



Power To Be

EVERYONE BELONGS IN NATURE

| | |
|----------------------------|---------------------------------|
| Plan | Power To Be Sustainability Plan |
| Plan type | Organisation |
| Organisation | Power To Be |
| Administrator name | Power To Be Sustainability Team |
| Administrator email | info@powertobe.ca |
| Owner email | ahawes@powertobe.ca |
| Date created | February 2021 |

Power To Be wishes to acknowledge the many staff and members of the community who contributed to the development of our One Planet Action Plan. We would like to express our sincere gratitude to Jason Oliver, in particular, whose leadership and initiative introduced us to the One Planet Saanich community and started Power To Be on this journey.

We would also like to acknowledge with respect the Coast Salish people on whose traditional lands and waterways we live, learn, and play.



1. Health and Happiness



Outcomes

| Name | Details |
|---|---------|
| Staff are happy, healthy, and safe at work | |
| Participants and volunteers feel happy, healthy, and safe on program | |
| Staff and volunteers feel their actions are supporting the health and happiness of others | |



Actions

| Name | Details |
|---|---|
| Programs are designed with safety and enjoyment in mind | Staff are encouraged to use their “conservative voice” and gauge participant/volunteer comfort, safety, and happiness throughout programs. This includes COVID-19 considerations. |
| Internal systems established to support the wellbeing of staff and volunteers | This includes Health & Safety Committee, Engagement Committee, and a dedicated People & Culture department. This also includes our employee Health Benefits plan and Care/Vacation time approach. |



Indicators

| Name | Details |
|--|---|
| Staff and volunteer engagement surveys | Intentional data gathering that informs on staff and volunteer engagement, happiness, and health. Collection and analysis lead by Volunteer & Impact Lead in collaboration with the People & Culture team and Leadership team. First year of One Planet petal reporting will inform benchmarks. |

Participant Theory of Change evaluation

Intentional, ongoing data gathering that informs on participant satisfaction. Collection and analysis lead by Volunteer & Impact Lead in collaboration with Program Staff. First year of One Planet petal reporting will inform benchmarks.

Staff and volunteer retention

Staff and volunteer retention tracked with People & Culture team. Exit interviews inform areas of success and need for improvement. First year of One Planet petal reporting will inform benchmarks.



2. Equity and Local Economy



Outcomes

| Name | Details |
|---|---|
| Foster a culture of inclusion and diversity | Our place of work and services embody inclusion in all aspects. |
| Support local prosperity | Support local suppliers where possible, partner with communities and like-minded organizations. |
| Everyone has access to nature | We support this by removing barriers such as cost, access to equipment, knowledge, transportation, and other identified barriers. |



Actions

| Name | Details |
|--------------------------------------|--|
| Active Diversity Task Force | <i>Power To Be</i> has an internal committee focused on improving Diversity, Equity and Inclusion throughout the organization and through our services. |
| Advocate for inclusion and diversity | Through education and influence with other organizations and communities. |
| Program subsidies | 100% of our programs are subsidized to reduce costs for participants. Additionally, we have a bursary to assist with any remaining financial barrier to participation. |

Our Basecamp facility at Prospect Lake will strive for an inclusive Universal Design

With guidance from the Rick Hansen Foundation.

Indicators

| Name | Details |
|--|---|
| <i>Power To Be</i> infrastructure is accessible to everyone | This will be validated by persons with lived experiences – measured through our participant, staff and community member’s experiences and their feedback directly to staff and through our Theory of Change evaluation. |
| Audit of gear and food procurement | Sustainability Committee to engage appropriate staff to support conduction of audit with possible volunteer help. Audit will inform benchmark for future reports. |
| Maintained or increased positive ratings for ‘Inclusion Movement’ and ‘Sense of Belonging’ outcomes of Theory of Change evaluation | Inclusion movement and Sense of Belonging outcomes. Collection and analysis lead by Volunteer & Impact Lead in collaboration with Program Staff. First year of One Planet petal reporting will inform benchmarks. |



