

CLIMATE & SUSTAINABILITY ANNUAL REPORT 2021-2022



September 2021 - August 2022

INTRODUCTION

The Climate & Sustainability Annual Report examines achievements, initiatives, and other sustainability-related activities that the McGill community accomplished during the 2021-2022 academic year. These highlights are presented in relation to the eight categories identified in the McGill University Climate & Sustainability Strategy 2020-2025:

- Research & Education
- Buildings & Utilities
 Waste Management
- Travel & Commuting
- Food Systems
- 🖲 Procurement
- Landscapes & Ecosystems, and
- 🧐 Community Building

Each category section provides an overview of key accomplishments related to the topic area. Accomplishments related directly to strategy actions are denoted with a small category icon (see icons above). Additionally, a bar indicating strategy category implementation progress¹, several key facts and metrics for the academic year (AY), fiscal year (FY) or calendar year (CY)², as well as related United Nations Sustainable Development Goals (SDGs) are provided for each section.

To provide a more complete portrait of the University's efforts, the Climate & Sustainability Annual Report also provides an overview of the University's flagship Sustainability Projects Fund (SPF), an update on key performance indicators, challenges and opportunities, as well as a look forward at the next academic year.

The successes described within this report reflect the efforts made by many faculties, units, groups and individuals across the McGill community.

¹The percentage of category progress is calculated based on the level of implementation of each action. Actions categorized as ongoing were not assigned a percentage and were therefore not considered when averaging the degree of completion for the overall category. ² Figures in the At-A-Glace sections are for AY2021-2022 or as of August 2022 unless indicated otherwise.

03 RESEARCH & EDUCATION

05

BUILDINGS & UTILITIES

07

WASTE MANAGEMENT

09

TRAVEL & COMMUTING

11

FOOD SYSTEMS

13

PROCUREMENT

15

LANDSCAPES & ECOSYSTEMS

17

COMMUNITY BUILDING

19

SUSTAINABILITY PROJECTS FUND

21

KEY PERFORMANCE INDICATORS

22

CHALLENGES & OPPORTUNITIES

23

LOOKING FORWARD

24

SUSTAINABILITY PARTNERS

25 OFFICE OF SUSTAINABILITY



By 2025, identify strategies to increase learning and research opportunities in sustainability.

RESEARCH & EDUCATION

KEY ACCOMPLISHMENTS

FSCI 198: Climate Crisis and Climate Actions, a new undergraduate course open to students of all faculties, has been developed over the past year and will launch in Fall 2022. The course features multidisciplinary team of instructors who will present diverse perspectives on the scientific and social dimensions of climate change.

McGill announced the establishment of a **Chair in Architecture, Energy, and Environment** in the Peter Guo-hua Fu School of Architecture, supported by over **\$6 million** in funding and in-kind contributions. The Chair is funded by the NSERC Alliance program—the largest grant awarded in Quebec—with primary support from Hydro-Québec and the Quebec Ministry of Energy and Natural Resources.

Co-leads of the Adapting Urban Environments research theme in the McGill Sustainability Systems Initiative (MSSI) publicly launched **"Sus," an online platform designed to make sustainability data more accessible** and encourage greater reflection on urban sustainability challenges.

The Bieler School of Environment created a new program for undergraduate research: the Bieler Undergraduate Research Award (BURA). The **nine inaugural recipients** engaged in 16 weeks of full-time research under the supervision of a Bieler School Professor or Associate Member, while receiving \$7,500 in financial support.

With support from the Office of the Principal, the University hired a new Sustainability Officer to support sustainability research and education. The role of this position is to focus on supporting and expanding sustainability-related teaching and learning opportunities at the University.



