



WELCOME

CLIMATE ACTION AND SUSTAINABILITY HANDBOOK FOR EMPLOYEES



University
of Victoria



TERRITORY ACKNOWLEDGEMENT

We acknowledge and respect the Ləkʷəŋən (Songhees and Esquimalt) Peoples on whose territory the university stands, and the Ləkʷəŋən and ƳSÁNEĆ Peoples whose historical relationships with the land continue to this day.

What are the SDGs?

The Sustainable Development Goals (SDGs) are the **United Nations** universal **call to action** to end poverty, protect the planet, and ensure that **by 2030** all people enjoy peace and prosperity. **Check out CIFAL Victoria**, a partnership between the United Nations Institute of Training and Research (UNITAR) and UVic to support the UN's 17 SDGs



Throughout this document, you will **LEARN** about some of the exciting operational advancements toward sustainability and climate action on campus!

LOOK for the icons on each page and **IMAGINE** how your work contributes to UVic's participation.

HELPFUL THINGS

- **UVIC MAPS QR CODE** - Interactive maps to locate water fountains and recycling stations, covered bike facilities, and all-gender washrooms on campus.
- **GET YOUR ECO CARD** - Residence students get a Free Eco Card; otherwise, it is \$5. When paying for your meal, hand over your card and leave with your meal in an ECO Box (a reusable/returnable food container).
- **BIKE RENTAL, STORAGE & SERVICE** - BIKEHUB is an on-campus bike service and storage centre. Also, a place to rent a bike if you need one! uvic.ca/bikehub
- **GET INVOLVED** - Are you passionate about sustainability? Join the Staff Sustainability Network! The SSN is a monthly gathering of UVic employees (academic and non-academic) interested in climate and sustainability.

How does it relate to the work we do in The Office of Campus Planning and Sustainability?



Annual contributions to the **Times Higher Education IMPACT Rankings** support progress and commitment to the United Nations Sustainable Development Goals



Annual reporting to **the BC Carbon Neutral Government** supports UVic's pledge to reach **net zero emissions by 2040**.



Tri-annual reporting to the **AASHE Sustainability Tracking, Assessment, and Rating System** to support collaborative innovation and action.



The Climate & Sustainability Action Plan (2030) brings all campus portfolios to guide UVic as we address and adapt to the global challenges all universities face.

THRIVING OUTDOOR SPACES

UVIC CAMPUS

Explore

SUSTAINABLE DEVELOPMENT GOALS



Native Plant Gardens

Connect with the [ecological restoration club](#)

Green Spaces

Step outside of Ring Road to explore our protected green spaces. Enjoy a packed lunch in [Finnerty Gardens](#).

Community Garden

Rent a plot, volunteer, and attend [free workshops!](#)

Green Building Tours

Visit Čeqwəŋín ʔéʔləŋ (Cheko'nien House) and Snéqə ʔéʔləŋ (Snequ House) to witness some of [Canada's largest Passive House projects](#).



Resources

Indigenous Plan 2023

A [guiding document](#) to help the University move forward in a good way.

Capital Budget Plan 2022-2027

How will capital be allocated toward student housing, carbon neutrality, and seismic upgrades.

Safe walk/campus alone service

Campus security is a free 24/7 service.

[Download the UVic Safety App.](#)

Jogging Trails Map

1-7km [trail routes](#) in and around campus to check-out.

Deepen your understanding



Go beyond territory acknowledgments

Take the [campus pledge](#) and go beyond territory acknowledgments! Listen to the traditional teachings from the Indigenous Plan and reflect on how you will embody these teachings in your work at UVic.



ʔetal nəwəl | ÁTOL, NEUEL

Take the [ICAT - Indigenous Cultural Acumen Training](#). Learn about, understand, and respect the local nations' laws and protocols with these lands and waters. Engage with OVPI & IACE in your land-use and procurement decisions.



Take a tour

[Register online](#) to enjoy a 90-minute campus tour via golf cart or [take a virtual campus tour](#).

