Royal Roads
UNIVERSITY

2024 PSO CLIMATE CHANGE ACCOUNTABILITY REPORT

Royal Roads University - May 2025

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CLIMATE CHANGE ACCOUNTABILITY REPORT OVERVIEW

Declaration Statement

This Public Sector Organization (PSO) Climate Change Accountability Report for the period January 1, 2024, to December 31, 2024, summarizes the greenhouse gas (GHG) emissions profile of Royal Roads University (RRU), the total offsets to reach net-zero emissions, the actions we have taken in 2024 to reduce our GHG emissions, and our plans to continue decreasing emissions in 2025 and beyond. By June 30, 2025, RRU's final 2*024 Climate Change Accountability Report* will be posted to our website at www.royalroads.ca/about/plans-reports.

Overview

Climate action and sustainability are core to the mandate and values of Royal Roads University (RRU). The university undertakes projects to reduce GHG emissions in accordance with the BC *Climate Change Accountability Act*, the Carbon Neutral Government Regulation and our own climate commitments and reduction targets. This report lays out RRU's 2024 GHG emissions, examines trends and details actions undertaken and plans for continued mitigation, adaptation and sustainability initiatives.

As outlined in Table 1, Royal Roads produced emissions totalling 1,021 tonnes of carbon dioxide equivalent (tCO_2e) which included 719 tonnes of biogenic emissions ($tBioCO_2$) resulting from RRU's use of renewable natural gas (RNG or biomethane). New this year is the addition of fugitive emissions from refrigerants, accounting for 79 tCO_2e of the university's offsetable total. Of RRU's total emissions, 302 tCO_2e require offsets in accordance with provincial reporting guidelines. Biogenic emissions are not included in offset totals since they would be released naturally during decomposition. RRU's total offset amount has seen a 69% decrease compared to 2023 (961 tCO_2e) due mostly to RRU's designation of biomethane as its direct fuel source for select buildings for most of 2024. Since 2010, RRU has reduced its total GHG emissions by 30% (compared to a baseline of 1,465 tCO_2e). Offsetable emissions have been reduced by 79% since 2010.

2024 Emissions and Offset Summary

Table 1: Royal Roads University 2024 GHG Emissions and Offsets Summary

GHG emissions for the period January 1 - December 31, 2024	
Total $BioCO_2$	719
Total Emissions (tCO_2e)	1021
Total Offsets (tCO_2e)	302
Adjustments to Offset Required GHG Emissions Reported in Prior Years[1]	
Total Offsets Adjustment (tCO_2e)	0
Grand Total Offsets for the 2024 Reporting Year	
Grand Total Offsets (tCO_2e) to be Retired for 2023 Reporting Year	302
Offset Investment ($25 per tCO_2e)	$7,550

[1] Emissions reported in previous years are updated because of new information becoming available, errors discovered in previously entered data, or consumption adjustments made by energy providers.

Retirement of Offsets

In accordance with the requirements of the *Climate Change Accountability Act* and Carbon Neutral Government Regulation, Royal Roads University (**the Organization**) is responsible for arranging for the retirement of the offsets obligation reported above for the 2024 calendar year, together with any adjustments reported for past calendar years (if applicable). The Organization hereby agrees that, in exchange for the Ministry of Environment and Climate Change Strategy (**the Ministry**) ensuring that these offsets are retired on the Organization's behalf, the Organization will pay within 30 days, the associated invoice to be issued by the Ministry in an amount equal to $25 per tonne of offsets retired on its behalf plus GST.

Executive Sign-Off:

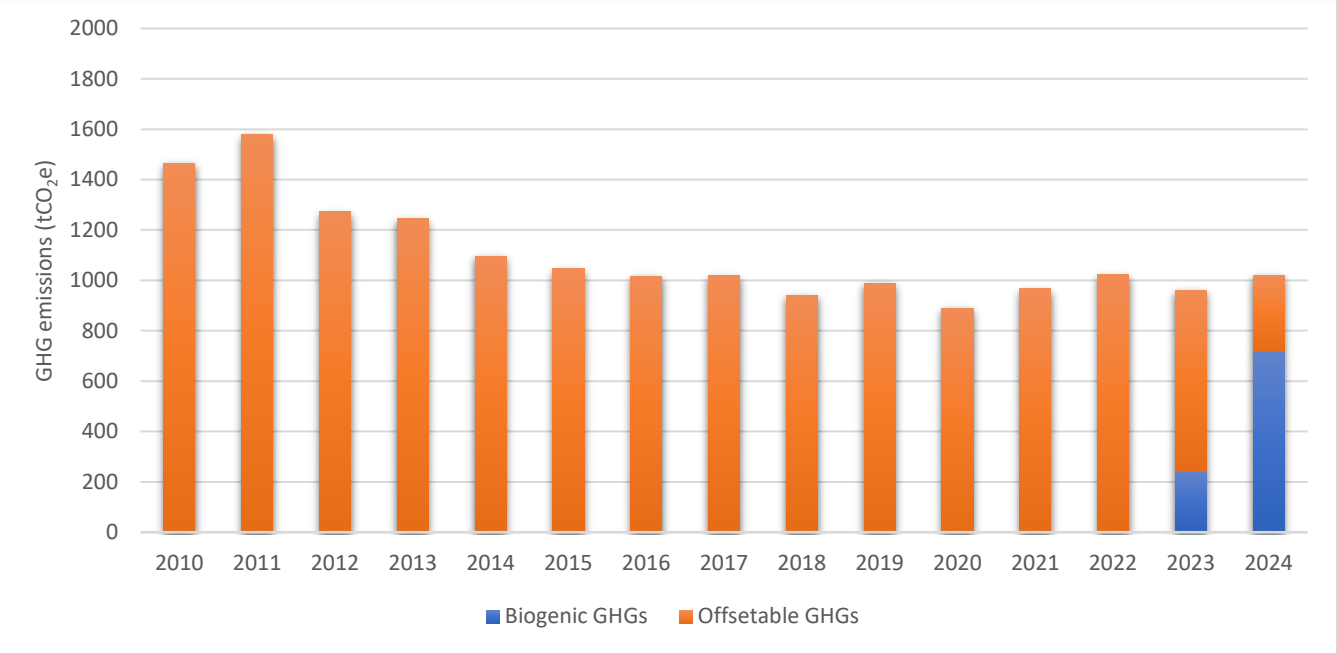
	May 23, 2025
Signature	**Date**
Alex Kortum	Vice President Finance and Operations Royal Roads University
Name	**Title**

