

UN GLOBAL COMPACT COMMUNICATION ON ENGAGEMENT

Reporting 2021 - 2022



STATEMENT OF CONTINUED SUPPORT



Professor John Dewar AO

Vice-Chancellor and President

To our stakeholders,

I am pleased to affirm that La Trobe University supports the ten principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption.

La Trobe has been committed to these principles since 2010, and over the last decade we have endeavoured to embed them in all of our operational activity. We also communicate our engagement with the UN Global Compact to our stakeholders and partners to help in promoting the importance of the principles.

During this reporting period, La Trobe has made profound changes to the way we conduct our teaching, research and operations in the face of the unprecedented challenges of COVID-19. At the same time, we have deepened our engagement with the United Nations Sustainable Development Goals through initiatives such as embedding the goals within subjects and identifying related research opportunities. La Trobe was recently ranked in the top 20 university in the 2022 Times Higher Education Impact Rankings for our contribution to the advance of the UN Sustainable Development goals.

Over the last two years, we have implemented several new programs aligned with the UN Global Compact. I am particularly proud of our commitment to tackling climate change through our Net Zero program and the La Trobe Climate Network; and of the way we have demonstrated our commitment to gender equality and diversity at the University. The University was ranked number two in Australia for gender equality in the 2022 Times Higher Education Impact Rankings.

I am delighted to share these and other achievements with you in the pages that follow. We are also committed to sharing this report with our stakeholders and welcome feedback on its contents.

INTRODUCTION

In this Communication on Engagement, we present an overview of how our governance, teaching and research, and operational actions and outcomes have supported the Global Compact principles between March 2021 and December 2022.

Previous reporting on engagement with the Global Compact principles can be found at www.unglobalcompact.org/what-is-gc/participants/12123#cop

INTRODUCTION TO LA TROBE UNIVERSITY

With La Trobe, your impact is real. For more than 50 years, La Trobe has been transforming people and societies. Striving for excellence in everything we do, we've risen to the top 1% of universities worldwide¹. We embrace the power of equality, diversity and inclusivity at combining accessibility and excellence. Of all Australian universities, we're the most successful. We've become a place where social inclusion and globally recognised excellence come together for the benefit of our students, staff and communities.

In 1967, La Trobe University opened its doors with a founding mission: to serve communities through greater access to higher education. For more than 50 years, we've provided a pathway to success to people from all walks of life and continue to transform the lives of individuals and communities.

Strategic Plan 2020-30

A university for the public good in a COVID-19 affected world

Of all Australian universities, La Trobe is the most successful at combining accessibility with excellence. We've worked hard to develop a global reputation, while expanding our reach to seven campuses across Victoria and New South Wales. Our students gain the technical skills they need for the jobs of the future, but also the human strengths of resilience, passion, curiosity and empathy that are essential in a modern workplace.

La Trobe's [Strategic Plan 2020 – 2030](#) has been written in the context of the COVID-19 pandemic.

In our Plan, our aim is to emerge as a more resilient, future focused and necessarily more efficient institution that will thrive in a post-COVID world by being more sharply focused on the needs of our community, and by playing to our strengths in teaching and research

Our university has always had a strong sense of social responsibility, undertaking teaching and research that is highly relevant to our community: economic prosperity, health and wellbeing, gender equality, cultural recognition and environmental sustainability.

We are leading in the fight against global warming by divesting from fossil fuels and becoming one of the first Australian universities to achieve zero net emissions in our operations.

¹ [Times Higher Education \(THE\), 2022](#)

INTRODUCTION - CONTINUED

OUR RESEARCH

La Trobe University has a proud history of conducting research to address pressing societal needs. Our researchers work in partnership with community groups, industry and government to create opportunities and address issues of local, national and international importance. Our research positively impacts the communities we serve.

Our research is focussed on five priority areas linked to the United Nation's Sustainable Development Goals:

- the production of quality foods and medicines
- the protection and restoration of vulnerable ecosystems
- a healthy, safe and equitable life course for everyone
- understanding and preventing disease
- more just and equitable societies.

Working closely with Victoria's regional communities in the context of a globally connected world, La Trobe researchers are pursuing the following interrelated goals:

Production of high-quality foods and medicines for improved health, reduced environmental impact and enhanced economies

Protection and restoration of vulnerable ecosystems and community resilience in the face of environmental and climate threat

A healthy, safe and equitable life course for everyone

Application of discoveries in the fundamental sciences and developments in technology to understand and prevent disease – especially at the intersection of cancer, immunity, cardiovascular and infectious disease research

More just and equitable societies.

