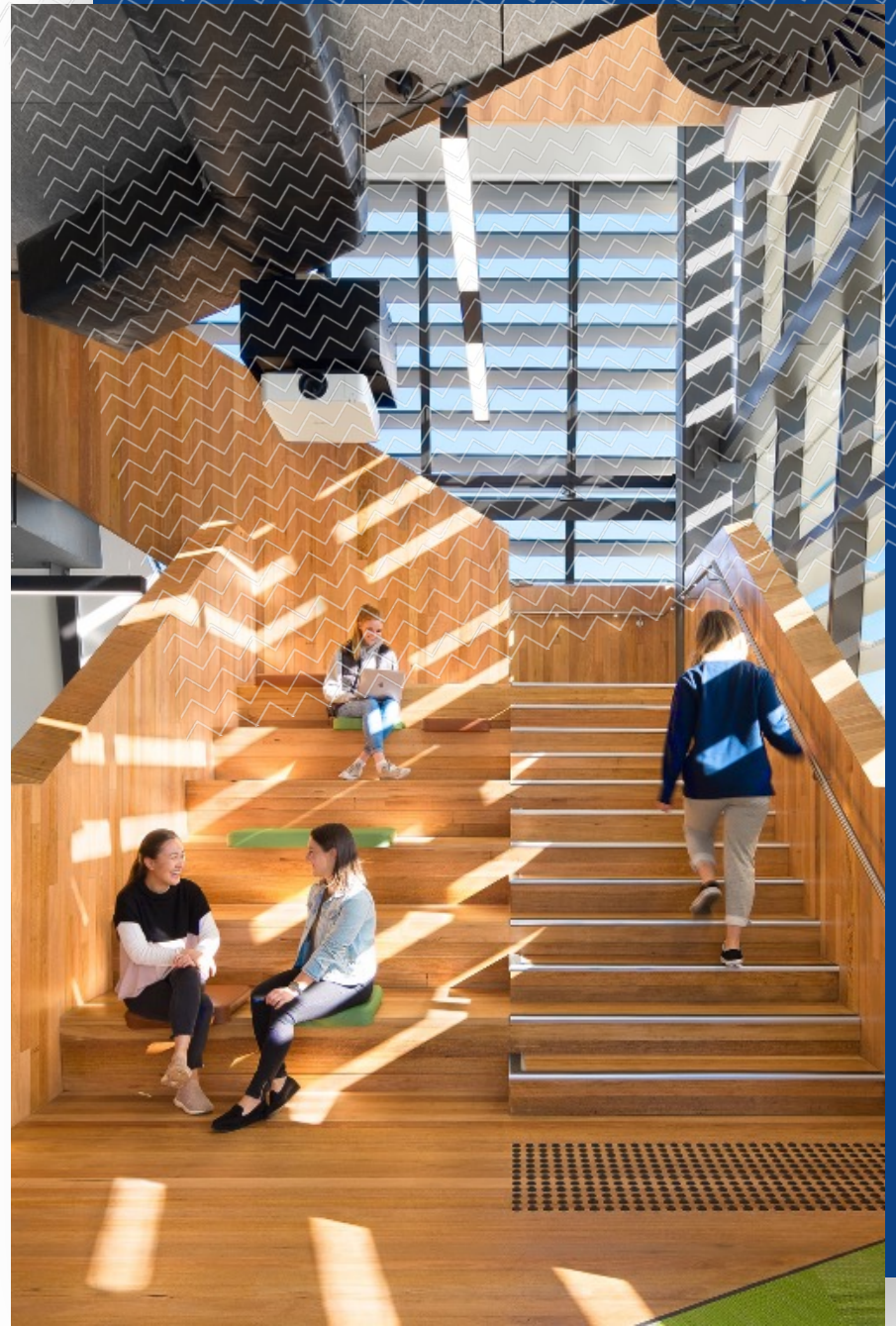




SUSTAINABILITY SURVEY 2022 FINAL REPORT

The Sustainability Team
Campus Management





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1. Introduction
2. Sample demographics
3. Issues facing Australia
4. Sustainability at the University of Melbourne
5. Staff and student contributions to sustainability
6. Sustainability initiatives
7. Suggestions for improvement
8. Appendix





INTRODUCTION





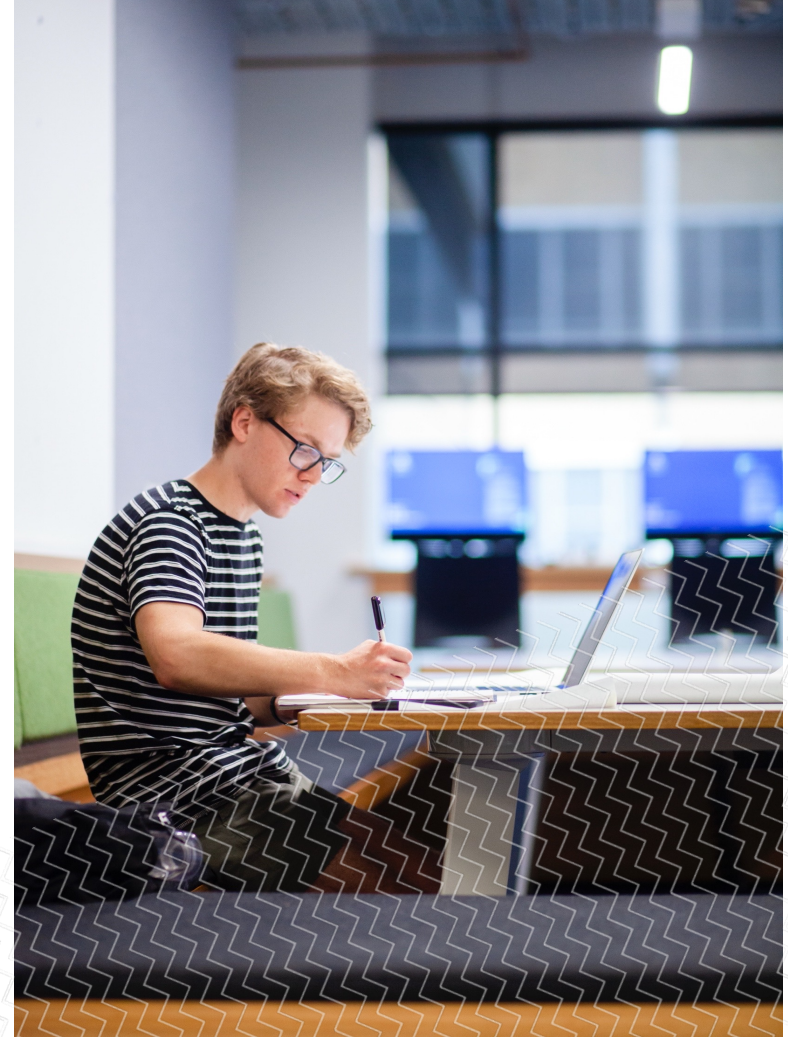
Introduction

PURPOSE

Welcome to the 2022 Sustainability Survey Report.

Every two years the Sustainability Team invites students and staff to complete the Sustainability Survey to share their views and feedback regarding sustainability-related issues and initiatives on campus. The results are used to evaluate the University's existing sustainability initiatives, develop future initiatives and to support the University in tracking its progress towards targets outlined in the [Sustainability Plan 2030](#).

This survey was initially conducted in 2012 and has been completed biennially since. This report presents the findings from the 2022 survey with some comparisons with 2012, 2014, 2016, 2018 and 2020.





Introduction

METHODOLOGY

An online survey methodology was employed. The survey was publicised via several channels, including Staff News, the University of Melbourne Sustainability website, Staff Hub, Student Portal and Sustainability and faculty mailing lists.

The survey was conducted from 22 August to 20 September 2022 with the following offered as incentives:

1 x \$150 Lona Misa voucher

2 x \$50 Zoos Victoria vouchers

2 x Aboriginal Heritage Walk tickets

1 x \$50 Flora and Fauna voucher

A total sample of **n=1136** was achieved.

SIGNIFICANCE TESTING



Represents statistical significance between subgroups



Represents statistical significance for year-on-year comparisons

Significance testing is performed at the 95% confidence level.

OBJECTIVES

1. To identify issues of general and environmental concern for staff and students.
2. To understand staff and student behaviours and views towards sustainability.
3. Evaluate the University's performance in embedding sustainability practices.
4. To measure awareness and performance of current University sustainability initiatives.
5. To identify opportunities to improve sustainability-related practices at the University.

Note on the Sample

Whilst all attempts were made to achieve an unbiased representative sample of staff and students, it should be acknowledged that a self-selection sample bias for staff and students with a pre-existing interest in sustainability issues exists within the survey sample.

Key findings



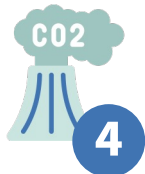
Addressing climate change remains the top priority for staff and students. The majority of respondents listed climate change as the top issue facing Australia.



Less than half of all participants agree that the Sustainability Plan targets are clearly articulated. Similarly, 42% of respondents did not know if the University had successfully addressed the targets of the previous Sustainability Plan 2017-2020. This highlights a disconnect between University action and community awareness. With the new Sustainability Plan 2030, the University must focus on increasing awareness about the plan and have transparency on target progression.



Reducing and disposing of plastic waste on campus is important to staff and students. The majority of participants would like to see the University eliminate single-use plastics and/or implement additional specialist waste streams on campus.



Reducing the University's carbon footprint remains the top area of importance. However, only 34% of participants are satisfied with the University's efforts to address this issue. This highlights a key opportunity for the University to better engage with the community regarding its target to become Carbon Neutral certified by 2025.



Staff and students want to get involved with sustainability-related activities to protect the environment and because it is the right thing to do. Motivation is also increased when activities are easy. Similarly, participation is hindered when activities are inconvenient or expensive.



Generally, staff have higher levels of awareness and participation regarding University sustainability initiatives compared to students. However, staff are less likely to agree that the University is addressing sustainability-related issues well. Promoting initiatives at Staff News, word of mouth and emails from the Sustainability Team and events are top sources of awareness that could be used to promote what the University is doing.



The Melbourne Farmers Market continues to be the most popular on-campus initiative. Given such low levels of staff and students on campus for the past few years due to COVID-19 restrictions, it is unsurprising that awareness and participation in many other initiatives have been low compared to the 2020 survey findings.



For both open-ended questions, over 40% of respondents provided a suggestion. Of the 1036 suggestions, many highlighted the need to improve engagement and awareness on campus. Whether it be focusing on communicating what the University is already doing or how staff and students can get involved, it is clear the community wants to see better and more modes of communication regarding sustainability issues.



Recommendations

1 Improve sustainability communications across the University

- More communication in departments/schools in the form of posters, banners, noticeboards and digital screens
- Install more physical displays of sustainability initiatives around campus
- Opt-out University-wide sustainability-related communications target tracking
- Increase sustainability communications on the University's main website and social media pages
- Include sustainability section in staff news and all regular newsletters
- Increased transparency of the University's actions on sustainability and promotion of target tracking

2 Provide ways for the community to be involved

- Increase engagement by making activities free, easy and accessible
- Better promotion of current programs
- Events/programs such as a sustainability week or Sustainability Advocates Forum
- Use initiatives to create a better sense of community (e.g., food co-ops, markets)
- Provide incentives for participation in sustainability initiatives (e.g., free EV charging)

3 Embed sustainability into the curriculum

- Include sustainability education in all courses with tailored lectures or seminars
- Equip students with sustainability skills
- Encourage students to take professional sustainability pathways
- Integrate sustainability into structural and academic practice
- Create online education modules (e.g., through LMS)



Recommendations

4 Improve University operations to have a focus on sustainability

- Expand initiatives to campuses other than Parkville
- Install sensor lights in all buildings to reduce the number of lights left on at night
- University-wide, specialist waste stream collection (e.g., organics collection across campuses)
- Make reuse the only option, removing disposables from campus
- Divest from fossil fuels
- Improve circularity of materials on campus (e.g., set up swap groups) and make waste management more visible
- Better collaboration with researchers and educators to embed sustainability across campuses

5 Increase sustainability communications and action from UoM leaders.

- More commitment from senior leadership
- Use a top-down approach to improve sustainability messaging
- Sustainability-focused training for all managers
- KPIs in management and staff roles



SAMPLE DEMOGRAPHICS



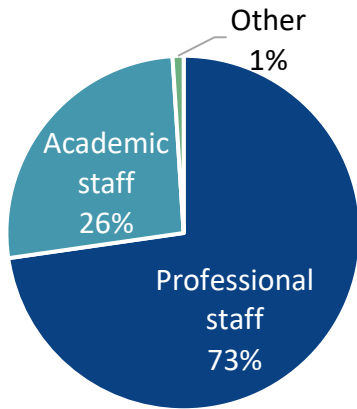


Staff profile

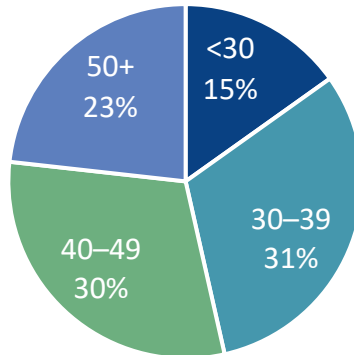


53% of the total sample are staff members (includes 10% who are both staff and students)

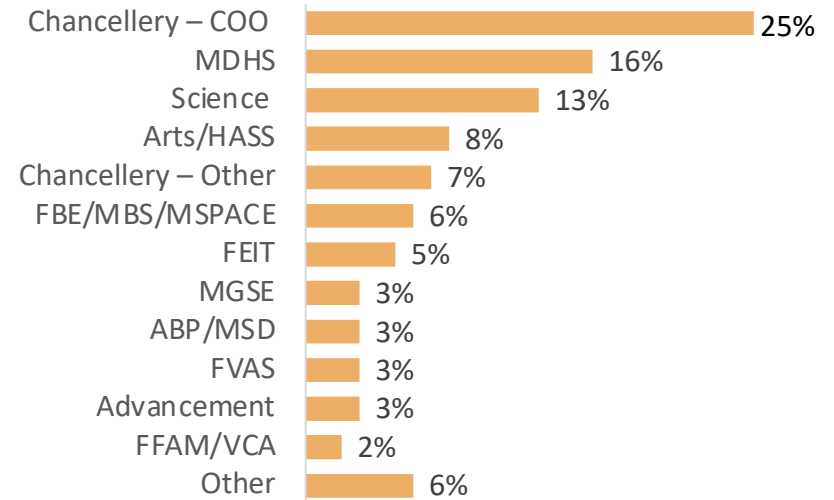
STAFF TYPE



AGE



DIVISION*



GENDER



71% Woman/Female
 24% Man/Male
 4% Prefer not to say
 1% Non-binary
 1% I/They

CAMPUS



90% Parkville
 2% Southbank
 2% Werribee
 2% Burnley
 3% Other

*Please refer to the appendix for division abbreviations. Base: All respondents n=485

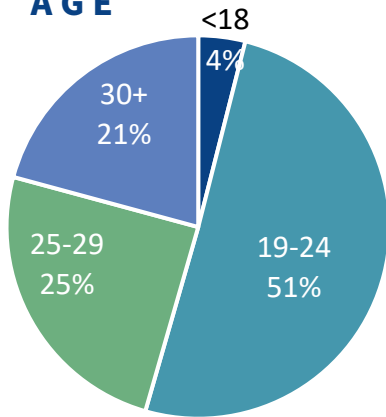


Student profile

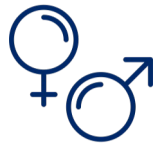


57% of the total sample are students (includes 10% who are both staff and students)

AGE



GENDER



74% Woman/Female
 22% Man/Male
 2% Non-binary
 2% Prefer not to say

DEGREE TYPE



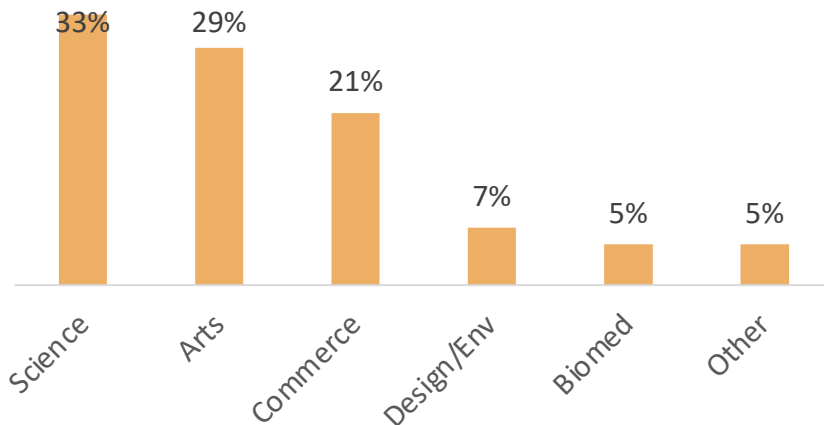
33% Undergraduate
 54% Postgraduate by coursework
 13% Postgraduate by research

MAIN CAMPUS

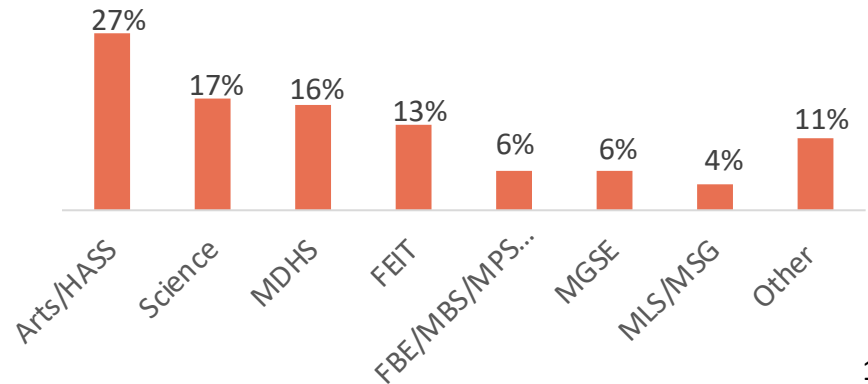


96% Parkville
 4% Other

UNDERGRADUATE DEGREES*



POSTGRADUATE FACULTIES*



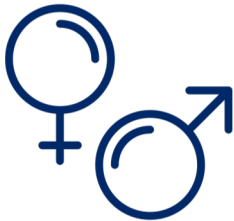
*Please refer to the appendix for division abbreviations. Base: All respondents n=539

Key demographic splits



STAFF VS STUDENTS

- Both staff and students regard climate change as the most important issue facing Australia
- Staff and students are likely to participate in sustainability initiatives because it's the right thing to do. Students are more likely to be encouraged to participate when there is a personal economic benefit than staff. Similarly, students will be deterred from participation if the activity is too expensive
- In general, staff are more aware of sustainability initiatives on campus
- Word of mouth is amongst the strongest sources of awareness for sustainability initiatives for staff and students. Staff News is also a key source for staff



MALES VS FEMALES

- Women are more likely to complete the Sustainability Survey and provide feedback
- Women are more likely to carry a reusable cup/water bottle and participate in with Choose to Resue and the Green Caffeem Swap Cup program
- However, in general men and women have similar participation levels
- Men and women have similar satisfaction levels for the University's efforts towards sustainability across all areas

