

WE ARE

BUILDING A

BETTER TOMORROW



HUMBER SUSTAINABILITY
PLAN 2014-2019

WE ARE
HUMBER

WE ARE THE FUTURE

“AS A COLLEGE, HUMBER HAS A UNIQUE OPPORTUNITY TO LEAD BY EXAMPLE. REDUCING OUR ENERGY AND WATER USE IS POSITIVE FOR THE ENVIRONMENT AND REDUCES COSTS. INVOLVING OUR STUDENTS IN OUR SUSTAINABILITY PRACTICES HELPS PREPARE THEM WITH KNOWLEDGE THEY’LL NEED IN THEIR FUTURE CAREERS.”



**AS A COLLEGE,
WE ARE A
CENTRAL PLACE
TO SHAPE THE
FUTURE OF
SUSTAINABILITY.**

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EXECUTIVE SUMMARY

The original concept of sustainable development defined by the United Nations in 1987 is “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”¹.

Today, awareness that human activity impacts the environment, society and the economy is well established and it is important for today’s students, the leaders of tomorrow, to understand how sustainability relates to their future careers. They need the knowledge and skills to be able to solve the issues they will face in the future. Incorporating the concepts of sustainability into Humber’s operations and learning can help shape the future.

“Education has been described as humanity’s best hope and most effective means in the quest to achieve sustainable development. In this context, [institutions] have a special responsibility to help define and also to exemplify best practice”².

Humber College is committed to ensuring that sustainability is reflected in the college’s planning and decision making process as specified in our 2013–2018 Strategic Plan. Over the past eight years, we have invested in energy efficient technologies, maintained a Sustainability Coordinating Committee (SCC) who created the college’s first Sustainability Action Plan, developed a sustainability website, and have worked to engage our students on the topic. This 5-year Sustainability Plan is our strongest commitment to date.

PURPOSE OF THE PLAN

The purpose of the 2014–2019 Sustainability Plan is to outline specific sustainability related objectives for the college over the next 5 years. It provides a clear framework of ambitious, yet achievable, sustainability targets within operations, learning and engagement at the college.

PROCESS

The SCC engaged over 5,000 students, faculty and staff over a 7 month period to develop this Plan. In person events, online survey, presentations, online updates and comment board, and targeted interviews led to the objectives and targets outlined in the Plan. The Humber community helped to highlight areas that were most important and guided the focus of the document and actions within.

¹ World Commission on Environment and Development (WCED). Our common future. Oxford: Oxford University Press, 1987 p. 43.

² Osmond, P., Dave, M. and Prasad, D. (2012) Transforming Universities into Green and Sustainable Campuses: A Toolkit for Implementers, United Nations Environment Program, Nairobi Organisation: Thessaloniki, Greece.

PRESIDENT’S STATEMENT



I am excited to present the 2014–2019 Humber College Sustainability Plan. Sustainability is one of the college’s six values and we recognize that as an institution we have the opportunity and obligation to share, teach and promote sustainability to our community.

This plan is a living document, aligned with our 2013–2018 Strategic Plan. Progress and adjustments will be reported regularly.

This Plan marks a milestone for Humber, in our commitment and journey towards reducing our impact on our environment by setting clear objectives and targets for sustainability in all areas of the institution. It connects to all portfolios at the college, and will touch many college activities through operations, teaching and engagement.

This commitment means changing behavior towards more sustainable learning and living. In August 2013 we were the first college in Ontario and the third college in Canada to achieve a Silver STARS (Sustainability Tracking, Assessment and Rating System) from the Association for the Advancement of Sustainability in Higher Education (AASHE). With this Plan we are taking a role as a leader, and have set our sights on STARS Gold.

Sustainability leadership is one way we are taking Humber to the next level. I look forward to working with the Humber community, and seeing the internal and external collaborations and partnerships that will lead to the accomplishment of this exciting plan.

CHRIS WHITAKER
PRESIDENT AND CEO

WE ARE A CENTRAL PLACE TO SHAPE THE FUTURE OF SUSTAINABILITY

At Humber College, Sustainability is a core value and is defined as “preserving our collective future by embracing the social, ecological and economic impact of our decisions.” (2013–2018 Strategic Plan) This definition was built upon original concepts of sustainable development defined by the United Nations in 1987³. The three pillars of sustainability require that we consider environmental stewardship, social equity, and economic performance in order to provide true balance within our decision making and planning.



As a college, we are a central place to shape the future of sustainability. We can make a difference by leading by example in how we operate our buildings and programs, interact with the physical environment around us, and the way we teach and learn about sustainability.

Humber College has committed to ensure that sustainability is reflected in the College’s planning and decision making process and it has been specified in our 2013–2018 Strategic Plan that Humber will “embrace a comprehensive sustainability strategy that is embedded in the college’s integrated planning and resource allocation model.” The commitments outlined within the Strategic Plan have led Humber College through a seven-month process to develop a comprehensive 5-year Sustainability Plan.

The key objectives of this planning process were to:

- develop a 5-year Sustainability Plan which will guide the college’s actions related to environmental, social and economic aspects of sustainability and is closely aligned with the College’s 2013–2018 Strategic Plan;
- engage all members of the Humber community to participate in the development of the Plan and gain insight on what sustainability issues the Humber community values most; and,
- set measurable targets for key priorities such as energy and water reduction, social performance, waste reduction and diversion, learning, engagement, etc.

The following document outlines Humber’s 5-year Sustainability Plan which has been informed by over 5,000 key community stakeholders including students, faculty, and staff. This plan will help to direct our sustainability programs, initiatives and actions at the college over the coming years.

³ The United Nation’s World Commission on Environment and Development defines sustainable development as follows: “development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”



“I SUPPORT ANY INITIATIVE AIMED AT REDUCING THE COLLEGE’S FOOTPRINT AND INCREASING AWARENESS OF ENVIRONMENTAL ISSUES AMONGST STUDENTS, STAFF, AND FACULTY.”

STAKEHOLDER ENGAGEMENT AND FEEDBACK

Over 5,000 students, faculty, and staff were engaged throughout the development of Humber’s 5-year Sustainability Plan. There were four key community engagement activities undertaken to solicit feedback on sustainability priorities and a summary of each one is included below:

SUSTAINABILITY COORDINATING COMMITTEE AND WORKSHOP

The mandate of the Sustainability Coordinating Committee (SCC) is to foster and support a culture of sustainability at Humber. The SCC is made up of key members of the Humber community including administrative and operational staff, faculty, and students.

The SCC activities include:

- Coordinate the college’s efforts to increase sustainability literacy of students, faculty and staff;
- Support sustainability events on campus and to share with local community; and,
- Provide feedback and input on projects and initiatives to Humber Sustainability and the college.

Humber Sustainability sets in action the recommendations of the committee.

Humber Sustainability activities include:

- Make campus operations more sustainable;
- Run events and engage the Humber community;
- Collaborate with various stakeholders to implement approved projects; and,
- Track and publish successes using defined metrics.

A full day workshop was conducted with all SCC members in order to help define the key elements of the sustainability plan, highlight sustainable priorities and to define a process that would develop an action and success oriented plan. The workshop was held on September 26, 2013, with 15 SCC members present. A summary of the SCC workshop can be found at humber.ca/sustainability.



