions. Australia requires an additional 7,000 practitioners in the cyber security sector alone by 2024, according to AustCyber. Given the growing awareness about the gains of diversity for organisational performance, decision-making and responsiveness to real-world challenges, the lack of skills and diversity in the cybersecurity sector also implies that the sector is not operating as optimally as it could. The study aims to give a more robust and definitive estimate of gender diversity within the security workforce. The Preliminary Insights Report published in 2022, looked historically at the data and trends of the sector and why this research is so important.</p>
<p>SDG 6</p> 	<p>RMIT researchers have found an innovative way to rapidly remove hazardous microplastics from water using magnets. Lead researcher Professor Nicky Eshtiaghi said existing methods could take days to remove microplastics from water, while their cheap and sustainable invention achieves better results in just one hour.</p> <p>Developing a cost-effective way to overcome the significant challenges posed by microplastics was critical and the newly developed powder additive can remove microplastics that are 1,000 times smaller than those that are currently detectable by existing wastewater treatment plants. The next steps with industrial collaborators will look at the application in wastewater treatment plants.</p>
<p>SDG 7</p> 	<p>Researchers from RMIT's School of Engineering used sound waves to boost the production of green hydrogen through electrolysis to split water. Their invention offers a promising way to tap into a plentiful supply of cheap hydrogen fuel for transportation and other sectors, which could radically reduce carbon emissions and help fight climate change.</p> <p>By using high-frequency vibrations to "divide and conquer" individual water molecules during electrolysis, the team managed to split the water molecules to release 14 times more hydrogen compared with standard electrolysis techniques.</p> <p>Electrolysis involves electricity running through water with two electrodes to split water molecules into oxygen and hydrogen gases, which appear as bubbles. This process produces green hydrogen, which represents just a small fraction of hydrogen production globally due to the high energy required. Most hydrogen is produced from splitting natural gas, known as blue hydrogen, which emits greenhouse gases into the atmosphere.</p>
<p>SDG 8</p> 	<p>A report out of the RMIT Asia Trade and Innovation Hub made 19 recommendations designed to strengthen Victoria's connections with the countries of Southeast Asia.</p> <p>The report 'Strengthening Victoria's Connections with Southeast Asia – Trade and Investment Opportunities' provided a roadmap for business and government as they seek to deepen relationships with Southeast Asian countries and strengthen Victoria's participation in the region following the COVID-19 pandemic.</p> <p>The report made a recommendation to build investment in the green industries of the future, including by supporting greater collaboration on standards for renewable energy in the region and by leading coordinated approaches with other states and territories.</p>

