

# SUSTAINABILITY SUPPORTING ACTIONS





## HOW THE TABLES WORK

The actions highlighted in coloured writing are led by and reported on by others at the college. They are not reported on through the Campus Sustainability Plan. Since they are all actions that are interconnected with campus sustainability, they are reflected in this plan. The actions in black writing are actions that Humber College, partners and the Office of Sustainability commit to leading and supporting and will be reported annually through this plan.

## STARS

The Association for the Advancement of Sustainability in Higher Education (AASHE) administers the Sustainability Tracking, Assessment and Rating System (STARS). STARS is a self-reporting framework for colleges and universities to measure, track and compare their campus sustainability performance.

Since 2013, Humber has used STARS to provide metrics for benchmarking, reporting our progress and sharing our lessons learned. Our current STARS submission is [publicly available](#). We continue to use STARS as a key metric and benchmark for the actions in this plan.

While Office of Sustainability is responsible for reporting on, and supporting sustainability related actions across the institution, this is an institutional plan, and Humber College as a community is responsible for achieving the actions.

## SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2015, United Nations world leaders adopted the [2030 Agenda for Sustainable Development](#). The Agenda outlines 17 goals that demonstrate how economic growth, social inclusion and environmental protection intersect as we strive for sustainable development.

As a leader in polytechnic education, Humber College has the opportunity to make positive contributions to the global goals. This is our action plan for the next five years. Each action in this document is linked to the SDG that it impacts.

### SUSTAINABLE DEVELOPMENT GOALS



# CULTURE AND COMMUNITY

TARGET/ACTION	LED BY	STARS	SDG
<p>Establishing an institutional EDI framework and strategy</p> <p>Contribute to the development of an EDI framework and strategy while supporting EDI Committee and Task Force with integration of a sustainability mindset</p>	<p>Centre for Human Rights, Equity &amp; Diversity</p> <p>Humber College and Office of Sustainability</p>	PA-7	10
<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>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 Aboriginal Resource Centre (ARC) activities through promotion</p> <p>Co-host traditional teachings at North and Lakeshore campuses</p>	<p>Indigenous Education and Engagement</p> <p>Office of Sustainability, Food Services</p>	PA-7	10
<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 &amp; 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>Black Academic Success and Engagement (BASE)</p> <p>Office of Sustainability</p>	PA-7	10
<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>LGBTQ+ Resource Centre</p> <p>Office of Sustainability</p>	PA-7	5
<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>Healthy and Inclusive Campus Steering Committee &amp; Task Force</p> <p>Office of Sustainability</p>	PA-14	3

TARGET/ACTION	LED BY	STARS	SDG
Engage Humber College and University of Guelph-Humber students to think with a sustainability mindset	Office of Sustainability	EN-1	4
Practice sustainability internally and teach students about sustainability	IGNITE	EN-1	4
Support IGNITE to build their staff and members ability to think with a sustainability mindset	Office of Sustainability		
Map all International Development Institute (IDI) activities to the Sustainable Development Goals (SDGs)	International Development Institute	EN-11	17
Incorporate an environmental component into all international development projects and raise awareness on complex global challenges	Office of Sustainability		
Highlight work of IDI and collaborate on Sustainable Development Solutions Network (SDSN) membership			
Map Community Outreach and Workforce Development activities to the SDGs	Community Outreach and Workforce Development (COWD)	EN-11	17
Host workshops on mental health first aid	Human Resources	EN-9	3
Pilot and evaluate embedding the SDGs into performance reviews within all of Capital Development and Facilities Management (CDFM) department	CDFM, Office of Sustainability		
Embed sustainability into the Healthy Living Framework	Residence	EN-3	11
Host workshops on how to be sustainable in residence	Office of Sustainability		
Increase awareness of sustainability and wellness benefits of the natural areas that are part of and surrounding our campuses	Office of Sustainability, Humber Arboretum and Centre for Urban Ecology, Marketing, Healthy and Inclusive Campus Steering Committee & Task Force	EN-5	15
Adopt language about "climate crisis" across the institution	Marketing	EN-4	4
Integrate sustainability and the SDGs in communications across the institution	Office of Sustainability		
Embed sustainability into events on campus	Humber College		
Continuous outreach through events, campaigns and initiatives that engage our community in a culture of sustainability	Office of Sustainability	EN-4	4
Conduct annual Sustainability Culture Assessment	Office of Sustainability	EN-6	17
Foster collaboration with our partners through empathy, compassion, and humility	Office of Sustainability	EN-10	17