STAKEHOLDER ENGAGEMENT ‘DOT’MOCRACY EVENTS

Three major stakeholder events were held across Humber’s North, Lakeshore, and Orangeville campuses. These ‘Dot’mocracy events enticed local foot traffic at key gathering points to identify the sustainability priorities they most value for Humber. Students, faculty and staff were given 5 stickers to vote on sustainability priorities developed by the SCC. There was also a vision table where community members could leave behind encouraging messages, additional feedback and ideas, and offer a vision of the future.

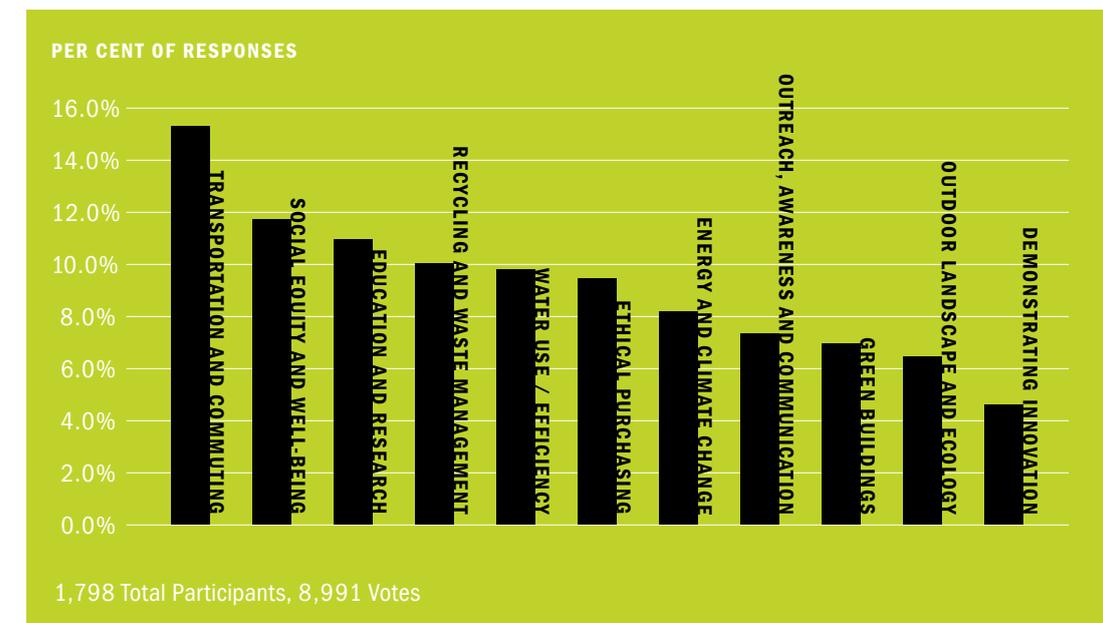
Approximately 1,798 Humber community members (students, staff and faculty) participated and cast 8,991 votes (see Table 1 and Figure 1 below for a summary of the results). For a full description of results please refer to Humber Sustainability Plan Lakeshore, North, Orangeville Stakeholder Events Summary can be found at humber.ca/sustainability.

Participants in the ‘Dot’mocracy clearly indicated Transportation, Social Equity and Well-Being and Education and Research were the top three sustainability priorities for Humber College. It is noted that Humber staff placed a higher priority on Recycling and Waste Management, Transportation and Commuting and Ethical Purchasing. Although some priorities ranked higher than others, all priority areas will have targets in this 5-year Sustainability Plan.

TABLE 1:
SUMMARY OF PRIORITIES VOTED ON AT ALL HUMBER CAMPUSES

SUSTAINABILITY PRIORITY	VOTES				
	Students	Faculty	Staff	Total	% Total
Transportation and Commuting	1,264	30	72	1,366	15.2%
Social Equity and Well-Being	970	21	58	1,049	11.7%
Education and Research	896	32	57	985	11.0%
Recycling and Waste Management	779	26	91	896	10.0%
Water Use and Efficiency	806	14	53	873	9.7%
Ethical Purchasing	749	29	68	846	9.4%
Energy and Climate Change	648	27	55	730	8.1%
Outreach, Awareness and Communication	602	14	36	652	7.3%
Green Buildings	537	27	51	615	6.8%
Outdoor Landscape and Ecology	506	17	47	570	6.3%
Demonstrating Innovation	348	14	47	409	4.5%
Total Votes by Demographic	8,105	251	635	8,991	100%
Total Participants (/5)	1,621	50	127	1,798	

FIGURE 1:
SUMMARY OF HUMBER STAKEHOLDER SUSTAINABILITY PRIORITIES



SUSTAINABILITY PLAN SURVEY

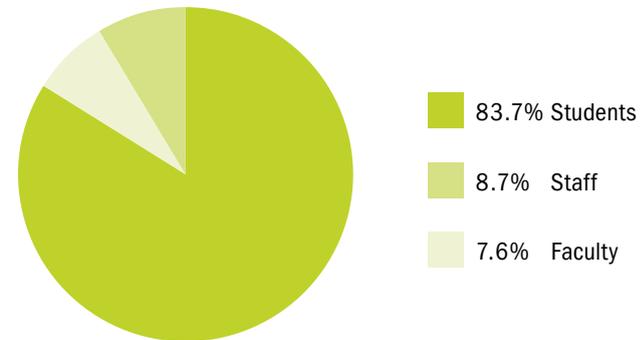
From November 7 to December 13, 2013 a campus-wide online sustainability survey was conducted to gather further Humber community feedback on the sustainability priorities that were developed by the SCC during the workshop and 'Dotmocracy', and collect additional ideas and suggestions from the campus community. Overall, there were 3,261 survey participants (Students: 2,729, Faculty: 249, Staff: 283). Representative sample sizes were achieved for all demographics⁴.

The key findings of the survey were as follows:

- **Strong Mandate:** The survey asked participants if they supported Humber's sustainability efforts overall. On a scale of 1 to 5, where 1 equals low support and 5 equals high support, the overall rating average across all demographics was 4.02. This demonstrates that Humber College has high support from its community with regards to sustainability. The survey also asked participants how important it is that Humber College demonstrates leadership towards on-campus sustainability, and the overall rating average across all demographics was 4.13. This is a strong indication that the campus community wants to see Humber leading the way in campus sustainability.
- **Top 5 Key Priorities Include:**
 - Recycling & Waste
 - Transportation & Commuting
 - Education & Research
 - Energy Efficiency-Climate Change & Green Buildings
 - Water Use
- **Curriculum Integration:** When asked how important it was for Humber to integrate sustainability into education and research 46% of students, 43% of faculty, and 46% of staff said that it was "necessary for the future job market." In addition, 39% of students, 42% of faculty, and 42% of staff also said that it was "important to have some knowledge." These results suggest that integrating sustainability into curriculum is very important to the Humber community.
- **Increase Awareness:** Currently levels of awareness are moderate and it will be important to leverage preferred communication and engagement vehicles in order to achieve higher levels of success with regards to the Plan.

For a full summary of the survey results please refer to Humber College Sustainability Plan Survey Results January 2014 online at humber.ca/sustainability.

TABLE 2:
HUMBER SUSTAINABILITY SURVEY DEMOGRAPHICS



KEY INTERVIEWS WITH STAKEHOLDERS

Key interviews were conducted with those who would be accountable for certain aspects of the 5-year Sustainability Plan to ensure that initiatives, metrics, and targets would indeed be feasible over the 5-year life of the Plan. This included the Dean of Research, HSF representatives, Director of the Centre for Human Rights, Equity & Diversity, a representative of Humber Arboretum, Director of Public Safety, Director of Facilities Management, VP Finance and Administration, (interim) VP Academic, Director of Campus Services, and a representative from Student Success and Engagement.

