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1 EXECUTIVE SUMMARY

1.1

This report reviews the University of Winnipeg's environmental and sustainability performance for Fiscal Year 2020 (from April 1, 2020 to March 31, 2021) across a wide range of indicators. This document was prepared by the Campus Sustainability Office (CSO) as part of our ongoing effort to monitor, analyze, and improve the University's social and environmental impact. The scope of the Annual Sustainability Report includes, where possible:

the day-to-day operations and management of all the University's

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- 1) Exceed Canada's commitments under the Paris Accord.
 - 2) Cultivate principled relationships with people on and off campus and with ecosystems near and far.
 - 3) Develop and deliver curriculum, student services, and programming that deepen student knowledge about sustainability and that help motivate thoughtful leadership and action
 - 4) Mobilize evidence and research to address local and global sustainability challenges

The four main sections of this report each focus on one of these areas. The first section of the report is a background of the university's current sustainability efforts and the second section is a detailed look at the university's current sustainability efforts. The third section is a detailed look at the university's current sustainability efforts and the fourth section is a detailed look at the university's current sustainability efforts.

1.2

1.2.1 CHANGES TO OWNED AND OCCUPIED SPACE AND THE CAMPUS POPULATION

Space owned and leased by the University of Winnipeg remained unchanged. Though our campus footprint has increased since FY1990, the University remains committed to targets based on gross emissions and similar performance factors. Note that while student and staff population remained stable, few classes were held on campus and the majority of employees worked from home due to the COVID-19 pandemic.

Table 1: Changes to the University's occupied, owned and leased space (FY 1990, FY2019, FY2020)

Total Area

Table 2: Student and staff population at University of Winnipeg (FY2012 – FY2020).

Fiscal Year	Students (FCE*)	Students (FTE)	Staff (FTE)
FY2012	32,951	7,559	824
FY2013	32,906	7,679	810
FY2014	32,135	7,496	854
FY2015	32,241	7,563	832
FY2016	31,696	7,576	832
FY2017	31,722	7680	869
FY2018	31,893	7790	869
FY2019	33,178	8100	840
FY2020	33,675	7987	858

1.2.2 PRIMARY ENVI

planning to set goals that reflect performance improvements based on behavioral changes in the campus community.

