

WILFRID LAURIER UNIVERSITY

# Annual Sustainability Report

Sustainability Office

**2021-2022**

[wlu.ca/sustainability](http://wlu.ca/sustainability)

# Land Acknowledgement

**We would like to acknowledge that Wilfrid Laurier University and its campuses are located on the Haldimand tract**, traditional territory of the Neutral, Anishnaabe (Anish-nah-bay) and Haudenosaunee (Hoe-den-no-show-nee) peoples. This land is part of the Dish with One Spoon Treaty between the Haudenosaunee and Anishnaabe peoples and symbolizes the agreement to share, protect our resources and not to engage in conflict. From the Haldimand Treaty of October 25, 1785, this territory is described as: “6 miles deep from each side of the river (Grand River) beginning at Lake Erie and extending in the proportion to the Head of said river, which them and their posterity are to enjoy forever.” The treaty was signed by the British with their allies, the Six Nations, after the American Revolution. Despite being the largest reserve demographically in Canada, those nations now reside on less than 5 percent of this original territory after losing much of the territory to settlement of newcomers.

Today, this gathering place is home to many First Nations, Metis, and Indigenous peoples from across Turtle Island. Acknowledging them reminds us of our important connection to this land where we live, learn and work. We recognize, honour and respect these nations at the traditional stewards of the lands and water which Laurier is now present.



# Contents

Introduction.....	III
Summary of Progress.....	IV
2021-22 Highlights .....	VII
<b>Operations</b>	
Climate .....	1
Energy & Water.....	4
Transportation .....	6
Waste .....	9
Food & Dining .....	15
Grounds.....	17
<b>Academics</b>	
Curriculum .....	19
Research.....	22
<b>Engagement</b>	
Campus Engagement .....	24
<b>Planning &amp; Administration</b>	
Coordination & Planning.....	29
<b>Diversity, Equity &amp; Inclusion .....</b>	<b>31</b>
<b>Affordability .....</b>	<b>34</b>
<b>Investment.....</b>	<b>35</b>
<b>Conclusion &amp; Next Steps.....</b>	<b>37</b>

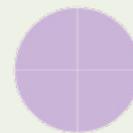




## Summary of Progress

Throughout the report, progress made toward achieving the Action Plan goals are illustrated using the icons below. On the subsequent page, there is an overview of the status of the 16 goals listed in the Action Plan. Each goal has a status icon that will describe how far along the University is in achieving these goals.

### STATUS OF GOALS



Not Started



Started



Somewhat Complete



Mostly Complete/ Ongoing



Complete

# Summary of Progress

## OPERATIONS

<b>Goal 1</b>	<b>Climate</b> Continue to reduce GHG emissions across Laurier campuses through the completion of the LEEP project, building a low carbon campus in Milton and undertaking other projects as funding opportunities arise	
<b>Goal 2</b>	<b>Energy &amp; Water</b> Improve energy and water conservation across campus and contribute to deferred maintenance	
<b>Goal 3</b>	<b>Transportation</b> Increase sustainable transportation uptake by students, faculty and staff to reduce single occupancy vehicle use by 5 percent	
<b>Goal 4</b>	<b>Transportation</b> Improve the sustainability of the university's fleet of vehicles to improve efficiency and reduce carbon emissions	
<b>Goal 5</b>	<b>Waste</b> Reduce overall amount of waste produced on the university by five percent and increase the waste diversion rate by 10 percent	
<b>Goal 6</b>	<b>Food &amp; Dining</b> Improve sustainable food systems in formal and informal campus services	
<b>Goal 7</b>	<b>Grounds</b> Achieve a system of sustainable open and natural spaces throughout campus, prioritizing pedestrians and a positive, thriving relationship between the built and natural environment	

## ACADEMICS

<b>Goal 8</b>	<b>Curriculum</b> Improve Laurier students' skills and knowledge about sustainability by providing sustainability resources and opportunities to Laurier's teaching community and to students directly	
<b>Goal 9</b>	<b>Research</b> Improve collaboration between the Sustainability Office and Laurier research programs that focus on the environment and sustainability	

## ENGAGEMENT

**Goal 10** **Campus Engagement**  
Further the goals of the Strategic Academic Plan as they relate to sustainability



## PLANNING & ADMIN

**Goal 11** **Coordination & Planning**  
Create and update standards and toolkits to embed sustainability in planning, design, and construction (PDC), facilities operations and Human Resources onboarding activities

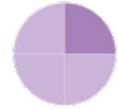


## DIVERSITY, EQUITY & INCLUSION

**Goal 12**  
Support the mission and vision of leaders across campus with strong linkages to sustainability [e.g., Office of Indigenous Initiatives, and Indigenous Student Centres (ISC), and Diversity and Equity Office]



**Goal 13**  
Improve cultural understanding and acceptance on campus by integrating diverse world views and histories.



**Goal 14**  
Improve accessibility of sustainability services to people with disabilities



## AFFORDABILITY

**Goal 15**  
Provide opportunities (particularly for students) to access services and experiences for free or at affordable rates.



## INVESTMENT & FINANCE

**Goal 16** **Responsible Investing**  
Implement recommendations made by the Responsible Investment Working Group (RIWG) to support meaningful action on climate change while meeting fiduciary duties of the Board of Governors





## 2021-22 Highlights

### MAY 2021

- Sustainable Hawk Fund 2021 supported six student, staff, and faculty led projects aimed at solving Laurier sustainability challenges and positively impacting the greater Laurier community

### AUGUST 2021

- Parking and Transportation Resources expanded their electric vehicle charging infrastructure by installing five new level 2 charging stations at Waterloo campus from funding received from Natural Resources Canada's Zero Emissions Infrastructure Program
- Food Justice Garden project supported growth and harvest of fresh produce for Indigenous students to address food insecurity

### OCTOBER 2021

- 140 participants and 800 social media users participated in Zero Waste Week 2021, which included four thematic in-person and virtual challenges

- 300 participants and 720 social media users participated in Fair Trade Campus Week 2021, which included a campus wide awareness blitz with strategic Laurier partners, a Golden Hawk Ticket contest, and the in-person distribution of fair-trade food samples

### NOVEMBER 2021

- Sustainable Hawk Fund program was named a Clean50 2022 Top Project by Delta Management Group and the Canada's Clean50 organization, in recognition of the initiative's measurable impacts, innovation, and ability to inspire others
- Laurier established centralized waste bins at Brantford campus to promote better waste management practices and a push towards a zero-waste community within our multi-campus footprint

### DECEMBER 2021

- Laurier student's setup an e-waste bin on Waterloo campus for the safe disposal of batteries, light bulbs, and electronics
- 700 faculty and staff members completed the annual travel survey to learn about commuting habits and identify future education, awareness, and program infrastructure to improve the uptake of alternative transportation options

### FEBRUARY 2022

- Laurier students participated in a two-day virtual event focused on the UN SDG's Launch, aimed to empower Laurier youth to become sustainability leaders and catalysts for change

## MARCH 2022

- Laurier student team finished second in the sponsored Rain It In stormwater resiliency challenge in partnership with City of Ajax
- Laurier's Sustainability Office became a founding member of Partners in Project Green's Circular Economy Consortium to achieve measurable waste prevention and diversion goals by sharing collaborative resources, best practices, and innovative solutions
- Menstrual Equity Initiative provided access to free menstrual care products in 14 select washrooms at Brantford and Waterloo campuses

## APRIL 2022

- Move Out Program returned to provide Laurier students, faculty, and staff an opportunity to donate clothing and textiles, furniture, e-waste, small appliances, and unopened food items from ending up in landfills
- Earth Day clean-up of public parks in Region of Waterloo and City of Brantford coordinated for Laurier community members

- Personal Protective Equipment recycling provided options to Laurier community at Brantford and Waterloo campuses with an opportunity to recycle used masks and gloves to be recovered, sanitized, and processed into reusable pellets for the manufacturing of non-woven textiles

## ONGOING

- Maintained existing and established new strategic partnerships with community networks in 2021-22 including the following: Bee City Canada, Circular Innovation Council (CIC), Fair Trade Canada, Foundation for Environmental Stewardship (FES), KW Urban Harvester, Laurier Students' Public Interest Research Group (LSPIRG), Ontario Colleges and Universities Sustainability Professionals (OCUSP), Partners in Project Green (PPG), Rain It In, Sustainable Development Solutions Network (SDSN), Sustainability Tracking, Assessment, and Rating System (STARS), Sustainable Waterloo Region, and Young City Growers (YCG)





# Operations

## Climate

### Goal 1



Continue to reduce GHG emissions across Laurier campuses through the completion of the LEEP project, building a low carbon campus in Milton, and undertaking other projects as funding opportunities arise.