3. Culture and Community

Outcomes

| Name | Details |
|---|--|
| Culture of sustainability | Our impact on the environment is considered in our organizational decisions. |
| Sense of community | We foster a sense of belonging in our workplace, the services we provide, and throughout the community. |
| Everyone feels that they belong in nature | We continue to move the notion through our community and spheres of influence that Everyone Belongs in Nature. |



Actions

| Name | Details |
|---|--|
| Create welcoming and inclusive spaces | This is seen in our opening circles, land and waterway acknowledgments and our participant-centred approach to decision making, which is built into practices across the organization. |
| Active Sustainability Committee | Sustainability Committee members act as champions throughout all departments to bring a sustainability lens in organizational decision-making. |
| Challenge our event sponsors to meet sustainability standards | Take a critical eye to the event swag, food, drink etc. that accompanies our events. |
| Celebrate our sustainability wins to inspire and engage staff and community | By better tracking, reporting, and communicating both internally and externally. |
| Deepen our work in supporting reconciliation | Continue to increase relationships with local indigenous communities. Lead by example with land and waterway acknowledgments in all programs, meetings, and events. |



Indicators

| Name | Details |
|--|---|
| Maintained or increased positive ratings for 'Inclusion Movement' and 'Sense of Belonging' outcomes of Theory of Change evaluation | Inclusion movement and Sense of Belonging outcomes. Collection and analysis lead by Volunteer & Impact Lead in collaboration with Program Staff. First year of One Planet petal reporting will inform benchmarks. |
| Completion of Totem project at our Prospect Lake site | We are working with three local nations on the design and construction of totem poles for our Basecamp. |
| Staff are connected to and are able to speak to <i>Power To Be's</i> sustainability initiatives and achievements | Updates provided in weekly staff email, and questions brought to Sustainability Committee. Information continues to drive change in the organization. |



4. Land and Nature



Outcomes

| Name | Details |
|---------------------------|---|
| Provide access to nature | Nature acts as a co-facilitator to our programs, and time spent in nature is valued in our workspace. |
| Environmental stewardship | We demonstrate care for the environment and teach others to do the same. |



Actions

| Name | Details |
|---|--|
| Include environmental stewardship and nature access in programs | Leave No Trace, seasonal patterns of ecosystems, natural habitats of wildlife, impact on site, and restoration projects are considered, taught, or embedded in programs. |
| Staff “Give Back” days | Yearly (minimum) staff days to support environmental initiatives. |
| Volunteer and corporate work parties | We host opportunities for others to support environmental initiatives with the hope of creating greater impact and social change within our community. |
| Catalyst for Good initiatives | Continue to seek additional opportunities that support positive social change and sustainability within our community. Past examples include the Get Growing project, and BC Park & BC foundation partnership. |
| Invite key organizations or knowledge holders to support with protecting site wildlife and biodiversity | Support the establishment of bat boxes, turtle logs, swallow habitat, owl habitat etc. |
| Land conservation | Allocate a percentage of the Prospect Lake property to be left as an undisturbed, naturally intact habitat. |



Indicators

| Name | Details |
|--|---|
| Maintained or increased positive ratings for 'Nature Access' and 'Environmental Stewardship' outcomes of Theory of Change evaluation | Inclusion movement and Sense of Belonging outcomes. Collection and analysis lead by Volunteer & Impact Lead in collaboration with Program Staff. First year of One Planet petal reporting will inform benchmarks. |
| Increased tracking and reporting on restoration projects | While working with partners such as HAT, the Facilities and Assets department will be responsible for supporting the tracking of these projects. Other departments such as the Impact team and Advancement will support with reporting needs. |



5. Sustainable Water



Outcomes

| Name | Details |
|--|--|
| Healthy water system | Consideration of what products we purchase and discard throughout all areas of the organization. |
| Watershed at our Prospect Lake site is healthy | Working with partners, we contribute to the health of the watershed of our Basecamp. |



Actions

| Name | Details |
|---|--|
| Work with community partners to learn about the watershed and actively support the preservation of the area | Work with like-minded organizations, municipal experts, and local residents. |
| Use of vessels powered by non-combustion engines on Prospect Lake | We will continue our commitment to not use fossil fuel-powered engines on Prospect Lake. |
| Take direct green action to protect our watershed | Site includes stormwater management, rain gardens, and drought resistant landscaping. |

Reduce irrigation use on the site

Reduction by approximately 90% of the previous water use when the site was an active golf course. Upgraded water pump to be more energy efficient.