Read more about our research vision and goals in our [Research 2030 Plan](#).

HUMAN RIGHTS

PRINCIPLE 1:
BUSINESSES SHOULD SUPPORT
AND RESPECT THE PROTECTION
OF INTERNATIONALLY
PROCLAIMED HUMAN RIGHTS

PRINCIPLE 2:
MAKE SURE THEY ARE NOT
COMPLICIT IN HUMAN RIGHTS
ABUSE.



GOVERNANCE - INITIATIVES

The university has a range of policies in place to respect human rights and support a diverse and respectful learning community and workplace. Some of the key policies are:

- [Diversity and inclusion \(staff\) policy](#)
- [Gender equity policy](#)
- [Charter of student rights and responsibilities](#)
- [Student behaviours policy](#)
- [Workplace behaviours policy](#)
- [Sexual harm prevention and response policy](#)
- [Working with children policy](#)
- [Child safety policy](#)
- [Breastfeeding policy](#)
- [Disability policy](#)

All policies, procedures and guidelines were reviewed and updated in 2021 to ensure they are aligned, fit for purpose and operable when the new organisation structure came into effect in January 2022.

These commitments are disseminated and embedded through various staff and student induction, training, and communications channels.

In 2022, a new equality, diversity and inclusion committee guided organisational change to enable the university to be a global exemplar in higher education.

HUMAN RIGHTS – TEACH AND RESEARCH

INITIATIVES

La Trobe's [Law School](#) offered the Human Rights Law subject in 2021 and 2022 which considered the philosophical basis that underlies the international human rights framework and examined various methods for the enforcement or realisation of human rights at both an international and domestic level.

La Trobe's [Business School](#) is a signatory to the United Nations Principles for Responsible Management Education ([PRME](#)), and created a PRME SDG Working party in June 2022, to ensure the continued embedding of principles. The school offered a number of subjects that covered human rights as well as other areas of responsible business, including:

- Responsible Leadership,
- Sustainable Development for Business, and
- Sustainability

In these subjects, students are introduced to the concept of sustainability and explore the evolving role of business in society through the lens of responsible leadership. They develop their ability to critically assess the role of the UN Sustainable Development Goals in contemporary organisations and apply a systems approach to understanding complex interactions between environmental, economic and social dimensions of sustainability.

La Trobe undertakes extensive research with a focus on improving human rights. With specific research specialisations in human rights, social justice and discrimination within the School of Humanities and Social Sciences.

Members of the Centre for Health, Law and Society ([CHLS](#)) within La Trobe's Law School engage in research which critically examines how law influences the dynamics of patient-doctor relations and the provision of healthcare, definitions of health and ill-health, and scientific and technological innovation in healthcare.

La Trobe's Violence Against Women research Network ([LAVAWN](#)) aims to:

- Strengthen and grow La Trobe's internal and external collaboration and partnerships on violence against women research
- Foster innovative research in violence against women, its evaluation and knowledge translation
- Build capacity of our student and early career researchers through support and mentorship

The Australian Research Centre in Sex, Health and Society ([ARCSHS](#)) conducts social research in sexuality, health and the social dimensions of human relationships. ARCSHS looks specifically at health and wellbeing in diverse sexuality and gender minorities, including same sex-attracted and gender diverse young people and older people. It explores the relationships between sexuality and other issues such as disability, mental health and alcohol and other drug consumption.

HUMAN RIGHTS – TEACH AND RESEARCH

OUTCOMES

Supporting Subject Enrolment Numbers (2022 only):

Human Rights Law (LAW3HRL): 29 enrolments.

Responsible Leadership (BUA5RL): 83 enrolments.

Sustainable Development for Business (BUA5VED):
48 enrolments.

Sustainability (BUS1SBY): 2380 enrolments.

La Trobe Business School had its PRME Champion status renewed to 2022 and submits its sixth SIP report.

La Trobe University was ranked [4th](#) in the 2021 and [19th](#) in the 2022 *Times Higher Education (THE) Impact Rankings*, a global performance tables that assess universities against the United Nations' Sustainable Development Goals (SDGs). La Trobe University consistently ranked 3rd in 2021 and 2022 for Australian institutions in the THE Impact Rankings.

Relevant recent research grants:

[A world-first 'post-human rights' framework for drug policy](#) – A/Prof Kate Seear

Enhancing protection of Victims of Trafficking in Offshore Fisheries in East Asia – Sallie Yea

Rights based inclusive education for students with disabilities – Dina Afrianty

HUMAN RIGHTS – OPERATIONAL

INITIATIVES

Australia's Modern Slavery Act 2018 commenced operation on 1 January 2019, creating reporting obligations for Australian entities that have consolidated revenue of at least \$100 million for the relevant reporting period (a financial year).