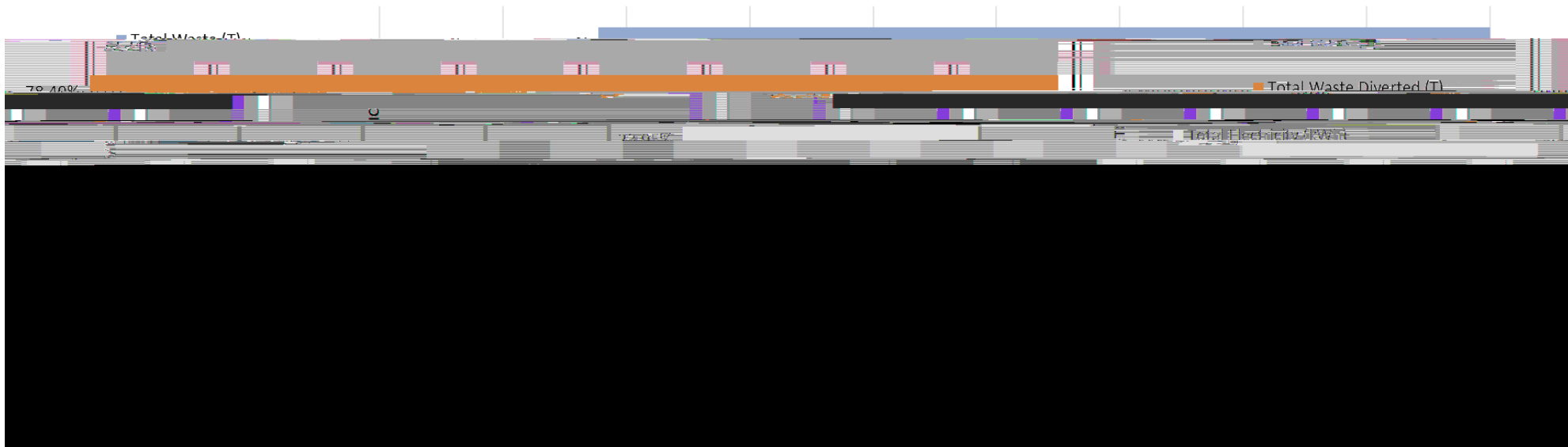


Figure 1. Sustainability performance summary for the University of Winnipeg from April 1st, 2020 – March 31st, 2021 showing annual percent change for waste collection (T), waste diverted (T), water consumption (L), energy intensity (kWh/m²), electricity consumption (kWh), natural gas consumption (m³), and greenhouse gas (GHG) emissions (TCO₂e). GHG emissions and natural gas consumption are normalized for weather.

experiences with their partner organization during later workshops. The CSO was glad to have the option to host this program in such a trying year and is exploring opportunities to continue with similar programming as students return to campus in 2021.

1.4

1.4.1 REMOTE WORKING AND LEARNING

The University established a remote teaching, learning, and research hub as a resource to the campus community early in the pandemic, including testimonials and tips from staff with prior remote teaching experience. In FY2021, the CSO will continue tracking sustainability course enrollment and will report any differences in enrollment that may have occurred as a result of the pandemic.

From a sustainability standpoint, one benefit of the remote work model used during much of FY2020 is that it led to reduction of waste and emissions on campus. However, we also know that university activities happening off campus have environmental impacts that we cannot measure. Although students and staff are working from home, they are still consuming goods and using energy as part of their UW activities, and we must keep this mind when looking at sustainability performance data for FY2021.

This challenge, however, presents an opportunity. The home-campus hybrid model for working and studying may be the new norm for institutions in the post-COVID 19 world. As such, our mandate to help members of the campus community live more socially and environmentally conscious lives must grow into areas beyond on-campus actions. As such, the CSO and its institutional partners will be looking for ways to make it easier for our staff, faculty and students to make sustainable lifestyle choices like eating locally, accessing green commuting options, and engaging m

1.4.2 CAMPUS ENGAGEMENT

Figure 3. Greenhouse gas emissions and targets (TCO₂e) from FY2011 to FY2020



Figure 4. Energy consumption (kWh) breakdown for the University from FY1990 to FY2020 including natural gas (weather adjusted) and hydro. The intensity (kWh /m²) is also shown. (Stationary fuel and vehicle fuel, which comprise <1% energy consumption per year, not pictured.)

3 RESILIENT ECOSYSTEMS AND HEALTHY COMMUNITIES

3.1

Since campus was shut down for long stretches of the year, water consumption at UWinnipeg fell by 82% from FY2019 to FY2020 (Figure 5). We look forward to observing normal reductions in the coming year, thanks to plumbing upgrades and an improved water monitoring and leak detection system.