Continue respecting and regulating the health of riparian habitat on our site

This includes increased education to our staff team, so that they are empowered to teach and monitor while on program.



Indicators

| Name | Details |
|--|--|
| Specialist partners provide updates of results based on collaborative work | This includes the Capital Regional District checks and reports. Maintain committeeship on the Prospect Lake Preservation Society. Active participation in supporting the health of Prospect Lake, such as monitoring dissolved oxygen levels – Jason Cole (OHS committee). |
| Increased visual indicators of biodiversity and health in the waterways | Past work with Environmental Dynamics Inc. provided an inventory of key species at our Prospect Lake site. The goal is to repeat this inventory on a regular basis (every 2-3 years) to monitor species fluctuations on the site. Additional monitoring may be incorporated into programming activities. Key species include fish, frogs, crayfish, and turtles. |
| Well at our Prospect Lake site continues to be potable | Facilities & Assets team checking on a biweekly basis as required by the local health authority. Any significant changes will be reported to the Sustainability Committee. |
| Audit of products used across the organization | Sustainability Committee to engage appropriate staff to support conduction of audit with possible volunteer help. Audit will inform benchmark for future reports. |



6. Local and Sustainable Food



Outcomes

| Name | Details |
|--------------------------|---|
| Food education | We promote and educate our participants on healthy eating. |
| Procure sustainable food | Procure food from local suppliers when possible, re-evaluate how we purchase food (bulk purchases). |



Actions

| Name | Details |
|---|---|
| Explore building relationships with local farmers to help procurement of sustainable food | For consumption onsite as well as program expeditions and overnights. |
| Explore possibility of having a garden at our Prospect Lake site | This would be on a small scale and utilized as an educational tool. |
| Look at native plant landscaping for pollinators and the possibility of edible plants | Work with experts and One Planet Saanich stakeholders. |



Indicators

| Name | Details |
|--|---|
| Audit of food provided to participants shows high percentage of local and unprocessed food | Sustainability Committee to engage appropriate staff to support conduction of audit with possible volunteer help. Audit will inform benchmark for future reports. |



7. Travel and Transport



Outcomes

| Name | Details |
|---|---|
| Culture of sustainable travel practices | Environmental impacts of travel are considered for programs, staff meetings and commutes. |



Actions

| Name | Details |
|---|---|
| Create transportation action plan | Develop a plan for post-COVID transportation to our Prospect Lake site for staff, participants, and visitors coming to Basecamp. |
| Establish a plan for upgrading our fleet to more efficient vehicles | This will be a phased approach, moving from newer, more fuel-efficient vehicles to exploring electric vehicle (EV) options when viable. |
| Set up EV charging stations at our Prospect Lake site | Basecamp will have three EV stations serving up to six vehicles at one time. |
| Localizing approach to programs | Reduce travel times by offering programs at more centralized locations. |
| Continue offering centralized pick-up locations for participants | Reduce overall program emissions and well as traffic on residential roads. |
| Work from home options for staff | By offering a hybrid work environment, staff travel is drastically reduced. |



Indicators

| Name | Details |
|----------------------------------|--|
| Milage accrued on fleet vehicles | Tracking will be completed through quarterly site inspections done on behalf of the OHS Committee. Milage accrual can then be compared over the years. |

Car charge records

Once EV stations are established, review of trends observed through EV station use and data captured.

Gas consumption

Sustainability Committee responsible for collecting gas consumption numbers from the Finance department for comparison and review.

