

Sustainability Annual Report **2024**

Acknowledgement of Country

RMIT University acknowledges the people of the Woi wurrung and Boon wurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the University. RMIT University respectfully acknowledges their Ancestors and Elders, past and present. RMIT also acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

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



Cover image: MPavilion

MPavilion, an initiative by the Naomi Milgrom Foundation, is a temporary structure erected annually since 2014 in the Queen Victoria Gardens. Designed each year by a renowned architect, the pavilion hosts various arts and education events to inspire discussion on built environments and design, before being gifted and relocated permanently.

RMIT received the 2022 MPavilion, designed by Rachaporn Choochuey of architecture studio all(zone), a female-led architecture studio based in Bangkok, Thailand. They worked closely with Melbourne based Zilka Studio – led by RMIT academic Leanne Zilka – TENSYS and AECOM to realise the pavilion's design.

The award-winning pavilion has now found a home, positioned in the heart of the Brunswick campus's central courtyard, drawing visitors into the communal space.

The relocation project, undertaken by Hassel Studio and Kane Construction involved:

- Demolition of existing hard landscaping.
- Construction of inground footings, drainage, and power and lighting infrastructure.
- Re-engineering and re-certification of the existing MPavilion structure.
- Installation of the MPavilion structure, canopy, roof drainage, and in-built lighting.
- Construction of a recycled concrete ground plane, with connections to existing pedestrian pathways.

The experimental materials and vibrant form of the MPavilion, connects with textile technology created by the [RMIT School of Fashion and Textiles](#) at the campus and provides a visual highlight from the street.

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About this report

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1.1 Report scope

This is RMIT University's tenth annual sustainability report, covering the calendar year from 1 January to 31 December 2024. The report documents progress and highlights key achievements as RMIT continues its journey as a leader in organisational sustainability.

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

Prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option, the report presents significant economic, social, and environmental impacts and contributions, both current and foreseeable. The information contained has not been externally assured.

This report includes all Australian entities listed under the RMIT Annual Report, with additional data from international campuses when available. It does not contain any restated information.

In preparing this report, RMIT has adhered to the following GRI Reporting Principles to ensure high-quality reporting:

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

RMIT welcomes enquiries and feedback on this report.
Please email: sustainability@rmit.edu.au

1.2 Materiality

This report has been informed by GRI's Reporting Principles for defining content: stakeholder inclusiveness, sustainability context, materiality, and completeness. It is also guided by the AA1000 standard, which aids in identifying and responding to sustainability issues.

RMIT conducts a formal materiality assessment every two years, facilitated by an independent GRI consultant. This assessment includes a risk review, peer review, media scan, and interviews with internal and external stakeholders, with a strong focus on the UN Sustainable Development Goals (SDGs).

Completed in 2024, the latest materiality assessment, updated previous topics and definitions to align with RMIT's internal documents and stakeholder feedback. Amendments reflect the actual and potential impacts on the economy, society, and environment, as well as RMIT's functions and strategy.

This report will outline the University's management approach to these material issues. A full mapping of material issues against GRI indicators and UN Sustainable Development Goals is provided in the appendix.

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



Highlights



In 2024, RMIT began implementing its

3rd Aboriginal and Torres Strait Islander Employment Plan (2024-2026).



Our Indigenous Education, Research & Engagement team provided a full response to the

Yoorrook Justice Commission's Inquiry into Tertiary Education on behalf of RMIT.



Living true to our IDEA (Inclusion, Diversity, Equity and Access) Framework, we delivered

18 accessibility initiatives during Open Day 2024 including a sensory-friendly calm zone for students on the City campus.



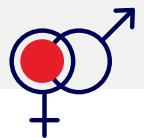
RMIT was recognised as

one of Australia's leading LGBTIQA+ inclusive employers after retaining its Platinum Tier Employer, the highest rank possible, with the Australian Workplace Equality Index (AWEI).



RMIT was a finalist in the

Trans and Gender Diverse Inclusion Award, which recognised the University's work supporting our trans and gender diverse employees.



As part of the

2023-27 Strategic Action Plan in Addressing Gender-Based Violence, 3,000 students and 400 staff were engaged both in person and through dedicated social media campaigns.

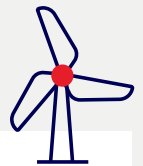
RMIT hosted a

Refuge Hackathon' in collaboration with Melbourne Design Week, ARUP, SHTF SHFT, and the City of Melbourne. The event activities focused on exploring how civic infrastructures can enhance city resilience.



The Metropolis art project, led by artist Rachel Shugg,

invited students to co-create an artwork amplifying the lived experience of students who are d/Deaf, Disabled and living with disability. It highlights stories and ideas that relate to students and their experiences of identity, visibility, allyship and belonging within RMIT University.



We opened our new

Trades Innovation Centre, a multi-million-dollar technology-backed facility that supports a training pipeline for northern corridor population growth and infrastructure investment.



RMIT maintained its

100% onshore grid electricity supplied by renewable sources through our wind farm partnerships in regional Victoria.

The Sustainability & Equity Evaluation (SEE) Tool helped identify the social, equity, environmental and governance impacts of our policies and initiatives

receiving a Highly Commended award at the 2024 Australasian Green Gown Awards.



The College of Vocational Education launched the

Sustainable Building Design Skill Sets – a unique suite of short courses designed to equip the building and construction workforce with the skills needed for a clean economy future.



RMIT University Pathways (RMIT UP) launched

a new era in international education with a refreshed identity and a brand new, purpose-built facility.



RMIT Online, launched the

Sustainability and Climate-Related Financial Reporting short course, in collaboration with Deloitte, to equip professionals with the skills to navigate evolving sustainability and climate-related financial standards.





Vice-Chancellor's statement

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Our civic role has always been at the heart of who we are as a university. Sustainability is an important element of this, and we play our part through education and research, as well as our determination to minimise the footprint of our operations. This has never been more important than in present times, as together we face ecological, social and economic challenges with far-reaching impacts.

Our Sustainability Annual Report tracks our impact, and forms part of how we measure our performance against the United Nations Sustainable Development Goals (SDGs). It also describes the practical actions taken to meet the principles of the United Nations Global Compact. Reflecting on 2024, we have a great deal to be proud of, and I will share some highlights.

- We opened our new **Trades Innovation Centre at Bundoora**, a multi-million-dollar technology-backed facility to create a training pipeline for northern corridor population growth and infrastructure investment, and to provide an opportunity for industry to access RMIT's expertise in support of a genuinely clean economy.

- Our **Sustainability and Equity Evaluation (SEE) Tool**, an applied approach to good governance, was highly commended at the 2024 Australasian Green Gown Awards. In practice, this facilitated process helped identify the positive – and mitigate against the negative – impacts of applicable policies and processes in relation to social, equity, environmental and governance considerations.
- We began implementing our third **Aboriginal and Torres Strait Islander Employment Plan (2024-2026)**, and our Indigenous Education, Research and Engagement team provided a full response to the Yoorrook Justice Commission's Inquiry into Tertiary Education regarding injustices experienced by First Peoples within the sector.
- Connecting art and life, the remarkable **Metropolis** project, led by artist Rachel Shugg, invited students to co-create an artwork amplifying the experience of students who are deaf, disabled and living with disability. It highlighted the experience of students in relation to identity, visibility, allyship and belonging within our University.

Looking ahead, at RMIT we are determined to be proactive in sustainability and the collective care of our social, economic and ecological systems. This regenerative way of thinking will be embedded in our planning for the second horizon of our *Knowledge with Action* strategy, as we commit to set the pace for positive impact.

Professor Alec Cameron

Vice-Chancellor and President



About RMIT

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3.1 Organisational profile

RMIT is an international university of technology, design and enterprise with over 99,200 students and just over 12,000 staff globally. We empower people and communities to adapt and thrive across generations, with education, research and civic engagement that are applied, inclusive and impactful. Postgraduate, undergraduate, vocational education, foundation studies and online programs offer students a variety of work-relevant pathways.

We continue to consolidate our international reputation and currently rank equal 123rd in the QS World University Rankings and appear in the 251-300 band of THE World University Rankings.

RMIT continued its sustainability leadership in the Sustainable Development Goals (SDGs), taking action across the organisation. In the 2024 Times Higher Education (THE) Impact Rankings we placed in the top five global institutions. We came third in the overall ranking of Australian universities and remained first in the world for Reducing Inequalities (SDG 10).

Strong industry connections, forged over 137 years, remain integral to RMIT's leadership in education, applied and innovative research, and to the development of our graduates as skilled global citizens. This is why our alumni community is known for being highly employable and ready to adapt in complex times.

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

As a collective and as individuals, we commit to respectful ways of working 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 where RMIT operates.

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

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

Place and being

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

Situated on the Aboriginal Country of the Kulin Nation, RMIT is committed to the self-determination and sovereignty of Aboriginal and Torres Strait Islander Peoples. Through our Indigenous Strategic Commitments and a transition from Reconciliation to Responsible Practice, the RMIT Community commits to respectful ways of working that honour Indigenous experiences, history, and knowledge. We strive to strengthen relationships between Indigenous and non-Indigenous peoples for the benefit of all Australians and the communities in which RMIT operates.

3.2 Governance

RMIT University governance overview

RMIT University was established and is governed in accordance with the Royal Melbourne Institute of Technology Act 2010 (Vic). The responsible Minister throughout 2024 was the Hon. Gayle Tierney MP, Minister for Skills and TAFE and Minister for Water.

University Council

The University Council plays a crucial role in shaping RMIT's strategic direction. It comprises the Chancellor, Vice-Chancellor, Chair of the Academic Board, appointed members, and elected representatives from our student and staff communities. Its primary responsibilities include setting the strategic direction and financial plans, monitoring University performance, ensuring effective risk management, overseeing academic activities, and monitoring major strategic projects.

RMIT complies with the Universities Australia and University Chancellors Council's Voluntary Code of Best Practice for the Governance of Australian Public Universities (the version that was in effect prior to December 2024).

Vice-Chancellor's Executive (VCE)

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

As RMIT's principal executive management group, the Vice-Chancellor's Executive (VCE) advises and supports the Vice-Chancellor and President (Vice-Chancellor) in managing the affairs of the University. The VCE Meeting (VCEM) is a committee established to facilitate senior executive accountability, advice, consultation, collective responsibility, and formal executive decision-making across the RMIT Group.

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

For more details, visit our [governance website](#).



Sustainability Committee

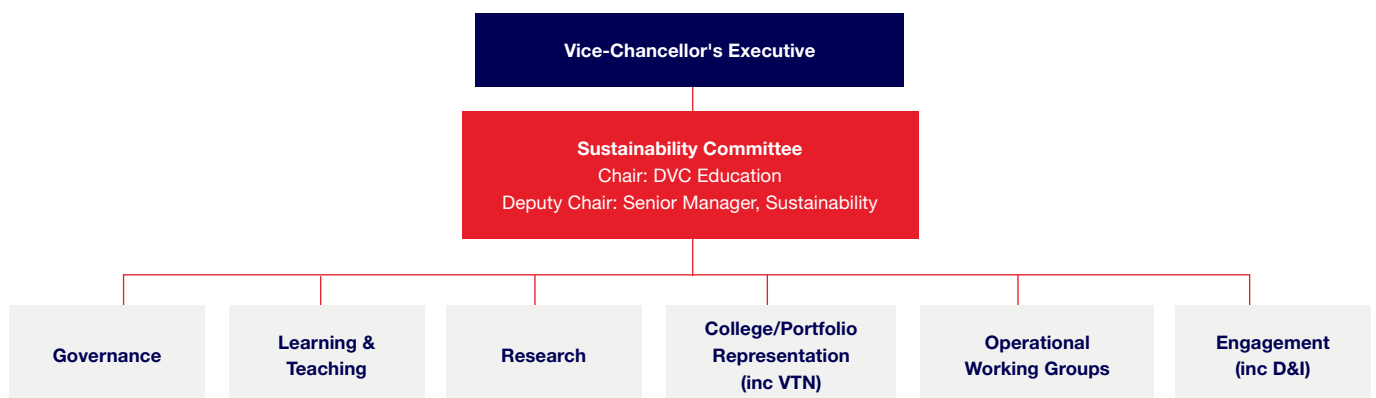
RMIT has a strong governance structure in place to make sustainability an organisational priority and that decision making reflects the University's values. RMIT must act as a socially responsible organisation and ensure that our activities have a positive impact on place and people.

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.

The Sustainability Committee reports through the Chair (Deputy Vice-Chancellor Education) to the Vice-Chancellor's Executive on the University's sustainability performance and makes recommendations about sustainability-related commitments, policies, planning and partnerships.

It is also responsible for oversight of the University's strategic direction and commitments on sustainability, including the UN Sustainable Development Goals, the UN Global Compact and Modern Slavery.

For more details, visit the [Sustainability Governance](#) page.





3.3 Our strategy

Knowledge with Action builds on RMIT's strengths and values. It captures our ambitions for accessible lifelong education, impactful research and innovation, and an inclusive, sustainable future.

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

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

Knowledge with Action is designed with a nine-year view, segmented into three-year horizons, because we recognise that our planning and execution must be hardwired for evaluation and iteration.

Through our annual planning process, each direction is brought to life with clear goals and actions mapped to its distinct focus. In this way we will continue to prepare our communities for life and work, as the distinctly practical place of learning and applied research we have always been.



**Learning through
life and work**



**Research and
innovation for
impact**



**Serving our
communities**

3.4 Other key documents

RMIT Policy Governance Framework

Our policy approach is guided by an enterprise-wide Policy Governance Policy (the framework), which describes the processes for developing, approving, reviewing and maintaining policy documents at RMIT. The framework applies to all policy documents developed for and on behalf of the University and its controlled entities.

The framework is intended to fulfil the following objectives:

- articulate how RMIT complies with legislative and regulatory obligations
- support the implementation of RMIT's strategic objectives and operational and academic plans
- reflect RMIT's cultural and organisational values
- embed delegations of authority and the limits of those
- reduce organisational risk
- enhance both academic and research integrity.

Policies are subject to a major review at least every five years, or more frequently where changes to legislative or other requirements necessitate a review. As we continue our work to embed the UN Sustainable Development Goal (SDG) framework across the organisation, the Sustainability and Diversity & Inclusion teams partnered with policy owners to conduct our Sustainability and Equity Evaluation (SEE) on critical policies.

The SEE Tool is designed to build capability across RMIT and is utilised as part of a facilitated workshop in order for people to think holistically about the positive and negative impacts of their work. It draws together all the strands of our values to reduce duplication and helps to identify areas of focus to achieve better outcomes for our people, communities and environment.

This evaluation identifies and addresses opportunities to better align with the SDGs.

Some of the key policies and procedures reviewed in 2024 that have implications for the University's sustainability maturity include:

- **Compliance Policy:** Affirms RMIT's commitment to compliance management and describes RMIT's compliance management system. The policy itself promotes a positive compliance culture that fosters ethical conduct and supports good governance and operational excellence at RMIT.
- **Defence Research Policy:** RMIT created a new Defence Research Policy to set out RMIT's commitment to ethical and responsible defence research and establish the related roles and responsibilities of the University, researchers and others involved in conducting or supporting Defence research. It explicitly calls out that the Sustainability Team should be engaged to provide advice on the ethical and responsible conduct of Defence research.
- **Responsible Artificial Intelligence (AI) Procedure:** guides RMIT's considered and ethical use of Artificial Intelligence (AI), acknowledging that it is increasingly part of the future of life and work and presents both opportunities to benefit and potential to harm individuals, communities, and the environment.
- **Third-Party Educational Delivery Policy:** This new policy and its associated processes establish the principles for the delivery of RMIT programs and courses by third-party providers. It ensures that RMIT complies with relevant Australian and foreign jurisdiction (where applicable) legislation, regulatory requirements and standards for all programs that are being delivered through third-party arrangements and has responsibility to ensure that third parties comply with all legislative and regulatory requirements. This strengthens the University's ability to conduct appropriate levels of due diligence on our third-party partnerships.

Risk Management Framework

RMIT's risk management framework establishes a systematic process of identification, management and monitoring of risk.

RMIT fosters a positive risk aware culture. Risk is everyone's responsibility and is embedded in the way work is conducted across all RMIT Group academic, research and non-academic operations. It encourages open and transparent discussion about risk and opportunity.

The framework is supported by:

- A defined Risk Management Policy based on ISO31000:2018 Risk Management, that articulates RMIT's approach to risk management and the key principles and responsibilities to facilitate the effective management of risks.
- Council-appointed Audit and Risk Management Committee (ARMC) which regularly monitors and reports on the adequacy of arrangements in place to ensure that risks are effectively managed and reflective of the strategy across the group.
- An annual review and update of the RMIT Risk Appetite Statement.
- Active management and monitoring by all Colleges, Portfolios and Controlled Entities of their risk profiles to ensure that appropriate mitigation measures are in place and risk exposures remain consistent with RMIT's objectives.
- Provision of risk management support, advice, assessment tools and training for RMIT staff.
- Execution of the annual internal audit plan, which is primarily concerned with evaluating the effectiveness of internal controls and is risk-based to place greater emphasis on those areas of higher risk to RMIT.
- An insurance program that protects RMIT from financial impacts as a result of physical loss of, or damage to, assets and activities, as well as injuries to RMIT staff, students and third parties.

Risk domains are enterprise-wide categories that help manage risks impacting RMIT's objectives. Risk domains are used to scope or frame risk causes that should be validated and controlled in an everchanging risk environment.

Sustainability is one of the 19 Risk Domains, which is in place to mitigate RMIT's failure to deliver on RMIT's sustainability leadership, maturity and commitments, which could hinder RMIT's ability to minimise social/environmental impacts and maximise sustainability opportunities.

The corresponding Tier 1 risks are enterprise-wide subcategories of risk domains for which causes, effect and level of control are identified, with Tier 2 Risks are specific instances of risk isolated to a portfolio, controlled entity or college. RMIT's risk appetite is a foundational element of sound risk culture and aligns decision-making with behavioural expectations. The Sustainability Risk Appetite Statement specifies the amount of risk the RMIT Group is willing to seek or accept in pursuit of its strategic objectives and delivery of its annual operating plans.

Modern Slavery Compliance

RMIT University recognises modern slavery risk as a complex global human rights issue, and we continue to further our actions in pursuing the elimination of modern slavery across our operations and supply chains.

'Modern slavery' describes situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. The Act defines modern slavery as including eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour.

As a requirement of the Modern Slavery Act 2018 (Cth), the University produces an annual Modern Slavery Statement which outlines the work undertaken to assess and address modern slavery risks as we continue to enhance our modern slavery response.

For more details, visit our [Modern Slavery Statement page](#).



Engagement

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4.1 Stakeholder engagement

At RMIT, stakeholder engagement is key to aligning our objectives with the expectations and values of those we interact with. By fostering meaningful collaborations, we advance efforts towards the UN Sustainable Development Goals, using them as a springboard for positive change.

Engagement mechanisms

As a diverse, global university, RMIT connects with a wide range of stakeholders impacted by our activities. We identify key stakeholders based on:

- **Representation:** Those who represent or can legitimately claim to represent key interests we engage with.
- **Dependency:** Those who depend on RMIT and those on whom we rely for our operations.
- **Responsibility:** Those to whom we have direct responsibility through legal, financial, operational, or contractual links.
- **Influence:** Those who can significantly impact our decision-making.

The table below shows how RMIT engages with stakeholders:

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

Sustainability engagement plan

RMIT's Sustainability engagement plan acts as a yearly guide to inspire, foster transparency, maintain dialogues, and build a community committed to sustainability. Through storytelling, the Sustainability Team raises awareness, educates stakeholders, and collaborates on shared goals.

This plan aligns with key RMIT strategies, policies, and plans, creating platforms and partnerships for collective action. Annually, stakeholders engage in various sustainability initiatives, including events, workshops, tours, online programs, curriculum support, and living lab projects.

4.2 Our Sustainability teams

Based in Property Services within the Operations Portfolio, the Australian Sustainability Team collaborates across all university functions to drive sustainability initiatives supporting RMIT's strategy and commitments. In Vietnam, the Sustainability Team focuses on strategic alignment, leadership, governance, and compliance.

Both teams work together to share best practices and adapt the University's sustainability goals to local contexts. Their efforts are guided by strategic documents and plans, aiming to demonstrate global sustainability leadership through practical actions and empowering students, staff, and the wider community. Progress on our work is detailed in this report and on RMIT's sustainability [website](#).

Feature events

Each year the teams undertake a range of engagement activities, designed to inspire and educate both staff and students. These initiatives serve as a vital form of capability building, providing attendees with valuable exposure to social and environmental sustainability topics. Through workshops, seminars, and interactive activities, participants are equipped with the knowledge and skills necessary to contribute actively to a sustainable future. Several key events are featured below.



RMIT Australia Sustainability Week

RMIT's annual Sustainability Week, held from 16-20 September 2024 across all three Melbourne campuses, focused on the theme 'Resilience and Regeneration: Creating a Sustainable Tomorrow'. This theme underscored the importance of not just sustaining, but actively regenerating our environment, communities, and economies for a resilient future.

Event highlights

Over 2,500 staff and students participated in 24 events, offering more than 40 hours of content:

- **Keynote session:** Professor Chris Speed, Design for Regenerative Futures at RMIT, delivered an inspiring keynote address on the role of design in ecosystem reconstruction. This session also included insights from Regeneration Projects, Yarra River Keeper, and RMIT students, highlighting initiatives such as the *10 Steps towards a Swimmable Birrarung* podcast series.
- **Sustainability quiz:** The *OurPlace Sustainability Quiz* engaged participants in testing their environmental knowledge, fostering a spirit of friendly competition.
- **Circular economy hub:** This forum facilitated dynamic discussions on sustainable fashion and textiles within the RMIT Sustainability Space.
- **Sustainability scavenger hunt:** Participants embarked on a thrilling, race-style event to explore the unique sustainability features of the City campus.
- **Career session:** Hosted by RMIT Careers and Talent Nation, this workshop offered valuable insights and guidance on pursuing sustainability-focused career paths.
- **SDGs@RMIT workshop:** An interactive session dedicated to achieving the UN Sustainable Development Goals through cross-disciplinary collaboration and innovation.
- **Coffee cupping workshop:** Participants explored sustainable coffee practices and enjoyed a comprehensive sensory experience, hosted by the RMIT University Student Union (RUSU).
- **Indigenous planting in the alumni courtyard:** Attendees contributed to the campus's biodiversity by planting indigenous species, inspired by the work of Zena Cumpston.
- **Brunswick campus activities:** Featured a scavenger hunt focusing on textile material flows, a circular campus roundtable and a workshop on patch-mending techniques.
- **Cook and connect:** RMIT Kirrip piloted a series of "Cook and Connect" sessions. These events encouraged students to prepare affordable meals while discussing healthy eating and sustainability.
- **Bundoora nature walk:** As part of the Great Southern BioBlitz, this trail showcased local native species, providing participants with a hands-on biodiversity experience.

We extend our sincere gratitude to everyone who contributed to the success of Sustainability Week 2024, their participation and dedication played a crucial role in making this event both memorable and impactful.





RMIT Vietnam Sustainability Week

Held from 4-8 November 2024, at the RMIT Saigon South campus, RMIT Vietnam's inaugural Sustainability Week marked a major step forward in the University's commitment to environmental stewardship and community engagement. Under the theme '*Resilience and Regeneration: Creating a Sustainable Tomorrow*', the week featured a vibrant program of panel discussions, workshops, showcases, and campus-wide activities. Over 20 industry experts from various sectors joined students, staff, and the broader community to explore sustainability from an interdisciplinary perspective and connect with real-world impact initiatives in Vietnam.

The week explored sustainability through four interconnected themes, highlighting the broad scope of sustainability and its impact across sectors:

- **Empowering the Green Workforce** explored Vietnam's green growth strategy and the growing global demand for green skills.
- **Making Conscious Choices** focused on how branding, data, and communication influence sustainable consumer behaviour.
- **Adopting a Circular Economy** examined practical ways to implement circular models through technology and collaboration.
- **Plant Well, Eat Well** showcased sustainable agriculture, with a focus on ethical cocoa farming.

Key highlights included the launch of the *Sustainability Ambassadors Program*, the *Green Point* rewards initiative promoting eco-conscious behaviour, and the *Zero Waste Initiative*.

The unveiling of the *Aloe Garden*, a student-led sustainability and wellness space, and the introduction of the *Sustainable Events* framework for over 1,000 annual campus events further embedded sustainability into daily operations.

Central to the week was the introduction of the *7Rs Sustainability Culture* – Rethink, Refuse, Reduce, Reuse, Repair, Recycle, and Regenerate – which promotes actionable change across campus life. These sessions provided valuable insights and actionable strategies, reinforcing RMIT Vietnam's role in advancing sustainability education and practice.

4.3 Partnering for sustainability engagement

RMIT is committed to creating partnerships that drive sustainability engagement. Through these collaborative initiatives and programs, students and staff are meaningfully engaged and their understanding of social and environmental sustainability deepens.

ACTS Conference: The Future of Sustainability

RMIT participated in the highly successful Australasian Campuses Towards Sustainability (ACTS) Conference held in Launceston and Wellington, bringing together professionals from the tertiary education sector. The conference featured the Green Gown Awards Australasia, where RMIT received a Highly Commended award for the Sustainability and Equity Evaluation (SEE) Tool. The tool, co-developed by RMIT's Sustainability, Diversity and Inclusion, and Indigenous Engagement teams, helps integrate equity, sustainability, and governance into decision-making processes, aligning with RMIT's sustainability goals and the United Nations Sustainable Development Goals (SDGs).

Ending Plastic Waste Symposium

RMIT hosted the *Ending Plastic Waste Symposium* in partnership with CSIRO and the Solving Plastic Waste CRC. The event showcased innovations in science, technology, and waste management, bringing together leaders from research, government, and industry to explore solutions for reducing plastic waste. The symposium emphasised the importance of collaboration in tackling global waste challenges.

RMIT Activator Program

In 2024, RMIT Activator continued to champion entrepreneurship with a strong focus on sustainability and innovation. The *LaunchHUB Pitch Night* showcased early-stage startups tackling critical issues in AI, sustainability and mental health, offering founders the opportunity to connect with investors and a broader entrepreneurial community.

The [Re]Launch startup pathway program designed for startups and initiatives with circular technology innovations to generate new solutions for Victoria, received a \$400,000 grant from LaunchVic to run a series of Circular Tech startup programs. The launch event drew 140 attendees from various backgrounds including, but not limited to, government, industry and the Victorian circular community members and featured a panel discussing the future of circular tech in Victoria.

A major highlight was the *Circular Tech Pre-accelerator*, delivered in partnership with Anvarta, Lifecycles, and Boomerang Labs. The program attracted more than 70 applicants working to develop circular economy solutions in Victoria.

Startup success stories included LaunchHUB alumnus *1receipt* advancing its impact through a new partnership with Coles, supporting digital receipt adoption and reducing paper waste, closely aligning with the UN Sustainable Development Goals.



National Sustainability Festival

RMIT was proud to continue its partnership with the National Sustainability Festival 2024, which embraced the theme 'Live like the world depends on it'. This message highlighted the urgent need for sustainability, emphasising the direct impact of our actions on the planet's health. The festival served as both a call to action and a celebration of ongoing efforts to build a more sustainable and resilient future.

Through its partnership, RMIT reinforced its commitment to sustainability and the collaborative action necessary to foster a more equitable future. The institution's involvement highlighted its dedication to environmental responsibility and its role in engaging the broader community in meaningful sustainability efforts.

The 2024 Festival theme encapsulated the essence of responsible living, urging individuals and communities to understand the profound influence their actions have on the planet. It emphasised that sustainability is not a choice, but a necessity for the wellbeing of future generations.

The festival also provided a platform to showcase and celebrate innovations, ideas, and achievements in environmental stewardship. It fostered an inclusive space for collaboration, bringing people together to work towards a healthier, more resilient world. 'Live like the world depends on it' became both a rallying cry and a call for collective action, reinforcing sustainability as a vital way of life.



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:

- **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. ACTS delivered its first in-person conference since COVID-era impacts, with The Future of Sustainability attracting people from across the network to share and learn from each other.

- **Australian Universities Procurement Network (AUPN)**

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

- **Australian Technology Network (ATN)**

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

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

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

- **Future Earth Australia (FEA)**

Having first joined in 2018, RMIT renewed its membership in 2024 with [Future Earth Australia](#), a national platform for catalysing, collaborating, and connecting research and practice for sustainability transformations. Hosted by the Australian Academy of Science, FEA is a national node in the global Future Earth network and a member organisation to the Belmont Forum. FEA has developed [three national strategies](#) focused on: sustainable oceans, sustainable cities and just adaptation. Biodiversity is the strategic theme for 2025. FEA is an active advocate for sustainability, transdisciplinary research, Indigenous leadership and knowledge systems, and Early Career Researcher and Professionals (ECRP) opportunities and seed funding.

- **Green Building Council of Australia (GBCA)**

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

- **Sustainable Development Solutions Network (SDSN)**

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

In 2024 SDSN and ACTS brought together a group of interested staff and co-hosted a series of events to examine how our member institutions are responding to the crucial but difficult challenge of SDG 4.7 to provide all students with the knowledge, skills and mindsets to promote sustainable development.

- **Tertiary Education Facilities Management Association (TEFMA)**

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

United Nations Global Compact Network Australia (UN GCNA)

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



Research impact

5

Our *Knowledge with Action* strategy establishes a unique RMIT research and innovation system defined by transdisciplinary understanding, applied practice, and ethical partnerships with industry and government. This strategy integrates Aboriginal and Torres Strait Islander perspectives as vital knowledge systems for impactful research.

RMIT's research intensification has led to improved rankings in 2024, supported by a new KPI metric introduced in 2023. This metric tracks external income from research projects aligned with the Sustainable Development Goals (SDGs).

Despite economic challenges affecting research income in 2024, RMIT remained committed to research that drives positive change. The proportion of external income from SDG-related projects increased to 52.5 per cent in 2024. This growth underscores RMIT's dedication to solutions-driven research addressing global challenges and reinforces its leadership in sustainability-focused initiatives.

