

2022-2023

HUMBER'S ANNUAL SUSTAINABILITY REPORT



Core Priorities

Culture & Community

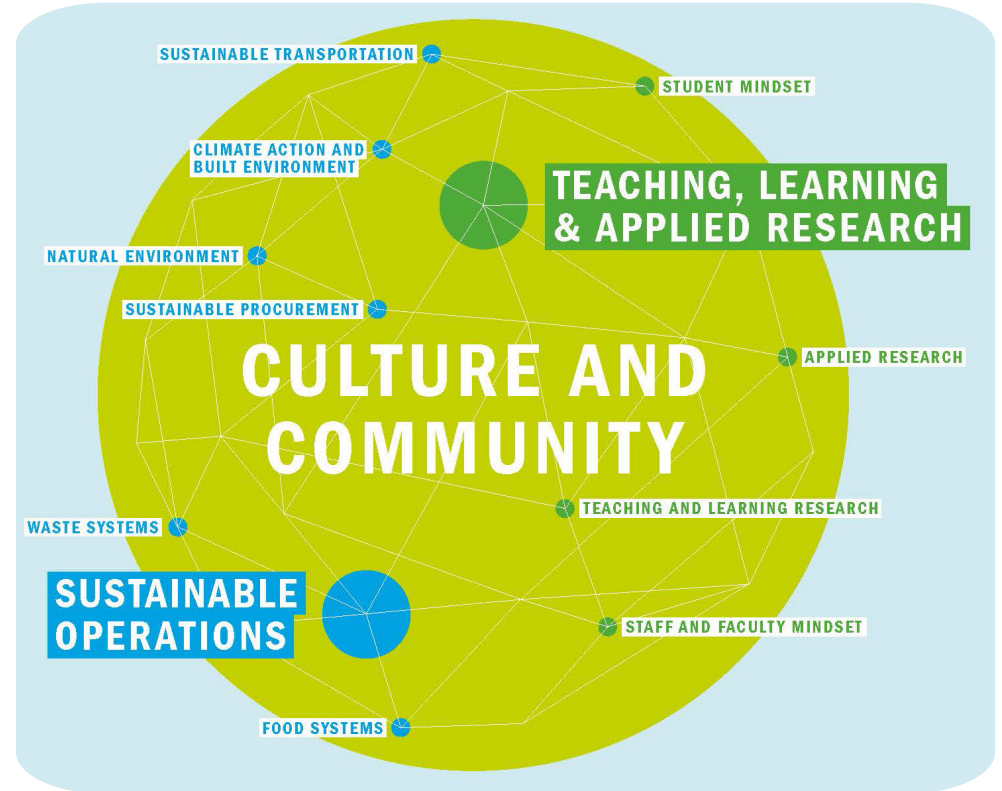
Promote sustainable, equitable, diverse, and inclusive actions of students, faculty, staff, and partners.

Teaching, Learning & Applied Research

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

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 earned its highest Sustainability, Tracking, Assessment and Reporting System (STARS) score ever, ranking fifth among all reporting colleges and universities in Canada and first place in the Associate category.

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





SWITCH

SWITCH is a bold infrastructure project that directly addresses heating and cooling systems, the largest source of carbon dioxide emissions at Humber's North Campus. The project will reduce reliance on natural gas by switching from a steam-based system to a modern hot water system generating heat mostly using electricity. The project will have a financial return while decreasing energy use, reducing natural gas use by 70 per cent at the North Campus, and providing students with work integrated learning opportunities.

Health is Humber: Wellbeing Strategy

Building on the college's commitment to prioritizing health, a Wellbeing Strategy and virtual Health hub were created in May 2023. The Wellbeing Strategy maps the health and wellbeing environment at Humber, and how those values are inherent to other strategic plans already in motion such as the Indigenous Education Plan and the Sustainability Plan. Wellness is approached from a holistic lens that considers social, mental, physical, and financial areas of health. The [virtual Health hub](#) contains campus resources and additional information about a healthy Humber.






Canadian Colleges for a Resilient Recovery (C2R2)


Humber College became a member Canadian Colleges for a Resilient Recovery (C2R2). This coalition of Canadian colleges received 45.6 million dollars of funding from the Government of Canada to offer micro-credentials that provide skills and training for workers entering low-carbon economy. These micro-credentials are offered at no cost and provide workers and employers with options to update skills quickly. "It's wonderful that Humber is involved because this is the work that has to be a priority - reskilling for the low-carbon economy - as it's one of the ways we can really contribute to a better future," said Lindsay Walker, associate director, Sustainability at Humber.





Culture & Community

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


SUPPORTING ACTIONS	PROGRESS	SDG
<p>Establishing an institutional EDI framework and strategy</p>	<p>The Institutional Equity, Diversity & Inclusion Framework and Strategy was established in April 2022 and continues to build a diverse and inclusive community of students, faculty, and staff.</p>	
<p>Contribute to the development of an EDI framework and strategy while supporting EDI Committee and Taskforce with integration of a sustainability</p>	<p>A Campus Food Strategy is currently in development as a result of the recommendations from EDI Taskforce. This will directly feed into the next Food Service contractor RFP in 2024.</p>	
<p>Conduct cultural health and safety training for staff, faculty, administrators</p> <p>Run Indigenous food workshops connecting themes of wellness, sustainability, culture continuity</p>	<p>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. As of September 2022, 1,1307 Humber College employees have completed this training.</p> <p style="text-align: right;">CONTINUED</p>	



