

About the guide

The Sustainability Storytelling Guide for Tourism And Hospitality Operators is a simple guide that will help you and your team tell impactful sustainability stories about your business.

It's a basic framework that covers four steps:









Audiences

Ambitions

Actions

Amplification

It ensures the stories you tell are engaging and authentic without falling into the traps of "greenwashing", which can be a risk to the reputation of your business.

There are templates and case studies to help you through, and by the end you should be able to:

- Identify your key audiences
- Know what to say about your sustainability ambitions and actions
- Create a simple plan to **amplify** sustainability stories to a broader audience without greenwashing

What is sustainable tourism?

Sustainable tourism takes full account of its current and future economic, social and environmental impacts, addressing the needs of visitors, the industry, the environment and host communities.

Sustainability is a journey, not a singular activity. Progress towards sustainable outcomes can be achieved in all visitor economy businesses.



Before you begin ...

If your business is committed to sustainability, and communicating it in the right way, then before you get started it is important to have the right systems in place to deliver outcomes.

To get you started, reflect on if you have in place, or if you need to develop:

- A sustainability policy or commitment an outward-facing document that lets your staff, suppliers and potential guests know that you are committed to sustainable action.
- An understanding of your carbon footprint you can't manage
 what you don't measure. This helps you to understand where your
 business impact is and what you can do to address it.
- **A sustainability action plan** you know and understand what your impact is, so what are the actions you will take to reach them?

Once the fundamentals are in place, you can add sustainability into your communications plan, sharing your success and challenges as you go. That's where this guide can help.

We'll walk you through how to communicate your ambitions and actions with different audiences to maximise your impact and competitive advantage. Sustainability is a journey, so talk about the path that you are taking and the reason why it's important to your business.

Remember, it is important that you have the evidence in place to back up your claims so measurement becomes an integral part of your sustainability journey!

Contents



Audiences

01

Your audiences and what they need from you. In this section we'll discuss:

Internal staff

- How to get their buy-in and engagement
- Training, policy and walking the talk

Visitors and customers

- · Why they care about sustainability
- · How they make decisions
- The customer journey, from dreaming to sharing

Industry

- Connecting effectively with your Destination Management Organisation (DMO)
- · Supply chain and bookings channels
- What are the storytelling opportunities?



Ambitions

02

Communicating your business's sustainability ambitions. In this section we'll discuss:

- Your SMART sustainability objectives
- Articulating your business's vision for sustainability
- Extracting a messaging and storytelling plan from your ambitions *Template included*
- What are the storytelling opportunities?



Actions

03

Communicating your business's sustainability actions. In this section we'll discuss:

- Measuring progress
- Evaluating sustainability stories for authenticity and impact
- From greenwashing to greenhushing: What to avoid
- Transparency, data, and honesty on your business's progress



Amplify

04

Crafting and curating sustainability stories from your destination. In this section we'll discuss:

- Telling transparent, authentic stories
- Enabling a culture of storytelling in your business
- The narratives, content formats and amplification tactics you can use to help get stories heard
- Community management how to make it all fit together
- Case studies to inspire your business

Audiences

If you want to your storytelling to be impactful you need to work with and reach three specific audiences:

- Your staff
- Industry and partners
- Your customers

Each audience enables storytelling and advocacy with the next, and combining all three gives your sustainability communications a strong foundation to grow, be more trustworthy and stand out from the crowd.



Your team

Your team and staff are the frontline in delivering the customer experience. Getting their buy-in is crucial to deliver on your promise

If you engage them in the "why" behind your sustainability ambitions and actions, they can become passionate advocates for your business and be the authentic voice behind your storytelling.

Sustainability also creates meaning in their role, increasing engagement, retention and performance.

GET THEIR BUY-IN

Engagement starts with a shared understanding about the importance of sustainability to the business. Use this checklist to run a meeting or workshop.

- Articulate why sustainability matters from a business, financial and regulatory perspective.
- Explain how it aligns with the values and mission of your business having a sustainability policy for your company helps. See section 2 for a template.
- Show how sustainability can contribute to the overall success of the business (for example, how it attracts higher value customers or that it differentiates you from competitors, or how it preserves your assets for multigenerational use and monetisation).
- Ask your team members how working in a sustainable business helps their professional and personal growth.

ACTIVITY: BREAK INTO GROUPS AND ANSWER THESE QUESTIONS:

- What are our SMART sustainability ambitions? (See section 2. Ambitions for more)
- What actions are we taking?
- How do we hold ourselves accountable?
- What stories can we tell?