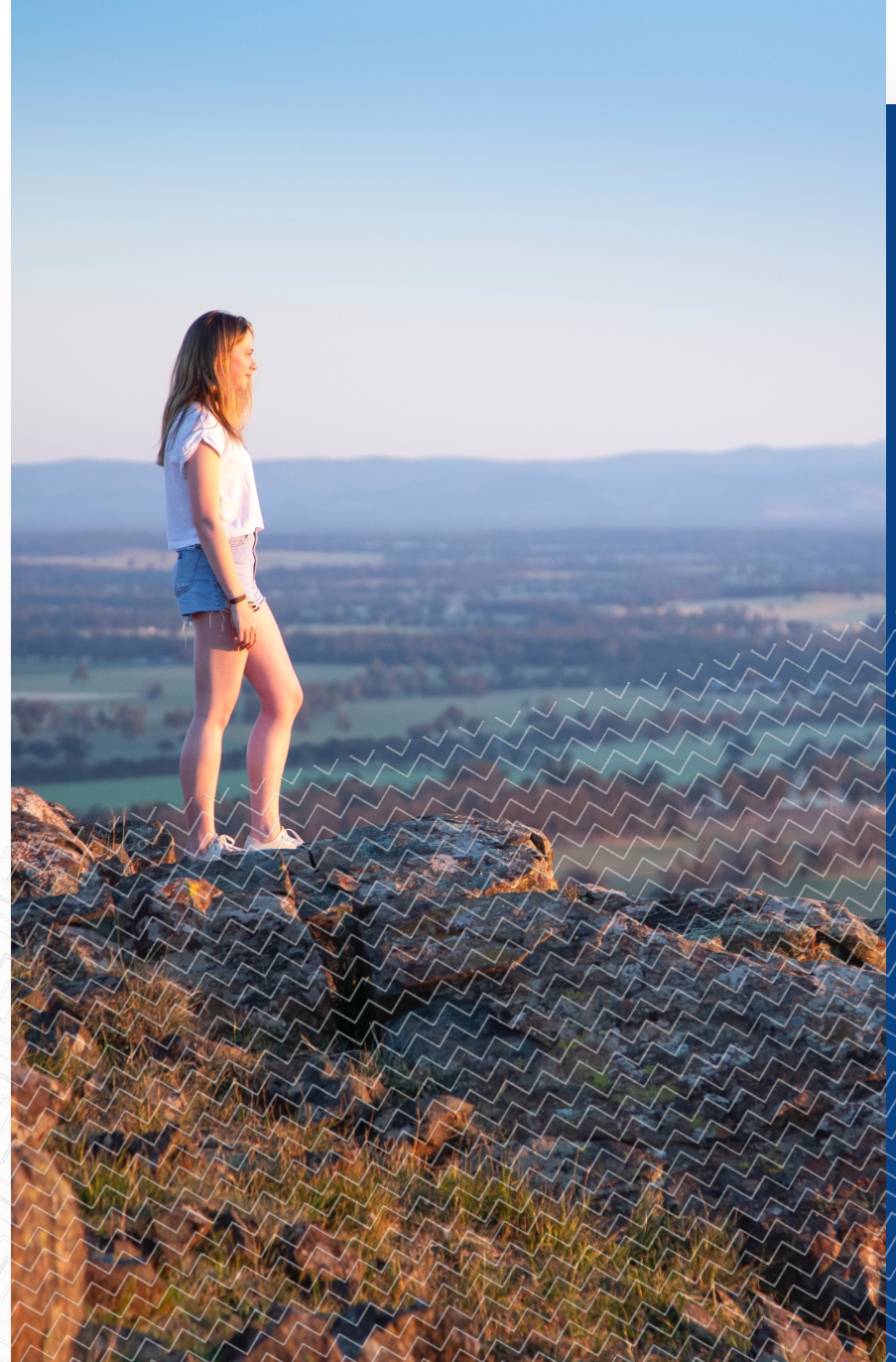


UNDERGRADUATES VS POSTGRADUATES

- Postgraduate research students are less likely to agree that the University has successfully addressed the targets of the Sustainability Plan 2017-2021, and that the new Sustainability Plan 2030 targets are clearly articulated
- Undergraduate and postgraduate coursework students are more satisfied with how the University is reducing water consumption and improving waste management practices
- Undergraduate students are more aware of on-campus initiatives such as the Melbourne Farmers Market, Green Impact and the Sustainability Internship Program



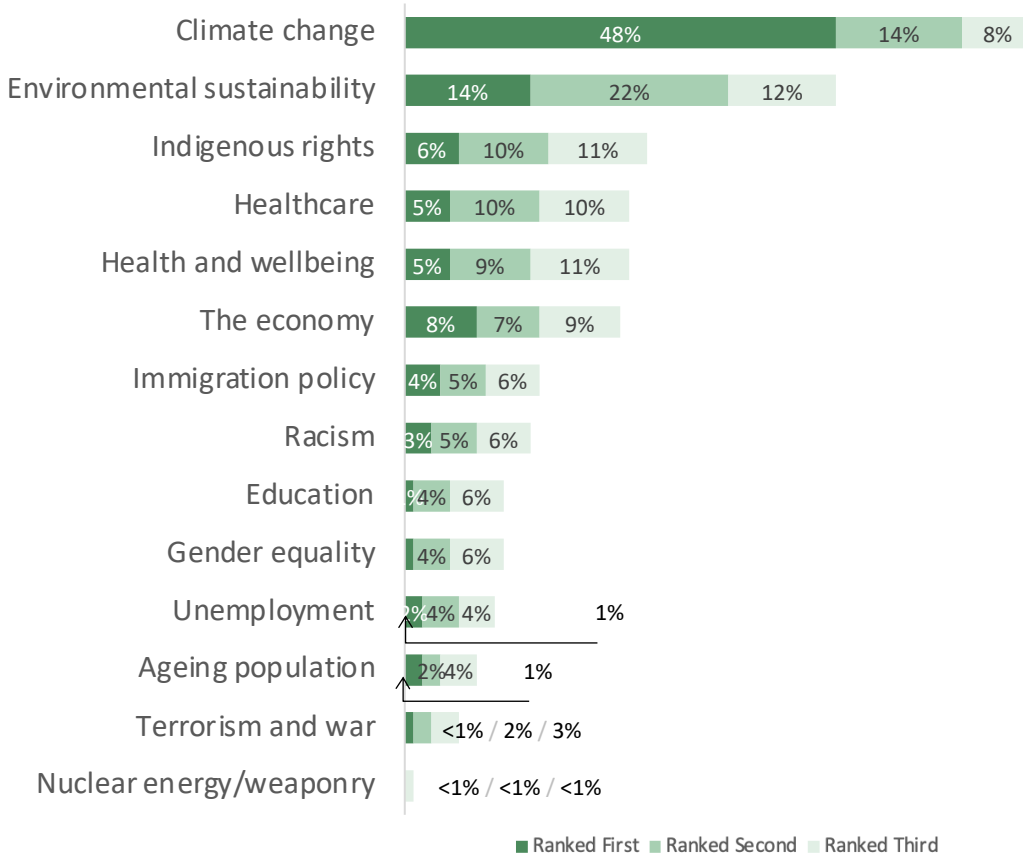
ISSUES FACING AUSTRALIA





Important issues facing Australia

Climate change has been highlighted as Australia's most critical issue, with 71% of respondents ranking this issue in their top three.

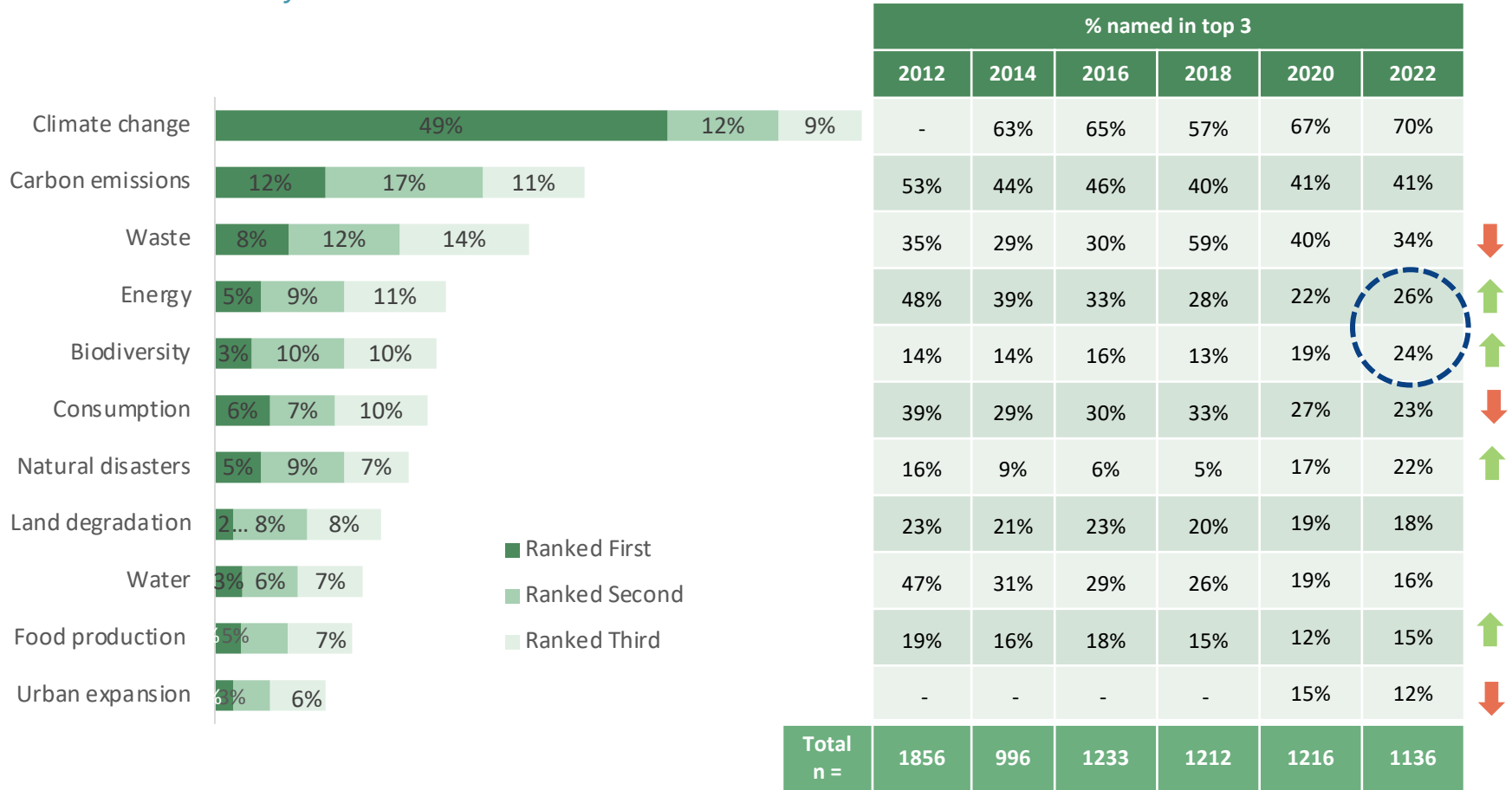


	% named in top 3						
	2012	2014	2016	2018	2020	2022	
Climate change	40%	47%	57%	51%	65%	71%	↑
Environmental sustainability	60%	53%	53%	56%	49%	48%	
Indigenous rights	13%	11%	18%	21%	30%	27%	
Healthcare	25%	31%	19%	21%	11%	25%	↑
Health and wellbeing	-	-	-	-	21%	24%	
The economy	31%	24%	24%	20%	27%	24%	
Immigration policy	22%	24%	35%	29%	15%	15%	
Racism	10%	11%	16%	18%	21%	14%	↓
Education	29%	36%	29%	27%	16%	14%	
Gender equality	4%	6%	-	15%	10%	11%	
Unemployment	16%	20%	15%	18%	23%	10%	↓
Ageing population	21%	18%	13%	15%	6%	8%	
Terrorism and war	3%	2%	8%	7%	2%	6%	
Nuclear energy/weaponry	-	-	2%	2%	2%	2%	
Total n =	1856	996	1233	1212	1216	1136	

Q1. Which of the following do you consider to be the most important issues facing Australia today? Please rank your top three in order from 1 – 3. [MR] (Ranked in top 3)
 Base: All respondents n=1136

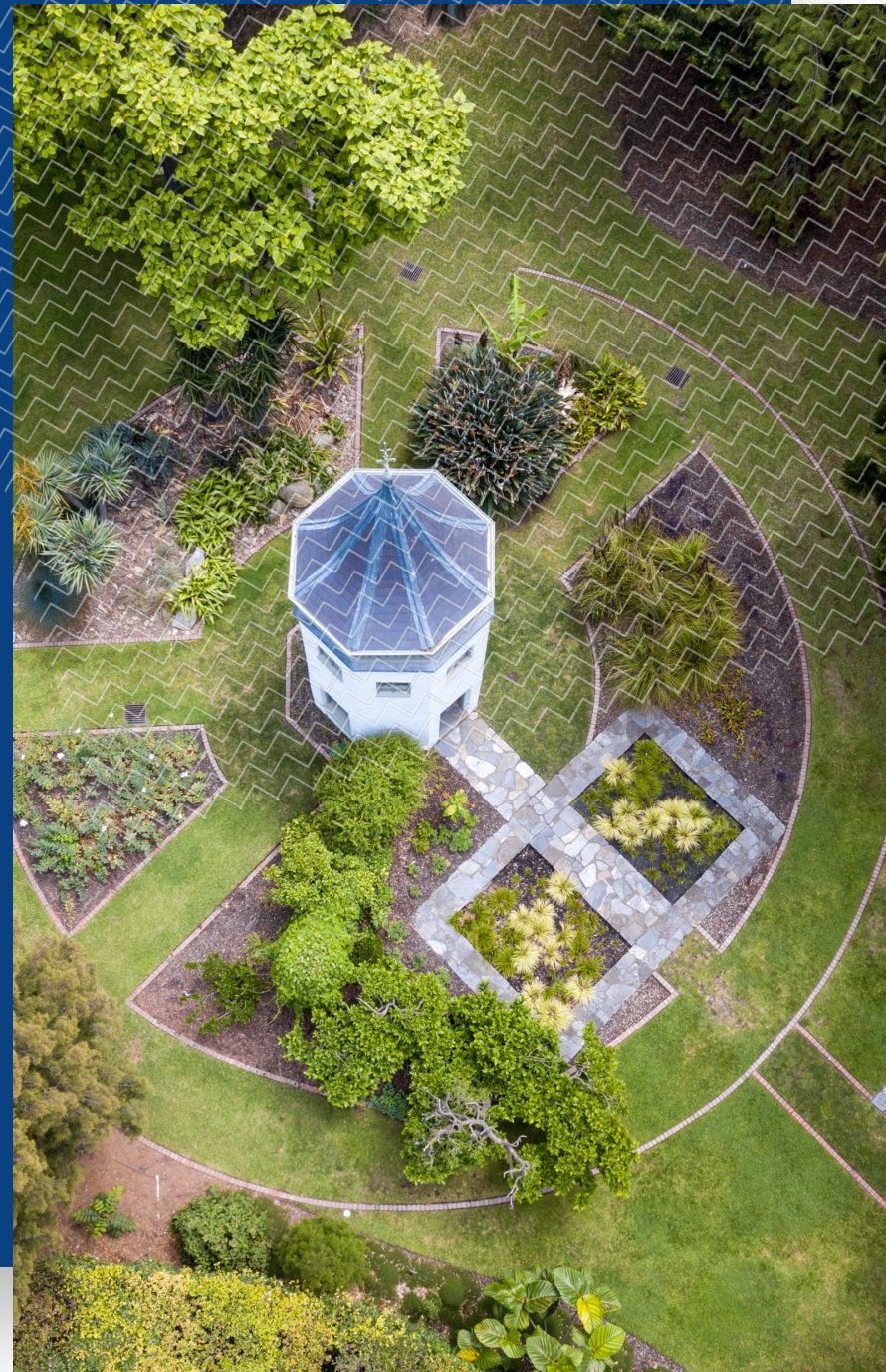
Environmental issues facing Australia

While concerns over climate change and carbon emissions remain the top environmental issues for Australia, there has been a significant increase in concerns about energy and biodiversity.





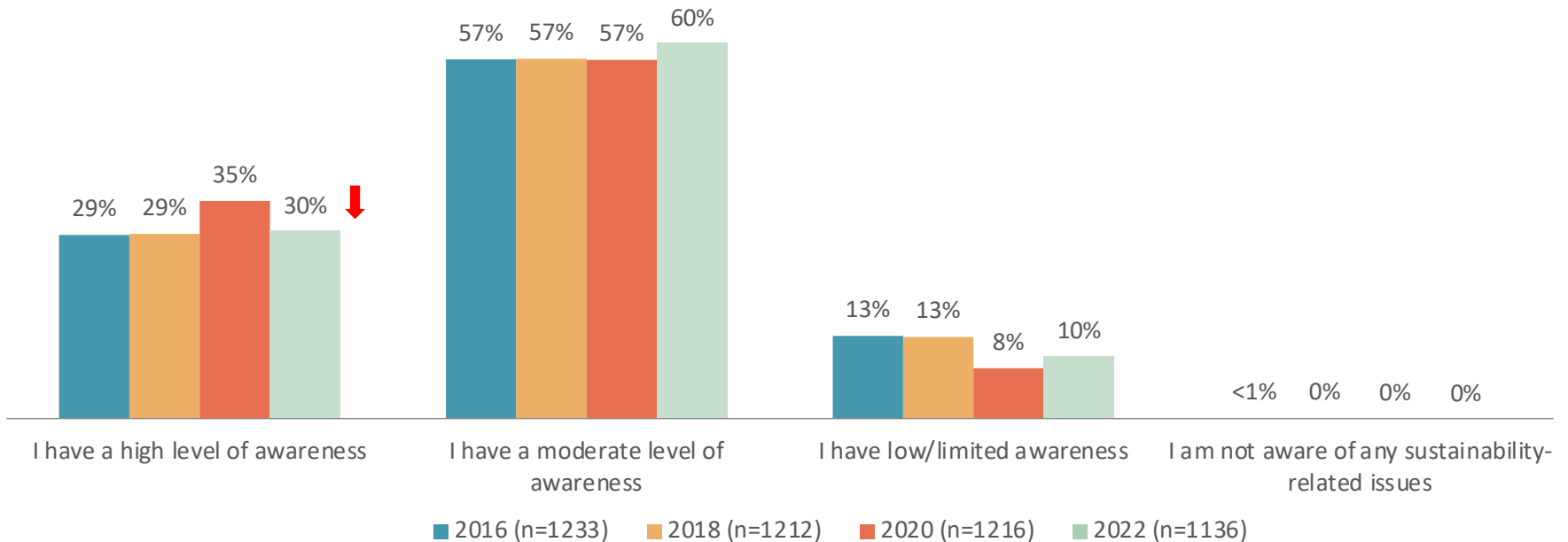
SUSTAINABILITY AT THE UNIVERSITY OF MELBOURNE





Awareness of sustainability-related issues

Significantly fewer staff and students have a high level of awareness of general sustainability-related issues compared to 2020. However, the majority of participants still have a moderate level of awareness.