SUPPORTING ACTIONS	PROGRESS	SDG
	<p>In Nov 2022, Indigenous Education and Engagement (IE&E) hosted the 9th annual virtual Indigenous Knowledge Gathering that focused on overcoming adversities through Indigenous wellness. This gathering brings together a diverse array of educators, practitioners, scholars, students, and members of Indigenous communities and provides a safe space to think about and actively engage in meaningful conversations about the role and inherent responsibilities of education</p> <p>Other events hosted by IE&E on an annual basis include; Powley Day and National Day for Truth and Reconciliation and Orange Shirt Day.</p>	
<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 Planning Committee completed a framework that sets out the principles, framework, and goals to support health and well-being of its students, employees and community.</p> <p>The Healthy You campaign launched in early 2023, with actions set to improve the mental, physical, financial, and social health of all community members.</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 Engagement team (formerly Aboriginal Resource Centre) activities through promotion</p> <p>Co-host traditional teachings at North and Lakeshore campuses</p>	<p>Humber introduced Birch Bark coffee to campus catering and select food outlet locations in the Fall of 2022. Birch Bark is certified organic, Indigenous-owned, Fair-Trade coffee that is SPP certified. Birch Bark commits that a portion of all sales go to providing clean drinking water to Indigenous communities.</p> <p>The Office of Sustainability team regularly supports IE&E events. This includes the participation of the Powely Day Event, the National Day for Truth and Reconciliation, Orange Shirt Day and the promotion of IE&E events through the Office of Sustainability's social media platforms.</p> <p>January 2023 - In partnership with IE&E and Peer Wellness, the Office of Sustainability hosted Look Within: strategies to address climate anxiety. In the event, students learned more about climate anxiety, strategies to address anxious feelings, and how to craft a meaningful land acknowledgement informed by their relationship to the land.</p>	


SUPPORTING ACTIONS	PROGRESS	SDG
<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 BSSE (formally BASE) activities through promotion</p>	<p>January 2022 - Black Student Support and Engagement (BSSE) hosted a Wellness Wednesday event themed Art as Therapy, where Black-identifying students engaged in a conversation with artist Cassie "Poetic" Watts about art as a form of therapy.</p> <p>March 2022 - In partnership with IGNITE, BSSE organized the Black Excellence Conference that counted with a spoken word session, a virtual market, and an interview with multi-hyphenate artist Keke Palmer.</p> <p>October 2022 - BSSE organized the Black Masculinity and Mental Health event for a conversation about mental health stigma, especially for Black men.</p> <p>February 2023 - BSSE hosted multiple Black Heritage Month events, addressing topics such as community self-love, health and wellness. The Office of Sustainability participated in the Love Thyself: Mind, Body & Soul event as one of the service booths.</p>	


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SUPPORTING ACTIONS	PROGRESS	SDG
	<p>March 2023 - In partnership with BSSE and Indigenous Education & Engagement, the Office of Sustainability organized a gardening session led by Isaac Crosby, a Humber Alum with Black and Ojibway ancestry. In this guided gardening session, participants learned about what seeds to get started in the winter, watering and other gardening tips. Isaac also shared about his family history and emphasized the need for solidarity between Indigenous and Black Canadians.</p> <p>Throughout the year, the Office of Sustainability also supported BSSE with event promotion and partnerships.</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>The Office of Sustainability supported the LGBTQ+ Resource Centre and 2SLGBTQ+ Employee Resource Group with event promotion and attended events. The sustainability team also participated in the "Display your Pride" contest with the victorious submission of a MS Teams background image that showcased influential queer activists, scientists, and environmentalists.</p> <p>As part of Pride Month, the Office of Sustainability highlighted five queer environmentalists on social media.</p>	


SUPPORTING ACTIONS	PROGRESS	SDG
<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>In September 2022, the Office of Sustainability gave a presentation to Fashion Arts and Business students, explaining sustainability topics as they relate to the fashion industry. The students then incorporated takeaways from the presentation into the Eco Closet event.</p> <p>In November, 2022, the Office of Sustainability facilitated a workshop for student staff from the Student Life department, where they learned more about introductory sustainability topics and how to apply a sustainability mindset in their daily lives.</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 provided a virtual training workshop for IGNITE staff and Board of Directors. This is an annual and mandatory workshop that covers topics of sustainability at Humber, EDI and how sustainability can be incorporated in an individual's lifestyle.</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>Humber celebrated International Education Week (IEW) in November 2022. The International Development Institute (IDI) hosted a screening of the Entrepreneurship + Digital Livelihoods + Creative Arts: socio-economic empowerment of refugee women in Kenya project, followed by a panel discussion with project partners from Humber College and CAP Youth Empowerment Institute in Kenya.</p> <p>IDI also participated in the Global Cultural Hub hosted by the International Centre to introduce the International Development Institute to new audiences, shed light on Humber’s development initiatives and bring awareness to students about student engagement in our projects.</p> <p>The Cultural Connectors program, supported by Global Learning Opportunities, provided students with an interactive volunteer experience, and the chance to contribute positively to the campus community and become global leaders. Peer events created a stronger community that focused on inclusivity and intercultural development. With two cohorts from January 2021 to March 2022, 44 students hosted events on the topics of language learning, culture sharing, hobby interests, and global family fun.</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
<p>Map Community Outreach and Workforce Development activities to the SDGs</p>	<p>Community Outreach & Workforce Development 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>COWD’s community outreach events ranged in focus to address Quality Education (4), Decent Work and Economic Growth (8), Industry, Innovation, and Infrastructure (9) Reduced Inequalities (10) and Partnerships for the Goals (17) by connecting to issues related to No Poverty (1), Gender Equality (5), Sustainable Cities and Communities (11), and Life on Land (15).</p> <p>In 2022, COWD led 324 outreach events with a reach of 20,436 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.</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>The Centre for Human Rights, Equity & Inclusion continued to offer Equity and Inclusion Dialogues (EID) throughout the year to support staff and faculty, including a Support Circle for Black Employees, 2SLGBTQ+ Capacity Building, and Respect at Work sessions.</p> <p>November 2022 - The Office of Sustainability supported Public Relations' students event Winter Wellness Land by providing giveaway prizes, sharing tips for a more sustainable event, and amplified event promotion. The student-led event promoted wellness strategies with attendees.</p> <p>To celebrate Earth Month, the Office of Sustainability and FYE hosted the Building Resilience Through Rest event. In this event, participants engaged in a wide array of wellness related activities, snacks, and resources to optimize health and wellbeing. Students had the opportunity to learn more about Traditional Chinese Medicine, create wellness plans with Peer Wellness Coaches, and decorate small pots to take home with a spider plant.</p> <p>(CONTINUED)</p>	