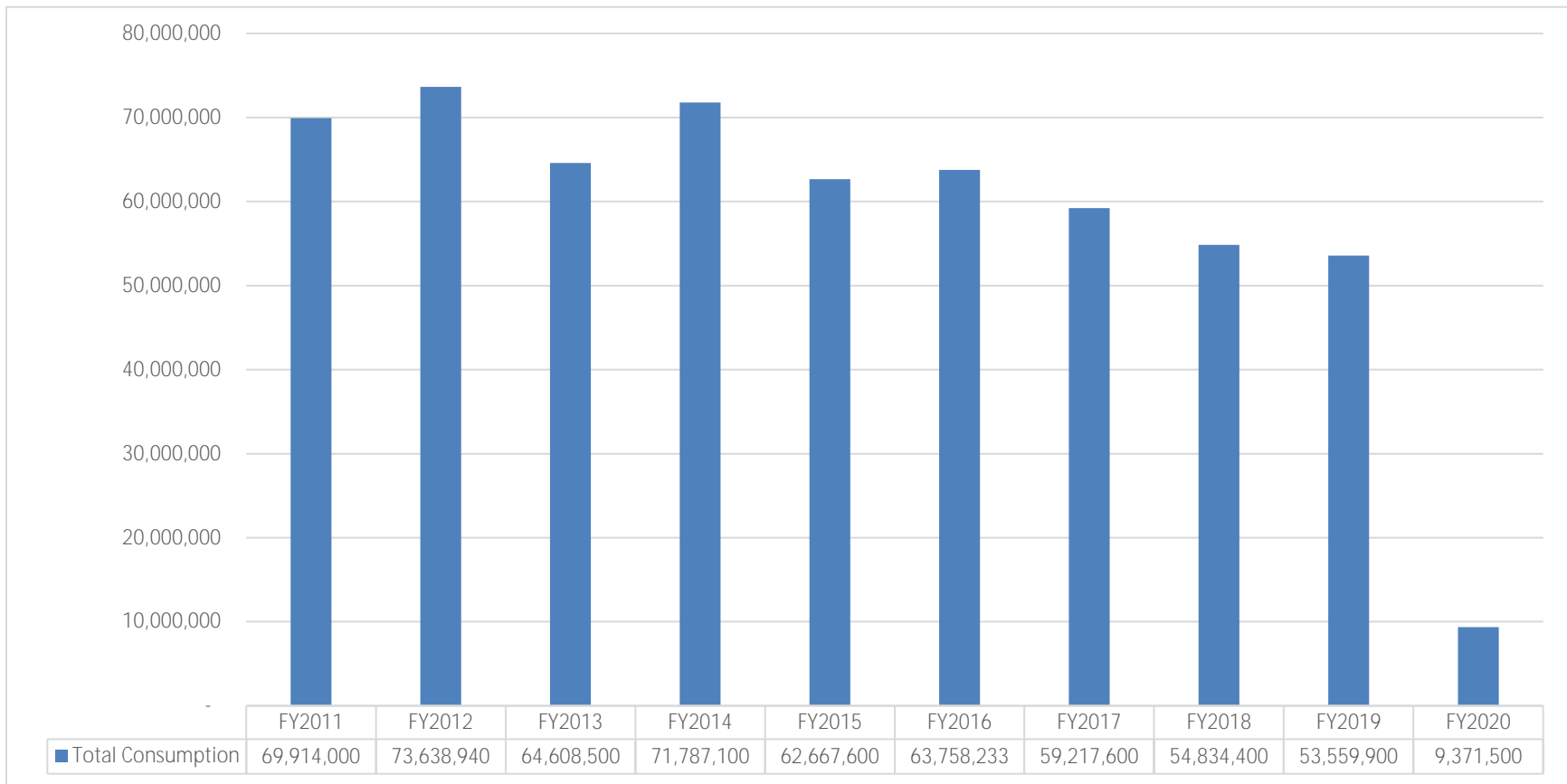


Figure 5. Water consumption (L) for UWinnipeg from FY2011 to FY2020.

3.2

A marked decrease in campus population meant a steep drop in campus waste production. Total waste as reported by our haulers fell 75% from the year prior. Diversion, or percent waste that is diverted from landfills to either recycling or compost streams, is down from 42% in FY2019 to 32% this year. This may be due to the nature of the waste that is disposed of when students are not on campus, eg. less food waste and recyclable food waste containers in general. m h

biology department for labs that took place in person in the winter semester.

In March 2020, the CSO also coordinated a mattress giveaway. When the University decided to replace all the dorm mattresses for McFeetors Hall. Facilities, Purchasing, and the CSO worked together to find the most sustainable solution for the disposal of the older dorm mattresses. The University of Winnipeg partnered with Centre Flavie Laurent (CFL) and donated 230 single mattresses and 30 single bed frames to be distributed and re-used by community members. This also allowed the University of Winnipeg to divert approximately 4785 kg from our waste streams.