Presentations to Humber's Academic Operations Committee (AOC), College Council (HCC), and the Executive Advisory Committee (EAC) were conducted in February and March 2014 in order to reach as many more stakeholders as possible. Feedback on the structure of the draft Plan and additional ideas were integrated into the final document.

Approximately 84% of the survey respondents indicated that knowledge of sustainability was important or essential to the job market

⁴ 95% Confidence Level ±5 Confidence Interval.

WE ARE LISTENING



"I AM A PERSON WHO COMES TO HUMBER WITH SUSTAINABILITY IN MIND - SO WHEN I SEE INITIATIVES ON CAMPUS, THEY MAKE SENSE TO ME."

KEY DRIVERS OF HUMBER'S 2014–2019 SUSTAINABILITY PLAN



WHERE WE ARE TODAY

An analysis was completed taking into consideration the views from the senior administration, key internal Humber community stakeholders, and background research conducted during the preliminary phases of the planning process.

A SWOT analysis defines the following:

- Strengths are those existing internal attributes that will assist the college in being successful.
- Weaknesses are those internal attributes (or lack thereof) that can impede success.
- Opportunities are existing or future actions, programs, outcomes that if implemented and/or leveraged will benefit the college.
- Threats are external forces that can cause additional problems for Humber if not addressed.

In September 2013 Humber College became a member of the Association for the Advancement of Sustainability in Higher Education (AASHE) and committed to the Sustainability Tracking, Assessment and Rating System (STARS). STARS is a certification system specific to higher education institutions.

In August 2013 Humber completed our assessment and were rated a Silver certification! We are the first college in Ontario and the third college in Canada to receive the Silver STARS level rating. The full assessment is public and can be found online at stars.aashe.org.

⁵ Eagan, D.J. Keniry, J. Schott, J. Dayananda, P. Jones, K. and Madry, L. (2008). Higher Education in a Warming World, National Wildlife Federation.

⁶ National Wildlife Federation. (2008). Campus Environment 2008: A National Report Card on Sustainability in Higher Education

TABLE 3:
SWOT ANALYSIS SUMMARY

STRENGTHS

- **Senior Administrative Commitment:** Strong senior level commitment (signatory of the Association Of Canadian Community Colleges Pan-Canadian Protocol for Sustainability) and dedication to the implementation of a Sustainability Plan with an understanding of:
 - Increased opportunities for leadership.
 - Opportunities for cost savings.
 - Humber community expectations.
- **Internal Sustainability Champions:** Strong history of passionate and engaged internal champions who have lead previous sustainability efforts and can inspire co-workers and community members moving forward (e.g. SCC and Operational Team). The existing Sustainability Manager position will be instrumental to moving the 5-year Sustainability Plan forward.
- **A Strong Legacy:** Humber has been actively working on sustainability projects throughout its history, increasing operational efficiency and gathering strong baseline data. Recently, Humber was awarded a STARS silver rating (see more on page 10). These past successes should be leveraged and built upon.

• **Strong Mandate from Humber Community:** The Humber community strongly supports the development of a Sustainability Plan and expects leadership.

• **Strong Programming:** High job placement rates for graduates due to strong programming. This strength will be further leveraged into an opportunity by more fully integrating sustainability into the curriculum.

• **Strong Partnerships:** Humber is known for developing and nurturing strong partnerships with industry, government, and the local community.

WEAKNESSES

- **HR Capacity:** More human resources may be required in order to successfully deliver on all elements of the Sustainability Plan. This can be accomplished in part by assigning sustainability related accountability into key job performance expectations.
- **Organizational Structure:** Currently, sustainability is housed within the operational business unit; however, sustainability will need to be connected to all areas of the college if sustainability is to be integrated across all campus functions.
- **Communication:** Students and faculty have a low to moderate level of awareness for sustainability programming—which indicates a need for improved engagement, communication, and program design.
- **Transient Student Body:** Students are inherently difficult to engage over time and especially so at Humber due to short program lengths. Limited student support could pose a risk.
- **Cost:** Implementation of the plan may increase operating costs.

OPPORTUNITIES^{5,6}

- **Increase Efficiencies:** Sustainability looks to increase operational efficiencies where possible, which will help to reduce costs (i.e. energy efficiency, waste removal).
- **Reduce Risks:** By proactively managing environmental risks Humber can reduce related costs (i.e. uncertain future energy supplies, rising costs and mandated emissions limits) and improve reputation.
- **Build Humber's Brand:**
 - Leadership Opportunities: Sustainability offers an opportunity to be recognized as a community leader.
 - Attract New Students: As students are already looking for environmentally/socially responsible schools, an initiative such as this can help attract new students.
- **Improve Student Experience:** Sustainability can encourage a sense of pride and increase student engagement on campus, strengthening Humber's community.
- **Job Market Preparation:** Building sustainability into existing programs can further strengthen Humber's reputation of meeting market demand with job ready graduates.
- **Strengthen Partnerships:** Sustainability programs could form the basis of new or strengthened partnerships with community organizations, suppliers, and donors.

THREATS

- **Ontario Green Energy Act Regulation 397/11:** All Ontario public agencies are required to prepare energy management plans and to report annually on energy use and greenhouse gas emissions by July 2014.
- **Aging Transportation Infrastructure:** Aging and poorly designed public infrastructure (public transit, highways) may cause increased difficulties in realizing all sustainability benefits (i.e. transportation within the GTA).
- **Reputational Risk:** Expectations are rising for higher education institutions to address sustainability and climate change. Industry, government, and NGOs are looking for environmentally/socially responsible partners for collaborations.
- **Job Market Shifts:** Clean technology and the 'green economy' are a growing presence in Canada. This could be a risk to Humber graduates if programs are not continuously updated, and then fall behind market trends.
- **Competition:** Colleges and universities across North America have been addressing campus sustainability for over a decade. Humber College must not fall behind, so continuously monitoring and enhancing commitments and actions will be important.

WE ARE SUSTAINABLE IN EVERYTHING WE DO

SUSTAINABILITY HAS BEEN ONE OF HUMBER'S VALUES SINCE 2008. WITH SUSTAINABILITY NOW RECOGNIZED AS A SUCCESS OUTCOME FOR THE COLLEGE WE ARE MORE COMMITTED THAN EVER TO INTEGRATE ITS PRINCIPLES INTO ALL AREAS OF THE COLLEGE, AND BECOME A LEADING SUSTAINABLE INSTITUTION.

TABLE 4:
SUSTAINABILITY PLAN
2014-2019 FRAMEWORK



WE ARE LEADERS

**“I AM VERY PROUD
TO BE PART OF AN
ORGANIZATION THAT
PLACES HIGH PRIORITY
ON SUSTAINABILITY
AND RELATED ISSUES.”**

VISION

HUMBER: SUSTAINABLE IN EVERYTHING WE DO.

The vision statement was developed by the SCC, and was reinforced by feedback that was provided by Humber students, staff and faculty through the stakeholder engagement events and online survey.

