

# 2023-2024

## HUMBER'S ANNUAL SUSTAINABILITY REPORT





# Core Priorities

## Culture & Community

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

## Teaching, Learning & Applied Research

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

## Sustainable Operations

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



# Purpose

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



# Awards & Recognition



Humber College was named one of Canada's Greenest Employers for the ninth year in a row. Humber was chosen by Canada Green Building Council (CAGBC) as the 2024 [Green Building Visionary Award](#) recipient.

The [Humber Cultural Hub \(HCH\)](#) was awarded [silver](#) at the World Federation of Colleges and Polytechnics (WFCP) Awards of Excellence in the Construction Category for innovation and sustainability. The build was also a [2024 Clean50 Top Project](#) award winner.





# 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 &amp; 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 mindset</p>	<p>A <a href="#">Campus Food Strategy</a> was developed and launched in November 2023, as recommended by the EDI Taskforce. The Strategy fed directly into the next Food Service contract RFP in 2024.</p> <p>The strategy was developed in consultation with the Humber and University of Guelph-Humber community, and the approach to food across campuses will be led by six guiding principles: quality; inclusion and belonging; sustainability; health and wellbeing; availability and accessibility; and food equity and affordability.</p>	



SUPPORTING ACTIONS	PROGRESS	SDG
<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 designed in response to the Truth and Reconciliation Commission of Canada’s Calls to Action. It responds specifically to Call to Action #62, that calls for educational institutions to integrate Indigenous knowledge and teaching methods in the curriculum. As of March 2024, more than 2,000 Humber College employees and 5,000 international students have completed the training.</p> <p>Indigenous Education and Engagement (IE&amp;E) hosted the 10th annual Indigenous Knowledges Gathering in November 2023, with the theme <i>What our Ancestors Know: Teaching and Learning through Storytelling</i>. This gathering brought together a diverse array of Knowledge Holders, Elders, educators, practitioners, scholars, students, and members of Indigenous communities providing a safe space to share the successes, challenges, strategies and possible future directions of Indigenous education.</p> <p>Other events hosted by IE&amp;E on an annual basis include Powley Day and National Day for Truth and Reconciliation.</p>	



SUPPORTING ACTIONS	PROGRESS	SDG
<p>Evaluate potential and the development of a policy to have Indigenous owned catering on campus</p> <p>Embed Indigenous Knowledge into the green events toolkit</p> <p>Support Indigenous Education and Education team (formerly Aboriginal Resource Centre) activities through promotion</p> <p>Co-host traditional teachings at North and 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 Green Events Toolkit document started to be revised in 2023, with updated information and new sections about equity, diversity, inclusion and belonging in event planning added. The document is expected to be finished and shared publicly in 2024.</p> <p>The Office of Sustainability team regularly supports IE&amp;E events through the provision of promotion and logistical support. Some of the events supported in 2023 include Walk for Reconciliation, Treaties Recognition Week Marketplace, and Indigenous Knowledges Gathering.</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 &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 BSSE (formerly the BASE) activities through promotion</p>	<p>September 2023 - Black Student Support and Engagement (BSSE) hosted Black Orientation events for incoming Black-identifying students. The Office of Sustainability supported the Mix and Mingle event at North and Lakeshore campuses, sharing resources with students.</p> <p>October 2023 - The Office of Sustainability partnered with BSSE to offer Black in Bloom, a nature walk and plant exchange for Black-identifying students in the Humber Arboretum. Participants enjoyed Fairtrade snacks and connected with peers while immersed in nature.</p> <p>October 2023 - The Office of Sustainability hosted a session of the Inclusion Blueprint Dialogues on Building Touchpoints for Equity in Higher Education in partnership with Diversity in Sustainability. The event attended by students, admissions staff, faculty, career centre, and other professionals discussed how to create educational environments in sustainability that centre diverse voices. Insights gathered from this session in addition to other Inclusion Blueprint Dialogues informed</p> <p>(CONTINUED)</p>	



SUPPORTING ACTIONS	PROGRESS	SDG
	<p>the 'Preparing Future Generations: Building the Conditions for BIPOC/BAME Youth to Succeed in Sustainability' report put together by Diversity in Sustainability.</p> <p>February 2024 - BSSE hosted multiple events in celebration of Black Heritage Month addressing topics related to community and art. The Office of Sustainability supported the opening and closing ceremonies, promoting the social justice dimensions of sustainability.</p> <p>In the Fall 2023 and Winter 2024 semesters, the Office of Sustainability offered a Sustainability and Equity session as part of the Equity Workshop series organized by First Year Experience. In the workshop, participants learned more about the basics of sustainability and environmental racism.</p> <p>Throughout the year, the Office of Sustainability supported BSSE with event promotion and partnerships.</p>	




SUPPORTING ACTIONS	PROGRESS	SDG
<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, attending events throughout the year, and joining the Pride Committee.</p> <p>June 2023 - in celebration of Pride Month, the Office of Sustainability hosted Queering Nature, an event in partnership with the Humber Arboretum where attendees learned about queerness in nature.</p> <p>The Office of Sustainability also took part in the Pride Parade alongside a group of Humber students and staff.</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>Engage Humber College and University of Guelph-Humber students to think with a sustainability mindset</p>	<p>The Office of Sustainability hosts various outreach events, workshops, presentations, and social media engagements to interact with students on how to think with a sustainability mindset.</p> <p>Every semester, the Office of Sustainability runs a Sustainability and the Workplace session for all first semester students at the International Graduate School (IGS) campus as part of their Community and Industry Engagement (CIE) course. Students learn how to think with a sustainability mindset and why every job is a climate job.</p> <p>In September 2023, 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>The Office of Sustainability provides mentorship to student capstone projects and assignments, promoting a sustainability mindset across various programs.</p>	




SUPPORTING ACTIONS	PROGRESS	SDG
<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 provides annual training for IGNITE staff and Board of Directors covering topics of sustainability at Humber, EDI and how sustainability can be incorporated in an individual's lifestyle.</p> <p>In Fall 2023, a Sustainability 101 workshop was delivered to IGNITE's part-time staff at their Lakeshore office.</p>	
<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>February 2024 - IDI hosted a World Cafe: Exploring Intersections Between Higher Education and the SDGs during International Development Week (IDW). Participants engaged in four 20-minute discussions to explore the intersections between education and Sustainable Development Goals (SDGs) and how collective action from experts in education, health, technology, business, social development, and other sectors can lead to creating integrative solutions to complex global problems.</p> <p>Humber College's Global Engagement, IE&amp;E and Office of Sustainability partnered with Kaua'i Community College in 2023 and 2024 to offer</p> <p style="text-align: right;">(CONTINUED)</p>	



