

2019-2020

SUSTAINABILITY REPORT

*A year of climate action &
institutional assessment of
sustainable practices*



FOREWORD

September 27, 2019 marked a first for Dawson College. All classes were paused that day to allow students and staff to participate in a worldwide climate march. Dawson's heartbeat walked on the streets of Montreal in a powerful and peaceful demonstration with a clear message that we want a carbon responsible society.

Dawson continues to reduce its greenhouse gases (GHGs) and offset remaining emissions. During the last two years, we have planted approximately 30,000 trees with Taking Root to absorb College GHG emissions, including the emissions from an estimated 140,000 kilometers our 10,000 students travel commuting to the College everyday. Our carbon responsible commitment is a model in Canada.

The 2019-20 academic year was marked by much data collection after tracking and assessing over 80 sustainability indicators with previous benchmarks. An extensive report will be reviewed by the Association for the Advancement of Sustainability in Higher Education (AASHE).

The audit process has confirmed and highlighted the incredible effort of Dawson students and staff in our continual journey towards well-being for all. On behalf of Facilities Management, the sustainability team, the Quality Assurance & Planning Office, the sustainability advisory committee and the sustainabili-team volunteers, thank you to all.

Sincerely,

Dawson College Sustainability Office

Chris Adam
Jenn de Vera
Megan Jutras



Sustianablili-team volunteer harvests vegetables on one of Dawson's rooftop gardens.

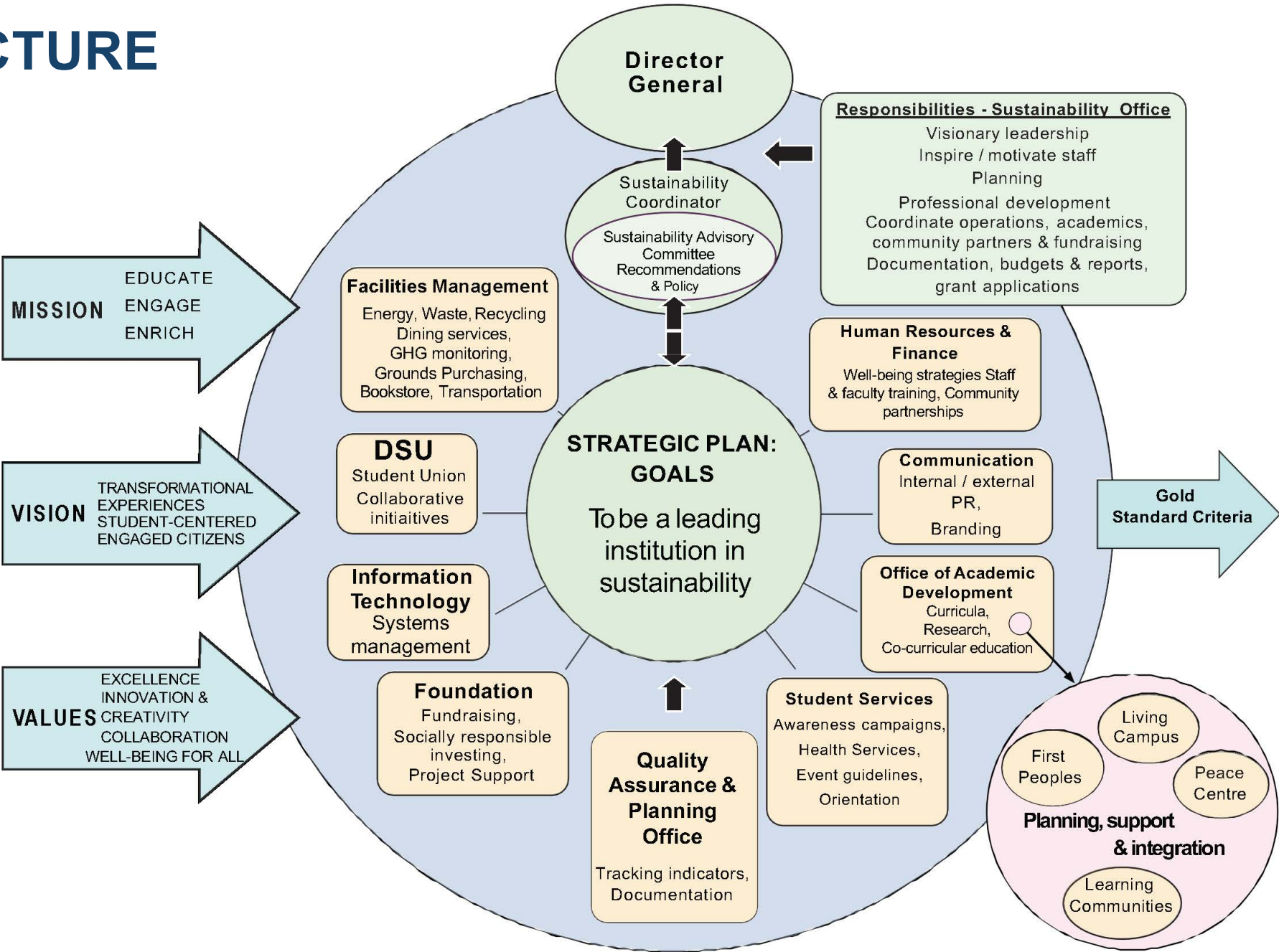
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Sustainable Dawson

