



**ANNUAL
SUSTAINABILITY
REPORT 2023**

Make it matter

ACKNOWLEDGEMENT OF COUNTRY

Griffith University acknowledges the people who are the Traditional Custodians of the land and pays respect to the Elders, past and present, and extends that respect to all Aboriginal and Torres Strait Islander peoples.

Griffith University campuses sit on the lands of the Yugarabul, Yuggera, Jagera, Turrbal, and Yugambeh/Kombumerri peoples. We acknowledge Aboriginal and Torres Strait Islanders' unique relationship with and understanding and ongoing stewardship of these lands. Through collaboration with staff, students and community members we are committed to embedding Indigenous cultures and diverse knowledge systems in our learning and teaching, research, operations, and partnerships. Griffith acknowledges Elders past and present who guide the way to a more sustainable future for all.

Artwork: Sid Domic *Together*



CONTENTS

Message from the Vice Chancellor	04	Impact Stories	27
Sustainability milestones	05	SDG 1 No Poverty	28
About Griffith	06	SDG 2 Zero Hunger	29
Governance	06	SDG 3 Good Health and Well-being	30
Sustainability Operating Framework	07	SDG 4 Quality Education	32
About this Report	08	SDG 5 Gender Equality	35
Purpose	08	SDG 6 Clean Water and Sanitation	36
Report scope and boundary	08	SDG 7 Affordable and Clean Energy	38
Global sustainability frameworks and commitments	08	SDG 8 Decent Work and Economic Growth	39
Sustainability operating framework implementation	08	SDG 9 Industry, Innovation and Infrastructure	40
Progress against the Sustainability Strategy 2023–2030 and environmental performance	09	SDG 10 Reduced Inequalities	41
Academic	10	SDG 11 Sustainable Cities and Communities	43
Operations	14	SDG 12 Responsible Consumption and Production	45
Engagement	23	SDG 13 Climate Action	46
Governance and reporting	26	SDG 14 Life Below Water	48
		SDG 15 Life on Land	50
		SDG 16 Peace, Justice and Strong Institutions	52
		SDG 17 Partnerships for the Goals	53

MESSAGE FROM THE VICE CHANCELLOR



At Griffith we are a values-led institution, committed to social justice, environmental sustainability, inclusion, diversity and reconciliation with First Peoples. Our extensive sustainability impacts, documented in this report, are consistent with these values and align with the United Nations (UN) Sustainable Development Goals (SDGs).

In 2023, there was much to be proud of. Of particular note is the new Sustainability Strategy 2023–2030. Developed over two years in collaboration with staff and students via consultations, online workshops and in-person roadshows, the Sustainability Strategy, coupled with the UN SDGs, provides a “framework for articulating and measuring our impact

with respect to social justice” (Creating a Future For All: Strategic Plan 2020–2025). It outlines our priorities, key actions and measures of success across four key areas: academic, operations, engagement and governance.

This revised and revamped Sustainability Report 2023 documents our progress against the Sustainability Strategy, while also showcasing impact stories emerging from Griffith University staff and student initiatives. This report is an important component to achieving transparency in relation to our progress and includes detailed performance data on environmental sustainability across waste, water, emissions and biodiversity.

Our environmental sustainability impacts continue an upward trajectory. In 2023, we installed more solar panels, reduced our carbon emissions by 44 per cent compared with our baseline year (2010–2011), upgraded and installed water meters across our campuses, launched our integrated water management website, piloted a range of sustainable transport options for staff and students, and continued to protect and conserve the biodiversity of our campuses.

This work was supported by the introduction of a new Environmental Sustainability Committee reporting to Executive Group, a new Environmental Sustainability Policy, and some considerable changes within Griffith Sustainability.

Led by Professor Jennifer Boddy, Dean (Sustainable Development Goals Performance), Griffith Sustainability welcomed three new members: Warwick Fegan, Environmental Manager; Patricia Lee, Sustainable Development Goals Project Officer; and Bridget McNeill, Environmental Sustainability Project Officer. They joined Dr Saffron Benner, Sustainability Manager, and Isabelle Nish-Vetter, Sustainability Project Officer. With the help and expertise of this expanded team, collaborating with teams across the University, Griffith University is proud of its sustainability impacts.

These impacts are reflected in our rankings. In 2023, Griffith ranked 66th in the inaugural QS World University Rankings Sustainability and leapt 20 places in the

Times Higher Education Impact Rankings—which assesses universities against the SDGs—to be placed 72nd out of 1600 participating universities. In particular, Griffith was in the Top 20 for SDG 16: Peace, Justice and Strong Institutions and the Top 30 for SDG 3: Good Health and Well-being.

As we head towards the 2030 deadline for the SDGs, at Griffith we are determined to ensure that we continue to support our researchers, students and staff to drive global change through world-class research, rigorous education, innovative partnerships, and resilient and creative approaches to problem solving. This is supported by our Campaign to Create a Brighter Future for All, which was launched in 2023 to strengthen and deepen our partnerships to work together to solve the most challenging global issues.

I commend all staff and students from across the university who have made and continue to make Griffith proud of its endeavours to drive the agenda of the UN SDGs. I hope the work featured here inspires the collaborative efforts we need for a sustainable and brighter future for all.

A handwritten signature in black ink that reads "Carolyn Evans".

Professor Carolyn Evans
Vice Chancellor

SUSTAINABILITY MILESTONES

Our 2023 milestones and the remarkable outcomes highlighted in this year's impact stories (p. 25) are reliant on collaboration. The University is aligned with the United Nations Sustainable Development Goals, which call for partnerships to deliver genuine change. At Griffith we seek to engage with partners to "create a brighter future for all" (Engagement Strategy 2023–2025).

In 2023, the University launched its Sustainability Strategy 2023–2030, which details priorities across four key areas: academic, operations, engagement, and governance and reporting. We achieved milestones across these four areas throughout 2023.



ACADEMIC
Green Bites webinar launched with a further eight webinars hosted throughout the year with 250+ attendees.
Ranked 72nd in <u>Times Higher Education Impact Rankings</u> (up from 92nd in the 2022 round).
<u>SDG Files</u> included 130 project submissions (up from 74 submissions in 2022).
<u>Griffith Experts</u> had SDG labels included on 222 academic pages.
United Nations Sustainable Development Goal Modules 1 and 2 launched for staff and students.
Ranked 66th in the <u>2023 QS World University Rankings: Sustainability</u> .



GOVERNANCE AND REPORTING
Dean (Sustainable Development Goals Performance) commenced full-time.
<u>Environmental Sustainability Committee</u> established, replacing the Executive Group Sustainability Sub-Committee and reporting to the Vice Chancellor to oversee delivery of University environmental priorities and outcomes.
<u>Environmental Sustainability Policy</u> established with a focus on emissions, waste, biodiversity and water; replacing the Sustainability Policy.
<u>Integrated Water Management</u> website launched to keep staff, students and community informed about our actions to reduce our consumption, prevent pollution, and maintain water sensitive design.
<u>Facts and Figures</u> website launched which includes a section on our progress against the United Nations Sustainable Development Goals.

2023 milestones



OPERATIONS
<u>Biodiversity and Conservation Plan</u> implemented throughout 2023.
Solar panels installed at Logan Campus across five buildings, generating 73 per cent of the campus's electricity requirements and reducing the University's carbon emissions by 1,174 tonnes of carbon dioxide per year.
Carbon emissions reduced 9 per cent in the 2022–2023 financial year compared to the 2021–2022 financial year (and reduced 44 per cent compared to 2010–2011 baseline year).
Aviation Emissions Reduction Plan Report was tabled at the Environmental Sustainability Committee.
Water meters installed/upgraded at Nathan, Logan, South Bank and Gold Coast campuses to monitor individual building consumption and reduce water use by improving leak detection and resolution.
<u>Procurement and Supply Policy</u> and <u>Supplier Code of Conduct</u> updated to align with SDGs.



ENGAGEMENT
Enviro Week Hosted at Nathan, Logan and South Bank campuses with a <u>Graphiti Art Exhibition</u> .
<u>LEAF Festival</u> hosted at Logan Campus of Griffith University.
<u>Green Impact Awards</u> event hosted celebrating the achievements of 81 participants, comprising 11 teams, completing 700 actions that promote the United Nations Sustainable Development Goals.

ABOUT GRIFFITH

Griffith was established in 1975 with a focus on addressing the most important social and environmental issues of our time through teaching and research. Social impact and environmental responsibility are central to the University—from pioneering teaching in modern Asian studies and environmental science, to our long-time support for First Peoples, reconciliation, social justice and sustainable practices.

Spanning five campuses across South East Queensland plus a Digital campus, Griffith has more than 45,000 students and a global alumni network of over 200,000 graduates.

Griffith is renowned for its teaching and research excellence in a range of disciplines. Griffith rates highly as a young university, ranking 46th in the 2023 Times Higher Education Young University Rankings. In relation to the United Nations Sustainable Development Goals, Griffith is ranked in the top 100 universities worldwide in the Times Higher Education Impact Rankings for 2021–2023. The University is also in the Top 100 for QS World University Rankings Sustainability. The University seeks to create positive, meaningful change in the lives of students, their families and friends, and society at large.

In 2017, Griffith signed up to the Sustainable Development Solutions Network (SDSN)—Universities' Commitment, which means the University has agreed to:

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

In 2023, Griffith joined the Association of Commonwealth Universities, collaborating with over 500 member universities in 50 countries across the Commonwealth, to build a better world through higher education. The ACU is committed to international collaboration and to achieving the UN SDGs.

GOVERNANCE

The University's governing body is the Griffith University Council and its committees.

Council has overall responsibility to provide leadership, good governance and oversight of the University. It approves the University's strategic direction, monitors its progress, and approves the University's budget, policies and delegations of authority.

The Council has established several governance and management committees, with two governance committees specifically supporting the University's commitment to sustainability:

- The Audit and Risk Committee supports the Council in overseeing and monitoring assessment and management of risks across the University including climate risks. Both climate adaption risk and climate transition risk are monitored quarterly by the Audit and Risk Committee and Council.
- The Finance and Infrastructure Committee provides oversight of budget and capital programs, and is responsible for assessing and advising the Council on the University's financial position, its assets and liabilities and its strategies relating to income, budget allocations, and capital expenditure on digital and physical infrastructure, including consideration of sustainability targets and related investments.

The management of Griffith is led by Vice Chancellor Professor Carolyn Evans and the University Executive Group. They are supported by the Environmental Sustainability Committee, which is co-chaired by the Dean (Sustainable Development Goals Performance) and Chief Operating Officer. This committee coordinates the implementation of Sustainability Operating Framework to:

- ensure improved environmental sustainability outcomes focused on the Sustainable Development Goals (SDGs)
- provide a forum for discussion, including consultation and feedback, on environmental sustainability matters within the Sustainability Operating Framework and associated documents
- coordinate environmental sustainability reporting across the University.

SUSTAINABILITY OPERATING FRAMEWORK

In 2023, the University Executive Group endorsed the Sustainability Operating Framework (right), which supports the University to deliver on its core commitments as outlined in the *Creating a Future for All: Strategic Plan 2020–2025*:

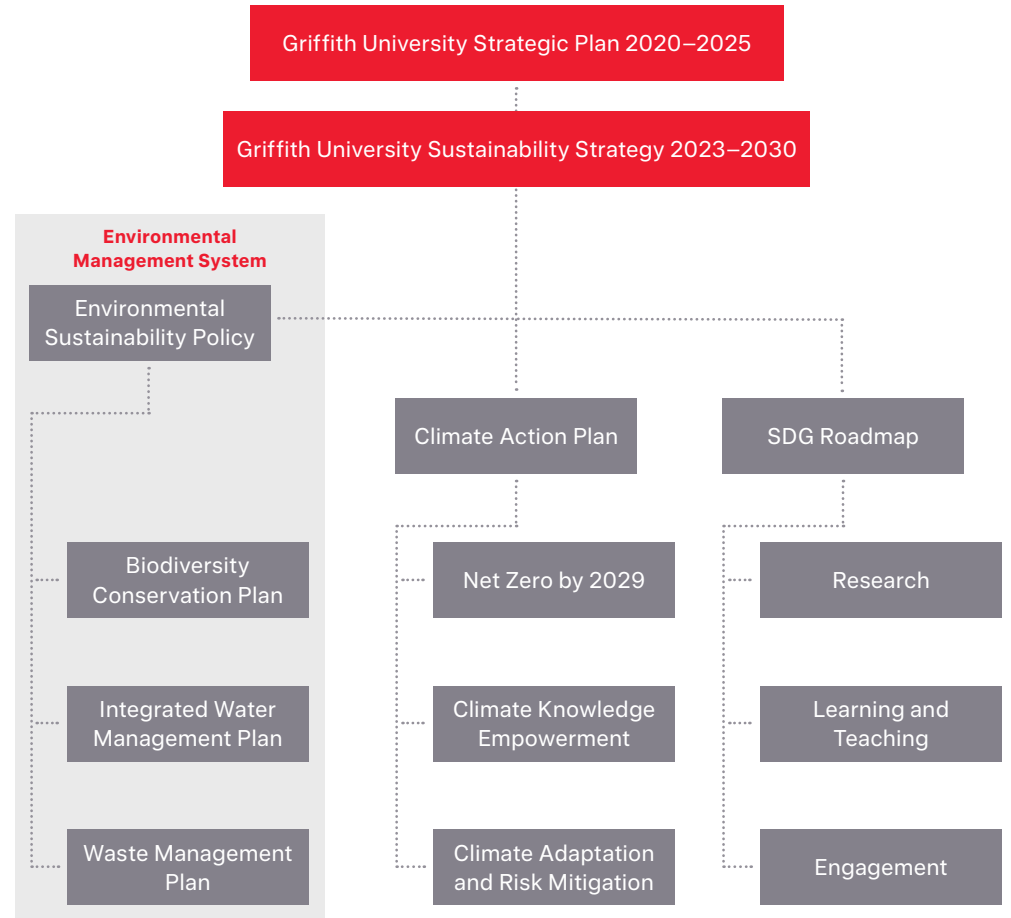
- Develop an action plan to align the University with the recommendations of the Intergovernmental Panel on Climate Change by halving carbon emissions by 2030 and reducing them to zero by 2050*
- Establish an expert group to develop options for energy that will allow us to comply with the targets of the Intergovernmental Panel on Climate Change
- Develop an integrated plan to protect our flora and fauna, recognising that we are the stewards of diverse ecosystems across our campuses.
- Be ranked in the top 200* universities globally for Sustainable Development Goals.

The Sustainability Operating Framework sets out how the University will deliver on these core commitments through a sustainability strategy, an environmental management system, climate action and SDG Roadmaps. The Framework integrates with Griffith's risk management activities and seeks to eliminate, mitigate and manage sustainability related risks, while also integrating with the existing governance hierarchy to ensure that day-to-day activities contribute to the University's vision and strategic plan by:

- improving alignment between daily operations and the Strategic Plan's core commitments
- ensuring the University remains agile to evolving sustainability challenges and opportunities.

To provide oversight and accountability under this operating model, the Dean (Sustainable Development Goals Performance), with support from the Sustainability Team, coordinates implementation of the Framework.

Figure 1: Sustainability Operating Framework



*These commitments have been subsequently revised to include reaching net zero by 2029 and being ranked within the top 100 universities globally.

ABOUT THIS REPORT

Purpose

The purpose of this report is to:

- provide an overview of work undertaken towards implementation of the Sustainability Operating Framework
- document progress against the Griffith University Sustainability Strategy 2023–2030, including detailed performance data on environmental sustainability across waste, water, emissions and biodiversity
- showcase impact stories emerging from Griffith University staff initiatives.

Report scope and boundary

Unless otherwise stated, this report covers the period 1 January 2023 to 31 December 2023 for Griffith University.

Global Sustainability Frameworks and commitments

United Nations Global Compact

The United Nations Global Compact (UNGC) is a voluntary initiative that encourages organisations to adopt sustainable and socially responsible policies and to report on their implementation. It aims to align business strategies and operations with ten universally accepted principles.

By adopting and implementing these principles, organisations commit to operating in a socially responsible manner, contributing to sustainable development goals, and ensuring that their operations do not infringe upon human rights, exploit labour, harm the environment, or engage in corrupt practices. These principles are derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. Griffith joined the UNGC in 2010.

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030. The SDGs were adopted by all United Nations Member States in 2015 as part of the 2030 Agenda for Sustainable Development. There are 17 Sustainable Development Goals, each with specific targets to be achieved over the next decade. These goals address various aspects of social, economic, and environmental development, aiming to create a more equitable and sustainable world. These goals have influenced the development and articulation of our Sustainability Strategy 2023–2030. Our impact stories showcase University initiatives to advance the 17 SDGs.

SUSTAINABILITY OPERATING FRAMEWORK IMPLEMENTATION

As per the Sustainability Operating Framework, the Sustainability Strategy sits underneath the University *Creating a Future for All: Strategic Plan 2020–2025*.

The **Sustainability Strategy 2023–2030 was launched in November 2023**. It was developed over two years in collaboration with staff, students and senior leaders via consultations, online workshops and in-person roadshows. It is aligned with both the Sustainable Development Goals and the University Strategy. The Sustainability Strategy outlines the ways in which we will embed the Sustainable Development Goals across our four key areas of core business: academic, operations, engagement, and governance. It outlines Griffith's immediate sustainability actions: to ensure we reach net zero by 2029, protect our unique biodiversity across our campuses, and are ranked in the top 100 universities globally for Sustainable Development.

The **Environmental Sustainability Policy was established in July 2023**. The Policy outlines how the University will seek to mitigate the impact of our operations on the climate and the natural environment by:

- adopting economic, social, and environmentally responsible practices that align with the principles of the United Nations Sustainable Development Goals

- complying with all relevant legislation informed by contemporary best practice, First Peoples knowledges and practices and latest scientific knowledge to prevent and minimise harm to the natural environment
- developing action plans to:
 - achieve net zero by 2029 (within the defined emissions boundary) and adapt to the impacts of climate change
 - avoid and reduce waste on campus
 - protect and enhance biodiversity, including offsetting unavoidable impacts
 - prevent pollution of waterways and improve catchment health.