SUPPORTING ACTIONS	PROGRESS	SDG
	<p>students a fully funded summer abroad opportunity to experience the interconnectedness of the peoples and cultures of Polynesia, other Pacific nations, or other nations throughout the world through cultural immersion.</p> <p>Students embark on a pre-departure experience, followed by a 2-week immersive experience on the beautiful island of Hawaii. During the two-week program, students go on a learning voyage through the island of Kaua'i; Mauka to Makai (Mountain to Ocean), learning about the culture and history of the island as well as the challenges that the community faces and efforts that we make to restore/seek balance and build foundations for a more sustainable and just future.</p> <p>Students interact directly with Kupuna (Elders), Public Officials, Business Owners, and Community Leaders in a dialogue around the issues and, utilizing the design thinking framework to present potential solutions to these issues.</p>	


SUPPORTING ACTIONS	PROGRESS	SDG
<p>Map Community Outreach and Workforce Development activities to the SDGs</p>	<p>Community Outreach &amp; Workforce Development (COWD) supports equity-seeking groups by improving access to training, education and employment. COWD achieves this mission by collaborating with internal Humber stakeholders and external community and industry partners to deliver programs, services, and initiatives that address the Social Determinants of Health (SDoH).</p> <p>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 2023, COWD led 315 outreach events with a reach of 19,084 participants in addition to the regular delivery of ongoing programming, such as:</p> <ul style="list-style-type: none"> <li>• Bridging Programs &amp; Language Training for Newcomers</li> </ul> <p style="text-align: right;">(CONTINUED)</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
	<ul style="list-style-type: none"> <li>• Pre-Apprenticeships in the Skilled Trades</li> <li>• Youth Transition Program for young individuals experiencing barriers to access education</li> <li>• Early Access Initiatives for high school students</li> </ul> <p>This includes virtual information sessions organized for equity-seeking members of the community.</p>	
<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>In 2023, the Office of Sustainability started hosting Climate Cafes, which are simple, reflective, empathetic spaces where fears and uncertainties about the climate crisis can be safely expressed and held. The first Climate Cafe event was held on September 2023, and students shared their experiences facing a changing climate. The session was facilitated by Natalie Evans, professor at the University of Guelph-Humber. Another Climate Cafe was held in February 2024 as part of the Reading Week Retreat hosted by IE&amp;E.</p> <p>Summer 2023 - the Office of Sustainability sponsored a Climate Cafe Facilitator Training for</p> <p>(CONTINUED)</p>	



SUPPORTING ACTIONS	PROGRESS	SDG
	<p>ten staff members from different departments across the college. In addition to sustainability team members, staff from Student Wellness &amp; Accessibility Centre (SWAC), BSSE, IE&amp;E, and FYE attended the training. The training increased the capacity of staff outside the sustainability office to facilitate climate cafes.</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 shared with all students living in residence.</p> <p>August 2023 - The Office of Sustainability conducted a training with Residence Life Staff and Resident Assistants about the Friendlier reusable container 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 2023, the Office of Sustainability took part in Pollinator Week celebration by hosting a Native Plant Blitz in partnership with the Humber Arboretum. The group learned about native pollinators while on a tour of the arboretum, then planted a few native plants next to the apiary.</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>Presentations, workshops and communications from the Office of Sustainability offer learnings on the SDGs, how they connect across the institution to the lives, roles and responsibilities of Humber staff, students, and faculty. The Office of Sustainability also takes part in the SDG Week Canada annually.</p> <p>In 2023, an additional ten campus spaces were designated Low-Waste Event Spaces in partnership with Ancillary Services.</p> <p>At the 2023 President’s BBQ, meals were served on Friendlier containers to celebrate the expansion of the reusable container program to the North Campus and as an effort to avoid disposable plates. During the event, the Office of Sustainability team was placed at various waste stations to guide attendees on correct waste sorting habits.</p>	


SUPPORTING ACTIONS	PROGRESS	SDG
<p>Continuous outreach through events, campaigns and initiatives that engage our community in a culture of sustainability</p>	<p>The Office of Sustainability promoted intersectional sustainability through events to engage staff, faculty, and students:</p> <ul style="list-style-type: none"> <li>• <b>TTC Photo Day:</b> 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 lower cost.</li> </ul> <p>In total, more than 300 members of the Humber community attended events throughout Earth Month, such as:</p> <ul style="list-style-type: none"> <li>• <b>SDG Virtual Hunt:</b> virtual daily challenges shared on Humber Sustainability Instagram stories as part of SDG Week Canada. The quizzes tested how much our followers know about campus sustainability projects advancing the SDGs.</li> <li>• <b>Facing Future Exhibit Tour:</b> guided tour of the Facing Future group exhibit at the Humber</li> </ul> <p style="text-align: right;">(CONTINUED)</p>	

SUPPORTING ACTIONS	PROGRESS	SDG
	<p>Galleries. Facing Future speaks to the realities of the present and the world to come, dealing with themes of the climate emergency, immigration, migration, identity, connection to one’s ancestral land and within their current place in the world.</p> <ul style="list-style-type: none"> <li>• <b>Shaping Sustainable Futures:</b> first tri-campus sustainability event with a panel conversation followed by a discussion session among attendees. Panelists discussed different perspectives that imagine a more inclusive and sustainable society. The community engagement session that followed will inform Humber’s next Sustainability Vision for the future.</li> <li>• <b>Community Eco Night: All About Birds!</b> Hosted by the Lakeshore Interpretive Centre, the event brought together local bird enthusiasts from the South Etobicoke and Humber College community. Groups like the GARDENS Lakeshore, Citizens Concerned about the Future of the Etobicoke Waterfront, and Humber Arboretum exchanged resources and experiences with residents.</li> <li>• <b>Earth Fest:</b> event in partnership with FYE where attendees met representatives from green</li> </ul> <p style="text-align: right;">(CONTINUED)</p>	