In accordance with the Act, La Trobe published its first [Modern Slavery Statement 2020](#) in May 2021, and its [Modern Slavery Statement 2021](#) in June 2022.

La Trobe uses several tools to identify risk areas to supply chains and assess processes. These include the Global Slavery Index, the OECD Due Diligence Guide for Responsible Business Conduct, the AUPN Modern Slavery Risk Tool and Modern Slavery Initiative – Policy & Remedy Compliance Checks.

The Modern Slavery Working Group was established in January 2019 to ensure the university developed an effective Modern Slavery management framework to meet legislative compliance requirements.

The university is a member of the Australian Universities Procurement Network (AUPN). The AUPN is a collaborative network across the university sector (39 institution members) used by members to leverage best practice, to achieve successful procurement outcomes and to prepare Universities to strategically manage common challenges.

THE AUPN established a Modern Slavery Risk Tool and the university used this in 2021 to identify common suppliers and risk levels based on category type and country risk. In 2021, the university had 717 high-risk suppliers across various categories.

Through the university's AUPN membership, La Trobe has partnered with FRDM, a supply chain technology company to algorithmically identify modern slavery risks throughout the university's supply chains. The La Trobe finance team has mapped the finance GL codes to the AUPN taxonomy into the university's spend data.

The FRDM tool went live in February 2022. It assists the university by providing a clean and resilient supply chain through:

- Monitoring tier one suppliers and pushing alerts to the university's dashboards
- Running monthly risk checks (media, industry, suppliers) on suppliers for modern slavery risks
- Provide Modern slavery online training accessible by the university and suppliers
- Provide access to FRDM supplier self-assessment questionnaires to assess the maturity of our suppliers' policy commitment, governance and controls
- Provide reporting insights to inform action planning.

The university identified three high-risk operations of the sector in 2021, which was then audited and investigated with action items for:

- latex glove manufacturing
- International educator agent contracts
- apparel

LABOUR

PRINCIPLE 3:
BUSINESSES SHOULD UPHOLD
THE FREEDOM OF ASSOCIATION
AND THE EFFECTIVE
RECOGNITION OF THE RIGHT TO
COLLECTIVE BARGAINING

PRINCIPLE 4:
THE ELIMINATION OF ALL
FORMS OF FORCED AND
COMPULSORY LABOUR

PRINCIPLE 5:
THE EFFECTIVE ABOLITION OF
CHILD LABOUR

PRINCIPLE 6:
THE ELIMINATION OF
DISCRIMINATION IN RESPECT
OF EMPLOYMENT AND
OCCUPATION.

GOVERNANCE - INITIATIVES



La Trobe's recognition of the freedom of association and the right to collective bargaining are demonstrated through the university's [Code of Conduct](#) and our current [collective agreement](#) (2018), negotiated with bargaining representatives from the National Tertiary Education Union.

La Trobe University has a long-standing commitment to diversity, inclusion and social justice. We recognise our positive duty to eliminate discrimination, sexual harassment and victimisation. This is enshrined in our 2020-2030 Strategic Plan which states our commitment to 'achieving equality of opportunity in education and employment.'

In 2020, to support La Trobe's 2020-2030 Strategic Plan, the university's Culture Strategy, Gender Equality Blueprint and Diversity and Inclusion Plan were consolidated into a single 2021 Equality and Inclusivity Plan.

This plan supports La Trobe's ongoing commitment to greater diversity, inclusion and belonging for staff, students and communities. Programs of work previously seen as Human Resources-led are now embedded in the business. Equality and inclusivity committees provide oversight of implementation, including La Trobe's pathway to silver accreditation under SAGE and increasing the percentage of women in senior leadership positions to 50% by 2022.

La Trobe continues to offer multiple staff-facing gender equity programs (e.g. the Women's Academic Promotions Support Program, Tracey Banivanua Mar Fellowships, Panel Pledge and in 2022, the 'Women Attaining Leadership (WATTLE) program – a five day program for professional and academic leaders in the university sector designed to empower women to share, learn, lead and achieve.

LABOUR - GOVERNANCE

INITIATIVES - CONTINUED

La Trobe's approach to improving and maintaining the mental health and wellbeing of its community of staff and students is guided by the Healthy University Strategy 2023 – 2026 which builds on the previous health and wellbeing strategies and plans. La Trobe University's Staff Health and Wellbeing Plan has a goal to foster a culture of care by protecting, promoting and supporting the mental health, physical health and overall wellbeing of the staff within the La Trobe community.