GOVERNANCE & OPERATIONAL STRUCTURE

Under the leadership of the Sustainability Office, Sustainable Dawson is comprised of the Sustainability Office team, the Sustainable Dawson Advisory Committee, the Quality Assurance & Planning Office, Facilities Management sustainability representatives, and a support team of students and staff collecting data from all sectors of the College.



Dawson has inspired a movement. We are working with researchers and groups in several countries to further identify the attributes of a flourishing living primary school, living high school, living church and living daycare.



Aronhiaies Herne, bear clan subchief from Akwesasne, Kanienkeha:ka Territory, speaks at white pine planting on Dawson grounds.

LIVING CAMPUS ATTRIBUTES & PRACTICES

Values & Vision Campus community members are committed to:	Leadership Organizational structures are characterized by:	Teaching & Learning Pedagogical practices are influenced by:	Nature & Community Living Campuses reflect a commitment to:	Health & Well-Being for All Campus community demonstrates practices designed to:
<div>An ethos that prioritizes well-being for all</div> <div>An ongoing dedication to sustainability</div> <div>Modelling global policies and goals for a more sustainable world</div> <div>Fostering a collaborative culture, locally and globally</div> <div>Demonstrating a respect for other's world views and identities</div> <div>Bringing a solution-oriented mindset when facing challenges</div> <div>Creating respectful relationships within the campus community</div> <div>Respecting indigenous world views and traditional ways of knowing</div> <div>Fostering and inspiring, research oriented towards a sustainable future</div> <div>Constructively managing conflict through a filter of sustainability and well-being for all</div>	<div>Ensuring every member of the campus community has voice and agency</div> <div>Developing and maintaining strong collaborative relationships within and across departments</div> <div>Cultivating an ethos of equity, inclusion and diversity</div> <div>Explicit support for sustainability education and applied research</div> <div>Support for innovation and creativity by students, staff and faculty</div> <div>Transparent communication and decision-making</div>	<div>A commitment to inquiry-based strategies</div> <div>A commitment to affect positive real-world change</div> <div>Collaborative processes for co-learning</div> <div>Creating a climate that fosters creativity, risk taking, and student agency</div> <div>Opportunities for applied sustainability</div> <div>Authentic assessment of, and for learning practices</div> <div>Creating effective models for adaptation in other contexts</div>	<div>Finding and creating opportunities to incorporate natural spaces into learning processes</div> <div>Mentoring and collaborating with Living Schools</div> <div>Strategically creating positive learning and working environments that promote sustainability and well-being</div> <div>Developing strong ties to local and global communities</div> <div>Demonstrating and modelling care for plants, other animals, and the rest of the natural world</div> <div>Recognizing the mentor capacity of nature</div>	<div>Contribute to healthy lifestyles and well-being for all</div> <div>Explore the links between human health and the natural world</div> <div>Explore the relationships between sustainability, happiness, and well-being for all</div> <div>Support positive communication in the classroom, on campus and with the wider community</div>

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ACADEMICS

Goal: Increase sustainability literacy by integrating sustainability themes into courses and research

Success Indicators

10% of all research is sustainability-related.

