

Carbon Neutral Action Report Camosun College

Executive Summary

Camosun College has been including sustainable business practices into the workplace for decades and has strived to expand and improve its practices continually. From recycling and composting, to green cleaning products and practices to biodiesel and electric utility vehicles, Camosun has been using sustainable operating procedures for many years.

The construction of Camosun's latest building, the Pacific Institute for Sport Excellence , at its Interurban Campus is designed to achieve LEED Gold status.

As a Power Smart partner, Camosun has been in partnership with BC Hydro in the development of Camosun's Energy Management project which has just seen the completion of its second year.

Camosun has undertaken a comprehensive energy study of both its Interurban and Lansdowne campuses which has resulted in funding from the Public Sector Energy Conservation Agreement (PSECA) in the amount of \$2.6M for the implementation of the Interurban study. The Lansdowne campus study has been submitted for approval in the second round of PSECA funding. Full implementation of the Interurban Energy study will result in a significant reduction of annual CO2 emissions per year. Implementation of the Lansdowne energy study, if funded, will result in additional reductions of annual CO2 emissions.

In 2008 Camosun introduced an energy awareness program supported through the addition of a part time awareness coordinator. The program engaged students, staff & faculty in conservation awareness and practices through activities such as a turn-it-off campaign, energy contests, lunch & learn sessions and the development of the Camosun energy management web page.

Procurement practices now include energy management and sustainability criteria. A "triple bottom line" evaluation has been introduced into vendor tender/RFP responses.

Involvement from all schools and departments is contributing to the development of a conservation culture at Camosun College. A Transportation and Parking Management project has begun to address sustainability issues in this area.

Objectives

- employee engagement – increasing employee morale, attraction and retention by focusing on urgent public priorities
- financial responsibility – reducing operating costs through energy conservation and behaviour change
- sustainability – balancing economic, social and environmental issues for future generations
- social responsibility – demonstrating leadership and capitalizing on ability to reach community, influence private sector and make transformative changes to how we do business
- promoting healthier communities (active transportation and cleaner air) and workplaces (improved built environments)

Part 1: Actions Taken to Reduce Greenhouse Gas Emissions in 2008

Overview

Actions taken to reduce direct emissions from fuel consumption have included the purchase of electric, diesel and high fuel efficiency vehicles. The Transportation & Parking Management project will encourage use of alternate forms of transportation, improve provisioning of public transit & seek to address transportation issues at Camosun.

Actions taken to reduce direct and indirect emissions by conserving electricity and reducing fuel consumption of buildings have included unplugging and/or decommissioning unused equipment, the launch of an Energy Awareness program, replacing computers, monitors & other equipment with energy star/high efficiency models and the start of a campus wide lighting retrofit at Interurban. In 2008 a comprehensive energy study was completed at Interurban campus and started at Lansdowne campus.

Actions taken to reduce the consumption of paper and other good & services have included the use of 100% recycled paper and increasing the use of on-line activities, green products and procurement of cradle to cradle goods.

Employee engagement activities have included the launch of an Energy Awareness program in 2008, which included contests & pledges. Known facts about climate change have been presented to Senior Management & Executive, to the College at large at its annual President's Connections Day (Sustainability theme in 2008) and have been incorporated into the Awareness Program. The Camosun Energy Management project & Awareness Campaign provided in depth energy opportunity training for maintenance staff and other conservation education has been provided via Lunch & Learn sessions, Intranet & Internet publications, Q&A's on the Camosun Green page and BC Hydro presence/booth at College events. Professional development is supported through staff attendance at BC Hydro Energy Manager forums, Energy Manager Training & Education Series.

Other actions taken to reduce GHG emissions and promote sustainability have included improved/expanded recycling measures and expanded composting, the incorporation of a "triple bottom line" evaluation into vendor tender/RFP responses, and the development of a "ship once" delivery policy between campuses.