SUPPORTING ACTIONS	PROGRESS	SDG
	<p>organizations and took part in hands-on activities to experience sustainability in action. Metrolinx, SmartCommute, Diversity in Sustainability, and Humber Arboretum were some of the organizations attending the event</p> <ul style="list-style-type: none"> <li>• <b>E-Waste Collection Week:</b> At a variety of campus locations, bins were offered to the Humber community to dispose of their electronic waste.</li> <li>• <b>Five Sustainability Spotlights</b> featuring members of the Humber and Guelph-Humber community leading sustainability initiatives at the college and in their communities were shared.</li> </ul> <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, they also:</p> <ul style="list-style-type: none"> <li>• Stay up to date on the work of the</li> </ul>	

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SUPPORTING ACTIONS	PROGRESS	SDG
	<p>Office of Sustainability</p> <ul style="list-style-type: none"> <li>• Learn from and connect with sustainability professionals on and off-campus</li> <li>• Receive recognition on Humber's Co-Curricular Record (CCR) and add great experience to their resumes</li> <li>• Integrate sustainable actions in their own life</li> <li>• Actively contribute to the Office of Sustainability's blog</li> </ul> <p>In 2023/24, the program continued to grow, with about 30 engaged volunteers.</p>	
<p>Conduct annual Sustainability Culture Assessment &amp; Sustainability Literacy Assessment</p>	<p>The Sustainability Literacy Assessment (SLA) and Sustainability Cultural Assessment (SCA) were most recently conducted in 2021/2022. Overall, results indicate a significant increase in participants understanding of sustainability concepts, like climate change, as they exit the institution.</p> <p>The Sustainability Literacy Assessment will resume in the future.</p>	




## Inclusion and Belonging

In 2023, the Office of Sustainability joined the new institutional division of Inclusion and Belonging, joining Indigenous Education and Engagement; Black Student Support and Engagement; and Equity, Diversity, and Inclusion teams. Humber understands its important role as a polytechnic institute in reducing inequalities through education and addressing sustainability from an intersectional lens to prepare graduates for complex real-world challenges. Introducing the Office of Sustainability in the Inclusion and Belonging division will strengthen the connection between equity and sustainability work at Humber and seeks to inspire other academic institutions to follow suit.



# Teaching, Learning & Applied Research


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

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<p><b>Staff and Faculty Mindset / Student Mindset</b></p>	<p>Integrate the Sustainability mindset into the curriculum of all academic programs</p> <p>Advise on the development, delivery and assessment of sustainability outcomes at the course and program level (i.e., capstone projects, course materials, etc.) as well as any new programs and courses that may be created</p>	<p>Percentage of courses/ programs that identify sustainability as being taught, reinforced and measured (COSSID)</p>	<p>Humber launched its Humber Learning Outcomes (HLO) framework in 2020. 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 continues to carry out the 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</p> <p style="text-align: right;">(CONTINUED)</p>	




PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>curriculum, students must volunteer with an environmental organization to receive full academic credits.</p> <p>Sustainability is now part of the Innovative Learning 'Teachers Excellence Program'. All newly hired full-time faculty participate in the Teaching Excellence Program (TEP), which includes an orientation before the start of the semester. This two-year, cohort-based program is an opportunity to meet other faculty and build an interdisciplinary network, share effective practices, problem solve and learn about Humber resources.</p> <p>In April 2023, Humber's Office of Sustainability invited faculty members from the College of Charleston, South Carolina to deliver a workshop aimed at</p> <p style="text-align: right;">(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>'Integrating Sustainability Mindset Across Curricula'. The presenters taught participants how to create connections between their course concepts and sustainability, utilizing tools like the Sustainable Development Goals.</p>	
<p><b>Staff and Faculty Mindset</b></p>	<p>Continue growing the Faculty-led Sustainability Champions Group (e.g. professional development and peer to peer learning, creation of resources)</p>	<p>Engagement/ attendance, resources created</p>	<p>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 60 members who meet approximately 3-4 times a year.</p>	
<p><b>Staff and Faculty Mindset</b></p>	<p>Create and deploy a professional learning program to develop sustainable educators</p>	<p>Create program and track number of participants</p>	<p>June 2023 - The Office of Sustainability offered the presentation 'Creating a Culture of Sustainability at Humber' at the Showcase conference. The Humber Showcase is an annual full-day event designed for faculty and staff.</p> <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>February 2024 - 30 support staff at Humber attended a sustainability professional development session where they learned more about the Office of Sustainability's work and impact to date. Attendees also shared feedback that will inform the next Sustainability Vision.</p>	
<p><b>Teaching and learning research</b></p>	<p>Incorporate findings of SLA and other related research to ensure evidence informed policies and decisions</p>	<p>Number of studies, results</p>	<p>Humber nurtures key mindsets (Indigenous Ways of Being, Knowing, and Doing; Sustainability; Systems Thinking; EDIB) that unite the Humber community and guide the behavior and actions of Humber graduates in work and life through the Humber Learning Outcomes (HLOs).</p> <p>The HLOs are an essential part of the IGS's Community and Industry Engagement (CIE) course. As an example of the HLO impacts, more than 600 students have drawn</p>	



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PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>connections and reflected on their skill and mindset development through this programming.</p> <p>An increased implementation of the HLO mindsets and skills into classroom materials and practices began in 2023 and continues into 2024, with toolkits, workshops and resources that support faculty. The HLOs will also be integrated into students' experiences with Work Integrated Learning, the Co-Curricular Record (CCR), and Centres of Innovation.</p>	
<p><b>Teaching and learning research</b></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&amp;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>(CONTINUED)</p>	






PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>The IEP supports the principles outlined in CIGan’s Indigenous Education Protocol, the Truth and Reconciliation Commission of Canada’s (TRC) Report and Calls to Action, and the Declaration on the Rights of Indigenous Peoples.</p>	
<p><b>Teaching and learning research</b></p>	<p>Create a course within Indigenous Knowledge Certificate connecting Indigenous Education and Sustainability</p>	<p>Course created</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 March 2024, more than 2,000 Humber College employees and 5,000 international students have completed this training.</p>	


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PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>IE&amp;E now offers Indigenous Teaching &amp; 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, and more.</p>	
<p><b>Teaching and learning research</b></p>	<p>Define, track, review and set goal for number of Applied Research and the scholarship of teaching and learning (SoTL) project work in sustainability</p>	<p># projects # students engaged # faculty engaged # partners</p> <p>Framework created and tracked</p>	<p>The inventory of research projects that incorporate sustainability from 2022 was used in the most recent STARS report submission from Humber, in 2023. Data from the inventory includes:</p> <ul style="list-style-type: none"> <li>• 18% of all research projects conducted research that is related to sustainability</li> <li>• 19% of employees that conducted research projects engage in sustainability research</li> </ul>	