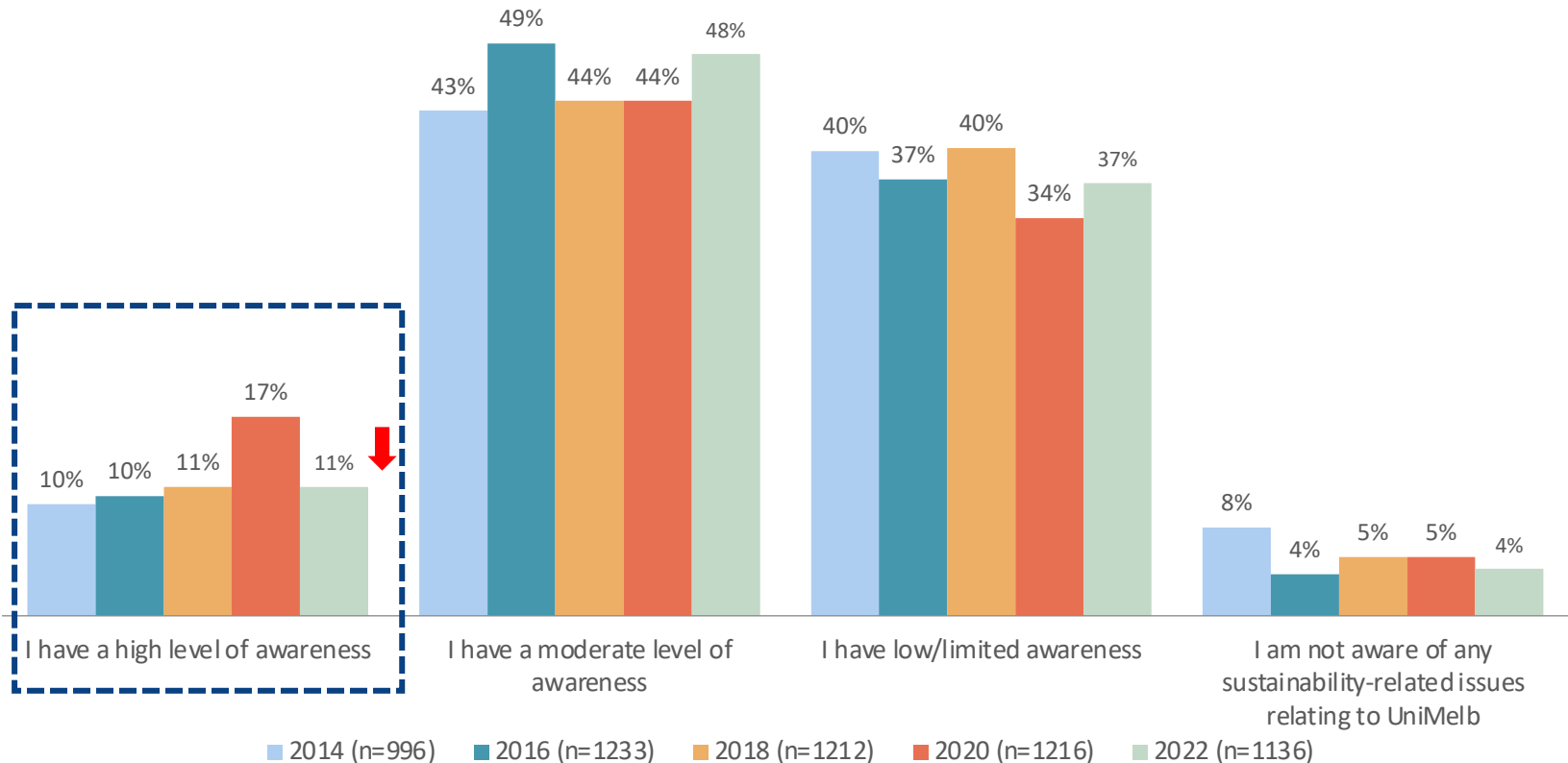




Awareness of University sustainability-related issues

Year on year

Similarly, the number of staff and students with a high level of awareness of sustainability-related issues at the University has also decreased. However, the proportion of participants with a moderate level of awareness has remained steady.



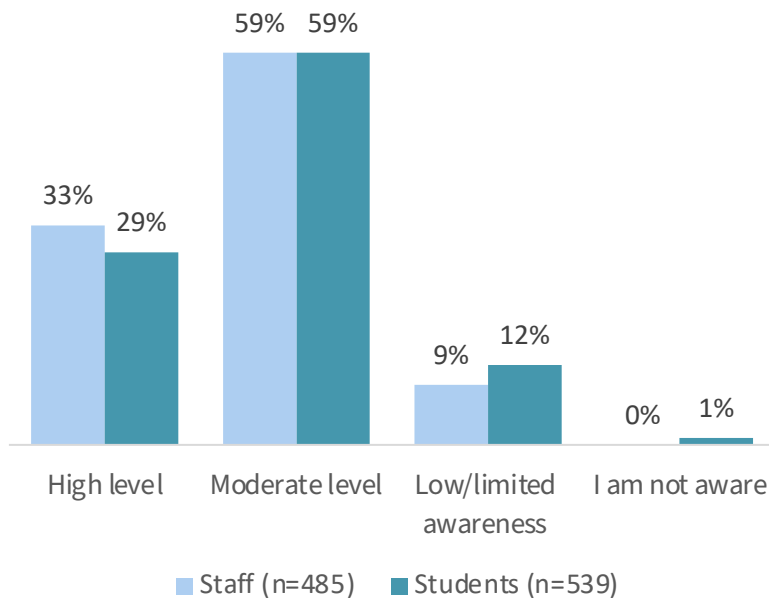


Awareness of sustainability-related issues

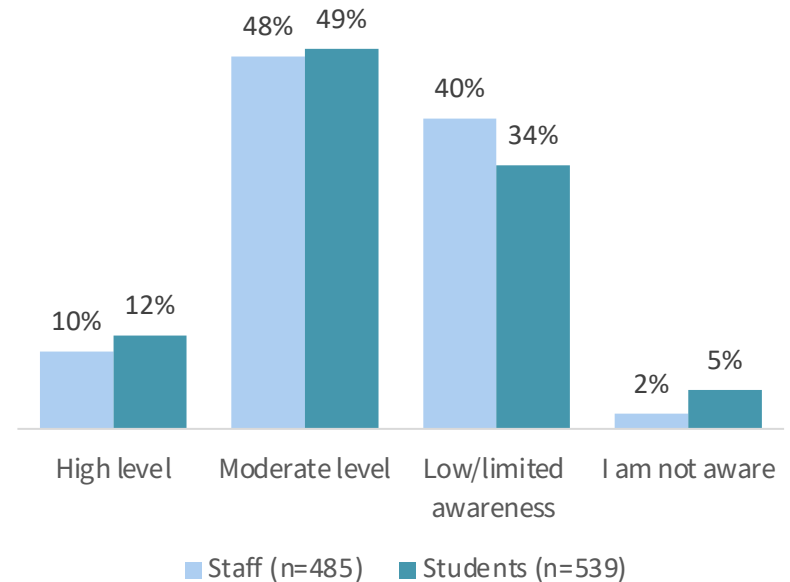
Staff vs students

Staff and students have similar levels of awareness about sustainability-related issues in general, and at the University.

IN GENERAL



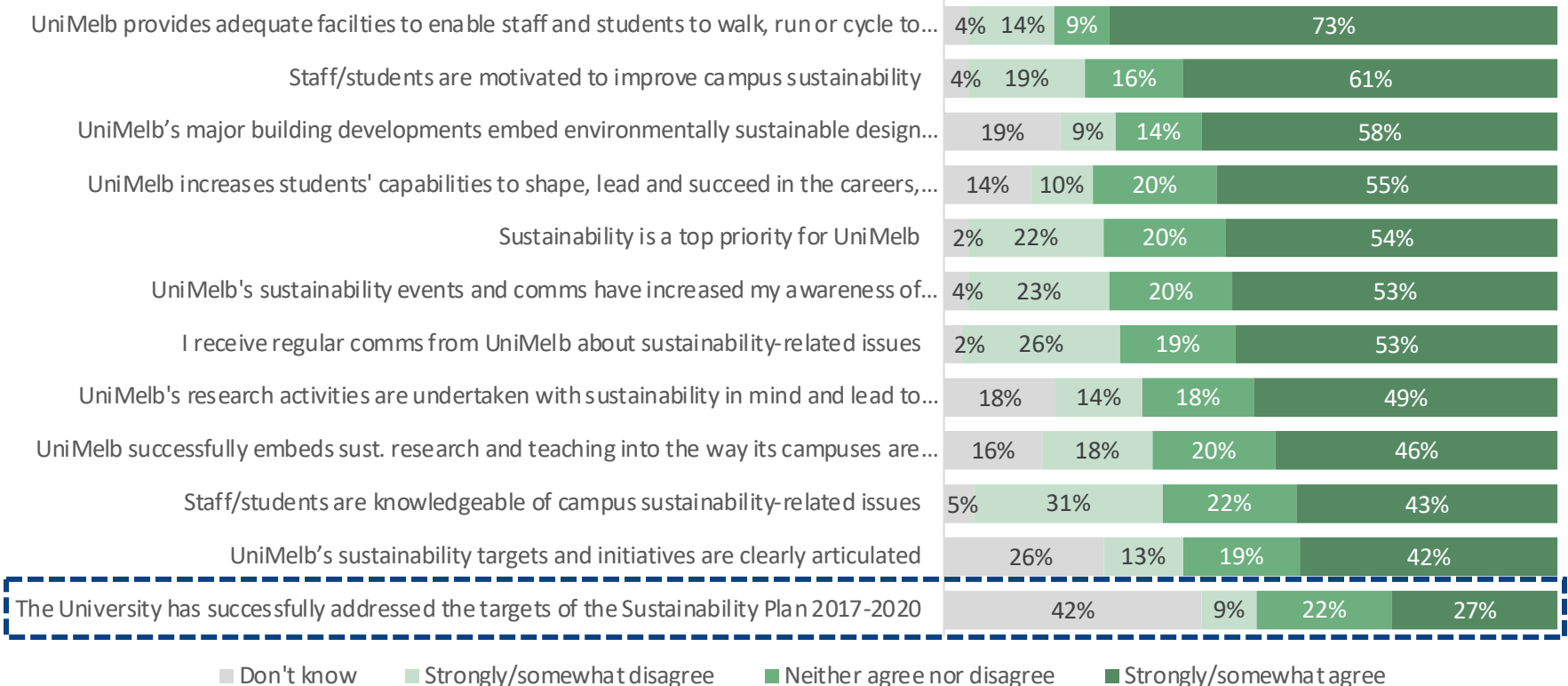
AT THE UNIVERSITY OF MELBOURNE





Sustainability at the University of Melbourne

Over 70% of respondents agree that the University provides adequate facilities to encourage active transport to campus. The area of greatest concern is that 42% of respondents did not know if the University had successfully addressed the targets of the previous Sustainability Plan 2017-2020. This indicates that they are either unaware of the targets or did not have enough information to have a viewpoint.

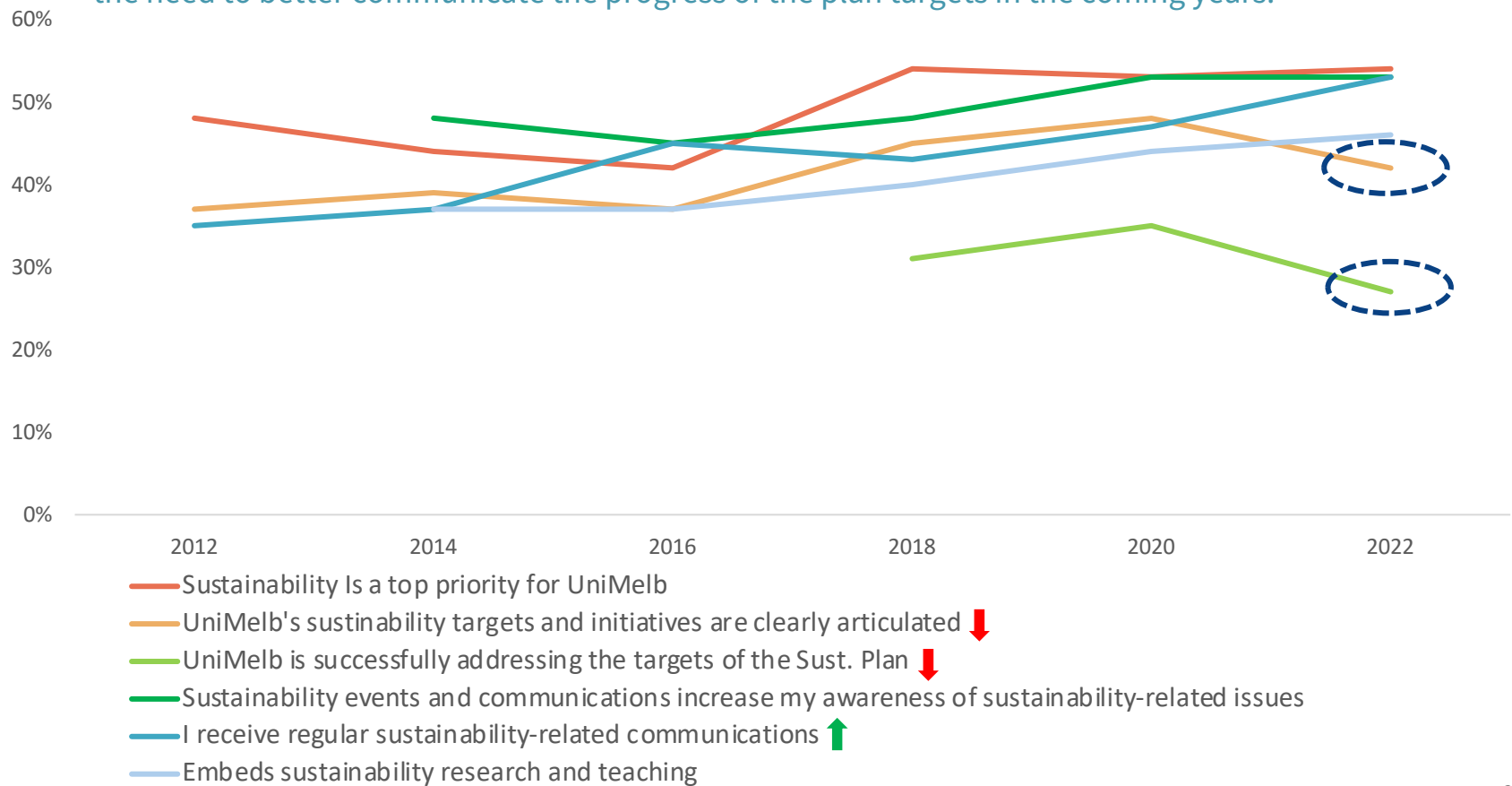




Sustainability at the University of Melbourne

Year on year

Where the results increase in most areas from 2020, there has been a decrease in participants who agree the Sustainability Plan's targets are clear and are being addressed. This highlights the need to better communicate the progress of the plan targets in the coming years.

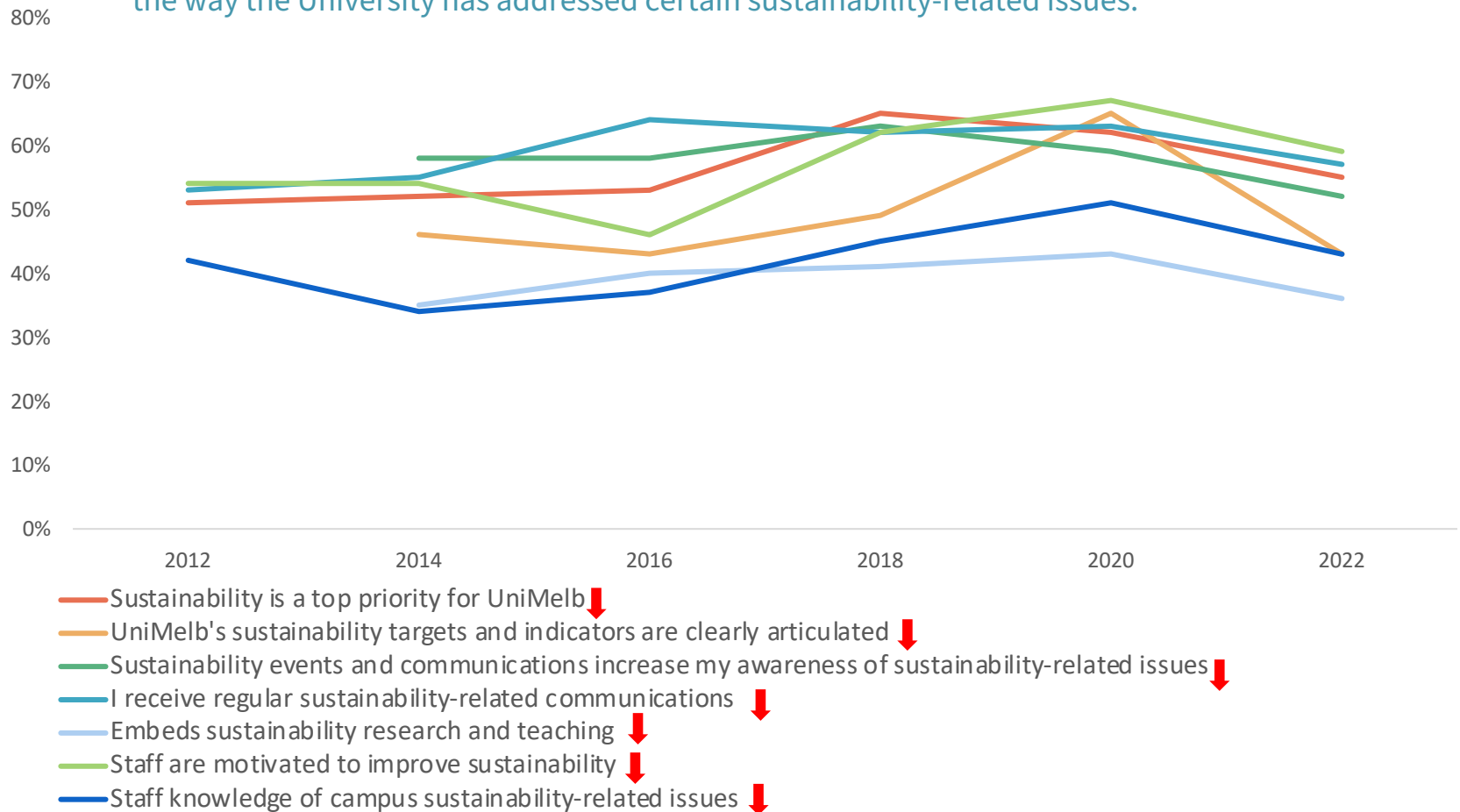




Sustainability at the University of Melbourne

Year on year – staff only

There has been a significant decrease across all areas from 2020 for how staff feel about the way the University has addressed certain sustainability-related issues.



