



THE UNIVERSITY OF
WINNIPEG

Campus
Sustainability Office

ANNUAL SUSTAINABILITY REPORT

MEASURING OUR IMPACT

AND ASSESSING OUR PROGRESS

FISCAL YEAR 2019

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1 EXECUTIVE SUMMARY

1.1 About this Report: Scope and Purpose

This report reviews the University of Winnipeg's environmental and sustainability performance for Fiscal Year 2019 (from April 1, 2019 to March 31, 2020) across a wide range of indicators. This document was prepared by the Campus Sustainability Office (CSO) as part of our ongoing effort to monitor, analyze, and improve the University's social and environmental impact. The scope of the Annual Sustainability Report includes, where possible:

- ✓ the day-to-day operations and management of all the University's owned and leased space, including capital construction and renovations, and all university programs and services,
- ✓ all university programs, initiatives and events, and "arms-length" agencies, corporations, institutes, research centres or other entities, to which University policies may generally apply,
- ✓ and the routine activities of students, faculty, and staff on campus.

This report considers both the environmental impacts of the University's buildings and operations, such as resource consumption, waste generation, and emissions, and the contributions made by research, education, engagement, and community partnerships to broader sustainability objectives. It is an approach that reflects our commitment to leading on sustainability by taking responsibility for our environmental footprint and leveraging the many ways in which universities mobilize knowledge, foster innovation, and inspire change.

Our annual reporting process also allows us to assess our progress toward our strategic objectives over an extended period. This is our third year reporting on the University's 2017 Institutional Sustainability Strategy, which established nineteen specific targets within four overarching goals:

- 1) Exceed Canada’s commitments under the Paris Accord.
- 2) Cultivate principled relationships with people on and off campus and with ecosystems near and far.
- 3) Develop and deliver curriculum, student services, and programming that deepen student knowledge about sustainability and that help motivate thoughtful leadership and action
- 4) Mobilize evidence and research to address local and global sustainability challenges

The four main sections of this report each focus on one of these goals, assessing progress on specific targets and outlining our strategic approaches to navigating emergent challenges.

This report can help people on and off campus learn about the University’s sustainability initiatives and the ways in which the University is addressing climate change and other environmental issues. We are intentionally contributing to a body of knowledge guiding university sustainability professionals across Canada and abroad while inviting businesses and organizations here in Manitoba into a dialogue about how we uphold our environmental responsibilities. If you would like to learn more about the University’s sustainability projects or take a closer look at the data presented in this report, please contact the Campus Sustainability Office.

If you have any questions, please contact:

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<https://www.uwinnipeg.ca/sustainability>

1.2 Reviewing the University’s Environmental Performance in FY2019

1.2.1 CHANGES TO OWNED AND OCCUPIED SPACE AND THE CAMPUS POPULATION

Space owned and space leased by the University of Winnipeg remained unchanged for the second year in a row. Though our campus footprint has steadily increased since FY1990, the University remains committed to targets based on gross emissions and similar performance factors. Our student population has grown marginally over the last year (less than 0.5%), so this is not a major factor in performance changes reported (Table 2).

Table 1: Changes to the University’s occupied, owned and leased space (FY 1990, FY2018, FY2019)

	Total Area Occupied	Total Owned Space	Total Leased Space
FY1990	90,137	90,137	-
FY2018	156,811	147,112	9,698
FY2019	156,811	147,112	9,698

Table 2: Student and staff population at University of Winnipeg (FY2012 – FY2019).

Fiscal Year	Students (FCE*)	Students (FTE)	Staff (FTE)
FY2012	32,951	7,559	824
FY2013	32,906	7,679	810
FY2014	32,135	7,496	854
FY2015	32,241	7,563	832
FY2016	31,696	7,576	832
FY2017	31,722	7680	869
FY2018	31,893	7790	869
FY2019	33,178	8100	840

*FCE numbers revised to align with streamlined reporting processes.

1.2.2 PRIMARY ENVIRONMENTAL PERFORMANCE INDICATORS

Figure 1 shows how key environmental performance indicators at UWinnipeg changed between FY2018 and FY2019. This year we improved performance in several environmental impact categories, generating less waste, reducing greenhouse gas emissions, and using less water and electricity. The drop in natural gas consumption is especially noticeable, something which occurred thanks to several recent facilities improvements including the new biomass heating system installed in 2018. Our institution must keep working to reduce energy consumption and

emissions and increase waste diversion. Sections [2](#) and [3](#) provide more detail about the environmental costs of day-to-day operations and the University’s work to mitigate these impacts. Sections [4](#) and [5](#) examine how our university contributes to the broader pursuit of sustainability through education, research, knowledge mobilization and community engagement.

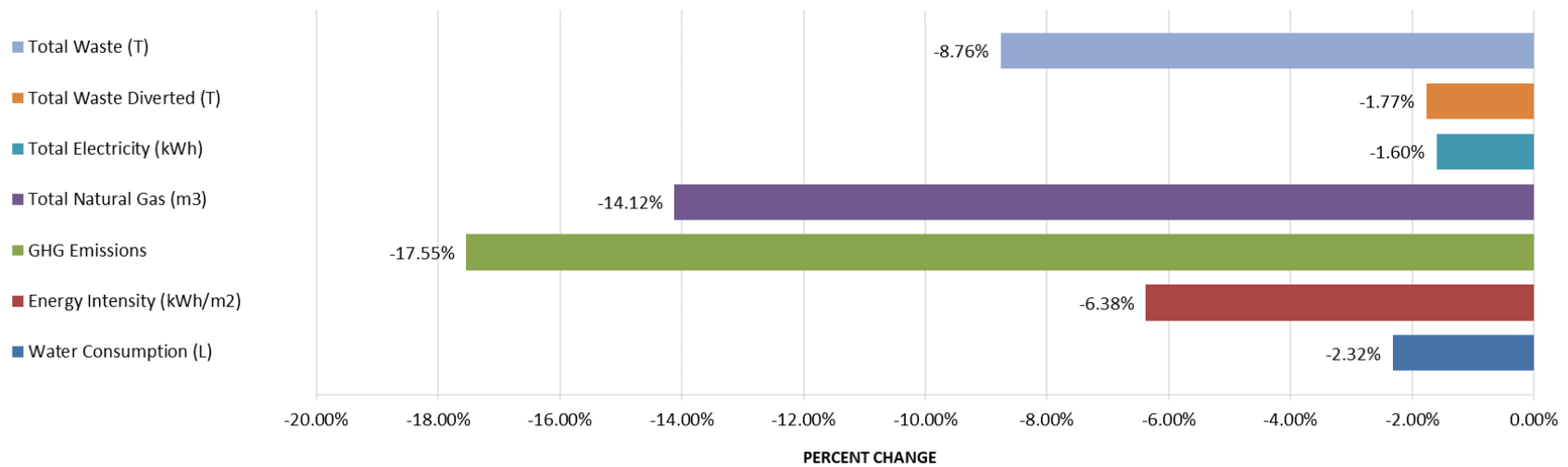


Figure 1. Sustainability performance summary for the University of Winnipeg from April 1st, 2019 – March 31st, 2020 showing annual percent change for waste collection (T), waste diverted (T), water consumption (L), energy intensity (kWh/m2), electricity consumption (kWh), natural gas consumption (m3), and greenhouse gas (GHG) emissions (TCO2e). GHG emissions and natural gas consumption are normalized for weather.

1.3 Sustainability Highlights FY2019

1.3.1 REX PLEX SOLAR PANEL SYSTEM

In fall 2019 the Facilities team turned on the [new solar panel array now sitting on the roof of the RecPlex](#). After operating for the winter months, this system generated 0.5% of energy used on campus in FY2019. We anticipate seeing significant energy reductions and cost savings from the solar units in FY2020, once they are in operation for an entire heating season that includes the bright months of summer. In total, the system will deliver 178,000 watts of clean, renewable energy and produce up to 180,000 kilowatt hours of electricity during a calendar year. That will provide approximately 20 per cent of the RecPlex's annual electrical consumption. With solar panel and biomass systems now in place, we are on track to meet our target of producing 5% of campus energy using alternative green renewable sources.

1.3.2 COMMITMENT TO SOCIAL ENTERPRISE

In FY2019, UWinnipeg formed partnerships with two social enterprises as part of our ongoing waste management system. We are now using Compost Winnipeg as our organics waste hauler and Mother Earth Recycling as our e-waste collector. Both local initiatives use a social enterprise model that aims to employ people facing barriers while improving the health of our community. These partnerships are significant because they improve our social and environmental impact through the goods and services we purchase, something that UWinnipeg committed to in the 2017 Institutional sustainability strategy.

1.4 Challenges and Opportunities

1.4.1 MIDPOINT REVIEW OF THE 2017 INSTITUTIONAL SUSTAINABILITY STRATEGY

About the Review Process:

In August 2019, CSO staff completed a review of the University's progress on achieving the objectives of the 2017 Institutional Sustainability Strategy. The goal of the review was to identify the barriers we are facing on certain targets and determine what recalibrations, adaptations and new approaches can be used to navigate these. CSO staff tried to focus on what our institution can realistically achieve in the next two to three years. This review was conducted at halfway through the five-year time period defined by the Strategy. It is important that we adapt our strategic objectives to fit with shifting realities and changing circumstances on campus.

This strategic review determined that thirteen of the nineteen targets are still achievable if we continue our work together to navigate barriers. The six targets that have been deemed unachievable are being reworked so that the intentions of the targets can still be addressed in a manner that is within the University's capacity. [Appendix A](#) presents a summary of successes, challenges and next steps identified by the review for all nineteen targets in the strategy.

Successes:

The University continues to excel in facilities performance and environmental management. We have completed two major renewable energy projects since 2017 (Goal 1, Target 2) and have aligned many of our facilities procedures and guidelines with LEED Operations and Management standards (Goal 2, Target 1). Our greenhouse gas emissions are 27% below 1990 levels as of FY2019, and the Facilities department feels that our long-term goal of net zero emissions is still achievable with upcoming energy projects (Goal 1, Target 1).

The CSO has also been able to improve sustainability outreach to students, staff and faculty. In FY2018, we revamped the Green Office Program to deliver regular workshops and office walkthroughs across many departments (Goal 4, Target 3). We have also worked with the RCFE to bring together academic researchers across many disciplines and begin development of a sustainability microcredit (Goal 3, Target 4). Finally, the CSO has established a student Eco Team to provide peer outreach and offer sustainability leadership opportunities to students (Goal 3, Target 3).

Challenges

Targets relating to systems change, resource management, and socioeconomic aspects of sustainability have posed some challenge for the University. These include overhauling purchasing guidelines (Targets 1.3, 2.3 and 2.4), developing a framework for incorporating Indigenous knowledge into sustainability efforts (Target 2.7), tracking equity, diversion, and inclusion efforts (Target 2.8), and enhancing sustainability education and student leadership development in ways that give our students competitive advantages in the sustainability job market (Targets 3.1, 3.3 and 3.4).

