

RAV Sustainability Action Plan 2024-25

Welcome to Regional Arts Victoria's Sustainability Action Plan. The SAP aims to be a realistic and achievable document to guide the first 12 months of measuring RAV's environmental impact, implementing change and developing longer-term objectives. It focuses on gathering data to inform decision-making and develop a consistent organisational approach to environmental sustainability. Future annual plans will further integrate RAV's Equity Action Plan. The SAP is designed by RAV's Green Team and reflects organisation-wide discussions and feedback.

SAP Purposes

- Make a positive environmental impact
- Broaden impact of our actions through inclusive practice
- Ensure achievable change-making through a holistic approach
- Encourage transformation

Focus 1: Procurement

- Re-use, recycle, upcycle e.g. laptops, phones and screens
- Reduce car fleet and hire vehicle impact - currently hybrid (where possible for hire vehicles), reviewing the market for broadened electric range and assessing manufacturer policies
- Credentials of software providers e.g. their offset or other impact policies

Focus 2: Consumption

- Maximising value of touring for communities, engaging with locally-based artists for hub and spoke tours, using slow touring and residency models to reduce distances travelled by touring artists
- Considering the impact of a disaggregated workforce versus in-office impacts

Focus 3: Appreciation of Complexity

- Participation and equitable access to healthcare, creative experiences and housing
- Rental accommodation versus owned accommodation with respect to sustainable heating and cooling

Value Statements

SAP alignment with RAV Values of leadership, care, transformation, equity and celebration:

- RAV sets out to have a positive impact on communities, providing resources and support to artists to be positive impact leaders in their community.
- We care about our communities and staff, reducing our negative impact on the environment and encouraging our communities to care about their communities.
- We recognise that small changes can have big impacts – transforming small towns into resilient communities in the face of climate change. Through the building of networks for local sourcing of resources and support of social enterprises.
- We strive to build capacity for artists and community organisations across regional Victoria to have equitable access to resources to enable sustainable practice.
- We celebrate artists as the social change makers, and those artists who use their practice for creating positive impacts.

Focus 4: Education and Advocacy

- Internal organisational commitments to reducing greenhouse gas emissions by implementing home-based waste reduction and management (composting!)
- Seeking data and commitments from tour presenters and other grant applicants around their venues' or companies' resource conservation opportunities with questions around water tanks, solar panels, waste management, set/costume procurement, etc
- Promoting existing resources about sustainability and supporting third party initiatives





Focus 1: Procurement

ACTION 1

Develop a resource of second-hand office equipment suppliers for RAV staff to utilise.

TIME 2024
WHO Green Team

ACTION 2

Establish a simple 'Sustainability Checklist' for RAV staff to consider when planning programs and events. Checklist to include a guide to engaging more sustainable/socially-conscious suppliers and accommodation providers.

TIME 2024-25
WHO Green Team, Exec

ACTION 3

Conduct a review of environmental policies, impact and CSR commitments of RAV's current software providers. E.g. does the company make waste/emissions reduction or offsetting efforts?

TIME 2024-25
WHO Company Manager



Focus 2: Consumption

ACTION 1

Build on current templates to establish clear mechanisms for measuring and tracking emissions with the view to extend current tours tracking to the Regional Partnerships team.

TIME 2024-25
WHO Green Team

ACTION 2

Actively encourage and promote public transport options for Quarterly Staff Meetings and other in-person activities.

TIME Ongoing
WHO Company Manager, Managers

ACTION 3

Collect quantitative data for pilot programs to assess through a sustainability lens in order to understand the activity's impact and inform future programs.

TIME July 2025
WHO Green Team, Staff



Focus 3: Appreciation of Complexity

ACTION 1

Utilise a people-first approach to sustainability. Empower RAV staff to contribute to sustainability efforts in their homes and broader communities e.g. actively promote RAV's Volunteer Leave benefit and encourage staff to spend time volunteering in their local communities. Measure how many days per year are taken for volunteer leave and activities conducted, where possible.

TIME 2024-25
WHO Exec, Green Team

ACTION 2

Develop an unbiased understanding of overall organisational impact that acknowledges the diverse contributions of our workforce. Gather data on individual RAV staff limitations and capacities to practice sustainability as home-based workers. This will inform a future investigation into the impact of work from home vs office-based operations.

TIME 2024
WHO Company Manager



Focus 4: Education and Advocacy

ACTION 1

Revise Touring, Connecting Places and Creative Learning EOI forms to include questions that capture applicant's sustainable practices and/or considerations.

TIME Feb 2025
WHO Touring & Creative Learning Teams

ACTION 2

Actively promote internal knowledge-sharing opportunities including: All-Staff workshops, tips for everyday sustainable actions, Green Team e-news takeover.

TIME Ongoing
WHO Green Team, Staff

ACTION 3

Update resources available to RAV members, artists and presenters e.g. Green Touring. Using RAV-developed and third-party documents and resources.

TIME July 2025
WHO Comms, Green Team