SUPPORTING ACTIONS	PROGRESS	SDG
	<p>The Office of Sustainability also hosted the Look within: Strategies to address climate anxiety in collaboration with SWAC, Peer Wellness Coaches, and IE&E. Participants learned how to support their mental, physical and spiritual wellness in this climate-themed event. Attendees filled journaling prompts, participated in a body scanning led by a Counsellor, tasted Humber honey, learned how to make a meaningful land acknowledgement, and had a chance to win prizes.</p>	
<p>Embed sustainability into the Residence Healthy Living Framework</p> <p>Host workshops on how to be sustainable in residence</p>	<p>Sustainable residence tips are included in the Residence Handbook that is shared with all students living in residence.</p> <p>The Office of Sustainability conducted a workshop and training with Residence Life Staff and Resident Assistants about the reusable container program. Residence staff from the North Campus learned key aspects of the O2GO program while residence staff from the Lakeshore Campus learned about the Friendlier program.</p>	


SUPPORTING ACTIONS	PROGRESS	SDG
<p>Increase awareness of sustainability and wellness benefits of the natural areas that are part of and surrounding our campuses</p>	<p>In June 2022, the Office of Sustainability took part in Pollinator Week celebration by sharing content about pollinators and their importance on social media. The Office of Sustainability also partnered with the Humber Arboretum for an Instagram Live and Q&A about pollinators.</p> <p>The Humber Arboretum hosted multiple events related to the wellness benefits of the natural environment, including:</p> <ul style="list-style-type: none"> • Art Wellness Earth: an event organized by the Arboretum Ambassadors, an opportunity for participants to reconnect with Earth and unplug. • The Nature Exchange: A City Dweller’s Guide to Nature; where attendees shared tips and their experiences in nature in the city. 	

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> <p>TTC Photo Day: For one day, students were welcomed to obtain their TTC Postsecondary Student ID at both North and Lakeshore campuses. With the ID, students are eligible to receive a discount on their monthly TTC passes and access the public and sustainable transportation at a lowered cost.</p> <p>In total, more than 350 members of the Humber community attended events throughout Earth Month. Here are some examples of such events:</p> <ol style="list-style-type: none"> a. Radical Imagination Workshop: In a session co-facilitated by ReImagine17, participants learned how to exercise radical imagination to create a more sustainable and equitable world through a critical approach to the UN's Sustainable Development Goals (SDGs). b. Building Resilience Through Rest: Students had the opportunity to learn more about Traditional Chinese Medicine, create wellness plans with Peer Wellness Coaches, and decorate small pots to take home with a spider plant. <p style="text-align: right;">(CONTINUED)</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
	<p>c. Community Eco Night: Hosted by the Lakeshore Interpretive Centre, the event was a celebration of environmental stewards in the South Etobicoke and Humber College community. Groups like the GARDENS Lakeshore, Citizens Concerned about the Future of the Etobicoke Waterfront, and Humber beekeepers and instructors Fran Freeman and John Coffman exchanged resources and experiences with residents. Fran Freeman, Robin Salt from the GARDENS Lakeshore, and Gabi Hentschke from the Office of Sustainability gave short presentations on different sustainability and climate action topics.</p> <p>d. Sustainable Communities Gathering: Participants learned more about the sustainability field by chatting with different organizations that work in the environmental sector. Terracycle, One Piece a Day, SmartCommute, Friendlier, and High Park Nature Centre were some of the organizations attending the event</p> <p>E-Waste Collection Week: At a variety of campus locations, bins were offered to the Humber community to dispose of their electronic waste.</p>	


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SUPPORTING ACTIONS	PROGRESS	SDG
	<p>Nine Sustainability Spotlights featuring members of the Humber and Guelph-Humber community leading sustainability initiatives at the college and in their communities were shared.</p> <p>The Office of Sustainability runs the Sustainability Ambassador program, which recruits student volunteers from Humber and Guelph-Humber. Sustainability Ambassadors play a crucial role in educating the Humber community and beyond about sustainability.</p> <p>Sustainability Ambassadors actively contribute to the Office of Sustainability's blog</p> <p>In 2022/23 we have had the most students (30) engaged in the Ambassadors program ever.</p>	
<p>Conducted annual Sustainability Culture Assessment</p>	<p>The Sustainability Literacy Assessment (SLA) and Sustainability Cultural Assessment (SCA) were conducted in the fall and spring semester of 2021/22. A sample of 40 (Fall 2021) and 27 (Spring 2022) participants was collected.</p> <p style="text-align: right;">(CONTINUED)</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
	<p>While COVID impacted the number of participants, there was an increase in sustainability knowledge across cohorts, and of participants selecting “Strongly Agree” or to statements regarding their support for 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>In Fall 2022, along with the launch of #ReuseHumber, the Office of Sustainability in partnership with Ancillary Services launched three Low-Waste Event Spaces (G Building, Welcome Centre, and Barret CTI).</p> <p>Presentations, workshops and communications from the Office of Sustainability frequently offer learnings on the SDGs, and how they connect across the institution as well as to the lives, roles and responsibilities of Humber staff, students, and faculty.</p> <p>As a pilot project, the Office of Sustainability team attended the 2022 President’s BBQ and incentivized attendees to opt for reusable cutlery sets over disposables. During the event, the team was placed at various waste stations to guide attendees on correct waste sorting habits.</p>	


