



## Power To Be One Planet Action Plan 2022 Annual Report Card

**Review completed by:** Students and staff at Power To Be.

*Power To Be* joined One Planet Saanich in 2019 as we felt their framework spoke to the values of *Power To Be* in a meaningful way. The One Planet initiative allows *Power To Be* to collaborate with other like-minded organizations in our community, and provides a framework that holds *Power To Be* accountable to our sustainability goals. The framework encompasses *Power To Be's* vision by evaluating the intersection of culture, community, inclusion, the environment, and how they all come together to form our organization. This allows us to identify areas within the organization that can be improved upon, while honouring our collective success in taking actionable steps towards a more sustainable future.

The 2021 report card summarized our targets and objectives through 10 principles and subsequently assigned a letter grade to each principle based on actions, outcomes, and indicators. The 2022 report card follows the same format, but in efforts of establishing a way to objectively assess progress on a yearly basis, there is a grading rubric implemented into this year's report card. The rubric considers the actions, outcomes, and indicators associated to the respective letter grade of each principle.

Important successes from the 2022 report card:

- Increased health and happiness of staff members
- The completion of the Prospect Lake site totem project
- The completion of the Prospect Lake base camp and the positive effects this has had on health and happiness, equity and local economy, and environmental impact
- Basecamp successfully using geothermal heating and cooling and solar energy

Ways we can grow and areas to improve upon:

- Promoting and supporting travel practices to and from the prospect lake site that are more sustainable and energy efficient
- Continuing to support and aid in the growth of the inclusion and diversity task force
- Ameliorating staff and volunteer retention
- Increasing immediate accessibility to *Power To Be* outdoor infrastructure (Prospect Lake site nature trails).

# One Planet Assessment Rubric

## Report Card Grading:

Each area was given a letter grade (A through D) based on progress made throughout the 2022 calendar year. These grades were determined based on an exhaustive review, detailed analysis, and overall assessment of our findings by a sub-group of *Power To Be's* Sustainability Committee, representing various and diverse facets of the organization. Once determined, these grades were then averaged to give an overarching grade for each of the 10 Principles, culminating in an overall "score". In addition to the letter grades, IC, N/A, and F were also used.

**A**=80%+ completion; **B**=70-79% completion; **C**=60-69% completion; **D**=50-59% completion; **F**=0-49% completion

The breakdown for the criteria of each letter grade is detailed in the rubric below.