PROVIDE TRAINING AND POLICIES - WALK THE TALK

If you haven't already, you'll need to adopt policies that align with your sustainability goals and then incorporate these into everyday business practices. They don't need to be complex - they just need to align to your business and be embedded in everyday practices.

Provide training to ensure they understand these policies and are equipped to implement them effectively. You can even make this part of your initial buyin workshop. Your team may not have engaged with sustainable management practices before, so laying a foundation and providing them a base level of understanding will support your aspirations.

Consider online learning tools to support your team, <u>such as Typsy</u>.

Leadership plays a key role in promoting sustainability. Managers and executives should lead by example, following sustainability policies in their actions and decision-making. An authentic commitment to sustainability inspires employees to follow suit.

OPPORTUNITIES FOR STORYTELLING

- Launch your sustainability storytelling through your workshop
 - » Tell your network through Linkedin or email about your workshop, what was said and why
 - » Take photos or video of your team participating in the workshop, or sharing why sustainability is important in their role for owned and social channels such as LinkedIn, Instagram and eDMs
- Invite a guest speaker from your
 Destination Management Organisation
 (DMO) at state, regional or local level to talk about how sustainable tourism fits into the wider narrative of the region and how they can help promote your business.

Industry

Building a sustainable tourism industry requires collaboration. By connecting effectively with your Destination Management Organisation (DMO), supply chain, other operators within your destination and booking channels, you can amplify your sustainability message.

CONNECTING WITH YOUR DMO

Your DMO can be a powerful ally in promoting your sustainability efforts. Regularly communicate your sustainability initiatives to your DMO. Collaborate on marketing efforts to reach a larger audience and drive impact.

Something to note: Involving them in your comms planning early is good. But when you do create your stories and content, ensuring it is visible and useable for them is important. Look at their marketing channels and align your content with theirs.

SUPPLY CHAIN AND BOOKING CHANNELS

Every interaction in your supply chain and booking channels is an opportunity to communicate your commitment to sustainability. Choose partners who share your sustainability values and collaborate on initiatives to enhance your collective impact. This is where you can showcase any sustainability certifications you may have.

Other questions they may ask and will be important to have answers to are:

Do you have a sustainability policy?
What are your per person (or equivalent) emissions?
What action is your business taking to reduce emissions?

OTHER OPERATORS

You cannot deliver a sustainable experience alone. Talking to and creating links with other like-minded operators will drive greater engagement and also offers

a network of support for you to share opportunities and challenges with.

Visitors and customers

Your customers care about the environmental and social impacts of their choices. More than three-quarters of people want to make their holiday travel sustainable*.

WHY SUSTAINABILITY MATTERS TO CUSTOMERS

Consumers are more aware of the environmental and societal impacts of their actions. They value businesses that are mindful of their carbon footprint and contribute positively to society. By communicating your commitment to sustainability, you can align with your customers' values and deepen their connection to your business.

It's important to note that while a customer may not make their booking choice because of sustainability alone, ensuring they know about your sustainability credentials as they do their research can be the difference between a new loyal customer and revenue left on the table.

Use this simple customer journey map to ensure your sustainability messaging is present throughout their decision-making process.

^{*} Booking.com's 2023 Sustainable Travel Report.

https://www.americanexpress.com/en-us/travel/discover/get-inspired/Global-Travel-Trends

https://www.expediagroup.com/who-we-are/lmpact--Sustainability/default.aspx#module-tabs_item--first

Customer Journey





1.Dreaming

At the dreaming stage, potential customers are just beginning to consider their options. Use this stage to communicate the potential positive impact of choosing your sustainable business.

ACTIONS:

- Ensure your RTO includes your sustainability features in their destination marketing think imagery and video.
- Use your sustainability messaging in your paid ads or social media - this could be as simple as free bike rental or the herb garden that your kitchen uses.
- Ensure your certification badges (if you have them) are displayed prominently in any third-party listings.



2. Planning

As customers plan their trip, provide detailed information about your sustainable practices and how they enhance the customer experience.

ACTIONS:

- Ensure your certification badges (if you have them) are displayed prominently on your website and any booking aggregators.
- Include sustainability storytelling on your website. It could be a whole section about your ambitions and actions, a category featuring sustainable experiences, or a video showing your water recycling or solar energy initiatives. Make it easy to find so that potential guests can engage.



3. Booking

As your customers book, give them confidence that the purchase choice they have just made is a sustainable one.