Teaching, Learning & Applied Research


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



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 (COS-SID)</p>	<p>Humber launched its Humber Learning Outcomes (HLO) framework. This framework is a tool to guide the creation of sustainability-related learning outcomes in academic programs and courses. Humber currently offers 579 courses that connect sustainability through aspects of ecological, social, or economic systems.</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. As part of the curriculum, students must volunteer with an environmental organization to receive full academic credits.</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 Champions for Sustainability Community of Practice continued to share and engage with each other on new ways to teach a sustainability mindset. As of 2022/23, there are 56 members who meet approximately 3-4 times a year.	
Staff and Faculty Mindset	Create and deploy a professional learning program to develop sustainable educators	Create program and track number of participants	<p>February 2023 – 30 support staff at Humber attended a sustainability professional development session.</p> <p>March 2023 - The first module of training program was delivered to a group of 10 managers at the College.</p>	
Teaching and learning research	Incorporate findings of SLA and other related research to ensure evidence informed policies and decisions	Number of studies, results	<p>Humber College reported the most recent findings of the SLA in the 2023 STARS report. Results indicated a moderate increase in sustainability-related knowledge across cohorts.</p> <p style="text-align: right;">(CONTINUED)</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Humber nurtures key mindsets (Indigenous Ways of Being, Knowing, and Doing; Sustainability; Systems Thinking; EDI) that unite the Humber community and guide the behavior and actions of Humber graduates in work and life.</p> <p>The HLOs are an essential part of the International Graduate School's Community and Industry Engagement course; more than 600 students have drawn connections and reflected on their skill and mindset development through this programming.</p> <p>In Spring 2023, faculty from all six Academic Faculties mapped the HLOs across their curriculum. Next steps include the increased implementation of the HLO mindsets and skills into classroom materials and practices; the HLO team has developed toolkits and resources to support faculty in this process.</p> <p style="text-align: right;">(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>The HLOs will also be integrated into students' experiences with Work Integrated Learning and Centres of Innovation.</p>	
<p>Teaching and learning research</p>	<p>Conduct Indigenous Education class visits</p> <p>Connect Indigenous Education and Engagement with Faculty Sustainability Champions Group</p>	<p>Number of visits</p>	<p>IE&E continues to carry out the 2021-2023 Indigenous Education Plan (IEP) which reiterates the college's longstanding commitment to Indigenous learners, families, communities and organizations.</p> <p>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>The faculty working to build IWB-KD into Humber's nursing program shared their approach and progress with the Faculty Champions group.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Teaching and learning research	Create a course within Indigenous Knowledge Certificate connecting Indigenous Education and Sustain-	Course created	<p>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.</p> <p>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. As of Sept 2022, 1,307 Humber College employees have completed this training.</p> <p>IE&E now offers Indigenous Teaching & Learning Bundles as micro-credentials to support faculty in incorporating Indigenous perspectives into their classrooms. These bundles cover topics such as Indigenous education, worldviews, anti-racism, cultural safety, land-based pedagogy, activism, climate change, etc.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
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	<p>In the Fall of 2022 the Office of Sustainability, in collaboration with Applied Research & Innovation, completed an inventory to determine the percentage of research projects that incorporated sustainability in the past three years.</p> <ul style="list-style-type: none"> • 18% of all research projects conducted research that is related to sustainability • 19% of employees that conducted research projects engage in sustainability research • Out of Humber's six academic faculties, four faculties conducted research related to sustainability 	
Teaching and learning research	Establish guidelines to embed the principles of sustainability into every Applied Research project	Framework created and tracked	Every year, the Office of Sustainability and Office of Applied Research and Innovation hosts a minimum of two workshops to discuss research and sustainability, offering resources and assistance to Humber's researchers to implement sustainability and conservation in all projects.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
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		No work on this was conducted this year.	
	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 underrepresented groups	Track projects and their impact annually	<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. <p>(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<ul style="list-style-type: none"> • 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 	
Teaching and learning research	Create a fund for social innovations that address Sustainable Development Goals (SDGs)	Creation of fund, track participation annually, impact of business	This fund ended for the time being.	
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 reviewed annually.	

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>Fashion Arts and Business students annually host an Eco Closet event in collaboration with the Office of Sustainability and IGNITE student union. Gently used business attire items are collected and then sold at accessible prices to Humber students, staff and faculty with the revenue being donated to the charity. Countless garments were saved from ending up at landfills and more than \$1,900 was raised and donated to Youth Without Shelter.</p> <p>In 2022/23, a team of Community Development students conducted their capstone project in collaboration with the Office of Sustainability to conduct research on the receptiveness of individuals who use the Humber cafeterias, including students and staff, toward utilizing the Friendlier Reusable Container Program.</p>	

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PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Students gained insight into possible obstacles to using the reusable containers and suggested ways to improve the reusable container program to increase receptiveness and usability.</p> <p>A Faculty of Applied Sciences and Technology student did an ergonomic evaluation and analysis of how people interact with visual wayfinding elements such as words and images and graphics on waste sorting bins in public spaces. The student researcher created a prototype wayfinding graphic which temporarily overlaps the current waste bins on campus to observe campus-users waste sorting habits. The overall goal of the student's thesis is to redesign the waste collection system to reduce the number of recyclables that end up in the landfill and make the act of throwing out waste simpler and less intrusive.</p> <p>Project SWITCH offers multiple "Campus as a Living Lab" opportunities for Humber students. (CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Each winter semester a student team from the Faculty of Applied Sciences and Technology will be presented with a challenge aligned with the project's progress where students will also be invited to tour the project's central plant to learn more about the SWITCH's innovative features.</p> <p>Sustainable Energy and Building Technology students in the SNRG 350 Capstone Project 2 (W2023) course were selected for a project competition funding by the Barrett Foundation. Seven projects from the 2022/23 graduating class analyzed the relationship between sustainability and the built environment where the students had the opportunity to present their capstone projects to a group of Humber faculty, staff, and community partners that mentored their work.</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<p>Teaching and learning research</p>	<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>The Humber Arboretum and Centre for Urban Ecology (CUE) offers a wide variety of environmental and outdoor education camps, events and programs for schools and community groups. In 2022, the CUE hosted:</p> <ul style="list-style-type: none"> • Nature Conversation Circles: Staff from Humber’s Centre of Urban Ecology and the Math & Writing Centre is offering the Humber community a chance to practice their listening and speaking skills and to build their vocabulary on topics related to nature, including ecology, climate change, sustainability, as well as the names and characteristics of all kinds of plants and animal. • Eco-Garden Community Workshop Series: In partnership with the Etobicoke Master Gardeners, this workshop series provides the Humber community to learn about creating and maintaining your gardens. <p>(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Events are offered virtual or in person and covers a variety of topics such as:</p> <ul style="list-style-type: none"> • Winterwood: Winter Tree Identification • Plant Identification • Growing Your Own Food Native Plants • Invasive Plants, Control, and Alternatives • First-hand Look at Invasive Plants, Control, and Alternatives • Pollinator Friendly Gardening • Pruning • Indoor Plants • Kenyan Delegation Tour - Benchmarking mission for TVET-18-Young Africa Works • Peruvian Delegation Tour - Environmental Initiatives involving the community • Humber International Student Nature Walk <p>The Office of Sustainability social media platforms regularly promote various tours/workshops/events centered around the Arboretum and ecological/environmental stewardship.</p>	