<b>IC</b>	Incomplete or unable to collect data	<b>N/A</b>	Items that were not planned to complete in 2022	<b>F</b>	Failed
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	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>F</b>
<b>Health and Happiness</b>	<ul style="list-style-type: none"> <li>- PTB community feels very healthy and very safe on programs</li> <li>- Programs are designed with safety and enjoyment at the forefront</li> <li>- Staff felt very safe, healthy, and happy in their workspace</li> </ul>	<ul style="list-style-type: none"> <li>- PTB community feels safe and healthy on programs</li> <li>- programs adequately consider safety and enjoyment</li> <li>- Staff felt safe and healthy in their workspace</li> </ul>	<ul style="list-style-type: none"> <li>- PTB community feels mostly safe and healthy on programs</li> <li>- programs give some consideration to safety and enjoyment</li> <li>- staff feel somewhat healthy, safe, or happy in their workspace</li> </ul>	<ul style="list-style-type: none"> <li>- PTB community occasionally feels unsafe or unhealthy on programs</li> <li>- programs give little consideration to safety or enjoyment</li> <li>- staff feel occasionally uncomfortable and unhappy in their workspace</li> </ul>	<ul style="list-style-type: none"> <li>- PTB community feels unsafe or unhealthy on programs</li> <li>- programs do not consider safety or enjoyment</li> <li>- staff feel uncomfortable or unhappy in their workspace</li> </ul>
<b>Equity and Local Economy</b>	<ul style="list-style-type: none"> <li>- fosters and advocates for an inclusive and diverse culture</li> <li>- Local prosperity is prioritized</li> <li>- Nature is readily accessible</li> <li>- Active Diversity Taskforce</li> <li>- Prospect Lake site is wholly inclusive in design</li> <li>- increased positive ratings for inclusion and sense of belonging</li> </ul>	<ul style="list-style-type: none"> <li>- culture is inclusive and diverse</li> <li>- local prosperity is considered</li> <li>- nature is generally accessible</li> <li>- established Diversity Taskforce</li> <li>- Prospect Lake Site has a mostly inclusive design</li> <li>- maintained positive ratings for inclusion and sense of belonging</li> </ul>	<ul style="list-style-type: none"> <li>- relatively inclusive and diverse culture</li> <li>- local prosperity is somewhat considered</li> <li>- loosely established Diversity Taskforce</li> <li>- Prospect Lake Site is somewhat inclusive in design and function</li> <li>- decreased ratings of inclusion and sense of belonging</li> </ul>	<ul style="list-style-type: none"> <li>- minimally inclusive or diverse culture</li> <li>- local prosperity generally not considered</li> <li>- no diversity taskforce</li> <li>- PL site is rarely inclusive in design or function</li> <li>- significantly decreased ratings of inclusion and sense of belonging</li> </ul>	<ul style="list-style-type: none"> <li>- culture lacks diversity and inclusion</li> <li>- local prosperity not considered</li> <li>- Diversity Taskforce is not supported</li> <li>- PL Site is inaccessible</li> <li>- significantly decreased ratings of inclusion and sense of belonging</li> </ul>
<b>Culture &amp; Community</b>	<ul style="list-style-type: none"> <li>- actively promotes sustainability</li> <li>- actively promotes sense of community</li> <li>- everyone feels they belong in nature</li> <li>- all spaces are welcoming and inclusive</li> <li>- active sustainability committee</li> <li>- external sponsors meet sustainability standards</li> <li>- actively involved in reconciliation</li> <li>- staff feel connected to PTB's sustainability initiatives</li> </ul>	<ul style="list-style-type: none"> <li>- supports sustainability</li> <li>- supports a sense of community</li> <li>- most feel they belong in nature</li> <li>- most spaces are welcoming and inclusive</li> <li>- established sustainability committee</li> <li>- external sponsors are made aware of sustainability standards</li> <li>- acknowledgement and participation in reconciliation</li> <li>- staff are aware of PTB sustainability initiatives</li> </ul>	<ul style="list-style-type: none"> <li>- acknowledgement of sustainability</li> <li>- occasionally supports a sense of community</li> <li>- some feel they belong in nature</li> <li>- some spaces are welcoming and inclusive</li> <li>- inactive sustainability committee</li> <li>- few external sponsors are made aware of sustainability standards</li> <li>- some acknowledgement and participation in reconciliation</li> <li>- staff are somewhat aware of sustainability initiatives</li> </ul>	<ul style="list-style-type: none"> <li>- little acknowledgement of sustainability</li> <li>- little sense of community</li> <li>- few feel they belong in nature</li> <li>- few spaces are welcoming and inclusive</li> <li>- loosely established sustainability committee</li> <li>- external sponsors are unaware of sustainability standards</li> <li>- little acknowledgement and participation in reconciliation</li> <li>- staff are mostly unaware of sustainability initiatives</li> </ul>	<ul style="list-style-type: none"> <li>- no acknowledgement of sustainability</li> <li>- no sense of community</li> <li>- none feel they belong in nature</li> <li>- no spaces are welcoming or inclusive</li> <li>- no established sustainability committee</li> <li>- external sponsors are unaware of sustainability standards</li> <li>- no acknowledgment or participation in reconciliation</li> <li>- staff is unaware of sustainability initiatives</li> </ul>
<b>Land and Nature</b>	<ul style="list-style-type: none"> <li>- encourages access to nature</li> <li>- active environmental stewardship</li> <li>- promotes environmental stewardship and nature access in programs</li> </ul>	<ul style="list-style-type: none"> <li>- access to nature</li> <li>- mostly active environmental stewardship</li> <li>- environmental stewardship and nature access in programs</li> <li>- staff "give back" days</li> </ul>	<ul style="list-style-type: none"> <li>- some access to nature</li> <li>- some active environmental stewardship</li> <li>- occasional environmental stewardship and nature access in programs</li> </ul>	<ul style="list-style-type: none"> <li>- little access to nature</li> <li>- little environmental stewardship</li> <li>- few opportunities for environmental stewardship and nature access in programs</li> </ul>	<ul style="list-style-type: none"> <li>- no access to nature</li> <li>- no environmental stewardship</li> <li>- no opportunities for environmental stewardship and nature access in programs</li> </ul>