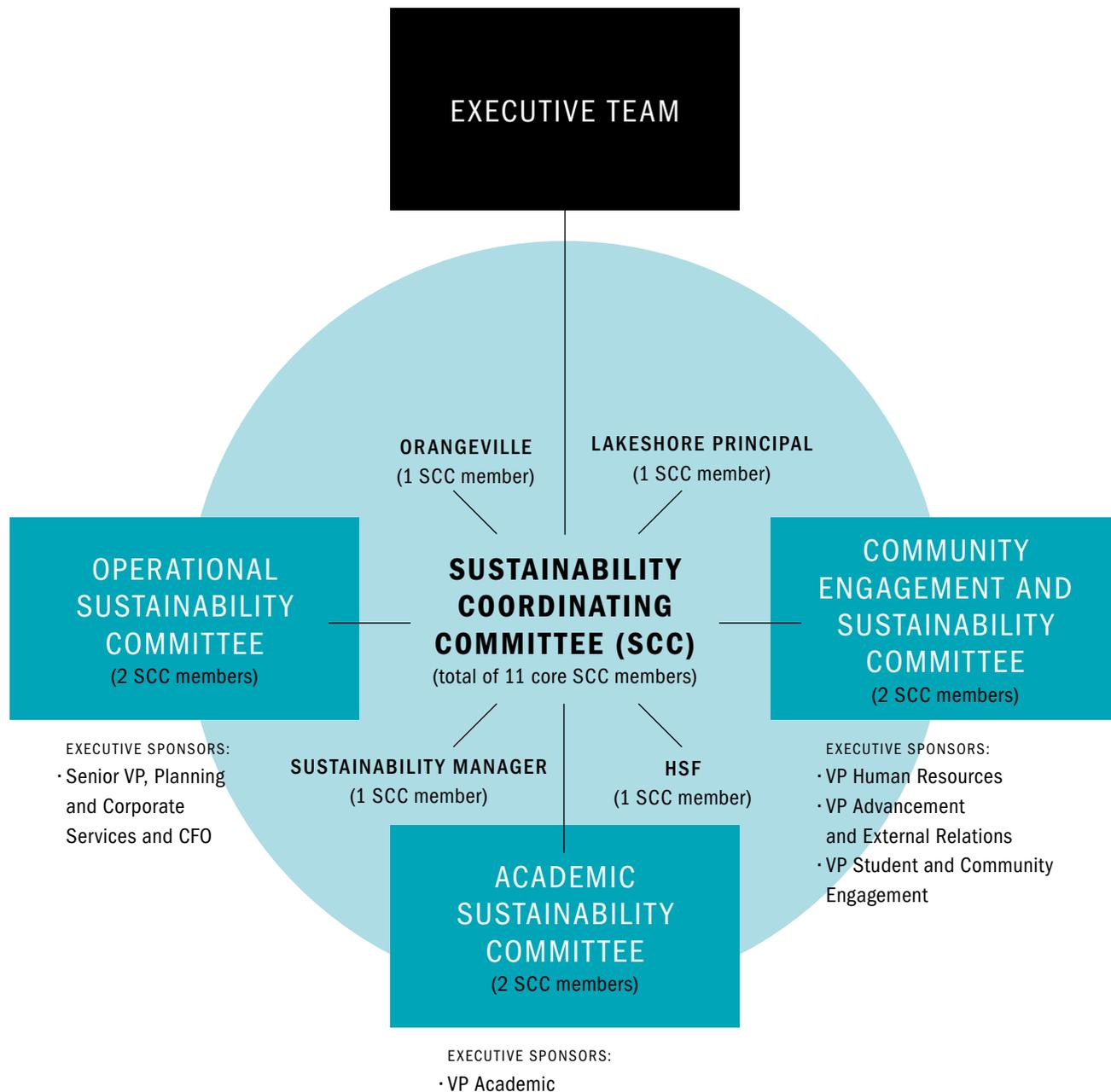
The feedback from the Humber community clearly indicates a strong mandate for the college to continue to improve on the significant accomplishments made to date. In the online survey of 3,261 students, staff and faculty support of Humber's sustainability efforts was given an average rating of 4.02 out of 5.

In 2012/13 Humber Sustainability and the SCC embarked on becoming certified with the Sustainability Tracking, Assessment and Rating System (STARS) run by the Association for the Advancement of Sustainability in Higher Education (AASHE). Humber attained the first college Silver rating in Ontario and the third college Silver rating in Canada. With a vision to embed sustainability into everything we do, we are setting our sights to become a Gold level rated STARS institution in the future [see pop-out on page 10].

This 5-year Sustainability Plan at Humber College outlines the goals we are set to meet and exceed, and live the values of a learning organization committed to sustainability.

STRUCTURE AND ACCOUNTABILITY

TABLE 5:
HUMBER'S SUSTAINABILITY FRAMEWORK



CAMPUS FOOTPRINT

OBJECTIVE:

To (1) reduce the environmental impacts of campus operations, while providing exceptional learning spaces that support student success. (2) Develop connections between programs and campus operations to create unique opportunities for student learning and experiences through campus improvement and/or development projects.

Two of the top priority areas indicated by the Humber community through our engagement efforts fall under the heading of Campus Footprint: waste and recycling, and transportation.

6 CAMPUS FOOTPRINT PRIORITY AREAS:

1. RECYCLING AND WASTE MANAGEMENT
2. SUSTAINABLE TRANSPORTATION
3. ENERGY AND CLIMATE CHANGE
4. GREEN BUILDINGS AND LANDSCAPES
5. WATER USE
6. PURCHASING AND ETHICAL SOURCING

With 27,500 full-time equivalent (FTE) students across three campuses and growing, our impact on the surrounding environment and communities is significant. We want to have a positive impact on our surrounding environment, improve the student experience, and lead by example. We are committed to showing our students and the community that sustainability can be achieved while operating a large institution.

The SWOT analysis (page 11) highlighted some additional benefits to improving our campus footprint including operational efficiencies and financial savings. By becoming more efficient we are also better able to manage and reduce risks. Developing a plan for our operational sustainability will also help us plan for and mitigate energy and climate change impacts, and enable us to comply with reporting required by the Ontario government under the Green Energy Act.

1. RECYCLING AND WASTE MANAGEMENT

OBJECTIVE:

To reduce the volume of waste generated and sent to landfill as a result of campus operations.

TARGETS:

A: Increase waste diversion⁷ from 42% (2012/13) to 70% by 2018/19

Metric: total weight of waste diverted from landfill in metric tons annually vs. total weight of waste generated

B: Demonstrate ability to reduce overall waste generated on campus by 2018/2019

Metric: total weight of waste and recycling generated in metric tons annually

ACCOUNTABILITY:

Humber Sustainability is accountable for establishing new programs, campus community education and marketing, and maintaining metrics to track progress

Facilities Management is accountable to help coordinate training and information for staff and on-campus contractors (food services, cleaning, etc.)