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	<p>Humber renewed its Bee Campus status in the summer of 2022. The Pollinator Action Plan, which acts as Humber’s Landscaping management program, continues to be implemented.</p> <p>Humber’s Facility Management Grounds Maintenance team manages all grounds organically (as defined by STARS), without the use of inorganic fertilizers and chemical pesticides, fungicides, and herbicides. At North and Lakeshore campus, Humber follows the NOFA Standards for Organic Land Care and uses an organic tree oil to control for insects and diseases.</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<p>Natural Environment</p>	<p>Develop a biodiversity management strategy designed to identify vulnerable ecosystems and species on campus</p>	<p>Strategy created and followed</p>	<p>Work is being done that will be included in a future biodiversity management strategy.</p> <p>The Ecological Restoration Specialist, Lynn Short, developed and completed an Invasive Species Control Plan for the public gardens located at Humber's Arboretum to ensure that invasive species do not spread from the public garden into surrounding natural areas.</p> <p>Summer 2022 Groundskeeping created a new pollinator garden at the North Campus by the B driveway entrance. Students from the Horticulture Apprentice Program, led by Liane Cook, were involved in the planting of native and ornamental plants gardens at the rooftop of the Barret Centre for Technology and Information (BCTI) at the North Campus in June and July of 2022.</p> <p>(CONTINUED)</p>	






PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Humber Arboretum staff have been active in removing hundreds of kilograms of invasive species from and near the environmentally significant area (ESA) on the Humber Arboretum grounds.</p> <p>Humber College applied for and was awarded the City of Toronto's Greening Partnerships Grant with the goal of enhancing pollinator habitat. The grant will allow Humber to plant an additional 42 trees and 510 shrubs at the North Campus, further supporting a healthy habitat for pollinators.</p>	
<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>Develop a Master Plan</p>	<p>The Humber Pond Revitalization project is almost complete. The TRCA still plans on managing invasive species and monitoring plantings for new and ongoing infill opportunities in areas that have already been planted.</p>	 <p>(CONTINUED)</p>




PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>The TRCA is currently planning a site assessment to construct an outdoor gathering space closer to the main campus due to concerns of flooding.</p>	
<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 a Master Plan</p>	<p>A new accessible switch back path leading from the Humber Arboretum Garden down to the West Humber was completed in 2022. The City of Toronto and Toronto Region Conservation Authority (TRCA) completed the building of new bridges in the valley to replace those previously damaged by flooding.</p>	
	<p>Integrate sustainable stormwater management into campus design and management practices following Toronto’s Green Standards.</p>	<p>Examples of activity annually</p>	<p>Stormwater Management principles are being integrated into a Humber Green Building Standard currently in development (21/22). Toronto Green Standards, LEED and other standards are being embedded within.</p> <p style="text-align: right;">(CONTINUED)</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>The Humber Cultural Hub, currently under construction at the Lakeshore Campus, has integrated many sustainable design features including over 50,000 square feet of green roofs that will help filter and absorb stormwater.</p> <p>On campus, underground storage tanks collect stormwater runoff, and release it slowly over time. This prevents drainage systems from becoming overwhelmed during heavy rainfall events.</p> <p>In 2023, Humber will also refurbish the permeable pavers that are in the drop off loop in front of the LRC.</p>	
Natural Environment	Culturally-based tree planting during Camp Choice	Events, marketing	<p>Indigenous 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.</p> <p style="text-align: right;">(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Students stay at Humber’s Main Campus Residence and spend one day at the Lakeshore Campus.</p> <p>The camp is designed to expose elementary-aged youth to postsecondary education programs and introduce them to potential fields of study. Cultural leadership is provided by elders with the assistance of senior Indigenous college students, who are the Camp Choice Youth Instructor. Camp Choice Youth Instructors share their pathway through post-secondary to promote different entry methods to post-secondary along with their personal experience of attending Humber.</p> <p>Camp Choice combines residence living with hands-on workshops and group activities that promote Indigenous culture and increase Humber College program exposure - all in a fun and supportive environment. In 2022, the program was offered virtually to abide by the stay-at-home order due to COVID-19.</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Natural Environment	Foster continued connection and evolution of current Indigenous teachings such as land-based ways of living and learning.	Examples of activity	<p>The Centre for Urban Ecology developed a partnership with the Eutaptmumk – Two-Eyed Seeing Program ECE 234 course. This course used the Arboretum as an outdoor learning space with indoor spaces being used only for inclement weather.</p> <p>A new course on Indigenous Health (BSCN 2085) was developed to connect students enrolled in the Nursing Program with the CUE. Winter 2023 is the first semester this course has run. There is an ongoing partnership between the Humber Arboretum and Humber’s IE&E. This includes joint restoration and conservation activities in the Arboretum and continuous celebration and maintenance of the Medicine Garden.</p>	
Food Systems	Conduct the Good Food Challenge every two years	Purchase data	In 2022, Food and Beverage purchasing data was retrieved from Humber’s main food service providers; Chartwells and Longo Faculty of Business. This data was submitted to the 2023 STARS report.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Food Systems	Review the Good Food Challenge baseline results and set a target of Good Food on campus by 2024	Percentage of Good Food	<p>Of all food and beverage purchases made by Chartwells and Longo Faculty of Business during the fiscal year of 2021/22:</p> <ul style="list-style-type: none"> • 2.3% were sustainably/ethically produced • 29.5% were plant-based <p>This data is reflected in the 2023 STARS report.</p>	  
Food Systems	Establish a Campus Good Food Committee	Committee established, active participation	A Campus Food Strategy working group was started in 2022 to guide the process of developing a Humber Campus Food Strategy. This strategy is slated for completion in Fall 2023 and will inform the Request for Proposals for a new Food Services provider.	
Food Systems	Review the Green Restaurant Certification and become certified	Minimum 2-3 star	No action was taken on this and a re-evaluation will be done in 2023.	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Food Systems	Provide opportunities to learn about Good Food	Activities annually	The EDI taskforce put forward a food and belonging report and has recommended a comprehensive Food on Campus review and strategy in 2022-2023.	
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	On an ongoing basis, the Office of Sustainability works with all departments on RFPs to include sustainability requirements when applicable. As a result, Humber College's RFPs contain standard languages that involve sustainability as a criterion when procuring services and/or products. This includes RFPs pertaining to chemically intensive products and services, consumable office products, furniture and furnishings, information technology (IT) and equipment, professional services providers, and food services providers	
Food Systems	Support Soupbar expansion to the Lakeshore campus through communications and engagement	Completed expansion, data on usage	IGNITE's Soupbar remained a contactless fridge to-go service.	