	<ul style="list-style-type: none"> <li>- promotion of staff “give back” days</li> <li>- promotes land conservation</li> <li>- increased positive ratings for “nature access” and “environmental stewardship”</li> <li>- increased tracking and reporting on restoration projects</li> </ul>	<ul style="list-style-type: none"> <li>- consideration of land conservation</li> <li>- maintained ratings for “nature access” and “environmental stewardship”</li> <li>- maintained tracking and reporting on restoration projects</li> </ul>	<ul style="list-style-type: none"> <li>- occasional staff “give back” days</li> <li>- some consideration of land conservation</li> <li>- slight decrease in ratings for “nature access” and “environmental stewardship”</li> <li>- slight decrease in tracking and reporting on restoration projects</li> </ul>	<ul style="list-style-type: none"> <li>- few staff “give back” days</li> <li>- little consideration to land conservation</li> <li>- significant decrease in ratings for “nature access” and “environmental stewardship”</li> <li>- significant decrease in tracking and reporting on restoration projects</li> </ul>	<ul style="list-style-type: none"> <li>- no staff “give back” days</li> <li>- no consideration to land conservation</li> <li>- extreme decrease in ratings for “nature access” and “environmental stewardship”</li> <li>- no tracking and reporting on restoration projects</li> </ul>
<b>Sustainable Water</b>	<ul style="list-style-type: none"> <li>- healthy water system</li> <li>- very healthy watershed at prospect lake</li> <li>- active engagement with community partners in consideration of the watershed area</li> <li>- only use of vessels powered by non-combustion engines on Prospect Lake</li> <li>- active and direct action to protect watershed</li> <li>- active reduction in irrigation use on site</li> <li>- active regulation and respect towards riparian habitat on site</li> <li>- active specialist updates of results</li> <li>- well at prospect lake is always potable</li> </ul>	<ul style="list-style-type: none"> <li>- mostly healthy water system</li> <li>- healthy watershed at prospect lake</li> <li>- engagement with community partners in consideration of the watershed area</li> <li>- mostly only use of vessels powered by non-combustion engines on Prospect Lake</li> <li>- action to protect watershed</li> <li>- some reduction in irrigation use on site</li> <li>- regulation and respect towards riparian habitat on site</li> <li>- some specialist updates of results</li> <li>- well at prospect lake is almost always potable</li> </ul>	<ul style="list-style-type: none"> <li>- somewhat healthy water system</li> <li>- mostly healthy watershed at prospect lake</li> <li>- some engagement with community partners in consideration of the watershed area</li> <li>- rare use of combustion engines on Prospect Lake</li> <li>- some action to protect watershed</li> <li>- no reduction in irrigation use on site</li> <li>- some regulation and respect towards riparian habitat on site</li> <li>- occasional specialist updates of results</li> <li>- well at prospect lake is occasionally not potable</li> </ul>	<ul style="list-style-type: none"> <li>- somewhat unhealthy water system</li> <li>- somewhat unhealthy watershed at prospect lake</li> <li>- little engagement with community partners in consideration of the watershed area</li> <li>- increased use of combustion engines on Prospect Lake</li> <li>- little action to protect watershed</li> <li>- no reduction in irrigation use on site</li> <li>- little regulation or respect towards riparian habitat on site</li> <li>- few specialist updates of results</li> <li>- well at prospect lake is frequently not potable</li> </ul>	<ul style="list-style-type: none"> <li>- unhealthy water system</li> <li>- unhealthy watershed at prospect lake</li> <li>- no engagement with community partners in consideration of the watershed area</li> <li>- frequent use of combustion engines on Prospect Lake</li> <li>- no action to protect watershed</li> <li>- no reduction in irrigation use on site</li> <li>- no regulation or respect towards riparian habitat on site</li> <li>- no specialist updates of results</li> <li>- well at prospect lake is not potable</li> </ul>
