



2024 Sharing Information on Progress **(SIP) Report**

Faculty of Business and Law,
Curtin University

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About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).”

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

”

Principles of PRME



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



Practice

We adopt responsible and accountable management principles in our own governance and operations.



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

Letter of Commitment

Faculty of Business and Law, Curtin University demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



Curtin University

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15 August 2024

Our continuing commitment to PRME

I am pleased to reaffirm our commitment to the UN Principles for Responsible Management Education (PRME).

Since our last report in 2023, the Faculty of Business and Law has a new vision for 2030, which articulates our commitment to making a difference for people and our planet through a culture focused on social good, innovation and inclusive practice, our distinctive student experience and undertaking collaborative and impactful research.

We have also made excellent progress in implementing identified strategic initiatives to support progress on our six priority UN Sustainable Development Goals (SDGs).

Our collaborations with other Western Australian universities on student initiatives such as the Students Doing Good Challenge and the hosting of the transformative Katitjiny Boya Birrit, National Indigenous Business Summer School (WA), are evidence of our deep commitment to engaging with others in implementing the PRME principles.

Professor Vanessa Chang
Pro Vice-Chancellor Business and Law and Dean Curtin Business School

Institutional Mission, Vision, and Strategy

The following outlines Faculty of Business and Law, Curtin University's institutional mission, vision, and strategic approach to responsible management education.

Faculty of Business and Law Vision and Mission

Relevant Stakeholders

Staff, students, advisory network, community

Purpose

Vision and mission statements

20240415 FBL Vision and mission

View document  Download document 



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.

RME Leadership Accountability

At Faculty of Business and Law, Curtin University, accountability for responsible management education is structured as follows:

Formalized Senior Leadership Role

Accountability for RME

Description of who is responsible for RME

Professor Sonia Dickinson, the Deputy Pro Vice-Chancellor of the Faculty of Business and Law is accountable for oversight of delivery of the Engagement and Impact Strategic Enabling Plan. Prof Dickinson is a member of the FBL Senior Leadership Team and KPIs related to RME are owned by her and periodically reported to the Senior Leadership Team.

Prof Dickinson is supported in developing strategic initiatives related to RME and ensuring progress on them by the Sustainability in Business and Law Steering Group. The Terms of Reference and membership of this group are provided below.

Organizational Structure for RME

The following organizational entities at Faculty of Business and Law, Curtin University are responsible for RME:

- ❖ Community Engagement Entity



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.

RME Elements in Degree Programs

Faculty of Business and Law, Curtin University integrates responsible management education into its degree programs through 4 different approaches:

Guest Speakers and Showcase Events

Championing Sustainability Showcase Event

Championing Sustainability: Highlights from the FBL Learning and Teaching Showcase

Date

August, 2023 - August, 2023

Location

Curtin Perth

Speakers

Various speakers

The Showcase brought together a diverse audience of over 120 staff, students, industry professionals and alumni in an immersive, collaborative experience. Students had the unique opportunity to meet and network with FBL's dedicated Learning and Teaching sustainability champions, industry partners, and fellow students who are already making waves in sustainability.

20240701 Showcase event 2023

[View document](#)  [Download document](#) 

Showcase Event: Engaging New Students with Ethical Thinking

In Semester 1 of 2024, Professor Anthony Langlois, Stan Peron Dean of Applied Ethics, helped welcomed our new Postgraduate and Undergraduate business students to Curtin, with an introduction to business ethics.

Date

February, 2024 - February, 2024

Location

Curtin Perth

Speakers

Prof Anthony Langlois

Engaging with new Students on Business Ethics at 2024 Orientation

20240712 RME Guest Speaker and
Showcase event- Engaging with ethics

[View document](#)  [Download document](#) 

Collaboration: Students Doing Good Challenge

Every year, we collaborate with business schools at Murdoch University, The University of Western Australia and Edith Cowan University on the Students Doing Good Challenge. This is a 1.5 day immersive event where students learn from experts, mentors and leaders from industry and government. During the event they work in groups to design and deliver innovative solutions to address local challenges aligned to the UN SDGs.

Date

August, 2024 - August, 2024

Location

Fremantle, Western Australia

Speakers

Various speakers

Working alongside students from Murdoch, Curtin, ECU and UWA business schools in a fun, immersive 1.5 day intensive. They gain valuable skills and knowledge from industry experts and mentors and leaders from local government, business and academia

20240726 2024 Students Doing Good
Challenge

[View document](#)  [Download document](#) 

Course-Level RME Learning Goals

MKTG6003 Sustainable and Societal Marketing

There is an increased awareness of how social and business practices have significantly affected the degradation of the natural environment, depletion of natural resources, and wellbeing of people. Subsequently social and environmental KPIs are emerging as a key for business to achieve a sustainable competitive advantage. Sustainable marketing places equal emphasis on environmental stewardship, social stewardship and economic stewardship concerns in the development of marketing strategies. This unit addresses how sustainability issues form part of marketing strategy in the business and public sector and encompasses social marketing strategies aimed at positive societal change. It identifies and applies

sustainability frameworks and tools companies use to build sustainable thinking into their marketing activities and strategies in response to opportunities and threats that arise from social, economic and environmental changes in the environment.

Department

School of Management and Marketing

Learning Object Subject

Marketing

Educational Level

Postgraduate

Learning Outcome

- Understand social and environmental sustainability issues in the market place and how marketing practices impact on both
- Ability to incorporate sustainability thinking and tools into marketing strategies and tactics to help organisations achieve sustainability goals
- Develop a stakeholder orientation that promotes an organisation and society wide effort towards sustainability practices
- Understand how marketing strategies can help to facilitate the implementation of the 17 United Nations Sustainable Development Goals.

Interactivity Type

Active

Learning Object Description

This postgraduate marketing major unit identifies and applies sustainability frameworks and tools companies use to build sustainable thinking into their marketing activities and strategies in response to opportunities and threats that arise from social, economic and environmental changes in the environment.

