



livegreen 
Sustainability
Report
2021/22



Seaside Cates Park in North Vancouver, B.C.

Contents

Introduction	3
Report on Performance	4
Housing Excellence	5
Climate Change Adaptation	10
Integrated Decisions	11
Indigenous Relations at BC Housing	14
Change Agent	16
Next Steps	20



Introduction

This report describes BC Housing’s sustainability performance results for the 2021/22 fiscal year, and compares these results to the three-year targets set in the [2017/18 livegreen Sustainability Plan](#). 2021/2022 targets, which were not set in the 2017/2018 plan, are included in this report and are replicated using 2018/2019 targets. BC Housing launched a [Sustainability and Resilience Strategy Framework](#) in 2021/22 as a result of a review of sustainability practices and reporting. We developed new metrics and targets to measure our progress towards the Goals outlined in the framework. The framework, its implementation plan and report, will replace the livegreen plan and report, with reporting on those metrics in 2022/2023.



Report on Performance

This report outlines activities in the three strategic areas: **Housing Excellence**, **Integrated Decisions**, and **Change Agent**. The results are presented in the tables, followed by explanations and detailed descriptions of actions taken.

Housing Excellence



- 1) Greenhouse Gas (GHG) Emissions: Buildings
- 2) Green Buildings
- 3) Waste Management
- 4) Residential Construction Research and Education

Integrated Decisions



- 1) Greenhouse Gas (GHG) Emissions: Office Paper
- 2) Greenhouse Gas (GHG) Emissions: Fleet
- 3) Sustainable Procurement

Change Agent



- 1) Employee Engagement on Sustainability
- 2) Leadership in Sustainability and Residential Construction
- 3) Tenant Engagement on Sustainability
- 4) GHG Emissions: Employee Commuting



Housing Excellence

Innovation in the design, construction, renovation and management of housing

Housing Excellence guides activities related to improving expertise and innovation in the delivery, renovation and management of social housing. It also ensures the quality and durability of housing construction and maintenance.

Results

AREA	MEASURE		2019/20	2020/21	2021/22
1) Greenhouse Gas (GHG) Emissions: Buildings	Percentage reduction in GHGs from all buildings owned or leased by BC Housing	Target	20% or more	20% or more	20% or more
		Result (2007 baseline)	36%	N/A	N/A
		Result (2010 baseline)	N/A	15%	17%
2) Green Buildings ¹	Percentage of provincially sponsored affordable housing units designed to meet the energy and sustainability targets defined in the BC Housing Design Guidelines and Construction Standards	Target	50%	50%	50%
		Result	54%	51%	32%
3) Waste Management ²	Percentage of construction, redevelopment, or retrofit waste diverted from landfill	Target	80% in Lower Mainland & Greater Victoria; 60% Rest of the Province		
		LM&VI Result	88%	77%	66%
		Rest of BC Result	85%	31%	50%
4) Residential Construction Research and Education	Published research reports conducted with key stakeholders	Target	At least one major research project published	At least one major research project published	At least one major research project published
		Result	5 major research projects published	4 major research projects published	3 major research projects published

¹ This measure was refined in 2017/18 to reflect the fact that energy and sustainability targets have now been defined in the newly updated BC Housing Design Guidelines and Construction Standards. Previously, we were measuring the percentage of newly constructed units designed to a third-party sustainability standard. This measure was introduced in 2016/17.

² This measure is based on projects that are completed within the fiscal year and relies on information supplied by contractors. Information may not be available for all projects completed within the fiscal year at the time of reporting. In addition, not all contractors track their waste diversion and those that do not are not included in the denominator. Overall, 28% of projects in 2021/22 reported on their waste diversion as required.



1. Greenhouse Gas (GHG) Emissions: Buildings

TARGET NOT MET

In 2021, our GHG emissions related to energy consumption (space and water heating, electricity) for social housing buildings totaled 29,087 tonnes of CO₂ equivalent (CO₂e) - a 17 percent decrease compared to 2010³. In 2021 there was a decrease in GHG emissions compared to 2020 and the 2010 baseline.