<b>Local and Sustainable Food</b>	<ul style="list-style-type: none"> <li>- robust food education surrounding local and unprocessed foods</li> <li>- active procurement of sustainable food</li> <li>- implementation of food garden at Prospect Lake site</li> <li>- active implementation of native plant landscaping to promote pollinators and edible plants</li> </ul>	<ul style="list-style-type: none"> <li>- some food education surrounding local and unprocessed foods</li> <li>- mostly procures sustainable food</li> <li>- active plan to implement food garden at Prospect Lake site</li> <li>- implementation of native plant landscaping to promote pollinators and edible plants</li> </ul>	<ul style="list-style-type: none"> <li>- occasional food education surrounding local and unprocessed foods</li> <li>- some procurement of sustainable food</li> <li>- plan to implement food garden at Prospect Lake site</li> <li>- some implementation of native plant landscaping to promote pollinators and edible plants</li> </ul>	<ul style="list-style-type: none"> <li>- little education surrounding local and unprocessed foods</li> <li>- little procurement of sustainable food</li> <li>- inactive plan to implement food garden at Prospect Lake site</li> <li>- little implementation of native plant landscaping to promote pollinators and edible plants</li> </ul>	<ul style="list-style-type: none"> <li>- no education surrounding local and unprocessed foods</li> <li>- no procurement of sustainable food</li> <li>- lack of plan to implement food garden at Prospect Lake site</li> <li>- no implementation of native plant landscaping to promote pollinators and edible plants</li> </ul>
<b>Travel and Transport</b>	<ul style="list-style-type: none"> <li>- robust culture of prioritizing sustainable travel practices</li> <li>- active transportation plan</li> <li>- work from home actively encouraged and supported</li> </ul>	<ul style="list-style-type: none"> <li>- established culture of prioritizing sustainable travel practices</li> <li>- transportation plan being established</li> <li>- work from home encouraged and supported</li> </ul>	<ul style="list-style-type: none"> <li>- some prioritization of sustainable travel practices</li> <li>- transportation plan is loosely established and considered</li> <li>- working from home is acceptable</li> </ul>	<ul style="list-style-type: none"> <li>- little prioritization of sustainable travel practices</li> <li>- transportation plan is to be considered</li> <li>- working from home is somewhat acceptable</li> </ul>	<ul style="list-style-type: none"> <li>- no culture or prioritization of sustainable travel practices</li> <li>- transportation plan is not being considered</li> <li>- working from home is not acceptable or encouraged</li> </ul>
<b>Materials and Products</b>	<ul style="list-style-type: none"> <li>- environmentally responsible plan actively implemented and used at all PTB sites</li> <li>- basecamp projects always use environmentally minded materials</li> <li>- products and gear are actively donated if no longer in use</li> </ul>	<ul style="list-style-type: none"> <li>- environmentally responsible plan generally implemented and used at all PTB sites</li> <li>- basecamp projects usually use environmentally minded materials</li> <li>- products and gear are often donated if no longer in use</li> </ul>	<ul style="list-style-type: none"> <li>- environmentally responsible plan somewhat implemented and used at all PTB sites</li> <li>- basecamp projects occasionally use environmentally minded materials</li> <li>- products and gear are donated on occasion if no longer in use</li> </ul>	<ul style="list-style-type: none"> <li>- environmentally responsible plan rarely implemented and used at all PTB sites</li> <li>- basecamp projects rarely use environmentally minded materials</li> <li>- products and gear are rarely donated</li> <li>- reusable PPE is rarely used</li> </ul>	<ul style="list-style-type: none"> <li>- environmentally responsible plan rarely implemented and used at all PTB sites</li> <li>- basecamp projects rarely use environmentally minded materials</li> <li>- products and gear are rarely donated</li> <li>- reusable PPE is rarely used</li> </ul>