57% IMPLEMENTED

34% since 2020-2021

RESEARCH & EDUCATION AT-A-GLANCE

\$361,000 awarded by the McGill Sustainability Systems Initiative





79% of Academic Departments with Sustainability Course Offerings





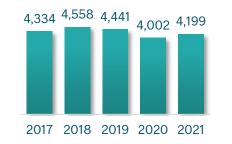
34%

of Students Graduated from Programs Requiring an Understanding of Sustainability in AY2020-21

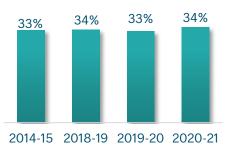
KEY METRICS



NSERC, SSHRC, FRQNT, and FRQSC* Funding Allotted to Sustainability Research (FY2021)



Number of SDG-Related Research Publications by Calendar Year



% of Students Graduating from Programs that Require an Understanding of the Concept of Sustainability by Academic Year

RELATED SDGS







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16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS
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*Natural Sciences and Engineering Research Council; Social Sciences and Humanities Research Council; Fonds de recherche du Québec -Nature et Technologies; Fonds de recherche du Québec - Société et Culture



By 2025, increase the environmental performance of buildings while reducing their carbon footprint.

BUILDINGS & UTILITIES

KEY ACCOMPLISHMENTS

- The Donald E. Armstrong Building, which houses the Desautels Faculty of Management's master's programs, was granted **LEED Silver certification** following a major renovation completed in 2017. The renovation of the existing building contributed to the project's low environmental impact, in addition to the use of recycled content in building materials and energy efficiency measures put in place.
 - In June 2022, the provincial government **authorized the** *Dossier d'affaires* for the New Vic project, which will house a multidisciplinary research and learning centre for sustainability systems and public policy. The building is expected to be LEED[®] Gold-certified, and will create new green spaces on the mountain that all Montrealers will be able to enjoy.

The University met its carbon reduction target for 2021, reaching a net total of **38,907 tCO₂e.** This achievement is due in part to significant decreases in university-related air travel and commuting as a result of the pandemic, and smart energy grids becoming active, despite an increase in natural gas consumption due to elevated ventilation rates to limit COVID-19 transmission.

Two projects to replace the **natural gas boiler with an electric boiler** and install **heat recovery equipment** at the downtown Powerhouse continue to be under construction. Major equipment deliveries are expected for Fall 2022, and operation is anticipated to begin in Spring 2023.

BUILDINGS & UTILITIES

CLIMATE & SUSTAINABILITY STRATEGY 2020-2025 IMPLEMENTATION PROGRESS

48% IMPLEMENTED

23% since 2020-2021

BUILDINGS & UTILITIES AT-A-GLANCE



-29% in Institutional Greenhouse Gas Emissions between 2015 and 2021



15 Buildings Targeted for LEED[®] Certification including 6 for LEED[®] Gold



0.9 tCO₂e Building-Related Emissions per FTE Student in AY2020-21



-9,000 tCO₂e

Expected Reductions from the Boiler Replacement and Heat Recovery Project in CY2023

KEY METRICS



Building-related GHG emissions per Full-time Equivalent Student by Academic Year



In the downtown powerhouse, construction is underway to electrify a natural gas boiler, which is anticipated to come online in 2023.





RELATED SDGS









By 2025, expand reuse, recycling, and composting efforts to increase the University's waste diversion rate.



KEY ACCOMPLISHMENTS

- In line with its target to become a zero-waste campus by 2035, McGill expanded organic waste collection by bringing **compost collection services to 27 major academic buildings** across the downtown and Macdonald campuses.
- Additionally, **200 new multi-stream waste sorting stations** were installed on both the downtown and Macdonald campuses in 2021-2022. This brings the total number of bins installed over the past two academic years to **713.** This project received funding support from Facilities Management and Ancillary Services, and the SPF.
- A new Zero-Waste Ambassador program was launched in March 2022.
 13 student volunteers were recruited to communicate waste initiatives, educate the McGill community about waste sorting on campus, and act as a visible resource on zero-waste for the community. In just under 2 months, the Ambassadors conducted 28 hours of tabling over 2 weeks and had over 200 interactions on campus.

In Winter 2022, 133 bags of waste from standardized waste bins in 6 buildings were audited over the course of 3 days. The audit found that the percentage of organic waste found in the landfill was **28%**, **down from 47%** recorded in a 2018 audit. This is likely due to the expansion of organic waste collection.