The mission is to provide people with a place to work where their health and wellbeing is interwoven into the very fabric of their experience every day by building accountable, connected, innovative and caring health and wellbeing approaches in line with La Trobe's cultural qualities.

La Trobe is led by evidence and people's input into the direction of the plans and the experience they have and want at work. The La Trobe Employee Experience Survey is run bi-annually enabling us to understand people's experience at work and implement actions to build a great place to work and a great place to learn.

The guiding principles for wellbeing at La Trobe are:

- Our people are at the centre of everything we do,
- We connect and consult with La Trobe staff across all campuses and work locations to ensure personalised, inclusive models of health and wellbeing,
- The creation of a healthy workplace is a shared responsibility – and involves all people at all levels,
- We identify and pursue the key enablers that will facilitate long-term systemic change,
- We focus on building self-efficacy and empowerment,
- We identify and support our at-risk population groups.

Through our focus on health and wellbeing, we continued to deliver a variety of programs to support our staff physical and mental health and wellbeing, including:

- Staff Wellbeing Connect (new)
- Employee Assistance Program (EAP)
- Unmind (mobile app access)
- Flu Vaccination Program
- Medibank Corporate Partnership (discounts)

Our Staff Wellbeing Connect service is a newly established service available to all staff at La Trobe offering confidential support, information and referral. The service is free and staffed by experienced health professionals. The aim of the service is to enhance the work-life success of staff at La Trobe through early intervention and support.

Staff Wellbeing Connect:

- is a service within Staff Health and Wellbeing at La Trobe,
- sits alongside the broader Health, Wellbeing and Inclusion Division,
- complements Human Resources support at La Trobe, and the Employee Assistance Program,
- supports the work undertaken by the Equity, Diversity and Inclusion team in Human Resources.

LABOUR - GOVERNANCE

INITIATIVES - CONTINUED

In late 2022, La Trobe commenced negotiations with the National Tertiary Education Union over a new Enterprise Agreement for its employees. La Trobe has sought to include several new initiatives and leave types including gender affirmation leave, gender pay equity reporting, domestic and family violence support leave and an increase in cultural, community and other leave entitlements.

The La Trobe Strategic Plan 2020-2030 articulates a commitment to creating a safe, inclusive and high-performing culture through the cultural qualities of accountability, connectedness, innovation and care.

OUTCOMES

We have been recognised as an Employer of Choice by the Workplace Gender Equality Agency (WGEA) since 2016 and, in 2019 received a [SAGE Athena SWAN Bronze Institutional Award](#) in recognition of our significant and ongoing commitment to gender equality and diversity.

In 2022, La Trobe increased Senior Women participation with 2/3 of the Senior Executive Group now being women.

In December 2022, in line with our diversity and inclusion commitments, and strategic focuses to become a more inclusive workplace to support, a modernised Transgender and Gender Diverse Policy, and Gender Affirmation Support Plan and paid gender affirmation leave was implemented.

La Trobe University was ranked number nine in the world for gender equality, in the [2022 Times Higher Education Impact Rankings](#) which assesses universities against the United Nations' Sustainable Development Goals (SDGs).

LABOUR – TEACHING AND RESEARCH

INITIATIVES - CONTINUED

La Trobe's 2020-2030 Strategic Plan details five key research themes including the following two equality focused themes:

- More just and equitable societies. A healthy, safe and equitable life course for everyone; and

La Trobe's Law School offered two relevant subjects:

- Employment and Labour Relations Law (offered in 2022 only), and
- Disability and the Law

In these subjects, students are introduced to the law of employment and labour relations, the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the legal mechanisms for their enactment in Australia. Students also evaluate the effectiveness of the international and Australian legal frameworks aimed to establish, protect, and support the exercise of rights for people with disabilities.

In 2021, La Trobe's Centre for Higher Education Equity and Diversity Research ([CHEEDR](#)) informed university strategies for improving access and achievement levels of under-represented students.

In 2021 and 2022, La Trobe's Educational Partnerships Program, part of the Higher Education Participation and Partnerships Programme ([HEPPP](#)) enabled awareness of higher education and its possibilities to first-in-family students and those from low SES communities across metropolitan and regional Victoria. Furthermore, in 2021, CHEEDR worked alongside the Widening Participation Department to embed institutional approaches to encouraging access and success for students from low socio-economic status backgrounds. This included additional capacity to engage with partner schools across regional Victoria and Melbourne.

