Policy Name	**_Sustainability_**		
Policy #	SM 1.0	Category	Strategic Matters
Policy Owner	Chair, Governance Committee	Effective Date	June 1, 2022
Policy Lead	Vice President, External Relations	Next Review Date	June 1, 2027
Approved by	Board of Governors	Approval Date	May 31, 2022

1.0   Policy Statement

NAIT is guided by the definition of sustainability set forward by the United Nations where sustainable development "meets the needs of the present without compromising the ability of future generations to meet their own needs." Sustainability is an inclusive approach that considers the impacts of NAIT policies, programs, and operations on economic vitality, environmental quality, and social responsibility.

NAIT is committed to bringing sustainable practices to our campuses, labs, shops, classrooms, and workplaces, and looks to build an inclusive, sustainable, and resilient future for people and the planet. We are committed to advancing the principles of sustainability through education and research, improving campus operations and planning, and through interactions with the broader community.

2.0   Scope

This Policy serves as the umbrella policy to guide the development and implementation of strategies, procedures, initiatives, research, services, and programs that will advance sustainability at NAIT.

The Policy applies to all members of the NAIT Community.

3.0   Definitions

Term	Definition
Business Unit	A school/department/administrative unit/ancillary unit/business unit that has similar goals and objectives and operates under a single senior leader (usually at the AVP or equivalent level). For example, Industry Solutions or Information and Technology Services would be a Business Unit.
Economic Sustainability	Practices that support long-term economic growth without negatively impacting social and environmental aspects of the NAIT Community. Includes financial sustainability, compliance, governance and risk management.
Environmental Sustainability	Practices around the management of our physical environment in a way that supports living within ecological limits, protection of natural resources, and meeting the needs of communities without compromising the ability of future

	generations to meet their own needs. Includes reducing waste, reducing carbon footprint, etc.
NAIT Community	Employees, contractors, visitors, vendors, tenants, volunteers, clients, alumni and students of the polytechnic.
Social Sustainability	Practices that identify and manage business impacts, both positive and negative, on people. They support equity, diversity, inclusion, connectedness and democratic processes, while improving quality of life and honoring values, customs, spaces, and ways of life. Includes employee retention and engagement, ethical procurement, social license, etc.

4.0 Guiding Principles

4.1 Sustainability is core to our identity and vision as a polytechnic and is integrated into our everyday work. We value sustainability-focused leadership, innovation, creativity and technology that leads to both an excellence and a continuous improvement of operations and activities.

4.2 NAIT will incorporate sustainability as a key element in all applicable NAIT policies, procedures, processes and outcomes. This includes, but is not limited to, the following: supply chain management and procurement, campus and building planning, design, and construction, facility management and operations, technology investments and services, academic programming, student services, investment policies and administrative practices.

4.3 NAIT is committed to raising awareness in the NAIT Community around the importance of sustainability and will invest resources in creating and maintaining sustainability awareness, development of competencies, and empowerment of individuals and groups to act. These resources will be accessible, outcomes-based, have minimal barriers to participation and will be made available for staff and students to improve their knowledge and skills, and to collaborate with respect to sustainability and sustainable practices. These resources will also provide tangible ways that individuals can advance sustainability as ongoing contributing members of the NAIT Community.

4.4 To provide direction and stewardship for sustainability initiatives at NAIT, NAIT will develop and maintain a sustainability plan with specific and measurable goals for the polytechnic, and a toolkit for use by Business Units to assist in application of the Sustainability Policy and plan. Business Units will develop their own targets and plans that contribute to the achievement of these institutional goals and in other sustainability initiatives anticipated to add value. These targets and plans will encompass Economic, Environmental and Social Sustainability initiatives. Business Units will budget or reserve financial resources to support these initiatives and are accountable to ensure sustainable operations through strategic planning, reporting and compliance, and optimization and transformation.

4.5 NAIT commits to transparency and accountability towards sustainability actions, goals, and initiatives, and will report on our progress to the NAIT Community and the public.

Business Units need to report internally on their own progress towards their Economic, Environmental and Social Sustainability targets and plans on an annual basis.

4.6   Ongoing governance and oversight of sustainability at NAIT will take an inclusive cross-functional and collaborative approach. NAIT will establish and maintain a "Sustainability Steering Committee" – an institute-wide body with diverse representation that will provide integrated, collaborative, and evidence-based oversight of policy, planning, and results. This steering committee will ensure our commitment to sustainability is reflected in planning, decision-making, and communication across the organization. Responsibilities of this steering committee include, but are not limited to:

4.6.1   Periodically reviewing this Policy and updating, as necessary
4.6.2   Maintaining NAIT's sustainability plan, and providing a sustainability toolkit (or "lens") to guide implementation by Business Units
4.6.3   Producing NAIT's sustainability reporting, including in relation to NAIT's overall sustainability goals and targets

5.0   Other Related Documents

Future by the Sustainability Steering Committee: NAIT's sustainability plan, with toolkit for implementation by Business Units

Document History

Date	Action/ Change
January 23, 2023	Changed Policy Lead from VP Administration to VP External Relations