2024 GREENHOUSE GAS EMISSIONS PROFILE

In 2024, Royal Roads University's total GHG emissions were 1,021 tCO_2e, representing a 30% reduction from the 2010 baseline (1,465 tCO_2e). Of this total, 719 tonnes are biogenic emissions ($tBioCO_2e$), and 302 tonnes are emissions requiring offsets. Except for paper, these provincially reported totals do not include Scope 3 emissions (see below for more on Scope 3 emissions).

RRU's offsetable emissions reflect a 79% reduction from the 2010 baseline. RRU's GHG trend is outlined in Figure 1[2]. This reduction has been achieved mostly through the university switching from methane gas[3] to renewable natural gas (also known as RNG or biomethane). Through this program, the university designated 100% of its fuel as a biomethane[4] blend for much of 2024 and thereby reduced offsetable GHG emissions associated with direct fuel consumption. Although not visible in the graph until 2023, biogenic emissions are included and ranged between one to three tCO_2e until 2022.

Figure 1: RRU's GHG Emissions Trend 2010 – 2024 (Scope 1, 2 and paper)



Emissions by Source

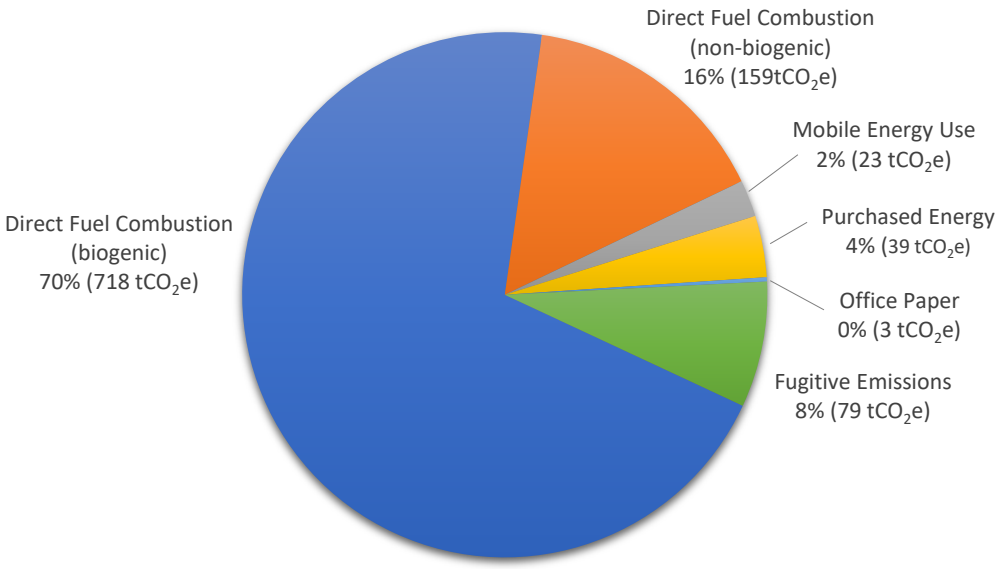
Building heating by direct fuel combustion accounts for the largest source of RRU's GHG emissions at RRU, followed by electricity (purchased energy), fleet (mobile energy use), and paper (see Figure 2, next page).

[2] Note that annual totals have been updated as per 2023 province-wide emission factor adjustments.

[3] Methane gas is also known as "natural gas." RRU's source for this fuel is FortisBC, which supplies gas that is 95% methane (FortisBC). Methane has a global warming potential 28 times stronger that CO_2 (BC Ministry of Environment and Climate Change, 2023). Studies have shown that using the terminology of "natural gas" implies a clean source of energy and an undeservedly positive public perception (Yale, 2022). In recognition of these factors, RRU has changed its terminology.

[4] Biomethane is another name for Renewable Natural Gas (RNG). In keeping with our use of "methane gas" in place of Natural Gas, we will use terminology that acknowledges the methane content of this biogas.

Figure 2: Percent Total GHG Emissions by Source (tCO_2e), 2024



As the diagram above illustrates, direct fuel combustion is RRU's most significant climate impact for operational emissions. Over the last four years, office paper has dramatically declined and now comprises less than one percent of RRU's total inventory. Mobile energy use (primarily from fleet) has also declined as a greater proportion of RRU's fleet shifts to electric/hybrid. New this year is the tracking and reporting of fugitive emissions from refrigerants.