Students, staff and faculty are accountable for participating in recycling on campus, and reducing waste generation whenever possible

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Move promotion and course calendars to online wherever possible	Ongoing	· VPs · Marketing	OP-Tier Two-40
Provide regular staff training on recycling streams and procedures for cleaning and food service staff	Ongoing	· Humber Sustainability · Facilities Management · Campus Services	
Continue and enhance awareness programs to promote recycling to campus users	Ongoing	· Humber Sustainability	OP-18
Conduct waste audit annually	Annually	· Humber Sustainability · Cleaning Contractor	OP-17
Conduct electronic waste audit annually	Annually	· Humber Sustainability · ITS	OP-20
Expand food waste diversion program	Year 1	· Humber Sustainability · Facilities Management · Campus Services	OP-Tier Two-7 & 8
Develop construction, renovation waste and furniture reuse policy to reduce, recycle and track construction waste.	Year 2	· Humber Sustainability · Facilities Management · Capital Development · Purchasing Services	OP-19
Audit office recycling operations	Year 2	· Humber Sustainability · Departments and Schools	OP-18
Develop recycling and waste management plan	Year 3	· Humber Sustainability · Facilities Management	OP-18
Develop a tracking program for yard waste	Year 3	· Humber Sustainability · Arboretum · Facilities Management	OP-Tier Two-23
Eliminate single-use items and provide only tap water instead of bottle water for on-campus events and meetings, and increase use of compostable food containers campus-wide	Year 4	· Humber Sustainability · Campus Services	OP-17 & 18

⁷ Waste diversion is defined as management and treatment of designated waste materials or products through reuse and/or recycling, instead of disposal to landfill or incineration with or without energy recovery. (Waste Diversion Ontario. (2012). Procedures for Industry Stewardship Plans.)

2. SUSTAINABLE TRANSPORTATION

OBJECTIVE:

To help students, staff and faculty reduce the impact our transportation has on our local communities (i.e. reduce harmful air and GHG emissions, reduce commuting times) by promoting sustainable modes of transportation.

TARGETS:

A: Decrease single-driver vehicles coming to campus and increase travel to campus by transit, carpooling, biking and walking
Metric: Results from survey (conducted every 3 years)

B: Reduce traffic and parking congestion on campus
Metric: Number of single vs. carpool parking permits sold annually

ACCOUNTABILITY:

Capital Development is accountable for working with Public Safety and Humber Sustainability during campus planning

Public Safety is accountable for transportation demand management (TDM) programs (e.g. carpooling)

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Work with TTC, Brampton Transit, Mississauga Transit, York Region and GO transit to improve transit services to our campuses	Ongoing	· Humber Sustainability · Public Safety	OP-15 & 16
Improve access to sale of transit passes on campus	Ongoing	· Humber Sustainability · Public Safety · HSF · Bookstore	OP-Tier Two-29
Conduct commuter shed analysis ⁸ and modal split/survey annually	Annually	· Humber Sustainability · Public Safety	OP-15 & 16
Implement and grow carpool matching program for campus users	Year 1	· Humber Sustainability	OP-Tier Two-32
Review bike share and car share programs for campus	Years 1 - 4	· Public Safety · Humber Sustainability	OP-Tier Two-26 & 37
Develop a transportation demand management plan for the Lakeshore and North campuses	Year 2, 3	· Humber Sustainability · Public Safety	
Develop a fleet management policy	Years 4, 5	· Humber Sustainability · Facilities	OP-14
Track institutional travel (e.g. airfare, mileage)	Years 4, 5	· Humber Sustainability · HR · Finance	OP-4 & OP-Tier Two-1

Humber Sustainability is accountable for communication and education of campus community about sustainable transportation options and supporting Public Safety with TDM programs

Students, staff and faculty are accountable for contributing to reducing congestion and parking needs by finding and using more sustainable transportation options whenever possible

⁸ Commuter Shed Analysis evaluates the residential areas that campus users are commuting from and highlights areas where high concentrations of users reside. It assists to understand commuter patterns for planning.

3. ENERGY AND CLIMATE CHANGE

OBJECTIVE:

To reduce the energy needs required and the carbon emissions created by the college. Be one of the most energy efficient post-secondary institutions in Canada.

TARGETS:

A: Reduce total energy use by 40% by 2018/19 using 2005/6 baseline. 50% reduction by 2023/24

Metric: EKWH/sqft

B: Reduce Scope 1+2 CO₂ emissions intensity by 40% by 2018/19 using 2005/6 baseline. 50% reduction by 2023/24

Metric: CO₂e

C: Begin tracking Scope 3 CO₂ emissions (i.e. employee travel, commuting by Humber community)

Metric: CO₂e

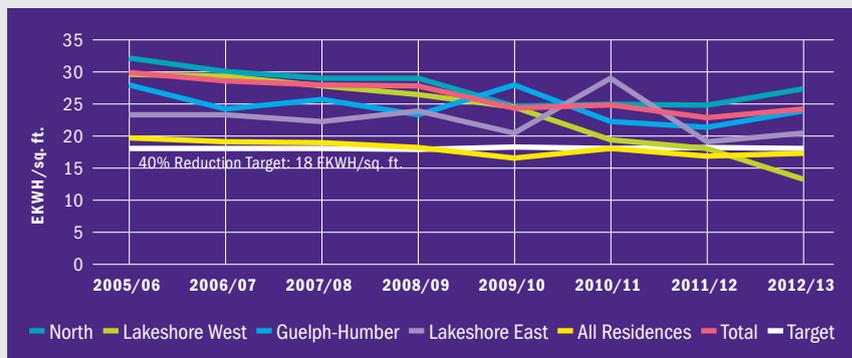
ACCOUNTABILITY:

Facilities Management is accountable to track, identify and renew inefficient energy consuming equipment

Humber Sustainability is accountable for communication and education of campus community about Greenhouse Gas (GHG) and energy conservation programs

Students, staff and faculty are accountable for participating in energy initiatives on campus, and reducing energy use whenever possible

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Enhance awareness and action programs to promote energy efficiency to campus users	Ongoing	· Humber Sustainability · Residence	ER-2
Incorporate energy efficient equipment in all new construction and renovations	Ongoing	· Capital Development	OP-2
Implement retrofit recommendations identified in Energy Audit	Ongoing	· Facilities Management	OP-1
Conduct Energy Audit	Year 1	· Facilities Management	OP-7
Prepare five-year Energy Management Plan to meet Green Energy Act requirements	Year 1	· Facilities Management · Humber Sustainability	OP-7
Implement operational recommendations identified in Energy Audit	Year 1,2,3	· Facilities Management	OP-1, OP-7
Implement interactive energy dashboard for student use and public display (CEMIS) ⁹	Year 2,3	· Facilities Management · Humber Sustainability	OP-Tier Two-17
Expand electrical, gas and water sub-metering system	Year 2,3	· Facilities Management	OP-Tier Two - 18
Track institutional travel (e.g. airfare, mileage) and other Scope 3 CO ₂ emissions (also Action item under Sustainable Transportation)	Year 4, 5	· Facilities Management · Humber Sustainability	OP-4, OP-Tier Two-1
Develop a Climate Action Plan / GHG Tracking	Year 5	· Facilities Management · Humber Sustainability	OP-4 & 5



⁹ College Energy Management Information System (CEMIS)

4. GREEN BUILDINGS AND LANDSCAPE

OBJECTIVE:

To be recognized as a leader in building flexible, multi-use spaces which are sustainable in construction, and that enhance a connection to and care for the surrounding environment.

TARGETS:

A: All new buildings and major retrofits are built to LEED¹⁰ Silver standards or higher

Metric: Percentage of new buildings built to LEED Silver

ACCOUNTABILITY:

Capital Development is accountable for integrating sustainability standards into all capital development design and construction and with internal contacts and external contractors

Facilities Management is accountable for integrating sustainability into the maintenance and operations of college buildings and outdoor environment

Arboretum is accountable for continued facilitation of research and education, establishment and maintenance of living plant collections, promotion of conservation and restoration practices, and providing a quality visitor experience

Humber Sustainability is accountable for working with all to coordinate and facilitate sustainability initiatives and programs, and communicate actions to all stakeholders.