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PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<ul style="list-style-type: none"> <li>Out of Humber’s six academic faculties, four faculties conducted research related to sustainability</li> </ul> <p>February 2024 - The Office of Sustainability supported the Office of Applied Research and Innovation (ORI) in a Trades Faculty Engagement Session promoting new research areas of focus, including Healthy Built Environment. During the session, faculty from the skilled trades identified challenges related to their respective fields with the goal of carrying out research in collaboration with ORI.</p>	
<b>Teaching and learning research</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	N/A	No work on this was conducted this year.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Applied Research</b>	Establish guidelines to embed the principles of sustainability into every Applied Research project	Framework created and tracked	<p>Every year, the Office of Sustainability and ORI host 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.</p> <p>November 2023 - ORI launched a new research community of interest focused on Healthy Built Environment. The community of interest’s purpose is to shape healthy built-environment research at the college, train students, and strengthen connections with community and industry partners.</p>	
<b>Teaching and learning research</b>	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.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<p><b>Teaching and learning research</b></p>	<p>Continue the reach of the established <a href="#">Humber College Community Partnership Fund</a> (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</p>	<p>Track projects and their impact annually</p>	<p>The Humber College Community Partnership Fund (HCCP Fund) continues to provide funding for community projects that create educational/training pathways for local children, youth, Indigenous Peoples, newcomers and other equity-seeking groups in our community.</p> <p>In 2023, the HCCP Fund approved a total of \$145,000 in funding for projects including:</p> <ul style="list-style-type: none"> <li>• Q Summit Arts Project: arts-based initiative for high school students who are part of the 2SLGBTQ+ community. The Spring Art Retreat brought the youth participants together to offer arts-based workshops and expose youth to post-secondary educational pathways.</li> </ul> <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<ul style="list-style-type: none"> <li>NEW VISTAS: A Platform for Equity-Deserving Artists in Toronto that helped share the work of equity-deserving artists through an exhibit at the Etobicoke Civic Centre and a performance at the Assembly Hall in December 2023. These events were co-produced by the City of Toronto and by the arts management students at Humber, as part of their fall "Planning" class.</li> <li>WIND TURBINE DESIGN CHALLENGE: 18 teams created their own wind turbines that were judged on design and voltage produced when tested in a wind tunnel. This event was a partnership between Humber and Mohandes, the Canadian Society of Iranian Engineers and Architects.</li> </ul>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<p><b>Teaching and learning research</b></p>	<p>Provide experiential learning opportunities for students with faculty, e.g.:</p> <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>	<p>Track the number of experiential learning projects</p>	<p>April 2023 – Students from the Energy Auditing course conducted an energy audit on an Oakville Church looking to reduce its greenhouse gas emissions. A group of five students assessed the building’s envelope, mechanical and electrical components as part of the audit. The students then developed a set of energy conservation measure recommendations for the church. This was a unique learning experience since churches’ buildings and uses differ from homes and businesses.</p> <p>Fall 2023 – General Arts and Science students enrolled in the Sustainability Stream participated in a Humber River monitoring activity led by Professor Jennifer Ball. The students collected data on the chemical characteristics</p> <p style="text-align: right;">(CONTINUED)</p>	




PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>of the river, physical features, pollution sources, benthic macro-invertebrates present and their level of pollution tolerance. The project was done in partnership with the local biology organization EcoSpark.</p> <p>November 2023 - Fashion Arts and Business students annually host an Eco Closet event in collaboration with the Office of Sustainability and IGNITE student union. Gently used clothing is collected and then sold at accessible prices to Humber students, staff and faculty with the revenue being donated to charity. In 2023, the theme of the event was Bazaar in Bloom, and students carried on with the fashion sustainability awareness from the previous year's event. Through this experience, the</p> <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Fashion Arts and Business students learn more about event planning and budgeting as part of their course and program.</p> <p>Project SWITCH offers multiple “Campus as a Living Lab” opportunities for Humber students. Each winter semester a student team from the Faculty of Applied Sciences and Technology is presented with a challenge aligned with the project’s progress. Students are also invited to tour the project’s central plant to learn more about SWITCH’s innovative features.</p> <p>In 2023/2024, a group of Media and Communication Studies Guelph Humber students created a communications plan for Humber’s Bee Campus initiative as part of their capstone project. The</p> <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>students designed multiple assets to promote the Bee Campus initiative and planned all aspects of a pollinator-themed event after conducting research on the campus community understanding of and engagement with the Office of Sustainability.</p> <p>In 2023/2024, a group of Project Management students were mentored by the Office of Sustainability for their project documenting the logistics, partnerships and challenges associated with the roll-out of the Friendlier reusable container program at Humber.</p> <p>In-class presentations run by the Office of Sustainability in 2023 included sessions offered to:</p> <ul style="list-style-type: none"> <li>• Community and Industry</li> </ul>	

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PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Engagement (CIE) course taken by all first-semester students at Humber’s International Graduate School (IGS)</p> <ul style="list-style-type: none"> <li>• Fashion Arts and Business students</li> <li>• Participatory Action Research students</li> </ul>	
<p><b>Teaching and learning research</b></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>Track opportunities and participation</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. The CUE also acts as a site for community members to gather and celebrate the shared goal of a healthy community and environment. It is a joint venture of the City of Toronto, Humber College, and Toronto and Region Conservation Authority.</p> <p>(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>In 2023/24, the CUE hosted:</p> <ul style="list-style-type: none"> <li>• Summer 2023 - the Humber Arboretum continued running its annual week-long day camp out of the CUE. The camp includes nature walks, pond discovery, art and ecology, camp songs and games, and indoor swimming on Fridays</li> <li>• The City of Toronto conducted an extensive invasive tree removal, part of the Urban Forestry's Natural Area Management Program. 28 Manitoba Maple trees were removed, and restoration planting took place in the area, with native deciduous upland and lowland shrubs and trees being planted</li> </ul>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<ul style="list-style-type: none"> <li>• The Humber Arboretum re-joined the Toronto Bird Celebration Steering Committee as an official partner in 2023. The team hosted birding walks for birders of all ages and abilities</li> <li>• Hosted and participated in various tours/workshops/ events centered around the Arboretum and ecological/ environmental stewardship such as: <ul style="list-style-type: none"> <li>• Kenyan Delegation Tour</li> <li>• Bhutanese Delegation Tour</li> </ul> </li> </ul> <p>The Spirituality and Wellness Centre hosted multiple events in the Arboretum to foster connection with nature. Some of the events from 2023 include:</p> <ul style="list-style-type: none"> <li>• Escape &amp; Refresh Wellness</li> </ul>	