LABOUR – TEACHING AND RESEARCH

OUTCOMES

Supporting Subject Enrolment Numbers:

- Employment and Labour Relations Law (LAW3ELR): 143 enrolments.
- Disability and the Law (LAW5DAL): 52 enrolments.

During the 2021 and 2022 academic year La Trobe taught 42,294 students, of this total: (rounded to nearest %)

- 64% of students were female,
- 22% of students were first in family to attend university,
- 32% of students were mature aged (>25 yrs old),
- 20% of students came from low socio-economic status backgrounds,
- 12% of students registered a disability, and
- 1% of students identified as indigenous.

Relevant recent research grants:

[Breaking Down Tradition: Women in male-dominated work, 1840-2000](#) – Prof Diane Kirkby

[Transition costs: Improving young people's career choices and post-school pathways](#) – Dr Buly Cardak

Dr Sallie Yea was appointed the 2021 Tracey Banivanua Mar Fellow. During her Fellowship Dr Yea developed a research program that examines human trafficking and modern-day slavery in the global seafood industry, as well as other sectors. She critically examined the gaps in current responses to these human rights problems, including what makes people vulnerable to trafficking and slavery, how they can be better protected, and how justice for survivors may be better accessed.

LABOUR – OPERATIONAL

INITIATIVES

La Trobe has a range of initiatives dedicated to the elimination of discrimination in respect of employment and occupation. La Trobe has continued to progress gender equity through the Athena Swan accreditation program, implementing the SAGE Silver Action plan 2022–2025. This plan supports a pathway for La Trobe to progress from Bronze accreditation to achieving Silver accreditation in the future.

Complementing the SAGE plan is the Gender Equality Action Plan (GEAP) 2022-2025. Both the GEAP and Silver SAGE plan are designed to mature gender equity efforts across multiple indicators. La Trobe's inclusion work is intersectional and includes the Universal Design and Inclusion Action Plan 2022 – 2023; continuing a commitment to progressing accessibility and equality of opportunity for people with disability.

In 2022 the La Trobe Gender Affirmation and Gender Diversity Policy was reviewed and updated. The implementation of this refreshed policy has been strengthened by the establishment of a comprehensive Gender Affirmation Support Plan and four weeks paid gender affirmation leave, improving support to the transgender and gender diverse community.

The La Trobe Indigenous Strategy was extensively consulted on and includes targets on Indigenous education, research, employment, student outcomes and community engagement.

Our Key Priority Areas are to:

- Strengthen strategy, leadership and accountability,
- Build a more diverse, gender balanced and inclusive workforce across all levels including leadership,
- Support career advancement of women and minority groups,
- Ensure pay equity and economic security,
- Enabling flexibility and support for caring commitments and work life balance,
- Embedding equality and inclusivity in daily business, and
- Proactively eliminate discrimination, sexual harassment and bullying.

There are currently multiple initiatives that fall under these areas, including:

- Annual gender pay gap reporting,
- Respect Now Always Program of Work,
- Suite of inclusive Toolkits incorporating an Inclusive Recruitment Module and toolkits on inclusive interviewing & hiring, inclusive meetings and language guides
- Academic Promotions Peer Support Program comprising two streams: Women and LGBTIQ to support academic career promotion
- Tracey Banivanua Mar (Career Interruption) Fellowship,
- Veski inspiring women grants supporting women in research
- Carers Travel Support Fund
- Targeted Aboriginal and Torres Strait Islander employment
- Increased analysis and reporting on gender pay gap

LABOUR – OPERATIONAL

OUTCOMES

A key outcome of our SAGE Athena SWAN Action Plan and GEAP is to promote gender equity and support the careers of women, particularly in gender segregated areas of STEM and leadership.

La Trobe has continued to fund Tracey Banivanua Mar Fellowships with annual fellowships awarded in 2021 and 2022. A total of 10 Fellows have been appointed since its establishment in 2018. The fellowship provides funding at a critical time to support continuation of research productivity in the careers of high potential academics with care-giving responsibilities.

In 2022 La Trobe participated in the veski inspiring women grants, committing \$75,000 to support a veski senior research fellow. The veski program supports women with intersectional identities to maintain STEM research which contributes to the diversity of the STEM workforce.

Annually La Trobe Women's Academic Promotions Support Program mentors academic women to prepare for promotion. From 2018 to 2022 a total of 175 women who had mentoring applied for promotion and 166 (or 95% of mentees) successfully obtained promotion.

