



# SUSTAINABILITY ACTION PLAN 2020-2021 ANNUAL PROGRESS REPORT

NOVEMBER 2021

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## A word from our Vice-President, Services and Sustainability

Over a period of several years, the university embarked on a collaborative mission to develop a Sustainability Action Plan that addresses Concordia's unique strengths and challenges. One year after the launch of our Sustainability Action Plan in November 2020, this annual report serves to keep our community informed, celebrate the progress made on the Sustainability Action Plan, and look to the future as an opportunity to address areas for improvement.

The 2020-2021 academic year was characterized by a period of uncertainty and adaptation due to the COVID-19 global pandemic. To adhere to provincial health regulations, and to keep our community safe, Concordia campuses remained closed. Vital university operations, including our core mandate of teaching and research, were transitioned to online platforms.



*Michael Di Grappa, Vice-President,  
Services & Sustainability*

Sustainability projects and initiatives were also adapted to the new reality. For example, waste generated from the use of masks increased exponentially during the pandemic. In response, the Zero Waste Program and Environmental Health and Safety worked with an external recycling partner to collect and reduce Concordia's mask waste.

While some portions of the plan were impossible to pursue during campus closures, we shifted our focus to the strategies that could still be implemented under such unique circumstances, including but not limited to the performance of key assessments to measure our baseline for the 2018-2019 year—the last full academic year before our academics and operations were impacted by the pandemic and the unusual circumstances it imposed at Concordia.

We thank our community for their continued dedication to sustainability at Concordia, which is crucial in working toward our sustainability goals. As the first year of our Sustainability Action Plan comes to a close, we look forward to accelerated progress in the months and years ahead, reflective of our institutional commitment to the Sustainable Development Goals, institutional climate action, sustainable investments, and more.

Sincerely,

Michael Di Grappa  
VP, Services and Sustainability

## Stream highlights

### **Sustainable Food Systems Plan**

The Administrator, Food Services Sustainability and Quality collaborated with a Concordia undergraduate Geography and Marketing course in 2020-21 to develop strategies for increasing plant-based consumption in the dining halls. Their strategies, including a plant-based menu indicator created by a marketing student, were implemented in fall 2021 for Campus Sustainability Month.

### **Zero Waste Plan**

Zero Waste Concordia collaborated with the Office of Sustainability and others to host the first litter clean-up on campus. Concordians could also participate “virtually” by hosting a clean-up in their own communities. This was a way to engage in-person with Concordians in a safe way with a waste diversion impact, to raise awareness about waste, and to help the community connect with each other.

### **Climate Action Plan**

Concordia’s third Greenhouse Gas (GHG) Inventory was developed for the 2018-2019 academic year. It includes one additional category of Scope 3 emissions compared to our previous 2014-15 inventory; emissions from all modes of transportation used by Concordia commuters. The GHG Inventory measures important indicators related to the targets of the Climate Action Plan, such as the target to reduce Concordia’s emissions from buildings by 25% compared to 2014-15, and will be published in fall 2021.

### **Sustainability in Research Plan**

A working group was formed to explore the development of a Concordia Institute for Sustainability Research. The institute, if pursued, would support interdisciplinary sustainability research at Concordia. The first meeting was in January 2021. Consultations with community members will begin next year.

### **Curriculum Plan**

A curriculum inventory of sustainability course content and program-level sustainability learning outcomes was performed in 2020-21 by the Office of Sustainability. The curriculum inventory assessed course offerings from 2018-19 to 2020-21 and found that 11 percent of courses contained sustainability content. It was also found that approximately 19 percent of Concordia students graduate from programs that require an understanding of the concept of sustainability.



# Sustainable Food Systems Plan

## OUR VISION FOR 2040

Concerning its on-campus food offer, Concordia's goal is to provide food choices that are healthy, affordable and sustainable. We are committed to providing our community with increased access to supportive resources for healthy and sustainable lifestyles.

