

National Institute
of Dramatic Art

NIDA
GREEN

NIDA GREEN PLAN

2022-2025

NIDA acknowledges the Bidjigal people, the traditional custodians on the lands on which we learn and tell stories at NIDA.

We pay our respects to Aboriginal and Torres Strait Islander elders past and present who have cared for country and stories across this land for generations. We also recognise the work and strength of Aboriginal and Torres Strait Islander artists, workers and creatives within the NIDA community that spans this continent.

NIDA is committed to working with First Nations people to inform how we approach the challenge of climate change and caring for our environment. We will adopt the guiding principle “if we care for country it will care for us”. With guidance from NIDA’s Elder-in-Residence we will continue to build relationships and identify ways to support reconciliation and improve NIDA’s connection to land. We still have work to do and are continuously looking for opportunities to improve.

Sovereignty was never ceded.

Always was, always will be Aboriginal land.



“It is wonderful to see NIDA’s Green Plan, as no industry is immune to the climate crisis. Given the large reach and influence that artists can have, there is a unique opportunity for NIDA to lead the charge for more meaningful action.’ Indeed, art has always played an important role in any significant cultural change.”

Damon Gameau (Acting, 1999)
NIDA Green Ambassador





NIDA GREEN PLAN

Australia's leading stage and screen arts educator, the National Institute of Dramatic Art (NIDA) is setting out to become a leading sustainability educator in the creative and cultural industries.

In 2021 the Institute for Sustainable Futures (UTS) was commissioned to provide NIDA staff and students with the necessary motivation and tools to get started on the journey towards a sustainable NIDA. The resulting NIDA Sustainability Strategy sees NIDA becoming a fully regenerative and climate positive organisation by 2030.

The NIDA Green Plan translates the learnings from the NIDA Sustainability Strategy into a simple action plan guided by five critical pillars for change.

To achieve this vision, NIDA will need to make a fundamental transition, particularly in its production practices, to replace 'take, make, waste' with new circular waste management protocols. Sustainable production practice requires everyone to play a part, from original story creation to decommissioning the set.

NIDA is fortunate to be able to draw on the wealth of green guides, tools and resources from the many green theatre and film initiatives around the world over the past decade.

NIDA is committed to developing and delivering sustainable practice for its staff and students and in turn, sharing its sustainability roadmap and championing change in the creative and cultural industries.

For over 60 years, NIDA's unparalleled rigour, industry-relevant training and connections have produced some of the world's most influential and in-demand storytellers across the performing arts, interactive gaming and beyond. Empowering the next generation of emerging talent with deep sustainability skills will make a critical contribution to progressive arts practice and extend the power of the creative economy.

NIDA'S GREEN PLAN FALLS INTO THE FOLLOWING FIVE CRITICAL AREAS OF ACTIVITY



Green Productions

We will put theory into practice and change the way we create and produce creative works at NIDA



Green Curriculum

We will make sustainability a core part of NIDA's education for the future leaders in the creative and cultural industries

Green Building and Operations

We will reduce our individual and collective footprint in the ways we work, study and socialise at NIDA

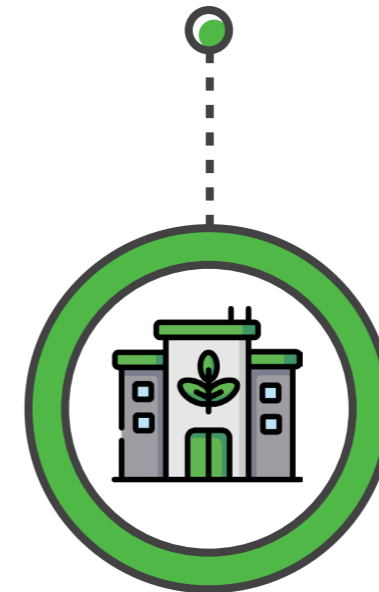
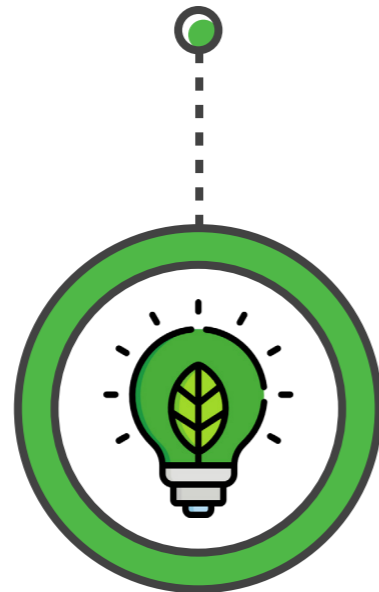