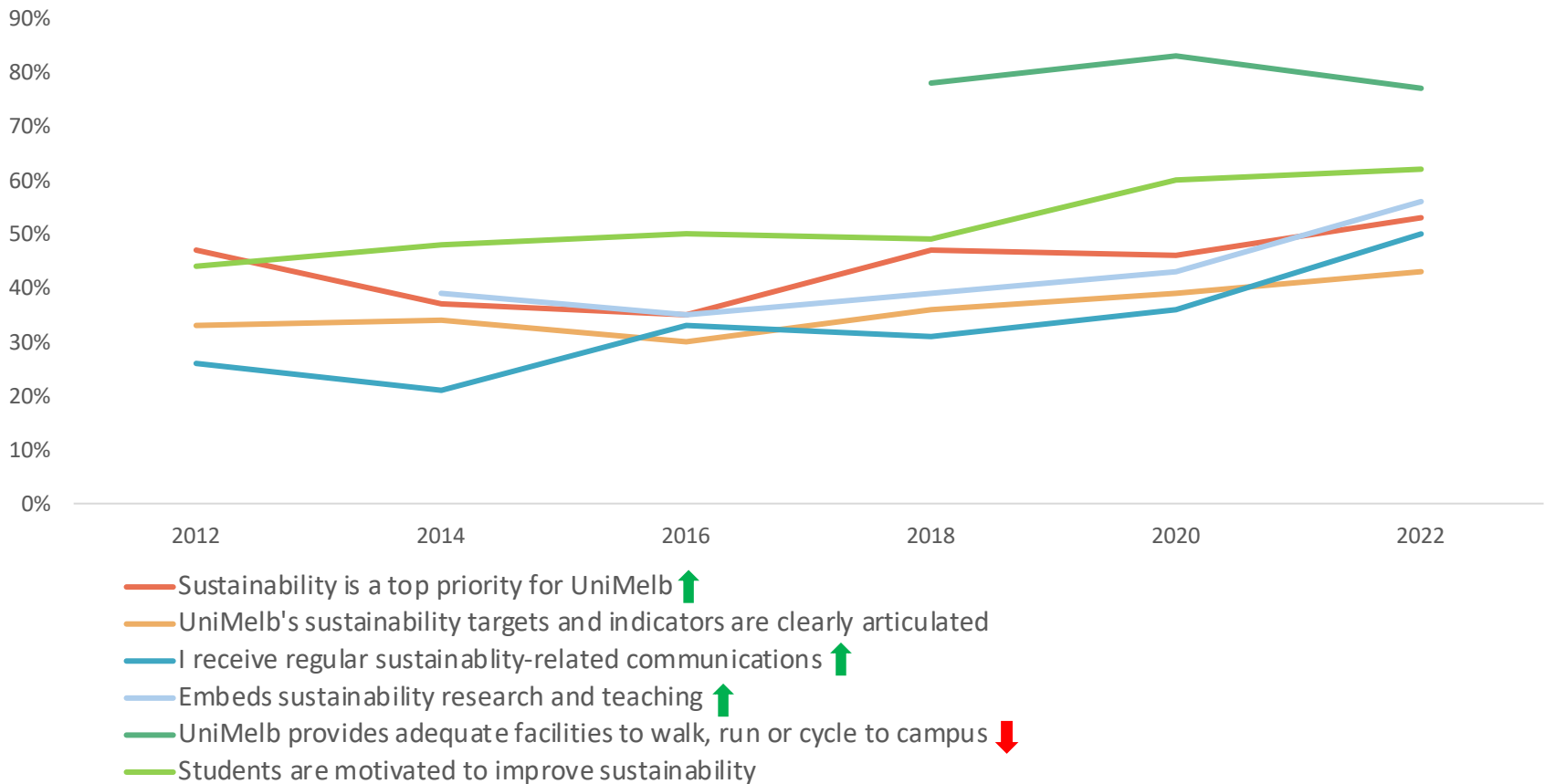
Q5. To what extent do you agree or disagree with the following statements about sustainability-related issues at the University of Melbourne? [SR] % Answering 'Somewhat agree' and 'Strongly agree'. Base: Staff n=485



Sustainability at the University of Melbourne

Year on year – students only

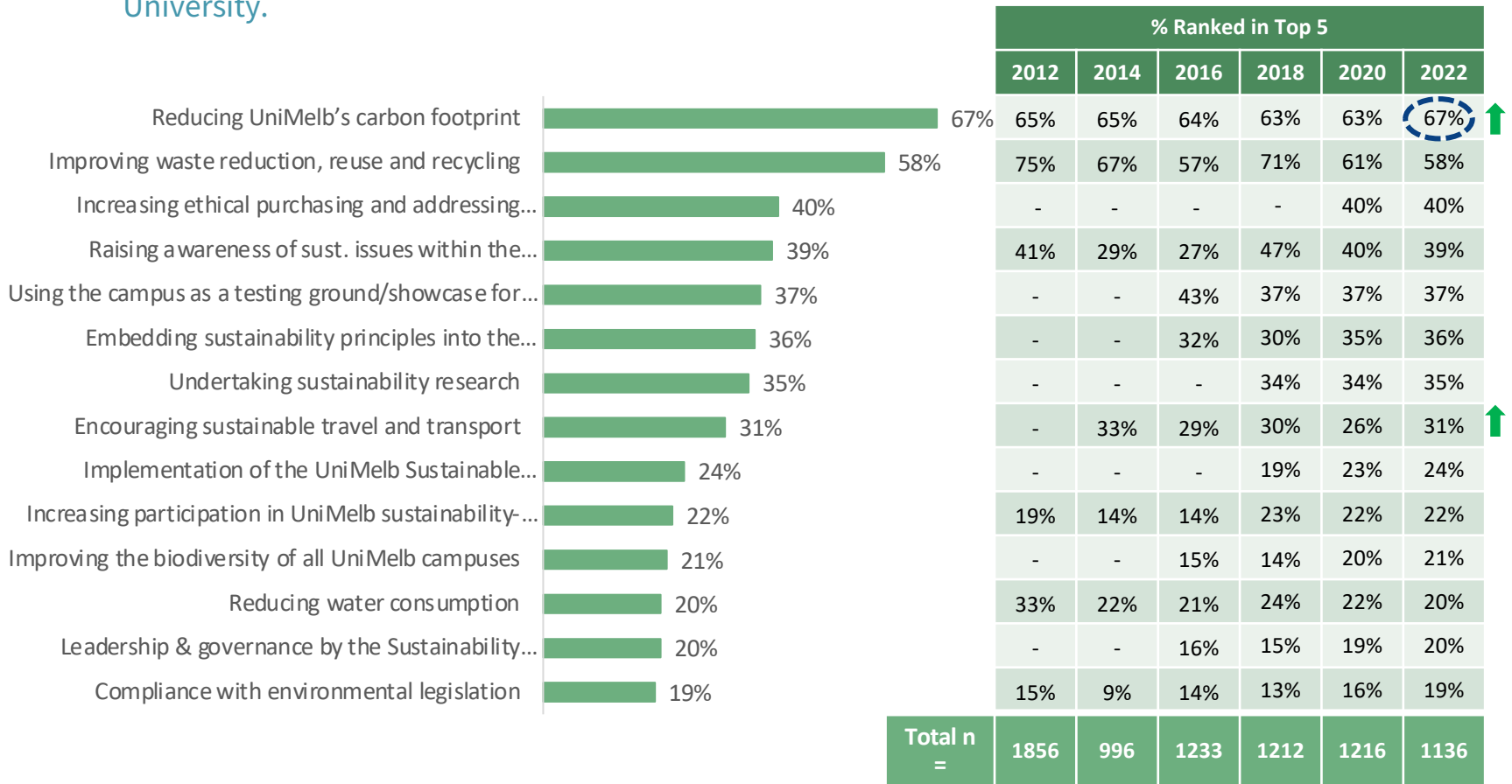
More students agree that sustainability is a top priority for the University, and it is embedding sustainability research and teaching into how its campuses are run. There has also been an increase in the number of students receiving communications regarding sustainability initiatives.





Sustainability areas of importance at the University

Reducing the University’s carbon footprint remains the most crucial issue to address with the number of participants ranking this in their top 5 increasing significantly since 2020. There has also been an increase in the value of encouraging sustainable travel to campus to achieve sustainability at the University.



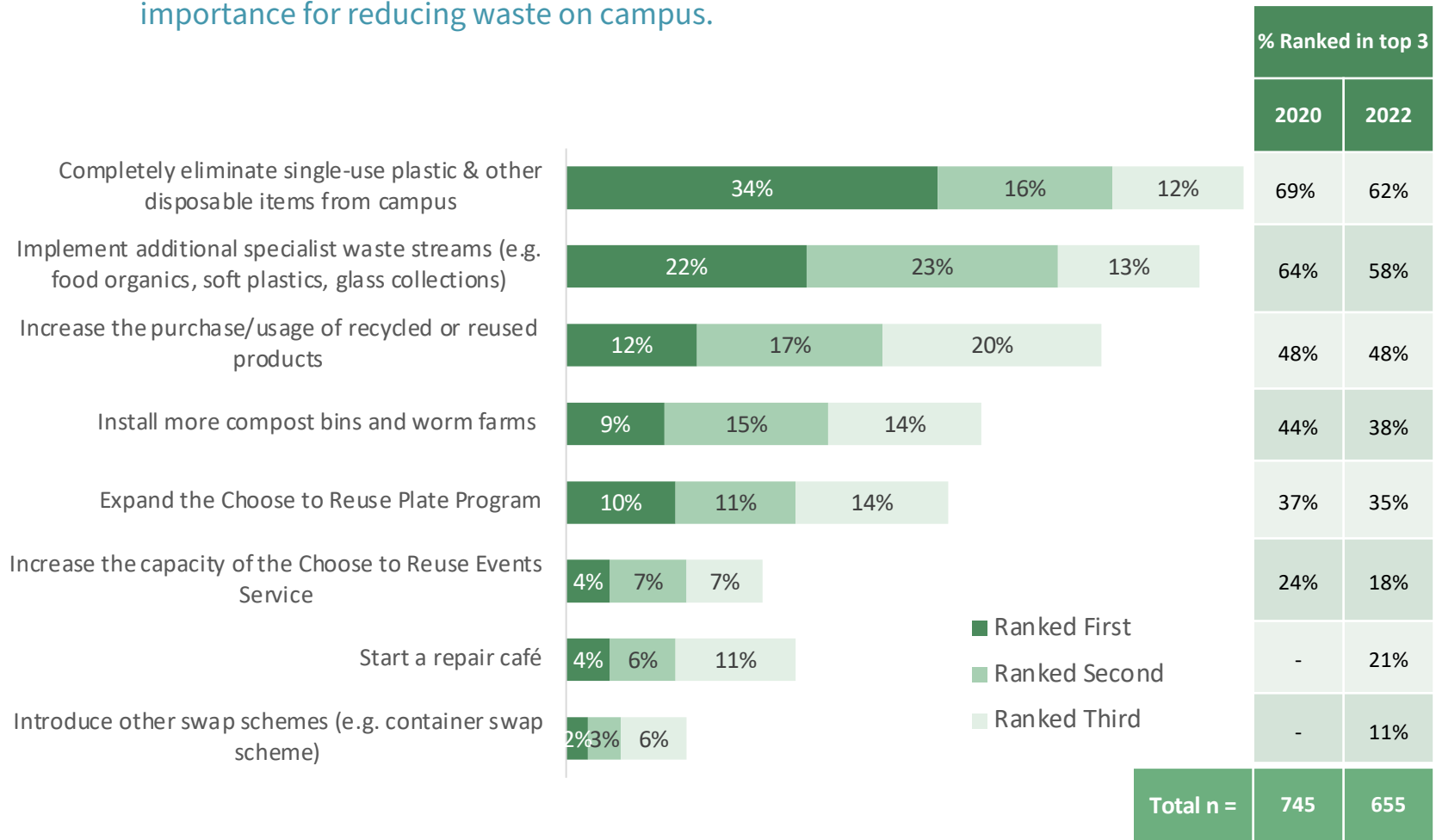
Q6. Which of the following areas do you consider to be of the greatest importance for achieving sustainability at the University of Melbourne? Please rank your top five in order from 1 – 5. [MR]. Base: All respondents n=1136



Areas of importance at the University

Waste

Eliminating single-use plastics and implementing additional waste streams remain the top areas of importance for reducing waste on campus.

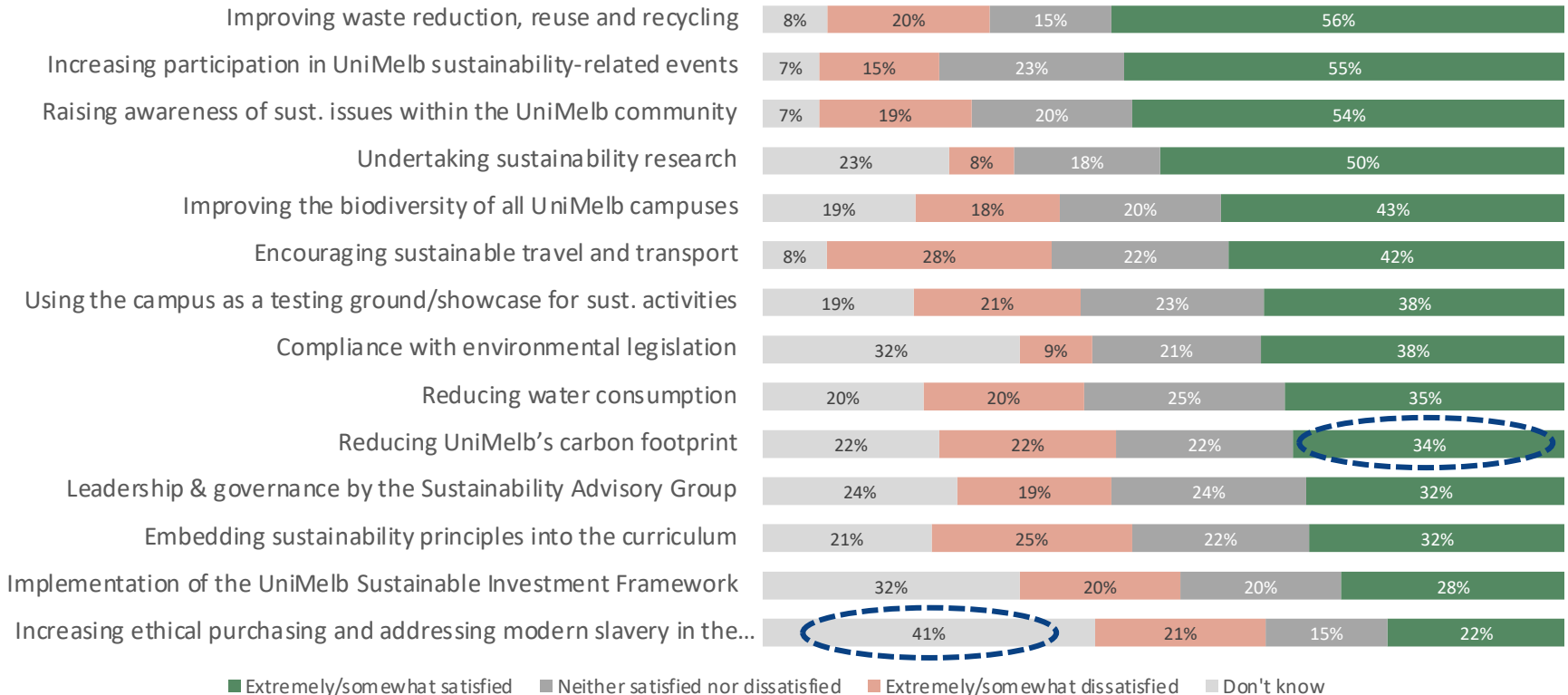


Q7a. With regard to 'improving waste reduction, reuse and recycling' what initiatives would you like the University to do more of/implement? Please rank up to three of your most preferred initiatives.
 Base: All respondents who felt waste was a key issue n=655. *Year on year significance testing not performed due to the addition of options.



Satisfaction with the University's efforts

Only 34% of participants are satisfied with the University's efforts towards reducing its carbon footprint, which was noted to be most important for achieving sustainability at the University. Given the University is now zero net emissions from electricity, since 2021, and committed to being certified Carbon Neutral by 2025, there appears to be a disconnect between what the University is doing and what the community perceives. A large portion of participants are also unaware of the University's efforts to address modern slavery in its supply chain, as outlined in its Modern Slavery Statement.



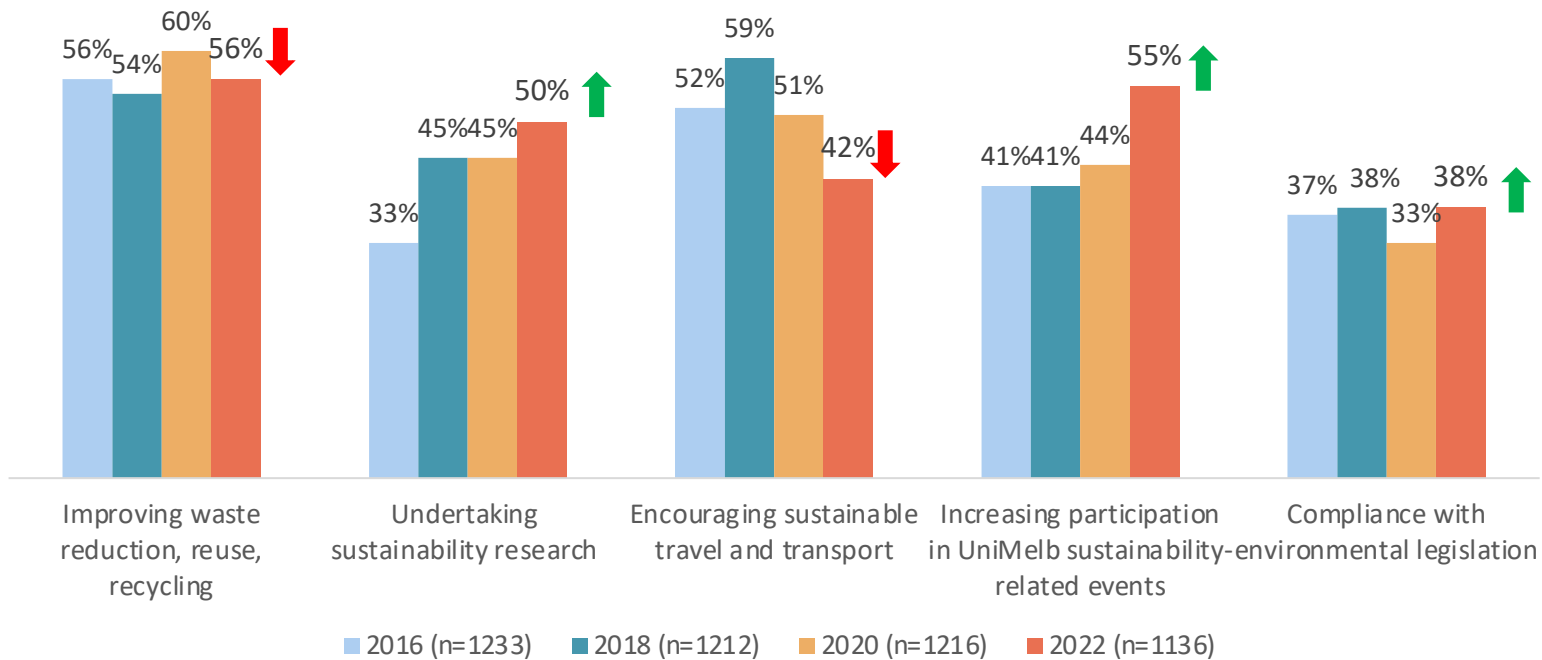
Q8. To what degree are you satisfied with the University of Melbourne's efforts towards sustainability in the following areas? [SR]
 Base: All respondents n=1136



Satisfaction with the University's efforts

Year on year

Satisfaction regarding waste management and sustainable transport has decreased since 2020. However, the community are significantly more satisfied with University's compliance with environmental legislation, sustainability research and support to increase participation in sustainability-related events.