[Supporting Links](#)**FNCE5017 Executive Financial Decision Making**

Core required unit for all MBA students This unit introduces MBA students to a range of accounting and finance topics which will enable them to participate in financial decision making and governance in organisations from a range of industries and across multiple sectors. Students will develop an understanding of how to assess an organisation's past financial position and performance, and assess the impact of investment and financing decisions on the organisation's future. The unit emphasises the importance of environmental, social and governance performance on financial sustainability, and introduces students to emerging trends in financing and financial decision making.

Department

School of Accounting, Economics and Finance

Learning Object Subject

Finance

Educational Level

Postgraduate

Learning Outcome

- Assess the impact of corporate decisions on an organisation's economic, social, and governance performance, including its contribution towards the United Nation's Sustainable Development Goals.

Interactivity Type

Active

Learning Object Description

Core required unit for all MBA students introduces a range of accounting and finance topics which will enable them to participate in financial decision making and governance in organisations from a range of industries and across multiple sectors.

[Supporting Links](#)

MGMT3024 Business Study Tour

In this unit, you'll embark on a local, national or regional tour that is focused on sustainable solutions, gaining first-hand experience of sustainable practices and responsible innovation. You'll interact with industry, community and government, developing sustainability insights, and learn about approaches to solve problems responsibly. This unit is the perfect way to expand your knowledge and skills in sustainable development, and the issues facing our planet. You'll enjoy an immersive experience where you'll learn about a sustainable future. You'll be supported through pre-departure seminars, covering the United Nations Sustainable Development Goals (UN SDGs), health and safety, assessments, and cultural competency training. During the tour component of the unit, you'll engage in experiences that include a mix of site visits, cultural activities, discussions with experts, and group discussions.

Department

Faculty of Business and Law

Learning Object Subject

Business and Management

Educational Level

Undergraduate

Learning Outcome

• Synthesise an enhanced appreciation of the Sustainable Development Goals in the context of a region and an identified business project • Synthesise and evaluate key business concepts and theories, and assess the practical application of the Sustainable Development Goals in the context of an identified business project • Explain the interdisciplinary challenges in, and approaches to, addressing and overcoming social and environmental challenges at the host location • Use the Sustainable Development Goals to build and facilitate ethical, socially responsible, and sustainable business decision making.

Interactivity Type

Active

Learning Object Description

An optional capstone study tour unit with a focus on the SDGs - available to all Bachelor of Commerce students

[Supporting Links](#)

TOUR3001 Responsible Tourism Management

This unit provides students with the opportunity to recognise how tourism, hospitality, and events sectors increasingly understand the need to adopt responsible tourism policies and practices globally. The aim of responsible tourism is to develop tourism that makes the destination better for the community, and the environment while offering quality tourism experiences. Students will examine responsible tourism innovative approaches to better understand and manage the new complex realities of contemporary tourism development in domestic and international destination contexts. The unit will enable students to incorporate sustainable, ethical, and Indigenous perspectives, critically explore community-based tourism issues around local economic development, community empowerment, and poverty reduction, as well as review responsible marketing practices and how technology is assisting in creating more responsible tourism.

Department

School of Management and Marketing

Learning Object Subject

Tourism and Hospitality

Educational Level

Undergraduate

Learning Outcome

- Appreciate the concept and application of responsible tourism in a global tourism context • Examine how responsible tourism management can contribute to the achievement of the United Nations' Sustainable Development Goals • Evaluate and critique the role of national and international organisations in planning, developing and managing responsible tourism • Evaluate how sustainable, ethical and indigenous perspectives can contribute to the realisation of responsible tourism in tourism destinations.

Interactivity Type

Active

Learning Object Description

Core tourism major unit with a focus on sustainable, ethical, and Indigenous perspectives, and exploring community-based tourism issues

[Supporting Links](#)

ISYS5009 Societal Impact of Technological Innovation

In this unit, students develop entrepreneurial skills to evaluate and apply new and emerging Information and Communications Technology (ICT) products, services, and methods. This includes disruptive technologies to change the way people think, work, play, or act. Local and global impact are evaluated using triple bottom line business cases that analyse the societal, environmental, and financial dimensions of technological innovation. Frameworks to measure the impact, diffusion, and uptake of new innovations are examined. Emphasis is placed on legislative and ethical responsibilities and the mitigation of risk. It is shown that designing for inclusivity, accessibility, and environmental stewardship can lead to economically viable innovations that benefit individuals, other stakeholders, and society as a whole. Case studies consider local and global contexts of technological change and the impact of ICT on remote and indigenous communities.

Department

School of Management and Marketing

Learning Object Subject

Information Systems

Educational Level

Postgraduate

Learning Outcome

- Evaluate the societal, environmental, and economic impact of new technologies • Develop business cases for technology-based solutions that are inclusive and accessible • Mitigate threats, risks, and ethical issues arising from disruptive technologies.

Interactivity Type

Active

Learning Object Description

Innovative core unit in the Master of Commerce which uses a case based approach to explore the social and environmental impacts of technology

[Supporting Links](#)

MGMT6073 Global Business Sustainability

Core required unit for all MBA students. The purpose of this unit is to develop skills and competencies for leading and managing business sustainability in the global context. The unit explores both challenges and opportunities inherent in the interface between economic, environmental and social requirements, and applies key theories, concepts, frameworks and solutions to those requirements. Students will understand how economic, environmental and social requirements are integral and interrelated parts of the global and geo-political landscape within which businesses operate. Using problem-based learning, a grounding in business ethics and guidance from the United Nations Sustainable Development Goals, students who complete the unit will be better prepared to develop actions aimed at achieving business sustainability while considering a global perspective.

