

# 16

DEAKIN UNIVERSITY



## SUSTAINABILITY PROGRESS REPORT



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# 01

## CONTACT POINT FOR QUESTIONS

Enquiries regarding organisational sustainability please contact:

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# 02

## ABOUT THIS REPORT

**The 2016 Sustainability Progress Report builds upon the 2015 Deakin University Sustainability Report, and outlines the major sustainability achievements, opportunities and challenges in 2016.**

In 2015, we completed a detailed materiality assessment to inform our reporting, which highlighted 16 high priority areas.

**The 2016 progress update, reports on seven of these areas. They are:**

- Sustainability management
- Access and equity
- Engaging students and staff
- Resource efficiency
- Built environment
- Natural environment
- Sustainable procurement.

A full report in accordance with the GRI (G4) will be completed for the 2017 calendar year.

We have continued to map our sustainability initiatives and approach to the United Nations (UN) Sustainable Development Goals (SDGs), highlighting the positive impact we have at a global level.

This aligns with Deakin's commitment to sustainability as a signatory to both the University Commitment to the UNSDG's and the UN Global Compact.

Throughout this report, the SDG icons are used to indicate an area of focus. For more information about the goals refer to [www.sdgcompass.org/sdgs/](http://www.sdgcompass.org/sdgs/)



# 03

## VICE-CHANCELLOR'S MESSAGE

I am delighted to introduce Deakin's 2016 Sustainability Progress Report.

William Clay Ford Jnr, Executive Chairman of the Ford Motor Company and great grandson of Henry Ford, famously said "creating a strong business and building a better world are not conflicting goals – they are both essential ingredients for long-term success". Employers around the globe realise that wicked problems like climate change, increasing economic inequity and our growing reliance on the world's finite resources are factors that ultimately affect an organisation's purpose and success.

But this is more than just responsible stewardship of our planet. University staff have an important role as the world's thought leaders, and our institutions can be a powerful tool in promoting and supporting evidence based sustainable development. A failure to lead in this space risks leaving the area open to those with their own agenda rather than insights based on robust research.



**Professor Jane den Hollander AO**  
President and Vice-Chancellor

***Our students are future leaders, and need access to the relevant tools and knowledge that will enable them to tackle issues regarding sustainability.***

Our researchers are leading the way in research into sustainable energy and we support one of the world's most prestigious environmental and marine research programs. We also have a responsibility to showcase Deakin's credentials as a 'green institution' with sustainable design and responsible energy management across all our campuses.

For universities as for businesses everywhere, what gets measured gets done, and Deakin believes that in sharing our sustainability performance in the most transparent and accountable way, we can measure and manage change, identify the risks and opportunities and generate innovation and improvement in the areas that matter most.



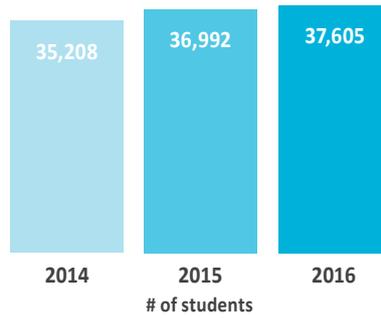
# 04

## PROGRESS SUMMARY



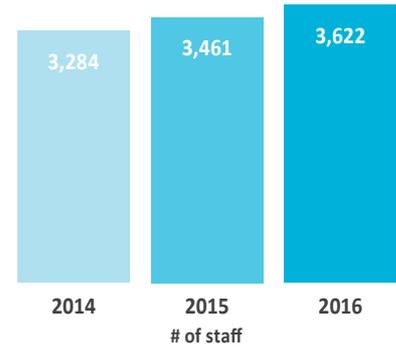
### STUDENT LOAD

Equivalent Full-Time (EFTSL)



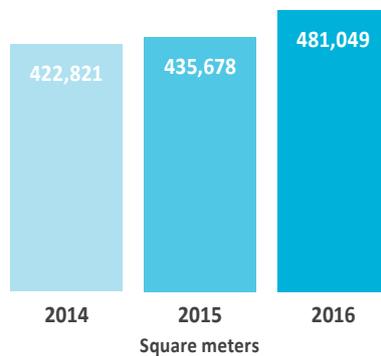
### STAFF

Equivalent Full-Time (FTE)



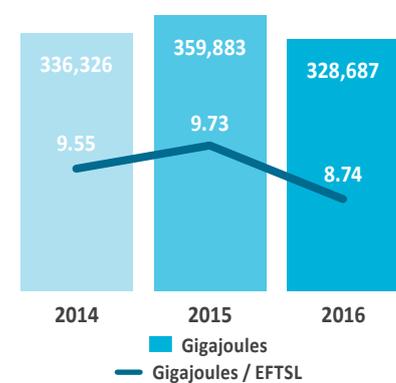
### GROSS FLOOR AREA (GFA)

m<sup>2</sup>



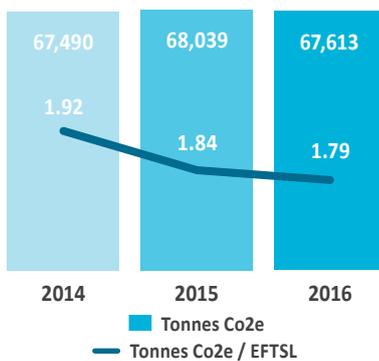
### ENERGY

(Elec. Gas. Fuel)