60% IMPLEMENTED

37% since 2020-2021

WASTE MANAGEMENT AT-A-GLANCE



13 Student Zero-Waste Ambassadors Recruited



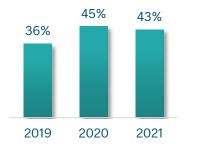
200+ New Multi-stream Waste Sorting Stations Installed



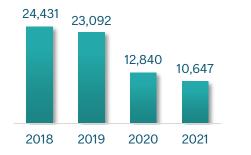
43% of McGill's Waste was Diverted from the Landfill in CY2021

56% Decrease in McGill-branded Paper Products from 2018 to 2021

KEY METRICS



% of Compost & Recycling Waste Diverted from the Landfill by Calendar Year*



Kilograms of McGill-branded Paper Products produced by Calendar Year



Floor decals and posters were added to raise visibility of the newly installed multi-stream waste sorting stations.

RELATED SDGS









By 2025, develop initiatives to reduce the carbon footprint of commuting activities, directly funded air travel, and McGill's fleet of vehicles.



TRAVEL & COMMUTING

KEY ACCOMPLISHMENTS

- McGill's partnership with Emberá Indigenous communities in Panama continued throughout 2021-2022 to offset part of the University's air travel and commuting greenhouse gas emissions through reforestation. 16,500 more trees were planted in 2022, bringing the total trees planted over the past three years to 44,500.
- A Bike Infrastructure Working Group prepared a needs assessment and corresponding strategy to increase cycling infrastructure on the downtown and Macdonald campuses. Over \$400,000 in SPF funding has been earmarked for new bike shelters, racks, and repair stations. Master of Architecture students will help draft the plans for the bike shelters as part of their final design projects.
- The University released an updated Sustainable Travel Guide, which is designed to provide guidance for McGill students, staff, and faculty on how to factor sustainability into their travel decisions.
- Two projects to help reduce greenhouse gas emissions from travel and commuting were approved for over \$100,000 of SPF funding. One project will improve remote conferencing infrastructure for Communications & External Relations' live events studio, and one will develop a one-year pilot Sustainable Commuting Program to incentivize sustainable modes of commuting at McGill, such as carpooling, biking, and public transit.
- An Electric Vehicle Infrastructure Working Group mapped out sites for 42 additional electric charging heads on the downtown, Macdonald, and Gault campuses and submitted an application for federal funding to support the infrastructure expansion.



55% IMPLEMENTED

> **39%** since 2020-2021

TRAVEL & COMMUTING AT-A-GLANCE

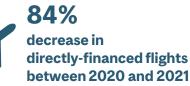


80% of McGillians Chose Sustainable Transit Options in Fall 2021



Heads on our Campuses









Percentage of Electric and Hybrid Vehicles in the McGill Fleet by Calendar Year





An updated Sustainable Travel Guide gives McGillians advice on how to reduce the carbon footprint of commuting and businessrelated travel.

RELATED SD<u>GS</u>



13 CLIMATE



By 2025, enrich sustainable food offerings by promoting local, third-party certified, and plant-based options.

FOOD SYSTEMS

KEY ACCOMPLISHMENTS

Team Miniwaste won the **impact200 Bicentennial Student Sustainability Challenge** in December 2021. The group developed an information-sharing platform that connects small food banks, food donors, and people in need with real-time geographical information on the availability, perishability, type, and quantity of donated food in Montreal.

36 Meatless Mondays were organized in residence dining halls from the end of August 2021 to April 2022. Meatless Mondays include a reduced-price lunch deal to encourage students to eat less meat and reduce the environmental impact of their diet.

As part of the McGill Feeding McGill initiative, the Macdonald Campus Farm provided the downtown campus dining halls with **over 14 tonnes of fresh produce** in 2021, including 1,500 kg of apples, 2,500 kg of onions, and 3,500 kg of tomatoes.

The McGill Farmer's Market, a student-led initiative that distributes fresh and sustainably produced vegetables directly to campus, distributed 237 food baskets and held 10 markets in 2021-22.

Food and Dining Services and Procurement Services improved reporting processes for third-party certified food and beverage purchases and plantbased food purchases. This optimized data collection process collaboration will help with the University's progress towards one of its long-term targets: a **Platinum sustainability rating by 2030.**



29% IMPLEMENTED

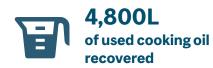
23% since 2020-2021

FOOD SYSTEMS AT-A-GLANCE

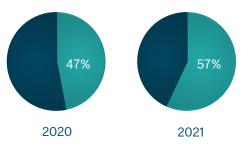




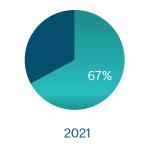




KEY METRICS



% of Local (sourced within 500km) and Third-party Certified* Food Purchased by Contracted Services Only by Calendar year



% of Local (sourced within 500km) and Third-party Certified* Food Purchased by both SHHS and Contracted Services in CY2021



Fields and tunnels with seedlings at the Macdonald Campus.