Department

School of Management and Marketing

Learning Object Subject

Business and Management

Educational Level

Postgraduate

Learning Outcome

- Evaluate the role of sustainable business in a global context and the factors influencing more sustainable business models
- Analyse theoretical perspectives and practical frameworks underpinning business sustainability
- Apply cultural, ethical and socially responsible requirements of business to respond to global sustainability
- Effectively communicate the direction of the current sustainability debate and the effects this will have on business, as well as explain industry-specific issues.

Interactivity Type

Active

Learning Object Description

Core required unit for all MBA students designed to develop skills and competencies for leading and managing business sustainability in the global context.

[Supporting Links](#)

Program-Level RME Integration

Description of degree programs with RME in the program-level learning goals

Description of how curriculum scaffolds from the Curtin Graduate Capabilities, which are highly relevant to RME

“The courses (programs) taught by the Faculty of Business and Law aim to develop the next generation of responsible leaders equipped with the capabilities and confidence to transform global business environments. As part of our commitment to making a difference, we embed curriculum and transformative experiences focused on ethics, responsibility, social impact and sustainability in our courses that enable the development of global, responsible, innovative and technology-savvy leaders of tomorrow.”

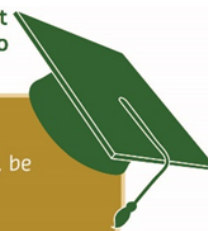
Associate Professor Subra Ananthram, Dean Learning and Teaching, Faculty of Business and Law.

Learning across all courses is scaffolded to ensure achievement of the Graduate Capabilities, which are highly relevant to the PRME. Course Learning Outcomes map to Unit Learning Outcomes and on to individual assessment items where students demonstrate mastery. We measure achievement of components of the Graduate Capabilities towards the end of each course, generally in the capstone unit. Our goal is that at least 90% of all graduating students meet or exceed our expectations on mastery of the Graduate Capabilities and outcomes are used to inform the continuous improvement of courses.

Assessment is undertaken at the unit (course) level, so assessment rubrics cannot be provided at the degree program level.

The Curtin Graduate Capabilities are described in the attached image.

Our graduates acquire discipline knowledge and professional capabilities that enable them to transform lives and communities for the better and are able to demonstrate the following Curtin **Graduate Capabilities:**



Innovative, Creative and Entrepreneurial

Graduates will be able to apply their discipline knowledge with intellectual inquiry, be creative leaders in problem-solving and challenge traditional ideas.



Culturally competent to engage respectfully with local First Peoples and other diverse cultures

Graduates will demonstrate cross-cultural capability and have an applied understanding of local First Peoples' "katajiny warniny" (translated from the Nyungar language as "ways of being, knowing and doing").



Globally engaged and responsive

Graduates will be able to engage with global perspectives in ethical and sustainable ways, and understand how to apply and adapt their knowledge and skills to a changing environment.



Effective communicators with digital competence

Graduates will be able to effectively communicate, and confidently access, use and adapt information and technology to meet the needs of life, learning and future work.



Industry-connected and career-capable

Graduates will be capable of collaboration with industry and other stakeholders, enabling them to contribute skilled work that is valued by industry, government and community, and that reflects high ethical and moral standards.

In addition, graduates of research degrees demonstrate the ability to **create knowledge through research.**

List of Degree Programs with RME Goals

Document is a list of business degree programs that include RME in the Learning Objectives (Goals). Includes RME-related Learning Objectives.


Relevant Stakeholders

Students and Staff

Purpose

Learning and Teaching

20240617 RME in degree programs

View document  Download document 

The signatory's pedagogical approach, which includes RME in all degree program design and pedagogical innovations

Approach to embedding Responsible Management Principles in all degree programs

The Faculty of Business and Law seeks to drive forward our UN PRME commitment to embedding RME into all degree programs.

The Curtin Comprehensive Course Review (CCR) Process consists of a broad and in-depth review of a degree program, conducted at least every five years, to ensure continuing high quality, viability and compatibility with strategic direction and priorities. As part of the CCR, Faculty of Business and Law Course Leads review the focus on ethics, responsibility and sustainability (ERS) in the program components.

An excerpt from the CCR template document covering the ERS review and identification of specific ERS actions to be undertaken has been uploaded as an object.



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

RME Elements in Research

Faculty of Business and Law, Curtin University incorporates responsible management education into its research endeavors through 5 different methods:

Regular Research Seminars

Curtin Corner Seminar Series

Curtin Corner is an informal presentation and discussion forum sponsored by The John Curtin Institute of Public Policy. Its aim is to encourage the cross-fertilisation of ideas between Curtin University and the wider community. Curtin Corner is open to staff, students and the general public.

Many of the Curtin Corner seminars are highly relevant to the PRME. Two 2024 examples with links to recorded presentations are attached as objects. Examples from 2023 included:

- Net Zero Precincts – What are they and how do we make them happen? Professor Josh Byrne
- Decarbonise WA and you can decarbonise the world! Professor Peta Ashworth OAM
- Energy Humanities: Pathways towards Just Transitions. Professor Petra Tschakert
- Does prevention stand a chance? The battle against harmful industries. Professor Mike Daube AO
- Tapping the talent: Strengths-based approaches for autistic young people. Professor Tele Tan.

Video recordings of seminars are available via the following weblink: [Curtin Corner | Business & Law](#)

Exploring housing pathways for people with disability

Curtin Corner presentation by Dr Adam Crowe to both staff and community members

Date

May, 2024 - May, 2024

Location

Virtual

Speakers

Dr Adam Crowe

[Supporting Links](#)

Curtin Corner seminar on exploring housing pathways for people with disability

Ethics Amid Crisis and Change

Curtin Corner presentation by Prof Anthony J Langlois to both staff and community members

Date

May, 2024 - May, 2024

Location

Virtual

Speakers

Prof Anthony Langlois

[Supporting Links](#)

Curtin Corner seminar on ethics amid crisis and change

Research Conferences

Inaugural World Energy Business School Conference 2024 in Aberdeen

The Business Schools at the University of Aberdeen, University of Calgary and Curtin University joined together for the inaugural World Energy Business Schools Conference 20 - 21 May 2024.