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Provide staff training and support to encourage specification and design of sustainable renovation methods	Ongoing	· Facilities Management · Humber Sustainability	PAE-13
Manage campus construction, demolition and renovations to minimize on and off campus impacts	Ongoing	· Capital Development	OP-19
Increase density of campus vegetation (tree planting)	Ongoing	· Humber Sustainability · Facilities Management · Arboretum	
Campus grounds and green infrastructure used in teaching and research	Ongoing	· Schools · Arboretum	
Enhance connection between campus users and the surrounding environment - outdoor classrooms, activities.	Ongoing	· Arboretum · Humber Sustainability	
Write minimum LEED silver standard into performance specifications for all new construction	Year 1 - 5	· Facilities Management · Capital Development · Humber Sustainability	OP-2
Enhance user awareness of initiatives including signage to identify unique building performance aspects	Year 3	· Humber Sustainability	ER-2
Conduct pilot using LEED EBOM criteria for building renovations	Year 3	· Capital Development · Facilities Management · Humber Sustainability	OP-1
Develop integrated pest management program	Year 3	· Facilities Management · Humber Sustainability	OP-9
Track and review fertilizer/herbicide/pesticide/salt use and replace artificial with organic products wherever possible	Year 4	· Facilities Management · Humber Sustainability · Arboretum	OP-Tier Two-22
Review campus green spaces for opportunities for permaculture, permeable pavement, increase/improve landscapes for contemplation, recreation and wellbeing.	Year 4	· Humber Sustainability · Facilities Management · Arboretum	ER-Tier Two-2

¹⁰ Leadership in Energy and Environmental Design (LEED)

See also energy, transportation and water actions.

5. WATER

OBJECTIVE:

To reduce the water use required by the college. Be one of the most water efficient colleges in Canada.

TARGETS:

- A:** Reduce total water use per full time student equivalent (FTE) by 40% by 2018/19 using 2005/6 baseline. 50% reduction by 2023/24
Metric: Water use m³/FTE
- B:** Reduce the sale of water bottles on campus by 2018/19
Metric: Unit sale of water bottles on campus and track the number of bottles saved shown on bottle filling stations

ACCOUNTABILITY:

Facilities Management is accountable for tracking, identifying and renewing inefficient water equipment

Humber Sustainability and all departments are accountable for communication and education of campus community about water use and conservation programs

Students, staff and faculty are accountable for participating in water conservation on campus

HSF is accountable for helping enhance student awareness of water bottle impacts

Campus Services is accountable for integrating water conservation into contractor service agreements

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Incorporate water-efficient equipment in all new construction and renovations	Ongoing	· Capital Development	OP-2
Conduct Water Audit	Year 1	· Facilities Management	OP-22
Develop a water management master plan	Year 1	· Facilities Management · Humber Sustainability	OP-22
Improve water fountains and signage on campus and track number of bottles saved shown on bottle filling stations	Year 1	· Facilities Management · HSF · Humber Sustainability	ER-2
Include Water into Energy Manager system database/CEMIS for dashboard	Year 2,3	· Facilities Management · Humber Sustainability	
Work with campus community and contractors to reduce sale of water bottles on campus	Year 2 – 5	· HSF · Humber Sustainability · Campus Services	ER-2



6. PURCHASING AND ETHICAL SOURCING

OBJECTIVE:

To minimize the negative environmental, social and economic impacts of the college’s purchasing practices by embedding sustainability into existing sourcing procedures, supplier evaluation criteria and procurement decisions.

TARGETS:

- A:** All printing/copy paper purchases are 100% FSC certified and 100% Post-Consumer Waste (PCW) by 2018/2019
Metric: Percent of copy paper purchased
- B:** Increase percentage of sustainable food on campus
Metric: Percent of all food purchased for campus considered sustainable (organic, fair trade certified, locally grown, cage-free or other approved criteria).

ACCOUNTABILITY:

Campus Services is accountable for managing sustainable food purchases with contractors

Purchasing Services is accountable to track, identify and renew RFPs that must include ethical requirements in decision criteria

Humber Sustainability and departments are accountable for communication and education of campus community about ethical purchasing

Students, staff and faculty are accountable for participating and following the ethical purchasing policy whenever possible

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Conduct workshops and dialogue about ‘sustainably preferable’ purchasing	Ongoing	· Humber Sustainability · Purchasing Services	PAE-13
Eliminate toxic materials used on campus where possible	Ongoing	· Purchasing Services · Facilities Management	
Reduce the volume of paper used on campus and give preference to 100% PCW, FSC certified and other sustainable standards for paper	Ongoing	· Facilities Management · Humber Sustainability · All users	OP-12
Track our printing and paper choices, and share metrics of the environmental savings (all printing projects to include metrics such as trees saved, etc.)	Year 1	· Humber Sustainability · Facilities Management · Purchasing Services	OP-12
Define what sustainable food means for Humber College, measure baseline efforts and develop standards and targets for sustainable food procurement at on-campus dining facilities (e.g. local, reduced packaging waste, Ocean Wise, etc.)	Year 2	· Humber Sustainability · Purchasing Services · Campus Services · HRT	OP-6
Develop ‘sustainably preferable’ purchasing policies and make them accessible for all campus purchasers, while exploring opportunities to further improve Humber’s supply chain (e.g. recycled content, locally produced, life cycle impact, embedded energy of products, etc.)	Year 3	· Humber Sustainability · Purchasing Services	
Purchase 100% Energy Star rated technology for all energy using technology on campus and prefer EPAT Silver certified products or higher	Year 3	· ITS · Humber Sustainability	OP-7 & OP-10
Become a member of the Fair Labour Association	Year 3	· Humber Sustainability · Purchasing Services · Campus Services	PAE-25
Review supply chains and supplier’s environmental commitments	Year 3	· Purchasing Services · Humber Sustainability	OP-13
Take stock of all major purchases and their environmental, social and economic impacts. Develop a plan to focus on these over time.	Year 4	· Humber Sustainability · Purchasing Services	

LEARNING

OBJECTIVE:

To lead the integration of sustainability concepts into teaching and learning inside and outside the classroom.

While we recognize that sustainability is already being taught and discussed in many areas of the college, this may be happening in isolation. Approximately 84% of the survey respondents indicated that knowledge of sustainability was important or essential to the job market, and ‘Education and Research’ was the third most important priority during the in-person stakeholder engagement events. With a strong mandate from the college community, we will strive to be leaders in integrating sustainability into the educational experience we provide to our students.

We have an important role to play in making sure our future leaders have the information and skills to make sustainable decisions once they enter their chosen careers. More and more students are taking an institutions’ sustainability into account when deciding what school to apply to and attend.

THREE PRIORITIES:

1. CURRICULUM INTEGRATION

2. LEARNING OUTSIDE THE CLASSROOM

3. RESEARCH

Co-curricular education can help develop leadership skills and help to connect and engage students with the community.

Applying concepts in reality deepens the understanding of sustainability principles. It also helps set the tone for a sustainable culture on campus and begins to embed sustainability throughout generations.

