



## Introduction

The following is Fleming's 2016-2017 Sustainability Action Plan! At just over the half-way point of the Five Year Sustainability Plan, (<http://flemingcollege.ca/PDF/sustainability-plan-2013-18.pdf?ver=1466783526178>) the College is on track to achieve the majority of its goals and targets. For example, the majority of our Diploma programs now contain a Sustainability Learning Outcome, transit service is being significantly enhanced and students across all schools are engaged in applied learning related to sustainability. Sustainability has been embedded into the College's Strategic, Academic and Business plans and, at the time of this plan's release, the College is on track to increase its previous STARS (Sustainability Tracking and Rating System) Rating. This is timely. The 2016 Federal budget focused on climate change action, issues such as water protection as well as Indigenous Education and highlighted post-secondary institutions as levers of change in all of these areas. The Provincial Government released its Climate Change Action plan, with a call for participation from Colleges and Universities, as well as new Waste Reduction legislation. "Green Skills" have now become a focal point for CICan's international work in response to growing demand from countries such as China and India. Fleming College has been ahead of this curve with programs offered through the School of Environment and Natural Resource Sciences as well as programs across the College that focus on applied, experience based learning. In 2013, the goals set out in our Five Year Sustainability Plan further set the course for the College to be well positioned to respond to recent trends towards actions on pressing sustainability issues.

There is more to do. This year's Annual Action Plan focuses on priority areas aimed at fulfilling remaining goals and targets in the Five Year Plan. These include waste reduction, sustainable transportation, action on climate change, continued assessment and recognition of sustainability skills through curricula and enhancing community based partnerships. All of these are collaborative actions that are initiated, supported or facilitated by the Office of Sustainability together with Student Administrative Councils and Students for Sustainability (SfS) groups, our Academic and Operations Task forces, Leadership Teams, Facilities, community groups and, most importantly, our faculty and students. Each action is related back to the goals contained in our Five Year Sustainability Plan along with benefits arising from the completion of that action including applicability to the STARS and alignment with local, provincial and federal policy priorities. We look forward to another year of advancing a culture of sustainability across the College!

FIVE YEAR PLAN GOALS, STRATEGIES AND TARGETS	2016-17 ACTION PLAN PRIORITY	LEADS	BENEFITS
Increase Awareness and Understanding of Sustainability  <b>Outcome:</b> <i>Achieve STARS SILVER (&gt;45 points)</i>	Gather all required information for STARS recertification application to achieve a Silver rating	Office of Sustainability	Provides internationally recognized tracking and reporting on sustainability actions across Curriculum, Operations, Engagement and Planning and Administration at the College
Incorporate sustainability into the student experience.  <b>Outcome:</b> <i>Number of internal partnerships btwn.academic programs/campuses that work to advance sustainability – 3 per year</i>	Initiate 3-5 Sustainability partnerships with a continuing focus on partnerships with Indigenous Perspectives, International students and across programs.	Office of Sustainability	Supports applied sustainability practices and inter-cultural collaboration.  Supports STARS Engagement Credits.

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Incorporate sustainability into the student experience.  <b>Outcome:</b> <i>Incorporate sustainability into program curriculum and Learning Outcomes (100% of Diploma programs)</i>	Expand the Sustainability Learning Outcome to a minimum of one required course in remaining Diploma programs (13%) that have not already adopted the LO.  Provide a common assessment tool for all faculty members teaching courses that contain the Sustainability LO.	Office of Sustainability Learning Design Team Program Coordinators and Faculty members	Fosters sustainability across the curriculum.  Supports STARS Academic Credits
Incorporate sustainability into the student experience.  <b>Outcome:</b> <i>Literacy Assessment/ Graduate measurement in place for 2018 graduation</i>	Formalize the criteria for student recognition upon graduation for sustainability course work and co-curricular activities.	Office of Sustainability Learning Design Team  Academic Task Force	Fosters sustainability across the curriculum  Supports STARS Academic Credits
Reduce negative environmental impact of Fleming operations.	Implement the Waste Reduction and Diversion Strategy; A Task Force will be created to begin to implement the strategy and with branded communication strategy to educate the Fleming	Facilities  Office of Sustainability	Supports achievement of Waste Diversion Targets in the Five Year Plan.  Supports behavioural shift towards waste reduction.

