

2021-2022

HUMBER'S ANNUAL SUSTAINABILITY REPORT



Core Priorities

Culture & Community

Promote sustainable, equitable, diverse, and inclusive actions of students, faculty, staff, and partners.

Teaching, Learning & Applied Research

Sustainability will be embedded into all academic program curricula to help prepare every Humber graduate to be career-ready citizens.

Sustainable Operations

Build and operate low-impact campuses that support health and well-being, equity, diversity and inclusion, learning, innovation, biodiversity, ecosystem health and community.



Purpose

[2019-2024 Sustainability Plan](#) outlines a bold approach to reimagine our future to shape healthy, inclusive and sustainable communities. This annual report outlines the progress made in year three towards the defined objectives, targets and metrics defined within the core priorities.



Recognition

Humber College was named one of Canada's Greenest Employers for the seventh year in a row.

NX Building was the first [Passive House](#) Certification for a non-residential building in Canada.

Ranked 62nd out of 328 institutions and 6th in Canada for [Sierra Cool Schools Ranking](#) (2021).

Humber is a newly certified [Bee Campus](#) (2021).



Culture & Community

Disclaimer (COVID-19)

- Promote sustainable, equitable, diverse, and inclusive actions of students, faculty, staff, and partners.

The COVID pandemic continued to impacted the Humber community and our sustainability goals in various ways, including project capability, outreach and events. Please keep this in mind throughout the report.

SUPPORTING ACTIONS	PROGRESS	SDG
Establishing an institutional EDI framework and strategy	The EDI Framework and Strategy is completed and launched on April 14th, 2022.	
Contribute to the development of an EDI framework and strategy while supporting EDI Committee and Taskforce with integration of a sustainability mindset	The EDI Taskforce is recommending Humber to include the food and belonging report in a comprehensive Food on Campus review and strategy. This review and strategy development is being proposed to be completed during the 2022-2023 fiscal year.	
Conduct cultural health and safety training for staff, faculty, administrators Run Indigenous food workshops connecting themes of wellness, sustainability, culture continuity	Four Seasons of Reconciliation cultural awareness training is a 3-hour, 10-module online course that is designed directly in response to the Truth and Reconciliation Commission of Canada's Calls to Action. It responds specifically to Call to Action #62. This focuses on the need for institutions like Humber to implement curriculum and resources to help people learn about the historical and current context of Indigenous peoples.	

(CONTINUED)