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>	<p>A Campus Food Strategy working group was started in 2022 to guide the process of developing a Humber Campus Food Strategy.</p> <p>As part of strategy development, a consulting firm named Kaizen Food was tasked with conducting a campus-wide food survey. This survey gathered community feedback on how food connects to belonging, health and well-being, nutrition, sustainability, affordability, and food security. It also asked how the community engaged with food on campus, to better meet service needs.</p> <p>This survey results will help inform the Request for Proposals for a new Food Services provider.</p>	
Food Systems	Explore where and how Good Food, including culturally diverse food, can be expanded and available across campus	Purchase data	<p>A review and development of a comprehensive and holistic campus to community food strategy was proposed and has the development has begun in summer 2022.</p> <p>(CONTINUED)</p>	




PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>The review focuses on nutrition, affordability, sustainability, and equity. The review contemplates 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. More to come in 2023.</p>	
<p>Food Systems</p>	<p>Explore solutions to increase food security within our community.</p>	<p>% students reporting food insecurity, need baseline.</p>	<p>The Soupbar maintained its format of providing nutritious meals prepared from rescued food from culinary labs and vegetables harvested from the Food Learning Garden. In 2022, over four thousand soups were provided to students.</p> <p>In 2022, IGNITE provided additional financial aid to international students from Ukraine and Russia who faced hardships following the invasion of Ukraine. 95 students were assisted, receiving funds to cover costs of rent, food, and other essential expenses.</p>	



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	<p>The Food Learning Garden continued to grow food in the 2022 season and most of the harvest was used by Humber's Culinary programs to cook soups for the Soup-bar program.</p> <p>The CUE partnered with FHSW faculty member Peter Rick to enhance educational and experiential learning opportunities connected to the Humber Food Learning Garden in the Winter and Fall semester of the Nutrition and Healthy Lifestyle Promotion Program. In the Fall semester, students in the program focused on harvesting extra produce to reduce food waste in the garden and to create a variety of different foods with the ingredients available for use in the Culinary labs.</p> <p>The Office of Sustainability and CUE are continuing to explore opportunities to ensure long term support of the Food Learning Garden and future connections to the Centre of Innovation in Health and Wellness.</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Purchasing	Evaluate right-size printer across all areas, fleet review and balancing	Conduct evaluation and make adjustments	<p>Tracking of printing at each printer is being collected and reporting will be shared later in 2023.</p> <p>In Winter 2022, Humber's Office of Sustainability and Information Technology Services began the process of developing an institution-wide print strategy with the goal of better understanding the college's current and future print-related needs.</p> <p>This project has four main principles; boosting productivity, increasing security, positively impacting the environment, and reducing costs as they relate to our internal printing and scanning. Progress and next steps will be shared in 2023.</p>	
Sustainable Purchasing	Purchase 100% Post Consumer Waste paper	100% FSC paper	Humber exclusively purchases 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	In Winter 2022, as part of the institution-wide print strategy, the number of printers on campus and the overall volume of printing was tracked by a print management consultant The More Group. This data will be utilized to inform the future of print on campus, with the aim of reducing overall print volume.	
Sustainable Purchasing	Collaborate through the Humber Seneca Polytech Partnership	Partnerships created	No update on this action in 2022	  
Sustainable Purchasing	Increase use and familiarity of electronic signatures	Number of processes defaulting to e-signatures	This action is completed at this time. The adoption of electronic signatures and familiarity with other digital campus tools greatly increased during the need to work virtually during the pandemic.	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Purchasing	Reduce procurement of swag and physical materials campus-wide.	Standards and communications provided, review conducted	<p>Reduction is always the first focus, but more sustainable and equitable companies are encouraged for use by the Humber community.</p> <p>IGNITE hosted a paperless Hiring Day event on campus, where students looking for work opportunities were instructed not to bring printed resumes.</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 is complete.	
Climate Action and Built Environment	Minimum LEED Platinum certification on all new construction	Number of projects	<p>LEED Platinum certification is the standard practice for all new construction projects.</p> <p>Humber's Cultural Hub is designed to achieve LEED Platinum certification, Net Zero Carbon targets and the Toronto Green Standard.</p> <p style="text-align: right;">(CONTINUED)</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			Construction and design development began in 2020, and the project is expected to reach completion in spring 2025.	
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 2023.	
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: kWh Water: M ³	Humber's IEMP goals are progressing thanks to the new district energy project, SWITCH. It is designed to reduce greenhouse gas emissions at the North Campus by 40% and reduce natural gas usage by 70% by switching from a natural gas fueled steam system to a low temperature hot water network, fueled mostly by electricity. Additional projects implemented include lighting retrofits at North Campus and optimization of HVAC sequences of operations.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Climate Action and Built Environment	Develop a Climate Action Plan for Scope 1,2 and 3 green house gas emissions	Plan created	Our Climate Action Plan sets the college to reach net-zero by 2050 and focuses on reducing emissions at the source rather than purchasing carbon offsets. This plan continues to be implemented though 2022/23.	
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	<p>The Office of Sustainability completed the 2021/22 GHG Inventory. Humber College’s GHG emissions totaled 12,889 tonnes of carbon dioxide equivalent (tCO₂e), having decreased by 57.7% since the 2014/15 baseline year. Specific emissions reductions from baseline are as follows:</p> <ul style="list-style-type: none"> • Scope 1 Emissions = 5,570 tCO₂e, decrease of 21.9% • Scope 2 Emissions = 658 tCO₂e, decrease of 45.4% • Scope 3 Emissions = 6,791 tCO₂e, decrease of 69.9% <p>Overall, scope 1, 2 and 3 emissions have significantly decreased in contrast with the emissions reported from the years prior and the baseline year.</p> <p style="text-align: right;">(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>This is due in part to the COVID-19 pandemic which forced Humber College to shut down and impacted the college's overall direct and indirect operations.</p>	
<p>Climate Action and Built Environment</p>	<p>Influence transformational change in the marketplace by challenging industry with new and innovative approaches to sustainable design and operations</p>	<p>Examples of activity annually</p>	<p>We are preparing for the future by retrofitting the heating and cooling system at the North Campus. SWITCH is on the cutting edge of decarbonization projects and shows others a path to net zero carbon while still maintaining a financial payback. This involves eliminating the current steam-based heating system and pipes, replacing them with a hot-water system and 4.5km of new piping. The project will unify heating and cooling on campus by connecting all buildings to the central plant. Additionally, by recovering heat from the cooling system, efficiency is improved. Battery storage will take advantage of off-peak benefits, when emissions from electricity are lower and energy costs are reduced.</p>	




