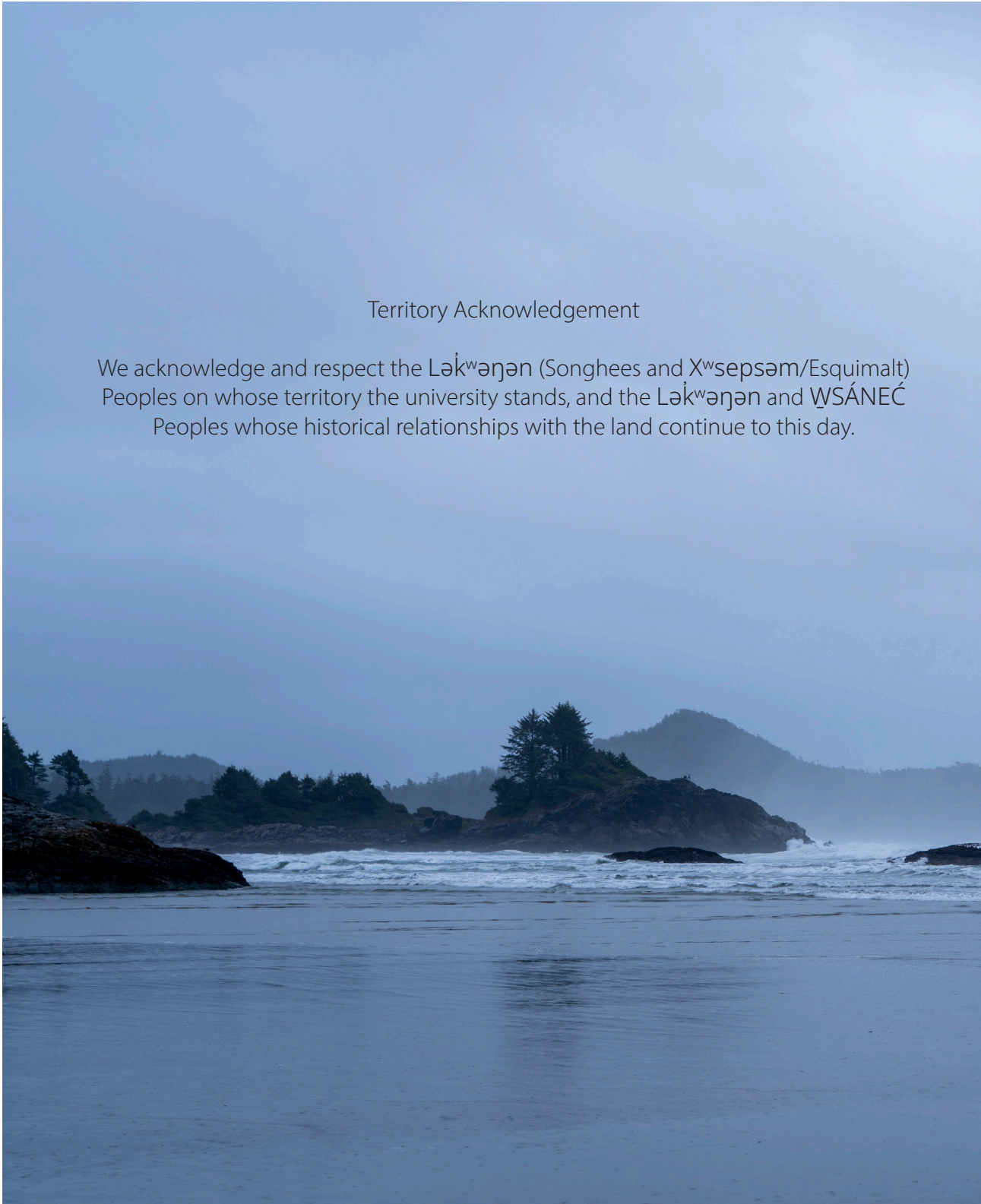


2025 VPFO Sustainability Report



University
of Victoria

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The background of the page is a photograph of a coastal scene. In the foreground, there is a calm, dark blue body of water. In the middle ground, waves are breaking against a rocky shoreline. The rocks are dark and jagged. Behind the rocks, there are several evergreen trees. In the background, there are more trees and hills, all shrouded in a thick, hazy blue mist. The sky is a uniform, pale blue color.

