

March 7, 2025

**Climate &
Sustainability**
STRATEGY

Western University Climate & Sustainability Strategy

Shaping Sustainability Priorities: A Campus Conversation

Perkins&Will





Agenda

- 1:30 Arrival
- 1:35 Welcome & Introductions
- 2:00 Survey & Engagement Insights
- 2:10 Draft Values & Guiding Principles
- 2:20 Facilitated Group Discussion
- 3:10 Next Steps & Closing Remarks



Introductions



Heather Hyde
Director, Sustainability



Jessica Cordes
Engagement Coordinator



Lynn Logan
Vice President
Operations & Finance



Jeffrey Hutter
Acting Deputy Provost



Manuela Londono
Perkins&Will
Sr. Regenerative Design Advisor



Safdar Abidi
Perkins&Will
Higher Education Practice Leader



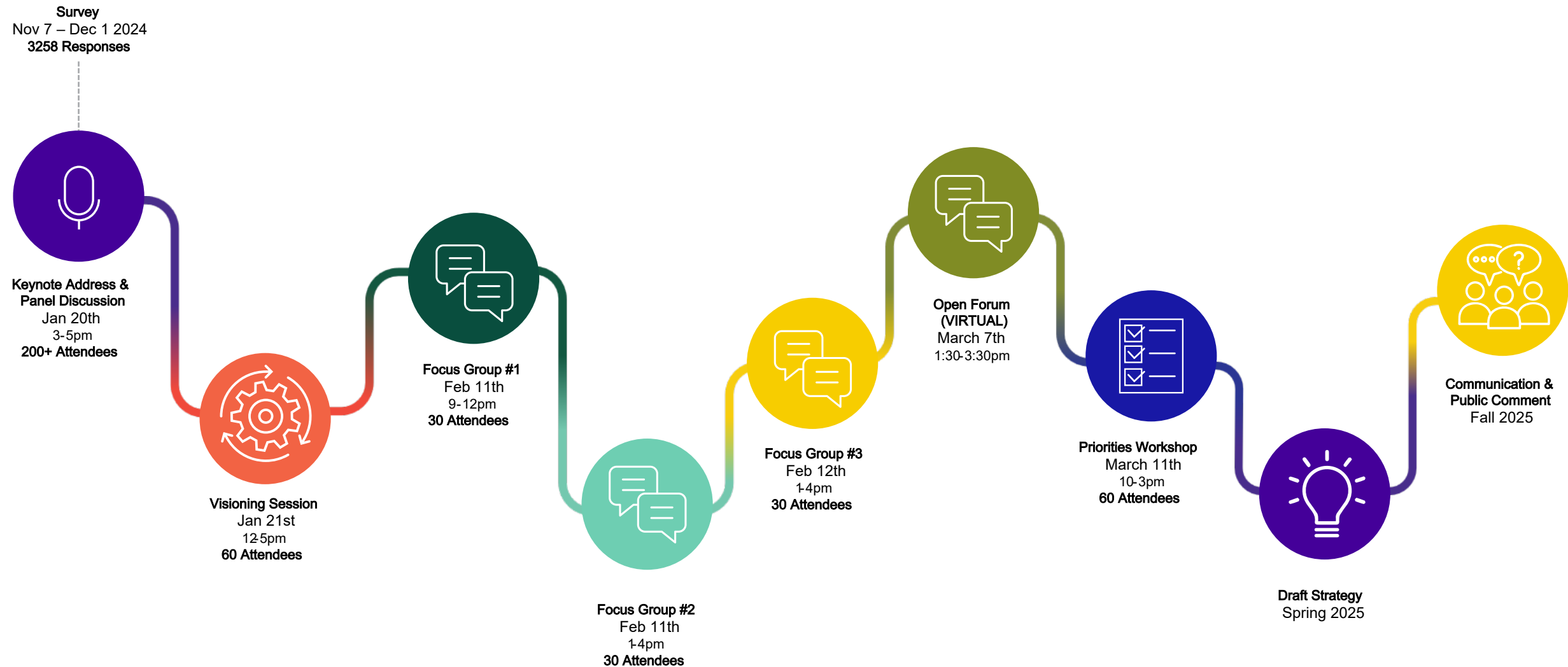
Kathy Wardle
Perkins&Will
Director of Regenerative Design