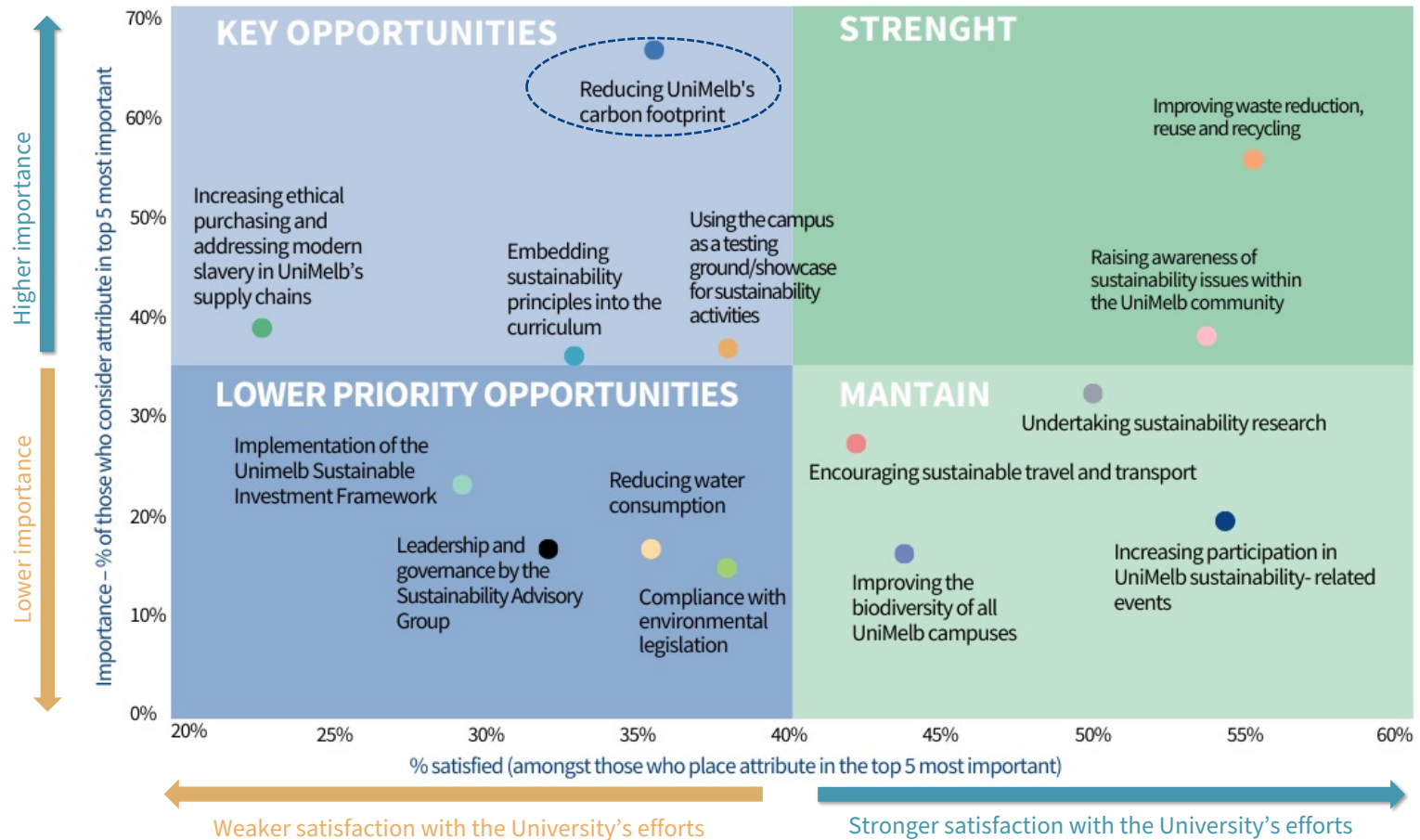




The University's sustainability efforts

Importance vs satisfaction

Reducing the University's carbon footprint is highly important to the University community; however, there is a weak sense of satisfaction with its efforts. Nevertheless, in its new Sustainability Plan 2030, the University has committed to achieving carbon neutral certification by 2025 and carbon positive by 2030. It is to be expected that, as these targets progress, satisfaction in this area will increase.

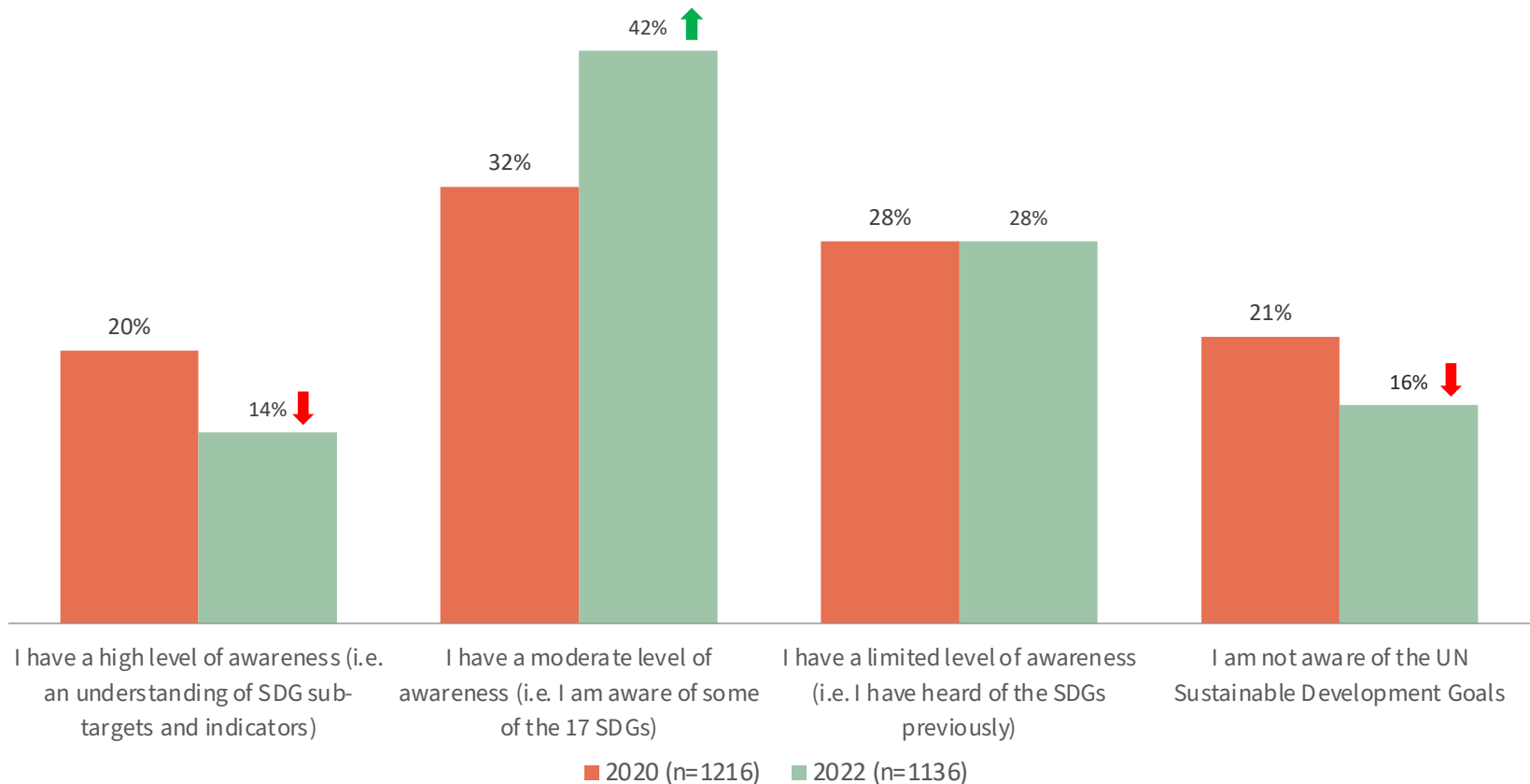


Q6. Which of the following areas do you consider to be of the greatest important for achieving sustainability at the UoM? Please rank your top five in order from 1 – 5. [MR] % Ranked in Top 5
 Q8. To what degree are you satisfied with the University of Melbourne's efforts towards sustainability in the following areas? [SR] % answering 'Extremely satisfied' or 'Somewhat satisfied'
 Base: All respondents n=1136



Awareness of the Sustainable Development Goals

Despite a decrease in participants with a high level of awareness of the SDGs, there has been an increase in the number of participants with moderate awareness and a decrease in the number of participants with no awareness at all.

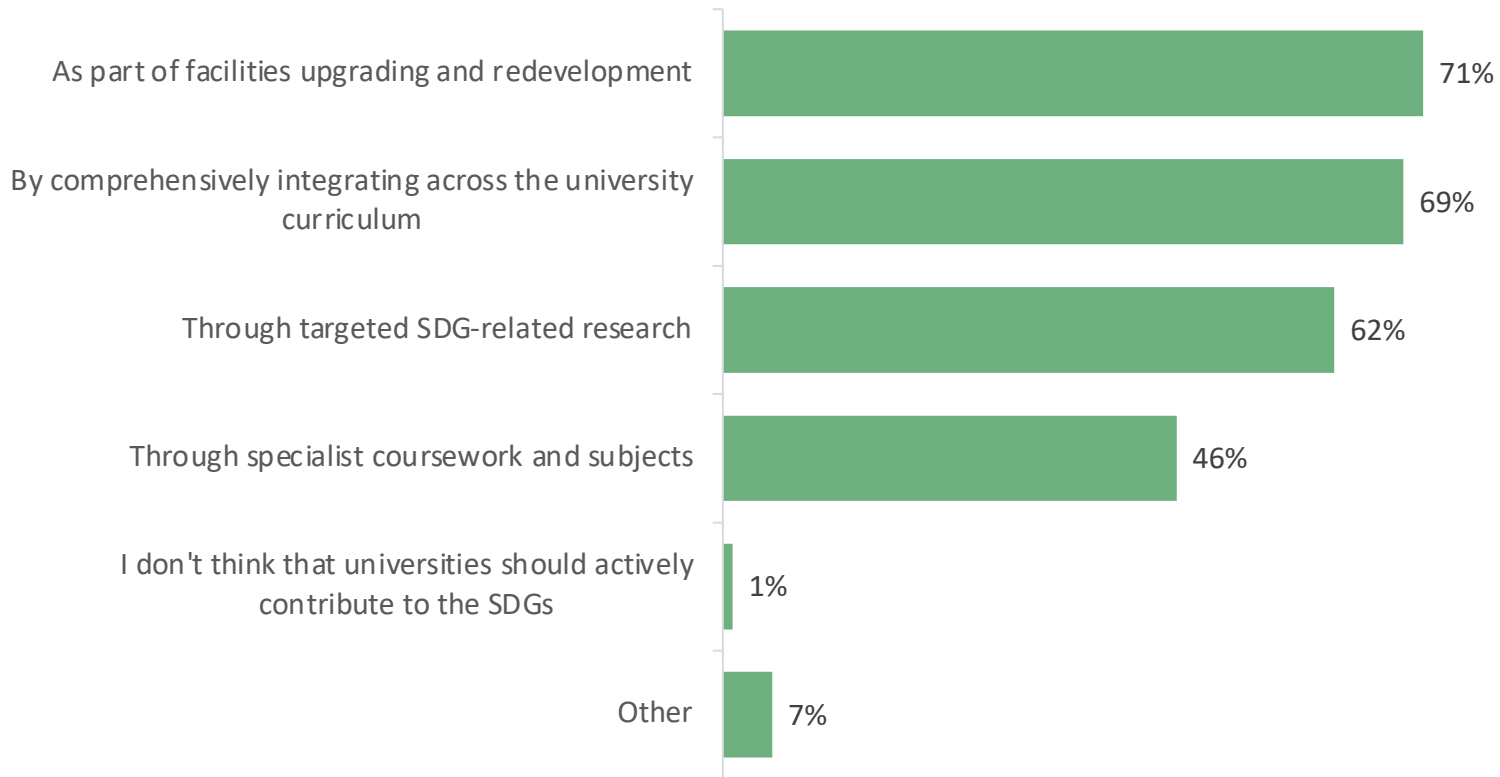


Q10a. How would you rate your level awareness of the United Nations' Sustainable Development Goals (SDGs)? [SR]
Base: All respondents 2020 n=1216, 2022 n=1136



Awareness of the Sustainable Development Goals

Facility redevelopment, university curriculum and targeted research should be utilised to actively contribute to the SDGs.





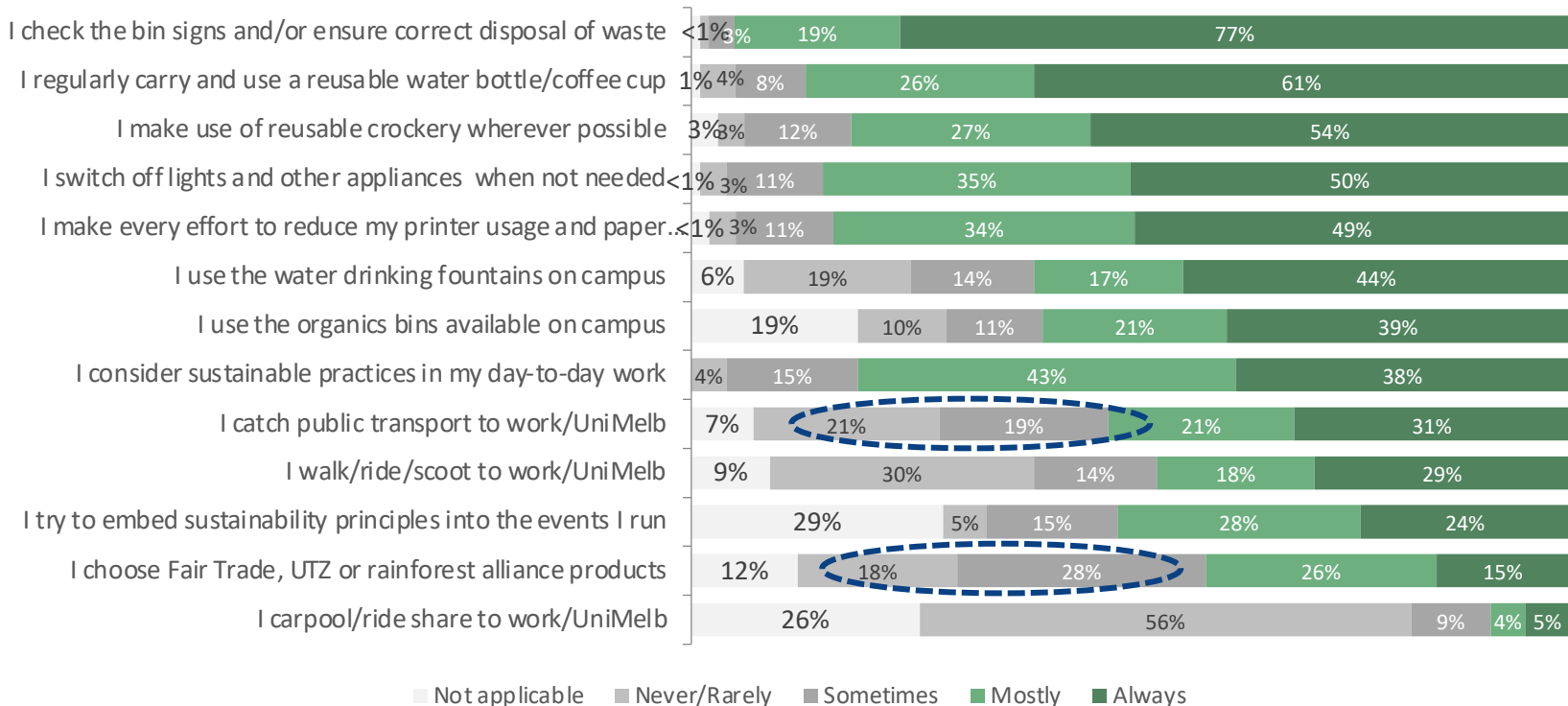
STAFF AND STUDENT CONTRIBUTIONS TO SUSTAINABILITY





Personal undertaking of sustainability activities

Most participants make an effort to ensure the correct disposal of their waste and to use reusables. These actions are made easy with consistent bin signage across all University campuses and reuse programs such as Green Caffein and the Choose to Reuse Plate Program. Moving forward, the University should focus on encouraging sustainable procurement. With the campus reopening after lockdowns, more students and staff will commute to campus. Therefore, encouraging sustainable modes of transport to campus should also be an area of focus.



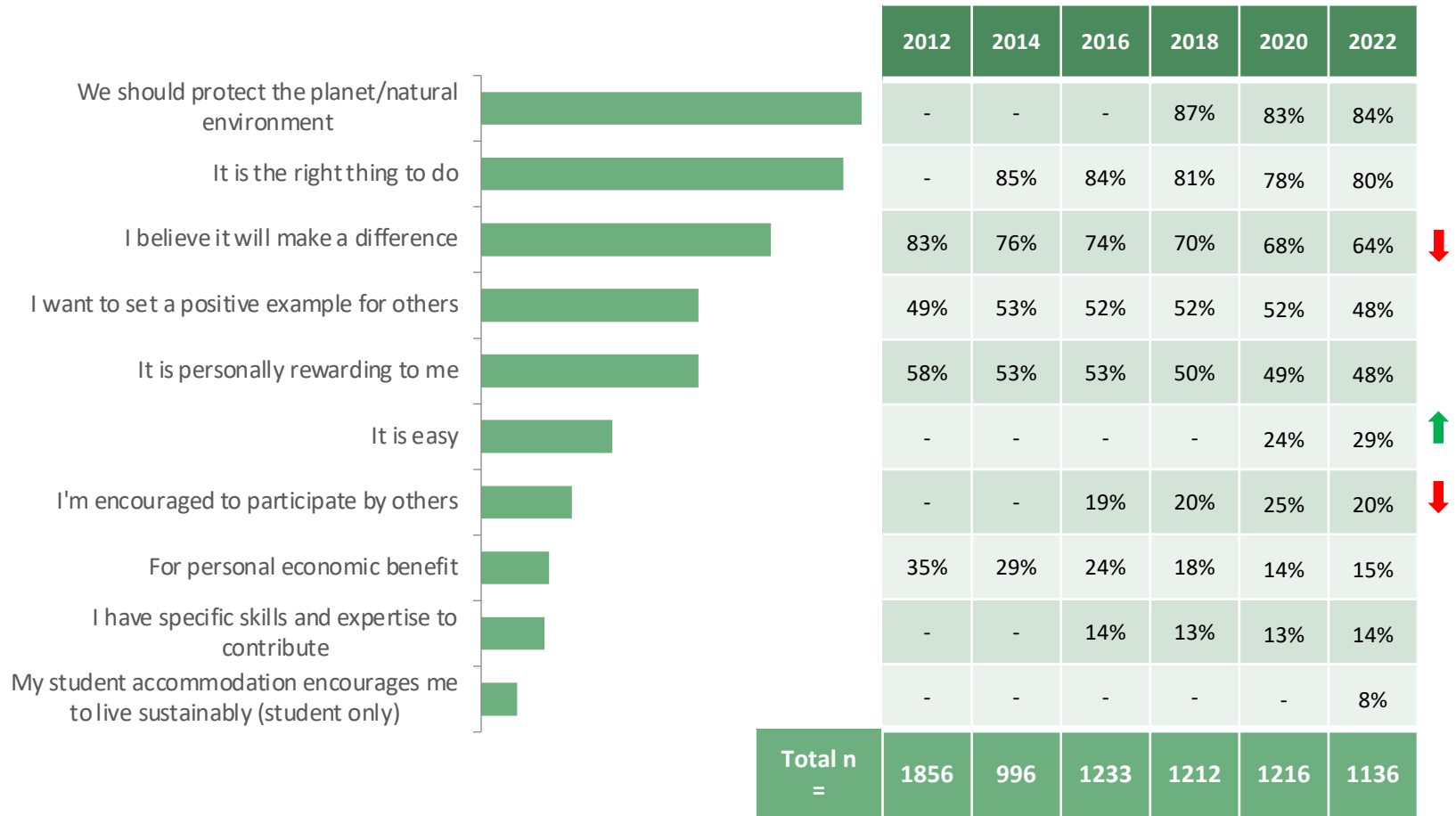
Q11. How often do you undertake the following sustainability-related activities? [SR]
 Base: All respondents n=1136



Motivations for undertaking activities

Year on year

A need to protect the environment remains the top motivation for undertaking sustainability-based activities. There has been an increase in those participating in activities because it is easy, highlighting that it could be expected that the easier an activity is, the more people will participate.