	<ul style="list-style-type: none"> <li>- reusable PPE is always used when possible</li> <li>- actively tracks retention and waste diversion of gear and equipment</li> </ul>	<ul style="list-style-type: none"> <li>- reusable PPE is mostly used when possible</li> <li>- often tracks retention and waste diversion of gear and equipment</li> </ul>	<ul style="list-style-type: none"> <li>- reusable PPE is occasionally used</li> <li>- some tracking of the retention and waste diversion of gear and equipment</li> </ul>	<ul style="list-style-type: none"> <li>- infrequent attempts to track the retention and waste diversion of gear and equipment</li> </ul>	<ul style="list-style-type: none"> <li>- infrequent attempts to track the retention and waste diversion of gear and equipment</li> </ul>
<b>Zero Waste</b>	<ul style="list-style-type: none"> <li>- active consideration to waste reduction</li> <li>- challenging event sponsors to provide sustainable alternatives</li> <li>- robust education around waste reduction in programs</li> <li>- fully digitize systems</li> <li>- active improved food waste diversion protocol</li> </ul>	<ul style="list-style-type: none"> <li>- consideration to waste reduction</li> <li>- encouraging event sponsors to provide sustainable alternatives</li> <li>- education around waste reduction in programs</li> <li>- food waste diversion improvement protocol being explored</li> </ul>	<ul style="list-style-type: none"> <li>- some thought and consideration towards waste reduction</li> <li>- some reminders given to event sponsors surrounding sustainable alternatives</li> <li>- some education delivered around waste reduction in programs</li> <li>- food waste diversion protocol in place</li> </ul>	<ul style="list-style-type: none"> <li>- little consideration towards waste reduction</li> <li>- few reminders given to event sponsors surrounding sustainable alternatives</li> <li>- little to no education surrounding waste reduction in programs</li> <li>- inefficient food waste diversion protocol in place</li> </ul>	<ul style="list-style-type: none"> <li>- no consideration of waste reduction</li> <li>- no push to event sponsors surrounding sustainable alternatives</li> <li>- no education surrounding waste reduction in programs</li> <li>- no food waste diversion protocol in place</li> </ul>
<b>Zero Carbon Energy</b>	<ul style="list-style-type: none"> <li>- PTB locations are as energy efficient as possible</li> <li>- only using electric Toro vehicle for site maintenance</li> <li>- only using electric options for tools and machines when possible</li> </ul>	<ul style="list-style-type: none"> <li>- PTB locations are generally energy efficient</li> <li>- use of Toro electric vehicle is prioritized</li> <li>- mostly using electric options for tools and machines when possible</li> </ul>	<ul style="list-style-type: none"> <li>- PTB locations are somewhat energy efficient</li> <li>- some use of the Toro vehicle, some use of gas-powered vehicles</li> <li>- consideration given towards electric options for tools and machines</li> </ul>	<ul style="list-style-type: none"> <li>- PTB locations are somewhat energy efficient</li> <li>- little use of Toro vehicle, mostly using gas-powered vehicles</li> <li>- little consideration given towards electric options for tools and machines</li> </ul>	<ul style="list-style-type: none"> <li>- PTB locations are not energy efficient</li> <li>- no use of the Toro or other electric vehicles</li> <li>- no consideration given towards electric options for tools and machines</li> </ul>