⁷ Among 7,445 college applicants Princeton Review surveyed in 2012 for its “College Hopes & Worries Survey,” 68% said having information about a college’s commitment to the environment would impact their decision to apply to or attend a school. sustainablebrands.com/news_and_views/communications/sustainable-education-brands-how-learning-institutions-are-attracting-

1. CURRICULUM INTEGRATION

OBJECTIVE:

To demonstrate educational leadership by embedding sustainability into teaching and learning on campus.

TARGETS:

A: Develop sustainability learning outcomes for all programs

Metric: Number of programs that have sustainability learning outcomes

B: Increase the number of courses that are Sustainability Related (SR) or Sustainability Focused (SF)

Metric: Percent of courses that have integrated sustainability (Number of SR and SF courses vs. total courses offered)

ACCOUNTABILITY:

Humber Sustainability is accountable for providing information to all schools to support development of learning outcomes and to track SR and SF courses

Deans are accountable for ensuring that sustainability is embedded throughout the curriculum

Schools and faculty are accountable for working with Humber Sustainability to develop appropriate sustainability learning outcomes for their programs, and tracking SR and SF courses

VP Academic is accountable for ensuring that sustainability is embedded throughout the curriculum

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Increase the number of courses Humber offers that are Sustainability Related (SR) or Sustainability Focused (SF)	Ongoing	· Deans · Humber Sustainability	ER-6, ER-7, ER-8
Enhance recognition of staff, faculty and students who engage in teaching and learning related to sustainability inside and outside the classroom	Ongoing	· Deans · Humber Sustainability	ER-1
Educate staff and faculty by discussing how sustainability is connected to various topics (e.g. workshops, bring in industry experts, lecture series, demonstrations, etc.)	Ongoing	· Humber Sustainability	PAE-13
Incorporate sustainability into program development	Ongoing	· Office of Program Planning and Development · Humber Sustainability	ER-9
Identify a faculty sustainability ambassador in each program/school that can help integrate sustainability concepts into courses	Ongoing	· Deans · Humber Sustainability	PAE-15
Meet with each School to develop a sustainability integration plan for curriculum	Year 1 - 3	· Humber Sustainability · Deans	ER-9
Establish sustainability as an essential skill for the 21st century (e.g. write and embed sustainability learning outcomes for all relevant courses)	Year 2	· Deans · Humber Sustainability · Center for Teaching and Learning	ER-9
Enhance sustainability course identification	Year 2	· Office of Program Planning and Development · Registrar’s office · Humber Sustainability	ER-5

2. LEARNING OUTSIDE THE CLASSROOM

OBJECTIVES:

To (1) embed sustainability into student life and campus culture (2) demonstrate leadership in sustainability through co-curricular programming (3) engage students outside the classroom in conversations and learning about sustainability.

TARGETS:

A: Increase students, staff and faculty engagement in sustainability on campus
Metric: Number of participants at events, workshops, on mailing list, Facebook and twitter followers and website visits

ACCOUNTABILITY:

Humber Sustainability is accountable for running regular workshops, events and communicating to the Humber community

HSF, SSE, HR are accountable for tracking volunteer hours, promote sustainability in their events and actions on campus

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Develop and run sustainability workshops on various topics for staff, faculty and students (e.g. lecture series)	Ongoing	· Humber Sustainability	PAE-13 & ER-2
Encourage student-led sustainability outreach campaigns and improve student engagement opportunities on campus	Ongoing	· Humber Sustainability · Student Success and Engagement · Humber Residence · HSF and Students	ER-Tier Two-1
Develop a student educators program (e.g. SSE: All you can Lead program; HSF: Volunteer crew, student leadership institute)	Year 1	· Humber Sustainability · Student Success and Engagement, HSF	ER-1
Incorporate Sustainability into the co-curricular record	Year 3	· Humber Sustainability · Student Success and Engagement	ER-2



3. RESEARCH

OBJECTIVE:

To support best practices in research projects related to sustainability.

TARGET:

A: Track the number of research projects that are related to sustainability
Metric: Project information and outcomes

ACCOUNTABILITY:

Humber Research is accountable for tracking all research projects and flagging those that are related to sustainability

Humber Sustainability is accountable for communicating research projects related to sustainability and promoting broadly through communication and reporting efforts.



Humber Sustainable Energy and Building Technology graduates Craig Petten and Pablo Alvarez were the big winners of the Humber LaunchPad competition in 2014, receiving \$20,000 towards their aquaponics company, Aqua Greens. Aqua Greens grows plants without soil and uses fish to generate fertilizer – a technology that uses less space, water and chemical fertilizer than conventional farming. Along with their support from Humber, which also includes an \$8,000 New Venture Seed Fund grant, the two have raised more than \$20,000 through crowd-funding platform Kickstarter, all with the goal of setting up an aquaponics plant on reclaimed industrial land in Toronto.

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Track projects related to sustainability and tell the story as approved by industry partners	Ongoing	· Humber Research · Humber Sustainability	ER-15
Develop plan to track any projects related to sustainability that do not involve industry partners (SIRF, DAIR , etc.)	Year 4	· Humber Sustainability	ER-15
Integrate sustainable practices into the execution of Research projects (e.g. purchased equipment kept to be reused for future projects)	Year 4	· Humber Research · Humber Sustainability	

ENGAGEMENT

OBJECTIVE:

To develop a culture of sustainability on campus which promotes engagement, health, safety, social equity, and wellbeing.

Over the years there have been many initiatives to improve engagement, and momentum for greater campus sustainability has grown. The more we do and talk about it, the more interest and involvement there is from the Humber community. With a strong mandate from stakeholders to be a leader in sustainability, we expect even more involvement with sustainability initiatives in the future.

A challenge identified in the SWOT analysis (page 11) is that given our commuter population, engagement has to be ongoing as the Humber community, particularly students, turns over frequently. We can overcome this challenge through strong engagement of our staff and faculty who, as ambassadors of the college, can consistently spread the message and set the tone for sustainability awareness to all who interact with students.

THREE PRIORITIES:

1. SOCIAL EQUITY AND WELLBEING

2. OUTREACH, AWARENESS AND COMMUNICATION

3. INVESTMENTS

Go to:
hrs.humber.ca/human-rights-equity-diversity to learn more about our Centre for Human Rights, Equity and Diversity
hrs.humber.ca for more about Humber HR
hrs.humber.ca/safety for more about Humber Health and Safety

1. SOCIAL EQUITY AND WELLBEING

OBJECTIVE:

To (1) support and advance diversity and affordability on campus, (2) promote equality, (3) champion innovative thinking and programs and services to heighten human rights and diversity awareness, and (4) support work-life balance, physical and mental health and wellness, and safety.