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<p><b>Outcome:</b> <i>Total annual waste generated per campus user – reduce by 10% across all campuses by 2018</i></p>	<p>community.</p> <p>The first planned phase of the strategy will include removal of garbage and recycling pails from all classrooms and lecture halls, except labs along with strategic placement of centralized corridor bins. Consistent signage and labeling will be added to the bins.</p> <p>A waste mapping project will be initiated in partnership with facilities.</p>		<p>Supports STARS Operations Credits.</p>
<p>Reduce negative environmental impact of Fleming operations.</p> <p><i>Improve and support Alternative and Public Transit Options for Staff and Students</i></p> <p><b>Outcome:</b> <i>Year 3, Year 5 – achieve 50%</i></p>	<p>An Alternative Sustainable Transportation Task Force will be created in June, 2016.</p> <p>Increased Transit Service to Sutherland Campus will commence in Fall, 2016 with follow up assessments and / or surveys throughout the year.</p> <p>Promote new Walking Trails Development and Signage.</p>	<p>Student Advisory Councils</p> <p>Office of Sustainability, Facilities</p> <p>Internal and external partners</p>	<p>Reduces GHG emissions and improves accessibility to College Campuses.</p> <p>Supports STARS Operations Credits.</p>

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<i>of students (<b>achieved</b>) and 20% of staff using sustainable transportation(by 2018)</i>	Building on bike trail improvements and alternative transportation fee revenues, support the SAC led Bike Share Partnerships with the City of Peterborough and other partners and the feasibility of a Car Share Initiative will be reviewed.		
<p>Reduce negative environmental impact of Fleming operations.</p> <p><b>Outcome:</b> <i>Total annual greenhouse gas emissions per weighted campus user – reduce by 10% (by 2018)</i></p>	<p>Develop a Climate Change Action Framework that includes Transportation, Energy and Waste strategies, projects that promote “resiliency” on campus and enhancement of Green Skills across the curriculum.</p> <p>Specific actions in the development of a Climate Change Action Framework include;</p> <p>Completing a Green House Gas Inventory- Scopes 1, 2 and 3</p> <p>Identification of quantifiable GHG reduction initiatives (e.g. transport, waste , energy use) and “resiliency” initiatives (e.g. water</p>	<p>Office of Sustainability</p> <p>Facilities</p> <p>Operations and Academic Task Forces</p>	<p>Fosters understanding of sources of GHG emissions, practical actions to reduce emissions and build resiliency and fosters ‘green skills’ development.</p> <p>Supports STARS Operations Credits</p>

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	<p>conservation, tree canopy / green cover projects)</p> <p>To support integrated planning, link action plan to the Greater Peterborough area Climate Action Plan.</p> <p>Identify “climate leadership skills”, by assessing student participation in projects related to climate change assessment, adaptation and resiliency.</p>		
<p>Collaborate on sustainability initiatives.</p> <p>Collaborate on sustainability initiatives:</p> <p><b>Outcome:</b> <i>Assist in implementing Community Sustainability Plans – published Climate</i></p>	<p>Initiate a Campus Wide Stewardship Days in the month between Earth Hour and Earth Day, 2017</p> <p>External Collaboration will continue through Sustainable Peterborough and its Climate Change Task Force, Trent Environmental Advisory Committee, and MP Council on Arts, Culture, Housing, Health and Environmental Sustainability</p>	<p>Office of Sustainability</p> <p>Office of Sustainability, SENRS</p>	<p>Supports a culture of sustainability across the whole of the College. Supports STARS Credits</p> <p>Promotes community – wide sustainability initiatives and provides Applied Learning Opportunities for students.</p> <p>Supports STARS Engagement Credits</p>

FIVE YEAR PLAN GOALS, STRATEGIES AND TARGETS	2016-17 ACTION PLAN PRIORITY	LEADS	BENEFITS
<i>Change Action Plan (GPA)</i>			
<p>Collaborate on sustainability initiatives; <i>Utilize mechanisms to facilitate community-based education and research opportunities that support sustainability.</i></p> <p><b>Outcome:</b> <i>Number of partnership related projects, with external entities, that work to advance sustainability – target 6/yr</i></p>	<p>Seek a minimum of one funding grant proposal in partnership with the local community, and or other educational institution(s), to advance sustainability education.</p> <p>Fleming College will collaborate with Trent University and multiple organizations to apply to become a Kawartha –Peterborough Regional Centre of Expertise (RCE) in Sustainable Development Education as endorsed by UNESCO</p>		<p>To build on collaboration between key educational organizations- both formal and informal- to support students moving from the K-12 system into sustainability related programs at the post-secondary level and into Green jobs in the Kawartha region.</p> <p>Supports STARS Engagement Credits.</p>
<p>Utilize sound business analysis for sustainability initiatives</p> <p><b>Outcome:</b></p>	<p>Drafting a Sustainability Decision Support Tool – to be developed to assist the College in integrating sustainability in all decisions based on ACCC Pan-Canadian Protocol for Sustainability,</p>	<p>Office of Sustainability in consultation with Task Forces, Leadership Teams</p>	<p>A decision- support tool will institutionalize sustainability even further at the College by putting a sustainability lens on future capital, maintenance, curriculum, and engagement</p>