By 2040 Concordia will:

- Become recognized as a leader in sourcing food that supports an environmentally and socially sustainable food system
- Enhance the capacity to grow and to transform food on campus and maximize related learning opportunities
- Provide healthy and affordable food options in every main University building where there are teaching activities taking place



## SUSTAINABLE FOOD SYSTEMS PLAN PROGRESS

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
<p>Increase sourcing of local /sustainable foods to 50% of total purchases in the summer and fall and 40% in the winter and spring</p> <p>Support the adoption of healthy, plant-based, allergen-free, and culturally inclusive food choices on campus</p> <p>Reduce animal product (meat, poultry, fish/seafood, eggs, dairy) purchases to 30% of the total food budget</p>	<p>In each new Food Services Request For Proposals (RFP), increase the requirement for the proportion of total food purchases that qualify as local / sustainable food, including consequences for failure to meet contractual targets</p>	<p>The sustainability, menu and nutritional sections of the Request For Proposals for our Food Service provider were drafted to include sustainability targets and goals related to local, Fairtrade and sustainable sourcing, food waste and non-organic waste.</p> <p>The Food Service Directors at other university food services were interviewed about their local, sustainable food purchasing program, plant-based menu, nutritional requirements, and food service models.</p> <p>Additional research and interview initiatives were conducted to promote plant-based eating in food services.</p>
<p>Recognize and reinforce the role of urban agriculture in advancing hands-on learning, placemaking, and beneficial social impacts</p>	<p>Form a committee to develop procedures and guidelines that support existing urban agriculture projects and to develop a collaborative framework for the evaluation and implementation of new urban agriculture projects</p>	<p>A preliminary meeting of a greening working group was held. The goal of the working group is to create a vision and objectives for urban agriculture and greening projects on campus. Together with the Campus Master Plan consultations, the feedback will inform next steps.</p>

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Achieve Fairtrade Silver status	Increase Fairtrade food options on campus and education around Fair trade purchasing	A benchmarking exercise of other Canadian universities' Fairtrade outreach efforts was performed. An interview was conducted with Simon Fraser University Dining Services about their Fairtrade Ambassadors Program. A Virtual Local and Fairtrade Holiday Market was organized. A Fairtrade Concordia Instagram account was created.
<p>Create an environment where community members can learn about food, from seed to plate, and offer students hands-on learning opportunities through projects that improve the campus food system</p> <p>Support the adoption of healthy, plant-based, allergen-free, and culturally inclusive food choices on campus</p> <p>Reduce animal product (meat, poultry, fish/seafood, eggs, dairy) purchases to 30% of the total food budget</p>	Link faculty research and expertise in food systems with university operations and programming, ensuring ample opportunities for student involvement	The Administrator, Food Services Sustainability and Quality collaborated with a Concordia geography and marketing course to develop strategies for increasing plant-based consumption in the dining halls.

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Reduce food waste and contribute to food security in our community	Develop procedures and implement a Concordia-wide system for food leftovers donation	Food Services worked with Conference Services and Zero Food Waste Concordia to expand the existing food donation program with a local partner, La Tablee des Chefs, to additional units that manage events.



# Zero Waste Plan

## OUR VISION FOR 2040

Concordia, through its Zero Waste Concordia (ZWC) Program, will prioritize initiatives based on their alignment with key strategies of the program and measurable effectiveness towards waste diversion and waste reduction (per full-time equivalent, compared to a baseline of 2014-2015).

Upstream interventions, such as purchasing policies and reuse initiatives, will be preferred to downstream interventions such as waste bin design, although both will be pursued. Construction and renovation waste will be measured, and a separate objective will be set, since it has never been assessed comprehensively before.

At every stage, the ZWC Program will foster a holistic, participative approach to waste management that increases community buy-in and experiential learning opportunities.