SUPPORTING ACTIONS	PROGRESS	SDG
	<p>To date, 1,125 Humber College employees have completed this training.</p> <p>Indigenous Education and Engagement (IE&E) hosted the 8th annual (virtual) Indigenous Knowledges Gathering (2021) focused on Naawsidoong Mino Nawend-iwin: Building Good Relationships. Bringing together a diverse array of educators, practitioners, scholars, students and members of Indigenous communities, the Indigenous Knowledges Gathering provides a safe space to think about and actively engage in meaningful conversations about the role and inherent responsibilities of education.</p> <p>IE&E held various Asktski Circle and Ninwag Night events including a Chocolate Covered Strawberries Workshop and an International Women’s Day Virtual Networking Dinner.</p> <p>In the lead up to the 2021 holiday season, four of IE&E’s RBC Indigenous Peer Mentor’s shared their favourite holiday recipes on IE&E’s social media platform.</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
<p>Evaluate potential and the development of a policy to have Indigenous owned catering on campus</p> <p>Embed Indigenous Knowledge into the green events toolkit</p> <p>Support Indigenous Education and Education team (formerly Aboriginal Resource Centre) activities through promotion</p> <p>Co-host traditional teachings at North and Lake-shore campuses</p>	<p>Purchasing and Legal departments are currently reviewing the templates and content of Humber's Requests for Proposals and Contracts in order to support Indigenous owned catering on campus.</p> <p>IE&E conducted many events and gatherings virtually in 2021 including the 8th annual Indigenous Knowledges Gathering noted above.</p>	
<p>Support student leadership and development around topics related to Equity, Inclusion and Social Justice through 'At the Intersections' events</p> <p>Develop programming that addresses the diverse needs of Black, African & Caribbean students in relation to mental health and wellbeing</p> <p>Host workshops on environmental racism focused on the social justice dimensions of place, space, environment, and health</p> <p>Support the BASE activities through promotion</p>	<p>April 2021 - Presented with Indigenous Education & Engagement, Black Academic Success & Engagement (BASE), and LGBTQ+ Resource Centre on At the Intersections: Environmental Racism. The event was live streamed on Facebook: 147 people reached, 72 engagements and 106 views.</p> <p>June 2021 - Organized a professional development opportunity with Chuk Odenigbo from Ancestors for Future on Recognizing the Intersections Between Nature, Health and Equity.</p> <p style="text-align: right;">(CONTINUED)</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
	<p>June & August 2021 - The Office of Sustainability cohosted a training workshop with IGNITE staff and work-study students on Sustainability at Humber, Intersections Between Diversity & Inclusion, and Sustainable Purchasing.</p> <p>Oct 2021 - Association for the Advancement of Sustainability in Higher Education presentation on Creating Meaningful Volunteer Opportunities for Students Online, in partnership with the University of Guelph Sustainability Office.</p> <p>Dec 2021 - Repurpose for Purpose event, hosted by Humber Public Relations Certificate students. The event had 121 attendees.</p>	
<p>Create trainings for both staff and faculty to support LGBTQ+ students</p> <p>Enhance Diversity Labs to normalize conversations around anti-oppression in a respectful way</p> <p>Incorporate knowledge for LGBTQ+ related topics in performance evaluation criteria</p> <p>Support the LGBTQ+ Resource Centre through promotion</p>	<p>Supported the LGBTQ+ Resource Centre with event promotion, including the Pride and Trans Flag Raising Ceremony.</p> <p>June 2021 - The Office of Sustainability ran the Humber Bike Month: Pride Edition contest on social media. Participants submitted photos of themselves biking in Pride gear. Throughout the month, we shared resources on how the climate crisis disproportionately affects LGBTQ+ communities and gave away prizes owned by LGBTQ+ businesses.</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
<p>Establish and work towards a Healthiest Campus framework and goals</p> <p>Contribute to the development of a Healthy and Inclusive Campus framework and goals</p>	<p>The Healthy Campus committee completed a framework/plan with short and long-term goals which has been approved/supported by executive. Spring 2022 communications and websites are going to be shared with the community. The focus of the implementation plan is on peer-to-peer approaches, the comprehensive campus food strategy, and conducting a mental health review of student facing policies. The Healthy Campus Planning Committee is being repositioned as an implementation steering committee.</p>	
<p>Engage Humber College and University of Guelph-Humber students to think with a sustainability mindset</p>	<p>The Office of Sustainability hosted various outreach events, workshops, presentations and social media engagements to interact with students. In partnership with the University of Guelph, Humber hosted Youth in Action, a sustainability networking opportunity for Guelph-Humber students.</p>	
<p>Practice sustainability internally and teach students about sustainability</p> <p>Support IGNITE to build their staff and members ability to think with a sustainability mindset</p>	<p>The Office of Sustainability staff provided a training workshop with both the IGNITE Directors and Managers teams related to systems thinking and sustainability mindset with the example of purchasing swag.</p> <p>March 2021 - The Office of Sustainability promoted IGNITE's partnership with Period Aisle, a reusable menstrual product company.</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
<p>Map all International Development Institute (IDI) activities to the Sustainable Development Goals (SDGs)</p> <p>Incorporate an environmental component into all international development projects and raise awareness on complex global challenges</p> <p>Highlight work of IDI and collaborate on Sustainable Development Solutions Network (SDSN) membership</p>	<p>Feb 2021 - In collaboration with the Office of Sustainability, International Development and Community Outreach and Workforce Development, Humber hosted the annual Connecting for Sustainable Futures events, featuring guest speakers from Youth Climate Lab, during International Development Week 2022. The event explored the intersections between youth leadership, climate policy and community action.</p> <p>Four of Humber’s faculty members shared their SDG expertise, promising teaching approaches and readings with Sustainable Development Solutions Network (SDSN) Canada as they created a new initiative called “teaching the SDGs”.</p>	
<p>Map Community Outreach and Workforce Development activities to the SDGs</p>	<p>Community Outreach & Workforce Development (COWD) supports equity-seeking groups by improving access to training, education and employment. COWD achieves this mission by collaborating with internal Humber stakeholders and external community and industry partners to deliver programs, services, and initiatives that address the Social Determinants of Health (SDoH).</p> <p style="text-align: right;">(CONTINUED)</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
	<p>In 2021-2022, special focus was paid to Sustainable Development Goals 1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 16, 17.</p> <p>COWD's community outreach events ranged in focus to address Quality Education (4), Decent Work and Economic Growth (8), Reduced Inequalities (10) and Partnerships for the Goals (17) by connecting to issues related to No Poverty (1), Zero Hunger (2), Good Health & Wellbeing (3), Gender Equality (5), Sustainable Cities and Communities (11), Climate Action (13) and many more.</p> <p>In total, COWD led 586 outreach events with a reach of 11,741 participants in addition to the regular delivery of ongoing programming such as Employment Services, Newcomer Bridging, Pre-Apprenticeships, the Youth Transition Program, and more. This includes virtual information sessions organized for equity-seeking members of the community. Virtual delivery of services continue to affect our outreach to the most vulnerable individuals, however, working in partnership, we were still able to have an impact and find creative, innovative ways to deliver experiential programming.</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
<p>Host workshops on mental health first aid</p> <p>Pilot and evaluate embedding the SDGs into performance reviews within all of Capital Development and Facilities Management (CDFM) department</p>	<p>Oct 2021 - The Office of Sustainability supported Moving for Mental Health Awareness, an annual event promoting physical activity and breaking the stigma around mental health, hosted by Humber Athletics.</p> <p>EDI and Sustainability (within a new section called 'Commitment to Humber's Core Competencies') was a part of all Administrative Staff performance evaluations at Humber College in March 2022.</p>	
<p>Embed sustainability into the Residence Healthy Living Framework</p> <p>Host workshops on how to be sustainable in residence</p>	<p>Sustainability team conducted a workshop and training with new Residence Life Staff and collaborated on orientation events related to 'how to recycle' at North and Lakeshore campuses.</p>	
<p>Increase awareness of sustainability and wellness benefits of the natural areas that are part of and surrounding our campuses</p>	<p>July 2019 - Co-hosted a Bee Hotel workshop with the Humber Arboretum focusing on pollinators and how they are a crucial part of our society's overall health & wellness.</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
<p>Continuous outreach through events, campaigns and initiatives that engage our community in a culture of sustainability</p>	<p>The Office of Sustainability promoted intersectional sustainability through events to engage staff, faculty and students:</p> <ul style="list-style-type: none"> • Earth Day Cleanup was a social media campaign encouraging participants to conduct a solo and/or household cleanup. • Fairtrade Month Giveaway - 120 entries for Fairtrade products • WWF-Canda Living Planet Leader Webinar - 25 attendees • Humber Bike Month: Pride Edition, supporting LGBTQ+ communities and businesses. • Plastic Free July campaign on social media - 208 likes, 874 views • Humber Wellness Talks, featuring Larissa Crawford from Future Ancestors - 129 attendees • Fair Trade Campus Week - 625 views • Green Career Fair, in partnership with FLA and FAST • Connecting for Sustainability Futures, in partnership with COWD and IDI - 52 attendees • Humber's Game-Changing Path to Net-Zero Carbon - 27 attendees 	

