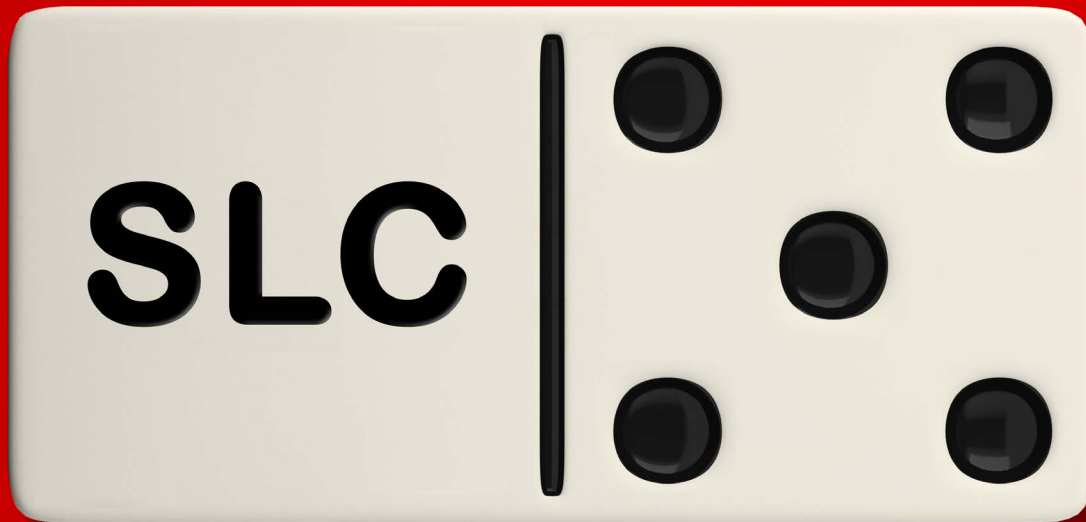


# Sustainability Plan

2020–2024



St. Lawrence  
College

# Land Acknowledgment

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**St. Lawrence College is situated on the traditional lands of the Haudenosaunee and Anishinaabe People.**

**With good minds and hearts united as one, we acknowledge and celebrate the traditional lands as a gathering place of Canada's First Peoples, who have been the guardians of Mother Earth since time immemorial. We pay homage to them and express our gratitude for their gifts to this community as we share this space with respect for all. We have been given the duty to live in balance and in harmony with each other and with all living things.**



# Letter from the President and CEO

I am pleased to share St. Lawrence College's Sustainability Plan (2020-2024). The SLC in Five<sup>1</sup> strategic plan which outlines the core directions of the College: Our People; Our Programs; Our Students and Our Communities, it also identifies six multi-year objectives: Employee Success; Academic Excellence; Student Enrichment; Operational Excellence; Community Engagement, and Indigenous Ways of Knowing and Being.

This sustainability plan complements, supports, and aligns with our strategic plan and guides our sustainability efforts across our campus communities and realizes a positive impact on the multi-year objectives. At SLC, sustainability is the integration and optimization of the lenses of environment, economics, and social/culture.

We are proud to be members of the internationally recognized Association for the Advancement of Sustainability in Higher Education (AASHE), an organization which inspires higher education to lead the global sustainability transformation. We utilize the AASHE framework and guidelines within our sustainability plan. SLC is currently a bronze rated college with the goal to be rated gold by the end SLC in Five. We are accountable for our decisions and actions to ensure our long-term viability, reduce our environmental impact, and foster a healthy and dynamic college.<sup>2</sup>

Throughout our consultations, we heard from many stakeholders, and several messages resonated with our audiences, namely that sustainability is part of the SLC's DNA — and we strive to reflect that in the decisions we make. This plan reflects our past success, current work, and future aspirations.