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<p><i>Utilize existing College process improvement strategies.</i></p> <p><i>Utilize Life-Cycle Assessment in capital expenditure decision making</i></p> <p>Improve the well-being of Fleming staff, students and the communities they serve.</p> <p><i>Use of sustainability as parameter in capital expenditure decisions</i></p>	<p>UNESCO Principles, Indigenous Perspectives, STARS criteria and consideration of climate impacts and resilience. To be in place by the time of the expiration of the Five Year Sustainability Plan in 2018.</p>	<p>and External Advisors.</p>	<p>and investment decisions.</p> <p>Supports STARS Planning and Administration Credits.</p>
<p>Increase awareness and understanding of sustainability</p> <p><i>Increase visibility of sustainability initiatives</i></p>	<p style="text-align: center;"><b>FROST CAMPUS</b></p> <p>Development of Frost Sustainability website, Sustainability Blog and improvement of social media presence</p> <p>Set up of Nature Camp to educate children about Nature and promote sustainable behaviour</p>	<p>Frost Sustainable Campus Initiative</p>	<p>Supports STARS Engagement Credits.</p> <p>Increases visibility of sustainability initiatives and promotes sustainable behavior.</p> <p>Supports STARS Academic Credit. Uses</p>

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<p><b>Outcome:</b> Incorporate sustainability into the student experience <i>Use the “campus as curriculum” to teach about sustainability concepts</i></p>	<p>Create video for Common First Semester students as case study, that reflects the skills used in managing sustainability initiatives on campus.</p>	<p>Frost - Students for Sustainability</p>	<p>sustainability initiatives to teach students about sustainability concepts.</p>
<p>Improve the well-being of Fleming staff, students and the communities they serve</p> <p><b>Outcome:</b> <i>Increase local and/or sustainably produced content of food services</i></p>	<p>Increase local food content by using the Sustainable Agriculture Garden as produce supplier for Aramark</p>	<p>Sustainable Agriculture Program, FSCI</p>	<p>Supports STARS Operations Credit. Increases local food content and reduces GHG emissions.</p>
<p>Collaborate on sustainability initiatives;</p>	<p>Supporting the MOU between Frost Campus and the City of Kawartha Lakes</p>	<p>Frost Leadership</p>	<p>Supports STARS Engagement Credits. Applied learning through implementation of</p>

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<b>Outcome:</b> <i>Utilize mechanisms to facilitate community-based education and research opportunities that support sustainability.</i>			sustainable actions/projects in the community

### Appendix a – Fleming Sustainability Plan 2013-2018 – Metrics & Targets

GOAL	METRICS & TARGETS
Increase awareness and understanding of sustainability.	<ul style="list-style-type: none"> <li>• Sustainability Survey – complete 3 surveys: Year 1(baseline), Year 3, Year 5</li> <li>• Number of sustainability outreach vehicles, programs and events – target six annually</li> <li>• STARS Rating - achieve a minimum level of silver by 2015</li> </ul>

GOAL	METRICS & TARGETS
Incorporate sustainability into the student experience.	<ul style="list-style-type: none"> <li>• Number of sustainability focused &amp; sustainability related courses – increase to 50% by 2018</li> <li>• Number of sustainability immersive experiences</li> <li>• Number of Students participating in community based learning (as part of their curricular and co-curricular experience) – achieve 40%</li> <li>• Sustainability Literacy Assessment - graduate measurement in place</li> </ul>
Reduce negative environmental impact of Fleming operations.	<ul style="list-style-type: none"> <li>• Total annual potable water consumption per square foot – reduce by 10% across all campuses</li> <li>• Total annual energy consumption per square foot – reduce by 15% across all campuses</li> <li>• Total annual waste generated per campus user – reduce by 10% across all campuses</li> <li>• Total annual greenhouse gas emissions per weighted campus user – reduce by 10%</li> <li>• Total annual amount of paper used – reduce by 30%</li> <li>• Modal transportation survey – Year 1 (baseline), Year 3, Year 5 – achieve 50% of students and 20% of staff using sustainable transportation</li> </ul>
Improve the well-being of Fleming staff, students and the communities they serve.	<ul style="list-style-type: none"> <li>• Percentage of endowment fund investments meeting Jantzi Social Index parameters</li> <li>• Number of applied projects related to implementing community sustainability plans</li> <li>• Use of sustainability as parameter in capital expenditure decisions</li> <li>• Employee engagement survey</li> <li>• Percentage of local/sustainable content in food provided by 3<sup>rd</sup> party food service provider – achieve 40%</li> <li>• Fleming diversity survey</li> </ul>
Collaborate on sustainability initiatives.	<ul style="list-style-type: none"> <li>• Number of interdepartmental collaborations on sustainability projects</li> <li>• Number of internal partnerships between academic programs/campuses that work to advance sustainability – 3 per year Years 3, 4, 5 and number of partnership related projects, with external entities, that work to advance sustainability – target minimum 6 per year</li> </ul>
Utilize sound business analysis for	<ul style="list-style-type: none"> <li>• Total annual savings and benefits derived from sustainability initiatives</li> </ul>

GOAL	METRICS & TARGETS
sustainability initiatives.	<ul style="list-style-type: none"> <li>• Number of green value stream initiatives undertaken – complete 1 per year</li> </ul>