



## Power To Be

EVERYONE BELONGS IN NATURE

<b>Plan</b>	Power To Be Sustainability Plan
<b>Plan type</b>	Organisation
<b>Organisation</b>	Power To Be
<b>Administrator name</b>	Power To Be Sustainability Team
<b>Administrator email</b>	info@powertobe.ca
<b>Owner email</b>	ahawes@powertobe.ca
<b>Date created</b>	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

*Power To Be* 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
<b>3.1</b> Culture of sustainability	Our impact on the environment is considered in our organizational decisions.
<b>3.2</b> Sense of community	We foster a sense of belonging in our workplace, the services we provide, and throughout the community.
<b>3.3</b> 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.

## I 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.

## I Indicators

Name	Details
Specialist partners provide updates of results based on collaborative work	This includes the Capital Regional District checks and reports. Maintain committees 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.