Territory Acknowledgement

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

Cover: Josh Menzies, Facilities Management Plumbing Shop

2025 VPFO Sustainability Report

UVic has proven to be a world leader in sustainability for a third year in a row, ranking among the top institutions in two international benchmarks for social and environmental sustainability. UVic recently received [STARS Platinum](#), becoming one of only 14 post-secondary institutions on the planet to achieve this rating. STARS is a global framework for sustainability in all sectors of higher education. UVic also ranked 13th in the world in the 2024 [Times Higher Education \(THE\) Impact Rankings](#), which tracks universities' advancement of the [United Nations' Sustainable Development Goals](#) (SDGs). Among our top SDG scores, UVic ranked 5th in the world for Climate Action (SDG 13), 4th in the world for Sustainable Cities and Communities (SDG 11), and 1st in Canada for Affordable and Clean Energy (SDG 7).

While these are campus-wide achievements, VPFO teams have played a particularly important role in the university's success. The following report builds on previous [sustainability reports](#), outlining some of the ways VPFO Teams have contributed to UVic's sustainability. If you have feedback on this report, ideas for new sustainability initiatives, or sustainability work in your area that should be included in our STARS and THE Impact Rankings submissions, please contact Adam Taylor at tayloras@uvic.ca.

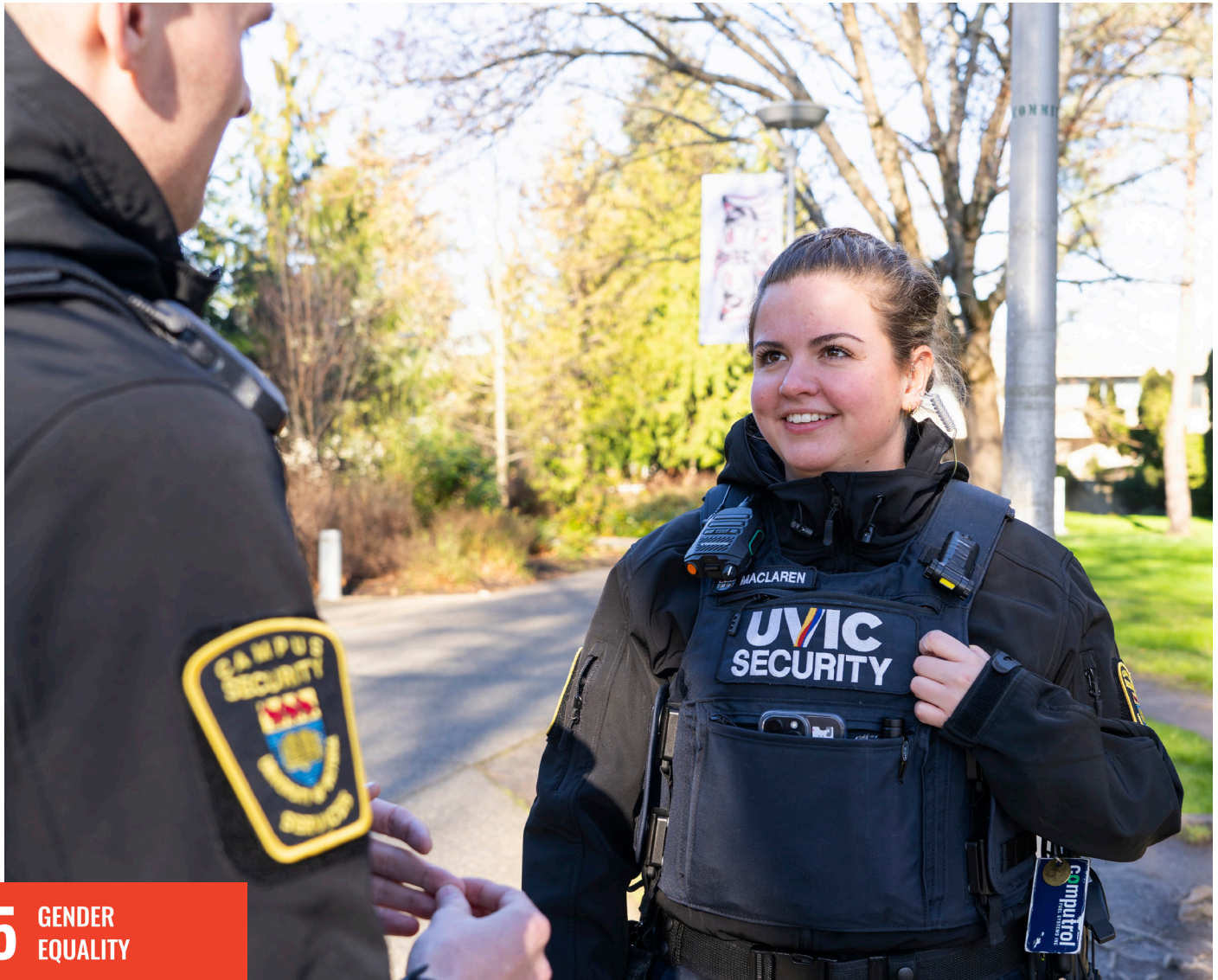


Kristi Simpson, Vice-President Finance and Operations

“Together these scores highlight our shared commitment to a more equitable, greener future. Advancing sustainability in every aspect of UVic is truly a collective effort. Thank you for your teamwork and all the big and small things you do to make a difference. I am proud to work with such forward-thinking, dedicated colleagues.”

–Kristi Simpson, Vice-President Finance and Operations





Campus Security (left to right): Nic Hoekstra and Anika Maclaren

5 GENDER EQUALITY