# TEACHING, LEARNING & APPLIED RESEARCH

TARGET/ACTION	METRIC	TIMELINE	LED BY	STARS	SDG
<p><b>Integrate the Sustainability mindset into the curriculum of all academic programs</b></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>	Percentage of courses/ programs that identify sustainability as being taught, reinforced and measured (COSSID)	Ongoing	<p>Institutional Learning Outcomes (ILO) Team</p> <p>Office of Sustainability</p>	AC-1	4
<p><b>Continue growing the Faculty-led Sustainability Champions Group (e.g. professional development and peer to peer learning, creation of resources)</b></p>	Engagement/ attendance, resources created	Ongoing	Sustainability Steering Committee (SSC), Teaching and Learning support team, Office of Sustainability, ILO team	AC-7	4
<p><b>Create and deploy a professional learning program to develop sustainable educators</b></p>	Create program and track number of participants	Year 2, 3	Teaching and Learning support team, ILO team, Sustainability Champions Group, SSC	AC-7	4
<p><b>Conduct the Sustainability Literacy Assessment (SLA)</b></p>	Survey results	Annually	Office of Sustainability, ILO team, Teaching and Learning support team	AC-6	4
<p><b>Incorporate findings of SLA and other related research to ensure evidence informed policies and decisions</b></p>	Number of studies, results	Ongoing	Teaching and Learning support team, Office of Sustainability	AC-6	4
<p><b>Conduct Indigenous Education class visits</b></p> <p>Connect Indigenous Education and Engagement with Faculty Sustainability Champions Group</p>	Number of visits	Ongoing	Indigenous Education and Engagement Office of Sustainability	AC-5	4
<p><b>Create a course within Indigenous Knowledge Certificate connecting Indigenous Education and Sustainability</b></p>	Course created	Year 5	Indigenous Education and Engagement, Office of Sustainability	AC-5	4
<p><b>Define, track, review and set goal for number of Applied Research and the scholarship of teaching and learning (SoTL) project work in sustainability</b></p>	<p># projects</p> <p># students engaged</p> <p># faculty engaged</p> <p># partners</p>	Annually	Applied Research and Innovation, Teaching and Learning support team Office of Sustainability	AC-9	4
<p><b>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</b></p>	Framework created and tracked	Year 3	Applied Research and Innovation, Office of Sustainability	AC-10	4

TARGET/ACTION	METRIC	TIMELINE	LED BY	STARS	SDG
Establish guidelines to embed the principles of sustainability into every Applied Research project	Guideline created and tracked	Year 4	Applied Research and Innovation, Office of Sustainability	AC-10	4
Create a fund for social innovations that address Sustainable Development Goals (SDGs)	Creation of fund, track participation annually, impact of business	Year 1	Centre of Entrepreneurship, Office of Sustainability	EN-3	9
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	Ongoing	Community Outreach and Workforce Development (COWD)	EN-3	9
Provide experiential learning opportunities for students with faculty, e.g.: <ul style="list-style-type: none"> <li>• In-class presentations</li> <li>• Capstone projects</li> <li>• Applied Research projects</li> <li>• Connect students with IEMP and sustainability projects</li> </ul>	Track the number of experiential learning projects	Ongoing	Applied Research and Innovation, Humber Arboretum and Centre for Urban Ecology, all faculties, Office of Sustainability, Experiential Learning Taskforce, Community, Workforce Development, IDI	AC-8	4
Expand the value and availability of learning opportunities for Humber College students connected with the Humber Arboretum and Centre for Urban Ecology  Support above through greater promotion of the Humber Arboretum to internal and external community	Track opportunities and participation	Ongoing	Humber Arboretum and Centre for Urban Ecology  Office of Sustainability, Humber College	AC-8	4
Create a Sustainability Library Guide	Create guide	Year 1	Library, Office of Sustainability	AC-10	4