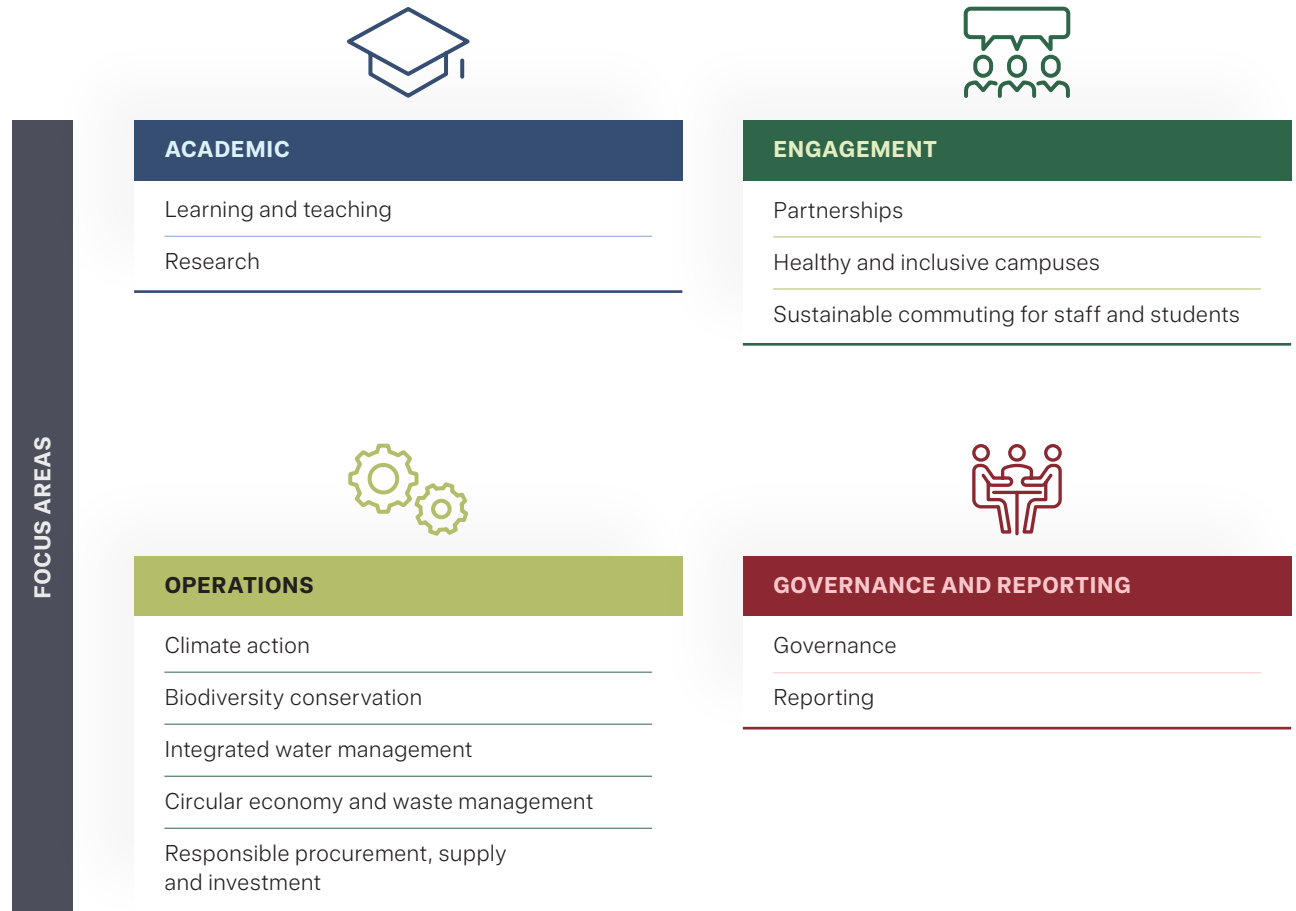
The **Biodiversity Conservation Plan 2022–2025** was established in 2022. The plan sets out the key principles to ensure our biodiversity is protected and enhanced even as the University grows.

The Integrated Water Management Plan was drafted in 2023, along with a scoping document for the Climate Action Plan. It is expected that each of these elements of the Sustainability Operating Framework will be endorsed in 2024. All other elements of the Sustainability Operating Framework—including the waste management procedure and the Environmental Management System—are under development and are expected to be established in later years.

PROGRESS AGAINST THE SUSTAINABILITY STRATEGY 2023–2030 AND ENVIRONMENTAL PERFORMANCE

This Sustainability Strategy 2023–2030 builds on our existing plans and strategies and provides an overview of our initiatives that will contribute to a future that benefits all. As per the image below, the Strategy seeks to deliver improvements across 4 areas: academic, operational, engagement and governance.

Figure 2: Sustainability Strategy 2023–2030



ACADEMIC LEARNING AND TEACHING



KEY ACTIONS

Co-design work-integrated learning (WIL) curriculum framework, with internal and external stakeholders, including the development of a set of signature WIL experiences, which:

- allow purpose-driven engagement with the SDGs and mission and values of the University
- deliver a practicable educational experience for students
- create interdisciplinary opportunities for, and supports students, to collaborate with each other, partner with industry, including those working in sustainability, and engage in global (and virtual) international mobility programs to tackle global problems
- provide a suite of resources for staff to support student learning and engagement.

MEASURES OF SUCCESS

From 2024, evaluation tools embedded in the work-integrated learning curriculum will provide actionable institutional knowledge to improve student career readiness, leadership skills, and commitment to the mission and values of the University, including knowledge of the SDGs. This includes new student career registration information for planning and stakeholder feedback of selected WIL courses.

PROGRESS

Under the leadership of Professor Caroline Rueckert, the discovery phase of the Career Readiness Project was conducted in 2023. It will inform the development of a WIL curriculum approach, as articulated in a career readiness strategy. To ensure a future-focused strategy that is responsive to the needs of all Griffith students, the discovery phase sought to gain a deeper understanding of the institutional, socio-cultural, and individual factors that impact student career readiness. This included identifying barriers and enablers of career readiness, understanding the impact of career development experiences at different student journey stages, and uncovering those factors that influence career confidence. In early 2024, Griffith will introduce its new signature career registration data analytics strategy, prioritising career success of students from equity cohorts, and its suite of Co-Design Incubator courses. This data analytics strategy will also inform the University approach to work-integrated learning.

Participation in the discovery phase: the Career Readiness Project





KEY ACTIONS

Co-create and deliver SDG initiatives¹ students, alumni and staff², to:

- promote social, economic and environmental sustainability literacy, learning and knowledge sharing
- foster interdisciplinary conversations and collaborations that meaningfully contribute to the creation of a better world
- identify opportunities to further integrate sustainability and the SDGs in curriculum and co-curricular activities.

MEASURES OF SUCCESS

Participant feedback, seminar analytics, and impact stories post-seminar series will reflect high participant engagement and positive participant experience. These will include examples of environmental and social sustainability impact in initiatives undertaken by participants post-seminar series.

PROGRESS

In March 2023, the Green Bites webinar was launched with staff. A total of nine webinars were hosted throughout the year with 250+ attendees.

It is intended that in 2024, the Sustainability Office will co-create and establish a Community of Shared Intent for Sustainability to:

- promote social, economic and environmental sustainability literacy, learning and knowledge sharing
- foster interdisciplinary conversations and collaborations that meaningfully contribute to the creation of a better world
- identify opportunities to further integrate sustainability and the SDGs in curriculum and co-curricular activities.

Promote Open Education Resources (OER) and encourage the development of Open Access Textbooks written by Griffith academics, providing students with resources³.

Key institutional partnerships identified and/or membership of international university network confirmed.



Griffith University published its first OER textbook in 2023 as part of the CAUL OER Collective. The texts are published under a Creative Commons BY-NC licence, meaning they are free to access and adapt for non-commercial uses. The text *Leading in Health and Social Care: Leadership Concepts and Practices to Strengthen Health and Social Care Services* will become an assigned reading in multiple courses, including courses at Griffith and several other Australian universities. The text *Introduction to*

Criminology and Criminal Justice: An Australasian Perspective will be published in 2024 and is expected to become a key resource for 1013CCJ (Introduction to Criminology and Criminal Justice). Data analytics will be used in 2024 to establish base line data for this key action in the strategy and measure of success.

1. Initiatives to include an SDG seminar series, activities undertaken in partnership with external organisations, Green Bites seminar series, and a Community of Shared Intent for Sustainability Education.
 2. Including staff from the Sustainability Office, Learning Futures, Careers and Employment, and various sustainability working parties within Groups across the University.
 3. That "reside in the public domain or are under copyright that have been released under an open license that permits no-cost access, re-use, repurpose, adaptation, and redistribution by others" (UNESCO, 2019).



KEY ACTIONS

Invest in areas of research and research partnerships that deliver positive social, environmental and economic innovations and impacts for local and global communities, align with our strengths, and contribute towards attainments of the SDGs.

MEASURES OF SUCCESS

By 2026, Griffith University will be ranked Top 50 in the Times Higher Education Impact Rankings in areas of research strength.

PROGRESS

In 2023, Griffith improved 20 places to an overall ranking of 72nd out of 1,600 participating universities in the Times Higher Education Impact Rankings for sustainability. This included:

- **Top 20—SDG 16:** Peace, Justice and Strong Institutions (19th in the world out of 910 institutions)
- **Top 50—SDG 3:** Good Health and Well-being (27th in the world out of 1,219 institutions)
- **Top 100—SDG 17:** Partnerships for the Goals (54th in the world out of 1,625 institutions)
- **Top 100—SDG 8:** Decent Work and Economic Growth (61st in the world out of 960 institutions)



Times Higher Education
Impact Rankings
2023 **TOP 80**





KEY ACTIONS

Support staff to articulate their research impact and engagement through the SDGs framework, align their work to the SDGs through Griffith Expert webpages, and incentivise engagement with the SDGs through SDG Files.

MEASURES OF SUCCESS

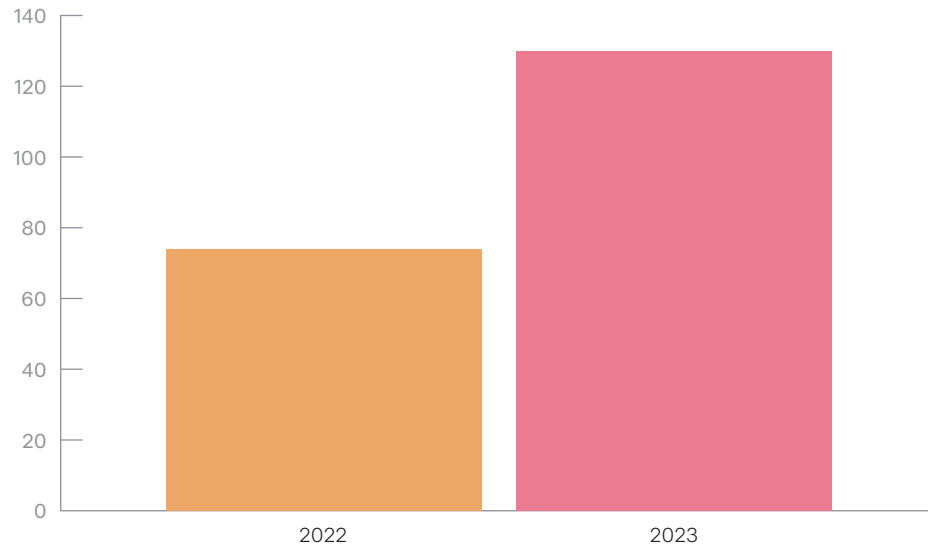
From 2023, there will be a 10% annual increase in submissions to SDG Files and in the proportion of Griffith Experts profile pages that are tagged with SDGs.

PROGRESS

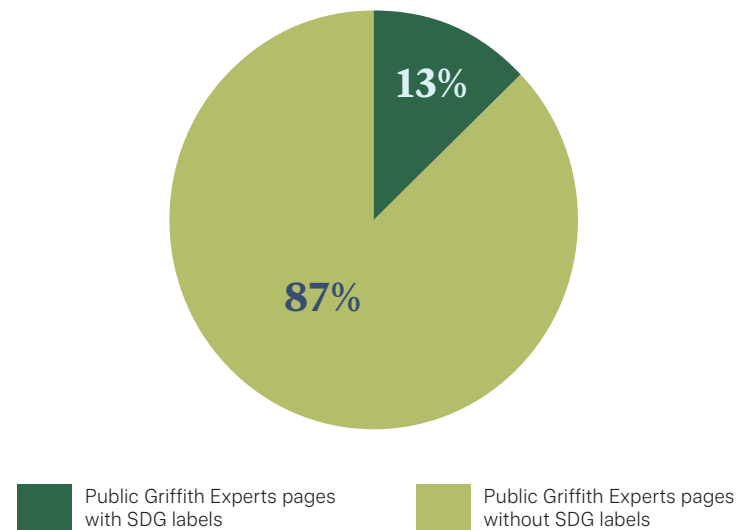
There were 130 submissions to SDG Files in 2023 (compared with 74 submissions in 2022).

There were 222 academic profiles labelled in Griffith Experts with SDGs at the end of 2023, representing about 13% of all public profiles, compared with none at the beginning of the year.

SDG file submissions



2023 proportion of public Griffith Experts profiles with SDG labels



OPERATIONS

CLIMATE ACTION

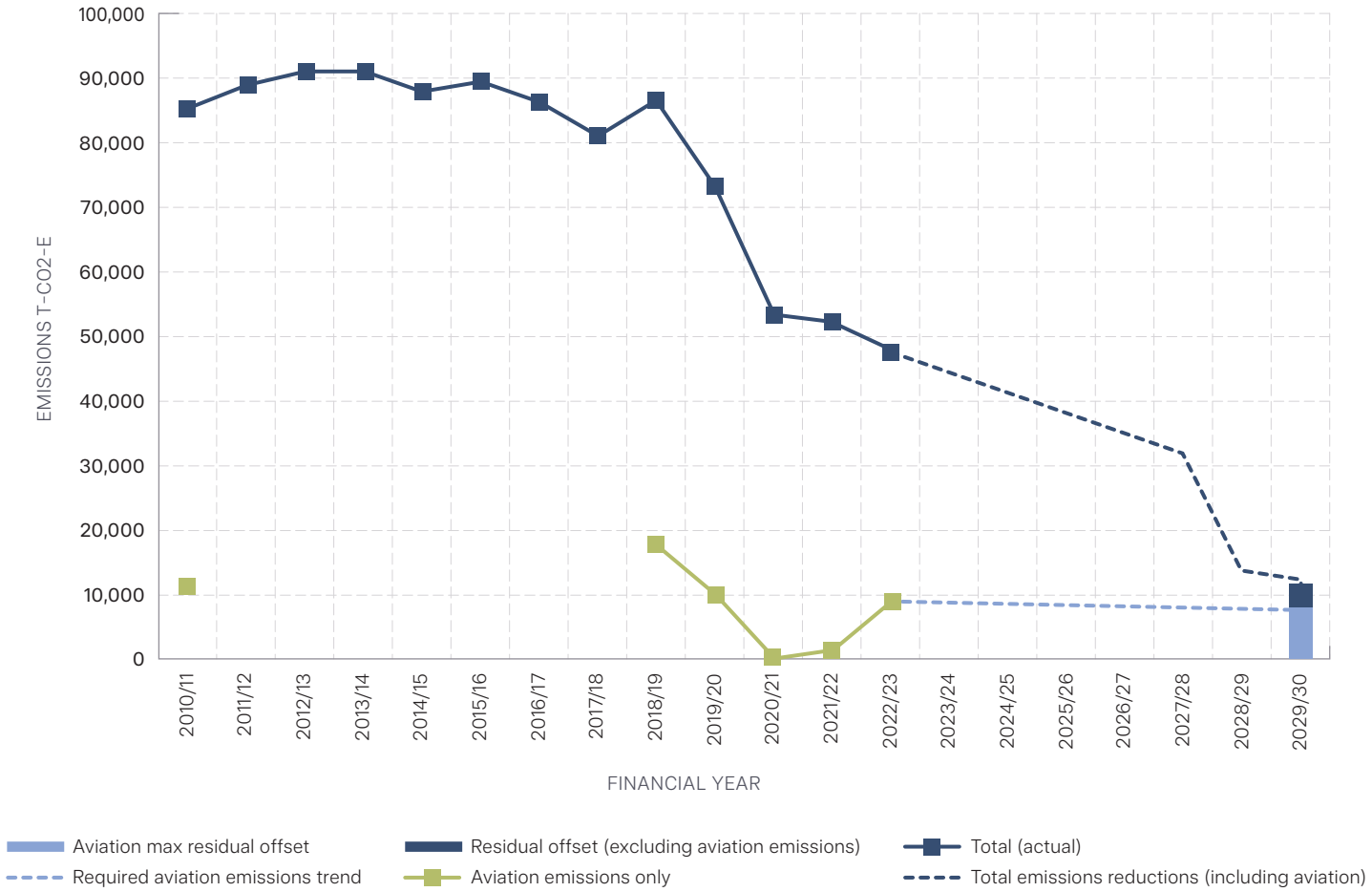


KEY ACTIONS	MEASURES OF SUCCESS	PROGRESS
<p>Through the development of a Climate Action Roadmap, Griffith University will deliver a climate positive future by:</p> <ul style="list-style-type: none"> reaching net zero emissions by 2029, based on the defined emissions boundaries⁴ implementing a prioritised approach to organisational climate risks and adaptation preparing students of all disciplines to deal with the future impacts of climate change ensuring climate change research and engagement has local and global impact. 	<p>By 2029, Griffith University will achieve net zero emissions, based on the defined emissions boundary.</p>	<p>Carbon emissions reduced 9% in the 2022–2023 financial year compared to the 2021–2022 financial year (and reduced 44% compared to 2010–2011 baseline year); emissions reductions initiatives are in progress as per the 2023 Carbon Report. Solar production in financial year 2022–2023 was 951,934kWh. Campus energy consumption in the financial year was 53,542,082 kWh. Aviation emissions continue to increase post-COVID and were considerably higher in the 2022–2023 financial year (+45%) compared with the 2021–2022 financial year. A position of a maximum 5% residual emissions offsetting (5% of the 2010/11 baseline year excluding aviation emissions) plus any remaining aviation emissions by 2029 has been agreed, with further detailed work required to develop a detailed offsetting plan to ensure environmental and social integrity.</p>
	<p>From 2025, Griffith University will progress towards a climate-resilient university through the implementation of prioritised measures to adapt to climate risks, plan for the climate future and harness emerging opportunities.</p>	<p>A Baseline Climate Risk Assessment was completed in 2023, which captures a preliminary understanding of the current climate risks, opportunities and gaps identified by a group of key stakeholders across the University. The risk assessment highlighted that there are substantive physical and transition climate risks that may impact the ability of the University in delivering its future strategic commitments including implications for the health, safety and wellbeing of students and staff, campus master planning, course design, research agenda, social justice and community reputation and positioning on climate leadership. A range of opportunities were also identified. This risk assessment is being used to inform the Climate Action Plan and further in-depth assessments to manage and mitigate those identified risks. A Climate Action Plan is under development. In the meantime, climate risks are being actively managed (evidenced through regular risk reviews) and monitoring the progress of climate risk treatment plans is ongoing.</p>

4. A greenhouse gas emissions boundary defines the emission sources are included in an organisation’s carbon inventory. Griffith University’s emissions boundary was set in 2008/9 based on the Greenhouse Gas Protocol and includes all scope 1 and scope 2 emissions and partial scope 3 emissions. Scope 1 emissions are generated on our campuses, or associated with the University’s business, generated through the combustion of fossil fuels in university-owned vehicles, natural gas and LPG use as well as synthetic gases such as refrigerant gas leakages. Scope 2 emissions are associated with the use of electricity imported from the grid or from a third-party supplier of energy in the form of heat or electricity. Scope 3 emissions are a direct consequence of the use of goods or services provided to the University to enable it to conduct its business. Sources within the University’s boundary include waste disposal, cleaning services, food and beverage services, IT and other equipment, paper, flights, and transmission and distribution losses from electricity. This is a partial consideration of scope 3, omitting, for example, emissions from work from home activities and employee and student commuting.



