



YOU BELONG HERE

SUSTAINABILITY
COLAB

176 Larch St. - Project Site
360 Energy
3rd Line Studios
A2S Associates
Accelerated Systems
AET Group
Ajax Pickering Board of Trade
Alectra Utilities
Angela's Bed & Breakfast
Arborus Consulting
ArcelorMittal Dofasco
Aryzta/Oakrun Farm Bakery
Athena Software
Avocado Co-op
Banfield Agency
Beatties Basics
Benefect
Black Gold Coffee
Blazing Star Environmental
Borealis - Grill & Bar
Bread & Butter Bakery
Brick Brewery
Brock University
Brock University Students' Union
Bryson Insurance
Canada Rubber Group
Canadian General Tower
Canadian Museum of Nature
Cantin Insurance Services -
The Co-operators
Carrothers and Associates Inc.
Catalyst Mind
CEM Engineering
Centre for International
Governance Innovation
The Church of St. John the Evangelist
City of Cambridge
City of Kitchener
City of Ottawa
City of Pickering
City of St. Catharines
City of Vaughan
City of Waterloo
Clarington Board of Trade

CMS Web Solutions
CN Power
Cober Evolving Solutions
Combined Metal Industries
Community Car Share
Conestoga College
Conestoga Mall (Ivanhoe Cambridge)
Copper Cliff United Church
The Cora Group
The Corporation of the City of Kingston
The Cotton Factory
Crawford & Company (Canada)
CSV Architects
David Johnston Research +
Technology Park
Deer Creek Golf & Banquet Facility
Delphi Group
Durham College
Durham Condominium Corp 120
Durham Corporate Centre
Ecolife Home Improvements
Economical Insurance
EcoSynthetix
Energy+
Enviro-Digital Printing
Enviro-Stewards
EV Fern
EY (Waterloo Region)
Fairview Park Mall (Cadillac Fairview)
Fallsview Casino Resort
Farm Mutual Reinsurance Plan
Fire Monitoring of Canada
Focus 21
General Motors of Canada Company
Gordon's Estate Services
Gore Mutual Insurance Company
Gowling WLG (Waterloo Region)
Greater Kitchener Waterloo
Chamber of Commerce
Grosche International
GSP Group
Hamilton Water
Healing Path Centre for
Natural Medicine

Hia Media
HiGarden
Home Hardware
Homestead Land Holdings
House of Friendship
Hydro Ottawa
JED Management/Gateway Niagara
John C. Munro Hamilton
International Airport
Kabuki Spa
Kindred Credit Union
Kingston & Frontenac Housing
Corporation
Kitchener and Waterloo
Community Foundation
Kitchener-Wilmot Hydro
Kuntz Electroplating
Lake Simcoe Region
Conservation Authority
The Landings Golf Course
Laughing Buddha and
Towne House Tavern
Lightenco
Limestone Property Management
LURA Consulting
Manulife Financial (Waterloo Region)
Marsland Centre Limited
mcCallum Sather
McMaster Innovation Park
Medical Pharmacies Group
Mennonite Central Committee
Mennonite Economic
Development Associates
Midfield
Monarch Kitchen and Bath
Mount Everest Indian Restaurant
Native Plants
Nature Harmony Institute
Niagara College Canada
Niagara Health System
Niagara Ina Grafton Gage Village
Niagara Peninsula Energy
Niagara Region
N-VIRO by Walker Environmental Group
Ontario Sustainable Energy Association
Oshawa Centre (Ivanhoe Cambridge)
Oshawa Curling Club
Ottawa Chamber of Commerce
Ottawa-Carleton District School Board
PACS Energy Solutions
Performance Court Building
(150 Elgin St.)
Posterity Group
ProMark Window Film & Blinds
Quarry Integrated Communications

Quartek Group
Quiet Nature
REEP Green Solutions
REfficient
Regional Municipality of Durham
Regional Municipality of Waterloo
Regional Municipality of York
Rimikon
RLB LLP
Rock-Tech
Rogers & Trainor Commercial Realty
Royal Botanical Gardens
S. Jerome's University
S.G. Cunningham
s2e Technologies
Second Wedge Brewery
Seedworks
Seven Shores
SmarterShift
SmartNet Developments Inc (SNDI)
SRS Consulting Engineers
St. Lawrence College
St. Mary's Cement
St. Paul's University College
St. Stephens on the Hill United Church
Stantec (Waterloo Region)
Stratos
Sudbury Integrated Nickel Operations
Sudbury Theatre Centre
Sun Life Financial (Waterloo Region)
Sustainable Societies Consulting Group
Swan Dust Control
The Tea Room
Tech Wreckers
TekPak Solutions
Terra Designs
Toast & Jam Café
Town Homes Kingston
Town of Ajax
TownePlace Suites
The Township of North Dumfries
The Township of Wilmot
Toyota Boshoku Canada
Tradeforce Tech
Trailhead Kingston
Trinity United Church
United Way Kitchener Waterloo & Area
University of Ontario Institute
of Technology
University of Waterloo
U-Pak
Uxbridge Chamber of Commerce
Veridian Connections
VeriForm
Vigor Clean Tech
Violin Power Solutions
Wahnapitae First Nation
Walker Emulsions
WalterFedy
Water Superstore
Waterloo Catholic District School Board
Waterloo North Hydro
Waterloo Regional District School Board
Whitby Chamber of Commerce
Whitby Curling Club
Whiting Design
Wilfrid Laurier University
Wonderfloat
WSP (Waterloo Region)
Your Credit Union
YWCA Hamilton

YOU
BELONG
HERE

YOU BELONG HERE

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YOU BELONG IN THE NEW ECONOMY

Letter from CoLab

We live in uncertain times. A time when many are making the choice to divide instead of unite. A time when the President of the United States has disappointingly withdrawn from a global agreement to set voluntary carbon targets.

In spite of this – or perhaps, in response to this – we can and should join together: a chorus of people, organizations, and governments around the world showing we will do just the opposite. Because we know that while climate change continues to have significant consequences globally and locally, the opportunity to shift to a thriving low-carbon economy is greater than ever.

The CoLab Network is seizing this opportunity. From an airport in Hamilton, to a brewery in Durham, to a credit union in Ottawa, to a manufacturer in Waterloo Region, organizations of all sizes and sectors are stepping up in their communities and stepping into local networks knowing they are stronger together – networks that manifest their ambition, their impatience, and most of all, their interest in taking action.

Together, these 200+ organizations are part of a broader movement right across Ontario and beyond, actively building a more sustainable economy. Their actions – GHG reductions of over 44,000 tCO₂e equivalent to taking over 9,000 cars off the road, and commitments for even more – not only reverberate locally, but inspire others across the country and around the world.