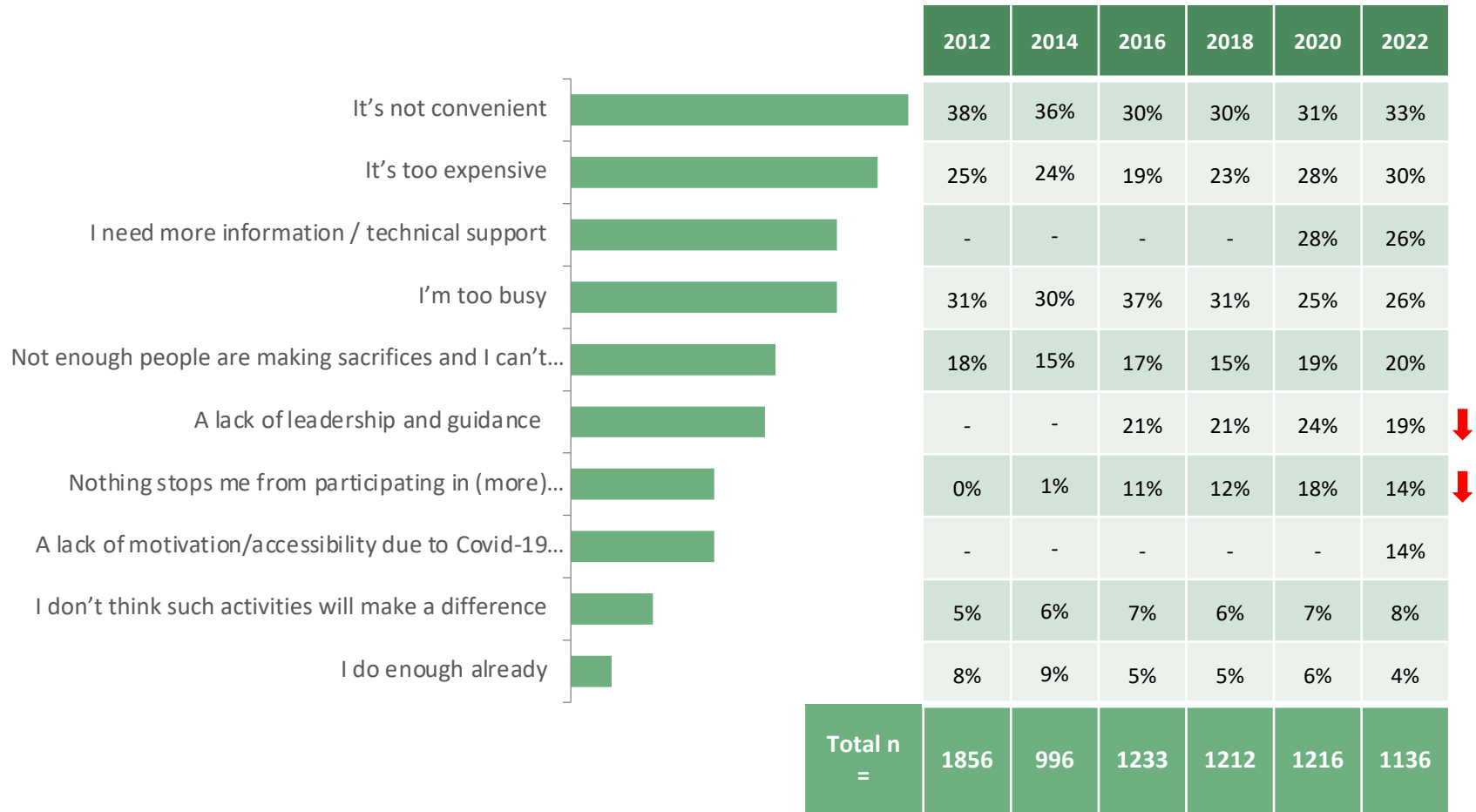
Q12. Which of the following motivates you to participate in sustainability-related activities? [MR]
 Base: All respondents n=1136



Reasons for not undertaking activities

Year on year

Convenience and expense remain the top hinderers for participation. This furthermore supports the need to make activities easy to increase participation. There has also been a decrease in a lack of leadership deterring the community suggesting an improvement in this area.



Q13. Which of the following prevent you from participating in (more) sustainability-related activities? [MR]
 Base: All respondents n=1136



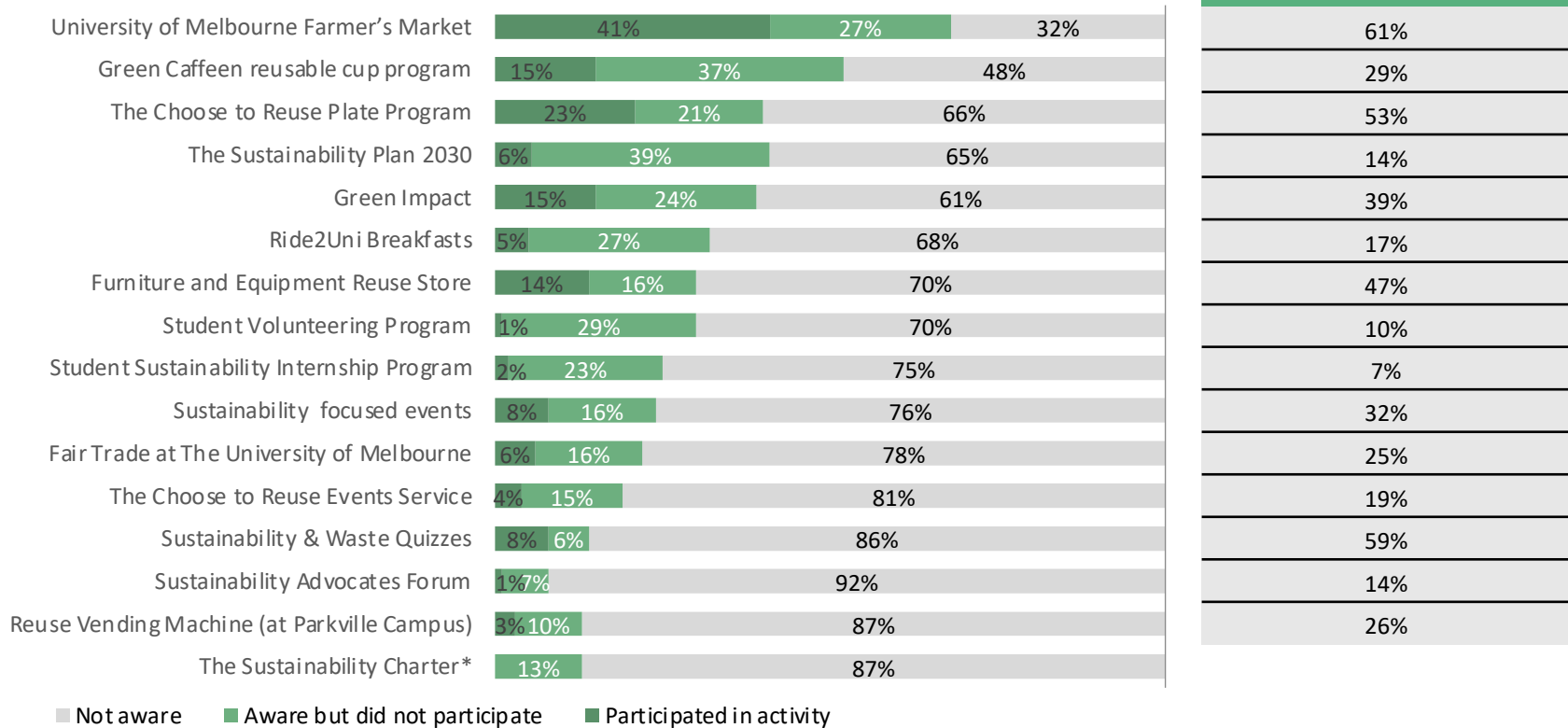
SUSTAINABILITY INITIATIVES





Participation in University sustainability initiatives

The Melbourne Farmers Market was met with high participation levels after it made its return in Semester 1, 2022 after two years. It is unsurprising that awareness and participation for many other initiatives is low due to the campus being closed during COVID-19 lockdowns throughout much of 2020 and 2021. With the re-opening of campus, the University will now focus on increasing participation with sustainability-related activities.



Q14. Which of the following University of Melbourne Sustainability Initiatives do you / have you participated in? [MR]

Base: All respondents n=1136

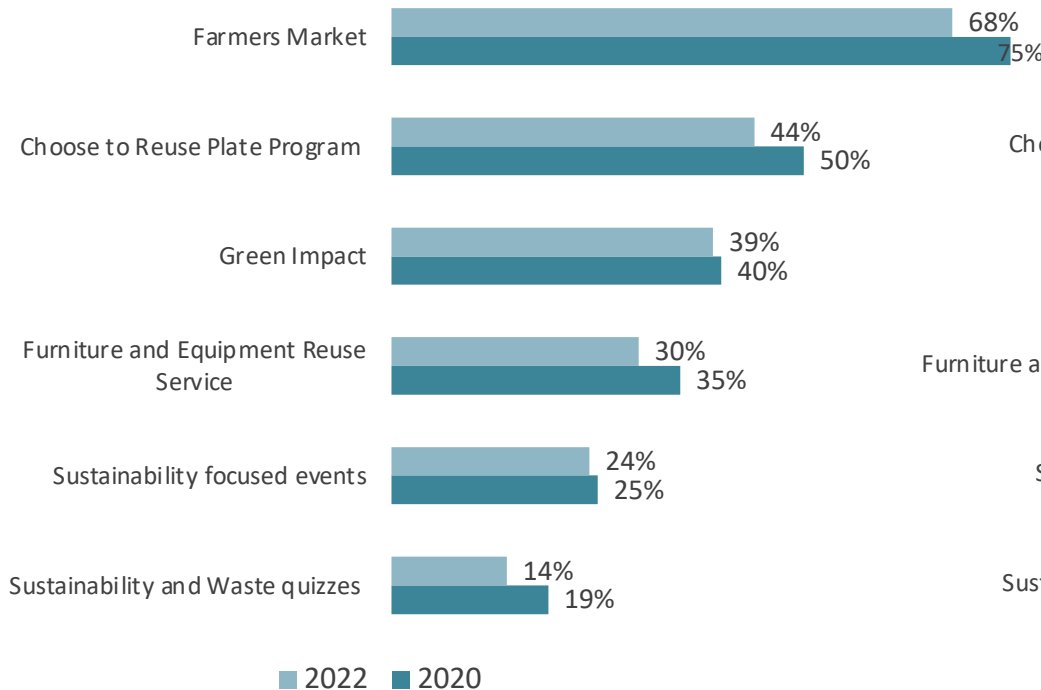
*Only data on awareness was collected.



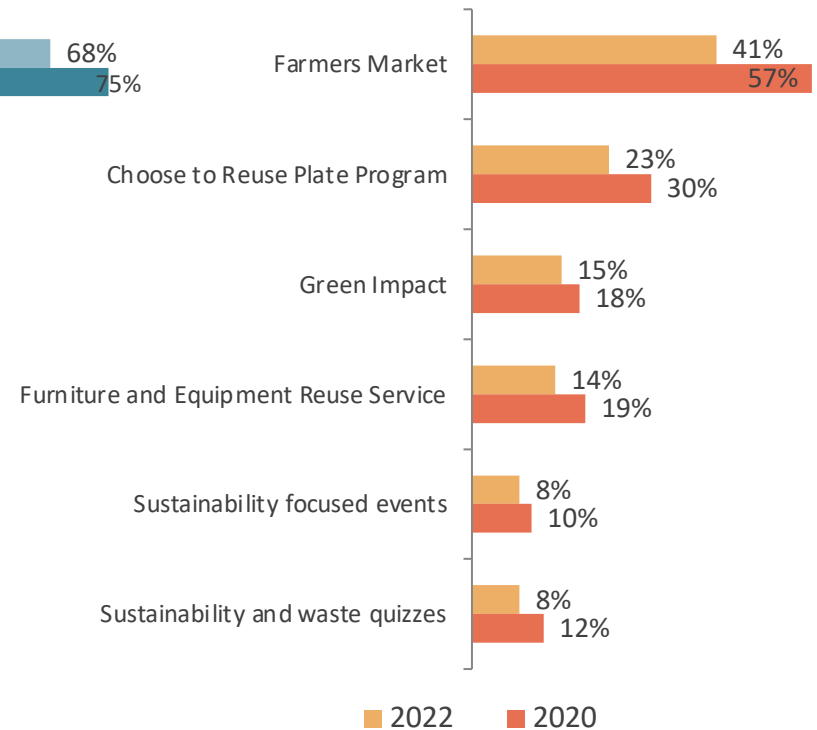
Awareness & participation of University sustainability initiatives

Year on year

AWARENESS



PARTICIPATION



Q14. Which of the following University of Melbourne Sustainability Initiatives do you / have you participated in? [MR]

Q15. Which of the following University of Melbourne Sustainability Initiatives are you aware of? [MR]

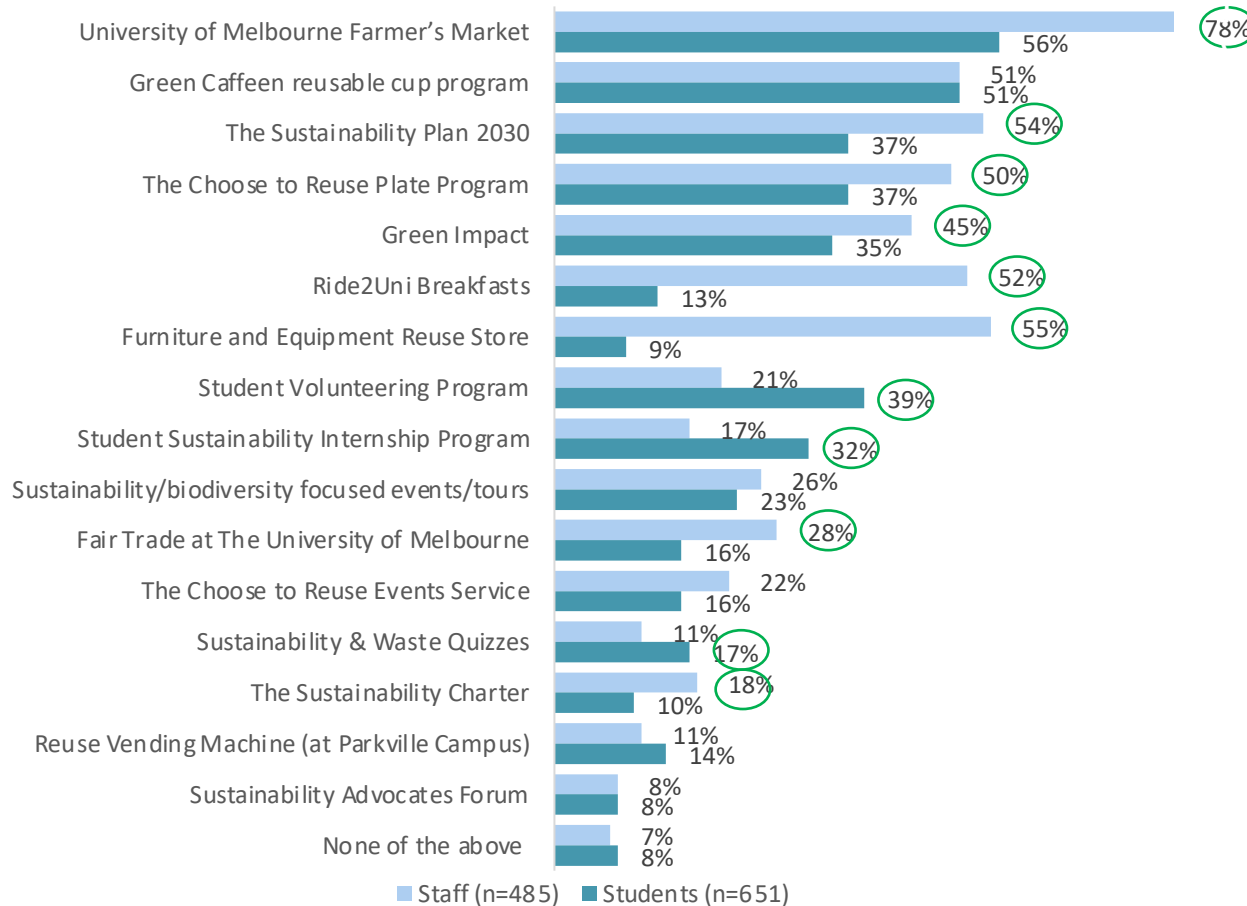
Base: All respondents 2020 n=1216 2022= 1136



Awareness of University sustainability initiatives

Staff vs students

Awareness is significantly higher for staff across most initiatives, except for the more student facing programs such as the volunteer and internship programs.



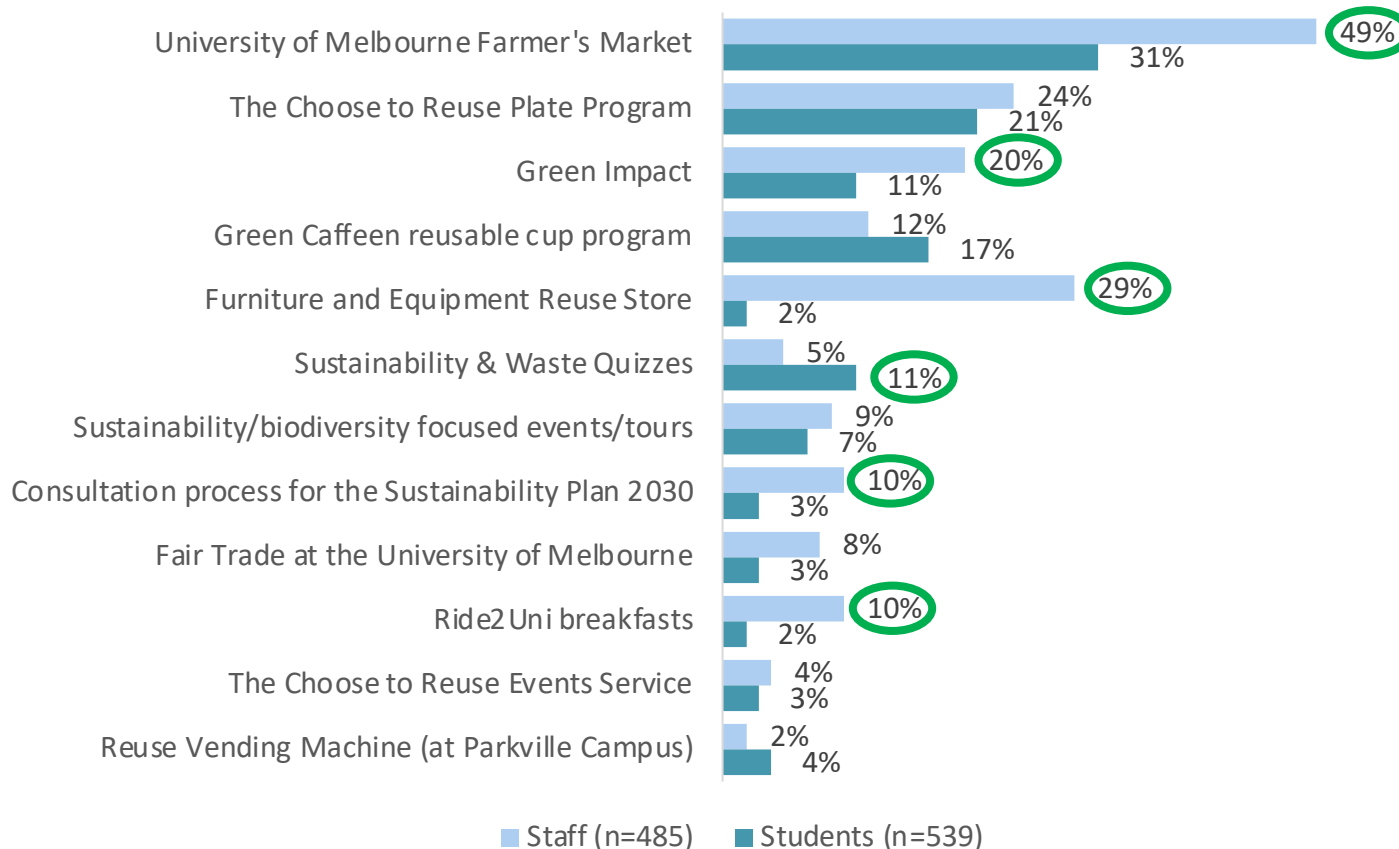
Q15. Which of the following University of Melbourne Sustainability Initiatives are you aware of? [MR]
 Base: All respondents n=1136



Participation in University sustainability initiatives

Staff vs students

Staff are more likely to participate in on-campus sustainability initiatives such as the Farmers Market and the Green Impact program.