Aligns with the Sustainable Development Goal 13: Climate Action.

## PROGRESS SNAPSHOT

### Action 1

Create a Carbon Reduction Roadmap setting short-term, midterm and long-term GHG reduction targets and detailing the process of how targets will be achieved



### Action 2

Establish a senior committee of key Laurier stakeholders to participate in the development of a Carbon Reduction Roadmap



### Action 3

Establish mechanism for regular communication of carbon emissions to business units



### Action 4

Establish a portfolio of 'shovel ready' GHG reduction projects to be prepared for funding opportunities as they arise



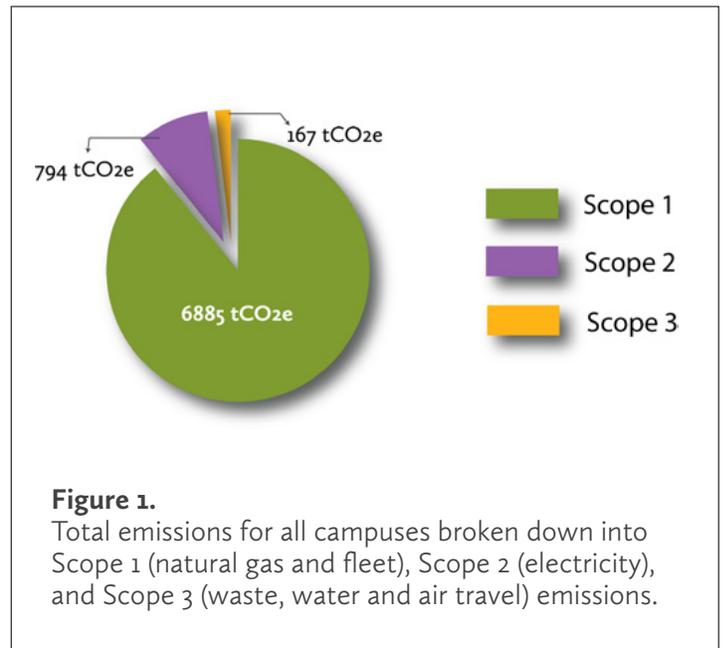


# Climate

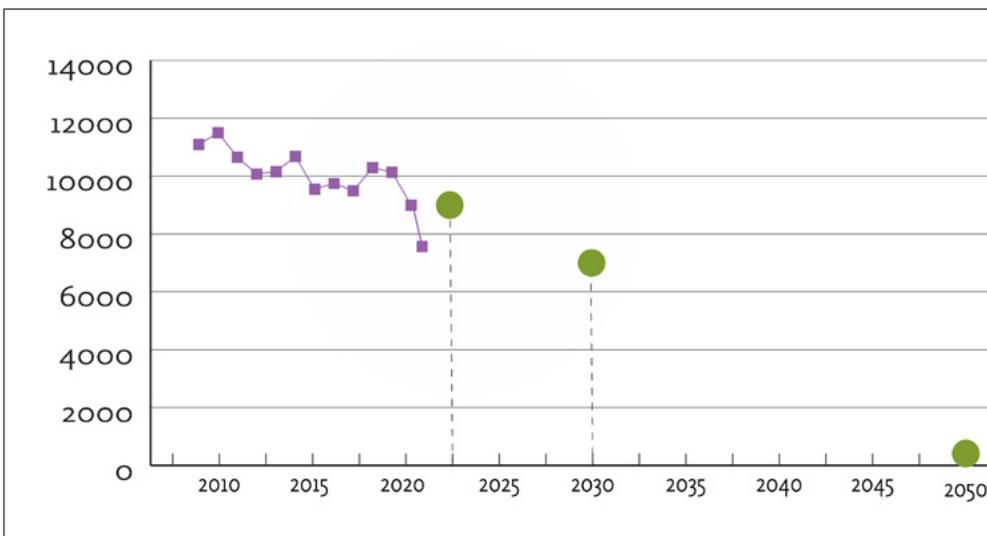
## EMISSIONS INVENTORY

The emissions inventory for all campuses in 2021-22 included a reduction in total emissions from 2020-21 by approximately 16.8%. In terms of emissions reductions from the baseline year of 2009-10, emissions have decreased by 28.8%, which indicates that the 2021-22 target has been achieved and maintained. However, with the COVID-19 pandemic entering its second year in 2021-22, the lack of students, staff, and faculty on campus impacting regular operations at different points of the academic year is likely the cause of this significant emissions reduction.

The most impactful decrease was from Scope 1 emissions, natural gas, which saw a 18% reduction in emissions from 2020-21. With future energy-savings projects in consideration for 2022-23 and beyond, there is potential for an emission reduction rebound, even as a return to campus occurs.



**Figure 1.** Total emissions for all campuses broken down into Scope 1 (natural gas and fleet), Scope 2 (electricity), and Scope 3 (waste, water and air travel) emissions.



**Figure 2.** The total emissions for all Laurier campuses since 2009, in addition to the three targets for 2022, 2030, and 2050.



# Operations

## Climate

### BRANTFORD COMMUNITY CLIMATE CHANGE ADVISORY TEAM

Since 2019-20, the City of Brantford started a Community Climate Change Advisory Team. The Sustainability Office maintained one team member to sit on this team alongside school board representatives, health units, local utilities, and other business organizations. The main purpose of the advisory team was to discuss community emissions in Brantford, ideas, solutions, resources, and partnerships that will help the City of Brantford move towards a net-zero community by 2050. The Sustainability Office actively participated several times throughout 2021-22 to engage with other members and work towards a sustainable community in Brantford.

### REDUCING EMISSIONS THROUGH RETROFITS

Laurier is excited to begin the renovation and expansion of the Music Building, transforming it into a vastly improved space for teaching, practicing, rehearsing, and performing for the Faculty of Music and the broader Laurier community. With thematic architecture and sustainable design elements consistent with the Lazaridis School of Business, the Music Building will become an exceptional dramatic gateway to the Waterloo campus and continue Laurier's transformation of University Avenue.





# Operations

## Energy & Water

### Goal 2



Improve energy and water conservation across campus and contribute to deferred maintenance

Aligns with the Sustainable Development Goal 7: Affordable and Clean Energy.

### PROGRESS SNAPSHOT

#### Action 1

Implement the Laurier Energy Efficiency Project (LEEP) across campuses



#### Action 2

Create an Energy Management Plan that aligns with Carbon Reduction Roadmap GHG reduction targets



#### Action 3

Regularly measure and verify energy and water usage based on established protocols



#### Action 4

Develop building energy benchmarking capabilities and key performance indicators (KPIs).



#### Action 5

Establish and implement capital planning design standards for new and existing energy and water consuming equipment/systems. Use checklists for ongoing verification of energy efficient operation of buildings and equipment.



#### Action 6

Realize energy savings through continued expansion of Building Automation System (BAS) technologies and retro-commissioning of existing building systems.





# Operations

## Energy & Water

### COMPLETION OF THE LEEP PROJECT

2021-22 was a busy year for the LEEP project as many of the remaining project milestones were in the process of wrapping up. This multi-year effort, started back in 2016, included installing the Battery Energy Storage System (BESS) power generation infrastructure in 2020-21. BESS and micro-grid control programming, testing, and commissioning occurred in 2021-22.

### ENERGY MANAGEMENT WORKING GROUP

Established by the Facilities and Asset Management department to help identify the common challenges and opportunities in managing our energy footprints and operational needs, share case studies and best practices that will encourage Laurier to pursue similar opportunities at all campuses, and inspire team leadership and maximize collaborative goals across a variety of institutional and community stakeholders.





# Operations

## Transportation

### Goal 3



Increase sustainable transportation uptake by students, faculty, and staff to reduce single occupancy vehicle use by 5%

Aligns with the Sustainable Development Goal 9: Industry, Innovation and Infrastructure.

### Goal 4



Improve the sustainability of our campus fleet to improve efficiency and reduce carbon emissions

Aligns with the Sustainable Development Goal 9: Industry, Innovation and Infrastructure.