And while they have diverse missions, structures, and people, they all have one thing in common: **they all belong in this movement.**

No doubt, you do too – **You Belong Here.**

Please read on for stories of people and organizations that have made the decision to choose hope, to choose unity – to choose a future with a healthy environment **and** a prosperous economy.

Maybe they know, as do we, that Margaret Mead really was right all along: it will always be small groups of people that accomplish great things. Even greater still, when working together.

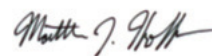
On we go,



Mike Morrice
Executive Director



Priyanka Lloyd
Managing Director



Matt Hoffmann
Board Chair

**“NEVER DOUBT THAT
A SMALL GROUP OF
THOUGHTFUL, COMMITTED
CITIZENS CAN CHANGE
THE WORLD; INDEED, IT’S
THE ONLY THING THAT
EVER HAS.”**



- MARGARET MEAD

WHAT WE DO

Sustainability CoLab

Sustainability CoLab supports a network of non-profits (CoLab Network Members) to launch and grow target-based sustainability programs for businesses in their communities. These programs help businesses measure their environmental impacts, set reduction targets, and publicly report on progress made.

WE BUILD CAPACITY

in local non-profits to deliver impactful sustainability programs for businesses by providing tools, resources, peer support, connections, and access to partnerships.

Over the past year, across the CoLab Network 3 target-based sustainability programs launched (in Greater Sudbury, Kingston, Hamilton-Burlington), 93 businesses joined programs, 31 GHG inventories were completed, and 5 carbon targets were set (totaling 5,749 tCO₂e).

WE LEVERAGE

the collective value of the network to mobilize funding, engage in policy discussions and consultations, and share stories of success to demonstrate that a more sustainable economy is possible.

Since 2014, we have helped secure \$3M+ for the CoLab Network. This includes a landmark \$1M investment from the Ministry of Environment and Climate Change through the Green Investment Fund in March 2016.

CoLab Network

There are currently eight non-profits in the CoLab Network leading target-based sustainability programs in communities across Ontario.



envirocentre

NIAGARA
SUSTAINABILITY INITIATIVE

rethink
green



sustainable
kingston

sustainable
WATERLOO REGION

Windfall
ecology centre

Durham Region | Ottawa | Niagara Region | Greater Sudbury
Hamilton-Burlington | Kingston | Waterloo Region | York Region

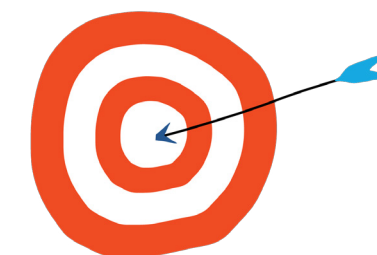
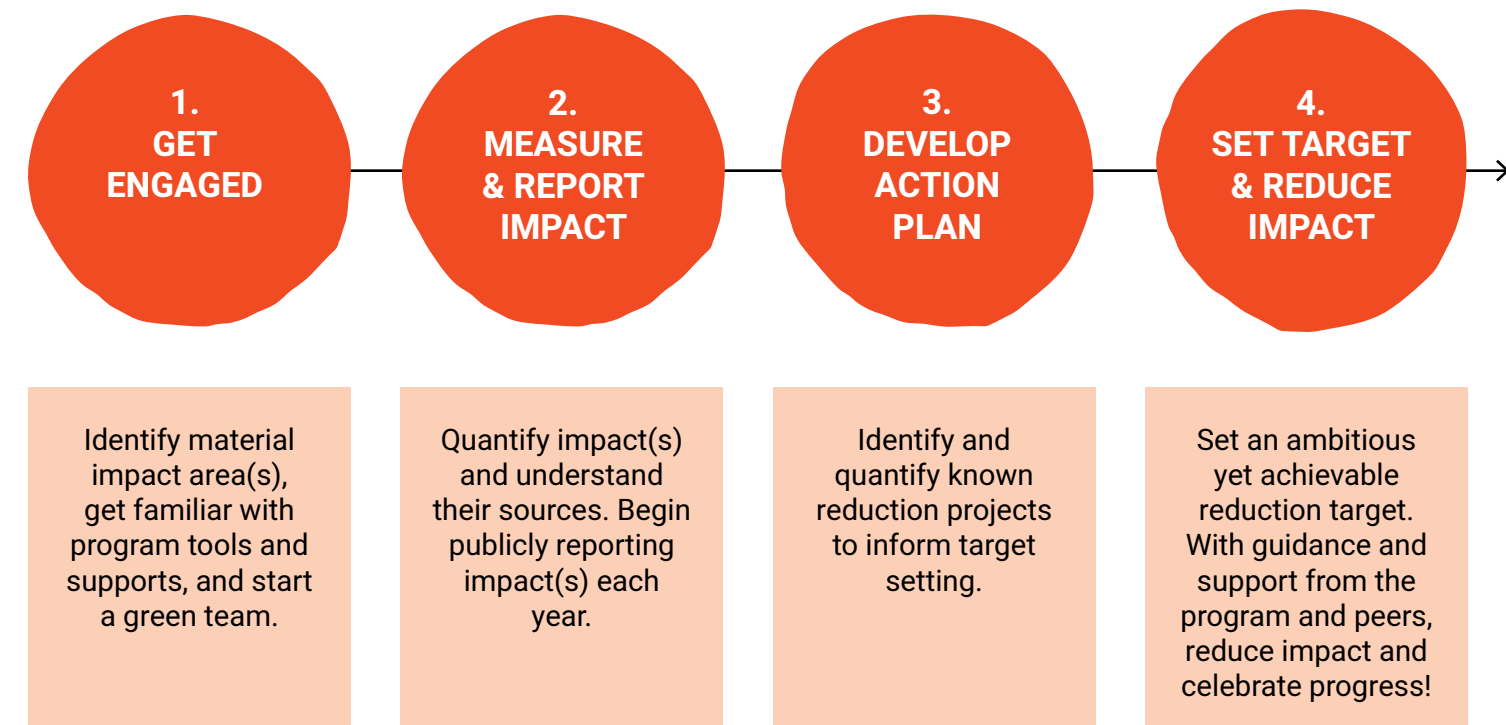
ENGAGING BUSINESSES

Target-Based Sustainability Programs

Sustainability is in businesses' best interest. Businesses set targets on everything that matters — so why not on sustainability too?

Target-based sustainability programs help businesses of all sizes and sectors set and achieve sustainability targets, providing the support, direction, and accountability businesses need to be successful while publicly celebrating progress made. Businesses pay fees to participate, allowing these programs to become financially self-sustainable over time.