By 2040, Concordia will aim to achieve, through a dynamic, integrated, engaged Zero Waste Concordia Program:

- 90% diversion of material waste from landfill through compost, recycling, and material reuse
- 50% reduction of total material waste (per full-time equivalent) through programs that encourage low-waste purchasing and materials reuse



## ZERO WASTE PLAN PROGRESS

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
<p>Bring waste performance to a competitive level, based on comparison with top-performing universities, by continuing to implement best practice initiatives</p>	<p><b>Zero Waste Culture Change:</b> Establish metric-based targets with the objective of creating and sustaining “Zero Waste Culture” at Concordia. Survey the community on key indicators of zero waste behaviors. Use a market-based approach to create appropriate targeted outreach programming.</p> <p><b>Progress Measurement Plan: Culture Change Tracking -</b> Use surveying and engagement indicators such as social media engagement and stakeholder tracking tools to ensure that key understanding of waste issues, objectives, initiatives, and behaviors are adopted by the Concordia community.</p>	<p>A social media coordinator was hired to grow engagement, create educational zero waste content and campaigns online (critical to engagement during the pandemic), primarily on Instagram and Facebook. To grow engagement, the testing of targeted ads on social media was started. The number of followers on Instagram grew to over 3,000.</p> <p>This pool helped source volunteers for the clean-up activity, and engagement in the #helpmegozerowaste waste education campaign. The social media coordinator worked with the Zero Waste team to develop a waste 101 video series, explaining waste sorting rules, tips on reducing waste during moving, how to shop zero waste, etc.</p> <p>They also conducted an engagement survey to further refine the outreach strategy.</p>

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
<p>Nudge waste reduction and diversion performance beyond best practices and foster an innovative, curriculum and research-integrated program</p>	<p>Zero Waste Culture Change: Continue to partner with on-campus and off-campus groups to promote and implement the Zero Waste Culture Change campaign.</p>	<p>Although the Concordia University Centre for Creative Reuse (CUCCR) was closed for the majority of the 2020-21 year, new tactics were explored to engage our community. In collaboration with the Dean of Students, CUCCR mailed over six hundred creative care packages filled with materials diverted from the Concordia waste stream. Materials were weighed at CUCCR's check-out to be included in their annual diversion data. Online making sessions were then held to connect with community members with the materials in their care packages and with each other were also held during this time. Finally, an online art gallery was set up for participants to share their work.</p>

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Waste Management Best Practices	Zero Waste Labs: Identify opportunities to reduce and divert research and teaching laboratory waste	Preliminary consultations with lab managers and research on best practices for Zero Waste Laboratories were. This supported the initial relationship-building and information-gathering required to plan and budget for a first phase of zero waste lab implementations. In next steps, preliminary plans will be shared with stakeholders for feedback on quality, feasibility, and potential challenges.
Explore Innovative solutions to waste reduction and diversion	Sorting Centre & Local Materials Economy: Perform feasibility study and launch pilot phase of a centralized operation to safely sort materials into high-quality streams and make the materials available for use on and off-campus.	<p>Concordia Precious Plastic Project (CP3) was integrated into Zero Waste Concordia. CP3 was provided administrative and project management support in setting up a temporary space in Grey Nuns with machinery, work study employment of coordinator, and support in moving forward project for long-term space.</p> <p>Integrating a local plastic recycling operation will help to provide an outlet for collected and sorted plastics. CP3 is intent on not only processing plastics but also educating the community on plastic impacts and helping integrate plastic collection infrastructure.</p>