By 2025, raise awareness on sustainable procurement and contribute to the development of a circular economy.



KEY ACCOMPLISHMENTS

- McGill contributed sustainability criteria to province-wide purchasing contracts, provided training to other institutions, as well as engaged in capacity building with key suppliers. These initiatives leveraged the University's expertise in sustainable procurement to generate broader positive impacts.
- Procurement Services now offers **Indigenous suppliers and partners** the possibility of self-identifying on a voluntary basis. This allows them to be easily found in the McGill Marketplace and benefit from immediate terms of payment.
- There are 63 social economy businesses and 68 Indigenous businesses listed in McGill Marketplace, which is part of a broader procurement initiative to facilitate greater supplier diversity and support the University's Reconciliation efforts.
- Procurement Services is leading the University's **asset management strategy** in collaboration with internal stakeholders. Procedures aiming to optimize the lifecycle management of assets are being developed and rolled out, contributing to the circular economy. These procedures mandate minimum standard requirements for certain assets, internal and external reuse, as well as responsible downstream processing (recycling).
- On an ongoing basis, the Procurement Services team incorporates environmental and social criteria into contracts of all types of goods and services. New sustainability clauses are being developed and tested to support equity, diversity, and inclusion, as well as local benefits.



84% IMPLEMENTED

31% since 2020-2021

PROCUREMENT AT-A-GLANCE



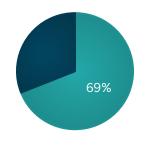
130+ Indigenous and Social Economy Businesses in McGill Marketplace





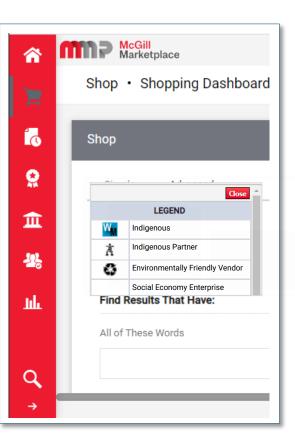


KEY METRICS



% of Contract Spend with Sustainability Elements Included in FY2021 100%

Procurement Services Staff Trained in Sustainable Procurement



McGill Marketplace users can filter and sort by class of suppliers, which includes options such as Indigenous, Environmentally-friendly, and Social Economy Enterprise.





RELATED SDGS

> 8 DECENT WORK AND ECONOMIC GROWTH

> > AND PRODUCTION

13 CLIMATE



By 2025, develop landscaping projects that reduce the heat island effect, increase biodiversity, and foster well-being.

LANDSCAPES & ECOSYSTEMS

KEY ACCOMPLISHMENTS

The Macdonald Campus Tree Planting Initiative, funded by the SPF, resumed in full force in 2021, after being delayed due to the pandemic. Not only did the project leaders meet their goal of planting **200 trees** to celebrate McGill's bicentennial; they also brought together students and staff from both campuses to participate in a fun and educational activity with lasting positive impacts.

The Staff Gardens urban agriculture program returned to campus in Summer 2022, after pivoting to a virtual gardening hub during the pandemic. Over **130 individuals** registered for the summer program, representing 35 units across campus.

- With support from the SPF, a study examining the feasibility of **implementing a green roof** at Solin Hall was completed. Based on the feasibility study, broader guidelines that could be added to the McGill Design Standards to support green roofs are being considered.
- Initial consultations were held with faculty, operational staff, and students from the downtown campus, Gault Nature Reserve, and Macdonald Campus to discuss key components of a **plan to protect biodiversity** at McGill. The plan will be elaborated in the coming year.