## PROGRESS SNAPSHOT

### Action 1

Fill in gaps and expand service types such as an improved carpool program, bike share program, and electric vehicle charging station infrastructure across all our campuses



### Action 4

Pilot electric and hybrid vehicles in our Facilities and Asset Management department fleet and use as case studies for the rest of the campus' fleet vehicles



### Action 2

Incentivize sustainable transportation options to encourage uptake through a variety of measures such as preferential EV parking and discounted carpool parking



### Action 5

Right-size campus fleet and embed fleet management systems and protocol to improve transportation demand management items like anti-idling and route optimization



### Action 3

Partner with government and non-profit organizations to improve scope of programs





# Operations

## Transportation



### UPDATE ON EV CHARGING STATION IMPLEMENTATION

Update on EV charging station implementation  
In 2021-22, electric vehicle (EV) infrastructure grew on the Waterloo campus. Following the approval of funding from Natural Resources Canada (NRCan) through the Zero Emissions Infrastructure Program (ZEVIP), five level two EV charging stations were installed on the Waterloo campus.

This EV expansion will be completed in two phases and will focus on under-served areas of the campus. Phase one will see three stations installed in the campus core in front of the Bricker Academic Building. The second phase will see two stations installed on the East side of campus at the 202 Regina Street Administration Building parking lot.

The expansion of the EV charging network almost doubled the existing EV network. New charger stations will help to reduce barriers for current and future EV owners who are making the switch to zero-carbon commuting. With the rise of EV vehicle ownership in the Region of Waterloo, the growth of the EV charging network at Laurier will be beneficial to supporting a low-carbon future in the community.



# Operations

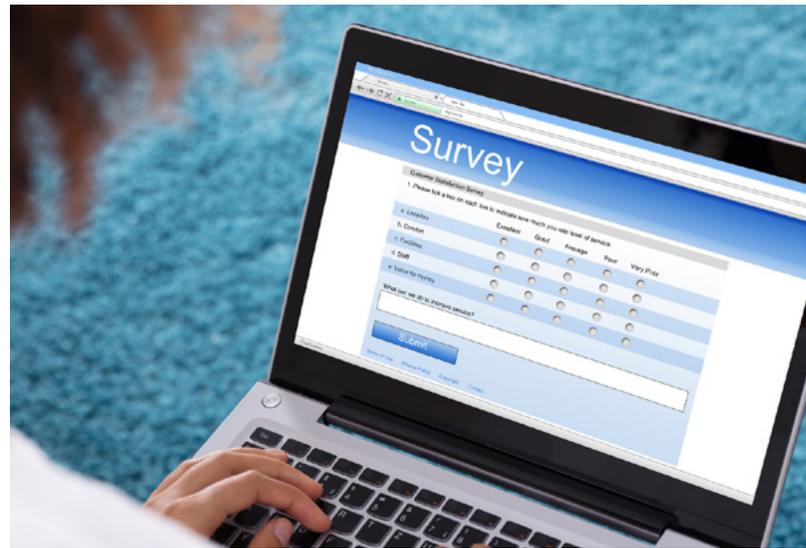
## Transportation

### 2021-22 TRAVEL SURVEY RESULTS

The 2021-22 Travel Survey was conducted using travel data collected from over 700 Laurier faculty and staff. Data was collected in the month of November 2021. The survey looked to report on information about the commuting habits, barriers, and preferences of Laurier employees.

Approximately 83% of Laurier employees drive alone as their primary method of commuting. The campus with the highest frequency of drive alone commuters is Brantford, topping in at 91%, which is a full 10% higher than the Waterloo drive alone rate. Of the employees who recorded driving alone as their primary commute method, 43% of them were satisfied with their commute. The groups with the highest satisfaction rate were people who primarily carpooled or walked to work.

The Travel Survey identified the opportunity for an increase of electric vehicle usage, with over 65% of respondents saying they would be willing to switch if certain incentives were given or barriers were overcome. The most common barrier stated was the cost of electric vehicles, while the most requested incentive was government grants to help subsidize some of the costs.



With the COVID-19 pandemic moving into its second year more people have adopted the mixed model for work location, which involved working both at home and in the office. 60% of people had this mixed arrangement, while only 13% of people exclusively worked at home and 25% exclusively worked in the office. These distributions stayed similar when looking at all of Laurier's campuses.



# Operations

## Waste

### Goal 5



Reduce overall amount of waste produced on campus by 5% and increase the waste diversion rate by 10%

Aligns with the Sustainable Development Goal 12: Responsible Consumption and Production.

## PROGRESS SNAPSHOT

### Action 1

Improve awareness of waste reduction/diversion programs through incentives, events and better advertising



### Action 2

Improve operation of waste reduction/diversion programs through orientation and ongoing training and evaluation



### Action 3

Improve waste infrastructure across campus (e.g., standardized centralized waste stations, signage, moloks, etc.) to support improved waste diversion rates



### Action 4

Expand reuse programs, for example surplus furniture, zero waste pop up shop, and residence move out program





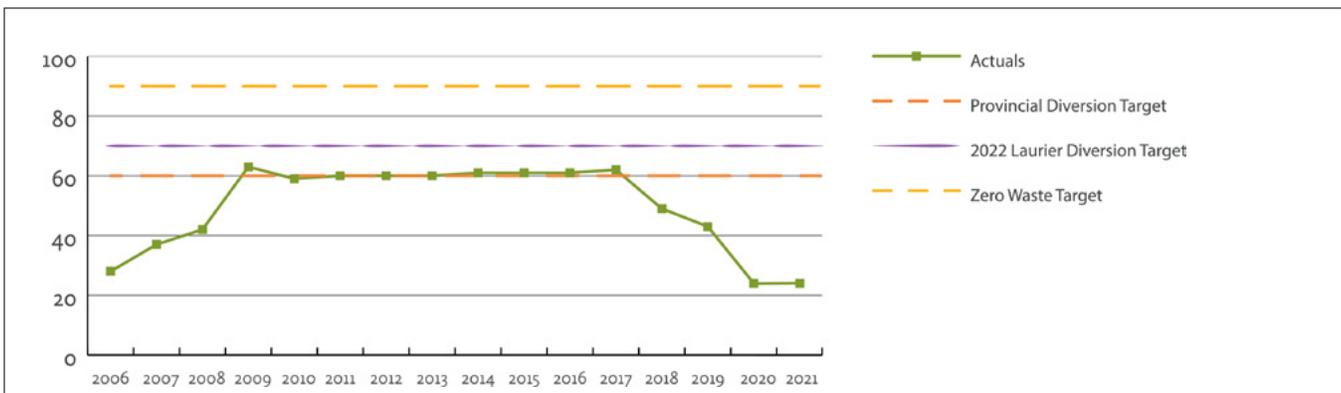
# Operations

## Waste

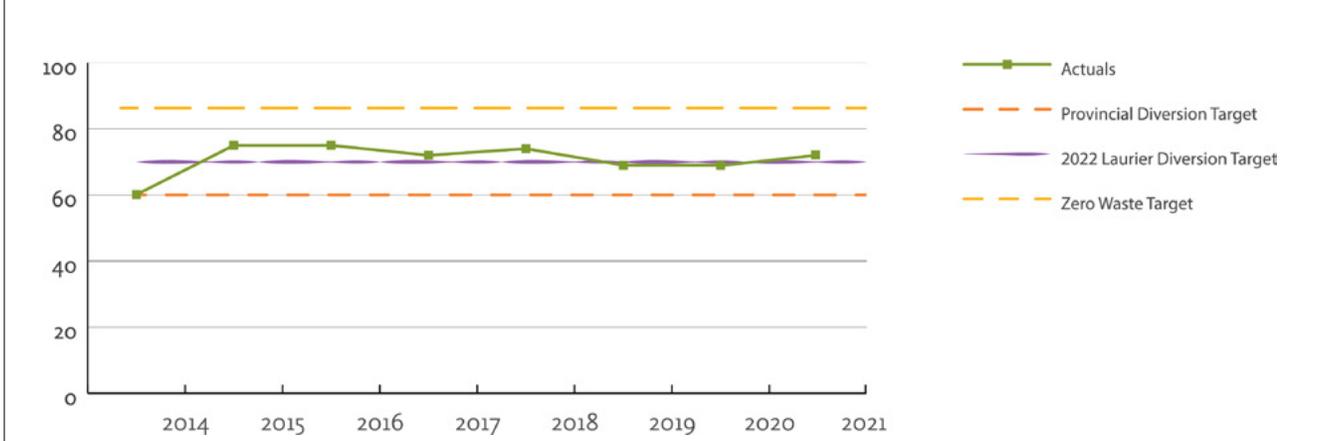
### WASTE DIVERSION & REDUCTION

Over the past few years, Laurier has faced challenges in waste diversion, with our diversion rate dropping from 43% in 2020-21 to 39% in 2021-22. This past year's waste audit for 2021-22 concluded that Waterloo's diversion rate stayed static at 24% year to year. This past year's waste audit for 2021-22 concluded that Brantford's diversion rate increased from 69% in 2020-21 to 72% in 2021-22.

