

SUSTAINABILITY ENGAGEMENT PLAN 2023

The University of Tasmania Sustainability Engagement Plan addresses student, employee and community engagement for sustainability, with initiatives designed to achieve nine strategic goals (see initiatives table).

Explanation for the Initiatives Table:

- Each Objective includes specific 'Actions' that are identified by Objective and Action number (e.g., 1.1 = Objective 1, Action 1)
- 'Start' = start code indicates commencement of the action:
 - A = commences in year 1 (or underway or immediately)
 - B = commences in year 1-2
 - C = commences in year 2-3
- 'Timing' = when the Targets/KPIs will be met and/or are 'ongoing'.
- 'Responsibility' = provides the organisational framework identifying the lead area(s).
- 'KPIs/Targets' = used for reporting and measuring progress.
- 'Reporting frequency' = how often the status on the action is reported.

Action	Start	Timing	Responsibility	KPIs/Targets	Reporting frequency	Notes (including Strategic Alignment)
Objective 1: To maintain a foundational sustainability integration program for students (SIPS) with recurrent resourcing to allow longer term planning.						
1. SIPS has an effective and enabling timeline each year, and applications are encouraged from each region and College.	A	Ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> • Number of paid internships • Number of paid fellowships • Broad participation in paid roles from each College • Research projects or Work Integrated Learning (WIL) placements offered for each College • Ensure broad participation from staff and students in each region and online 	Annual	STARS Innovation Credit

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2. SIPS has a transparent and enabling recruitment and application process for students pursuing an interest or career in sustainability.	A	Ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> The recruitment process allows students to build skills in applying for and interviewing for sustainability roles in the future. 	Annual	STARS Innovation Credit
3. SIPS projects are well managed to provide meaningful experiences and outcomes for both students and staff.	B	2023 and ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> Design and implement an evaluation program for SIPS students and staff. 	Annual	STARS Innovation Credit
Objective 2: Through SIPS to continue to support the operational sustainability needs of the University and broadly engage students and staff in the operational sustainability of the University.						
1. SIPS projects are designed to support operational sustainability needs of the University.	A	2021 and ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> A minimum of one SIPS student or project contributing to the major strategies or action plans for the year. 	Annual	STARS Innovation Credit
2. All SIPS students have access to relevant strategies, action plans or data sources where it is available.	A	Ongoing	ISD, Sustainability	<ul style="list-style-type: none"> SIPS students are involved in the analysis of major research projects (such as the biennial Sustainability Surveys and Travel Behaviour Surveys). SIPS students contribute to strategy development, action plans and undertake research with relevant staff. 	Annual	STARS Innovation Credit
Objective 3: To provide opportunities for academic engagement with sustainability through SIPS.						
1. All paid SIPS interns or fellows have the opportunity to talk to an expert in their field either within or outside the Sustainability Team.	A	Ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> Mentors and experts contribute from both professional and academic areas of the University, from each region and College. 	Annual	STARS Innovation Credit

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2. There is a clear and transparent process for all members of the University community to propose project ideas and contribute to SIPS projects.	A	Ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> There is a range of staff, students and community members proposing projects for SIPS. 	Annual	STARS Innovation Credit
3. Ensure students have access to best practice case studies and are able to undertake benchmarking reviews.	A	Ongoing	Sustainability	<ul style="list-style-type: none"> Maintain membership of ACTS and AASHE. Be a host institution for relevant annual conferences focused on sustainability in higher education so students and staff can attend for free. 	Annual	STARS Innovation Credit
Objective 4: Students co-lead and contribute to the sustainability culture at the University as part of their student experience.						
1. Sustainability information is available for all students as part of their University Orientation.	A	2020 and ongoing	Student Experience, Marketing, Sustainability	<ul style="list-style-type: none"> A virtual Sustainability Tour is available online on the University website for all major campuses. Sustainability themed events, stalls or competitions are run during Orientation, for example the Natural Values Scavenger Game. Online Sustainability introduction sessions are available for all students. 	Annual	STARS EN02 - Student Orientation. Ensure sustainability is a substantial component of orientation activities and that it is available both virtually and face-to-face to ensure all students have access.
2. Increase the accessibility and visibility of sustainability events, actions and opportunities for students during their student experience.	A	2021 and ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> During semesters publish regular (at least monthly) student sustainability communications, including opportunities and events that are accessible for all students. Communications are diversified and 	Annual	STARS EN03 – Student Life Host a cultural arts event, installation, or performance focused on sustainability with students as the intended audience and/or