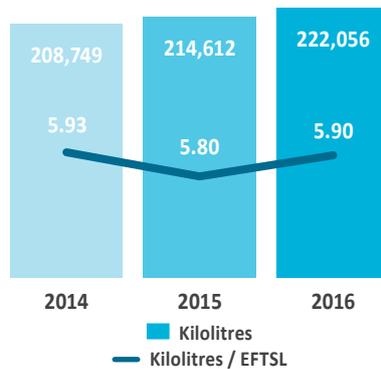
### EMISSIONS

(Scope 1 & 2)



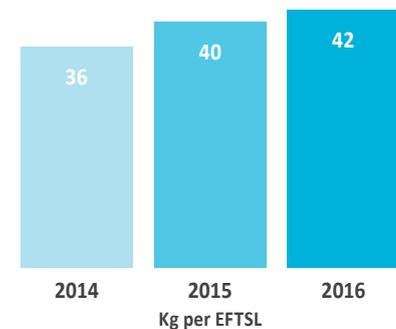
### WATER CONSUMPTION

(2015 data updated to include bore water)

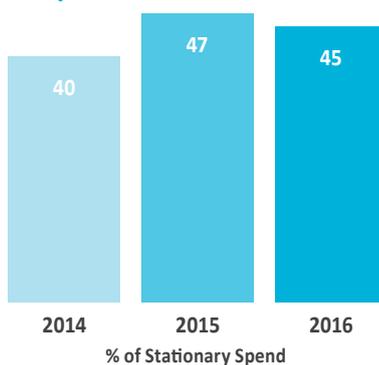


### WASTE TO LANDFILL PER STUDENT

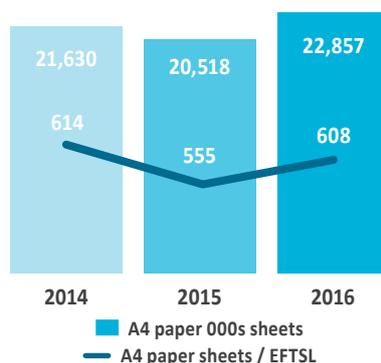
(Operational & Residential)



### GREEN SPEND

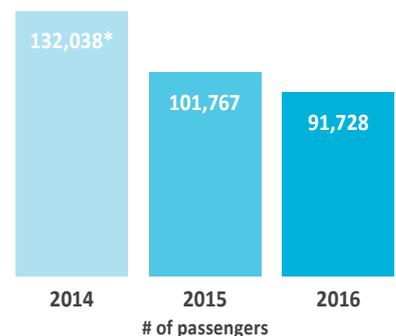


### PAPER USE



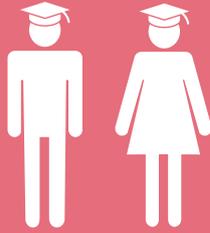
### SHUTTLE BUS PATRONAGE

\*(2014 data includes Surrey Hills shuttle bus pilot)



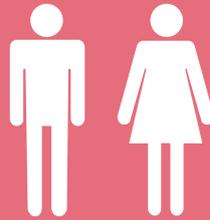
# 05

## DEAKIN FACTS



### STUDENTS

**54,377** Course enrolments  
**37,605** Student Load (*Equivalent full-time*)  
**9,892** Course completions (*2016*)



### STAFF

<i>Full-time equivalent</i>	<i>By staff type</i>	
<b>3,622</b> Full-time / part time	<b>2,057</b> Academic	
<b>826</b> Casual	<b>2,431</b> General	
<b>4,488</b> Total		



### 5-STAR RATED UNIVERSITY

We're ranked 5 stars for world-class facilities, research and teaching, as well as employability, innovation and inclusiveness.\*

## SUSTAINABLE DEVELOPMENT GOALS

Signatory to the UN Global Compact and the University Commitment to the United Nations Sustainable Development Goals



### GROWTH IN INTERNATIONAL STUDENT NUMBERS

**10,000**  
students in 2016

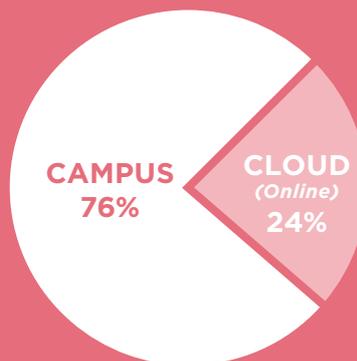
**27%**  
growth since 2012

**120**  
distinct home countries

### TOP-5

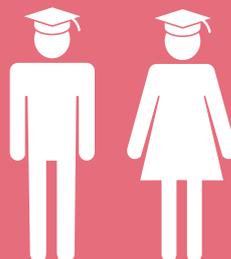
countries are China, India, Sri Lanka, Vietnam, Malaysia - which represent home location for 70% of all international students

### STUDENT ENROLMENTS BY ATTENDANCE MODE 2016



**FOUR WORLD-CLASS** research institutes and 13 strategic research centres.

### FOR EVERY 100 DOMESTIC STUDENTS, THERE ARE...



- 2** who are Aboriginal or Torres Strait Islanders
- 3** from a non-English speaking background
- 7** who have some level of disability
- 13** from low socio-economic areas
- 17** who were born overseas
- 22** from a regional or remote home location
- 61** females
- 78** who live in a major city

\*2016 Times Higher Education Australian Employability Rankings

2016 Completions - preliminary data only based on completions in Tri-1 and Tri-2. Excludes Tri-3 data which is not yet available.