Griffith University carbon footprint—Achieving net zero by 2029



OPERATIONS

BIODIVERSITY CONSERVATION



KEY ACTIONS

Undertake biodiversity monitoring to learn about campus ecosystems and inform campus planning and management.

MEASURES OF SUCCESS

Native forests on Griffith University, as measured through bio-condition assessments, will have:

- At least 80% of the native forest rated as high (score 1) by 2025.
- An overall bio-condition score greater than the baseline year (2023 by 2030.)

PROGRESS

Baseline values for the native forests on the Nathan (14 transects) and Gold Coast (2 transects) campus were obtained in 2023 using Queensland Government BioCondition protocols. 2023 recorded a bio-condition score of:

- 75.3%—Gold Coast
- 82.8%—Nathan

BioCondition scores have been used to inform 2024 landscape works both within the campus grounds and adjacent forests. Forests away from roads and trails are in good/excellent condition, but more work is required to control weeds and soil erosion in areas experiencing disturbance. The BioCondition score at the Gold Coast was adversely affected by the fact it is an isolated forest with limited connectivity to surrounding reserves.

In 2024, monitoring will focus on areas of low condition that have been identified by expert reviews as requiring targeted action. Managing ecological and safety issues in relation to bushfire risk and the frequency and intensity of hazard reduction burns is challenging, particularly at Nathan, due to an increase in the frequency of extreme climatic events.

In 2024, we will also review the methods used to assess the BioCondition of the forests for feasibility and suitability.

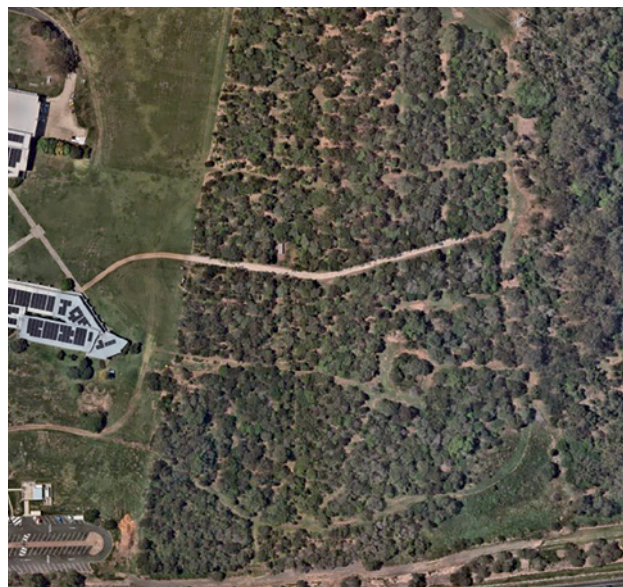
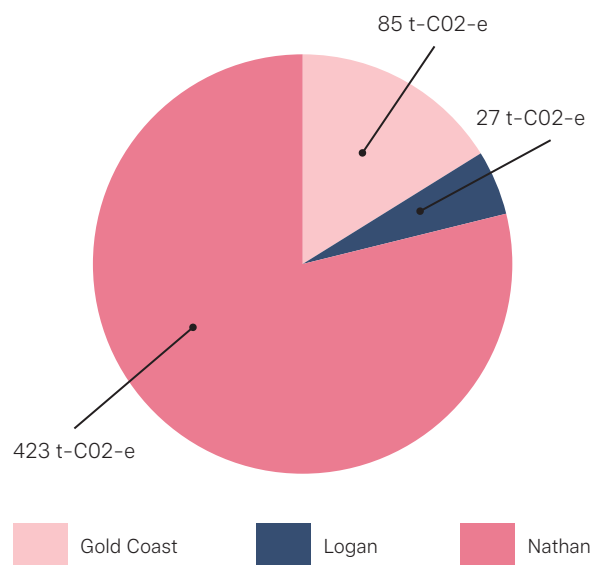
Restore and enhance biodiversity on site through improved management and operational practices.

By 2030, there will be no loss of remnant vegetation⁵ across our campuses, other than that which is unavoidable and required under university plans⁶. Where that loss is planned for, it will be offset by new plantings that exceed existing regularity offsetting requirements, acknowledging that replanted vegetation does not hold the same biodiversity functions and values as remnant vegetation.

In 2023, there was no reduction in the total area of remnant vegetation. Thanks to conservation initiatives and planting activities, such as the Logan Arboretum, the total area of vegetation and the amount of carbon it stores increased in 2023. However, losses are anticipated in the future through planned campus development and bushfire hazard management activities. Due to limited available space across our campuses, off-campus biodiversity offsets may be required. In 2023, planning and approvals for prescribed burns and Asset Protection Zones including regulatory requirements from local and state government was a major focus and will continue to be in 2024.

5. Regional ecosystem types and related areas of environmental significance, such as critical wildlife habitat.
 6. Bushfire Management Plans and Master Plans.

2023 carbon sequestration—Griffith native vegetation*



Growth of the trees in the Logan Arboretum. Images from November 23, 2014, to November 13, 2023. Photo: Nearmap 2024.



*Carbon sequestration figures for the Gold Coast and Nathan are estimated based on known sequestration rates for similar forests in the region, while for Logan it is based on actual measures of the growth of the arboretum. Too frequent/hot bushfires, further clearing, drought conditions and the spread of weeds will reduce biodiversity in the forests and their capacity as carbon stores and sinks. Photo: Nearmap 2024.

KEY ACTIONS

Build community, student and staff awareness of the important role biodiversity conservation has within our campuses as part of broader regional ecosystems.

MEASURES OF SUCCESS

From 2025 onwards, there will be an annual increase in the number of students and community members engaging with biodiversity conservation on Griffith University campuses, as measured through student numbers in campus-based fieldwork subjects and number of external participants in biodiversity-specific educational events.

PROGRESS

In 2023 there were extensive on and off campus and online biodiversity engagement activities, exceeding targets for staff, student and community events. A total of 969 students used University campuses for biodiversity-related fieldwork, including nine work-integrated learning (WIL) student projects. More than 6,300 biodiversity books were distributed to staff and students, including *Birds of the Nathan Campus of Griffith University*, *Native Plants for Indoors and Small Gardens in South East Queensland* (a 2023 WIL project), and *Vertebrates of the Gold Coast Campus* (a 2020 WIL project). More than 30 campus guided walks and five major events enabled the engagement of 9,712 people. Eight off-campus community events engaged with another 880 people, bringing the total to more than 10,592 people engaged on biodiversity conservation in 2023. We continued to expand and consolidate collaborations with local councils and community groups, and the social and traditional media coverage of stories reached more than 250,000 people, with one koala video viewed half a million times on social media.

OPERATIONS

INTEGRATED WATER MANAGEMENT



KEY ACTIONS

Consider water-sensitive urban design in campus developments.

MEASURES OF SUCCESS

All new development actively seeks to manage its water cycle impacts in a sustainable way that has regard to water-sensitive urban design and considers water-conscious building standards⁷.

PROGRESS

Guided by the draft Integrated Water Management Plan, the University is investigating opportunities to better manage overland flow across its Nathan campus by incorporating ephemeral creek beds to increase water treatment/retention prior to discharge into stormwater. This work includes planning to potentially reinstate an overland flow path between the Kessels Road ovals. In addition to long-term planning opportunities, the University requires all new buildings to incorporate water saving measures, including Water Efficiency Labelling and Standard (WELS) rated fixtures.

A 2023 internal audit identified campus water-sensitive performance as good, with minor areas identified for improvement. New campus developments and bushfire management activities may alter this, requiring further stormwater management. It is hoped that nature-based solutions can be used in these future activities.

In 2024, the Integrated Water Management Plan will be finalised, its actions costed and priorities and made public.

Monitor campus water use and identify opportunities to reduce potable water consumption.

By 2030, annual potable water consumption (average per full-time equivalent staff and students) will have reduced by 10% based on 2023 consumption.

Water consumption in 2023 in total was 243,570 kilolitres, which was an increase of 33.1% from 2022. It equates to 7.62 L/person⁸ (equivalent to about 1 toilet flush on a standard toilet). Increases in water consumption per campus population in 2023 were likely due to increasing activity on campus, water main leaks, and increased construction activity (used for dust suppression and for flushing and testing of new works). Water meters were installed in late 2023 to assist with identification and remediation of water leaks to reduce potable water consumption.

7. Such as Green Star and the Griffith University Design Guidelines.

8. The per person rate is calculated by taking total potable water consumption and dividing it by the on-campus population. On-campus population is calculated as Staff FTE (NA, GC, LG, MG, SB) plus EFTSL Program Campus (NA, GC, LG, MG, SB).



KEY ACTIONS

Monitor and manage natural waterways on our campuses to ensure we support healthy catchments and improved environmental outcomes.

MEASURES OF SUCCESS

By 2030, sensitive natural water bodies on campus will show no loss in ecological value or biodiversity based on bi-annual ecological surveys compared with baseline year (2025).

PROGRESS

Monitoring of on-campus aquatic health to commence in 2025. Some planned habitat modification associated with bushfire management and campus development may have adverse aquatic impacts, which will require monitoring and mitigation.

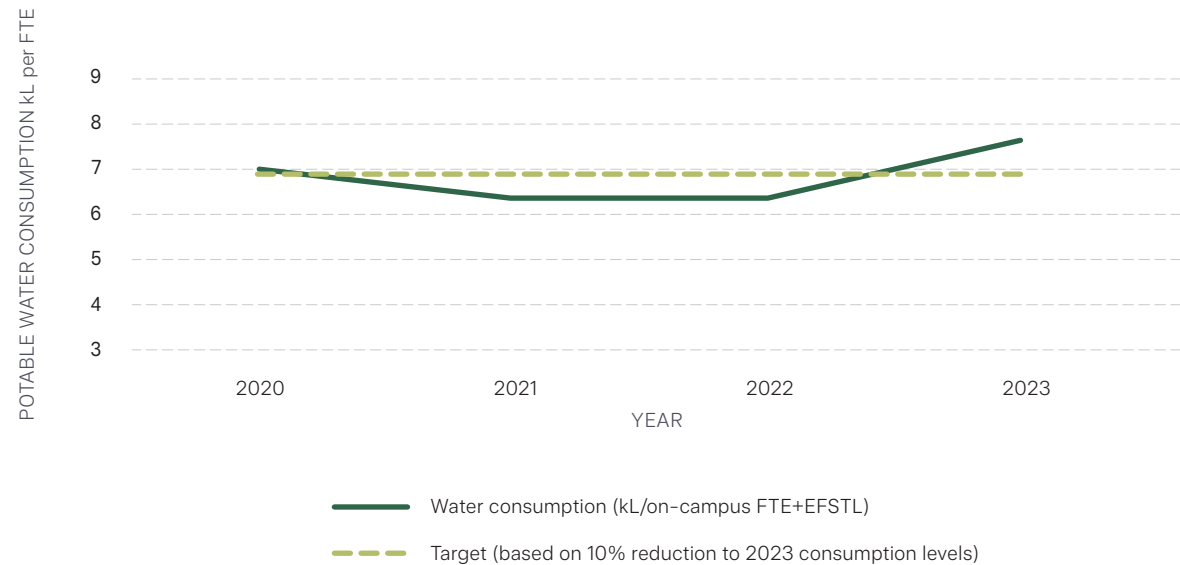


2023 daily water use:

- ~ 7.62 L / per person⁹
- Equivalent to about one toilet flush on a standard toilet

note: Griffith University has water efficient toilets, using only 3-6 L per flush

Water consumption (potable): kL per on-campus FTE and program code EFTSL



9. The per person rate is calculated by taking total potable water consumption and dividing it by the on-campus population. On-campus population is calculated as staff FTE (NA, GC, LG, MG, SB) plus EFTSL Program Campus (NA, GC, LG, MG, SB).

OPERATIONS

CIRCULAR ECONOMY AND WASTE MANAGEMENT



KEY ACTIONS

Develop a Waste Management Plan to provide practical and measurable improvements in waste management that progresses towards a circular economy and low waste campuses by 2030.

Improve waste monitoring systems across the generated waste streams on campuses and analyse waste management performance and, alongside waste contractors, identify opportunities to improve performance in accordance with the waste hierarchy.

Eliminate single-use plastics from campus operations aligning with State Government roadmap.

MEASURES OF SUCCESS

By 2030:

- annual waste to landfill (average per full-time equivalent staff and students from all sources) at Griffith University will be less than 30kg
- recycling diversion as a proportion of all waste will be greater than 25%.

From 2024, organic waste on campus will be processed on campus to produce compost.

By 2030, all campuses will have zero single-use plastic across our food outlets, catering and non-medical consumables.

PROGRESS

Total waste in 2023 was 1906.87 tonnage, of which 1242.24 tonnage went to landfill. This equates to 59.65kg/person¹⁰, with 35% of generated waste recycled.

New sustainability initiatives implemented in 2023:

- Containers for Change recycling scheme—fundraising for students suffering from hardship via Brighter Futures Program.
- Organic waste collection from tenancies. This waste is then processed through organic composting systems to produce fertiliser that is used within our campus landscaping operations.
- Takeaway cup surcharge to increase use of reusable cups and reduce general waste. This has resulted in a 400% increase in sales with reusable cups. Cafe Rossa alone had an additional 23,625 sales with reusable cups compared to 2022.
- Herb garden created for the Logan campus cafe to utilise organic waste, where collection is not possible.

The University has complied with the Queensland Government plastic reduction roadmap. Further proactive measures will be required towards 2030.

10. The per person rate is calculated by taking total waste and dividing it by the on-campus population. On-campus population is calculated as staff FTE (NA, GC, LG, MG, SB) plus EFTSL Program Campus (NA, GC, LG, MG, SB).



Table 1: Sustainability compliance of University food outlets

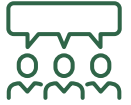
#	Sustainability initiatives and practices	Outlet														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Recycling	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	Sustainable takeaway cutlery	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	QLD Government plastic ban compliance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4	Regular maintenance of equipment	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5	Stock management systems	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6	Vegan and vegetarian menu options	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7	Biodegradable takeaway packaging*	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	
8	Purchasing reusable products over disposable ones where possible	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
9	Dining in options available	✓	✓	✓	✓	N/A	N/A	N/A	✓	✓	✓					
10	BYO reusable coffee cups	✓	✓	N/A	✓	N/A	N/A	✓	✓	✓	✓	✓	✓	✓	✓	✓
11	Implement surcharge for takeaway coffee cups	✓	✓	N/A	✓	N/A	N/A	✓	✓	✓	✓	✓				✓
12	Coffee grounds for fertilizer	✓		N/A		N/A	N/A				✓					
13	Leftovers or unsold food donated	✓	✓													
14	Promotion of BYO containers for takeaway	✓														
15	Grow own herbs/vegetables	✓			✓											
16	Organic waste collection	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

OPERATIONS

RESPONSIBLE PROCUREMENT, SUPPLY AND INVESTMENT



KEY ACTIONS	MEASURES OF SUCCESS	PROGRESS
<p>Reduce consumption, and where consumption is unavoidable, prioritise products that:</p> <ul style="list-style-type: none"> • have been repurposed • can be reused or recycled at the end of asset life • are from local, sustainable, and ethical sources • are supplied by First Nations organisations. 	<p>From 2026, 3% of suppliers are from First Nations' organisations or groups, with an annual increase in suppliers or spend from First Nations' organisations or groups and from social enterprises over baseline year (2023).</p>	<p>In 2023, 0.02% of addressable spend was with social enterprises, which was a decrease from 2022 (0.04%). In 2023, 1.47% of addressable spend was with Aboriginal and Torres Strait Islander businesses, which was an increase from 2022 (0.4%). A procurement scorecard with targets for Aboriginal and Torres Strait Islander businesses and social enterprises (reporting ongoing) has been developed. Further, staff are able to access Supply Nation and Social Traders websites for supplier discovery and the Procurement Office engaged with Social Traders to learn more about how to optimise opportunities for social enterprises. Further strategic initiatives, however, are required to meet this measure of success.</p>
	<p>From 2026, University merchandise will be sourced, where possible, from ethical and sustainable manufacturing practices and post-consumer recycled materials.</p>	<p>Ethical, social and environmental considerations have been embedded in sourcing processes. This includes sourcing guidelines, planning documents, invitation documents (including specifications) and evaluation criteria to enable Griffith staff to evaluate, select and contract with socially responsible suppliers. Solar Panels tenders are an example of where this was applied in addition to the environmental benefits to be achieved as a result of the contracts. However, merchandise sourced from ethical and sustainable manufacturing practices and post-consumer recycled materials is not currently measured and reported.</p> <p>In 2023, ethical supplier checks were undertaken quarterly and for each strategic sourcing activity to ensure Griffith are not engaging suppliers who have been sanctioned by Queensland Government for non-compliance with the Ethical Supplier Threshold and breach of obligations under the Ethical Supplier Mandate. Further, 148 modern slavery risk assessments were performed in 2023. Improvement plans were introduced with 5 suppliers. Recycling of IT hardware is in place through designated suppliers.</p>



KEY ACTIONS

Have one major partnership focused that delivers on a key sustainability metric—such as climate resilience, biodiversity conservation and improving waterway health—and that delivers measurable environmental and social improvements for the communities adjoining Griffith University campuses.