SUPPORTING ACTIONS	PROGRESS	SDG
	<ul style="list-style-type: none"> • Humber Earth Month <ul style="list-style-type: none"> a. Youth in Action: Opportunities in Sustainability. A sustainability networking and storytelling event connecting youth-led sustainability organizations with students from Ontario. This event was hosted in partnership with the University of Guelph and the University of Waterloo. b. Stories of Spring - Two-Eyed Seeing Workshop: Students, staff and faculty explored the Humber Arboretum and looked for signs of Zligwan (Spring). Participants learned about connecting with nature through mind, body, heart and spirit. c. Storytelling Workshop - Tell Your Climate Story: Facilitated by Climate Illustrated, students, staff and faculty were given story writing prompts to explore their feelings, memories and emotions relating to sustainability and climate change. d. Our Climate Café - Climate Anxiety: Students, staff and faculty came together to discuss climate anxiety and ways to cope. e. Sustainability Town Hall: The town hall provided updates for the community about the Sustainability Plan, Climate Action Plan, and HLOs. 7. Advocacy in Sustainability: Students from the Environmental Advocacy, Justice and Sustainability course shared their capstone projects with the community. <p>Overall, Humber Earth Month events and social media campaigns reached 300 participants.</p> • Nine Sustainability Spotlights featuring members of the Humber and Guelph-Humber community leading sustainability initiatives at the college and in their communities. 	

SUPPORTING ACTIONS	PROGRESS	SDG
<p>Conducted annual Sustainability Culture Assessment</p>	<p>The Office of Sustainability conducted the Sustainability Literacy Assessment (pre/post) in spring and fall 2021 which includes questions for the cultural assessment. Results showed that participants feel strongly about sustainability and related issues. There was also a general increase of participants selecting 'Strongly Agree' or 'Always' to statements regarding their view on sustainable values and habits.</p>	
<p>Adopt language about "climate crisis" across the institution</p> <p>Integrate sustainability and the SDGs in communications across the institution</p> <p>Embed sustainability into events on campus</p>	<p>March 2022 - The Office of Sustainability, Facilities Management, and Energy & Climate Change team hosted the annual Sustainability Town Hall. The town hall was an opportunity to provide updates about Year 3 of the Sustainability Plan and the Humber Learning Outcomes (HLOs) and announce Humber's official Climate Action Plan and commitment to net-zero.</p> <p>All events, workshops and communications from the Office of Sustainability and other departments across the college feature the SDGs.</p>	

Indigenous Education Plan- Naawsidoong Mino Nawendiwin: Building Good Relationships

Humber's 2021-2023 Indigenous Education Plan (IEP) reiterates the college's longstanding commitment to Indigenous learners, families, communities and organizations. The IEP supports the principles outlined in CIGan's Indigenous Education Protocol, the Truth and Reconciliation Commission of Canada's (TRC) Report and Calls to Action, and the Declaration on the Rights of Indigenous Peoples. To learn more about each priority's goals and actions items, access the full [Indigenous Education Plan document](#).



Teaching, Learning & Applied Research ●

Sustainability will be embedded into all academic program curricula to help prepare every Humber graduate to be career-ready citizens.

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<p>Staff and Faculty Mindset / Student Mindset</p>	<p>Integrate the Sustainability mindset into the curriculum of all academic programs</p> <p>Advise on the development, delivery and assessment of sustainability outcomes at the course and program level (i.e., capstone projects, course materials, etc.) as well as any new programs and courses that may be created</p>	<p>Percentage of courses/ programs that identify sustainability as being taught, reinforced and measured (COSSID)</p>	<p>Sustainability (Humber Learning Outcome) intentionally embedded at the program and course level in four programs in development. Faculty sustainability mindset teaching resources toolkit is in Beta version with a plan to present it to the community in 2022.</p> <p>FLA launched a new Sustainability Stream pathway option in General Arts and Science. This is a pathway designed to guide students into green sector programs and careers. The first cohort started in September 2021.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Staff and Faculty Mindset	Continue growing the Faculty-led Sustainability Champions Group (e.g. professional development and peer to peer learning, creation of resources)	Engagement/ attendance, resources created	The Faculty Sustainability Champion Community of Practice continued to share and engage with each other on new ways to teach a sustainability mindset.	
Staff and Faculty Mindset	Create and deploy a professional learning program to develop sustainable educators	Create program and track number of participants	The first module of the training program was developed and is set to be piloted in 2022.	
Teaching and learning research	Conduct the Sustainability Literacy Assessment (SLA)	Survey results	The Office of Sustainability conducted the Sustainability Literacy Assessment (pre/post) in spring and fall 2021. A representative sample of 40 participants was collected. Overall, the results indicate a significant increase of participants selecting the correct responses from 2020 to 2021 (suggesting increased knowledge of sustainability over the year).	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Teaching and learning research	Incorporate findings of SLA and other related research to ensure evidence informed policies and decisions	Number of studies, results	The Humber Learning Outcomes project in terms of monitoring and analysis was paused during 2021 due to Covid. More to come in 2022.	
Teaching and learning research	<p>Conduct Indigenous Education class visits</p> <p>Connect Indigenous Education and Engagement with Faculty Sustainability Champions Group</p>	Number of visits	<p>IE&E launched the 2021-2023 Indigenous Education Plan (IEP) which reiterates the college's longstanding commitment to Indigenous learners, families, communities and organizations. The IEP supports the principles outlined in CICan's Indigenous Education Protocol, the Truth and Reconciliation Commission of Canada's (TRC) Report and Calls to Action, and the Declaration on the Rights of Indigenous Peoples.</p> <p>No workshops were done on with IE&E and the Faculty Sustainability Champions Group in 2021 due to the pandemic, staffing and work-to-rule limitations.</p>	