<sup>1</sup> [www.slcinfive.ca/#welcome](http://www.slcinfive.ca/#welcome)

<sup>2</sup> SLC Strategic Plan 2014-2019: Sustainability Directive



Glenn Vollebregt is President and CEO of St. Lawrence College. He is passionate about the ongoing success and development of SLC students and graduates, and to working collaboratively with government and industry to benefit students and college education in Ontario.

SLC is proud of our sustainability achievements, including the inaugural Canadian Green Economy Builder award, the greenhouse gas reduction award and Sustainable Leadership Award. I want to thank everyone for their support during the development of this plan and the critical role that each individual plays in helping SLC achieve its sustainability goals.

Glenn Vollebregt,  
President and CEO

# Table of Contents

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INTRODUCTION .....	4
What is Sustainability at SLC? .....	4
Measuring our Sustainability Progress and Success .....	4
Sustainable Development Goals .....	5
OUR OPERATIONS .....	6
Alignment to “SLC in FIVE” Multi-year objectives .....	6
Alignment to SDG’s .....	6
Climate Action and Infrastructure .....	7
Sustainable Transportation .....	8
Food Systems .....	9
Waste and Resource Management Systems .....	9
Sustainable Purchasing .....	10
Natural Environment .....	10
OUR PEOPLE .....	11
Alignment to “SLC in FIVE” and Multi-year Objectives.....	11
Alignment to SDG’s .....	11
Student and Employee Engagement .....	12
Employee Engagement and Professional Development.....	13
Assessment, Marketing and Publications .....	13
Inclusivity, Diversity and Equity .....	14
Accessibility and Affordability .....	15
Health, Wellness and Safety .....	15
OUR PROGRAMS .....	16
Alignment to “SLC in FIVE” and Multi-year Objectives.....	16
Alignment to SDG’s: .....	16
Sustainability in Curriculum .....	17
Applied Learning .....	17
Research .....	18
OUR COMMUNITIES .....	19
Alignment to “SLC in FIVE” and Multi-year Objectives.....	19
Alignment to SDG’s .....	19
Community Partnerships and Collaborations .....	20
Community Engagement and Education .....	20
OUR PLANNING .....	21
Alignment to “SLC in FIVE” and Multi-year Objectives.....	21
Alignment with SDG’s .....	21
Sustainability Planning and Financial Strength .....	22

# Introduction

## What is Sustainability?

Sustainability at SLC comprises three components: environmental responsibility, economic viability, and social/cultural vibrancy.

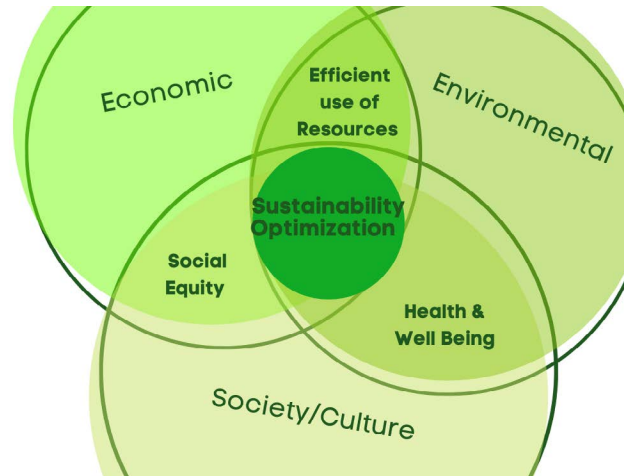
## Sustainability at SLC:

**ECONOMIC DEVELOPMENT:** Delivering programming and operations that are fiscally responsible, as well as environmentally and societally just.

**SOCIAL DEVELOPMENT:** Fostering a vibrant culture where diversity is celebrated, health and well-being is prioritized, and equity is championed.

**ENVIRONMENTAL DEVELOPMENT:** Managing our environmental footprint in a regenerative way, seeking long-term innovative approaches to managing our resources and safeguarding health and prosperity.

SLC's understanding of sustainability is based on the globally recognized standard outlined by the Brundland Commission (Our Common Future, 1987): that states "meeting the needs of today without compromising the ability of future generations to meet their needs".