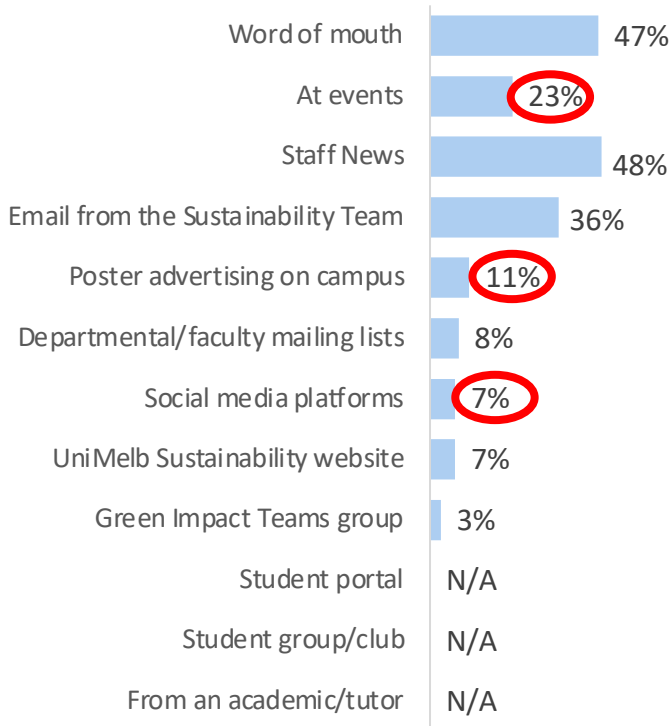




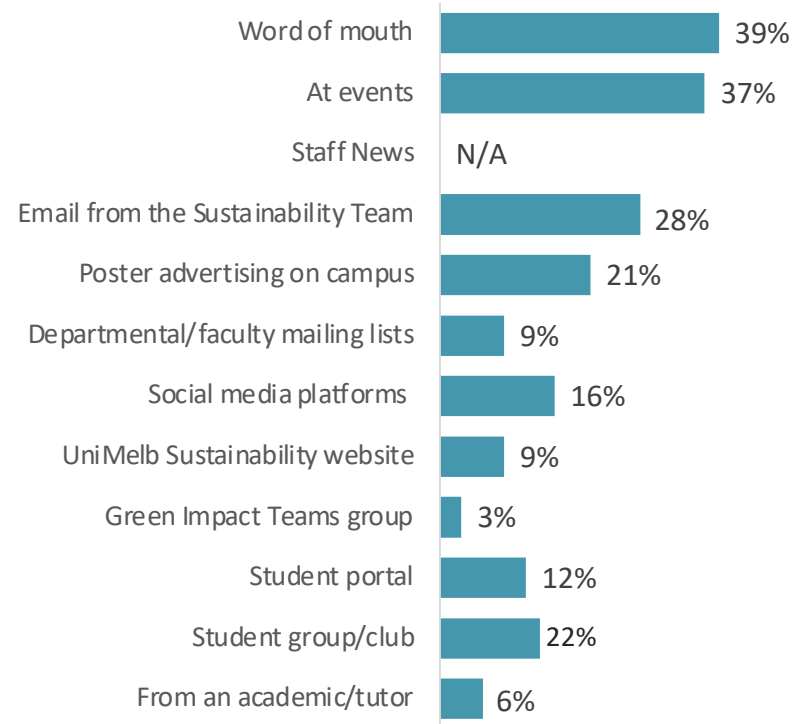
Sources of awareness of University sustainability initiatives

Word of mouth is a great way to spread awareness of initiatives to staff and students, however, it cannot be managed by the University in the same way as promoting initiatives in Staff News and at events, which are amongst the best ways to engage with the community.

STAFF



STUDENTS



Q16. How did you find out about the University of Melbourne Sustainability Initiative(s) that you participated in? [MR]

Base: Those who participated in an event n=751



How can we build awareness amongst students?

“Do more **interactive promotion**, especially to international students who maybe have lack of awareness of the issues, so they can participate more.”

Student

“We are graduating students with outdated skills- **sustainability touches everything**, it is not a siloed skill or field or an elective ... sustainability is what we all should be learning, as applied to our various fields”

Student

“Through **top-down messaging** from senior executives, and providing strong leadership in this space. Also UoM need to celebrate its successes earlier and make them publicly available earlier. Many students do not know about the great things we are doing and that causes frustration amongst the community. They believe we are not doing as much as we could, when in fact **we are doing a lot**”

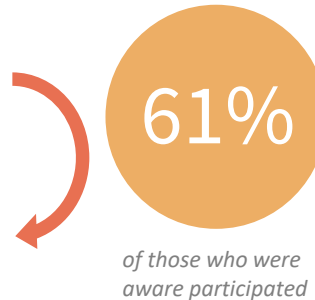
Staff member

“**Communicating directly with lecturers/subject coordinators** to promote sustainability events and messages to their students.”

Staff member



Initiatives of highest awareness #1 Farmers Market

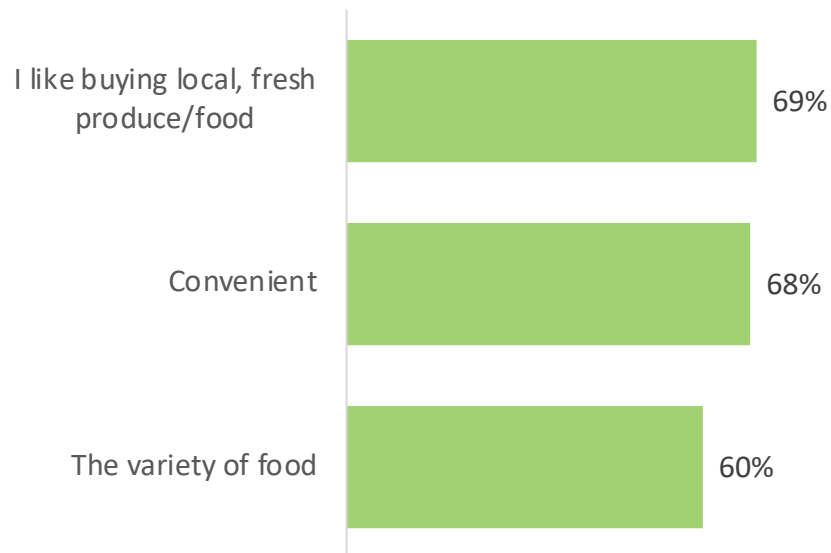


TOP 3 AWARENESS CHANNELS



- Word of mouth 49%
- Staff news 46%
- Seeing the event on campus 35%

MAIN REASONS FOR PARTICIPATION



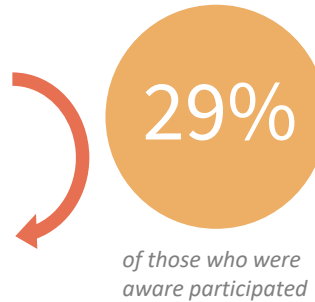
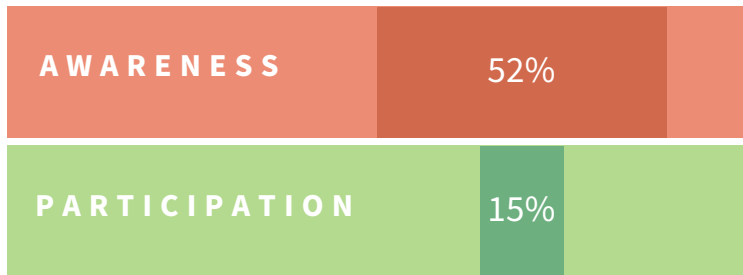
AWARENESS/PARTICIPATION SKEWS

- Awareness & participation higher for staff (78% and 49%) than students (56% and 31%)
- Awareness is higher for academic staff (80%) compared to professional (74%), however, participation is higher for professional staff (54%) than academic (38%)
- Undergraduate students (40%) more likely to attend than postgraduate (27%)



Initiatives of highest awareness #2

Green Caffein

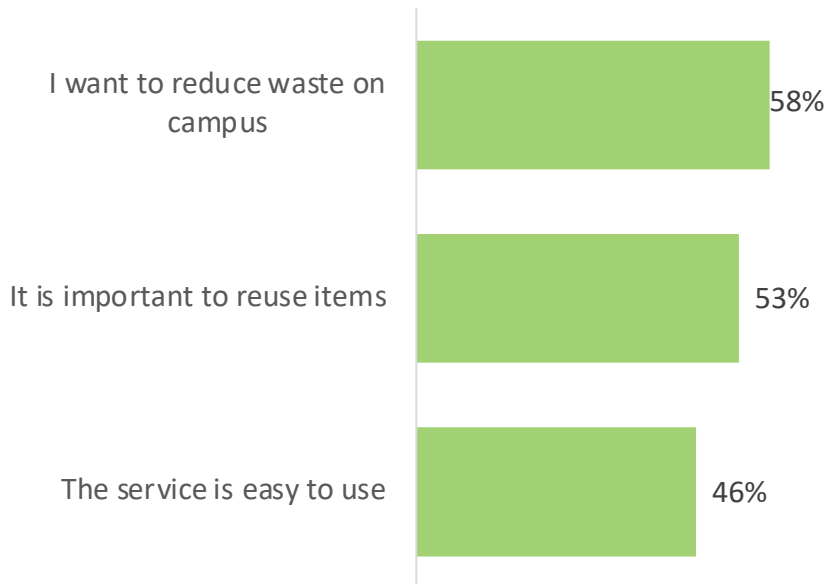


TOP AWARENESS CHANNELS

- Email from the Sustainability Team 50%
- Word of mouth 32%
- Staff News 23%
- At events 23%
- Posters on campus 23%



MAIN REASONS FOR PARTICIPATION

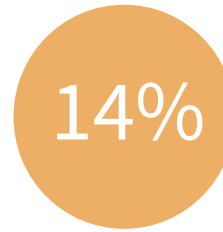
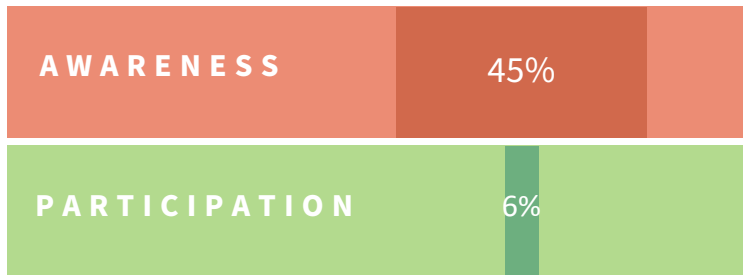


AWARENESS/PARTICIPATION SKEWS

- Awareness and participation higher for women (55% and 16%) than men (39% and 9%)



Initiatives of highest awareness #3 Sustainability Plan 2030 development



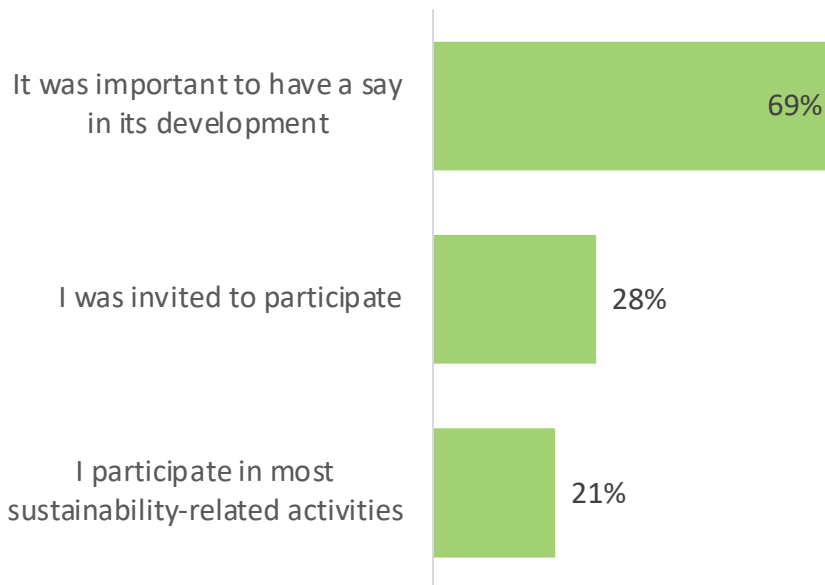
of those who were aware participated

TOP 3 AWARENESS CHANNELS



- Email from the Sustainability Team 66%
- Staff News 48%
- Student group/club 24%

MAIN REASONS FOR PARTICIPATION

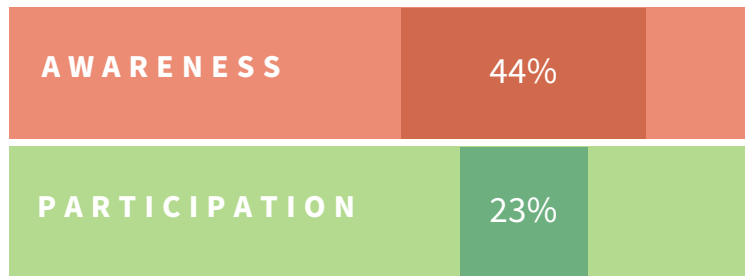


AWARENESS/PARTICIPATION SKEWS

- Awareness and participation higher for staff (54% and 10%) than students (37% and 3%)



Initiatives of highest awareness #4 Choose to Reuse Plate Program



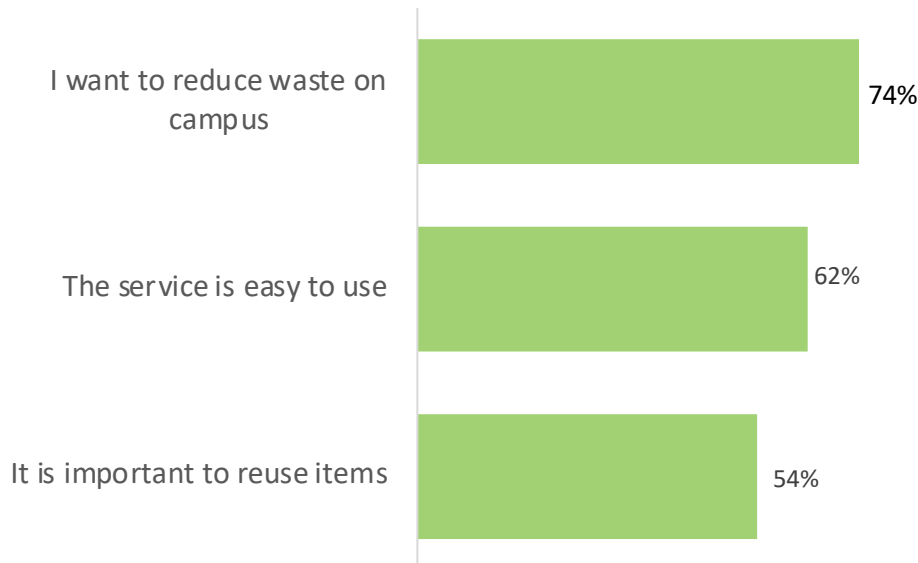
of those who were aware participated

TOP 3 AWARENESS CHANNELS



- Food was given on a reusable plate 48%
- Saw others using it 34%
- See/hear about it at events 32%

MAIN REASONS FOR PARTICIPATION

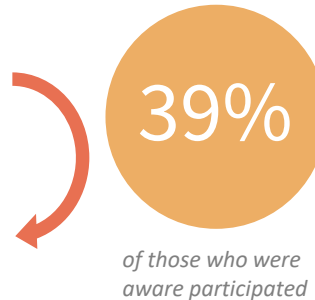
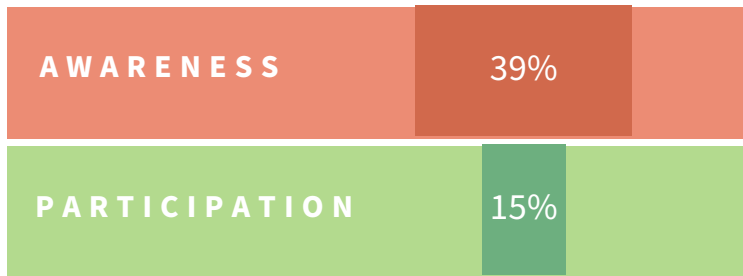


AWARENESS/PARTICIPATION SKEWS

- Awareness higher for those at Parkville (46%) than other campuses (23%)
- Awareness and participation is higher for females (55% and 25%) than males (39% and 17%)



Initiatives of highest awareness #5 Green Impact

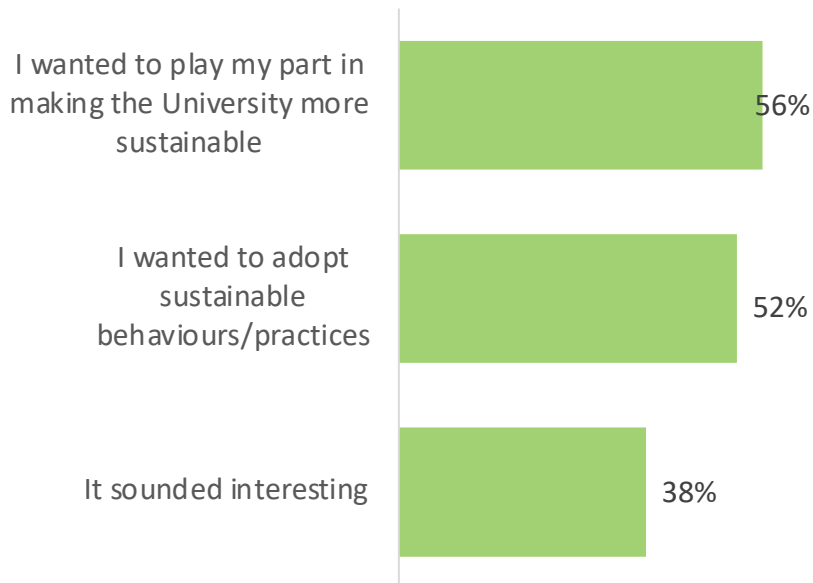


TOP 3 AWARENESS CHANNELS

- Email from Sustainability Team 44%
- Staff news 34%
- Word of mouth 29%



MAIN REASONS FOR PARTICIPATION

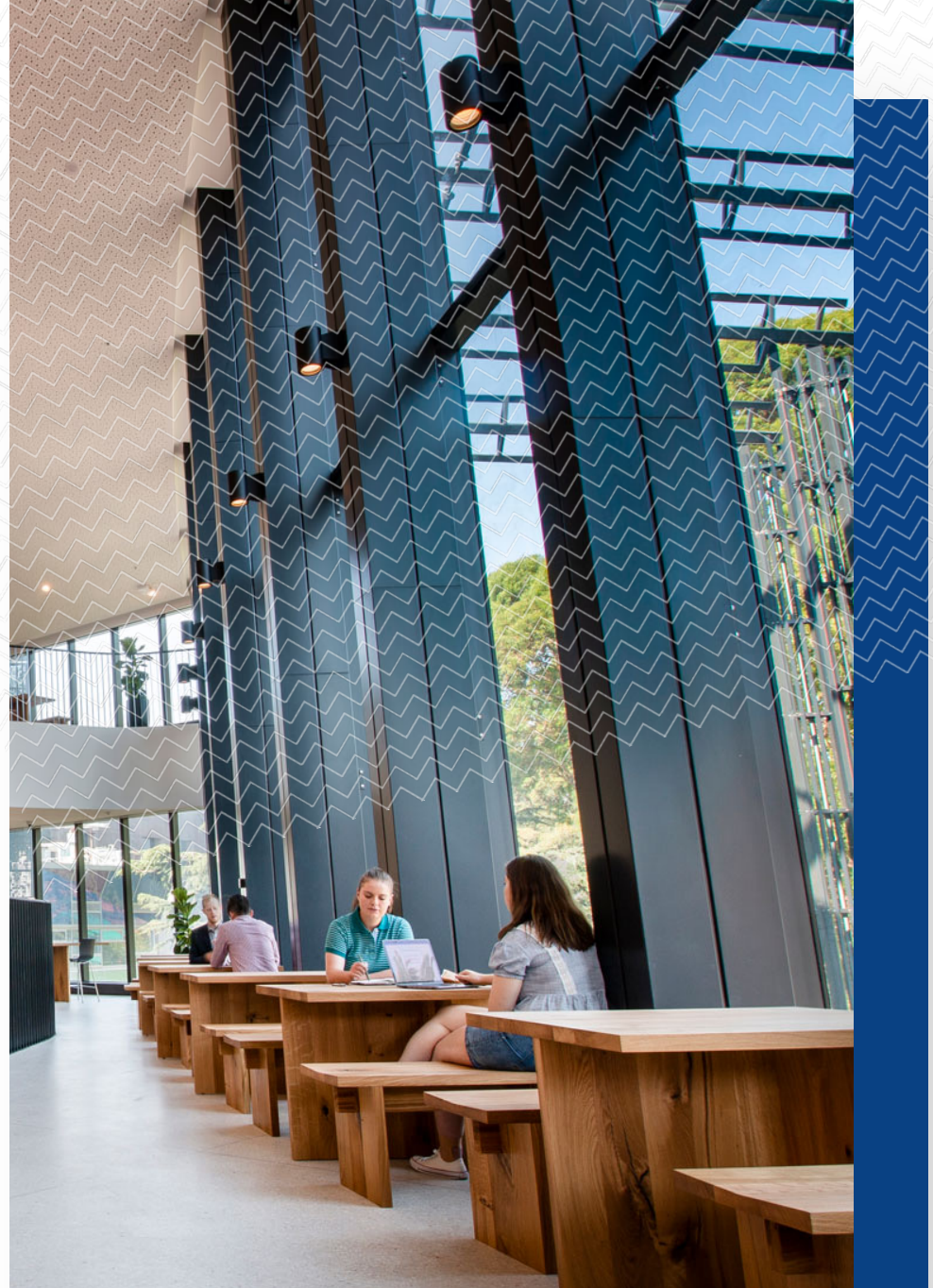


AWARENESS/PARTICIPATION SKEWS

- Awareness and participation higher for staff (45% and 20%) than students (35% and 11%) and professional staff (53% and 26%) than academic (24% and 8%)