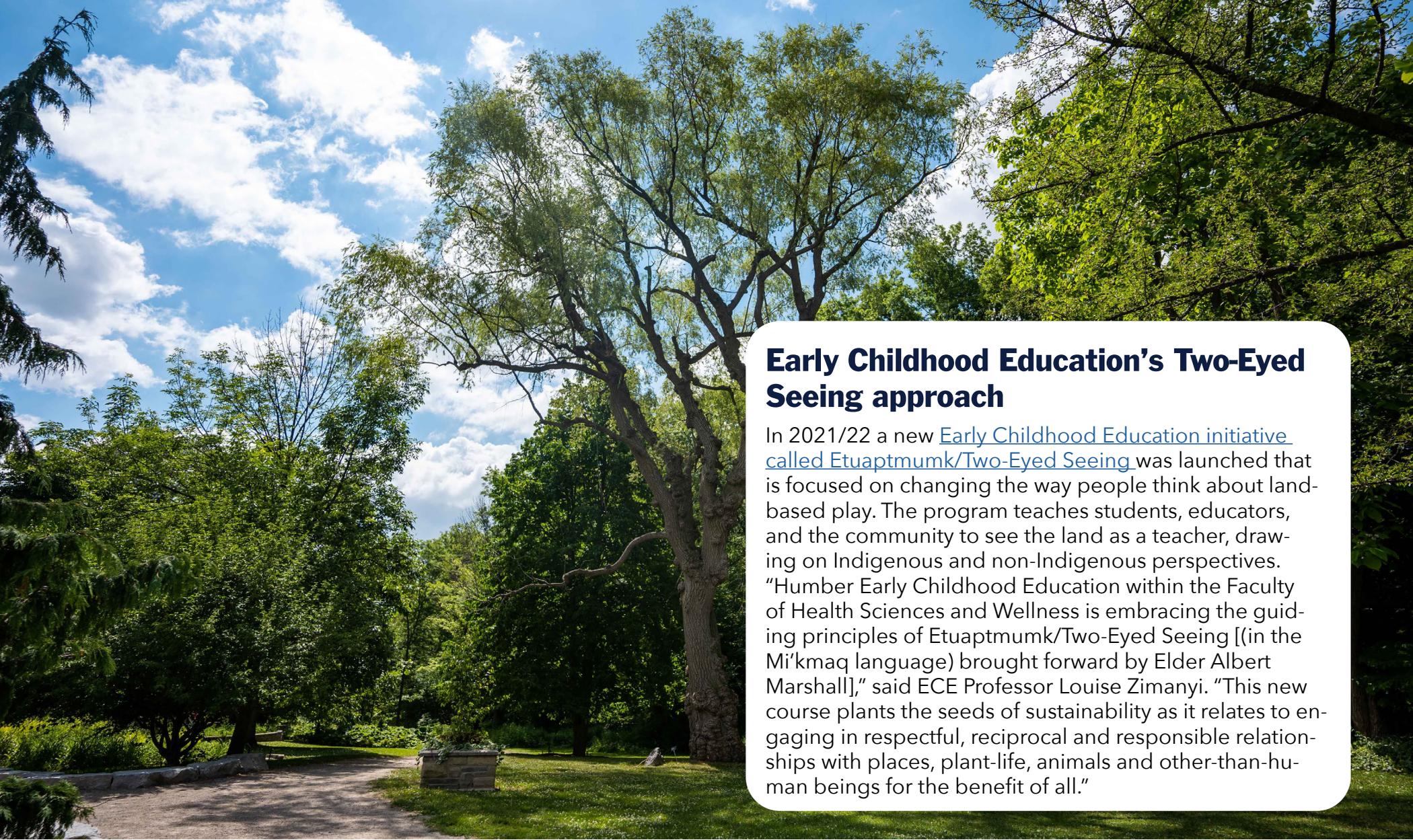
PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Teaching and learning research	Create a course within Indigenous Knowledge Certificate connecting Indigenous Education and Sustainability	Course created	The 4 Seasons of Reconciliation cultural awareness training was piloted with the ECE faculty. Feedback is now being integrated into Phase 2 and continues into 2022.	
Teaching and learning research	Define, track, review and set goal for number of Applied Research and the scholarship of teaching and learning (SoTL) project work in sustainability	Number of projects, students engaged, faculty engaged, and partners	There is no update on this action.	
Teaching and learning research	Create a framework which considers an Applied Research project's level of sustainability as an evaluation criterion. Projects with a high sustainability score will be prioritized		There is no update on this action.	
Teaching and learning research	Establish guidelines to embed the principles of sustainability into every Applied Research project	Framework created and tracked	A workshop for all new Applied Research projects was developed and ran in April 2021.	
Community outreach and workforce development	Create a fund for social innovations that address Sustainable Development Goals (SDGs)	Creation of fund, track participation annually, impact of business	This fund was paused in 2021 due to Covid. Will review in future.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<p>Community outreach and workforce development</p>	<p>Continue the reach of the established Humber College Community Partnership Fund (HCCP Fund) that supports social investments in the local community to address community needs with a focus on access to education and training for under-represented groups</p>	<p>Track projects and their impact annually</p>	<p>In 2021-22, the HCCP Fund continued with its open call process, reviewing applications as they came in. The 2021-22 projects that occurred had significant impacts on underrepresented individuals' ability to access higher education pathways. These include:</p> <ul style="list-style-type: none"> • Virtual Summer Math Camp (FLA, COWD, and the local Boys & Girls Club) that targeted local racialized youth in grades 7-9 to improve their math skills and STEM career exploration. • Jamaican Canadian Association scholarship for two incoming students, addressing a financial barrier to higher education. • Lakeshore Garden Pods Project (FSCS). • Math for Moms and Dads for low income families. • Sponsorship of Humber's FIRST Robotics Competition for youth in Grades 9-12, and King's Court Basketball for youth in the Toronto and Hamilton areas and lead by Humber staff & varsity students 	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Teaching and learning research	<p>Provide experiential learning opportunities for students with faculty, e.g:</p> <ul style="list-style-type: none"> • In-class presentations • Capstone projects • Applied Research projects • Connect students with IEMP and sustainability projects 		<p>The Office of Sustainability is developing a Co-Curricular Record (CCR) credit connected to having students participate in environmental stewardship and invasive species management within the Arboretum.</p> <p>Learning by Leading™ Program: In summer 2021 re-designed the LxL™ structure for official launch in Fall 2021</p> <ul style="list-style-type: none"> • Humber Arboretum Ambassadors in Training (HAATS) & Humber Arboretum Ambassadors (HAA's) • Fall 2021 - Successful launch of the new LxL model and have connected HAATS to ECE Placement opportunities <p>ECE 127 - Early Childhood Education Placement Piloted virtual placement for 10 students in Early Childhood Education</p> <p>NURS 3066 - Community & Population Health Nursing Placement 3rd year hosting this 12 week placement with 8 students</p> <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Bachelor of Community Development students: In 2021, students partnered with the Office of Sustainability for their applied research capstone project. The research project looked at ways to engage diverse students, staff and faculty with the Office of Sustainability at Humber College. The students completed a literature review and interviews with equity groups on campus to identify gaps in engagement. Then, they presented their findings in a final research paper which was presented to the community</p> <p>A multi-disciplinary team of students participated in a capstone project focusing on the upcoming North Campus District Energy & Steam to Hot Water Conversion construction project. They were presented with the challenge to come up with a range of design options to reduce campus energy and greenhouse gas emissions through district energy. This gave them the opportunity to work together and in parallel with a real-world project, including engagement and feedback from the industry team delivering the same project for Humber.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Teaching and learning research	<p>Expand the value and availability of learning opportunities for Humber College students connected with the Humber Arboretum and Centre for Urban Ecology</p> <p>Support above through greater promotion of the Humber Arboretum to internal and external community</p>		<p>Nature Canada Survey: The Office of Sustainability took part in a survey that was used to identify projects currently taking place on site to look at areas needing support that aligned with Nature Canada grant opportunities. We identified two funding opportunities in the NatureHood for school program funding and Work to Grow for funding to hire racialized youth.</p> <p>Nature Exchange Virtual Podcast: This started in 2020 focused on many different aspects of nature open to Humber and UGH community as well as the broader community. It continues to run twice a month on Wednesday afternoons from 2:00pm to 3:00pm through Microsoft teams platform.</p>	
Teaching and learning research	Create a Sustainability Library Guide		The Sustainability Education Resource guide was completed in 2019 in partnership with the Library and is updated annually.	