Conference themes included: (1) Stakeholders and Supply Chains; (2) Place-based Dimensions of Sustainability; (3) Energy Transition, Business and Society; (4) Sustainability and Employment; (5) Legal Frameworks and Public Policy. Over the course of the two-day conference, 18 papers from across the three institutions were presented, with Professor Peta Ashworth concluding Day 1 of proceedings with a keynote on "Centres for Energy Transition: The View from Curtin and Aberdeen". Representing FBL, Associate Professor Harj Singh, Dr Hiro Suenaga and Dr Abebe Hailemariam shared their research findings. An industry tour of the National Decommissioning Centre, hosted by Professor Richard Neilson, wrapped up the conference.

The three Business Schools will join together for a second conference in Perth in 2025.

Virtual Launch Event: Employment and disability in Australia

Presentation by lead authors Professor Mike Dockery, Principal Research Fellow, and Professor Alan Duncan, Director, both of Bankwest Curtin Economics Centre, from the launch of the report Employment and disability in Australia: Improving employment outcomes for people with disability.

Date

March, 2024 - March, 2024

Location

Virtual

Speakers

Prof Alan Duncan and Prof Mike Dockery

[Supporting Links](#)

Tenth in the BCEC Focus on the States series, this report looks at improving employment outcomes for people with disability in Australia. The report reveals that there has been no improvement in employment rates for people with disability in Australia over the last two decades, despite extensive policy reforms and greatly increased funding for supports and service delivery.

Required Research Reporting

Research related to responsibility and the UN SDGs

Researchers in the Faculty of Business and Law combine research excellence with our ability to work with government and industry to solve real world problems. Research in the Faculty of Business and Law is very applied and seeks to make an impact on individuals, organisations and communities, improving people's lives and businesses.

Key research themes within the Faculty of Business and Law are underpinned by ethics, responsibility and sustainability, and align to the UN Sustainable Development Goals. Our research themes are:

Healthy people and economies

These research projects support labour economics, health economics, the future of work, decent work and transformative work design, worker safety, sustainable career development, leadership and management sciences, strategic project management, resilient workplace cultures, mental health and wellbeing, healthy eating and food consumption.

Digital and technological transformation

These research projects support Artificial intelligence, machine learning, cybersecurity, fintech, regtech, open knowledge and intellectual property, robots and the workforce, human-machine interactions; application and use of new technologies; technology ethics and legal issues, social media analytics, digital marketing.

Sustainable and resilient communities

These research projects support climate action, climate finance, climate change adaptation and mitigation, energy transition, social and environmental accounting, corporate social responsibility, housing affordability, green and sustainable supply chains and transportation, inclusive and sustainable entrepreneurship, sustainable tourism, education in regional and remote communities, developmental economics.

A fair society

These research projects support inequalities research based on gender, race, ethnicity (including Indigenous studies), modern slavery, social and economic impact of policy, equity in higher education, governance (including financial, information and corporate), human rights, financial literacy and planning, unheard consumers, inter-cultural research, legal research.

More information is available on our website [Research ERS - About | Curtin University](#)

A list of a small selection of relevant publications is appended as an object.

Dedicated Research Funding

Showcase example: Precarious housing, housing assistance and wellbeing - project funded by the Australian Research Council

Precarious housing, housing assistance and wellbeing. Australia's housing system is undergoing a major transformation, marked by growing precariousness that has now spread across all housing tenures. The wellbeing impacts of this are not well-understood. This project aims to develop a contemporary conceptualisation of housing precariousness as a multidimensional experience that exists in potentially variable ways for renters, owners and the marginally housed. Using mixed methods and cross-country analyses, the project expects to produce new evidence on pathways in and out of precariousness, as well as the coping strategies and wellbeing of the precariously housed. This is expected to offer major benefits by informing housing assistance policies that promote the wellbeing of Australians.

Australia's housing system is undergoing a major revolution. People's housing conditions are becoming more precarious, and this is a housing crisis because it affects Australians in all tenures, not just low-income renters. We do not know enough about people's precarious housing experiences to formulate effective policies to assist them. This project will address the precarious housing problem by tracking how people's life journeys lead some into precarious housing, how badly their wellbeing is affected, and finding out what support they need to escape precarious housing. By asking precariously housed people to share their experiences and analysing policies from different countries, this project will reveal whether current housing

assistance programs are helping to protect the wellbeing of the precariously housed. This project benefits housing policymakers and Australians more broadly by increasing our understanding of how to provide housing support that is secure, affordable and suitable to meet Australians' needs and aspirations. This project's findings can be used to develop policies that give people more protection from the negative effects of precarious housing on their lives. We will actively drive change by sharing our findings with organisations committed to supporting Australians in precarious housing through small group discussions and a national policy workshop involving housing policy change-makers.

Showcase example: Optimizing benefits of cultural diversity in Australian healthcare sector - project funded by the Australian Research Council

Optimizing benefits of cultural diversity in Australian healthcare sector. Australian society and workplaces are increasingly becoming culturally diverse with growing numbers of immigrants from culturally and linguistically diverse (CaLD) backgrounds. However, it is not clear to what extent this diversity is being harnessed to improve organisational performance by leveraging the diverse range of knowledge and skills of CaLD customers and employees. This project aims to use social identity theory and role theory to develop a comprehensive conceptual model for the process by which organisations identify, acknowledge, engage, accept, and adapt to cultural and linguistic diversity among their customers and employees. We also plan to test this model with data from customers and employees in Australian service sector.