Scope 3 Emissions

Through its *Climate Action Plan 2022 – 2027* and as a signatory to the UN Race to Zero, RRU has committed to measure, track and reduce scope 3 emissions (emissions that are considered as part of the up- and downstream of the university's value chain). Except for paper, BC's Carbon Neutral program does not require public sector organizations to report on, reduce, or offset emissions associated with scope 3. However, these emissions are significant to the university's climate impact, and RRU has been working to determine preliminary baselines of scope 3 categories. These include business air travel, student air travel (both domestic and international), purchased goods and services, investments, waste and commuting. Please see the Scope 3 section on pages 11-14 for additional information.

Stationary Sources - Fuel and Energy for Buildings

Royal Roads University is responsible for three locations: Colwood campus, Langford campus, and Salt Spring Island campus. The Colwood location is currently the only active campus. The Langford campus is under construction and will be operational in 2025. The Salt Spring Island property was acquired in Summer 2024 and is not yet being actively used for programming.

Royal Roads Colwood Campus has 26 buildings with a total area of 46,908 m^2. This includes a unique mix of buildings including seven with Federal Heritage Designations and 11 constructed prior to the Second World War. RRU's Colwood campus buildings are powered by electricity (BC Hydro) and methane gas (Fortis BC) and contribute the most significant amount of offsetable GHG emissions at RRU.

Emissions from buildings make up 90% of RRU's total GHGs in 2024 (916 tCO_2e). In 2024, eight Colwood campus buildings powered by gas accounted for 86% of RRU's total emissions, while electricity for the campus accounted for 4% of our total emissions. See Table 2 below for amounts.

Table 2. Building emissions (offsetable and total)

	Offsetable emissions (no biogenic), tCO_2e	**Total emissions** (including biogenic), tCO_2e
Stationary fuel combustion	159	877
Electricity	38.6	38.6
Total	**197.6**	**915.6**

Since 2023, Royal Roads has opted into FortisBC's Renewable Natural Gas (RNG) program and designates 100% of its gas consumption as biomethane. Through an error, three large buildings were not included in the RNG program for the first three months of 2024 but once corrected, all Colwood campus buildings fueled by methane were designated to be on RNG at 100% for the remainder of the year.

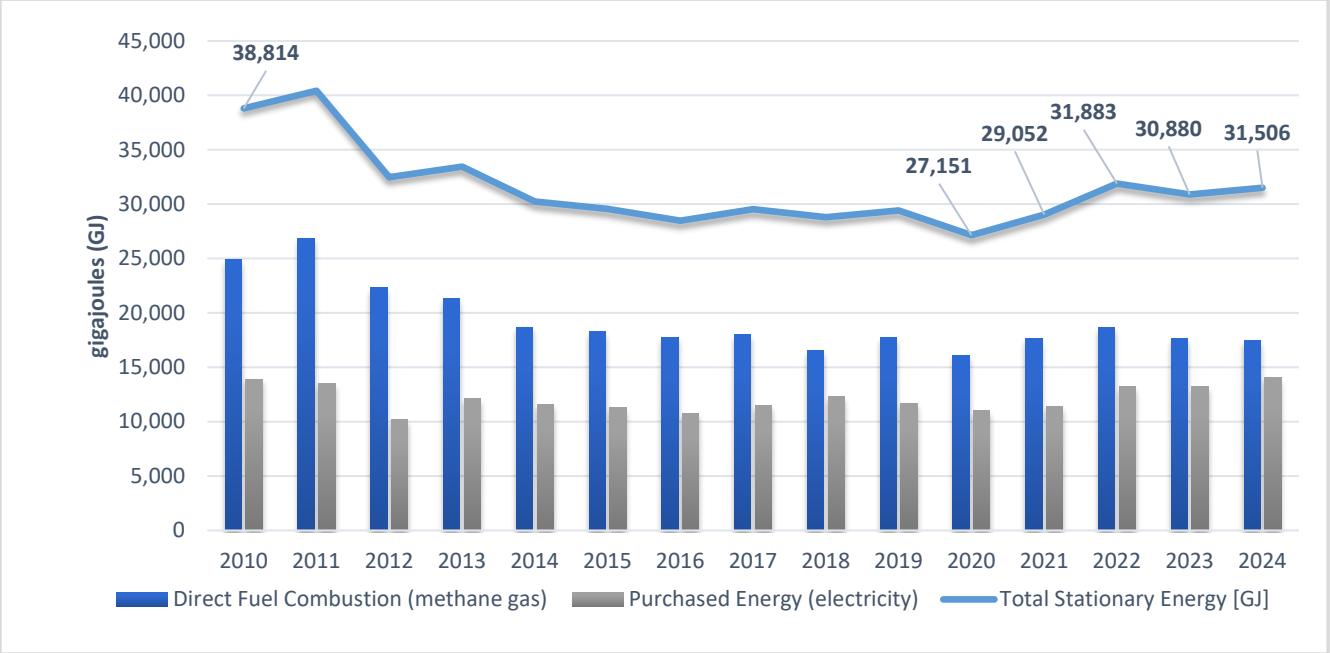
RNG is biomethane that has been captured from decomposing organic waste from landfills and wastewater facilities. RNG produces biogenic emissions which do not require offsets under the Carbon Neutral program. RRU's participation in the RNG offset program is an interim step as part of its broader decarbonization strategy to reduce GHGs. Efforts to increase energy efficiency, reducing energy consumption, and transition to low carbon and renewable energy systems remain a priority for the university.