Campus Security is a diverse group of people with a variety of identities. A recent UVic media announcement demonstrated a shift where the entire Campus Security staff on shift identified as female! In 2023, the university onboarded Jess Maclean, the first female identifying Director of Campus Security in university history.

Campus Security works to provide a well rounded and thoughtful response to a variety of calls for support on campus from representatives of a

multitude of gender identities. While always working to better understand, this past year Campus Security proactively engaged with Island Health and Queer Eye Victoria to identify and develop trainings to provide an opportunity for our security personnel to better understand the transgender experience with a particular focus on responding to medical incidents on campus. Security officers complete mandatory training in trauma informed practices, along with how to receive a disclosure of sexualized violence. Campus Security works alongside EQHR to ensure those who disclose violence under the Sexualized Violence Policy are able to access supports seamlessly.



Jeff Black, Facilities Management Plumbing Shop

Water consumption on campus dropped 40% since 2010, thanks in large part to Facilities Management installing water-conscious infrastructure such as sensor faucets, low-flow toilets, and a smart irrigation system that adjusts irrigation based on the weather. To save potable water, Facilities Management engineered a system to treat wastewater leaving the campus outdoor aquatic facility and recycle it into toilets and urinals in adjacent buildings.

Occupational Health, Safety & Environment's Environmental Protection program provides guidance and support to faculty, staff and departments to minimize their environmental impacts. Their Green Labs program reduces our environmental impact by reducing energy costs and minimizing hazardous materials use and wastes in laboratories. This is achieved through a collaborative approach with labs, faculty members, the Science Store, Facilities Management, and all staff who champion best practices. By working together, not only does the university meet our environmental compliance responsibilities, but we also create a culture of sustainability at UVic.