Several targets focusing on sustainability issues beyond environmental performance management still require attention and effort. They present opportunities for us to connect work happening in different administrative departments with respect to specific targets, including Indigenous Affairs (Goal 2, Target 7), Human Resources (Goal 8, Target 7), the Research Office (Goal 4, Target 1), and Career Services (Goal 3, Targets 3,4; goal 4, Targets 2,3). These efforts must be supported by senior administrators with staff directives and inter-departmental collaborative planning and delivery.

This strategic review is an important step for our institution. Strategies are most valuable when institutional leaders refer to them often and remain guided by their core principals even when adaptation is required. With this review, we evaluated our progress and plotted a course for moving forward by proposing different approaches and outcomes relating to our sustainability goals. We know that our leaders are committed and passionate, and by 2020, we believe the overarching goals of the Strategy will be addressed in a manner that reflects our current capacity and our

sustainability principles.

1.4.2 ADAPTING TO THE REALITIES OF THE COVID-19 PANDEMIC

Like all areas within our institution, the biggest challenge facing sustainability work at UWinnipeg is having to adapt to the realities of the COVID-19 pandemic. The University must continue to provide essential facilities-related services while finding ways to make progress on our larger goals. The CSO and Facilities will continue working together to encourage support and investment for large-scale projects aimed at further emissions reductions. We hope to capitalize on stimulus funding to support the post-pandemic recovery. As the provincial government moves to align its approach to post-secondary education with its vision of a rejuvenated Manitoba economy, we must keep sustainability as a central priority within our daily operations and educational programming. As the leading departments on sustainability, the CSO and Facilities will continue to partner with other academic and administrative stakeholders on improving social and environmental performance at every opportunity.

Our work on campus engagement and student leadership development faced major setbacks as a result of the pandemic shutdown at the end of FY2019. The CSO will redesign staff, faculty and student engagement initiatives knowing that there will be fewer individuals on campus when the fall semester begins and knowing that more activities need to be shifted to online platforms. Specifically, we lost the ability to execute what was set to become a main feature of student environmental engagement in 2020, the first-ever Student Sustainability Retreat. This was to be an immersive three-day program set outside of the city, where students would learn about a wide range of sustainability issues and develop leadership and facilitation skills. In partnership with local community organizations, the CSO is currently developing an online extra-curricular leadership webinar series and volunteer program that will launch in the fall of 2020 as a way of filling this gap.

1.4.3 ORGANIC WASTE MANAGEMENT

After switching to a new organic waste collection contractor, it was brought to the University's attention that

contamination rates in our compost were higher than acceptable. To address this in the most effective manner possible and not leave the University without a compost hauler, CSO staff began sorting compost twice a week, sometimes with the help of student volunteers and/or office interns. In the long term, we would like to address this issue with more effective signage and in-person education, initiatives we will resume when the student population returns to campus.

1.4.4 STAFF, FACULTY AND STUDENT ENGAGEMENT

Since the development of the Green Office Program (GOP) in 2017, the CSO has made a concerted effort to engage staff around campus sustainability issues through regular workshops and office walkthroughs. The GOP is well received by attending staff members, but more work is needed to educate all staff on these issues. In FY2020, the CSO will tailor staff education efforts based on new guidelines and policies relating to sustainability, casting a wider net to departments that have been underrepresented at our outreach events. Purchasing will be a primary topic for staff education, as these procedures were recently updated, and this affects staff from all departments. The CSO will work with Purchasing to develop training modules covering sustainability criteria as well protocols for reporting the sustainability criteria met by purchases.

FY2019 marks the Richardson College for the Environment's (RCFE) last year as a distinct, staffed unit with the University. For the last two years, the RCFE has played an important academic leadership role in sustainability research tracking, knowledge mobilization, and the development of an interdisciplinary community of practice. We are confident that our sustainability knowledge mobilization and student engagement efforts will be able to move forward without RCFE as we continue fostering partnerships with academic departments across the University. In the year to come, the CSO will re-convene the Academic Working Group on Sustainability with the hopes of creating a space for fostering interdisciplinary approaches to sustainability education and research.

Despite institutional changes, the CSO will continue to promote sustainability learning and leadership opportunities offered by other organizations and institutions, and work to develop our own initiatives through Eco Team UW. We are planning to offer an online webinar series for students around social and environmental change-making in the coming year. This will be paired with a volunteer placement for participants, and we hope to test some aspects of a

future sustainability certification with this cohort.

2 ENERGY, EMISSIONS AND RESPONDING TO CLIMATE CHANGE

As in years past, we are reporting on the energy consumption and GHG emissions for owned space only. Because we do not operate the energy systems of leased buildings and cannot exercise direct influence over these spaces, they are not included in our inventory. [Table 1](#) displays changes in owned space since FY2008, numbers that should be kept in mind when making year to year comparisons for energy and emissions. The University's greenhouse gas (GHG) emissions are down 17% since FY2018, and energy intensity is down 7%.

FY2019 was the first year that the University's biomass heating plant has had a constant supply of fuel. By working with our supplier we have been able to properly manage the timing of our deliveries and ensure that we have an acceptable mix of biomass fuel that is clean burning. This approach will be carried forward to ensure we sustain our emissions offset that we have observed this year. The University will continue to explore additional fuel type opportunities that may exist in the province to ensure we have supply chain resilience.

With the deployment of our new sustainability guidelines, one target is to improve indoor air quality for staff and students. We have completed a project that included the re-balancing of airflows across our main campus. This re-balancing included testing and adjustments of many of the systems that deliver air into offices and classrooms. The end result is that there are lower amounts of air noise in some areas, more accurate temperature control and reduced energy usage.

The campus building automation system continues to be expanded. In FY2019, many areas had their older air flow controllers replaced that were original to the building. A good portion of these devices were in need of repair or calibration due to age, and by replacing with new automated technologies, we have been able to much more accurately control how much heat or cool air is being delivered, thereby reducing energy consumption.

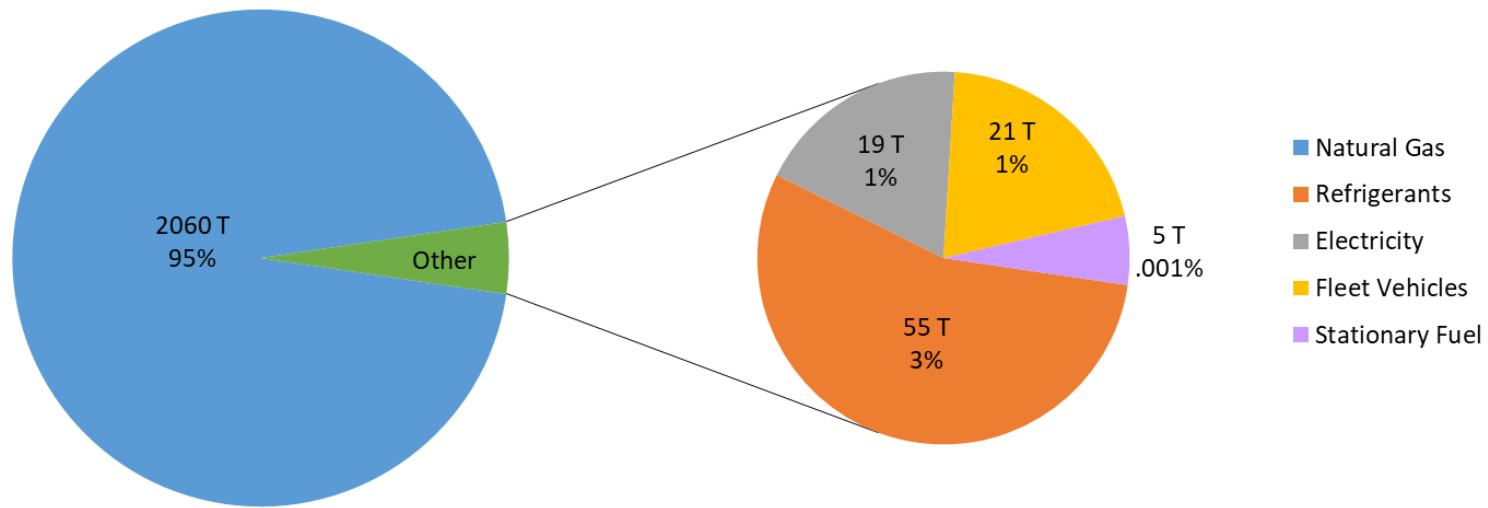


Figure 2. Breakdown of greenhouse gas emissions (TCO2e) from the University in FY2019 by source, including electricity, natural gas, fleet vehicles, stationary fuel, and refrigerants.