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				<p>created through multiple methods (e.g., Student News articles, podcasts, social media, Alumni News, physical notice boards and display screens, on campus displays, media releases).</p> <ul style="list-style-type: none"> Regularly (at least monthly) promote opportunities for students to take practical sustainability action. 		pursue a sustainability-focused themed semester, year, or first-year experience.
3. Students can experience two annual sustainability events as part of their University experience.	A	2021 and ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> Host or co-host at least two annual events that are regularly part of the student experience calendar (for example Biodiversity Day, Ride2Work Day, Sustainability Careers Events). 	Annual	STARS EN03 – Student Life Continued.
4. Students have access to a resource with practical ways of practicing sustainability at home while they study.	A	2022 and ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> A published online guide details opportunities for students to practice sustainability, whether they are studying on campus or by distance. 	Annual	STARS EN04-Outreach Material and Publication. Produce a guide for green living and/or incorporating sustainability into the residential experience.
5. Provide professional development training for student leaders at the University through membership of the Students for Sustainability Working Group.	A	Piloted in 2021 with establishment in 2022 and ongoing.	Senior Sustainability Officer	<ul style="list-style-type: none"> Peer to peer program created, piloted and implemented. 	Annual	STARS EN01- Student Educators Program Establish a student peer-to-peer sustainability outreach and education program.
6. Design and host a peer to peer	A	Designed	Senior	<ul style="list-style-type: none"> A peer to peer waste education 	Annual	STARS EN01- Student

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education program for students.		and run in 2023	Sustainability Officer	program will be designed and run in 2023 in collaboration with the Waste Officer and SIPS students.		Educators Program Continued.
7. Conduct a sustainability related outreach campaign directed at students that yields measurable, positive results in advancing sustainability.	A	2021 and ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> The number of Green Impact Audits involving both students and staff. The number of sustainability education workshops (could include waste, transport, biodiversity or other training workshops depending on the annual campaign). 	Annual	STARS EN05 – Conduct a sustainability- related outreach campaign directed at students that yields measurable, positive results in advancing sustainability.
8. Provide opportunities that are specifically designed for students and staff to work together on sustainability actions.	A	Ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> Numbers of students and staff taking part in Green Impact Auditing Day. Ensure there is a minimum of one student from each College working with the Sustainability Team each year through an accredited Work Integrated Learning (WIL) opportunity or research project. Ensure all WIL placement students have opportunities to meet with staff beyond the Sustainability Team during their project. 	Annual	STARS Innovation Credit
Objective 5: Sustainability priorities at the University are informed by staff and student voices through best practice sustainability governance, and the University provides opportunities for learning and professional development in sustainability governance.						
1. Run a biennial Sustainability Survey for staff and students.	A	Ongoing	Chief Sustainability Officer	<ul style="list-style-type: none"> Staff and student participation rates for the biennial Sustainability Survey are maintained or increased. 	Biennial	
2. Ensure student and staff	A	Ongoing	Chief	<ul style="list-style-type: none"> Active representation from across 	Annual	

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participation in sustainability governance from each College.			Sustainability Officer	Colleges, Divisions and students on the Sustainability Committee.		
3. Student participation in sustainability governance is grown and diversified through the Students for Sustainability Working Group (SfS WG). The working group is inclusive, student led, allows for diverse perspectives and has transparent processes.	A	2020 and ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> • Completion of a benchmarking study of student sustainability leadership groups at other universities. • The SfS WG meets regularly and engages with the University sustainability mission. • There is a minimum of one application for the SfS WG from each College. • The format of the SfS WG is reviewed annually. • Learnings from the SfS WG are shared with other universities. 	Annual	
4. SfS WG members attend professional development training and are recognised for their time through eligibility for a Vice-Chancellors Leadership citation on their academic transcript.	B	2022 and ongoing	Senior Sustainability Officer	<ul style="list-style-type: none"> • The percentage of SfS WG members who attended professional development training. • The SfS WG meets regularly (bimonthly or five times during the year) and has a paid facilitator role for a student through the SIPS program. 	Annual	
5. The SfS WG model is widely supported and works effectively with other student groups, through College and region based working groups.	C	2023 and ongoing	Sustainability Team	<ul style="list-style-type: none"> • The number of College and region based working groups. 	Annual	
6. All working groups of the Sustainability Committee either	A	Ongoing	Sustainability Team	<ul style="list-style-type: none"> • The percentage of working groups with student involvement. 	Annual	

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involve student members or have students contributing to the Working Group goals through SIPS projects.						
Objective 6: Sustainability is an integrated part of working life for all staff at the University of Tasmania.						
1. Consistent, clear responsibilities and messaging for students and staff regarding sustainability at the University.	B	2023 and ongoing	Sustainability Team	<ul style="list-style-type: none"> • A MyLO Sustainability Induction Module is available for staff and students at the University. 	Annual	STARS EN08 - Employee Orientation Deploy an online Sustainability Induction and Training module that includes Aboriginal perspectives on sustainability.
2. The University has a network for staff to share professional development opportunities, innovative teaching and learning strategies for sustainability.	A	Ongoing	TILT, Sustainability	<ul style="list-style-type: none"> • An EfS CoP network exists and meets at least six times a year. • The EfS CoP has a paid facilitator from the Sustainability Team. • EfS CoP is Chaired by a teaching staff member. • EfS CoP is represented on and reports annually to the Sustainability Committee. 	Annual	STARS Innovation Credit
3. The University hosts a sustainability behaviour change program (such as Green Impact).	A	Ongoing	Sustainability Team	<ul style="list-style-type: none"> • The number of staff engaged in the program. • The length of the program. 	Annual	
4. The University has a peer to peer education program for staff.	C	2023 and ongoing	Sustainability Team	<ul style="list-style-type: none"> • The staff peer to peer education program has been created, launched and includes both professional and academic staff. 	Annual	STARS EN07 - Employee Education Program Establish a staff peer-to-peer sustainability outreach

