

DIVERSITY CIRCLES

Towards a Sustainable Future

Focus Group Results
2019-2020

Data were gathered by Diversity Circles team and Sustainability Office; themed by Rozali Telbis; drafted into this report by Estralita Zwiercan

Agenda

Introduction Methodology




Focus Group 2019-2020

Outcomes & Goals Questions



Introduction

Background

-  Launched 2015
-  Sponsored by BCIT
Respect, Diversity &
Inclusion Office
-  Indigenous Knowledge
holders assisted



Introduction

Indigenous Model

Supports dialogue about

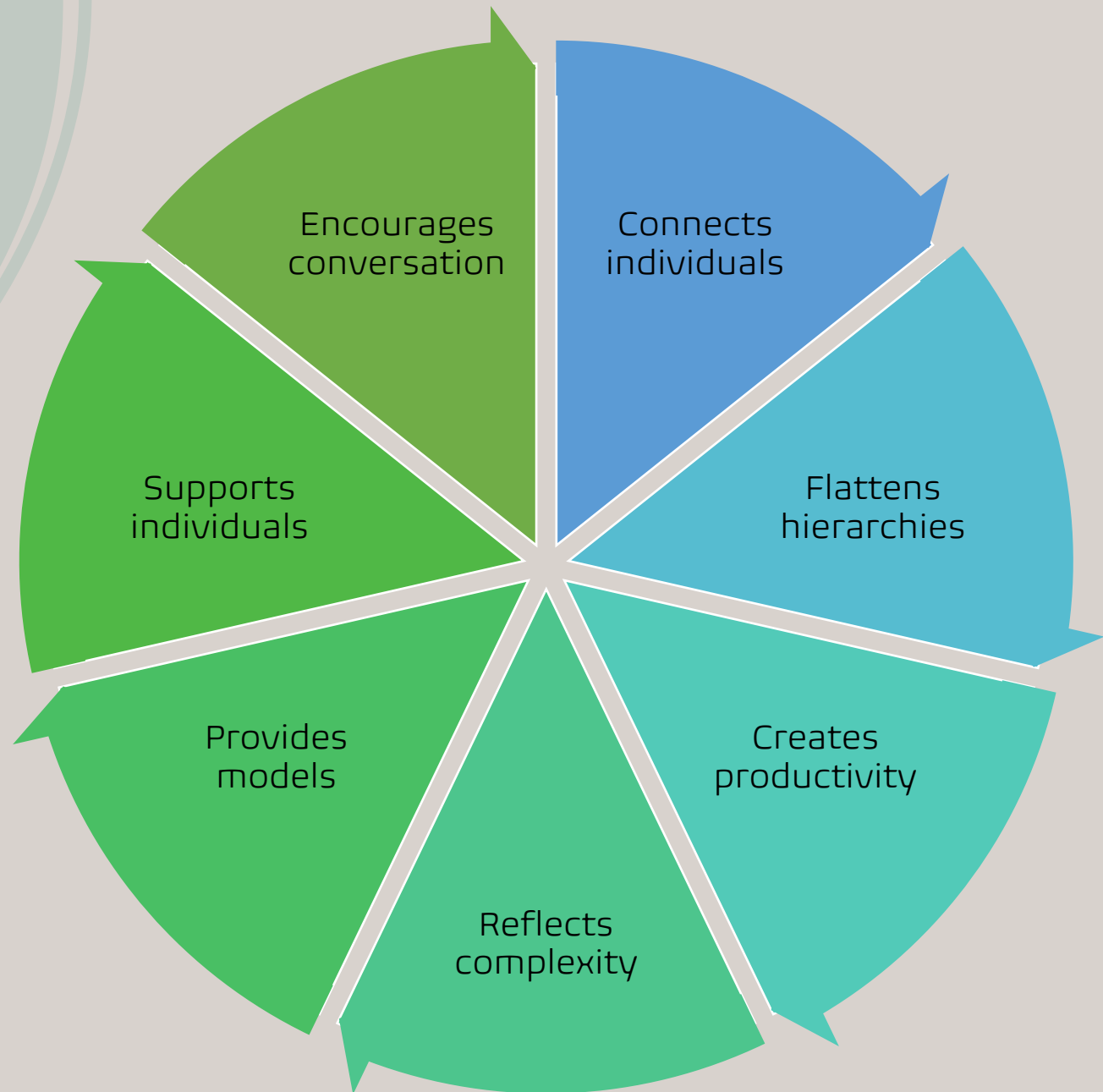
 Diversity

 Inclusion

 Equity



Diversity Circles Framework



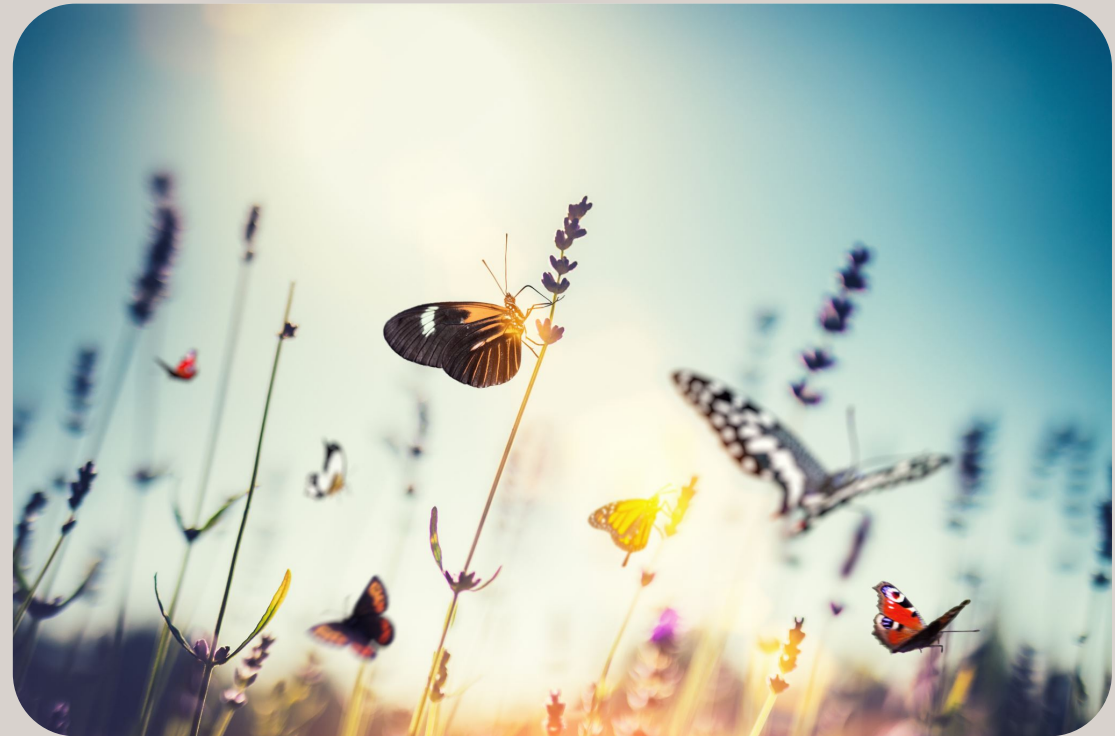
Diversity Circles

- ❏ Open to BCIT members
- ❏ Staff
- ❏ Alumni
- ❏ Students
- ❏ BCIT Student Association
Employees
- ❏ Invited Guests



Methodology

- 🏠 "8 x 8" framework
- 🏠 Distinct areas of BCIT
- 🏠 Framework-based guests





Focus Group Meeting 2019-2020

Focus Group Meetings

- ▣ Partnered with BCIT Sustainability Office
- ▣ Series of "8x8" meetings
- ▣ 64 employee' stakeholders
- ▣ Gathered in-session
- ▣ White board data collection



Focus Group Meetings

- 📍 Towards building Sustainable culture at BCIT
- 📍 October 2020 presented at Zoom community meeting
- 📍 Data transcribed to Word
- 📍 Resulted in qualitative data
- 📍 Final report: collection of data
- 📍 Available to BCIT community





Outcomes & Goals



Goals for BCIT

Support Circular Economy

- Move away from linear form of production
- Move towards product regeneration

Apply Holistic Framework of Sustainability

- Garden, feast, repeat
- The Seventh Generation Principle

Goals for BCIT



Nurture a Culture of Acceptance to Support Change

- Trade-offs are necessary
- Change the Norms
- Gear towards carbon-positive by 2030
- Ensure fast-track “green buildings”/construction