Even with the challenges of increased landfill waste management issues, new and existing initiatives for waste reduction will be implemented throughout the 2022-23 academic year along with the 2023-2027 Sustainability Action Plan. Some of the initiatives to improve waste diversion on all campuses will be the return of the Freestore (Waterloo) and the Move Out program (Waterloo), along with centralized bins (Brantford) to be consistent in what is offered to students, staff, and faculty in a multi-campus setting.



**Figure 3.** Waterloo's waste diversion rate from 2006 - 2021 in comparison to provincial and internal targets.



**Figure 4.** Brantford's waste diversion rate from 2014 - 2021 in comparison to provincial and internal targets.



# Operations

## Waste



### ZERO WASTE WEEK GOES HYBRID

The third annual Zero Waste Week was held in October 2021. This year the campaign was virtual with online giveaways and challenges for participants:

#### DAY 1

The Sustainability Office launched the Zero Waste Week Challenge, where participants placed their non-recyclable, non-compostable waste in a mason jar. Throughout the week, participants took part in the challenge to display their zero waste skills.

#### DAY 2

Theme was “Textile Tuesday,” where participants sent a picture of their favourite thrifted outfit to the @LaurierGreen Instagram account. In total, 10 participants sent in their pictures and were entered to win one of three gift cards to local thrift stores.

#### DAY 3

Theme was e-waste. Throughout the afternoon, the Sustainability Office promoted the e-waste trivia, which had 43 respondents who all had a chance to win one of five \$25 gift cards to Staples. At the end of the day, the Smart Hawk Recycling team did an Instagram takeover and provided insight into their e-waste bin project in the Concourse.

#### DAY 4

Theme was “Plastic Free Pursuit,” where the Sustainability Office had a pop-up booth for students to pick up zero waste items for their personal use. Over 30 students stopped by to pick up a new product. In addition to the booth, a waste reduction survey was sent out to select staff and faculty to provide their input on waste reduction at Laurier. In total, 56 staff and faculty provided input on waste management practices at Laurier.

#### DAY 5

The week wrapped up with “Reduce your Food Waste Friday.” Throughout the day, participants could visit the @LaurierGreen Instagram account and fill out a survey about how they reduce food waste. Participants had a chance at winning one of three zero waste cookbooks for participation. By the end of the week, the campaign reached approximately 800 social media users and had 140 participants throughout all the challenges.



# Operations

## Waste

### BRANTFORD CAMPUS NOW HAS CENTRALIZED WASTE COLLECTION BINS

The Facilities and Asset Management department (FAM) installed central waste bins across the Brantford campus in early September. These bins will help to promote better waste management practices across the campus as we aim for a zero-waste community.

The new system is an opportunity for the Laurier Brantford community to move toward waste reduction while improving its waste diversion rate.

Individuals can sort and dispose of their waste into streams for paper recycling, can and bottle recycling and landfill waste. These bins are in easy-access, high-traffic areas that are accessible to everyone. Individual waste and recycling bins will be removed from offices in the coming weeks and all waste collection will be done at one location. By doing this, custodial staff can save time on collection and FAM staff can track Laurier's waste footprint for improvement in the future.

The advantages of a centralized waste program include:

- Improving diversion rate by ensuring waste goes in the correct stream
- Is more user-friendly – you can see all the waste stream options available to you



- Helps to identify waste goals and targets through easy-access auditing
- Reduces the need to empty individual bins

### WASTE MANAGEMENT WORKING GROUP

Established within Laurier's FAM and Student and Ancillary Services departments to help identify shared challenges and opportunities in managing our waste management footprints and operational needs. Case studies and best practices that will encourage Laurier to pursue similar implementation opportunities at Brantford and Waterloo campuses are also shared. Team leadership and collaborative goals across a variety of institutional and community stakeholders are inspired.



# Operations

## Waste

### SMART HAWK RECYCLING BINS

The Waterloo campus now has an e-waste recycling bin located in the Concourse. Two third-year students – Reena Sakran and Nathan Lam – who received funding through the Sustainable Hawk Fund (SHF), led the Smart Hawk Recycling project. Throughout 2021-22, Reena and Nathan, along with the Facilities and Asset Management department, planned, ordered, and installed the e-waste bin that would contain cell phones, batteries, lightbulbs, and household electronics. These two students initially produced the idea during a course assignment, which challenged students to propose an idea for the SHF. Since they submitted their project, the Laurier community has been receptive to a program that will help reduce the amount of e-waste going to the landfill.

### PERSONAL PROTECTIVE EQUIPMENT (PPE) RECYCLING

The Sustainability Office in partnership with the Brantford Ecohawks committee and the WLU Students' Union have recently launched PPE recycling boxes across both the Waterloo and Brantford campuses. The initiative led by Josh Smith, a student and Vice President of Programming and Services (Brantford) for the Students' Union, seeks to not only reduce the amount of PPE utilized by staff, faculty, and students on campus, but also repurpose this waste to create new products.

Once PPE is collected through the recycling bin, it will be sterilized and formed into pellets. These pellets will subsequently be used to create nonwoven textile for masks, disposable isolation gowns, and injection-molded items used in healthcare.

The PPE recycling bins will be strategically placed in academic areas on the two campuses to best capture PPE used in labs, from custodial staff, and from students' personal PPE such as disposable masks.

To give context to the potential impact this initiative will have, our custodial staff on average change their gloves five times per day, which over the course of a year can amount to upwards of 30,000 pairs of gloves being diverted from landfill.

We kindly ask that all students, staff, and faculty use these bins whenever possible to help reduce our waste going to landfill and keep litter off our grounds and local community. PPE bins can be found at ten locations at the Waterloo campus and four locations at the Brantford campus.





# Operations

## Waste

### MOVE OUT PROGRAM RETURNS

With the return to in-person classes, as well as students moving back to campus this year the Sustainability Office has brought back the Move Out program. The primary objective of the Move Out program is to divert reusable materials often thrown out in the process of moving out of residence/university homes. Our hope is if students have a place to donate their unwanted possessions, they will not be so quick to throw them out. This year faculty and staff were also welcomed to donate items they no longer had a use for. This can be a terrific way for everyone in the Laurier community to get started on their spring cleaning in a socially responsible way.

This year donations for the Move Out program were being accepted at the front of the 230 Regina building as opposed to being collected in bins inside of residence. This was to lessen the burden put on the Residence and Grounds departments as well as to encourage the whole Laurier community to

donate, not just first year students. Donations were collected every weekday throughout April 2022. The Sustainability Office also added an incentive to participate in this year's Move Out program by providing a credit to individuals who donated via their OneCard. These credits can be used at any food locations that accept OneCards for payment.

Donations accepted were e-waste, household supplies/school supplies, clothing and textiles, non-perishable food items and furniture. This year we were excited to partner with the Laurier Distro, Foodbank of Waterloo Region, Tech Wreckers, Diabetes Canada, and the Laurier Lending Library. These organizations will be taking the bulk of our donations. All items not taken by them will be stored and then given out at the Laurier Freestore.

### EARTH DAY CLEAN-UP ENGAGEMENT EVENT

A campus and community clean-up took place on Earth Day simultaneously at both the Brantford and Waterloo campuses as a positive end to the 2021-22 academic year. In partnership with the City of Brantford's Clean Brantford program and the Region of Waterloo's Environment programming, 17 student, staff, and faculty volunteers showed their school spirit and made an impact in our community by collecting 17 bags of trash. Participants at the Waterloo campus did a clean-up along University Avenue and Waterloo Park East, while participants at the Brantford campus did a clean-up at Charlie Ward Park.