Building Energy Consumption Trends

Building energy consumption data (measured in Gigajoules or GJs) provides a reliable means of tracking energy usage trends and reductions. RRU's stationary energy use trends are illustrated in Figure 3 below. Purchased energy (electricity) consumption has remained relatively consistent, with 1% increase since 2010. Future increases in electricity use are anticipated as RRU moves away from fossil fuels to greater electrification.

Direct fuel consumption (of both methane and biomethane gas) has been reduced 30% since 2010. However, consumption rates have been relatively static over the last decade, ranging in the 16,000 to 18,000 GJ range since 2014. As RRU increases building metering and energy monitoring, it will be able to take a more data-informed approach to increasing efficiency across its building portfolios.

Figure 3: Stationary Energy Use (GJs), 2010 – 2024



Fugitive Refrigerant Emissions

Fugitive emissions are an important category of Scope 1 direct emissions resulting from release of GHG compounds from equipment such as refrigeration, heat pumps and air conditioning systems.

In line with the Montreal Protocol, any equipment utilizing ozone-depleting substances has been updated to use hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs). Although better for the earth's ozone layer, "fugitive emissions" – or those emissions that escape from leakage and service of this equipment – have a much higher global warming potential than carbon dioxide[5]. Previously unrecorded, these potent GHGs are a significant concern so it's important to monitor and mitigate.

For this first year of reporting fugitive emissions, RRU is including an initial estimation of refrigerant data for the Colwood campus. Based on equipment totals and the average emission calculator created by the province, RRU's estimated fugitive emissions for 2024 are 79 tCO_2e. Going forward, tracking will be improved, allowing for more refined reporting.

[5] HFCs and PFCs are a class of powerful greenhouse gases with global warming potential (GWP) values that are typically 1,000 times greater than that of CO_2 (US EPA, Greenhouse Gas Inventory Guidance, 2014)

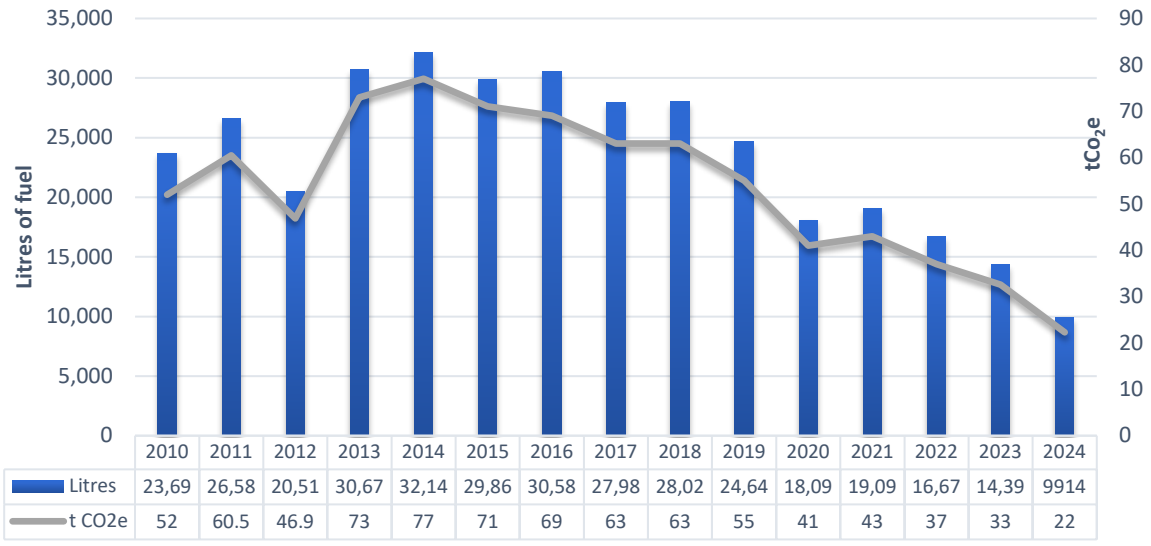
Mobile Sources – Fleet Energy Use

In 2024, the RRU fleet produced 22 tCO_2e (mobile fuel combustion). This accounted for 2% of the university's total GHG emissions. Since 2010, RRU has reduced fleet associated GHGs by 58% – a difference of 30 tCO_2e (Figure 4). Through continued fleet management and the retirement of gas-powered vehicles (two were retired in 2024), RRUs fleet emission trend continues downward. The university anticipates electrifying its fleet by 2030/31.

Currently, the university has a mixed fleet that includes:

- 9 gas-powered vehicles (utility vans, trucks, and minivans).
- 5 hybrid electric vehicles (minivans and SUVs)
- 2 electric utility vehicles
- 31 electric golf carts
- 7 gas-powered working vehicles (tractors, mowers, and garden utility vehicles)
- 1 diesel-powered heavy-duty vehicle (dump truck)

Figure 4: Mobile Energy Use, 2010-2024 (litres and tCO_2e)