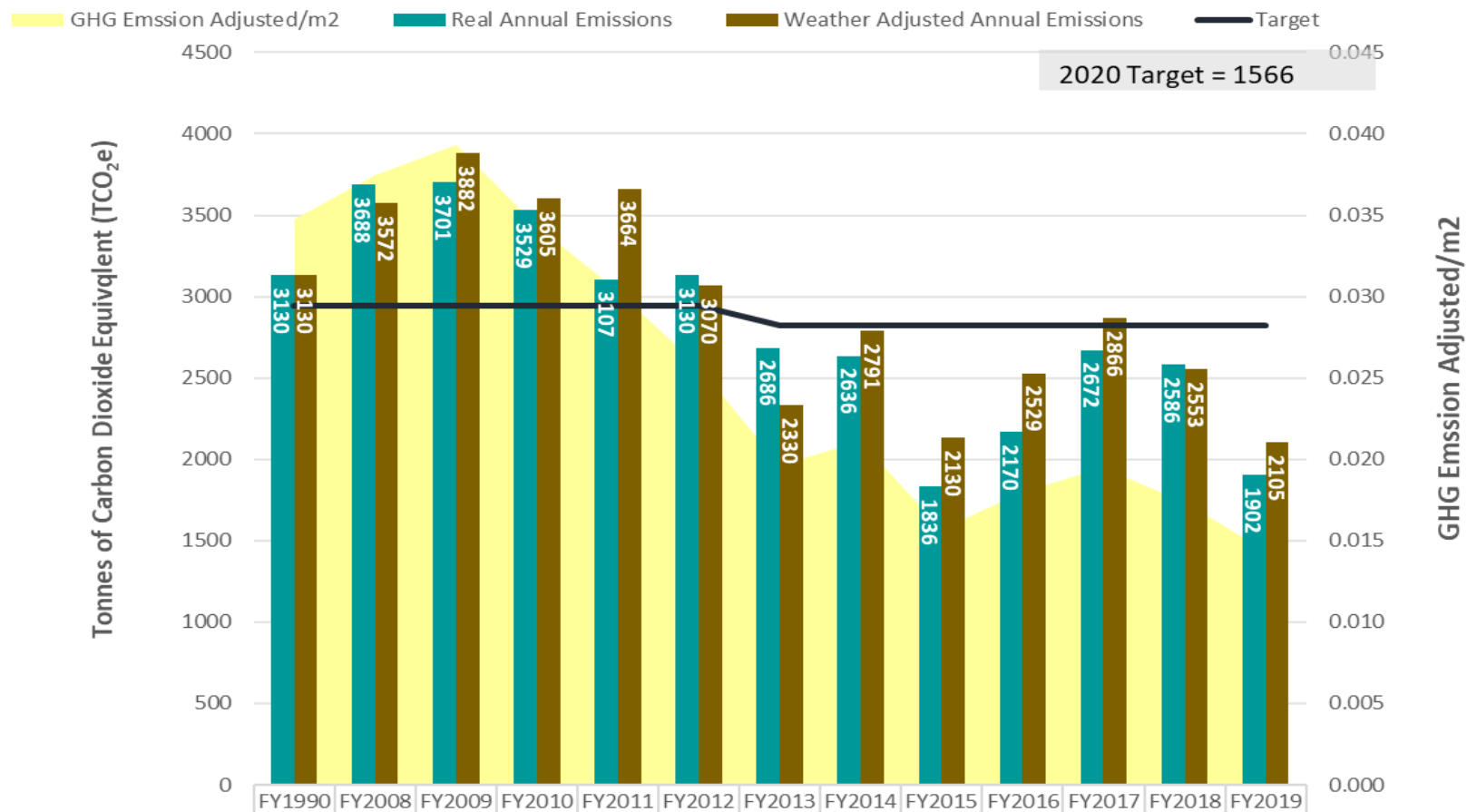


Figure 3. Greenhouse gas emissions and targets (TCO₂e) from FY2008 to FY2019 (including the baseline year of 1990) for the University. Real annual emissions and weather adjusted amounts are shown.

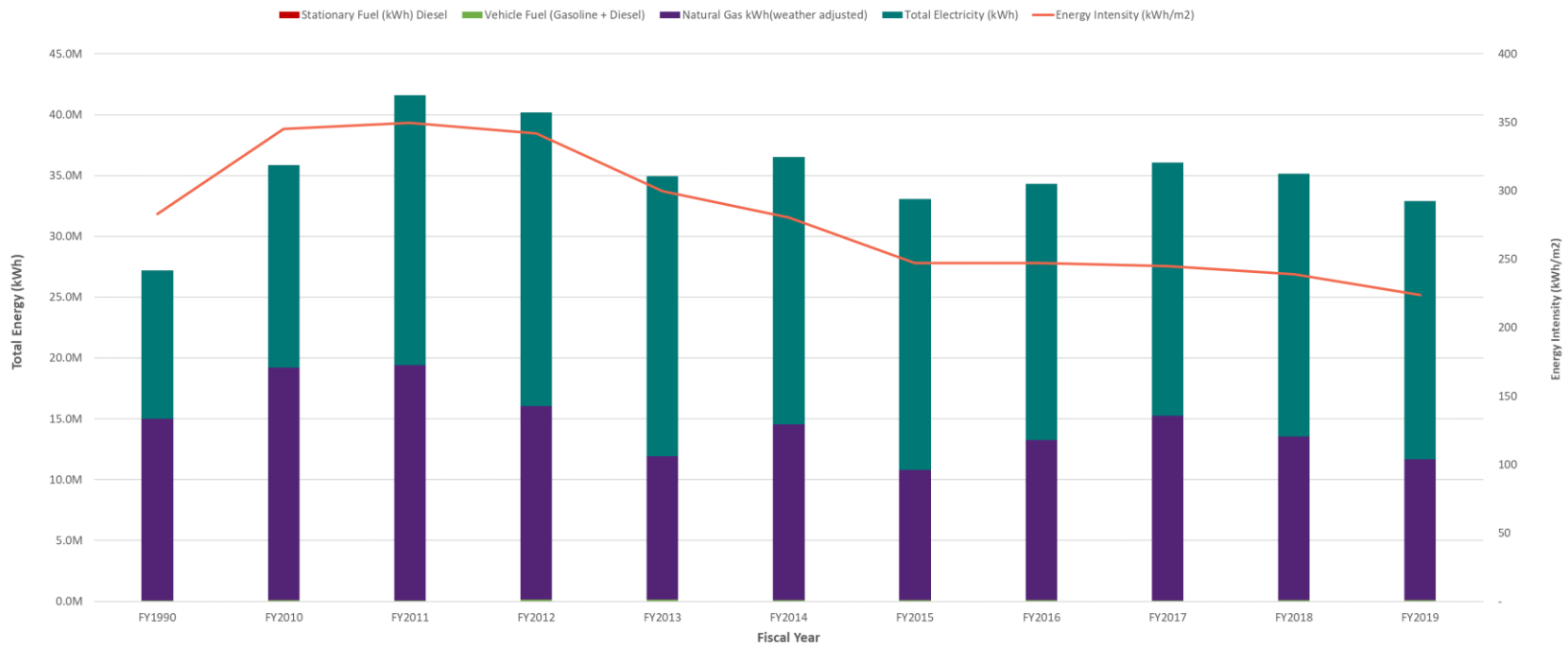


Figure 4. Energy consumption (kWh) breakdown for the University from FY1990 to FY2019 including natural gas (weather adjusted) and hydro. The intensity (kWh /m2) is also shown. (Stationary fuel and vehicle fuel, which comprise <1% energy consumption per year, not pictured.)

3 RESILIENT ECOSYSTEMS AND HEALTHY COMMUNITIES

3.1 Water Consumption

FY2019 saw a slight improvement in water usage over FY2018 (-2%). We have achieved our goal for the second year in a row to reduce annual metered water intensity to 400L/m³, a 10 % reduction below the 2015-2017 average. Gains in the last two years are largely thanks to improved alarm monitoring in place to detect leaks across campus.

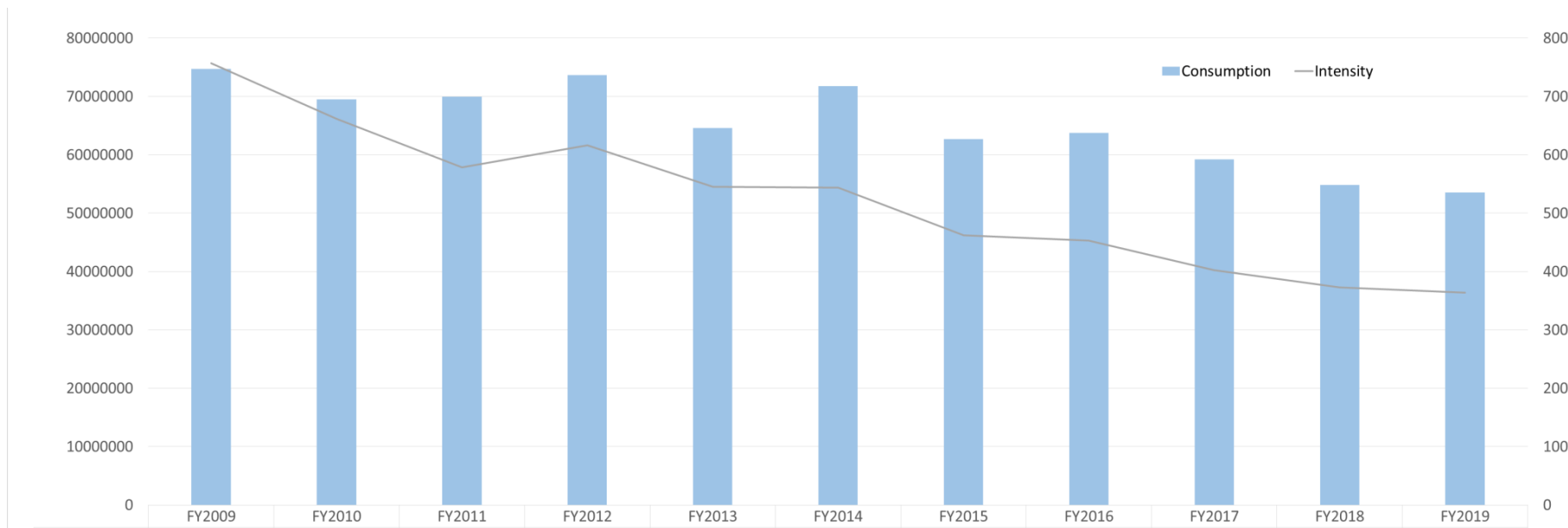


Figure 5. Water consumption (L) for UWinnipeg from FY2009 to FY2019.

3.2 Waste Diversion

Total waste as reported by our haulers fell 8% since FY2018. Diversion, or percent waste that is diverted from landfills to either recycling or compost streams, remained nearly the same as the year prior. The Forks chose to discontinue their compost hauling contract in July 2019, and the University began a new contract with Compost Winnipeg. We also chose to switch our electronics recycling contract from the Electronics Recycling Association to Mother Earth Recycling, an Indigenous-owned social enterprise with a focus on youth employment.

The CSO led a number of waste reduction initiatives in 2019. Eco Team UWinnipeg held three “bin blitzes” in the fall semester to provide waste education at bins in the Riddell Hall cafeteria during busy lunch hours. We also partnered with the Facilities Department to design a waste sorting station that will require students to sort their trash as they exit Riddell. This project is unfortunately on hold for the time being due to COVID-19. Recruitment of departmental representatives for the Green Office Program continued, a program which includes a sustainability checklist for waste reduction and proper disposal. When littering increased during the exam period in the spring, the CSO provided waste signage on the topmost floor of the library and relocated several multi-stream bins to address the issue. Finally, after continued concerns around compost contamination from Compost Winnipeg, the CSO devoted three hours of staff time weekly to sorting and removing non-compostable items from the University’s compost pickup area.

The CSO conducted its fourth waste audit for the IG Wealth Management building at 201 Portage Ave as well as a first audit for the RBC Convention Centre. These waste audits engage students in paid, hands-on environmental learning and build on the University’s reputation as an environmental leader.