## Measuring our Sustainability Progress and Success

SLC is a member of the globally recognized Association for the Advancement of Sustainability in Higher Education (AASHE) and participates in their Sustainability Tracking and Rating System (STARS) which provides a transparent process to guide and measure progress along the higher education sustainability continuum. SLC currently holds a Bronze STARS ranking with the goal of receiving the Gold ranking by 2024. We have aligned our STARS framework with "SLC in Five" highlighting the following theme areas:



### OUR OPERATIONS



### OUR PROGRAMS



### OUR PEOPLE



### OUR COMMUNITIES



### OUR PLANNING

# Introduction

## Sustainable Development Goals

AASHE and STARS align with the United Nations Sustainable Development Goals (SDG)<sup>3</sup>. The 17 SDG's are based on the 2030 Agenda with for Sustainable Development and was adopted by all United Nations member COUNTRIES in 2015. It provides a shared blueprint for peace and prosperity for people and the planet, now and in the future. This report includes a select representation of our complete map of sustainable actions but demonstrate how they align with the SDG's and our SLC in Five strategic plan and map our future actions to achieve goals.

3 [sustainabledevelopment.un.org/?menu=1300](https://sustainabledevelopment.un.org/?menu=1300)

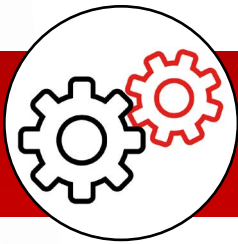
FIGURE 2  
SLC is committed to the United Nations  
17 Sustainable Development Goals



FIGURE 1  
SLC's Campus Sustainability  
Tracking Wheel

## SUSTAINABLE DEVELOPMENT GOALS





## Our Operations



What we are doing to the forests of the world is but a mirror reflection of what we are doing to ourselves and to one another. - MAHATMA GANDHI

- Climate Action and Infrastructure
- Sustainable Transportation
- Waste and Resource Management Systems
- Food Systems
- Natural Environment
- Sustainable Purchasing

As a recipient of the Canadian Green Energy Builder, Sustainable Leadership and Sustainable Kingston GHG emission reduction award and Canadian Campus Commuter Challenge – SLC has demonstrated its commitment to ongoing sustainability.

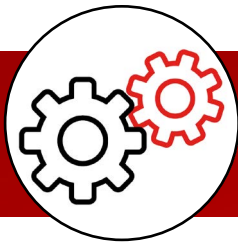
Our sustainability effort will be fortified as we build, renovate, operate, and invest in built infrastructure to provide healthy, low carbon, inclusive learning, and collaborative spaces. SLC will reach our aggressive GHG emission reduction targets through the execution of our Climate Action Plan. As a college, our campuses will act as a living lab for students through sustainable infrastructure (geothermal, solar, cistern) and by removing the barriers to active transportation with a secured bike storage pilot, EV-charging stations, carpool program, and transit incentives. SLC will continue to be stewards of the land and safeguard the natural environments of our campuses and provide sustainable and ethically sourced foods. Through engagement and operational excellence SLC will achieve a zero-waste culture.

### Alignment to “SLC in Five” and Multi-Year Objectives:

- Drive sustainability and improvements in operations
- Establish SLC as an Action Learning College
- Maintain focus on our long-term financial health
- Invest in modern and accessible learning and working spaces
- Incorporate Indigenous Ways of Knowing and Being throughout our college community

### Alignment to SDG’s:





# Our Operations

## Climate Action and Infrastructure

### TARGETS AND GOALS

Meet 2024 GHG emission reduction target for scope 1 and 2 GHG sources and be on track to meet our 50% reduction target (below 2010 baseline) by 2030. We have set the aspirational target of being carbon neutral by 2050.