INSPIRED BY PLACE, POWERED BY PEOPLE, COMMITTED TO PLANET SUSTAINABLE TRANSPORTATION

Getting to Campus

TRY IT A LITTLE

Every trip to and from campus has an impact!
Here are some micro-challenges to get started!



BUS

- Purchase a **10-ticket bus pass** on the BC transit website.
- Map your bus route.
- Make the bus ride time for self-care!



BIKE

- Rent a bike from **Bike HUB.**
- Borrow a bike lock from the Library.
- Participate in **Go-by-Bike weeks** (May and October).
- Try an Electric Bike (contact action@uvic.ca)



CAR SHARE

- Sign up for a UVic-sponsored MODO membership. Just pay usage fees.
- **Book a hybrid MODO or EVO** for work-related outings.
- Connect with colleagues and CARPOOL!



PARKING AFFORDABILITY AND ACCESSIBILITY

- Find accessible parking spots.
- Park at Ian Stewart Complex, Velox, and Lam Circle for 35% less than regular.
- Find discounted short-term parking options.



TRY IT A LOT

If sustainable transportation suits your lifestyle, UVic has several resources to support your safe arrival!



BUS

- Purchase an **employee bus pass** at Campus Security.
- Download the **BC Transit App**
- Estimate your impact!
- Contact action@uvic.ca to find out your greenhouse gas reductions!



BIKE

- You can find **covered bike racks here.**
- Could you ask your supervisor about shower and locker options?
- Join the **employee E-Bike loan waitlist.**
- Register your bike with **Project 529.**
- You can find **Bike HUB** for bike servicing.



PARKING

- Find 90-minute EV charging stalls in LOT #2, #4, #6, and UH1.
- **Purchase 25 parking passes for \$150** through the HONK app for the times when you have to drive. **(FLEX PASS)**



OTHER

- Walking is the #1 mode of sustainable transportation on campus!
- Ask your supervisor about parking options for electric scooters.
- Did we miss something? Contact us!



LOCAL, PLANT-BASED, AND WASTE-LESS DINING ON CAMPUS

Serving up solutions

SUSTAINABLE DEVELOPMENT GOALS



Local **50%**

51% of food and beverage purchases are sourced locally through the FEED BC program.

Fair Trade coffee **100%**

All of the coffee provided by University Food Services is certified Fair Trade.

Plant forward food

Food Services has reduced meat options in their menus by 50% since 2020

Plant-based foods are the default option, but you can opt in for meat substitutes.

Default Vegan Cheese Mayo Chili



Waste - Less **84%**

No garbage bins are to be found in The Cove. All meal trays are placed on the “scrap wagon,” where employees sort waste, resulting in an 84% landfill diversion rate!

Single-use reduction

Compost it **40%**

- Over 40% of takeaway food packaging is compostable!
- 100% food cutlery, straws, and stir sticks are compostable.
- If you do choose takeaway, dispose of it responsibly!

Eco-box success story **1960**

A reusable/returnable takeout container program launched in 2022.

- 1960 students living in residence were gifted an Eco-box at the beginning of the semester.
- 83% were accounted for at the end of Term 1.
- Resulting in 23% fewer single-use food container purchases.

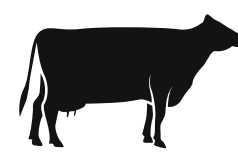
Water refill stations **89**

UVic has installed 89 refill stations across campus to reduce bottled water purchases.

- [Find a refill station near you.](#)
- Bottled water is NOT sold anywhere in The Cove Dining Facility and in Mystic Market food kiosks.

**37kg CO₂e
(Carbon Dioxide equivalent)**

**BEEF
SUBSTITUTE**



FALAFEL BOWL

**1.5kg
CO₂e**

What can you do?



Dine In

The [Cove Dining Hall](#) has an innovative kitchen where the heat from the kitchen is redistributed to provide space heating to 398 student bedrooms.



Bring your own mug

Get \$0.25 off when you bring your mug to buy coffee on campus!



