

**From:** [Ryan, Allana](#)  
**To:** [Zoe Morrison](#)  
**Cc:** [Park, Zaneta](#); [Potter, Charlie](#)  
**Subject:** RE: STARS peer Review - University of Sydney  
**Date:** Friday, 25 June 2021 9:48:03 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[STARS 2.2 Review Template Massey USydney Response final MU response.xlsx](#)

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Hi Zoe

Please find attached our final review. Looks pretty good. Zaneta has included a few comments on the 'Review Comments' tab but otherwise you look like you're good to go!

You guys are doing amazing work. Been a great process for us to be involved in.

All the best for the next part of the process.

Regards, Allana

Dr Allana Ryan  
Director – Sustainability  
Massey University  
Private Bag 11-222  
Palmerston North  
NEW ZEALAND

ph +64 6 3569099 ext 83849

“Action is the antidote to despair” (Joan Baez)

[www.massey.ac.nz/sustainability](http://www.massey.ac.nz/sustainability)



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**From:** Zoe Morrison <zoe.morrison@sydney.edu.au>  
**Sent:** Wednesday, 16 June 2021 2:24 PM  
**To:** Ryan, Allana <A.M.Ryan@massey.ac.nz>  
**Cc:** Park, Zaneta <Z.Park@massey.ac.nz>; Potter, Charlie <C.E.Potter@massey.ac.nz>  
**Subject:** RE: STARS peer Review - University of Sydney

Oh goodness – what a morning. We've had two false fire alarms in my building and my brain is ringing!

Attached is the important part – the actual review.

Forgive my forgetfulness!

Zoe

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**From:** Ryan, Allannah <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>  
**Sent:** Wednesday, 16 June 2021 12:22 PM  
**To:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>  
**Cc:** Park, Zaneta <[Z.Park@massey.ac.nz](mailto:Z.Park@massey.ac.nz)>; Potter, Charlie <[C.E.Potter@massey.ac.nz](mailto:C.E.Potter@massey.ac.nz)>  
**Subject:** RE: STARS peer Review - University of Sydney

Thanks Zoe.

Did you mean to include the revised Review Template with your responses? Doesn't seem to be attached.

Regards, Allannah

Dr Allannah Ryan  
Director – Sustainability  
Massey University  
Private Bag 11-222  
Palmerston North  
NEW ZEALAND

ph +64 6 3569099 ext 83849

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**From:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>  
**Sent:** Wednesday, 16 June 2021 1:36 PM  
**To:** Ryan, Allannah <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>  
**Cc:** Park, Zaneta <[Z.Park@massey.ac.nz](mailto:Z.Park@massey.ac.nz)>; Potter, Charlie <[C.E.Potter@massey.ac.nz](mailto:C.E.Potter@massey.ac.nz)>  
**Subject:** RE: STARS peer Review - University of Sydney

Hello All,

Please see attached our review responses.

Also attached is:

- PA5: Evidence that our Respect in our Community module is compulsory for all new staff and affiliates. I can't provide you with a full breakdown of the training included but it includes information on respect of culture and diversity at the University. It also includes a module on disability inclusion which emphasizes the importance of creating a disability inclusive environment. It details people's real life experiences and consider how staff can be inclusive in

language, behaviours and workplace practices. This module supports the cultural commitment of the University of Sydney's Strategic Plan 2016 - 2020.

- PA5: Phonebook entry of the D&I Team and their location
- EN12: Copy of our continuing education inventory and sustainability alignment.
- OP1: Carbon Inventory for USydney 2019 and the NGRS report certifying the information we then used to build the carbon inventory – see notes in review.

Zoe

---

**From:** Ryan, Allana <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>

**Sent:** Thursday, 27 May 2021 12:24 PM

**To:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>

**Cc:** Park, Zaneta <[Z.Park@massey.ac.nz](mailto:Z.Park@massey.ac.nz)>; Potter, Charlie <[C.E.Potter@massey.ac.nz](mailto:C.E.Potter@massey.ac.nz)>

**Subject:** RE: STARS peer Review - University of Sydney

Hi Zoe

Please find attached our review of your submission. Very inspiring what you are doing in Sydney. Well done.

I hope this is helpful and look forward to seeing how you go with our comments for the next phase of the review.