Australia has become a multicultural society, with almost half its population either born overseas or with at least one parent born overseas. This cultural diversity is also reflected in Australian workplaces, particularly in the healthcare services sector, which is one of Australia's biggest employers and has a significant proportion of its workforce and patients from culturally and linguistically diverse (CaLD) backgrounds. Hence, it is essential that healthcare services providers understand the differences in the prior knowledge and experiences of these diverse groups of employees and patients, in order to meet their expectations by providing culturally appropriate services. However, despite the growing importance of cultural knowledge and cultural gap bridging (CGB) behaviours, current evidence shows that Australian organisations are still not ready to engage with their culturally diverse workforce and patient base in a meaningful manner. This project aims to address this gap by using an integrated multilevel process model to examine the antecedents and outcomes of multicultural readiness and CGB behaviours in a highly culturally diverse workforce. The project outcomes will assist Australian healthcare services providers to create more productive workplaces and provide better patient care to their patients from CaLD backgrounds. This would lead to better productivity and more positive patient outcomes, which will save huge costs for the Australian economy and taxpayers.

Showcase Example: Centre of Excellence for the Elimination of Violence against Women - project funded by the Australian Research Council

Eliminating violence against women is one of the major challenges of the 21st century. Awareness of the problem has grown exponentially, but solutions to it have not. This Centre aims to transform our understanding of the problem by examining the structural drivers that cause and compound violence against women, and pioneering new, evidence-based approaches to radically improve policy and practice across Australia and the Indo-Pacific. The Centre mobilises survivor-centric and Indigenous methodologies, interdisciplinary collaborations, and Indo-Pacific partnerships to deliver scalable approaches to eliminate violence against women across the legal, security, economic, health, and political systems of Australia and the region.

The Bankwest Curtin Economics Centre is the host of a node of the AU\$35-million ARC Centre of Excellence which is working to create evidence-based solutions to violence against women in Australia and the Indo-Pacific region.

Professor Astghik Mavisakalyan, Principal Research Fellow with Bankwest Curtin Economics Centre, is one of 14 chief investigators across eight Australian universities on the project. The ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW) was established to transform understanding of violence against women by examining the structural drivers that cause and compound violence against women. CEVAW is also pioneering new evidence-based approaches to improve policy and practice. The research team is committed to undertaking fundamental multidisciplinary research to generate new knowledge on causes, contexts and responses to violence against women with an Indigenous-centred approach.

In addition to the 14 chief investigators, there are 17 partner investigators and 32 partner organisations including government agencies, international organisations, peak bodies, community, and Indigenous organisations.

[\(6\) The ARC Centre of Excellence for the Elimination of Violence Against Women \(CEVAW\): About | LinkedIn](#)

Showcase example: Australian Centre for Student Equity and Success - funded by the Australian Government Department of Education

Australian universities are central to the nation's future prosperity, social cohesion and place in the world. So, it is vital that everyone who can pursue higher education is given an opportunity to do so. This is the primary reason for the Australian Centre for Student Equity and Success (ACSES).

The Australian Centre for Student Equity and Success (ACSES), formerly the National Centre for Student Equity in Higher Education (NCSEHE), is an evidence-based research and public policy centre funded by the Australian Government Department of Education and based in the Faculty of Business and Law at Curtin University.

ACSES is committed to providing the higher education sector with tangible proof of what works to improve the quality and impact of student equity practices in higher education. To achieve this goal, ACSES has pivoted to become a What Works Centre driven by three inextricably linked programs: Data, Research and Policy, and Trials and Evaluation.

ACSES's scope of work includes:

- Collaborating with and supporting universities in conducting trials of various sizes, aimed at translating research findings and testing interventions for student equity
- Offering a range of grants for trials, scale-up projects, and impact evaluations in student equity
- Delivering a national evaluation capability building program for both equity professionals and university leaders
- Developing a Higher Education Equity Database (HEED) incorporating trials and evaluation data
- Partnering with higher education institutions to enhance their data collection and systems related to higher education equity
- Offering a range of research grants, including Equity Fellowships, First Nation Fellowships, Small Research Grants and Large Research Grants
- Providing research exchange opportunities such as Visiting Fellowships and Higher Degree by Research (HDR) Scholarships
- Conducting forums, webinars, and communities of practice dedicated to disseminating trials and evaluation results and facilitating the exchange of best practices in student equity evaluations
- Organising policy symposiums aimed at advancing research and evaluation outcomes to provide insights for policymaking regarding student equity.
- Over the last 11 years at Curtin, the Centre has established a strong national presence, engaging with key stakeholders and maintaining sector-wide partnerships to enhance outcomes and delivery of research and recommendations. With the pivot to 'what works', ACSES strives to support universities in implementing evidence-based student equity programs, and enhancing its standing as a key contributor to the higher education sector's shared goal of improving student equity.

Showcase Example: Leveraging Social Listening to Understand Modern Slavery - funded by the Curtin Social Media Research Lab and the Minderoo Foundation.

This project is a pioneering initiative that aims to harness the power of social listening to identify and combat modern slavery online.

Professor Mingming Cheng has teamed up with partner, the Minderoo Foundation, to tackle one of the most complex human rights issues of this generation – modern slavery on social media. With growing evidence that social media is being used to target potential victims and recruiters becoming increasingly savvy, more needs to be done to protect users.

This project is a pioneering initiative that aims to harness the power of social listening to identify and combat modern slavery online. It uses advanced social media analytics to detect potential instances of forced labour and trafficking activities across a range of social media platforms (e.g., TikTok). The expected outcomes of the project are twofold: firstly, it will provide a more comprehensive understanding of how victims of modern slavery use social media platforms; and secondly, it will develop effective strategies for identifying and aiding those at risk. By leveraging the vast amount of data available on social media, the project has the potential to make a significant impact in the fight against modern slavery, offering new insights and tools to assist with prevention and intervention.

This project is funded by the [Social Media Research Lab](#) and the [Minderoo Foundation](#).



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

Partnership Approaches for RME

Faculty of Business and Law, Curtin University partners with external stakeholders to advance responsible management education through 4 different approaches:

Knowledge Translation and Dissemination

Research collaboration and translating research into practice

In our research we actively engage with diverse stakeholders to address real-world challenges.