MEASURES OF SUCCESS

By 2027, we will have established a new major partnership focused on a Sustainable Development Goal/s that delivers tangible community outcomes around social, economic and environmental sustainability and we will ensure SDG elements are articulated where they exist for each major partnership.

PROGRESS

In 2023 Griffith University progressed several collaborative projects that form part of broader plans to create a major partnership between Griffith University, Queensland Government, local councils, non-government organisations and industry groups to deliver environmental sustainability outcomes in South East Queensland. Partnership development activities in 2023 included:

- The first Climate Positive and Brisbane 2032 Olympic and Paralympic Games round table dialogue in March 2023, hosted by Griffith University and Queensland Government.
- The Flood Community of Practice's Nature Based Solutions for Flood Resilience workshop brought together various stakeholders, including Griffith University, government agencies, and industry partners, to enhance flood risk management through collaboration and knowledge sharing.
- The free Family Koala Fair in June 2023, hosted by Griffith's EcoCentre in collaboration the Queensland Government, the RSCPA and Lone Pine Koala Sanctuary, attracted over 1,150 people who learnt about Koalas and the conservation of their habitats in South East Queensland.
- The inaugural Climate Ready Australia National Summit was held in October 2023 and hosted by Griffith University's Climate Action Beacon and Climate Ready Initiative, with support from the Royal Automotive Club of Queensland (RACQ) and the Queensland Government. It worked to discuss and create climate adaptation and resilience strategies.

ENGAGEMENT

HEALTHY AND INCLUSIVE CAMPUSES



KEY ACTIONS

Complete impact reports on our pathway to an Athena SWAN Silver Award.

MEASURES OF SUCCESS

1-2 Cygnet Awards annually until the end of 2025, with submission of our Athena SWAN Silver Award in 2026/27.

PROGRESS

In 2023, Griffith achieved two Cygnet Awards on LGBTQIA+ inclusion and Academic Women in Sciences Group. To date, we are the only Queensland University and fifth institution overall to achieve this recognition. A third Cygnet Award submission on First Peoples Employment is in development and a draft has been discussed at the Athena SWAN and First Peoples Employment Committee. This progress puts us on track towards achieving Athena SWAN Silver accreditation in 2026/27.

ENGAGEMENT

SUSTAINABLE COMMUTING FOR STAFF AND STUDENTS

KEY ACTIONS

Expand transport offerings for getting to and from campus across all Griffith campuses, pending the success of the trials with suitable pathways to support sustainable commuting.

MEASURES OF SUCCESS

From 2025, there will be an annual increase of 5% over baseline year (2024) in the uptake of public transport usage, carpooling (as reported via the preferred carpooling application), and sustainable commuting transport such as e-scooters and (electric) bicycles (as measured through access to end-of-trip facilities and secure storage facilities monitoring).

PROGRESS

Throughout 2023, Griffith piloted sustainable transport opportunities across Griffith campuses. With the introduction of carpooling at Griffith in Trimester 1 2023, the university have baseline engagement in the service at:

- 475 people signed up to the application
- 2,442 trips were requested
- 1,044 matched trips were undertaken
- 579 vehicles were removed from campus
- 1,998.24kg of CO2 emissions were saved.

The program has now expanded the offerings to the Logan campus.

In 2023, the Beam Working Group and Trial was established across two campuses. In February 2024 the Working Group undertook a risk assessment on the scooters, which was reviewed by the General Counsel. Scooters were subsequently approved across all our campuses to act as a valuable last mile connection in Mobility as a Service. Coupled with the improvements across all end-of-trip facilities this year, the program has measured a 38% increase in usage of facilities following the upgrades.



475
signups



1,044
matched trips



475
Individual
vehicles removed
from campus



1,998.24
CO₂ (kg) saved

For benchmarking of full Scope 3 phase
of transport SDGs



2,442
trip requests



GOVERNANCE AND REPORTING GOVERNANCE



KEY ACTIONS

Introduce an ISO-14001 aligned environmental management system to ensure compliance with environmental legislation and best practice environmental management.

MEASURES OF SUCCESS

By 2027, an environmental management system is implemented.

PROGRESS

An Environmental Manager (Strategy, Policy and Planning) has been appointed to progress development of an environmental management system (EMS) over 2024-2026 inclusive.

GOVERNANCE AND REPORTING REPORTING

KEY ACTIONS

Develop an annual sustainability report to track performance against the University's sustainability goals and commitments.

Investigate developing consolidated sustainability data repositories within existing IT infrastructure to facilitate data-driven decision-making, share information to internal and external parties, and provide evidence basis for sustainability reporting.

MEASURES OF SUCCESS

From 2024, an annual sustainability report is published detailing performance against this strategy.

By 2027, sustainability data is accessible through a centralised repository which facilitates open-access data visualisation.

PROGRESS

A comprehensive Sustainability Report has been drafted. It will be refined over time in alignment with the standards outlined in the Global Reporting Initiative (GRI).

The Griffith University Planning and Statistics Portal now includes an energy consumption, solar production, utilities, and other dashboards. These are currently only available to staff, but we are working to make them publicly accessible from 2026.

Griffith University Facts and Figures website was launched in 2023. It includes key data on progress against the United Nations Sustainable Development Goals.

IMPACT STORIES

We would like to thank all the staff and students who have supported sustainability at Griffith and worked in partnership with one another to progress the UN 2030 Agenda. We hope the 2023 work featured here inspires the collaborative efforts we need for a brighter future for all.

SUSTAINABLE DEVELOPMENT GOALS





SDG 1 NO POVERTY

End poverty in all forms everywhere.

Griffith is committed to reducing poverty and improving economic outcomes for all through our teaching, partnerships, and student and staff support initiatives.

Griffith Tax Clinic keeps adding community value

Three years after its inception, Griffith's free community tax clinic continues to bring positive impact to local communities and students. Led by Dr Melissa Belle Isle and Professor Brett Freudenberg, the clinic is run by Griffith Business School students under the supervision of experienced taxation practitioners and provides free tax assistance to the community, including refugees, immigrants, small business owners and women returning to work. Griffith students gain valuable, practical experience working under the guidance of professional tax practitioners on real-life tax issues. Since 2020, the clinic has assisted over 500 clients (including nearly 200 small businesses) and conducted 46 workshops for almost 1,500 participants. In 2023, the Clinic engaged with local high schools to improve financial literacy of students and has successfully secured Federal funding to ensure its operation into 2025.

Financial Resilience Barometer measures gaps between rich and poor

In collaboration with the Centre of Full Employment and Equity at the University of Newcastle, Griffith's Professor Scott Baum from the Cities Research Institute, developed the Financial Resilience Barometer (FRB). The interactive mapping tool uses data from the Australian Bureau of Statistics to create a spatial analysis of the socio-economic performance for over 2,000 areas in metropolitan and rural and regional Australia. The FRB considers financial resilience across four axes: economic resources (e.g. savings and income); financial resources (e.g. access to financial services); financial knowledge and behaviour; and social

capital to rate areas around the country according to their financial security or vulnerability. The FRB provides a clear indicator of the impact and extent of the cost-of-living crises on all communities and is an important resource for policy makers, researchers, governments, NGOs, service providers and many other decision makers.

Cost of living initiatives

In response to increasing hardship for students, the Student Representative Council, Student Guild and Student Life collaborated with external partners to help ease the cost of living through a range of initiatives including:

- the Campus Cupboard – over 700 students accessed the food pantry established in partnership with SecondBite to collect perishable food items from local Coles Supermarkets and supplemented by donations from staff
- a Campus Thrift Store providing donated clothing on the Gold Coast campus
- free fruit and vegetable boxes, grocery and food vouchers for students on campus
- a free weekly dinner hosted by the Gold Coast Student Guild
- free online financial and budgeting workshops to improve students' financial literacy and confidence.

Griffith's Sustainable Procurement is supported by partnerships and memberships with:

- the Mekong Club
- Electronics Watch
- the Cleaning Accountability Framework.



900 SCHOLARSHIPS

Griffith supports students' education through scholarships. In 2023, we offered over 900 scholarships.



Logan Tax Clinic

Research performance

SDG 1 No Poverty

Scholarly output
(2023)

54

Field-Weighted Citation
Impact (2023)^{11,12}

1.61

11. Field-Weighted Citation Impact (FWCI) is the ratio of citations received relative to the expected world average for the subject field, publication type and publication year. The world average FWCI is 1.00.

12. The 2023 FWCI are dynamic so will shift slightly on a weekly basis for the next three years; data for this Sustainability Report was obtained in February 2024.



SDG 2 ZERO HUNGER

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Griffith is driving innovative partnerships and programs, informed by leading research, to reduce hunger and improve access to nutrition.

Griffith University's Soil and Land Management Project addresses SDG 2 Zero Hunger through ACIAR partnership

Griffith University's expertise in agricultural research and development served as a transformative factor in the Province of Agusan del Sur's Upland Sustainable Agroforestry Development (USAD) program, which is a cornerstone of the province's poverty reduction strategy. Through collaborative research—funded by the Australian Centre for International Agricultural Research (ACIAR)—Griffith's scientists (led by Professor Chengrong Chen and Dr Johnvie Goloran) provided invaluable technical insights into sustainable land and agricultural practices, ensuring that interventions are evidence-based, contextually relevant and scientifically robust. By leveraging knowledge and technical guidance from Griffith scientists and key partners, the program effectively enhanced agricultural productivity, diversified food sources, and strengthened local food systems, thereby contributing to the eradication of hunger in upland communities. The funding included technical expertise, and extended to capacity building initiatives aimed at empowering farmers with the skills and knowledge needed to improve their livelihoods and achieve food security.

The program, through GU-ACIAR, contributed to zero hunger in several ways such as the diversification of food resources, ensuring a more stable and resilient food supply—which was especially highlighted during the COVID-19 period when borders between provinces were closed. The ACIAR program involved diversification of rubber farms with locally available and affordable nutrient-rich foods contributing to a balanced and healthy diet, combating malnutrition and hunger. It consequently also provided additional sources of income

for farmers and increased income levels to enable households to purchase food and invest in other basic needs, reducing the prevalence of hunger and poverty.

This is especially significant for upland areas, which often face challenges such as poor soil quality, steep slopes and limited access to markets. By adapting agricultural practices to these conditions and introducing agri-forestry techniques suited to the local environment, the program helped improve food security in marginalised and remote areas where hunger may be more prevalent.

Sustainable land management helped maintain soil fertility and prevent erosion, which ensures the long-term productivity of the land, safeguarding food production for current and future generations. By preserving ecosystem services and mitigating climate change, these practices contribute to the resilience of food systems, making them less vulnerable to shocks and disruptions.

It also contributed to community empowerment where farmer enrollees are involved in the decision-making processes in terms of identifying project interventions and are provided with training and resources to implement sustainable agricultural practices. This empowerment enhances food security at the community level by enabling farmer enrollees to produce their own food and reducing dependency on external sources.

Based on the Local Poverty Intensity Index—a poverty measurement tool developed by the Province of Agusan del Sur measuring not only increased incomes but other poverty indicators in the four poverty dimensions of hunger and deprivation, poor health, fear and ignorance—out of 610 households, 542 or 88% graduated from poverty. This was a result of a third-party study conducted by Agusan del Sur State College of Agriculture and Technology. For incomes in particular, out of 610 households under the rubber-based USAD, based on 2022 poverty threshold*, 34% of households are above the poverty threshold.

Overall, the program has played a crucial role in promoting food security, nutrition, and sustainable development, thereby contributing to the global effort to achieve zero hunger and increased incomes.

Partnership builds smart farms

Griffith's partnership with Korean Technology Promotion Agency (KOAT) and Earthfix, is using advanced technology to build high-yield smart farms that maximise the sustainable use of food, land, and water to grow produce free of herbicides and insecticides. The first farm is underway at Luscombe in the inner Gold Coast hinterland. The state-of-the-art facility will ultimately generate its own energy and nutrients and dispose of its own waste through a unique closed-loop system, with the regeneration works already being completed through Earthfix's work in planting 11,000 native trees and the construction of a plant nursery. Griffith's ARC Research Hub for Driving Farming Productivity and Disease Prevention is a key collaborator in this world-first project, combining technology and research to improve food security.

16,000 STUDENTS supported with free fruit and veg boxes across Nathan, Logan, Mt Gravatt and South Bank campuses.

Research performance

SDG 2 Zero Hunger

Scholarly output (2023)	Field-Weighted Citation Impact (2023)
83	0.95

*27,812 2022 poverty threshold as baseline, Philippine Statistics Authority.

3 GOOD HEALTH AND WELL-BEING



SDG 3 GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages.

Griffith is committed to addressing the global challenge of hunger and promoting sustainable agriculture.

Groundbreaking Yapatjarrathati projects tracking First Peoples' health

Griffith researchers, collaborating with First Peoples Elders and community members from Mount Isa, the Gold Coast University Hospital, North West Hospital and others—have developed a unique healthcare model that reduces health disparities by increasing identification of children at risk of fetal alcohol spectrum disorder (FASD) in primary healthcare.

The Yapatjarrathati Project (meaning "get well"), co-designed the Tracking Cube—a culturally responsive, approach to screening, diagnosing and monitoring neurodevelopmental concerns in primary healthcare. The Tracking Cube breaks a comprehensive neurodevelopmental assessment into six manageable parts (six sides of a cube) to assist practitioners across settings to support children locally. Led by Professor Dianne Shanley, Dr Erinn Hawkins, and Dr Wei Liu from Griffith University's YourTrack research team, the Tracking Cube has improved communication between healthcare practitioners and Aboriginal and Torres Strait Islander consumers and accelerated support pathways for children and young people impacted by FASD.



Tracking Cube

Making dental care more accessible

This year, Griffith's dental clinic expanded to provide more affordable and accessible dental care for children and adults on the Gold Coast. The clinic provides reduced-cost care to community members as well as bulk billing for eligible patients. The clinic already provided care to over 6,000 patients in 2023 and the expansion will increase capacity a further 20% in 2024. Fourth and fifth-year dental students are overseen by registered dental practitioners and gain essential workplace skills through the supervised training and placement at the clinic. Dental hygiene students also conduct free outreach education in local schools to support preventative care and community education.



Student Dental Clinic

Primary Healthcare Placements in Vietnam

The project Primary Healthcare Placements in Vietnam, led by Hazel Rands has been underway since 2017. It has facilitated multiple cohorts of Griffith University undergraduate students engaging in healthcare placement programs in rural northern Vietnam, supported financially by the Department of Foreign Affairs through the New Colombo Plan Mobility Program.

In 2023, 81 students participated in the program, focusing on healthcare services for ethnic minority groups in northern Vietnam. The project's success is attributed to comprehensive training, including pre-departure workshops, cultural immersion, and homestays, enabling students to gain deep insights into Vietnam's healthcare challenges and cultural dynamics.

Key achievements of the project include providing healthcare and health education through various channels, expanding from three to 12 villages (excluding a COVID-19-related break), and reaching over 600 villagers. Collaboration with Mai Chau Provincial Hospital since 2018 enhanced students' experiences, allowing direct engagement with Vietnamese health workers and observing acute healthcare delivery.

Overall, the Primary Healthcare Placements in Vietnam project embodies Griffith University's commitment to advancing the SDGs and creating positive impacts on global health and education.

Building Public Health Capacity in Cambodian Communities

The Building Public Health Capacity in Cambodian Communities project, under the leadership of Associate Professor Bernadette Sebar, aims to enhance public health initiatives in Cambodia. In 2023, 13 undergraduate students participated in a program funded by the Department of Foreign Affairs through the New Colombo Plan Mobility Program. This program focused on conducting a needs assessment in Cambodian communities to identify pressing health issues and develop and pilot health interventions.

The project offers a unique opportunity for students from various disciplines, including public health, nutrition, dietetics, occupational therapy, and environmental health, to immerse themselves in Cambodian culture, history, and politics. The tragic history of Cambodia provides a compelling backdrop, highlighting the country’s challenges and underscoring the importance of addressing public health needs in developing nations.

Students work closely with local stakeholders, including elders, healthcare workers, government officials, and community members, to develop and implement strategies addressing identified health needs. The project’s core philosophy is community empowerment, focusing on capacity building in health, education, and environment through a bottom-up, strengths-based approach.

This project not only advances public health in Cambodia but also provides invaluable learning experiences for students and contributes to broader global development goals.

Finding natural solutions to healthcare

Griffith researchers to found solutions in nature to lead groundbreaking health research, including:

- research investigating the development of a pain-relieving topical gel that uses the bark the Mudjala mangrove tree. A partnership between Nyikina Mangala man, John Watson, from the Jarlmadangah Burru Aboriginal Community of the Kimberley, and Professor Ron Quinn AM from the Griffith Institute for Drug Discovery is using Traditional Knowledge and conventional science to develop a natural remedy for severe pain. The research was awarded a Australian Academy of Technological Sciences and Engineering’s Traditional Knowledge Innovation Award this year
- a natural product derived from a Queensland rainforest tree that may help treat and possibly reverse life-threatening lung diseases, including silicosis, being developed by researchers from Griffith University’s NatureBank and Metro North Health. NatureBank is hosted by the Griffith Institute for Drug Discovery and holds an accessible library for industry partners of 18,000 natural products extract and 90,000 natural product fractions which help accelerate biodiscoveries by researchers all over the world.

Research performance

SDG 3 Good Health and Well-being

Scholarly output (2023)

804

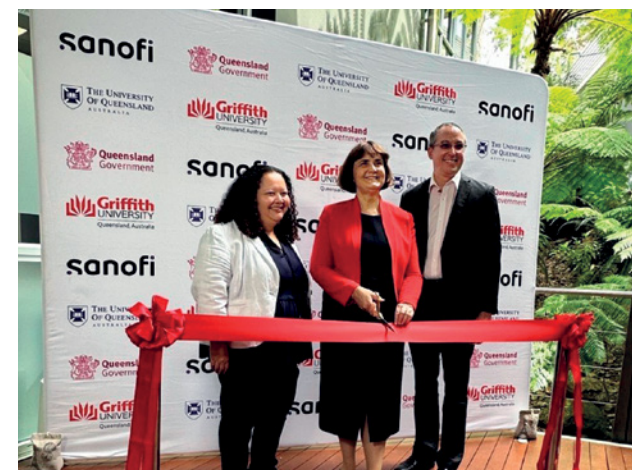
Field-Weighted Citation Impact (2023)

1.94

New partnerships for health and wellbeing

In 2023, Griffith researchers established significant new partnerships that address significant health and wellbeing challenges including:

- Sanofi, one of the world’s leading healthcare companies, in partnership with Griffith opened a new research site on the Gold Coast campus, establishing a world-class biomedical research and development facility. This partnership is part of the Translational Science Hub—a collaboration between Griffith, Sanofi, University of Queensland and the Queensland Government
- Gene Company Pty Ltd and Griffith initiated a new commercial partnership to develop treatments for the COVID-19 virus
- Through support from the Bourne Foundation, key supporters of the Institute for Glycomics, a new Nuclear Magnetic Resonance (NMR) Facility was launched as part of the Institute’s world class Spectroscopy Facility.