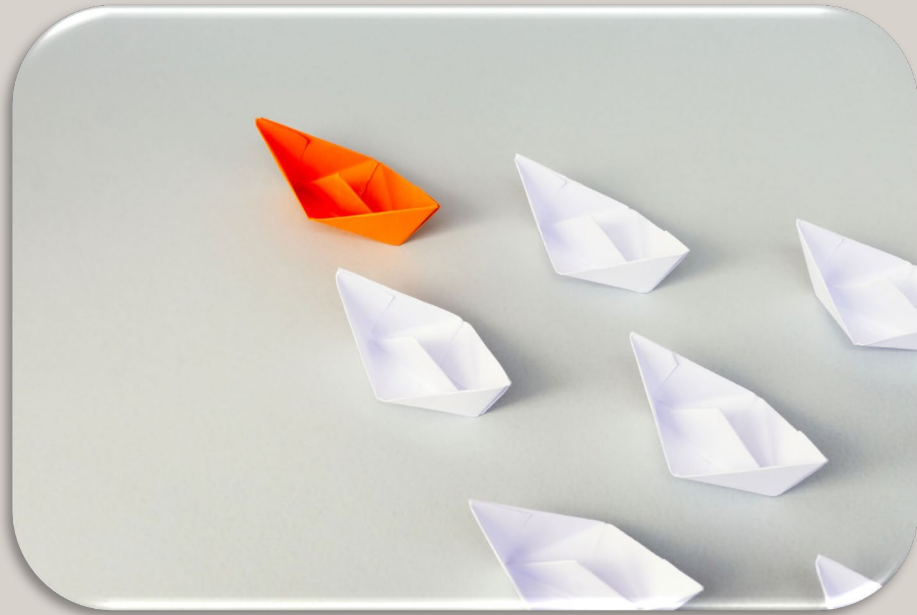
Goals for BCIT



Campus Life

- ❑ Increase water filling stations
- ❑ Build project-based training aids
- ❑ Design structures by design/drafting students
- ❑ Construct buildings by carpentry/trades students
- ❑ Electrical/Plumbing cohorts to install electrical/plumbing

Goals for BCIT Sustainability Office



Clearly defines
Vision/Mission

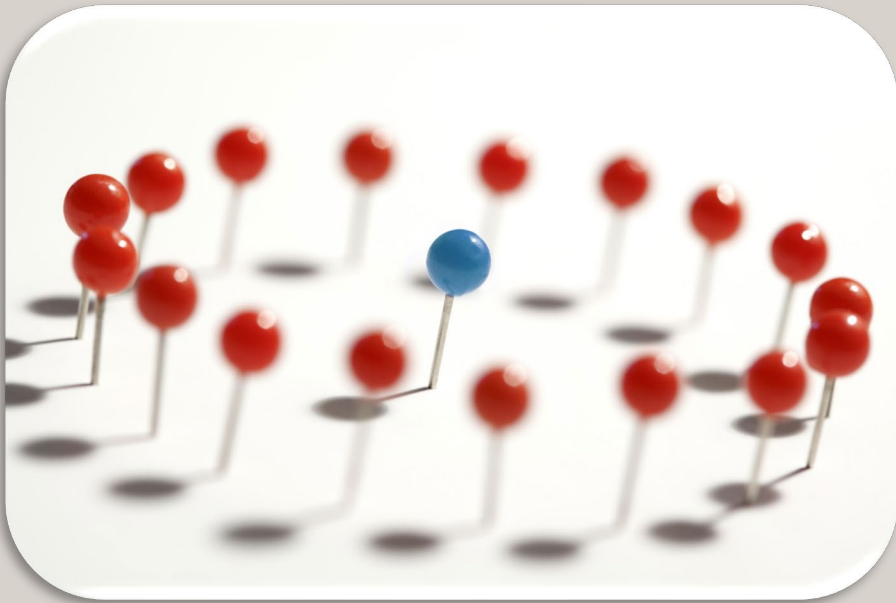
to leadership team, managers,
faculty and students