✓ **Accomplished** Metric: 33% of College research is sustainability - related as defined by AASHE (2017-18)

A minimum of two sustainability-focused or related immersive experiences for students are delivered.

✓ **Accomplished** Metric: Sustainable Campuses (Mexico); Biology class (Costa Rica)

The disciplines of French, English, Humanities and Physical Education all offer at least one sustainability-focused or related course.

✓ **Accomplished**

Funding for development of sustainability-focused or related courses and/or projects has been secured.

✓ **Accomplished** Metric: Sustainability Office allocates 20% of budget to project/course development; Human Resources funding Sustainable Happiness Facilitator Training; e.g. Electro-tech solar radio station; psychology program teacher release time to review integration of sustainability.

An increase in the use of the College campus for teaching and learning.

✓ **Accomplished** Metric: Use of grounds by teachers: 71% increase – 38 (2017); 60 (2018); 65 (2019)
Use of grounds by students: 58% increase – 1238 (2017); 1917 (2018); 1956 (2019)

90% of all departments offer at least one sustainability- focused or related course.

In progress Metric: 42.31% of departments (programs and profiles)

20% of all courses at Dawson are sustainability-focused or related.

In progress Metric: 14.9%-modified June 2020 after reviewing 2 semesters of opened classes.

A Dawson College, open-access platform for information about sustainability- related research, has been established.

Not pursuing

An increase in student and staff sustainability literacy.

Not pursuing

This Sustainability Plan goal supports the following Dawson College Strategic Plan goals:

1. Foster intentional and coordinated approaches to developing the Graduate Profile outcomes
4. Ensure that programs and educational offerings are relevant to the needs of society
7. Be a leading Canadian post-secondary institution promoting and practising sustainability in all its endeavours



Mechanical Engineering students show their hand-driven compost shredder at a sustainability event.

ENGAGEMENT

Goal: Engage our community of students, staff and partners in initiatives that promote well-being for all, sustainably

Success Indicators

An increase in social media interaction to promote awareness of sustainability initiatives.

- ✓ **Accomplished** Metric: Weekly updates on Facebook, Instagram, with links to web content and Dawson screens posted since January 2018

An increase in the number of visits to the Dawson sustainability website.

- ✓ **Accomplished** Metric: 35% increase from 2017 - 18 benchmark (Google analytics August 1 to July 31, 2018 - 19). 83% increase in 2019 - 20 (Google analytics July 1 to June 30, 2018 - 19).

Increase in the number of employees who have obtained a Sustainable Happiness Certificate.

- ✓ **Accomplished** Metric: 2017 - 5 employees; 2018 - 16 employees; 2019 - 5 employees with Sustainable Happiness Facilitator Training

Orientation activities for new students and new staff include a sustainability component.

- ✓ **Accomplished** Metric: Video reviewing accomplishments shown at orientation; independently administered web site constructed with records and documents from previous years

Increase in the number of sustainability- related outreach initiatives and campaigns for students

- ✓ **Accomplished** Metric: Sustainability Office and Facilities Management activities - (2017-18 benchmark, 108 activities); 2018-19 - 118 activities; 2019-20 not pursuing - COVID -19

An increase in student and staff participation in sustainability-related events.

- ✓ **Accomplished** Metric: 2017-18, 3780 participants; 2018-19, 4850 participants; 2019-20 not-pursuing – COVID -19

Awareness of sustainability initiatives has increased among staff and students.

Not pursuing survey – Increased awareness: Weekly newsletter article for staff; 11- minute orientation video for students

This Sustainability Plan goal supports the following Dawson College Strategic Plan goals:

2. Support new students in their transition to Dawson
4. Ensure that programs and educational offerings are relevant to the needs of society
5. Be a leading employer dedicated to employee development and engagement
7. Be a leading Canadian post-secondary institution promoting and practising sustainability in all it endeavours
8. Establish active working relationships with Dawson's external partners and alumni and engage them in helping the College to reach its strategic vision



First - year students watch a video featuring the many sustainability accomplishments of the Dawson community during student orientation.

OPERATIONS

Goal: Implement practices that contribute to well-being for all, sustainably

Success Indicators

60% reduction in greenhouse gas (GHG) emissions.