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Waste Management Best Practices	Zero Waste Culture Change: Continue to partner with on-campus and off-campus groups to promote and implement the Zero Waste Culture Change campaign.	Zero Waste Concordia collaborated with the Office of Sustainability and others to host the first litter clean-up on campus. Concordians could also participate “virtually” by hosting a clean-up in their own communities. This was a way to engage in-person with Concordians in a safe way with a waste diversion impact, to raise awareness about waste, and to help the community connect with each other.
Waste Management Best Practices	Zero Waste Offices: Continue standardization of Low Waste Office configuration for all existing and new office spaces, and increase office waste education and engagement initiatives	The implementation of trashless offices with compost collection at all remaining offices on the Loyola campus was completed. New office spaces will follow Zero Waste Office standards. Staff engagement and education will continue on a yearly basis.
Upstream Interventions and Circular Economy	Sustainable Asset Management: Implement clear procedures for sustainable asset management from the purchasing phase to the disposal phase, and consider ways to facilitate asset sharing	The piloting of new procedures for sustainable asset disposal continued with the Office of Treasurer, Procurement Services, and facility managers from all faculties. New procedures include the adoption of a hierarchy of end-of-life options to ensure all reuse options are considered before disposal, and to ensure that results are tracked.



2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
<p>Waste Management Best Practices</p>	<p>Zero Waste Renovation / Construction / Deconstruction: Assess integration of Zero Waste principles into general conditions of construction and renovation contracts, provide benefits to contractors who perform deconstruction, and require strict tracking of waste diversion. Create tie-in with local materials economy.</p>	<p>The integration of zero waste procedures into standards for renovation and construction projects was completed. It included requirements for high diversion rates of recyclable or reusable material and associated tracking. This will help provide a basis for measuring construction waste and uncovering obstacles to reducing construction waste. Relationships were established with faculty experts to establish best practices and for future living laboratory projects and innovation opportunities.</p>

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
<p>Explore innovative solutions to waste reduction and diversion</p>	<p>Sorting Centre &amp; Local Materials Economy:                      Perform feasibility study and launch pilot phase of a centralized operation to safely sort materials into high-quality streams and make the materials available for use on and off-campus. Operating models using automation, AI-based sorting technology, and social integration staffing will be explored.</p> <p>Progress Measurement Plan:                      Explore options for transparently and frequently updating waste data through digital platforms.</p>	<p>Using sensors in waste bins and a newly-developed mobile app that uses AI, the project collects waste data and provides feedback to campus users on how to sort their waste. The project is a collaboration with Smart Cities / Next Gen Cities, EvoEco (smart bin company), capstone students in Software Engineering, AILaunchLab, RecycQuebec, and IITS.</p> <p>The project supports the need for more data to be collected on waste, supports the goal of better educating Concordians on waste sorting and on available initiatives and outlets, will provide shareable digital waste data, and may lead to automation of waste sorting and auditing.</p>

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
<p>Waste Management Best Practices</p>	<p><b>Zero Waste Events:</b> Standardize compost bin availability at all event venues and provide training to event coordinators, caterers, event space administrators, and custodial staff on zero waste event management. Support the integration of volunteer waste-sorting and food leftover donation assistance into university operations.</p> <p><b>Zero Waste Culture Change:</b> Continue to partner with on-campus and off-campus groups to promote and implement the Zero Waste Culture Change campaign.</p>	<p>Planning for integrated zero waste services to reduce waste at future events on campuses was taken on.</p> <p>Services will include surplus food recuperation, dish provision, sorting education, and support on certification assessment.</p> <p>Event waste is estimated to be a significant contributor to Concordia's yearly waste, particularly during orientation and other large events. However, this amount is difficult to quantify.</p> <p>Waste at events is a very visible issue that also presents an opportunity to shift the culture, set expectations for zero waste on campus, and present Concordia's sustainability program in a public setting.</p>

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Waste Management Best Practices	Zero Waste Culture Change: Continue to partner with on-campus and off-campus groups to promote and implement the Zero Waste Culture Change campaign.	<p>Cigarette recycling collection bins and education program were implemented. Cigarettes are collected through clean-up events or from ash trays to be recycled through Eco-Quartier program "MegoZero".</p> <p>Cigarettes are not a high contributor to total waste but are very visible and contribute to environmental pollution and are a detriment to the aesthetics of our campuses.</p> <p>The project provides an outlet for a waste item not visible in our waste audits and provides an opportunity for culture change.</p>
Waste Management Best Practices	Zero Waste Culture Change: Continue to partner with on-campus and off-campus groups to promote and implement the Zero Waste Culture Change campaign.	Adaptation during the pandemic was required to tackle what is likely the largest new waste item on campus. Collection bins were installed at mask distribution sites and research was conducted on sustainable, local, recycling options.