# 06

## SUSTAINABILITY HIGHLIGHTS

### 2016 MAJOR ACHIEVEMENTS



Developed a Carbon Management Strategy, outlining our approach to managing scope 1, 2 and 3 emissions.

#### TAKE2

Deakin became a Founding Partner in the State Government's TAKE2 initiative to tackle climate change.



KINESIS

Undertook a full review of sustainability data and completed the implementation of an integrated data and reporting system called CCAP Integrated, delivered by sustainability software specialist Kinesis.



Implemented the Sustainability Policy encompassing social, environmental and financial aspects of sustainability.



Development of the 2017 - 2020 Enterprise Sustainability Plan which drives actions and initiatives in relation to our services, resources and facilities.



Deakin was awarded its tenth Workplace Gender Equity Agency (WGEA) Employer of Choice for Gender Equity citation.



Almost 10,000 secondary students and over 2,000 primary students, from low socio-economic status schools participated in over 200 Deakin Engagement and Access Program (DEAP) outreach activities.



A reduction in intensity based emissions against Equivalent Full Time Student Load (EFTSL) and Gross Floor Area was achieved.



Began work on a smarter 'Deakin specific' set of Sustainable Built Environment Principles that will raise the bar on our existing Green Star commitments.



# 07

## SUSTAINABILITY MANAGEMENT

In 2016 the University implemented a new Sustainability Policy. Throughout the design and consultation phases of the Policy, a key focus was to articulate the unique context and approach to sustainability at Deakin.

As a result, ten sustainability principles were developed to guide the University's practices toward sustainability and help to create a positive and viable future.

### THE TEN PRINCIPLES ARE:

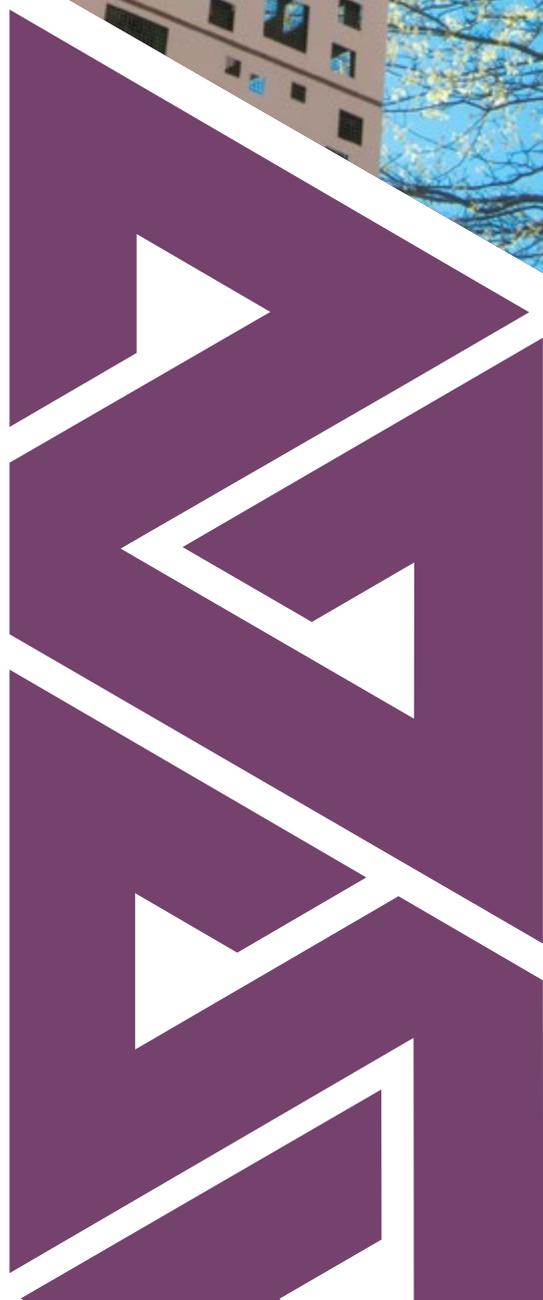
- |  |                                    |
|--|------------------------------------|
| 1. Plan strategically for sustainability | 6. Community and partnerships      |
| 2. Sustainability knowledge              | 7. Health, wellbeing and safety    |
| 3. Campus environment                    | 8. Culture                         |
| 4. Sustainable resource management       | 9. Teaching, learning and research |
| 5. Sound finances                        | 10. Operations                     |

A complete review of the University's environmental impacts also commenced in 2016, and a new environmental incident reporting process established. This work contributes to Deakin's Environmental Management System, which will be developed further throughout 2017.

Since 2013 Deakin has maintained part of its investment portfolio in an Environmental, Social and Governance (ESG) Pool which specialises in ESG focused active managers

and other sustainable investments exclusively, in accordance with the Investment Management Policy approved by the University Council's Investment Committee.

In November 2016 the Investment Committee reviewed the University's ESG strategy and agreed to maintain its current position and ESG objectives. Further information is contained in the 2016 Deakin University Annual Report.





## SUSTAINABILITY PLAN

2016 also saw the development and implementation of the Enterprise Sustainability Plan 2017 – 2020, which outlines the key focus areas and initiatives to embed and enhance the sustainability of the University’s services, resources and facilities.