# Operations

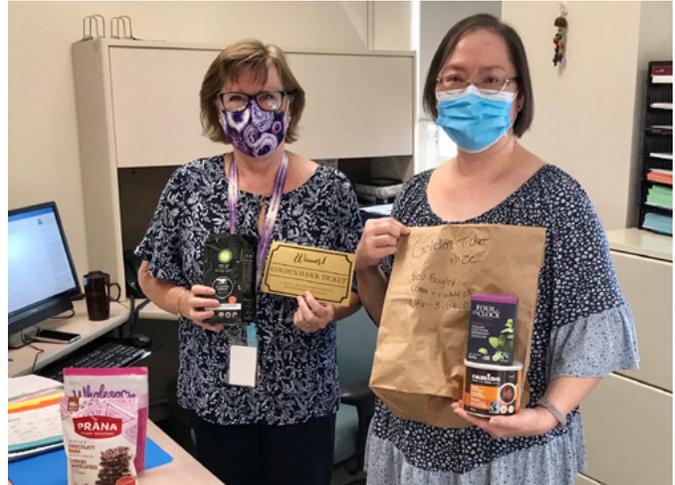
## Food & Dining

### Goal 6



Improve sustainable food systems in formal and informal campus services

Aligns with the Sustainable Development Goal 2: Zero Hunger.



## PROGRESS SNAPSHOT

### Action 1

Work with on-campus food service providers on common initiatives such as increasing local food purchasing/percentage, focusing on plant-based meals and reducing food waste and packaging



### Action 2

Increase the number of ways students and staff can access and purchase local foods



### Action 3

Establish a formal program around our edible tree and shrub plantation





# Operations



## Food & Dining

### FAIR TRADE CAMPUS WEEK HYBRID ENGAGEMENT

For the past five years, Food Services and the Sustainability Office have collaborated to bring Fair Trade Campus Week to the Laurier community. This year's hybrid campaign brought new activities through virtual and in-person engagement. The first engagement activity was the Fair Trade Campus Blitz on both the Brantford and Waterloo campuses. Throughout the week, Parking and Transportation Resources, Wilf's, Athletics, the Bookstore, and the Stedman Community Bookstore all provided free Fair Trade product samples. Chocolate, tea, and coffee samples were available at these locations where students and employees could sign up to win one of three \$50 Fairtrade gift baskets.

The Golden Hawk Ticket Contest was also launched at the beginning of the week. Distribution Services sent out 40 envelopes to employees, which contained a Fairtrade chocolate bar. Four of those envelopes had a golden ticket – if an employee found a winning ticket, they won a \$40 prize pack with Fairtrade products.

The last engagement was the Fairtrade Banzan, which happened in-person at the Terrace Food Court and the Dining Hall. During this pop-up event, Food Services and the Sustainability Office provided Fairtrade bananas in addition to tea and chocolate samples. In total, 300 participants were engaged during online and in-person events, and over 720 social media users were reached on the @LaurierGreen Instagram, Twitter, and Facebook channels.





# Operations

## Grounds

### Goal 7



Achieve a system of sustainable open and natural spaces throughout campus, prioritizing pedestrians and a positive, thriving relationship between the built and natural environment

Aligns with the Sustainable Development Goal 15: Life on Land.

### PROGRESS SNAPSHOT

#### Action 1

Formalize and publish sustainable grounds design standards that support native and low-maintenance plants and wild pollinating species



#### Action 2

Prioritize planting and maintenance of pollinator friendly plants and habitat to support wild bee populations, particularly those considered vulnerable or at risk.



#### Action 3

Prioritize creation and maintenance of green spaces, pedestrian spaces and linkages, including walkways and gathering areas



#### Action 4

Develop and partner with programs that support healthy ecosystems and human wellness, such as Bee City Canada, Greenbelt Fund, and horticultural therapy





# Operations

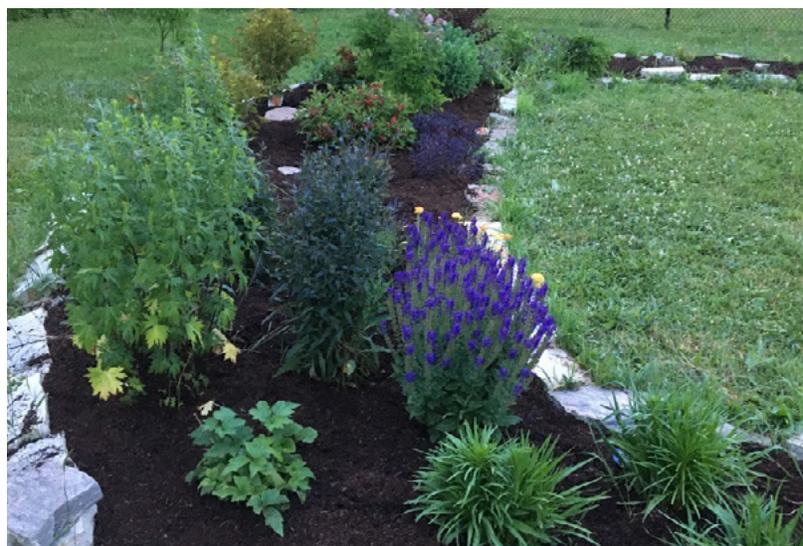
## Grounds

### GARDEN STEWARDSHIP PROGRAM

The Laurier Garden Stewards program became a new addition to the Northdale Garden in 2021-22. Since 2019-20, staff and faculty have helped support a pollinator program at the Northdale campus. This includes focusing on current research and the needs of wild bee species through projects such as the pollinator garden and the bee spiral. At the beginning of spring 2021-22, the Sustainability Office along with Jennifer Marshman (the in-house pollinator-expert and a Laurier PhD candidate) created the Laurier Garden Stewards program. This was open to students, staff, and faculty who wanted to help maintain the pollinator garden at Northdale, while also keeping track of pollinator habits on-site. Astoundingly, this effort received over 150+ volunteers for this growing season.

### NORTHDALE GARDEN UPDATE

At the end of Spring/Summer 2021-22, Laurier stakeholders and community groups, LSPiRG, KW Urban Harvesters, and Young City Growers completed an in-person design charette to identify implementation opportunities and collaborative resource capacity for the Northdale Community Garden. This charette identified support sought by our community partners along with transformative implementation opportunities that could be initiated as part of 2023-2027 Sustainability Action Plan. Conceptual retrofits, experiential installations, seasonal logistics, capital asset acquisitions, and program and engagement enhancements were explored. An informal transformation plan is in development and a review of ongoing implementation milestones will encompass the start of each annual growing season.





# Academics

## Curriculum

### Goal 8



Improve sustainability knowledge and skills in Laurier students by providing sustainability resources and opportunities to Laurier's teaching community and to students directly

Aligns with the Sustainable Development Goal 4: Quality Education.

## PROGRESS SNAPSHOT

### Action 1

Work with the Centre for Teaching Innovation and Excellence (CTIE) and faculty to provide resources to support embedding sustainability content into courses



### Action 2

Expand environment and sustainability-related academic programs offered at Laurier through focused programming at Milton campus



### Action 3

Connect students to internal and external learning opportunities through class and other partnerships, Sustainability Office events, and communications



### Action 4

Partner with Office of Indigenous Initiatives on sustainability initiatives to provide learning opportunities for students on topics such as land-based programs





# Academics

## Curriculum

### SE300 AND SE400 COLLABORATION

The Sustainability Office is proud to have collaborated with faculty members during the Fall 2021-22 semester. One of the main collaboration efforts was with the “Developing a Social Venture” (SE300) course. Students gained a firsthand introduction on how to design and launch social enterprises as a form of innovation and fostering positive change in society. Throughout the course, students started with idea generation all the way to prototyping and implementation. To gain feedback on their ideas, students interviewed area experts and community members. This past year, the Sustainability Office was part of 12 interviews conducted by students in the course. In addition, staff gave two guest lectures on how to do a successful pitch presentation. Overall, the Sustainability Office looks forward to building additional positive relationships with other faculty members to provide students with new academic opportunities.