\$52.2m
research income supporting SDGs

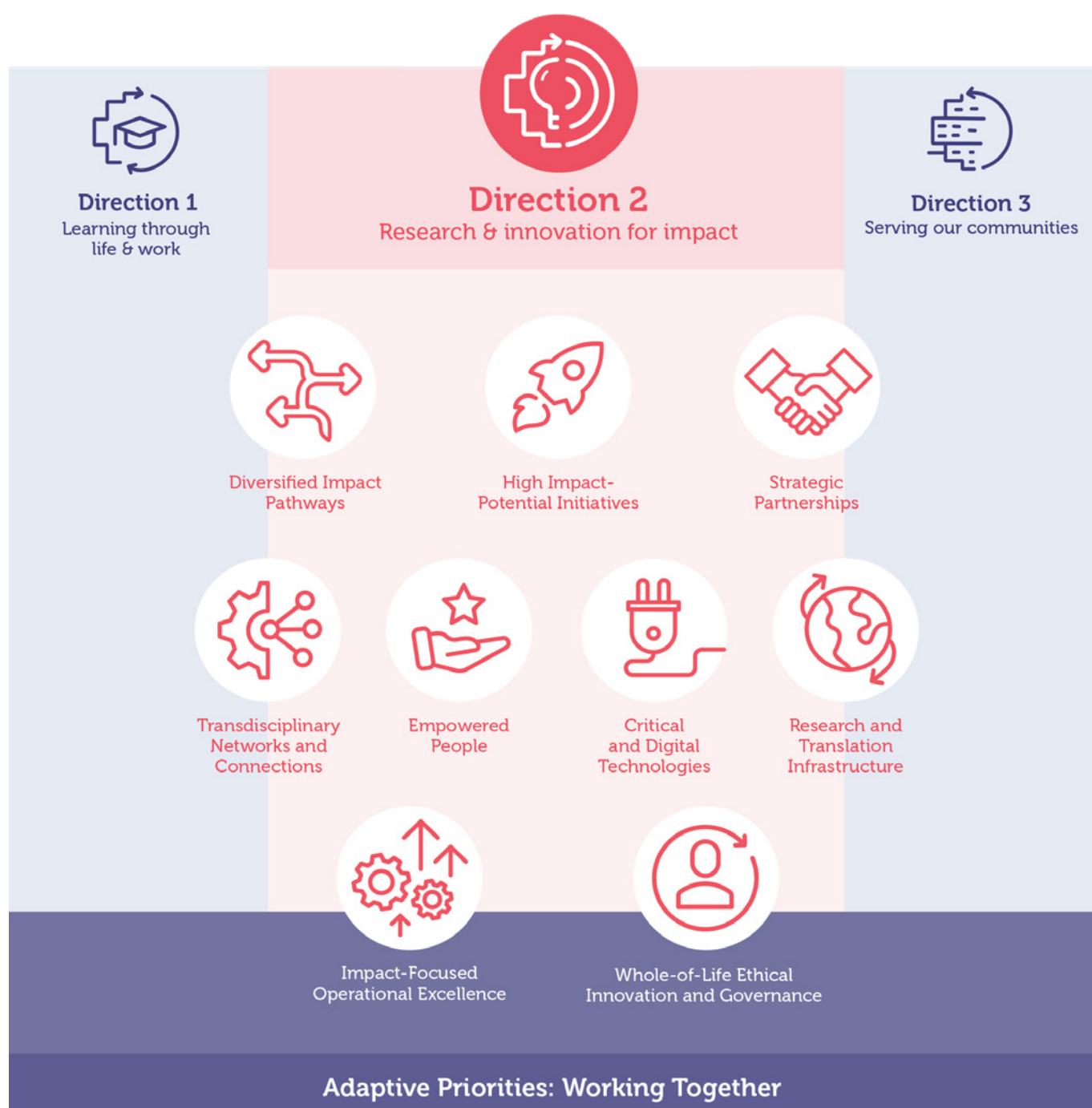


5.1 Decadal Aspirations for Research and Innovation

The RMIT Decadal Aspirations: Enabling Research and Innovation for Impact document was finalised and endorsed by the University in 2023. It encourages us to think collectively about the issues that are likely to become increasingly important for the success of RMIT, its people and partners over the next ten years, so that we can plan appropriately and strategically.

Nine key aspirations, built around Strategic Enablers, included a range of recommended actions and initiatives that the University can consider in its strategic planning and investment to support the strategic actions articulated under *Knowledge with Action*.

Visit our website for the [abridged version](#) or [full version](#) of the Decadal Aspirations.



Progress in 2024

Strategic enabler	Activity
Empowered People	- Project kick off to progress the development of a whole of University Research/Academic Career Development Program (RACDP). - Academic Promotions Policy review. - Vice-Chancellor's Research Fellows' (VCRF) career and leadership development program in development accompanied by a VCRF pilot coaching service.
Transdisciplinary Networks and Connections	- RMIT ranked 1st in Australia and 22nd globally in the inaugural Times Higher Education Interdisciplinary Science Rankings. 12 new Enabling Impact Platform (EIP) impact networks established bringing the total to 43 networks. - Established Enabling Impact Networks Activation Fund, supporting the development of major impact focused initiatives. - Convened a series of transdisciplinary networking 'salons' concurrent with delivery of Transfix program.
Research and Research Translation Infrastructure	- Appointment of an Associate Deputy Vice-Chancellor Research Infrastructure. - Digital Research Infrastructure roadmap and consultation undertaken. 2024 Council of Australasian University Directors of Information Technology (CAUDIT) Excellence in Research Support Award. - Widening external partnerships to access opportunities through the National Research Infrastructure Roadmap.
Critical and Digital Technologies	- AI Learning Hub established to provide training resources for AI for research quality. - Quantum Technologies Roadmap released.
Diversified Impact Pathways	- Awarded 3 Fellowships in the inaugural RMIT Research Translation Fellowships scheme. - Establishment of the RMIT/Breakthrough Victoria Investment Committee marked a milestone in overseeing our \$15 million partnership aimed at fostering technological and social venture innovation. - Entrepreneurial Researchers Network (REAN) launched and foundational entrepreneurial skills program to be piloted in 2025.
Strategic Partnerships	Evolving a strategic partnerships framework to support the development of large-scale initiatives.
High-Impact Potential Initiatives (HIPI)	- Developed an end-end innovation process to support 'white space' ideation. - Launched HIPI #1 pilot – How to house our population Sustainably – co-developing with industry partners to build a pipeline of transdisciplinary projects.
Impact-Focused Operational Excellence	- RMIT Elements launched for publications management, researcher profiles and research grants and contracts management. - AI tool to assist with internal funding grant application development in collaboration with the RMIT RACE. - Commenced Automation and AI initiatives to streamline grant decision making processes.
Whole-of-life Ethical Innovation and Governance	- Development of University-wide approach to Research Practice with AI at RMIT through the Research Practice with AI at RMIT (REPAIR) network. - Building on current research integrity framework to extend its application for research on and involving emerging technologies such as AI. - RMIT expert group publication of a White Paper on 'Research Integrity and Generative AI'.

5.2 RMIT Indigenous Research Plan (2023-2025)

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

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

Given our research community's aspirations and several principles informing the Indigenous Research Plan, five strategic objectives (Action Areas) are defined and are our focus in the coming years:

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

Read more about the [RMIT Indigenous Research Plan \(2023-2025\)](#).

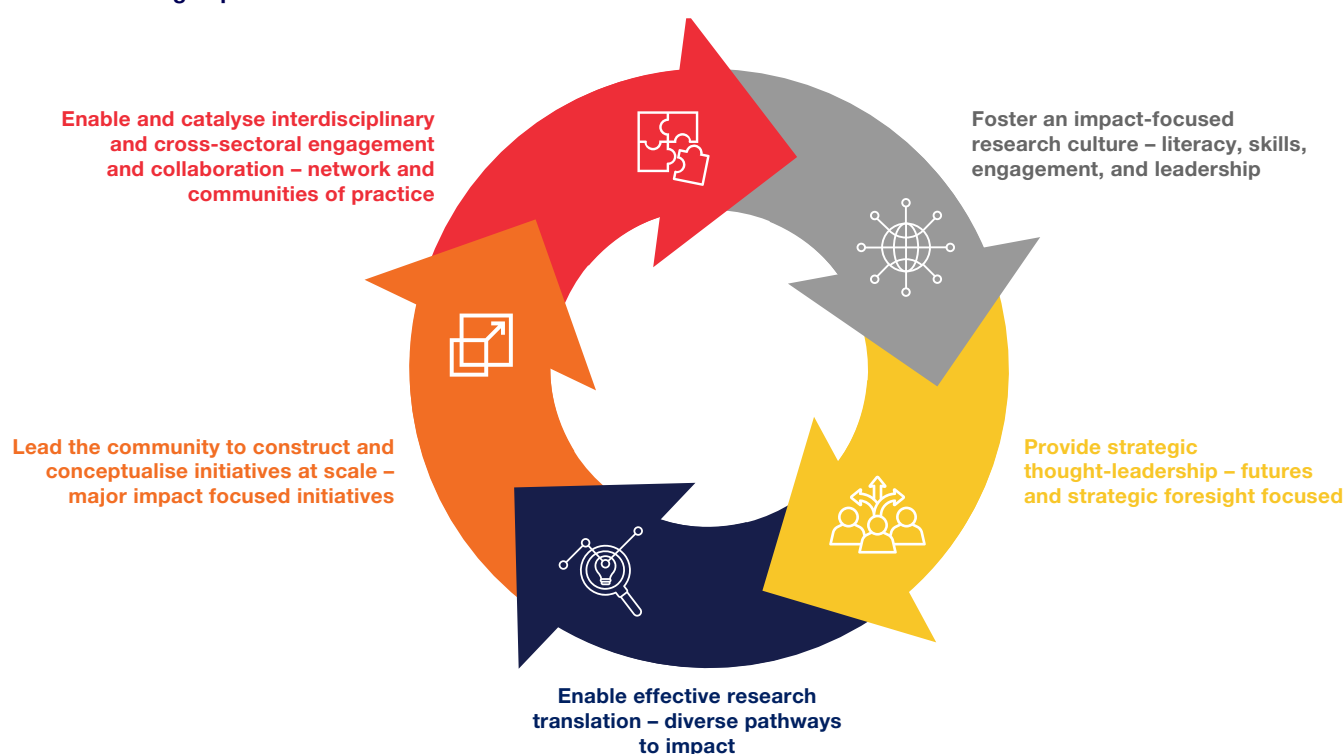
5.3 Enabling Impact Platforms

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

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

The key roles of the EIPs include:

Roles of Enabling Impact Platforms



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



Respected advisors

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



Collaborative problem-solvers

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



Strategic partnership enablers

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



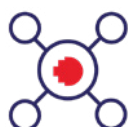
Knowledge brokers

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



Strategic thought leaders

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



Connectors and network builders

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

High Impact-Potential Initiatives (HIPIs)

The objectives of RMIT's *Knowledge with Action* goals and decadal aspirations focus on fostering partnerships for sustained impact at scale, leading in the development of national and international large-scale transdisciplinary programs and impactful research, through strategic partnerships.

The High Impact-Potential Initiatives (HIPIs) program was developed as a unique co-design approach bringing together interdisciplinary teams with cross-sectoral partners from industry, government, community, and academia. Participants are guided through a design-led, end-to-end, innovation and ideation process to collectively conceptualise transformative and innovative future solutions to significant problems impacting our communities, environment and industry.

In 2024, RMIT piloted the first HIPI program, focusing on sustainable housing 'Housing our population. Sustainably.' which generated a range of impact opportunity areas to explore and co-design with our partners. The program is now seeking to scale the HIPI model to other societal domains.

This innovative ideation process is one stream of activity that enables new forms of collaboration to be conceptualised and co-creation of alternative impact (and funding) pathways to achieve impact at scale with partners.

Impact enablement activities

Below are the eight EIPs with a feature 'Impact Enablement' activity they have taken the lead on:

Advanced Materials, Manufacturing and Fabrication EIP – Transforming specialised materials into high-performing products.

Putting plastic waste to good use: building a sustainable future (supporting EIP: Social Change)

With plastic waste presenting significant environmental challenges, RMIT's Enabling Impact Platforms, the Solving Plastic Waste CRC and CSIRO, brought leading voices in sustainability, social change and science together for a free public event to discuss the path to change.

Hosted by comedian and author Adam Spencer, the event featured insights from experts like Rebecca Prince-Ruiz of Plastic Free July and Lara Barclay of the Recycle Mate App. Discussions centred on reducing plastic waste through education, technology, and initiatives like Plastic Free July.

The event, hosted at The Capitol in Melbourne, saw a diverse audience in attendance emphasising the significance of both individual actions and systemic changes. A live demonstration of AI-powered waste identification solutions and a local school's project were featured.

Alongside the public event, RMIT co-chaired the [Ending Plastic Waste Symposium](#), attracting over 300 attendees. The symposium explored recycling, resource recovery, and international strategies for a circular economy.





Biomedical and Health Innovation EIP – Managing health challenges across the globe.

Collaborative Efforts to Tackle Long-COVID (supporting EIP: Global Business Innovation)

RMIT and its partners were awarded \$5 million from the [Australian Government's Medical Research Future Fund](#) to address the long-term effects of COVID-19. Led by Professor Catherine Itsiopoulos (STEM College) and supported by the [Biomedical and Health Innovation \(BHI\) Enabling Impact Platform](#), this project exemplifies how multidisciplinary approaches can lead to significant outcomes.

RMIT's [Enabling Impact Eat, Move, Heal Network](#) played a pivotal role in providing the groundwork for the successful grant submission. Since its inception, the Eat, Move, Heal network has identified critical gaps in Australia's long-COVID services and produced new findings to help health professionals better understand patient experiences.

The network brings together researchers, educators, and healthcare practitioners from over 10 disciplines, along with industry partners, to develop solutions in self-care, health services, care pathways, public awareness, and biological markers, and is developing a suite of digitised resources to be accessible to patients and practitioners.



Design and Creative Practice EIP – Applying an inventive, exploratory approach to real-world problems through interdisciplinary research, within and beyond design and creative practice.

Planetary Civics Initiative
(Supporting EIP: All)

The Planetary Civics Initiative is a collaborative effort between RMIT's College of Design and Social Context, Dark Matter Labs, and other global alliance partners, aiming to promote planetary thinking as essential for the survival of all life on Earth.

Led at RMIT by Professor Tim Marshall (Deputy Vice-Chancellor and Vice-President College of Design and Social Context), alongside Professor Wendy Steele, Professor Naomi Stead and a range of RMIT staff including the Enabling Impact Platform directors, the alliance is designed to create an inclusive, transdisciplinary platform for education, research and collaboration around planetary practices and their role in shaping contemporary civics, future publics and innovation agendas.

The initiative leverages seminars, research studios, and transdisciplinary collaborations to explore and implement planetary practices. By bringing together leading thinkers and practitioners, it aims to create deeply democratic futures and foster innovation agendas that prioritise social and environmental benefits, fostering an inclusive, transdisciplinary platform for education, research, and collaboration on planetary practices and their impact on contemporary civics and future innovation.



Global Business Innovation EIP – Working with researchers around the world to unlock the value and impact of innovation.

Healthy Ageing and Digital Inclusion
(Supporting EIP: Biomedical and Health Innovation)

RMIT is advancing projects that foster digital inclusion, social connectedness, and wellbeing among older adults. Initially supported by seed funding through the EIPs, these initiatives exemplify the power of cross-disciplinary collaboration and community partnerships to achieve meaningful impact.

Researchers from the Enabling Impact Network 'Pathways to Healthy Ageing' and the Centre for Organisations and Social Change (COSC) are collaborating with U3A Network Victoria to enhance digital skills, social connectedness and overall wellbeing of older adults.

Projects include the U3A Digital Mentoring Program; Reducing Perceived Risk in Digital Inclusion exploring how technology can support social inclusion; Navigating the Digital Health Journey investigating the use of mobile health apps and wearables; and Podcast Club workshops for media literacy (supporting EIP: Biomedical and Health Innovation).

By addressing digital exclusion and promoting social inclusion, these projects are shaping a more connected and supportive ageing experience. Ongoing collaborations with U3A and community partners continue to drive meaningful impact in positive ageing and digital equity.



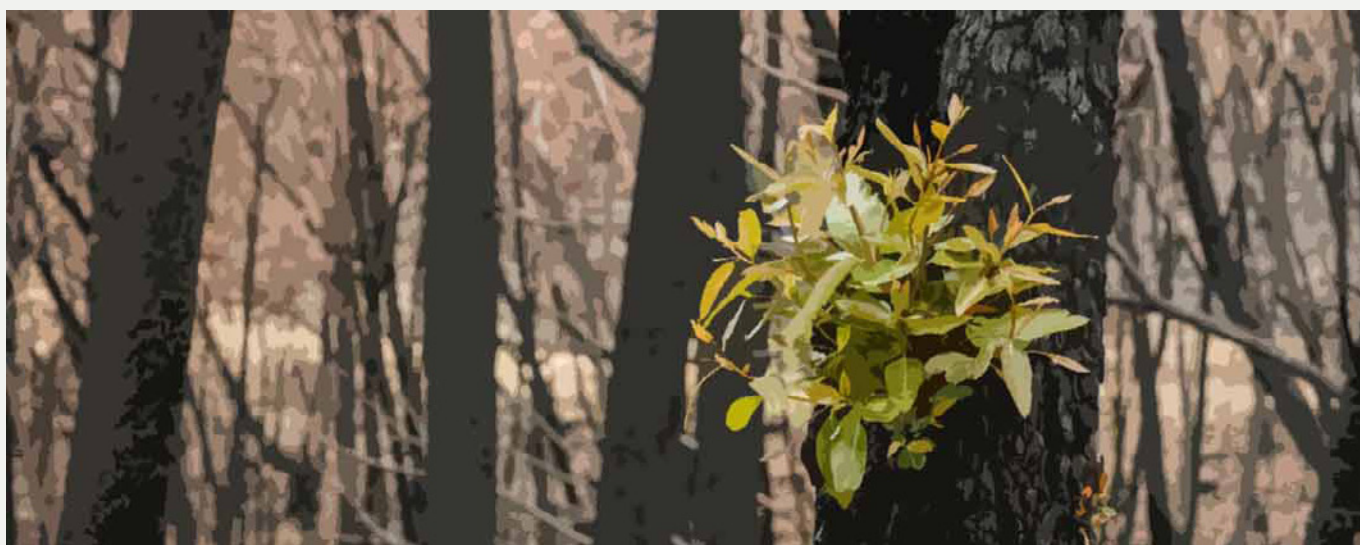
Information in Society EIP – Helping society to understand, shape, and adapt to the disruptions caused by new data sources and information technologies.

Victorian Disaster Research Forum/ Alliance (supporting EIP: Urban Futures)

Victoria boasts world-leading, impact-focused disaster and natural hazards research capabilities across multiple universities. These capabilities present unique opportunities for innovation in responding to Victoria's unique combinations of natural hazards, climate, and community risks.

In 2024, the Victorian Disaster Research Forum was held at RMIT by the [Information in Society EIP](#) in collaboration with the [Swinburne Innovative Planet Research Institute](#) to better connect and coordinate disaster researchers across Victoria, with the goal of: reducing the barriers to innovation; growing disaster research impact, and; better translating research findings into practical disaster resilience and emergency management and recovery applications.

The establishment of an interdisciplinary disaster researcher network across Victoria's universities, called the VDRA (Victorian Disaster Research Alliance) will enable Victorian researchers to grow and diversify pathways to impact, and ultimately help address Victoria's unique innovation needs for disaster resilience and natural hazards research.



Social Change EIP – Understanding human experience on a local, national, and global scale, to benefit and strengthen society.

Society 5.0 Ethics Initiative

The Society 5.0 Ethics initiative aims to integrate advanced technologies like AI and robotics into society to solve complex challenges and enhance human wellbeing.

Professors Annette Markham and Professor Lisa Given lead a multi-year project at RMIT to facilitate global discussions on ethical technology use, emphasising interdisciplinary research, community engagement, and collaboration with businesses and governments.

In 2024, RMIT and Utrecht University hosted the Engaging for Impact event 'Society 5.0 Ethics: A Festival of Ideas'. Ethical guidelines and best practices were shared through seminars, workshops, roundtable discussions, and keynote talks. This was the first in a series of global events aimed at shaping the ethical landscape of future technologies with a focus on human-centered societal concerns, and proved an essential step towards creating ethical guidelines and best practices for technology innovation that prioritises people. The University of Utrecht will host the next conference in the Netherlands in 2025.





Sustainable Technologies and Systems EIP – Leveraging sustainable technologies and systems to solve national and global environmental, social and economic challenges in the areas of energy, water, food and circular economy.

EnergyLab embedded at RMIT

EIPs support multiple pathways of RMIT research translation to impact with start-ups being one such pathway.

The ST&S EIP played a key role in identifying an opportunity, connecting and enabling a new partnership

between EnergyLab and RMIT Activator. EnergyLab is Australia's largest climate tech start-up incubator with a vast array of programs and mentors that RMIT can tap into. Coupled with the Activator team and programs this positions RMIT to train the next generation of founders.

The [EnergyLab](#) Melbourne-based team now works in their co-working space, and is collaborating with RMIT on future events and learning opportunities in the ecosystem, for example the Climate Tech Jobs Fair was held at the end of 2024 with the support of the [Melbourne Climate Network](#).

Urban Futures EIP – Researching how cities can be more resilient, sustainable and regenerative.

Housing Melbourne at 8 Million

As metropolitan Melbourne plans for a projected population of 8 million by 2050, the state faces a wide range of challenges as the population grows. These challenges include metro-scale urban planning and economics, government and infrastructure, affordable housing and construction. These challenges, in combination with a changing climate, are testing Melbourne's built and natural environment.

The Urban Futures EIP hosted the ***Planning Victoria; Housing Melbourne at 8 Million*** in partnership with the Planning Institute of Australia. Moderated by Cara Waters from *The Age*, a panel of experts came together to dissect the challenges facing metropolitan Melbourne in planning for a projected population of 8 million people. Panelists included Dr Marcus Spiller (Deputy Chair, National Housing Supply and Affordability Council), Dr Jonathan Spear (CEO, Infrastructure Victoria), Nicola Foxworthy (Founding Director, Imagine Housing) and Associate Professor Ehsan Gharaie, PhD (RMIT University).

By collaborating in a dialogue with prominent policy and industry leaders before a public audience the event highlighted RMIT's shared civic commitment to informing public conversations and policy and civic debate about the future of Melbourne.



5.4 Research contributions to the SDGs

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

In 2024, we enhanced our data management and validation approach for research projects, leading to clearer results. For example, this proactive validation helped us better identify partnership arrangements in research projects, improving our SDG 17 results.

The diagram below provides a snapshot of the 1,343 active research projects in 2024 that address one or more of the SDGs.

The data indicates we have increased alignment across many areas, including the following:

- SDG 3 – Good Health and Wellbeing
- SDG 11 – Sustainable Cities and Communities
- SDG 12 – Responsible Consumption and Production



The Children's Sensorium – Creative Strategies to Support Children's Wellbeing

'The Children's Sensorium' was a creative research project aimed at bolstering children's emotional resilience and wellbeing through sensory art installations and mindfulness practices. Led by RMIT Professor Grace McQuilten, the project featured interactive exhibitions and public programs that engaged all senses in a fun, creative manner, showcasing the arts' growing role in social change.

The project responded to a crisis in children's wellbeing, drawing on literature about the impact of COVID-19 lockdowns. It utilised preventative strategies such as mindfulness, play, and emotional intelligence to create interactive exhibitions. Co-created by McQuilten and a diverse group of artist-researchers, the project also collaborated with Boon Wurrung elder N'Arwee't Carolyn Briggs, whose stories fostered multisensory engagement and connected children to Country.

To date, two exhibitions have been presented in Melbourne and Castlemaine, each with robust public programs including group activities and workshops. The first exhibition, part of the 2022 [Big Anxiety Festival](#), focused on children's post-pandemic wellbeing. The second, hosted by the Castlemaine Art Museum in 2024, was supported by Mount Alexander Shire Council and VicHealth during the [FLIP Winter Children's Festival](#).

Also in 2024, a Wellbeing Garden was launched at Flemington Primary School, inspired by The Children's Sensorium. It aimed to connect students to nature and their senses, particularly aiding neurodivergent students. McQuilten's team is now collaborating with Collingwood College on an indoor sensory space building on these initiatives.

In 2025, the exhibition will travel to Hamilton Regional Gallery, Bayside Gallery in Brighton, and Townsville, Queensland. Each exhibition will be tailored to the unique needs of its community.

SDG Alignment



Book Release – Circular Practices in Buildings and Construction to achieve the Sustainable Development Goals

In 2024, RMIT Professor Usha Iyer-Raniga, released a book that explores how sustainable construction can tackle three major global crises: climate change, pollution, and biodiversity loss. The book delves into the One Planet Network's Sustainable Buildings and Construction (SBC) program, launched in 2015, which has been crucial in promoting sustainable building solutions worldwide.

This book outlines the history and achievements of the SBC program, noting its significant influence on sustainable construction practices. By mapping circular built environment indicators against the Sustainable Development Goals (SDGs), the program offers clear pathways for achieving them. This alignment not only highlights the program's successes but also underscores the challenges it faces in global application.

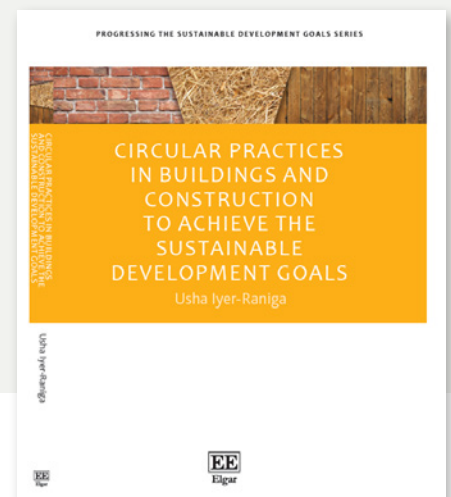
Looking forward, the book proposes opportunities to leverage insights from the SBC program to further advance circular practices in construction. By doing so, it aims to create a more sustainable future for the building sector, potentially impacting environmental and economic systems.

The learnings captured in the book are invaluable resources for professionals in the built environment including those working in planning, architecture, engineering, and construction. It offers valuable insights for policymakers and stakeholders committed to sustainability, providing practical guidance for incorporating circular practices into their work.

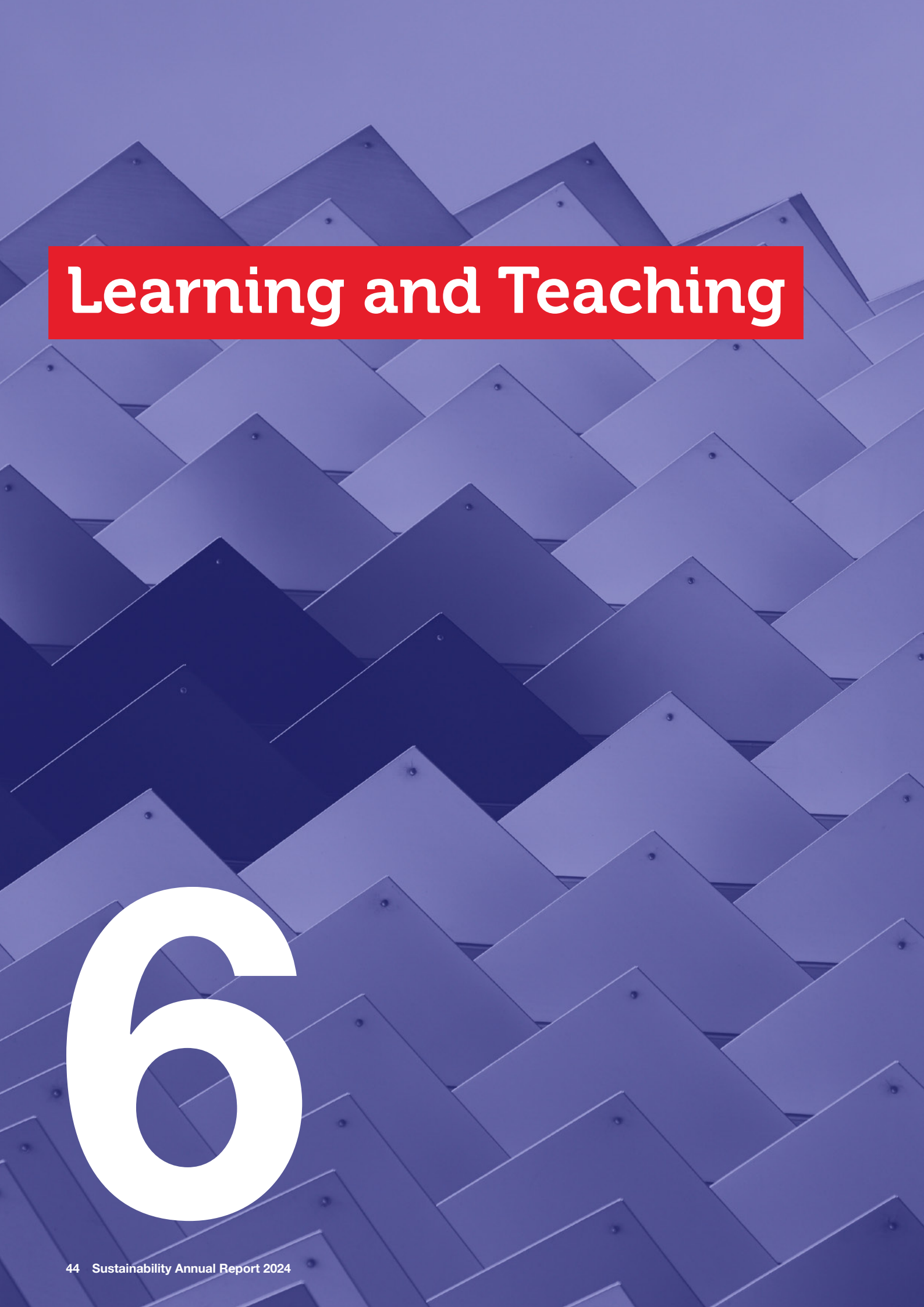
By addressing current global challenges and setting a course for future innovation in sustainable construction, Usha's work is a valuable demonstration of learning, teaching and research practices and experience coming together to positively influence the construction sector.

Usha Iyer-Raniga is a Professor of Sustainable Built Environment in the School of Property, Construction and Project Management. She has been co-leading the United Nations One Planet Network on Sustainable Buildings and Construction program until 2022 and from 2023, co-leading the circular built environment program hosted by UNEP as part of the Global Alliance for Buildings and Construction.

SDG Alignment







Learning and Teaching

6

RMIT is committed to providing an exceptional educational experience for our diverse student body, with the RMIT Capabilities at the heart of this mission.

These capabilities reflect our aspirations for graduates, focusing on distinctive, future-oriented knowledge and skills that support lifelong learning, career success, and wellbeing.

1. Ethical Global Citizens
2. Connected
3. Adaptive
4. Digitally Adept
5. Expert
6. Critically Engaged

Our ambition towards ethical global citizenship, including a commitment to sustainability, engagement with Aboriginal and Torres Strait Islander knowledge systems, and the UN Sustainable Development Goals, is embodied in Capability 1 – Ethical Global Citizens.