Kind regards, Allana

Dr Allana Ryan  
Director – Sustainability  
Massey University  
Private Bag 11-222  
Palmerston North  
NEW ZEALAND

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---

**From:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>

**Sent:** Tuesday, 11 May 2021 4:43 PM

**To:** Ryan, Allana <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>

**Subject:** RE: STARS peer Review - University of Sydney

Oh in that case, wait until the end and then send it all through at once. Then I can tackle it as one

and send it as one back to you for final review of those issue sections.

Zoe

---

**From:** Ryan, Allana <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>  
**Sent:** Tuesday, 11 May 2021 2:42 PM  
**To:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>  
**Subject:** RE: STARS peer Review - University of Sydney

Ok. Charlie, Zaneta and I have different sections sprinkled throughout so will wait until we get through a section before sending on to you.

Cheers, Allana

Dr Allana Ryan  
Director – Sustainability  
Massey University  
Private Bag 11-222  
Palmerston North  
NEW ZEALAND

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**From:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>  
**Sent:** Tuesday, 11 May 2021 4:37 PM  
**To:** Ryan, Allana <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>  
**Subject:** RE: STARS peer Review - University of Sydney

Maybe send through issues as you reach the end of each section (EN, AC etc). That way I can work through them and get it back to you at the end promptly.

Zoe

---

**From:** Ryan, Allana <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>  
**Sent:** Tuesday, 11 May 2021 2:35 PM  
**To:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>  
**Subject:** RE: STARS peer Review - University of Sydney

Perfect. Have found very little so far to comment on.

Do you want me to forward the issues I identify as they arise or wait until we've finished?

Cheers, Allannah

Dr Allannah Ryan  
Director – Sustainability  
Massey University  
Private Bag 11-222  
Palmerston North  
NEW ZEALAND

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**From:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>

**Sent:** Tuesday, 11 May 2021 4:34 PM

**To:** Ryan, Allannah <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>

**Subject:** RE: STARS peer Review - University of Sydney

Oh that is good news – I am still very appreciative of the help.

I'll go through the report today and I will see what we submitted and set up a dropbox with the files so your team can access them as they come across them – does that sound okay?

Zoe

---

**From:** Ryan, Allannah <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>

**Sent:** Tuesday, 11 May 2021 2:29 PM

**To:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>

**Subject:** RE: STARS peer Review - University of Sydney

Hi Zoe

Really enjoying doing this! And it is quicker than I had feared. However there are some reports that you have obviously submitted through the Reporting tool that I can't access via the pdf e.g. [S19\\_EERS\\_FY19-20\\_Submitted.pdf](#). I get a message that says Adobe Acrobat can't connect to reports.aashe.org

Do you know of any other way we can access these documents?

Cheers, Allannah

Dr Allanah Ryan  
Director – Sustainability  
Massey University  
Private Bag 11-222  
Palmerston North  
NEW ZEALAND

ph +64 6 3569099 ext 83849

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---

**From:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>

**Sent:** Monday, 3 May 2021 11:42 AM

**To:** Park, Zaneta <[Z.Park@massey.ac.nz](mailto:Z.Park@massey.ac.nz)>; Potter, Charlie <[C.E.Potter@massey.ac.nz](mailto:C.E.Potter@massey.ac.nz)>; Ryan, Allanah <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>

**Subject:** STARS peer Review - University of Sydney

Hello All,

Please see attached the draft submission for STARS from the University of Sydney. I have attached it in excel and pdf format so you can use which ever is easiest for yourselves. I have also attached a summary of the submission so you can see what we are submitting in and what we have chosen not to pursue.

**Does the end of May work as a deadline for getting it back?** We have to have it to STARS in June to make it through their review process before our subscription expires.

Thank you again

Zoe

---

**From:** Zoe Morrison

**Sent:** Thursday, 29 April 2021 10:40 AM

**To:** Park, Zaneta <[Z.Park@massey.ac.nz](mailto:Z.Park@massey.ac.nz)>

**Cc:** Potter, Charlie <[C.E.Potter@massey.ac.nz](mailto:C.E.Potter@massey.ac.nz)>; Ryan, Allanah <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>

**Subject:** RE: STARS peer Review - University of Sydney

Hello All,

Greetings from across the Tasman Sea. This is great news – the mention yesterday was in no way a pressure for an answer. Everyone is in the same place – lots to do and little resources to do it so I

wasn't expecting anyone to have capacity to help.