Early Childhood Education's Two-Eyed Seeing approach

In 2021/22 a new [Early Childhood Education initiative called Etuaptmumk/Two-Eyed Seeing](#) was launched that is focused on changing the way people think about land-based play. The program teaches students, educators, and the community to see the land as a teacher, drawing on Indigenous and non-Indigenous perspectives. "Humber Early Childhood Education within the Faculty of Health Sciences and Wellness is embracing the guiding principles of Etuaptmumk/Two-Eyed Seeing [(in the Mi'kmaq language) brought forward by Elder Albert Marshall]," said ECE Professor Louise Zimanyi. "This new course plants the seeds of sustainability as it relates to engaging in respectful, reciprocal and responsible relationships with places, plant-life, animals and other-than-human beings for the benefit of all."

Sustainable Operations ●

Build and operate low-impact campuses that support health and well-being, equity, diversity and inclusion, learning, innovation, biodiversity, ecosystem health and community.

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Natural Environment	Develop a sustainable Landscaping Management Program (LMP) for campus spaces	Program created and tracked	Humber became a designated Bee Campus in the Fall 2021. We went beyond an LMP during the process of becoming a Certified Bee Campus and following organic landscaping standards. We developed a Pollinator Action Plan in 2021 instead of an LMP which articulates and achieves much of what an LMP would have.	
Natural Environment	Develop a biodiversity management strategy designed to identify vulnerable ecosystems and species on campus	Strategy created and followed	Strategy development has not begun, this is a year 4 action. Much work is being done that will be included in a future biodiversity management strategy: <ul style="list-style-type: none"> • Became Bee Campus certified • Invasive Species Management: 2021 Arboretum staff (Lynn Short, Andrea Sudak) developed Invasive Species Control Plan for the Public Garden. <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<ul style="list-style-type: none"> • Winter 2022 completion of first Invasive Control report • Developing a CCR credit connected to having students participate in environmental stewardship within the Arboretum. • Fall 2020/Winter 2021 City of Toronto removed manitoba maples from our meadow that were starting to encroach into our forest ESA and naturalized area with native trees and shrubs. • Summer 2021 City of Toronto staff removed extensive amounts of garlic mustard from this area 	
<p>Natural Environment</p>	<p>Create a Master Plan for the Humber Arboretum that connects with Humber College’s campus land-use planning process for academic and non-academic purposes</p> <p>Participate in the development of the Humber Arboretum Master Plan and ensure accessibility and interconnection with Humber’s campus land-use plan</p>	<p>Develop Master Plan</p>	<p>Master Plan development has not begun, this is a year 5 action.</p> <p>Accessibility/Wayfinding: New wheelchair access route leading from LX to the Humber Arboretum entrance was completed.</p> <p>(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Paved path runs alongside the “green bubble” and a concrete curve has been re-constructed to allow for wheelchair access at both ends of the paved path. Establishment of a pathway leading from the CUE upper floor fire exit to ensure proper evacuation of people needing assistive devices.</p>	
<p>Natural Environment</p>	<p>Culturally-based tree planting during Camp Choice</p>	<p>Events, marketing</p>	<p>Camp Choice is a summer program that brings grade 7/8 students from various First Nation communities throughout Ontario together to participate in a three day and two-night college experiential camp. In 2021 it was run virtually.</p>	
<p>Natural Environment</p>	<p>Foster continued connection and evolution of current Indigenous teachings such as land-based ways of living and learning</p>	<p>Examples of Activity</p>	<p>Many different activities have been offered throughout the 2021-2022 year. For example, Planting with Auntie Lynn provided participants with tips and tricks for planting herbs. The 2021-2022 Indigenous Knowledge Gathering, Naawsi-doong Mino Nawendiwin (Building Good Relationships), was also another workshop that offered Indigenous teachings as well.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<p>Natural Environment</p>	<p>Enhance the natural functions of the Humber Pond that includes living labs, an outdoor classroom, social gathering spaces and wildlife habitats</p>	<p>Examples of activity annually</p>	<p>City of Toronto completed several large-scale naturalization plantings onsite since 2019 in the following areas:</p> <ul style="list-style-type: none"> • Humber Restoration Pond - Riparian zone plantings by Staff and community volunteers • West Humber Trail Connection - Planted native trees and shrubs in areas that were disturbed by trail construction • Shrubland Meadow - Naturalization planting in area where invasive tree species were removed <p>Bird box monitoring - community volunteer still assisting with maintenance and monitoring of bird boxes in our shrubland meadow.</p> <ul style="list-style-type: none"> • Winter 2021 re-located 6 boxes for easier access for maintenance and monitoring • Summer 2021 results 11 tree swallow nests with 60 eggs total and 6 wren nests (3 dummy or fake nests) <p>Toronto Region Conservation Authority completed a biological inventory of the Humber Arboretum in 2021</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Food Systems	Conduct the Good Food Challenge every two years	Purchase data	The decision was made to track food data using the Sustainability Tracking, Assessment & Rating System (STARS) and will be conducted in 2022.	
Food Systems	Review the Good Food Challenge baseline results and set a target of Good Food on campus by 2024	Percentage of Good Food	Results from the STARS reporting later in 2022 will go into review of targets.	  
Food Systems	Establish a Campus Good Food Committee	Committee established, active participation	The committee is established and led by Dining Services.	