Climate friendly catering

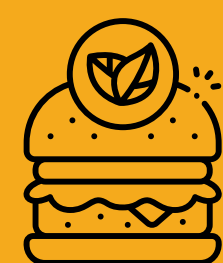
Consider plant-based options when you work with Degrees catering for an upcoming event. **Make it zero-waste by request!**



Meal Share and Food Bank

Food security is an important issue on campus.

- Donate to the [UVSS Food Bank](#) (in the SUB)
- Donate to [Meal Share](#) (load funds to students ONE card experiencing food insecurity).



Eat plant-based!

Here are some staff favourites when it comes to eating on campus!

- Build your sandwich at [The Cove!](#)
- Try the Dhal at the [Health Food Bar](#) (SUB)
- Get a Noodle Dish from [Mystic Market](#)
- Try the [Grad House!](#)

CARBON REDUCTION AND CLIMATE ACTION

Facts & Figures

SUSTAINABLE DEVELOPMENT GOALS



Carbon Neutral since 2010

As a B.C. public sector organization, we have been reporting and offsetting greenhouse gas emissions since 2010.

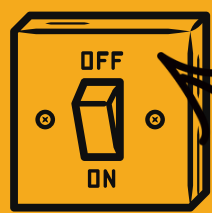
Net Zero Emissions Pledge

Achieving net zero emissions by 2040 will involve decarbonizing the District Energy Plant, equivalent to taking roughly 1,200 gas-powered cars off the road for a year.



What can you do?

Report operational deficiencies such as water leaks, heat, and power issues to [250-472-5168](tel:250-472-5168)



Shut down your work station!



Resources

Climate and Sustainability Action Plan

UVic's eight-year action plan for sustainability and climate leadership in academia and operations.

Climate Change Accountability Reports

Annual reports through which all provincial public sector organizations publicly disclose details related to their achievement of carbon neutrality

Pacific Institute for Climate Solutions

PICS is a collaborative research network which provides resources and hosts events related to climate research.

Find carbon reduction on campus



PASSIVE HOUSE

Solar shading reduces the heat gain from the sun, making the new Čeqʷəŋín ʔéʔləŋ (Cheko'nien House) & Sŋéqə ʔéʔləŋ (Sngequ House) **90% more energy efficient than regular buildings.**



EMBODIED CARBON

Mass timber construction has a smaller carbon footprint than steel or concrete due to the "embodied carbon" associated with extracting and disposing raw material.



ELECTRIFICATION

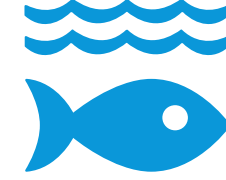
Heat Pump installations around campus allow operations to switch from natural gas to electricity.

ZERO WASTE STARTS HERE

WASTE MANAGEMENT

A hierarchy to remember

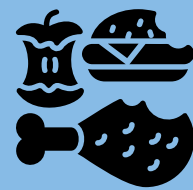
SUSTAINABLE DEVELOPMENT GOALS



AVOID

By avoiding waste altogether, we prevent the energetic demands of manufacturing, transporting, and disposing of the material entirely.

“An ounce of prevention is worth a pound of recycling.”



University Food Services reduces food waste using software called Food Trak, which can help quantify ingredients based on recipes and consumer trends.

REDUCE

If it can't be avoided, reduce waste as much as possible.
What kind of waste could you reduce in your work?



Since 2013 UVic has reduced greenhouse gas emissions related to paper purchases by 65%. GO PAPERLESS!

REUSE

At least 1/2 million single-use utensils enter the campus waste stream each year.



Store an extra set of cutlery at your desk to help us reduce our single-use!

RECOVER



Interior Modifications has developed a furniture repurposing program and purchasing guidelines with sustainability in mind.

What can you do?

Pick up litter!

There is approximately a

220:1

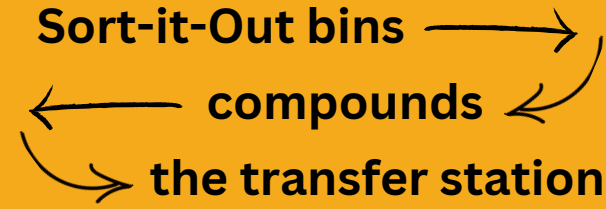
ratio of **PEOPLE:CUSTODIANS** on campus.