Garrett Perkins, Facilities Management Plumbing Shop



Capital Development & Delivery (left to right): Janey Aspinall, Orianne Johnson, Jason Minard, Fergus O'Neill, Melissa Freeman, Jay Mayer, Randy Carter, Corrado Agnello, Terry Moen, and Tatiana Rios de Redriguez

7 AFFORDABLE AND CLEAN ENERGY



All new buildings and upgrades on campus target LEED Gold Certification in alignment with [UVic's Climate and Sustainability Action Plan 2030](#). Strategies to meet these sustainability targets include using

low-carbon structure materials like mass timber and installing low-carbon electric heat pumps to provide space heating, cooling, and hot water. In addition to LEED Gold, Čeqwəŋín ʔéʔlən (Cheko'nien House) has achieved Passive House certification and Snéqə ʔéʔlən (Sngequ House) is on target to do the same, and the Engineering Expansion project is targeting two Zero Carbon certifications.

The Engineering Expansion project embodies the department's goal of becoming Canada's greenest civil engineering department. A series of photovoltaic arrays will be installed on the rooftops and cladding to create onsite renewable solar energy for the two fully electrified buildings, which will make them net zero. The project is also aiming to reduce embodied carbon of at least 20% compared to a baseline building. Strategies to achieve this goal include using

mass timber and hybrid steel/mass timber for the structures, low-carbon cladding, re-using instead of demolishing the insulated glass from the original south-facing wall, and partnering with local concrete suppliers on one of the most ambitious concrete carbon emissions reduction strategies in the region.



Engineering Expansion Project, photo courtesy of Armando Turo, UVic CIVE

8 DECENT WORK AND ECONOMIC GROWTH



Human Resources, University Systems, and Payroll recently collaborated with other campus partners to create UVic's first [Pay Transparency Report](#). Using data collected through the [Better Data Project](#), this report allows us to under-

stand how nonbinary people, women, and men are paid at UVic to help further the university's commitment to eliminate gender pay gaps. With this and subsequent reports, we will be able to identify gaps, adopt strategies to address them, and evaluate the effectiveness of those strategies.

Among the many tools and supports offered to staff, Human Resources recently launched the [Employee Learning Hub](#), a comprehensive catalogue of equity-centred courses, leadership resources, and tools to support all staff in their professional and personal development. Human Resources also offers [flexible work arrangements](#), [comprehensive extended medical and dental coverage](#), and confidential counseling and informational sessions through UVic's [employee and family assistance program](#) to ensure the health and wellbeing of UVic employees. Check out the full range of supports on the [Human Resources website](#).





Andre Gordon, Accessibility Planning Specialist

10 REDUCED INEQUALITIES



Facilities Management recently created a new Accessibility Planning Specialist position as part of Capital Development & Delivery to advance its commitment

to a barrier-free physical campus in alignment with the university's [Accessibility Plan](#). This position will help the department implement new systems that integrate accessibility and universal design best practices across multiple operations on campus. Additionally, the Accessibility Planning Specialist will develop processes to address accessibility gaps, amend policy to ensure accessibility is planned and maintained for future projects, and establish a routine capital budget to cover retrofitting existing buildings.

As part of ongoing work to increase accessible computing, University Systems collaborated with Human Resources and the Centre for Accessible Learning to review the accessibility of [DUO Multifactor Authentication](#) and create [a resource for](#)

[employees who are helping someone experiencing barriers to this service](#). Work is also underway to create a user testing pool that will give departments across campus a resource to assess and improve the accessibility of their materials and built environment. As part of this effort, University Systems has two screen-reader testers to assess digital content for the visually impaired. To illustrate the importance of user testing for accessibility, an academic integrity course was recently tested: an optimized version of the course took our blind tester 20 minutes to complete independently, while a non-optimized version took 90 minutes with 11 interventions.

Responding to new laws and standards, University Systems recently delivered a workshop on service delivery for accessible computing to 150 staff, well ahead of when such training will be mandatory by law—[watch a recording of the training](#), available to all staff until October 2025.



Human Resources' Organizational Development & Learning in close partnership with the Office of Vice-President Indigenous and Indigenous Academic & Community Engagement established an annual [Indigenous Employee Blanketing Ceremony](#) where new Indigenous employees request permission to live and work on these lands and are welcomed and blanketed in ceremony by a local Elder. Indigenous employees from this territory are also honoured and protected in their new role and non-Indigenous attendees are invited to witness the ceremony and collectively request permission to work on these lands in accordance with traditional Coast Salish protocols.