The Faculty of Business and Law is committed to translating research into practice, and collaborating with organisations to provide evidence-driven insights and solutions to the challenges they face. In addition to performing well in highly cited research work, our researchers engage in meaningful collaborations with industry organisations locally, nationally and internationally.

Examples of our industry collaborations can be found on the following website [Industry Collaboration | Business & Law \(curtin.edu.au\)](https://curtin.edu.au/industry-collaboration)

Our research centres and institutes collaborate extensively with industry and practitioners and produce accessible publications, tools and frameworks designed to inform policy and practice.

The Bankwest Curtin Economics Centre's core mission is to deliver high quality, accessible research that enhances our understanding of key economic and social issues that contribute to the wellbeing of families, businesses and communities. Publications are available via the following website [Publications - BCEC](https://curtin.edu.au/publications-bcec)

The Future of Work Institute translates research on thriving at work into easy-to-understand models to apply in the real world. Tools and resources are freely available via the following website [Key Framework and Tools | Future Of Work \(futureofworkinstitute.com.au\)](https://futureofworkinstitute.com.au)

The Australian Centre for Student Equity and Success (ACSES) purpose is to inform public policy design and implementation, and institutional practice, in order to improve higher education participation and success for marginalised and disadvantaged people. An extensive range of publications and resources are available via the following website [Explore Student Equity Publications - ACSES](https://curtin.edu.au/acses)

Research Report: 'Employment and Disability in Australia: Improving employment outcomes for people with disability'

A report by the Bankwest Curtin Economics Centre reveals that there has been no improvement in employment rates for people with disability in Australia over the last two decades, despite extensive policy reforms and greatly increased funding for supports and service delivery.

Author

Bankwest Curtin Economics Centre

Published Date

March, 2024

Degree Of Recognition

National

Media Name

Curtin University

Media Type

Report

Duration

132 pages

[Supporting Links](#)

Showcase Example: Beyond Extraction: Leading Governance & Human Rights for SDGs

In May 2024, we cosponsored an event with KPMG hosted by the United Nations Association of Australia (WA) that explored the leadership qualities necessary to navigate complex governance and human rights standards within the extractive sector.

Date

May, 2024 - May, 2024

Location

Perth, Western Australia

Speakers

Professor Anthony Langlois and various others from government, industry and the not-for-profit sector

The thought-provoking event delved into the critical intersection of leadership, governance, and human rights within the extractive industry, offering valuable insights for stakeholders across sectors.

20240712 RME Thought Leadership
Showcase event-UNAOWA

View document  Download document 

Research Report: "Mental Awareness, Respect and Safety (MARS) Landmark Study "

The report launch for the Mental Awareness, Respect and Safety (MARS) Landmark Study was attended by more than 200 mining industry stakeholders and joined by a panel of mining industry leaders, John Curtin Distinguished Professor Sharon Parker.

Author

John Curtin Distinguished Professor Sharon K Parker and co-authors

Published Date

March, 2024

Degree Of Recognition

National

Media Name

Government of Western Australia

Media Type

Report

Duration

161 pages

[Supporting Links](#)

Executive Education: Carbon Accounting, Reporting and Measurement Masterclass

The Carbon Accounting, Reporting, and Measurement Masterclass enables participants to gain the essential skills and insights needed to drive real change towards a more sustainable future.

With the Australian government mandating climate-related financial disclosures in annual reports starting 1 January 2025, business has an urgent need to develop the expertise required to comply with these new regulations. We created this 2-day masterclass in 2023 to enable

business leaders to master the skills necessary for accurately measuring and reporting their organisation's greenhouse gas (GHG) emissions and carbon footprint data. It is delivered once or twice each year, subject to demand.

[Carbon accounting: Measurement, reporting and verification of Scope 1, 2 and 3 emissions | Study \(curtin.edu.au\)](#)

Collaborative Problem Solving

Showcase Example: Innovating Non-monetary Interventions for Climate-smart Agriculture: An ADOPT Model for Technology Diffusion

Describe an impactful project undertaken in partnership between Curtin, Deakin University (Australia), Universiti Teknologi (Malaysia), University of Dhaka (Bangladesh) Bangladesh Agricultural University, University of Rajshahi (Bangladesh), Bangladesh Institute of International and Strategic Studies, Ministry of Agriculture, Government of Bangladesh, Ministry of Environment, Forest and Climate Change, Government of Bangladesh SREDA (Bangladesh).

The Climate Innovation Challenge project introduced a process-based solution, the **ADOPT** model, for technology diffusion. The ADOPT stands for "Advocating available climate-smart technologies, Demonstrating the most appropriate technology, Omitting misinformation about climate-smart technology, and Putting peer pressure for Technology adoption". The Asian Disaster Preparedness Center (ADPC) as a part of the World Bank's Climate Innovation Challenge Award sponsored this project. The overall purpose of this project was to facilitate low-carbon CSA technology and support green public policy initiatives. While this project uses the ADOPT model in addressing the adoption of solar irrigation technology, the outcomes of this project can be utilized to diffuse other CSA technologies.

In this pilot solution, 2800 farming households (1400 solar and 1400 non-solar) are surveyed (face-to-face interviews) in 28 districts in Bangladesh. This field survey and the survey data analysis followed the methodological approach of a natural experiment. To test the ADOPT model, its four nudging components are compared for solar irrigation adopters and non-adopters. The key findings are- i) non-monetary interventions exclusively/inclusively are effective in adopting solar irrigation, ii) The ADOPT model is scalable for solar irrigation, and iii) The ADOPT model shows an improved interaction between solar users and providers. This project allows- i) to develop the training modules for nudging tools, ii) to provide ADOPT training modules in regions where the government targets to set up solar irrigation systems, and iii) to estimate the causal impact of ADOPT training modules. The team received verbal

endorsement from several ministries in Bangladesh for scaling up the ADOPT Model. The team also made an innovation to convert a diesel power tiller into a solar power tiller in association with the American International University of Bangladesh.