While each program is designed and adapted to the needs of local communities, all organizations participating in target-based sustainability programs are supported through this general process:



Recipient of the 2015
Minister's Award for
Environmental Excellence

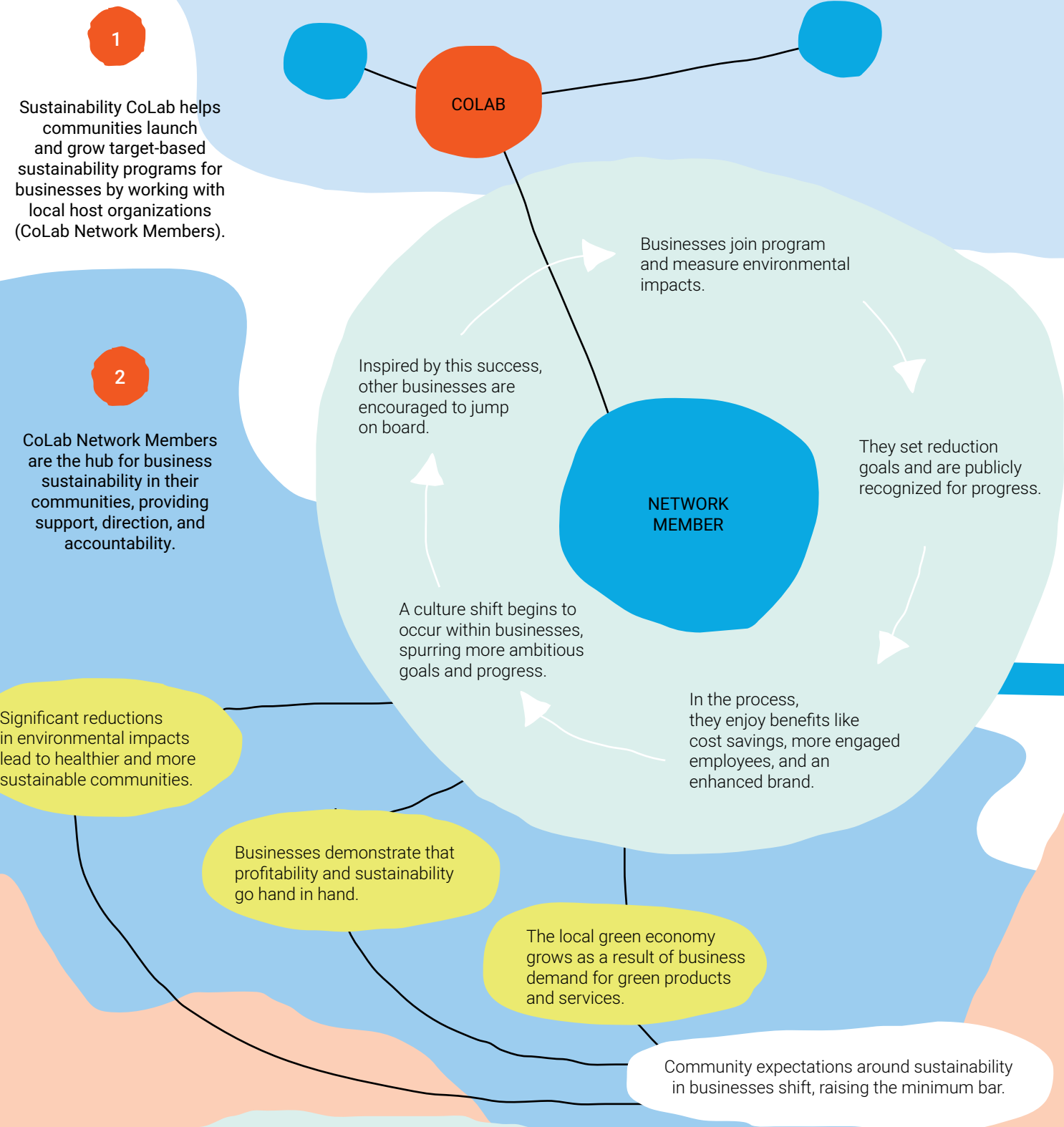


Recognized as part of
the 2017 Clean50
and the Clean16



Non-Profit of the Year
at OSEA's 2017
Powering Prosperity Awards

BUILDING THE SUSTAINABLE ECONOMY IN COMMUNITIES ACROSS CANADA



1

Sustainability CoLab helps communities launch and grow target-based sustainability programs for businesses by working with local host organizations (CoLab Network Members).

2

CoLab Network Members are the hub for business sustainability in their communities, providing support, direction, and accountability.

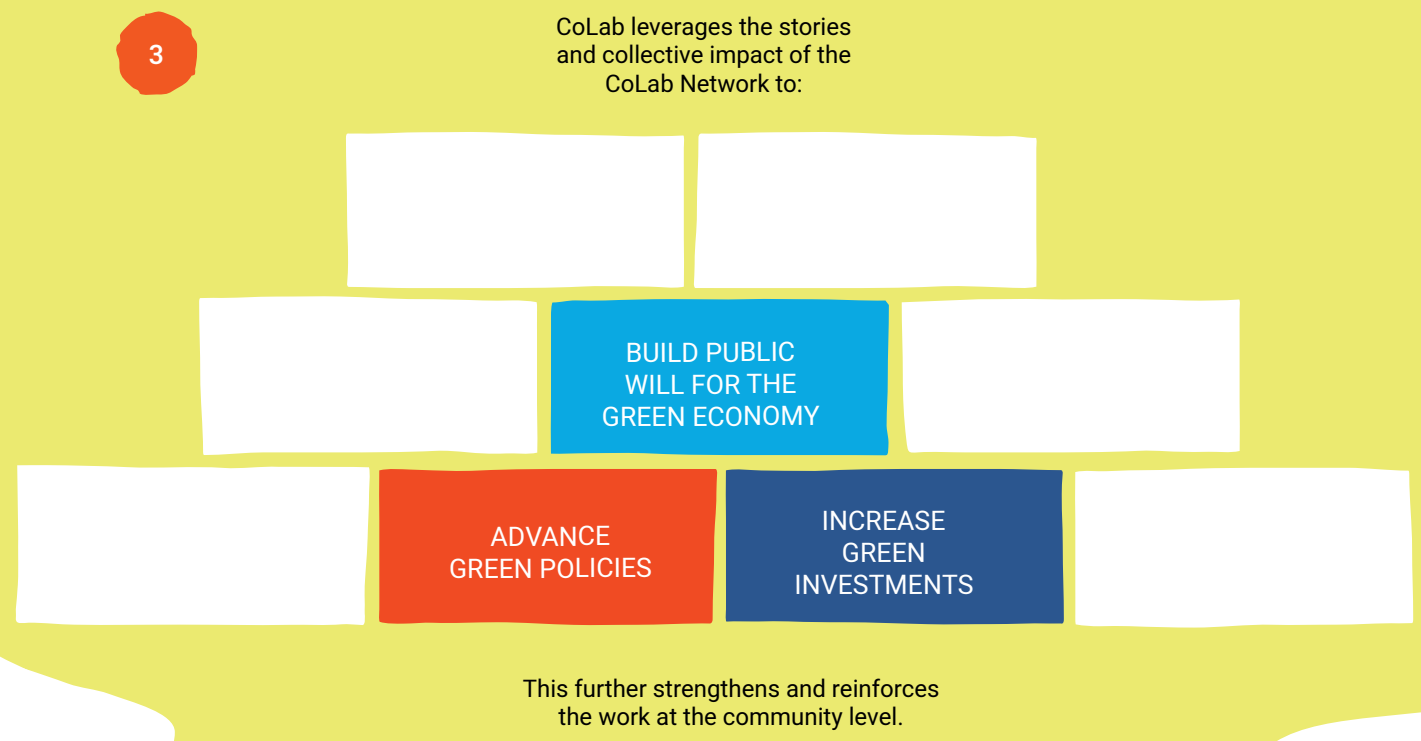
Significant reductions in environmental impacts lead to healthier and more sustainable communities.