6.1 Innovating through curriculum

Interdisciplinary toolkit

Interdisciplinary learning is a cornerstone of RMIT's curriculum architecture, essential for cultivating the capabilities and mindsets learners need to thrive. In today's interconnected world, where collaborative, interdisciplinary approaches are crucial, our goal is to equip learners to tackle complex global challenges by engaging with diverse perspectives and thinking beyond boundaries.

To support this ambition, we began developing an interdisciplinary toolkit in 2024. This toolkit aims to equip educators and learners with the skills needed to work across and beyond disciplines. It reconceptualises the educational landscape by bringing together resources, activities, and principles that foster collaboration, co-design, and meaningful dialogue, supporting transformative learning design and experiences.

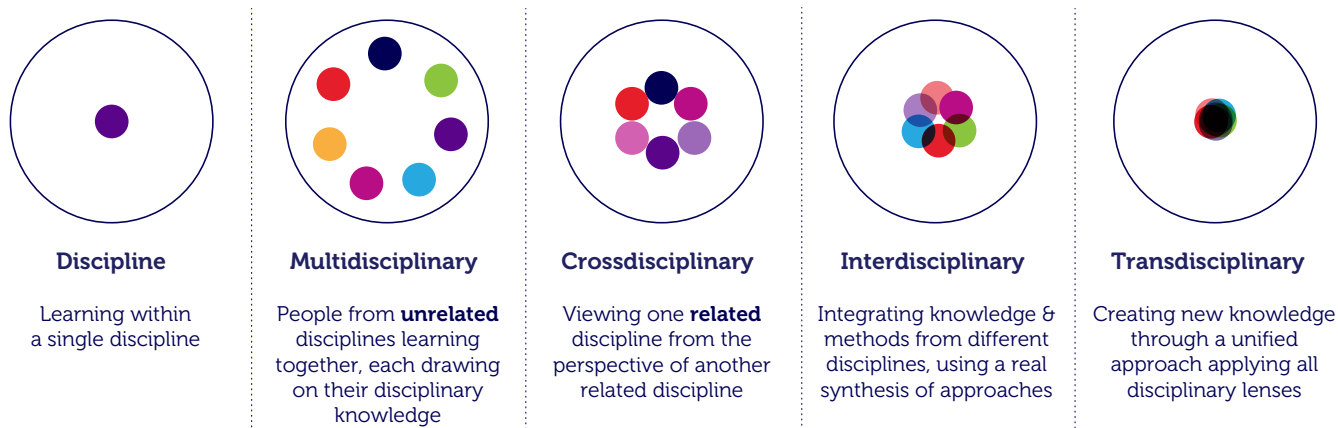


Diagram: illustrating what RMIT aims to achieve through interdisciplinary learning

The key principles of the toolkit include:

- **Responsible Practice:** Exploring the intersection of interdisciplinary learning and Indigenous knowledge, focusing on critical questioning and elevating Indigenous voices and placemaking.
- **Inclusivity:** Promoting inclusive learning by embracing diverse perspectives and prioritising Universal Design for Learning and inclusive learning environments.
- **Collaboration and co-design:** Developed through University-wide partnerships, the toolkit is designed for use by academics, educators, and staff involved in learning, teaching, and quality.
- **Ongoing iterations:** The toolkit is continually updated and refined to align with the evolving nature of learning and teaching at RMIT, ensuring resources remain current through regular evaluation and continuous improvement.

Future developments of the toolkit will be incorporated into resources accessible to RMIT's learning and teaching community, with the following significant milestones already achieved in 2024:

- Developed a toolkit framework with prototype activities for each section, based on insights from interdisciplinary grant recipients.
- Piloted design of a cross-college interdisciplinary undergraduate minor and postgraduate learning offer through RMIT's Regenerative Futures initiative, supporting modular and stackable offerings aligned with industry practices and skills.
- Established a methodology and requirements for interdisciplinary learning in the Regenerative Futures offering, covering ownership, teaching, revenue, space, and scheduling considerations.
- Created an online resource site for the toolkit, featuring a collection of interdisciplinary case studies to aid implementation.
- Designed learning journeys for the toolkit.

Signature pedagogy: active, applied and authentic learning

Key achievements advancing RMIT's AAA Signature Pedagogy in 2024 included:

- Designing and building an enterprise-wide blended learning framework that integrates the best of online, face-to-face, and workplace learning.
- Developing a framework for meaningful assessments that reflect real-life and work scenarios.
- Creating and implementing an enterprise-level framework to support educational capability development and teaching excellence.



Sustainable Building Design Skill Sets

In 2024, RMIT's College of Vocational Education launched the **Sustainable Building Design Skill Sets** – a unique suite of short courses designed to equip the building and construction workforce with the skills needed for a clean economy future. These vocational education offerings focus on sustainable building design, construction and retrofitting, and sustainable operations.

Targeted at both new entrants and experienced professionals, the skill sets support upskilling and can complement broader qualifications in areas such as construction project management, architecture, and industrial design. This initiative reflects RMIT's commitment to sustainability in the built environment and to preparing the workforce for the transition to low-carbon, climate-resilient practices.



The Adventures of Soy Boy & Friends

The Adventures of Soy Boy & Friends is a comic series co-designed with students, educators, and violence prevention experts to combat stereotypes and disinformation.

The term 'Soy Boy' is often used in the #manosphere to belittle men who don't conform to traditional masculine ideals. At RMIT, we're creatively challenging these outdated narratives.

In Semester 1 2024, young men were engaged on campus in a co-design process, including workshops and pop-ups, to explore creative ways to 'rewrite the rules' of the 'Man Box'. These sessions led to the creation of the Soy Boy comic storyline, offered as an alternative assessment for students in the Advanced Diploma of Screen and Media.

In Semester 2 2024, all students were invited to illustrate the comic as part of their coursework. Seven students participated, with Millie Ovenden's adaptation selected for publication and promotion.

This project highlights how RMIT combines education, creativity, and innovation to challenge online narratives, drawing on young men's lived experiences to redefine masculinity.

Explore the first issue and join us in reshaping narratives: [Read the comic](#). Learn more about the project: [Project details](#).

Curriculum architecture program and course redesign

In 2024, we made significant strides in curriculum architecture and course redesign, highlighted by the following achievements:

- Collaboratively designed, piloted, and implemented an interdisciplinary, modular, stackable curriculum architecture with distinctive embedded program learning outcomes across vocational, undergraduate, and postgraduate courses.
- Established consistent program structures to provide students with flexibility and choice, supporting opportunities for transdisciplinary study across the University.

Developing RMIT's educational innovation ecosystem

RMIT's first *Educational Innovation Charter* was introduced in 2024. This charter outlines a set of values and principles guiding our approach to innovation for what we teach and how we teach, with an aim to provide students with the best opportunities for success today while also preparing them for the future workplace.

Diagram: Core values of the Educational Innovation Charter



In 2024, the groundwork for our first *Educational Innovation Hub* fulfilled a long-standing vision for a learning space where collaboration among teachers, students and industry, along with experimentation and creativity, come together. This hub is more than just a physical location; it symbolises the potential that can be realised when passion and imagination align with purpose and will offer educators the tools and environment needed to push boundaries and reimagine learning.

The *Educational Innovation Grants* funded 10 projects across 2024 and allowed educators the time (and some cash) to experiment with new ideas and approaches – this highlights the importance of creating opportunities for staff to innovate and share their impact.

Our Educational Innovation Ecosystem aligns with *SDG 4 Quality Education* and *SDG 9 Industry, Innovation, and Infrastructure*.

Design Thinking in Criminology

An Educational Innovation Grant was awarded to Design Thinking in Criminology (DTC), a pilot program co-delivered by the School of Global, Urban and Social Studies (GUSS) and the Business and Enterprise Cluster in the College of Vocational Education.

Using design thinking methodology, students explore a criminal justice process, empathising with various stakeholders. This analysis leads to the development of specific problem statements that highlight stakeholder pain points, informed by onsite visits and discussions with staff and those with lived/living experience. Through collaboration with external partners, including government and non-profit organisations, students understand real-life challenges and prototype solutions for testing.

DTC exemplifies RMIT's AAA pedagogy, providing rich, practical and authentic learning experiences for our learners. It also supports SDG 16: Peace, Justice and Strong Institutions, and furthers RMIT's goal for learners to become ethical global citizens.



6.2 Digital innovations in learning and teaching

Ethical global citizenship in the age of AI



Employ globally inclusive perspectives and a commitment to diversity, inclusion and respect.

- 1 Actively engage with Aboriginal and Torres Strait Islander peoples' perspectives, world views and lifeways as important knowledge systems. Contribute to a more sustainable world through engagement with the Sustainability 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.

Our RMIT Capability, Ethical Global Citizen, was a key consideration in the development of RMIT's genAI solution, Val, in 2024.

Val was developed to address the emergence of generative AI technology in higher education and to provide safe and equitable access to appropriate genAI tools for all staff and students.

For our students, Val supports them to engage with AI as Ethical Global Citizens as well as providing both educators and students with the confidence that their use of AI adheres to the governance, culture and values put forth in our Responsible AI Policy.

Val provides a custom developed genAI solution that has access to various genAI models with custom features provided by expertise within the institution. It aims to develop capability in using genAI appropriately and is supported through courses targeted at educators and students, including FAQs and referencing resources.

By embracing genAI solutions, RMIT is exploring methods for creating stimulating and high-quality educational experiences that reflect our educators, experts and values-driven curriculum.

Enhancing the digital learning experience

In 2024, we reached a milestone in enhancing the student and staff experience within our digital learning environments through a process of lean innovation and experimentation. This approach led to the successful implementation of five key enhancements:

- Integrating the academic calendar into Canvas to help students easily identify their current academic week.
- Creating a student wellbeing resource in Canvas that encourages breaks after long periods of activity.
- Enhancing consistency in Canvas course navigation by improving menu structure and categorisation for a better user experience for both students and staff.
- Introducing simplified profile customisation options in Canvas, allowing students to use RMIT-branded emojis on their profiles.
- Launching new Learning Experience Standards to bring greater consistency across our learning environments and enhance the student experience.

6.3 Academic quality

Maturity in data transparency and reporting

In 2024, RMIT concluded its data transparency and reporting initiatives focused on student success and feedback.

Building on foundations from 2022 and 2023, the collaboration between the Education Portfolio and Data and Analytics team produced robust, holistic student feedback and performance data for all courses and programs at RMIT.

These enhancements resulted in:

- Comprehensive data sets that became more accessible to all professional and academic staff, offering intuitive, self-service tools providing real-time insights.
- The transition from manual processing to automated, reliable, and consistent reporting, empowered staff to leverage data more effectively to enhance student performance, understand feedback, and drive continuous improvement in the student experience.

Course Experience Survey overhaul

Following extensive engagement with the academic community, the Course Experience Survey (CES) underwent a comprehensive redevelopment to improve clarity, accessibility, and ease of use.

The revised Course Experience Survey provided a unified survey instrument across Higher and Vocational Education, ensuring consistency across all courses at RMIT. The redevelopment also introduced new reporting tools for educators, consolidating all CES information in one easily accessible location.

Course enhancement

In its second year, the course enhancement initiative reached full implementation. It enabled RMIT to identify enhancement activities that had a tangible impact on the student experience, closing the loop and allowing an assessment of the effectiveness of RMIT's efforts.

6.4 Real-world connections

Work Integrated Learning (WIL)

WIL activities were a cornerstone of RMIT's 2024 commitment to industry-partnered education and training.

These activities encompassed WIL placements, industry/community-engaged projects, and simulated workplace experiences, tailored to specific disciplines. They varied in form, from work-based placements to online projects with industry and community partners.

In 2024, there were over 37,200 WIL activities, including more than 12,000 placements, involving over 4,000 industry and community partners. Additionally, over 1,800 students completed the WIL Ready micro-credential to prepare for WIL placements, and over 1,000 students completed career-focused micro-credentials.

Sustainability-focused student internships and experiences in Europe

In 2024, RMIT Europe significantly expanded student-industry engagement, facilitating sustainability-focused internships and projects for 2,400 students across Melbourne, Vietnam, and Singapore. Collaborating with 30 European industry partners—including IDOM and DB Schenker—these experiences enabled students to apply their skills to real-world challenges in sectors ranging from urban planning to sustainable logistics.

Beyond internships, RMIT Europe created further opportunities for global learning. Highlights included Australian students showcasing sustainable fashion concepts at Fashion Graduate Italia in Milan, and a cross-campus study tour to Barcelona for the Smart City Expo 2024. As part of the McCall MacBain-funded Global Citizen Leadership Program, the tour connected students from Australia and Vietnam with global innovations in urban sustainability and smart city design. These initiatives reflect RMIT's ongoing commitment to equipping students with practical, international experience in tackling global sustainability challenges.

6.5 Lifelong learning

RMIT Online

RMIT Online is dedicated to equipping individuals and organisations with the skills needed to thrive in an increasingly complex and rapidly evolving world of work. Grounded in the mission to foster a community of lifelong learners, RMIT Online has built a strong reputation for delivering industry relevant, flexible education that responds to the critical skills gaps facing today's workforce.

To address these skills gaps, RMIT Online has established partnerships with over 90 industry organisations to build an innovative portfolio of online micro-credential short courses and accredited degrees.

In alignment with global sustainability goals and commitments, RMIT Online has integrated a strong sustainability focus across its course portfolio. Collaborations with leading organisations such as Deloitte and the Department of Finance have resulted in the development of innovative learning experiences in areas such as sustainability reporting, social impact, and climate fundamentals.

Through these offerings, RMIT Online plays an important role in developing the workforce capabilities needed to advance sustainable development and create a future ready workforce.



Future Skills Short Course: Sustainability and Climate-Related Financial Reporting

RMIT Online, in collaboration with Deloitte, has launched the Sustainability and Climate-Related Financial Reporting short course (TSUS207) to equip professionals with the skills to navigate evolving sustainability and climate-related financial standards. This course is aligned with key frameworks such as the International Sustainability Standards Board (ISSB) and the Australian Accounting Standards Board (AASB), focusing on the four pillars of governance, strategy, risk management, and metrics and targets.

Key learning outcomes:

- Understand the impact of climate-related risks and opportunities on financial performance.
- Develop strategies for transparent and accountable climate-related reporting.
- Identify and manage sustainability-related risks and opportunities within organisational governance structures.

This course was designed for professionals in finance, accounting, sustainability, and governance roles seeking to enhance their expertise in climate-related financial reporting.

This course supports RMIT's commitment to advancing sustainability as outlined in our *Knowledge with Action* strategy.



RMIT UP – Innovating International Education

Strategically located in Melbourne's vibrant CBD, RMIT University Pathways (RMIT UP) is a proud part of RMIT University dedicated to helping individuals worldwide achieve their aspirations in work and life. Since its inception in 1968 as the Centre for English Language Learning (CELL), RMIT UP has been at the forefront of university pathways, offering Academic English, Foundation Studies, and English language testing.

For over 50 years, RMIT UP has been a leader in education solutions, catering to learners, academics, and professionals from around the globe. The commitment to excellence is reflected in the investment in passionate people, cutting-edge technology, and carefully chosen partners, ensuring an exceptional experience for everyone served.

In 2024, RMIT UP celebrated a new chapter with a refreshed identity and a state-of-the-art campus. Formerly known as RMIT Training, RMIT UP welcomed students to its new Franklin Street location in August.

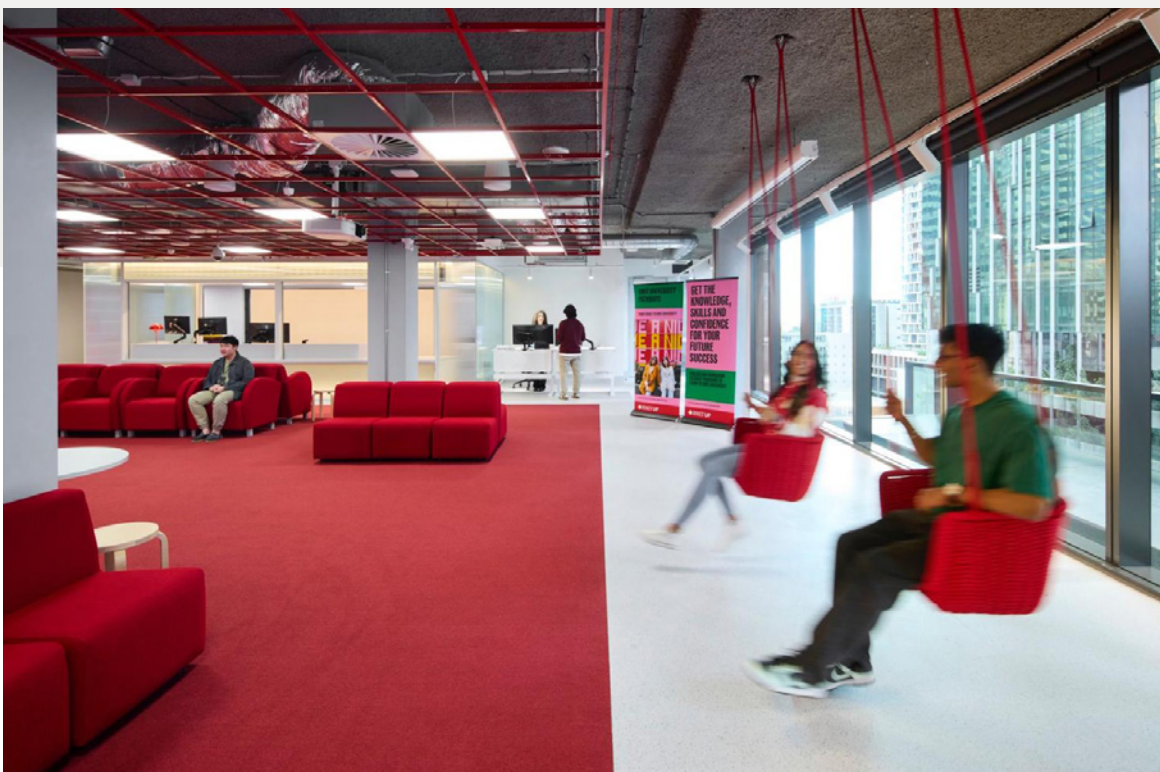
CEO Jake Heinrich highlighted the rebranding as a symbol of optimism and growth. "For over 50 years, we've evolved to meet the needs of international students and professionals globally. The name RMIT University Pathways better reflects our mission and enhances our market position."

The new campus at Building 85, Franklin Street, is shared with Scape, Australia's largest student accommodation provider. This unique setting offers international students world-class learning and living facilities in Melbourne's city centre.

Since opening, students and teachers have embraced the modern, tech-equipped classrooms and vibrant communal spaces. The central location offers easy access to the RMIT core City campus, sports facilities, Queen Victoria Market, and the Melbourne CBD giving a rounded experience of student life.

Scape Franklin, housing over 800 students, represents a pioneering collaboration between a university and a student accommodation provider.

Laura Senas Murillo, an RMIT UP English student from Colombia, praised the convenience of living and studying in one location. "It's improved my time management and allowed me to connect with classmates and meet new people from around the world."



6.6 SDGs in the curriculum

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

The diagram below provides a snapshot of the 1,463 active course units in 2024 that address one or more of the Sustainable Development Goals (SDGs). This number represents all SDG aligned undergraduate, postgraduate and research course units.

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

Our improved 2024 alignment results reflect the ongoing efforts of the University to engage students in understanding the SDGs as part of the Ethical Global Citizenship Capability, and our efforts to improve internal monitoring and evaluation approaches.

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



The College of Business and Law

The College of Business and Law (CoBL) at RMIT University, one of the largest in the Asia Pacific, provides industry-aligned education and pioneering research for more than 26,000 students across Melbourne, Vietnam, and through significant partnerships, in Singapore and China. The College is committed to sustainability, integrating the United Nations Sustainable Development Goals (SDGs) into its core activities, below is a brief snapshot of this work by the School:

- **School of Accounting, Information Systems and Supply Chain (AISSC)**

AISSC's research highlights sustainability in accounting and assurance, financial management, and supply chain resilience. Focuses include digital sustainability and humanitarian logistics, with key themes of AI, technology, and ESG intersecting its multidisciplinary research efforts.

- **The Business School (TBS), RMIT Vietnam**

TBS fosters interdisciplinary research across Vietnam and the Asia-Pacific, targeting areas like urbanisation, smart city planning, supply chain sustainability, and the digital economy. By aligning with Vietnam's development goals, TBS creates scalable, innovative solutions for long-term environmental responsibility and resilience.

- **School of Economics, Finance and Marketing (EFM)**

EFM excels in research and collaboration on SDGs related to health, gender equality, economic growth, sustainable industrialisation, inequality reduction, and justice. The school's academics actively partner with industry to pave pathways towards these global objectives.

- **School of Management (SoM)**

SoM focuses on sustainable organisational behaviour, fostering policy and practice changes to support CoBL's sustainability goals. The School champions entrepreneurship and innovation for social impact, aligning its strategies with UN sustainable development initiatives.

- **The Graduate School of Business and Law (GSBL)**

GSBL is recognised for excellence in stakeholder engagement and impactful research. The Centre for Business and Human Rights explores intersections of business and sustainability, promoting circular economy and social value creation to address challenges such as food waste, construction, and energy equity.

- **Social Value Creation and Environmental Sustainability:** This research stream analyses how organisations create and capture value beyond economic benefits, integrating environmental and social aspects. It develops circular business models to tackle issues like food waste and energy fairness.

- **The Business and Human Rights Research Centre (BHRIGHT):** Hosted by GSBL, BHRIGHT is Australia's premier centre dedicated to the human rights impacts of business. Through research, education, and policy reform, it leads global efforts to integrate human rights into business practices. Collaborating with the Red Cross, BHRIGHT addresses issues in conflict zones and global supply chains, fostering innovation and leadership in human rights standards.

SDG Curriculum Mapping

For over a year CoBL has been undertaking a project to demonstrate program alignment to the RMIT Capability 'Ethical Global Citizenship'. A key part of this work is a strategy to embed SDGs in the curriculum, with Program Managers asked to map SDGs across their program or major of study. It is expected that a course early in the student journey will introduce the concept of SDGs, subsequent courses will further develop their knowledge and the final capstone course will be used to assure learning.

As part of evaluating student performance across the program, course coordinators are required to utilise designated rubrics in assessment grading. Each of the rubrics has hashtag identifiers, with stretch goals used to evaluate student capability and performance. A data automation process supports the identification and collation of results from the Learning Management System with a Power BI dashboard used to visualise results. As a result of our assurance of learning process 15,130 CoBL students were evaluated on the SDGs in their 2024 assessment tasks. The system is not only useful for reporting performance, but is used as an audit tool to enhance the quality of the assessment across the program and student journey.

Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in business and management education through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic, environmental, and social goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow.

The College of Business and Law has been a Signatory Member of PRME since 25 August 2020. In August 2024, the College submitted its latest [Sharing Information on Progress \(SIP\) Report](#) demonstrating their commitment to the PRME Principles. The SIP Report outlines the College's recent activities and achievements aligned to the PRME Principles including delivering high quality educational experiences that are grounded in the principles of socially responsible management and entrepreneurship and sustainable work practices and producing world-class research that advances the Sustainable Development Goals (SDGs).





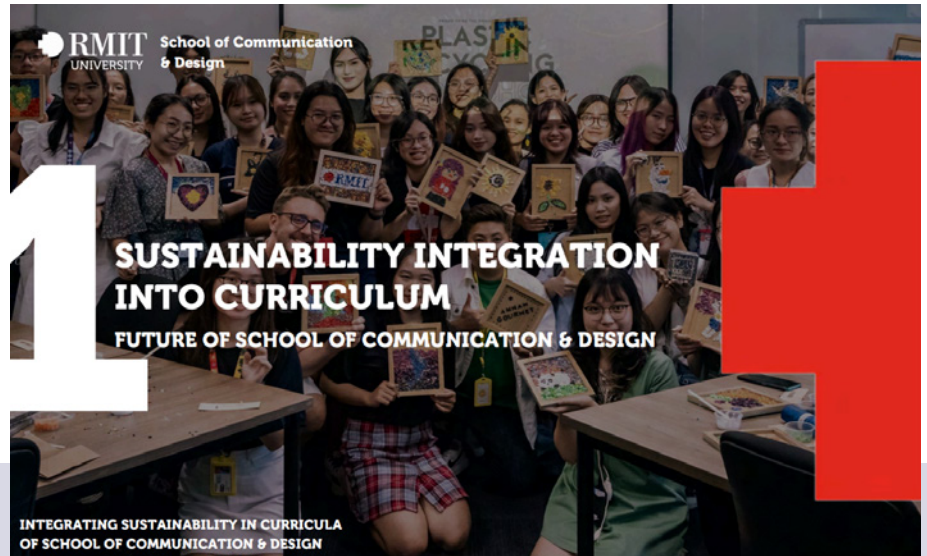
Festival of Social Impact

Hosted by CoBL, the *Festival of Social Impact* highlighted RMIT's commitment to creating social impact through education, research, and industry partnerships. Spanning one-and-a-half days, the festival featured exhibitions, presentations, and workshops on sustainable practices, decent work, gender equality, and Responsible Practice.

Key highlights included an exhibition showcasing the breadth of CoBL's social impact work, including a Virtual Reality (VR) activation celebrating Indigenous perspectives. Additionally, a student pitching competition allowed participants to present initiatives for sustainable and socially impactful futures, with projects aligned with ESG principles and UN Sustainable Development Goals.

A panel discussion focused on careers for impact, featuring industry leaders like Good Shepherd CEO Stella Avramopoulos, further illustrated the festival's role in bridging academic and professional efforts to achieve social change. The festival extended to RMIT Vietnam, fostering international collaboration and reinforcing RMIT's dedication to positive social change.





Mapping SDGs in Communication and Design Education

RMIT Vietnam places sustainability at the core of its values. A 2024 report by researchers from the School of Communication & Design highlighted efforts to integrate environmental sustainability into pedagogy.

Associate Professor Donna Cleveland (Interim Dean), noted that 100 per cent of the course curriculum aligns with the Sustainable Development Goals (SDGs), with 95.7 per cent incorporating sustainability elements. Faculty staff prioritise sustainability integration, enhancing students' employability by equipping them with skills to contribute to a sustainable future.

Dr Nguyen Van Thang Long, chief investigator of the report, emphasised the transformative learning environment created by integrating sustainability, combining theoretical knowledge and practical skills related to the SDGs. This approach prepares students for future work readiness through problem-solving assessments, case studies, and dynamic scenarios beyond traditional lectures.

Associate Professor Rajkishore Nayak (Fashion Enterprise Lecturer) highlighted the advantage of sustainability in the curriculum for career readiness, especially in the fashion industry. Dr Long stressed the importance of identifying the right SDGs for each program, differentiating between 'must-have' and 'nice-to-have' SDGs to tailor teaching materials accordingly.

Dr Justin Battin (Professional Communication Senior Lecturer) pointed out challenges in implementing sustainability curricula, emphasising the need for responsible and ethical practices beyond SDG labelling. Dr Hellmut Monz (Digital Media Senior Lecturer), remarked on the importance of resources and support for successful integration, advocating for more time and support in collaborations with NGOs.

Associate Professor Cleveland stated that insights from the project will guide further integration of sustainability into academic programs, ensuring students are prepared to shape the future. The report recommends strategies like enhancing stakeholder engagement and advocating for sustainability in academic training.

The report, titled 'Integrating Sustainability in Curricula of School of Communication & Design: Towards Education for Sustainable Development,' is [available for download](#).

A significant milestone in this commitment was the School's curation of the Sustainability Symposium held on 22 May 2024, themed 'Imagining Sustainable Futures in Vietnam through Design and Communication'. The event featured a panel of six experts from industry, academia, and NGOs, discussing the role of sustainability in Vietnamese design and communication.

The symposium provided a platform for interdisciplinary dialogue and showcased the School's leadership in fostering sustainability through education. These initiatives underscore RMIT Vietnam's dedication to advancing sustainability and preparing students to contribute meaningfully to a sustainable future.



A blue-tinted photograph of a female graduate in a black cap and gown, smiling and raising her arms in celebration. She is holding a rolled-up diploma in her right hand. The background shows a large stadium filled with spectators.

Our students

7

RMIT University provides comprehensive support services that foster students' academic achievement and personal development. From the moment they enrol, students become part of a dynamic community offering rich social, cultural, sporting, and recreational opportunities. Our holistic approach ensures all programs and services enhance accessibility, participation, and student success.

RMIT actively advances the UN Sustainable Development Goals throughout student and campus life as demonstrated by:

- **Cultural inclusivity:** Embedding responsible practices through on-country experiences, Indigenous campus tours, First Nations event catering, and celebration of Indigenous Nationals sporting events, fostering deeper cultural understanding and building cross-cultural capability through our partnership with Common Purpose.
- **Community building and wellbeing:** Addressing social connection through the student-led RMIT Kirrip program to combat loneliness, alongside using RMIT's Multifaith & Wellbeing Centre for cultural and social activities, including Wellbeing Week 2024, and through the provision of mental health counselling and welfare support for students.
- **Food Security and ethical consumption:** Developing a comprehensive University-wide Food Security Program across all RMIT entities with industry partners, while implementing Fairtrade labelling and ethical procurement practices in the RMIT Store.
- **Inclusive engagement:** Maintaining Gold Tier Pride in Sport accreditation with an Inclusive Sports Ambassador program and supporting a vibrant ecosystem of over 150 student clubs and societies engaging more than 15,000 participants, alongside our ongoing support for LGBTIQ+ members of the RMIT community.
- **Creative expression and sustainability:** Delivering signature creative initiatives including the Metropolis Art Project and student Public Art Trail, while featuring student-designed merchandise using recycled materials that showcase RMIT values.
- **Community service and leadership:** Implementing the structured RMIT Volunteering framework that provides strong governance around student opportunities, enabling practical skill development while meeting community needs.





Student Wellbeing Week

Student Wellbeing Week at RMIT 2024 featured three main components designed to enhance student wellness and environmental awareness:

1. Wellbeing showcase: Hosted at the Multifaith and Wellbeing Centre, the showcase included meditation and sound healing sessions, and an opportunity to learn The Labyrinth practice. The RMIT Club for Yoga and Meditation offered yoga technique guidance. Interactive mindfulness sessions were led by the RMIT Wellbeing and Safer Community teams, promoting wellbeing and consent education. Medibank distributed fresh fruit and highlighted health services. Students also enjoyed express massages, free coffee, wellbeing care packs, and live music, all in a calming environment.

2. Student co-created public art:

Students participated in creating public artworks for the RMIT Public Art Trail, focusing on activating outdoor spaces in the City North precinct. These artworks explored themes like social care, connectivity, and clean economy, engaging both students and the public.

3. Student peer support program at Kirrip Place: This program included online promotion and guidance from the main campus to City North.