Showcase Example: Financial literacy workshops for women at risk

The FBL's Financial Literacy project, supported by the Rural Regional Remote (RRR) Women's Network of WA, is dedicated to promoting economic inclusion for women in remote, regional, and rural communities.

Financial literacy is unique to each individual, influenced by their personal financial situation, goals, knowledge and preferences. Factors like education, income, cultural background and life experiences all play a role in shaping one's financial literacy.

Key skills needed for understanding personal finance include: budgeting, investing, debt management, and planning for financial security and stability, and these skills need to be tailored to a person's specific circumstances.

The initiative supports SDG 5 (gender equality) and SDG 10 (reduced inequality) by empowering women in regional and remote communities through:

- Addressing unique challenges such as limited access to financial services, employment opportunities, and educational resources.
- Enabling women to make confident and informed financial decisions.
- Helping women advocate for themselves, negotiate fair wages and benefits, and participate in household financial decision-making.
- Breaking the cycle of poverty and imprisonment in these communities.
- Creating a ripple effect, where women share their knowledge with family and community, strengthening connections and driving economic development.

Collaborative Change Action

Women in Research initiative, John Curtin Distinguished Professor Sharon K Parker

A recipient of the Australian Research Centre's Kathleen Fitzpatrick Award, Sharon Parker leads the successful Women In Research initiative designed to support female researchers.

Sharon initiated and leads Women in Research, which aims to support women in research and to enhance gender diversity in institutions.

Women in Research goals are:

To inspire and support female researchers by:

- sharing stories and tips from senior researchers,

- providing guidance and tools as to how to navigate some of the challenges that women researchers face, and
- building an on-line community.

To enhance the effective mentoring of women by:

- creating a “one-stop-shop” for mentoring materials and resources, and
- providing ready access to statistics, stories, and guidance.

To promote gender diversity in educational and research institutions by:

- articulating the ‘business case’ for gender equity in research,
- enhancing awareness of the challenges women researchers face, and
- providing evidence-based recommendations, supported as much as possible by research.

Evidence based resources and practical tips are available on the Women in Research website at the following link: [Women in Research | Australia](#)

Katitjiny Boya Birrit, the National Indigenous Business Summer School (WA)

Katitjiny Boya Birrit is a collaboration with Western Australian business schools to encourage Indigenous high school students to consider university study.

Since 2020 we have collaborated with the Australian Business Deans’ Council, Edith Cowan University, Murdoch University, Notre Dame University and The University of WA on Katitjiny Boya Birrit, the National Indigenous Business Summer School (WA). Hosting is rotated between members each year, with the University of Notre Dame's Broome Campus hosting from 14-19 January 2024.

The program offers Indigenous students in their last two years of high school an intensive residential program and immersive experience in entrepreneurship, business and business studies at a university level. The Summer School aims to provide participants with an in-depth insight into business and university life, while focusing on teambuilding, motivation, meeting new people, Indigenous culture, confidence building and health and well-being. The ultimate objective is to increase the number of Indigenous students studying at universities.

All fees and expenses are paid for, including travel, food and accommodation.

Workplace Gender Equality Agency - Bankwest Curtin Economics Centre Partnership

A partnership between Bankwest and Curtin, the Bankwest Curtin Economic Centre impact is far-reaching, covering themes as broad as gender inequality, the WA economy, the labour force, disadvantage, Indigenous wellbeing and ageing and retirement.

An almost ten-year long partnership with the Workplace Gender Equality Agency to produce the BCEC|WGEA Gender Equity Insights Series of reports has laid bare – and tried to remedy – the gender pay gap in Australia. Their research and combined advocacy has led to changes to the law requiring employers with over 100 staff to make their gender pay gaps public in 2023, which will drive positive change to make pay more equal.

The report series can be accessed at the following link [BCEC|WGEA Gender Equity Insights Series - BCEC](#)

External Community Dialogue

Australian Student Equity Symposium

Symposium on improving access to higher education for equity students

In May 2024, the Australian Centre for Student Equity and Success brought together university leaders, policymakers, student representatives, equity practitioners, media, and other experts in the sector for the inaugural Access, Achievement, Accord 2024: The Australian Student Equity Symposium.

Over the course of two days, attendees engaged in insightful discussions and collaborative sessions that addressed the critical issue of equity in higher education. The exchange of innovative ideas and best practices has set the stage for implementing the recommendations of the Australian Universities Accord.

Symposium highlights are available via the following website [Access, Achievement, Accord 2024: The Australian Student Equity Symposium Highlights - ACSES](#)

Centre for Transformative Work Design inaugural conference

The Centre for Transformative Work Design inaugural conference brought together practitioners, government and academics from around the world to discuss topics of relevance to SDG3 and SDG8.

The Centre for Transformative Work Design held its inaugural conference in February 2024, the first of its kind in the world, with the theme of 'Work Design for Success: Innovative Research and Leading-Edge Practice.' The two-day conference brought together leading global scholars in work design, industry and government representatives to explore how to navigate the increasing complexities of our working lives covering topics such as hybrid working, the rise of AI, staff shortages, burnout and an ageing workforce.

Information about the conference program and streams of research are available via the following website [2024 CTWD Conference | Work Design Research](https://2024CTWDConference.com) (transformativeworkdesign.com)

Regional Consultative Meeting on the Paris Agreement

Faculty of Business and Law staff collaborated with participants from 12 countries across Africa, Asia, the Middle East and the Pacific regions in support of developing nations fulfilling their Paris commitments.

In October 2023, a consortium from Curtin University, Durham University and the Asian Disaster Preparedness Center in Thailand came together to develop a facility framework for Nationally Determined Contributions. Funded by the Department of Foreign Affairs and Trade and the Department of Climate Change, Energy, the Environment and Water, participants from 12 countries across Africa, Asia, the Middle East and the Pacific regions undertook critical appraisal of a proposed 'facility framework' designed to aid the Australian Government in assisting developing nations in fulfilling their Paris commitments.