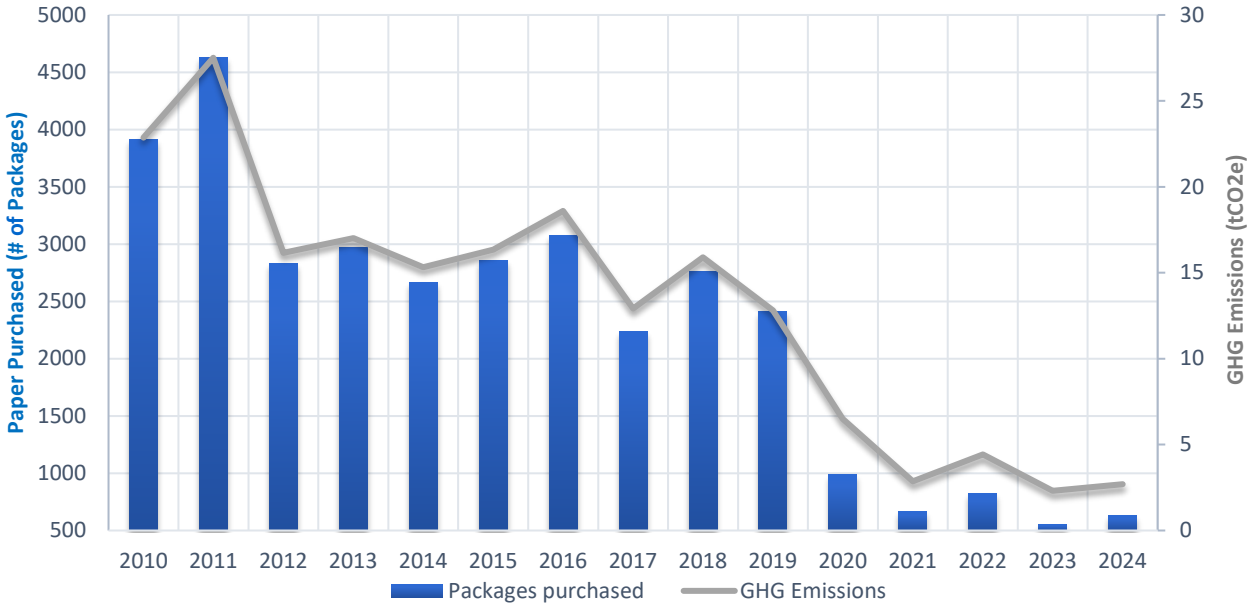


	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Litres	23,69	26,58	20,51	30,67	32,14	29,86	30,58	27,98	28,02	24,64	18,09	19,09	16,67	14,39	9914
t CO2e	52	60.5	46.9	73	77	71	69	63	63	55	41	43	37	33	22

Paper Consumption

In 2024, emissions associated with office paper accounted for almost 3 tCO_2e or 0.3% of the university's total GHG emissions. RRU's standard procurement practice is to select sugar cane paper for all 8 ½" x 11" paper orders which is considered a low- emissions paper. This, coupled with a continued shift towards online course delivery and increased electronic processes across the university, have resulted in significant reduction in paper use. See Figure 5 below for an overview of the consumption and emissions trend for purchased paper. Although minor, there was an increase in units of paper purchased last year (from 555 in 2023 to 630 in 2024).

Figure 5: Paper Purchased and Associated GHG Emissions, 2010-2024



Scope 3 Emissions

In line with its *Climate Action Plan* and commitments to the UN Race to Zero, RRU is expanding its oversight and plans for reducing scope 3 emissions. Scope 3 emissions are indirect emissions, or those emissions created by sources not directly owned or controlled by the organization but rather those that occur within its value chain. Value chain activities generate a significant amount of GHG emissions and are an important opportunity to reduce the climate impact of our organization.

Royal Roads has committed to reducing scope 3 emissions by 50% by 2030. The following provides details about early scope 3 categories of focus (including the establishment of baselines) for the following areas: business travel, commuting, student air travel, purchased goods and services, waste, and embodied energy in building construction.

1. Business air travel

Baseline: 1,208 tCO_2e in 2019

University business-related air travel is defined as the air travel that is paid for by the university. This includes travel for conferences, workshops, marketing, and research. A baseline study of RRU's business-related air travel in 2019 showed that faculty and staff air travel was more than 4.2 million kilometres, resulting in over 1,200 tCO_2e (Kool, 2022). University business air travel created more emissions than university's entire operation that same year from buildings, fleet, and paper (1,050 tCO_2e).

To develop a business air-travel strategy, a research project was undertaken in 2022 to further our understanding of opinions, challenges, and opportunities at the university, and which included semi-structured virtual interviews with five other PSI sustainability representatives and a survey sent to approximately 600 staff and faculty members. The results will inform future engagements and the creating a reduction strategy. RRU also developed preliminary air travel decision tree and has engaged in preliminary discussions about integrating climate into air travel decisions and policy.

2. Commuting

Baseline: 570 tCO_2e in 2024

Commuting includes emissions resulting from transportation of staff and faculty between their places of residence and the campus (e.g., car, bus, e-bikes). This includes all employees (full-time, part-time, interns etc.) and some contractors.

Commuter surveys were conducted in 2007, 2013, 2018 and in 2024 to determine RRU's transportation mode choices, changes in commuting habits, and to make recommendations for reducing the number of single occupant vehicles commuting to campus. In 2024, the Commuter Count and Mode Split Survey also estimated GHG emissions created by employees, students, and visitors commuting to the Colwood campus. Annual commuter-related emissions are estimated to contribute 570 tCO_2e. Of that total, employees are responsible for 262.3 tonnes, students created 131.7 tonnes, and 176 tonnes resulted from campus visitors. Employee, student, and visitor transportation emissions represent a significant amount of RRU's emissions (equivalent to 80% of the 2023 offsetable emissions of 720 tCO_2e (Thexton, 2024).