<p>SDG 9</p> 	<p>The Victorian Government established the Cremorne Digital Hub designed to drive the growth of Victoria's tech sector and ecosystem and develop and position the Cremorne precinct as a top global destination for innovation and technology.</p> <p>The initiative is being led by an industry consortium of founding partners including RMIT University, Artesian Venture Partners, the University of Melbourne and La Trobe University. The Hub brings together industry, universities and investors to create jobs, advance Victoria's technology and innovation capability and support digital skills development.</p>
<p>SDG 10</p> 	<p>RMIT students partnered with industry partners Medibank and The Australian Red Cross to design GenderQuest, a game for young Australian trans and gender diverse people to fight loneliness. As part of a College of Business and Law Work Integrated Learning (WIL) course, over 750 students worked with industry to produce a range of commercially viable product prototypes.</p> <p>Responding to a brief that required them to address the issue of loneliness, final year Bachelor of Business students created the game to connect trans people with lived experience and those new to exploring their gender through games to build community, friendships and the transfer of knowledge.</p>
<p>SDG 11</p> 	<p>The RMIT Digital CBD Project developed a roadmap which sets out ten recommendations implemented across five years, designed to enable a prosperous future and digital transformation for Melbourne. One key recommendation is to establish the world's first Digital Cities Research Centre to ensure digital innovation continues to be developed and trialed, positioning Melbourne as a leader in digital city implementation.</p> <p>Sustainable implementation of growing digital infrastructure was also highlighted, with recommendations to introduce green legislation and build sustainable data centres using digital technologies that manage distributed energy sources and enhance energy use management.</p>
<p>SDG 12</p> 	<p>RMIT Researchers have developed a smart and super-efficient new way of capturing carbon dioxide and converting it to solid carbon, to help advance the decarbonisation of heavy industries. The carbon dioxide utilisation technology is designed to be smoothly integrated into existing industrial processes.</p> <p>Decarbonisation is an immense technical challenge for heavy industries like cement and steel, which are not only energy-intensive but also directly emit CO₂ as part of the production process. The new technology offers a pathway for instantly converting carbon dioxide as it is produced and locking it permanently in a solid state, keeping CO₂ out of the atmosphere.</p>
<p>SDG 13</p> 	<p>Australia's Centre for Disaster and Natural Hazards Research teamed up with RMIT on research and educational initiatives aimed at saving lives and protecting communities from natural disasters. Natural Hazards Research Australia established its Victorian node in dedicated facilities on RMIT's Melbourne City campus in June 2022.</p> <p>The Centre acts as a hub for staff, researchers, postgraduate students and emergency management workers from around Australia to collaborate on ideas and conduct research of national impact, to address challenges from flood, fire, storm and other natural hazards.</p>
<p>SDG 14</p> 	<p>Geospatial scientists at RMIT have found a way to detect plastic waste on remote beaches that are not visible in conventional satellite images, bringing us closer to global monitoring options. Millions of tons of plastic enter the oceans every year. While stopping this flow is crucial, it's also important to track down what's already there so we can clean it up.</p> <p>The cutting-edge research harnesses the latest in satellite technology to monitor beaches where it is easier to remove the rubbish, stopping plastic from entering the ocean.</p>
<p>SDG 15</p> 	<p>RMIT's Centre for Urban Research led research, published in npj Urban Sustainability, which mapped parking across the City of Melbourne. The study found that up to half of Melbourne's on-street parking spaces could be converted into hectares of new green space, without a net loss of parking.</p> <p>The modelling showed that by moving on-street parking into parking garages, the city could make significant gains towards delivering its urban forest strategy, which aims to protect the city from heatwaves. The study also shows how these changes could help reduce flooding and create healthier ecosystems for native birds and bees.</p>
<p>SDG 16</p> 	<p>RMIT Business and Human Rights Centre (BHRIGHT), located in the College of Business and Law, addresses the human rights impact of business through research, education, innovation and collaboration. In late 2022, they launched a new joint research report into Australia's Modern Slavery Act. 'Broken Promises: Two years of corporate reporting under Australia's Modern Slavery Act'.</p> <p>The work examined the second year of corporate statements submitted to the Australian Government's Modern Slavery Register by 92 companies sourced from sectors with known risks of modern slavery. The report found that companies are still failing to identify and address major risks in their supply chains.</p>
<p>SDG 17</p> 	<p>Students from RMIT collaborated with BMW Australia in a competition called YourMelbourne, where they envisioned the future of mobility in Melbourne by 2030. They took into account challenges including climate change, population growth, and the need for innovative transportation solutions, while incorporating the UN SDG 17 into their concepts. The participants came up with a wide range of ideas, from improving waterways and enhancing personal mobility comfort to tackling congestion through a next-generation shared vehicle network.</p> <p>Evaluated by an expert panel, winning submissions in the Individual and Group categories were awarded cash prizes, The winners were praised for their diversity of ideas and inspiring and forward-thinking perspectives on sustainable mobility solutions for Melbourne.</p>