In 2017 our plan will be refined to incorporate sustainability targets. Achievement of the Enterprise Sustainability Plan and associated initiatives is monitored through the University’s Sustainability Steering Committee. The plan is updated every six months.





# 08

## ACCESS AND EQUITY

**5 GENDER EQUALITY**

In 2016 Deakin was awarded its tenth WGEA Employer of Choice for Gender Equity citation. A review of the Gender Equity Strategy was also undertaken. The recommendations from this review included:

- an increased focus on men in gender equity; challenging stereotypes and improving access to flexible working arrangements

- introduce specific gender equity targets for Executive members and Heads of Schools/ Divisions
- further address the issue of Achievement Relative to Opportunity
- investigate sponsorship as an extra tool to develop careers and provide opportunities for women to access leadership roles.

The Gender Equity team are currently producing the 2017-2020 strategic plan which will align with the work being undertaken in the Science in Australia Gender Equity (SAGE) Athena SWAN project, an evaluation and accreditation program to enhance gender equity for science, technology, engineering, mathematics and medicine (STEMM).

## CASE STUDY:

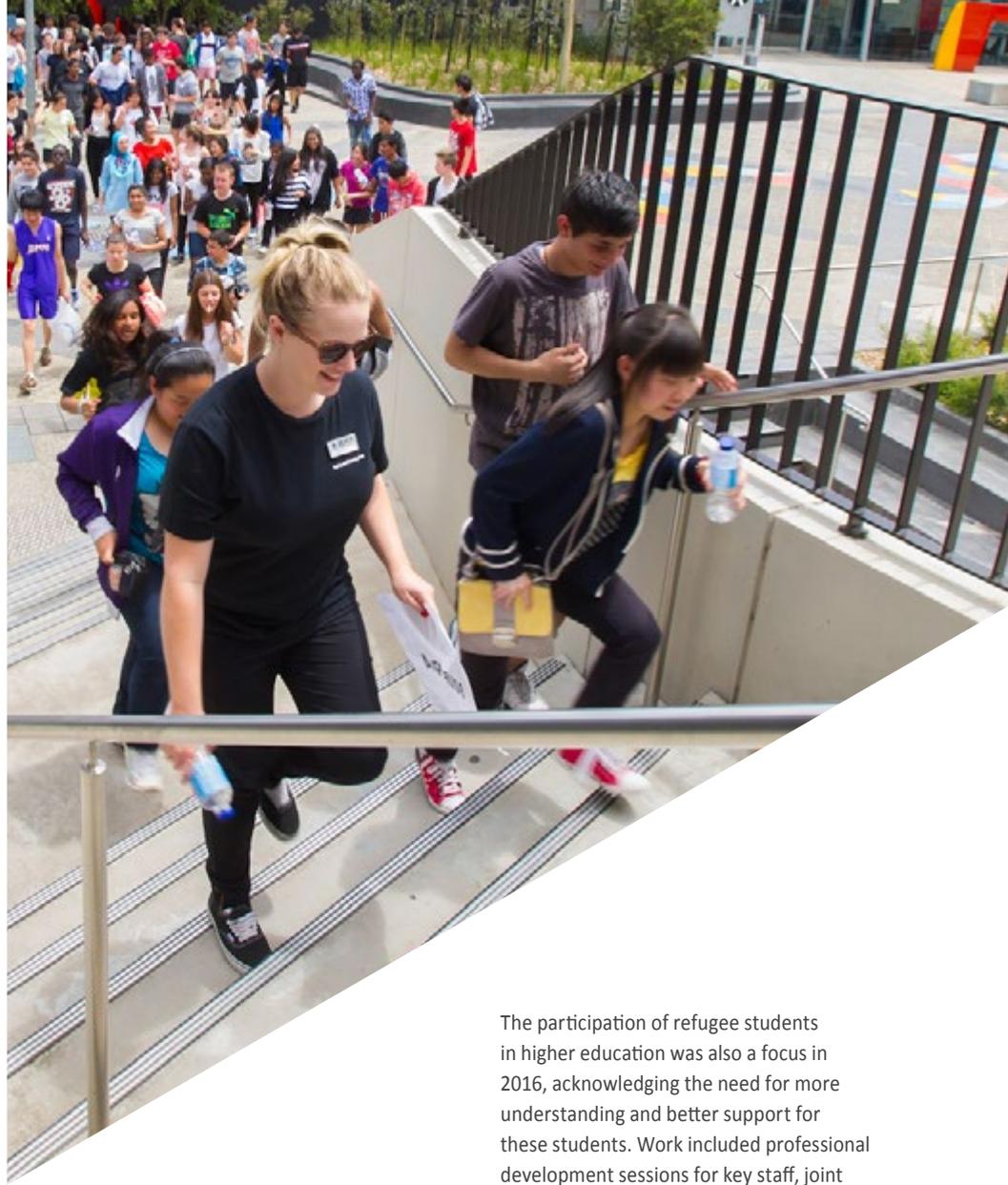
### SCIENCE IN AUSTRALIA GENDER EQUITY

In an effort to staunch the flow of female talent from academia, Deakin is one of 40 universities and organisations participating in Science in Australia Gender Equity (SAGE), a program to improve gender equity and diversity in science, technology, engineering, maths and medicine (STEMM).