Student Wellbeing Week also heavily featured sustainable practices such as:

- Sustainable coffee service with 310 coffees and 200 served in edible cups.
- Distribution of 50 ethically sourced fruit and vegetable boxes by Medibank.
- 'Bike n Blend' smoothie station powered by student pedal energy.
- Use of recyclable paper for single-use signage.
- Encouragement for students to connect with nature through 'Embrace the Bright Side' artwork.

Connection to Country

The Students Group, in collaboration with the Ngarara Willim Centre, delivered Indigenous Culture Tours at the City campus to over 150 RMIT students and 50 staff members. These tours were led by Aboriginal and Torres Strait Islander student guides and recent Deadly Alumni. They shared culturally significant locations at RMIT and immersed participants in the stories of our Indigenous public artworks.

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

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

7.1 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 the University and the benefits tertiary study can bring. These students remain under-represented in tertiary education, constraining their access to diverse professions and careers and capacity to contribute to the life of their communities.

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

- RMIT has responded to the recommendations of the Universities Accord report, with discussions at various senior Committees and Council on the recommendations and implications. There has been further discussion and consultation across RMIT to respond to three Accord policy and funding proposals and to influence government through other forums including the ATN and Directors of Student Services.
- The RMIT Support for Students Policy has been published and promoted as required.
- In a key equity initiative to drive aspiration and awareness for tertiary education among groups under-represented in tertiary education, 1,626 students from 77 schools in the RMIT Schools Network Access Partnership (SNAP) participated in 31 days of on-campus activities delivered by the Student Equity team, building engagement with university, study and career options.
- RMIT Equity Access Schemes continue to be effective in facilitating access to RMIT programs among under-represented cohorts: while Special Entry Access Scheme (SEAS) applicants and offers declined (expected after the spike in COVID-related increases in previous years), 3,715 offers were made through SNAP, an increase of 8 per cent compared with 2023. SNAP and SEAS Higher Education enrolments of 3,309 represented 75 per cent of all Low SES enrolments.
- Improvements to orientation and transition for priority student equity cohorts have been identified, with some implemented for Semester 2 and others prioritised for 2025.
- 20,572 equity scholarships worth \$6 million across 109 scholarship schemes have been awarded to equity group students in 2024, providing support with living expenses, accommodation, assistive technology, laptops, travel grants, and WIL expenses. Fourteen new equity scholarships worth nearly \$662k have been secured from industry and donors, providing cash stipends, work placements or paid work, and a range of other support to equity group students in particular programs. Reviews continue to demonstrate that our equity-focused scholarship program improves access, retention and success for priority equity student cohorts.

- At RMIT Vietnam, 105 scholarships were awarded from 1,900 applications, including seven Vice-Chancellor's Scholars and 13 PhD scholarships worth \$VND24.1 billion. RMIT Vietnam also celebrated the tenth anniversary of the Opportunity Scholarship, supporting students with disabilities or financial challenges.
- New programs have been developed to provide access to under-represented cohorts and those who face additional barriers in study and employment:
 - Diploma in IT for regional women.
 - State government funding was also received to develop a Disability Support Transition Officer role for VE students with disabilities transitioning out of secondary schooling. The Officer provides more intensive support, resources and links to other RMIT services (up to 90 days) to students with disabilities who are considering study at RMIT or have enrolled.

Affordable student accommodation

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

RMIT's Students Group manages three types of student accommodation arrangement: Walert House Student Accommodation, Purpose-Built Student Accommodation (PBSA) providers, Australian Homestay Network (AHN) Pty Ltd.

RMIT's Walert House offers on-campus accommodation to student at our Bundoora campus, with over 360 beds available throughout the year. In 2024, RMIT's on-campus accommodation remains one of the most affordable options in the area for residents in response to students' financial constraints.

RMIT's Students group also offers a range of accommodation support services for students, including guidance and assistance to help students understand housing options and tenancy rights. Accommodation support scholarships are available for students who are facing difficulties with rental costs, and PBSA scholarships are offered to eligible indigenous students or students experiencing disadvantage. Emergency accommodation, typically for up to five nights, is available and can be extended based on individual circumstances.



7.2 Aboriginal and Torres Strait Islander Student Success

RMIT's Indigenous Student Success Strategy 2024-2025 (ISSS) was developed through extensive collaboration and was formally endorsed in May 2024. The ISSS commits RMIT to growing and empowering Aboriginal and Torres Strait Islander students in preparation for successful careers and vocations.

This strategy will be foundational in supporting Indigenous student success and has been grounded in insights from Aboriginal and Torres Strait Islander students, alumni and community.

The strategic objectives outlined in the strategy focus on:

1. Planning and Investment.
2. Community and Industry Partnerships.
3. Academic Readiness, Transitions and Learner Journeys.
4. Experiences and Engagement.
5. Support.

Many of the priority actions contained within these objectives were existing initiatives that are supporting Indigenous student success. Implementation of the strategy will continue through 2025.

In 2024 the Ngarara Willim Centre (the Centre) remained firmly committed to increasing Aboriginal and Torres Strait Islander peoples' participation in tertiary education. The Centre continued to deliver activities to engage with students and to support them into and throughout their studies.

Key areas of focus included:

- Enrolment and access work prioritised, including a review of the Indigenous Access Program; the development of an Indigenous Student Recruitment Strategy; and additional support to improve the conversion rate of students via targeted support and communications during the 'application to offer' and 'offer to enrolment' stages. This work will continue into 2025.
- Outreach program delivery of 17 engaging aspiration sessions to 334 Aboriginal and/or Torres Strait Islander secondary students from metro, regional and rural locations throughout the year.
- Strong emphasis on cultural engagement within the Gama-dji Orientation Program delivered each semester to commencing students.
- The continuation of student success planning, providing an enriched student experience that supported enhanced wellbeing and academic success.
- Improvements to the Ngarara Willim Tutoring Program, including implementation of Workday within the Ngarara Willim Tutoring Portal.
- Strengthening the relationship with RMIT's Equitable Learning Service (ELS), continuing their proactive work in providing support to Aboriginal and Torres Strait Islander students.
- Indigenous student social and emotional wellbeing program continued to be delivered by the Senior Advisor, Indigenous Social, Emotional and Wellbeing.
- The delivery of the Ngarara Willim Cultural Camp, again hosted on Boon Wurrung country, seeing a group of Indigenous students connecting with Traditional Owners, engage in cultural activities, and foster meaningful connection.
- A continued increase in students engaging in global opportunities in 2024. Ten Indigenous students attended a study tour to Fiji that focused on cultural immersion, five students engaged in a study tour to Vietnam and two students travelled to Canada for a full semester of study with the University of Victoria, combined with a practical placement in an indigenous community.
- The development of the Indigenous Careers program for implementation in 2025, while also supporting student career aspirations and connecting with industry and community partners to build opportunities throughout 2024.
- Delivered the annual RMIT Indigenous Careers Fair in May, with support from the RMIT Career Success team, engaging with 17 Aboriginal and Torres Strait Islander students, 14 community members and 25 industry partners. A panel event was held with students and alumni sharing positive examples of their experiences within career opportunities and throughout their studies.
- Continuing to build on our graduate program, engaging with students through the Preparing to Graduate program to support their individual career aspirations following the completion of their studies.

Ngarara Willim Centre student engagement initiatives

Initiatives to promote student engagement remained at the forefront of importance for the Ngarara Willim Centre staff.

- Attendance at weekly student lunches showed a consistent increase from previous years and had a positive impact on student engagement with the Centre.
- The Centre facilitated several cultural activities to further engage students including wood burning workshops, an outing to the Dreamtime at the G, NAIDOC Pride Gala Ball and attending a performance by the Bangarra Dance Theatre.
- Weekly 'Crafternoons' sessions held in the Centre and provided the opportunity for students to connect with our Indigenous counsellor and student advisors to create an informal environment to share conversations.
- A team of twelve students participated in Indigenous University Nationals in Wollongong.



7.3 Student gender equality

RMIT has a longstanding commitment to student gender equality which is embedded in its strategies, policies, programs, and practices. In 2023, bringing together many initiatives to support gender equity and some new priority actions, the Student Gender Equity Action Plan 2023-2026 was published.

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

Priority gender equity actions

In 2024, achievements include:

- Equity outreach activities aim to raise awareness of education pathways and careers in fields in which women are traditionally under-represented, particularly in science, engineering, and technology disciplines. Our equity access schemes provide additional consideration for women in these programs to improve their likelihood of gaining an RMIT offer.
- New opportunities for women and people of under-represented genders to participate in learning and skill development have been developed. For example, women and gender diverse people have been invited to upskill or retrain through the Diploma of IT offered online with full fee waivers. A total of 28 students and 4 industry guests attended the celebration event at the end of 2024, with the representation of regional students, including some with additional barriers to study and employment such as disability, a significant strength of the incoming cohort. This program was recognised with a Vice-Chancellor's Excellence award in 2024.
- In relation to scholarships, 1,166 of 2,112 VE and undergraduate HE coursework scholarships were awarded to women (53 per cent) and there are eight scholarships explicitly targeted to attract women to disciplines in which they are under-represented.
- Additional philanthropic, industry, government and RMIT funding was secured for three new scholarships targeted towards women and gender-diverse students in disciplines in which they are under-represented
- A new career mentoring program for women in engineering was launched in 2024, with over 80 applicants for 20 positions. The program has included professional development for students, including seminars and events, and group and individual mentoring with industry mentors. Evaluations completed showed an increase in participants' confidence and the program will expand to multiple intakes and disciplines in STEM in 2025.
- New resources to support gender equity in learning, teaching and research have been published, including an Inclusive Data Collection guide and new professional development programs on gender equity at RMIT.
- RMIT continued to provide in-kind support to organisations who have positive social impact for non-binary people, women, and gender equity, for instance by again hosting the Women of Colour event on campus. The Women of Colour Gathering provides a platform for Women of Colour to share their experiences, challenges, and successes, thereby increasing visibility and representation. In 2024, there were 84 attendees and the event featured a Welcome to Country, alongside panel discussions and group networking activities.
- Gender-related data collection has been improved across RMIT, as well as the development and publication of new data dashboards to present data insights at the relevant level (by discipline, school, or college) to inform action.





7.4 Student engagement and outreach

RMIT Kirrip

Kirrip continues to support social connection and belonging at RMIT.

In 2024, over 2,800 students engaged in 128 events and experiences designed to build friendships, support wellbeing, and foster cultural safety.

Delivered by students for students, the program draws on peer-to-peer support and lived experience to help others feel connected, confident, and equipped to thrive at university. This year, Kirrip trained over 120 student volunteers and peer supporters, who collectively led events, conversations, and activations that brought the RMIT community together.

Highlights from 2024 included the Connect with Friends at Kirrip Place series, Cook & Connect, Explore Melbourne excursions, and Kirrip Goes To video content—all of which received consistently high Net Promoter Scores (NPS), with some events achieving a perfect score of 100. Peer chats continued to grow, supporting students with wellbeing, confidence-building, and service referrals.

Kirrip saw a 65 per cent increase in student participation from Semester 1 to Semester 2, reflecting its growing impact. With over 40,000 views across digital campaigns and an average NPS of 94, the program continues to play an essential role in shaping a more connected and inclusive student experience at RMIT.

RMIT Creative

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

In 2024, RMIT Creative delivered eight key creative initiatives, which included 75 creative activations and engaged over 6,258 participants. These initiatives included the Urban Play School as part of Melbourne International Games Week, the 'We Belong: Beyond Accessibility' Art Project in collaboration with RUSU, the Public Art Trail, City North Wellbeing Festival and Creative Play pop-up workshops co-created by students.



RMIT Active

Our sporting and active facilities at our City and Bundoora campuses continue to play an integral role in not only the student experience, but in our communities. More than 250,000 users engaged with our Bundoora sports precinct, offering an important platform for community sport and wellbeing outcomes.

In 2024, access to esports and gaming flourished, thanks to a dynamic community of teams and clubs, alongside a strong support program for both elite and emerging student athletes. Situated in one of the world's fastest-growing esports hubs, RMIT is at the heart of the Asia-Pacific region, which boasts over 57 per cent of the global gaming audience.

In other sports, 198 RMIT students showcased their talents across 19 teams at the UniSport Nationals, going head-to-head with peers from all 41 Australian universities. Their impressive performance resulted in the team bringing home five gold, five silver, and one bronze medal, proudly representing the University.





Metropolis – We Belong – Beyond Accessibility Art Project

As part of RMIT's *We Belong – Beyond Accessibility* initiative, the *Metropolis* art project engaged students and staff in a unique collaborative effort to create a public artwork, co-creation of signature artwork by Disabled artists Rachel Shugg with students. This art project is the third in a series of collaborations with RUSU for Art for Social Change program.

During Semester 2 Orientation, students were invited to 'make their mark' on *Metropolis* by participating in an interactive art experience. Suited up and armed with paint, students followed a map and navigated a series of obstacles, working together to track their experiences and contribute to the artwork. This collaborative journey allowed participants to reflect on their personal experiences while building a sense of connection with their peers. For d/Deaf and Disabled students it was a space of '*Freedom*'. For the wider student community, it was a challenge to try and follow a map that did not reflect the room. Finally, performer Caitlin Dear explored time and brought each stage together. Afterwards the students wrote reflections of their experience on a glass window nearby.

Rachel Shugg meticulously transformed the painted canvas into a beautiful, framed masterpiece. This process involved numerous hours of sewing and pleating fabric, turning the students' contributions into a stunning public artwork. In early 2025 the final piece was unveiled, offering a powerful representation of the collective effort and shared identity of the RMIT community.

Through *Metropolis*, RMIT has fostered an environment of inclusion and accessibility, providing a platform for diverse voices to be heard and celebrated. The project highlights the importance of belonging and visibility, reinforcing RMIT's commitment to sustainability, community engagement, and the ongoing support of students with diverse abilities.

This initiative was deeply engaging with belonging as a factor in social sustainability by bringing together students who are d/Deaf, Disabled and living with disability to build community on campus and celebrate disabled pride, lived experience, and freedom to move, and giving future allies an immersive and embodied experience of barriers, highlighting of the hidden costs of inaccessibility – social, physical and emotional.

It raised awareness of this 'next frontier': sustainability in regard to people who are Deaf, Disabled and living with disability.

The work also drew from RMIT's [Sustainable Development Goals](#), relating to goals 3, 4, 10, 11 and 16 through exploring how our built urban fabric impacts Deaf and Disabled communities.



7.5 RMIT University Student Union (RUSU)

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

- Representing students within and outside the University, safeguarding their interests and rights in matters that affect them.
- Striving to bring about changes to the University's structure, policies and procedures to ensure they embody the principles of equal opportunity and affirmative action.
- Facilitating effective coordination of student representation on all University bodies, including student representation on Portfolio/College/School Boards and Student Staff Consultative Committees.
- Supporting students through a comprehensive food access program.
- Building community and belonging on campus through affiliating student run clubs and running departments with elected officers to represent specific cohorts of students.

RUSU Department highlights:

- **Queer Department:** Hosted regular coffee catchups and events such as the Women's & Queer Mixer and Pride Week, featuring activities like Pride Chill & Grill, bracelet making, movie and board game nights, a pride mixer, and participation in the RMIT Pride March.
- **Indigenous Department:** Organised a welcome dinner and distributed 35 welcome packs and 50 stress-less care packs.
- **Sustainability Department:** Ran a RUSU Sustainability Week including an eco-painting workshop, and giveaways of reusable metal straw sets and seed packs.
- **Disability & Carers Department:** Provided Neurodiverse Study Sessions and coffee catchups for individuals with disabilities and their carers.
- **International Department:** Facilitated international and exchange student mixers, including a cheese social, fostering community engagement.
- **Women's Department:** Celebrated International Women's Day with events like Smoke, Sauna, Sisterhood movie screenings and held regular women's room lunches to promote inclusion and support.
- **Multicultural Week:** In Semester 1 RUSU showcased and celebrated cultural diversity on campus during our annual Multicultural week. The week involved cultural dance performances, cultural craft activities and sharing culturally diverse food.
- **Let's Get Consensual Week:** Each year RUSU runs two separate weeks dedicated to promoting consent and respectful relationships to students. Tied in with the Chill 'n' Grill lunches the event includes working with community organisations and using large scale messaging to educate students on safe sex, respect and consent.
- **RMIT Clubs Day:** During Campus Fest from 14-20 March, RMIT's City, Brunswick, and Bundoora campuses buzzed with activities, offering students a chance to connect with over 160 student-led clubs and societies. This lively event featured music, performances, and free food, allowing club leaders to showcase their offerings and engage the student community.

Sienna Seychell, a second-year Journalism student and Treasurer/Administration Manager of the Journalism Society (JSOC), highlighted the importance of Campus Fest in fostering community. She described it as an opportunity to build connections beyond the classroom and encouraged students to join clubs for enhanced friendship, leadership, and networking opportunities.

RUSU clubs operate under a structured framework that adheres to constitutions, regulations, RMIT policies, and applicable laws, ensuring a vibrant and compliant club environment.



RUSU's Food Access Program

For many students on low incomes, eating regular, healthy meals can be challenging due to the cost of living and general life pressures. In recognition of the need for food security amongst the student population, and to promote healthy food choices, the RMIT University Student Union (RUSU) provides free healthy breakfasts and lunches to students every week.

RUSU's food access program also includes providing students with fresh fruit and vegetables at pop up events, pantry staples through our Compass Cupboards and healthy student snacks through our Welfare on Wheels trolley, operating at RMIT libraries throughout the peak study period. RUSU Compass also runs a yearly Marketplace distributing free grocery and fresh produce bags and collaborates with the Just Food Collective to fight food waste and provide free lunch and grocery packs to students.

A total of over 87,000 free meals were served to RUSU students across RUSU led events in 2024 including:

- 34,140 free breakfasts, served across 7 locations
- 52,800 free lunches, served across 6 campuses
- 2,295 students accessed the free grocery packs through the Compass Cupboard
- 7,040 serves of fresh fruit and 460 fresh fruit and vegetables boxes were distributed
- 1,170 grocery meals kits distributed through Compass Marketplace
- 7,200+ students were reached and provided with snacks through Welfare on Wheels across 24 events
- RUSU and Just Food Collective served 1,971 free lunches and distributed 1,962 free grocery bags



RUSU's made excellent progress towards their sustainability-related priorities for 2024:

Diversity and inclusion		
RUSU Priority	Outcome	SDG Impact
Disabled Student Support A suite of activities to build on the groundwork of the Disability and Carers Department as established in 2021 and the introduction of the RMIT IDEA framework in 2023 underpin this work. These include the expansion of the number of sensory friendly spaces on campus, the re-introduction of compulsory lecture recording, the provision of learning materials in disability friendly formats, and greater ELP implementation accountability at the school and college level.	More neuro-affirming spaces on campus including a permanent sensory friendly study space.	  SDG 3: Good Health & Wellbeing SDG 10: Reduced Inequalities
University Pride Week Campaigning to RMIT to expand on their LGBTIQ+ outreach to incorporate more student facing events in 2024, including co-celebrating Pride Week with RUSU.	RUSU and RMIT co-hosted a RUSU Pride Week and RMIT Wear It Purple Day Parade.	  SDG 5: Gender Equality SDG 10: Reduced Inequalities
Wellbeing		
Cost-of-Living Support Young people remain disproportionately impacted by the cost-of-living crisis. Provide help for students impacted by the cost-of-living crisis including changes to the eligibility requirements of hardship grants, changes to the availability of crisis accommodation, financial support for students on placement through grants and fee reductions, affordable food options on campus, providing fee payment plans for international student experiencing hardship, increase in free printing allowance, and promotion of the extended medical hub as bulk billing healthcare option (from both RMIT and RUSU).	Students continued to require and received support to meet basic living expenses throughout 2024. Expansion of the RMIT Hardship Grant Program resulted in more financial support for students impacted by the cost-of-living crisis. Free menstrual products were provided in select all genders and accessible bathrooms.	    SDG 1: No Poverty SDG 3: Good Health & Wellbeing SDG 5: Gender Equality SDG 10: Reduced Inequalities
Food Insecurity Project Food insecurity has a documented impact on academic attainment. The RUSU free food program spans all RMIT Australia campuses, providing a combination of free breakfasts, lunches and groceries to students.	RUSU continued to expand and evolve its free food program to combat the impacts of food insecurity on students. The food access program was expanded in the Carlton North Precinct.	  SDG 2: Zero Hunger SDG 3: Good Health & Wellbeing
Online & built environment		
Snap Send Solve Create a simple process for students to report small issues with University property and/or campus maintenance that can be logged and actioned by the University.	RMIT introduced Fix-It a platform in 2024 that allows students and staff to report facilities issues. This allows students to take greater pride in their campus environment and to ensure issues are managed promptly and effectively before they escalate.	 SDG 11: Sustainable Cities & Communities
Accessible library hours Expand the peak period hours to start in week 10 (currently starts week 11) and a commitment to roll out extended hours in City North library.	RMIT City Library increased its extended hour access to start at week 10 and run throughout the assessment period. The library also now runs extended hours in the City North library, allowing students increased access to essential library services.	  SDG 4: Quality Education SDG 10: Reduced Inequalities
Changes to Assessment and Assessment Flexibility Policy RUSU is continuing to advocate for significant changes to the University's Assessment and Assessment Flexibility Policy Suite to embed a more robust 'first stage at risk' process, including a mechanism for students to return to good standing after being found 'first stage at risk'.	RUSU submitted a feedback paper into the review of the policy suite with over 20 recommendations for changes that would positively impact the student experience including important safeguards for student mental health and wellbeing and students who have experienced trauma and/or gender-based harm.	  SDG 3: Good Health & Wellbeing SDG 16: Peace, Justice & Strong Institutions



Our staff

8

At RMIT, our people are central to our vision of being a global dual sector university of technology, design, and enterprise. By empowering everyone to thrive, we aim to shape the world through innovative and creative solutions to complex local, national, and global challenges.

RMIT prioritises a values-based culture, ensuring an inclusive environment for study and work. Our purpose is to empower students and staff to shape their futures, realise their potential, and foster a sense of belonging. We are committed to living our values and making a positive impact both locally and globally.

8.1 Our workforce

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

Table: Employment Statistics

2024	All Employees		Ongoing			Fixed Term and Casual	
	Number (headcount)	FTE*	Full-time (headcount)	Part-time (headcount)	FTE*	Number (headcount)	FTE*
Gender							
Female Executives	63	62.3	36	2	37.5	25	24.9
Female (total staff)	6,675	4,048.2	2,251	503	2,600.3	3,921	1,447.9
Male Executives	53	52.3	30	1	30.5	22	21.8
Male (total staff)	5,282	3,210.8	1,805	151	1,901.0	3,326	1,309.8
Self-described	145	52.0	18	7	23.4	120	28.6
Age							
15-24	686	176.3	35	7	38.6	644	137.7
25-34	3,312	1,708.2	744	65	787.9	2,503	920.4
35-44	3,583	2,326.1	1,308	233	1,467.7	2,042	858.4
45-54	2,463	1,762.1	1,132	178	1,255.4	1,153	506.7
55-64	1,519	1,061.4	696	126	782.5	697	279.0
64+	539	276.9	159	52	192.7	328	84.2
Total Employees	12,102	7,311.0	4,074	661	4,524.6	7,367	2,786.3

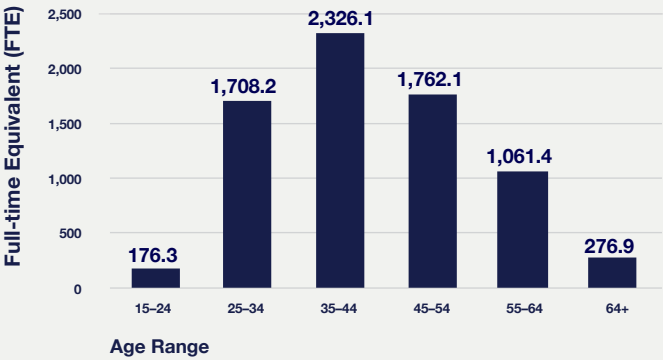
FTE: full-time equivalent (two people both working 0.5 time fraction = 1 FTE).

Data is inclusive of all entities (aligned to the RMIT Annual Report) as at 31 December 2024.

Key University workforce statistics

All onshore Australian employees are covered by Enterprise (Collective) Bargaining Agreements. RMIT’s enterprise agreement was negotiated and approved in late 2024.

Graph: 2024 RMIT Workforce by Age (FTE)

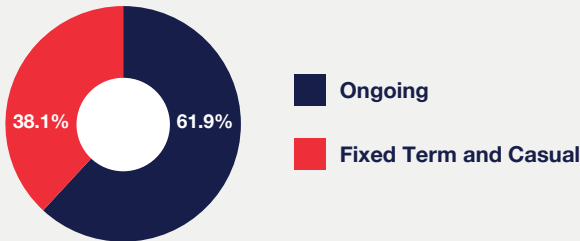


RMIT is dedicated to empowering staff through targeted learning initiatives that enhance skills and support career success. Learning is achieved through hands-on experience, exposure to diverse scenarios, and structured education. Staff participate in regular performance and career planning sessions, documented in Workday, to support this process.

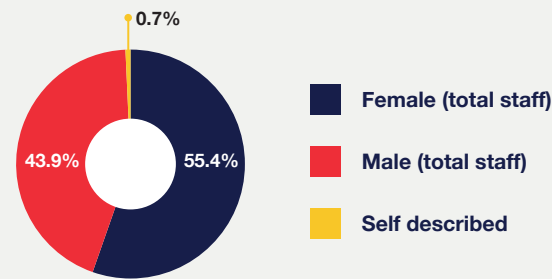
A diverse range of learning opportunities is available, including compliance education, online modules, workshops, peer exchanges, and mentoring programs. Each development opportunity is aligned with specific capabilities, ensuring personalised growth options that align with career goals and contribute to the University’s mission.

We prioritise personalising professional development to meet individual needs at every career stage, fostering excellence and vibrant communities of practice across RMIT. Various delivery modes ensure all staff have equitable access to learning opportunities.

Graph: 2024 RMIT Workforce by Contract Type (FTE)



Graph: 2024 RMIT Workforce by Gender (FTE)



8.2 Flexibility

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

“RMIT’s flexible and hybrid ways of working principles are designed to support our staff to thrive in all aspects of their lives, while also providing a vibrant campus experience for our staff and students to connect and collaborate. We encourage our staff to consider what work life balance means for them, and how this supports them to collaborate, engage and connect with campus and community, whilst balancing life needs.”

**Tara Waller, Director,
Employee Experience and Capability**

In 2024, RMIT maintained its principles-based approach to hybrid working, balancing remote work benefits with opportunities for in-person connections. This strategy supports a return to face-to-face teaching and learning, fostering a greater sense of belonging, wellbeing, energy, and connection among students and staff in physical spaces.

About one in five of staff opted for structured flexibility in their work arrangements in 2024, indicating a slight decrease from 2023. This shift reflects a cultural evolution towards embracing both informal and formal flexibility, including part-time work, leave purchase programs, and compressed work weeks. Additional flexible working options include varied start and end times, time-in-lieu, job-sharing, and other creative arrangements tailored to staff needs.

Progress has been made in reducing the gender gap in formal flexibility, with more men adopting reduced time fractions or purchased leave and an increase in informal flexible arrangements for all staff. RMIT’s Parental Leave provisions remain robust, supporting staff in balancing work and family responsibilities.

The removal of the eligibility period for primary parental leave grants greater access, with employees immediately eligible for 18 weeks of paid leave, progressing to 24 weeks pro-rata after one year of service. Staff on parental leave continue to receive superannuation during the paid period. The 2024 enterprise bargaining process extended primary partner leave to within 12 months from a child’s birth, up from six months.

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

Table: RMIT staff with formal flexibility arrangements in place

Formal Flexibility Rates	2021	2022	2023	2024
Female	31.6%	20.4%	21.7%	20.4%
Male	18.4%	11.5%	12.0%	12.4%
Total	26.0%	16.6%	17.6%	17.0%

Note: Data is inclusive of all entities and as at 31 December 2024.

Table: Parental leave taken by RMIT workforce

2024	Primary Carer's Leave		Secondary Carer's Leave	
	Female	Male	Female	Male
Managers	22	1	0	11
Non-Managers	159	5	1	54
Total	181	6	1	65

Note: Data is inclusive of RMIT University only and as at 31 March 2024 (aligned to the WGEA submission).

8.3 Gender equality

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

More information on initiatives related to Gender Equality at RMIT for both Staff and Students can be found in the Living our values section of this report.

Table: Women in leadership roles

	Total		Female		% Female	
	2023	2024	2023	2024	2023	2024
Governance bodies	10	9	5	4	50.0%	44.4%
Managers	1,026	1,066	546	568	53.2%	53.3%
Non-managers	7,615	8,007	4,233	4,466	55.6%	55.8%

Note: Data is inclusive of RMIT University only and is as at 31 March 2024 (aligned to the WGEA submission).

Table: Promotions, appointments and resignations (% female)

	Promotions		Appointments		Resignations	
	2023	2024	2023	2024	2023	2024
Managers	57.7%	51.9%	63.7%	57.3%	62.5%	50.0%
Non-managers	51.5%	61.3%	55.8%	55.0%	57.4%	58.6%



Staff gender equality

RMIT has a long history of innovation in reducing gender inequality and is committed to fostering a diverse workforce and actively dismantling gender stereotypes and biases. Our dedication to genuine gender equality involves recognising and addressing the nuanced impacts of gender roles on individuals, which are perpetuated by systems and structures. By breaking down these barriers, we enhance the workplace experience for everyone and improve our capacity to attract and retain top talent.

In compliance with the Workplace Gender Equality (WGEA) Act 2012 and the Victorian Gender Equality Act 2020, RMIT reports on all Australian employees, including those who are full-time, part-time, casual, or temporary. The Victorian Gender Equality Commission assessed RMIT's Gender Equality Action Plan (GEAP) progress report and determined that progress has been shown against the seven gender equality indicators, marking RMIT compliant.

A major focus in 2024, and a key component of RMIT's Gender Equality Action Plan was the continued implementation of the Sustainability and Equity Evaluation Tool (SEE Tool), introduced in 2022. This tool helps us better understand how to nurture thriving environments for our students and staff. It aids business units in assessing initiatives to ensure alignment with our values and purpose, while also identifying areas for improvement and alignment with the UN Sustainable Development Goals (SDGs) and the IDEA framework. The SEE Tool primarily evaluates policies, programs, and projects that significantly impact our student community.

Additionally, in 2023, RMIT applied for recognition as an Employer of Choice for Gender Equality (EOCGE) from the Workplace Gender Equality Agency (WGEA), reinforcing our commitment to fostering gender equality in workplaces across Australia. RMIT was once more successful in receiving the Workplace Gender Equality Agency (WGEA) Employer of Choice citation for the sixth consecutive time, continuing RMIT's progress as a leader in gender equality.