ACTIONS:

- Display your certification badges (if you have them) on booking confirmations or any other purchase communications.
- Use storytelling in your booking communications to show how your travel experience operates. Show your ambitions and actions, such as how the property saves water, or generates electricity, or how local communities are supported by their purchase.



4. Experiencing

During the trip, ensure your sustainable practices are visible and contribute positively to their experience.

ACTIONS:

- Ensure your certification badges (if you have them)
 are displayed prominently on promotional materials
 (that are preferably digital or use recycled materials),
 vehicles and customer facing areas.
- Ensure staff have been trained and understand your sustainability policies well - they can be the source of impactful sustainability storytelling for your customers.
- Use sustainability wayfinding a sign next to water fountains that say how much water you save each year; signage that shows your power saving initiatives.



5. Sharing

After the trip, encourage customers to share their experiences. Their stories can serve as powerful testimonials to your commitment to sustainability.

ACTIONS:

- Stay in touch with customers through semi-regular email marketing.
- Run loyalty competitions that encourage sharing of sustainability stories.
- Build your audience personas A detailed guide to understanding the needs, preferences, and values of your internal staff, customers, and industry partners. <u>Use this</u> template to tailor your sustainability communication to each audience.

Ambitions

Sustainability initiatives start with ambitions.

It's a great place to begin because while your sustainability initiatives can take months or even years to come to fruition, you can articulate what you want to do, and why it matters.

But remember: Ambition is nothing without action. So avoid talking about

ambitions that aren't realistic or achievable.

Break down the ambitions you can talk about by making the SMART objectives. That way, you can be specific about the stories you share about each initiative. You could make this an activity in your staff buy-in workshop.



SMART Sustainability Objectives

To make your sustainability ambitions actionable, it's important to set objectives that are Specific, Measurable, Achievable, Relevant, and Timely (SMART).

Specific:

Your objectives should clearly define what you want to achieve. This will ensure everyone in your organisation understands the goal and can contribute to achieving it.

Measurable:

Your objectives should include specific criteria that can be used to measure progress. This will help you track your progress and make necessary adjustments.

Achievable

While your objectives should be ambitious, they should also be achievable. Setting unrealistic goals can demotivate your team and undermine your efforts.

Relevant

Your objectives should align with your overall business goals and mission. This ensures that your sustainability efforts contribute to the success of your business.

Timely

Your objectives should have a specific timeline. But don't rush. Sustainability is a journey and you don't have to do everything all at once. Pick a focus for a time frame and deliver real outcomes.

HERE'S AN EXAMPLE:

Our business will aim to produce 50% of its own energy by December 2026

Articulating your business's vision for sustainability

Once you've set your SMART objectives and your ambitions are clear, you need to wrap them up with one overarching statement.

This statement should be inspiring, clear, and aligned with your brand values.

Consider what you want your business to look like in the future.

- How does it interact with the environment and the community?
- What value does it bring to customers, employees, and other stakeholders?

Use these answers to craft a compelling statement that encapsulates your sustainability ambitions.

HERE'S AN EXAMPLE:

"At Crystalbrook Collection Hotels and Resorts we aspire to protect the environment and create sustainable experiences that enhance, rather than compromise the guest experience. We enjoy modern living through attitude, design, technology and a passion for a better world – or what we call #ResponsibleLuxury."

Create a storytelling plan

With your overarching sustainability statement and SMART objectives spelling out what you can talk about, now you can get to work adding sustainability into your communications calendar.

DEVELOP STORY IDEAS:

Every sustainability objective can be transformed into one or many stories. Consider the journey towards each objective: the challenges, successes, impacts, and learnings. Use data (water saved, recycling figures, solar panels installed, jobs created) and translate them into great stories.

These elements can be woven together into a compelling narrative that brings your sustainability ambitions to life. Get your team, your partners and customers involved.

"How our water initiative saved the equivalent of 4 million beer cans in one year"

MAKE A CONTENT CALENDAR:

Determine when, where, and how you will communicate your messages and stories. This should be guided by your understanding of your audience and how you normally reach them.