Targeted Indigenous employment measures resulted in the employment of 19 Aboriginal and Torres Strait Islander people over the 2021 and 2022 period.

From 2018 to 2022 there has been an incremental reduction in La Trobe's overall gender pay gap (WGEA) by 3.5%. A more granular gender pay gap analysis report is currently in development to improve understanding of gender pay gap and inform future pay gap action.

ENVIRONMENT

PRINCIPLE 7:
BUSINESSES SHOULD SUPPORT
A PRECAUTIONARY APPROACH
TO ENVIRONMENTAL
CHALLENGES;

PRINCIPLE 8:
UNDERTAKE INITIATIVES TO
PROMOTE GREATER
ENVIRONMENTAL
RESPONSIBILITY; AND

PRINCIPLE 9:
ENCOURAGE THE
DEVELOPMENT AND DIFFUSION
OF ENVIRONMENTALLY
FRIENDLY TECHNOLOGIES.

GOVERNANCE - INITIATIVES



We apply a risk-based approach to managing environmental impacts related to our operations.

Our [Environmental Sustainability Policy](#) states our commitment to implementing, maintaining and continually improving environmental management processes to reduce our environmental footprint. This commitment is operationalised through an integrated (Quality, Occupational Health & Safety and Environment) management system certified to the relevant international standards including ISO 14001.

We also recognise the extreme risks climate change poses to the economic, ecological and social futures of our students, staff and communities, both local and international. The La Trobe Net Zero program has been established to transition the university's operations to net zero emissions by 2029. The La Trobe Climate Network was established to bring together academics across the university whose research and teaching engages with the challenges faced by climate change and climate resilience.

A new draft Sustainability Strategy is being refined and coincides with the Melbourne (Bundoora) Master Plan Refresh process, which has a strong focus on sustainability, setting ambitious sustainability targets. Extensive community consultation with our stakeholders occurred in 2022 in order to understand priorities and commitments for the university, and the UN Sustainable Development Goals were highlighted during this process. A summary of the project and the work carried out can be found on [our community engagement website](#), which also highlights our commitment to the UN Sustainable Development Goals, but also articulates the importance of:

- Water, waste and energy efficiency.
- Biodiversity, landscape and open space.
- Community inclusiveness.
- Recognition of First Nations.

ENVIRONMENT - GOVERNANCE

INITIATIVES - CONTINUED

Both the final Sustainability Strategy and the master plan will reinforce our commitments to the UN Sustainable Development Goals. Additional studies and plans such as on integrated water management, sustainable infrastructure and traffic management, vegetation and biodiversity, are further assisting the realisation of innovative and transparent sustainability targets.

OUTCOMES

- Continuing to support the [La Trobe Climate Network](#).
- Establishment of a Sustainability Project Control Group (PSG) to oversee the rollout of Nangak Tamboree eco-corridor projects, Net Zero Strategy projects and sustainability programs, and establishment of a University City of the Future to oversee the development of the Melbourne Bundoora Campus in accordance with our Master plan principles.
- Consolidated our commitment to carbon neutral status by 2029 and the [La Trobe Net Zero](#) program, with the implementation of key projects.
- Launch of a community engagement website and consultation with 600+ people about the future of our university and its campuses, informing our ongoing work.
- Development of a new draft Sustainability Strategy, Melbourne Master Plan, Integrated Water Management Strategy, Native Fish Reintroductions Plan, Tree Plan, and a LTU Landscape Guideline which consolidates our commitment to sustainable water management, indigenous vegetation and biodiversity on our campuses.
- Commencement of recertification of our Melbourne Bundoora Campus as a six star Green Star Community by the Green Building Council of Australia - due July 2023.

ENVIRONMENT – TEACHING AND RESEARCH

INITIATIVES

La Trobe's [2020-2030 Strategic Plan](#) released in 2020, details five key research themes including the following two environment focused themes:

- Production of high-quality foods and medicines for improved health, reduced environmental impact and enhanced economies.
- Protection and restoration of vulnerable ecosystems and community resilience in the face of environmental and climate threat.

We use our world-class facilities and expertise in agricultural biotechnology, ecological science and water policy to help address the challenges of securing our food, water and the environment into the future. We have three centres focused on environmental research:

- [Centre for Freshwater Ecosystems](#)
- [Research Centre for Future Landscapes](#)
- [Research Centre for Applied Alpine Ecology](#)
- [Centre for study of the Inland](#)

We are also members of the following collaborative research centres with other research organisations, industry and government bodies:

- ARC Centre for Excellence in Plant Energy Biology
- [Mallee Regional Innovation Centre](#)
- [Plant Biosecurity Cooperative Research Centre](#)
- [The Victorian Drought Resilience Hub](#)

In December 2020, La Trobe launched the pilot year of the La Trobe Energy Analytics Platform (LEAP) which resulted in over \$250,000 worth of ongoing benefits to the university through emissions reduction, cost savings and enhanced operational efficiencies.