Led by Equity and Diversity's Gender Equity team, Human Resources and Deakin

Research, the SAGE pilot aims to improve the opportunities and increase retention of Australian women scientists through the adoption of the Athena SWAN Charter, an evidence-based accreditation and improvement program for higher education and research organisations that focuses on promoting diversity and addressing gender and other forms of inequality in STEMM. This project will deliver benefits for all staff and students at Deakin.





## 4 QUALITY EDUCATION



Supporting our belief that everyone should have access to higher education irrespective of their upbringing or situation, the DEAP program continued to grow in 2016.

Almost 10,000 secondary students and over 2,000 primary students, from low socio-economic status schools participated in over 200 DEAP outreach activities. These activities are aimed at building aspirations and raising awareness of university from Grade 3 to Year 12, and are funded through the Federal Government's Higher Education Participation and Partnership Program (HEPPP).

The participation of refugee students in higher education was also a focus in 2016, acknowledging the need for more understanding and better support for these students. Work included professional development sessions for key staff, joint workshops with Monash University and the awarding of two International Humanitarian Scholarships, with a further two scholarships (full fees) planned to be offered in 2017.

A review of the current Disability Action Plan, and future priorities was also conducted. Whilst much has been achieved or is in progress from the current plan, the themes and areas of endeavour remain common and include digital accessibility, communications and awareness, supporting staff with disability and environmental accessibility.

The content of the updated plan is currently being completed, for release and further engagement in early 2017. Further review work will also be undertaken on the Deakin Access Manual, an internal guide to assist those involved in the planning, design and construction of educational facilities to provide an optimum level of accessibility.

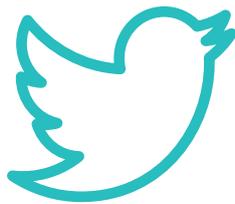
# 09

## ENGAGING STUDENTS AND STAFF

Through the development of our 2015 Sustainability Report, we recognised there was work to be done to embed sustainability and provide better communication around Deakin's sustainability performance. In 2016 we undertook a number of initiatives to enhance sustainability engagement, and planned a number of projects for 2017 focused on Faculties and students, such as green lab certification and sustainability ambassadors.



Our new Sustainability Policy is a key reference point for sustainability at Deakin, and communicates our ten core principles, values and approach to social, environmental and financial aspects of sustainability.



Organisational Sustainability developed a social media strategy for sustainability and today we have an active Twitter account (@DeakinSust) which enables us to communicate to a broad audience about sustainability.



The Sustainability Steering Committee continued to be a key forum for decision making and consultation about the sustainability of our services, resources and facilities. This committee is made up of staff members from across the Enterprise Portfolio, covering key areas such as Facilities Services, Equity and Diversity, Procurement, Security and Transport.



In 2016 we completed the implementation of an integrated data and reporting system called CCAP Integrated, delivered by sustainability software specialist Kinesis. This system is now Deakin's single source of truth for sustainability metrics and allows the Sustainability and Facilities teams to monitor the performance of our built environment. Our case study can be found at <https://kinesis.org/case-studies/deakin-university/>

In 2017 we plan to use this data and develop engaging digital information screens to communicate our performance and impacts at a campus and building level.



## CASE STUDY:

### DEAKIN HALLMARKS HELPING TO EMBED SUSTAINABILITY

Deakin Hallmarks are university awards designed to give Deakin students an edge in the employment market.

Awarded as a digital credential, Hallmarks form a detailed record of achievement and can be shared publicly through social media and professional platforms like LinkedIn.

They are developed in collaboration with industry and professional bodies to ensure that they reward capabilities and achievement that are prized in the workplace.

In 2016, two Deakin University students Jason Prasad and Dannielle Graham received the Deakin Hallmark: Teamwork Excellence in Environmental Management and Sustainability.

This Hallmark is designed to give students

enrolled in the Bachelor of Environmental Science (Environmental Management and Sustainability) an opportunity to evidence outstanding contributions to teamwork, an essential skill for environmental managers and sustainability practitioners.

The assessment panel who endorsed Jason and Dannielle's achievement included Deakin staff and industry representatives from the Eastern Alliance for Sustainable Learning, the Department of Environment, Land, Water and Planning and a graduate of the course.

To achieve the Hallmark, Jason and Dannielle provided a portfolio evidencing their sustained and meaningful contribution to diverse teams, impact of their work in teams on the field of environmental management and sustainability, and implementation of creative or innovative ideas within a team.



Deakin Hallmark recipients Jason Prasad (left) and Dannielle Graham (right).

# 10

## RESOURCE EFFICIENCY

### CASE STUDY:

#### REDUCING OUR FUEL USE

Since 2013, we have reduced our vehicle fuel use by almost 50 percent, or 190,000 litres. This reduction is especially significant, when considered within the context of a multi-campus, agile work environment in which staff often need to collaborate across multiple locations.

Historically, travel by car was seen as the primary mode of transport. We've worked hard to change this, and today have a range of active and public transport options available to Deakin staff and students – including our exemplar inter-campus bus service.

Our videoconferencing facilities have also grown considerably, with all areas having access to sophisticated technology. In 2016 we completed the roll out of Deakin Unplugged. We replaced our fixed desk telephone system with an app-based telephone system that is available on mobile devices such as laptops, tablets and smartphones – as well as desktop computers. This means our staff can make and take work calls on their chosen device wherever they are.