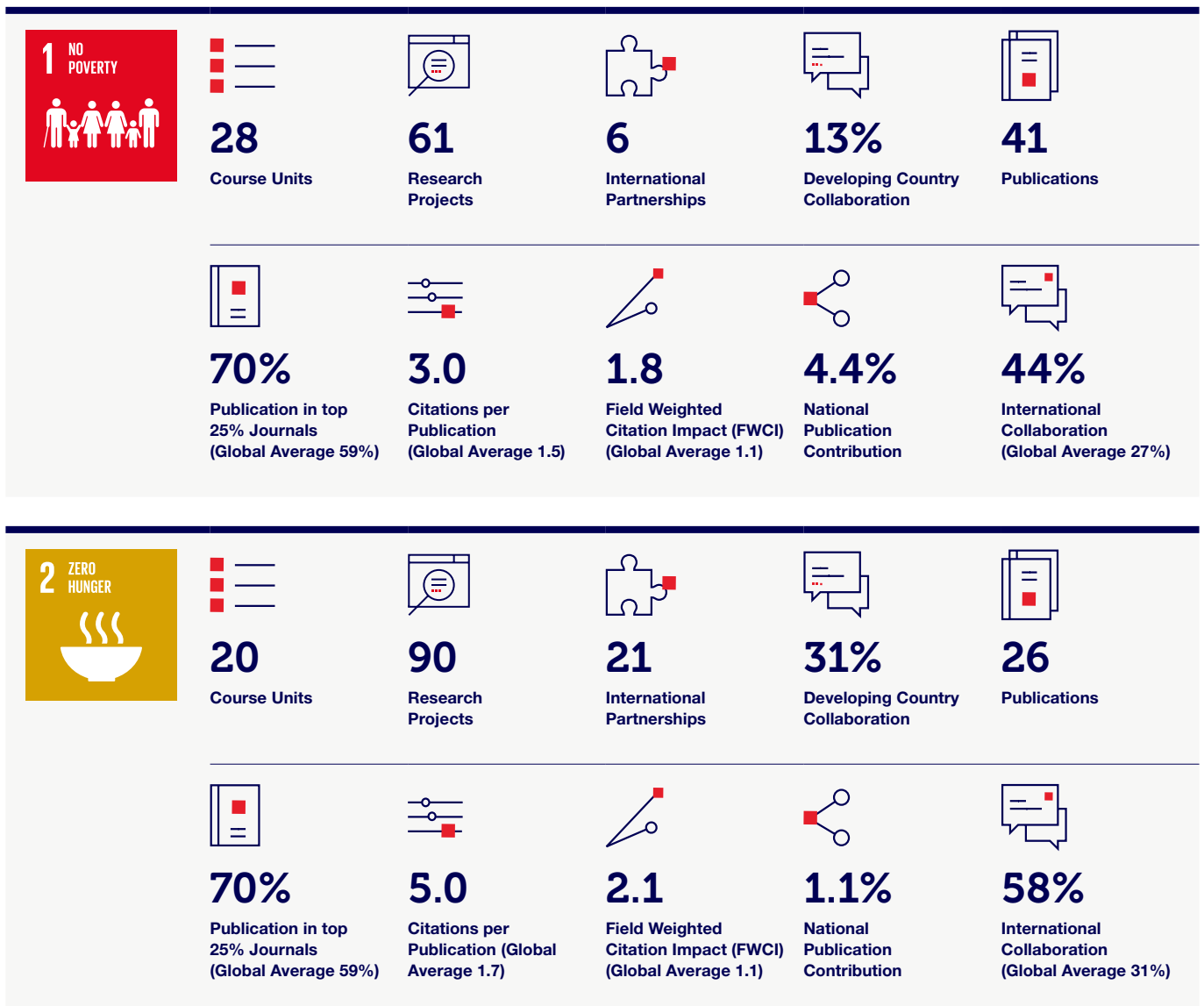
10.4 SDG mapping

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 for 2022 results have been integrated into the Annual Sustainability Report to better represent the holistic picture.

Work also commenced to integrate mapping abilities into new research and curriculum mapping platforms as these were scoped for development from 2023.