- Integrate the scope 3 GHG emissions into the GHG Inventory
- Complete SLC Climate Action Plan – to be carbon neutral by 2050
- Develop the SLC Sustainable Building Policy/ Guideline that integrates climate action, financial security, diversity, indigenous ways of knowing and being, accessibility as well as health and well-being
- Target globally recognized sustainable buildings and infrastructure as best-in-class
- Create state-of-the-art learning spaces where students, staff and community members can meet their potential

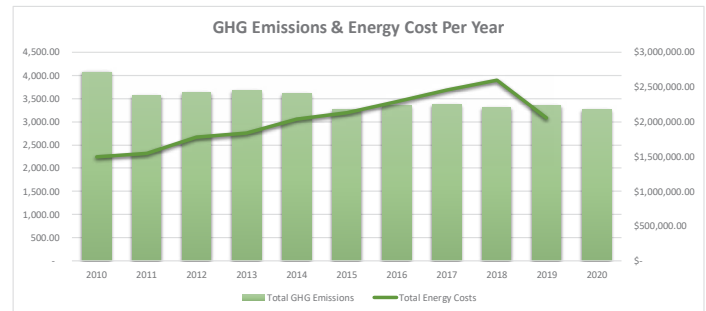


FIGURE 3  
Emissions and cost from baseline year to 2020 target





## IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Complete a tri-campus deep energy retrofit assessment and develop SLC Greenhouse Gas (GHG) Reduction Plan	Published Greenhouse Gas Reduction Plan	FMS	SLC Community
Continue to annually calculate and publish scope 1 and 2 emissions	Published annual GHG inventory	FMS	
Implement strategies to meet GHG reduction goals (20% by 2020; 50% by 2030 and target carbon neutral by 2050)	Meet 2020 and 2024 GHG reduction targets	FMS	SLC Community
Develop sustainable building and infrastructure policy/guidelines (environment; diversity; culture, wellness and accessibility within the financial parameters of sustainability)	Policy/guideline in place	FMS	HR, Student Affairs

## Sustainable Transportation

### TARGETS AND GOALS

- Improve the commute model split
- Reduce the number of single occupancy rides to campus
- Increase the use of sustainable and active transportation
- Foster a bike culture by providing infrastructure to reduce barriers
- Consistently place in the top three of the Canada Campus Commuter Challenge

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Conduct Sustainable Transportation Survey to determine modal split and barriers to sustainable transportation	Complete survey every 2 years	FMS	HR, Student Affairs, Healthy Campus Committee, SLC Community
Complete inventory of campus fleet and develop a plan for more efficient fleet	Complete fleet inventory and develop plan for efficient fleet business case	FMS	
Provide ongoing support for sustainable and active transportation initiatives: Transpass program, student bus pass, free carpool program, secured bike shelters, access to showers for commuters, EV-charging stations etc.	Increased percentage of employees and students choosing active and sustainable transportation options	FMS	HR, Student Affairs, Healthy Campus Committee, SLC Community

# Our Operations

## Food Systems

### TARGETS AND GOALS

- Reduce the volume of food waste going to landfill
- Increase the amount of food that is sustainably sourced (by cost)
- Increase the consumption of plant-based food

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Food and Beverage Purchasing: Complete STARS food and beverage inventory	% of food and beverage (by cost) that is sustainably and ethically sourced	FMS, Food Services, Finance, Healthy Campus Committee	Sustainability Committee, Communications
Sustainable Dining: Support the Food Rescue Program	Weight of food that is donated to food rescue and % of waste diversion per event and campus (based on annual waste audits)	Food Services, Event & Banquet Services	FMS
Sustainable Dining: Local Food	% of food that is locally sourced (100km)	Food Services, Procurement	FMS

## Waste and Resource Management Systems

### TARGETS AND GOALS

- Foster a zero-waste culture
- Achieve a 70% Waste diversion rate from landfills by 2024
- Achieve 70% organics diversion rate from landfill by 2024

