

UVIC COMPETENCY RESOURCE GUIDE

COMMIT TO ENVIRONMENTAL SUSTAINABILITY

I contribute to a culture of environmental stewardship and innovation by integrating sustainability practices into my work. My actions further UVic's goal of being a global leader in sustainability and honour the spirit of place inherited from Indigenous history, teachings and continued presence.

WHY IS THIS IMPORTANT?

UVic has a long history of leadership in sustainability, and environmental sustainability remains a priority under the current Strategic Framework. As employees, we all have a role to play, through our actions and decisions, to help care for the planet and ensure UVic carries our history of sustainability leadership into the future.

HOW COULD THIS BE DEMONSTRATED?

- Allocating time to support sustainability initiatives
- Developing an awareness of personal environmental impact in terms of waste, energy, and transportation
- Embedding sustainability practices in program offerings (e.g. design, supplies, catering, printing)
- Participating in one of several annual campus sustainability campaigns or events
- Choosing one sustainability behaviour at a time (for instance, from the "tips to living a sustainable lifestyle" list on the UVic sustainability website) and implementing as a regular habit and/or modelling these habits within one's circle of influence
- Requesting sustainable options when making individual or departmental purchasing decisions

SAMPLE COACHING, REFLECTION OR INTERVIEW QUESTIONS

- What is your definition of sustainability and are there ways in which it may differ from how others view sustainability?
- How have your attitudes and practices regarding sustainability been formed?
- Who is a good role model for sustainability in your life?
- Do you have any sustainability goals for yourself and what are they? What support do you need to achieve them?
- What do you know about what UVic is doing in regards to sustainability innovation? How could you find out more?
- How do you practice sustainability in the work place? What ideas might you have to further your practice or impact?
- What is one thing you can shift that would contribute positively to UVic achieving its sustainability goals?

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SUGGESTED SKILLS TO DEVELOP

- Influencing
- Initiative
- Innovation
- Perseverance
- Critical thinking
- Goal setting

LEARNING OPPORTUNITIES

- Browse the UVic sustainability website for information about programs, policies, activities and ways to further UVic's sustainability goals
- Join the UVic Staff Sustainability Network
- Access the campus sustainability fund to implement a project
- Participate in campus-wide sustainability campaigns and events such as Bike to Work Week and Love A Mug
- Nominate someone for a Staff Sustainability Award
- Participate in a campus-consultation on new projects or policies regarding sustainability
- Take a course or workshop (on or off campus) to learn a new sustainability behaviour such as bike maintenance or composting.
- Explore transportation alternatives for your commute to/from campus
- Discover other sustainability behaviour tips through local municipality, energy companies, and government resources
- Seek out and connect individually with another employee with a reputation for being a sustainability champion on campus

Refer to the [Competency Resource Guide Index](#) for links to these and other UVic documents, activities, and opportunities