1.1 Mobile Fuel Combustion

Action	Action Taken	Outcome/Performance Measure	Notes Clarifying Action Taken
Replaced # of TYPE OF VEHICLE with MORE EFFICIENT VEHICLE/Hybrid	Complete	One of these vehicles was a replacement for a less fuel efficient vehicle resulting in a net reduction in emissions. The electric vehicles are zero emissions vehicles. The diesel truck will operate on bio-diesel.	Purchased 2 electric utility vehicles, diesel powered dump truck and sub-compact pickup style truck
Initiated new fleet maintenance program (could include – changing filters, checking tire pressure, regular check-ups)	Complete	Regularly maintained vehicles operate more efficiently and therefore produce fewer emissions.	Annual vehicle maintained for all Receiving department vehicles
Established anti-idling behaviour change program (e.g. signs, stickers, messages)	Complete	Reduced or no idling results in fewer emissions emitted.	Increased signage at both campuses to discourage/ban truck idling
Encouraged use of public transit/active transportation	In progress		This activity has been encouraged for many years, but will get renewed attention in the Transportation and Parking Management Project currently in the planning stage.

Encouraged alternatives to travel in fleet vehicles – bicycles, scooters, electric carts	Complete		High fuel efficiency and electric golf carts were purchased in 2008 for maintenance, custodial and grounds operations and transportation. Use of bicycles is encouraged with the provision of bicycle racks, shower facilities, and sponsorship of Bike to Work week.
Changed from gas to electric lawn maintenance equipment	Complete	Use of zero emissions electric vehicle instead of a gas vehicle directly reduces emissions.	Purchased electric utility vehicle (Egator) for Grounds department.

1.2 Stationary fuel combustion and electricity

Action	Action Taken	Outcome/Performance Measure	Notes Clarifying Action Taken
Undertaken Monitor turn-off challenge	Complete	Independent surveys of students & staff conducted before and after the launch of the awareness campaign indicate a significant positive impact of awareness activities on their assessment of Camosun as actively promoting energy conservation practices and behaviors. Amongst staff, the energy management program inspired a threefold increase in positive opinion of Camosun as an energy conscious organization.	Awareness program messaging encouraging staff to turn off monitors, FAQ posted on the Intranet & Internet addressing questions about turning off equipment when not in use, Staff encouraged to sign an Energy Pledge to turn off lights, monitors and computers when not in use.
Replaced # computers with EnergyStar models	Complete	This represents replacement of all remaining non-EnergyStar computers.	Replaced approximately 550 (all) computers
Turned off lights in unused rooms	In progress		Awareness program, DDC programming reviews
Replaced other appliances (with EnergyStar rated appliance)	In progress	A total of 33 vending machines were replaced and 11 vending machines removed representing a 100% of machines on campus. All replacements were with EnergyStar models and equipped with additional energy saving devices.	When replacement appliances are purchased Energy Star rated appliances are specified. All vending machines were replaced with Energy Star models and equipped with additional energy savings devices (VendMiser).
Installed multi-function devices (and removed stand-alone printers/faxes)	In progress		All stand alone machines to be replaced with Multi-Function Devices by year end.
Replaced standard bulbs with CFLs	In progress	Maintenance practices ensure that all existing burnt out standard light bulbs are replaced with CFL bulbs	PSECA funded project at Interurban Campus includes a campus wide lighting retrofit. Design has started in 2008 and the retrofit work will be completed in 2009/10.
Installed motion activated lights	In progress		PSECA funded project at Interurban Campus includes a campus wide lighting retrofit. Design has started in 2008 and the retrofit work will be completed in 2009/10.
Undertaken lighting retrofit	In progress	The lighting retrofit will affect every space in every building on the Interurban campus.	PSECA funded project at Interurban Campus includes a campus wide lighting retrofit. Design has started in 2008 and the retrofit work will be completed in 2009/10.