The transportation survey also revealed that at 14.3% electric vehicle use by RRU faculty, staff, students, and visitors currently exceeds the provincial average of 2.7% (based on the amount battery electric vehicle registrations in British Columbia in 2023)[6]. There are 24 public EV charging ports on campus.

NOTE: In accordance with the GHG Protocol, commuting emissions should be distinguished in different scope 3 categories with employee commuting considered upstream emissions (scope 3.7), and student and visitor emissions allocated to downstream transportation emissions (scope 3.9) since they are generated by users of the services provided by the university and its campus[7]. RRU will articulate this difference as scope 3 reporting becomes more formalized.

3. Student Air Travel, Domestic and International

Baseline: 4,520 tCO_2e in 2019

Domestic and International student air travel includes the emissions created by students travelling to and from campus for short programs and on-campus residencies. The development of low-carbon commuting strategies for students will overlap with what is implemented for employees (above) but for the barriers, implications and opportunities will vary. Student commuting is a downstream emission resulting from the use of our services. These emissions have been included in the section above with employee commuting.

In 2021, early baseline work was conducted to quantify emissions from both domestic and international student air travel to attend on campus residencies and courses. Using 2019 as a baseline year, the report found that international student air travel contributed over 3,700 tCO_2e of emissions, and domestic student air travel contributed 820 tCO_2e (Kool, 2022).

4. Purchased goods and services

Baseline: 152 tCO_2e in 2022/3

This category features the goods (tangible products) and services (intangible products) purchased by the institution within the reporting year. Many of these emissions come from products procured for the purposes of supporting university operations, such as furniture, food, and office supplies. A baseline study on purchased goods and services purchased for the 2022/23 fiscal year was conducted using the spend-based method (a sum of the value of the purchased good/services x emission factor per unit of economic value ($kgCO_2e/\$$)). Capital goods were excluded from this calculation.

5. Investments

Baseline: approx. 348 tCO_2e (or 12,629 tCO_2e with investee scope 3 in 2022/3)

In 2024, a study of emissions enabled by the University's investments for 2022/23 was conducted. This exploratory study covered approximately 35% of the University's investment portfolio (70% of its equity holdings). The assessment followed the Investment-specific method outlined in the Greenhouse Gas Protocol's Technical guidance for calculating scope 3 emissions v.1.0 (2013). Using the proportional share of scope 1 and 2 emissions of investee companies (based on percentage of investees' outstanding shares held by the University), financed emissions for the sample of investments equal 132.3 tCO_2e.

[6] Statistics Canada (2024). Table 23-10-0308-01 Vehicle registrations, by type of vehicle and fuel type
[7] Greenhouse Gas Protocol. (n.d.). Technical guidance for calculating Scope 3 emissions. https://ghgprotocol.org/sites/default/files/2023-03/Scope3_Calculation_Guidance_0%5B1%5D.pdf

The GHG Protocol's guidance recommends that the scope 3 emissions of investees be included in the calculation of the investor's scope 3.15 financed emissions if those scope 3 emissions comprise a significant proportion of the investee's total emissions. In most of the sectors in which the University is invested, sectoral Scope 3 emissions represent more than 80% of total emissions. As such, a second analysis was conducted incorporating investees' reported Scope 3 emissions. With those Scope 3 emissions included in that analysis, the University's financed emissions increase to 4,800 tCO_2e –roughly 4.8 times greater than the University's total Scope 1 and 2 emissions for 2022/3.

When extrapolated across all non-cash holdings in the portfolio, these financed emissions rates predict the University's total Investment-related emissions at 348 tCO_2e (based on Scope 1 and 2 emissions only) or 12,629 tCO_2e when investee's reported Scope 3 emissions are included).

6. Waste

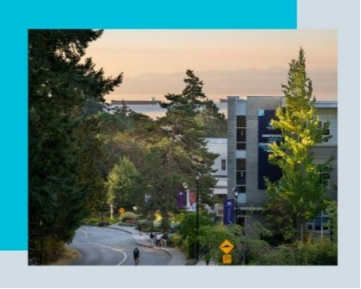
Baseline: approx. -31 tCO_2e in 2022

This category includes emissions from the waste generated by an institution, including third-party disposal or treatment. Emissions are calculated through the different waste types that are generated during the reporting year (e.g. recycling, wastewater). To track and analyse this category, an "average-data method" was used. This involved "estimating emissions based on total waste going to each disposal method (e.g., landfill) and average emission factors for each disposal method" (Technical Guidance for Calculating Scope 3 Emissions, World Resources Institute & World Business Council for Sustainable Development, 2013).

In 2022, RRU students and faculty conducted an audit of the university's waste, recycling and compost streams. The study found that, since the last audit in 2019, diversion rates decreased significantly, with 53% diverted to alternative waste streams such as composting and recycling. In 2022, RRU's overall waste stream is net carbon negative (ranging from an estimated -21.5 to -34.4 tCO_2e). Additional improvements in diversion rates have the potential to further decrease emissions by another 25 tCO_2e. Over the 2023/24 year, RRU has experienced challenges with diverting compostables; this issue will affect the overall climate impact in the future.

RRU's Scope 3 emission reduction program - next steps

- Prioritize scope 3 focus areas and actions.
- Increase awareness of scope 3 categories, their impacts and mitigation actions.
- Implement ongoing tracking for scope 3 priority areas.
- Development of processes and policies that lead to reductions in scope 3 emissions.