The Curtin Faculty of Business and Law Project Leads were Associate Professor Habib Rahman, Professor Ruhul Salim, Professor Felix Chan, Dr Muammer Wali, Dr Harj Singh, Dr Lien Duong, Dr Zeenatul Islam and Dr Joanne McEwan.

Showcase initiative: "Building Ecosystem to Support Carbon Market Establishment"

Faculty of Business and Law academics worked with officials from Vietnam to build the knowledge and capability required to establish a carbon market.

In 2023 we developed and facilitated an action research program funded by the Australian Department of Foreign Affairs and trade titled "Building Ecosystem to Support Carbon Market Establishment." The program aimed to support Vietnam in accessing and utilising high-level professional and technical knowledge, skills and competencies that will contribute to its sustainable socio-economic development and stability. The program involved a group of 15 delegates from the Ministry of Finance and other government agencies in Vietnam and shared global knowledge of carbon markets, carbon project investment and carbon credits trading. It

was anticipated the enhanced engagement of the private sector, particularly those with high levels of emissions, would promote their compliance with carbon inventory and reporting so they can eventually participate effectively in mandated carbon markets in Vietnam and potentially in the region.

Conducted over multiple sessions and locations, the program ran Hanoi and Canberra between April and June.

Showcase Event: Collaboration for Climate

An event run in partnership with the United Nations Association of Australia (WA).

Date

March, 2023 - March, 2023

Location

Curtin Perth

Speakers

Various speakers

On 1 March 2023, in partnership with the United Nations Association of Australia (WA), we brought together representatives across government, industry, academia and community to explore public, private, civil, and academic approaches to combating climate change.

20230418 Collaboration for Climate
summary

[View document](#)  [Download document](#) 



Practice

We adopt responsible and accountable management principles in our own governance and operations.

RME Policy Implementation

Faculty of Business and Law, Curtin University has implemented 6 policies to support its commitment to responsible management education:

Travel

Local staff/student/faculty transportation

No, but RME is stimulated organically rather than through policies (a narrative explaining why will be prompted with this option)

Description of the practices that are intended to influence how faculty, staff and students support the school's commitment to RME.

We envision Curtin University as a place where the betterment of people, planet and prosperity are enshrined in all our actions. The 17 SDGs were supported by all 193 UN Member States in 2015, to set global actions to 'end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity'.¹

Curtin contributes to the SDGs through our Sustainable Development Strategy: Towards 2030. Our Sustainable Development Strategy draws on our strengths, focuses our efforts where we can make the greatest difference, and engages the Curtin University community. The SDGs call on all individuals and organisations to use their time, talent, skills and resources to tackle shared issues. Innovation has a direct role in creating and changing industries and technology, designing equitable social systems, and protecting the planet.

1 UN Development Programme (<https://www.undp.org/sustainable-development-goals>)

Curtin's Sustainable Development Strategy is framed around growth and maturity, making sustainability more embedded and transdisciplinary. At our current maturity, Sustainable Development is supported with strategic direction and centralised coordination. Awareness is growing, and Sustainable Development emerges as a core concept in more partnerships.

We are working towards Sustainable Development being evident in all five areas of Curtin University's impact (Governance, Engagement, Teaching and Learning, Research and Built Environment). Adopting a Sustainable Development Strategy is a unified strategic direction that leverages our strengths and challenges our boundaries. Integral to this movement is transparency and shared resources support connections between academic, research and professional staff.

Chapters

Engagement

Sharing information and engaging with the wider world expands our sphere of influence.

Curtin's engagement efforts to embed RME include:

- * Partnerships with other universities, industry, and government
- * Extra-curricular programs for students and staff
- * Building the capacity of staff to embed Sustainable Development in their work
- * Spanning the Indian Ocean Rim at our Global Campuses.

Governance

Governing structures create the necessary support framework for Sustainable Development.

Curtin has an impact through our corporate practices including:

- Commitments to reduce carbon emissions, food waste, water usage and sustainable procurement (targets developing in 2024)
- Engagement in external Sustainable Development programs
- Implementing transparent reporting
- Supporting Curtin Global campuses to develop local solutions.

Curtin's Sustainable Development is overseen and guided by a Sustainable Development Executive, a subset of the Senior Executives of the University, and a Sustainable Development Working Group, a group of academic and professional staff across the university who develop, implement, and report on Curtin's Sustainable Action Plan (SAP), aligned to the Sustainable Development Strategy.

Sustainable Development Strategy

Curtin's vision for Sustainable Development and RME is explored in the Sustainable Development Strategy.

Sustainable Development Strategy

Sustainable Development Strategy: Towards 2030

Relevant Stakeholders

Executive, Strategy, Planning

Purpose

Higher Education

FINAL Sustainability Strategy WEB

View document  Download document 

Employee equity, diversity, inclusion

Student equity, diversity, inclusion

Institutional Aspiration Targets

Faculty of Business and Law, Curtin University has set aspiration targets in 5 different areas:

- ❖ Employee EDI Targets
- ❖ Student EDI Targets
- ❖ Water Conservation Targets
- ❖ Building and Real Estate Targets



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.



Performance Disclosure and Transparency

Regarding transparency in RME performance disclosure, Faculty of Business and Law, Curtin University operates with the following approach:

Limited Transparency Disclosure

Website of disclosure of performance

Sharing information on progress

We have a public webpage where we share information on a variety of student, community and industry focused initiatives and projects that are directly linked to six United Nation's Sustainable Development Goals.

[Sustainability and Social Impact | About Curtin](#)

The strategic plan, enabling initiatives and progress on KPIs are shared with FBL staff via an internal SharePoint page. We also produce newsletters for both internal and external audiences.



SIGNATORY

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