Track energy created at Basecamp

Once completed, we aim to track the energy created at Basecamp as per Living Building Challenge requirements.



8. Materials and Products



Outcomes

Name

Details

Environmentally responsible Procurement Plan for all *Power To Be* sites

Create standards across organization that is accessible to all staff.

Basecamp is built and designed with environmentally minded materials

Decisions will be based on the lifespan of materials utilized while keeping longevity and safety in mind.

Share resources with our community at large

Gear, knowledge, access to sites, etc.



Actions

Name

Details

Donate products, items, or gently used gear we no longer use

Support other organizations by sharing our gear or giving away products/materials that is no longer in use.

Build products to have multiple uses

Sourcing or building products that can be reused, repaired, or repurposed.

Develop sustainability-minded procurement questions to consider prior to purchase

3-4 questions for all staff to consider before making a purchase or decision that may impact the environment.

Take advantage of opportunities to use recycled resources for site development – “second life”

We aim to re-locate a building from a community member to be used at our Prospect Lake site. We will reallocate materials from the demolition of the old clubhouse when possible (repurposed the rubber mats).

Reusable personal protection equipment

Provide all staff with reusable and locally made masks.

Indicators

| Name | Details |
|--|---|
| Audit of purchases across organization (including office supplies, store products, shipping material etc.) | Sustainability Committee to engage appropriate staff to support conduction of audit with possible volunteer help. Audit will inform benchmark for future reports. |
| Track retention and waste diversion of gear and equipment | Review lifespan of gear and how much is donated once we are finished with it. Gear Lead provides report to the Sustainability Committee. We aim to review how the care of our gear leads to its increased lifespan. |

9. Zero Waste

Outcomes

| Name | Details |
|--------------|--|
| Reduce waste | Considered in all organizational areas including events, programs, systems, promotion, and the <i>Power To Be</i> store. |

Actions

| Name | Details |
|--|---|
| Challenge event sponsors to provide sustainable alternatives | Reduce our consumption of single use items. |
| Digitize our systems | Go paperless when possible (forms, files, “thank you” cards etc.). |
| Explore better food waste diversion | Buy less, composting, sorting of recycling, using leftover food, etc. |

Resource products from community in place of buying new

Sourcing gently used gear, office equipment, etc. when possible.

Provide education around waste production and recycling in programs

Demonstrate waste management and diversion as well as Leave No Trace principles.

Reduce packaging needed for program food preparation

Working within Food Safe regulations, seek solutions to decrease packaging use for expedition food preparation.



Indicators

| Name | Details |
|--|---|
| Waste/Recycling statistics from reFUSE | Facilities and Assets team to follow trends and complete reports for the Sustainability Committee. |
| Audit of online store products and shipping material | Sustainability Committee to engage appropriate staff to support conduction of audit with possible volunteer help. Audit will inform benchmark for future reports. |



10. Zero Carbon Energy



Outcomes

| Name | Details |
|--|--|
| Basecamp hub and buildings are striving for net zero | Once established, our Basecamp facility's system will be scalable, such as adding future solar panels. |
| All locations are as energy efficient as possible | Taking into consideration rental space restrictions and limitations in North Vancouver. |



Actions

| Name | Details |
|--|--|
| Address the temperature challenges of the North Vancouver office | Explores options for dealing with North Vancouver's office temperature issues to improve efficiencies. |

Basecamp to use geothermal processes as well as solar panels, and has been designed to have a profile which will reduce its energy draw

System scalable as processes come online, and more viable options become available in the future.

Continue using electric Toro vehicle for site maintenance

As opposed to fossil fuel powered vehicles, when possible.

Achievement of Petal Certification under the Living Building Challenge

Driven by the Facilities and Assets department in conjunction with the Leadership Team.



Indicators

Name

Details

Monitor hydro use

Sustainability Committee to connect with the Finance department for a summary of hydro usage on a bi-annual or annual basis.

Explore electric options for future tool and machine purchases

Retiring older tools and equipment and replacing them with newer, lower emission options and/or battery powered when viable.