## One Planet Report Card 2022


 <b>Health and Happiness</b>		<b>Grade: A</b>
<b>Outcomes</b>		
A	➤ Staff are happy, healthy, and safe at work	
A	➤ Staff and volunteers feel their actions are supporting the health and happiness of others	
<b>Actions</b>		
A	➤ Programs are designed with safety and enjoyment in mind	
A	➤ Internal systems established to support the wellbeing of staff and volunteers	
<b>Indicators</b>		
IC	➤ Staff and volunteer engagement surveys	
IC	➤ Participant Theory of Change evaluation	
B	➤ Staff and volunteer retention	
<b>Additional Notes</b>		
- Design and intention of Prospect Lake Basecamp is positively contributing towards feelings of safety and enjoyment while on program		


 <b>Equity and Local Economy</b>		<b>Grade: A</b>
<b>Outcomes</b>		
A	➤ Foster a culture of inclusion and diversity	

A	➤ Support local prosperity
A	➤ Everyone has access to nature
<b>Actions</b>	
C	➤ Active Diversity Task Force
IC	➤ Advocate for inclusion and diversity
A	➤ Program subsidies
A	➤ Our Basecamp facility at Prospect Lake will strive for an inclusive Universal Design
<b>Indicators</b>	
B	➤ <i>Power To Be</i> infrastructure is accessible to everyone
IC	➤ Audit of gear and food procurement
IC	➤ Maintained or increased positive ratings for 'Inclusion Movement' and 'Sense of Belonging' outcomes within <i>Power To Be's</i> Theory of Change evaluation (These are 2 of the 8 outcomes we measure in our programs)
<b>Additional Notes</b>	
<ul style="list-style-type: none"> <li>- There is currently a trail project being built in the front 40 to address immediate accessibility to nature for those who have compromised mobility or use a wheelchair</li> <li>- <i>Power To Be</i> continually evaluates accessibility features of Basecamp</li> </ul>	

 <b>Culture and Community</b>		<b>Grade: A</b>
<b>Outcomes</b>		
A	➤ Culture of sustainability	
A	➤ Sense of community	
A	➤ Everyone feels that they belong in nature	
<b>Actions</b>		
A	➤ Create welcoming and inclusive spaces	
IC	➤ Active Sustainability Committee	
B	➤ Challenge our event sponsors to meet sustainability standards	
A	➤ Celebrate our sustainability wins to inspire and engage staff and community	
A	➤ Deepen our work in supporting reconciliation	
<b>Indicators</b>		
A	➤ Maintained or increased positive ratings for 'Inclusion Movement' and 'Sense of Belonging' outcomes within <i>Power To Be's</i> Theory of Change evaluation (These are 2 of the 8 outcomes we measure in our programs)	
A	➤ Completion of Totem project at our Prospect Lake site	
A	➤ Staff are connected to and are able to speak to <i>Power To Be's</i> sustainability initiatives and achievements	
<b>Additional Notes</b>		
<ul style="list-style-type: none"> <li>- Increased ratings in all outcome categories for 2022</li> <li>- Totem poles at the Prospect Lake site were completed and lifted onto property.</li> <li>- Staff survey indicated an increase in deepening PTB's work in supporting reconciliation</li> <li>- Staff survey indicated a 50% approval rating in their connection to PTB's sustainability initiatives</li> </ul>		