Rules of Engagement

- Be **bold**, this is one of many opportunities to contribute to solutions.
- Lead with empathy, courage, and heart to help build trust amongst each other.
- Be respectful of other voices and perspectives. We need to hear from everyone.
- **Stay present** - avoid multitasking and give the session your full attention.
- **Mute when not speaking** - keep your microphone muted to minimize background noise.
- **Be Engaged**, actively participate in discussions, polls, and activities. Speak up, use the whiteboard, or the Q&A chat.
- Our intention is to hold a **safe space where everyone can listen deeply and share openly**. We all bring different perspectives and experiences to this space. Diverse and possibly conflicting ideas are welcome.



Upcoming Engagement



Campus Input Survey

Nov. 1 - Dec. 7: Outreach & Engagement

- **October:** discussion with student network on what would make engagement with students a success
- **Mass emails** to students, faculty and staff
- **Targeted messages** to campus communicators, department chairs, PACES, student network, living lab partners
- **Newsletters** Inside Western, What's Up Western, Indigenous Student Centre
- **Billboard** on Oxford Drive
- **Instagram** "Join the Conversation" campaign with students
- **Residence Sustainability Scavenger Hunt**
- **Student led engagement** in classes, Weldon & Taylor libraries, including Co-Curricular recognition for student leadership
- **Weekly prize draws** at outreach booths
- **Grand prize draw** when survey closes

Where to find strategy updates

https://sustainability.uwo.ca/paces/climate_and_sustainability_strategy/index.html



A message from Alan Shepard

President & Vice-Chancellor



Using Towards Western at 150 as our North Star



Towards Western at 150 three overarching themes

THEME 1 - GREATER IMPACT

- Grow strategically
- Stimulate our research, scholarship, and creative activity
- Promote teaching and learning for the future
- Enrich the student experience

THEME 2 - PEOPLE, COMMUNITY, AND CULTURE

- Advance Reconciliation with Indigenous communities
- Create a more equitable and inclusive Western
- Thrive through belonging

THEME 3 - WESTERN'S PLACE IN THE WORLD

- Concentrate on place, and ...
- ... Engage the world
- Sustainability, an imperative

Western's Strategies and Plans



EDIDA Strategic Plan



Indigenous Strategic Plan



Open Space Strategy

Climate and Sustainability at Western



Climate and Sustainability Strategy

- Be bold and ambitious
- Can we differentiate Western from peer universities?
- Identify broad themes and make progress around themes
- Prioritize – we can't do everything right now
- Will require collective engagement and action
- Supported by a 5 -year action plan

We want to hear from you.....