The climate change major was introduced in 2022 by the School of Education, the first of its kind in Australia that is non-cognate and inter-disciplinary, providing students the opportunity to student the global challenge of anthropogenic climate change from a wide range of disciplines.

La Trobe's Schools of Business, Law, Molecular Sciences and Humanities and Social Sciences offered several environment related subjects in 2021 and/or 2022 including:

- Environmental Law
- Climate Change Economics and Policy,
- Climate Law,
- International Environmental Law
- International Politics of Climate Change,
- Principles of Environmental and Resource Economics, and
- Climate, Sustainability and Society

ENVIRONMENT – TEACHING AND RESEARCH

OUTCOMES

Supporting Subject Enrolment Numbers:

Environmental Law (LST2EL): 91 enrolments.

Climate Law (LAW3CCL): 145 enrolments.

International Environmental Law (LAW5ENV): 31 enrolments.

Climate Change Economics and Policy (ECO3CCE): 462 enrolments.

International Politics of Climate Change (POL3IPC): 228 enrolments.

Climate, Sustainability and Society (ENV1CSS): 267 enrolments.

Principles of Environmental and Resource Economics (ECO2ERE): 174 enrolments.

Bachelor of Wildlife and Conservation Biology: 151 enrolments.

Relevant recent research grants:

[Increasing soil carbon in dryland grazing systems](#) – Dr Jim Radford

[Spatially explicit solutions for managing fire and biodiversity](#) – Prof Michael Clarke

[Building resilient alpine environments with less snow](#) – A/Prof John Morgan

[Securing Antarctica's Environmental Future](#) – Prof Melodie McGeoch

ENVIRONMENT - OPERATIONAL

INITIATIVES

Through our integrated management system, we have committed to a range of environmental performance improvement [targets](#) and related initiatives and monitoring/evaluation processes. Based on our identified significant impacts our efforts are focussed on:

- Reducing greenhouse gas emissions and fossil fuel consumption,
- Avoiding material waste generation and disposal to landfill,
- Reducing potable water use,
- Improving the health of the ecosystems that we operate within, and
- Improving the environmental management of our service partners.

Initiatives completed over the previous two years include:

- University wide LED replacement program completed – over 40,000 energy efficient fittings installed
- Completion of university wide rooftop PV program at all campuses with 4.5MW generation capacity
- Completion of solar carport program at the Bendigo [and Albury-Wodonga campuses](#) with over 1 MW generation capacity
- Implementation, audit and report of our [2020-2022 Waste Management Strategic Plan](#)
- Separation and onsite processing of organic waste at our Bundoora and Bendigo campuses and transition to supply of compostable packaging by all campus retailers,
- In 2021, La Trobe was Awarded Australia's first 6 star Green Star accredited facility and As Built v1.2 certified rating ([La Trobe Sports Stadium](#)) by the Green Building Council Australia.

- In March 2021, a \$2 billion Australian first partnership between renewable energy company AgBioEn, La Trobe University and LAB3 where grains are grown for food, the stalks and waste converted to renewable fuels in a Shepparton based facility.
- In August 2022, La Trobe successfully obtained a \$64,500 grant from Sustainability Victoria as part of the reuse pilot fund, to conduct a reusable crockery pilot program for 2023 in the Agora, Melbourne Campus. The project is to commence in Semester 1 2023 with total cost of over \$104K, with potential savings of 600,000 single-use crockery and containers.
- In 2022, La Trobe University commenced installation of an electric vehicle charging network which will enable the university to transition its entire passenger vehicle fleet to electric vehicles. Free public charging will also be delivered as part of this project.

ENVIRONMENT - OPERATIONAL

INITIATIVES - CONTINUED

Revegetating the Nangak Tamboree

- A long term project to reintroduce endemic plant species and improve the environment along the water way that runs through the campus
- Revegetating the Darebin Creek frontage, a partnership between Melbourne Water, the Darebin Creek Management Committee, the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation (WWCHAC), Darebin City Council and La Trobe University. The project supports the WWCHAC to create opportunities for more women to be trained in Natural Resource Management. It helps strengthen the Narrap Unit in its objective of providing a pathway for more first nations people to be Narrap Rangers and continue the work of healing and maintaining Country.