Businesses demonstrate that profitability and sustainability go hand in hand.

The local green economy grows as a result of business demand for green products and services.

Community expectations around sustainability in businesses shift, raising the minimum bar.

Community by community, the CoLab Network demonstrates that a more sustainable economy is possible.



THE TIPPING POINT



The efforts of the CoLab Network multiply alongside similar-minded individuals and organizations to lead us to an economy where **environmental sustainability, human well-being, and business success are synonymous.**

BUILDING MOMENTUM AND INFLUENCE

CoLab Network Highlights

With target-based sustainability programs now active in 8 communities across Ontario and over 200 organizations setting and achieving sustainability goals, the CoLab Network is growing in size and impact. Below are just a few of the milestones and achievements from across the CoLab Network.

Carbon 613, EnviroCentre
@carbon613, @EnviroCentre



In June 2017, Carbon 613 launched an ambitious Climate Quest challenge to encourage Ottawa businesses to commit to reducing 50,000 tonnes of CO₂e over 10 years by 2020. The first three targets in the program were announced by Angela's Bed & Breakfast, Ottawa-Carleton District School Board, and Your Credit Union.

Ottawa | 24 organizations

The Carbon Project, Niagara Sustainability Initiative
@SustainNiagara



In February 2017, Niagara Sustainability Initiative and Sustainable Hamilton-Burlington co-hosted Energy Innovation in the Golden Horseshoe, a conference that brought 150 leaders together to discuss the future of energy in Ontario. The latest Carbon Project member to set a carbon reduction target was Beatties Basics, which announced a 20% target below baseline emissions in September 2016.

Niagara Region | 19 organizations

ClimateWise Business Network, Windfall Ecology Centre
@ClimateWiseBN, @WindfallCentre



ClimateWise Business Network launched in September 2016 with the Regional Municipality of York, City of Vaughan, Alectra Utilities, and the Lake Simcoe Regional Conservation Authority as Founding Members of the program. ClimateWise also debuted the York Region Business Energy and Emissions Profile, the first of its kind in Ontario, providing an overview of regional emissions from public and private sector organizations throughout York Region.

York Region | 7 organizations

Durham Partners in Project Green, Durham Sustain Ability
@DPPGatDSA, @DurhamDSA



Durham Sustain Ability was presented with the Sustainability Champion award at Ajax Pickering Board of Trade's 2016 Business Excellence Awards in recognition for exemplifying and encouraging environmentally sustainable business practices through Durham Partners in Project Green.

Durham Region | 29 organizations

Green Economy North, reThink Green
@greeneconorth, @rethinkgreen



Green Economy North experienced exceptional momentum in its inaugural year and is currently the fastest growing program in the CoLab Network. 18 organizations joined the program – including the CoLab Network's first Indigenous community, a division of a multinational mining company, and a pilot "Project Site" at 176 Larch St., an initiative to bring landlords and commercial tenants together to reduce the carbon footprint of commercial and retail buildings.

Greater Sudbury | 21 organizations

Green Economy Program, Sustainable Kingston
@SustainableKtwn



Despite being only a year old, Sustainable Kingston's Green Economy program is already producing results, with members reducing 318 tonnes of CO₂e and 1,264,819 kWh last year. All program members that joined in 2016 have now measured their carbon footprint and some of the longstanding members are working towards setting GHG reduction targets.

Kingston | 13 organizations

Regional Sustainability Initiative, Sustainable Waterloo Region
@WRSusti, @SustainableWat



In September 2016, Sustainable Waterloo Region relaunched the Regional Carbon Initiative as the Regional Sustainability Initiative, adding waste and water target-setting options into their program. They also encouraged businesses to embed sustainability policies through environmental actions reporting. 2016 was a monumental year with 14 new members, 10 new carbon, waste, and water targets set, as well as 13,236 tonnes of CO₂e reduced – the equivalent of taking 2,796 cars off the road.

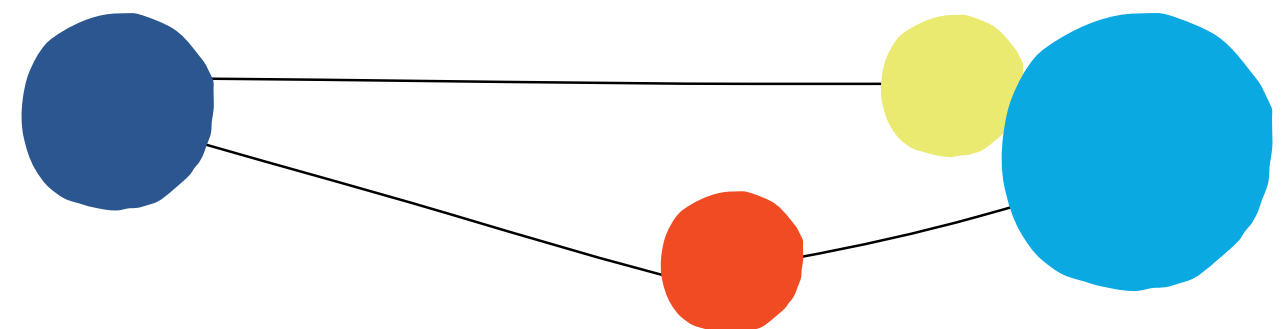
Waterloo Region | 76 organizations

Sustainable Business Initiative, Sustainable Hamilton Burlington
@SustainHamilton