 Land and Nature		Grade: A
<b>Outcomes</b>		
IC	➤ Provide access to nature	
A	➤ Environmental stewardship	
<b>Actions</b>		
A	➤ Include environmental stewardship and nature access in programs	
A	➤ Staff “Give Back” days	
B	➤ Volunteer and corporate work parties	
A	➤ Catalyst for Good initiatives	
IC	➤ Invite key organizations or knowledge holders to support with protecting site wildlife and biodiversity (speak with facilities and assets)	
A	➤ Land conservation	
<b>Indicators</b>		
IC	➤ Maintained or increased positive ratings for ‘Nature Access’ and ‘Environmental Stewardship’ outcomes within Power To Be’s Theory of Change evaluation (These are 2 of the 8 outcomes we measure in our programs)	
IC	➤ Increased tracking and reporting on restoration projects (speak with facilities and assets)	
<b>Additional Notes</b>		
<ul style="list-style-type: none"> <li>- Approximately 50% of our Prospect Lake site is considered unaltered landscape (natural), while at the same time we’ve partnered with a local organization, HAT, on habitat enhancement projects.</li> <li>- Of the remaining property, roughly 40% remains “low impact” while the final 10% is considered “high impact” due to programming, operations, and the construction of our new buildings.</li> </ul>		

 Sustainable Water		Grade: A
<b>Outcomes</b>		
A	➤ Healthy water system	
A	➤ Watershed at our Prospect Lake site is healthy	
<b>Actions</b>		
A	➤ Work with community partners to learn about the watershed and actively support preservation of habitat	
A	➤ Use of vessels powered by non-combustion engines on Prospect Lake	
A	➤ Remain committed to our goal of protecting Prospect Lake site watershed	
A	➤ Reduce irrigation use on the site	
A	➤ Continue respecting and regulating the health of riparian habitat on our site	
<b>Indicators</b>		
A	➤ Specialist partners provide updates of results based on collaborative work	
A	➤ Increased visual indicators of biodiversity and health in the waterways	
A	➤ Well at our Prospect Lake site continues to be potable	
IC	➤ Audit of products used across the organization	

### Additional Notes

- 100% staff approval of mindful water consumption
- Our watershed continues to remain healthy and an important contributing factor to the ecosystem of our Prospect Lake site
- Irrigation use was reduced on site and continues to improve as the old golf course system is fully removed

 <b>Local &amp; Sustainable Food</b>	<b>Grade: B</b>
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### Outcomes

- |   |                            |
|---|----------------------------|
| A | ➤ Food education           |
| C | ➤ Procure sustainable food |

### Actions

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|---|---|
| A | ➤ Explore possibility of having a garden at our Prospect Lake site                      |
| A | ➤ Look at native plant landscaping for pollinators and the possibility of edible plants |

### Indicators

- |    |  |
|----|--|
| IC | ➤ Audit of food provided to participants shows high percentage of local and unprocessed food |
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### Additional Notes

- Having an open food garden was not possible due to bear concerns, but our greenhouse is currently under construction
- We continue to monitor native plants on our property that coincide with wildlife considerations (salal around gear hub and office hub) and will revisit this possibility

 <b>Travel and Transport</b>	<b>Grade: B</b>
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### Outcomes

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|---|---|
| D | ➤ Culture of sustainable travel practices |
|---|---|

### Actions

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|---|--|
| B | ➤ Explore a transportation action plan along side the development of our driving policy, and creating bike storage |
| A | ➤ Establish a plan for upgrading our fleet to more efficient vehicles  |
| A | ➤ Set up EV charging stations at our Prospect Lake site  |
| A | ➤ Localizing approach to programs  |
| A | ➤ Continue offering centralized pick-up locations for participants   |
| A | ➤ Work from home options for staff   |


### Indicators


- |    |                                    |
|----|------------------------------------|
|    | ➤ Milage accrued on fleet vehicles |
| IC | ➤ Car charge records               |
| A  | ➤ Track energy created at Basecamp |

### Additional Notes


- In accordance with our 2021 plan, we acquired a hybrid Toyota Highlander that better aligns with our fuel consumption goals
- Prospect Lake site now has multiple EV charging stations

- Programs continue to maximize the Prospect Lake site as usable area expands (trails, outdoor structures)
- The acquisition of a new passenger van has allowed for increased opportunities to pick up participants