Food Systems	Provide opportunities to learn about Good Food	Activities annually	Limited work was done in this action as most food service on campus was closed or very limited in 2021. The EDI taskforce put forward a food and belonging report and has recommended a comprehensive Food on Campus review and strategy in 2022-2023.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Food Systems	Embed the definition, values and practices of Good Food into current and future college services and RFPs to ensure principles are followed wherever possible	Track procurement data	This action was slowed due to the pandemic but as food services return on campus this work will continue.	
Food Systems	Explore where and how Good Food, including culturally diverse food, can be expanded and available across campus	Purchase data	A review and development of a comprehensive and holistic campus to community food strategy has been proposed for the next fiscal year. The review will focus on nutrition, affordability, sustainability, and equity. The review will contemplate the Humber community's relationship with food, the importance to a sense of belonging and inclusion within community, food security for students and staff, sustainable food provision, etc.	
Food Systems	Review the Green Restaurant Certification and become certified	Minimum 2-3 star	No progress was made in 2021 as campus operations were drastically reduced in 2021 because of the pandemic. Work will start again in 2022.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Food Systems	<p>Reduce the availability of foods that are not reflected in the new Canada Food Guide, including sugary drinks</p> <p>Increase the availability and marketing behind foods that are reflected in the updated Canada Food Guide</p>	<p>Purchase data % availability</p> <p>Access to water in each building</p>	No progress was made in 2021 as campus operations were drastically reduced in 2021 because of the pandemic. Work will start again in 2022.	
Food Systems	<p>Expand Soupbar to the Lakeshore Campus</p> <p>Support Soupbar expansion through communications and engagement</p>	Completed expansion, data on usage	In 2021 the Soupbar remained a contactless fridge to-go option. IGNITE also added dry soup from a local vendor called Soup Girl and provided students with grocery vouchers from Go Cart City.	
Food Systems	Explore solutions to increase food security within our community	% students reporting food insecurity, need baseline	The Soupbar was successful in providing nutritious food that was prepared from rescued food from practical lab classes and harvest from the Food Learning Garden. We will continue to provide this service through the Faculty of Business in conjunction with Ignite and Campus Services in 2022.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Food Systems	<p>Expand the reach of the Humber Arboretum Food Learning Garden. Continue food growing and integration with Arboretum community programming and Faculty of Health Sciences programs</p> <p>Connect the Arboretum Food Learning Garden with internal and external partners to improve distribution of food grown on campus</p>	Examples of partnerships and activities within Humber and with surrounding communities	The Food Learning Garden continued to grow food in the 2021 season and most of the harvest was used by Humber’s Culinary programs to cook soups for the Soup-bar program (described above) and to residence students.	
Sustainable Purchasing	Evaluate right-size printer across all areas, fleet review and balancing	Conduct evaluation and make adjustments	Printing was significantly reduced over the pandemic. Tracking of printing at each printer is being collected monthly and reporting will be shared later in 2022.	
Sustainable Purchasing	Purchase 100% Post Consumer Waste paper	100% FSC paper	In 2021 Humber began purchasing 100% FSC and PWC paper for regular printer paper sizes: 8.5x11, 8.5x14 and 11x17	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Purchasing	Track printing data and share with community	Track volume paper purchased, printing done by department, users	<p>IGNITE’s Human Resources, Finance and Administration moved to paperless</p> <p>Accounts Payable department has significantly reduced printing. In 2018-2019, AP printed approximately 97,655. To-date, AP has reduced printing by 83,938.</p>	
Sustainable Purchasing	Collaborate through the Humber Seneca Polytech Partnership	Partnerships created	<p>Collaborating with Ontario Colleges Purchasing Managers Association (OCPMA) group. A sub-committee of 4-6 members has been formed who will conduct an RFP to finalize an Expert in the area of Sustainability for developing standardized sustainable and social procurement framework, policies, toolkits for colleges.</p>	  
Sustainable Purchasing	Increase use and familiarity of electronic signatures	Number of processes defaulting to e-signatures	<p>The pandemic sped up adoption for electronic signatures and familiarity with other digital campus tools.</p> <p>(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Humber's 2016-2021 Academic Plan and Digital Campus Plan are wrapping up, consultation is in process to determine teaching, learning and digital campus priorities for the next three years. The Academic Plan sets out the priorities and goals related to teaching in learning including programming, research and innovation, faculty and staff development, and partnerships. The Digital Campus Plan focuses on the technology that enhances teaching and learning and allows us to be more agile, connected, impactful, and sustainable. More information about the process here.</p>	
<p>Sustainable Purchasing</p>	<p>Reduce procurement of swag and physical materials campus-wide.</p>	<p>Standards and communications provided, review conducted</p>	<p>In 2021, the Office of Sustainability reviewed of sustainability commitments and actions of all of Humber's approved vendors and highlighted those that prioritize sustainability and equity deserving groups. This information was shared with all campus buyers of branded merchandise (swag).</p> <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Reduction is always the first focus, but more sustainable and equitable companies also being prioritized.</p> <p>IGNITE's Human Resources and Finance and Administration moved to paperless and increased sustainability training for staff. IGNITE also created a social procurement form which is sent to almost all vendors to gather information on their sustainable initiatives to improve decision making with a sustainability mindset.</p>	
Climate Action and Built Environment	Formalize a Sustainable Building Standard for Humber Campuses using global best practices in all new construction and renovations	Standard created	Development of a sustainable building standard began in 2021 and continues into 2022.	