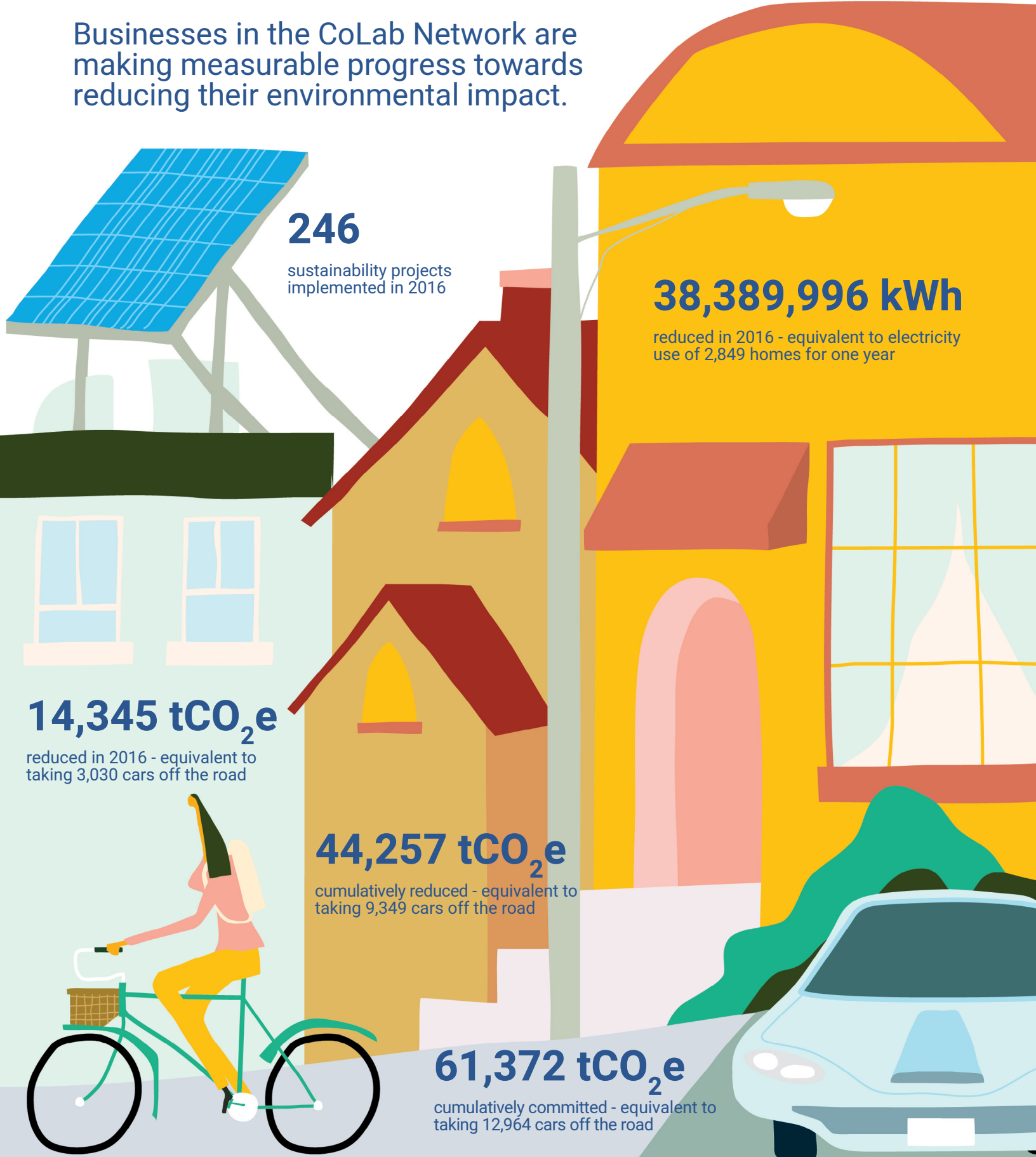
The Sustainable Business Initiative (SBI) launched in fall 2016 with the support of a \$250,000 Grow Grant from the Ontario Trillium Foundation. Sustainable Hamilton Burlington embedded target-setting and greater support for carbon reduction into the SBI to augment their existing support and expertise in working with businesses on a wide range of social and environmental impacts.

Hamilton-Burlington | 22 organizations



CREATING MORE SUSTAINABLE COMMUNITIES

Businesses in the CoLab Network are making measurable progress towards reducing their environmental impact.