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Waste Management Plan	Plan launched	FMS	Residence, Food Services, Event & Banquet Services, Student Affairs
Targeted engagement with Residence to increase diversion	Residence landfill diversion rate from annual audit	FMS	Residence, Communications
Integrate front of house composting in cafeterias	Increased organic waste diversion	FMS, Food Services	

## Sustainable Purchasing

### TARGETS AND GOALS

- 100% of paper purchased (by cost) is sustainable rated (Forest Security Council)
- 100% of electronics purchased (by cost) is EPEAT Gold rated, or Energy Star labeled
- Policies and guidelines in place for sustainable procurement; sustainability integrated into the decision matrix process for all RFPs and RFQs
- Custodial products are Green Seal certified

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Conduct baseline of paper use and implement policy for the purchase of sustainable paper	Percentage of paper that is sustainably rated (FSC)	IT	FMS, Procurement
Develop policy or guideline to support sustainable purchasing across multiple commodity categories, institution-wide	Policy/guideline adopted	Finance, Procurement	
Establish EPEAT Gold and/or ENERGY STAR labeled requirements for electronic products	100% sustainable electronic products purchased (by cost)	IT	FMS

## Natural Environment

### TARGETS AND GOALS

- Create linkages to Indigenous Ways of Knowing and Being through thoughtful stewardships of the natural environments where our campuses are located.
- Increase the connections and awareness of our college community to the natural environment and the health and well-being benefits for all members of the SLC community
- Integrate the restoration and protection of the natural environment into campus plans
- Use the natural environment to be a catalyst for learning and collaboration

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM
Conduct a biodiversity survey of our campuses and implement protective measures	Survey is completed and protective measures in place	FMS
Develop a plan to increase the naturalization of our grounds	Plan is complete and the area of naturalized space is increased	FMS
Develop an Integrated Pest Management Program	Program is complete and integrated into operations	FMS



# Our People “

We have to cultivate contentment with what we have. We really don't need much. When you know this, the mind settles down. Cultivate generosity. Delight in giving. Learn to live lightly. In this way, we can begin to transform what is negative into what is positive. This is how we start to grow up. – JETSUNMA TENZIN PALMO

- Student Engagement
- Employee Engagement and Professional Development
- Assessment, Outreach and Marketing

- Inclusivity, Diversity and Equity
- Accessibility and Affordability
- Health, Wellness, and Safety

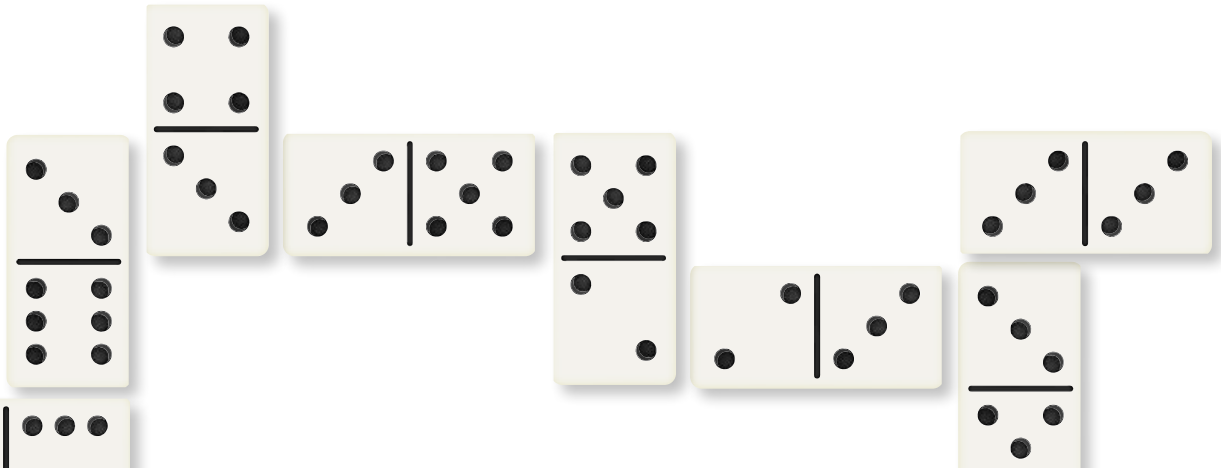
### Alignment to SDG's:



Our People includes our students, employees, and our communities. With the inclusion of a new value “Belonging” in the SLC in Five strategic plan, SLC is putting in place resources and tools to ensure our campuses exemplify inclusivity, celebrate diversity, and champion equity. From orientation to graduation, students have opportunities to contribute and share and enhance sustainability on campus, in their own lives, and in our communities. Our employees are motivated to take action, have opportunities to grow, lead, and contribute to SLC sustainability excellence.

### Alignment to “SLC in Five” and Multi-Year Objectives:

- Enrich student life with support and experiences focused on community and connections
- Foster a culture of belonging for every one while providing balance and opportunities for growth
- Honour the history and contribute to a positive future for Indigenous learners and communities



## Student and Employee Engagement

### TARGETS AND GOALS

- Foster a college-wide appreciation for the Sustainability Development Goals and their impact at school, work, and home
- Engage with students and employees to contribute to the SLC Sustainability Actions
- Realize an active tri-campus Sustainability Committee that provides Sustainability Plan implementation support
- Provide opportunities for employees and students to actively engage in sustainability events, initiatives and programs

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Expand integration of sustainability into student orientation	Percentage of students provided with sustainability orientation content and programing	Student Affairs, FMS	Student Affairs, Student Government
Offer programs and initiatives to engage students by integrating sustainability into their lives, experiential learning experiences, and campus culture	Increased availability of events and number of people engaged	FMS	Student Affairs, Student Government, Academics, College Community
Continue existing programs and increase engagement opportunities	Capture all actions and increase engagement opportunities	FMS	HR, Student Affairs, Healthy Campus Committee, SLC Community, Human Resources

# Our People

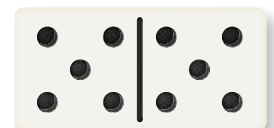
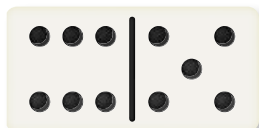
## Employee Engagement and Professional Development

### TARGETS AND GOALS

- Employees have an appreciation for the Sustainability Development Goals, are familiar with the SLC sustainability plan and are motivated to take action to contribute to its success
- Employees work and home lives are enriched by their involvement in sustainability actions and initiatives at SLC
- Employees are provided with professional development opportunities to enhance their understanding of and contribution to sustainability

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Embed sustainability into the employee onboarding process	Number of annual new employees that receive sustainability training via the onboarding process	FMS	HR
Develop Green Office Certification and train sustainability leads for each office/ department	Certification process in place and implemented	FMS	SLC Community
Evaluate feasibility of Sustainability Certification for employees	Feasibility completed and certification available	FMS	HR



## Assessment, Marketing and Publications

### TARGETS AND GOALS

- Provide effective events, programming, and online tools to enable staff and students to increase their sustainability actions at home and on campus
- Continually increase awareness and enhance understanding of sustainability

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Continue to offer existing programs/guides and create a green living guide for residence and off-campus	On-line guide available	FMS	Communications, Residence
Conduct Sustainability assessment to determine the status of sustainability understanding	Assessment completed every 2 years; Increased measure of understanding of sustainability	FMS	Communications, Academics, HR, Student Affairs
Enhance sustainability website presence	Increased visits to website	FMS	Communications

## Inclusivity, Diversity and Equity

### TARGETS AND GOALS

- Develop programs, tools, and collaboration to foster a community of belonging where each individual is able to meet their potential