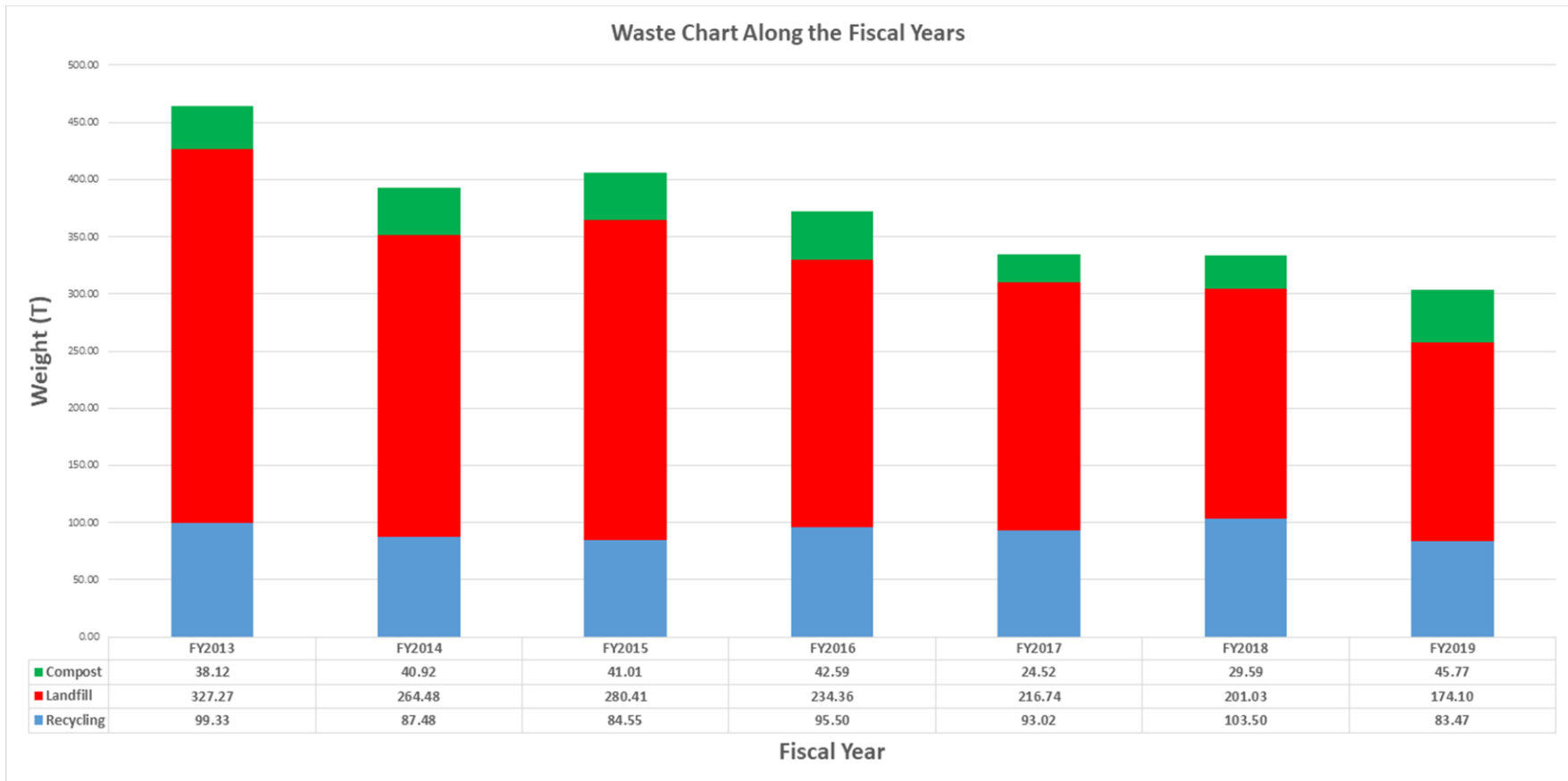


Figure 6. Annual compost, landfill, and recycling weights by proportion and diversion rate, as reported by hauler (FY 2008-2019).

3.3 Transportation Modal Split

The University established [Active Transportation Infrastructure Guidelines](#) in February 2018. These set new targets around green commuting in general and biking in particular: To have 80% of students commuting using a mode other than single-occupancy vehicle, and 10% of students commuting by bicycle from May-October; and to have 80% of faculty and staff commuting using a mode other than single-occupancy vehicle, and 15% of faculty and staff commuting by bicycle from May-October. Figure 8 shows the results of our last commuter survey. The increasing

popularity of initiatives like the Commuter Challenge, a summer event run by the CSO in conjunction with the Green Action Centre to track green commuting on campus, indicates an interest in sustainable transit on the part of staff and students alike. In FY2019, University staff saved over 860 kg of carbon emissions during the commuter challenge. Though COVID-19 has meant that the University has suspended the UPass program, we expect that emissions from commuting will be far lower than normal in the coming year due to staff working from home. This has provided the University with a model for remote work as a viable option to reduce emissions further as normal operations resume in the future.

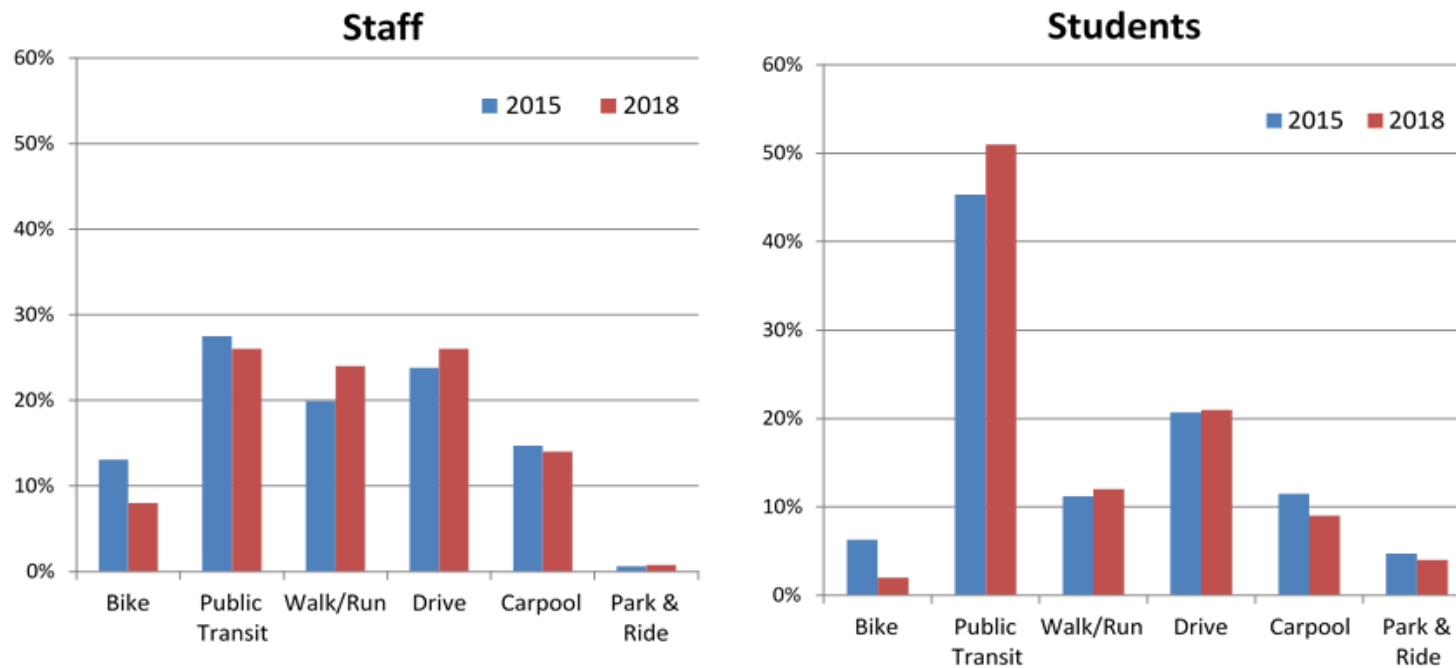


Figure 7. Comparison of the FY2015 and FY2018 transportation modal splits for staff and students at the University

3.4 New Buildings, Renovations and Retrofits

The University continues to improve our existing heating systems, ensuring we are only use as much as natural gas as needed. Recent optimizations to our heating systems have included metering technologies to monitor and control how our heating systems operate with greater accuracy. Last year we completed several optimizations on our Centennial Hall boilers, and as a result we have seen a decrease in natural gas consumption.

3.5 Campus Food

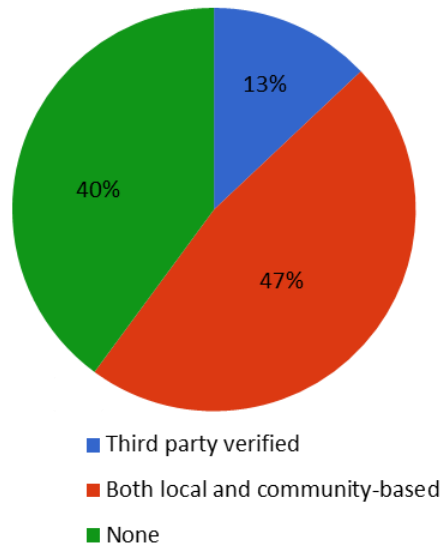
Diversity Food Services operations at the University of Winnipeg were recognized again by Leaders in Environmentally Accountable Foodservice (LEAF) Canada as the “greenest restaurant over 10,000 square feet.” Additionally, University food and dining services achieved the top score for sustainability amongst the 669 post-secondary institutions in the annual international Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainable Tracking and Rating System (STARS) performance index.

Diversity collaborated with the Campus Sustainability Office and the Humane Society International to develop menus and processes to implement a vegan food outlet on campus when classes resume.

Diversity’s campus greenhouse has begun to provide herbs and spices for all Diversity kitchens. The greenhouse produced all mint, fresh oregano, lemongrass, and microgreens served on campus.

Diversity chefs and cooks collaborated with Agape Table when the COVID-19 shut down occurred to minimize potential food waste and provide meaningful support to community members. Diversity donated all perishable food on hand, and the kitchen team received donations from suppliers, which were then prepared and processed into healthy meals that could be distributed by the Agape Table team. Through these efforts, potential waste was transformed into meals for those in need.

All food and beverage products



Animal and Non-Animal Products

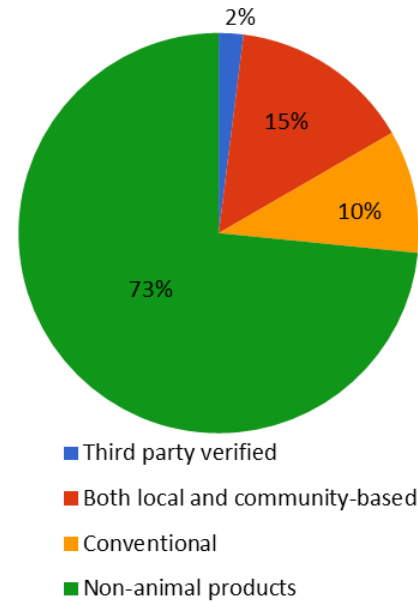


Figure 8. Sustainability attributes of Diversity’s expenditures on all food and beverage products (left) and a breakdown of meat and dairy purchasing (right) for FY2019.