230

Course Units



227

Research Projects



23

International Partnerships



26%

Developing Country Collaboration



380

Publications



72%

Publication in top 25% Journals (Global Average 55%)



3.4

Citations per Publication (Global Average 1.9)



1.9

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



1.7%

National Publication Contribution



60%

International Collaboration (Global Average 22%)



355

Course Units



115

Research Projects



28

International Partnerships



17%

Developing Country Collaboration



96

Publications



71%

Publication in top 25% Journals (Global Average 45%)



2.3

Citations per Publication (Global Average 1.1)



1.6

Field Weighted Citation Impact (FWCI) (Global Average 1.0)



3.3%

National Publication Contribution



40%

International Collaboration (Global Average 19%)



33

Course Units



80

Research Projects



16

International Partnerships



13%

Developing Country Collaboration



66

Publications



73%

Publication in top 25% Journals (Global Average 60%)



3.3

Citations per Publication (Global Average 1.1)



3.2

Field Weighted Citation Impact (FWCI) (Global Average 1.0)



3.0%

National Publication Contribution



41%

International Collaboration (Global Average 23%)



18

Course Units



111

Research Projects



12

International Partnerships



40%

Developing Country Collaboration



123

Publications



85%

Publication in top 25% Journals (Global Average 62%)



4.7

Citations per Publication (Global Average 2.7)



1.5

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



4.8%

National Publication Contribution



60%

International Collaboration (Global Average 27%)



38

Course Units



113

Research Projects



14

International Partnerships



35%

Developing Country Collaboration



366

Publications



80%

Publication in top 25% Journals (Global Average 66%)



3.9

Citations per Publication (Global Average 2.9)



1.7

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



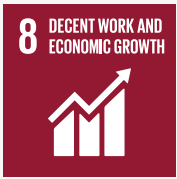
7.4%

National Publication Contribution



70%

International Collaboration (Global Average 25%)



139

Course Units



145

Research Projects



30

International Partnerships



24%

Developing Country Collaboration



123

Publications



71%

Publication in top 25% Journals (Global Average 57%)



3.2

Citations per Publication (Global Average 2.3)



1.5

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



4.5%

National Publication Contribution



55%

International Collaboration (Global Average 28%)



150

Course Units



149

Research Projects



32

International Partnerships



27%

Developing Country Collaboration



370

Publications



72%

Publication in top 25% Journals
(Global Average 57%)



4.2

Citations per Publication
(Global Average 2.3)



1.7

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



9.4%

National Publication Contribution



54%

International Collaboration
(Global Average 25%)



129

Course Units



177

Research Projects



20

International Partnerships



21%

Developing Country Collaboration



120

Publications



73%

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



2.1

Citations per Publication
(Global Average 1.4)



1.5

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



4.1%

National Publication Contribution



53%

International Collaboration
(Global Average 21%)



88

Course Units



233

Research Projects



31

International Partnerships



27%

Developing Country Collaboration



215

Publications



78%

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



3.2

Citations per Publication
(Global Average 1.7)



1.8

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



6.3%

National Publication Contribution



50%

International Collaboration
(Global Average 24%)



106

Course Units



205

Research Projects



24

International Partnerships



30%

Developing Country Collaboration



218

Publications



77%

Publication in top 25% Journals (Global Average 62%)



3.9

Citations per Publication (Global Average 2.6)



1.7

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



8.1%

National Publication Contribution



53%

International Collaboration (Global Average 29%)



70

Course Units



86

Research Projects



12

International Partnerships



27%

Developing Country Collaboration



150

Publications



75%

Publication in top 25% Journals (Global Average 71%)



3.6

Citations per Publication (Global Average 2.9)



1.5

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



3.9%

National Publication Contribution



57%

International Collaboration (Global Average 32%)



27

Course Units



63

Research Projects



5

International Partnerships



26%

Developing Country Collaboration



32

Publications



87%

Publication in top 25% Journals (Global Average 66%)