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	<p>Humber has invested heavily in solar PV systems, and this action was achieved in Fall 2021. The Humber buildings with solar PV Systems are:</p> <p>Learning Resource Commons(120kW), Commuter Hub (694 kW), Buildings E,F,H (278 kW), Building N, (114 kW), Building (NX 24 kW), Building F (20 kW), Building B2 (134 kW).</p> <p>The Humber Cultural Hub will also include solar panels, once complete, which will contribute to the building's net zero certification.</p>	
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	In 2022/23, Humber's investment in accessibility improvements included \$25,000 towards the installation of tactile strips at the top of stairs and ramps at the North Campus.	





PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
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	<p>The SWITCH infrastructure project video was produced highlighting the features that directly address the largest source of carbon dioxide emissions at North Campus, the heating and cooling system.</p> <p>Creative fence coverings were designed to canvas the construction site gates, explaining the benefits of the SWITCH project and educating the community on the emissions produced by buildings.</p> <p>The Office of Sustainability produced several short videos for internal and external distribution, with the purpose of educating the Humber community on the various sustainability features of the new Humber Cultural Hub.</p>	
Climate Action and Built Environment	Formalize ongoing engagement of facilities staff in sustainable renovations and building designs to support the Sustainable Building Standard	Track training provide	With Humber's Green Building Standards completed, further engagement by facilities staff on how to support the standards are ongoing.	



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	Humber students from the Faculty of Applied Sciences and Technology (FAST) have multiple “Campus as a Living Lab” opportunities with the infrastructure project SWITCH, starting in 2022. Each winter semester a student team will be presented with a challenge aligned with the project’s progress where students will also be invited to tour the project’s central plant to learn more about the SWITCH’s sustainable and innovative features.	
Climate Action and Built Environment	Work with Academic Faculty to connect curriculum to on campus energy and building projects	Annual examples of IEMP projects	In collaboration with Siemens Canada, Humber College has developed the Sustainable Microgrid and Renewable Technology (SMART) City Lab which will act as a living lab for students. As part of the SMART City Lab, Humber has installed “Smart Flowers” at North Campus.	



(CONTINUED)