Combined with the procurement of more fuel efficient vehicles, fleet size reduction and a travel booking system that promotes car sharing, these initiatives have had a considerable effect on our environmental impacts whilst enhancing the Deakin experience for staff and students.

From 2015 to 2016, Deakin continued to experience growth with student numbers up by over 1.5 per cent and staff numbers up by 5.8 per cent. The Gross Floor Area (GFA) of our campuses also increased by over 8 per cent.

In 2016, Deakin emitted just under 68,000 tonnes of CO2 equivalent scope 1 and 2 emissions across all operations. Scope 1 emissions from natural gas, refrigerants and fuels reduced by 13 per cent from 2015, whilst scope 2 emissions from electricity rose by 2.5 per cent.

Overall, the University has achieved an intensity based emission reduction, and in 2016 our total scope 1 and 2 emissions equated to

1.79 tonnes of CO2 emissions per EFTSL and 0.14 tonnes per square meter of GFA.

As a Founding Partner in the State Government's TAKE2 initiative, Deakin is committed to undertaking actions that will contribute to Victoria's target of net zero greenhouse gas emissions by 2050. To help guide this challenge, in 2016 we developed our first ever Carbon Management Strategy, which outlines our strategic approach to managing our scope 1, 2 and 3 emissions. This strategy represents the first phase of what will be an area of increasing focus.

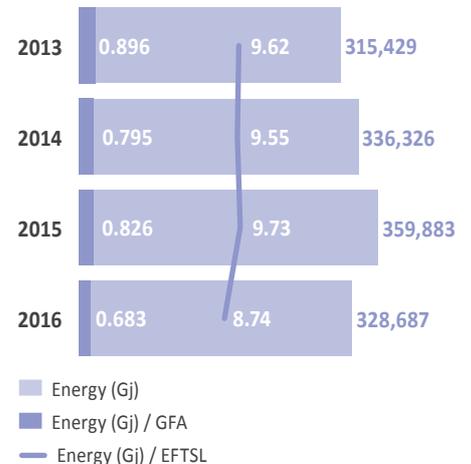
#### Emissions

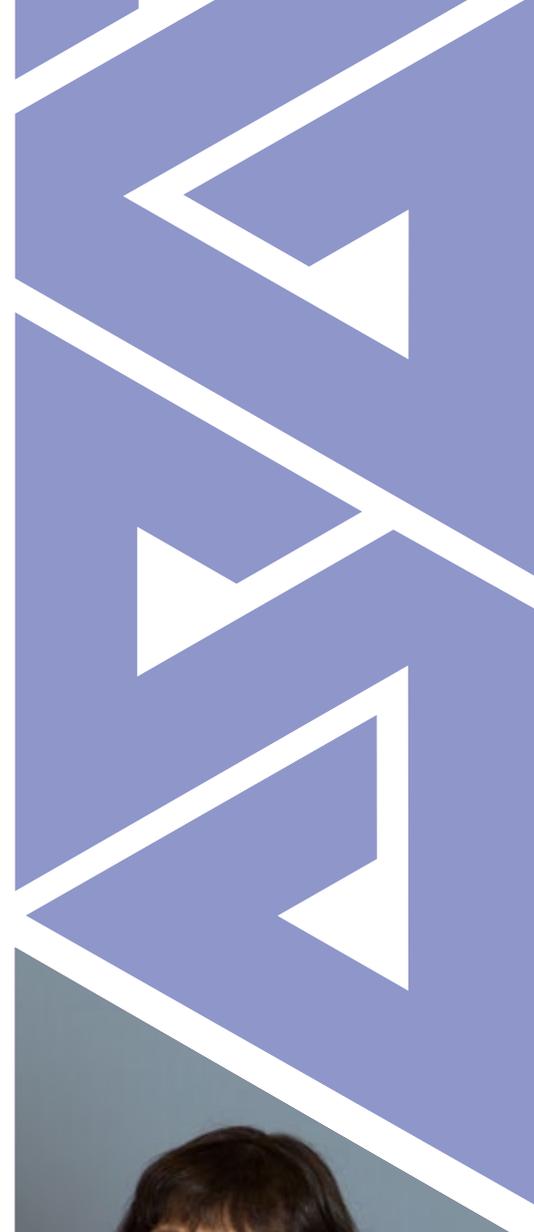
Scope 1 and 2 (electricity, gas, fuel, refrigerants)



#### Energy

Electricity, Gas, Fuel (including fleet)





## 7 AFFORDABLE AND CLEAN ENERGY

Throughout 2017, further work will be done to design and implement initiatives to meet our carbon targets, including a renewable energy microgrid at the Waurin Ponds Campus, building efficiency projects and enhanced energy metering.

We will continue offsetting our vehicle fleet emissions, and investigate new carbon offsetting opportunities, particularly in the area of 'blue carbon' which Deakin has a strong research focus, and other projects that align closely to the UN SDG's.

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Waste management continued to be a focus in 2016, with a full waste audit undertaken on each campus. The audit provides useful data for a planned waste management review in 2017, where we will aim to improve waste diversion and reduce total waste volumes. The trial of an organic waste composting system was also completed at the Waurin Ponds Campus, with further analysis of the results planned for 2017 to inform any longer-term implementation.