# SUSTAINABLE OPERATIONS

## NATURAL ENVIRONMENT

TARGET/ACTION	METRIC	TIMELINE	LED BY	STARS	SDG
Develop a sustainable landscaping management program (IPM) for campus spaces	Program created and tracked	Year 2	Capital Development and Facilities Management (CDFM), Office of Sustainability	OP-9	15
Develop a biodiversity management strategy designed to identify vulnerable ecosystems and species on campus	Strategy created and followed	Year 4	CDFM, Office of Sustainability, Humber Arboretum and Centre for Urban Ecology	OP-10	15
<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>	Develop Master Plan	Year 5	<p>Humber Arboretum and Centre for Urban Ecology</p> <p>CDFM, Office of Sustainability</p>	OP-9	15
<p>Enhance the natural functions of the Humber Pond that includes living labs, an outdoor classroom, social gathering spaces and wildlife habitats</p> <p>Integrate sustainable stormwater management into campus design and management practices following Toronto's Green Standards</p>	Examples of activity annually	Ongoing	<p>Humber Arboretum and Centre for Urban Ecology</p> <p>CDFM</p>	OP-22	14
Culturally-based tree planting during Camp Choice	Events, marketing	Annually	Indigenous Education and Engagement, Humber Arboretum and Centre for Urban Ecology	EN-3	15
Foster continued connection and evolution of current Indigenous teachings such as land-based ways of living and learning	Examples of activity	Ongoing	Indigenous Education and Engagement	EN-3	15



## FOOD SYSTEMS

TARGET/ACTION	METRIC	TIMELINE	LED BY	STARS	SDG
Conduct the <b>Good Food Challenge</b> every two years	Purchase data	Year 1, 3	Office of Sustainability, MealExchange	OP-7	2
Review the Good Food Challenge baseline results and set a target of Good Food on campus by 2024	Percentage of Good Food	Year 1	Food Services, Office of Sustainability, Faculty of Business – Canadian Centre of Culinary Arts and Science, IGNITE	OP-7	2, 3, 10
Establish a Campus Good Food Committee	Committee established, active participation	Year 1	Food Services , Faculty of Business – Canadian Centre of Culinary Arts and Science, IGNITE, Office of Sustainability	OP-7	3
Provide opportunities to learn about Good Food	Activities annually	Ongoing	Office of Sustainability, IGNITE	EN-5	2
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	Ongoing	Procurement, Office of Sustainability	OP-7	3
Explore where and how Good Food, including culturally diverse food, can be expanded and available across campus	Purchase data	Ongoing	Food Services, Office of Sustainability, Faculty of Business – Canadian Centre of Culinary Arts and Science, IGNITE	OP-7	2
Review the Green Restaurant Certification and become certified	Minimum 2-3 star	Year 5	Food Services, Faculty of Business – Canadian Centre of Culinary Arts and Science	OP-8	2
Reduce the availability of foods that are not reflected in the new <b>Canada Food Guide</b> , including sugary drinks  Increase the availability and marketing behind foods that are reflected in the updated Canada Food Guide	Purchase data % availability Access to water in each building, education	Ongoing	Food Services, Faculty of Business – Canadian Centre of Culinary Arts and Science	OP-7	2

## FOOD SYSTEMS CONTINUED

TARGET/ACTION	METRIC	TIMELINE	LED BY	STARS	SDG
<p><b>Expand Soupbar to the Lakeshore Campus</b></p> <p>Support Soupbar expansion through communications and engagement</p>	Completed expansion, data on usage	Ongoing	<p>IGNITE</p> <p>Office of Sustainability, Humber's Food Learning Garden, Faculty of Business – Canadian Centre of Culinary Arts and Science</p>	PA-8	2
<p><b>Explore solutions to increase food security within our community</b></p>	% students reporting food insecurity, need baseline	Ongoing	Office of Sustainability IGNITE	PA-8, OP-8	2
<p><b>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</b></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	Ongoing	<p>Humber Arboretum and Centre for Urban Ecology</p> <p>Office of Sustainability</p>	OP-8	15