LANDSCAPES & ECOSYSTEMS

CLIMATE & SUSTAINABILITY STRATEGY 2020-2025 IMPLEMENTATION PROGRESS

25% IMPLEMENTED

15% since 2020-2021

LANDSCAPES & ECOSYSTEMS AT-A-GLANCE



2,629 tCO₂e sequestered each year by **McGill's forests**



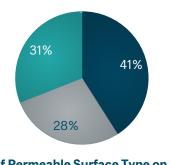
523 m² total area of 11 Urban Agriculture sites on the Downtown Campus





Increase in green space at the Leacock terrace after remodeling

KEY METRICS



- ·			
Bui	d	ings	

Impermeable Ground

Permeable Ground

% of Permeable Surface Type on Downtown Campus CY2021



Students sit on the newly redesigned Leacock Terrace on the downtown campus.



RELATED









By 2025, enhance opportunities for sustainability and well-being initiatives while increasing the representation of past and present communities on the campuses' physical spaces.



COMMUNITY BUILDING

KEY ACCOMPLISHMENTS

McGill's Bicentennial celebrations continued to centre on sustainability with the conclusion of impact200, its Student Sustainability Challenge, and multiple plant giveaways in partnership with the Macdonald Campus Farm and the SPF, during which **over 6 thousand** house plants, flowers, herbs, and vegetable plants were distributed to the McGill community.

The McGill Sustainable Workplace Certification program was recognized with **a Quality and Productivity Award** from the Canadian Association of University Business Officers (CAUBO). The Sustainable Workplace Certification program was recognized for its innovation and impact, as it was revamped over the pandemic to accommodate remote and hybrid work models.

The Sustainability Ambassadors Program was **restructured and expanded for the upcoming 2022-2023 academic year**. Students are now be able to apply to become an ambassador in one of three streams: SPF, Sustainable Events, and Zero-Waste.

In July 2022, the University signed on to the **United Nations-supported Principles for Responsible Investment**, a global network for investors who are committed to integrating environmental, social and governance (ESG) considerations into their investment practices and ownership policies.

In March 2022, McGill participated in Canada's national Sustainable Development Goals conference, **Together | Ensemble**, as part of the University Global Coalition SDG Action and Awareness Week.



70% IMPLEMENTED

54% since 2020-2021

COMMUNITY BUILDING AT-A-GLANCE



360+ **Certified Sustainable Events since 2017**



Staff became Sustainable Workplace Ambassadors





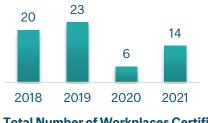
Workplaces Certified Sustainable since 2018



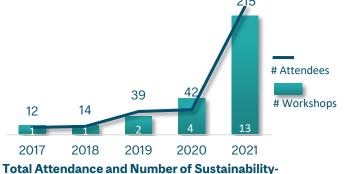
Student Sustainable Event Consultants, Sustainability Ambassadors and Zero-Waste Ambassadors

6 **United Nations Principles for Responsible Investment, of which McGill is a signatory**

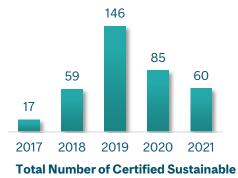
KEY METRICS



Total Number of Workplaces Certified by Calendar Year



related Staff Workshops by Calendar Year



Events by Calendar Year











MANDATE

Build a culture of sustainability on McGill campuses through the development and seed-funding of interdisciplinary projects.



KEY ACCOMPLISHMENTS

The Sustainability Projects Fund (SPF) supported its **300th project**, a Tiny Stream (<\$300) application submitted by the student group, MealCare, to reduce food waste on campus.

The SPF awarded \$400,000—the largest amount to date—to support the project **"Improving McGill's Waste Systems to Achieve Zero-Waste"** to install approximately 230 new indoor and outdoor multi-stream sorting bins across the downtown and Macdonald Campuses, in addition to creating a comprehensive waste education campaign.

The SPF approved a project to create a **Sustainable Lab Certification** for McGill. Throughout the course of the project, 6 pilot labs will be certified through an external agency and best practices from this experience will inform the design of a custom certification program that reflects the McGill context.

Several **Tiny Stream** (under \$300) projects were approved this year, including a clothing swap, Frosh waste reduction projects, a Forest & Nature Workshop Series, as well as a multi-cultural recipe book.

Some key 2021-2022 impacts and outcomes include: **1,200 trees planted**; **36 people trained** on SPF projects; **\$18,000 raised by teams** from other funding sources beyond the SPF; and **over 70 partnerships and collaborations** were developed.