 <b>Material and Products</b>		<b>Grade: A</b>
<b>Outcomes</b>		
IC	➤ Environmentally responsible Procurement Plan for all <i>Power To Be</i> sites	
A	➤ Basecamp is built and designed with environmentally minded materials	
A	➤ Share resources with our community at large	
<b>Actions</b>		
A	➤ Donate products, items, or gently used gear we no longer use	
A	➤ Build products to have multiple uses	
A	➤ Develop sustainability-minded procurement questions to consider prior to purchase	
A	➤ Take advantage of opportunities to use recycled resources for site development – “second life”	
A	➤ Reusable personal protection equipment	
<b>Indicators</b>		
IC	➤ Audit of purchases across organization (including office supplies, store products, shipping material etc.)	
A	➤ Track retention and waste diversion of gear and equipment	
<b>Additional Notes</b>		
<ul style="list-style-type: none"> <li>- Base camp has been built and designed to maximize energy efficiency, use of reclaimed material where possible</li> <li>- Donation of SUP boards</li> </ul>		

 <b>Waste Management</b>		<b>Grade: A</b>
<b>Outcomes</b>		
A	➤ Reduce waste	
<b>Actions</b>		
B	➤ Explore event sponsors that can provide sustainable alternatives for SWAG and gifts	
A	➤ Digitize our systems	
A	➤ Improvements made in food waste diversion	
B	➤ Provide education around waste production and recycling and leave no trace principles in programs and with partners	
A	➤ Reduce packaging needed for program food preparation	
<b>Indicators</b>		
IC	➤ Waste/Recycling statistics from reFUSE	
IC	➤ Audit of online store products and shipping material	
<b>Additional Notes</b>		
<ul style="list-style-type: none"> <li>- Significant increase in staff approval ratings regarding waste reduction in operations</li> <li>- Material is digitized as much as possible</li> <li>- Individual food packaging reduced from 2021</li> </ul>		



 <b>Zero Carbon Energy</b>		<b>Grade: A</b>
<b>Outcomes</b>		
A	➤	Basecamp hub and buildings are striving for net zero
A	➤	All locations are as energy efficient as possible
<b>Actions</b>		
A	➤	Basecamp using geothermal processes as well as solar panels to power the site
A	➤	Continue using electric Toro vehicle for site maintenance
N/A	➤	Achievement of Petal Certification under the Living Building Challenge
<b>Indicators</b>		
A	➤	Monitor hydro use
A	➤	Explore electric options for future tool and machine purchases
<b>Additional Notes</b>		
<ul style="list-style-type: none"> <li>- Prospect Lake site is as energy efficient as possible due to mindful design</li> <li>- Basecamp uses geothermal heating and cooling as well as solar energy</li> <li>- Facilities and Assets continues to explore the use of electric tools wherever possible</li> <li>- Prospect Lake site uses the Toro for site operations barring instances when gas- or diesel-powered machinery is necessary</li> <li>- TV in reception area displays the tracking of our daily energy use, including hydro</li> </ul>		

**In Summary:**

2022 was a year to celebrate and reflect for Power To Be. Our organization continued to grow and evolve with our site, and this led to many positive effects on our programs and overall staff wellness. To expand on this growth in a sustainable way, Power To Be could continue to implement:

- More sustainable food practices (locally sourced food, robust food waste education on programs)
- Promote more sustainable travel practices for staff who work at Prospect Lake site
- Continuing the implementation of accessible natural features at Prospect Lake site (trail system)
- Further supports for the inclusion and diversity taskforce
- Exploring further ways *Power To Be* can support reconciliation efforts
- Bring in partnerships to enhance our practices internally around the environment, and sustainability practices, as well as tour others around our site to share about our new building and our environmental intentions moving forward.

As Power To Be remains committed to pursuing all aspects of sustainability, we are ultimately honoring and protecting our mission statement that everyone belongs in nature.