Some additional key projects in supporting gender equality at RMIT in 2024 were:

- A refresh of the Parent and Carer supports and webpages was completed in 2024, with content being tailored towards calls to action, outlining information that staff flagged as important. Targeted advertising of these programs is underway, with communications going to staff and their managers advising of information and resources that can support in the transition to, and from parental leave.
- Support for Academic promotion committees has been increased, with guidance provided to all members to complete the Inclusive Hiring and Decision-making modules in Workday. These modules provide learners with knowledge and practical tips on weaving inclusive hiring into their thinking. To date, 669 staff have completed their learning across three modules.

Academic Promotion

2024 saw an increase in the number of applications for academic promotion, with 181 applicants compared to 162 in 2023. Out of the 181 applications, the promotion success rate increased from 71 per cent in 2023 to 72 per cent in 2024.

In 2024, there were 84 female applicants, higher than the previous 76 female applicants in 2023. There were 90 male applicants, an increase on the 84 male applicants in 2023. The overall success rate for female applicants was 80 per cent and 67 per cent for male applicants, showing a slight increase for male applicants and staying the same for female applicants.

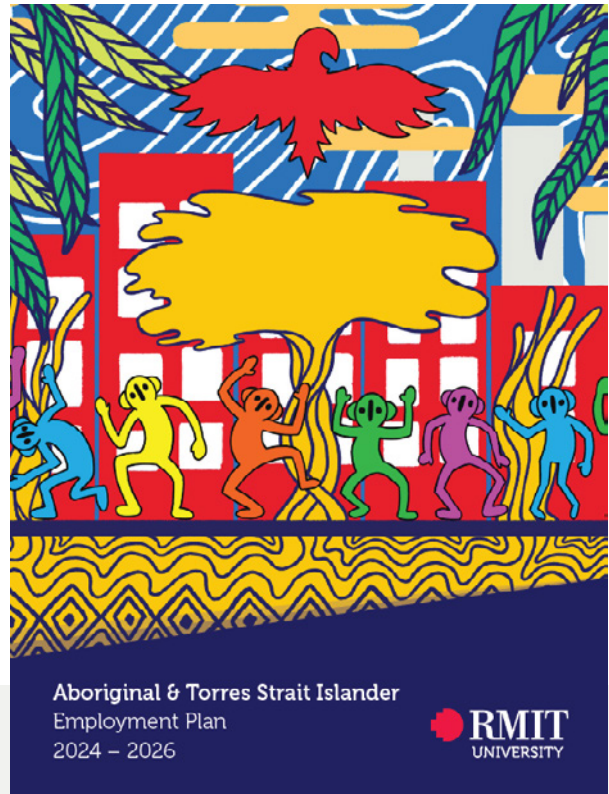
Achievement Relative to Opportunity (ARtO) in Academic Promotion

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 once more considered through specific requests, with 131 applicants (72 per cent) in 2024 activating ARtO, which is an increase on 2023 where 119 applicants, or 73 per cent of those applying, activated ARtO. Of those who activated ARtO in 2024, 72 per cent were successful.

Reasons given for activating ARtO fell into 9 broad categories, the most frequently activated reasons were pandemic related followed by carer responsibilities. This was followed by work role or circumstances, career interruption and personal illness or matter.

The categories were not self-selected by applicants, rather they were nominated by the Academic Promotion team for the purpose of this analysis.



8.4 Aboriginal and Torres Strait Islander workforce

RMIT dhumbali (commitment) to enhancing education, training, and employment outcomes for Aboriginal and Torres Strait Islander communities. This commitment builds on past successes and strengthens connections with these communities. Our sustained focus on quality career development aims to create culturally safe and thriving workplaces, retaining and growing an exceptional workforce.

Employment and strategy plans

- April 2024 Launched the third Aboriginal and Torres Strait Islander Employment Plan (2024-2026).
- Reviewing the Aboriginal and Torres Strait Islander Future Workforce Strategy (2020-2025) in 2025.

The Employment plan supports the seven action areas of the Aboriginal and Torres Strait Islander Future Workforce Strategy actions:

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

We are embedding internal accountability with local College and Portfolio Employment Plans, along with annual continuous improvement processes.

Metrics and targets

Shifted from measuring Indigenous non-casual FTE to retention percentage, with a retention target of 80 per cent. Q4 2024 showed a 53 per cent retention rate for Indigenous employees, highlighting the need for strengthened retention strategies.

Challenges and responses

Addressing feedback related to remuneration and cultural safety. Strategies include career pathway improvements, professional development, an antiracism strategy, and cultural competence building.

Professional development

Evolution of Career and Professional Development Plans for Indigenous staff, initiated in 2023. Opportunities for coaching and bespoke activities tailored to individual and sector-wide goals.

Workforce overview

By the end of 2024, RMIT employed 59 FTE and 45 PTE Indigenous staff, with 65 per cent in professional roles and 35 per cent in academic positions. The roles offered increased in diversity, internal mobility, and flexible arrangements, supporting a more inclusive and dynamic workforce.

Table: Aboriginal and Torres Strait Islander Workforce (Headcount)

	2019	2020	2021	2022	2023	2024
Total	34	39	54	81	95	104

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

8.5 Health, safety and wellbeing

RMIT is committed to fostering a values-based health, safety, and wellbeing (HSW) culture, enhancing the wellbeing of its community for success in work and life. We prioritise mental and physical health, believing no task is worth compromising safety.

Guided by the RMIT Health Safety and Wellbeing Strategy, now in its fourth year, we continue to align our organisational culture with university values and community care. A key feature is the Mental Wellbeing Strategic Action Plan, reinforcing our commitment to student and staff mental wellbeing.

Safety

We utilise the SafetyNow tool, allowing staff, students, and the public to report incidents or hazards. This comprehensive tool supports RMIT in managing risks and ensuring a safer environment.

In 2024, the ease of reporting through the existing system led to a significant increase in incident reporting, enhancing visibility of cases requiring notification to WorkSafe. There was also a heightened focus on hazard reporting as a lead indicator.

Mental wellbeing

At RMIT, mental wellbeing is a cornerstone of our commitment to fostering a supportive and inclusive environment. This year, our mental wellbeing survey was recognised internationally, being shortlisted as a finalist for the International ISOS Foundation's Duty of Care Award in the Innovation category and receiving a highly commended award.

We continue to prioritise mental health through several key initiatives. The launch of RMIT's Ways of Wellbeing mental health promotion framework underscores our proactive approach.

Our commitment extends globally, with RMIT Vietnam once again recognised by the HR Asia Awards as one of the Best Companies to Work for in Asia, also receiving the Most Caring Company 2024 award. Additionally, RMIT Europe has appointed wellbeing champions to spearhead staff and visitor engagement initiatives, enhancing our community's resilience and support network.

To further equip our people, RMIT UP staff have access to mental health first aid training, and we have developed psychosocial risk videos as educational resources for managing workplace risks. The wellbeing expos held at our City, Brunswick, and Bundoora campuses in May attracted nearly 550 staff, providing valuable resources and support.

These initiatives reflect our unwavering dedication to mental wellbeing, a key aspect of living our values at RMIT.

Table: Key Occupational Health and Safety Statistics

	2020	2021	2022	2023	2024
Lost time injury frequency rate*	1.1	1.5	0.8	0.4	0.9
Change from the previous year	-41%	+30%	-44%	-51%	+110%
WorkCover claims submitted	19	15	20	36	38
Change from the previous year	-30%	-21%	+33%	+80%	+6%
OHS incident reports	347	117	532	427	715
Change from the previous year	-67%	-76%	+44%	-20%	+67%
WorkSafe notifiable incidents	14	13	11	13	21
Change from the previous year	-26%	-7%	-15%	+18%	+62%
WorkSafe improvement notices	1	0	1	0	1

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

Table: OHS Hazards, Incidents Standard Claims, Associated Costs

	2020	2021	2022	2023	2024
Number of lost-time standard claims per 100 FTE	0.2	0.3	0.2	0.5	0.1
Average cost per claim (payment to date + estimate of outstanding claim cost)	\$70,696	\$82,395	\$120,017	\$71,042	\$59,300
Hazard and incident reports per 100 FTE	9.4	6.8	7.8	10.8	17.8

A man with a beard and glasses, wearing a dark jacket and a long, light-colored cape, is running down a city street. He is holding a large, light-colored flag that has some handwritten text on it. The background shows a modern building with many windows and a street sign with a wheelchair symbol. The entire image has a blue tint.

Living our values

9

At RMIT, living our values is more than a commitment—it's a driving force behind our achievements in equity, diversity, and inclusion. This section of the report highlights our remarkable milestones, including attaining Platinum Status in the Australian Workplace Equality Index and being a finalist for the Trans and Gender Diverse Inclusion Award. Our dedication to inclusive practices is further evidenced by our fourth consecutive year as a Disability Confident Recruiter and our sixth consecutive Workplace Gender Equality Agency (WGEA) Employer of Choice citation.

Join us as we explore how these achievements reflect our ongoing commitment to living our values and creating a supportive, inclusive environment for all.



9.1 Inclusion, Diversity, Equity and Access

RMIT has a long and proud history of commitments and action to ensure that opportunities to develop and succeed are open to everyone. The IDEA Framework sets out what RMIT is doing well, where we still need to improve, and what more we need to do to achieve an RMIT that is 'Inclusive by design' for everyone, everywhere, all the time.

Significant achievements for IDEA implementation in 2024 include:

- A new framework for IDEA capability development was developed to guide the design and evaluation of the 2024 program of IDEA PD and events.
- A new SharePoint site brings together all the [IDEA events and professional development](#) opportunities, while new [resources](#) have been published to support the RMIT community of staff and students to develop their inclusive practice.
- 3,265 staff and students participated in professional development opportunities through online, face-to-face or hybrid training programs and events during 2024, to improve their IDEA capability and awareness. Topics included inclusive practices re LGBTQIA+, accessibility, race, gender, disability and neurodivergence. New programs on implementing 'IDEA into action' have been very well attended with positive feedback.
- In the year since the launch of the IDEA framework, from 1 May 2023 to 30 April 2024, the IDEA webpage has had 21,553 page views, 13,569 visits and 9,103 unique visitors. In the same period, there have been 660 downloads of RMIT's IDEA Framework pdf document.
- New data dashboards for priority student equity cohorts have been developed and shared with Colleges, portfolios and schools to identify key metrics including representation, retention, success, completion; evaluation of the RMIT experience, and graduate outcomes, to inform local assessment of good practice, gaps, opportunities and future actions
- Colleges, portfolios and schools participated in 'maturity assessments' against the IDEA Framework, to identify current state including their good practice, as well as opportunities for improvement
- 2024 has seen the continued implementation of the Sustainability and Equity Evaluation Tool within RMIT's Policy review process. Twenty-five pre-identified policies/projects were flagged for review with this tool. One-third of these have been completed to date, with in depth conversations being had on the impact of marginalised groups and how these can be mitigated. The SEE tool has been recognised externally via the 2024 Green Gown Awards Australasia, leading to engagement with external bodies such as Victoria Policy, and UniSuper.
- We have again attained national and international recognition as a leading organisation in IDEA – [#5 internationally for our performance against the UN Sustainable Development Goals, #1 for 'reducing inequalities', Employer of Choice for Gender Equality, Pride in Diversity LGBTQIA+ Inclusion](#)

"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



9.2 Responsible Practice and Indigenous engagement

At RMIT, we prioritise our commitment to community, building meaningful relationships and advancing Responsible Practice for the success and wellbeing of Aboriginal and Torres Strait Islander peoples.

Following the 2023 referendum outcome and the ongoing public discourse, it is a pivotal time for truth-telling. This year has demonstrated that Aboriginal peoples' voices have not been silenced.

Conversations are continuing, for many people and in many places. Here in Victoria, we have moved to focus on Treaty and how we can shape a better shared future for all Victorians. The Treaty process is underpinned by Aboriginal and Torres Strait Islander peoples having a say in decisions that impact them.

We provided a full response to the Yoorrook Justice Commission's Inquiry into Tertiary Education on behalf of RMIT early in 2024. This part of the Commission's work investigated past and ongoing injustices experienced by First Peoples through the tertiary education system in Victoria. The process enabled RMIT to acknowledge our role in the historical dispossession of Victorian Aboriginal peoples. It provided an opportunity for honest reflection and the identification of ways that the university can progress its commitment to Responsible Practice as a foundation for meaningful and long-term positive transformation grounded in respect and care.

Our response to the Yoorrook Inquiry also informed the development of several strategic place-based projects within RMIT including the development of the City North Precinct and the RMIT Campus Master Plan. This involved consultation with Traditional Owner Groups and the commission of a Context Report that provided a detailed account of the Aboriginal cultural heritage on and around RMIT's Melbourne campuses. The Context Report has informed the identification of approaches that are required to preserve and protect Aboriginal sites of significance, and to ensure that Aboriginal knowledges, languages, lifeways and ways of being are respected, included and valued during the consultation and planning for the development of the City North Precinct and RMIT campuses into the future.

In 2024, we made important progress in Responsible Practice at RMIT in line with the five Indigenous Strategic Commitments contained in *Knowledge with Action*. We have delivered RMIT's first Indigenous Student Success Strategy, a whole-of-university approach to creating a culturally-safe environment where Indigenous learners can thrive. Our commitment to Indigenous knowledges continues through the implementation of RMIT's Indigenous Research Plan, the establishment of the Indigenous Research Network and the embedding of the Principles of Aboriginal and Torres Strait Islander Perspectives in Learning and Teaching across our four Colleges. The collaborative development of RMIT's Regenerative Futures initiative during 2024 was an exemplar of how these aspects of Responsible Practice can be brought together to centre Aboriginal and Torres Strait Islander peoples' knowledge systems and cultural ecologies in policies, participation, practices and programs as foundational to the long-term strategic vision for RMIT and our contribution to the communities we serve.

In 2025 we will continue to evolve our understanding of and commitment to Responsible Practice with a focus on how our approach needs to transform to meet the needs of Aboriginal and Torres Strait Islander communities in the context of increasing disruption, complexity and uncertainty at the local and global scales. The establishment of RMIT's first Indigenous Governance Committee will provide deeper oversight of and accountability in our commitment to Responsible Practice from 2025 onwards. As a university with our Victorian campuses situated on the lands of the Woi wurrung and Boon wurrung people, a key aspect of how we live our values is through our commitment to Aboriginal and Torres Strait Islander people's self-determination and sovereignty.



9.3 LGBTIQ+ inclusion

Continuing RMIT's strong work in LGBTIQ+ inclusion, 2024 saw a focus on raising the visibility of LGBTIQ+ people within RMIT and strengthening the sense of community and belonging for students and staff.

- The University was recognised as one of Australia's leading LGBTIQ+ inclusive employers after retaining its Platinum Tier Employer, the highest rank possible, with the Australian Workplace Equality Index (AWEI). RMIT was also a finalist in the Trans and Gender Diverse Inclusion Award, which recognised the University's work supporting our trans and gender diverse employees.
- RMIT successfully submitted a second Platinum Project to Pride in Diversity, allowing a dedicated focus on one particular area that supports the LGBTIQ+ across a 12-month period (2025). This project is in addition to the continued work done by the IDEA teams, and LGBTIQ+ Working Group.
- RMIT students and staff celebrated days of significance for the LGBTIQ+ community through stalls at the Melbourne Midsumma Carnival and Pride March and IDAHOBIT and Wear it Purple including with art created by RMIT students and staff and a Pride March along Bowen Street.
- RMIT held the bronze tier award with Pride in Sport and organised LGBTIQ+ inclusive activities including participating in Midsumma, creating LGBTIQ+ inclusive gym sessions, and participating in numerous Pride focused sporting days.

“RMIT University recognises the importance of an environment that celebrates and welcomes diversity. Fostering an inclusive culture where everyone can be their authentic self and thrive is fundamental to RMIT. It was a thrill to join colleagues and students at the Midsumma Festival and take part in the Midsumma Pride March again this year to celebrate and stand by and with our LGBTIQ+ communities.”

Dene Cicci, Executive Director, Students, Education Portfolio and Executive Champion for RMIT's LGBTIQ+ community

9.4 Accessibility

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

Selected highlights in 2024 include:

Equitable Learning Services

- The Equitable Learning Services team had appointments with 2,042 unique students in 2024, a slight decrease from 2023, with 98 per cent of appointments being an intake appointment to register and discuss reasonable adjustments for their disability documented in an Equitable Learning Plan. An additional 1,200 continuing students have Equitable Learning Plans continuing from previous years, bringing to 3,295 the number of students with registered plans.
- Over 95 per cent of students registered with an ELP have a non-visible disability. Students with mental health conditions continue to comprise over 50 per cent of those registered with an ELP, while students with a neurological condition (mainly neurodivergence conditions like ADHD and Autism) are the second largest cohort. This figure has increased from 19 per cent in 2019 to 38 per cent in 2023 and 41 per cent in 2024.
- Students with increased complexity of support needs are also reflected in increased expenditure on enabling staff. Finding effective digital or IT supports for these students will be key to sustainability.

Professional development activities and events

- The increasing number of students who are neurodivergent and/or have complex circumstances has seen demand for professional development for educators in this space also increase. Much of this demand has centred around clear communication practices and setting of boundaries of educator support or expectations for students. 2024 saw a substantial increase in staff participating in training opportunities to create greater awareness and build capacity to support people with disabilities, with our reach increasing from around 800 staff attending by years end in 2023, to 1,370 staff attending disability or accessibility professional development, conference or showcase events. This was largely due to targeting College PD days and other events where larger groups of staff attend, as well as delivering bespoke content for the Hour of Power sessions for frontline staff.
- Events of note include the National UDL Symposium, co-hosted with ADCET and featuring Thomas Tobin, international guest speaker and subject matter expert in UDL in tertiary institutions internationally. This symposium was delivered in hybrid format to enable accessibility and approximately 160 people attended in person and 100 joined online.
- Our Global Accessibility Awareness Day panel event in April was delivered in a successful hybrid format, allowing around 120 attendees in person and live to ask questions of students and staff with lived experience.
- The Metropolis art project, led by artist Rachel Shugg, invited students to co-create an artwork amplifying the lived experience of students who are d/Deaf, Disabled and living with disability. It highlights stories and ideas that relate to students and their experiences of identity, visibility, allyship and belonging within the University.

Staff support

- Beginning in the last quarter of 2023, the review of RMIT's workplace adjustment procedure for staff was completed in the first quarter of 2024. This project involved a thorough assessment through the Operations Continuous Improvement program of the processes and policies aligned to supporting staff with disability and/or neurodivergence. 104 staff have engaged in the process of accessing workplace adjustments since the first quarter of 2024, a significant increase from 2023.

Student support on placement

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

Staff and student peer capability

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

Digital accessibility

- 350 Bachelor of IT students participated in lectures on digital accessibility, improving technical knowledge on the creation of accessible web applications.
- We delivered eighteen accessibility initiatives during Open Day 2024, including a sensory-friendly calm zone for students on the City campus. Open Day events attracted over 40,000 people, and in a post-survey, we learned that 89 per cent of respondents who identified as having a disability had their access needs met during the event, showing consistent results over the last two years.
- We updated our Digital Accessibility Framework into a new Digital Accessibility Procedure. With this update, we align with the latest version of the Web Content Accessibility Guidelines (WCAG), version 2.2, and included clauses around the procurement of accessible digital platforms.

Place and belonging

- The previous disability-focused program of work within Property Services has been broadened to 'IDEA' to align with the scope and intent of the IDEA Framework; a program of work has been consulted, endorsed and resourced for 2024, including improvements to sensory-friendly spaces, disability access, and all-gender toilets across Melbourne campuses.
- In addition to this, an 'All Campus Access Audit' was completed to inform the IDEA program of works across the next five years and to support the University Master Plan. The RMIT Master Plan to 2045 project commenced in 2024 which will provide a 20-year vision for the University's Australian campuses. It is informed by guiding principles from the University's strategic plans including the IDEA Framework.



9.5 Cultural and faith inclusion, and racial equity

RMIT marked the International Day for the Elimination of Racial Discrimination with two panel sessions with internal and guest speakers, one on Racism and its effects on students, and another on driving cultural inclusion and racial equity in tertiary education.

Following the publication of the Universities Accord, RMIT began engaging the wider community in the development of an anti-racism strategy. Workshops with staff and students were undertaken to further understand the impacts of racism at RMIT, and the ways in which we can tackle this on campus. Further engagement and workshops are planned for 2025.

RMIT's Courageous Conversations program of work continued in 2024, with a cohort of 50 staff undertaking two days of deep discussion and reflection on race, racism, privilege and how this impacts the experience of staff and students at RMIT, and society more broadly.

Additional funding for the award-winning program for students who are people seeking asylum has been secured for the next seven years, to provide life-changing opportunities through fee-waiver places, living allowance scholarships, and student services. Twelve students were awarded one of these scholarships in 2024.

[Guides to Diversifying Reading Lists in Canvas](#) have been published, to support academics to broaden the resources on their lists, exposing students to various histories and narratives and to authors from under-represented or marginalised groups.



9.6 Athena SWAN

For almost 20 years, the Athena Swan Charter has demonstrated success in addressing gender equity issues in UK universities. Women and gender diverse people in participating organisations report greater career satisfaction, fairer workload distribution and increased training opportunities. There are now approximately 40 Australian institutions participating in the Science in Australia Gender Equity (SAGE) version of this program.

RMIT was awarded SAGE Athena Swan Bronze accreditation in February 2020, demonstrating our commitment to driving further progress in gender equity.

In the seven years since achieving their Bronze Award, institutions have been implementing actions designed to remove or reduce five key barriers to attraction, retention or progression. For each key barrier, they apply for a SAGE 'Cygnet Award'. RMIT has achieved two Cygnet Awards addressing 'Recruitment of women and gender-diverse staff in STEMM fields' and 'Barriers to participation and career fulfilment for parents and carers'. Work is ongoing to address identified barriers in these areas.

In March 2025, RMIT will submit an application for its third Cygnet, supporting LGBTIQ+ staff and students. Our remaining two Cygnet applications will report the work RMIT has done 'Enabling accessibility – supporting people with disability and neurodiversity' and to foster 'Respectful cultures and behaviours' which will be developed and submitted in 2025.

Some of our achievements in relation to our Cygnet action areas are below.

Recruiting women and gender-diverse staff and students in STEMM fields

2,938

students engaged through school outreach activities

Nearly three thousand high school students in years 7-12 were engaged in practical, STEM-based workshops relating to engineering, IT, chemistry, pharmacy, construction, refrigeration and plumbing.

40

Women in STEM Ambassadors

Forty active Women in STEM Ambassadors delivered programs in 2024. These current RMIT students were trained and paid to deliver programs to high school students.

450

completions of inclusive hiring training

RMIT continued the inclusive hiring training modules to uplift the capability of other staff to undertake bias-free recruitment.

Barriers to participation and career fulfilment for parents and carers

13

staff funded through the Career Reignite program

The Career Reignite Program was launched to support research academic staff who experience career interruption or barriers to accessing research opportunities.

75%

of parents and carers told us they were interested in job share arrangements

We are trialling job share arrangements in key areas to determine if it can be rolled out more broadly.

84%

of staff reported they had the flexibility they needed to manage work and other commitments

In our Staff Survey, 84% of staff reported that they had the flexibility they needed to manage work and other commitments.

9.7 Addressing gender-based violence

Significant progress has been made in prevention, response, and transparent reporting as part of the 2023-27 Strategic Action Plan in Addressing Gender-Based Violence. This progress is highlighted by engagement in awareness-raising, learning, and development as well as innovative projects. RMIT remains committed to fostering safe environments through initiatives focused on masculinity and male allyship and is encouraged by increased reporting rates of sexual harm, reflecting growing trust in the reporting and investigation process.

Awareness raising

3,000 students and 400 staff were engaged both in person and through dedicated social media campaigns in 2024. There were 33 events held across all Melbourne campuses – City, City North, Brunswick and Bundoora, combining evidence-based frameworks with community-building activities. Activations at key events across all campus locations such as O-Week, Club Week, Open Day, and Wellbeing Weeks demonstrated RMIT's proactive leadership in embedding respect within campus culture. RMIT took a significant step forward by launching a mandatory Sex and Consent e-learning program for all commencing students. To support this initiative, the Sex and Consent Breakfast and Snack Club and the Snack Attack Cart facilitated in-person engagement and easy access to the module, resulting in high participation rates and demonstrating RMIT's commitment to empowering students with the necessary tools and knowledge for navigating significant life transitions.

Learning and capability development

In 2024, RMIT advanced its commitment to staff capacity-building for preventing and responding to gender-based violence, aligning with the proposed National Code and RMIT's Learning and Development Plan, *Planning for Change*. The Senior Officer Sexual Harm Workshop was internally co-designed and successfully piloted, equipping Academic Integrity Senior Officers with the necessary skills, with plans for continuation in 2025. Twelve in-person workshops engaged 107 senior leaders, including VCE leaders and Council members, in VEOHRC training on preventing workplace sexual harassment, embedding Planning for Change's goals into leadership practices. A mandatory e-learn module on sexual harassment and responding to disclosures achieved a 97 per cent completion rate among staff. Additionally, the 'Are You Safe at Home?' workshop addressed family violence through a trauma-informed approach, complemented by six promotional strategies inspired by the Snack Cart model to raise awareness and engagement.

Innovation projects and activities

In 2024, RMIT launched the Working Together with Men pilot to engage male-identifying leaders in violence prevention, aligning with the National Code's call for innovative approaches, and involving 28 senior research leaders, with 15 completing foundational training. Additionally, the Soy Boy & Friends initiative engaged 37 male-identifying students in creative workshops to redefine campus masculinity, resulting in a comic or cartoon series aimed at challenging stereotypes. In collaboration with the College of Vocational Education Creative Industries, students in the Advanced Diploma of Screen and Media were invited to bring this story to life as a key assignment, marking the first embedded assessment at RMIT through a co-design process, with the comic set to launch during Respect Week 2025 and a paid opportunity to create four additional comics secured.

In 2024, Safer Community strengthened its trauma-informed, victim-centred approach by developing a comprehensive handbook for staff and enhancing skills through professional development, including training in the evidence-based risk assessment tool. The service saw increased engagement, with over 1,600 individuals involved, attributed to greater visibility through VEOHRC training and a holistic approach to GBV, supported by improved data management with the Salesforce Case Management system.



Operations

10

RMIT integrates sustainability into all aspects of its operations, focusing on reducing our environmental footprint and effectively managing supply chains and investments. This approach aims to deliver positive environmental, economic, and social impacts for both the organisation and the communities we serve.

We demonstrate our commitment through adherence to best practice international management systems, which help manage associated risks. RMIT University Property Services is proudly certified and externally audited against the following ISO standards:

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

Aligning with these standards ensures reliable service delivery outcomes for RMIT's students, staff, contractors, and other stakeholders.

In addition, our Design Standards guide the creation of sustainable facilities, fostering the best possible environment for learning and research. These standards offer designers clear performance criteria while encouraging innovative outcomes that enhance the built environment.

10.1 Energy and emissions

Climate action

RMIT is at the forefront of climate action, implementing practical measures and innovative projects to significantly reduce our carbon footprint and adapt to climate change. We support local and global communities in transitioning to a low-carbon future. Our [Carbon Management Plan](#) guides us in managing emissions and outlines future scenarios. It reflects our commitment to accurately measure, report, and manage our greenhouse gas emissions.

Emissions are categorised into three scopes:

- **Scope 1:** Direct emissions from on-site fuel combustion and RMIT fleet vehicles.
- **Scope 2:** Indirect emissions from purchased electricity.
- **Scope 3:** Other indirect emissions from activities within our supply chain, beyond our direct control.

We prioritise eliminating emissions from operations, focusing on reducing on-site emissions through strategic investments rather than relying solely on offsets. This approach is more practical for effective emissions management.

RMIT also recognises the importance of climate resilience. Through our [Climate Change Adaptation Plan](#), we are implementing adaptation strategies to address climate risks. By preparing for extreme heat, storms, floods, and droughts, we ensure the safety and continuity of our campuses and community.

For more information on carbon and climate initiatives, visit our [website](#).

Australian operational emissions profile

RMIT achieved a 92 per cent reduction in Scope 1 and 2 emissions in 2024, based on a 2007 baseline, showing a slight decrease from 2023 totals. This significant reduction is mainly due to reduced gas usage following the shutdown of on-site gas engines in late 2022. From 1 January 2023, all onshore grid electricity was sourced from renewable energy. The [Melbourne Renewable Energy Projects 1 & 2](#) supplied 50,107MWh of renewable electricity to RMIT in 2024.

Under the Australian operational emissions profile, RMIT accounts for all energy and emissions within the building portfolio, using emissions factors in accordance with the National Greenhouse and Energy Reporting Act 2007. All targets are set against a 2007 baseline, with initial emissions at 78,048 tCO₂-e. A detailed global emissions profile will be discussed in later sections.

Table: RMIT Australia Energy by Campus

	Natural Gas (GJ)	Electricity (kWh)
City	71,110	35,907,301
Bundoora	47,414	12,424,006
Brunswick	6,298	1,727,164
Bendigo	0	48,421
Total	124,821	50,106,893

Table: RMIT Australia Energy and Emissions

	2007	2021	2022*	2023	2024
Electricity (kWh)*	57,893,937	23,430,704	30,026,941	47,755,812	50,106,893
Natural Gas (GJ)	127,502	279,134	291,018	129,990	124,821
Emissions Offset (tCO ₂ -e)	1,648	16,777	17,213	40,592	38,582
Net Emissions (tCO ₂ -e)	78,048	20,337	25,070	6,698	6,432
Emissions Reduction from Baseline	Baseline	74%	68%	91%	92%

*Increased electricity consumption due to gas engines being shutdown in 2022

Solar PV installations

As a major energy consumer, RMIT uses photovoltaic (PV) solar power to harness its own generation source. This initiative reduces energy demand from the grid and provides ongoing operational savings for the University. Continually expanding this renewable energy source onsite over the years, has helped lower RMIT's greenhouse gas emissions. In 2024, RMIT's solar PV portfolio generated 426 MWh of renewable energy, fully consumed on-site.

In 2024, RMIT installed 682 new solar panels across buildings 3, 5, 7, 9, 13, and 21, which together can generate 347 kW of energy per day. These buildings, with the largest roof areas on the City campus, are crucial to maximising solar energy production.