3.6 Equity, Inclusion, Diversity and Indigenization

The University of Winnipeg is committed to equity, diversity, and inclusion (EDI), as well as the general improvement of social sustainability on campus. In the spring of 2019 UWinnipeg was awarded an EDI Institutional Capacity Building Grant as part of the Equity, Diversity and Inclusion (EDI) Institutional Capacity-Building program from the

Canadian Government. This grant, coupled with continued prioritization of EDI, will enhance the University's collection and analysis of EDI information. In pursuit of our UWinnipeg's commitment to tracking and improve EDI indicators, The CSO and the Human Resources department will continue collaboration leveraging the data for strategic forward action highlighting the links between environmental sustainability and workplace wellness.

The University's Human Rights and Diversity Office (HRDO) undertook several initiatives in FY2019 to improve EDI indicators at UWinnipeg. An Accessibility Hub was added to the HRDO website to offer a "one-stop shop" to ensure that all students and staff members can easily access any needed accessibility supports and information. In accordance with Accessibility for Manitobans Act (AMA) requirements, the University's Accessibility Plan was also updated in FY2019. Pursuant to the AMA Employment Standard, in early 2020 the HRDO (in collaboration with the Campus Safety Office and Wellness Specialist) created a process for collecting emergency response information and developing personalized response plans for individuals requiring assistance during an emergency. The office is currently working on an online training module required by the AMA Employment Standard, to be completed before May 2021. This training about accessible employment and related legislation will be provided to all management and staff with human resource responsibilities.

The HRDO (along with the UWinnipeg Sexual Violence Response Team, SVRT) provided training regarding sexual violence prevention to students during orientation, and to staff via open sessions and on request. The HRDO/SVRT also created a video for use during 2020 orientation. This year, the HRDO will launch a new Responding to Disclosures (of sexual violence) training to better equip staff/faculty who may receive disclosures. In the 2020 Sexual Violence Prevention Education Implementation Plan, the University commits to launching a social media strategy to better reach students and to reviewing/updating the existing sexual violence website.

The HRDO also provides training programs for staff relating to EDI issues. In FY2019, the HRDO provided training regarding unconscious bias to several UW departments, as well as training on the University's Respectful Working and Learning Environment Policy, AMA, and Employment Equity.

4 SUSTAINABILITY EDUCATION AND KNOWLEDGE MOBILIZATION

4.1 Sustainability Education

In early 2019, the CSO completed UWinnipeg's Sustainability Course Inventory, building off the work of the Academic Working Group (AWG). We reviewed 189 courses from 28 departments, identifying 37 sustainability focused and 69 sustainability-related courses currently on offer at UWinnipeg. The inventory was submitted as part of our 2018 STARS application and is now published on the CSO website.

In December 2019, the CSO worked with the Registrar and TSC to design several Crystal Report queries to analyze the number of students who complete the sustainability-focused/related courses at UW each year. CSO continues to work with TSC to refine our criteria and develop systems for reporting on this data annually.

4.2 Experiential and Work-Integrated Learning

Enhancing experiential learning opportunities remains one of the priority targets of the University's Sustainability Strategy (Goal 3, Target 3). The University administered 13 experiential learning grants to faculty this year. Projects included:

- From Forest to Fuel*, an educational resource for students looking into careers in bioenergy
- Student Cooperative Firm Development*, allowing students to start four small coops on campus in the coming

academic year

-*UW Student Portal for Citizen Science Student Opportunities*, so students can easily search for volunteer science projects.

4.3 Sustainability Research

The challenges of the COVID-19 pandemic and the rollout of the Research Office's *Research Starts Here* initiative have made it difficult to compile a list of the year's sustainability research projects, and both FY2019 and FY2020 research outcomes will be reported on in the coming year. The CSO is also exploring a partnership with the Library to begin tracking sustainability-related publications in FY2020.

This year we are excited to feature the work of the Prairie Climate Centre as a hub for sustainability research and excellence. In FY2019, the PCC expanded an increasingly diverse range of programs and activities under the guidance of Drs. Nora Casson, Ian Mauro, and Danny Blair. The PCC also has 5 research associates, 2 research technicians, 2 postdocs, 2 student research assistants, and 2 Maples Met High School Student interns who have collectively contributed to the academic and research goals of the University. The PCC has developed extensive networks and outreach activities across municipalities, provinces, and the entire country through its innovative research and communication programs. Major highlights over the past year include:

- 1) Developing knowledge translation material that highlight the connection between climate change and human health, with support of the Public Health Agency of Canada and Health Canada the PCC
- 2) New long-term relationships with the Assembly of First Nations and the Metis National Council that accompany ongoing community level Indigenous Knowledge and Participatory Video partnerships;
- 3) External collaborations that are working to increase the availability of climate services in the Prairies. As a founding member of ClimateWest, the PCC has partnered with the University of Regina's Prairie Adaptation Research Collaborative and the International Institute for Sustainable Development to create a regional climate

services hub for the Prairies;

4) Diverse intersectional collaborations with professional organizations, communities and other academic institutes, including an in-depth project with the University of Manitoba's Faculty of Architecture;

5) Supporting student and professional training opportunities; and

6) Implementing innovative techniques in knowledge mobilization.

5 ENGAGING OUR COMMUNITY AND NURTURING CHANGE-MAKERS

In FY2019, the CSO organized a number of events for students, staff, and faculty through our partnership with the Richardson College for the Environment. Campus-wide events allow us to connect different campus interests and create the potential for projects and other alliances to be formed. We also continue to reach the campus community at large with our monthly newsletter and cross-campus events like the Commuter Challenge and Thrive Week.

Tables 3 and 4 provide a two-year comparison of our engagement efforts. Over the last year, we decreased the frequency of our newsletters, using the extra time to focus on in-person outreach, which tripled over the last year.

Table 3. Staff, faculty, and student participation in CSO-hosted events in FY2019.

Fiscal Year	Student participants	Staff participants	Faculty participants
FY2018	250	48	30
FY2019	857	180	44

Table 4. Monthly CSO newsletter statistics from FY2019.

Fiscal Year	Newsletters mailed	% of recipients who opened newsletter	% openers who followed an embedded link
FY2018	13400	51	29
FY2019	9723	47	29

5.1 Student Engagement

This year was a successful one for student engagement, marked especially by the growth of Eco Team UWinnipeg. The CSO has also done several in-person workshops, class talks and outreach events with Eco Team UWinnipeg. In this section, we will describe this student initiative and some of our other successful student outreach events of FY2019.

Eco Team UWinnipeg

In late September, the CSO invited existing and prospective members to an Eco Team welcome lunch, where over 30 students came out to plan activities for the upcoming school year. In FY2019, the Eco Team participated in



Figure 9. Eco Team UWinnipeg members with other youth activists and community organizers during the Climate First Youth Workshop

multiple outreach and educational activities such as “Bin Blitzes”, Thrive Week and the UWinnipeg Community Giveaway. Eco Team members were also given multiple professional development opportunities including the *Climate First Youth Workshop with David Suzuki and Pam Palmater* and a *Sustainable Development Goals Youth Training*.

UWinnipeg Residents Community Giveaway

During the April 2019 resident moveout week, the Eco Team volunteered to collect gently used residential items from student residents for a community giveaway. We collected and diverted 90 kg of reusable materials. Most of these items were given to community members for free during our community giveaway day. All that was not taken on that day was donated to Flavie-Laurent Centre to be given to families in need.

Thrive Week

The CSO and the Eco Team volunteers participated for a third year in Thrive Week, the University’s week devoted to mental health awareness. The Eco Team chose to organize a campus plant giveaway, an activity that allowed students and other campus community members to learn about the mental health benefits of caring for house plants. All recipients were also given a resource guide detailing environmental groups on campus and across the city as a way to foster community connections throughout THRIVE as well.

Climate First

The CSO partnered with the University of Winnipeg and the Prairie Climate Centre on *Climate First with David Suzuki, Pam Palmater and Stephen Lewis*. The CSO recruited Eco Team volunteers as ushers at the event and the CSO was able to pay for eight Eco Team members to join the Climate First Youth Workshop led by David Suzuki and Pam Palmater. This workshop connected students with youth community organizers working to on climate justice

issues in Manitoba and beyond. Eco Team members were also invited to attend a non-violent direct action training as an optional add-on.

5.2 Staff Engagement

The CSO's Green Office Program (GOP) continues to be our primary program to reach staff on a more personal basis across campus and work with departments to improve their environmental performance. During FY2019 the



Figure 10. Vegan chocolate mousse, a demonstration of Diversity's new vegan menu from the Forward Food program in December.

CSO hosted 3 workshops specifically targeted to GOP members: *Buy Less/Fix More/Trade Often, Sustainable Transportation* and the *September Orientation Lunch*. Success from the GOP Orientation led our office to scheduling an office walkthrough with the Library to come up with a Green Office Plan. The CSO also hosted and/or co-hosted 7 other events that were open to all staff, faculty, and students to attend. These events allow staff, faculty and students to inter-mingle and gave the opportunity for alliances and partnerships to be formed. These events included *Forward Food: Exploring Plant-Based Alternatives on Campus* and *People Power: The Intersection Between Occupants and Their Buildings*.

For those who want a more active role in our Green Office Program, we offer the option to become a GOP Representative. These individuals meet with a CSO staff member to conduct a Green Office Walkthrough and set yearly goals for their office based on our newly developed GOP Checklist. They then work with CSO staff to achieve these goals. Staff members in the Library have expressed during their walkthrough that they would like to partake in more sustainability initiatives, and the CSO will continue this work when health guidelines allow us to come together on campus once again.

5.3 Faculty Engagement

In FY2019, the CSO connected with faculty via the Academic Working Group, the Campus Sustainability Council, and through mix-and-mingle events co-hosted with the RCFE that provided the opportunity for partnerships to be formed between faculty, students and staff. This included *2020 Vision: UWinnipeg's Environmental Research Fair* on February 5th, 2020, an event that drew 8 UW labs and 50 participants.



Figure 11. Students and faculty participating in January's Environmental Science Fair.

For the last two years, the RCFE has played an important academic leadership role on sustainability education and leadership development objectives. The collaboration between the CSO and RCFE established a strong foundation for new approaches to faculty engagement and interdisciplinary sustainability knowledge mobilization. We will continue building on this foundation by fostering a more active AWG, student groups and external partners.

6 CONCLUSION

The Campus Sustainability Office would like to thank you for taking the time to read our Annual Performance Report. We appreciate all of the individuals and departments at UWinnipeg who are dedicated to improving our institution's social and environmental impact, and to all campus community members who support this work by making sustainable choices every day.

FY2019 saw the midpoint review of the Sustainability Strategy, giving us a chance to celebrate our successes and establish new targets to work toward. In the time remaining to complete our strategy goals, we look forward to working with campus stakeholders on such issues as revamping purchasing and aligning equity and sustainability efforts.

FY2019 was also a year of revamped outreach efforts towards students, staff, and faculty. Though we have lost the partnership of the RCFE, the CSO sees opportunity to expand into relationships founded during our time working with the RCFE. Though outreach has become significantly harder due to the COVID-19 pandemic, we have a number of new initiatives planned for FY2020, and will be practicing flexibility and patience in the coming year.