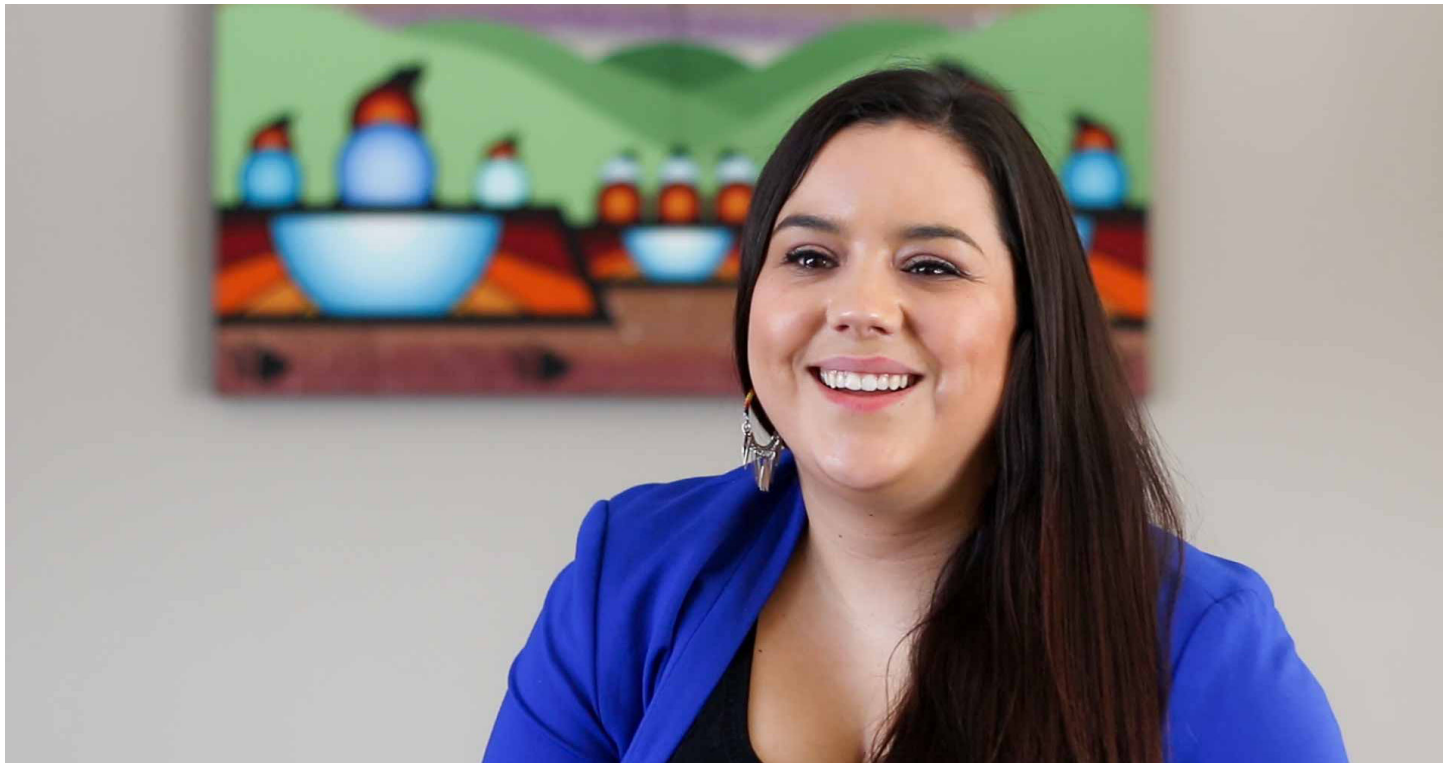
BUILDING A MOVEMENT

As the hub for business sustainability in their communities, CoLab Network Members are leading a movement to get everyone engaged in a more sustainable economy.



SUSTAINABILITY FOR SEVEN GENERATIONS

Wahnapiatae First Nation



Jolene Recollet, Economic Development Officer, Wahnapiatae First Nation, a member of Green Economy North in Sudbury.

Waves lap at the docks of Rocky's Restaurant and Gas Bar, on the shores of Lake Wahnapiatae about 45 minutes outside of downtown Sudbury, Ontario. A few boats are tied up, a few cars in the parking lot. The quiet of the weekday afternoon belies the bustle of the 'May Run' weekend to come.

Like many restaurants on Northern Ontario lakeshores, Rocky's serves no-nonsense Canadian food to snowmobilers in the winter, and boaters from May through October. Regulars from the small community surrounding the restaurant are joined by a throng of summer residents, who move from the city to their camps as soon as the ice is off the lake.

What's different about Rocky's is that it's owned and operated by the community of Wahnapiatae First Nation. Rocky's is also special because as of the fall of 2016, Wahnapiatae became the first Indigenous community to join the CoLab Network, as members of Green Economy North. Now, Chief Tod Roque and staff, including Economic Development Officer Jolene Recollet, are receiving direct support to reduce the carbon footprint of the restaurant, and the community as a whole.

A leader in the region

Wahnapiatae First Nation is known throughout the region for its commitment to sustainability. It's a mandate that's come directly from Chief and Council.

"Sustainability is very important, it is one of our key things here up in Wahnapiatae," said Chief Roque. "Our ancestors have taught us to take care of things, make sure they are still around for future generations. So the lower the carbon footprint that we have the better it will be for our community."

Jolene added, "Sustainable development is also important to us not just for the environment, but for our people and culture. If we are able to effectively manage our land, we'll be able to take care of our people and maintain our cultural heritage for future generations."

Along with Rocky's, the First Nation operates health services, public works, regional administration, and owns many of the homes resident members occupy. They also have their own sustainable development technical group, providing environmental monitoring services to nearby mining operations.

“

If we are able to effectively manage our land, we'll be able to take care of our people and maintain our cultural heritage for future generations.



Rebecca Danard and Chris Blackmore, part of the Green Economy North team, conducting a walkthrough of the Wahnapiatae First Nation Fire Station for potential efficiency upgrades.

A sustainable plan for the future

The community is served by a single electric powerline, which is prone to damage from severe weather, particularly from ice storms which are becoming more frequent in northeastern Ontario due to climate change. For community safety, as well as economic impact, Wahnapiatae First Nation is interested in "energy sovereignty" — the ability to generate and use the energy the community needs right there on the shores of Lake Wahnapiatae.

To that end, they have undertaken a community energy plan, and are working with Green Economy North to assess and establish a plan of action for their complex set of facilities and operations.



Chief Ted Roque, Wahnapiatae First Nation

A partner for the journey

Jolene, who is responsible for the plan, explained why joining the program was a good fit for the community energy planning process: "With Green Economy North we can not only build capacity in the energy sector but also support our baseline data gathering. We feel that if we are able to lower our own carbon footprint, then we are actually able to walk the talk of our goals in sustainability and energy reduction for the community."

In only a few short months, Jolene said the value of Green Economy North has been clear: "The coaching and mentoring that has come from this membership has been invaluable and has paid itself back three-fold."

A provincial network driving a more sustainable economy

Beyond the support from Green Economy North, Jolene spoke about the value of being part of a larger network working towards a shared goal: "The value of being a part of the CoLab Network is that it's a grassroots effort, that's brought on by organizations themselves, and not a government initiative that's being imposed on companies. It's a good opportunity to meet and network with likeminded organizations that are really focused and committed to lowering their carbon emissions."

SUSTAINABILITY AND PROFITABILITY

CoLab Network Case Studies

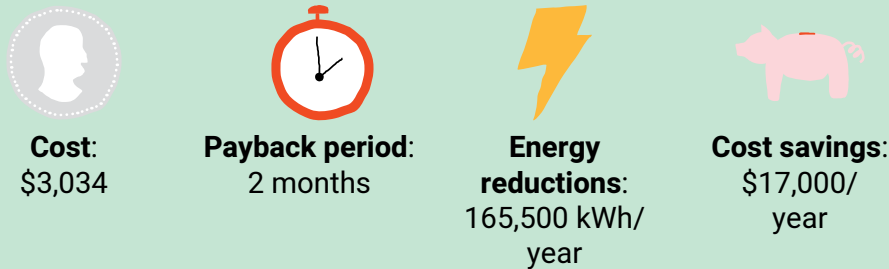
Organizations of all sectors and sizes in the CoLab Network are demonstrating that sustainability and profitability go hand in hand.



Kingston & Frontenac Housing Corporation

Kingston & Frontenac Housing Corporation is a social housing provider that manages 947 rent geared-to-income units consisting of 560 family household units and 387 adult units.

Project: Procured 1,050 14W fluorescent tubes to swap out existing 32W tubes for the common areas of buildings that are lit 24 hours a day. Costs and savings are estimates as the project isn't fully completed.