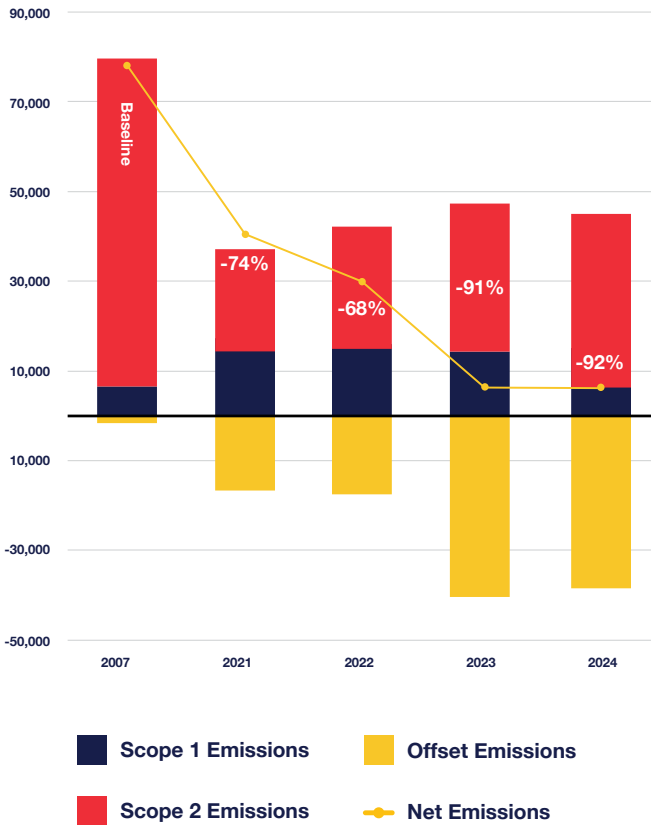
Building 80 Electrification

The Building 80 Electrification project has transformed the existing infrastructure into a sustainable, energy-efficient facility with a significant transition away from fossil fuels.

Completed in 2024, this work upgraded electrical systems and integrated renewables to support the University's phasing out of gas, reducing the building's emissions by 83 per cent.

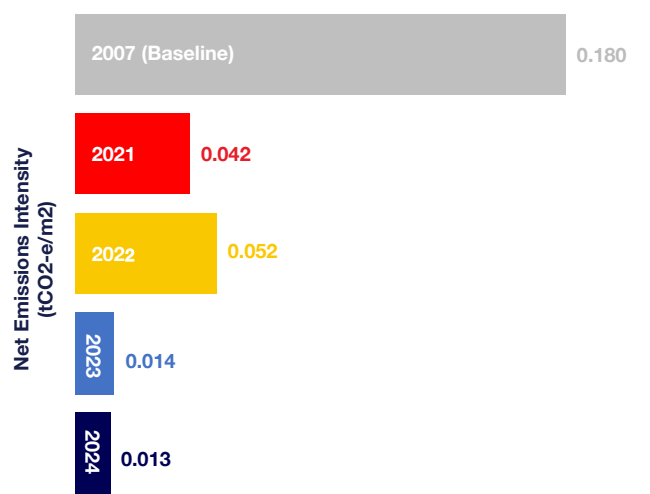
With the reduction in Building 80's carbon footprint, RMIT demonstrates its ongoing commitment to sustainability initiatives, contributing significantly to a greener and more environmentally friendly campus.

Graph: RMIT Australia Greenhouse Gas Emissions



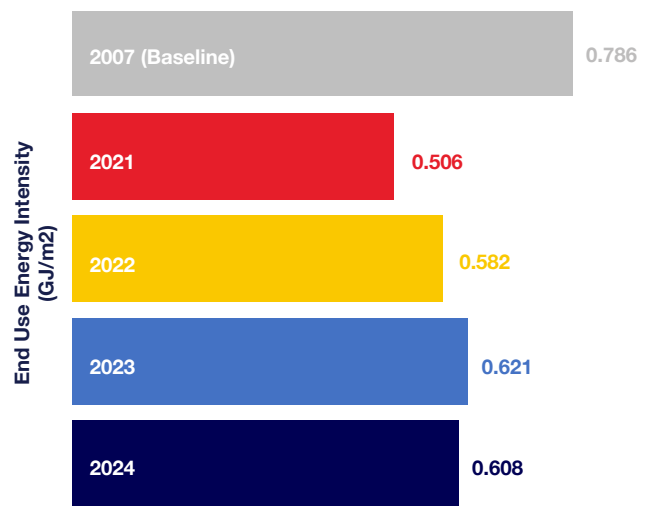
*Percentages shown are the absolute emissions reduction against the baseline year (2007).

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.

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.

Global emissions profile

RMIT is enhancing its global emissions reporting, steadily expanding coverage to include international operations. We are sourcing activity data and emissions factors, while developing environmentally extended input-output (EEIO) methods for Scope 3 emissions. As this area matures, our approach involves broadening data coverage and refining calculation techniques.

We are concentrating on improving the measurement and reduction of Scope 3 emissions within our supply chain, alongside ongoing efforts to address Scope 1 and 2 emissions.

The following table presents the University's comprehensive emissions profile, incorporating data from the RMIT Vietnam campus, fleet vehicles, business travel, waste management, water use, and transmission and distribution losses.

Table: RMIT Group Emissions Profile

RMIT Group Emissions Profile 2024	Scope	tCO2-e
RMIT Australia		
Natural Gas	1	6,432
Fleet Fuels	1	39
Aviation Fuels	1	1,050
Electricity	2	38,582
Electricity (Renewable)	2	-38,532
Transmission and Distribution Losses – Natural Gas	3	499
Transmission and Distribution Losses – Electricity	3	4,510
Water Consumption	3	83
Off-Site Waste Disposal – Municipal Solid Waste	3	1,006
Off-Site Waste Disposal – Construction & Demolition Waste	3	20
Office Paper	3	78
Capital Works (Construction)	3	377
Outsourced Datacentres	3	1,266
RMIT Vietnam		
Bottled LPG	1	37
Electricity	2	4,628
RMIT Europe		
Electricity	2	3
Other		
Air Travel – Short Haul	3	1,001
Air Travel – Long Haul	3	12,094
Hotel Stays	3	698
Taxis	3	104
Car Hire	3	69
Grand Total		33,995

RMIT Group Emissions Profile 2024	tCO2-e	%
By Scope		
Scope 1	7,558	22%
Scope 2	4,631	14%
Scope 3*	21,805	64%
Total	33,995	100%

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

10.2 Materials and waste

In 2024, RMIT continued to build momentum in embedding circular economy principles across its operations, working towards a future where materials are viewed as resources rather than waste. Guided by the [RMIT Circular Economy Plan](#), we are rethinking how materials are designed, used, and recovered to minimise environmental impact and maximise resource value.

A key focus for this year has been strengthening systems and processes to divert waste from landfill, increasing traceability of materials, and expanding reuse pathways across our campuses. We continue to partner closely with contractors, suppliers, internal stakeholders, and subject matter experts to design and deliver targeted circular initiatives.

Our efforts have included expanding reuse and repair programs, improving data capture and reporting systems, and supporting circular practices in capital works and operational procurement. Engagement with students, staff, and contractors has also been a priority, ensuring our community understands the role they play in transitioning to a circular economy.

Through collaboration and innovation, RMIT is creating a more sustainable and regenerative campus, one that values materials, reduces waste, and leverages partnerships to support circular solutions at scale.

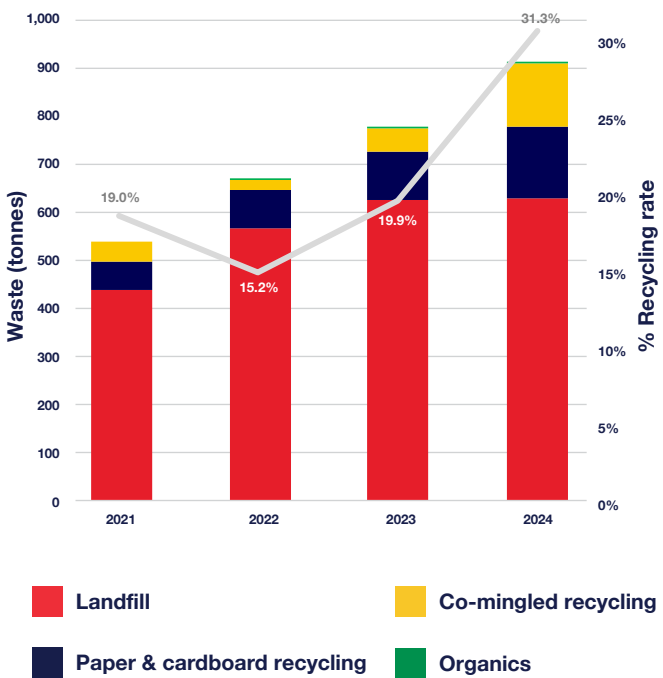
Operational waste

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

While recycling rates have improved to around 31 per cent, it is important to note that overall operational waste tonnages have not yet returned to pre-COVID levels. Compared to 2018 and 2019, when annual waste volumes exceeded 1,200 tonnes, total waste generated in 2024 remains lower, at 933 tonnes. This trend reflects a broader shift in campus activity patterns post-pandemic, as well as ongoing efforts to reduce waste at the source. Contamination remains an issue for RMIT, high traffic areas and the permeability of our campuses to the broader city make material flows and behaviour change challenging to influence and control.

RMIT continues to advance the actions outlined in our [Circular Economy Plan](#). Throughout 2024, collaborated closely with our facilities management staff and contractors, to develop and implement targeted initiatives that support increased recycling rates, reduce contamination and improve diversion outcomes across our campuses.

Graph: RMIT Australia Operational Waste Profile



Construction and demolition waste

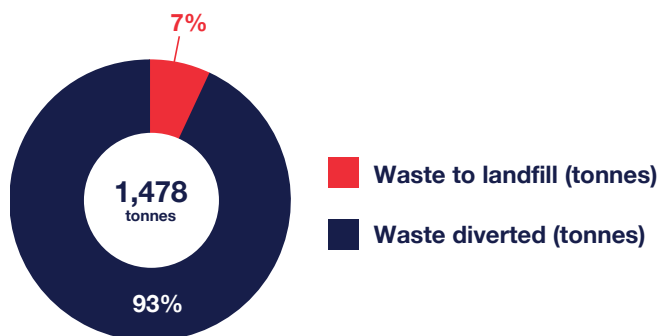
RMIT collates Construction and Demolition (C&D) waste data from all capital development projects, with a benchmark to recycle a minimum of 90 per cent of all construction and demolition waste. C&D waste data is provided by the principal contractor on each of RMIT's capital projects.

In 2024, the University had thirteen active capital development projects providing C&D waste data. From these projects, 1,448 tonnes of waste was produced and 93 per cent was diverted.

This is a considerable increase in tonnage from the previous year (563 tonnes), due to the construction of a new building which is our VE Trades Hub facility in Bundoora. 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.

The updated furniture management solution provides a comprehensive system to assess, store, repurpose, reupholster, and reuse furniture across our campuses wherever viable. These efforts are designed to maximise the lifespan of existing resources and reduce the need for new purchases.

Graph: RMIT Australia Construction and Demolition Waste Profile



For more information, visit our [Circular Economy page](#).



10.3 Water

RMIT is committed to reducing water use intensity across its campuses through improved efficiency, harvesting, and reuse strategies. Our Design Standards prioritise water efficiency by setting minimum requirements for fixtures, encouraging water capture and storage, and incorporating water-sensitive urban design in landscaping.

In 2024, RMIT's global consumption of potable water totalled 233,472 kilolitres, marking a 12 per cent increase from 2023. The breakdown is as follows:

- RMIT Australia: 143,055 kilolitres
- RMIT Vietnam: 90,417 kilolitres
- RMIT Europe: No data available

While we utilise alternative water sources like stormwater and rainwater, we do not directly measure these volumes. Instead, their use offsets our potable water requirements, reflected in reduced consumption levels.

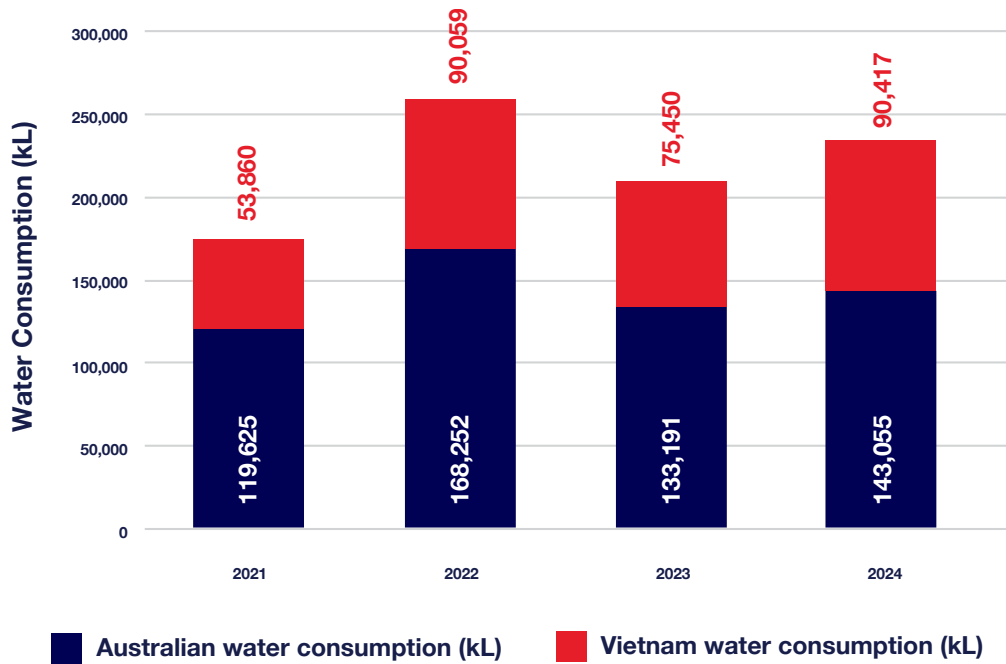
In 2024, water efficiency in our Australian operations was 2,909 litres per EFTSL, representing a 52 per cent reduction in water consumption intensity compared to a 2007 baseline. We have installed 40 smart meters across our buildings, providing insights into consumption patterns as well as detecting possible leaks early. Additionally, we have 1.3 million litres of on-site water storage capacity, reducing potable water demand by capturing rainwater and stormwater for toilet flushing and irrigation.

As a part of RMIT's ongoing asset lifecycle replacement strategy, we identify and replace outdated systems with modern and efficient technologies, reducing consumption and supporting University goals.

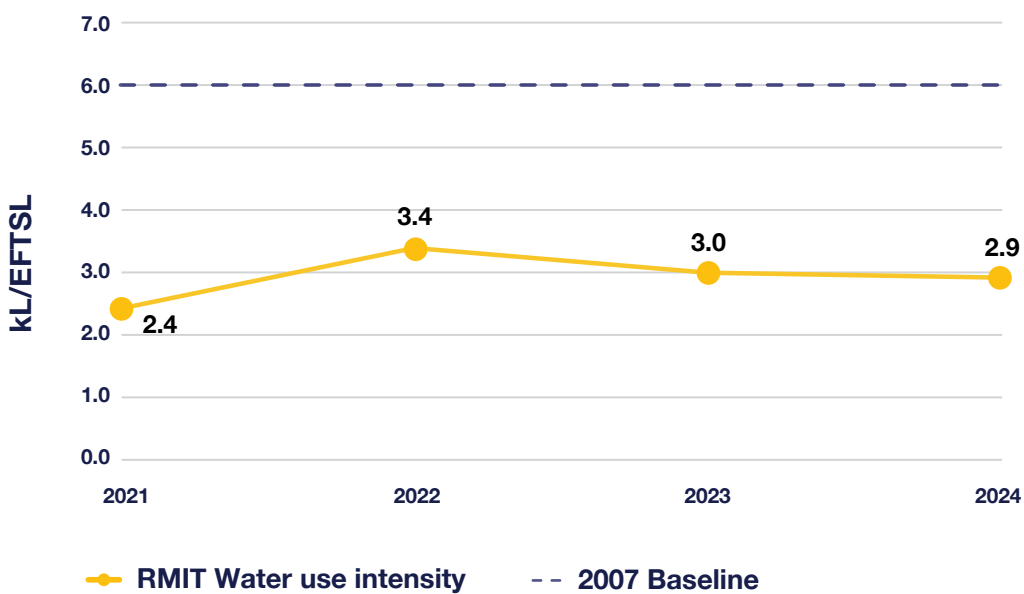
At the Bundoora campus, stormwater is collected in natural basins. When water levels are sufficient, the excess is used in cooling tower applications.



Graph: RMIT University Water Consumption



Graph: RMIT Australia University Water Use Intensity



10.4 Sustainable transport

In 2024, RMIT continued its focus on creating a sustainable transport system that is resilient, accessible, safe, environmentally friendly, and affordable for the entire community. The RMIT Sustainable Transport Plan, published early in the year, guided planning, infrastructure improvements, and engagement programs that encouraged walking, cycling, and public transport use among students and staff.

RMIT’s three Australian campuses are well-served by public transport, including trains, trams, and buses. The University collaborated closely with Rail Projects Victoria on the Metro Tunnel project, which is in the final stages of competition and will enhance train services and strengthen connections between RMIT campuses for our community.

Staff commuter profile

To advance our carbon reduction goals and support sustainable transport initiatives, RMIT launched the ‘Staff Commuter Profile’, a tool designed to capture insights into staff commuting patterns. Through a brief survey built into our Workday platform, staff contribute to our sustainability efforts by helping us identify trends and enabling us to develop new mechanisms to encourage sustainable transport choices. By having the survey embedded in a core business process, it makes the response rate much higher than a voluntary annual sampling. The data shows that over 80 per cent of staff who completed the survey, travel by a sustainable primary mode of transport.

Supporting cycling

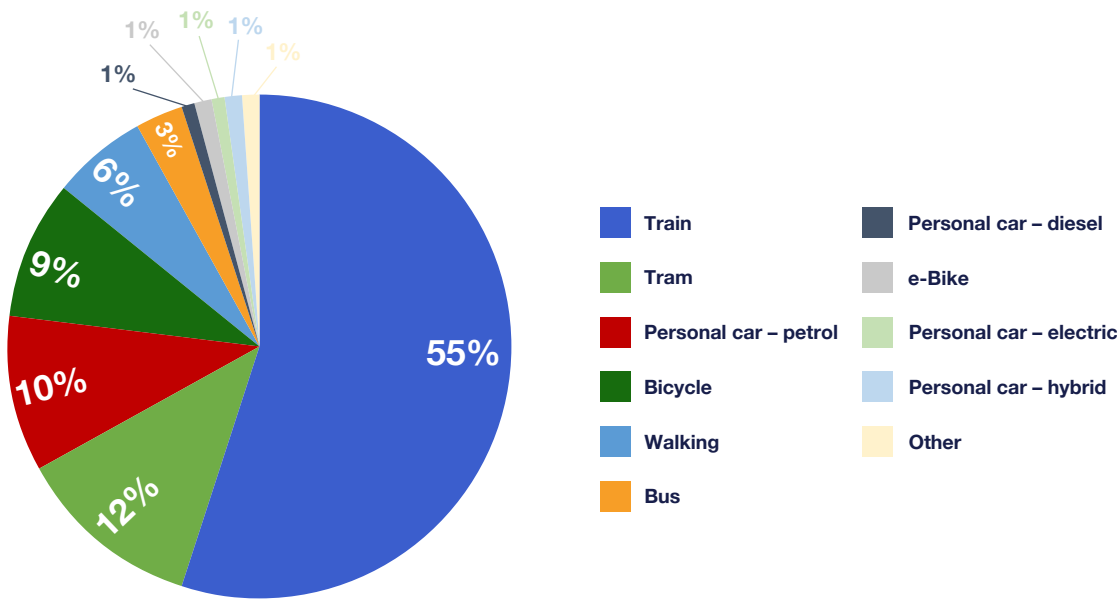
To further promote cycling, we maintained our high-quality infrastructure such as secure bike parking, comprehensive change facilities, and numerous bike hoops across all onshore campuses, totalling 787 secure bike parks.

Table: Bike parking locations

City campus	
Building 51 Bike Hub	400 spaces
Building 80 Bike Parking	90 spaces
Building 85 Bike Parking	56 spaces
Building 100 Bike Parking	12 spaces
Building 106 Bike Parking	132 spaces
Brunswick campus	
Building 514 Bike Cage	57 spaces
Bundoora campus	
Building 202 Bike Cage	40 spaces
Building 253 Bike Cage	32 spaces

The University also supported new staff and students through bike workshops run by student clubs and external providers, available throughout the year.

Graph: Staff Commuter Profile – Primary Mode of Transport





Cycling Events

A key component of the [RMIT Sustainable Transport Plan](#) is to conduct events on campus designed to help staff and students make eco-friendly commuting choices and ensure we have confident and safe cyclists. Two key events in 2024 with a cycling focus included:

- **Brainwave Bikes**

By continuing to promote active and sustainable transport modes, RMIT engaged Brainwave Bikes to host an event on campus and it was a huge success. As a not-for-profit organisation, Brainwave Bikes continues to drive positive change by promoting sustainability, reducing waste, and offering meaningful employment opportunities for young people with disabilities. Through its bike refurbishment program, the organisation ensures that each bike meets high-quality standards and remains affordable for the community. In addition, the RMIT event showcased a range of essential cycling accessories, including helmets, locks, lights, and baskets, catering to both experienced cyclists and newcomers alike. The event provided an invaluable opportunity to support an impactful cause while encouraging the adoption of sustainable transportation alternatives for the RMIT community.

- **Ride2Uni Event**

RMIT celebrated National Ride2Work Day on October 16, as part of Australia's biggest commuter cycling event. RMIT staff and students who cycled to campus were treated to barista coffee, gluten-free and vegan treats, and pastries at the RMIT Bike Hub (B51), hosted by Coffee on Cue. This initiative is part of our ongoing commitment to promoting sustainable and active transport, which not only helps reduce our carbon footprint but also supports the health and well-being of our community.

Air travel

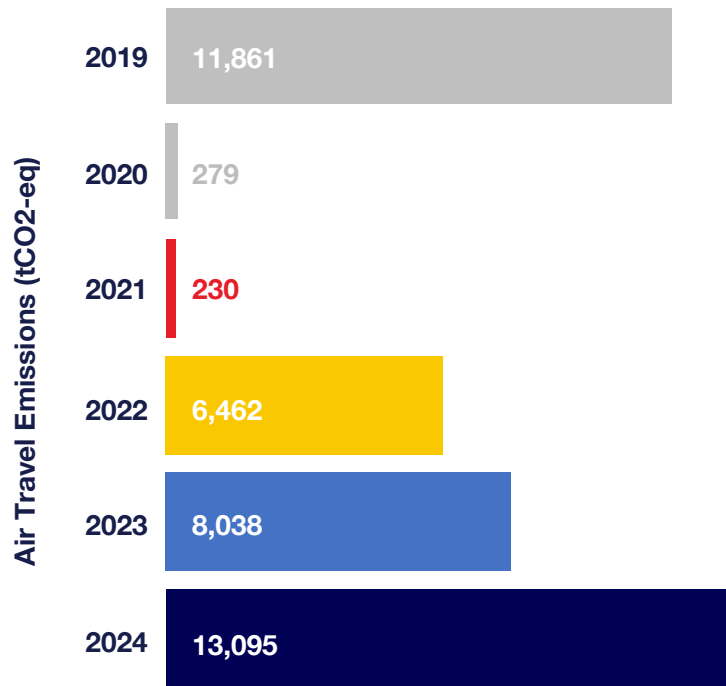
Air travel is a significant consideration for universities, particularly concerning academic and research activities. It is also an important aspect of networking (globally and locally) and career progression. Air travel enables staff to attend conferences, conduct fieldwork, and facilitate international exchange programs.

Recognising the environmental impact of travel, RMIT introduced an updated Travel Management Policy in 2024. The updated policy is designed to enhance the sustainability and accountability of University travel practices. The purpose of this document is to ensure the safety and wellbeing of all RMIT travellers and travel activities while maintaining the financial integrity and compliance of all travel activities.

The amendments adopted place a greater emphasis on departments being accountable for the carbon footprint associated with their travel choices to encourage smarter travel planning and factor in the cost of carbon offsets.

In 2024, air travel returned to pre-pandemic levels with emissions of 13,095 tCO2-e.

Graph: Air Travel Emissions



10.5 Sustainable buildings

RMIT's commitment to sustainability is embodied in its Sustainable Design Principles, which guide designers and consultants in implementing best practice sustainable outcomes throughout the lifecycle of both new and existing spaces. By aiming to create spaces that are not only sustainable but also inclusive, RMIT enhances the wellbeing of its community while positively impacting the environment and society.

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

- **Reduce emissions** through passive design, energy efficiency, renewable energy and the consideration of embodied carbon.
- Ensure infrastructure is **resilient**, future-proofed and adapted to the vulnerabilities of a changing climate.
- Use best-practice **regenerative design** and **innovative technologies** in all planning, development and refurbishments.
- Pursue **precinct-based, connected** infrastructure and **flexible** spaces that deliver sustainable solutions at scale.
- Responsible **water management** through capture, reuse and water sensitive urban design.
- Responsible use of resources – considering the **circularity of material** flows and progressive waste avoidance and management practices.
- Be **inclusive by design** and drive **social impact**.
- Deliver places that foster opportunities for **wellbeing, social engagement** and encourage **sustainable behaviours**.
- Prioritise **sustainable transport** modes, by providing safe pedestrian access, public transport connections and high-quality cycling facilities.
- Respect and recognise **Indigenous knowledge, culture** and **traditional practices**.
- Protect and regenerate ecological value to promote **healthy functioning ecosystems**, increase biodiversity and connect people to nature.
- Act as stewards for our campuses to preserve and enhance **architectural, social** and **creative** value.
- Leverage the campus to provide a mechanism for learning and research, creating a **living lab**.

These outcomes are embedded in the project management processes and the [RMIT Design and Furniture Standards](#).

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

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

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

For more information about RMIT's sustainable buildings, please visit our [website](#).

Capital development

RMIT Property Services oversees the refurbishing, planning, design, and construction of buildings and campuses. This includes executing RMIT's Capital Development Plan, which aims to enhance learning, teaching, and research spaces to provide students and staff with world-class facilities. Additionally, Property Services manages annual projects focused on upgrading teaching spaces, infrastructure, sustainability initiatives, and public artwork.

Example projects from the 2024 Capital Development Plan include:

Trades Innovation Centre

RMIT's Trades Innovation Centre is a multi-million-dollar technology-backed facility that supports a training pipeline for northern corridor population growth and infrastructure investment.

The Centre provides an opportunity for industry to test, learn, trial and demonstrate, and access RMIT's expertise to solve real-world problems.

Students benefit from simulations, sector-leading equipment and teaching practices, and programs that integrate job-ready and future-ready industry skills.

Designed by Foreground Architecture and built by Alchemy Construct, the modular design with a 1,700 square metre footprint allows for multi-use spaces and zones that can expand and contract as needed. This includes a 2.5-metre-deep sand pit, double height ceilings throughout the workshop and a three-storey training rig that simulates a building during construction.

By splitting the centre into 'trade zones', students will learn hands-on skills within view of other trades – leading to a deeper understanding of different trades and how they intersect and complement.

The Trades Innovation Centre is also named *Murmuk-nganjin marnang*, meaning 'We Work Hands', following engagement with representatives of the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.

The Trades Innovation Hub facility at Bundoora is a fit for purpose building for the delivery of contemporary trades, clean economy and related industry programs (in Built Environment & Sustainability) to meet the growing demand for skilled workers.



RMIT UP

In 2024, RMIT University Pathways (RMIT UP) launched a new era in international education with a refreshed identity and a brand new, purpose-built facility.

Formerly known as RMIT Training, RMIT UP officially adopted its new name in August, coinciding with the opening of its bespoke building on Franklin Street, Melbourne.

RMIT partnered with Australia's largest purpose-built student accommodation provider Scape to lease 10,200sqm over nine floors of the student accommodation building, Scape Franklin or RMIT Building 85.

The design by RMIT Hassell Architects focused on delivering modern teaching spaces, student support and breakout spaces, a flexible workspace for professional and academic staff, and a language testing centre.

The new facility constructed by Built Australia, includes over 50 teaching spaces comprising classrooms, tutorial spaces science labs, art rooms, computer labs. It features modern classrooms and specialist spaces for Art, Computer Design, Business, and the Sciences across four teaching floors. Each floor houses approximately ten classrooms designed to foster collaboration, and numerous breakout areas, quiet study spaces, and common areas, all designed with colourful aesthetics making use of natural light.

The classrooms are equipped with the latest technology, including dual interactive displays, height-adjustable teaching points, and cameras for live streaming and recording. Specialist facilities include art rooms with special lighting, a print room with 3D printers, and dedicated STEM labs for physics, chemistry, and biology.

To support health and wellbeing, the campus offers dedicated counselling spaces, rooms for one-on-one and group academic support sessions, a student lounge and a dedicated parent room. The building has a dedicated storage facility for bikes and scooters, complete with end-of-trip facilities, offering a healthy and cheap transport option.



VE Staff Hub

The VE Staff Hub project at RMIT University's Building 57 showcases RMIT's commitment to creating innovative and sustainable spaces that foster collaboration and productivity. The project designed by Spowers Architects and constructed by Capabuild, aimed to consolidate dispersed staff cohorts across multiple buildings into a single, cohesive environment to support and reinforce the recently established College of Vocational Education (VE).

The design skilfully incorporated the iconic brutalist façade of the Edward Jackson building. The rich, earthy tones of the brickwork were showcased through panoramic views, creating a seamless link between the interior and exterior spaces. This approach celebrated the building's original architecture while enhancing the interior aesthetic.

The environment was designed to be mature and calming, promoting well-being and focus amidst the bustling activities of the university. This was achieved through careful spatial layouts and the use of natural materials and tones.

This state-of-the-art, purpose-built office space includes open space and shared offices, consultation rooms for private meetings with staff and students, AV-equipped meeting rooms, open meeting zones and lounges, a resource library, and a spacious kitchenette and breakout area.

Key sustainability features of the 1,670 sqm renovation included:

- Rigour around dematerialisation was undertaken at all stages of the design to ensure value for money as well as minimising environmental impact.

- Intensive interrogation of the existing conditions, services and furniture was undertaken by the team at the outset and a strong set of ESD principles agreed.
- Large numbers of loose furniture items were selected from the RMIT re-used furniture storage, specifically consult tables, meeting room chairs, breakout furniture, freestanding whiteboards, and storage units.
- All workstations were refurbished units, with existing fixed desks retrofitted to electronic sit-to-stand.
- Existing Building Services infrastructure and equipment on the floor were assessed for re-use as appropriate, including communications racks, cabling, lighting and mechanical fan coil units were reconfigured to suit the new layout.
- Biophilic principles were followed ensuring access to natural light and an external view to all workspaces, and internal plantings.



10.6 Procurement

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

RMIT University incorporates sustainability into all procurement activities in line with its Procurement Policy and Procedures, guided by international best practice (ISO 20400:2017). This approach ensures procurement decisions consider environmental, social, and economic impacts across the full product or service lifecycle.