*What excites you about crafting a new
Climate & Sustainability Strategy?*



Insights from Engagement

Survey

**In the 6 weeks that the
survey was open...**

3,258

people took the survey

2,195

are students

230

are faculty

767

are staff

Survey

**Of the total Western Community,
this is approximately...**

8%

of the Western community

6%

of the student body

16%

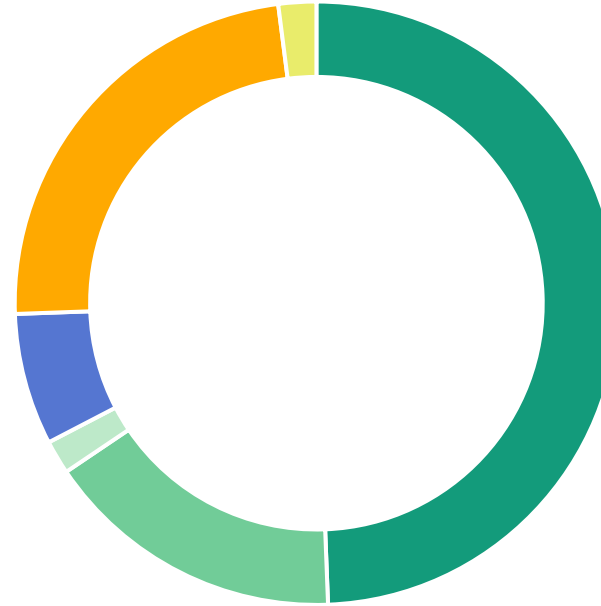
of faculty

28%

of staff

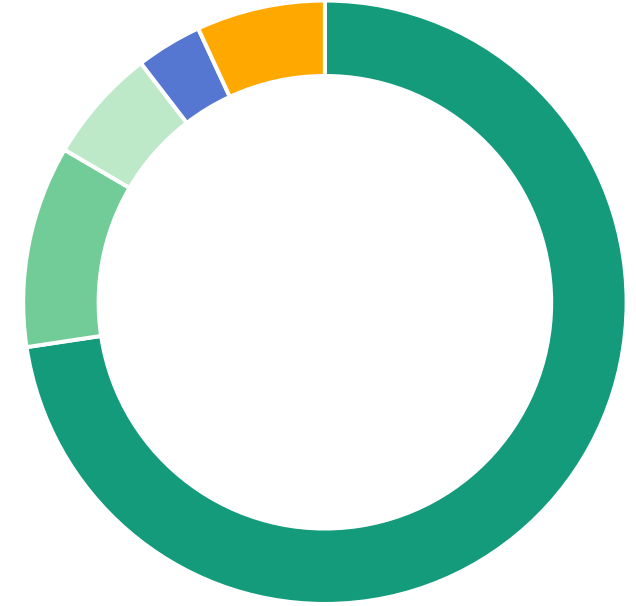
Participation met our goals and is representative of your community...

Survey Respondents



- Undergraduate student
- Graduate Student
- Post Graduate Student
- Faculty
- Staff
- Other