Implemented server virtualization	In progress		Second year of virtualization is just completed. Forty-five College servers are "virtual" on two pieces of hardware. The default for new servers is to virtualized unless specific requirements demand hardware
Unplugged unused equipment	In progress	Equipment left on unnecessarily will be consolidated in a report and shared with contacts (Energy Champions) in the representative areas for follow up, reminder and corrective action.	Redundant stand-by boilers have been turned off and decommissioned. Unplugging equipment has been encouraged through the awareness program and turn if off campaign. Monitoring done via monthly checks of all spaces on after hours energy consumption of equipment left on or plugged in.
Applied for LEED existing building rating	In progress		The construction of Camosun's latest building, the Pacific Institute for Sport Excellence , at its Interurban Campus is designed to achieve LEED Gold status.
Undertaken building energy audit at LOCATION(s)	Complete	The estimated annual savings associated with the successful implementation of this project are nearly \$100,000 in electrical savings, over \$130,000 in natural gas savings and nearly \$35,000 in other savings predominantly related to operational and maintenance costs.	Interurban Campus - a campus wide building energy audit was completed in 2008.

1.3 Supplies

Action	Action Taken	Outcome/Performance Measure	Notes Clarifying Action Taken
Committed to use 30% recycled paper	Complete	All paper used during this time period was 30% recycled paper	used 30% for 15 years up to 2008
Committed to use 100% recycled paper	Complete	All paper used currently is 100% recycled paper.	Using 100% from 2008 to present and into the future.
Initiated automatic double sided printing	In progress		Many machines on campus default to double sided
Committed to hold paperless meetings	In progress		Minutes of some meetings are taken on laptop and distributed electronically.
Developed document library (online and one printed copy) for large documents	In progress		Most large documents are filed electronically
Used collaborative software to edit on-line	In progress		Most editing done online
Re-used non-confidential scrap paper	Complete		All single sided scrap is padded for scratch pads, and used in math and typing classes
Used laptops/tablets	Complete		A program for laptop distribution was implemented by the Information Technology Services department.
Restructured a process to use less paper	In progress		Move to keep files electronically rather than paper.
Actions on non-paper related supplies:	Complete		Use eco-friendly and low VOC chemistry for offset work. Recycle all toner cartridges. All fluorescent lighting tubes are recycled.

Purchased cradle to cradle goods	In Progress		Developing cradle to cradle language for all purchasing solicitation documents
Chose "Green" items from Distribution Centre	In Progress		Working with suppliers to develop "Green" list of office products for users to choose
Encouraged re-use of furniture and equipment	Complete		Opportunities for re-use of existing furniture & equipment are sought prior to purchasing new. Surplus furniture and equipment is redeployed where possible.
1.4 Employee Engagement			
Action	Action Taken	Outcome/Performance Measure	Notes Clarifying Action Taken
Provided climate change education	Complete	An understanding of the overarching global issue of climate change promotes and encourages participation in energy and environmental actions promoted on and off campus.	Climate change has been cited as the greatest challenge facing humanity and is an important driver of the Energy Management project and the Awareness Campaign. The known facts regarding this issue have been highlighted in presentations to Senior Management & Executive , at College Connections day presentations and has been incorporated into the Awareness Program.
Provided conservation education	Complete	Education on conservation provides people with an understanding of the issue and knowledge of available programs encouraging participation. Independent survey research has shown that post-campaign, students and staff were more aware of nearly all aspects of the Camosun College's Energy Management Program. There was a 31.0% increase in student awareness (from 47.4% to 78.4%) and staff awareness more then doubled (from 38.5% to 90.0%)	The BC Hydro sponsored Camosun Energy Management Project as well as the Awareness Campaign provided in depth energy opportunity training for Physical Resources maintenance staff. Other conservation education has been provided via Lunch & Learn sessions, Intranet & Internet publications and Q&A's on the Camosun Green page, BC Hydro presence/booth at Welcome Back week, in education sessions as part of the Sustainability themed Connections Day...
Held contests to change behaviour/make pledges	Complete	Over 100 signed pledge cards were received from staff and students. As a result of student participation in a contest, the powersave mode setting on all public photo copiers were reduced from the 240 minutes default setting to 15 minutes of non-use.	Part of the Awareness campaign: student & staff contests held, students & staff were encouraged to sign a pledge to turn off lights, computers and monitors when not in use.