SUSTAINABILITY PROJECTS FUND

SUSTAINABILITY PROJECTS FUND AT-A-GLANCE (FY2022)





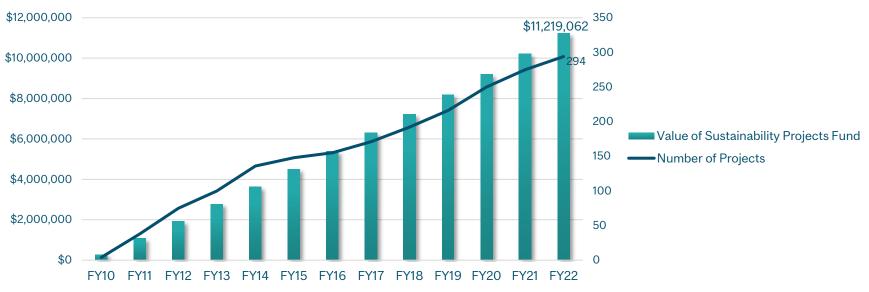








KEY METRICS



Cumulative Value of the Sustainability Projects Fund and Number of Projects Approved by the Sustainability Projects Fund

RELATED SDGS

> 3 GOOD HEALTH AND WELL-BEING

10 REDUCED INEQUALITIES

 $\langle \pm \rangle$

13 CLIMATE ACTION

1

KEY PERFORMANCE INDICATORS

The University tracks several key performance indicators (KPIs) to measure the implementation of the Climate & Sustainability Strategy 2020-2025, as well as its three long-term targets: to attain a platinum sustainability rating by 2030, to become a zero-waste campus by 2035, and to achieve carbon neutrality by 2040. Progress on these KPIs is reported to the Board of Governors on an annual basis.

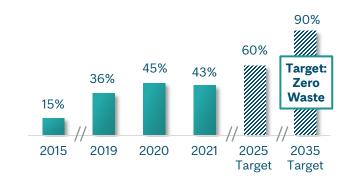
KEY PERFORMANCE INDICATORS



STARS[®] Sustainability Score and Rating by Submission Year¹



Net Tonnes of Institutional Greenhouse Gas Emissions by Calendar Year



% of Waste Diverted from Landfill by Calendar Year²



% Completion of the Climate & Sustainability Strategy 2020-2025 by Academic Year

CHALLENGES & OPPORTUNITIES

Taking stock of evolving conditions and priorities allows the University to refine sustainability efforts in the upcoming year while keeping long-term, ambitious goals in mind. As such, the following potential challenges and opportunities have been identified and will be addressed to ensure the long-term success of sustainability initiatives on McGill's campuses.

CHALLENGES

Ongoing awareness raising

Community participation is critical in gaining and maintaining progress towards a more sustainable campus. An ongoing challenge remains raising awareness among the incoming cohorts of McGillians—both students and staff—about the concept of sustainability and how they can be empowered to take action. Keeping this communication light, engaging, and informative is essential to maintaining engagement on campus.

External supply chain and labour pressures

The impacts of COVID-19 are still felt in strained supply chains, and have had a ripple effect on procurement and construction activities. Limited supplies and delays impact the availability of materials needed to complete sustainability-related projects, and a competitive labour market only exacerbates the issue. When pushing forward sustainability projects, this poses an challenge in implementation, as well as ensuring sustainability remains a priority in an area with many competing interests.

OPPORTUNITIES

Nudging the community into sustainable habits

As students, staff, and faculty return to campus, there are new opportunities to change old habits, particularly in the realms of commuting and waste sorting. The Winter 2022 waste audit illustrated where the most concerted education efforts need to occur.

Renewed desire for engagement

Students, especially those that entered in Fall 2020 and 2021, are seeking to find socially and environmentally impactful engagement opportunities on campus. The restructuring of the Sustainability Ambassadors Program will facilitate increased opportunities. Staff, too, will be looking to reconnect at on-campus activities.

Single-use plastics prohibition regulations

The Federal prohibition on the sale of plastic cutlery, foodservice ware, stir sticks, and straws comes into effect in December 2022. This ban presents an opportunity for McGill to advance toward our goal of diverting 90% of waste away from the landfill by 2035.