Campus Security is a diverse group that brings lived experience to the departments newly established EDIB working group. In collaboration with EQHR, this working group is beginning to develop plans to highlight the important work that is done every day by Campus Security staff to acknowledge and address our community's diverse perspectives. Among other things, one goal of this plan is to better communicate the role of campus security personnel to our community, including understanding and identifying opportunities to decrease barriers to accessing these services for marginalized members of the campus community.

10 REDUCED INEQUALITIES





11 SUSTAINABLE CITIES AND COMMUNITIES

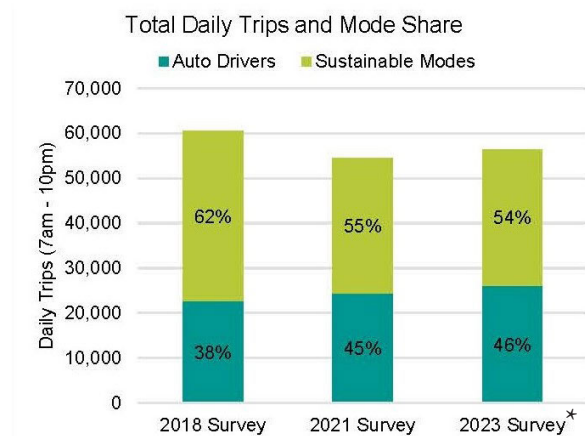


Facilities Management and Campus Planning & Sustainability have been working to make UVic a more bicycle-friendly campus, recently completing cycling pathways that connect Dawn-

view Crescent to CARSA as well as pathways along McGill and Gabriola roads. These improvements are part of the [Campus Cycling Plan](#) to make cycling safer and more comfortable for people who walk and bike around campus.

Facilities Management is continuing to purchase electric vehicles, which currently make up 65% of their fleet of vehicles. As part of this broader effort to electrify UVic's fleet of vehicles, and with the natural depreciation and need for replacement of existing gas-powered vehicles, Campus Security has purchased their first fully electric vehicle for security patrol. This vehicle will be utilized by campus security officers during regular duties on campus, 24 hours a day, 7 days a week, 365 days per year. Campus Security is also onboarding a hybrid vehicle. The existing gas-powered car will remain as part of the Campus Security fleet and utilized as a back up for the EV during charge cycles as needed while relying on more sustainable vehicles for daily work.

Campus Planning & Sustainability and Campus Security conducts a transportation survey every 2-3 years to track the university's progress towards our 70% sustainable mode share target. The [2023 survey](#) showed 46% of all trips to and from campus are by sustainable means, which is an overall decrease from previous surveys and shows there is more work to be done. A detailed analysis of this survey will inform initiatives for improvement. If you drive to work, consider getting to and from campus by bus, bike, or other active means, even if it's just a few days a week. As staff, you are eligible for a subsidized [Employee Bus Pass](#), and you can rent a bike for the term at a reasonable price through the university's [BikeHub program](#).



* Methodologies in the 2023 survey eliminated double counting of transit trips as pedestrian trips, contributing to this decrease.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Custodial Services (left to right): Pthia Griswold, Laura Nava, Tony Ferreria, and James Mason

Custodial Services is committed to enhancing the university's sustainability efforts by sourcing products that reduce exposure to hazardous contaminants, improve air quality, and reduce waste, all while maintaining building finishes and systems. Custodial Services is exceeding their commitment of using 80% sustainable cleaning products and materials by cost (Green Seal, Ecologo or Forestry Stewardship Council certified) and exclusively uses Green Certified and Forest Steward Council paper products so they are 100% recyclable.

Implementation of Custodial Services' sustainable cleaning program involves strategic staffing plans, ongoing training in areas such as Workplace Hazardous Materials Information System (WHMIS), and quality control assessments, both internal and external, to ensure the effectiveness of the cleaning program. The program also addresses the impact on occupants with health conditions, indoor chemical pollutants, and integrated pest management to further promote a green and healthy environment.