Sanofi partnership



SDG 4 QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Griffith provides world-class education in sustainability and the SDGs through degrees, courses, programs, work-integrated learning (WIL) and volunteer opportunities.

Education for sustainability in early education

In collaboration with Macquarie University, Queensland University of Technology, and Edith Cowan University, Griffith education researchers have updated the [national early childhood learning frameworks](#) to focus on culture, sustainability and leadership. This is the first time in over a decade that the frameworks—which guide Australia's early childhood curriculum and out of school hours care programs—have been updated. The new frameworks will ensure educators have relevant and contemporary guiding principles to impact key areas of learning for over 1.5 million children.



Griffith's MBA for Life program received the award for Excellence in Student and/or Alumni Engagement at the [2023 Engagement Australia Excellence Awards](#).

The MBA for Life program provides lifelong engagement with Griffith MBA students and alumni, with a global alumni network of over 4,000 members. The program provides opportunities for students through industry engaged projects, creates collaborative learning initiatives and connects alumni with thought leaders across the world.

World Science Festival showcases STEM education and research

As a key partner with the annual World Science Festival, Griffith researchers and experts have the opportunity to present the latest findings and support STEM education and awareness through free and ticketed events.

This year's festival featured:

- Griffith STEM experts showcasing the living systems around us and the subtle interactions that drive them
- human-powered electronic sound sculptures exploring the output of electronic sound through the transference of energy beginning with human kinetic action
- an expert panel exploring the development of modern medicine through evidence of Stone Age surgery through to current advancements in medicine
- a panel of leading insect experts explaining the importance of insects for pollinating crops, controlling other pests, and as a potential solution to global food security.

Through interactive demonstrations, students gained an insight into the fundamental concepts behind biological systems and evolutionary change, as well as how to find solutions to ecological issues impacting our lives by exploring and explaining everyday observations.

Indonesia and COVID-19—the Struggle, the Support, and the Lesson

Ten undergraduate students participated in the short course titled Indonesia and COVID-19 – the Struggle, the Support, and the Lesson in 2023, delivered by Airlangga University (UNAIR) in Indonesia. The course, financially supported by the Department of Foreign Affairs through their New Colombo Plan Mobility Program, provided students with a comprehensive understanding of Indonesia's response to the COVID-19 pandemic across socio-political, economic, and cultural dimensions.

The project delved into Indonesia's journey through the pandemic, highlighting its socio-political challenges and the support mechanisms implemented. Students gained valuable insights into Indonesia's position within the Indo-Pacific region, its strategic importance in geopolitics, and its historical ties with Australia. Through academic engagement, they explored the complexities of Indonesia's response to COVID-19, enhancing their understanding of global health crises and international relations.

This project aligns with SDG 4: Quality Education, Target 4.7: Education for sustainable development and global citizenship. By fostering people-to-people connections and academic collaboration between students and faculty from Griffith University and UNAIR, the project promotes cross-cultural learning and global citizenship. It encourages students to critically analyse social and political issues, contributing to their development as informed and responsible global citizens.

Through this project, students gain valuable academic and cultural experiences, strengthening ties between Australia and Indonesia while addressing global challenges collaboratively.

Resource Governance, Civil Society and Ethnic Politics in the Mekong Sub-Region

In 2023, six undergraduate students embarked on a short course titled Resource Governance, Civil Society and Ethnic Politics in the Mekong Sub-Region, delivered by Chiang Mai University in Thailand. Supported by the Department of Foreign Affairs through the New Colombo Plan Mobility Program, this course aimed to deepen students' understanding of shared challenges in environmental governance, resource politics, and Indigenous rights between Australia and Thailand.

Led by Associate Professor Georgette Leah Burns, the project facilitated practical connections between Griffith University and Chiang Mai University's Faculty of Social Science and the Regional Centre for Social Science and Sustainable Development. Through field trips, seminars, workshops, and interactions with civil society groups and indigenous communities, students gained insights into resource management, biodiversity, land rights, and community development in the Mekong Sub-Region.

The course exposed students to cutting-edge research by renowned scholars, fostering people-to-people connections and promoting shared knowledge and solutions. Dr Joseph Rickson and Associate Professor Georgette Leah Burns collaborated with Chiang Mai University faculty to develop curriculum materials for both institutions, enhancing educational practices and research collaboration.

This project aligns with SDG 4: Quality Education, particularly Target 4.7: Education for sustainable development and global citizenship. It promotes development-oriented policies, decent job creation, entrepreneurship, and the eradication of forced labour and modern slavery. Additionally, it contributes to SDG Goal 10: Reduce Inequality Within and Among Countries, by fostering equal opportunities, reducing inequalities of outcome, and adopting policies for greater equality and social protection.

By fostering international scholarship, cultural exchange, and research collaboration, the Resource Governance, Civil Society and Ethnic Politics in the Mekong Sub-Region project contributes to sustainable development, global citizenship, and inclusive growth in the Indo-Pacific region.



In 2023, Griffith offered free library membership for all community borrowers for the first time. Waiving the previous \$55 membership fee means more have access to free quality education resources.



Free library membership



World Science Festival

Griffith students achieving Sustainable Development Goals

In 2023, Griffith was selected as a UN Millennium Fellows Campus for the fourth consecutive year. Fourteen Griffith students engaged in a global network of student leaders to advance the UN SDGs through a world-class leadership development program. Griffith was one of only two Australian universities and 260 universities selected from over 3,000 institutions worldwide to host a Millennium Fellowship Class (MFC).

Six Griffith International students were selected as Gold Coast Mayor's Student Ambassadors for 2023. The partnership with Study Gold Coast and City of Gold Coast, allows students from around the world, a chance to participate in industry networking and leadership learning with a chance to lead and facilitate major events on the Gold Coast. Student Ambassadors engaged in cultural experiences through the Jellurgal Aboriginal Cultural Centre and explored sustainable food practices through OzHarvest.

Griffith's participants were:

- Lydia Kek, Bachelor of Nutrition and Dietetics
- Ryan Churchill, Doctor of Medicine
- Sarah Lelea, Bachelor of Psychology (Hons)
- Mercy Atukunda, Master of Civil Engineering
- Sunwoo (Ellen) Nam, Master of IT
- Surbhi Rawat, Master of Social Work

Griffith Business School supported 19 students and alumni to attend the Young Professionals Forum as part of the 2023 Asia Pacific Cities Summit and Mayors Forum—Shaping Cities for our Future.

The 2023 Asia Pacific Cities Summit Griffith University Young Professionals' Forum was a curated program in which young professionals engaged in thought-provoking conversations and collaborated to propose city solutions to urban challenges. They also networked with current and future leaders including Griffith Vice-Chancellor Professor Carolyn Evans and Griffith Business School Dean (Engagement), Professor Rosemary Stockdale. Selected young professional solutions were presented to all of the attending mayors, government officials and business leaders on the final day of the 2023 APCS.

Griffith Business School supports students to develop career readiness, and develop professional and personal skills through its School sponsorship initiative. 2023's recipients included Bachelor of Government and International Relations student and aspiring diplomat, Jordan Cooper. Jordan was supported to attend the University Scholars Leadership Symposium—an esteemed youth leadership event held at the United Nations Conference Centre in Bangkok, Thailand. Jordan joined 1200 future leaders committed advancing the UN Sustainable Development Goals and collaborating to develop innovative solutions to global problems.

In 2023, Griffith Law, Criminology and Criminal Justice student Jennifer Menzie and Griffith Law and Environmental Science student Alexander Blackborough were the only Queensland delegates chosen to participate in the 2023 Global Voices Fellowship.

As part of the Fellowship, Jennifer travelled to New York to attend the 68th session of the UN Commission on the Status of Women for the promotion of gender equality and the empowerment of women. Alexander travelled to Dubai to attend the COP28 UN Climate Change Conference, with aspirations to pursue human rights and climate litigation and policy for marginalised communities. Both had the opportunity to engage with sustainability leaders and Australian government representatives to discuss the development of their own policy proposals and recommendations.



Nurturing future leaders beyond the classroom.



Griffith's United Nations Global Voices Fellows Jennifer Menzie and Alexander Blackborough

Research performance

SDG 4 Quality Education

Scholarly output
(2023)

Field-Weighted Citation
Impact (2023)

177

1.22



SDG 5 GENDER EQUALITY

Achieve gender equality and empower all women and girls.

Griffith supports gender equity through its operations, partnerships, programs, teaching, and research.

Griffith first university in Queensland to achieve SAGE Cygnet award

In 2023, Griffith's gains in reducing barriers for people of diverse gender, bodies, and sexuality (DGBS/LGBTQIA+) was recognised with a Science in Australia Gender Equity (SAGE) Cygnet Award—the first Queensland university to do so. Some key initiatives and outcomes from Griffith's commitment to LGBTQIA+ community and staff and students of diverse genders, bodies and sexualities include:

- increased LGBTQIA+ resources and development offerings for staff and students and increased visibility of support and recognition including the Pride Flag crossings on campuses, Pride logo and image branding
- removal of identified system and process barriers including removing the requirement to provide legal documents to update gender, prefixes or chosen name in staff and student systems, and ensuring chosen name is displayed rather than fields associated with legal name in more than 160 systems
- increased internal and external engagement opportunities and events such as IDAHOBIT Day and more
- Griffith's score for Australian Workplace Equality Index (AWEI), a national benchmarking framework on LGBTQIA+ inclusion, increased by 344% since 2017 and Griffith progressed to Silver Tier status, which indicates improved standing compared to benchmarked institutions
- increased number of LGBTQIA+ Allies by 334% since 2019.

Through partnership with Libra, the Student Representative Council (SRC) began providing free period care products to students. Griffith is one of the first universities in Queensland to introduce this new initiative, which began with a six-month trial in August 2023 and invites staff to donate supplementary period products to the food pantry. Dispensers were placed inside bathrooms to ensure accessibility for all students and as the program grows, more dispensers will be installed across all campuses.

The program positively impacts student engagement, attendance and health by reducing unnecessary absenteeism, removing shame associated with menstruation, and improving emotional, physical and mental health.

Women have been the majority of applications, acceptance and enrolments at Griffith since 2019. In 2023, 29,475 (60.9%) of people enrolled in studies at Griffith were women, with the majority of women studying in the Arts, Education and Law Group and the Health Group.

ARTS, EDUCATION AND LAW: 9,330 (68.4%)	HEALTH: 10,874 (72.6%)
BUSINESS: 4,169 (49.8%)	SCIENCES: 2,973 (35.7%)

Most completed qualifications at Griffith in the years since 2014 have been awarded to women. In 2023, of the 9,246 students who completed a degree, 5,739 were women representing about 62% of all graduates.



In 2023, we offered 913 scholarships of which 590 (65%) were awarded to applicants who identified as female. We also had seven scholarships that are specifically only open to those identify as female:

- Dorothy Ford Memorial Scholarship
- Dr Vivienne Cowlshaw-Shortell Scholarship
- Joshua Creamer and Kara Cook Excellence in Law Scholarship
- Laird/Gill Family Bursary
- Leneen Forde Zonta Scholarship
- Master of Business Administration (MBA) Scholarship for Women
- Master of Business Administration (MBA) Scholarship for Women in Sport Leadership

Research performance

SDG 5 Gender Equality

Scholarly output (2023)

110

Field-Weighted Citation Impact (2023)

1.28



SDG 6 CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all.

Griffith leads research, partnerships and programs facilitating sustainable and integrated water management globally. With five campuses across three local government areas, we also align our operations with local government strategic planning intent (including [Brisbane's Total Water Cycle Management Plan](#) and the [Gold Coast Water Strategy 2019-2024](#)). This includes:

- water management that considers the whole of water cycle
- incorporation of water sensitive urban design into development
- sustainable water consumption, considering reuse and rainwater harvesting opportunities where practical
- valuing the important role healthy waterways play for the local community, environment, and economy
- consideration of climate change impacts on the water cycle.

In 2023, we launched our [Integrated Water Management](#) website which showcases our work to reduce our consumption, prevent pollution, and maintain water sensitive design.

Green and Blue by '32—setting goals and accelerating actions for cleaner waterways

The Green and Blue by '32 event in October at the Brisbane Convention and Exhibition Centre brought together multiple partners—the Australian Rivers Institute, International WaterCentre, Queensland Water Modelling Network, River Basin Management Society, the Moreton Bay Foundation, Stormwater Queensland, Australian Institute of Landscape Architects, Stormwater Australia, the Green Infrastructure Research Labs/Cities Research Institute, Flood Community of Practice and Engineers Australia—all committed to improving the health of our catchments and waterways and restoring the diverse habitats of South East Queensland.

The Olympic and Paralympic Games scheduled for 2032 in Brisbane is a timely deadline to accelerate actions that will restore catchments and waterways and ultimately improve liveability in our region.

Participants included researchers, practitioners, Indigenous peoples, and operators who all contributed ideas and discussed actions to ensure an inclusive approach informed by science, economics, practice and Indigenous knowledges and values. The Green and Blue by '32 event brought sectors together to identify, align and plan a common vision for a cleaner, greener South East Queensland within the next ten years.

Using digital technologies to build a more climate resilient water sector

Griffith's International WaterCentre (IWC) delivered a short, online course on [Digital Technologies for a Climate Resilient Water Sector](#) to more than 70 participants from 20 countries in the Asia-Pacific region. The course is designed to build the capacity of the Asian Development Bank (ADB) project teams and Developing Member Country (DMC) counterpart staff in the knowledge and use of digital technologies to improve water management and inclusive participation in decision-making and consequently contributing to water security and climate change resilience.

Participants learnt about a wide range of digital technologies and explored how these technologies could be applied to their own projects. They also learnt how to manage and present data, and use various tools, including Sustainable Development Goal dashboards and remote sensing dashboards to apply technology strategies to both organisational needs and global challenges. The content and resources for the Digital Technologies for a Climate Resilient Water Sector course are available for others to access via the Asian Development Bank's Water Resilience Hub.

In 2023 the International Water Centre:

- organised 20 events and conferences
- hosting 1286 participants
- from over 45 countries.

Pacific Islands Regional Knowledge and Learning Exchange

In November 2023, the International WaterCentre (IWC)—with the support of the Australian Government's Water for Women Fund (WfW)—brought 10 researchers, government and water utility stakeholders from Papua New Guinea, the Solomon Islands, and Vanuatu to Suva, Fiji, for a five-day [Regional Knowledge and Learning Exchange](#) focused on water, sanitation, and hygiene (WASH). In Suva, they were joined by three senior and four emerging Fijian researchers, and for some activities, numerous representatives from local and national government ministries, and other organisations. Eight staff from IWC participated in the event.



Pacific Islands Regional Knowledge and Learning Exchange.

Flood Community of Practice seeks nature-based solutions

Established in 2014 after the devastating 2011 Brisbane floods, the Flood Community of Practice provides foundational awareness, skills and expertise to Queensland’s professionals, communities and organisations who are involved in integrated flood risk management. The Flood CoP is a partnership between Griffith University, the International Water Centre, Queensland Government, the Australian Red Cross, Water Technology, Aurecon, FloodMapp and others. It brings together researchers, governments and policy makers, private industry, and community members to plan, develop and implement an opportunity for flood risk management initiatives based on an understanding of best practices in Australia and internationally.

A key 2023 event was the Nature-Based Solutions presentation featuring local and state governments, water utilities, industry groups and consultants, futures specialists, and researchers from Griffith and other universities to collectively explore nature-based solutions for flood resilience and showcase current research initiatives and their impact.

Outcomes from the event included:

- ongoing professional awareness of the benefits of nature-based solutions
- improved data on the performance of nature-based solutions in Australia for flood risk reduction
- ongoing investment, prioritisation and support for skills and capability development and operational logistics for designing and implementing nature-based solutions
- collaboration and cross disciplinary approaches for ongoing success in the sector.

Satellite data to assess the impacts of drought and water extraction on groundwater resources

This ARC DECRA project led by Dr Christopher Ndehedehe is developing a novel framework that uses big data from satellites to assess the impacts of droughts and water extraction on groundwater resources in Australia, currently poorly understood and difficult to monitor. The project aims to generate new insights into the mechanisms driving

changes in groundwater availability and identify risks from sustained groundwater extraction in unprecedented ways by harnessing big data from satellites to assess groundwater status, improve the capability of water resource management agencies to monitor water availability and sustainably manage these critical resources.

Initiated in 2023, the research is already having impact. Outcomes to date include:

- the development of a new method to quantify groundwater recharge using satellite data
- new data from the satellite (freely and publicly available) improved assessment of water budgets on a local scale
- the evaluation of machine learning models for localised groundwater assessments.

The research will ultimately help farmers and communities to reduce adverse outcomes from drought by enabling earlier access to meaningful data to inform production decisions.

Water and WASH Futures Conference 2023


The Water and WASH Futures Conference 2023 was part of the Water and WASH Futures knowledge forums—a series of knowledge sharing and learning activities for practitioners and professionals in the international water supply, sanitation, and hygiene (WASH) and water resource management (WRM) sectors. Water and WASH Futures is project managed by the International WaterCentre, Griffith University in partnership with the Australian Department of Foreign Affairs and Trade.

The Water and WASH Futures Conference 2023 brought together WASH and WRM professionals and actors from connected sectors, to discuss the challenges facing the achievement of the Sustainable Development Goal (SDG) 6 targets, in the context of a changing climate. This was a local conference with global impact:

- 440 delegates from 45 countries attended the conference in Brisbane, Delegates came from a range of background types (civil society 25%, academia 25%, government 17%, remainder being business, multilateral, development partner or donor, and consulting).