Determines

who conducts an analysis on
ROI

which activities to prioritize

Goals for BCIT Sustainability Office



Leadership

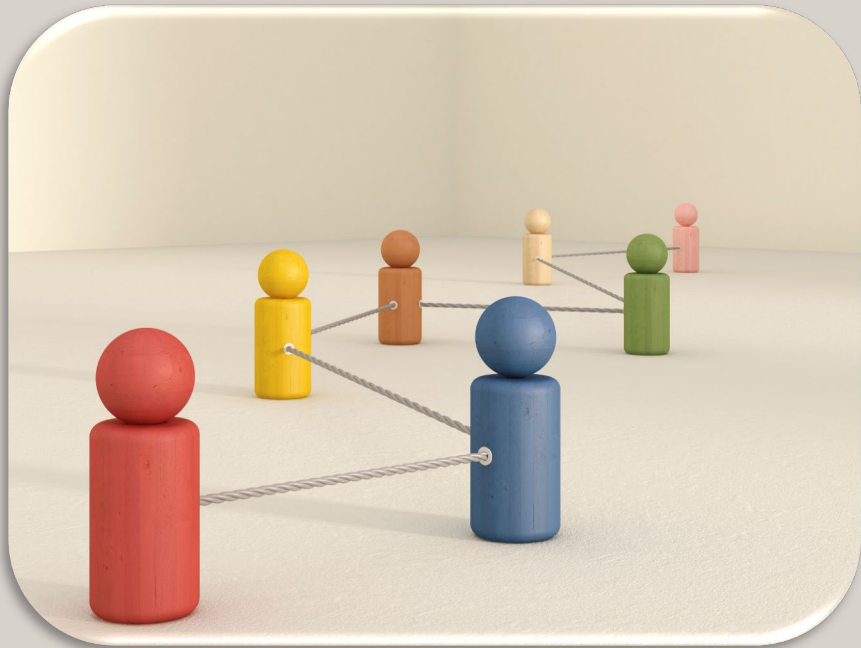
- to demonstrate “Living Values”

Human Resources

- to facilitate telecommute

- to facilitate flex-time hours

Goals for Student Association



Student workshops/focus groups

- 🏛️ Determine sustainability needs
- 🏛️ Create an action plan
- 🏛️ Create communication position for sustainability
- 🏛️ Student vice-president role is active

Goals for Education/ Communication



Offer/advertise existing
Interdisciplinary Sustainability
courses/programs/workshops

📍 BCIT students, faculty,
administration

Support staff/Student
Learnings

📍 Advertise existing sustainability via
Sustainability office/Library/LTC

Goals for Education & Communication



Further Incorporate & Encourage Sustainability

- 📍 Into the classroom
- 📍 To create new habits

Implement Campaigns

- 📍 To reframe dialogue/rhetoric
- 📍 Encourage narrative pf “changed perspectives” instead of “making sacrifices”

BCIT completed & published
AASHE S.T.A.R.S report

Goals for Education & Communication



Incorporate Sustainability Education

- 📍 Into orientation modules for new employees the classroom
- 📍 How to recycle and compost
Introduction to sustainability initiatives & resources at BCIT