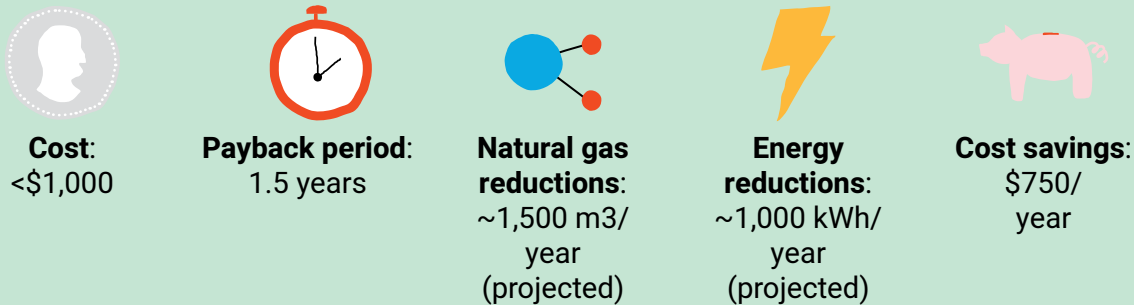


Program: Green Economy Program **Location:** Kingston
Type: Social Housing **Size:** Small - 20 Employees

Trinity United Church

Trinity United is a small community church in Capreol, Ontario, operated as a small non-profit organization administered and maintained by volunteers and funded by members.

Project: Achieved energy optimization and building envelope improvements through more efficient programming of heating cycles, adding a layer on stained glass windows, and improving door seals with inexpensive consumer solutions.

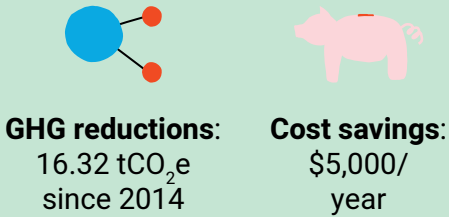


Program: Green Economy North **Location:** Sudbury
Type: Religious Organization **Size:** Small - 1.5 Employees

Alectra Utilities

Alectra Utilities (formerly PowerStream in York Region) is a residential and commercial electricity distributor.

Project: Conducted an Idling Reduction Initiative for fleet and personal vehicles at service centres across PowerStream's former operating area. Project results were achieved through employee education and awareness.

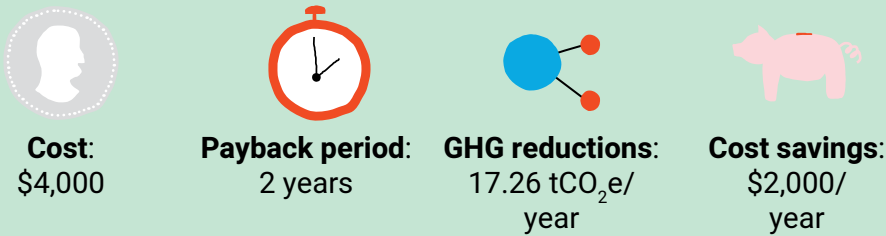


Program: ClimateWise Business Network **Location:** York Region
Type: Utilities **Size:** Large - 550 Employees

City of Kitchener

The City of Kitchener is the largest municipality in Waterloo Region. Located in the geographic heart of the region, the city is home to 225,000 people.

Project: Installed a coil on a supply air duct at City Hall to reclaim the heat exhausted through the evaporative fluid cooler that is created when the air handling unit is in dehumidification mode.

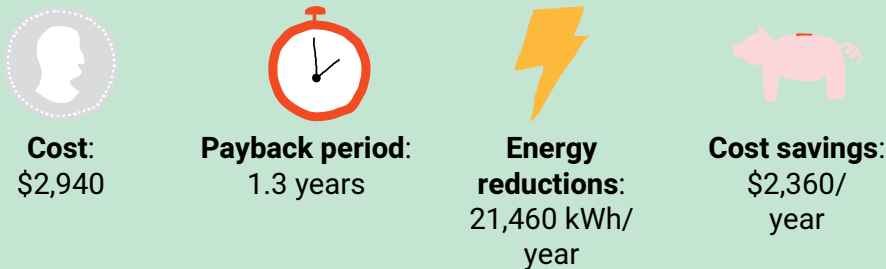


Program: Regional Sustainability Initiative **Location:** Waterloo Region
Type: Municipality **Size:** Large - 1,500 Employees

Wonderfloat

Wonderfloat provides relaxation and healing experiences for the mind and body with full spectrum infrared saunas, zero gravity massage chairs, and sensory deprivation flotation pods.

Project: Changed eight standard 1500W wall mounted convection heaters to eight 800W ceiling mounted far infrared radiant heaters.



Program: Sustainable Business Initiative **Location:** Hamilton
Type: Recreation/Wellness **Size:** Small - 3 Employees

A RESPONSIBILITY TO DO MORE

Joel Lalonde and Your Credit Union



Your Credit Union is a financial services co-operative and a member of Carbon 613 in Ottawa.

You could say it's the nature of co-operatives — to care beyond the bottom line and to have a concern for the communities within which they operate.

Still, Joel Lalonde, President & CEO of Your Credit Union, always felt a responsibility to do more. Becoming the first credit union in Canada to completely bullfrogpower its locations with both 100% green electricity and 100% green natural gas was only the start of Joel's push for increased sustainability at Your Credit Union.

Established in 1950, Your Credit Union is a financial services co-operative with branches in Ottawa and Cornwall and over 11,500 member-owners. "Being a credit union, we have always been concerned about the community - thinking about what we can do better or differently to have a more positive effect. More recently, the environment has risen to the forefront, and a realization that there was more we could and should do to reduce the environmental impact of our operations," said Joel.

Focusing on sustainability targets

"It was actually a contact at Bullfrog Power that introduced me to the Carbon 613 program at

EnviroCentre. We wanted to take further action after bullfrogpowering our locations, but were unsure of what to do next. Being a small shop, we recognized that sustainability was not our core business and that it made absolute sense to join a program designed specifically to help businesses like ours reach our sustainability goals."

And so, in January 2016, Your Credit Union joined Carbon 613 and became one of the now over 200 businesses in the CoLab Network working on setting and achieving sustainability targets.

Since joining the program, Carbon 613 has worked with Your Credit Union to measure its carbon footprint — the first step on the path to setting a carbon reduction target — and to develop tools to track the financial return on sustainability investments.

A network stronger together

Carbon 613 also connected Your Credit Union with other members — LED lighting provider Lightenco and energy efficiency consultant Arborus — to improve lighting efficiency in Your Credit Union's head office building. Wanting to leverage the collaboration, Your Credit Union hosted an Energy Walkthrough workshop

at its head office with Lightenco and Arborus so other Carbon 613 members could also learn about building energy efficiency first-hand and opportunities for energy savings.

Joel sees the wider network that Carbon 613 connects him to as one of the biggest benefits: "I am blown away by the quality of people this network has attracted — the level of knowledge, commitment, and skill they have for the environment constantly impresses me. I am always soaking in knowledge and learning from others at Carbon 613 events."

"As a credit union, we are accustomed to being part of networks and thinking about how to work collaboratively. Being part of a larger network, we can share best practice and learn from each other - Carbon 613 and Sustainability CoLab are critical to making that happen. We are all very young in this journey and so much more can be accomplished in a collaborative space."