### IKEA CHALLENGE

Organizations and individuals are looking for ways to reduce waste and create a cleaner way to do business for current and future health of the planet. With that goal in mind, second-year undergraduate students at Laurier’s Lazaridis School of Business and Economics were invited to participate in the seventh annual IKEA Sustainability Challenge.

This year, teams were asked to propose solutions to the question, “How can IKEA Canada kickstart immediate and substantive climate action, driving impact through our own business activities, and empowering other businesses to become more sustainable?”

The challenge was initially developed by Lazaridis School alumnus Michael Ward (BBA ’86), CEO and Chief Sustainability Officer of IKEA Canada and Assistant Professor Laura Allan with the goal of raising awareness about sustainability issues as an important principle of business practice.

This year, the challenge was facilitated by Rima Khatib, assistant professor of business technology management and Patricia McLaren, associate dean of undergraduate business programs. Twenty-three teams from the Bachelor of Business Administration (BBA), Bachelor of Economics (BA Economics), and Bachelor of Business Technology Management (BTM) programs entered the competition and were given two weeks to develop their proposals. One week later, their video submissions were due and evaluated by a panel of sustainability experts. The expertise of Eric Meliton, Manager of the Sustainability Office at Laurier; Rebecca Garlick, Program Manager at Sustainable Waterloo Region; and Carley Bringeland, Business Banking Associate at Vancity Community Investment were helpful in selecting the finalist teams.

(continued on next page)



# Academics

From the 11 semi-finalist teams, five were chosen as finalists to present to a panel of IKEA executives and sustainability experts. The teams were given eight minutes to present, with five minutes for questions from the judging panel.

After the presentations, IKEA Canada judges Michael Ward, CEO and Chief Sustainability Officer, Eri Mathy, Country Business Development and Transformation Manager, Kristin Newbigging, Community Operations Manager, Liz Wilson, Country Customer Fulfillment Manager, and Melissa Barbosa, Country Sustainability Manager had the tough task of picking the top teams.

## THE RESULTS:

### First place – IKEA Green Parking:

Took a ground-level approach, recommending green parking lots for all IKEA stores. By repaving current lots with permeable pavement made from 100 per cent recycled plastic and building rain gardens around the perimeter, IKEA would be able to make their parking space both functional and environmentally friendly.

### Second place – Carbon Zero Heroes:

Recommended IKEA implement a fleet of electric vehicles. By doing so, IKEA would be able to reduce their carbon footprint by removing air pollution related to their shipping and delivery services.

**Third place – Jord Bin:** Tackled the problem of shipping waste by developing recycled aluminum packaging. A return program would then be created, whereby customers would have the option for their bin to be picked up directly from their homes and receive a credit to put toward future purchases.

## LAURIER STUDENT FILMS AT UN SDG'S FESTIVAL

During the United Nations' Sustainable Development Goals Global Festival of Action, three documentary short films created by Laurier students were shown. These films focused on climate research, the impacts of climate change and practical solutions to mitigate the effects of climate change.

This was an international event and was broadcasted worldwide. The films included, *Bringing Back the Importance of Nature* by Grace Hood, *The Permafrost Problem* by Evan Parish, and *Treading Tides* by Hannah Nicholls. All three documentaries can be seen on the United Nations Youth Climate Report.

All three films were supervised by Mark Terry, a Laurier faculty member in the Department of English and Film Studies.





# Academics

## Research

### Goal 9



Improve collaboration between the Sustainability Office and Laurier research programs that focus on the environment and sustainability

Aligns with the Sustainable Development Goal 4: Quality Education



### MANUEL RIEMER SUSTAINABLE WATERLOO REGION'S CHAMPION OF THE YEAR

Laurier professor of Psychology Manuel Riemer was presented with Sustainable Waterloo Region's 2020 Champion of the Year award. This award recognized Riemer for his outstanding partnership with Sustainable Waterloo Region's programs and initiatives, along with his own research at Laurier.

Manuel Riemer's work with Sustainable Waterloo Region includes the ClimateActionWR program, which focused on lowering greenhouse gas emissions in the Waterloo Region. Riemer also worked alongside Sustainable Waterloo Region to look at the impact and development of a culture of sustainability in Evolv1, Canada's first commercial net-positive energy multi-tenant building.

Manuel Riemer is working as the Director of Laurier's Viessmann Centre for Engagement and Research in Sustainability (VERiS), where he partners with municipalities to help integrate equity and accessibility into their climate action plans.

### PROGRESS SNAPSHOT

#### Action 1

Use Sustainability Office communications to profile research and individuals achieving excellence in academics at Laurier within the field of sustainability



#### Action 2

Work with Laurier researchers to support Sustainability Office initiatives/strategies/programs and explore opportunities to use campus as a 'Living Lab,' particularly through environmental science and engineering programs at the new Milton campus





# Academics

## Research

### LAURIER AND FLEMING DIPLOMA / DEGREE PATHWAY

Laurier is renewing its partnership with Fleming College to continue offering its “2+2” pathway for students interested in earning a diploma and degree in four years.

Under the agreement, graduates of six Fleming College programs can enter directly into the third year of Laurier’s Honours Bachelor of Arts in Environmental Studies, offered on Laurier’s Waterloo campus, allowing them to complete their degree in only two years.

The pathway option is available to students in Fleming College’s two-year (technician) and three-year (technology) diploma programs in the School of Environmental and Natural Resource Sciences: Environmental Technician and Technology; Ecosystem Management Technician and Technology; and Fish and Wildlife Technician and Technology.

Laurier’s BA in Environmental Studies program combines natural and social sciences to better understand the human relationship with the natural environment. Students and researchers focus on issues of sustainability in the management of land and water, the formulation of environmental policy and how environmental management decisions can be improved to ensure a healthy future for humans



and nature. Students participate in field courses, where they design and carry out original research projects, and they also develop applied skills, such as how to use geographic information systems and drones.

Fleming graduates in Laurier’s degree program will be required to take core Geography and Environmental Studies courses such as environmental theory, hydrology, geographic information systems and research methods to expand their knowledge and skills.

The pathway program has been renewed from September 2021 to September 2023.



# Engagement

## Campus Engagement

### Goal 10



Further the goals of the Strategic Academic Plan as they relate to sustainability

Aligns with the Sustainable Development Goal 4: Quality Education



### PROGRESS SNAPSHOT

#### Action 1

Seek executive leadership from Deans to support and drive partnerships with faculty and student-focused programs as well as clubs and research centres to provide experiential learning opportunities for students



#### Action 2

Develop outreach activities around the Sustainable Hawk Fund around opportunities for entrepreneurship and social innovation



### BRANTFORD SUSTAINABILITY AND SOCIAL CHANGE COUNCIL

The Sustainability and Social Change Council welcomed six new first year students to the council in the beginning of the school year. In the 2021-22 school year, the council held four events virtually for Laurier Off-Campus University Students (LOCUS) and residence. The purpose of the council is to engage first year students in sustainability on and off-campus. Some of the events held include a games night that centered around the theme of environmental sustainability, a movie night that included a donation drive for clothing and canned goods, and a hot chocolate stand where students could pick up hot chocolate with their reusable mug. Overall, the council successfully engaged first year students throughout the year and looks forward to starting up the school year in person in September!



# Engagement

## Campus Engagement



### WATERLOO SUSTAINABILITY COUNCIL

The Waterloo Sustainability Council is responsible for improving first year residence and LOCUS students' understanding of what it means to live a sustainable lifestyle both on and off campus. In the 2021-22 school year, the Council facilitated a variety of events, engaging over 400 students. These events have included an informative Bingo to highlight ways to live sustainably in residence, promoting the Laurier SDGs Launch Conference, and Instagram campaigns. Some of our most engaging events included our interactive Up-cycled Tote Bags and Reusing with Origami events. These events both emphasized the importance of reusing and recycling old materials to create new, functional items for students.



# Engagement

## Campus Engagement

### LAURIER'S SUSTAINABLE DEVELOPMENT GOALS LAUNCH CONFERENCE

In February 2022, the Sustainability Office hosted the Foundation for Environmental Stewardship (FES) for the Laurier SDGs (Sustainable Development Goals) Launch Conference. FES hosted three sessions for students that raised awareness and action towards building a more sustainable future with the SDGs. The first session was the Deep Dive Interactive Keynote, presented by youth activist Steve Lee who talked about the SDGs' history, targets, and indicators. Following the keynote, the next session was "Localization" that gave specific examples of real ways youth can engage with the SDGs in their local communities. The final session guided students through an action-plan development workshop.