- The conference provided opportunities for over 180 conference presentations and training sessions from over 110 different organisations from 31 countries.
- About 30% of the presenters were Australian working for Australia-based organisations, or international organisations.
- When surveyed four months post-conference, over 90% indicated they had learnt new knowledge that was able to be shared with colleagues back home, and that they had made new connections which assisted in new work or project opportunities.

The Water and WASH Futures Conference 2023 built awareness of the imperative climate change brings to better linking WASH and WRM explored the common ground and practical linkages between the two sectors. Through this, it supported SDG 6 by continuing to push whole-of-water-cycle policy and practice by bringing together both WASH (water supply, sanitation), and Water Management Professionals.



DRINKING WATER ACROSS CAMPUSES
 Across our campuses, we have over 200 drinking water fountains as well as filtered hot and cold water in student and staff kitchen areas to provide free drinking water to all students, staff and visitors.

Research performance

SDG 6 Clean Water and Sanitation

Scholarly output (2023)	Field-Weighted Citation Impact (2023)
135	1.58

7 AFFORDABLE AND CLEAN ENERGY



SDG 7 AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable, and modern energy for all.

Griffith University is a leader in innovative energy research and partnerships and continues to make progress towards its renewable energy targets through onsite solar energy generation.

Griffith continues to reduce its greenhouse gas emissions, with 2022/23 emissions 44% below the 2010/11 baseline and 9% lower than the previous year.

On the path to 100% renewable power by 2029

Griffith's commitment to 100% renewable power by 2029 took a step forward this year with the installation of solar panels on the roofs of five buildings on Logan campus. Logan is the first stage of the university-wide roll out which will mean an extra four megawatts of solar panels installed across all campuses. Once installation is complete across the five buildings at Logan, the solar panels will generate 73% of the campus's electricity requirements and reduce the University's carbon emissions by more than 1,500 tonnes of carbon dioxide per year.

The project is part of the University's overall commitment to using green energy following the completion of the Columboola Solar Farm near Miles, which is providing 50% of the University's off-site energy needs. Attention will move to Nathan campus in 2024 when a further 900 kW of solar systems will be installed on the roofs of Nathan's buildings, adding to the existing 550 kW of installed solar systems. The Rooftop Solar Project at Nathan campus will also reduce the University's carbon emissions by approximately 1,500 tonnes of carbon dioxide per year. Solar panel installation is also set to begin at the Gold Coast in 2024.



Griffith University installed 21 new Electric Vehicle (EV) charging stations across campuses in 2023.

Centre for Applied Energy Economics and Policy Research generating change for renewable energy

The Centre for Applied Energy Economics and Policy Research (CAEPR) works closely with industry partners and government to provide research, expertise, policy advice and capacity building to support the transition to low-carbon energy supply. Strongly supported by industry partners, the Centre's work facilitates real impact in the energy sector, with research being used at both the political level and for the organisations involved in the National Electricity Market. The Centre's relationships with energy organisations also provides industry opportunities to students. Hosted in the Griffith Business School, 2023 outcomes included:

- hosting key events with the Minister for Energy, Renewables and Hydrogen and Minister for Public Works and Procurement, the Honorable Mick de Brenni and the Stanwell Corporation Clean Energy Hub—supporting innovative new energy technology including wind, solar, hydrogen and battery storage
- Centre Director Professor Magnus Söderberg meeting seven Queensland local councils (Somerset Regional Council, Brisbane City Council, Scenic Rim Regional Council, Redland City Council, City of Gold Coast, City of Moreton Bay, Ipswich City Council) to discuss how they can use financial and behavioural change interventions to positively impact household energy users
- expert panels sharing the newest insights on how research economists can help the National Electricity Market and energy organisations transition to low carbon.

Griffith researcher contributing to international development of fusion energy

In February, Griffith University became the first Queensland university to formally sign on to a memorandum of cooperation between Australia's Nuclear Science and Technology Organisation, (ANSTO) and the ITER Organisation. ITER ("The Way" in Latin) is one of the most ambitious energy projects in the world today. Scientists from 35 nations are collaborating in southern France to build the world's largest tokamak, a magnetic fusion device designed to prove the feasibility of fusion as a large-scale and carbon-free source of energy based on the same principle that powers our Sun and stars.

Dr Nathan Garland, a Lecturer in the School of Environment and Science and the Center for Quantum Dynamics, participated in the organising committee of the UN International Atomic Energy Agency (IAEA) Conference held in London, to support the global research and development community in fusion energy research. Dr Garland's participation in this activity demonstrates Australia's commitment to emerging energy research by participating in discussions and decision making at the planning meetings at the IAEA HQ in Vienna, and advocating for Australian representation at an international level, as well as advocating for smaller, underrepresented nations.

Research performance

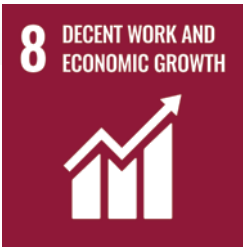
SDG 7 Affordable and Clean Energy

Scholarly output
(2023)

Field-Weighted Citation
Impact (2023)

197

2.5



SDG 8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Griffith partners with industry and communities to drive sustainable economic growth through research, teaching and employment opportunities.

Agricultural research finds ways to sustainably improve mango farming

Griffith researchers are finding simple but effective ways to sustainably improve yield for mango farmers in Vietnam where mangoes are one of the most significant contributors to the region's economy. An investigation into current practices found that smallholder farmers were overusing fertiliser in efforts to increase crop yields. However, this resulted in higher production costs, with crops more susceptible to pests and disease. Researchers from the Griffith Asia Institute found that reducing application rates of fertilisers did not affect the yield or quality of two mango varieties in Southern Vietnam, and lower application rates improved yield and quality. The study was conducted in collaboration with local researchers from the Southern Horticultural Research Institute.

The study was part of a larger project, led by Griffith Asia Institute's agribusiness expert Associate Professor Robin E Roberts and funded by the Australian Centre for International Agricultural Research. As part of the same project, researchers also discovered how to use hot water treatment to meet market entry protocols for fruit fly disinfestation in Australian mangoes. Heat treatment is the internationally accepted protocol for market access, currently applied to mangoes through vapour heat technology. Hot water treatment is an inexpensive, more efficient alternative, but previous studies found that the rapid transfer of heat typically led to scalding and other heat related injuries on the skin of the mango. In collaboration with researchers from the Department of Primary Industries and Regional Development, researchers found that the mangoes were less affected by hot water treatment when preconditioned to ambient storage temperatures.

The results of both these studies have potentially far-reaching implications for the mango industry nationally and internationally.

National Digital Innovation Launchpad

Griffith University collaborated with ReGov Technologies in Malaysia to connect vulnerable economies in the Pacific Islands to global markets through the National Digital Innovation Launchpad. Starting in Tonga, the Launchpad is designed to accelerate the use of technology and build local capacity to implement digital projects and solutions that will benefit many local communities.

With approximately three billion people—37% of the planet—not digitally connected around the world, this landmark partnership between a Malaysia technology company and Griffith University can significantly enhance inclusive economic growth in the Pacific region and create new opportunities for local entrepreneurs to grow and develop their businesses. The NDIL collaboration with ReGov Technologies combines resources and expertise to undertake knowledge sharing, collaborative research and capacity building programs aimed at strengthening inclusive digital economies and societies in the Pacific Islands region.



Griffith University Business School ranked number one overall in the top 40 Corporate Knights 2023 Better World MBA ranking four years in a row! The ranking recognises Griffith's Master of Business Administration (MBA) as a world-class, values-led program imparting holistic purpose in tomorrow's leaders.



Walking the Chain demonstration for smallholder mango farmers in Southern Vietnam.



Empowering Pacific Island economies through digital transformation.

Research performance

SDG 8 Decent Work and Economic Growth

Scholarly output (2023)

193

Field-Weighted Citation Impact (2023)

1.92



SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

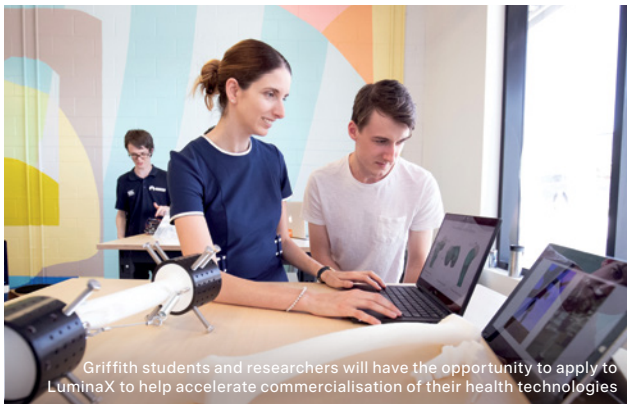
Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

Griffith is leading research and developing partnerships and programs to inform resilient infrastructure and sustainable industrialisation.

Collaborating to accelerate health tech start ups

A new partnership with a leading health technology accelerator program based within the Gold Coast Health and Knowledge Precinct will fast track commercialisation and market-readiness for up to ten Australian health technology start ups annually for the next three years. The LuminaX Healthtech Accelerator is a 14-week innovation program. Start ups are chosen through a nation-wide competitive process and are then mentored by Griffith's globally recognised health and science academics with access to the university's cutting-edge research facilities and resources.

The winning team at this year's LuminaX was the YourTrack program—new technology aiming to empower health professionals to undertake and provide early assessment, intervention and support for children and young people with developmental risks.



Griffith students and researchers will have the opportunity to apply to LuminaX to help accelerate commercialisation of their health technologies

Clinical entrepreneurship program accelerates health care transformation

Griffith Business School, in collaboration with Gold Coast Health, Gold Coast Health and Knowledge Precinct, and the Queensland Government's Advance Queensland initiative, has launched an innovative program, the Clinician Entrepreneurship Change Agent Program, aimed at empowering clinician entrepreneurs and intrapreneurs to drive healthcare transformation through the development and commercialisation of new digital health and medical technologies. Co-led by Professor of Entrepreneurship and Business Innovation, Naomi Birdthistle, the layered program provides training, team support, individual mentoring, and expert regulatory, financial, and legal skills to build business literacy, expand networks and provide resources to drive clinical innovation. The free training program drew interest from almost 150 clinicians with a waitlist already underway for 2024.



Clinician Entrepreneurship Program set to drive healthcare transformation.

Prime Minister's Prize for Science

Griffith University's Institute for Glycomics Associate Professor, and Griffith alumnus, Lara Herrero received the Prize for New Innovators in the 2023 Prime Minister's Prizes for Science. Associate Professor Herrero has drawn upon her unique combination of scientific, clinical, and public health training to impact the way viral infections are diagnosed, treated and managed. In fewer than 10 years, Associate Professor Herrero translated her research to a world-first drug with the potential to treat viral arthritis by repurposing a known drug called pentosan polysulfate sodium. This drug has the potential to treat inflammatory musculoskeletal diseases in humans with long-term debilitating symptoms such as Ross River virus (RRV). RRV is the most common mosquito-transmitted disease in Australia with more than 5000 infections reported per year. Associate Professor Herrero has now successfully commercialised the Intellectual Property (IP) for the novel therapeutic through an exclusive, royalty-bearing licence deal between Griffith University and Australian ASX-listed biotechnology company Paradigm Biopharmaceuticals.

Research performance

SDG 9 Industry, Innovation and Infrastructure

Scholarly output
(2023)

Field-Weighted Citation
Impact (2023)

163

1.94



SDG 10 REDUCED INEQUALITIES

Reduce inequality within and among countries.

Griffith is committed to reducing inequalities through our teaching, research, leadership and governance. Our operations show our genuine commitment to reducing inequalities and increasing opportunities for people regardless of age, sex, disability, race, ethnicity, religion, or economic status.

Griffith Sport launches Pride Strategy

Griffith Sport has launched its new Pride in Sport Strategy—demonstrating its commitment to diversity and inclusion in all areas of sport and physical education. Griffith Sport has been members of Pride in Sport since 2021 and participates in the Australian Sports Commission and Australian Human Rights' Pride in Sport Indicators to assess its initiatives and drive continuous improvement. The new strategy strengthens this commitment and includes a new code of behaviour, and Ally training for all Griffith Sport staff. Trained staff wear Ally badges to ensure visibility and clarity for everyone who participates or engages with Griffith Sport events, programs, and facilities. The new strategy was developed in consultation with the Equity Office and the Griffith Rainbow Society to ensure comprehensive inclusivity across all communications, policies, partnerships, and engagement.

Hearing the Voice of Queenslanders with Disability

Researchers from Griffith's Inclusive Futures: Reimagining Disability partnered with Queenslanders with Disability Network and the Queensland Government are partnering to deliver the first annual Voice of Queenslanders with Disability report. Launched in June at the national Disability Strategy Queensland forum, the report provides important data to inform policy and improve access and equity for Queenslanders with disabilities.

Significantly, the report included data collected through the participation of nine citizen scientists with lived experience of disability, ensuring genuine transparency, diversity, and inclusivity of data collected with, rather than on, participants. Almost 450 people—including people living with disability, family and carers, and service providers—shared their experiences through online questionnaires, in person interviews and focus groups. The report provides an in-depth overview of the successes and challenges of seven areas of Queensland's Disability to support improvements in employability, housing and communities, rights and equity, support, education, health and wellbeing and community attitudes.

Inclusive Futures: Reimagining Disability Design Cafe

This co-design pilot project invited participants with disability to collaborate with designers, engineers, and occupational therapists to design, develop and produce creative solutions to everyday challenges. Outcomes included a playing card holder and a thumb loop for a charging cord to facilitate accessibility. The project was such a success that its framework for co-design has been incorporated into a course for design students. The highly inclusive project included participants with disability, 3D printing experts, industrial designers, educators, and health and social services providers. The Design Cafe project is part of the Design Hub, which includes the Design Cafe, Design Library and Citizen Challenge platform.



TOP: Griffith Pride in Sport.
Middle: Voice of Queenslanders with a Disability Program
Bottom: Griffith Design Cafe is revolutionising access through co-design



New Deaf Space supports students

The Griffith University Deaf Space was launched in October to support an increasing community of deaf students, with 20 enrolments in 2023. This dedicated, deaf-friendly, safe study and interpreting space, includes a community group meeting room, resources room, a one-on-one tutoring space, and private study areas providing a safe environment for students to gather, study or watch online sessions with interpreters. The space is also a base for the Deaf Student Support Program (DSSP) to interact with the deaf students on a personal level. Griffith DSSP provides a range of services such as professional support, Auslan interpreters, captioning services, access to assistive listening devices and transcription services.

Deadly U Experience supports education access for all

Griffith's annual Deadly U Experience provided a practical, skills-building education showcase for [75 South East Queensland high school students](#) to learn more about their own academic potential. The Deadly U Experience introduces Year 8 First Nations students to the university environment to raise tertiary study aspirations early in their high school journey. The three-day challenge culminates in an awards presentation for the three most outstanding presentations. First place was awarded to a group of students led by School of Pharmacy Associate Professor Fiona Kelly for their project called to Remove Unwanted Medicine; aimed at teaching the public how to dispose of unwanted and expired medicines safely. The Deadly U Experience is collaboratively curated with academic staff, GUMURRI Student Success staff and the Indigenous Engagement team.

Accessible film studies program continues

An important partnership with Bust Stop Films was extended this year to ensure Griffith Film School's Accessible Films Studies program continues. The program is aimed at older adolescents and adults living with intellectual disability and enables students to work with filmmakers and industry experts, visit production companies and learn film theory and practice to create films. The partnership embodies Griffith's values and ensures inclusive education that diversifies the voices of filmmakers and audiences. Free trial workshops are offered to participants and all events are free.

Music for healing and connection

In partnership with the University of Sunshine Coast, University of Queensland, Edith Cowan University, and Griffith University, the [Remedy Project](#) uses music as a primary cultural determinant of health for First Nations communities. The project provides free online resources, including a podcast and ethics materials, and showcases art and personal stories to demonstrate how music impacts the health and wellbeing of First Nations peoples. This year, the project published a resource for communities and organisations—sharing research that analyses how music impacts health and healing for First Nations People in Australian and beyond.

Griffith continues to engage students from diverse backgrounds and reduce inequities in access to education. In 2023:

3,629 of 8,168 (44%) all commencing—domestic—undergraduate students were first-generation students starting a first degree

1,154 (3.1%) of domestic students were Aboriginal and Torres Strait Islander students

2,347 (15%) of 15,267 commencing domestic students were students from low socio-economic backgrounds

3,430 of 20,526 all commencing students were from low or lower-middle-income countries

4,696 (12%) of all domestic students were students with a disability

Research performance

SDG 10: Reduced Inequality

Scholarly output (2023)	Field-Weighted Citation Impact (2023)
157	1.35



SDG 11 SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements inclusive, safe, resilient, and sustainable.

Griffith contributes to all aspects of safe, affordable, accessible urban living and support and protect our cultural and natural heritage through innovative, relevant research, education and practices.

Sustainable transport progress

This year Campus Life initiated a range of sustainable transport technologies to support environmental impacts, ease traffic congestion on campuses, and reduce cost of living for students and staff. Sustainable transport initiatives at Griffith now include:

- RIIDE—a car share start up providing students and staff access to ecofriendly transport via hybrid cars with designated parking spaces that eliminates the time-inefficient task of returning the car to its original pick-up point
- Liftango—a carpooling service now available at Nathan and Logan campuses
- Lime E-bikes at Gold Coast campus
- Beam scooters providing micromobility at Logan and Nathan
- end-of-trip facilities at Nathan, Gold Coast and South Bank for cyclists
- intercampus buses including the new Griffith Guild shuttle between Gold Coast and Nathan.

Three new Electric Vehicle (EV) stations were installed across Griffith campuses in 2023, bringing the total number of publicly-accessible changers to 20. Additionally, the University procured seven battery electric vehicles (BEV) and 24 hybrid electric vehicles (HEV) and transitioned 12 internal combustion engine vehicles to BEVs or HEVs.

In 2024, an additional 22 EV chargers will be installed and a further 20 BEVs will be commissioned.



Sustainable transport at Griffith.

Art for sustainability impact

As part of this year's Enviro Week, the Sustainability Office again hosted the popular Environmental Graphiti® exhibition in the Co-Design Lab. Attracting over 400 people across four days the exhibition showcases the works of American artist Alisia Singer who uses climate science and data to create vibrant art works. Singer's work has been featured on the cover of recent IPCC reports, and uses graphs, charts, numbers, and facts about climate change and transforms them into stunning, vibrant digital paintings. Staff and students also learnt more about climate change and the Sustainable Development Goals (SDGs) through engagement activities. More than 35 children from the Boronia and Tallowood Early Education Centres visited the exhibition and shared their own works of art, including nocturnal animals of the Toohey Forest and a variety of sea creatures!