## SUSTAINABLE PURCHASING

TARGET/ACTION	METRIC	TIMELINE	LED BY	STARS	SDG
Create a guiding document for social and sustainable purchasing practices	Document completed, communicated and tracked	Year 1	Purchasing Services, Office of Sustainability, Community Workforce Development (COWD),	OP-11	12
Develop and run workshops to support understanding and use of the campus social and sustainable purchasing guiding document	Communique, number of employees trained	Year 2	Purchasing Services, Office of Sustainability, HR, COWD	OP-11	12
Update main RFP template and Procurement Policy with social and sustainable purchasing language, requirements and evaluation matrices. Develop a tracking mechanism for RFPs integrating sustainability into evaluation matrices	Complete updates	Year 1	Purchasing Services, Office of Sustainability, COWD	OP-11	12, 8
Achieve the Fair Trade for campuses silver level certification	Purchase data	Year 5	Office of Sustainability, Food Services	OP-11	8, 11
Establish program to provide refurbished computers to students in need at the college and in the community	Program established and tracked	Year 1	COWD, ITS	OP-18	10, 12
Evaluate and right-size printers across all areas, fleet review and balancing	Conduct evaluation and make adjustments	Year 1–3	Information Technology Services (ITS), Office of Sustainability	OP-12	9
Track printing data and share with community	Track volume paper purchased, printing done by department, users	Year 2	Office of Sustainability, ITS	OP-14	11
Purchase EPEAT Gold products whenever available	Purchase data	Ongoing	ITS	OP-12	11
Review and reduce desktop printers campus-wide (excluding accessibility accommodations)	Inventory	Year 1,2	ITS, Office of Sustainability	OP-12	11
Purchase only 100% Post Consumer Waste paper	Purchase data	Year 3	Capital Development and Facilities Management (CDFM), Purchasing Services	OP-14	8
Exclusive use of certified green cleaning and janitorial paper products	Reporting, purchase data	Ongoing	CDFM, Janitorial Services	OP-13	12
Collaborate through the Humber Seneca Polytech Partnership	Partnerships created	Ongoing	Purchasing Services, CDFM, Office of Sustainability	EN-10	10, 11, 17
Increase use and familiarity of electronic signatures	Number of processes defaulting to e-signatures	Ongoing	HR, Finance, ITS	OP-14	9
Ongoing review of guidelines and principles set for Humber's operating and restricted funds to follow ESG principles	Compliance	Quarterly and annually	Board of Directors Finance Committee	PA-10	12
Reduce procurement of swag and physical materials campus-wide	Standards and communications provided, review conducted	Ongoing	Purchasing Services, Office of Sustainability	EN-2	12

## CLIMATE ACTION AND BUILT ENVIRONMENT

TARGET/ACTION	METRIC	TIMELINE	LED BY	STARS	SDG
Formalize a Sustainable Building Standard for Humber Campuses using global best practices in all new construction and renovations	Standard created	Year 3	Capital Development and Facilities Management (CDFM), Energy team, Office of Sustainability	OP-3	11
Minimum LEED Platinum certification on all new construction	Number of projects	Ongoing	CDFM, Energy team	OP-3	9
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	Year 4	CDFM, Office of Sustainability, Humber Arboretum and Centre for Urban Ecology	OP-3	11
Continue progress towards Humber's Integrated Energy Master Plan resulting in reductions of 30% greenhouse gas emissions, 50% per unit area in energy use, and 50% per student in water use by 2034. Select major initiatives: <ul style="list-style-type: none"> <li>• Conversion of North Campus heating systems to low carbon alternatives</li> <li>• Renewable energy installations</li> </ul>	GHG: CO2e tons Energy: eKWH Water: m3	Ongoing	Energy Team, CDFM	OP-5	7
Influence transformational change in the marketplace by challenging industry with new and innovative approaches to sustainable design and operations	Examples of activity annually	Ongoing	CDFM	EN-11	17
Develop a Climate Action Plan for Scope 1, 2 and 3 greenhouse gas emissions	Plan created	Year 3	Energy Efficiency Team, CDFM, Office of Sustainability	PA-2	13
Update our emissions inventory annually and begin to track and report Scope 3 greenhouse gas emissions	Report published, GHG emissions	Annually	Energy Efficiency Team, Office of Sustainability	OP-1	13
Install 1.1MW of renewable energy across North and Lakeshore campuses	Percentage of renewable energy	Year 1	Energy Efficiency Team, CDFM	OP-6	7
Produce engaging communications throughout campuses and buildings outlining how sustainability is integrated into the design and construction	Examples of activity annually	Ongoing	Office of Sustainability, CDFM	EN-5	4
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	Ongoing	CDFM	OP-3	11
Consider WELL standard for an existing and/or future buildings to create healthy spaces	Review conducted	Year 3	Office of Sustainability, CDFM	OP-3	11