Held contests/support to generate ideas	Complete	Outstanding Contribution to Energy Conservation Award was awarded to the faculty, staff and students in the Employment Training and Preparation Programs for reducing their energy footprint in Portable A on Interurban campus. Student Get-a-Grip contests were held and rewarded for ideas such as replacing change room shower heads to ultra low flow models. College sponsored student Green Challenge competition resulted in 2008 student winner idea to re-evaluate the current power management strategy and raise awareness	Part of the Awareness campaign: student & staff contests held. Email link provided on energy Management web page for questions, comments and feedback/ideas.
Developed Green Teams	Complete		A number of teams associated with the college's Energy Management Project have been formed: Energy Team - cross College representation to support the goals of the Energy Management project and develop a culture of conservation. Energy Management Steering Committee - an oversight committee to guide the Energy Management Project. Energy Management Team - the team charged with implementing the Energy Management Project. Volunteers to support energy conservation - multiple volunteers (Energy Champions) across the college participate in monitoring energy use in their areas and disseminate energy use information.
Supported Green Teams (resources)	Complete	BC hydro sponsorship of the Camosun Energy Management Project has provided support for the Teams. Executive commitment and support makes energy conservation a strategic objective.	Funding obtained from BC Hydro sponsorship
Supported professional development	Complete	Eight college maintenance staff received two days of energy opportunity training. One college staff members attended a five day energy manager workshop & training session. Several education series have been attended by college staff.	The BC Hydro sponsored Camosun Energy Management Project as well as the Awareness Campaign provided in depth energy opportunity training for Physical Resources maintenance staff. Staff attendance at BC Hydro Energy Manager forums, Energy Manager Training & Education Series.

1.5 Sustainability Actions (others)

Action	Action Taken	Outcome/Performance Measure	Notes Clarifying Action Taken
Took water conservation measures – low flow showers or toilets, fix leaks	In progress		Leaking faucets are tracked in the Work Order system and repaired on an ongoing basis. Low flow shower heads were installed in the change room facilities at both campuses.
Reduced/replaced bottled water with filtered or refrigerated water	In progress		Water filtration system installed on Lansdowne Campus - International Education
Improved recycling measures	In progress		Improved the previously existing recycling program which already included paper, plastics, tin, metal, Styrofoam, batteries, compost & grease by beginning the upgrade of containers & signage college wide.
Supported composting	Complete	Has resulted in the equivalent of 6 - 96 gallon totes of washroom waste diverted from the landfill each week.	Added to previously existing composting of cafeteria waste by including washroom waste (99% paper towels) from the Fisher Building @ Lansdowne campus.
Used re-usable dishes	Complete		Camosun's education programs i.e. Cook Training and Hotel and Restaurant Management Programs both use re-usable dishes. The contracted food service program uses compostable dishes and utensils
Purchased green cleaning products	Complete		In place for many years
Used green (low-e paints)	Complete		In place for many years
Supported sustainable procurement practices	In progress		Incorporated "triple bottom line" evaluation into vendor tender/RFP responses
Adopted low-carbon contracting practices	In progress	The renovation of a loading dock facility at one campus resulted in the ability to ship bookstore materials directly to that campus instead of first to the loading dock facility of the other campus and then transport it between campuses.	Developing a "ship once" delivery policy

Part 2: Plans to Continue Reducing Greenhouse Gas Emissions 2009 -- 2011

Overview

Camosun College continues to improve existing and add additional sustainable business practices into the workplace. Recycling programs have been expanded to include difficult to recycle items such as transparencies, CDs and DVDs. As a result of a student Green Challenge competition the possibility of producing bio-diesel on campus is being investigated, using inputs from campus operations (cafeteria waste oil & grease) for use in Camosun diesel vehicles.

Meeting the requirements for LEED gold status qualification for Camosun's latest building, the Pacific Institute for Sport Excellence, continues in 2009 through such actions as LEED commissioning training for maintenance personnel are the building operators.

As a Power Smart partner, Camosun has recently extended its partnership with BC Hydro in the development of its energy management program by entering into a 3rd consecutive year of the BC Hydro sponsored Energy Manager project. Throughout 2009 and into 2010 Camosun will be taking the next steps in developing its energy management program in the areas of demonstrated leadership commitment, targets and key performance indicators, operating procedures, metering and monitoring and reporting & feedback.