UVic's Purchasing Services team is committed to making procurement decisions that are financially, socially and environmentally responsible. To that

aim, a [supplier code of conduct](#) was established to outline the minimum ethical, social, and environmental standards expected of all UVic suppliers. Given the complexity of the university's supply chains, Financial Services has engaged [EcoVadis](#), the world's largest provider of business sustainability ratings, to conduct individual sustainability performance assessments of our supply chain partners. As of March 2024, EcoVadis has assessed 55 UVic suppliers and 19 more are in progress.

Purchasing Services staff also receive ongoing training on sustainable procurement and have an understanding of the risk of modern slavery that operates within supply chains. They frequently engage one-on-one with internal clients and suppliers to consider supply chain environmental and social impacts and collaborate to conduct business sustainability assessments. To date, UVic and EcoVadis have found no specific cases of forced or child labour in UVic's supply chains.

Financial Services implemented two online systems, a request and form input ticketing system and an authority approval system, that have reduced the paper in-puts into the Financial Services units by approximately 90%.

13 CLIMATE ACTION



The Treasury and Risk Management Services team recently updated the university's [Responsible Investment Policy](#) to further UVic's commitment to sustainability and Indigenous reconciliation. Updates to the policy include increas-

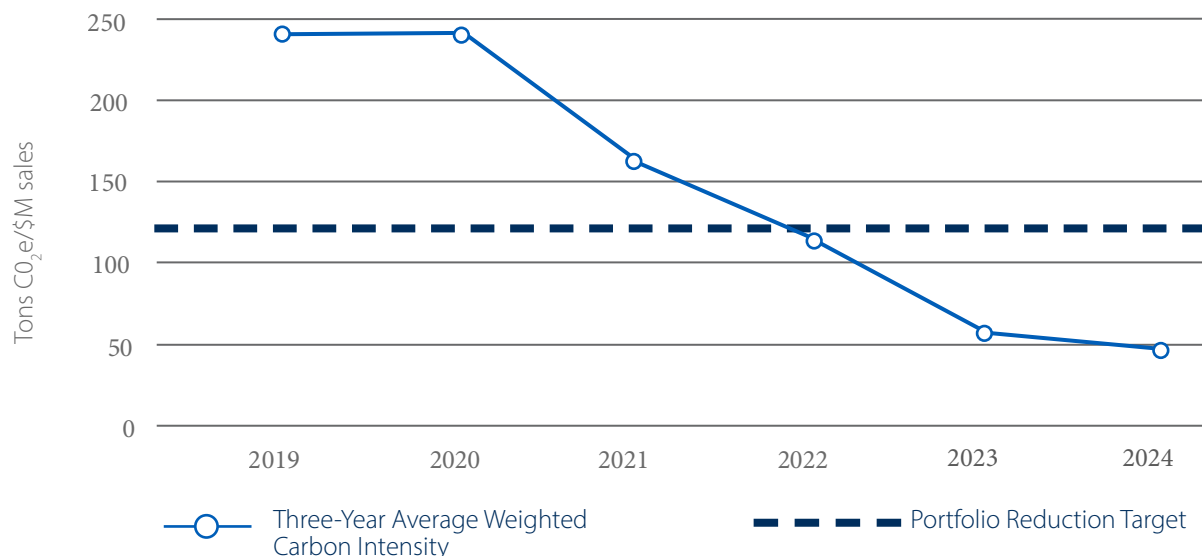
ing key commitments, such as the university's target to reduce the carbon intensity of its investment portfolio by at least 50% by 2030 and the university's target to allocate a minimum of 30% of funds to impact investments that align with the university's strategic goals and supports the UN Sustainable Development Goals. Since 2020, the treasury team has made several impact investments to support Indigenous economic development and promote sustainable futures. As shown below, the carbon intensity of the portfolio is currently 80% compared to the 2019 baseline year. As at March 31, 2024, UVic has committed 17.3% of its Working Capital Investment Pool in impact investments and is actively looking for additional opportunities to achieve its 30% target. Read the university's latest [Responsible Investment Report](#) for more information about the university's investment commitments and impacts.