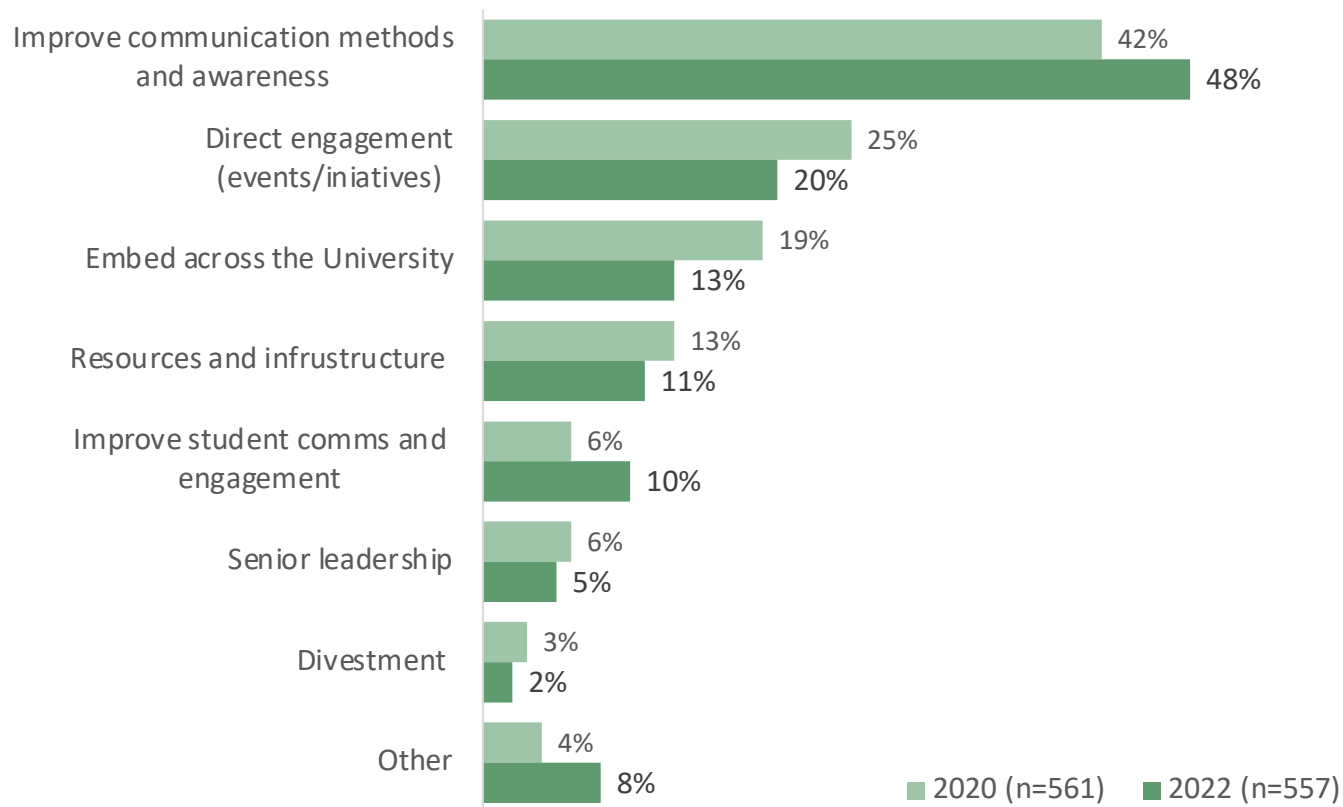
SUGGESTIONS FOR IMPROVEMENT





Improving engagement and communication

49% of respondents provided feedback, with many making suggestions for how the University can improve methods of communication and increase awareness. Suggestions for improving how the University directly engages with the community through events and initiatives were also popular.



Q. Do you have any suggestions for how the University of Melbourne can better communicate/engage with the University community on sustainability? [OE]

Base: Those who made a suggestion 2020 n= 561, 2022 n= 557

Note: Significance testing not performed due to differences in people coding responses each year.



Suggested improvements

Engagement and communication

“Make sure implementation of the Sustainability Plan 2030 is based on **deep engagement with stakeholders** across the entire university.”
Staff member

“Make reuse options the **only option**, make announcements within classes, embed **sustainability principles within all courses** to increase students interest/commitment to sustainability.”
Student

“Sustainability success comes **from making it easy and making it second nature** and utilising the power of the crowd to drag stragglers along. Start implementing organisational initiatives that have an impact and get noticed”
Student

“Having **an LMS module** can help to spread any related announcement further or a centralised information platform to search for resources”
Staff member



Suggested improvements

Embed sustainability across the University

“Most activities seem to be happening at Parkville but **other campuses** such as Burnley **don't have many opportunities** to engage”
Staff member

“**Tailored lectures/seminars** in each degree about sustainability within the sector/industry”
Student

“Better **integrating** it into the **structural and academic practices** of the community; focusing on cultural changes rather than marketing initiatives”
Student

“Collect baseline data and make it available for staff to run reports for comparison, **providing technical support** to communicate visible impact made by sustainable practices. Start with those that want to do more in this space and **drive interest through impact.**”
Staff member

“A full and **transparent commitment** to actual sustainable practices from the very **highest level**. Not just individual researchers doing research in the area of 'sustainability', but a concrete commitment from the university to reduce its impact **in all areas**, divest its investments from companies that do not practice sustainability in all its forms, be that economic, environmental or social.”
Staff member

Suggested improvements *Resources and infrastructure*

“First and foremost, it will be easier to communicate about sustainability if systems/**infrastructure are in place** to make sustainability easy and **non-negotiable**”

Student

“**Organic waste disposal** throughout the Uni for staff and students, and ideally use the compost produced from the organise waste **to fertilise the gardens**”

Staff member

“Mark out any sustainability projects on campus. Such as highlighting things like solar panels and **make a statement** about how much they are contributing to decrease electricity consumption. The **ultimate task** for sustainable development is to **show** that it is **both practical and economical**”

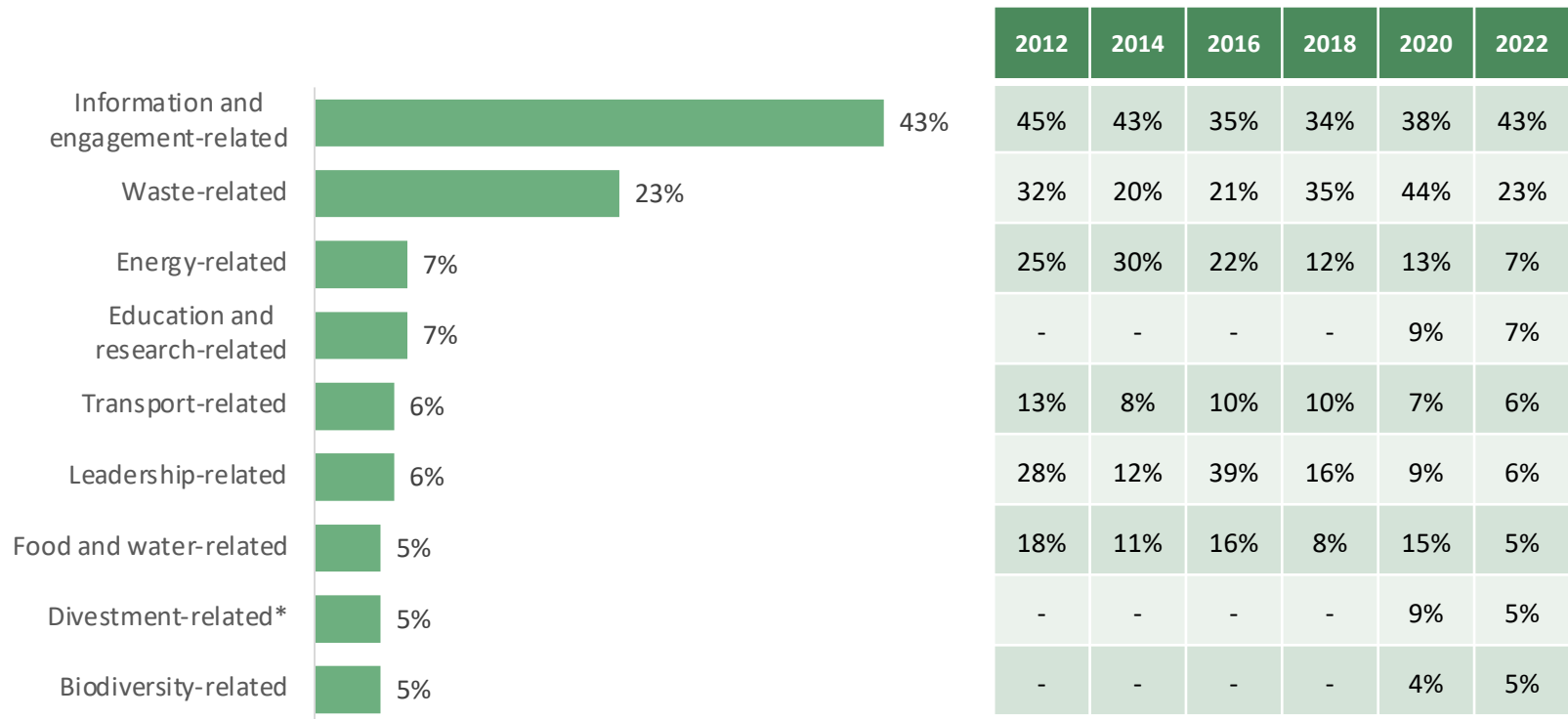
Student



Improving environmental practices

Respondents believe improving communication and engagement within the University community is the best way to enhance environmental practices. Considering the importance of improving waste, reuse and recycling on campus, it is not surprising many suggestions also focused on improving waste management.

42% of respondents provided a suggestion



Q. Do you have any ideas about how to improve the environmental practices of the University of Melbourne? [OE]

Base: Those who made a suggestion n= 557

Note: Significance testing not performed due to differences in people coding responses each year.

*Previously included under energy/leadership-related feedback

Suggested improvements

Waste

“Look at the **building and department level wastage rather than individuals**. It is when 'everyone' or 'no one' is responsible that the worst behaviour occurs.”

Staff member

“Making **students more aware of compost** bins. Encouraging food & beverage vendors to find more sustainable packaging solutions. **Easily accessible information** on the best way to dispose of waste while on campus.”

Student

“Promote reuse, recycle or donation. Too many good furniture are thrown out on kerbs. An initiative could be to set up a website **where unwanted goods are offered free** to anyone who wants it.”

Staff member

“Increase circular economy activities on campus, with better instructions on how to get involved. More information through the curriculum too. Make it a **part of all staff KPI's** and include in tender and contract process. **Ensure sustainability requirements are not value added out** of infrastructure projects and we need to protect our natural landscapes and not turn more into urbanisation.”

Student



Suggested improvements

Information and engagement

“By having **more exposure to staff and students**, and the rest of UoM community.”

Student

“It would be interesting to have **a dashboard that easily shows the University's sustainability goals** vs how we are actually tracking (demonstrates accountability and transparency).”

Staff member

“Sustainability event day that **connects students with the university's sustainability services** and Melbourne's services (i.e. community gardens, local initiatives etc).”

Student

“I'd like to see an increase in the maturity of communications regarding sustainability. I feel like they are always focused on ride sharing, cycling, herb gardens, keep cups and waste recycling. I'd like to **see more information about our contribution to research, innovation or industry partnerships**. Or analysis of our big energy/waste users on campus and how the sustainability team are working on projects to educate teams and reduce/reuse.”

Staff member



Suggested improvements

Food and water

“An accessible community garden. Currently there is one near the chemistry building but it doesn't seem to be well known. **Having a place for students to pick fresh greens/fruits** as a snack or for their own needs would be a nice addition to the student precinct.”

Student

“I think the big-picture things like the **University's investments** and **large-scale outputs** like carbon production and water usage are **the big-ticket items** that the University should be focussing on.”

Staff member

“More notices around the washrooms to **remind students to use water sparingly** and the impact of wasting water.”

Student

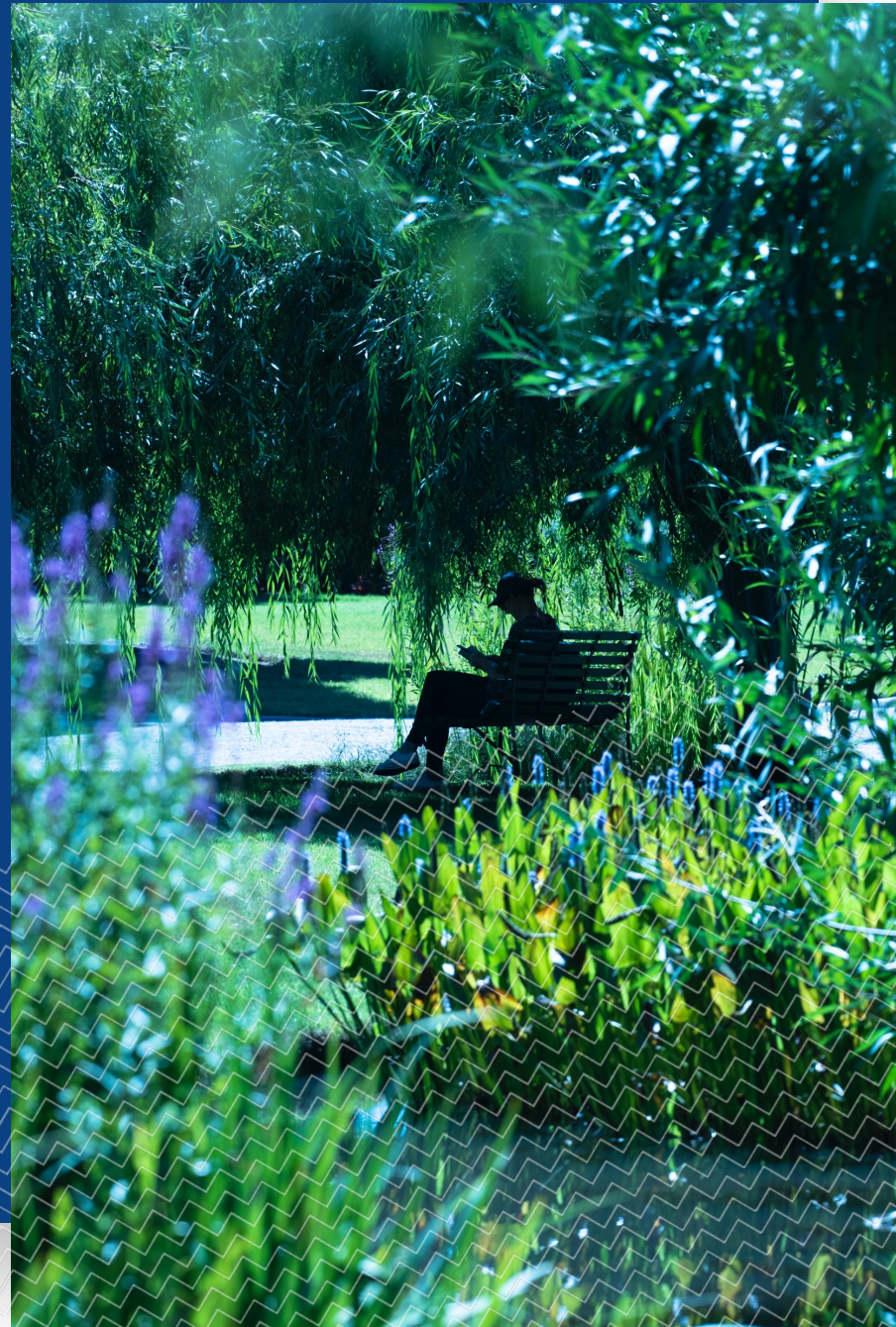
“More University-driven support of vegan food. Having **more vegan food outlets on campus**. If they are there people will come. Encouraging plant based milks to be provided in staff team rooms.

More focus on how University staff and students can support and adopt practices that do not involve animal agriculture.”

Student



APPENDIX





Staff profile

Key: Division abbreviations



FACULTIES AND SCHOOLS

ABP/MSD	Faculty of Architecture, Building and Planning and the Melbourne School of Design
Arts/HASS	Faculty of Arts and the Graduate School of Humanities and Social Sciences
FBE/MBS/MSPACE	Faculty of Business and Economics, the Melbourne Business School and the Melbourne School of Professional and Continuing Education
Science	Faculty of Science
FFAM/VCA	Faculty of Fine Arts and Music, the Victorian College of the Arts and the Melbourne Conservatorium of Music
FVAS	Faculty of Veterinary and Agricultural Sciences
MDHS	Faculty of Medicine, Dentistry and Health Sciences
FEIT	Faculty of Engineering and IT and the Melbourne School of Computing Information Systems
MGSE	Melbourne Graduate School of Education
MLS/MSG	Melbourne Law School and the Melbourne School of Government

UNDERGRADUATE DEGREES

Arts	Bachelor of Arts
Agr	Bachelor of Agriculture
Biomed	Bachelor of Biomedicine
Commerce	Bachelor of Commerce
Design	Bachelor of Design
Env	Bachelor of Environments
FA	Bachelor of Fine Arts
Music	Bachelor of Music
Science	Bachelor of Science

DEPARTMENTS

COO	Chief Operating Officer Portfolio
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DEGREE LEVEL

UG	Undergraduate
PG	Postgraduate
PGCW	Postgraduate by coursework
GR	Graduate researcher



THANK YOU

The Sustainability Team

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