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PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Retreat</p> <ul style="list-style-type: none"> <li>• Yoga &amp; Nature</li> <li>• Mindfulness in Nature</li> </ul> <p>The Office of Sustainability social media platforms regularly promote various tours/ workshops/events centered around the Arboretum and ecological/environmental stewardship.</p>	
<p><b>Teaching and learning research</b></p>	<p>Create a Sustainability Library Guide</p>	<p>Create guide</p>	<p>The Sustainability Education Resource guide was completed in 2019 in partnership with the library and is reviewed annually.</p> <p>In March 2024, <a href="#">a book collection inspired by the Shaping Sustainable Futures event</a> was created by the Library.</p>	

## The Sustainability Trail

The [Sustainability Trail](#) is a series of plaques that feature sustainability initiatives across Humber College's North and Lakeshore campuses launched in 2023. The plaques raise awareness on how sustainability is embedded in campus life from operations to academic programs and include which of the United Nations' Sustainable Development Goals (SDGs) apply to the project.


The project was created as an engagement and education tool to promote the diverse sustainability features championed by the Humber community.








# 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
<p><b>Natural Environment</b></p>	<p>Develop a sustainable landscaping management program (IPM) for campus spaces</p>	<p>Program created and tracked</p>	<p>Humber renewed its Bee Campus status in the summer of 2023. 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 insects and diseases.</p> <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>The Humber Green Building Standards established landscape criteria for all campus construction projects, including a 100% native plant requirement and no invasive species allowed in designs.</p>	
<p><b>Natural Environment</b></p>	<p>Develop a biodiversity management strategy designed to identify vulnerable ecosystems and species on campus</p>	<p>Strategy created and followed</p>	<p>March 2024 - Humber was awarded CIGan's Campus as a Living Lab Funding to develop a healthy landscape management plan for campus green areas.</p> <p>The project will address emission reductions through Two-Eyed Seeing nature conservation and position the campus as a living lab where students, staff, and faculty work together to create and test nature-based climate solutions.</p> <p>The aim is to build a biodiversity strategy that prioritizes Indigenous leadership and emissions</p> <p style="text-align: right;">(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			reduction while creating academic opportunities through experiential teaching and learning.	
<b>Natural Environment</b>	<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	<p>Giving continuity to accessibility improvements at the Humber Arboretum, a large trail accessibility improvement project is under way for all trails in the garden. Old interlock and dirt paths are being converted to the more accessible surface of pavement to make them more user friendly and to unify all paths in the garden to the same type of surface.</p> <p>The Humber Arboretum team re-evaluated the Master Plan project and decided to not move forward with it, and instead focus on other impactful initiatives.</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<p><b>Natural Environment</b></p>	<p>Enhance the natural functions of the Humber Pond that includes living labs, an outdoor classroom, social gathering spaces and wildlife habitats</p>	<p>Examples of activity annually</p>	<p>Phase 3 of the pond revitalization began in 2023, and it includes the creation of an outdoor classroom and social gathering space. Due to concerns of flooding, the Humber Arboretum team found a new location for the outdoor classroom, and the TRCA team surveyed the area to flag any concerns that would affect a building permit for the outdoor gathering space structure in the future. The team has tentative approval and is pursuing funding to support the building of this structure.</p> <p>In 2023, Arboretum staff and TRCA Youth Ravine Team removed some invasive species around the pond. The TRCA performed additional invasive species removal, which also included installing two bat boxes close to the Pond.</p>	









PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Natural Environment</b>	Integrate sustainable stormwater management into campus design and management practices following Toronto's Green Standards	Examples of activity annually	<p>The Humber Green Building Standards, published in 2023, include stormwater management considerations such as wastewater and stormwater back flow prevention.</p> <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>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>	
<b>Natural Environment</b>	Culturally-based tree planting during Camp Choice	Events, marketing	Camp Choice (CC) is an ongoing summer program that brings grade 7/8 students within the	

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PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>GTA together to participate in an experiential day on campus. The camp is designed to expose elementary-aged youth to postsecondary education programs and introduce them to potential fields of study.</p> <p>Cultural leadership is provided by elders with the assistance of senior Indigenous college students, who are the CC Youth Instructors. CC 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><b>Natural Environment</b></p>	<p>Foster continued connection and evolution of current Indigenous teachings such as land-based ways of living and learning</p>	<p>Examples of activity.</p>	<p>The CUE continues the partnership with the Etuaptmumk – Two-Eyed Seeing Program ECE 234 course. This course used the Arboretum as an outdoor learning space with</p> <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>indoor spaces being used only for inclement weather.</p> <p>There is an ongoing partnership between the Humber Arboretum and IE&amp;E. This includes joint restoration and conservation activities in the Arboretum and continuous celebration and maintenance of the Medicine Garden.</p>	
<b>Food Systems</b>	Conduct the Good Food Challenge every two years	Purchase data	<p>The Good Food Challenge from Meal Exchange is no longer active, so Humber made the decision to track food data using the Sustainability Tracking, Assessment &amp; Rating System (STARS). The latest purchasing data was collected and reported in 2022, and the next will be conducted in 2025.</p> <p>Additionally, we track emissions of food annually as part of our Emissions Inventory.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Food Systems</b>	Review the Good Food Challenge baseline results and set a target of Good Food on campus by 2024	Percentage of Good Food	<p>While the Good Food Challenge is no longer active, a Campus Food Strategy and Vision was developed in 2023, establishing commitments aligned to the definition of Good Food (“food that fundamentally respects human dignity and health, animal welfare, social justice and environmental sustainability”). The document will guide a new RFP for a food contractor in 2024.</p> <p>The Campus Food Strategy also establishes a commitment to Food Forward in partnership with Humane Society International.</p>	  
<b>Food Systems</b>	Establish a Campus Good Food Committee	Committee established, active participation adjustments	A Campus Food Strategy and Vision working group was started in 2022 to guide the process of developing a Humber Campus Food Strategy. The strategy was completed in Fall 2023 and will inform the Request for Proposals for a new Food Services provider.	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Food Systems</b>	Provide opportunities to learn about Good Food	Activities annually	January 2024 - As part of the commitments in the Wellbeing Strategy, a healthy cooking workshop 'Eating Healthy on a Budget' was held at the North and Lakeshore campuses. Eighty-five student attendees learned budget cooking tips with chef Lisa Dickie, owner of Dickie's Cooking School.	
<b>Food Systems</b>	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	<p>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.</p> <p>The Campus Food Strategy and Vision guided the 2024 RFP for the campus food provider. The Office of Sustainability will work with food</p>	