Key elements include:

- Compliance with the Modern Slavery Act, with proactive risk assessments required for all procurement activities.
- Commitment to the triple bottom line—balancing environmental, social, and financial sustainability, including upholding human rights and labour standards.
- Adherence to the UN Global Compact, ensuring procurement practices align with global principles in human rights, labour, the environment, and anti-corruption.
- Application of the RMIT CSR Framework to vet suppliers and ensure ethical standards are upheld throughout the supply chain.

This structured, values-driven approach ensures RMIT's procurement delivers sustainable outcomes while meeting governance, risk, and compliance requirements.

Since 2023, RMIT has been a member of the Australian Universities Procurement Network (AUPN), a group which represents the Australasian and New Zealand higher education sectors and works to improve excellence in procurement practice and in the skills of procurement professionals. Part of the AUPN's offering is the University Anti-Slavery Program; the AUPN is leading a sector collaboration to support member universities to meet the challenge of human rights transparency and risk management in their supply chains and contribute to the fulfilment of the Modern Slavery Act 2018 (Cth) reporting requirements. By working together, it is designed to minimise the duplication of activities and associated costs across individual universities, including risk assessment, implementation of systems and remediation.

As a member of this program, RMIT participates in monthly forums to share best practice and improve capability uplift on the topic of modern slavery. In late 2024, the AUPN enabled RMIT to review our supplier risk profile and data quality against our counterparts in the sector via dashboards and data quality scorecards. In 2025, we will continue to build out our use of the AUPN tools and pilot program outcomes.

In 2024, RMIT reviewed and updated the ESG questionnaire to ensure suppliers provided sufficient information and evidence in compliance with the ESG framework on all tenders. 4.2 per cent of new supplier registrations were rejected due to suppliers not submitting a completed CSR questionnaire. The RMIT Travel Policy suite was updated to expressly require that all employees consider the ESG impact of their proposed travel and explore alternatives to travel prior to making a travel commitment.

In 2024, RMIT Australia appointed a single vendor to be fully responsible for campus security and electronic security arrangements. The contract has express obligations built upon the previous campus security contract, including provider obligation to comply with regulatory requirements, particularly anti-slavery provisions, RMIT right to audit and no subcontracting without RMIT pre-approval. RMIT Australia also renewed its Architecture Panel, Builders & Minor Works Panel and Building Services Consultancy Panel with fully updated CSR obligations including the upholding of labour standards and modern slavery risk minimisation as applicable by sector risk. The Panels' scope and membership have been expanded to minimise the risk of non-panel appointments which in turn reduces the risk of unscrutinised supply chain and employment arrangements. These new Agreements have provided significant industry engagement opportunities which will be examined for feasible implementation in 2025.

The RMIT Lab Consumables Panel Agreements set up in 2024 explicitly require that suppliers ensure their suppliers also comply with the RMIT Supplier Code of Conduct, relevant human rights and modern slavery obligations. RMIT has the full right to access and audit operations and records to verify compliance. The new Panel's scope and suppliers have widened in comparison to the last Panel to minimise off-panel lab consumables purchases and therefore suppliers at risk of contravening Australian modern slavery and environmental management laws. Any off-panel lab consumables purchases are subject to CSR due diligence per the supplier registration process.

RMIT Vietnam has similar labour obligations on its Property Services vendors and plans to expand its vendor panels to cover scope such as Mechanical Electrical and Plant repairs and maintenance in 2025 to further improve compliance and monitoring.



Office Consumables Australia

In 2024, RMIT purchased around \$753K of office consumables, this represents an increase of 28.9 per cent compared to 2023. The increase is due to higher consumption of office supplies as more staff members work from the office and increased costs passed by the supplier to RMIT.

39 per cent of the spend was on the in-house 'Planet Friendly' label provided by our office consumables supplier. This label is given to products with an environmental certification within its relevant category – noting that not all product categories will have a planet-friendly option.

The total volume of office paper purchased last year was 21,792 reams, equating to 26.41 tonnes of paper. This represents a substantial increase in the volumes reported in 2023. A review of accounts with COS was conducted in early 2025 and it was identified that a portion of paper had been missed from reporting in 2023.

Over 99 per cent of all paper purchased carried a third-party certification such as FSC and PEFC to ensure that the components were sourced from responsibly managed forests.

In 2024, 58 per cent of all RMIT's paper purchases were wholly recycled. The higher proportion of non-recycled paper purchased is due to the closure of the Opal Australian Paper mill in 2023, which has greatly reduced the number of recycled paper options available for purchase. RMIT previously moved its entire print fleet to multifunctional devices with swipe-to-print technology and default duplex and this action, along with the shift to electronic document management, has seen a significant reduction in printing.

Other key procurement highlights that had sustainability outcomes embedded included:

- Registration of 18 new indigenous suppliers and recorded spend against 47 indigenous suppliers, representing almost 50 per cent of all registered active indigenous suppliers.
- Recorded spend against 116 of the 218 registered active female-owned suppliers.
- Registration of 15 new social enterprises as suppliers and recorded spend against 35 of the 66 registered active social enterprise suppliers.

As part of 2024 planning RMIT committed to reviewing and increasing available market opportunities for such enterprises in 2025 with support from industry membership associations.

10.7 Philanthropy and investments

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

In 2024, the generosity of our donors created the following benefits to our students and researchers, and progressed initiatives that benefit our community:



\$3.6m

was spent supporting 1,396 students through scholarships, prizes and travel grants.



\$18k

in philanthropic funding was provided to help students experiencing hardship to continue their studies and a further AUD\$26,000 raised in the end-of-year appeal to help with hardship in 2025.



\$2.6m

was raised to support research, including AUD\$751,000 in Higher Education Research Data Collection (HERDC) funding categorised as philanthropic.



\$50k

in community engagement that enhance our cultural and social life, including the RMIT archives.

Responsible investment

The RMIT Responsible Investment Principles guide our 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 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 also requires our investment managers to be a signatory to the UN Principles for Responsible Investment (PRI). PRI is the world's leading proponent of responsible investment. The PRI works with its international network of signatories to put the six Principles for Responsible Investment into practice. Its goals are to understand the investment implications of ESG issues and to support signatories in integrating these issues into investment and ownership decisions.

As at 31 December 2024, RMIT held \$151.2 million across two funds managed by Russell Investments, with \$82.7 million held in the Philanthropic Fund and \$68.5 million in the Long Term Investment Fund. Both funds follow an identical strategic asset allocation, comprising equities, bonds, and cash. Importantly, 100 per cent of the equity component across both funds is invested in two responsible investment products.

- **Russell Investments Sustainable Global Shares ex Fossil Fuels Fund:** a fund that invests in a broad range of global shares, designed with Russell Investments' robust decarbonisation strategy and 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, and the portfolio is positively tilted towards companies with higher-than-average material ESG scores reflecting 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 controversial activities. RARI has been certified by the 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 Skidata 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.



UN Sustainable Development Goals

11

RMIT has been using the SDGs as a sustainability framework for transformational change since 2017, when the University signed the public SDSN University Commitment to the Sustainable Development Goals commitment.

As a signatory, we have committed to:

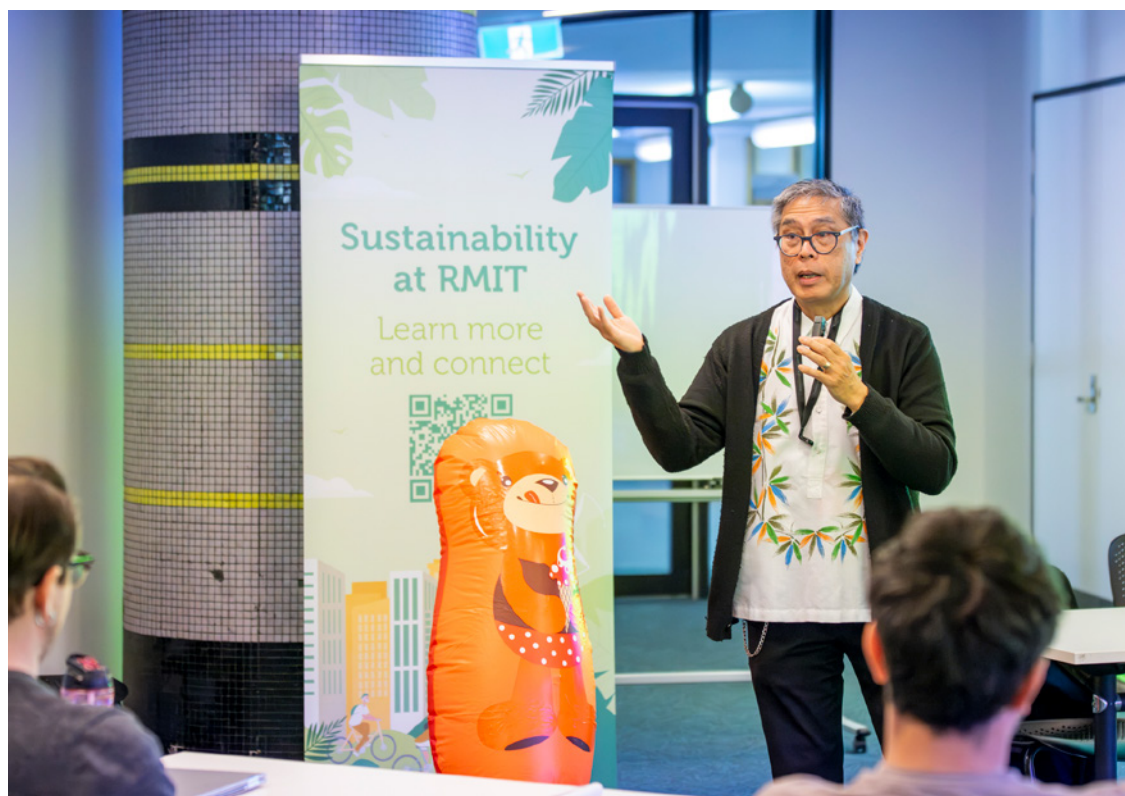
- Supporting and promoting the principles of the Sustainable Development Goals.
- Undertaking research that provides solutions to sustainable development challenges.
- Providing the educational opportunity for our students to acquire the knowledge and skills needed to promote sustainable development.
- Contributing to the achievement of the Sustainable Development Goals by ensuring our campuses and major programs are environmentally sustainable and socially inclusive.
- Reporting on our activities in support of the Sustainable Development Goals.

11.1 Goals into actions

In line with our *Knowledge with Action* strategy and Sustainability Policy, the University has adopted a leadership role at a national and international level to shape a sustainable environment and society, contributing to the UN Sustainable Development Goals.

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.

We continue to lead the sector with practical, innovative actions and establish unique agendas by using the UN Sustainable Development Goals as a framework to guide our approaches and influence positive outcomes.



The Times Higher Education – SDG Impact Ranking

The Times Higher Education Impact Ranking is designed to showcase how institutions are working towards addressing the United Nations' Sustainable Development Goals (SDGs).

RMIT's standing in this ranking is indicative of our impact on society, through stewardship initiatives, leading education and research, as well as the contributions of our students, staff and partners.

Overall, out of 1,963 fully ranked universities from 121 countries in the world, RMIT ranked fifth globally and third in Australia for our 2024 results. Although we have ranked highly, concerns remain about the methodology used by the ranking and we continue to actively search for more meaningful measures of our sustainability maturity.

On specific SDGs that informed our overall ranking, we ranked as follows:

SDG		Global Ranking	Australian Ranking
	For conserving and delivering clean water and sanitation*	10th	7th
	For supporting decent work and economic growth*	5th	1st
	For our efforts to reduce inequality within and among countries*	1st	1st
	For contributing to sustainable cities and communities	20th	5th
	For taking action on climate change	16th	6th
	For strengthening partnerships for the goals*	11th	4th

* SDGs that informed our overall ranking for 2024

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

Sustainability and Equity Evaluation (SEE) Tool

The RMIT Sustainability and Equity Evaluation (SEE) Tool is a groundbreaking initiative that integrates equity, sustainability, and governance into the University's strategic processes. Developed from the original SDGs Appraisal Toolkit in 2021, and expanded in 2023, the SEE Tool is helping to transform decision-making and accountability across the institution.

A dedicated team of professionals from sustainability, diversity and inclusion, and Indigenous engagement have worked collaboratively for over two years to embed social and environmental impacts into RMIT's governance model. This ensures that our community can champion the University's values without imposing an additional 'cultural load' on staff responsible for representing diverse perspectives.

Key functions of the SEE Tool include:

- **Holistic Integration:** The Tool weaves institutional values together, creating an applied approach to decision-making and building capabilities within our community.
- **Universal Design Approach:** It enables RMIT to develop policies, processes, and procedures that are universally accessible and impactful.
- **Empowering Evaluation:** By identifying contributions to Responsible Practice, the SDGs, and the IDEA framework, the Tool enhances positive social and environmental outcomes while mitigating negative impacts.

Throughout 2024, the SEE Tool assessed 12 policies and processes across social, equity, environmental, and governance considerations. This initiative was honoured with a Highly Commended award at the 2024 Green Gown Awards, highlighting its role in fostering a targeted understanding of sustainability impacts and enhancing the visibility of qualitative benefits.

By reducing duplication and focusing efforts strategically, the SEE Tool empowers RMIT to achieve better outcomes for our people, communities, and environment.

The Tool itself is also an example of alignment with and embedding of the SDGs within the organisation.

SDG Alignment



Report of the Expert Working Group on Managed Retreat: A Proposed System for Te Hekenga Rauora/ Planned Relocation

Te Rīpoata o Kāhui Mātanga mō te Kīmi
Kāinga Rua: He Pūnaha Marohi mō Te
Hekenga Rauora/Kīmi Kāinga Rua



Managed Retreat

As the impacts of climate change become more severe, ‘managed retreat’ is being increasingly discussed as a policy response to strategically moving people, structures, and assets out of harm’s way.

In December 2024, BHRIGHT hosted a half-day workshop on managed retreat, bringing together academic and HDR candidate researchers from RMIT (School of Law, School of Accounting, Information Systems & Supply Chains, School of Management, School of Global, Urban and Social Studies) with expertise in law, accounting, sustainability, urban planning, urban governance, disaster management and resilience.

Associate Professor Ben France-Hudson from the University of Otago (Dunedin, New Zealand) gave a keynote speech about New Zealand’s experience with assessing policy options for managed retreat.

Workshop participants discussed interdisciplinary synergies, lessons, and challenges for implementing managed retreat in Australia, including the need to:

- clearly define key terms and risk-typologies
- reconsider the institutional frameworks that could be used for managed retreat
- consider the distribution of how costs and benefits of a managed retreat scheme
- consider social justice and the impact of managed retreat on certain groups.

Workshop participants considered ways that managed retreat is questioning the social contract and the respective responsibilities of states and individuals in the Anthropocene, relevant to SDGs 3, 6, 9, 11, 13 and 15.

The workshop culminated in discussions for future research opportunities at RMIT and placing RMIT at the forefront of managed retreat research.

Convenors: Associate Professor Anne Kallies and Dr Vanessa Johnston, BHRIGHT Climate Change Theme Leaders.

SDG Alignment



Climate & Eco-Grief Forums: Case Study Summary

In 2024, the Climate & Eco-Grief Forums offered a supportive space for staff and students to address the emotional impact of climate and environmental crises.

Organised by Dr Ascelin Gordon, Senior Lecturer in Sustainability and Urban Planning, these in-person sessions took place at the Multi-Faith and Wellbeing Centre.

The forums aimed to foster collective reflection and response, particularly focusing on the intersection between climate change and wellbeing. PhD students formed the primary attendees, engaging in discussions about uncomfortable emotions and how unconscious biases lead to emotional suppression.

Additionally, Ascelin facilitated meditation classes to aid in managing eco-grief. These events were further supported through the Sustainability Week program, held in September.

SDG Alignment



11.2 Partnerships for the Goals

RMIT understands that local and global partnerships are crucial for achieving the SDGs. Enhancing these collaborations fosters innovation for sustainable development and positively impacts our community. RMIT continued to grow its research funding in 2024. This success highlights the strength of our partnerships with industry, government, and community organisations.

Below are some examples of SDG-aligned partnerships in 2024.

▪ Refashioning: Accelerating circular product design at scale

In partnership with Country Road Group and funded by Sustainability Victoria, this project supports the transition to a circular economy for fashion and textiles. It developed open-source guides to help product development teams implement circular design principles in mass-market fashion brands.

▪ Australian-first study on consumer textile waste habits

Researchers from the School of Fashion and Textiles and the Graduate School of Business and Law conducted a pioneering study on consumer textile waste habits, funded by the Kmart Group and the Queensland Government.

▪ Energy-smart bricks keeping waste out of landfill

RMIT and Visy, Australia's largest recycling company, have developed energy-efficient bricks using scrap materials, including glass, typically destined for landfill. Tests show that using these bricks in a single-storey building can reduce household energy bills by up to 5 per cent compared to regular bricks, thanks to improved insulation.

▪ Imagining sustainable futures in Vietnam through design and communication

Delivered by the School of Communication and Design Sustainability and with an attendance of over 100 people, the purpose of the event was to present and discuss ideas about the role of sustainability in the context of Vietnamese design and communication and included a panel of six speakers from industry, academia and the NGO sector.





Partnering in Europe

In 2024, RMIT secured AUD\$8 million in European funding for research projects and doctoral and postdoctoral networks, and student-industry engagement thrived.

- The DREAM+PLAN doctoral network explores climate positive futures, while the AuSpire postdoctoral network focuses on planetary wellbeing through innovative approaches. These projects collaborate with prestigious industry and academic partners across Europe, including ACCIONA, Eurecat, Aurecon, Almirall, and Cambridge University.
- RMIT Europe also received AUD\$673,000 for the DIAMETER project, which aims to advance the circular economy in metal manufacturing by developing hybrid manufacturing systems incorporating additive manufacturing. Led by Sabanci University in Turkey, this project underscores RMIT's commitment to international partnerships and sustainable innovation.

Barcelona Superblocks

As part of its commitment to SDG 11 – Sustainable Cities and Communities, RMIT Europe hosted a panel event during Barcelona's Architecture Weeks 2024, spotlighting the city's globally recognised Superblocks model. The event featured renowned urban ecologist and placemaking expert Salvador Rueda Palenzuela, a key figure behind the Superblocks concept.

Focused on transforming urban environments to prioritise people, place, and planet, the discussion explored how the Superblocks model enhances sustainability and liveability in dense cityscapes. By reimagining urban mobility, green space, and community interaction, the initiative aligns closely with RMIT's mission to support innovative, people-centred urban development through education, research, and global collaboration.

SDG Alignment



RMIT Vietnam Alumni Act Green Campaign

The Act Green Campaign was a four-month initiative led by the Alumni Relations team at RMIT Vietnam, designed to connect like-minded individuals with practical, sustainable initiatives and inspire eco-conscious lifestyles. Through community engagement and innovative programming, the campaign made sustainable choices more accessible and actionable for all.

- A standout event was Walking to Plant Trees, a collaboration with Joy Foundation and Keep Vietnam Clean. The event mobilised 758 participants who collectively walked 44,174 kilometres—resulting in the planting of over 1,000 trees at the Binh Chau Phuoc Buu Nature Reserve and Phuc Tien Primary School in Hanoi. As part of the national Sach Sành Sanh campaign, the initiative showcased the power of collective action and was praised by local authorities for its positive impact on green space restoration.
- The campaign culminated in the Alumni Green Business Showcase, which brought together RMIT alumni-led enterprises to share their eco-friendly innovations across sectors such as recycling, agriculture, and sustainable design. Notably, the event pioneered the use of exhibition booths made entirely from cardboard and recyclable materials, reinforcing the campaign's commitment to environmental responsibility and sustainable event practices.

SDG Alignment





Reworlding Cardigan Commons

As part of the City North Fest – Shared Future Series, ‘Reworlding: Cardigan Commons’ turned Cardigan Street into a live-action, street-wide climate futures game.

Set in a speculative 2050 Melbourne, participants explored the impacts of climate change and rapid urban growth by collaboratively building a new neighbourhood following a fictional City AI collapse.

Over two days, players joined forces to tackle climate challenges, and co-design urban solutions using resource systems and modular infrastructure developed with RMIT Future Play Lab and Regen Melbourne. The event fostered hands on learning in regeneration, governance, and resilience through immersive, creative play.

Supported by the City of Melbourne, RMIT Policy, Strategy and Impact, and RMIT Culture, the event demonstrated the value of playful futures as a tool for civic imagination, environmental education, and participatory urban design.

SDG Alignment





SDG2 Action Hub's Chefs' Manifesto

In 2024, RMIT partnered with the SDG 2 Advocacy Hub's Chefs' Manifesto to launch Australia's first SDG 2 Action Hub, hosted at the Oxford Scholar in Melbourne.

The event, co-led by Professor Tania Lewis and Keren Allen, focused on *'Upcycling food for a zero-waste future'* and brought together chefs, food experts, and researchers to explore circular economy solutions in the food system. Key speakers included Chef Chris Locke, Chef Laura Boulton, food critic Pat Nourse, and food systems researcher Savannah Supski.

The Action Hub created a collaborative space for sharing ideas and scaling solutions aligned with Zero Hunger (SDG 2). As noted by Paul Newnham, CEO of the SDG2 Advocacy Hub, chefs are key players in transforming food systems through sustainable, low-waste practices. The event was captured in a short film by RMIT graduate Kevin Tud, now used to promote SDG 2 engagement across the national Chefs' Manifesto network.

Applied Research to Combat Food Waste

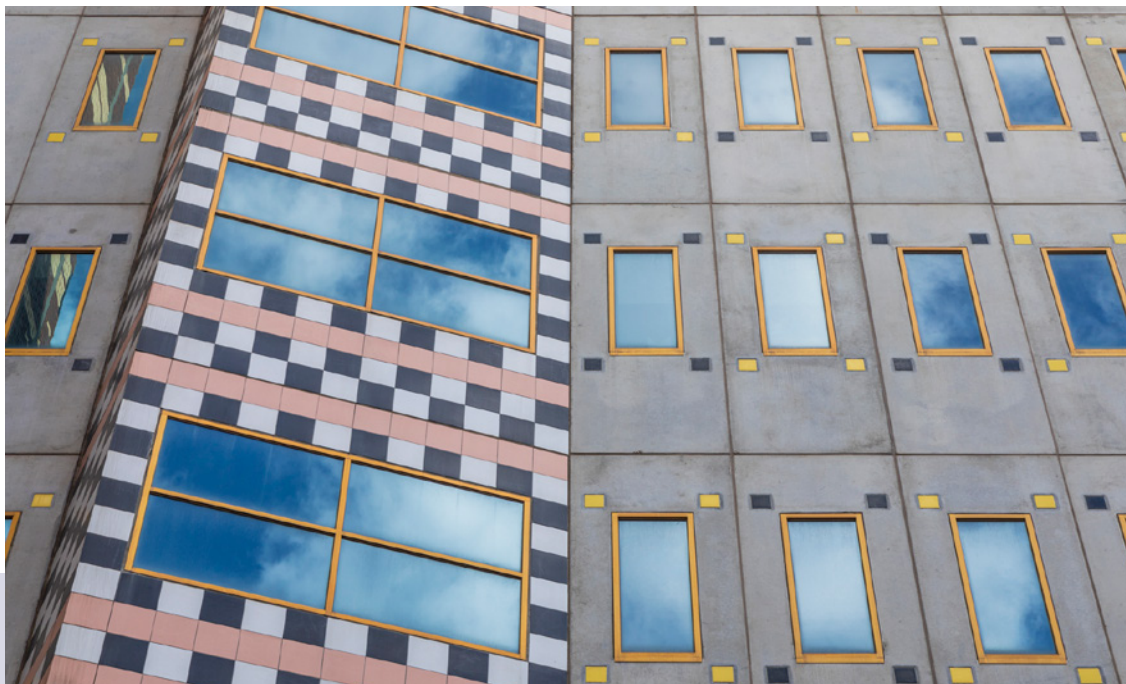
In a separate initiative RMIT partnered with End Food Waste Australia to deliver a major research project on food waste in the café sector.

This year-long study engaged cafés across Victoria, New South Wales, and Queensland, identifying barriers and best practices in food waste reduction. The findings were consolidated into an industry-focused report and summary flier, providing practical insights and recommendations to support more sustainable food service practices nationwide.

These projects demonstrate RMIT's ongoing commitment to the UN Sustainable Development Goals through research, partnerships, and community engagement.

SDG Alignment





12th Asia-Pacific Forum on Sustainable Development

Dr Spyros Schismenos, a Lecturer in Humanitarian Engineering at RMIT University, contributed to the SDG profiles on Gender Equality (SDG 5) and Partnerships for the Goals (SDG 17) during the 12th Asia-Pacific Forum on Sustainable Development (APFSD).

Supported by UN ESCAP, these profiles assess regional progress toward achieving the Sustainable Development Goals. Dr Schismenos' involvement, facilitated by the APFSD Reference Groups, drew on his extensive work with marginalised communities and his collaboration with UNESCO's *Women in Science in Developing Countries* program. Insights shared highlighted the need for transformative partnerships to advance gender equality and strengthen implementation frameworks for the SDGs.

SDG 5 – Achieve Gender Equality and Empower All Women and Girls

Despite advancements in legal frameworks and education, the Asia-Pacific region faces challenges such as persistent gender-based violence and limited economic opportunities for women. Data gaps continue to hinder policy-making, particularly on reproductive rights. Future priorities include closing these gaps, promoting women's leadership, and addressing harmful sociocultural norms through inclusive partnerships.

SDG 17 – Strengthen Global Partnerships for Sustainable Development

While digital access has improved, progress in financing and development cooperation remains slow. Rising debt burdens and low private investment impede progress. Key priorities are mobilizing resources, enhancing accountability, and aligning financing with human rights principles. Robust multi-stakeholder cooperation is crucial to ensure inclusive sustainable development.

SDG Alignment





Refuge Hackathon

In collaboration with Melbourne Design Week, ARUP, SHTF SHFT, and the City of Melbourne, RMIT hosted an event focused on exploring how civic infrastructures can enhance city resilience.

From parks to waterways, plazas to sporting fields, our civic infrastructures act as places of refuge and respite for both human and non-human residents alike. The Refuge hackathon explored the roles these infrastructures might play in creating more resilient cities and communities into the future.

The Civic resilience 'refuge' challenge was to use data differently to reposition refuge. How can we better design, utilise, coordinate and care for places of refuge?

A coalition of exciting partners convened a treasure trove of datasets and skills sets to support innovative applications and analysis.

Over three days of interactive action and inspiration, professionals and students from a range of disciplines, including architecture, design, engineering, policy, AI generative design, social impact and resilience, collaborated to produce working prototypes that respond to the 'refuge' challenge.

SDG Alignment



Growing impact-focused research training

With over 2,300 HDR candidates globally, RMIT's research student community plays a vital role in advancing the University's mission to deliver research with impact.

Our HDR cohort is highly international, with 321 candidates engaged in collaborative research training partnerships across 16 countries.

A key focus for 2024 was increasing HDR internships and industry engagement. Pleasingly, the number of candidates involved in industry activities – whether through reportable internships or co-funded PhD projects – rose to 117, up from 80 in 2023.

We also exceeded our HDR completions target, achieving 423 completions against a goal of 400. The cohort also reported record levels of satisfaction with their experience.

RMIT has a growing number of Indigenous HDR candidates. To support and educate HDR supervisors, the Indigenous Research Network, in collaboration with the School of Graduate Research, hosted the Creating Waves event.

The event addressed supervision of Indigenous HDR candidates, research with Indigenous communities, and projects adopting Indigenous methodologies and ways of knowing.

SDG Alignment



11.3 SDG snapshots

With over 1,300 SDG-aligned research projects underway at RMIT in 2024, the breadth of activity on the critical challenges we face as a society has our sharpest minds engaged in working to solve them.

The following table acts as a snapshot of our research contributions to the SDGs, highlighting examples of our work towards a more sustainable world, and our ability to positively influence our stakeholders and the wider community to embrace the SDGs. These research projects were active in 2024, but many are multi-year projects that remain relevant past 2024.

	<u>Creating social change through humanitarian architecture</u>	The Cakaudrove Women's Resource Centre (CWRC) Project in Savusavu, Fiji, developed a facility for local women, providing safe, temporary accommodation, a marketplace for crafts, and access to health and education services. Facilitated by RMIT researcher Esther Charlesworth, who leads <u>Architects Without Frontiers (AWF)</u>, the project showcases the impact of design on social change. Supported by FJ\$1.3 million (A\$700K) from the Australian Department of Foreign Affairs and Trade, the first stage included construction of 'The Great Hall' and additional buildings. The CWRC was created in collaboration with AWF and the women of Cakaudrove, represented by the Na I Soqosoqo Vakamarama i Taukei Cakaudrove (SVTC). This initiative significantly empowered the community, building leadership, financial literacy, and organisational skills. Building on the success of Stage 1, the SVTC will again partner with AWF for Stage 2. This phase will add classrooms, a teaching kitchen, office space, a native plant nursery, a ceremonial ground, and a lovo oven, while improving site circulation. Designed as a village of buildings, Stage 2 offers safe spaces for women to develop skills, preserve Indigenous culture, and promote gender equality.
	<u>Understanding and tackling Spotty Liver Disease in poultry</u>	RMIT researchers, led by Associate Professor Thi Thu Hao Van and Professor Rob Moore, made key advances against Spotty Liver Disease (SLD) in poultry over the past year. This disease impacted global egg production by lowering egg yield and raising mortality in free-range chickens. The team identified the pathogens <i>Campylobacter hepaticus</i> and <i>Campylobacter bilis</i>, solving a long-standing mystery. They developed essential diagnostic tools like PCR tests and immunological assays for accurate diagnosis and global monitoring. These tools enhanced understanding of SLD's prevalence and supported vaccine development, reducing antibiotic use in poultry farming. Since 2018, the team secured funding from Australian Eggs and Poultry Hub Australia, and in 2024, Van received a major grant for SLD research to guide vaccine development. Focusing on vaccine creation, the team began a four-year Australian Research Council Linkage Project in 2021 to develop a general anti-Campylobacter vaccine for chickens. Collaborating with the London School of Hygiene and Tropical Medicine, they are seeking further funding to innovate and secure the future of our food supply, especially with the shift away from caged egg production.
	<u>Boosting digital and social inclusion for older Australians</u>	RMIT University partnered with U3A Network Victoria on the 'Shaping Connections' project, creating a peer-to-peer mentoring program that boosted digital skills and reduced loneliness among seniors. Co-design workshops with seniors helped identify digital adoption challenges. The project developed resources like a website to share insights and showcase its impact. The team crafted the PEER model (Pioneering, Experience-based, Empowering, and Responsive) to highlight mentoring tailored to seniors' needs. The program's success led to national expansion and influenced Victorian State Government policy. It shaped practices for home support providers, guided NBN Co's communication with seniors, and informed digital programs in Victorian councils like the Digital Skills Mentoring initiatives. Program materials are also used in emergency training by some councils.
	<u>Community sport program boosted engagement and academic performance for young African-Australians growth</u>	Research supported by a VicHealth revealed that a community basketball program for young African-Australians enhanced community engagement and academic success. Co-designed by Afri-Aus Care and RMIT University, the Black Rhinos Junior Basketball program in southeast Melbourne aimed to enrich lives and keep youth positively engaged. The report highlighted the program's significant impact on participants, families, and school communities, leading to a renewed three-year funding commitment from the Victorian Education Department and Brian M. Davis Trust. Young African-Australians often navigate complex challenges, including refugee backgrounds and social exclusion. Associate Professor Ronnie Egan from the RMIT <u>Social Equity Research Centre</u> noted, "By working with the community, we co-designed a sports-based youth development program that strengthened community ties and boosted academics."
	<u>Breakthrough research enhances ovarian cancer diagnosis and treatment</u>	An RMIT-led research program on ovarian cancer, headed by Distinguished Professor Magdalena Plebanski at CAVA, focused on early detection, new treatments, and personalised therapy through immunology, genetics, and bioinformatics. Ovarian cancer is the deadliest gynaecological malignancy, with 70 per cent of cases diagnosed late. "Unfortunately, survival outcomes for ovarian cancer are very poor, with statistics and treatments not changing in decades," notes Professor Plebanski. CAVA collaborates widely in Australia, India, Malaysia, and Mexico, acting as a hub for cellular immunology research with over 20 hospitals and key partners. "We are now operating as a central hub for doing translational research in cellular immunology with more than 20 hospitals, and several not-for-profit organisations and large pharmaceuticals," says Plebanski.