Green Leadership

We will extend our green activity beyond NIDA and inform, lead and cultivate, green industry practice

Green Teams

We will create a green community that harnesses the input of all NIDA people who want to make a difference



NIDA's Sustainability goals are;

Goal A: Being a net-positive organisation

All productions and operations are enhanced through leading sustainability practices that give back more to the environment than they take.

Goal B: Embedding sustainability in all learning activities

Provide the most innovative sustainability training by embedding sustainability in the curriculum, other training initiatives, and all learning activities.

Goal C: Inspiring thought-leadership

Inspire the creative and cultural sector to share, learn and collaborate on sustainability solutions and cultivate a sustainable future globally.

Goal D: Making sustainability 'business as usual'

NIDA's governance, policies, procedures and communications are infused with sustainability and become regular everyday practice.

The benefits of going Green

- **Making the world a better place**
- **New creative and artistic opportunities**
- **Improving morale of the NIDA Community**
- **Reputational and brand benefits**
- **Quantifiable cost reductions**
- **Partnering with leading change makers locally and globally**
- **Contribute to a more sustainable global arts and cultural sector**

1. GREEN TEAMS

Goal: We will create a green community that harnesses the input of all NIDA people who want to make a difference.

Milestone	Activities	Who	When
1.1 Establish NIDA Green Team with representation from staff, students and alumni	<ul style="list-style-type: none"> Decide on structure, terms of reference, meeting frequency, etc Extend invitations/ call for nominations Convene the first meeting Green Team to finesse Green Plan, agree on activities, monitor progress, maintain NIDA-wide comms Create a sustainability action plan for Green Teams Provide advice and actively support as needed Communicate actively to the NIDA community 	CEO & Green Manager	Q1 2022
1.2 Establish Green Production Leaders	<ul style="list-style-type: none"> Each production to identify two or three Green Champions. The aim is for every student to take on this role at least once throughout their time at NIDA Create resource for Green Champions 	Green Manager	Q2 2022
1.3 Evaluate Outcomes	<ul style="list-style-type: none"> Hold an annual all-school report on Green Team activities, successes and challenges, focusing on key learnings and recommendations Annual Report content needed by April 	All	Q1 2023, 2024, 2025

2. GREEN PRODUCTION

Goal: We will put the theory into practice and change the way we create and produce creative works at NIDA.

Milestone	Activities	Who	When
2.1 Undertake Preparation for the Greening of NIDA Productions	Discipline Green Teams to; <ul style="list-style-type: none"> • Create materials inventory database for production assets and evaluate for circular economy • Develop bespoke Top Ten Tips for reducing footprint • Build and maintain an eco-supplier list • Identify potential blockers and manage solutions to realise 'baseline' productions • Adjust production schedules to accommodate new methodologies • Discipline budget may be required to trouble-shoot blockers 	Discipline Green Teams	Q4 2022 Ongoing
2.2 Stage: Baseline Productions: 2022 - 2024*	<ul style="list-style-type: none"> • Using the Theatre Green Book Baseline template, NIDA to stage first Baseline production and assess footprints • Goal: 25% of all NIDA production activity meets baseline criteria by Dec 2023 • Goal: 50% of all NIDA production activity meets Baseline criteria by Dec 2024 	Discipline Green Teams	Q4 2022 Q4 2023 Q4 2024
2.3 Stage: Intermediate Productions: 2026 - 2027 (subsequent Green Plan)*	<ul style="list-style-type: none"> • Goal: 25% of all NIDA production activity meets Intermediate criteria by Dec 2025 • Goal: 50% of all NIDA production activity meets Intermediate criteria by Dec 2026 • Goal: 100% of all NIDA production activity meets Intermediate criteria by Dec 2027 	Discipline Green Teams	Q4 2025 Q4 2026 Q4 2027
2.4 Stage: Advanced Productions: 2028-2030 (subsequent Green Plan)*	<ul style="list-style-type: none"> • Goal: 50% of all NIDA production activity meets Advanced criteria by Dec 2028, 75% by Dec 2029 and 100% by Dec 2030 	Discipline Green Teams	Q4 2028 Q4 2029 Q4 2030
2.5 Evaluate Outcomes	<ul style="list-style-type: none"> • Calculate greenhouse emissions and contribute to offsets annually • Hold an annual all-school report on production outcomes, successes and challenges, focusing on waste reduction targets, key learnings and recommendations 	Green Manager	Q1 2023, 2024, 2025