## OUR RESEARCH CONTRIBUTION TO SUSTAINABILITY

2016 saw the world continue to face many complex sustainability and development issues. Our world leading research, particularly in the area of sustainable energy production and storage, is making a strong contribution to this global challenge.

After 20 years of research in electromaterials and related fields, Deakin University and CSIRO have joined forces to establish BatTRI-Hub – a battery technology research and innovation hub that will develop the next generation of battery technologies. Aiming to accelerate the prototyping and commercialisation of energy storage technologies, the hub will boost sustainable power and energy industries, including the emerging electric vehicle industry in Australia.

In 2016 Deakin also hosted the third International Conference on Sodium Batteries in Geelong. The conference was co-hosted by Alfred Deakin Professor Maria Forsyth, Director of BatTRI-Hub at Deakin and brought together technical, policy, and government experts in battery science and engineering.



Alfred Deakin Professor Maria Forsyth

# 11

## BUILT ENVIRONMENT

### 11

#### SUSTAINABLE CITIES AND COMMUNITIES



The future growth of the University poses a challenge in terms of our built environment, with student numbers projected to increase by approximately 11% from 2016 to 2021.

This represents an expected increase of 3,300 EFTSL across the University, with the majority being at the Burwood and Waurn Ponds campuses.

To sustainably respond to this growth, the University's Campus Infrastructure and Utilisation Plan focuses on improving existing physical assets and increasing space utilisation across the University, reducing the need for new buildings. By 2020, our GFA is expected to increase by 14 per cent, to nearly 550,000 m<sup>2</sup> in total.

Ecological Sustainable Design (ESD) principles have been incorporated into all new Deakin buildings for some years, with all new buildings currently designed and built to align with the Green Building Council of Australia's 5 star Green Star rating.

In 2016 we began work on a smarter 'Deakin specific' set of Sustainable Built Environment Principles that will raise the bar again.

To be implemented in 2017, these principles will focus on the design, construction, performance and occupation of our buildings and will be the exemplar of a balanced environment across all three pillars of sustainability; environmental, economic and social.

# 12

## NATURAL ENVIRONMENT

Deakin's vibrant campuses contain many natural elements that are highly valued by the University community.

To help ensure the ongoing conservation and management of these spaces, we undertook a detailed biodiversity study of the Burwood and Waurm Ponds Campuses.

These studies mapped indigenous and native fauna and flora, their significance and location along with exotic weed and pest invasion.

Results from this study will be used in 2017 to inform our Environmental Management System.

In 2016 we ran a highly successful native tree planting day on the Waurm Ponds Campus. Students and staff from the Campus attended and together planted 1,000 trees along the south/east side of the Campus which will provide increased biodiversity and habitat for wildlife.

### CASE STUDY:

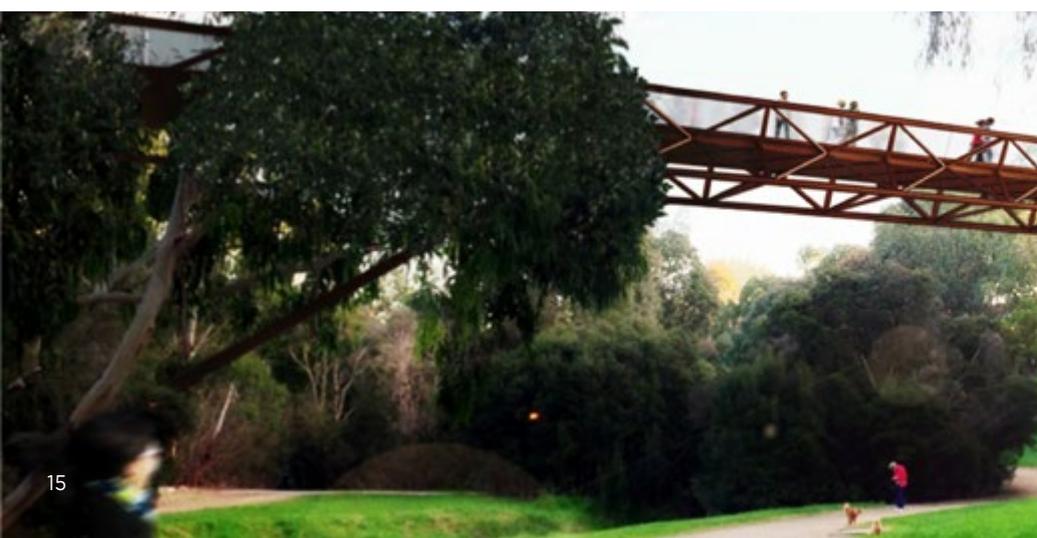
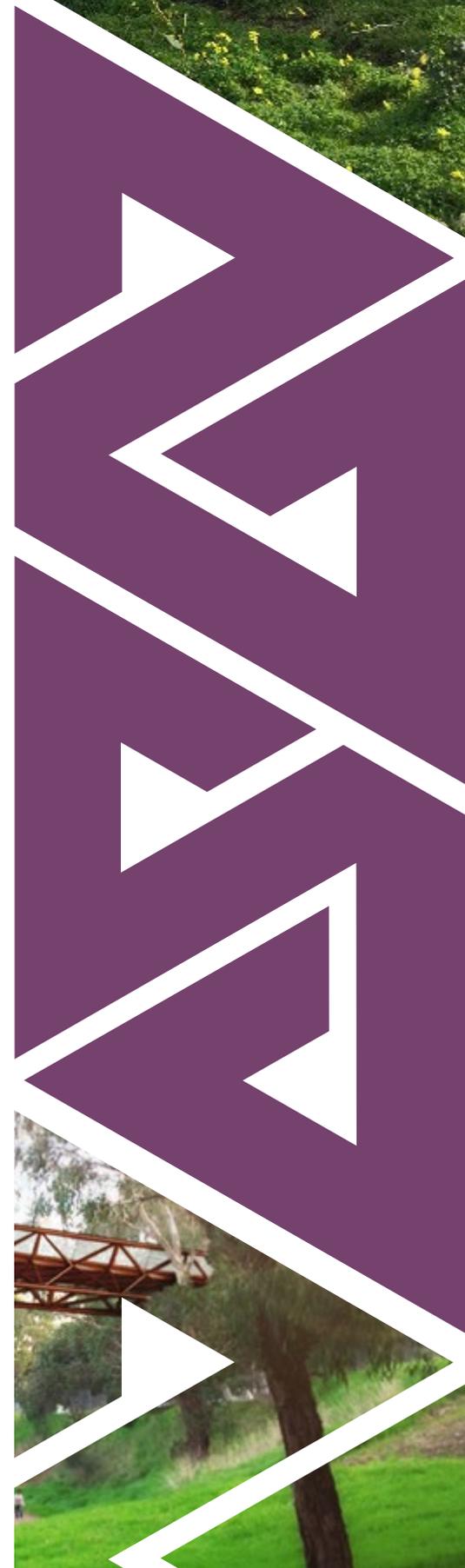
#### BURWOOD LINK - MANAGING OUR BIODIVERSITY IMPACTS