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						and education program.
5. The University takes a participatory approach to sustainability reporting and ranking through broad based involvement of staff.	A	2020 and ongoing	All, Chief Sustainability Officer	<ul style="list-style-type: none"> • Submit STARS reporting at least every three years. • Submit Times Higher Education reporting annually. • Publication of an annual Sustainability Report 	Annual (STARS at least every three years)	
Objective 7: Sustainable event principles are integrated into all University events and required for events on University property.						
1. The University has a published Sustainable Events Checklist and a process for certifying sustainable events.	A	2021 and ongoing	Sustainability Team	<ul style="list-style-type: none"> • One or more staff run events are certified by the Sustainability Team annually. • One or more student society events are certified by the Sustainability Team annually. 	Annual	STARS IN18: Green Event Certification Program Implement a green event certification program and has held or hosted one or more certified events in past year.
2. Students are able to attend training to become 'waste education event volunteers'.	C	2023 and ongoing	Sustainability Team	<ul style="list-style-type: none"> • Online or in-person training exists for students to be trained to support sustainable events. • All major University-run events for students (Orientation, Open Day) include waste education event volunteers. 	Annual	
Objective 8: Sustainability leadership and innovation is recognised and celebrated at the University.						
1. Staff and students are nominated for awards.	A	2019 and ongoing	Sustainability Team	<ul style="list-style-type: none"> • An annual Green Impact Awards Ceremony is held for University staff and students. • A minimum of one nomination is 	Annual	STARS Innovation Credit - Establish a VC Award for Sustainability Increase visibility and

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				<p>submitted annually for a non-internal University award (such as Australasian Green Impact Awards, Green Gown Awards Australasia, Community Achievement).</p> <ul style="list-style-type: none"> Nominations for the VC Award for Sustainability are submitted from all Colleges and Divisions 		celebration of sustainability
Objective 9: The University is an active leader in a range of professional networks and communities for sustainability.						
<ul style="list-style-type: none"> Membership of TEFMA Membership of ACTS ACTS Board Membership Subscriber of STARS Membership of TNS University of Tasmania hosted Sustainability Careers Event Facilitation role for EfS Tasmania Facilitation role for UN SDG Tasmania network 	A	Ongoing	ISD, Sustainability Team	<ul style="list-style-type: none"> Maintain membership commitments. Present annually at one community event in Tasmania. Present annually at one international conference or university. 	Annual	

Glossary

ACTS	<p>Australasian Campuses Towards Sustainability (ACTS) is an independent not-for-profit member-led organisation in Australasia.</p> <p>ACTS work to engage, empower and exemplify organisations working to tackle complex social, economic and environmental challenges and support meaningful change towards a more sustainable future.</p>
AASHE	<p>The Association for the Advancement of Sustainability in Higher Education (AASHE) work with higher education faculty, administrators, staff and students to be effective change agents and drivers of sustainability innovation.</p>
Efs CoP	<p>The University of Tasmania’s Education for Sustainability Community of Practice (Efs CoP) is a network of people that regards education for sustainability as central to the mission of higher education.</p> <p>The Efs CoP is engaged with sustainability education across all University areas (teaching, research, and operations) and interested in a wide range of themes relevant to the assumptions, questions, challenges, and opportunities of sustainability.</p>
Efs Tasmania	<p>Education for Sustainability Tasmania (Efs Tasmania) is a network of leaders in sustainability research, training and education, working towards social, cultural, economic and environmental sustainability, using education as a central tool.</p> <p>Efs Tasmania is a United Nations regional center of expertise on Education for Sustainable Development.</p>
SIPS	<p>The University of Tasmania’s Sustainability Integration Program for Students (SIPS) is an internationally award-winning initiative that offers students meaningful opportunities to work on real-world sustainability challenges. Students are mentored by staff members and either apply through a competitive application process for paid internships, undertake research projects for course credit or contribute through Work Integrated Learning programs.</p>
STARS	<p>The Sustainability Tracking, Assessment and Rating System (STARS) is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance. STARS is a program of AASHEE.</p>
TEFMA	<p>The Tertiary Education Facilities Management Association (TEFMA) is a professional association providing services to its members, who work in diverse roles managing higher education physical infrastructure.</p>

TNS	The Tertiary Sustainability Network (TSN) is an informal network group with members representing all of the universities in Victoria and Tasmania, and a number of TAFE institutions. The group meets quarterly, with members taking turns to host the event.
UN SDG Tasmania network	The United Nations Sustainable Development Goal Tasmania network is an informal network of members working in the field of sustainability at organisations in Tasmania. The group meets bimonthly for presentations, with presenters sharing new strategies, plans or sustainability challenges they are facing.