- ✓ **Accomplished** Metric: Scope 1: Natural Gas = 68% reduction (benchmark 1995)
- ✓ **Accomplished** Scope 2: Electricity = 64% reduction through provider; 6% reduction by College (benchmark 2009-10)
- ✓ **In Progress** Scope 3: Waste = 47% reduction (benchmark 2009-10, excluding transport)

Reduction in pollutants originating from outdoor equipment.

- ✓ **Accomplished** Metric: Upgraded chillers, protocol followed for refrigerants (recapture)

Landscaping and pest management plan developed for College grounds and biodiversity zones.

- ✓ **Accomplished** Metric: Landscape Guide completed – public (on web site)

Reduction in amount of paper used at the College.

- ✓ **Accomplished** Metric: Admissions reduced 3.4 million pages 2017, Communications 150,000 fewer brochures 2018; 11,002,232 sheets (benchmark 2007-08); 25% reduction in 2017-18. 1.49 million sheets reduced by communications 2018-19; continue with digital viewbook and emphasize digital communication in 2019-20.

Increase in student and staff involvement in operations that improve the campus' sustainability efforts

- ✓ **Accomplished** Metric: Facilities Management sustainability tours (infrastructure); 19 presentations and 1762 students participating in 2018-19.

50% of all electronics purchases are energy efficient, end-of-life management (EPEAT) certified.

- ✓ **Accomplished** Metric: 88% of computers, printers, tablets are energy conservation GOLD level (photocopiers pending...)

70% of non-hazardous construction and demolition waste is diverted from landfills.

- ✓ **Accomplished** Metric: As per contractor policy

85% of paper used at the College is recycled.

- In review** Metric: Dawson uses Forest Stewardship Council (FSC) certified paper (from responsible sources)

This Sustainability Plan goal supports the following Dawson College Strategic Plan goals:

2. Support new students in their transition to Dawson
4. Ensure that programs and educational offerings are relevant to the needs of society
6. Promote a culture and practice of continuous improvement in all areas of the College
7. Be a leading Canadian post-secondary institution promoting and practising sustainability in all its endeavours



During major peace garden maintenance work, invasive goutweed was removed and additional soil brought in.

OPERATIONS

Goal: Implement practices that contribute to well-being for all, sustainably

Composting and recycling stations are installed.

✓ **Accomplished** Metric: 99 three-stream sorting stations installed and 115 compost pick-up points – continued in 2019-20

40% reduction in waste delivered to landfills.

In progress Metric: Diversion rate: 35% (2018-19). Reduction in waste: 9% (2018-19)
Not pursuing 2019-20 COVID-19.

A procurement screening process that identifies environmentally and socially preferable products and services is established

In progress Metric: Procurement Policy (by-law 10): sustainability statement exists;
Procurement guideline document completed.

Decreased water consumption per user and/or per square metre.