In 2016 we began construction of the new Burwood Link pedestrian bridge. The bridge will link the Elgar Road and Burwood Highway sides of the Melbourne Burwood Campus, providing a safe and accessible crossing for staff, students and visitors. In busy times, there are over 40,000 pedestrian crossings per week over Gardiners Creek. When the bridge is completed, these crossings will be significantly reduced.

The bridge has only one pylon within the creek reserve and has been designed to limit the need for vegetation removal.

Vegetation removal offsets were facilitated at Mt Rothwell and are double the statutory requirement in volume and well exceed the required biodiversity quality.

The area impacted by the construction will be remediated and following consultation with the relevant authorities, additional planting will also be undertaken within the Gardiners Creek Reserve to improve the overall landscape amenity.





# 13

## SUSTAINABLE PROCUREMENT

Procurement at Deakin continues to be an area of ongoing focus in relation to our sustainability impacts, recognising the positive effect that we can have, both locally and through our supply chain from the procurement choices we make.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION** 

In 2016, Deakin was recognised as a sustainability sector leader in the Australian Universities Procurement Excellence Program Benchmarking and Sector Profiling Report. This recognition provided exemplary evidence of the connections between the sustainability and procurement functions within Deakin.

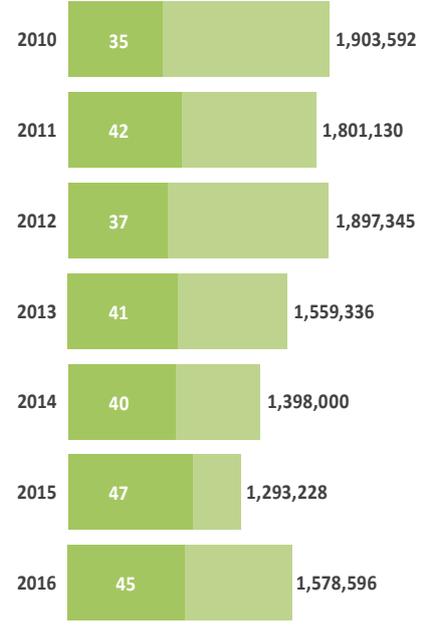
Assessment of our suppliers and their supply chain impacts is also an area of ongoing focus. In 2016 Deakin established a new panel of furniture suppliers with particular consideration to the use of recycled materials in their production.

With a furniture procurement volume of approximately \$1.5 million annually, the new panel helps to ensure that Deakin's supply chain impacts are responsibly managed.

In addition to our internal procurement efforts, in October 2016 the Deakin Business School held its second Indigenous Accounting and Business Conference at the Geelong Waterfront Campus. The conference provided a positive, interesting and culturally safe

forum for business owners and leaders, finance professionals, researchers and policymakers, to share information and knowledge and raise awareness regarding the role business and finance can play in Indigenous economic development.

**Green Spend**  
% of Stationery Spend



Stationery Spend \$  
Green Spend %

### LOCAL PROCUREMENT

In 2016 we continued our participation in the GROW project, an alliance of government, business and community organisations working together to build economic strength and social inclusiveness across five member municipalities within the greater Geelong region. This program provides a focus on social procurement and aims to tackle place-based disadvantage in relation to joblessness and improving the social and economic prosperity of the region.

As an example, in 2016 45 per cent of the University's contracted cleaning staff and 18 per cent of security staff were from the target postcodes, resulting in approximately \$4 million dollars back into the Geelong economy.

**8 DECENT WORK AND ECONOMIC GROWTH** 