Climate Risk and Resilience

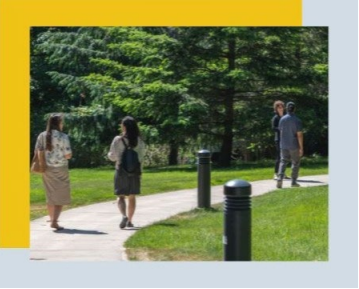
In 2024, Royal Roads undertook its first climate risk assessment. This one-year process helped improve understanding of the highest risks facing the university and set out a resilience roadmap to chart a path forward. The assessment is a critical precursor to adaptation and emergency preparedness planning.

Following executive review, the risk assessment findings and resilience roadmap will be shared with the RRU community. Ongoing engagement with the climate risk assessment and the resilience roadmap will increase knowledge, awareness, support and collaboration for resilience activities both within and external to the RRU community.

What's next?

Royal Roads will build on its first climate risk assessment and the draft Resilience Roadmap. A phased approach and collaboration across departments will be critical as adaptation planning is rolled out for the university. Commitments include:

- **Adaptation Plan:** developing a Climate Adaptation Plan to integrate climate risk and resilience into university governance, administration, operations, business development and service delivery model. Additionally, other RRU programs are underway that have important intersections with this work including RRU's Enterprise Risk Management (ERM) Framework, academic service delivery, emergency management, the People and Culture strategy, energy management and decarbonization.
- **Integrating Disaster Risk Reduction:** integrating disaster risk reduction and climate adaptation considerations within emergency plans, capital planning and business continuity plans.
- **Manage for Risks:** assessing, monitoring, reporting on and managing institutional climate risks within the ERM Framework
- **Infrastructure Readiness:** ensuring new buildings and major renovations integrate climate risk and adaptation considerations.



Other Climate & Sustainability Initiatives

CAMPUS OPERATIONS

Energy upgrades

To increase energy use monitoring and efficiency on the Colwood Campus, RRU has initiated projects that include lighting upgrades, the addition of mechanical meters in the Library and Sequoia building. Several of these upgrades are integrated into lifecycle replacements and deferred maintenance projects.

PROGRAMS & OUTREACH

Climate Education, Resources & Training

- The Career Innovation Project (CIP) at RRU enhanced student engagement and career readiness in line with Canada's net-zero goals. The initiative fostered partnerships to expand career opportunities. With over twenty career events, the project connected students with industry leaders in sustainability and equipped them with climate-relevant skills and networks. As of March 2025, CIP facilitated 325 work-integrated learning experiences and reached out to over 30,000 employers.
- RRU's Professional and Continuing Studies (PCS) added an *Infrastructure and Climate Resilience Planning Micro-credential Program* to their growing roster of 16 climate- and environment-related educational offerings.
- The Royal Roads Library created a Digital Library Climate Collection of climate research and resources, including featuring an ever-expanding repository of graduate student projects, e-books, audio visual materials and other digital resources related to climate and sustainability.
- A guidebook called Designing Climate Resilience: Youth in Action was created as part of the Youth Designing Climate Resilience (YDCR) project. Funded by a Social Science and Humanities Council Research Grant and produced by researchers working with the Resilience by Design Lab, this inspiring resource showcases the climate resilience initiatives designed and led by youth and educators.

The Farm at Royal Roads

The Farm at Royal Roads added two large gardens in 2024 including an Indigenous Medicine Garden and a Market Garden. Through continued partnerships with community organizations and volunteers, the Farm has created meaningful opportunities for more than 2,000 people within our community to engage with nature. At almost 70,000 square feet, this is a prime location for hands-on engagement and place-based learning opportunities. The Indigenous Medicine Garden and broader Farm also offer tangible spaces for sharing Indigenous Knowledges and decolonizing curricula.

Climate Week

In November a week-long calendar of learning opportunities, events and engagement sessions. Over 15 sessions were offered and included an online speaker series and several in-person events that brought together students,

faculty, leaders and the public for learning and activities focused on transformative change, community empowerment, creative resilience, food systems, placemaking and action.

Climate Week also featured the unveiling of a collaborative community art project that began during Climate Week 2023. Over 700 contributions were pieced together by artist Bruno de Oliveira Jayme to create the final mosaic. The unveiling was followed by an art-based workshop facilitated by RRU staff member and poet Ali Blythe and Master of Arts in Environmental Education and Communication student Ali Hall.

Success Stories

A Holistic Approach to Climate Resilience

RRU is a recognized leader in climate resilience; its work has garnered interest and attention at both regional and national levels. Academically, RRU offers a robust suite of programs related to climate action leadership, adaptation and disaster and emergency management. Through initiatives like CanAdapt, the *Climate Action Competencies Framework*, and upskilling micro-credentials, the university is playing a strong role in national capacity building initiatives. RRU will work over the coming year to share insights and information about its climate resilience approach with an aim to support others in this emerging space.

In 2024, Royal Roads University conducted its first climate risk assessment. While the scope of work was focused on the Colwood campus, the concepts and recommendations are also transferrable to both Langford and Salt Spring Island campuses. Notable was RRU's holistic approach and consultation process with the university community. This comprehensive approach is unique and can be shared with counterparts and similar organizations embarking on this work since assessment best practices are being currently being developed.