In total, 20 students participated in the three-day conference. Students who participated received a certificate of completion, hours on their Laurier Experience Record (LER), and got to network with other like-minded students.

### RAIN IT IN AND CITY OF AJAX RESILIENCY CONTEST PARTICIPATION

Extreme rainfall events can be devastating for communities, causing damage to infrastructure, disrupting daily life and, at times, threatening public safety.

Laurier and the Town of Ajax sponsored Rain It In, an annual competition that challenges post-secondary students to develop innovative solutions for communities to mitigate the impact of intense rainfall events. The 2022 competition was held virtually between January and March and focused on developing solutions for the Town of Ajax, which has identified the need to address the impact of more frequent and intense weather events, aging stormwater infrastructure and urbanization.

During the competition, teams worked on their projects, liaised with an assigned industry mentor, and attended workshops focused on water-related issues and skills development. At the end of the competition, students pitched their solutions to a judging panel. After the competition, the team behind Rain It In will support student teams interested in pursuing the development of their solution by connecting them with resources, mentors, and programs.

#### **2nd Place:**

DSI Green Solutions from Laurier - Their solution was to build Green Parking Lots for businesses in the Durham region to make their land more sustainable and tackle over-urbanization. The services they would provide included the design and installation of the parking lots, a comprehensive marketing and engagement plan, as well as yearly maintenance on the land. Green Parking Lots consist of permeable pavement, rain gardens and bioswales.

**Congratulations to Bachelor of Business Administration students Dayna Minuskin, Sophie Papernick and Isabella Festa-Bianchet!**



# Engagement

## Campus Engagement

### SUSTAINABLE HAWK FUND 2020-21 PROJECT SUBMISSIONS

With 2020-21 bringing a share of challenges, the Sustainability Office was still able to provide the opportunity for staff, students, and faculty to apply to the Sustainable Hawk Fund. There was a total of six recipients that received their funding in February to May 2021 – all student groups – who demonstrated why their project deserved funding through a virtual pitch. Groups were required to prepare a five-minute or less video that outlined how their project solves a sustainability challenge and would benefit Laurier and the greater community.

#### The 2020-21 recipients of the Sustainable Hawk Fund are:

##### Microplastic Awareness Campaign

Led by Ryan Brady, the campaign will be designed to raise awareness and literacy surrounding Canada's increasing reliance on plastics. A variety of digital postings (on social media and a website) will be designed to educate and inspire viewers. Specifically, the campaign will promote taking a 30-day challenge that will be designed to reduce everyday plastic waste.

##### SmileTabs

Led by Spencer Lynn, has a goal to reduce waste from toothpaste tubes by creating a sustainable toothpaste option that is accessible to everyone. By re-imagining the packaging and encapsulating the

dentist-recommended amount of toothpaste in a water-soluble film, they will be creating a toothpaste option that results in no packaging waste.

##### Food Justice Garden

Led by Rosemary Ganton, is a partnership to transform decorative planters on the Waterloo main campus into food gardens to support food justice amongst Indigenous students and community members. Currently, many existing planters and beds are filled with ornamental plants, where some of those planters will be replaced with a food garden.

##### Food Fight

Led by Jessica Malcolm, looks to divert food that would otherwise end up in landfills. The goal is to assist restaurants in reducing their food waste in two ways. The first is through a subscription service to reduce raw ingredient spoilage and second, through providing an app for food to be picked up that is "end-of-life" at the end of the day.

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# Engagement

## Campus Engagement

### **LASTXX (Last 20)**

Led by Lauren Barnes, is developing a plastic pavement solution, which will supplement a portion of bitumen (the common binding agent in traditional pavement) with low-density polyethylene one of the hardest plastics to recycle.

### **Smart Hawk Recycling**

Led by Reena Sakram, is an initiative that expands on Laurier's current recycling program to decrease the amount of wrongfully wasted items that must be recycled properly. This Program creates convenience for students, an easier method to properly recycle their items. By introducing a program like the Smart Hawk Recycling Program, students are given the opportunity to place their used items somewhere central on campus.

**Thank you to all our applicants and recipients of the Sustainable Hawk Fund!**



**We would like to also recognize our Sustainable Campus Committee members, who helped judge the pitch presentations:**

### **Anneliese Denstedt**

Facilities and Asset Management, Real Estate

### **Devyn Kelly**

Students' Union President

### **Ehaab D. Abdou**

Faculty, Faculty of Arts

### **Elizabeth LaPalme**

Sustainability Office and Residence

### **Leanne Hagarty**

Faculty, Business Department

### **Katarina Milicic**

Facilities and Asset Management,  
Sustainability Office

### **Mallory O'Brien**

Web Services



# Planning & Administration

## Coordination & Planning

### Goal 11



Create and update standards and toolkits to embed sustainability in planning, design, and construction (PDC), facilities operations and Human Resources onboarding activities.

Aligns with the Sustainable Development Goal 9: Industry, Innovation and Infrastructure.

### PROGRESS SNAPSHOT

#### Action 1

Embed sustainability criteria in contracts and procedures for project managers and facilities operators to ensure that sustainability criteria are incorporated within projects and operations



#### Action 2

Include sustainability-related information and ongoing training in existing standards, practices, and programs within the preexisting staff sustainability certificate and new hire orientation



#### Action 3

Advise on existing and emerging external sustainability-related legislation, funding opportunities, and other mandates





# Planning & Administration

## Coordination & Planning

### STAFF SUSTAINABILITY CERTIFICATE

For the past five years, the Sustainability Office has hosted workshops for the Staff Sustainability Certificate Program. From February 2021 to January 2022, the Office hosted two workshops. The first workshop was “Healthy Gardens: Tips for Maintaining and Closing your Garden,” which was held in September 2021. Kitchener Master Gardener Coordinator - Heather Kelly – led the session and shared her insights and tips into maintaining healthy gardens. Some of the highlights of the presentation included choosing plants, the necessary components for creating and caring for a healthy garden, and tips for how to close the garden in the fall.

The second session was held in January 2022 and was led by David Trueman from CycleWR. The session covered several topics including tips for winter cycling, appropriate clothing and lights, winter bike maintenance, bike modifications, and overcoming barriers and challenges with winter cycling. In total 31 employees have received a certificate since the program launch, with seven new recipients as of February 2022. The Sustainability Office looks forward to returning to regular, in-person programming in the coming months!





# Diversity, Equity & Inclusion

## Goal 12



Support the mission and vision of leaders across campus with strong linkages to sustainability (e.g., Office of Indigenous Initiatives and Indigenous Student Centre (ISC))

Aligns with the Sustainable Development Goal 10: Reduced Inequalities.

## PROGRESS SNAPSHOT

### Action 1

Create a formal communications network between stakeholders to improve the reach of shared messages, initiatives and events



### Action 2

Include ISC and Laurier's diversity, equity, and inclusion goals as themes in existing and new sustainability programming and services offerings, i.e., Staff Sustainability Certificate



### Action 3

Have Sustainability staff and students attend ISC and diversity, equity, and inclusion training, educational sessions and read guidebook; include ISC and Laurier's diversity, equity, and inclusion resources in Sustainability office resource materials



### Action 4

Recruit diversity, equity, and inclusion champions and ISC representatives for Laurier's Sustainable Campus Committee and include the representatives in screening for Sustainable Hawk Fund Projects



### Action 5

Partner with relevant groups and offices to support social sustainability-related workshops





# Diversity, Equity & Inclusion

## Goal 13



Improve cultural understanding and acceptance on campus by integrating diverse world views and histories

Aligns with the Sustainable Development Goal 10: Reduced Inequalities.

## Goal 14



Improve the accessibility of sustainability services to people with disabilities

Aligns with the Sustainable Development Goal 10: Reduced Inequalities.