6 CLEAN WATER AND SANITATION 	<u>Aussie innovation turns waste into energy 'gold'</u>	New technology is nearing commercialisation, transforming waste into reusable goods for energy and agriculture. By using high temperatures without oxygen, the PYROCO™ pyrolysis technology produces biochar, a carbon-rich product useful in batteries and as a soil enhancer. It processes materials such as treated sewage and organic waste, effectively removing harmful pathogens, PFAS, and microplastics. RMIT, in collaboration with South East Water, Intelligent Water Networks, and Greater Western Water, has successfully trialled this technology at the Melton Recycled Water Plant. Project lead Professor Kalpit Shah from RMIT states, "The latest trials validated results of the first trials and showed further improvements." This breakthrough offers a promising step towards more efficient and environmentally friendly management of water and waste resources.
7 AFFORDABLE AND CLEAN ENERGY 	<u>Hydrogen from seawater – no desalination needed</u>	Researchers have created a cost-effective and energy-efficient method to produce hydrogen directly from seawater, advancing the potential of green hydrogen. Led by Dr Nasir Mahmood at RMIT University, the process skips desalination, reducing costs, energy use, and emissions. A provisional patent application has been filed for this method, detailed in a study published in <i>Small</i> by Wiley. RMIT is collaborating with industry partners to advance the technology. The next step involves developing a prototype electrolyser using multiple catalysts to generate large quantities of hydrogen.
8 DECENT WORK AND ECONOMIC GROWTH 	<u>National Lived Experience (Peer) Workforce Development Guidelines</u>	In 2024, Dr Louise Byrne, Senior Vice-Chancellor's Research Fellow at RMIT, received the Australian Mental Health Prize (Lived Experience). Established by UNSW Medicine and Health, the prize honours significant contributions to mental health. Byrne was recognised for exceptional leadership stemming from her 20 years of lived and professional experience. Her research underscores Lived Experience as a distinct discipline and suggests workforce support strategies. She led the National Lived Experience (Peer) Workforce Development Guidelines, part of the Fifth National Mental Health and Suicide Prevention Plan, to integrate these principles into services nationwide.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<u>Regional bank closures further disadvantage remote First Nations communities</u>	An RMIT-led report reveals that remote First Nations communities are adversely affected by bank closures due to unreliable and expensive internet. Conducted by RMIT and Swinburne University at the ARC Centre of Excellence for Automated Decision-Making and Society (ADM+S), the report was submitted to a Senate inquiry. These communities depend on in-person banking to manage complex tasks and prevent elder abuse, scams, and fraud. Project lead and Distinguished Professor Julian Thomas highlights the critical need for branches given poor internet quality. "By removing banks in regional areas, it potentially disadvantages an already vulnerable community from accessing basic necessities such as financial services, impacting their independence," Thomas warns. He highlights the need for reliable internet infrastructure before online safety education, citing RMIT research that identifies these communities as among Australia's most digitally excluded.
10 REDUCED INEQUALITIES 	<u>Removing barriers to Aboriginal employment</u>	RMIT University collaborated with Woor-Dungin and other Aboriginal organisations to break down barriers to Aboriginal employment. Our partnerships have successfully advocated against criminal record discrimination in Victoria, leading to the Spent Conviction Scheme, which removes certain offences from records to improve employment opportunities. The Rethinking Criminal Records project, led by Bronwyn Naylor, aims to enhance employment prospects for Aboriginal people by educating employers and job seekers about criminal history disclosure rights. Partnering with Woor-Dungin, Winda Mara Aboriginal Corporation, and VACCHO, the project works with employers to identify best practices for risk management and support. Naylor notes that while many employers are willing to help, they often lack guidance. Due to COVID, Treaty negotiations, and the Voice referendum, the project extends into 2025, focusing on delivering Aboriginal-led resources for job seekers and employers. The project is funded by the Victorian Legal Services Board.
11 SUSTAINABLE CITIES AND COMMUNITIES 	<u>Tackling urban development challenges</u>	Rapid urban development and population growth pose challenges for creating sustainable, liveable, and healthy cities. Globally, this has underscored the need for sustainable urban planning to ensure equitable access to essential services. Professor Melanie Davern at RMIT's Centre for Urban Research leads a research team that has developed the Australian Urban Observatory (AUO), a platform that transforms complex urban data into liveability maps for major cities. These maps, based on research linking environment and public health, provide insights into health-related factors. The AUO uses GIS maps to show data on walkability, public transport, and more, aligning with government policies. Widely used by policymakers and developers, the platform aids in enhancing infrastructure and investment decisions. Since 2020, the AUO has expanded from measuring liveability in 21 cities to becoming a successful startup. In 2024, the National Growth Areas Alliance collaborated with the AUO to create customised City Liveability Scorecards for Outer Growth Areas using 2021 data. Scorecards will be developed for five Australian capitals: Adelaide, Brisbane, Melbourne, Perth, and Sydney. The project is ongoing, with the team refining indicators to track liveability and improve global city planning.



Coffee concrete debuts in a major infrastructure project

An RMIT University innovation has been integrated into a major infrastructure project for the first time. Organic waste, such as spent coffee grounds, contributes to 3 per cent of greenhouse gas emissions. Dr Rajeev Roychand and his team have developed a method to transform this waste into a construction resource by enhancing concrete strength by 30 per cent using coffee biochar. This biochar is created through a low-energy, oxygen-free process at 350°C, reducing landfill waste and giving coffee grounds a second life.

In the Pakenham Roads Upgrade, Major Road Projects Victoria and contractor BildGroup used biochar made from coffee grounds to partially replace the river sand mixed in with concrete. Earth Systems converted 5 tonnes of grounds – equivalent to 140,000 coffees – into 2 tonnes of biochar, used in the 30m³ footpath on McGregor Road.

This application is part of several circular economy initiatives in the Pakenham Roads Upgrade, including reusing soil for embankments and using foam bitumen and rubber tyre road barriers.

The researchers also acknowledged the Indigenous-owned coffee supplier Talwali Coffee Roasters for providing used ground coffee for the research.



System warns of powerline faults to prevent blackouts and bushfires

RMIT University's Early Fault Detection (EFD) system is preventing bushfires and blackouts in North America, Europe, and Australia. This technology enables continuous 24/7 monitoring of network assets, particularly during extreme weather when failures are likely.

Successfully tested in countries like Canada, the USA, Australia, and Malaysia, the EFD system had 2,500 units installed by early 2024, monitoring over 12,500 km of powerlines and preventing more than 750 failures. Professor Alan Wong, who developed the technology and now leads IND Technology, highlights its role in enabling proactive and cost-effective electricity network management, and proving itself as an important climate risk mitigation tool.

The EFD system's patented sensing method and data processing algorithm uniquely identify faults before they occur, locating potential issues within a precise 10-metre section of powerlines. This innovation shifts maintenance from reactive to preventive, enhancing safety and reliability.



Scientists say plastic rubbish on beaches can now be seen from space

Aussie researchers have developed a method to identify plastic on beaches, successfully tested on a remote coastline. RMIT University scientists created a satellite imagery tool that distinguishes light reflection differences between sand, water, and plastics, enabling detection from over 600 km above. Previously, satellite technology struggled to identify beach plastics due to their blending with sand. This advancement, published in the Marine Pollution Bulletin, facilitates easier clean-up operations.

The Beached Plastic Debris Index (BPDl) uses a spectral index to analyse light patterns captured by the WorldView-3 satellite, specifically mapping beach plastics. This aids in directing clean-up efforts on remote shores.

Dr Jenna Guffogg, the study's lead author, highlights the severe impact of beach plastic on wildlife and habitats. Her research, conducted at RMIT and the University of Twente, was supported by an Australian Government Research Training Program scholarship, with satellite imagery accessed through DigitalGlobe.



Major Australian cities fail international tree canopy goals

A study published in Nature Communications by the RMIT Centre for Urban Research highlighted insufficient urban tree canopy cover in eight cities.

Despite many trees, only 3 per cent of buildings in central Melbourne and 17 per cent in Sydney have adequate canopy cover. The study, which included Melbourne and Sydney, found that while most buildings have views of at least three trees, few meet the 30 per cent canopy cover standard. This impacts urban cooling, flood risk, and biodiversity.

The research uses the '3-30-300' rule, recommending a view of three trees, 30 per cent canopy cover, and 300 metres proximity to a park, impacting urban cooling, flood risk, and biodiversity.

Dr Thami Croeser from RMIT emphasises the need for better urban tree management, as local councils often lack the resources for proper care.



Improving responsible business practice in conflict zones

Associate Professor Jonathan Kolieb, Director of the RMIT Business and Human Rights Centre, is collaborating with the Australian Red Cross to enhance corporate understanding of International Humanitarian Law (IHL) in conflict zones. His work fills a critical gap, urging businesses to adhere to their Geneva Conventions obligations. Surveys show that while many companies recognise human rights policies, they often lack awareness of specific IHL obligations.

Key outcomes of this collaboration included contributions to a United Nations online training program for businesses in conflict areas and the creation of the Business and International Humanitarian Law hub, offering guides and training for professionals. Resources developed have been shared globally through the Red Cross in Geneva. The research has influenced corporate practices, including updated security protocols for Australian resource companies, and impacted UN initiatives.

Formal submissions have been made to enhance governance around responsible business conduct in conflict zones, and the work has been presented at international forums and workshops. Progress includes engaging with industry organizations like the Responsible Investment Association of Australia (RIAA), which now guides members on IHL. Dr Kolieb's efforts earned him a position on the Australian Red Cross, International Humanitarian Law Advisory Committee.



Embedding First Peoples' knowledge and culture in Australia's built environments

RMIT University's Yulendj Weelam Lab, part of the Architecture and Urban Design School, collaborates with design professionals to shape a reconciled future for Australia's built environments. With increasing demand from public and commercial sectors to engage First Peoples and integrate their deep connection to Country, RMIT's Dr Jock Gilbert highlights the challenges design practitioners face in engaging respectfully with Indigenous communities.

To address these challenges, Gilbert, along with Dr Christine Phillips, established the Yulendj Weelam Design Research Lab with N'arwee't Professor Carolyn Briggs, Barkandji scholar Sophia Pearce, and Gamilaraay academic Beau de Belle. The lab promotes collaboration and understanding of Indigenous perspectives and knowledge.

Gilbert emphasises the obligation of non-Indigenous designers to engage in reconciliation by building relationships with Indigenous knowledge-holders. The lab advocates for the concept of 'unburdening', encouraging non-Indigenous people to undertake much of the work to relieve First Nations Peoples.

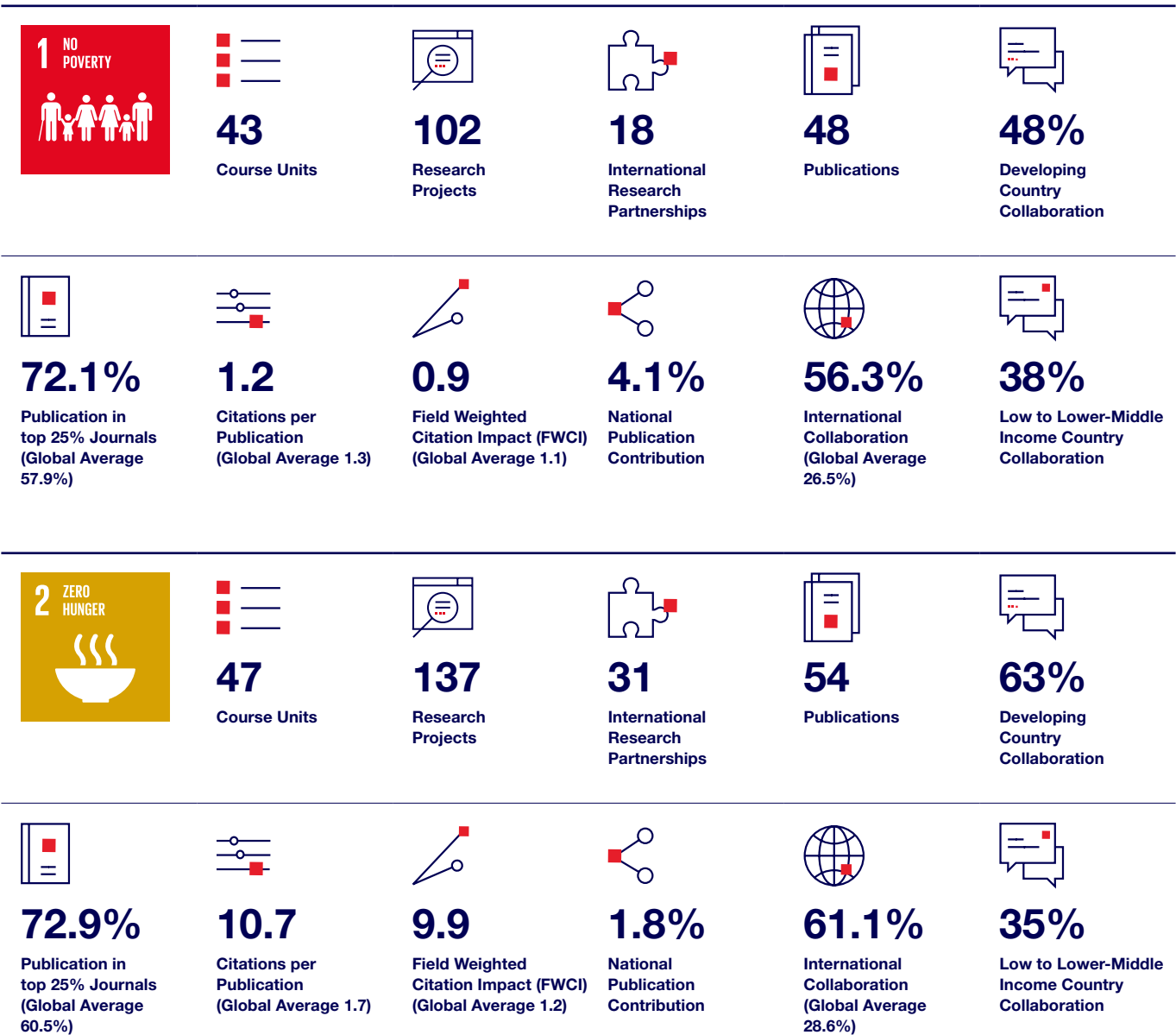


11.4 SDG mapping

Since 2018, RMIT has been actively mapping its research, publications, and curriculum contributions to the Sustainable Development Goals (SDGs) using robust qualitative and quantitative analyses. This mapping provides a comprehensive view of the SDG impact across the University, enhancing internal decision-making and accountability.

In 2024, additional validation processes were adopted, and ongoing reviews of data trends continue to shape our thinking on future SDG engagement strategies. Looking ahead, continuing opportunities for collaboration with the RMIT SDG Network and SDSN/ACTS Working Groups could further refine mapping and evaluation processes, contributing to the broader literacy conversation within sustainability practices.

Mapping Results





405

Course Units



415

Research Projects



52

International Research Partnerships



429

Publications



44%

Developing Country Collaboration



81.8%

Publication in top 25% Journals (Global Average 56.7%)



4.3

Citations per Publication (Global Average 1.6)



3.3

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



1.9%

National Publication Contribution



63.2%

International Collaboration (Global Average 22.2%)



23%

Low to Lower-Middle Income Country Collaboration



664

Course Units



218

Research Projects



40

International Research Partnerships



107

Publications



28%

Developing Country Collaboration



51.8%

Publication in top 25% Journals (Global Average 46.4%)



1.1

Citations per Publication (Global Average 1.2)



1.2

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



3.0%

National Publication Contribution



38.3%

International Collaboration (Global Average 20.4%)



20%

Low to Lower-Middle Income Country Collaboration



61

Course Units



156

Research Projects



21

International Research Partnerships



100

Publications



34%

Developing Country Collaboration



77.9%

Publication in top 25% Journals (Global Average 60.5%)



1.5

Citations per Publication (Global Average 1.1)



1.5

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



4.1%

National Publication Contribution



52.0%

International Collaboration (Global Average 23.8%)



22%

Low to Lower-Middle Income Country Collaboration



30

Course Units



193

Research
Projects



30

International
Research
Partnerships



97

Publications



48%

Developing
Country
Collaboration



84.4%

Publication in
top 25% Journals
(Global Average
63.3%)



11.5

Citations per
Publication
(Global Average 2.6)



7.3

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



4.1%

National
Publication
Contribution



57.7%

International
Collaboration
(Global Average
25.8%)



19%

Low to Lower-Middle
Income Country
Collaboration



57

Course Units



235

Research
Projects



37

International
Research
Partnerships



363

Publications



66%

Developing
Country
Collaboration



84.3%

Publication in
top 25% Journals
(Global Average
65.3%)



5.1

Citations per
Publication
(Global Average 2.9)



1.9

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



6.4%

National
Publication
Contribution



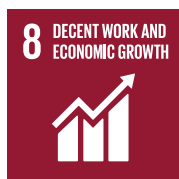
77.4%

International
Collaboration
(Global Average
24.9%)



22%

Low to Lower-Middle
Income Country
Collaboration



272

Course Units



290

Research
Projects



60

International
Research
Partnerships



183

Publications



52%

Developing
Country
Collaboration



80.5%

Publication in
top 25% Journals
(Global Average
58.2%)



2.8

Citations per
Publication
(Global Average 2.1)



1.3

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



4.5%

National
Publication
Contribution



61.2%

International
Collaboration
(Global Average
27.3%)



34%

Low to Lower-Middle
Income Country
Collaboration



253

Course Units



386

Research Projects



108

International Research Partnerships



473

Publications



53% %

Developing Country Collaboration



78.9%

Publication in top 25% Journals (Global Average 55.7%)



4.1

Citations per Publication (Global Average 2.3)



1.9

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



8.9%

National Publication Contribution



65.1%

International Collaboration (Global Average 25.3%)



28%

Low to Lower-Middle Income Country Collaboration



227

Course Units



312

Research Projects



42

International Research Partnerships



139

Publications



32%

Developing Country Collaboration



76.7%

Publication in top 25% Journals (Global Average 60.3%)



1.5

Citations per Publication (Global Average 1.2)



1.1

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



3.6%

National Publication Contribution



48.2%

International Collaboration (Global Average 22.1%)



23%

Low to Lower-Middle Income Country Collaboration



159

Course Units



471

Research Projects



71

International Research Partnerships



259

Publications



39%

Developing Country Collaboration



77.4%

Publication in top 25% Journals (Global Average 60.4%)



2.5

Citations per Publication (Global Average 1.7)



1.5

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



7.3%

National Publication Contribution



54.4%

International Collaboration (Global Average 23.7%)



14%

Low to Lower-Middle Income Country Collaboration



294

Course Units



432

Research Projects



65

International Research Partnerships



230

Publications



54%

Developing Country Collaboration



82.4%

Publication in top 25% Journals (Global Average 61.8%)



3.3

Citations per Publication (Global Average 2.3)



1.4

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



6.0%

National Publication Contribution



57.0%

International Collaboration (Global Average 28.3%)



33%

Low to Lower-Middle Income Country Collaboration



101

Course Units



223

Research Projects



45

International Research Partnerships



178

Publications



49%

Developing Country Collaboration



82.5%

Publication in top 25% Journals (Global Average 70.1%)



4.9

Citations per Publication (Global Average 2.8)



1.9

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



3.7%

National Publication Contribution



61.8%

International Collaboration (Global Average 30.4%)



24%

Low to Lower-Middle Income Country Collaboration



43

Course Units



126

Research Projects



15

International Research Partnerships



39

Publications



28%

Developing Country Collaboration



76.3%

Publication in top 25% Journals (Global Average 64.8%)



3.3

Citations per Publication (Global Average 1.8)



1.5

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



2.1%

National Publication Contribution



43.6%

International Collaboration (Global Average 29.5%)



13%

Low to Lower-Middle Income Country Collaboration



56

Course Units



172

Research
Projects



11

International
Research
Partnerships



89

Publications



39%

Developing
Country
Collaboration



79.5%

Publication in
top 25% Journals
(Global Average
63.4%)



1.7

Citations per
Publication
(Global Average 1.7)



1.0

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



3.0%

National
Publication
Contribution



48.3%

International
Collaboration
(Global Average
29.9%)



13%

Low to Lower-Middle
Income Country
Collaboration



264

Course Units



243

Research
Projects



34

International
Research
Partnerships



135

Publications



30%

Developing
Country
Collaboration



75.4%

Publication in
top 25% Journals
(Global Average
57.6%)



2.1

Citations per
Publication
(Global Average 1.1)



1.5

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



3.5%

National
Publication
Contribution



46.7%

International
Collaboration
(Global Average
21.7%)



16%

Low to Lower-Middle
Income Country
Collaboration



270

Course Units



396

Research
Projects



68

International
Research
Partnerships



183

Publications



44%

Developing
Country
Collaboration



77.2%

Publication in
top 25% Journals
(Global Average
60.2%)



3.9

Citations per
Publication
(Global Average 1.8)



2.4

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



4.2%

National
Publication
Contribution



55.8%

International
Collaboration
(Global Average
25.7%)



24%

Low to Lower-Middle
Income Country
Collaboration

Content Index

12

12.1 GRI Material Topics and SDG Mapping

Material Topic	SDG	GRI Indicator	Location
Governance			
Research and innovation	 	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Section 5
Learning and teaching		103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Section 6
Sustainable supply chains and procurement	 	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Sections 10.2 & 10.6
Governance, culture and values		103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Sections 3 & 9
Responsible investment		103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Section 10.7
Partnerships		103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Sections 4, 5, 6, & 11
Public policy and leadership		103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Sections 4, 5, & 11
Social			
Health, safety and wellbeing	 	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach 403-1 Occupational health and safety management system	Sections 7, 8.5 & 9.7
Community and public engagement	 	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Sections 4, 5 & 11
Inclusion, diversity, equity and access	 	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach 405-1 Diversity of governance bodies and employees	Sections 6, 7, 8, & 9

Material Topic	SDG	GRI Indicator	Location
Empowering our people		103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach 404-3 Percentage of employees receiving regular performance and career development reviews	Section 8
Supporting Indigenous rights	  	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Section 7.2, 8.4 & 9.2
Supporting our students		103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach	Section 6, 7 & 9
Environment			
Circular economy and resource efficiency		103-3 Explanation of how the organisation evaluates the management approach 306-2 Waste by type and disposal method	Section 10.2
Climate change action	 	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity	Section 10.1
Infrastructure	   	103-1 Explanation of the material topic and its boundaries 103-2 The management approach and its components 103-3 Explanation of how the organisation evaluates the management approach 302-1 Energy consumption within the organisation 302-3 Energy intensity 303-1 Water withdrawal by source	Section 10

12.2 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 3.4
102-12 A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	Section 4.3, 4.4 & 7
102-13 A list of the main memberships of industry or other associations, and national or international advocacy organizations	Sections 4.4, 7.4 & 7.5
Strategy	
102-14 A statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy for addressing sustainability	Section 2
Ethics and Integrity	
102-16 A description of the organization's values, principles, standards, and norms of behaviour	Sections 3.1, 3.3 & 9
Governance	
102-18 Governance structure of the organisation	Section 3.2
Stakeholder Engagement	
102-40 A list of stakeholder groups engaged by the organization	Section 4
102-41 Percentage of total employees covered by collective bargaining agreements	Section 8.1
102-42 The basis for identifying and selecting stakeholders with whom to engage	Section 4
102-43 The organization's approach to stakeholder engagement	Section 4
102-44 Key topics and concerns raised	Section 1.2
Reporting Practice	
102-45 Entities included in the consolidated financial statements	Website
102-46 Defining report content and topic boundaries	Section 1.1
102-47 A list of material topics	Section 1.2
102-48 Restatements of information	N/A
102-49 Changes in reporting	Section 1.2
102-50 Reporting period	Section 1.1
102-51 Date of most recent report	Section 1.1
102-52 Reporting cycle	Section 1.1
102-53 Contact point for questions regarding the report	Section 1.1
102-54 Claims of reporting in accordance with the GRI Standards	Section 1.1
102-55 GRI content index	This table
102-56 External assurance	No external assurance sought

12.3 SDG mapping (Target level)

SDG	Target	Location	Type of contribution*
	1.1 Eradicate extreme poverty	Sections 7.1, 10.7 & 11	Indirect
	1.2 Reduce people living in poverty		Indirect
	1.5 Build the resilience of the poor and vulnerable		Indirect
	2.3 Increase agricultural productivity and incomes of small-scale food producers	Section 11	Indirect
	2.4 Sustainable agriculture practices and food production systems		Indirect
	2.a Increase in agricultural research to enhance agricultural productive capacity in developing countries		Direct and Indirect
	3.4 Reduce mortality from non-communicable diseases and promote mental health and well-being	Section 7, 8.5 & 11	Indirect
	3.b Research & development of vaccines and medicines		Direct and Indirect
	4.3 Equal access for all women and men to affordable and quality technical, vocational and tertiary education	Sections 6, 9, 10.7 & 11	Direct and Indirect
	4.4 Increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship		Direct and Indirect
	4.5 Eliminate gender disparities in education and ensure equal access for the vulnerable, including persons with disabilities and indigenous peoples		Direct and Indirect
	4.7 Ensure that all learners acquire the knowledge and skills needed to promote sustainable development		Direct and Indirect
	4.b Scholarships for developing countries		Direct and Indirect
	5.1 End all forms of discrimination against all women and girls everywhere	Section 8, 9 & 11	Direct and Indirect
	5.2 Eliminate violence against all women and girls		Direct and Indirect
	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making		Direct and Indirect
	5.c Adopt and strengthen policies for gender equality and the empowerment of all women and girls		Direct and Indirect
	6.2 Access to safe and equitable sanitation and hygiene	Sections 10.3 & 11	Indirect
	6.3 Improve water quality		Indirect
	6.4 Increase water use efficiency		Direct and Indirect
	6.5 Integrated water resource management		Indirect
	7.2 Increase the share of renewable energy	Sections 5, 10.1 & 11	Direct and Indirect
	7.3 Improvement in energy efficiency		Direct and Indirect
	7.a International cooperation to facilitate access to clean energy research and technology		Direct and Indirect
	8.4 Improve resource efficiency in consumption & production	Sections 6, 8, 9, 10.2, 10.6 & 11	Indirect
	8.5 Productive employment and decent work for all		Direct and Indirect
	8.6 Reduce the proportion of youth not in employment, education or training		Direct and Indirect
	8.7 Take action to eradicate forced labour, modern slavery, human trafficking, child labour and child soldiers		Direct and Indirect
	8.8 Protect labour rights and promote safe and secure working environments		Direct and Indirect
	9.1 Develop quality, reliable, sustainable & resilient infrastructure	Throughout	Indirect
	9.2 Promote inclusive & sustainable industrialisation		Indirect
	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors		Direct and Indirect
	9.b Domestic technology development, research & innovation		Direct and Indirect

SDG	Target	Location	Type of contribution*
	10.2 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, 9 & 11	Direct and Indirect
	10.3 Equal opportunity and reduce inequalities – legislation, policies and action		Direct and Indirect
	10.4 Adopt policies and progressively achieve greater equality		Direct and Indirect
	11.3 Inclusive and sustainable urbanisation	Sections 4, 5, 10 & 11	Indirect
	11.4 Protect and safeguard the world's cultural & natural heritage		Direct and Indirect
	11.6 Reduce adverse environmental impact of cities		Indirect
	11.a Strengthening national and regional development planning		Indirect
	12.2 Sustainable management and efficient use of natural resources	Sections 4, 5, 10.2, 10.6, 10.7 & 11	Direct and Indirect
	12.3 Reduce food waste & food losses		Indirect
	12.5 Reduce waste generation through prevention, reduction, recycling and reuse		Direct and Indirect
	12.6 Adopt sustainable practices and integrate sustainability information into reporting cycles		Direct and Indirect
	12.8 Ensure information and awareness for sustainable development and lifestyles in harmony with nature		Direct and Indirect
	13.1 Resilience and adaptive capacity to climate-related hazards and natural disasters	Sections 4, 5, 10.1 & 11	Indirect
	13.2 Integrate climate change policies into national policies, strategies and planning		Indirect
	13.3 Improve education, awareness and capacity on climate change		Direct and Indirect
	13.b Raising capacity for climate change related planning and management		Indirect
	14.1 Prevent and reduce marine pollution	Sections 5 & 11	Indirect
	14.a Increase scientific knowledge, develop research capacity and transfer marine technology		Indirect
	15.1 Conservation, restoration and sustainable use of terrestrial & inland freshwater ecosystems	Sections 4, 5, 10.5 & 11	Indirect
	15.9 Integrate ecosystem and biodiversity values planning, development and poverty reduction		Indirect
	16.3 Promote the rule of law at national and international levels	Sections 3, 9 & 11	Indirect
	16.5 Reduce corruption and bribery		Indirect
	16.6 Effective, accountable and transparent institutions		Direct and Indirect
	16.b Promote non-discriminatory laws and policies for sustainable development		Direct and Indirect
	17.6 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