## CLIMATE ACTION AND BUILT ENVIRONMENT CONTINUED

TARGET/ACTION	METRIC	TIMELINE	LED BY	STARS	SDG
Formalize ongoing engagement of facilities staff in sustainable renovations and building designs in order to support the Sustainable Building Standard	Track training provided	Year 3, 4	Office of Sustainability, CDFM	OP-4	11
Provide experiential learning opportunities for students that are connected to campus development projects whenever possible	Annual examples of IEMP projects	Ongoing	Energy Efficiency Team, CDFM	AC-8	4
Work with Academic Faculties to connect curriculum to on campus energy and building projects	Annual examples of IEMP projects	Ongoing	Energy Efficiency Team, CDFM, Office of Sustainability	AC-8	4

## SUSTAINABLE TRANSPORTATION

TARGET/ACTION	METRIC	TIMELINE	LED BY	STARS	SDG
Implement Transportation Demand Management (TDM) Plan	TDM Plan actions completed	Ongoing	Office of Sustainability, CDFM, Parking Services	OP-17	11
Implement a robust carpool matching tool and revitalize the carpool program	Tool created, communicated and tracked	Year 2	Office of Sustainability, Parking Services	OP-17	11
Continue to improve and communicate about carshare program	Increased use of programs (users)	Ongoing	Office of Sustainability, Parking Services	OP-17	11
Review potential of a bike-share program	Review conducted	Year 4	Office of Sustainability	OP-17	11
Review Campus Fleet and replace fleet with electric vehicles over time	Number of vehicles	Year 5	Capital Development and Facilities Management (CDFM), Office of Sustainability	OP-15	15
Participate in all regional discussions related to a student transit pass	Participation	Ongoing	IGNITE, Student Success and Engagement, Marketing, Office of Sustainability	OP-17	11
<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	Ongoing	Information Technology Services (ITS) Office of Sustainability	OP-17	8
Install electric vehicle charging stations to meet evolving campus and community needs	Number of EV stations	Review need annually	CDFM, Office of Sustainability	OP-17	7
Incorporate accessibility and bike infrastructure into all campus design and infrastructure	Examples as they occur	Ongoing	CDFM	OP-17	10
Embed information about sustainable transportation options into all staff, faculty and student information	Examples as they occur	Ongoing	Student Success and Engagement, Office of Sustainability, HR	OP-17	17
Evaluate commute modal split	% Single Use occupancy vehicles	Year 3	Institutional Planning and Analysis, Office of Sustainability, HR	OP-16	3
Explore use of an electric shuttle bus service	Number of vehicles	Year 1	CDFM	OP-15	9

## WASTE SYSTEMS

TARGET/ACTION	METRIC	TIMELINE	LED BY	STARS	SDG
Reduce the volume of waste generated by 15% per campus user	Metric Tons	Ongoing	Office of Sustainability	OP-18	12
Increase waste diversion to 80% per campus user	Metric Tons	Ongoing	Office of Sustainability	OP-18	12
Reduce contamination in all waste streams	Metric Tons	Ongoing	Office of Sustainability, Food Services, Faculty of Business – Canadian Centre of Culinary Arts and Science	OP-8	12
Build and implement a strong engagement strategy to increase awareness of on-campus waste reduction and separation practices	Create and execute ongoing strategy	Ongoing	Office of Sustainability, CDFM, Custodial Services, Food Services, Waste Hauler	OP-18	12
Expand access to food waste collection bins across all campuses	Metric Tons of wasted food in waste audit	Ongoing	CDFM, Office of Sustainability, Custodial Services, Food Services, Residence	OP-18	12
Review the sustainability of hazardous waste disposal practices	Conduct review	Year 3	Occupational Health & Safety, Office of Sustainability	OP-20	12
Standardize responsible disposal of waste for users (i.e. bins, locations)	Standard created	Year 1	Office of Sustainability, Custodial Services	OP-20	12
Review potential to introduce dedicated service staff to sort waste in campus cafeterias	Conduct Review	Year 2	Office of Sustainability, Custodial Services, Food Services	OP-8	12
Tax use of paper cups	Program created and communicated	Pilot in Year 1	Food Services, Faculty of Business – Canadian Centre of Culinary Arts and Science, Office of Sustainability	OP-8	12
Review potential for a reusable food service mug program where possible	Conduct review	Year 5	Office of Sustainability, Food Services, Faculty of Business – Canadian Centre of Culinary Arts and Science	OP-8	12
Review potential for a reusable food service ware option for catering that is not chinaware	Conduct review	Year 4	Food Services, Office of Sustainability	OP-8	12
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	Ongoing	Food Services, Office of Sustainability	OP-8	12
Investigate creative alternatives to food delivery systems					



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