Climate Action and Built Environment	Minimum LEED Platinum certification on all new construction	Number of projects	This is the standard practice for all new construction projects.	
Climate Action and Built Environment	Develop a Sustainable Campus Land-Use Planning Guideline that embeds sustainability goals, including preparedness, for the impacts of the changing climate	Guideline developed and followed	This action is set for year 4 (2023). Development has not begun.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Climate Action and Built Environment	Continue progress towards Humber's Integrated Energy Master Plan (IEMP) resulting in reductions of 30% greenhouse gas emissions, 50% per unit area in energy use, and 50% per student in water use by 2034	GHG: tCO ² e Energy: ekWh Water: M ³	IEMP progress has continued with the implementation of various projects. Examples include lighting retrofits at the north campus and optimization of HVAC sequences of operation. The team also completed a major building envelope upgrade at the Centre for Trades and Technology Building. A solar photovoltaic system was also installed on the roof of B building at North campus. Finally, construction of Phase 1 of the net-zero carbon Humber Cultural Hub started at the Lakeshore Campus - the largest capital project in Humber's history.	 
Climate Action and Built Environment	Develop a Climate Action Plan for Scope 1,2 and 3 green house gas emissions	Plan created	Published a Climate Action Plan in March 2022 which sets the college to reach net-zero by 2050 and focuses on reducing emissions at the source rather than purchasing carbon offsets.	
Climate Action and Built Environment	Update our emissions inventory annually and begin to track and report Scope 3 greenhouse gas emissions	Report published, GHG emissions	Did not conduct 2020 GHG emissions due to Covid and campus in-person attendance was drastically reduced. Inventory will be done in 2022.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Climate Action and Built Environment	Influence transformational change in the marketplace by challenging industry with new and innovative approaches to sustainable design and operations	Examples of activity annually	Humber's focus this year has been on designing our new district energy system. It is designed to reduce greenhouse gas emissions at the North Campus by 60% by switching from a natural gas fueled steam system to a low temperature hot water network, fueled mostly by electricity. We believe this project will be on the cutting edge of decarbonization projects and show others a path to net zero carbon while still maintaining a financial payback.	
Climate Action and Built Environment	Produce engaging communications throughout campuses and buildings outlining how sustainability is integrated into the design and construction	Examples of activity annually	In collaboration with GRMC, Humber released the NX Building video, highlighting NX's passive house certification and rigorous energy-efficiency - 480 views. The Barrett CTI video was released, and educational video highlighting the sustainability features of the building.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Climate Action and Built Environment	Install 1.1MW of renewable energy across North and Lakeshore campuses	Percentage of renewable energy	This action was achieved in Fall 2021.	
Climate Action and Built Environment	Integrate universal design principles into campus planning and design to ensure the institution's products and environments enable accessibility, functionality and social inclusion	Examples of activity annually	Humber invested over \$250,000 this year to further accessibility improvements. This includes ramp replacements and visual fire alarm signals in all washrooms.	
Climate Action and Built Environment	Consider WELL standard for an existing and/or future buildings to create healthy spaces	Review conducted	The WELL Building Standard (WELL) standard as well as others are being reviewed during the current development of a sustainable building standard that continues into 2022.	
Climate Action and Built Environment	Formalize ongoing engagement of facilities staff in sustainable renovations and building designs in order to support the Sustainable Building Standard	Track training provide	This is ongoing work that continues in particular during the development of the sustainable building standard.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Climate Action and Built Environment	Provide experiential learning opportunities for students that are connected to campus development projects whenever possible	Annual examples of IEMP projects	Students completed energy audits of the University of Guelph Humber building, supported by actual building utility and performance data. Significant student involvement in the North Campus Steam to Hot Water Conversion project: we did a townhall explaining the upcoming project and opportunities for student engagement, Capstone project for FAST students during winter 2022 semester.	
Climate Action and Built Environment	Work with Academic Faculty to connect curriculum to on campus energy and building projects	Annual examples of IEMP projects	Students completed energy audits of the University of Guelph Humber building, supported by actual building utility and performance data. Significant student involvement in the North Campus Steam to Hot Water Conversion project: we did a townhall explaining the upcoming project and opportunities for student engagement, Capstone project for FAST students during winter 2022 semester.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Transportation	Implement Transportation Demand Management (TDM) Plan	TDM Plan actions completed	<p>This is ongoing. Recent examples:</p> <ul style="list-style-type: none"> • New EV charging stations were added to Lot 9 at North campus in early 2022 • New flexible multi-use 10-park declining balance parking permits 	
Sustainable Transportation	Implement a robust carpool matching tool and revitalize the carpool program	Tool created, communicated and tracked	Carpool program development in progress. Launch postponed due to COVID. Launch is planned for Fall 2022.	
Sustainable Transportation	Continue to improve and communicate about carshare program	Increased use of programs (users)	The carshare program was paused through the pandemic.	
Sustainable Transportation	Review potential of a bike-share program	Review conducted	Bikeshare Toronto added two locations on and near the Lakeshore campus. Humber is engaged to have one near the north campus as the Bikeshare Toronto program expands.	