Camosun completed a comprehensive energy study of its second campus (Lansdowne) in 2009 which will form the basis of a proposal that will be completed and submitted this year for funding approval from the Public Sector Energy Conservation Agreement (PSECA) and BC Hydro incentive funding. Future implementation of the Lansdowne energy study, if funded, will result in a significant reduction of CO2 emissions. Energy awareness activities will continue in 2009 and energy management and sustainability criteria in procurement practices will continue to be developed.

Actions to reduce direct emissions from fuel consumption will include future vehicle replacement with purchases of electric, diesel and high fuel efficiency options where practical. The Transportation & Parking Management project will encourage use of alternate forms of transportation and has resulted in the establishment of the Bike to Camosun Network, an initiative aimed at encouraging cycling to work. Camosun has purchased and implemented full videoconferencing capability between campuses to reduce the amount of intercampus travel for meetings.

Planned actions to continue to reduce direct and indirect emissions by conserving electricity and reducing fuel consumption of buildings will include continued replacement of CRT monitors & other equipment with energy star/high efficiency models, the implementation of Faronics power shutdown management software purchased in 2009 and the implementation of the PSECA funded campus wide energy retrofit at Interurban.

Professional development and training will be supported via targeted energy opportunity training for maintenance staff, through staff attendance at BC Hydro Energy Manager forums, Energy Manager Training & Education Series.

2.1 Mobile Fuel Combustion

Action	Action Planned	Outcome/Performance Measure	Notes Clarifying Action Taken	Timeframe
Replace # of TYPE OF VEHICLE with MORE EFFICIENT VEHICLE/Hybrid	Planned		As vehicles wear out, more efficient models will be considered	ongoing
Provide driver training to reduce fuel use	Planned		Will research efficient driving techniques	2009/2010
Initiate new fleet maintenance program (could include – changing filters, checking tire pressure, regular check-ups)	Planned		Possibly expand regular maintenance to include more college owned vehicles RFP) - consider partnering with service centre to offer regular maintenance to staff/faculty (RFP)	
Establish anti-idling behaviour change program (e.g. signs, stickers, messages)	Planned		Increase signage to all relevant areas of parking	
Encourage use of public transit/active transportation	in progress		Camosun has encouraged the use of public/active transportation for many years. A new Transportation and Parking Management Plan will be doing more and setting targets	2009/2010

Encourage alternatives to travel in fleet vehicles – bicycles, scooters, electric carts	in progress	Use of electric golf carts is encouraged at Interurban campus for Custodial, Maintenance & Grounds on-campus travel. Use of bicycles is encouraged with corporate sponsorship of Bike to Work Week and the development of the Bike to Camosun Network.	2009/2010
Change from gas to electric lawn maintenance equipment	In progress	Purchase a second electric utility vehicle (Egator) for Grounds department.	2010
Establish travel reduction goals	In progress	Videoconferencing equipment has been purchased and newly implemented. Its availability will be marketed and its use will be encouraged in 2009.	2009

2.2 Stationary Fuel Combustion (including electricity)

Action	Action Planned	Outcome/Performance Measure	Notes Clarifying Action Taken	Timeframe
Undertake workstation tune-ups to help staff understand what they can do to reduce personal energy use	Planned			
Supply power bars – to turn off power to non-essential items when not in use (e.g. phone chargers)	Planned			
Undertaken Monitor turn-off challenge	In progress		Awareness program messaging encouraging staff to turn off monitors, FAQ posted on the Intranet & Internet addressing questions about turning off equipment when not in use. Staff & students are encouraged to sign an Energy Pledge to turn off lights, monitors and computers when not in use.	2009/2010
Turn off lights in unused rooms	In progress	Estimated total energy savings associated with DDC decommissioning for both campuses is approximately \$43,000 per year.	Awareness program addresses this issue. Direct Digital Control (DDC) programming recommissioning will take place as part of the Interurban campus energy retrofit project and is planned for Lansdowne campus.	2009/2010
Replace other appliances (with EnergyStar rated appliance)	In progress		A College wide contract for multi function printers has been awarded. EnergyStar rated machines have been selected. Replacement will be undertaken in 2009.	2009
Install multi-function devices (and remove stand-alone printers/faxes)	In progress		All Stand alone machines to be replaced with MFDs by year end.	2009
Replace standard bulbs with CFLs	In progress		PSECA funded project at Interurban Campus includes a campus wide lighting retrofit. Design has started in 2008 and the retrofit work will be completed in 2009/10. A campus wide energy study, including lighting, has been completed at Lansdowne Campus and will be submitted for PSECA funding and BC Hydro incentives in 2009.	2009/2010