TARGET:

A: Number of people that attend Center for Human Rights and Equity workshops, and complete training for Mental Health.
Metric: Number of participants

A: Strong Health and Safety awareness and programs
Metric: Number of lost time incidents (WSIB)

ACCOUNTABILITY:

Centre for Human Rights, Equity and Diversity is accountable to further awareness, compliance, communication, visibility and when required, resolution for the Humber population

Humber Sustainability is accountable to support and communicate the progress of the College initiatives and programs in this area

Humber Joint Health and Safety Committee is accountable for advising and identifying workplace hazards and making recommendations for the improvement of employee health and safety

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Design and include a Personal Accountability Component (PAC) in all Human Rights Awareness and Action workshops and Diversity events	Ongoing	· Centre for Human Rights, Equity and Diversity	PAE-Tier Two-2
Deliver 60 in-class training sessions on Human Rights Awareness and Action workshops (15 per year) and develop an annual training evaluation process	Ongoing	· Centre for Human Rights, Equity and Diversity	PAE-Tier Two-2
Continue to enhance and promote the Diversity & Inclusion Dialogues which provide opportunities for Humber employees to learn about best practices in key diversity, equity and inclusion topics	Ongoing	· Centre for Human Rights, Equity and Diversity	PAE-Tier Two-2
Leverage and nurture Humber's diverse communities as a key strength and differentiator: Fortify the work and visibility of the Diversity Committee	Ongoing	· Centre for Human Rights, Equity and Diversity	PAE-6 & PAE-8
AODA compliance	Ongoing	· Centre for Human Rights, Equity and Diversity	PAE-6
Educate, communicate and engage campus community about social sustainability	Ongoing	· Humber Sustainability	PAE-13
Continued enhancement of accessibility and affordability strategies for qualified students with financial need	Ongoing	· Office of the Registrar, Financial Aid	PAE-10
Continued promotion of a culture and environment where safety is respected and encouraged	Ongoing	· Humber HR and Joint Health and Safety Committee	
Augment Employment Equity Program	Year 1 - 5	· Centre for Human Rights, Equity and Diversity	

Human Resources is accountable for providing information about staff support programs, health and safety and human rights, equity and diversity

Humber Financial Aid is accountable for making financial assistance resources accessible for students

2. OUTREACH, AWARENESS AND COMMUNICATION

OBJECTIVE:

Humber has integrated sustainability into all areas of the institution, and Humber Sustainability is the hub for information, initiatives and programming for sustainability on campus.

TARGETS:

- A:** The Humber community knows what sustainability means and how the college has embedded it into the Humber experience
Metric: Number of Humber Sustainability website views, size of mailing list, number of people attending events, student sustainability clubs, and on-campus survey results
- B:** Have a Green Ambassador/Team in every school and business unit of the college
Metric: Number of ambassadors/teams vs. number of schools and business units
- C:** Track on a college-wide basis community service hours conducted by students, staff and faculty
Metric: Number of volunteers (tracked by HSF, Student Success and Engagement (SSE), HR, etc.)
- D:** Continue to advance Humber's contributions to the community
Metric: Number of volunteer hours (student and staff), money raised for charity annually

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Enhance communication and engagement related to sustainability initiatives and provide regular opportunities for feedback	Ongoing	· Humber Sustainability	ER-4
Enhance Humber Green Ambassador/Team program	Ongoing	· Humber Sustainability · Departments & Schools	PAE-15
Collaborate with and communicate to external bodies	Ongoing	· Humber Sustainability	PAE-20
Conduct annual employee survey	Annually	· Humber Sustainability · Human Resources	PAE-12
Have sustainability as a performance indicator in the Finance and Administration portfolio's balanced scorecard supporting the achievement of Humber's strategic priorities	Year 1	· Facilities Management	
Include sustainability in new employee and student, residence information packages	Year 1	· Humber Sustainability · Humber Residence	ER-3 & PAE-14
Develop video(s) to be shown in all programs related to recycling and sustainability on campus	Year 2	· Humber Sustainability	ER-4
Office Audit conducted in all departments and schools (also Action item under Recycling and Waste Management)	Year 2	· Humber Sustainability · Departments & Schools	OP-18
Develop a metric to measure students, staff and faculty participation in community service	Year 3	· Humber Sustainability · Human Resources	PAE-22

ACCOUNTABILITY:

Humber Sustainability and the SCC are accountable for disseminating information about sustainability initiatives and programs to the Humber Community

HSF, schools, and business units are accountable for supporting Humber Sustainability and the SCC by sharing information and participating in programs and activities

3. INVESTMENTS

OBJECTIVE:

To ensure that Humber College seeks investments that promote sustainability – socially and environmentally responsible, ethical, impact and mission-related investments.

TARGET:

- A:** To develop social and environmental criteria for investments by 2018/2019 that are included as screens when Humber makes strategic investments in industries, businesses, funds, and communities.
Metric: To be developed in Year 2

ACCOUNTABILITY:

Finance & Administrative Services is accountable for undertaking a review of how investments are made, discuss and set suitable targets for this area

Humber Sustainability is accountable for collaborating with Finance and Administrative Services with their review

ACTION ITEMS	TIMELINE	ACCOUNTABILITY	STARS
Review investment portfolio in order to set targets to be achieved during years 3-5	Year 2	· Finance & Admin · Services Humber · Sustainability	PAE-18



MONITORING AND COMMUNICATION PERFORMANCE

IN ORDER TO ACCOMPLISH THE OBJECTIVES AND TARGETS SET OUT IN THIS 5 YEAR PLAN, WE COMMIT TO THE FOLLOWING MONITORING AND COMMUNICATION INITIATIVES.

- 1.** In Year 1 ensure we have consistent baseline data, across all metrics required in all areas
- 2.** Annually we will compile a sustainability report that will outline the progress made towards all objectives, targets, and metrics defined within this plan and aligned with our STARS submission
- 3.** Annually we will report to the Humber community (as necessary) to update on the progress made toward all targets and how to attain future goals
- 4.** We will regularly engage and communicate with the broader Humber community via events, college website, targeted emails, on campus posters and signs, and social media
- 5.** Every three years we will renew our STARS certification to review our progress



"I AM THRILLED ABOUT THE SUSTAINABILITY INITIATIVES. I SUPPORT THEM FULLY AND HOPE THAT THEY WILL MAKE A DIFFERENCE."

CONTINUOUS IMPROVEMENT: FEEDBACK SYSTEMS

TO ENSURE SUCCESS AND CONTINUOUS IMPROVEMENT IN ALL AREAS OF SUSTAINABILITY WE HAVE THE FOLLOWING FEEDBACK SYSTEMS:



1. Hold monthly SCC meetings

2. Maintain continuous open dialogue to the Humber community through direct contact, events, workshops, website communications, presentations
 - Provide a direct channel for feedback on the sustainability website
 - Have one town hall per year inviting all stakeholders to provide feedback on our progress

3. Conduct a sustainability survey every 3 years to gather in-depth feedback on progress

4. Track all action items and targets on an ongoing basis and report on the status of each annually

WE WILL SUCCEED



“I THINK THAT HUMBER’S SUSTAINABILITY PROGRAMMING SHOULD BE PRESENTED TO THE STUDENT BODY IN ORDER FOR THE LEVEL OF AWARENESS TO BE ULTIMATELY RECOGNIZABLE.”

ACKNOWLEDGEMENTS

2013/2014 SUSTAINABILITY COORDINATING COMMITTEE MEMBERS:

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Academic Operations Committee (AOC)

Executive Advisory Committee (EAC)

Humber College Committee (HCC)

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HUMBER SUSTAINABILITY

humber.ca/sustainability

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ENVIRONMENTAL IMPACT SAVINGS

By choosing 100% post-consumer recycled paper over 100% virgin fibre paper, we saved:

-  XXX TREES
-  X,XXX KG OF CO₂
-  XX,XXX L OF WATER
-  XXX GJ
-  XXX KG OF WASTE
-  XX KG NO_x

Environmental Impact estimate was generated by websitegoeshere.com