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PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>provider to ensure sustainability targets from the Campus Food Strategy and Vision are met in years to come.</p>	
<b>Food Systems</b>	<p>Explore where and how Good Food, including culturally diverse food, can be expanded and available across campus</p>	<p>Purchase data</p>	<p>The Campus Food Strategy and Vision, established in 2023, counts with six guiding principles that will influence food on campus: quality; inclusion and belonging; sustainability; health and wellbeing; availability and accessibility; food equity and affordability.</p>	
<b>Food Systems</b>	<p>Review the Green Restaurant Certification and become certified</p>	<p>Minimum 2-3 star</p>	<p>No action was taken on this. The certification might be pursued in future years by the food service provider.</p>	
<b>Food Systems</b>	<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</p>	<p>Purchase data % availability Access to water in each building</p>	<p>The Campus Food Strategy and Vision established initiatives such as:</p> <ul style="list-style-type: none"> <li>• Menu dietary icons and nutritional information to</li> </ul>	



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PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
	marketing behind foods that are reflected in the updated Canada Food Guide		<p>promote dietary preferences (e.g. vegan, Halal)</p> <ul style="list-style-type: none"> <li>• Nutritious foods and beverages are promoted and placed within high traffic and noticeable locations</li> <li>• Marketing campaign to amplify Canada Food Guide recommendations (e.g. mindful eating, budget shopping and cooking)</li> </ul>	
<b>Food Systems</b>	<p>Expand Soupbar to the Lakeshore Campus</p> <p>Support Soupbar expansion through communications and engagement</p>	Completed expansion, data on usage	IGNITE’s Soupbar remained a contactless fridge to-go service at the Lakeshore Campus and IGS, and hot soup service reopened at the North Campus Soupbar at Cafe LinX.	
<b>Food Systems</b>	Explore solutions to increase food security within our community.	% students reporting food insecurity, need baseline	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 2023, the Soup Bar has saved students an impressive \$41,907.	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Food Systems</b>	<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	In 2023, over 400 pounds of food from Humber’s Food Learning Garden was distributed to residents of Rexdale, including tomatoes, peppers, zucchinis, bok choy, kale, and lettuce along with herbs such as basil and parsley.	
<b>Sustainable Purchasing</b>	<p>Evaluate right-size printer across all areas, fleet review and balancing</p> <p>Track printing data and share with community</p>	Conduct evaluation and make adjustments	<p>The Office of Sustainability and Information Technology Services continued the development of an institution-wide print strategy with the goal of better understanding the college’s current and future print-related needs. In 2023, a print survey was run to understand the community’s experience using printing and scanning services</p> <p>(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>on campus. In summer of 2023, Print Guidelines were introduced and approximately 60 printers were identified for removal. Select printers will be removed in 2024 to reduce overall print volume.</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.</p>	
<b>Sustainable Purchasing</b>	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	
<b>Sustainable Purchasing</b>	Collaborate through the Humber Seneca Polytech Partnership	Partnerships created	No update on this action in 2023, as the partnership is completed.	  


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Sustainable Purchasing</b>	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 and has been maintained ever since.	
<b>Sustainable Purchasing</b>	Reduce procurement of swag and physical materials campus-wide	“Standards and communications provided, review conducted”	<p>The Office of Sustainability continuously provides guidance for campus departments to reduce swag orders and provides a list of sustainable companies for purchases that cannot be avoided.</p> <p>In 2024, one member of Sustainability and one member of Procurement at Humber took part in the Sustainable Procurement Fellowship to learn more about best practices with the aim to bring lessons learned to Humber procurement policies.</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Climate Action and Built Environment</b>	Formalize a Sustainable Building Standard for Humber Campuses using global best practices in all new construction and renovations	Standard created	<p>Humber's Green Building Standards were launched and made publicly available in Fall 2023.</p> <p>March 2024 - Humber's Energy and Climate Change team led a webinar about the Green Building Standards for the Ontario College and University Sustainability Professionals (OCUSP) group. Topics covered in the session included the creation of the standards, their main sections, and lessons learned from the process.</p>	
<b>Climate Action and Built Environment</b>	Minimum LEED Platinum certification on all new construction	Number of projects	<p>LEED Platinum certification is the standard practice for all new construction projects, as mandated in the Green Building Standards.</p> <p>Humber's Cultural Hub is designed to achieve LEED Platinum certification and the Toronto Green</p> <p style="text-align: right;">(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Standard. Construction and design development began in 2020, and the project is expected to reach completion in spring 2025. In April 2024, the Cultural Hub received the Zero Carbon Building - Design Standard certification by the Canada Green Building Council (CAGBC).</p>	
<p><b>Climate Action and Built Environment</b></p>	<p>Develop a Sustainable Campus Land-Use Planning Guideline that embeds sustainability goals, including preparedness, for the impacts of the changing climate</p>	<p>Guideline developed and followed</p>	<p>Humber will develop a healthy landscape management plan for campus green areas in 2024 to progressively protect and enhance biodiversity and the experience of those who live and work on the land.</p>	
<p><b>Climate Action and Built Environment</b></p>	<p>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</p>	<p>GHG: CO2e tons Energy: eKWH Water: m3</p>	<p>Humber continues to progress towards IEMP goals through multiple infrastructure projects like SWITCH and the Humber Cultural Hub. By 2023, results on the framing goals of the IEMP, relative</p> <p style="text-align: right;">(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>to the 2014-2015 baseline, are:</p> <ul style="list-style-type: none"> <li>• 24.2% reduction in energy use per square foot</li> <li>• 23.7% reduction in water use per student</li> <li>• 11% reduction in absolute GHG emissions</li> <li>• \$8.6 million saved in utility costs</li> </ul>	
<b>Climate Action and Built Environment</b>	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 through 2023/24.	
<b>Climate Action and Built Environment</b>	Influence transformational change in the marketplace by challenging industry with new and innovative approaches to sustainable design and operations	Examples of activity annually	To support an accelerated transition to a decarbonized built environment, the Humber Green Building Standards, launched in Fall 2023, are made publicly available with the hopes that they	







PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>can inspire. The documents were also emailed to main engineering and construction partner organizations.</p> <p>In 2024, Humber College received the Green Building Visionary Award from CAGBC. The award recognizes Humber’s continued dedication to sustainable buildings and innovative approach that inspires the industry.</p>	
<p><b>Climate Action and Built Environment</b></p>	<p>Update our emissions inventory annually and begin to track and report Scope 3 greenhouse gas emissions</p>	<p>Report published, GHG emissions</p>	<p>The Office of Sustainability completed the 2022/23 GHG Inventory. Humber College’s GHG emissions totaled 28,449 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e), having decreased by 5.5% since the 2014/15 baseline year. Specific emissions reductions from baseline are as follows:</p> <p style="text-align: right;">(CONTINUED)</p>	




PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<ul style="list-style-type: none"> <li>• Scope 1 Emissions are 5,980 tCO<sub>2</sub>e (-16.1%)</li> <li>• Scope 2 Emissions are 720 tCO<sub>2</sub>e (-40.3%)</li> <li>• Scope 3 Emissions are 21,744 tCO<sub>2</sub>e (-0.1%)</li> </ul> <p>Overall, scope 1, 2 and 3 emissions have significantly increased in contrast with the emissions reported from 2021/22. This is due in part to the COVID-19 pandemic that impacted the college’s overall direct and indirect operations until 2022.</p>	
<b>Climate Action and Built Environment</b>	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),</p> <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Building N, (114 kW), Building (NX 24 kW), Building F (20 kW), Building B2 (134 kW).</p> <p>Additional solar panels will be installed on the Humber Cultural Hub, contributing to the building's net zero certification. The solar PV system is expected to generate about 10% of the building's energy demand.</p>	
<p><b>Climate Action and Built Environment</b></p>	<p>Produce engaging communications throughout campuses and buildings outlining how sustainability is integrated into the design and construction</p>	<p>Examples of activity annually</p>	<p>The Office of Sustainability did the following in 2023 to highlight sustainability in campus infrastructure:</p> <ul style="list-style-type: none"> <li>Produced several short videos for internal and external distribution, with the purpose of educating the Humber community on the various sustainability</li> </ul> <p>(CONTINUED)</p>	





PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>features of campus design and construction projects</p> <ul style="list-style-type: none"> <li>• Crafted materials for internal newsletters</li> <li>• Created ads for the Humber TVs on campus</li> <li>• Included information about campus buildings in class presentations and workshops</li> </ul> <p>In 2023, the Office of Sustainability created a LinkedIn account as an additional avenue to promote energy efficiency and green building updates with professionals working in related fields.</p>	
<p><b>Climate Action and Built Environment</b></p>	<p>Integrate universal design principles into campus planning and design to ensure the institution’s products and environments enable accessibility, functionality and social inclusion</p>	<p>Examples of activity annually</p>	<p>In 2023/24, Humber’s investment in accessibility improvements included \$250,000 towards tactile strip indicators at Lakeshore Campus and Attendant Care equipment for the Lakeshore Campus.</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Climate Action and Built Environment</b>	Consider WELL standard for an existing and/or future buildings to create healthy spaces	Review conducted	Adherence to elements of the WELL standard is mandatory for new campus development, as they are part of Humber's Green Building Standards requirements.	
<b>Climate Action and Built Environment</b>	Formalize ongoing engagement of facilities staff in sustainable renovations and building designs in order to support the Sustainable Building Standard	Track training provided	With Humber's Green Building Standards completed, further engagement by facilities staff on how to support the standards are ongoing.	
<b>Climate Action and Built Environment</b>	Provide experiential learning opportunities for students that are connected to campus development projects whenever possible	Annual examples of IEMP projects	<p>November 2023 - Humber Capital Development and Facilities Management's Energy Team hosted the first Energy Symposium at the college in partnership with Ecosystem. Multiple professionals and students attended the event, that explored the theme District Energy Retrofits to Achieve Zero Carbon. Panel topics included lowering supply temperature in district energy systems; waste</p> <p style="text-align: right;">(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>heat/heat recovery; and new and upcoming technologies.</p> <p>In 2023, Ecosystem Energy, our industry partner on this project, hired a Humber student to support them with multiple projects including SWITCH. Additional “Campus as a Living Lab” opportunities are offered for Humber students through SWITCH, Humber Cultural Hub, and other infrastructure projects.</p>	
<p><b>Climate Action and Built Environment</b></p>	<p>Work with Academic Faculty to connect curriculum to on campus energy and building projects</p>	<p>Annual examples of IEMP projects</p>	<p>Each winter semester a student team from the Faculty of Applied Sciences and Technology is presented with a challenge aligned with SWITCH project’s progress. Students are also invited to tour the campus central plant to learn more about innovative features of the project.</p>	




PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Sustainable Transportation</b>	Implement Transportation Demand Management (TDM) Plan	TDM Plan actions completed	The latest TDM plan was in effect between 2018 to 2022; all actions outlined in the plan have been completed or under development. Humber will wait for the launch of the Finch West LRT to develop a new TDM plan, so the impact of the new LRT line on traffic and parking demand is taken into consideration for the new plan.	
<b>Sustainable Transportation</b>	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 program offered to the Humber community via the SmartCommute mobile application or desktop platform.	
<b>Sustainable Transportation</b>	Continue to improve and communicate about carshare program	Increased use of programs (users)	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.	







PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Sustainable Transportation</b>	Review potential of a bike-share program	Review conducted	There are two Bikeshare Toronto stations at the Lakeshore campus. North campus stations may come once the LRT Humber College station is completed.	
<b>Sustainable Transportation</b>	Review Campus Fleet and replace fleet with electric vehicles over time	Number of vehicles	<p>We are monitoring and tracking our current fleet as they reach end of life and equivalent EVs become available.</p> <p>The groundskeeping team purchased five battery-operated trimmers, two blowers and two chainsaws.</p>	
<b>Sustainable Transportation</b>	Participate in all regional discussions related to a student transit pass	Participation	This is ongoing.	
<b>Sustainable Transportation</b>	<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 <a href="#">Digital Campus Plan</a> was unveiled with an updated Academic Plan in Fall 2022.	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Sustainable Transportation</b>	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>In recognition of its mission to incentivize sustainable transportation, Humber College received \$100,000 towards the procurement and installation of chargers at the Humber Cultural Hub from the federal government's Zero Emission Vehicle Infrastructure Program.</p>	
<b>Sustainable Transportation</b>	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</p> <p style="text-align: right;">(CONTINUED)</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>Metrolinx is underway and plans include secure bike parking and bike paths connecting to those already existing in the area. The project, anticipated to be completed by December 2023, has been delayed to 2024.</p> <p>Humber North and Lakeshore Campuses offer secure bike parking. The cost for the year is \$12, and there are over 100 spots available across campuses.</p>	
<p><b>Sustainable Transportation</b></p>	<p>Embed information about sustainable transportation options into all staff, faculty and student information</p>	<p>Examples as they occur</p>	<p>Communications on sustainable transportation options are consistently maintained and refreshed on our website, and promotion takes place during Open House and Orientation events. SmartCommute and BikeShare Toronto are some of the sustainable transportation programs promoted to the Humber community.</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Sustainable Transportation</b>	Evaluate commute modal split	% Single use occupancy vehicles	In 2023, the Office of Sustainability ran a commute survey to assess how Humber students and employees come to campus. The results showed that 18.67% of students and 62.96% of employees use single-occupancy vehicles as their primary mode of transportation.	
<b>Sustainable Transportation</b>	Explore use of an electric shuttle bus service	Number of vehicles	There is no update on this action at this time.	
<b>Waste Systems</b>	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 reusable Friendlier container program, E-Waste Collection and renewed signage across campus. Since the implementation of Friendlier, over 340,000 single-use containers have been avoided on campus.</p> <p style="text-align: right;">(CONTINUED)</p>	




PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>In 2023, Humber increased the designated Low Waste Event Spaces to 13 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>	
<p><b>Waste Systems</b></p>	<p>Increase waste diversion to 80% per campus user</p>	<p>Metric tons</p>	<p>In 2023, our waste diversion rate was 37.74% at North and 25.58% at Lakeshore.</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,</p> <p style="text-align: right;">(CONTINUED)</p>	


PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>construction &amp; demolition and air filters, as well as waste reduction programs including water bottle refill stations, and double-sided printing.</p>	
<b>Waste Systems</b>	Reduce contamination in all waste streams	Metric tons	Total waste generated between January 1st 2023 and December 1st 2023 was 1118.08 MT.	
<b>Waste Systems</b>	Build and implement a strong engagement strategy to increase awareness of on-campus waste reduction and separation practices	Create and execute ongoing strategy	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 Friendlier reusable containers, Low Waste Event Spaces, PPE Recycling and Office Bin Reduction initiative.	
<b>Waste Systems</b>	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 2023.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Waste Systems</b>	Review the sustainability of hazardous waste disposal practices	Conduct review	<p>Humber ensures that chemical wastes and other hazardous wastes are managed and disposed of in compliance with existing provincial environmental regulations. We strive to work with hazardous waste disposal organizations who place a priority on sustainability and recycling. Our current vendor has a recycling program for waste containers that house our hazardous waste. For example, all the paint cans Humber sends are recycled through a licensed recycler. After being safely depressurized, aerosol cans are appropriately recycled, and about 75% of all steel drum containers are also recycled. In 2023, Humber disposed of over 200 containers of waste. Future efforts will centre around the recycling of specific chemical wastes, and where</p> <p style="text-align: right;">(CONTINUED)</p>	



PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
			<p>possible, to lessen the impact of chemical waste disposal on the environment such as by diverting them from landfills and the incineration process.</p>	
<p><b>Waste Systems</b></p>	<p>Standardize responsible disposal of waste for users (i.e. bins, locations)</p>	<p>Program created and communicated</p>	<p>In 2023, the Office of Sustainability ensured the centralized Three-Stream and Four-Stream Sorting Stations with appropriate and clear signage across campus. The office bin reduction project continued in 2023, with more personal waste bins removed from offices at Humber.</p>	
<p><b>Waste Systems</b></p>	<p>Review potential to introduce dedicated service staff to sort waste in campus cafeterias</p>	<p>Conduct review</p>	<p>Consideration for this action is ongoing, and training provided to individuals who manage and have access to Humber’s waste and recycling compactors.</p>	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<b>Waste Systems</b>	Tax use of paper cups	Program created and communicated	Discounts are offered for those who bring their own mugs when purchasing beverages at several outlets on campus.	
<b>Waste Systems</b>	Review potential for a reusable food service mug program where possible	Conduct review	The Office of Sustainability had discussions with Friendlier about a reusable mug option, but the program still needs adjustments before it's implemented on campus.	
<b>Waste Systems</b>	Review potential for a reusable food service ware option for catering that is not chinaware	Conduct review	In the Fall of 2022, Humber established Low Waste Event Spaces, where catered events have no disposables available. Melamine plates, bowls and mugs are available at one of the Low Waste Event Spaces due to high volume of student events, where chinaware is not appropriate.	

PRIORITY	SUPPORTING ACTIONS	METRICS	PROGRESS	SDG
<p><b>Waste Systems</b></p>	<p>Significantly reduce single-use and unsustainable items from campus (single-use water bottles, plastic straws, plastic cutlery, plastic bags, single-use condiments &amp; milks, etc.)</p> <p>Investigate creative alternatives to food delivery systems</p>	<p>Reduction in sales/ purchases</p>	<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. The program has expanded to more food locations since then, and reusable containers are expected to be available in culinary labs in 2024. To date, #ReuseHumber has prevented over 340,000 disposable containers from going to landfill.</p> <p>At majority of dining areas, plastic straws have been replaced with paper straws.</p>	

## Green Building Standards

In the Fall of 2023, Humber introduced Green Building Standards that mandate sustainability requirements for the various types of construction projects at the institution. These standards contribute to the college's various strategic plans and initiatives, including the Integrated Energy Master Plan and Climate Action Plan's commitment to achieve Net Zero by 2050. The four Green Building Standards support an accelerated transition to a decarbonized built environment and are made publicly available with the hopes that they can inspire.







**WE ARE**

**FUTURE FOCUSED**



**HUMBER**

Office of Sustainability

[humber.ca/sustainability](https://humber.ca/sustainability)

[@SustainHumber](#)

[sustainability@humber.ca](mailto:sustainability@humber.ca)

Office E103, North Campus