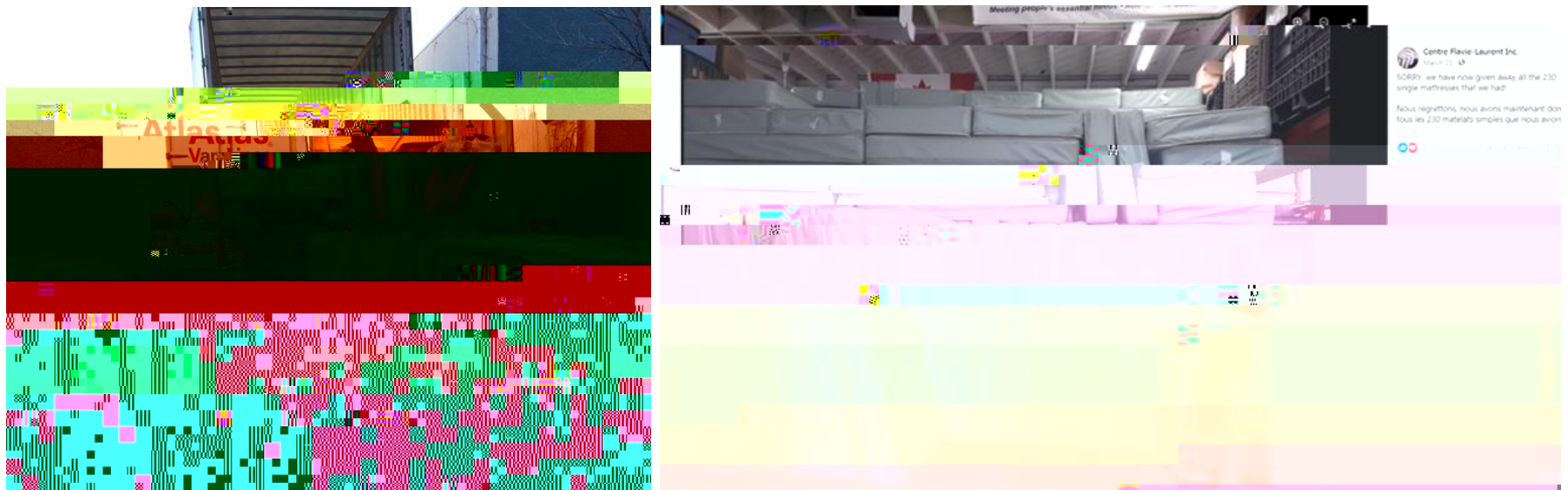


Figure 7. On the left, the University Facilities department loads mattresses into two semis and one 10ft truck. On the right, a CFL social media post stating that all 230 mattresses and 30 bedframes have been distributed.

3.3

Generally, the results of University commuting surveys are conveyed in this report. The CSO did not conduct this survey in FY2020, as most students and staff were not commuting to campus. It is clear that remote learning and working had a significant effect on University resource use (see Figure 1). It remains to be seen if some employees will choose to transition to long-term remote work for some or all of their schedules, and what impact these choices will have on our sustainability performance. Employees interested in further remote work should access the [Human Resources Remote Work Guidelines](#).

3.4

The past year has been difficult for the restaurant industry. Most businesses have had to choose between closing altogether or shifting their business model, using third party delivery companies with potentially poor social and/or environmental practices. Diversity Foods developed a different model to address the pandemic.

In FY2020, all Diversity Foods operations off the University campus were closed. Throughout the year, Diversity worked with the University housing team and International Student Services to ensure that students who needed a space to isolate or quarantine to continue their studies safely had access to good food. Diversity also worked to develop an app that is available in both the Android and Apple iOS stores for anyone who would like groceries delivered to their home or picked up on campus, as well as single meal delivery to every classroom, office, and residence room on UWinnipeg downtown campus and surrounding buildings.

Throughout the pandemic Diversity took an active role in working with Agape Table to make sure that the food that local suppliers have worked to produce gets eaten. They cleared fridges and shelves by cooking, preparing, and donating as much as possible to help some of the most vulnerable members of our community. Diversity Foods continues to be a leader in sustainable food service in North America, and they also spent considerable time this year working with post-

performance.

The University and Diversity Foods looks forward to welcoming back the campus community in the coming year with delicious, ethically and sustainably sourced meals and snacks prepared on-site and from scratch.

3.5

The University of Winnipeg is committed to equity, diversity, and inclusion (EDI), as well as the general improvement of social sustainability on campus. In the spring of 2019 UWinnipeg was awarded an EDI Institutional Capacity Building Grant as part of the Equity, Diversity and Inclusion (EDI) Institutional Capacity-Building program from the Canadian Government. This year, the grant was used to support faculty led research promoting EDI. The University was also selected as one of 17 PSIs in Canada to co-develop and implement the Dimensions Pilot Program, which aims to assess systemic barriers in post-secondary environments, particularly those experienced by members of traditionally underserved, marginalized and excluded groups.