Goals for Education & Communication



Publish researched, evidence-based reports

📌 Counteract online mis- and dis-information

Create channels for dialogue/relationships between new & long-serving staff

📌 Enable a better understanding of sustainability to improve BCIT policy

Goals for Education & Communication



Offer workshops &
documentary nights outside
regular class hours

📍 Include faculty, students,
stakeholders, public

📍 Invite community experts to answer
questions

Goals for Energy



Invest in renewable energy
sources

 Solar

 Wind

 Hydro

Goals for Health



Create an educational campaign for a smoke-free campus

- 📍 Increase number of cigarette butt disposals at select locations

- 📍 Increase smoke-free signage

Goals for Health



Diet

- 🍷 Increase more plant-based diet options
- 🍷 Reduce animal-based products

Goals for Initiative & Engagement

Organize Sustainability Challenges

- 📍 Year-round events
- 📍 Clean up days
- 📍 Tree planting days



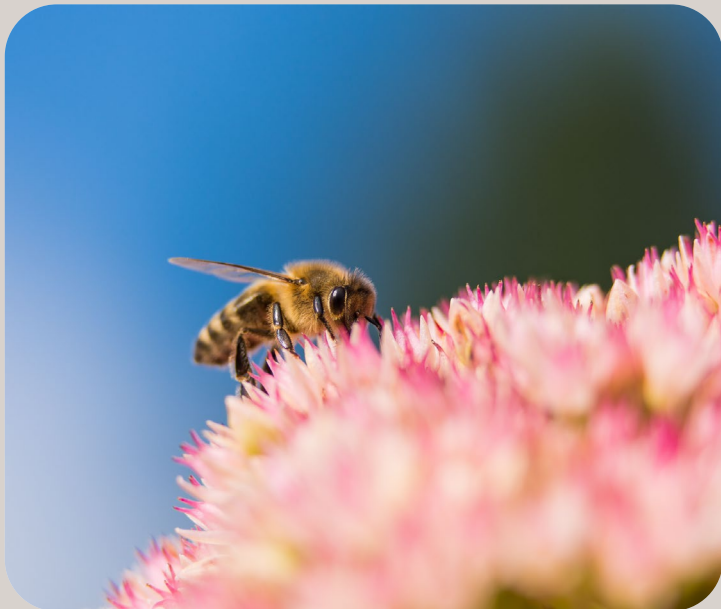
Goals for Initiative & Engagement



Organize Sustainability Challenges

- 🏠 Reverse engineering to illustrate how things work
- 🏠 Clothing Swap of used clothes
- 🏠 Tailor days to resize clothing
- 🏠 Recycle race for e.g., Recycle Mania Campus Race for Zero Waste North American Institutions

Goals for Landscaping & "Greenify" Buildings



Add landscaping to hard surfaces

- 📍 For e.g., Green walls, moss, rooftop gardens

Increase pollinators on campus

- 📍 Native bee-friendly wildflowers
- 📍 Recycle race for e.g. Recycle Mania
Campus Race for Zero Waste North
American Institutions

Goals for Landscaping & "Greenify" Building



Avoid disruption of fauna and flora

- ❏ Consult local organizations

BCIT Community garden

- ❏ Provide access to all faculty members, staff, students and invited guests

Herb Garden

- ❏ Create an herb garden

- ❏ Grow wild, edible and medicinal plants of BC

Goals for Landscaping & “Greenify” Building



Water fountains

- ❑ Improve installation in all buildings

Walkable Gardens

- ❑ Create to link physical spaces
- ❑ Connect people with nature

Integrate Nature

- ❑ Into development of new buildings
- ❑ Restrict tree cutting

Goals for Operations



Operations lead by

❑ Sustainability Office and Corporate Services

BCIT to create

❑ Concrete plan

❑ Ensure campus renewal is done sustainably

Invest Money

❑ Into Sustainability Operations

Goals for Operations



Build Relationships

- ❑ With vendors who repair items instead of replacing it
- ❑ Create a list of small appliance repair businesses

Events

- ❑ Reduce single-use items
- ❑ Swag bag giveaways
- ❑ Single use cutlery

Digitize Paper-Based processes whenever possible

Goals for Operations



Pens

- ❑ Increase pen refill options
- ❑ Obtain longer lasting/more efficient pens
- ❑ Implement initiative to recycle pens for e.g. , Staples/Terra Cycle

Reduce/Eliminate Photocopying

- ❑ Create an open office library for BCIT students
- ❑ Share/Borrow used school supplies

Goals for Transportation & Parking



Encourage Staff

- 📍 Use public transit to field trip sites
- 📍 Implement telecommuting/hybrid learning models for staff & students

Provide Corporate fleet vehicle for employee access

- 📍 BCIT Car & Bike Share Program

Goals for Transportation & Parking



Electrical Vehicle Plug-Ins

- 📍 Increase number of plug-ins
- 📍 Increase parking enforcements

Create a parking app

- 📍 Available parking stalls
- 📍 Reduce idling /emissions

Goals for Partnerships & Contractors

Similar Values/Mission

- Partner with contractors with similar values/mission



Goals for Transportation & Parking



Provide Incentives

- 🏠 Carpool
- 🏠 Affordable parking
- 🏠 Tuition discount

Goals for Waste Management



Student Association

- ❑ Implement sustainable food practices program

Host Fix-It Workshops

- ❑ Faculty/Students to provide expertise to reuse broken items for e.g., IT/Trades

Goals for Waste Management



Sustainable Catering

- 📍 Order more sustainable catering
- 📍 Donate leftovers to foodbanks/students
- 📍 Order smaller portions of food for events

Host Fix-It Workshops

- 📍 Faculty/Students to provide expertise to reuse broken items for e.g., IT/Trades

Goals for Waste Management



Eliminate Straws

- Transition to paper straws

Enforce Recycling

- Encourage good habits

Incentivize Own Lunch Containers (BYOC)

- For faculty/students

DIVERSITY CIRCLES

*Towards a Sustainable Future
for Future Generations*



Questions