I have a couple of typos to fix in the submission which I will aim to get done tomorrow. After that, I will send you though the full downloaded submission for review.

The review information is logged in the attached template and there is information on what the review process is and data accuracy guidelines here - <https://stars.aashe.org/resources-support/help-center/planning-administration/reporting-assurance/> - and attached. I found it really helpful to look at the data level and submissions of other universities to make sure I wasn't being too strict or too vague (UQ - <https://reports.aashe.org/institutions/university-of-queensland-queensland/report/2020-10-26/> and UTas - <https://reports.aashe.org/institutions/university-of-tasmania-no-state/report/2020-07-15/>). The quantitative can be tricky as it's just numbers in a toolkit but I tend to find the qualitative credits more helpful during the review.

The technical manual will be the thing to read if there is questions on what a credit is asking for. There is a bit of back and forth with submitting institution and I am all here for that and promise a prompt reply. Our STARS membership lapses at the end of June so we need to have a final review by STARS and be awards the ranking by then.

Looking forward to working with you all on this.

Zoe

---

**From:** Park, Zaneta <[Z.Park@massey.ac.nz](mailto:Z.Park@massey.ac.nz)>

**Sent:** Wednesday, 28 April 2021 1:34 PM

**To:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>

**Cc:** Potter, Charlie <[C.E.Potter@massey.ac.nz](mailto:C.E.Potter@massey.ac.nz)>; Ryan, Allannah <[A.M.Ryan@massey.ac.nz](mailto:A.M.Ryan@massey.ac.nz)>

**Subject:** RE: STARS peer Review - University of Sydney

Dear Zoe,

Thank-you for your email and nice to meet you by Zoom today

Apologies for the delay in replying – we were keen to be involved, but wanted to check how big a task this would be before committing, to be sure that we would have the resource. From today's meeting, it sounds like it will be do-able. Thus, if you still need someone to peer-review your submission, we would be happy to do so for you . And agree that this will most probably be helpful in terms of our submission too, so win-win all around!

Assuming this is still helpful, please let us know the next steps.

I've copied in Allannah, our Director of Sustainability too. Allannah, Charlie and I are the team at Massey working on the STARS project.

Thank-you for the invitation,

Zaneta

**Zaneta Park | Senior Analyst – Institutional Research**

Strategy and Research | [Massey University](https://www.massey.ac.nz)

Private Bag 11222 | Palmerston North 4442 | New Zealand

KIA MANAWANUI, KIA HAUMARU TĀTOU  
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**From:** Zoe Morrison <[zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)>  
**Sent:** Thursday, 22 April 2021 1:15 pm  
**To:** Park, Zaneta <[Z.Park@massey.ac.nz](mailto:Z.Park@massey.ac.nz)>; Potter, Charlie <[C.E.Potter@massey.ac.nz](mailto:C.E.Potter@massey.ac.nz)>  
**Subject:** STARS peer Review - University of Sydney

Dear Zaneta and Charlie,

My name is Zoe Morrison, I am a lead in the Sustainability team at the University of Sydney. We have undertaken STARS reporting for the first time this year and have finished our draft submission.

We would like to undertake a peer review before sending our submission to STARS for final assessment as part of a quality review process. Monika at AASHE passed on your details as she mentioned that Massey had planned to undertake a STARS assessment too and you might be interested in peer reviewing a STARS submission before starting your own?

In the past, I've found peer reviewing a framework you are interested in or are joining is a good way to understand what evidence and information you potentially need to submit before you start the process yourself. I did this with the THE Impact ranking submissions and found it very helpful.

We have about 4 weeks for the review before we have to get it to STARS at end of May.

Would this be something you would be interested in undertaking for us?

Look forward to hearing from you,  
Zoe

**Zoe Morrison** | Strategy Advisor - Sustainability  
Strategic Ventures, VP Strategy

**THE UNIVERSITY OF SYDNEY**  
Room 419, Administration Building [F23]  
The University of Sydney  
NSW | 2006 | Australia  
T +61 (0) 2 9351 3324 | M +61 432 755 459



E [zoe.morrison@sydney.edu.au](mailto:zoe.morrison@sydney.edu.au)

W: <https://www.sydney.edu.au/sustainability>

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\*Times Higher Education Impact rankings 2021 | QS Graduate Employability rankings 2020

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