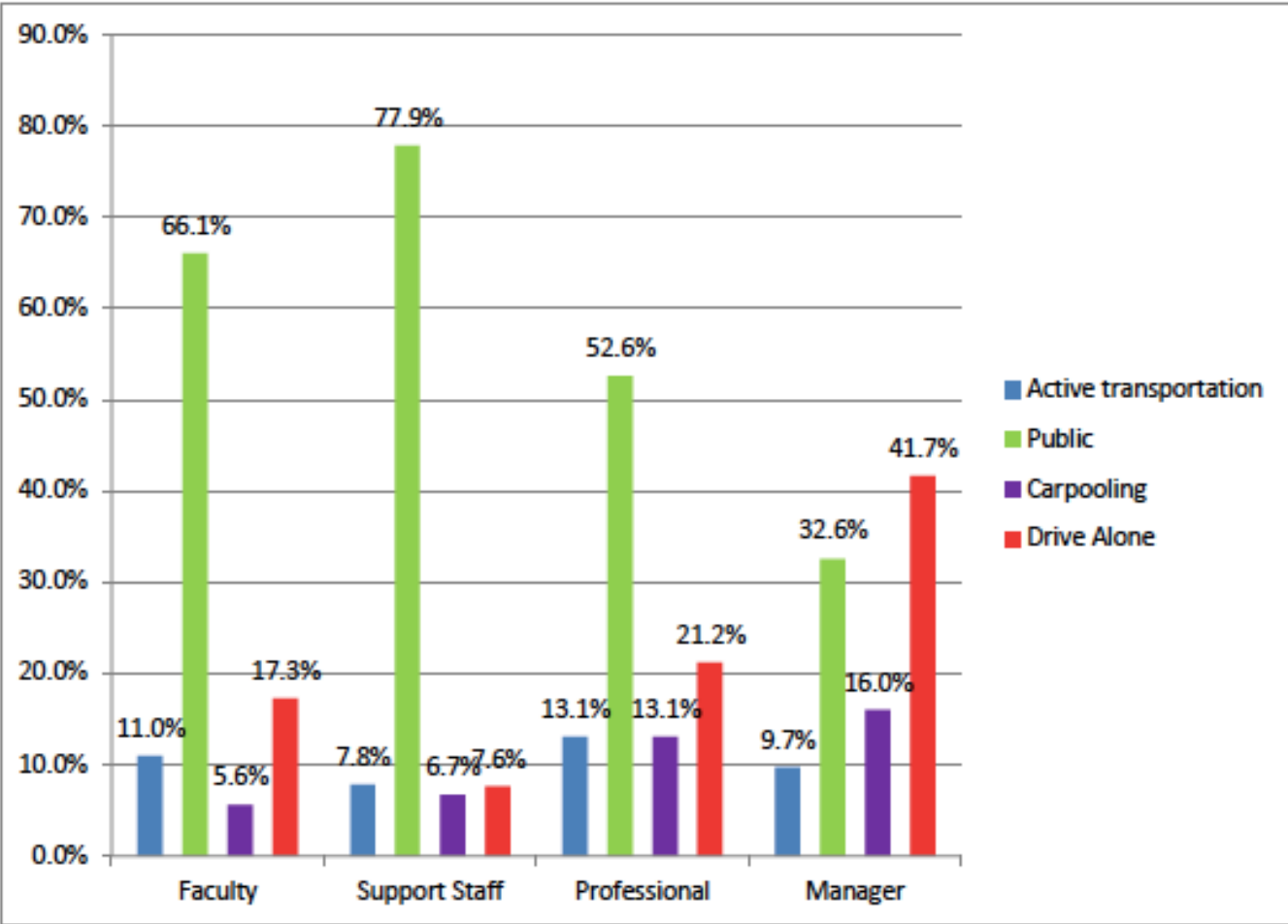
In progress Metric: October 2018 - October 2019, 98,608 m³; average per month 8217m³
Not pursuing 2019-20 COVID-19.

All paper used by the College is Sustainable Forest Certified, equivalent or post-consumer.

✓ **Accomplished** Metric: Sustainable Forest Certified paper purchased

Dawson College Transportation Survey

Faculty and Staff Results (By Job Classification)



Faculty and Staff Demographics

Faculty – 53.7% (254)

Support Staff – 27.7% (131)

Professionals – 12.3% (58)

Managers – 6.3% (30)

Graph reference QAPO

PLANNING & ADMINISTRATION

Goal: Facilitate the convergence of efforts from across the College, towards the practice and promotion of well-being for all, sustainably

Success Indicators

The Sustainability Office, partners and collaborators coordinate college-wide efforts that advance well-being for all, sustainably

✓ **Accomplished** Metric: Facilities Management waste management campaign; Sustainable Happiness training with Human Resources; habitat restoration project with Peace Centre; sustainability awareness with Student Services-orientation of students

The measurement of sustainability performance has been implemented using the Sustainability Tracking, Assessment & Rating System (STARS)

✓ **Accomplished** Metric: STARS Matrix for all College sectors created; indicator report completed

Programs that recognize student and staff sustainability accomplishments are established.

✓ **Accomplished** Metric: Staff sustainability leadership award created; student award on - going

Student and staff wellness initiatives are implemented.

✓ **Accomplished** Metric: Weekly yoga and meditation available for staff; monthly health tips for students; health services department maintained with full-time nurse; reduced rates for staff fitness classes maintained; Bixi bike reductions available to all; sexual awareness training for staff; Sustainable Happiness training; stress & anxiety reduction awareness campaigns; psychologists available for students on-site

External contractors hired by the College pay a living wage to their employees.

✓ **Accomplished** Metric: Major contracts: Cleaning service contract employees receive living wage

An increase in the number of initiatives that contribute to staff and student wellness.