Keeping the momentum building

Unsurprisingly, Your Credit Union is once again taking the lead as the first business in the Carbon 613 program to set a public carbon reduction target: a reduction of 20% from 2016 levels within 10 years. Over the next year, Your Credit Union will be developing the roadmap for how to achieve that target and operationalize the ambition with the support of program staff.

"From a small business perspective it's very exciting and motivating — we are very small in the banking industry, and yet, can still have an impact. The key is

"From a small business perspective it's very exciting and motivating — we are very small in the banking industry, and yet, can still have an impact."



Joel Lalonde, President & CEO, Your Credit Union

to keep the momentum building; we aren't going to accomplish the change we need overnight."

Joel continues to think about how to drive that momentum through future initiatives, even thinking of creative ways to incentivize Your Credit Union's own members to engage in more sustainable behaviour, like reduced mortgage rates for members who power their homes with renewable energy.

A joint responsibility for a sustainable future

Beyond Your Credit Union, sustainability has become a personal passion for Joel — he has bullfrogpowered his home and drives an electric vehicle. "Having a family and a young daughter, I want show her what we can each do."

When asked for his advice to others concerned about climate change, but unsure where to start, Joel said simply: "It's time to act."

"We all have a responsibility, and being a business leader, I have a responsibility to manage a business on behalf of 11,500 members to be as sustainable as possible. The time for passive learning has passed. There is no reason for anyone to not take action in some form. We need to stop hesitating. Collectively we can make some simple decisions that can have a huge impact."

SUSTAINABILITY LEADERS

Voices on the Ground in the CoLab Network

The CoLab Network is led by incredible people on the ground. While their paths to this work vary, they share a common sense of belonging in building the low-carbon economy and a sustainable future for us all. We asked a few people to share their reflections on why this work is important and the value of being part of a larger network.

ELENA WEBER-KRALJEVSKA - Energy Conservation Officer Waterloo Catholic District School Board (a member of the Regional Sustainability Initiative in Waterloo Region)

On a day-to-day basis I get to work with students from Kindergarten to Grade 12. There is nothing more satisfying than to see the students' excitement and eagerness to learn about sustainable practices. Their awareness of and concerns about the effects of climate change has given me tremendous motivation to do my job. They are a constant reminder of how important this work in building the low-carbon economy is as we are ensuring their future.

Sustainable Waterloo Region's Regional Sustainability Initiative has helped me look at the solutions in response to climate change through many different lenses. Finding creative ways to get people to understand the importance of acting quickly on climate change issues has been instrumental. I have been given some wonderful feedback and support, and have been coached in how to engage diverse groups. What surprised me the most was to learn that we were all facing the same challenges in our own organizations. It helps to know we are all in this together.

RICK ALSOP - Logistics Coordinator, Sustainable Business Initiative Volunteer at Sustainable Hamilton Burlington

Growing up, I was privileged enough to enjoy time at a family cottage. Located a 10 minute paddle from there, embedded in the forest, is the CP rail line. A five minute drive in the other direction is Highway 400. It didn't take long to realize that the regular disruptions by the trains gliding across the tracks were much less destructive than the constant roar of the four-lane highway. Development and growth may be necessary, but I feel a conscientious effort is needed to drive carbon reductions and minimize environmental impacts so that future generations have the same privileges I did.

I've learned that so many people and so many businesses want to do good things. However, sustainability is rarely easy. Even the most eager business is limited by time, energy, and resources. CoLab Network Members like Sustainable Hamilton Burlington make meaningful impact by being effective and reliable coaches for businesses along the journey to sustainability.

There is no one-size-fits-all solution for sustainability challenges. Programs in the CoLab Network need a well-stocked toolbox of knowledge, tips, and tricks to provide value and insight to businesses. CoLab enables accelerated learning so programs can provide that value to a greater and more diverse set of businesses.



ELAINE PARRINGTON - Office Administrator Deer Creek Golf Course (a member of Durham Partners in Project Green in Durham Region)

GHG emissions are the greatest active threat to all living things. Nearly all of the major problems our world faces circle back to global warming. It is virtually impossible to watch or read the news without seeing a story of climate catastrophes, food, and other resource depletion, or mass migrations because of it. Future generations need us to take action now.

We have not only benefitted from the other members' expertise in the Durham Partners in Project Green network, but that knowledge has created a snowball effect for Deer Creek in terms of our employees, vendors, and our customers. It is impossible for me to put a number to the value of our partnership with Durham Sustain Ability, but I can tell what we get back is far greater than the price we paid.

ALYSHA AHLIN - Fund Animator Volunteer at Sustainability CoLab

The grassroots nature of programs in the CoLab Network is incredibly important, both for engaging with more local businesses as well as increasing individual environmental awareness within communities. These programs are showing businesses that there is great value in being first movers towards a greener future, and that a strong support system exists to help get them there. I've learned just how much of this movement is being driven so quickly forward by the smaller, local businesses and local initiatives.

My advice to others is that any action taken that is made with intention towards the climate change movement — regardless of size — is valuable. Seeking out local initiatives or organized groups with a climate focus, either in person or virtually, can help offer guidance and education for action. Educating yourself and in turn sharing that with others is how this movement grows and becomes the mainstream message.

LIAM CONWAY - Program Manager, Green Economy Program Staff at Sustainable Kingston

Within the CoLab Network, there's such a diverse set of businesses and organizations that are working to make meaningful progress towards a more sustainable economy. However, I find our work most important to small- and medium-sized organizations — quite often, our work focuses on breaking down knowledge-based or technical barriers as a first step for sustainability action. Once our programs help to remove those barriers, organizations are in a much better position to make progress in the future.

One of the most interesting things I have seen over the last year is how influential a single employee can be with respect to initiating sustainability projects at work. More often than not, new projects are championed by one person or at most a small group. Once this champion makes a little bit of progress on a specific project, other employees seem to jump on board and want to get involved as well.

I think there's an increased amount of confidence for new program members when they're able to look across the province at well over 200 businesses that are participating in a program in the CoLab Network in the same way that they are. Knowing that a series of businesses have gone through the process of starting a sustainability initiative gives them the confidence that they'll also be successful when introducing one.



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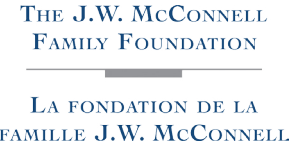
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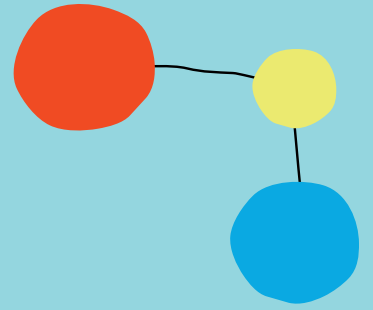
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