Sustainable Transportation	Review Campus Fleet and replace fleet with electric vehicles over time	Number of vehicles	We are monitoring and tracking our current fleet as they reach end of life and equivalent EVs become available.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Transportation	Participate in all regional discussions related to a student transit pass	Participation	This is ongoing.	
Sustainable Transportation	<p>Create a Digital Campus Plan to deliver digital solutions to the Humber community</p> <p>Share information about the sustainability benefits of initiatives accomplished by the Digital Campus Plan</p>	Policy created and adopted	A Digital Campus Plan is currently in development in alignment with an updated Academic plan.	
Sustainable Transportation	Install electric vehicle charging stations to meet evolving campus and community needs	Number of EV stations	<p>Adding some EV chargers at North (4 chargers in Lot 9) + Lakeshore (added more # chargers in WEL).</p> <p>North Campus has sixteen electric vehicle (EV) charging stations in the Commuter Hub (parking garage), four in Staff Parking Lot 9, and two at 110 Carrier Drive. There will also be more charging stations installed at the welcome centre. Free charging for the first 4 hours was reinstated.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Transportation	Incorporate accessibility and bike infrastructure into all campus design and infrastructure	Examples as they occur	Humber College North Campus is the planned western termination of the new Light Rapid Transit (LRT) line along Finch Avenue West. Construction led by Metrolinx is underway and plans include secure bike parking and bike paths connecting to those already existing in the area.	
Sustainable Transportation	Embed information about sustainable transportation options into all staff, faculty and student information	Examples as they occur	<p>This slowed during the pandemic while most were working and studying from home.</p> <p>This communication has begun to return and be refreshed.</p>	
Sustainable Transportation	Evaluate commute modal split	% Single Use occupancy vehicles	This will be conducted in Fall 2022.	
Sustainable Transportation	Explore use of an electric shuttle bus service	Number of vehicles	Plans are currently underway to have electric shuttles in use in 2023.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Waste Systems	Reduce the volume of waste generated by 15% per campus user	Metric Tons	<p>PPE recycling boxes were added to both campuses to help reduce the contamination of gloves/masks from COVID-19. Our waste hauler does not accept any bags with any type of PPE, it will be completely sent to Landfill. We successfully diverted 41 pounds of PPE from landfill in 2021!</p> <p>In 2021, our waste diversion rate was 48% in total, it was 51% at North and 34% at Lakeshore. Waste generated per student is 0.047 Tonnes/per FTE.</p>	
Waste Systems	Increase waste diversion to 80% per campus user	Metric Tons	<p>In an effort to maintain waste diversion rates, different initiatives have been implemented. We have been focusing on reducing our waste through different means such as implementing O2GO and promoting reusable mugs/bottles.</p>	
Waste Systems	Reduce contamination in all waste streams	Metric Tons	<p>Total waste generated in 2020 was 1125 MT, in 2021 it is 1028 MT.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Waste Systems	Build and implement a strong engagement strategy to increase awareness of on-campus waste reduction and separation practices	Create and execute ongoing strategy	<p>Waste Warrior Wednesday occurs every other Wednesday on social media, highlighting different tips for recycling, composting, repurposing, etc.</p> <p>This will also extend to home waste audit for staff/students to help them consider their waste production habits and decrease them.</p> <p>Adding signage and information posters on HTV's all over campus.</p>	
Waste Systems	Expand access to food waste collection bins across all campuses	Metric Tons of wasted food in waste audit	In 2020 Food waste collection was expanded in new four sorter bins in public spaces. Food waste collection continues to expand to individual departments by request.	
Waste Systems	Review the sustainability of hazardous waste disposal practices	Conduct Review	This is a year 3 action.	
Waste Systems	Review potential for a reusable food service mug program where possible	Conduct Review	Work on the reusable container program is the priority at this time.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Waste Systems	Standardize responsible disposal of waste for users (i.e. bins, locations)	Program created and communicated	Sorting bins and signage was renewed in public spaces in 2020 & 2021. Work is ongoing to improve individual and more specific areas as needed.	
Waste Systems	Review potential to introduce dedicated service staff to sort waste in campus cafeterias	Conduct Review	As a result of the pandemic and food service being closed and reduced this review has yet to be conducted.	
Waste Systems	Tax use of paper cups	Program created and communicated	As a result of the pandemic and food service being closed and reduced this review has yet to be conducted.	
Waste Systems	Review potential for a reusable food service ware option for catering that is not chinaware	Conduct Review	As a result of the pandemic and food service and catering being closed and reduced this review has yet to be conducted.	
Waste Systems	Significantly reduce single-use and unsustainable items from campus (single-use water bottles, plastic straws, plastic cutlery, plastic bags, single-use condiments & milks, etc.)	Reduction in sales/purchases	Plastic straws replaced with paper straws at majority of dining areas (branded and non-branded). Addition of battery recycling in common area at GH and PPE recycling in BCIT.	



O2GO Reusable Container Program

Developed by [OZZI](#), the O2GO® Reusable Food Containers are a cost-effective alternative to single-use, throwaway containers. Approximately five million throwaway containers have been averted from landfills and oceans by using the O2GO reusable containers. At Humber, 91 per cent of participants are happy with the program. For more information, including cleaning and sanitizing practices, [visit our website](#).



WE ARE

FUTURE FOCUSED



HUMBER
Office of Sustainability

humber.ca/sustainability
@SustainHumber

sustainability@humber.ca
Office E103, North Campus