# Climate Action Plan

## OUR VISION FOR 2040

This Climate Action plan is built on the premise that climate change is an urgent crisis requiring ambitious action on all fronts to decrease, and ultimately eliminate, our institutional carbon footprint. Our long-term goals and short-term targets are set with the aim of taking a leadership role in the climate mitigation challenge, enabling us to eliminate direct (Scope 1) greenhouse gas emissions and achieve climate neutrality with respect to our indirect (Scope 3) emissions within twenty years.

The Climate Action Plan committee agreed on the following 20-year (2040) targets:

- Elimination of CO<sub>2</sub> and other greenhouse gas emissions from all sources controlled and operated by Concordia University, including all building energy use and transportation operations
- Full electrification of all transportation infrastructure at Concordia, including both vehicle fleets and university parking facilities
- Carbon neutrality across all remaining sources of emissions





## CLIMATE ACTION PLAN PROGRESS

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Optimize and support the use of web conferencing software at Concordia	<p>Equip new rooms with web conferencing hardware and software and launch a campaign around the use of web conferencing at Concordia</p> <p>Encourage options for our staff to work remotely in recognizing the benefits to our carbon footprint as well as to public health, employee wellness and accessibility</p>	<p>In 2020-21, Concordia campuses remained closed due to health and safety measures for the COVID-19 pandemic. Swift action was taken to shift in-person learning and operations online, including through the addition of new web conference infrastructure for meetings rooms and classrooms, the activation of over 17,000 Zoom accounts, and the transitioning of 5,500 personnel onto Microsoft Teams. Technological resources, support channels, and trainings were made available for the transition online.</p>
Develop comprehensive plan for offsetting our Scope 3 (indirect) greenhouse gas emissions	In collaboration with community, increase on-campus and off-campus greening efforts and educate about the importance of vegetation in sequestering carbon and reducing urban heat island effect	A preliminary meeting of a greening working group was held. The goal of the working group is to create a vision and objectives for urban agriculture and greening projects on campus. Together with the Campus Master Plan consultations, the feedback will inform next steps.

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
<p>End all investments in the coal, oil and gas sectors for the Concordia University Foundation (CUF)</p> <p>Achieve 100% sustainable investments</p> <p>Achieve 10% in social or environmental impact investments</p>	<p>Review the Investment Policy to align our activities with our newly adopted targets. Integrate sustainability and social impact into the decision-making process for each investment presented to the Foundation Investment Committee for approval</p> <p>Participate in conferences, benchmarking activities, and partnerships that align with our targets and offer us opportunities to discuss best practices with other institutions</p> <p>Commit to full and open communication and transparency regarding the deployment of the sustainable investment strategies and our exposure to oil, coal and gas industries</p>	<p>The Concordia University Foundation (CUF) tabled its responsible investment program.</p> <p>Concordia joined the UNIE (University Network for Investor Engagement) program along with twelve other Canadian Universities for a more effective and collaborative engagement program against climate risks. Additionally, the CUF joined the shareholder engagement program SHARE, which facilitates constructive shareholder dialogues with companies on the most pressing Environmental Social Governance (ESG) issues.</p> <p>To date, the CUF has invested in seven impact portfolios, collectively addressing 16 of the 17 Sustainable Development Goals through projects such as off-grid solar solutions, combating food waste and local food insecurity, access to higher education, reversing land degradation, and more.</p>
<p>Reduce Concordia's emissions from buildings by 25% compared to 2014-2015</p>	<p>Assess which natural gas heating systems are approaching end-of-life stage and develop a framework for conversion to electric heating systems</p>	<p>A preliminary list of equipment was generated for the study.</p>