APPENDIX A: 2017 INSTITUTIONAL SUSTAINABILITY STRATEGY PROGRESS ASSESSMENT

Goal 1: Exceed Canada's commitment under the Paris Accord		
Target 1	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Achieve a 50% reduction of scope 1 & scope 2 GHG emissions compared to a 1990 baseline by 2020 and achieve 0 emissions by 2035.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP Finance and Administration ▪ VP Finance and Administration, ▪ Executive Director, Facilities, ▪ Director, Building Infrastructure ▪ Sustainability & Special Projects Assistant, Facilities ▪ Sustainability Coordinator <p>Status: Incomplete Achievable</p>	<p>UWinnipeg’s Scope 1 and 2 greenhouse gas emissions continue to fall steadily. During FY2019, these emissions were 27% lower than in 1990. Over the last three years, greenhouse gas emissions have been an average of 18% lower than 1990. These reductions are especially impressive given that UWinnipeg’s owned space has increased by 38 % since 1990. In fact, while our has grown substantially over the last thirty years, emissions per square foot have dropped from 0.035 tonnes/m2 to 0.014 tonnes/m2. Several projects and improvements have contributed to emissions reductions:</p> <ul style="list-style-type: none"> • The installation of our hybrid heating system in 2011. These boilers offset emissions from natural gas with lower-carbon hydroelectricity during off-peak hours. • Numerous energy retrofits and upgrades, including utility metering and control strategies such as smart scheduling and advanced fresh air regulation. • The 2018 installation of the biomass energy system in Ashdown Hall. The system consists of two 100 kilowatt boilers that consume wood-based pellets from recycled material. 	<p>Both the Facilities Director and the Vice President, Finance and Administration continue to explore funding opportunities that will allow the geothermal energy development project to move forward.</p> <p>UWinnipeg can achieve its stated incremental emissions reductions goals of 50% below 1990 levels and eventually zero emissions. However, the timelines originally stated in the 2017 Strategy were too aggressive given the financial resources available to the University.</p> <p>Facilities will continue to reduce heating loads on the Ashdown Power plant. All renovations will be designed with our move to renewable energy in mind. The CSO will support these efforts by telling the story of energy reductions at UWinnipeg, advocating for investment in further alternative energy projects, and supporting funding requests to invest in the changes necessary to meet the 50% reduction goal.</p>

Goal 1: Exceed Canada's commitment under the Paris Accord

Target 2	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Aim for 5% of total energy use on campus to be derived from unconventional renewable energy sources (solar, geothermal, wind, sustainable biomass) by 2025.</p> <p style="text-align: center;">Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP Finance and Administration ▪ Executive Director, Facilities ▪ Director, Building Infrastructure ▪ Sustainability and Special Projects Assistant ▪ Sustainability Coordinator <p style="text-align: center;">Status: Incomplete Achievable</p>	<p>Two major energy projects on campus have brought us close to achieving this target:</p> <ul style="list-style-type: none"> • Biomass: The University's biomass energy system in Ashdown Hall came online in 2018. The system consists of two 100 kilowatt boilers that consume wood-based pellets from recycled material, accounting for 3% of campus energy use. • Solar: In 2019, the University added a 540-panel solar array to the RecPlex rooftop, adding up to 180,000 kWh of electricity per year. 	<p>The Sustainability and Special Projects Assistant will conduct an energy analysis of the McFeetors Hall geothermal loop.</p> <p>The Sustainability and Special Projects Assistant and CSO staff will use data from FY2020 to conduct a renewable energy audit, the results of which will be published in the FY2020 Annual Sustainability Report. We need to complete a full annual heating cycle with both systems in full operation and conduct an analysis of the geothermal loop in McFeetors. This will give us the data needed to determine the percentage of energy produced on campus by alternative renewable sources</p>

Goal 1: Exceed Canada's commitment under the Paris Accord

Target 3	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Establish baseline for key scope 3 emissions by 2017 and report annually; set a reduction target by 2018.</p> <p style="text-align: center;">Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP Finance and Administration ▪ Executive Director, Facilities ▪ Director, Building Infrastructure ▪ Sustainability and Special Projects Assistant ▪ Sustainability Coordinator <p style="text-align: center;">Status: Incomplete Partially achievable</p>	<p>In early 2018, the CSO hired a co-op student who completed a detailed inventory of our Scope 3 emissions. This project revealed that 66% of our Scope 3 emissions can be traced back to GHGs associated with the production of purchased goods. As such, the CSO is no longer tracking air travel. However, a true baseline cannot be identified until we start tracking emissions from purchasing. This is not a realistic target until we begin tracking sustainability indicators for all UW purchases.</p>	<p>The CSO may compile a list of the most-commonly purchased goods at UWinnipeg and attach a Scope 3 emissions value to each item. Working with purchasing to track these items only, the CSO will be able to estimate a sizable portion of our Scope 3 Emissions.</p> <p>We will also support and participate in external efforts to standardize measurement and reporting of scope 3 emissions, including the CAUBO project supporting them.</p>

Goal 2: Cultivate principled relationships with people on and off campus and with ecosystems near and far

Target 1	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Aim to align facilities management to reflect the equivalent of LEED Operations & Maintenance standards by 2021; integrate reporting metrics from LEED O&M into annual reporting; achieve full alignment and reporting capacity by 2021.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP Finance and Administration ▪ Executive Director, Facilities ▪ Director, Building Infrastructure ▪ Sustainability and Special Projects Assistant ▪ Sustainability Coordinator <p>Status: Incomplete Achievable</p>	<p>Beginning in August 2018, Sustainability and Facilities Staff rewrote nine guidelines and procedures to include more specific directions relating to sustainable building management practices. Best practices, targets and standards were taken from LEED Operations and Management and other industry frameworks. Campus stakeholders were consulted during this process to ensure changes met the realities of those working in the areas to which the documents pertain. These documents were approved by the Operations, Priorities and Planning Community, and published in Early 2019:</p> <ul style="list-style-type: none"> • Capital Construction and Renovations Procedures • Energy Management Guidelines • Cleaning Guidelines • Outdoor Maintenance Guidelines • Active Transportation Infrastructure Guidelines • Ongoing Waste Guidelines • Indoor Water Use Reduction Guidelines • Purchasing Procedures • Sustainable Purchasing Guidelines <p>We are not pursuing full alignment with LEED O&M because it doesn't make sense given UWinnipeg's context. There is still work to do on reporting on the new standards.</p>	<p>The CSO is working with the Sustainability and Special Projects Assistant to ensure we are reporting on the standards and metrics named in the revised documents</p> <p>Facilities is also revising project management processes to include checks on safety, security, and sustainability. The LEED-based requirements from the guideline documents will be incorporated into all capital project plans. The CSO will publish these in 2021.</p>

Goal 2: Cultivate principled relationships with people on and off campus and with ecosystems near and far

Target 2	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Ensure that all new buildings and major renovations are built to the highest possible standards appropriate to the given project and context. Draw on LEED, LivingBuilding, Passive House, and Green Globes to develop (a) transparent decision-making criteria for determining projects/approaches (b) a publicly available internal sustainability project checklist (c) standard sustainability RFP requirements for all projects. Report on projects annually.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP Finance and Administration ▪ Executive Director, Facilities ▪ Director, Building Infrastructure ▪ Sustainability and Special Projects Assistant ▪ Sustainability Coordinator <p>Status: Incomplete Achievable</p>	<p>In 2018, the University’s Capital Construction and Renovation Procedures were revised to require that all new construction and renovation projects over 10,000 feet be built to a LEED Silver standard or better.</p> <p>The new sustainability questionnaire required as part of all RFP submissions, first used in 2018, is another mechanism put in place to ensure high environmental building standards.</p> <p>Most renovation projects at UW are less than 10,000 square feet, so additional checks and balances are needed to for these. UW must be accountable for all its owned space.</p> <p>RFP sustainability questionnaires are now submitted by contactors to Purchasing. However, we still need to develop processes for collecting and tracking submissions over time to determine if selected projects meet sustainability criteria.</p>	<p>Facilities will revise project management processes to include checks on safety, security, and sustainability which will be incorporated into all capital project plans. The CSO will publish these in 2021 and coordinate training webinars to help ensure project managers follow specific requirements relating to sustainable building practices. This work will be supported by the Facilities department with new internal process controls and a new website hosting information about sustainable project management at UWinnipeg.</p>

Goal 2: Cultivate principled relationships with people on and off campus and with ecosystems near and far

Target 3	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Publish sustainability requirements and standards for environmentally and/or socially preferable purchased goods as well as detailed sustainability-related scoring requirements for RFPs on the Purchasing Services website by the end of December 2017 for use by all the University staff making purchasing decisions. Ensure requirements reflect metrics that support the University’s Indigenization goals.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP Finance and Administration ▪ Executive Director, Facilities ▪ Director, Purchasing Services ▪ Sustainability Coordinator <p>Status: Incomplete Achievable</p>	<p>In 2018 the University published new Sustainable Purchasing Guidelines and updated its Purchasing Procedures. These outline new requirements for purchasing socially and environmentally preferable goods/services and call for stricter reporting. The RFP review panel now gives sustainability scores based on responses to social and environmental criteria outlined in the guidelines and considers these scores when awarding contracts. These guidelines have led to the purchasing of more socially and environmentally responsible goods and services on a number of occasions. These guidelines and this target helped justify our transition to Mother Earth Recycling for e-waste collection and to Compost Winnipeg for our organic waste processing.</p>	<p>The sustainability-related scoring requirements currently included in the RFP process are not always completed by contractors because they are not specific to all of the different goods and services sought by our institution.</p> <p>The RFP scoring system only applies to the 30% of UW purchases that are over \$5,000. The other 70% of purchases are made at the department level and are not subjected to minimum sustainability requirements. We need to educate staff on campus about these criteria and make sure that they know which options are sustainable and how to report their purchases.</p> <p>RFP sustainability scoring should be managed and monitored using the same systems as the project management processes (mentioned in target 2.2). They can be part of the same website and training webinars, and the CSO can analyze and report on both sets of data together.</p>

Goal 2: Cultivate principled relationships with people on and off campus and with ecosystems near and far