*See page 12 for Green Book criteria.

3. GREEN CURRICULUM

Goal: We will make sustainability a core part of NIDA’s education for the future leaders in the creative industries.

Milestone	Activities	Who	When
3.1 Building Staff and Student Capacity in Green Matters	<ul style="list-style-type: none"> Hold at least two shared knowledge building experiences per year on sustainability for all staff and students Provide opportunities to harness and share staff ideas and experiences 	Head of Curriculum, Course Leaders, Green Manager	Biannual 2022 – 2024
3.2 Incorporate Sustainability Practices into Curriculum	<ul style="list-style-type: none"> Incorporate sustainability awareness and literacy into module descriptors and learning outcomes Design assessment to evaluate students’ green literacy and awareness Include sustainability literature on reading lists Develop and implement an environmental sustainability session during orientation for new students Design one sustainability module per student year that can be shared across disciplines 	Course Leaders & Head of Curriculum	Q4 2022 – Q4 2023
3.3 Incorporate Eco-Friendly Initiatives into Education Choices	<ul style="list-style-type: none"> Collectively identify energy efficient course management practices e.g., book energy efficient rooms (avoid powering up larger spaces unless required), reduce travel through use of online guest lectures, training, auditions, etc Assess eco-implications of other initiatives, e.g., IT framework, eLearning platform, market research, etc 	Course Leaders, Relevant NIDA Staff & Green Manager	Q4 2023 – Q4 2024
3.4 Evaluate Outcomes	<ul style="list-style-type: none"> Hold an annual all-school report on Green Curriculum activities, successes and challenges, focusing on key learnings and recommendations Survey students and staff on learnings and feedback Use exit surveys to evaluate graduates’ sustainability attitudes Stay connected with graduates to monitor the application of sustainability practices in the creative and cultural industries 	Green Manager	Q1 2023, 2024, 2025

4. GREEN BUILDING AND OPERATION

Goal: We will reduce our individual and collective footprint in the ways we work, study and socialise at NIDA.