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Reduce Concordia's emissions from buildings by 25% compared to 2014-2015	Pilot the use of renewable and low-emissions fuels such as renewable natural gas at Concordia	The application forms for piloting the use of renewable natural gas at Concordia were completed and are awaiting approval for submission to the energy company Énergir.
Measure progress of climate change indicators and initiatives	Perform and publish a bi-annual GHG inventory of our Scope 1,2 and 3 emissions; begin to include more detailed Scope 3 emissions as more of these data become available	Concordia's third Greenhouse Gas (GHG) Inventory was developed for the 2018-2019 academic year. It includes one additional category of Scope 3 emissions compared to our previous 2014-2014 inventory: emissions from all modes of transportation used by Concordia commuters. The GHG Inventory measures important indicators related to the targets of the Climate Action Plan, such as the target to reduce Concordia's emissions from buildings by 25% compared to 2014-2015. , and will be published in fall 2021.
	Create new paperless online system for travel expense claims and begin calculating GHGs from business and research travel	Meetings were held to ensure that the new travel expense claims systems are able to calculate emissions from business and research-related travel. The system will be launched in November 2021.

## Sustainability in Research Plan

### OUR VISION FOR 2040

According to Concordia's definition of sustainability, crucial to the concept is "a long-term perspective ...and balance [between] the interconnected nature of our environment, society and economy". Common conceptions of sustainability involve working at the intersection of social, ecological/environmental, and economic sustainability to affect positive change. With this in mind, impactful research in sustainability must involve collaboration or engagement across these three spheres. Within the University structure, this implies collaboration or engagement across disciplines, which includes across faculties. The targets and strategies below reflect this focus on collaboration across disciplines.

By 2040, Concordia will foster an institutional culture that establishes Concordia as a recognized world leader in:

- sustainability research with meaningful effects on society; and
- sustainable research practices.



## SUSTAINABILITY IN RESEARCH PLAN PROGRESS

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Develop a framework to support interdisciplinary sustainability research at Concordia	In consultation with key stakeholders, coordinate the development of a supportive framework to extend and enhance interdisciplinary sustainability networking, collaboration, and research	A working group was formed to explore the development of a Concordia Institute for Sustainability Research. The institute, if pursued, would support interdisciplinary sustainability research at Concordia. The first meeting was in January 2021. Consultations with community members will begin next year.
Promote and enhance Concordia research to enrich local, Canadian, and international communities.	Provide support for conferences and events that increase the visibility of sustainability research at Concordia	In fall 2020, the “Sustainability and the Pandemic” webinar series was organized and explored topics such as environmental degradation and post pandemic gardens. This webinar series featured Concordia researchers discussing their research. It was also free and open to the public online synchronously and after the fact with recordings posted online.



2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Promote and enhance Concordia research to enrich local, Canadian, and international communities.	Provide support for conferences and events that increase the visibility of sustainability research at Concordia	In March 2021, the Loyola Sustainability Research Centre and the Loyola College for Diversity and Sustainability collaborated with Concordia's 4th Space to host a week of online discussion and conversation on the environmental crisis, focussing particularly on the climate emergency. Discussions allowed faculty and student researchers across the University to share their sustainability-related research and to learn about the work of others. All events were free and open to the public. A total of 59 Concordia researchers presented their work; over 412 audience-members participated synchronously and hundreds more have since viewed the recordings online.

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Promote and enhance Concordia research to enrich local, Canadian, and international communities.	Provide support for conferences and events that increase the visibility of sustainability research at Concordia	In spring 2021, the “Solve Climate by 2030: Building a green Montreal together” webinar occurred. The webinar featured Concordia researchers discussing their research related to the particularities of the climate crisis from a Montreal perspective. The event was part of an international project entitled “Solve Climate by 2030”, one of the goals of which was to provide freely available digital educational material on local climate problems and solutions.
Promote and enhance Concordia research to enrich local, Canadian, and international communities.	Provide support for conferences and events that increase the visibility of sustainability research at Concordia	In spring 2021, the webinar “Do the values of biodiversity scientists bias biodiversity science” was organized. It focussed on the role and implication of researchers’ values in biodiversity science. This webinar featured Concordia researchers discussing their research. It was also free and open to the public online synchronously and after the fact.