UVic currently reports on Scope 1 and 2 emissions generated in normal business operations for all owned and leased properties, owned and leased vehicles and boats, as well as Scope 3 emissions from purchased 20lb paper. Internal Audit provided advisory services to the Office of Campus Planning and Sustainability to assist in investigating strategic opportunities to track and report on broader Scope 3 emissions to support data collection and reporting processes. The Internal Audit Manager researched and reviewed Scope 3 leading practices and created reports showing the current state of Scope 3 related information at UVic to aid in our greenhouse gas reduction goals.

Emissions scopes:

- **Scope 1:** Direct emissions from company assets, including emissions from combustion, process emissions and accidental emissions from leaks and spills.
- **Scope 2:** Indirect emissions from purchased energy like heating and cooling buildings and running production processes.
- **Scope 3:** All other emissions associated with a company's activities, including indirect emissions from upstream and downstream operations.

Three-Year Rolling Weighted Carbon Intensity



Working Capital Investments Three-Year Rolling Average Carbon Intensity, as at March 31, 2024



Jeff Albert, University Systems

University Systems is currently [updating](#) the [Arbutus Research Cloud](#) to increase its computing power and operational sustainability. The upgrade will increase the sustainability of Arbutus by cooling the supercomputers more efficiently with water instead of air. The warm water expelled during the cooling process can be re-purposed for secondary uses like heating a building, contributing to UVic's goal of becoming a climate-positive campus.

In November 2024, the Board of Governors approved moving forward based on work completed by Facilities Management and Campus Planning & Sustainability on a critical project to add two electric boilers to the District Energy Plant. These electric boilers will provide fuel redundancy and aim to cut campus greenhouse gas (GHG) emissions by 4,500 tonnes annually, allowing us to

achieve the university's 50% reduction target by 2030 outlined in UVic's Climate & Sustainability Action Plan.

This goal aligns with provincial legislation that requires GHG reductions below 2007 levels of 40% by 2030. Facilities Management is currently working on a long-term campus decarbonization strategy, the Carbon Reduction Plan, that will highlight key infrastructure investments and technology guidance on the second critical milestone of CSAP 2030, which is to achieve a net zero carbon campus by 2040 and a climate positive campus by 2050.

13 CLIMATE ACTION



Take Action!

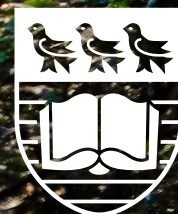
Inspired to help make UVic even more sustainable? Read Campus Planning & Sustainability's [Climate Action and Sustainability Handbook for Employees](#) for more information and ways you can contribute to campus sustainability. Below are a few things to get you started today:

- Commit to sustainable transportation by purchasing a [subsidized employee bus pass](#) at Campus Security or renting a bike through [BikeHub](#)
- Join or create a campus team and participate in [Go By Bike Week](#). Celebrate with us on campus at the Celebration Stations!
- Watch a [training on service delivery for accessible computing](#), available to all staff until October 2025
- Explore the [Employee Learning Hub](#), a comprehensive catalogue of equity-centred courses, leadership resources, and tools to support staff in their professional and personal development
- Participate in the [Reusable Beverage Cup Pilot](#)
- Join the [Staff Sustainability Network](#)
- Go paperless instead of printing meeting notes, emails, etc.
- Unplug and turn off – save energy by unplugging small appliances and turning off monitors
- Sign up for a free [Association for the Advancement of Sustainability in Higher Education \(aashe\)](#) member account to access online resources, discussion forums, webinars, and networking opportunities

With extreme weather becoming more common due to rising global temperatures, enroll in one of Emergency Planning's [regularly scheduled workshops](#) to help increase your resiliency. Download the [UVic safety app](#) to receive emergency notifications from the university directly to your mobile phone.



Emergency Planning (left to right): Dorothy Eggenberger and Rob Johns



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