Date	Topics	Audiences	Channels	Images/Video Required
1 August	Introduction to Daintree Tours	First-time visitors	Website, Instagram	Promotional video of the Daintree tours
4 August	Highlight: Unique Flora and Fauna	Nature lovers	Blog, Facebook	Images of rare plants and wildlife
7 August	Tips for Visiting the Daintree	Potential visitors	Newsletter, Twitter	Infographic with tips
12 August	Spotlight: Indigenous Cultural Experience	Culture enthusiasts	Instagram, YouTube	Video interview with indigenous guide
17 August	Daintree Rainforest Sustainability Practices	Nature lovers	Blog, Pinterest	Images showcasing sustainable practices
22 August	Customer Testimonials and Stories	Potential visitors	Facebook, TripAdvisor	Video montage of happy tourists' experiences
28 August	Hidden Gems of the Daintree	Adventure seekers	Instagram, Blog	Photos of lesser-known spots

Storytelling opportunities

Your sustainability ambitions present numerous storytelling opportunities.

Each objective is a journey, each action is a step forward, and each achievement is a success story. Sharing these stories can inspire action among others, build credibility, and strengthen your brand.

For example, if one of your objectives is to reduce water consumption, share stories about the changes you've made, the challenges you've faced, and the impact you've seen. This could include stories about installing water-saving devices, training staff to be more water-conscious, or partnering with a local water conservation organisation.

Remember, your sustainability stories should not only highlight your successes but also your ongoing efforts and commitment to continuous improvement. This honesty and transparency will build trust with your audience and demonstrate your genuine commitment to sustainability.

Example signage







Actions

Now you've turned your ambitions into actions, it's time to evaluate your progress and use it to tell stories that further your business's sustainability initiatives.



Measuring Progress

Accurate measurement of your sustainability actions is key to credible communication.

It enables you to track your progress against your objectives, identify areas for improvement and report on your victories.

To measure progress, establish clear metrics for each of your SMART objectives - they should provide a clear picture of your progress. Regularly reviewing and reporting on these metrics can form the basis of your ongoing sustainability storytelling, and ensure transparency and accountability.

Don't be scared to celebrate wins, or to share progress on initiatives that haven't quite hit the mark. Your transparency makes you trustworthy.

EXAMPLE GRAPHIC



Evaluating sustainability stories for authenticity and impact

Now we're at the pointy end of your storytelling, we're putting our money where our mouth is.

Here authenticity is vital. Your stories should reflect your real-world actions and impacts. Avoid exaggeration or misleading information. Instead, focus on genuine efforts and achievements, including the small ones.

Use this checklist to tell if your stories have:

	Accurate and specific claims
	Quantifiable metrics
	Transparency
	Third-party verification
	Educating and engaging content
	Avoided greenwashing language
	Encouraged feedback
stor	evaluate the marketing impact of your ries, consider how they resonate with r audience.
	Do they inspire action?
	Do they deepen understanding of sustainability?
	Do they reinforce your brand's commitment to sustainability?
Use	audience feedback and engagement
met	trics to assess the impact of your stories

and adjust your approach as needed.

From greenwashing to greenhushing: What to avoid

The Australian Competiton and Consumer Commission (ACCC) has just released its draft guidelines on making solid sustainability claims.

You can check them out on its website, but it's crucial to avoid unethical communication practices, such as:

Greenwashing:

Making unsubstantiated or misleading claims about the environmental benefits of a product, service, or company.

Greencrowding:

Promoting a small number of genuinely sustainable practices while ignoring other harmful practices.

Greenlighting:

Presenting a company as environmentally friendly when its overall impact is negative.

Greenshifting:

Shifting the focus to less harmful practices while continuing more harmful ones.

Greenlabelling:

Using ambiguous or misleading labels to give the impression of environmental friendliness.

Greenrinsing:

Diverting attention from negative environmental impacts through charitable donations or sponsorships.

Greenhushing:

Staying silent about genuine sustainability achievements, often due to fear of criticism for not doing enough.

Avoid these practices to maintain credibility and trust with your audience. Instead, strive for transparency, honesty, and continuous improvement in your sustainability journey.

Transparency, data, and honesty on your business's progress

Building trust with your audience involves embracing transparency, data, and honesty in your approach.

Be open about your sustainability goals, actions, and progress. Use data to substantiate your claims and provide a clear picture of your impact.

Be honest about the challenges you face and the mistakes you make. This not only demonstrates your commitment to learning and improvement, but it also makes your sustainability journey relatable and engaging for your audience.

Remember, sustainability is a journey, not a destination. The goal is not to be perfect, but to continuously strive for better.

Amplify

You've planned, prepped your team, engaged your partners, set your ambitions and learned how best to speak about sustainability. You've also hopefully started posting about these things on your owned and social accounts, and accross your marketing assets.