Milestone	Activities	Who	When
4.1 Launch, Promote and Fund the Green Plan	<ul style="list-style-type: none"> • Develop a simple brand and logo for NIDA Green activities • Launch the Green Plan with an all staff and student event • Share Green stories with the NIDA community • Apply for funding to support the cost of identified initiatives • Share one green story a quarter with the NIDA community 	Marketing Development	Launch falls into Q2 2022 Ongoing
4.2 Improve Building Infrastructure	<ul style="list-style-type: none"> • Create rolling plan for eco-proofing infrastructure such as chillers, heating, air-con, building lighting, lighting sensors, gas boilers, washing machines, reclaimed water for toilets and irrigation, integrate solar PV output, etc • Create budget and timetable for implementation 	Facilities	Q2 2022
4.3 Improve NIDA Operations	<ul style="list-style-type: none"> • Create plan for initiatives such as reduced travel, recycling stations and signage, organic waste capture and disposal, no single-use plastic, paper reduction, sustainable suppliers, bar and hospitality, café, etc. • Create budget and timetable for implementation • Share green awareness strategies with NIDA's guests and visitors e.g. catering choices, public transport options, etc 		Q4 2022
4.4 Provide Guidance to Staff and Students	<ul style="list-style-type: none"> • Identify top ten shared tips for when studying or working at NIDA (e.g. keep cups, dress for the climate to reduce air-con, etc.) • Create NIDA Green Plan policies, procedures and protocols drawing on implementation experiences and best practice • Embed sustainability across all processes at NIDA including job descriptions, KPIs, policies and procedures, procurement, communications; including mechanisms for accountability 	Green Manager People & Culture	Q4 2022