Help steward this land!



RECYCLE

Waste on campus travels from Sort-it-Out bins → compounds → the transfer station.



DISPOSE



1.1 million Kgs of uncaptured recycle/organic waste



Scan the QR code to find expanded recycling locations.

- ✓ disposable masks
- ✓ glass
- ✓ soft plastics
- ✓ styrofoam
- ✓ electronics
- ✓ clothing
- ✓ lab equipment
- ✓ tires
- ✓ pallets/scrap wood
- ✓ appliances
- ✓ furniture/mattresses
- ✓ scrap metal
- ✓ yard waste
- ✓ cooking oil

Based on the 2022 Waste Audit, only 43% of the materials that could be recycled or recovered were captured for diversion.

CLIMATE ACTION IS LED BY PURCHASING UVic Policies



SUSTAINABLE DEVELOPMENT GOALS

Going somewhere?

3

ways to make your next trip more sustainable.

- Book through Direct Travel
- Avoid layovers
- Connect with CIFAL to learn how to incorporate Sustainable Development Goals into your next trip!

Supplier Code of Conduct

Are you making a purchase over \$5000?

UVic Purchasing Services has a Sustainable Procurement Initiative that strives to make procurement decisions that are financially, socially, and environmentally responsible.

What can you do?

Ask your suppliers and vendors to be assessed by ecovadis.



Green Cleaning Policy

Identifies guidelines and criteria for cleaning products and cleaning equipment. For example, no powered equipment will be propane-powered, and they should have environmentally preferred batteries.

Products should meet or exceed eco-certifications.



Sustainable Furniture

Facilities Management has strategic alliance contracts with suppliers who consider the environment and client well-being.

Surplus Management

Find new-to-you furniture, research equipment, IT equipment, and more through UVic's Surplus asset management!

Electronics

100% of electronics purchased at UVic are **EPEAT certified**. The Electronic Product Environmental Assessment Tool (EPEAT) is based on criteria that measure products' social and environmental impacts from extraction to end of life.

Recycle electronics and batteries on campus!



Approximately \$8 million is spent on C Card purchases.
Make your purchases add up for the environment!

10 QUESTIONS

to think about with your C Card purchases

1. Is it truly necessary? (See AVOID in Waste hierarchy)
2. Can it be acquired, used, borrowed, or shared with a colleague?
3. Does the supplier/brand meet the standards expected in the UVic Supplier Code of Conduct?
4. What are the environmental impacts of making and disposing of this product?
5. How many uses will I get before disposal?
6. How will I dispose of this product at its end-of-life?
7. Who is benefiting from the money I am spending?
8. What eco-certifications does this product have?
9. Are they viable, or is it greenwashing?
10. Can I buy something similar locally?