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Establish tri-campus Belonging Taskforce	Positive measurable difference in diversity and equity assessments	HR, Student Affairs	College Community
Continue to support Healthy Campus Committee and subgroups	Positive measurable difference in diversity and equity assessments	HR, Student Affairs	College Community
Design, development, implementation, promotion, delivery of initiatives with a focus on Equity, Diversity, and Inclusion. Develop Non-Discrimination Statement and post to website	Positive measurable difference in diversity and equity assessments	HR, Student Affairs	College Community

## Our People

### Accessibility and Affordability

#### TARGETS AND GOALS

- All employees of SLC make a Living Wage standard
- Support student wellness, accessibility, inclusion, and poverty/hunger prevention

#### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Living Wage: Conduct a baseline compilation to compare salaries of employees (full-time, part-time, and temporary) to Living Wage standard	Percentage of employees whose income exceeds the Living Wage standard.	HR, Finance	FMS

### Health, Wellness and Safety

#### TARGETS AND GOALS

- Target between 70% and 100% engagement rate for employee satisfaction survey
- Continual improvement in annual employee health, safety, and wellness incidents response
- Continue to support Student Wellness & Accessibility under the Stepped Care Model and increase overall access to mental health services

#### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Continue Employee Satisfaction Engagement Survey	Achieve between 70% to 100% engagement rate	HR	College Community
Continue to Support Transparency of Joint Health and Safety Committees (JHSC)	Address issues raised by JHSCs and reduce workplace health and safety and wellness incidents	FMS, College Community	
Continue to increase overall access to mental health services for students	Increase number of ways students can access mental health services and reduce stigma associated with mental health and disabilities	Student Wellness & Accessibility	College Community





## Our Programs

“ Until man duplicates a blade of grass, nature can laugh at his so called scientific knowledge.   
 – THOMAS EDISON

- Sustainability in Curriculum
- Sustainability in Applied Learning
- Sustainability in Research

Building on a strong foundation, SLC will expand its courses and programs with sustainability content. By integrating sustainability into curriculum, applied learning and research, SLC students will have a competitive advantage in the workplace and become problem-solvers, innovators, entrepreneurs, and leaders. SLC will achieve a zero-waste culture.

### Alignment to “SLC in Five” and Multi-Year Objectives:

- Enhance programming and applied research to best prepare career-ready students
- Enrich student life with support and experiences focused on community and connections

### Alignment to SDG’s:



# Our Programs

## Sustainability in Curriculum

### TARGETS AND GOALS

- Ensure that each graduate of SLC has a solid understanding of sustainability as it applies to their field of study so that they can be change makers, problem solvers, and leaders
- Increase sustainability focused and inclusive courses by 5% by 2021; 10% by 2022; 15% by 2023; 20% by 2024 (compared to 2020 baseline)

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM
Work with academic department to develop an annual process to evaluate sustainability in curriculum and to increase sustainability content in curriculum and learning outcomes	Percentage of total courses with sustainability content or sustainability-inclusive content	Academics, FMS
Create one or more sustainability learning outcomes that apply to the entire student body	Selection of key learning outcomes and process to integrate into all graduate learning	Academics, FMS
Develop and deliver a sustainability-focused certificate program and list description on the college's website	Sustainability certificate available and listed on website	Academics, FMS
Develop methods to support faculty to incorporate sustainability-inclusive material into courses and programs	Faculty proactively incorporating sustainability-inclusive content into courses	Academics, FMS, HR

## Applied Learning

### TARGETS AND GOALS

- College infrastructure and operation are used as a living lab for students to learn about sustainability issues
- Continual improvement in student awareness and understanding of sustainability
- Students have the ability during their education to have hands-on sustainability-inclusive experience

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM
Identify opportunities for sustainability focused placements	Number of students that participate in sustainability placements of at least one week	Academics, FMS
Utilize the college infrastructure and operations as a living environment for multidisciplinary learning and applied research	Annual summary of examples of using the campus as a living environment	Academics, FMS
Conduct assessment of student's understanding of sustainability	Continued improvement in understanding of sustainability	FMS, Academics