The First Peoples Health Unit held an art exhibition in the Co-Design Lab in May. Titled Health and Healing, featured artworks were created by First Peoples Griffith students, graduates and members of the wider community, and the pieces displayed were finalists and winners of an annual art competition hosted by the First Peoples Health Unit earlier in the year.



Health and Healing art exhibition.

The awards evening, held at HOTA, Home of the Arts on the Gold Coast, featured a Welcome to Country by Uncle John Graham with Lalania Tusa, a contemporary artist of the Kuku Yalanii tribe, as guest speaker.

Winners of the competition were:

- **1st place:** Trent Broadhurst, a proud Wiradjuri man
- **2nd place:** Mark Tirris, a proud Wiradjuri and European man
- **3rd place:** Tamay Beam, an Aboriginal Booningbah woman from the Bundjalung Nation
- **4th place:** Suzy Weeks, a proud Biripi and European woman
- **Highly commended:** Casey Morgan (Griffith Student), a proud Wiradjuri woman residing on Kombumerri land
- **People's choice:** Julie McGillivray, a Bungalung woman living on Butchulla country
- **Griffith Student Prize Winner:** Megan Shuttleworth, a proud Aboriginal and Torres Strait Islander woman who grew up in Yugambah country.

Culture for Climate

The Performance + Ecology Research Lab, situated in the Creative Arts Research Institute, is an initiative dedicated to furthering climate justice across all aspects of contemporary theatre-making and building sustainable futures in and beyond the performing arts. Co-Directors Dr Tanja Beer, Dr Linda Hassall and Dr Natalie Lazaroo, collaborated with a diverse range of stakeholders—creative artists, scientists, educators, activists and community groups, as well as commercial, industry and government organisations—with the aim of supporting cultural policy and creative practice that responds to the global environmental crisis.

Key outcomes for this year included:

- **Culture for Climate report**—a preliminary study into how Australian performing arts organisations are responding to the global environmental crises through sustainability strategies, programming practices and policies
- **Culture for Climate symposium**—over 50 local, national and international speakers and participants—including Chantelle Bilodeau from Arts and Climate Initiative (Canada), Marianne Lavoie from EcoSceno (Canada), Iphigenia Taxopoulou (European Theatre Network), Professor Julian Meyrick (Griffith University), Xiao Ting (Theatre Practice, Singapore), and Imogen Ross and Christina Alvarez (NIDA)—came together to share sustainability practices, discuss challenges and collaborate to support solutions for the performing arts sector to accelerate transition to sustainability.



Story Festival for sustainable solutions

Griffith Film School collaborated with Brisbane City Council, the Creative Arts Research Institute, the Griffith University Postgraduate Student Association and Griffith Creative Arts schools, to present the inaugural Story Festival. The school worked with students from four South East Queensland high schools to use storytelling to help solve social problems and address social sustainability challenges. Thirty students aged 13 to 15 from St James College, Yeronga State High School, Glenala State High School and Kenmore State High School worked with experts' film, short spoken story, song writing, animation or photography in a series of workshops to see how storytelling can be an effective tool in helping young people find their voices, develop their identities and address social issues through diverse personal and cultural lenses.

SWELL Festival event unites artists for climate change

Hosted by Griffith's Climate Action Beacon, Altered Tides: Custodians of our Ocean, drew together Indigenous knowledge, climate and coastal sciences, beach cultures and the arts at a panel and film event to support people and their communities responding to climate changes. The Altered Tides: Creative Coastal Recreation in a Climate Changed Future events marked a partnership between Griffith, Gecko Environment Council, SWELL Sculpture Festival and Surfers for Climate and Surfrider Foundation. These diverse voices all contributed to creative and local ideas and discussions addressing climate adaptation and change.

Research performance

SDG 11 Sustainable Cities and Communities

Scholarly output
(2023)

Field-Weighted Citation
Impact (2023)

146

1.15



SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

Griffith supports sustainable resource use and production across our campuses, in our operations, learning and teaching and research.

Griffith University Repair Cafe launched

Initiated by Professor Leanne Wiseman (Law Futures), a leader in the Australian Repair Network and Right to Repair movement, Griffith's first Repair Cafe was held across Logan, Nathan, and South Bank campus as well as at the annual Logan Eco Action Festival (LEAF) this year. The Repair Cafe is a student led initiative that aims to fix items that would otherwise end up in landfill. Repair Cafes are aimed at re-empowering consumers, reducing waste, and contributing to a circular economy. Repair Cafes are hosted by volunteers—students, staff, and community members—all committed to bringing back sustainable and environmental repair skills, building stronger communities, and helping people save money. Over 80 volunteers supported the Repair Cafes this year—fixing everything from clothes to bicycles to small furniture items—and the Nathan event alone saved 220kg from landfill.

Repurposing and recycling reap results

With the exit from Mt Gravatt campus scheduled for 2025, the Mt Gravatt Cleanathon began in January, collecting IT equipment, consumables, stationery, and furniture to be re-used or re-purposed at other campuses by staff and students. Unused filing cabinets were sent for metal recycling. Other items were donated to community groups, including the Australian Technology Agricultural College, a not-for-profit Independent College, providing alternative pathways for Year 10, 11 and 12 students who want to complete their QCE and pursue an agricultural, technical or trade career.

Using the Reuse Impact Calculator provided by the Charitable Recycling Trust Australia, it is estimated that the Cleanathon avoided:

- 106,915.20 MJ embodied energy and,
- 5,083.4kg carbon dioxide (CO2) emissions.

The demolition of the Central Chiller Plant building (N45), to make way for the new Technical Annex (N81), recycled 90% of materials from the old building. Almost 100 tonnes of construction and demolition waste—including bricks, glass, and plastics—was utilised in landfill applications such as capping, lining and road construction. All steel was repurposed for use in the construction industry. All concrete was recycled and sold as aggregate and road base to South East Queensland recycling stations. All asphalt material was recovered and upcycled for use in the construction industry. In total, recycling materials from the demolition saved 425.45 tonnes of scrap steel, concrete, asphalt, general construction, and demolition material from landfill.

Clothing Library

In May, Griffith's Clothing Library found a home at Nathan Campus in The Hub (N11). This student-led initiative was established by Griffith student and New Colombo Plan Scholarship recipient, Sophie Nakamura, and Griffith alumnus Louise Hauser in 2022. Supported by the Co-Design Incubator initiative, the Clothing Library loans students free business-wear for interviews, internships, work placements and graduation ceremonies. With almost 700 clothing items now donated by staff, two donation bins, over 40 items of clothing borrowed this year, 15 internal partnerships, and 17 student volunteers gaining practical experience, the Library is now well established in simultaneously supporting students, reducing waste, and raising awareness about fast fashion.

Griffith on the way to solving the plastic waste problem

In 2023 Griffith was the leading university partner, in an industry-led consortium supported by the federal government, establishing a new Solving Plastic Waste Cooperative Research Centre. Led by Professor Chengrong Chen, the CRC has been funded for ten years and will commence mid-2024. The CRC will work with the plastic sector to accelerate progress to eliminating plastic waste and pollution and establish a circular and Climate Neutral plastic economy. The impact of this work will induce reducing environmental damage, maximising the recover and value of end-of-life plastic, implementing a circular economy for plastics in Australia, and mitigating the risk of microplastics into the environment.



Research performance

SDG 12 Responsible Consumption and Production

Scholarly output (2023)

154

Field-Weighted Citation Impact (2023)

2.29



SDG 13 CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

Using a partnership approach, Griffith combines research and practice to lead action on climate change. Further embedding this knowledge in learning and teaching and university operations is helping to create awareness, build resilience and work towards mitigation and adaptation.

Griffith's Logan campus lights up with solar energy

Solar panels were installed on the roofs of five buildings on Logan Campus in 2023. Renewables Project Electrical Engineer William Pettit said there will be approximately one megawatt (MW) of solar panels at Logan campus, "Logan signifies the first stage of our university-wide rollout which will see an extra four MW of solar panels installed across all of our campuses," he says.

The project forms part of the university's overall commitment to using green energy following the completion of the Columboola Solar Farm near Miles, which is providing 50 per cent of the University's off-site energy needs.

Climate Ready Australia National Summit

The inaugural Climate Ready Australia National Summit was held in October 2023 at the Brisbane Convention and Exhibition Centre. Hosted by Griffith's Climate Action Beacon and Climate Ready Initiative, the Summit was supported by the Royal Automotive Club of Queensland (RACQ) and the Queensland Government Department of Environment, Science and Innovation. Scientists, environment and policy experts, youth climate activists, and researchers convened over two days to share knowledge; build capability and networks to support the transition to a low-carbon and climate-resilient future; and ultimately work towards the Shared Agenda of the Climate Ready Australia 2030 Alliance of Peaks. Guest speakers included Professor John Hewson AM, former Liberal Party leader and climate action expert, and patron of the Smart Energy Council, and Chair on the

Business Council for Sustainable Development Australia, BioEnergy Australia, and the Commission for the Human Future; Dr Kimberly Camrass, Director Climate Positive Brisbane 2032 and Climate Futures; and the Honourable Andrew Fraser, Chancellor Griffith University amongst others.

6th International EcoSummit

Griffith was the official partner for the 6th International EcoSummit, held in Australia for the first time at the Gold Coast Convention Centre in June. Dr Olaf Meynecke (Congress Co-chair) and Professor Paul Burton and Professor Brendan Mackey (Scientific Committee members) joined leading scientists, practitioners, and policy makers working across disciplines to solve complex, integrated, and global environmental, social, and economic issues. EcoSummit 2023 focused on coastal and marine ecosystems including adjacent terrestrial ecosystems and all habitats that are integrated within those ecosystems including river networks, wetlands, and catchments. The summit facilitated future research collaborations and conservation efforts informing better decision-making for coastal and marine conservation and improvement.

Griffith University's annual National Climate Action Survey results for September–December 2022 were released this year. Key findings included:

- 57% of respondents believed Australia has already begun experiencing the effects of climate change
- more than one third (37%) of Australians reported having experienced at least one extreme weather or natural disaster in the preceding year and 47% prior to the past year
- almost one third (32%) of Australians were directly exposed to flooding in 2022.

This is the second in an annual five-year survey series lead by the Climate Action Beacon.



COP28

Director of Griffith's Climate Action Beacon, Professor Brendan Mackey, and Associate Professor Johanna Nalau, from School of Environment and Science, attended COP28. Professor Mackey presented on primary forest conservation and on delivering integrated nature and climate action. Associate Professor Nalau presented a World Adaptation Science Programme discussion and Adaptation Futures 2023.

As part of the Climate Action Beacon's big data research project, the Beacon built a custom dashboard to track twitter posts by Australians before, during and after COP28. Emotional responses were assessed across trust, joy, surprise, anticipation, fear, anger, disgust and sadness; with trust emerging as the strongest response. Almost 33% of tweets were negative with 43% positive and 25% neutral.

Griffith research taking the heat out of climate change

The Extreme Heat and Older Persons Project—a Climate Action Beacon initiative—began combatting heat health risks this year by partnering with community participants to trial early warning systems in homes to ensure vulnerable people can continue to live at home comfortably and safely. The project monitors heat exposure, identifies heat risk in the home by measuring internal and external temperatures, and responding to heat-associated risks. The Beacon’s Climate Justice Observatory also developed an interactive map enabling users to explore heat impact, emissions scenario, and heatwave variables according to region and forecasting to 2030, 2050 and 2070.

Griffith’s Queensland Heat Health Community of Practice works to improve local collaboration across sectors to assist in identifying, implementing and evaluating solutions to manage heat and human health issues across Queensland. Community events in 2023 included:

- an online showcase of Local Government Heat Initiatives—Heat Action in Queensland
- a hybrid event on Building a Heat Resilient Queensland at South Bank campus
- a final report on urban heat mapping and impact published in partnership with the City of Ipswich and the University of the Sunshine Coast.

Aviation Reimagined 2023

Globally, emissions from air travel account for 3% of all greenhouse gas emissions. At Griffith aviation emissions are 19% of the University’s total emissions. Aviation Reimagined is a key project of the Griffith Institute for Tourism, Griffith’s Climate Ready Initiative, and Griffith’s Climate Action Beacon. In 2023, Aviation Reimagined held its fourth annual webinar series featuring industry leaders and professionals, policymakers, and researchers sharing practices and insights to facilitate the transition to a low-carbon aviation future. This year’s series included discussions on transformative policy for decarbonisation and technical innovation and advancements.

This year, Griffith also joined the Hydrogen Flight Alliance at Brisbane Airport, a key collaboration with industry partners including Brisbane and Gladstone Airports, Stralis Aircraft, and Aviation Australia amongst others. The Alliance’s first mission is to develop a hydrogen-powered flight between Brisbane and Gladstone in 2026.

Documentary Storytelling Bootcamp in French Polynesia

The Documentary Storytelling Bootcamp in French Polynesia was a project led by Ashley Burgess, offering an exceptional opportunity for eleven students in 2023 to join Festival International du Film Oceanien (FIFO), a prestigious documentary festival renowned for its focus on Oceania’s stories and filmmakers. Through workshops, masterclasses, screenings, and presentations, students engage with leading filmmakers from the region, exploring diverse narrative traditions.

During the festival, students created short documentary films that highlight narrative traditions, filmmakers, and participants from the Indo-Pacific region. They curated a showcase of Australian Indigenous films and conducted introductory filmmaking workshops, showcasing their skills, and appreciating the rich cultural tapestry of the Pacific.

A central aspect of the project is to raise awareness about pressing issues such as climate change and its impact on regional stability. Students delve into various approaches to factual content creation, learning about ethical considerations and cultural nuances crucial for informed and respectful documentary filmmaking.

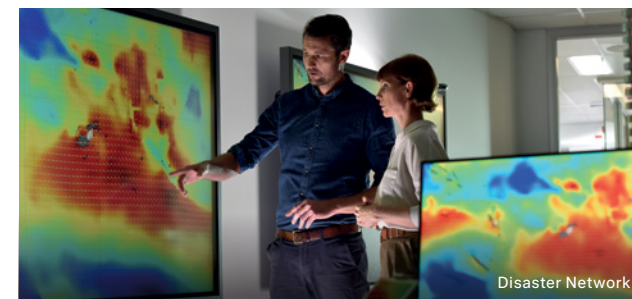
The program fosters an understanding and appreciation of traditional cultures, emphasising respect, humility, and collaboration. Through their work, students contribute to documenting climate change’s effects on island life and promoting sustainable practices for the preservation of natural resources. The program equips students with practical skills, cultural sensitivity, and a deeper understanding of documentary filmmaking’s role in addressing global challenges and celebrating diverse narratives.

Disaster Management Network Showcase

Griffith experts, industry and government representatives, private entities and NGOs gathered at Nathan campus in May to share expertise across disciplines and explore partnerships to improve to help prevent or minimise exposure the disasters; improve responses to disasters through preparedness; and support recovery from and community resilience to disaster outcomes.

Presenters included:

- National Emergency Management Australia (NEMA)
- Natural Hazards Research Australia (NHRA)
- Queensland Reconstruction Authority (QRA)
- Inspector General Emergency Management (IGEM)
- Queensland Disaster Research Alliance (QDRA)
- Red Cross Australia (RCA)
- Queensland Police Service (QPS)
- Queensland Fire and Emergency Services (QFES)
- Redland City Council (RCC)
- Bentley Software Education



Research performance

SDG 13 Climate Action

Scholarly output (2023)	Field-Weighted Citation Impact (2023)
202	2



SDG 14 LIFE BELOW WATER

Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

Griffith supports education, partnerships and research to promote the conservation of ocean environments.

Whales and climate research

Griffith is leading collaborative research on the impacts of climate change on whale populations through the Whales and Climate Research Program. Researchers are investigating how changing ocean conditions are influencing the recovery of humpback whale populations and developing adaptation scenarios for advancing whale conservation, policies and programs under various projects. Led by Project Co-Director, Professor Brendan Mackey (Griffith Climate Change Response Program) and Project Manager, Dr Olaf Meynecke (Griffith Centre for Coastal Management), the program explores four key themes: whale ecology, ocean processes, marine geochemistry, and future climate.

This year Dr Meynecke joined more than 100 scientists and creatives in Antarctica; collecting data on more than 100 whales, working with expedition ambassadors to develop resolutions for a climate safe future, and building new collaborations with international partners to expand whale conservation research.

Sea Jellies exhibit increases awareness of marine life

The Australian Rivers Institute partnership with Sea World on the Gold Coast was established in 2018 and led to the creation of a state-of-the-art jellyfish research laboratory that also houses a public exhibition within the theme park. Over 1.5 million people visiting Sea World annually have the opportunity to see stunningly illuminated and graceful jellyfish and learn more about their role in marine ecosystems. In July, researchers from the Australian Rivers Institute and Griffith Institute for Tourism presented preliminary results of the Sea Jellies Illuminated experience at the Australian Marine

Society Association Conference on the Gold Coast. A survey of almost 350 visitors found that the Sea Jellies laboratory and exhibition positively impacted visitors' perceptions of sea jellies and marine ecosystems. The Sea Jellies exhibit also increased people's awareness of research being conducted at Sea World and improved people's perception and general attitudes towards science. The partnership with Sea World demonstrates how successful partnerships between universities, zoos and aquaria can deliver mutually beneficial exposure to and engagement with the public to raise awareness of environmental research and marine conservation issues.

Griffith collaboration uncovers new algae species on the Great Barrier Reef

An international team of marine scientists, led by Griffith University, has identified and officially named four previously unknown species of algae; challenging previous taxonomical assumptions within the *Porolithon* genus. The discovery has far-reaching implications for our understanding of the ecological role of these algae in the coral reef ecosystem. However, led by Associate Professor Guillermo Diaz-Pulido from Griffith's Coastal and Marine Research Centre and Australian Rivers Institute, researchers from Griffith, James Cook University, the Australian Institute of Marine Science as well as international researchers from the United States and Korea, found that neither *P. gardineri* nor *P. craspedium* was present in the eastern Australian waters. The discovery challenges our understanding of the algae within the *Porolithon* genus and highlights the need for further research and conservation of the Great Barrier Reef and its unique inhabitants. *Porolithon* species are very sensitive to the impacts of ocean acidification and warming, and documenting this species' diversity is crucial given the potential risks of losing it to climate change.