4.5 Evaluate Outcomes	<ul style="list-style-type: none"> • Implement an annual staff and student green survey to gauge impact and satisfaction with NIDA Green education and practices • Calculate greenhouse emissions and contribute to offsets annually 	Green Manager	Q1 2023, 2024, 2025

5. GREEN LEADERSHIP

Goal: We will extend our green activity beyond NIDA and positively influence industry practice.

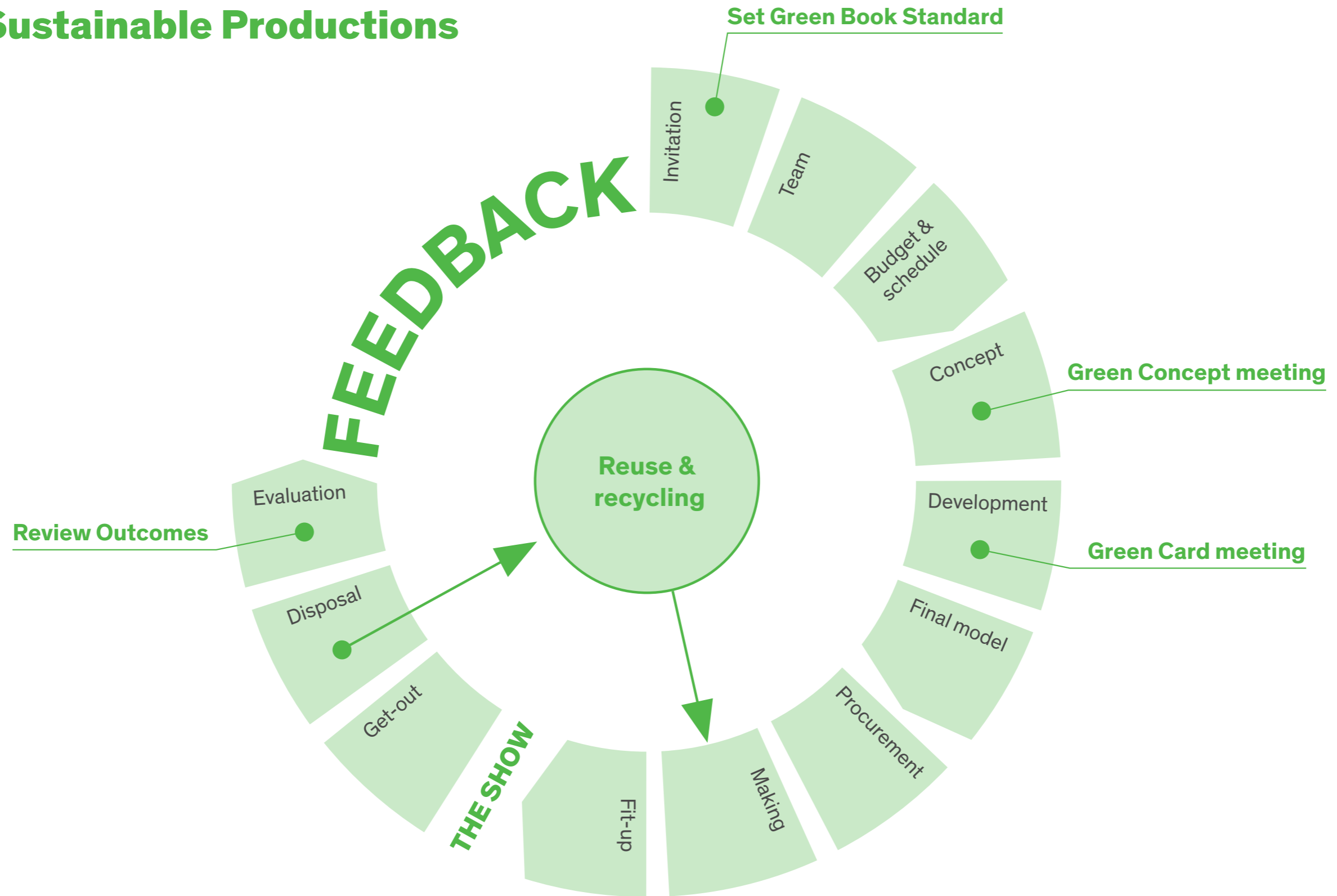
Milestone	Activities	Who	When
5.1 Develop key partnerships to create industry awareness and strategies	<ul style="list-style-type: none"> Explore the potential for shared re-use storage and circular waste solutions in partnership with creative and cultural arts companies Develop key partnerships to create industry awareness and strategies Develop partnerships with key local and international green organisations 	CEO & Green Manager	Ongoing
5.2 Secure Funding	<ul style="list-style-type: none"> Explore funding support for partnership activities including philanthropy, grants and sponsorship Cost projects and purchases that would be suitable for philanthropy or grant application 	CEO & Green Manager	Ongoing
5.3 Take on Leadership Activities	<ul style="list-style-type: none"> Share knowledge with relevant organisations eg. provide input on curriculum reviews for other education providers regarding sustainability Showcase NIDA's approach and invite organisations to engage Nominate NIDA leaders to participate in forums and knowledge sharing, locally and internationally 	Green Manager	2023, 2024
5.4 Celebrate Success	<ul style="list-style-type: none"> Implement a sustainability award to recognise outstanding initiatives and achievements within NIDA Promote successes of green industry initiatives 	Green Manager Marketing	Q4 2022, 2023, 2024
5.5 Evaluate Outcomes	<ul style="list-style-type: none"> Hold an annual all-school report on Green Leadership activities, successes and challenges, with specific focus on key learnings and recommendations 	Green Manager	Q1 2023, 2024, 2025