Western's Community

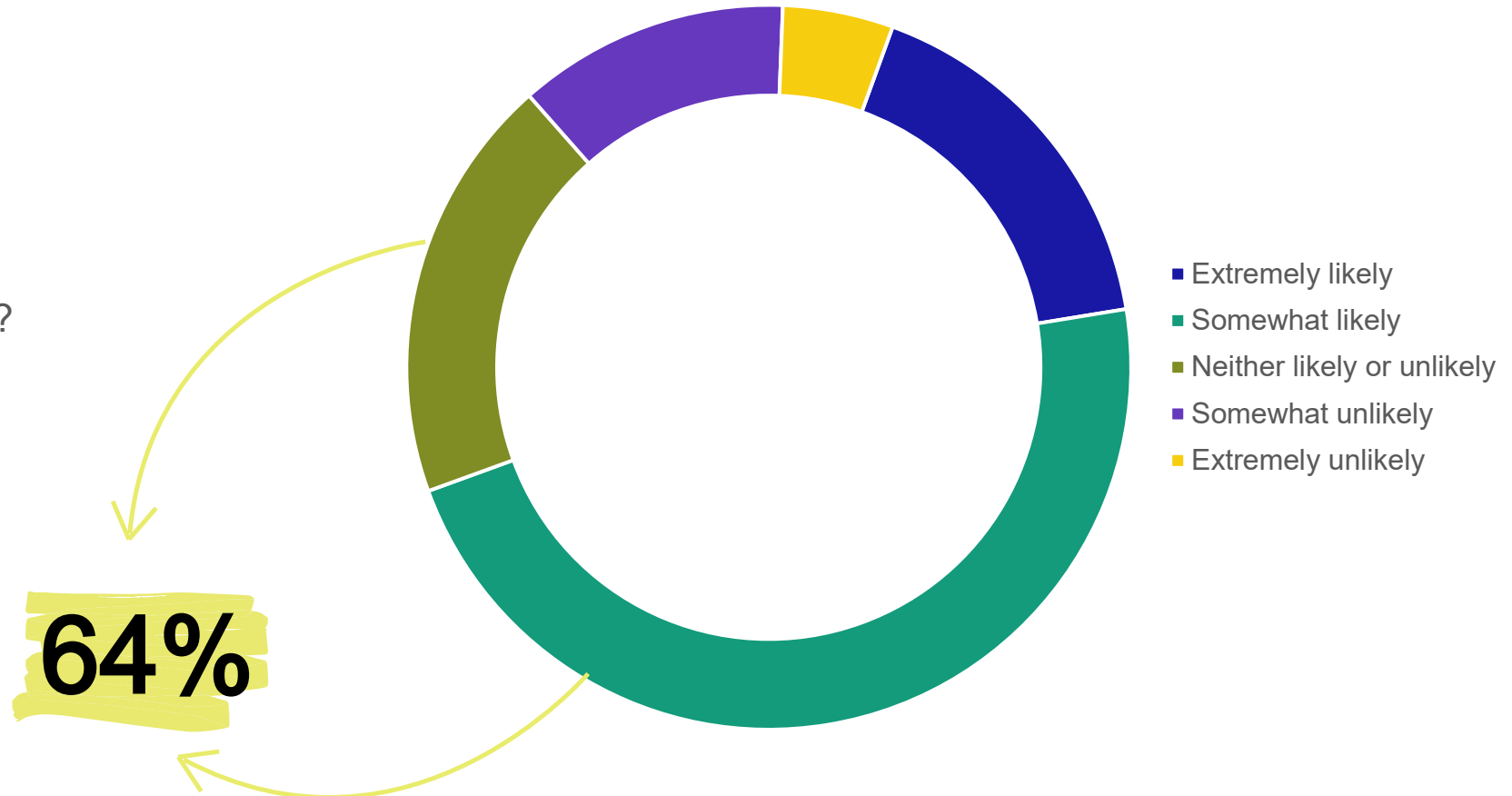


- Undergraduate student
- Graduate Student
- Post Graduate Student
- Faculty
- Staff
- Other

You have a community that is mostly ready to participate.

Question 5

How likely are you to participate in sustainability related events or activities?



Your community is not familiar with Western's current sustainability and climate efforts.

Question 6

How familiar are you with Western's sustainability and climate goals?

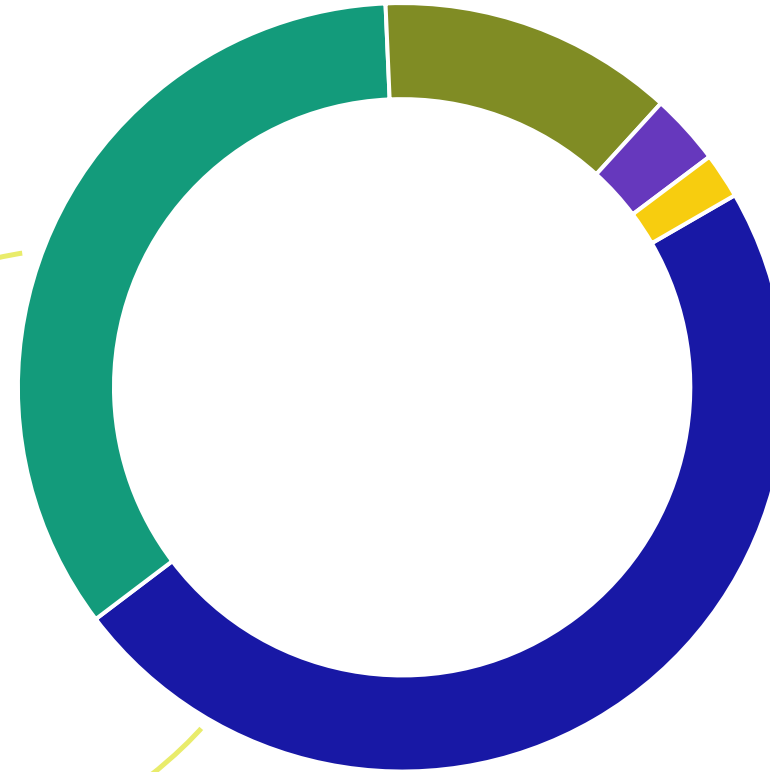


You have a community that overwhelmingly wants to see action.

Question 7

How important is it for Western to take action on climate change and sustainability?