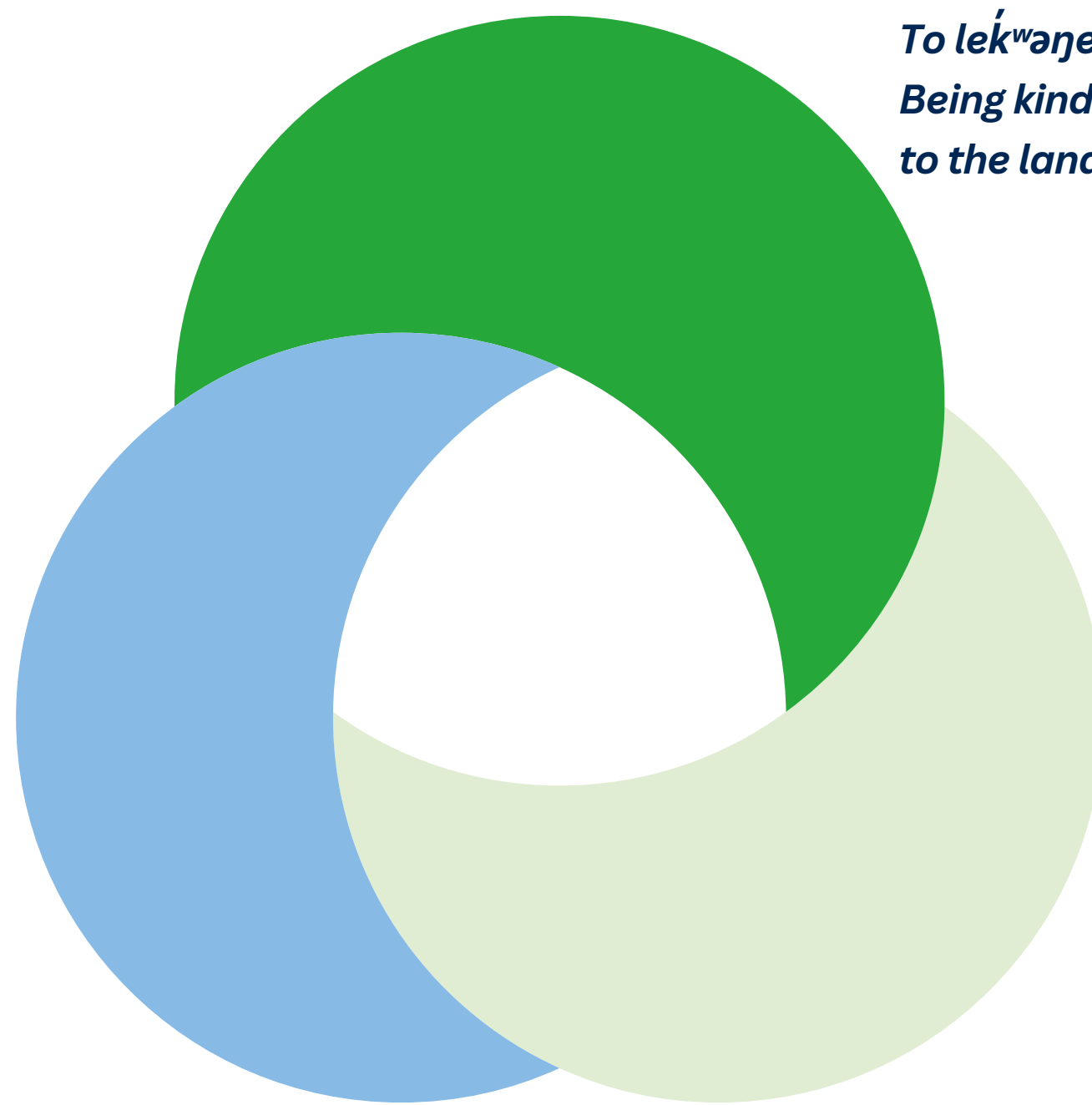


A PLACE OF MEDICINE

A Place of Medicine Project is for Coast Salish community members, with welcomed and invited support from Indigenous and non-Indigenous guests. It is a way to learn and teach about *lekʷəŋen* culture, which is part of the broader Coast Salish community, and the relationship shared between land, animals and humans.

LOVE

Lekʷəŋen people love that it is their responsibility to care for their plant relatives. A goal of A Place of Medicine is to share with others what it means to learn this type of love for more-than-human relations.



RESPECT

To lekʷəŋen people, the land and people are relatives. Being kind to ourselves is being kind to one another and to the land.

GRATITUDE

Gratitude is not simply an expression, but also a practice that is rooted in respect and relationships. When learning about and being in A Place of Medicine, gratitude is something that should guide our thoughts and actions.

A Place of Medicine will teach how the University of Victoria is on *lekʷəŋen* sacred homelands and the importance of learning from the people whose relatives have cared for this land since the beginning of time.

The proper care of native species is an ongoing process. A Place of Medicine project will teach about proper seasonal care, contributing to the success of native plants growing and thriving on *lekʷəŋen* territory again.