THEATRE GREEN BOOK

The Theatre Green Book is an initiative of the UK theatre sector.

For more information: www.theatregreenbook.com

Sustainable Productions



THEATRE GREEN BOOK

Three Steps Towards Sustainability

	1 Baseline	2 Intermediate	3 Advanced
Invitation	B.1 The production's Green Book Baseline standard is stated as part of the initial invitation to everyone involved.	I.1 The production's Green Book Intermediate standard is stated as part of the initial invitation to everyone involved.	A.1 The production's Green Book Advanced standard is stated as part of the initial invitation to everyone involved.
Production Agreement	B.2 A Green Production Agreement is signed by everyone involved in the production.	I.2 As Baseline	A.2 The Green Production Agreement contains a clear divestment and ethical funding statement.
Team	B.3 The full team is appointed early to allow for collaboration on sustainability.	I.3 The team is given an information pack of in-house & local resources to support sustainability.	A.3 All supply contracts, tender documents and contracts require Green Book Advanced standard to be met.
Sustainability Champion	B.4 A Sustainability Champion is appointed at the outset to track, guide and support sustainability efforts across the team.	I.4 All key members of the team have undertaken carbon literacy training before production starts.	A.4 A Carbon Budget is set, and the Sustainability Champion trained in using a Carbon Calculator.
Budget & Schedule	B.5 The budget and schedule are set to support sustainable working.	I.5 As Baseline.	A.5 As Baseline.
Concept	B.6 An early meeting at concept stage includes makers, so the whole team can work on how to achieve the vision sustainably.	I.6 As Baseline.	A.5 As Baseline.
Development	B.7 A 'Green Card' meeting of the whole team reviews sustainability against standard, and agrees actions.	I.7 As Baseline.	A.7 Sets are designed with modular components for easy reuse.
Evaluation	B.8 A Materials Inventory lists the sources of ALL materials, and their planned disposal routes after the show.	I.8 As Baseline.	A.8 A Carbon Calculator is used to track the production's footprint.
Making	B.9 The Sustainable Workshop guidance is understood and agreed by all, to establish green workshop practices.	I.9 As Baseline.	A.9 Sets are made for easy disassembly to allow for recycling of materials
	B.10 50% of each category of materials used in the production (set, props, costumes etc) has a previous life.	I.10 75% of each category of materials used in production (set, costumes, props etc) has a previous life.	A.10 100% of production materials have a previous life or are from 100% recycled content.
	B.11 New materials are sustainably sourced if possible. 100% of plastics are reusable, recyclable or compostable.	I.11 All other materials are sourced sustainably.	A.11 All new materials are accredited carbon zero.
	B.12 Materials and products which damage the environment are avoided if possible.	I.12 Materials and products which damage the environment are avoided.	A.12 The production uses no toxic or environmentally harmful production materials.
	B.13 Deliveries are minimised, and last minute deliveries avoided if possible.	I.13 Vehicle mileage associated with the production and deliveries is tracked and recorded.	A.13 The production only uses electric vehicles, rail, cycles, or public transport.
Technical	B.14 Technical teams follow guidance in chapter 8, reducing energy through switch-off routines etc.	I.14 As Baseline.	A.14 As Baseline.
Costumes	B.15 The Costumes guidance is understood and followed, to maximise reuse and manage costumes sustainably.	I.15 As Baseline.	A.15 As Baseline.
Review	B.16 A review meeting is held by the Sustainability Champion to assess the show's outcome and share lessons learnt.	I.16 As Baseline.	A.16 As Baseline.
Disposal	B.17 After the show, 65% of materials are re-used or recycled. Technical systems are maintained, reused or sustainably returned.	B.17 After the show, 80% of materials are re-used or recycled. Technical systems are maintained, reused or sustainably returned.	A.17 After the show, 100% of materials are re-used or recycled. Technical systems are maintained, reused or sustainably returned.
Outdoor	B.18 Outdoor / Site Specific shows follow Green Book guidance for Outdoor / Site Specific shows.	I.18 As Baseline.	A.18 An Ecological Impact Assessment is carried out for any outdoor locations used.
Touring	B.19 Touring shows follow Green Book guidance for Touring (see Toolkit).	I.19 Vehicle mileage associated with the tour is tracked and recorded.	A.19 A Carbon Calculator is used to understand the impact of each leg of the tour.

NIDA'S FOOTPRINT

Monitor Key Resource Use Indicators at an Organisational Level

- Gas kWh per m2, per year
- Electricity kWh per m2, per year
- Water litres per m2, per year
- Waste to landfill (especially steel, plywood and timber)
- Amount of waste recycled
- Paper use per year
- Travel per year (flights and land transport)

Monitor Key Resource Use Indicators at a Production Level

- How many productions met their materials inventory targets of re-used, recycled and reusable materials
- Waste generated from sets (weight in kgs or tonnes of steel, timber and plywood)

Monitor Key Training Indicators

- Number of staff who participated in sustainability capacity training
- Number of students who participated in sustainability modules and sustainable productions

Monitor Key Engagement Indicators

- Number of sustainable productions per year that met target: baseline, intermediate, advanced
- Number of Sustainability Team meetings per year and number of staff and students involved
- Number of staff, students, contractors and suppliers who signed 'Sustainable Production Agreements' per year
- Staff and student satisfaction with sustainability education and practices at NIDA
- A number of collaborative sustainability focussed partnerships or projects with others in the performing arts sector

Calculate at an Annual Level Key Results

- Co2 emissions
- Operational costs savings from sustainability initiatives

To reflect the reality of the climate crisis, we will work collectively to achieve sustainable, climate positive productions.