✓ **Accomplished** Metric: Nursing position increased (additional 3 days - 2019); First - Year Student Office fully operational; full time social work technician hired in First - Year Student Office. Number of sustainability activities by Sustainability Office increased by 8% from 108 to 118 activities.

60% of the funds invested by the Dawson College Foundation are placed in sustainable investments.

In progress Metric: Committee formed; Foundation board commitment passed; positive and negative investment screening considered

This Sustainability Plan goal supports the following Dawson College Strategic Plan goals:

2. Support new students in their transition to Dawson
3. Provide coordinated and accessible services to students
5. Be a leading employer dedicated to employee development and engagement
7. Be a leading Canadian post-secondary institution promoting and practising sustainability in all its endeavours



This outdoor sign was placed by 100 year- old ash tree on campus that perished, but was left standing to give life as a "nurse log" to benefit many other species.

2019–20 HIGHLIGHTS

We Are ... on a Journey of Hope, Resilience, Happiness & Change

The following accomplishments are specific examples of some of the many sustainability initiatives within Dawson College.

Academics:

- Eco-landscaping course developed for Physical Education
- UN Sustainable Development Goals (SDGs) database created for all Dawson courses
- Dawson chosen for Colleges & Institutes Canada (CICan) 2-year Pan-Canadian working group on integration of SDGs
- Dawson represented at Peace and Social Justice Studies 2019 conferences in Winnipeg.
- Several elementary and high schools join Living Schools movement
- Sustainable Happiness workshops offered to non-faculty as wellness skill development

Engagement:

- Dawson climate day march and related sustainability stories featured in media (20 regional & 4 national features)
- Living Daycare videos created with support of Nature Canada's Naturehood program
- Webinars given to national and international university groups on Living Campus and UN SDGs
- *Sustainabili-Team* volunteers give 100's of hours to further projects on campus (e.g. rooftop gardens, monarch nursery)
- Grant: Significant grant declared for Transformations Social Innovation Hub in Food Justice and Sustainability
- Produce from vegetable gardens donated to Montreal shelters for people in need

Operations:

- Climate Action workshop held with 15 participating Quebec colleges
- Peace garden receives major maintenance to remove invasive weed (goutweed)
- Cigarette butts collected in receptacles at off-campus smoking locations and recycled
- Landscape Guide, Biodiversity & Garden Maintenance Guide, Peace Garden Maintenance Guide, Climate Action Guide and Waste Management Guide completed

Planning & Administration:

- Awarded CEGEP Vert Level of Excellence in implementing sustainability
- Sexual Harassment policy passed at Dawson and all managers take training workshop
- Revised Sustainability Policy passed at Board of Governors
- Sustainability Office selected as a member of the Sustainable Development Solutions Network – Waterloo University
- Signatory to UN SDG Climate Action letter – commitment to carbon neutrality – Agenda 2030
- COVID-19 response activities: health advice to students & hygiene protocol by Health Services; support committees formed



*Dawson's call to action for the climate march,
September 27th 2019.*

Dawson Sustainability Advisory Committee

- Chris Adam - Coordinator, Sustainability Office
- Anna-Liisa Aunio - Profile Coordinator, Environmental Studies
- Tim Miller - Physiotherapy Technology
- Tiawenti:non Canadian - Coordinator, First Peoples' Centre
- Jennifer de Vera - Program Development, Sustainability Office
- Richard Dugas - Information Technician, Sustainability, Facilities Management
- Gisela Frias - Geography Department & Coordinator, Sustainable Campuses (Dawson/Mexico Partnership)
- Azra Khan - Professional Development, Human Resources
- Geoffrey Kloos - Coordinator, First-Year Student Office
- Julia Lijeron - Program Development, Office of Academic Development
- Ian MacKenzie - English Department, Project Lead - Writing in the Disciplines (WID) & Learning Communities
- Katherine McWhaw - Coordinator, Quality Assurance and Planning Office
- Sarah Bensemana - Director of Sustainability, Dawson Student Union
- Véronique Paris - Coordinator of Building Services & Sustainability, Facilities Management
- Diana Rice - Coordinator, Dawson Peace Centre



Dawson’s Facilities Management hosts 15 colleges and several organizations to a climate action summit in February, 2020.

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Report 2019 – 2020

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dawsoncollege.qc.ca/sustainable/