Install motion activated lights	In progress		PSECA funded project at Interurban Campus includes a campus wide lighting retrofit. Design has started in 2008 and the retrofit work will be completed in 2009/10. A campus wide energy study, including lighting, has been completed at Lansdowne Campus and will be submitted for PSECA funding and BC Hydro incentives in 2009.	2009/2010
Undertake lighting retrofit	In progress		PSECA funded project at Interurban Campus includes a campus wide lighting retrofit. Design has started in 2008 and the retrofit work will be completed in 2009/10. A campus wide energy study, including lighting, has been completed at Lansdowne Campus and will be submitted for PSECA funding and BC Hydro incentives in 2009.	2009/2010
Implement server virtualization	In progress		Second year of virtualization is just completed. Forty-five College servers are "virtual" on two pieces of hardware. The default for new servers is to virtualized unless specific requirements demand hardware	ongoing
Utilize desk-top power management settings on computer	Planned			
Initiate corporate computer shut-down/wake-up for maintenance	Planned			
Unplug unused equipment	In progress	Equipment left on unnecessarily will be consolidated in a report and shared with contacts (Energy Champions) in the representative areas for follow up, reminder and corrective action.	Encouraged through the awareness program and turn if off campaign. Monitored via monthly checks of all spaces on after hours energy consumption of equipment left on unnecessarily or plugged in.	ongoing
Undertake building energy audit at LOCATION(s)	Complete	The estimated annual savings associated with the successful implementation of this project are nearly \$55,000 in electrical savings, over \$100,000 in natural gas savings and nearly \$27,000 in other savings predominantly related to operational and maintenance costs.	Lansdowne Campus - a campus wide building energy audit.	2009
Initiate or complete a building energy retrofit	In progress	The estimated annual savings associated with the successful implementation of this project are nearly \$100,000 in electrical savings, over \$130,000 in natural gas savings and nearly \$35,000 in other savings predominantly related to operational and maintenance costs.	A comprehensive energy study of Interurban campus has resulted in a PSECA funded project for implementation which will include an energy retrofit of all Interurban campus buildings including a campus wide lighting retrofit and several mechanical/ventilation upgrades. Design has started in 2008, retrofit work has started in 2009 and will be completed by March 31, 2010.	2009/2010

2.3 Supplies				
Action	Action Planned	Outcome/Performance Measure	Notes Clarifying Action Taken	Timeframe
Commit to use 100% recycled paper	Complete	All paper used currently is 100% recycled paper.	Using 100% recycled since 2008.	ongoing
Initiate automatic double sided printing	Complete		All machines on both campuses default to double sided automatically.	2009
Change document template margins	Planned			
Commit to hold paperless meetings	In progress		Minutes of some meetings are taken on laptop and distributed electronically.	ongoing
Develop document library (online and one printed copy) for large documents	In progress		Move toward keeping all files electronically with no paper copies.	
Use collaborative software to edit on-line	In progress	Currently approximately 85% of editing is done on-line.	This is presently being done whenever possible.	ongoing
Re-use non-confidential scrap paper	Complete		All scrap reused in classrooms or padded for scratch pads. Recycled only if too small to reuse.	2009
Use laptops/tablets	In progress		A program for laptop distribution is continuing in 2009 by the Information Technology Services department.	2009/2010
Restructure a process to use less paper	In progress		Implementing a web submission program to eliminate paper copy submission. Will be in place by year end.	2009/2010
Actions on non-paper related supplies:	In progress		Use eco-friendly and low VOC chemistry for offset work. Recycle all toner cartridges. All fluorescent lighting tubes and CFL bulbs are recycled.	2009/2010
Purchase cradle to cradle goods	In Progress		Developing cradle to cradle language for all purchasing solicitation documents	2009/2010
Choose "Green" items from Distribution Centre	In Progress		Working with suppliers to develop "Green" list of office products for users to choose	2009/2010
Encourage re-use of furniture and equipment	In progress		Opportunities for re-use of existing furniture & equipment are sought prior to purchasing new. Surplus furniture & equipment is redeployed where possible.	ongoing
2.4 Employee Engagement				
Action	Action Planned	Outcome/Performance Measure	Notes Clarifying Action Taken	Timeframe
Provide climate change education	In progress	An understanding of the overarching global issue of climate change will promotes and encourages participation in energy and environmental actions promoted on and off campus.	Climate change has been cited as the greatest challenge facing humanity and is an important driver of the Energy Management project and the Awareness Campaign. The known facts regarding this issue will continue to be highlighted in support of the Energy manager project and awareness activities.	ongoing