83%

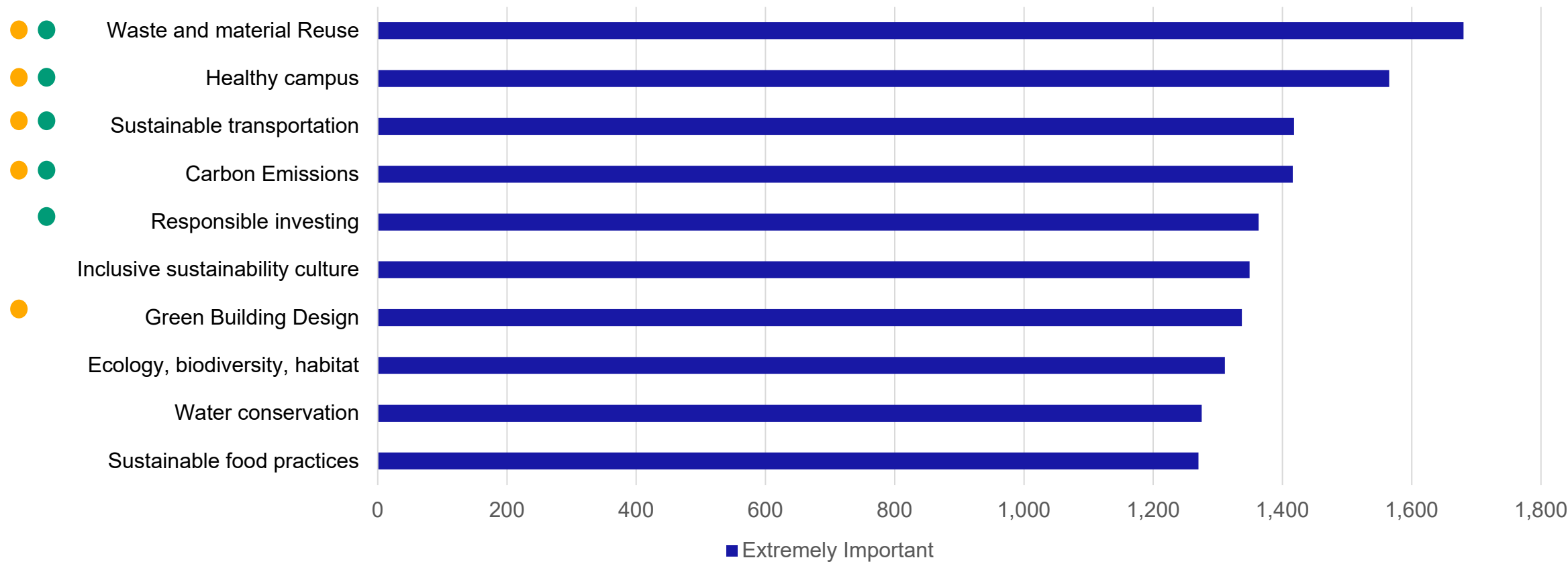


- Extremely important
- Very important
- Moderately important
- Slightly important
- Not at all important

What is extremely important?

Question 8

In your opinion, how important is it for Western’s Climate and Sustainability plan to prioritize (top 10):



● Student top 5

● Faculty and staff top 5

On Being Bold

Inspiring climate action
and sustainability

Join the
Conversation!



Emilie Kalaydjian



Dr. Nicole Redvers



Dr. Jason F. McLennan

Keynote speaker and
panel discussion



Moderated by:
Kathy Wardle



Dr. Paul Mensink



Heather Hyde

Monday, January 20
3pm-5pm
McKellar Room, UCC



Activity 1 - Explore

Objective	Instructions	Notes
1. Review the project goals and objectives.	Read the project goals and objectives carefully.	
2. Identify the key stakeholders and their interests.	Identify the key stakeholders and their interests.	
3. Brainstorm ideas for achieving the project goals.	Brainstorm ideas for achieving the project goals.	
4. Prioritize the ideas based on their feasibility and impact.	Prioritize the ideas based on their feasibility and impact.	

Climate Sustainability

Visioning Workshop —January 21st, 2025



Reconciliation

Learning from Indigenous worldviews to recognize and clearly see our place as one part of a larger system. We are literally the lakes that we drink from.