3.2

Citations per Publication (Global Average 2.0)



1.4

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



1.5%

National Publication Contribution



50%

International Collaboration (Global Average 31%)



35

Course Units



108

Research Projects



5

International Partnerships



34%

Developing Country Collaboration



47

Publications



70%

Publication in top 25% Journals (Global Average 62%)



1.4

Citations per Publication (Global Average 1.7)



0.7

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



1.8%

National Publication Contribution



51%

International Collaboration (Global Average 31%)



188

Course Units



124

Research Projects



19

International Partnerships



11%

Developing Country Collaboration



89

Publications



68%

Publication in top 25% Journals (Global Average 56%)



1.5

Citations per Publication (Global Average 1.1)



1.3

Field Weighted Citation Impact (FWCI) (Global Average 1.0)



2.8%

National Publication Contribution



36%

International Collaboration (Global Average 21%)



76

Course Units



146

Research Projects



42

International Partnerships



27%

Developing Country Collaboration



154

Publications



75%

Publication in top 25% Journals (Global Average 60%)



3.2

Citations per Publication (Global Average 1.9)



1.7

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



4.3%

National Publication Contribution










52%

International Collaboration (Global Average 26%)



11. Content index

11.1 GRI material topics and SDG mapping










Material Topic	SDG	GRI Indicator	Location
Research			
The outcomes of RMIT University's research and the impacts they have on the wider world.	 	103-1 Explanation of the material topic and its boundaries	Section 1
		103-2 The management approach and its components	
		103-3 Explanation of how the organization evaluates the management approach.	
Learning and Teaching			
Learning, teaching and education – current and future RMIT students.		103-1 Explanation of the material topic and its boundaries	Section 5
		103-2 The management approach and its components	
		103-3 Explanation of how the organization evaluates the management approach.	
Environmental Footprint			
RMIT building and infrastructure across all campuses and sites prioritising energy and greenhouse gas emissions and including water, waste and staff travel.	   	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 organization evaluates the management approach.	
		302-1 Energy consumption within the organisation	
		302-3 Energy intensity	
		303-1 Water withdrawal by source	
		306-2 Waste by type and disposal method	
Health, Safety and Wellbeing			
The physical and mental health, safety and wellbeing of all students, staff, employees and the general public.	 	103-1 Explanation of the material topic and its boundaries	Sections 7.6 & 8.8
		103-2 The management approach and its components	
		103-3 Explanation of how the organization evaluates the management approach.	
		403-1 Occupational health and safety management system	
Diversity and Inclusion			
Students, staff and employees who study and work at RMIT campuses and sites worldwide including staff gender equality, students from low socio-economic backgrounds, culturally and linguistically diverse backgrounds, diverse genders sexes and sexualities, Aboriginal and Torres Strait Islander backgrounds and disability 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 organization evaluates the management approach.	
		405-1 Diversity of governance bodies and employees	
Governance and Values			