The revamped HR Equity Census and Faculty Survey (to be launched in late 2021-2022), coupled with continued prioritization of EDI, will enhance the University's collection and analysis of EDI information. The CSO and the Human Resources department will continue collaboration leveraging the data for strategic forward action, highlighting the links between environmental sustainability and workplace wellness.

The University's Human Rights and Diversity Office (HRDO) undertook several initiatives in FY2020-2021 to improve EDI indicators at UWinnipeg. In accordance with Accessibility for Manitobans Act, Employment and

In addition to training, EDI-related online resources have been expanded. Written materials and tools were created to better equip faculty to teach students with diverse learning needs. These tools are being added to a faculty resources section of the website. Lead by Institutional Analysis, the University is in the process of launching a EDAR Resource Hub in late 2021. In 2020-2021 the Sexual Violence Prevention website was updated, a refreshed promotional campaign was created, and the social media strategy and online training program were expanded.

The Employment Equity Advisory Committee is working on various EDI initiatives including updating the employment equity policy, creating a comprehensive equity plan, and anti-racism training.

Along with HR, the HRDO is in the process of training faculty to serve as employment equity consultants during faculty recruitment. New faculty hiring guidelines that promote preferred/designated hiring processes were also created in 2020.

4

As online learning continues to be the reality for FY2021 and beyond, the CSO and the Academic Working Group for Sustainability will explore new opportunities for remote sustainability education.

4.2

In FY2021, students participated in the Student Sustainability Leadership Program, which included experiential learning through volunteer placements with partner organizations working on sustainability initiatives. Placements were largely remote, and students were given responsibilities ranging from mapping projects to content creation to community advocacy. For more information, see section 5.1, Student Engagement.

4.3

The challenges of the COVID-19 pandemic and the rollout of the Research Office's *Research Starts Here* initiative have made it difficult to compile a list of the year's sustainability research projects, and both FY2019 and FY2020 research outcomes will be reported on in the coming year. Here we would like to feature a few sustainability research initiatives from FY2020:

The Indigenous Summer Scholars Program (ISSP) continued in 2020. This program invites recent Indigenous graduates of undergraduate degrees to complete a research project with a faculty mentor. ISSP prepares participants for further graduate study and affirms the importance of Indigenous peoples and knowledge within the institution, as well as creating a network of Indigenous scholars on campus and beyond. The University has received AASHE STARS (Association for the Advancement of Sustainability in Higher Education's Sustainability Tracking and Rating System) recognition for this program in the past. This summer's scholars included Cadie Arbez-Rondeau, who worked with the chemistry department's Dr. Athar Ada on a project seeking to discover and



5 ENGAGING OUR COMMUNITY AND NURTURING CHANGE-MAKERS

The pandemic has shown us the true importance of adaptation and resiliency. The University needs to continue to be able to reach our community and make positive impacts related to sustainability, even in the face of continued campus closures due to COVID-19. This year, the CSO was able to reach a portion of staff and students virtually, and continued to reach the campus community at large with newsletters as well as cross-campus and annual events. Tables 3 and 4 below provide a two-year comparison of our engagement efforts.

Table 3. Staff, faculty, and student participation in CSO-hosted events in FY2020.

Fiscal Year	Student participants	Staff participants	Faculty participants
FY2019	857	180	44
FY2020	80	76	0

Table 4. Monthly CSO newsletter statistics from FY2020.

Fiscal Year	Newsletters mailed	% of recipients who opened newsletter	% who followed an embedded link
FY2019	9723	47	29
FY2020	7561	31.5	7.8

5.1

In response to the COVID-19 pandemic, the University of Winnipeg CSO worked to keep students connected to professional development opportunities on campus and in the wider community. This included the Student Sustainability Leadership Program (SSLP). SSLP was designed to bring students together, explore community advocacy and organizing skills, and provide students with real-world experience volunteering for a community organization. SSLP also provided students with the opportunity to utilize professional and personal development opportunities such as attending The Gathering, which is a community development conference.

The CSO also continued to share resources and virtual events through social media and our newsletter to engage the broader student community.