Target 4	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Establish reporting fields in financial software to track: (a) The percentage of all goods purchased that are environmentally and/or socially preferable; and (b) the average sustainability-related RFP scores of awarded contracts by the end of FY2017. Establish baseline data in 2018 and set targets by 2019.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP Finance and Administration ▪ Executive Director, Facilities ▪ Director, Purchasing Services ▪ Sustainability Coordinator <p>Status: Incomplete Achievable</p>	<p>Reporting software now contains dropdown menus for many sustainable purchasing standards. However, people using the software do not all know about these new fields or how to use them.</p> <p>Most staff are unaware of the requirements, and major changes to the purchasing process would need to happen to allow for enforcement and data collection. There are no examples of other universities doing fine-grain tracking of sustainability purchasing to which we can turn. Our university does not have the tech abilities to do this easily. While the NAV software now includes many sustainability categories, most purchases go uncategorized. NAV is only used for 30% of purchases over \$5,000; 70% of purchases happen at the department level using a paper system. There is a need to change the forms to include the new standards in each category.</p> <p>Obtaining detailed and meaningful scores relating to different types of goods and services is a more difficult task than making broad statements of principle. If we want to impact campus purchasing behaviors, we will need to make a concerted effort in the coming years.</p>	<p>The CSO will:</p> <ul style="list-style-type: none"> • Research the possibility of changing the PO forms and expense claim forms so staff may include details about sustainability requirements. • Look through NAV categories and recent submissions of purchases that come in without sustainability classifications to see if there are any additional standards that can be included in the drop down. <p>As a preliminary step, the CSO will take a sample of purchases from the last year and classify them based on our sustainable purchasing criteria to get an idea of the baseline.</p>

Goal 2: Cultivate principled relationships with people on and off campus and with ecosystems near and far

Target 5	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Support campus food services as they continue to achieve the highest standards as measured by the foremost standards of sustainability in the campus food service industry, currently LEAF and/or STARS.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP Finance and Administration ▪ Managing Director, Community Renewal Corporation ▪ Chief Operating Officer, Diversity Food Services ▪ Director, Ancillary Services ▪ Sustainability Coordinator <p>Status: Complete Ongoing</p>	<p>The CSO and the wider University continue to support Diversity Foods. Some examples include:</p> <ul style="list-style-type: none"> • Our pursuit of a STARS rating, which led to the recognition of Diversity as North America’s most sustainable food service. • Hosting events that feature Diversity’s plans and achievements, like the Food Forward event in December 2019. • Forwarding nominations for awards to Diversity; e.g. Manitoba Excellence in Sustainability Awards • Advocacy within the University, like for Diversity’s work growing herbs and tomatoes in the library greenhouse, a 2019 initiative that allowed Diversity to reduce purchases of non-sustainable food items. <p>We continue to work with Diversity to reduce food waste and encourage proper disposal practices in our dining areas. This has included planning a new sorting station with the Facilities Department, improving CSO outreach during busy lunch hours, and tracking diversion and contamination rates more closely and more often.</p>	<p>We continue to work with Diversity to reduce food waste and encourage proper disposal practices in our dining areas. This has included planning a new sorting station with the Facilities Department, improving CSO outreach during busy lunch hours, and tracking diversion and contamination rates more closely and more often.</p>

Goal 2: Cultivate principled relationships with people on and off campus and with ecosystems near and far

Target 6	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Work in partnership with the University Foundation to evaluate alignment between the over-arching purpose of the University, its policies and strategic directions and Foundation investment policies by the end of 2017. Provide ongoing support to the Pension Board of Trustees in their efforts to ensure that pension options for staff are similarly aligned.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ AVP Indigenous Affairs ▪ Director Community Learning and Engagement ▪ President and CEO, UWinnipeg Foundation ▪ Sr. Executive Officer and Advisor to the President ▪ VP Finance and Administration ▪ AVP Human Resources Audit and Sustainability ▪ Sustainability Coordinator <p>Status:</p> <p>No long pursuing Partially achieved</p>	<p>In 2017 the University of Winnipeg Foundation adopted the Responsible Investment Policy, which incorporates environmental, social, and governance factors in the investment process that align with the duties, vision, and mission of the Foundation, as well as the values and direction of the University and its Collegiate.</p> <p>We also have the Green Giving Option, which gives members of the UW community (including staff and alumni) an opportunity to invest in our institution without investing in the fossil fuel industry</p> <p>Also, our direct contribution Pension Plan has provided a “Divested Option” for staff who want to direct their retirement savings to that fund.</p>	<p>The University will continue work to best align investment efforts with sustainability values.</p> <p>The CSO will continue to work with the Foundation to track and report on the uptake and impact of UWinnipeg's two sustainable investment options: the Green Giving Option for donors and the fossil fuel free fund option for the pension plan.</p>

Goal 2: Cultivate principled relationships with people on and off campus and with ecosystems near and far		
Target 7	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Begin an ongoing institutional learning process with Indigenous elders and traditional knowledge keepers, to develop an implementation framework for the United Nations Declaration on the Rights of Indigenous Peoples as it applies to the University and its activities and to continually integrate Indigenous knowledge and ways of knowing into our sustainability efforts. Complete framework by the end of 2018.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ AVP Indigenous Affairs ▪ Director Community Learning and Engagement ▪ Sustainability Coordinator <p>Status: Incomplete Partially Achievable</p>	<p>Vacancies in the Indigenous Affairs department (including the VP) have prevented the CSO from working on this target in a collaborative manner.</p> <p>The CSO is not positioned to lead the pursuit of this target. The AVP Indigenous Affairs position was vacated shortly after the launch of the strategy and not filled until the fall of 2019. The current AVP Indigenous Affairs expresses that the goal of developing a framework for implementing UNDRIP is not currently realistic.</p> <p>While it is unlikely that our institution will develop the framework called for in this target, working toward deeper integration of Indigenous knowledge into UWinnipeg’s sustainability programs is still important and worthwhile.</p>	<p>The CSO will maintain a working relationship with the office of the AVP of Indigenous Affairs to support Indigenization efforts on campus. The CSO will also identify Indigenous staff and students to sit on the Campus Sustainability Council.</p> <p>The CSO intends to work Dr. Yvonne Vizina to apply their research and look at how some of the aspects of this target can be achieved. Dr. Vizina, in the Faculty of Education, researches how Indigenous Knowledge and sustainability can be woven together and incorporated into university pedagogy and campus operations. The CSO intends to work with Dr. Vizina to use their approach and research findings in our future efforts relating to Indigenization while respecting the position of the CSO relative to other areas advancing reconciliation on campus.</p>

Goal 2: Cultivate principled relationships with people on and off campus and with ecosystems near and far

Target 8	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Link to the work of existing University bodies addressing human rights, equity, wellness, and accessibility for students, staff and faculty and begin reporting on progress. Building on the experience of the Sustainability Office in setting goals and measuring progress, work with the responsible offices for each of the aforementioned areas to establish and report ongoing data improvement processes to aid in evaluation and planning related to work in these areas, and include appropriate data in the annual sustainability performance report as it becomes available.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ AVP, Human Resources ▪ Human Rights and Diversity Officer ▪ Sustainability Coordinator ▪ Deputy Provost and Associate VP Academic <p>Status: Incomplete Achievable</p>	<p>Staff vacancies in the Human Resources department meant that until 2020, there was limited leadership and capacity for this target. The Campus Sustainability Coordinator met with the AVP, Human Resources and the Human Rights and Diversity Office in 2020 to assess progress and determine next steps. The University’s Human Rights and Diversity Office (HRDO) undertook several initiatives in FY2019 to improve EDI indicators at UWinnipeg. To meet the requirements of the provincial government’s new Accessibility for Manitobans Act (AMA), the HRDO have developed the UWinnipeg Accessibility Hub, where campus community members can find accessibility supports and information. Pursuant to the AMA Employment Standard, HRDO created a process for collecting emergency response information and developing personalized response plans for individuals requiring assistance during an emergency process in early 2020.</p>	<p>The Campus Sustainability Coordinator will join the Equity, Inclusion and Diversity Committee once regular meetings begin again in 2021. This will provide an opportunity to discuss EDI-related data tracking and will facilitate the connections the CSO needs to report annually on key indicators. The CSO and the HRDO will look closely at the EDI-related sections of the AASHE STARS program, using these sections as a guide for structuring reporting in the areas identified in this target. We will look for opportunities to utilize existing reporting mechanisms and datasets. The office is currently working on an online training module required by the AMA Employment Standard, to be completed before May 2021. This training about accessible employment and related legislation will be provided to all management and staff with human resource responsibilities. This year, the HRDO will launch a new Responding to Disclosures (of sexual violence) training to better equip staff/faculty who may receive disclosures.</p>

Goal 3: Develop and deliver curriculum, student services, and programming that deepen student knowledge about sustainability and that help motivate thoughtful leadership and action

Target 1	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>In collaboration with those responsible for implementing sustainability action on campus, generate, publish and promote a list of campus-based sustainability related student project and research opportunities annually. Support work to include these projects in coursework through efforts such as the establishment of the Campus Sustainability Course as a standing course in the University course catalogue and the launch of the Sustainability & Corporate Responsibility Certificate program at PACE.</p> <p align="center">Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP, Research and Innovation ▪ Sustainability Coordinator <p align="center">Status: Ongoing Achievable</p>	<p>The CSO continues to work with stakeholders across campus, connecting students to sustainability-related projects and research opportunities. We also ask all departments to share summaries of sustainability-related student research and community projects for inclusion in our annual reports.</p> <p>The CSO and Richardson College for the Environment were working together on a proposal for sustainability-based alternative credential or certificate. Gaining this credential would require students to complete hands-on and research-based projects, in addition to course credits. This model would provide a framework for structuring experiential learning opportunities (which is the purpose of this target) and help market them to more students.</p> <p>We will continue to explore the possibility of an alternative sustainability credential at UWinnipeg through discussions with PACE the AWG and other stakeholders</p>	<p>The CSO will continue to scan for student opportunities relating to sustainability. The CSO will also continue communicating with departments about the past and future student projects and research opportunities. Our team will also explore new avenues for introducing a sustainability certificate at the University, and will introduce a new online sustainability learning and leadership program for students in fall 2020 that will also include community volunteer placements. We are currently testing possibilities for extracurricular sustainability accreditation through our Student Sustainability Leadership Program. Lessons from the first year of this program will be incorporated into our Sustainability Engagement Framework that will guide future work in this area.</p>

Goal 3: Develop and deliver curriculum, student services, and programming that deepen student knowledge about sustainability and that help motivate thoughtful leadership and action

Target 2	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Undertake a research project in 2017 using appreciative inquiry to better understand the learning process, learning outcomes and interests of students who act and lead. In 2018, apply findings to develop a framework and action plan for growing leaders and continually engaging</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP, Research and Innovation ▪ Experiential Learning Coordinator ▪ Sustainability Coordinator ▪ Faculty Researcher ▪ Office of Institutional Analysis <p>Status: Incomplete Achievable</p>	<p>The CSO has met with different stakeholders to explore possibilities. It has been difficult to find faculty able to lead the study, following preliminary conversations with members of the AWG and others who originally developed this idea with the CSO.</p> <p>The CSO made efforts to develop this as a student project (which would align with target 3.1) but did not receive support through the Experiential Learning Fund. However, we are already designing student engagement components and are committed to assessing the impacts of these. The Eco Team provides an area of study that can support Goal 3, Target 2.</p> <p>Appreciative Inquiry requires a hands-on, change-oriented approach and the CSO has determined it is not the best methodology for achieving what we want to learn from the study called for in this target.</p>	<p>In conversation with Institutional Analysis, the CSO has decided to meet the objectives of this target with a different research approach. The CSO is working with Institutional Analysis to conduct a sustainability literacy assessment in 2020-2021 (this is also something that will help us improve our STARS rating). This will provide a large quantitative dataset that we can use to examine students understanding of sustainability and the motivations of environmental leaders.</p> <p>The CSO will produce a second qualitative data set by establishing processes for interviewing students involved with Eco Team UW over several years. This will also allow us to drill down into how students are responding to our own leadership development initiatives.</p>