## PROGRESS SNAPSHOT

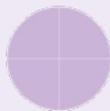
### Action 6

Integrate Calls to Action from the Truth and Reconciliation Commission Report into projects and events to work towards improving a more welcoming campus for Indigenous students, staff and faculty



### Action 7

Integrate indigenous principles and customs into managing Laurier's ecological and social systems, particularly in terms of connection to the land and ecosystem health



### Action 8

Encourage projects that confront accessibility issues through the Sustainable Hawk Fund



### Action 9

Include the Accessibility for Ontarians with Disabilities Act (AODA) in the planning stages of sustainability office projects





# Diversity, Equity & Inclusion

## MENSTRUAL EQUITY INITIATIVE PROJECT CONTRIBUTION

All students deserve equitable access to the menstrual care products we need to be present and comfortable in life. Just like toilet paper and soap, menstrual products should be free in all public washrooms. Over 77% of Laurier students and staff who menstruate have been caught on campus without the menstrual care products they need ([LSPIRG Musing About Menstruation survey, 2019](#)).

As of Winter 2022, Laurier students and staff will have access to free menstrual care products in numerous washrooms on the Waterloo and Brantford campuses and the Kitchener location.

This [Menstrual Equity initiative](#) is the product of years of dedicated menstrual equity advocacy championed by Laurier Students' Public Interest Research Group (LSPIRG) in partnership with the Sustainability Office, Facilities and Asset Management, the Centre for Student Equity, Diversity, and Inclusion, the Graduate Students' Association, and the Students' Union and through participation by current students, staff, and alumni.



Funding to support the first 16 months of this initiative was unanimously supported by members of the Student Affairs Advisory Committee and the project is being managed by Facilities and Asset Management.

In an effort to end period poverty and reduce waste, LSPIRG also provided reusable menstrual products through the multi-campus [Free Weekly Distro](#) program in partnership with Martin Luther University College and Wellness Education, as well as through the [Students' Union Food Banks](#). These reusable pads and menstrual cups were funded in part by the Sustainable Hawk Fund. LSPIRG is currently working to provide more reusable products to students as they are more socially and environmentally sustainable.

## LAURIER SIGNS SCARBOROUGH CHARTER

Laurier along with 50 other Canadian postsecondary institutions have signed onto the [Scarborough Charter on Anti-Black Racism and Black Inclusion](#) in Canadian Higher Education. The Charter presents a framework of actions that need to take place to improve conditions for Black students, faculty, and staff.

The promises made in the Charter include supporting Black leadership, collecting and analyzing data based around Black representation as well as reassessing existing campus security with the goal of protecting the human rights of Black people on campus.

Adelle Blackett, a McGill university law professor led the committee to write the Charter.



# Affordability

## Goal 15



Provide opportunities (particularly for students) to access services and experiences at affordable rates, including at no cost

Aligns with the Sustainable Development Goal 10: Reduced Inequalities.

## PROGRESS SNAPSHOT

### Action 1

Continue to offer and promote programs and events at no cost, such as Sustainable Hawk Fund and Sustainable Waterloo Region educational workshops



### Action 2

Increase availability of reused and repurposed materials and items on campus, such as surplus furniture and gently used IT equipment, through a reuse program



### Action 3

Following collection of items during Move-Out Program, redistribute furniture, household, and clothing items at low-cost or no cost for students through a Free Store



## STUDENT, FACULTY, AND STAFF ACCESS TO EXTERNAL PARTNERSHIPS

The Sustainability Office maintained existing and established new strategic partnerships with community networks in 2021-22. Partnerships involve the following groups:

- Bee City Canada
- Circular Innovation Council (CIC)
- Fair Trade Canada
- Foundation for Environmental Stewardship (FES)
- KW Urban Harvester
- Laurier Students' Public Interest Research Group (LSPIRG)
- Ontario Colleges and Universities Sustainability Professionals (OCUSP)
- Partners in Project Green (PPG)
- Rain It In
- Sustainable Development Solutions Network (SDSN)
- Sustainability Tracking, Assessment, and Rating System (STARS)
- Sustainable Waterloo Region
- Young City Growers (YCG)

Each turnkey solution provider and non-profit stakeholder offers access for the Laurier community to work directly with a collaborative partner to enhance overall reach and capacity, provide educational and experiential opportunities, and continue to focus on a culture of sustainability through engagement with the community.



# Investment

## Goal 16



Implement recommendations made by the Responsible Investment Working Group (RIWG) to support meaningful action on climate change while meeting fiduciary duties of the Board of Governors

Aligns with the Sustainable Development Goal 13: Climate Action.

## PROGRESS SNAPSHOT

### Action 1

Work with responsible parties to enhance Environmental, Social and Governance (ESG) risk management strategies through mechanisms outlined in the RIWG report, such as revising relevant investment policies, procedures and terms of reference to include ESG factors into decision-making



### Action 2

Work with Financial Resources and Development and Alumni Relations to develop a fossil fuel free and impact investing endowment fund available to donors





# Investment

## COMMITMENT TO DECARBONIZATION

Laurier has signed the [Investing to Address Climate Change: A Charter for Canadian Universities](#), which commits signatories to adopting a responsible investing framework to guide decision-making that takes into account a broad set of environmental, social and governance factors. The charter, which recognizes that climate change is one of the defining challenges facing humanity, has been signed by 16 other universities across Canada.

In June 2021, Laurier's Board of Governors approved a strategy to reduce the greenhouse gas emissions associated with the university's endowment fund by 40 per cent by 2030. The approach allows for progress to be measured and tracked and was recommended by the University's Investments Oversight Sub-Committee (IOC), which began its investigation of responsible investment in 2017. In arriving at the recommendation, the IOC engaged in public consultations with students and faculty, received presentations from various campus experts on investments and climate change and reviewed 47 written submissions from various stakeholders at Laurier. As a second recommendation by the IOC, Laurier is in the process of establishing a separate fossil fuel-free endowment fund.

More than 20 donors to the University have already communicated interest in moving endowment funds valued at more than \$3 million to the fossil fuel-free fund. New donors will have the option of investing directly into the fund once it is introduced.



The responsible investing practices are guided by the Laurier Strategy: 2019-2024 and aligned with Laurier's Sustainability Action Plan, which calls for the University to significantly reduce its carbon footprint over the long term. As an institutional leader in environmental sustainability, Laurier continually takes action to decrease its carbon footprint across all areas of the University.

# Conclusion & Next Steps

This past year presented many unique, challenging, and eye-opening opportunities for sustainability at Laurier. In the coming years, new practices and programs will be initiated as part of the 2023-2027 Sustainability Action Plan, which will be aimed at continuing to foster a culture of sustainability on all campuses.

**In particular, the Sustainability Office is looking forward to the following in the 2022-23 academic year:**

- Rollout of operations for the Freestore on the Waterloo campus
- Fulfilling requirements in the Sustainability Tracking, Assessment and Rating System (STARS) to work towards achieving a Platinum designation long-term
- Creating new online and in-person content for the Staff Sustainability Certificate and Green Office programs
- Positively influencing the Menstrual Equity Project through ongoing collaborative contributions
- Sustainability themed career development and mentorship opportunities
- Establishing a governance advisory board made up of Laurier community stakeholders for the Sustainability Office

**The Sustainability Office will pursue consultation with Laurier community stakeholders on elements of the 2023-2027 Sustainability Action Plan. Some of the new initiatives to be considered include:**

- Pilot concept development at both Brantford and Waterloo campuses including improvements to existing processes and demonstrative capital implementation opportunities
- Enhancements to utility management data collection, greenhouse gas emissions tracking, and proactive implementation opportunities and best practices identified through our Energy Management Working Group
- Ongoing collaborative resource capacity established with our Waste Management Working Group to pursue quarterly waste audits and improvements to service demands
- Resilience focused education and awareness program opportunities for students, staff, and faculty
- Strategic alignment with Milton Education Village sustainability network development
- Northdale Garden transformative implementation opportunities
- Continuing education and alumni engagement opportunities
- Collaborative capacity between the athletics program and the Sustainability Office
- Expanding the impactful reach of the Sustainable Hawk Fund

A photograph of a university campus. On the left is a multi-story brick building with several windows. In the foreground, a black lamppost holds a white banner that says 'HOME' with a yellow maple leaf icon. A paved walkway leads from the foreground towards a modern building with large glass windows in the background. The sky is clear and blue.

# Connect with us

## LAURIER SUSTAINABILITY OFFICE

### Websites

[wlu.ca/sustainability](http://wlu.ca/sustainability)

[students.wlu.ca/sustainability](http://students.wlu.ca/sustainability)

### Social Media

Twitter & IG: @LaurierGreen

Facebook: /LaurierSustainability

### In-person

202 Regina St N, Room 101