<p>Policies, systems and approaches to the governance and implementation of the core values of the University in its relationships.</p>		<p>103-1 Explanation of the material topic and its boundaries</p> <hr/> <p>103-2 The management approach and its components</p> <hr/> <p>103-3 Explanation of how the organization evaluates the management approach.</p>	<p>Section 3</p>
<p>Staff Capability</p>			
<p>Staff at all campuses, including attraction and retention, labour relations and workforce casualisation.</p>		<p>103-1 Explanation of the material topic and its boundaries</p> <hr/> <p>103-2 The management approach and its components</p> <hr/> <p>103-3 Explanation of how the organization evaluates the management approach.</p> <hr/> <p>404-3 Percentage of employees receiving regular performance and career development reviews</p>	<p>Section 7</p>
<p>Climate Change</p>			
<p>Responding to a changing climate by understanding our impacts and the risks to our operations as well as through our research, teaching and leadership activities.</p>		<p>103-1 Explanation of the material topic and its boundaries</p> <hr/> <p>103-2 The management approach and its components</p> <hr/> <p>103-3 Explanation of how the organization evaluates the management approach.</p> <hr/> <p>305-1 Direct (Scope 1) GHG emissions</p> <hr/> <p>305-2 Energy indirect (Scope 2) GHG emissions</p> <hr/> <p>305-3 Other indirect (Scope 3) GHG emissions</p> <hr/> <p>305-4 GHG emissions intensity</p>	<p>Section 9.1</p>
<p>Partnerships</p>			
<p>Collaborative relationships with industries, institutions and organisations to meet challenges in sustainable development.</p>		<p>103-1 Explanation of the material topic and its boundaries</p> <hr/> <p>103-2 The management approach and its components</p> <hr/> <p>103-3 Explanation of how the organization evaluates the management approach.</p>	<p>Sections 4, 5, 6 & 10</p>
<p>Public Policy and Leadership</p>			
<p>Adopting a leadership position among our peers and influencing our stakeholders on challenges in sustainable development.</p>		<p>103-1 Explanation of the material topic and its boundaries</p> <hr/> <p>103-2 The management approach and its components</p> <hr/> <p>103-3 Explanation of how the organization evaluates the management approach.</p>	<p>Sections 4, 6 & 10</p>
<p>Procurement</p>			
<p>How the University procures from and engages with suppliers of consumer and construction-based goods and services, aiming to minimise negative and maximise positive impacts on the environment and society.</p>	 	<p>103-1 Explanation of the material topic and its boundaries</p> <hr/> <p>103-2 The management approach and its components</p> <hr/> <p>103-3 Explanation of how the organization evaluates the management approach.</p>	<p>Sections 9.2 & 9.7</p>
<p>Responsible Investment</p>			
<p>Responsible investment refers to implementing investment strategies consistent with the University's commitment to sustainability and its financial and legal obligations.</p>		<p>103-1 Explanation of the material topic and its boundaries</p> <hr/> <p>103-2 The management approach and its components</p> <hr/> <p>103-3 Explanation of how the organization evaluates the management approach.</p>	<p>Section 9.8</p>

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 8.1
102-9 A description of the organization's supply chain	Section 10.6
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 3.3
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 & Section 5.4
102-13 A list of the main memberships of industry or other associations, and national or international advocacy organizations	Section 4.3 & Section 5.4
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 3.3
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 5.2.
102-41 Percentage of total employees covered by collective bargaining agreements	Section 8.1
102-42 The basis for identifying and selecting stakeholders with whom to engage	Section 5.1
102-43 The organization's approach to stakeholder engagement	Section 5.1 & Section 5.2
102-44 Key topics and concerns raised	Section 1.3
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 1.3
102-48 Restatements of information	Section 1.1
102-49 Changes in reporting	Section 1.3
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 1.3
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	Section 1.1

11.3 SDG mapping (Target level)

SDG	Target	Location	Type of contribution*
SDG 1 	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
SDG 2 	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
SDG 3 	3.4 Reduce mortality from non-communicable diseases and promote mental health and well-being	Sections 7.6, 8.8 & 10	Indirect
	3.b Research & development of vaccines and medicines		Direct and Indirect
SDG 4** 	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
SDG 5** 	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
SDG 6 	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
SDG 7** 	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
SDG 8** 	8.4 Improve resource efficiency in consumption & production		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
SDG 9** 	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*
SDG 10** 	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
SDG 11 	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
SDG 12** 	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
SDG 13** 	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
SDG 14 	14.1 Prevent and reduce marine pollution	Sections 6 & 10	Indirect
	14.a Increase scientific knowledge, develop research capacity and transfer marine technology		Indirect
SDG 15 	15.1 Conservation, restoration and sustainable use of terrestrial & inland freshwater ecosystems	Sections 4, 6 & 10	Indirect
	15.9 Integrate ecosystem and biodiversity values planning, development and poverty reduction		Indirect
SDG 16** 	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
SDG 17** 	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