Provide conservation education	Planned	Education on conservation provides people with an understanding of the issue and knowledge of available programs encouraging participation.	Under the BC Hydro sponsored Energy Management Project further education and training in conservation measures will be provided to targeted groups, such as the custodial department. Other conservation education is planned to be provided via Lunch & Learn sessions, Intranet & Internet publications and Q&A's on the Camosun Green page, BC Hydro presence/booth at Welcome Back week etc.	ongoing
Hold contests to change behaviour/make pledge	Planned	Building specific electrical meters will be used to provide energy consumption data for the staff energy competition and the meters will identify the savings as a result of the competition held.	A certain amount of awareness activities are planned for 2009 but the loss of an Awareness Coordinator will reduce the activity in this area compared to 2008. A staff energy competition is planned for launch in Sept 2009.	2009/2010
Hold contests/support to generate ideas	In progress	College sponsored student Green Challenge competition resulted in 2009 student winner idea to produce biodiesel on campus, using the waste oil & grease from campus cafeterias as inputs and consuming the generated biodiesel in college vehicles.	Student contests continue to be held	2009/2010
Develop Green Teams	In progress		A number of teams associated with the college's Energy Management Project continue their activities in 2009: Energy Team - cross College representation to support the goals of the Energy Management project and develop a culture of conservation. Energy Management Steering Committee - an oversight committee to guide the Energy Management Project. Energy Management Team - the team charged with implementing the Energy Management Project. Volunteers to support energy conservation - multiple volunteers (Energy Champions) across the college participate in monitoring energy use in their areas and disseminate energy use information. Camosun is currently reviewing how best to incorporate and manage all energy, environmental & sustainability initiatives.	2009/2010
Provide green tips	In progress			

Support professional development	Planned	The BC Hydro sponsored Energy Management Project will provide further energy opportunity training for Physical Resources staff & other groups. Staff attendance planned at BC Hydro Energy Manager forums, Energy Manager Training & Education Series.	2009/2010
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2.5 Sustainability Actions (others)

Action	Action Planned	Outcome/Performance Measure	Notes Clarifying Action Taken	Timeframe
Take water conservation measures – low flow showers or toilets, fix leaks	Planned	Introduction of low flow fixtures not only promotes water savings but also reduced the need for expensive future utility service upgrades on campus.	Expansion of waterless urinals, low flow toilets etc	2009/2010
Improve recycling measures	In progress		Added to the existing recycling program by including transparencies, CDs and DVDs. Implement an improved and expanded process for CFL bulb and fluorescent tube recycling, potentially purchase a tube crushing/recycling equipment.	2009/2010
Support composting	Planned		Expansion of existing program	
Purchase green cleaning products	In progress	Ensuring continual updating on the latest green cleaning products ensure the most effective products are used.	Camosun continues with its program of purchasing & using Green Cleaning products in the provision of custodial services. As new products are developed the program adjusts to remain current and at the forefront.	ongoing
Use green (low-e paints)	In progress		Use of green (low-e) paints will continue.	ongoing
Support sustainable procurement practices	Planned		Promote minimal packaging - zero garbage purchases with vendors	ongoing
Adopt low-carbon contracting practices	Planned		Work with contractors to encourage no idling, single trip, less vehicles on campus	ongoing