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
<p>Develop a framework to support interdisciplinary sustainability research at Concordia</p> <p>Promote and enhance Concordia research to enrich local, Canadian, and international communities</p>	<p>Map existing sustainability research activities, strengths, and resources within the University</p> <p>Create a dynamic online system for cataloguing research and partnerships at Concordia</p>	<p>A mapping exercise was conducted of sustainability researchers and projects to identify the number of faculty members and departments engaged in sustainability research. The activity also highlighted necessary Next-Gen Explore Concordia functionalities.</p>
<p>Promote and enhance Concordia research to enrich local, Canadian, and international communities</p>	<p>Create a dynamic online system for cataloguing research and partnerships at Concordia. The system would make it possible to search, categorize, visualize, and obtain metadata about sustainability research at Concordia, while also serving as a conduit between aligned researchers and external communities</p>	<p>The funding and Request for Proposals to support the upgrade of Next-Gen Explore Concordia was developed. The upgrade will foreground sustainability by including early addition of SDG alignments and related information as an integrated feature of faculty member self-representation and searches. Explore Concordia has been a critical tool for advancing interdisciplinary research collaborations in sustainability, as well as for promoting and enhancing our research impact. Next-Gen Explore Concordia will extend the capacity and reach of this tool.</p>

# Sustainability in Curriculum Plan

## OUR VISION FOR 2040

Concordia will work with faculty members to foster an understanding and practice of sustainability across the curriculum and to immerse students in interdisciplinary settings. Graduates will be able to link their disciplinary training to broader social, environmental, and economic issues, and be ready to enact change.

By 2040, Concordia will equip graduates to be change agents in sustainability in their respective fields.

## SUSTAINABILITY IN CURRICULUM PLAN PROGRESS

2024-25 TARGETS	STRATEGIES	2020-21 PROGRESS
Measure progress of sustainability in the curriculum	Every two years, perform a curriculum inventory of sustainability course content and program-level sustainability learning outcomes	A curriculum inventory of sustainability course content and program-level sustainability learning outcomes was performed by the Office of Sustainability. The inventory was part of Concordia's fourth STARS assessment, and the results were used to update the online list of courses with sustainability content.
	Research and assess options for, and deliver, a university-wide sustainability literacy survey	A university-wide sustainability literacy survey was drafted in 2020-21 and administered in fall 2021.

## Looking Forward

The Sustainability Action Plan provides the foundation and the tools required for the advancement of sustainability at Concordia University. Momentum and progress around the Sustainability Action Plan, like many initiatives, were slowed by the COVID-19 pandemic. The University and community members have adapted and progress on the action plan will accelerate in the coming year. For Concordia to achieve its long-term vision for the action plans, continued resources and support will be directed towards the five-year stream plans.

Our Sustainability Action Plan paints a very different future for Concordia in 2024-2025 (Figure 1). Our buildings will produce 25% fewer emissions, putting us on track to our vision to eliminate our emissions from buildings by 2040; a quarter of all our courses will be related to social, ecological, or economic sustainability; and 100% of our investments will be sustainable, to name only a few of the changes lying ahead. Community members can also look forward to new ways to engage with the Sustainability Action Plan through their teaching, learning and research through a Sustainability Living Lab.



Figure 1 Sustainability Action Plan goals and targets for 2024-2025 across the five stream plans.

Going forward, each of our annual progress reports will coincide with the end of the academic year and will be accompanied by a sustainability dashboard offering a full overview on our progress toward these targets.



U N I V E R S I T É

**Concordia**

U N I V E R S I T Y