The SSLP provided monthly workshops for 12 student participants to learn skills and knowledge related to environmental issues, social sustainability, community organizing, and more. Participants were also placed with a community organization working on sustainability issues, where they volunteered approximately 10 hours per month. These placements gave students real-world understanding of the four spheres of sustainability

(environmental, social, economic, and cultural) within local communities and beyond. Students worked with the following organizations:

Green Action Centre

Make Poverty History

Manitoba Eco-Network

Manitoba Energy Justice Coalition

Peace-ing It Together

Dehydration Nations

1JustCity

Sustainable Building Manitoba

Wilderness Committee

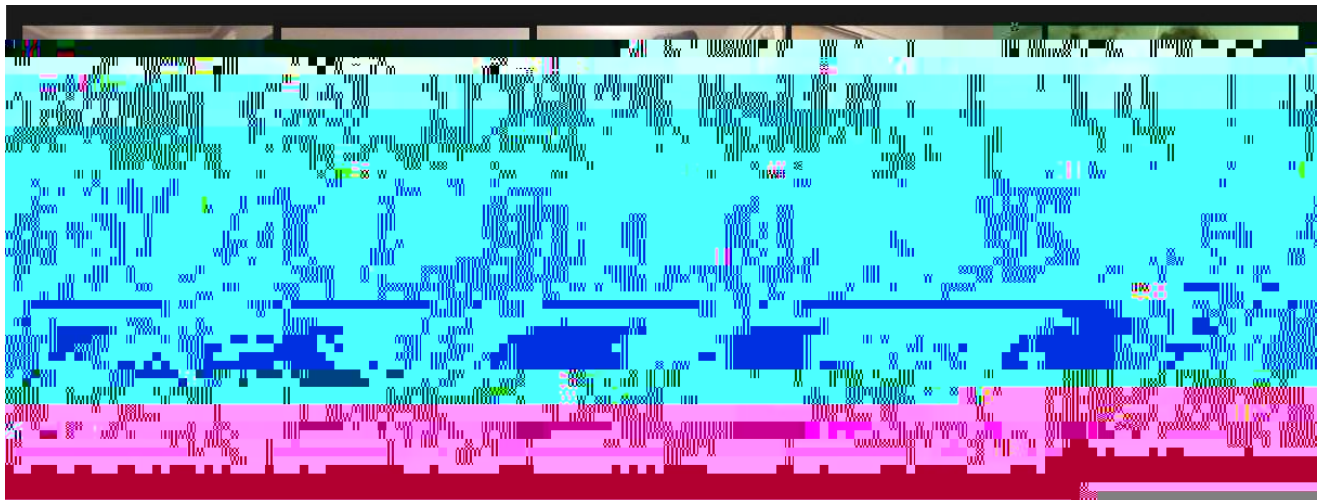


Figure 8. SSLP participants and CSO staff during an early workshop with facilitator Amara Possian.

COVID-19 guidelines did not allow our group to meet in-person, but we were able to plan a



Figure 9. Laura Tait from Heart Acre Farms teaching staff about spring container gardening.

5.3

Because the challenges of remote teaching and research were difficult and time consuming, CSO faculty collaborators expressed a desire to postpone participation in previous partnerships, especially the Academic Work Group (AWG) on Sustainability, in FY2020. When the AWG reconvenes, we look forward to developing a community of practice around sustainability research and teaching, as well as revalidating the Sustainability Course Inventory. Faculty from the Biology and Chemistry departments did work with the CSO this year to supply in-person labs with glove recycling through Terra Cycle.

6 CONCLUSION

FY2020 required adaptation and patience on the part of students, faculty, and staff. Remote learning and working from home also meant we had the chance to observe the resource impacts of campus users compared to the bare operations of largely empty buildings. It was a great learning opportunity for our institution. UWinnipeg will continue to prioritize sustainability as we emerge from the pandemic era. There are some major facilities projects in the works that will help us get even closer to our goal of becoming a net-zero campus.



Student Center

Renovation

2020

It was never that online events wouldn't offer the same sense of connection. But in fact, it opened up new opportunities for us to connect in ways we never could before.

Small Environmental Studies Center Instructor

Co-Byline