## Research

### TARGETS AND GOALS

- Utilize living environments for multidisciplinary learning and applied research that advances sustainability on campus and give students ongoing opportunities to actively participate in making their campus more sustainable
- Offer ongoing programs that provide support for academic staff in multiple disciplines or departments to develop new sustainability courses and/or incorporate sustainability into existing courses
- Track the percentage of employees who conduct research and are engaged in sustainable research

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM
Conduct an inventory of research and identify research that has sustainable content	Percentage of employees who conduct research are engaged in sustainable research	Academics, FMS
Continue to support special programs such as ENACTUS SLC to encourage student in multiple disciplines or academic programs to engage in sustainable student research	Availability of sustainability research options	Student Affairs, Academics, FMS
Encourage students and/or faculty in multiple programs to conduct sustainability research	Availability of sustainability research options	Student Affairs, Academics, FMS



## Our Communities “

Humankind has not woven the web of life. We are but one thread within it. Whatever we do to the web, we do to ourselves. All things are bound together. All things connect.  
 – CHIEF SEATTLE, 1854

- Community Partnerships and Collaborations
- Community Engagement and Education

SLC supports the development of campus community partnerships that advance sustainability and recognizes the importance of collaboration, sharing lessons learned, engaging with industry and all levels of government. Integration with our communities enables our students to be career-ready graduates armed with real-world experience.

### Alignment to “SLC in Five” and Multi-Year Objectives:

- Collaborate on solutions and foster relationships

### Alignment to SDG’s:



## Community Partnerships and Collaborations

### TARGETS AND GOALS

- Globally and locally recognized educational institution creating a sustainable a future
- Contribute to our communities and other institutions to accelerate the sustainability movement in higher education

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM
Remain active members of our communities and seek new sustainability related partnerships	Established new partnerships in Kingston, Brockville and Cornwall	FMS, Communications
Continue to engage with Queen's University and seek opportunities for formal partnerships	Formal sustainability related partnership	FMS, Communications
Determine the feasibility of becoming an AASHE Campus Sustainability Hub	SLC is an accredited Hub	FMS

## Community Engagement and Education

### TARGETS AND GOALS

- Support sustainability related Continuing Education

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Maintain all sustainability themed courses offered through Continuing Education	Continue offering a suite of socially, economically, and environmentally themed courses	Continuing Education	FMS, Academics
Develop new themed courses	New and current courses offer	Continuing Education	FMS
Develop Sustainability Theme Certificate Program	Program launched	Continuing Education, Academics	FMS



## Our Planning



The more clearly we can focus our attention on the wonders and realities of the universe about us, the less taste we shall have for destruction. – RACHEL CARSON

- Sustainability Planning
- Strong Fiscal Strength

SLC has adopted a strategic plan that underscores the SDGs and the lenses of sustainability. Embedded in our planning and our decision-making, sustainability is a cornerstone of the organization. Strong financial health metrics enable SLC to take advantage of opportunities, innovate, and lead our campuses and communities towards a more sustainable tomorrow.

### Alignment to “SLC in Five” and Multi-Year Objectives:

- Collaborate on solutions and foster relationships
- Ensure our College thrives and is resilient to external pressures

### Alignment to SDG’s:



## Sustainability Planning & Financial Strength

### TARGETS AND GOALS

- Maintain a comprehensive plan to move towards sustainability
- Explore how to utilize the College’s investment power to promote sustainability
- Maintain strong financial health

### IMPLEMENTATION PLAN

SELECT KEY ACTION	SUCCESS & PROGRESS INDICATOR	LEAD TEAM	SUPPORTING TEAM
Release and publish Sustainability Plan	Posted to College website, hard copy available in Campus libraries	FMS	Communications, Library Services
Recruit and launch College Sustainability Committee	Committee provides guidance on implementation of Sustainability Plan	FMS	College Community
Maintain compliance with Ministry mandated financial sustainability metrics	Meet or exceed financial sustainability metrics	Finance	CET, Board of Governors





# St. Lawrence College

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