Several key sustainability initiatives will take place throughout the 2022-2023 academic year, as the McGill community returns to full inperson activities on campus.

LOOKING FORWARD

MCGILL SUSTAINABLE FUTURES FESTIVAL

The McGill Sustainable Futures Festival is a week-long series of events from September 12-16, 2022 that celebrates the future of sustainability at McGill and beyond. The festival programming includes a tree-giving initiative, a community plant giveaway, a career fair, panel discussions on the commercialization of research and cross-disciplinary research collaborations, a Sustainability Soirée, and the 2022 Catalyst Awards Gala.

SUSTAINABILITY MODULE

In the 2022-2023 academic year, the University will launch Creating a Brighter Future: Sustainability at McGill, an online sustainability module that will provide students with foundational information about sustainability, act as a catalyst for engagement, and foster a culture of sustainability on campus. The module incorporates videos, learning activities, knowledge checks and links to other resources.

SUSTAINABILITY PROJECTS FUND REFERENDUM

Every five years the University holds a referendum to confirm students' willingness to support the Sustainability Projects Fund, which is funded through a student fee of \$0.55 per course credit. The three student societies (SSMU, MCSS, PGSS) must vote to continue the fee. Throughout the upcoming academic year, increased communications and events will aim to inform the community about the SPF's concrete contributions towards building a sustainability culture at the University. This effort will include outdoor signage, class presentations, tabling, workshops, and a Sustainability Soirée in mid-September, which is part of the McGill Sustainable Futures Festival.



Thank you to all of the staff, students, faculty, and alumni who have contributed to advancing sustainability on and beyond McGill's campuses this year.

SUSTAINABILITY PARTNERS

Groups, units, and departments whose efforts have greatly contributed to McGill's sustainability-related achievements include, but are not limited to:

- Bicentennial Planning Office
- Buildings and Grounds
- Campus Planning & Development Office
- Communications and External Relations
- Design Services
- Environmental Health & Safety
- Equity Office
- Faculty Froshes
- Gault Nature Reserve
- Green Labs at McGill
- Indigenous Initiatives
- Human Resources
- Macdonald Campus Sustainability Committee
- McGill Sustainability Systems Initiative
- New Vic Project Office
- Office of the Principal and Vice-Chancellor
- Office of the Provost and Vice-Principal (Academic)
- Office of the Vice-Principal (Administration and Finance)
- Office of the Vice-Principal (Research and Innovation)
- Office of Analysis, Planning, and Budget
- Organizational Development
- Parking & Transportation Services
- Procurement Services
- Redpath Museum
- SDG Student Hub
- Secretariat
- Student Housing & Hospitality Services
- Student Societies (SSMU, MCSS, PGSS)
- Teaching & Learning Services
- Utilities & Energy Management



OFFICE OF SUSTAINABILITY

Transforming McGill into a model of sustainability for society requires the efforts of many. The McGill Office of Sustainability provides the University community with the strategic guidance, support, and resources needed to get us there. In partnership with students, staff, and faculty from across the University, we advance McGill's vision for a sustainable future to bring us closer to achieving our three long-term targets: to attain a platinum sustainability rating by 2030, become zero-waste by 2035, and achieve carbon neutrality by 2040.

Office of Sustainability Staff and Interns

- François Miller, Executive Director
- Krista Houser, Sustainability Manager
- Shona Watt, Sustainability Manager
- Peter Garber, Engagement Coordinator
- Jessica Latus, Sustainability Officer
- Kelsey Litwin, Communications Officer
- Lauren MacDonald, Sustainability Officer
- Karen Oberer, Sustainability Officer
- Divya Sharma, Climate Officer
- Megan Toth, Sustainability Officer
- Barbi Zsigovics, Administrative Assistant
- Siddhi Aubeeluck, Multimedia Intern
- Rosalie Joly-Simard, Waste Education Intern
- Siobhan Mehrotra, Sustainability Certifications Intern
- Lauren Rosenthal, Composting Outreach and Engagement Intern
- Maya Willard-Stepan, Communications Intern
- Geneva Yang, Monitoring & Reporting (SDG) Intern

(as of August 2022)

Past staff and interns whose work is reflected in this report include: Laurie Chan, Zaehen Ghanshani, and Clare Shuley.