Goal 3: Develop and deliver curriculum, student services, and programming that deepen student knowledge about sustainability and that help motivate thoughtful leadership and action

Target 3	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p align="center">Create a framework for linking academic advising, career services, experiential learning, and on-campus leadership development opportunities to better support students wishing to understand how to make the biggest difference possible both on campus and in their future careers. Complete framework by the end of 2017 for implementation through 2021. Report on implementation progress in the annual Sustainability Performance report.</p> <p align="center">Stakeholders:</p> <ul style="list-style-type: none"> ▪ Sustainability Coordinator ▪ Deputy Provost and Associate VP Academic ▪ Sustainability Coordinator <p align="center">Status: Incomplete Achievable</p>	<p>In 2018, with support from the Campus Sustainability Council, the CSO decided to combine this target with Target 4.2, which calls for the development of an outreach and engagement framework. This made sense given that our outreach and engagement efforts are directly related to developing student leaders and creating experiential learning and volunteer opportunities to prepare students. An outreach and engagement framework in the form of final approved document does not yet exist. The CSO has made major improvements to our sustainability engagement approach. The outline for an outreach and engagement plan was presented to and approved by the Campus Sustainability Council in December 2018. The plan presented at this time referenced existing student leadership initiatives in Canada and incorporated best practices from community organizing and volunteer engagement fields. Since then, CSO staff used their time for engagement and outreach to start developing new initiatives based on the approved plan. In Spring 2019, we established Eco Team UW, which provides opportunities for sustainability learning and environmental action on and off campus</p>	<p>The CSO has been somewhat hesitant to write a prescriptive approach for conducting student engagement given the changing nature of student bodies and their priorities when it comes to environmental issues. We are using principles of leadership development to develop new opportunities for students. It is also important to acknowledge that sustainability is only one part of work integrated learning, and the CSO is one of many collaborators in these efforts on campus. A cornerstone of our approach to sustainability engagement was going to be a leadership retreat for students in May 2020. This was going to become an annual event. Unfortunately, this event was canceled as result of the COVID-19 Pandemic. The CSO is currently developing an online extra-curricular leadership webinar series and volunteer program that will launch in the fall of 2020.</p> <p>The CSO will also complete the following by the end of FY 2020:</p> <ul style="list-style-type: none"> • A literature review on student engagement and leadership development practices, looking at what has been done at other universities, that will be included in our final framework document • Work with Career Services and other campus and community stakeholders to develop and promote innovative student leadership opportunities • Complete a single framework document that will satisfy the objectives of Targets 3.2, 3.3 and 4.2.

Goal 3: Develop and deliver curriculum, student services, and programming that deepen student knowledge about sustainability and that help motivate thoughtful leadership and action

Target 4	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Support an ongoing “community of practice” with an interest in enhancing sustainability education on campus, e.g., organizing workshops, developing peer-to-peer exchange, further integrating sustainability throughout the curriculum, and identifying support resources for faculty and staff.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ Academic Working Group on Sustainability ▪ Sustainability Coordinator ▪ Ad-Hoc Committee for the Support of Teaching <p>Status: Ongoing Achievable</p>	<p>Between 2018 and 2020 substantial progress was made on this target through collaborations of the CSO and the Richardson college for the Environment. These two departments worked together to host several events designed to bring students, faculty, and researchers together to facilitate interdisciplinary teaching and learning. These events included: Growing a Collaborative Environment (2018): A mix-and-mingle event for sustainability researchers; the Beyond Climate film screening featuring Dr. David Suzuki (2018); the Peg City Climate Jam (2019); the Climate First Tour (2019), and several public lectures showcasing the work of sustainability researchers on campus.</p> <p>In addition to working with the RCFE, the CSO has also facilitated the Academic Working Group on Sustainability, which was instrumental in the development of the Sustainability Course Index and provided input into the proposal for an alternative sustainability credential at UWinnipeg.</p>	<p>The partnership between the CSO and RCFE allowed for the Principal to play a critical academic leadership role over this sustainability target, while also creating new educational opportunities for the campus that are not duplicative or competing with pre-existing environmental programs. While RCFE no longer exists district academic entity, the work that we accomplished since 2019, provides a strong foundation for moving forward on this target.</p> <p>Next Steps, Responsibilities and Commitments:</p> <ul style="list-style-type: none"> • The CSO will work to reconvene the AWG and host events showcasing the work of sustainability faculty and researchers on campus. • We will also continue to host events that address this target, collaborating with academic departments, the Research Office and external partners to create sustainability learning opportunities for students

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Target 5	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Develop the mechanisms required to track how many students graduate from the University having taken at least one sustainability-focused course, as well as to track which and how many sustainability courses all students are taking, by 2019.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ Academic Working Group on Sustainability ▪ Registrar ▪ Sustainability Coordinator ▪ Institutional Analysis. <p>Status: Ongoing Achievable</p>	<p>In early 2019, the CSO hired an intern to complete the updated course inventory, building off the work of the AWG. We reviewed 189 courses from 28 departments, identifying 37 sustainability focused and 69 sustainability-related courses currently on offer at UWinnipeg. The inventory was submitted as part of our 2018 STARS application and is now published on the CSO website.</p> <p>In December 2019, the CSO worked with the Registrar and Technology Services Centre (TSC) to design several Crystal Report queries to analyze the number of students who complete sustainability-focused/related courses at UW each year. The CSO continues to work with TSC on this project.</p> <p>Maintaining the list of courses year to year is a significant job. The CSO will carry this responsibility. However, we are hoping the AWG will remain involved in the project moving forward. We hope faculty can hold each other accountable on the quality of sustainability content taught in courses and that examining courses on the list will create opportunities for interdisciplinary conversation.</p> <p>Limited collaborative capacity between the CSO and TSC means we are slightly behind on target timeline.</p>	<p>The CSO will be tracking course enrollment data moving forward and will start reporting on the described metrics in the FY 2020 Annual Sustainability Report. This data will also be submitted as part of UW’s future STARS applications.</p>

Goal 4: Mobilize evidence and research to address local and global sustainability challenges

Target 1	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>In partnership with the Research Office, develop metrics related to research knowledge mobilization consistent with the Integrated Academic and Research Plan by 2018.</p> <p>Stakeholders:</p> <ul style="list-style-type: none"> ▪ VP Research and Innovation ▪ Campus Sustainability Coordinator <p>Status: Incomplete No longer pursuing</p>	<p>Apart from a full assessment of University sustainability research completed for the STARS report, in 2018, no progress has been made on this target. The main champion for this goal was the former Senior Advisor for Research and Sustainability, a position that no longer exists.</p> <p>The University does have a centralized system in place to track research activity. Achieving this target would require the Research Office to become a champion, while the CSO does not have the authority to make it happen.</p>	<p>The Office of Institutional Analysis has agreed to work with the CSO to track sustainability knowledge mobilization to the best of their ability. However, this will result in a qualitative overview of the types of research happening on campus and the impact these projects are having. If we are serious about quantitative measurement, we need to systematically track publications and their reach.</p> <p>The VP, Research and innovation is open to working with the CSO to track sustainability research using new software. There is also potential to partner with the Library to track sustainability publications coming out of the University, including citation frequency.</p>

Goal 4: Mobilize evidence and research to address local and global sustainability challenges

Target 2	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p data-bbox="205 428 804 581">Develop and publish a sustainability outreach & engagement plan for internal and external engagement by the end of October 2017 and implement it through to 2021.</p> <p data-bbox="426 638 583 662">Stakeholders:</p> <ul data-bbox="191 678 623 748" style="list-style-type: none"> ▪ VP Research and Innovation ▪ Campus Sustainability Coordinator <p data-bbox="478 805 562 829">Status:</p> <p data-bbox="348 846 695 870">Incomplete Merged with 3.3</p>	<p data-bbox="846 493 1499 850">In 2017, the CSO developed a proposal for a leadership engagement framework that was presented to the Sustainability Council and approved. It combines the frameworks called for in Goal 3, Target 1 and Target 2, and Goal 4, Target 2. In 2018, the CSO conducted a review of best practices on student outreach from other universities. Through the creation of Eco Team UWinnipeg, we are testing out models of student engagement that will be incorporated into the final framework.</p>	<p data-bbox="1528 493 1871 850">The objectives of this target are now being rolled into Goal 3, Target 3, which also calls for a framework relating to student engagement and leadership development. Please refer to Goal 3, Target 3 to see progress and challenges relating to this target.</p>

Goal 4: Mobilize evidence and research to address local and global sustainability challenges

Target 3	Progress and Challenges to Date	Key Objectives for 2020 and Beyond
<p>Engage faculty, staff, and students with relevant expertise to develop workshops and courses that support campus community members in better understanding how their day-to-day work on campus relates to, and can impact positively or negatively on, key sustainability issues. By 2020, have 75% of non-faculty staff complete at least one sustainability-related workshop per year. Develop targets for students and faculty as part of a sustainability outreach and engagement plan.</p> <p style="text-align: center;">Stakeholders:</p> <ul style="list-style-type: none"> ▪ Campus Sustainability Coordinator <p style="text-align: center;">Status: Incomplete Achievable</p>	<p>Since 2017 the CSO has given considerable attention to staff, faculty and student engagement and educational opportunities. This included:</p> <ul style="list-style-type: none"> • Revamping the Green Office Program (GOP) and the GOP ambassador program: a systematic approach to assessing and improving office-level sustainability practices • Establishing a student Eco Team, offering educational events and event outreach around sustainability issues • Hosting interdisciplinary knowledge-sharing events, together with the RCFE, to create a community of sustainability practice on campus. <p>The voluntary nature of participation means we end up engaging those most interested in sustainability issues already. One opportunity for improving on this relates to Target 2.3, which calls on us to track socially and environmentally responsible purchases. To do this effectively, we need to train all staff, giving us an opportunity to get to the 75% called for in this target.</p>	<p>The CSO will work to recruit more Green Office Program leads while improving our approach to engagement and assessment. We are developing a more robust series of events for engaging staff on sustainability and re-introducing annual trainings for Bee Clean staff. The CSO will work with Purchasing to develop training programs with a wider reach. We are committed to tracking participation systematically. This includes tracking all events and event attendance by number of students, staff, and faculty, as well as newsletter statistics.</p>