Learn from the past and look to Indigenous knowledge for a better path forward.



Culture

This strategy is an opportunity to create solutions from a place of love, regeneration, and reciprocity instead of from a place of fear and angst.

Collective responsibility for environmental action and a commitment to regenerating the land.



Creating a healthy campus for all

A healthy campus encompasses the mental health of our community and specifically students who are experiencing climate anxiety.



Planetary Health

We are a part of nature. Reconnect to climate and sustainability through lessons from the land, instead of from a solely technocratic and mechanistic point of view. Focus on climate action that includes biodiversity and regeneration of natural systems.



Exercise our maximum leverage to do maximum good

One clear example we heard was our procurement power as a university and as a sector. This speaks to our responsibility and opportunity to impact change as an institution.

Recognition of accountability to each other and to future generations.



Campaign of awareness

We need to clearly communicate campus sustainability initiatives with our community to raise awareness of the work that is going on. This will support us in creating the culture of sustainability that we envision and emphasize the need for collective responsibility.



Interdisciplinary collaboration

Climate and sustainability are complex issues interconnected with social inequities, and Western is uniquely positioned to support interdisciplinary collaboration.

Interdisciplinary solutions are needed and they must come out of collaboration and partnerships internally and externally.



Comprehensive Strategy

While some issues are rising to the top, we will take a holistic approach to make sure the strategy recognizes sustainability as the complex issue that it is.

Structure of the Strategy

THE WHY - PHILOSOPHY

VISION

The aspirational description of a future state. A guiding star for decisions.



VALUES

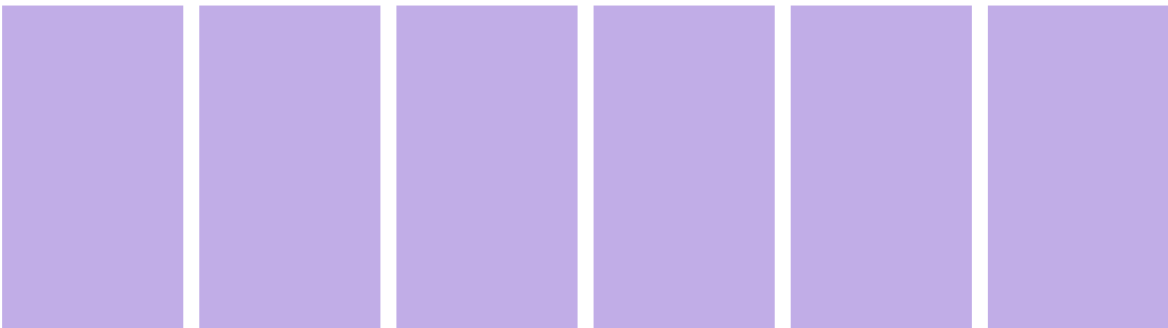
Values are the core beliefs that guide the behaviour , decisions, and actions of an organization.

They help define culture and provide a framework for consistent decision making.



GUIDING PRINCIPLES

Guiding principles offer practical guidance and empower individuals to make decisions independently while staying aligned with the vision, especially when choices involve trade -offs or competing priorities.



Structure of the Strategy

THE WHAT- OUTCOMES

PILLARS

Pillars are the areas where the University has the greatest potential to drive positive impact.



AMBITIONS

Ambitions are the most promising opportunities within that pillar.

Ambitions are forward thinking and may evolve over a longer time horizon.



ACTIONS

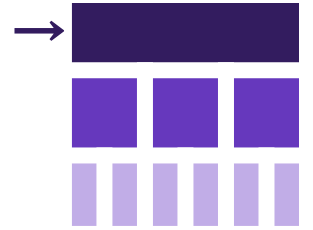
Actions are the most critical and immediate steps that need to be taken to achieve a specific ambition. They include timelines, responsibilities, and clear definitions of what success looks like and how it will be measured.

Action plans will be developed following the Strategy and will detail the ambitions stated in the strategy will be achieved.