The reduction was lower than previous years due to factors such as COVID-19 related changes in tenant behaviors. Weather also had an impact. Cooler weather in 2021 required buildings to use more fuel and electricity for heating compared to our baseline year; while the unusually hot summer saw increased mechanical ventilation and air conditioner use in some social housing buildings.

Additional factors include:

- › organic growth in our portfolio
- › purchase of existing properties that are not energy efficient
- › new construction and renovations that do not meet our energy targets or did not pursue fuel switching

Our energy conservation efforts since the 2010 baseline year have resulted in GHG emission reductions. We continue to take advantage of multi-year building upgrades, fuel switching, and energy programs that increase energy efficiency standards for new construction.

KEY ACTIONS TAKEN:

- › BC Housing administers or supports a range of energy efficiency programs for social housing providers (summarized in the below table), in collaboration with our partners.

ACTION TYPE	DESCRIPTION	PROJECT	ENERGY SAVINGS (kWh/GJ)	ESTIMATED ANNUAL GHG EMISSION REDUCTIONS (t CO ₂ e)
Program	CleanBC: Social Housing Incentive Program (SHIP)	11 individual-scope projects	7,396 GJ and 269,598 kWh	367
	Energy Efficiency Retrofit Program (EERP)	Nine electric- focused energy retrofit projects	231,601 kWh	55
		Three gas-focused energy retrofit projects	1,057GJ	53
Deep energy retrofits		Seven Maples	1,116 GJ	56
		Woodcroft	1,109 GJ	56
		Semlin	1,330 GJ	67

³ Starting in the 2020/21 reporting year, BC Housing changed from a 2005 baseline to a 2010 baseline for greenhouse gas emissions related to buildings, to align with other Public Sector Organizations, based on direction by the Climate Action Secretariat. Results prior to 2020/21 are based on a 2005 baseline.

In 2021, these energy efficiency programs included:

- › The **CleanBC: Social Housing Incentive Program (SHIP)** in partnership with the BC Non-Profit Housing Association (BCNPHA). Launched in 2018, this provincial program is intended to help affordable housing owners and operators reduce GHG emissions. It supports natural gas and fuel switching measures (and other electrification opportunities) that result in significant reduction in current fossil fuel use. In 2021, 11 individual-scope projects were completed with an estimated annual GHG reduction of 367 tCO₂e.
- › The **Energy Efficiency Retrofit Program (EERP)** is a joint effort with BCNPHA, BC Hydro, and FortisBC. The program offers non-profit housing providers additional funding to complete small-scale, energy saving retrofits of items such as light fixtures and boilers. This program enabled approximately nine electric-focused and three gas-focused energy retrofit projects, for a total estimated savings of 231,601 kWh and 1,057 GJ respectively in 2021. These EERP projects will achieve savings of approximately 55 tCO₂e annually.
- › In 2021, BC Housing worked with consultants to conduct 25 energy audits on high-, mid- and low-rise housing buildings to determine details of current energy consumption patterns and opportunities for savings. This will allow for energy conservation measures in future fiscal years. Funding for audits and repairs will come from the Capital Renewal Fund⁴.
- › Several significant energy retrofits were completed at BC Housing and non-profit partner sites in 2021. These retrofits are expected to result in considerable energy and GHG savings. Three deep retrofit projects were completed in 2021, including Seven Maples and Woodcroft with 56 tCO₂e per year in GHG savings respectively, and Semlin Gardens with 67 tCO₂e in GHG savings per year.

For more information on our actions related to greenhouse gas and energy reductions in our housing portfolio – please see [BC Housing's 2021 Climate Change Accountability Report](#).