Whales and Climate Research Program.



Sea Jellies exhibit illuminates interest in marine life: survey.



Griffith collaboration uncovers new algae species on the Great Barrier Reef.

Ranger program supports traditional owners protecting marine waterways

A collaboration between Griffith University and the Carpentaria Land Council Aboriginal Corporation (CLCAC) has led to the development of a bespoke water quality monitoring program for rangers responsible for managing the health of lands and waters in the southern Gulf of Carpentaria lands. Traditional owners lead monitoring and safeguarding fresh and marine waterways in the Gulf of Carpentaria region using traditional knowledges and cultural connections to the local aquatic systems. The program led by Professor Michele Burford from the Australian Rivers Institute, and Stephen Faggotter from Griffith University's School of the

Environment and Science, involved identifying sites of particular significance and/or where there was concern about water quality and training CLCAC rangers in water quality monitoring methods for marine and freshwater lakes, wetlands, rivers and estuaries.

Monitoring by Griffith-trained traditional owners, revealed sites with high nutrient levels after large rain events in the wet season, which leads to algal blooms. Water quality can also be linked with the sustainability of stocks of fish and crustacean species which are culturally important and/or provide a supplementary food source for traditional owners in the region.



Traditional owners take the lead safeguarding fresh & marine waterways.

Hearing the sounds of life below water

In an Australian-first trial, a live-stream hydrophone—an underwater microphone—accessible to the public will allow everyone to explore the sound of the Wonder Reef and Gold Coast bay from their smart phone or desktop. A permanent hydrophone already deployed at Wonder Reef for the past two years has been capturing whale and dolphin sounds. Dr Olaf Meynecke from Griffith University's Coastal and Marine Research Centre and Manager of the Whales and Climate Program has led a team of researchers to capture over 14,000 files that span several months of sound.

This is the first time in Australia that live-streamed sound from a new reef system has been captured. In partnership with the City of Gold Coast and support from Gold Coast Dive Adventures and Sea World Foundation, the research provides education, awareness and monitoring of Wonder Reef by capturing the acoustic marine landscape on the Gold Coast. Wonder Reef attracts hundreds of fish species and other marine life every day and the research also supports better understanding of humpback whales and their migration patterns and behaviours.

Research performance

SDG 14 Life Below Water

Scholarly output (2023)	Field-Weighted Citation Impact (2023)
101	1.09



SDG 15 LIFE ON LAND

Protect, restore and promote sustainable use of terrestrial ecosystems and halt biodiversity loss.

Griffith is committed to fostering knowledge, raising awareness, and implementing sustainable practices to contribute to the preservation of life on land and the achievement of a sustainable and resilient future.

Griffith inspires communities to protect koalas

The free Family Koala Fair in June, hosted by Griffith's EcoCentre, attracted over 1,150 people eager to learn more about Koalas and their local habitats. Griffith student Eco Ambassadors led over 450 families on walking tours through the surrounding Toohey Forest and shared tips on how to detect and track koalas. The event included interactive and educational activities for all ages including face painting, competitions, trivia quizzes, colouring competitions, and community education talks led by the RSCPA, Lone Pine Koala Sanctuary, the Department of Environment and Science and Griffith EcoCentre koala experts.

The event was organised by Bachelor of Business student, Jamie Hein, as part of her internship with Social Marketing @ Griffith. Participants also learnt how to report koala sightings through apps such as QWildlife and iNaturalist. Citizen science is integral to the South East Queensland Koala Count Project, also led by Social Marketing @ Griffith. With koala populations dropping and koalas being classified as endangered, koala sightings and tracking are important to the large-scale coordinated citizen science survey, which ran from September to 8 October 2023 and was launched with a webinar event teaching the public how to log koala sightings and look for clues of koalas living nearby or in national parks.

Griffith's 2023 BioCondition score

73.5% GOLD COAST CAMPUS

82.8% NATHAN CAMPUS

Target:

80% by 2025 and greater than 2023 baseline by 2030



Five new frogs found

Scientists from Griffith University, Queensland Museum and South Australian Museum found five species of treefrogs from Papua New Guinea, previously unknown to western scientists:

- Litoria naispela
- Litoria haematogaster
- Litoria daraiensis
- Litoria lisae.
- Litoria gracilis

The five frogs were collected over 30 years by lead author South Australian Museum Honorary Researcher Dr Steve Richards.

Award-winning agricultural research

Griffith's Australian Research Centre (ARC) Research Hub for Driving Farming Productivity and Disease Prevention was awarded a 2023 Global Innovation and Entrepreneurship Team of the Year (Rising Star) Award in the annual Triple E (Entrepreneurship and Engagement Excellence) Awards. The Award recognises a support team (five years or younger) that has shown outstanding performance in facilitating innovation and entrepreneurship activity and outcomes.

The Hub uses world-leading capabilities in machine vision, machine learning, software quality control, engineering, biology, and farming industries to invent and adopt technologies to build more intelligent systems that can automatically determine what goal to achieve in a dynamic environment and the most efficient plan to achieve it. The outcomes of the Hub enable higher farming efficiency, lower production costs and disease risks, giving the Australian industry a great advantage in global competition, and creating new business opportunities.

Student and community engagement on biodiversity 2023

- Over 950 students used the campuses as living laboratories.
- More than 9,500 staff, students and visitors participated in environmental events and open days on campuses.
- Over 880 people participated in events of campus promoting Griffith biodiversity.
- 155 days of staff and student time doing research to know about biodiversity on Gold Coast campus.

Griffith's Biodiversity Working Group, led by Professor Catherine Pickering, produced three new biodiversity books documenting the unique and diverse flora and fauna on our campuses:

- *Vertebrates of the Gold Coast Campus*
- *Birds of the Nathan Campus*
- *Native plants for Indoors and Small Gardens in South East Queensland.*

Free digital and hard copies are available to all, and the books are compiled with the assistance of Integrated Learning students and are available on the [Griffith Biodiversity webpage](#), along with interactive maps of each campuses biodiversity features.

Logan Eco Action Festival (LEAF) 2023

The Logan Eco Action Festival, hosted by Griffith at the Logan campus on June 4, attracted over 7,000 people. Presented in partnership with Logan City Council, this free sustainability event features eco markets, practical workshops, plants for sale and giveaways, and educational activities for adults and children. The event was officially opened with a Welcome to Country by Uncle Ted Williams, a member of Griffith University Elders and First Peoples Knowledge Holders Advisory Board. More than 30 Griffith staff, students and student mentors volunteered to host stalls, activities, engagement initiatives that showcased Griffith's sustainability impact.



LEAF Festival



Inspiring the future of conservation at Griffith Family Koala Fair.



Koala on Nathan campus.

Research performance

SDG 15 Life on Land

Scholarly output (2023)

Field-Weighted Citation Impact (2023)

133

1.68

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Griffith conducts rigorous research into and supports the highest standards of ethics, justice and accountability through education, research, governance and operational practices.

Griffith's Asia Institute launches defence diplomacy tracker

Griffith Asia Institute, in partnership with Massey University, launched a [Defence Diplomacy in the Pacific](#) tracker in Washington DC in October. The tracker is the first outcome of a larger research project entitled [Rules of Engagement: Defence Diplomacy in the Pacific](#) islands region. Led by Associate Professor Tess Newton Cain from Griffith Asia Institute and Dr Anna Powles of the Centre for Defence and Security Studies at Massey University, the tracker is designed to capture data relating to various engagements in the region, including a military component between defence partners and Fiji, Papua New Guinea, Samoa, Solomon Islands, Tonga, and Vanuatu between 2018-2023.

The tracker was launched at the Interorganizational Global Forum which was focused on security cooperation in the Pacific Islands. The Forum brought together policymakers, academics and members of civil society from the USA, the Pacific Islands region, Australia and New Zealand. The Pacific Defence Diplomacy Tracker can be viewed on the Griffith Asia Institute website.

Law Futures Centre events support SDG 16

In November, Griffith's [Law Futures Centre](#) hosted a collaboration of Australian human rights leaders to celebrate the 75th anniversary of the UN Universal Declaration of Human Rights, designed to feed into the United Nations Human Rights 75 high-level event on 1-12 December 2023. The event was supported by the United Nations Information Centre and the Australian Government Department of Foreign Affairs and Trade. The HR75 campaign will culminate with the convening of a high-level pledging event simultaneously held in Geneva, Nairobi and Panama, which will lead to a vision for human rights for the next 25 years and help set the stage for the 2024 United Nations Summit of the Future.

Australian Autonomy and the American Alliance

In July 2022, Griffith University joined with the MacArthur Museum, the Fulbright Commission and the United Nations Association of Australia to host a one-day conference on Australian Autonomy and the American Alliance. The Executive Summaries of the proceedings were launched at the MacArthur Museum on 15 March 2023.

Griffith Law Futures Centre also hosted a seminar presented by Professor Malcolm Langford on Climate Change in the Courts: Navigating Complexity. Professor Langford is a Professor of Public Law, University of Oslo, and Visiting Fellow at the Gilbert + Tobin Centre of Public Law, UNSW Sydney. The seminar discussed the role of courts as significant emerging agents in climate change politics.



Associate Professor Newton Cain

Research performance

SDG 16 Peace, Justice and Strong Institutions

Scholarly output
(2023)

Field-Weighted Citation
Impact (2023)

205

1.11



SDG 17 PARTNERSHIPS FOR THE GOALS

Create, strengthen, and maintain global and local partnerships with impact for the goals.

Griffith collaborates with internal and external partners to tackle the changes necessary for sustainable development.

Partnerships strengthening progress for the SDGs

In 2023 Griffith established several important new partnerships with sustainability impact.

The Climate Ready Initiative strengthened national action towards a low-carbon and climate-resilient future with the addition of a 10th high-profile partner to its Climate Ready Australia 2030 Alliance of Peaks. The Business Council for Sustainable Development Australia—the national peak body representing companies and organisations working towards the transition to a sustainable Australia—will represent business from all sectors and industries to the Alliance of Peaks. The Alliance is the flagship project of the Climate Ready Initiative, which is the practice arm of Griffith University's Climate Action Beacon.

The Alliance brings together partners from across society to develop the shared agenda, investment plan and national capability needed to drive climate action in Australia. The aim of the Alliance is to identify common priorities for sectors and peak body members, and to use this understanding to the underpin the development and advancement of a rigorous shared agenda for collective climate action.

Griffith joined the Association of Commonwealth Universities, an international organisation of over 500 member universities in 50 countries across the Commonwealth, dedicated to building a better world through higher education. Association membership provides opportunities for staff and students to access funding, grants and fellowships for research, travel and build networks and join communities in climate research, peace and reconciliation, and accessible higher education for all. Association membership means Griffith can contribute to

important global conversations that centre around the Sustainable Development Goals on topics such as social justice, Indigenous peoples, environmental sustainability, and diversity and inclusion, particularly within the Asia-Pacific region.

A new partnership with Swimming Australia will have a major impact on legacy, sustainability and inclusion programs for diverse athletes, students and sports researchers. The partnership will support the development and expansion of inclusion of Indigenous and para-athlete representation at the 2032 Olympics. Programs developed through the partnership will focus on improving health outcomes, strengthening community connections, and building a carbon-positive future through sports and sports engagement.

GAPS program building an ongoing legacy

The GAPS program (Gather, Adjust, Prepare, Sustain) is designed to inspire and enable athletes from less-developed nations to reach their sporting potential through international pathways and competitions. Initially developed by Griffith University in partnership with the Commonwealth Games Federation in the lead up to the Gold Coast 2018 Commonwealth Games as a legacy engagement to promote and assist sports development in the Oceania region, GAPS aims to provide a platform to amplify, accelerate and transform the future of athletes from developing nations on a global stage.

This year, the GAPS program grew with the Griffith GAPS team visiting Singapore to discuss expansion of the program in Asia. The program already includes multiple continents, partnering with Commonwealth Games Federation and international universities to deliver GAPS activities in Oceania (Griffith University), Africa (Stellenbosch University), and the Caribbean (University of the West Indies).

The GAPS program was also a key part of discussions at the Step Up Oceania 2032 Olympic Committee conference held in Brisbane in May. The conference showcased collaborative initiatives across Griffith including Griffith Asia Institute, Griffith Institute for Tourism, Inclusive Futures, the Sustainability Sub-Committee and Griffith Sports College's Elite Athlete Program, aimed at transforming the performances of Pacific athletes ahead of the Brisbane 2032 Games.

Climate Positive dialogue paves the way to 2032

The first Climate Positive and Brisbane 2032 Olympic and Paralympic Games round table dialogue held on Monday 8 March 2023 with Griffith University and Queensland Government, Department of Environment and Science colleagues provided an overview of the inaugural Sustainable Destinations Collective workshop. The collaboration aims to deliver a sustainability legacy through the development of a sustainable destination collective impact group. It will also develop an overview of the global context, key commitments, and objectives, what is meant by "climate positive" and the emissions inventory, and the governance framework needed for a climate positive Olympics 2032 and the Olympics legacy. Strong collaboration between the Department, Griffith and broader industry representatives provides crucial building blocks for thought leadership and decision making on how the Games' commitments (based on International Olympic Committee sustainability focus areas) are used to meet a uniquely Queensland sustainability legacy.



Green Impact Awards Ceremony 2023.

Green Impact Awards 2023

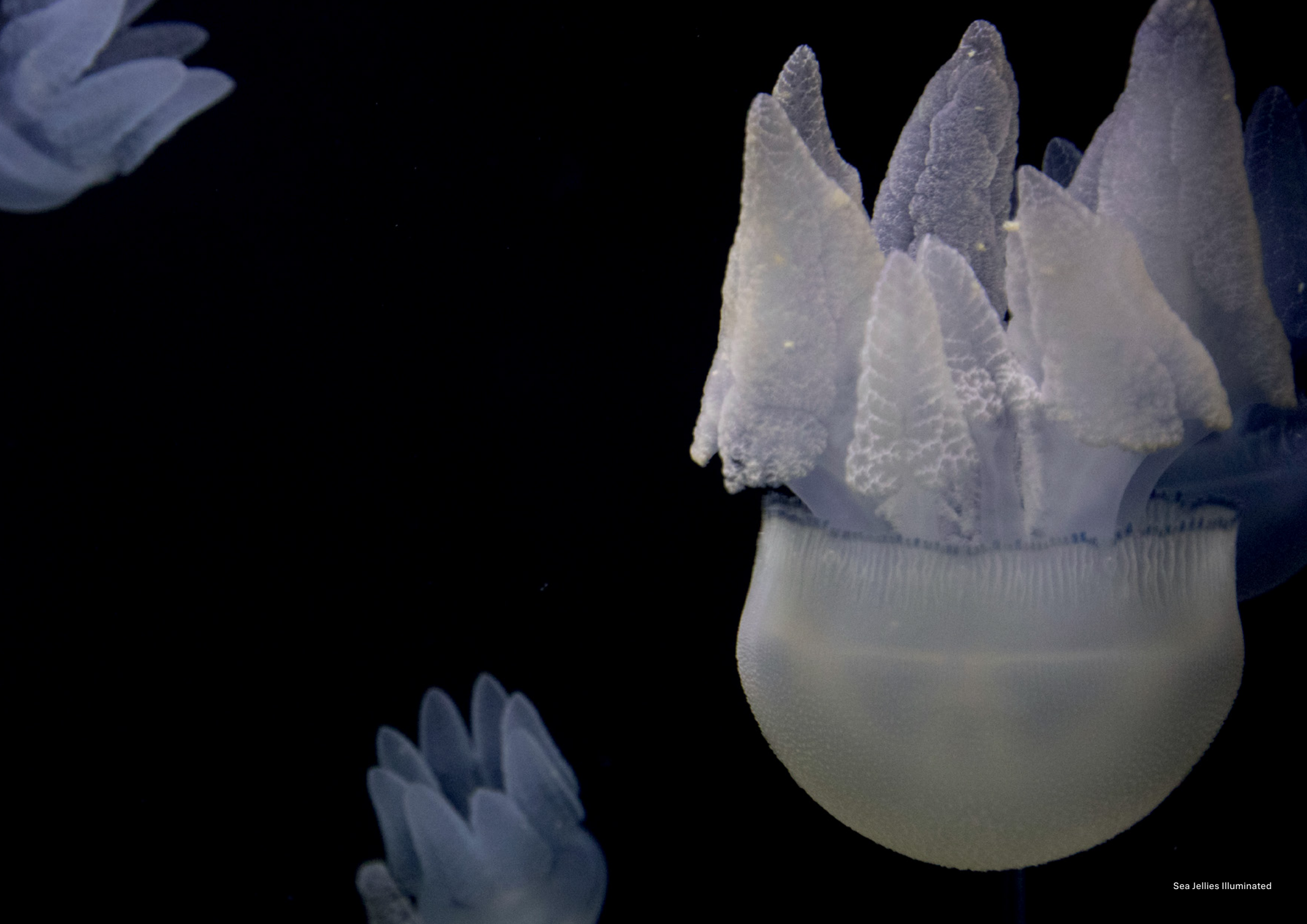
In its second year, Griffith's Green Impact program drew 81 participants comprising 11 teams who completed 700 actions—big and small—to make meaningful contributions to all 17 SDGs. Supported by Australasian Campuses Towards Sustainability (ACTS) the Green Impact program is aligned with the United Nations Sustainable Development Goals and enables staff and student groups to take real-world actions that make a difference to our University and the broader community in fun and practical ways.

Boronia and Tallowwood for Tomorrow by Ruth Simpkins, Melissa Bowers, Kaye Wilson and Tracey Booth was the overall winning submission for 2023. A special award was presented to student champion Hugo Hawkins from Boronia and Tallowwood Childcare Centre who worked hard to complete actions within the toolkit and implemented additional sustainability initiatives that have had a positive impact on the sustainability achievements of Griffith University and beyond.

Research performance

SDG 17 Partnerships for the Goals

Scholarly output (2023)	Field-Weighted Citation Impact (2023)
122	1.8



2024 and beyond

Griffith University continues to commit to the United Nations Sustainable Development Goals and the United Nations 2030 Agenda. Priorities for 2024 will include engaging all staff to deliver on the Sustainability Strategy 2023–2030, while increasing staff engagement with the Sustainable Development Goals through initiatives like Green Impact, Green Bites, SDG Files and SDG Games. We will continue to showcase staff achievements in alignment with the Sustainable Development Goals, while taking action to promote environmental, social and economic sustainability through improved performance.

For more information or if you would like to provide feedback on this report, please contact:

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