HOW



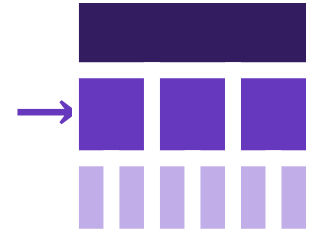
Draft Vision



LOADING



Draft Values



Agency

We embrace our role as catalysts for positive transformation. We accept our responsibility as agents of change and recognize that our individual and collective actions can help shape a better future for all.

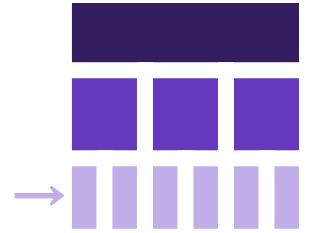
Planetary Health

We recognize that human health and the health of our planet are inextricably linked, and that our world depends on the health of all species, thriving natural systems, and the responsible stewardship of Mother Earth .

Connection

We learn from the past to create more inclusive ways to connect with nature, all species, and each other.

Draft Guiding Principles



Bold

Lead with heart, respect, empathy, and humility. Uplift curiosity and support courageous and transformative ideas.

Stewardship

Consider all living species and engage with the land in ways that honours future generations and advances reconciliation with Indigenous Peoples and lands.

Purposeful

Favour deliberate action and clear outcomes that align with other Western Strategies to advance our climate and sustainability priorities.

Holistic

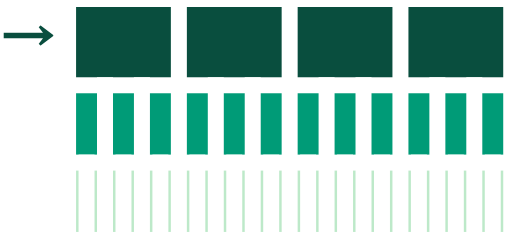
By nature, universities are home to a wide range of experiences, ideas, and knowledge. Apply systems thinking so that sustainability is embedded in all facets of the University.

Interdisciplinary

Nurture internal partnerships, prioritize interdisciplinary collaboration, encourage diverse voices to engage the world and do maximum good.

Partnership (Collaborative)

Pursue, expand, and leverage external partnerships as they are vital to achieving greater impact and a more sustainable future.



Sustainable
Campus

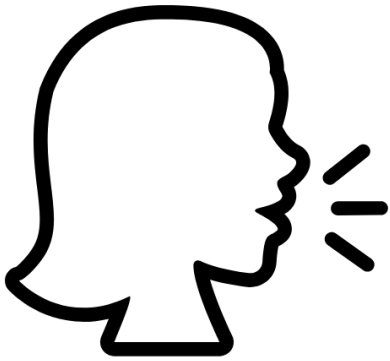
Connection
with the Land

Healthy
Community

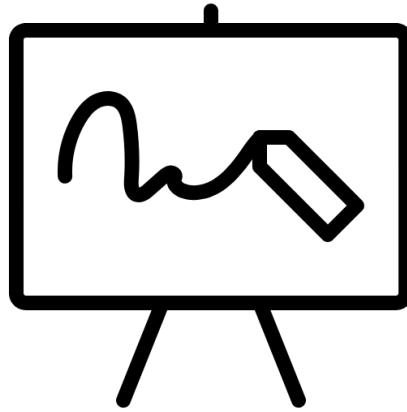
Education

Research

Ways to Contribute



Speak up



Whiteboard



Zoom Q&A

Sustainable Campus

Operations

Waste

Emissions

Procurement

Green buildings

Support active transportation



Connection with the Land

Improve ecological health and
biodiversity

Protect all species, waters, and lands

Improve resilience to climate events

Establish a more respectful and
reciprocal relationship with the land

Bring together traditional knowledge
and expertise in ecology to care for
the campus



Healthy Community

Thrive through belonging

Heal internal connections

Address mental health and climate
anxiety

Support mental and physical health
through connections to nature



Education

Empower future leaders

Promote teaching and learning for a sustainable future

Enrich the student experience by expanding sustainability resources and engagement opportunities inside and outside the classroom



Research

Stimulate research, scholarship, and creative activity related to sustainability

Advance climate change and sustainability knowledge to meet some of our most pressing challenges



Next Steps and Closing Remarks

→
Visioning Workshop