2. Green Buildings

TARGET NOT MET

The [BC Energy Step Code](#) is a performance-based approach that will result in energy savings above base building code in new buildings constructed. New social housing construction projects through our programs target high levels of the Step Code. Our green building measure was modified in 2017/18 to reflect these new requirements in BC Housing's Design Guidelines and Construction Standards. We now measure the percentage of provincially sponsored affordable housing units designed to meet the energy and sustainability targets defined in the BC Housing Design Guidelines and Construction Standards. This includes projects that are designed to meet other sustainability standards such as LEED and Built Green.

Provincially funded new construction must meet the [BC Housing Design Guidelines and Construction Standards](#). Provincially financed projects are also encouraged to target a step of the BC Energy Step Code. Both funded and financed projects are included in our revised target.

In the 2021/22 year, 449 (32 percent) of newly constructed units funded or financed through BC Housing programs met some level of third-party sustainability standards. Among these units, 257 (18 percent) were designed to meet the energy and sustainability targets in our Design Guidelines and Construction Standards.

KEY ACTIONS TAKEN:

- › In 2021/22, we completed 33 projects that have achieved high levels (three or four) of the BC Energy Step Code.
- › To date, BC Housing and our non-profit housing partners have over 60 buildings registered with the Canadian Green Building Council. Fifty have received Leadership in Energy and Environmental Design (LEED) certification.
- › We have also been working with our partners to construct buildings that achieve the [Passive House standard](#). We now have four buildings in four different geographical areas, certified to Passive House. In 2021, two Passive House projects were in the Design Development Stage, with seven others in various stages of design.

⁴ The non-profit Capital Renewal Funding (CRF) protects existing social housing by providing funding for capital projects that maintain or benefit a building's condition or improve a building's seismic or fire-safety, or energy performance.



3. Waste Management

Lower Mainland and Vancouver Island: **TARGET NOT MET**
Provincial target (excluding LM and VI): **TARGET NOT MET**

Projects with budgets over \$100,000 require a percentage of construction, renovation, or demolition waste to be diverted from landfills⁵. Last year, we diverted 1,566 tonnes of waste, which represented an average of 47 percent of waste from 52 projects across the province.

Our projects in the Lower Mainland and on Vancouver Island diverted 66 percent of tracked waste from landfills, a diversion rate which did not meet our target of 80 percent. In the rest of BC, we diverted 50 percent of tracked waste from landfills, which did not meet our target of 60 percent.

In addition to construction, renovation and demolition waste, we have taken strides to reduce the amount of residential waste going to landfill from our directly managed housing. Our staff work with social housing residents to keep recycling and compostable materials out of the landfill.

KEY ACTIONS TAKEN:

- › The types of material with the highest diversion rate included: concrete, asphalt, metals, gypsum wallboard, wood products and aggregates (concrete, dirt, sand). This waste, which would otherwise have ended up in landfills, was recycled or repurposed.
- › Provided waste management education for our project management teams, and supply chain managers to ensure the inclusion of waste management in tender documents.
- › Education and monitoring were performed to increase the uptake in recycling and composting.

⁵ This requirement is applied to projects with budgets greater than \$100,000. Not all project submitted their waste diversion information. Information was missing for 137 projects in 2021/22.