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>The Smart Flowers is designed to teach students about microgrids, which are systems that reliably manage the generation, storage and consumption of energy. Humber College is currently developing curriculum on microgrids for Faculty of Applied Sciences and Technology students in programs including Electrical Engineering Technician - Control Systems and Sustainable Energy and Building Technology.</p>	
<p>Climate Action and Built Environment</p>	<p>Consider WELL standard for an existing and/or future buildings to create healthy spaces</p>	<p>Review conducted</p>	<p>A consultant was brought in to support review of the WELL standard in the context of Humber's building practices. Elements of the standard have been included into Humber's new Green Building Standard which will be public in 2023.</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Transportation	Implement Transportation Demand Management (TDM) Plan	TDM Plan actions completed	The TDM plan was in effect between 2018 to 2022; all actions outlined in the plan have been completed or under development. A new TDM plan will be developed for the consecutive years.	
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 was unveiled with an updated Academic Plan in Fall 2022.	
Sustainable Transportation	Implement a robust carpool matching tool and revitalize the carpool program	Tool created, communicated and tracked	Launched in the Fall 2022, Smart Commute is a carpooling project that is offered to the Humber community via the SmartCommute mobile application or desktop.	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Transportation	Continue to improve and communicate about carshare program	Tool created, communicated and tracked	We have not brought the carshare program back to campus since the COVID-19 pandemic. We continue to evaluate if there is interest and if carshare providers have sufficient vehicle inventory to supply the campus.	
Sustainable Transportation	Review potential of a bike-share program	Increased use of programs (users)	There are two Bikeshare Toronto locations at the Lakeshore campus. North campus stations may come once the LRT Humber College station is completed.	
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.	
Sustainable Transportation	Participate in all regional discussions related to a student transit pass	Participation	This is ongoing.	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Transportation	Install electric vehicle charging stations to meet evolving campus and community needs	Number of EV stations	<p>A total of 23 dual-port electric vehicle chargers are in place across North and Lakeshore campuses. They are all level 2 charging stations and are open to the public. The first four hours of charging are free (parking fees are separate).</p> <p>This total includes the 10 new dual-port electric vehicle chargers recently installed at the Humber Cultural Hub, allowing up to 20 vehicles to charge simultaneously. In recognition of its mission to incentivize sustainable transportation, Humber College received \$100,000 towards the procurement and installation of these chargers from the federal government's Zero Emission Vehicle Infrastructure Program.</p>	
Sustainable Transportation	Explore use of an electric shuttle bus service	Number of vehicles	There is no update on this action at this time.	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
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 was unveiled with an updated Academic Plan in Fall 2022.	
Sustainable Transportation	Incorporate accessibility and bike infrastructure into all campus design and infrastructure	Examples as they occur	<p>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. This entire construction project is anticipated to be completed by December 2023.</p> <p>Humber North and Lakeshore Campus offer secure bike parking. The cost for the year is \$12, and there are over 100 spots available across campuses.</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Transportation	Embed information about sustainable transportation options into all staff, faculty and student information	Examples as they occur	<p>Communications on sustainable transportation options are consistently maintained and refreshed on our website, and promotion takes place during Open House and Orientation events. Smart-Commute is one of the sustainable transportation programs promoted to the Humber community.</p> <p>June 2022 - the Office of Sustainability shared content on social media about the biking infrastructure on campus as part of Bike</p>	
Sustainable Transportation	Evaluate commute modal split	% Single Use occupancy vehicles	<p>In 2022, the Office of Sustainability ran the commute modal split survey to assess how Humber students and employees come to campus. The results showed that 20.06% of students and 65.07% of employees use single-occupancy vehicles as their primary mode of transportation.</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Sustainable Transportation	Install electric vehicle charging stations to meet evolving campus and community needs	Number of EV stations	<p>A total of 23 dual-port electric vehicle chargers are in place across North and Lakeshore campuses. They are all level 2 charging stations and are open to the public. The first four hours of charging are free (parking fees are separate).</p> <p>This total includes the 10 new dual-port electric vehicle chargers recently installed at the Humber Cultural Hub, allowing up to 20 vehicles to charge simultaneously. In recognition of its mission to incentivize sustainable transportation, Humber College received \$100,000 towards the procurement and installation of these chargers from the federal government's Zero Emission Vehicle Infrastructure Program.</p>	
Waste Systems	Review potential for a reusable food service ware option for catering that is not chinaware	Conduct Review	Consideration on this action will happen in 2023/24.	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Waste Systems	Reduce the volume of waste generated by 15% per campus user	Metric Tons	<p>The Office of Sustainability has been focusing on reducing our waste through different means such as implementing O2GO and Friendlier Programs, E-Waste Collection and renewed signage across campus.</p> <p>In the Fall of 2022, Humber established three Low Waste Event Spaces, where catered events have no disposables available. With multiple events happening on campus every day, reducing the availability of disposable food ware in campus catering will reduce waste creation.</p>	
Waste Systems	Increase waste diversion to 80% 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 224.87 pounds of PPE from landfill in 2022.</p> <p>(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>In 2022, our waste diversion rate was 39% in total, it was 44% at North and 26% at Lakeshore. Waste generated per student is 0.018 Tonnes/ per FTE.</p> <p>Additional waste diversion programs implemented on campus include cardboard, mixed papers, comingled recycling, confidential papers, organics, scrap metals, scrap woods/pallets, electronics, bulbs, batteries, printer toners, used furniture, oil and grease, yard wastes, construction & demolition and air filters, as well as waste reduction programs including water bottle refill stations, and double-sided printing.</p>	
Waste Systems	Expand access to food waste collection bins across all campuses	Metric Tons of wasted food in waste audit	No update on this action which was completed in 2020.	
Waste Systems	Tax use of paper cups	Program created and communicat-	This action will be considered within the next Campus Food Services RFP in 2024.	

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>Humber has invested in developing extensive waste reduction and recycling engagement campaigns using a variety of media including posters, social media, and Humber TV ads and videos. This includes promotional videos and social media about Humber’s Reusable Container Programs, PPE Recycling and Office Bin Reduction initiative.</p> <p>The Office of Sustainability and Best Service Pros worked with Humber’s Culinary Labs to implement new waste signage and how-to videos that reviewed proper waste management practices for items that are used daily in the labs.</p>	
Waste Systems	Review potential to introduce dedicated service staff to sort waste in campus cafeterias	Conduct Review	Consideration for this action will happen in 2023.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Waste Systems	Review the sustainability of hazardous waste disposal practices	Conduct Review	<p>Humber has taken steps to reduce the volume and variety of hazardous chemicals on campus, and continues to work with faculties and departments to identify old and/or unwanted chemical products for disposal. The college will continue to review usage of chemicals and measures to minimize the chemical wastes on campus.</p>	
Waste Systems	Standardize responsible disposal of waste for users (i.e. bins, locations)	Program created and communicated	<p>Sorting bins and signage was renewed in public spaces in 2022.</p> <p>Humber has introduced centralized Four-stream Sorting Stations that include compost in key areas and clear signage to make sorting waste as easy as possible for members of the Humber community.</p> <p>In 2022, North Residence replaced outdated waste receptacles with 15 new Four-stream Sorting Stations.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Waste Systems	Review potential for a reusable food service mug program where	Conduct Review	<p>Total waste generated between 2022 and 2023 was 1089.64 MT. Through waste diversion programs, approximately 612.16 tonnes of waste materials were diverted across Humber. The contamination rate of the overall recycling sample decreased by 6.3% compared to 2019.</p> <p>The contamination of recycling streams remains a significant problem at Humber College. Efforts to improve contamination, and the overall volume of waste produced, are ongoing.</p>	
Waste Systems	Reduce contamination in all waste streams	Metric tons	<p>In the Fall of 2022, Humber established Low Waste Event Spaces, where catered events have no disposables available.</p> <p>The buildings that received this designation are Barret CTI at North Campus and Lakeshore Campus' G Commons and Student Welcome and Resource Centre.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
Waste Systems	<p>Significantly reduce single-use and unsustainable items from campus (single-use water bottles, plastic straws, plastic cutlery, plastic bags, single-use condiments & milks, etc.)</p> <p>Investigate creative alternatives to food delivery systems</p>	Reduction in sales/purchases	<p>In the Fall of 2022, Humber College introduced the #ReuseHumber initiative by making the transformation from disposable containers to reusable ones at several cafeterias and dining locations at the North and Lakeshore Campuses.</p> <p>In the effort to reduce single-use packaging decrease waste on campus and align with the federal government’s ban on single use plastics, two programs were introduced: O2GO at North Campus and Friendlier at Lakeshore. By joining, users avoid single-use items and help Humber improve its environmental impact. To date, #ReuseHumber has prevented over 250,000 disposable containers from going to landfill.</p> <p>At majority of dining areas, plastic straws have been replaced with paper straws. There are battery recycling bins at Guelph Humber and PPE recycling at the Barrett CTI.</p>	



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