- The WWCHAC Narrap Unit are working to reactivate the traditional practice of cultural burning as a form of land management across Wurundjeri Woi-wurrung Country. It will be used to manage weeds and regenerate native plant species as part of a long-term revegetation project at La Trobe University. The reseeding and replanting phases will actively engage local schools, university students, staff, campus tenants and volunteers.

ENVIRONMENT - OPERATIONAL

OUTCOMES

In 2021, [the Mildura and Shepparton campuses achieved Carbon Neutral status](#) through Climate Active, becoming Victoria's first certified university campuses

La Trobe Energy AI Platform (LEAP) awarded [TEFMA Innovation award - 2021](#)

Annual greenhouse gas emissions reduced by >23,000 tonnes of CO₂-e through renewable energy and energy efficiency initiatives when compared to the 2018 baseline.

36 rain gardens installed in car parks at the Melbourne campus which will remove 110kg of Nitrogen, 19kg of Phosphorus, 13,000kg of suspended solids and 3.6 megalitres of stormwater discharge with opportunity for public education for water sensitive urban design and water capture and reuse.

Resource recovery rate (% of total material waste reused or recycled) has increased from 47% in 2020 to 54% in 2022.

In 2021, Melbourne Water Stream Frontage Grant focused on controlling riparian weeds of the Sanctuary Wetlands and species enrichment with 2346 indigenous plants.

In 2022, the La Trobe Shared pathway was completed, in partnership with the state government with 1.9 km of new shared bicycle and pedestrian pathway linking existing bike paths into and through the university.

More than 13,000 indigenous plants propagated and planted on our Bundoora campus and more than 3000 planted on our Sanctuary.

More than 220,000 indigenous plants propagated by our Nangak Tamboree Wildlife Sanctuary indigenous nursery and sold to local councils to assist with their local biodiversity improvement programs.

ANTI-CORRUPTION

**PRINCIPLE 10:
BUSINESSES SHOULD WORK
AGAINST CORRUPTION IN ALL
ITS FORMS, INCLUDING
EXTORTION AND BRIBERY.**

GOVERNANCE - INITIATIVES



The university's fraud and corruption risks are assessed using a process compliant with the Australian Standard for risk management (ISO/AS/NZS 31000:2018).

La Trobe's Assurance Group leads a Fraud and Corruption Control Taskforce, which maintains a central register of the university's exposure to fraud and other serious corrupt behaviours. The plan is used to prioritise:

- areas requiring internal audit work,
- the design of fraud and corruption detection tests,
- accountability of associated fraud risks, and
- investigation work required to be performed.

The university Assurance Group maintains the plan, which is subject to regular updates when:

- new activities are introduced that have a risk of fraud,
- following the conduct of an audit or investigation, and
- following the periodic Fraud Self-Assessment process

The university Assurance Group includes Fraud and Corruption risks reporting in quarterly reports to the Corporate Governance, Audit and Risk Committee (CGARC)

Relevant published documents:

- [Fraud and Corruption Control Policy and Procedure](#)

ANTI-CORRUPTION - TEACHING AND RESEARCH

INITIATIVES

La Trobe's Business School offered several anti-corruption related subjects in 2021 and 2022 including:

- Introduction to Business Law and Ethics
- Forensic Accounting
- Auditing and Assurance
- Governance and Risk Management

In these subjects' students are exposed to ethical standards that apply to business, particularly regarding contractual relationships, ethical decision-making, corporate governance, responsibility for harm, and legal protections against unethical conduct in the business world. The forensic accounting subject specifically focuses on the fraud examination aspects of forensic accounting.

La Trobe's Law school teaches one anti-corruption related subjects in 2021 and 2022:

- International Financial Crime

OUTCOMES

Supporting Subject Enrolment Numbers:

Introduction to Business Law and Ethics (LST2BSL): 1,272 enrolments.

Forensic Accounting (ACC3FOA): 120 enrolments.

Auditing and Assurance (ACC3AUD): 570 enrolments.

Governance and Risk Management (ACC3GRM): 38 enrolments.

International Financial Crime (LCR3IFC): 118 enrolments.

ANTI-CORRUPTION - OPERATIONAL

INITIATIVES

Initiatives undertaken over the past 2 years in relation to Fraud and Corruption Control included:

- Enhancing reporting to the Governance committee,
- Establishing a Fraud and Corruption Control Taskforce which comprises of Subject Matter Experts (SME's) from around the university
- Redeveloped the Fraud and Corruption Control Policy and Procedure, and
- Established a Fraud and Corruption Control Framework.



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