Promoting a culture of agency and engagement

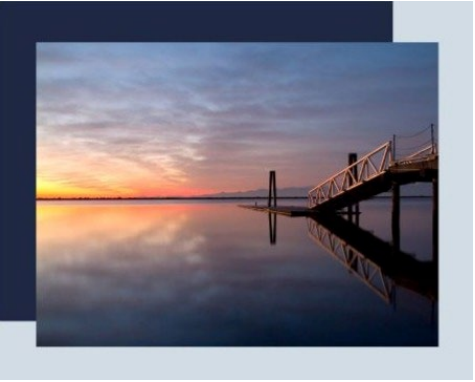
Through a varied calendar of regular offerings, webinars, and special events, RRU's Climate Action and Sustainability Team worked with others across the university to not only to increase awareness but also to ensure members of the community have opportunities to find agency and build collective resilience in unique ways. Events and outreach initiatives reached staff, faculty, students as well as the wider RRU community. In addition to **Climate Week** and sessions at **the Farm** (detailed above), opportunities for engagement were offered throughout the year.

In 2024, RRU established a stewardship program called the **Healthy Planet Club**. Through support from the WWF Go Wild Grants program, monthly opportunities to learn about restoration and biodiversity conservation were offered. Twelve sessions took place throughout the year and were well attended by staff, students, faculty and community members. As an extension of RRU's experiential learning approach, sessions increased awareness among participants of our local ecosystems, their history and how to support them. Beyond providing educational opportunities, the club offered hands-on, action-based stewardship sessions through

litter cleanups and the removal of priority invasive species including English ivy and Scotch broom. Through the year, over 175 participants joined in these sessions that connected them with nature and each other.

Monthly **Resiliency and Reconnection Circles** continued in 2024. Professor and Ecopyschotherapist, Hilary Leighton, facilitated these gatherings to acknowledge and work through emotions, gain insights, and cultivate increased resilience and reconnection through community. Interested staff and faculty participated in one-hour discussions that fostered connections and offered a generous space for acknowledging and processing emotions related to the climate crisis, political polarization and biodiversity loss in ways that build courage, acceptance, and inner strength.

In May, twenty-three RRU staff and faculty members enrolled for a **Climate, Complexity & Relational Accountability course** with Dr. Vanessa Andreotti, Dr. Sharon Stein, and Giovanna Andreotti. During four in-person sessions and asynchronous learning, participants delved into some of the deeper concepts and unlearning needed for current contexts and transformational shifts. Regular and ongoing conversations and community gatherings have helped continue the (un)learning and practice in this space.



Climate and Sustainability Initiatives Planned for 2025 and Beyond

CLIMATE LEADERSHIP

Climate Action Plan Refocusing: In 2025, RRU will undertake a refresh of the university's Climate Action Plan. Global contexts have shifted, the post-secondary sector is facing challenges, and more is known about the climate risks we are facing. RRU will remain responsive to new information, emergent issues, developments, and technologies. To that end, we are embarking on an organization-wide process of refocusing and prioritizing the Climate Action Plan to lean into our strengths and prioritize our continued climate leadership strategies.

Establishing the Climate Action Hub: As part of the Climate Action Plan and RRU's Three-Year Action Plan, establishing a centre for climate-related education, research, capacity building and engagement was included as a priority. Design and development of the Climate Action Hub will recommence in 2025 with the goal of being operational by 2026.

PROGRAMS & OUTREACH

The Farm - In addition to tending the small-scale mixed farm, Farm staff and volunteers are restoring and expanding the existing polyculture orchard. In 2025, the Farm will continue growing not just food, but also partnerships and engagement. RRU is currently working on funding and design of a robust food-forward, nature-based education and community engagement program. The Farm is envisioned as a space where students and community members can connect with nature, learn about food systems, increase their self-sufficiency, and actively care for the environment.

People and Culture – Climate-action support has been included into RRU's new *People Plan* and *Three-year Action Plan*. As of 2025, *Climate Leadership* has been added an employee competency in RRU's restructured professional development framework. By integrating climate as a core competency, this not only reaffirms RRU's strategic commitments, it also provides institutional support for the development of climate-related education and training for staff, faculty and contractors. Additionally, this integration of competencies is backed by the development of policies and programs that support RRU employees to participate in community and on-campus volunteering opportunities. These measures will help to ensure RRU employees have the skills and knowledge to become a climate-ready workforce as part of a resilient organization.

Bloom Castle by the Sea - RRU is upgrading the Salt Spring Island property to meet post-secondary safety and accessibility standards and plans to use offer changemaking field trips, workshops, seminars, and interdisciplinary education at this location. Consultation with Indigenous Rights Holders, local organizations and community members is planned and will chart the course for future programming and use at this new campus space.

CAMPUS OPERATIONS

Energy Management – In continuation of the metering project on the Colwood campus, the installation of mechanical meters will be prioritized in 2025/26. Lifecycle replacement and upgrade to the hot water boiler in the Nixon building will introduce a more efficient, hybrid electric/gas system.

Langford Campus - The Langford campus is slated to open during the Summer of 2025. Designed to meet the Zero Carbon Building design standard, and targeting LEED v4 BD+C Gold certification, this five-story mass timber building will be a regional learning hub for learning. Through an exciting collaboration, programming from Royal Roads University, Camosun College, the University of Victoria, the Justice Institute of British Columbia, and the Sooke School District 62 will be offered at this new campus. The building will also include a multipurpose Innovation Studio and space for Indigenous gatherings.

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