Tell transparent and authentic stories

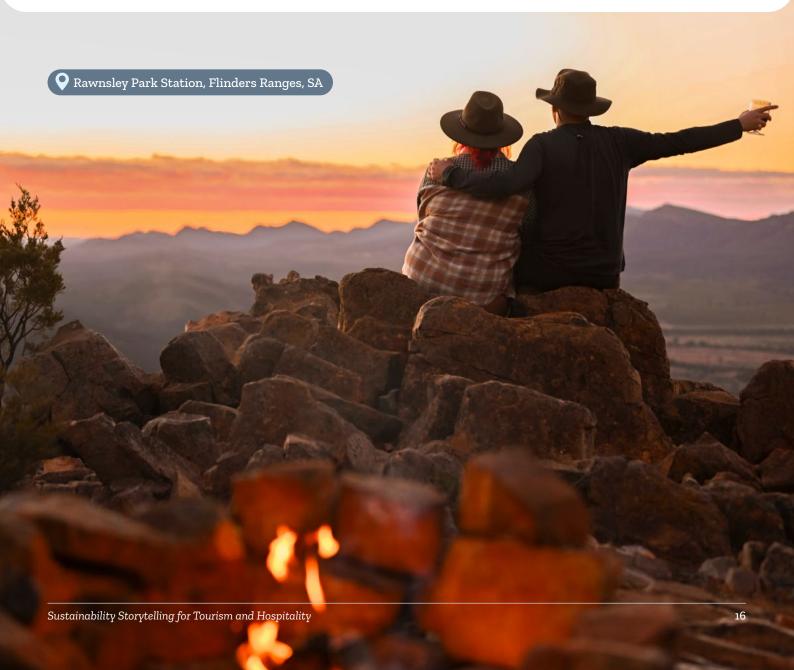
Think we've already discussed this enough? Think again.

Authenticity and transparency are key to effective sustainability storytelling. Share

stories that truly reflect your actions, progress, and impact. Be honest about the challenges you face and the mistakes you make. This not only builds trust with your audience but also makes your stories more relatable and engaging.

Data is a great way to substantiate your stories and provide a clear picture of your impact. But remember, sustainability stories are not just about numbers. They're also about people, communities, and ecosystems. Balance your data with human stories to create a deep emotional connection with your audience.

Let's look at a case study from Tweed Holiday Parks.





CASE STUDY:

Tweed Holiday Parks

Tweed Holiday Parks has made its pledge to commit to environmental sustainability and preserving and protecting the community and environment including recycling, reducing energy consumption and protecting the wildlife. Tweed Holiday Parks makes its pledge public to all staff and guests to actively encourage sustainable behaviour at home and at all seven of its parks.

The Parks have clear goals articulated for 2023:

- Reduce our water consumption by 20%.
- Reduce our power consumption by 20%.
- Transition to renewable energy options where possible.
- Reduce our landfill waste by 20%.
- Protect the natural biodiversity in our parks by planting native species.

• Protect the wildlife in our parks by informing all visitors of 'care' zones.

To achieve these outcomes, Tweed Holiday Parks has outlined a suite of almost 30 actions that sit within core focus areas of Nature and Wildlife, Water, Energy and Waste and Raw Material and Recycling.

The group reports on its outcomes in its Annual Report - providing tracking of progress towards the key goals and actions undertaken.

Enabling a culture of storytelling in your business

Empowering your team to share your message, beyond the confines of key messages or advertisements, is absolutely crucial.

When your team is enabled to share your business's stories, authenticity shines through.

Encourage your team to share their own sustainability stories, whether they're about implementing a new sustainable practice, engaging with the local community, or learning something new about sustainability.

Creating a dedicated space for these stories, whether it's a section in your internal newsletter, a designated channel on your team communication platform, or a regular slot in team meetings, can help cultivate this culture. These stories can then be curated and shared with your wider audience, including your visitors, DMO and other like-minded operators. This approach provides a diverse and authentic picture of your sustainability journey.

The narratives, content formats, and amplification tactics

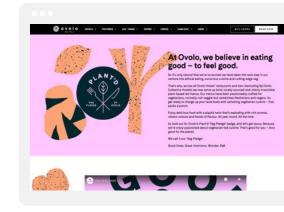
There are various narratives, content formats, and amplification tactics you can use to share your sustainability stories.

Narratives:

There are numerous ways to structure your sustainability stories. You can choose to focus on the journey – where you started, where you are now, and where you're headed. Alternatively, you may choose to emphasise the impact, showcasing the positive changes your actions are generating. Finally, you can also focus on the vision, sharing what you're striving for and why it matters.

Content Formats:

Different content formats can be used to tell your stories in engaging ways. Choose formats that best suit your story, your audience, and the platforms you're using. This might include:

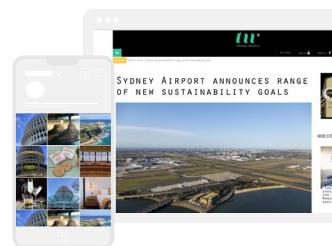


Blog posts to deliver an in depth overview of key initiatives. Good for visitors. Suited to the dreaming phase.
Videos are an engaging, vibrant and personal way to share initiatives or updates. Good for visitors and DMO partners. Suited to dreaming and planning.
Infographics are a strong way to communicate complex information about the actions and impact you have made. Good for trade and industry partners and visitors. Suited at the planning and booking stage.
Case studies offer a more technical overview of your achievements. Good for DMO and industry partners.
Social media posts offer a quick insight into what you're doing. Good for visitors and DMOs in the dreaming phase.
Newsletters provide an opportunity to create a dedicated space for highlighting new initiatives and sharing what's important to your business.

Amplification Tactics:

There are various tactics you can use to amplify There are multiple tactics you can use to amplify your stories. These might include employing SEO (search engine optimisation) to reach a broader audience through search, utilising social media marketing to engage your current followers and extend your reach, leveraging PR to secure media coverage, establishing content partnerships to access new audiences, implementing email marketing to engage your existing audience, and more.

Don't forget, your DMO and RTO are excellent sources of amplification. They have existing audiences and connections that can help send your sustainability stories far and wide.



Your ATDW (Australian Tourism Data Warehouse) listing is a prime opportunity for sustainability storytelling. The absence of sustainable management principles within ATDW results in a lack of a clear sustainability message on any third-party websites.

By weaving a sustainability narrative, whether local produce use, action to reduce energy, water or waste, or even the certifications achieved, sustainability will be front and centre in all your listings - creating a competitive advantage. The Farm at Byron Bay does this beautifully.

Community management and making it all fit together

Community management is about nurturing relationships with your audience. It involves listening to your audience, engaging in conversations, providing valuable content, and facilitating a sense of community.

In the context of sustainability communication, community management can help ensure your messages are well-received, your audience is engaged, and your efforts are amplified. Regularly share your sustainability stories with your community, invite feedback, answer questions, and encourage discussion. This two-way communication can help build a strong, engaged community that supports and amplifies your sustainability efforts.

Case studies included to inspire your business

The case studies included in this guide provide real-world examples of businesses that have effectively communicated their sustainability stories. They highlight different approaches, challenges, and successes, offering valuable insights and inspiration for your own sustainability communication.

CASE STUDY: SKYRAIL RAINFOREST CABLEWAY

Commit and communicate: How Skyrail showcases its sustainability ambitions and actions

Skyrail Rainforest Cableway is a unique visitor experience in Tropical North Queensland that allows visitors to glide for 7.5km above rainforest canopy between Smithfield Cairns and Kuranda.

The team at Skyrail is committed to delivering sustainable outcomes that benefit the unique rainforest landscape and the community in which they operate, and that brings economic benefits to the region.

Clearly articulated on the Skyrail website is their environmental and social sustainability policy.

"Skyrail Rainforest Cableway is a unique ecotourism attraction that seeks to provide its guests with the best rainforest experience available anywhere in the world. Skyrail is based in the heart of Australia's World Heritage listed Tropical Rainforests, in Cairns, Australia.

Skyrail is committed to the highest standards of environmental protection and embraces an ongoing review and improve philosophy in its business and operational practices."

Skyrail proudly displays its EarthCheck and Ecotourism Certification on its website and onsite, backing up their claims with EarthCheck Science and Measurement.



CASE STUDY: YHA GRAMPIANS ECO

The right messages, from facts to user generated content

YHA Grampians Eco is located on the outskirts of Grampians National Park, Victoria.

YHA Australia has a dedicated page that showcases its sustainability practices at the property, including carbon metrics:

Did you know?

Every night you spend in a hostel creates an average of 9 kilograms of carbon emissions (Certified by the Carbon Reduction Institute)

Clear messaging on their website covers action taken in energy, water and waste management and social sustainability.

You can't get more local produce than the herb garden on site and the fresh eggs from the resident chickens for all visitors to enjoy.

YHA Grampians Eco understands its visitors and the unique actions it can take to support those enjoying a stay with them, this includes creating a dedicated space to give second hand goods, clothing, food and more a new life when guests are heading off on their next adventure.