4. Residential Construction Research and Education

TARGET EXCEEDED

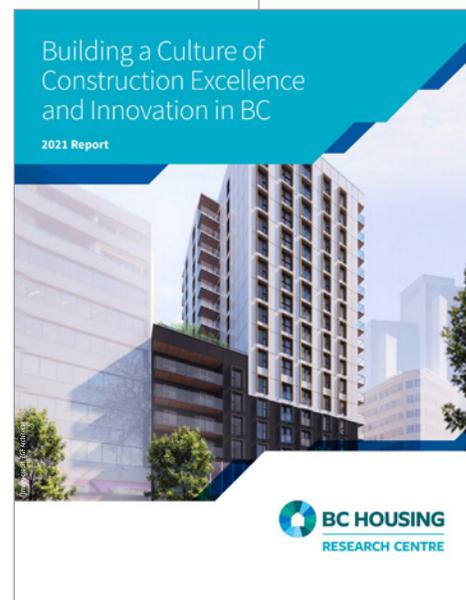
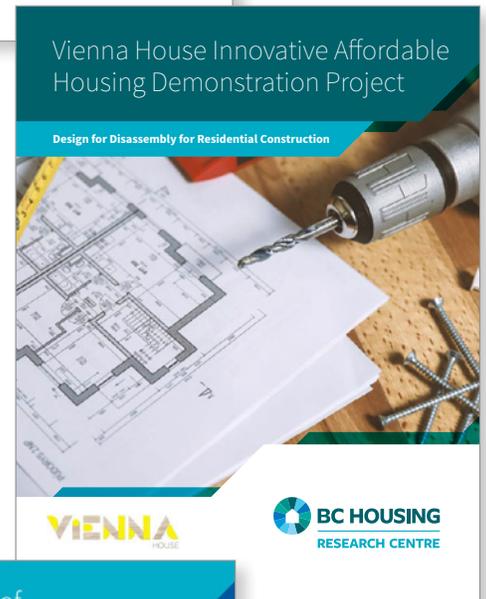
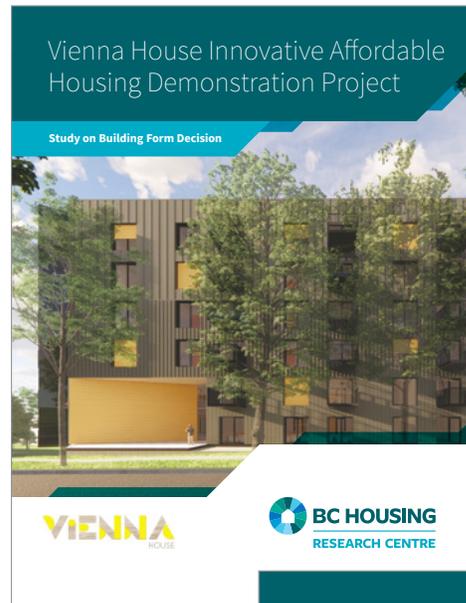
BC Housing conducts technical research and provides education to help improve the quality of residential construction and increase building energy efficiency and resiliency. In collaboration with our research partners, we published three major research reports related to sustainability in 2021/22. We also produced educational videos for the building sector, which have been a successful communication channel for technical information and case studies.

BC Housing plays a significant role in the implementation and adoption of the BC Energy Step Code in communities across BC and has assisted the Energy Step Code Council in conducting research related to this code.

KEY ACTIONS TAKEN:

- › The following reports were completed in 2021/22:
 - [Vienna House Innovative Affordable Housing Demonstration Project: Building Form Decision](#)
This report summarizes the considerations and decisions that resulted in the design of the Vienna House Project. The findings are taken from interviews with key members of the Project Steering Committee during the schematic design stage.
 - [Vienna House Innovative Housing Demonstration Project: Design for Disassembly](#)
Design for Disassembly (DfD) focuses on the design and construction of buildings with end of life in mind. This includes the products installed in the building and their replacement, ongoing maintenance and repairs, and decommissioning.
 - [Building a Culture of Construction Excellence and Innovation in BC](#)
This report summarizes the vision, ambitions and progress of the Construction Innovation project. Explore the organizations leading this exciting project, as well as the key initiatives that continue to build a culture of construction excellence and innovation in B.C.

These publications and further information can be found in [BC Housing's Research Centre](#).



Climate Change Adaptation at BC Housing

Over the span of ten years, most of BC Housing’s sustainability work focused on climate mitigation to reduce our GHG emissions. This has changed in the last few years as extreme weather events (very poor air quality due to wildfire smoke, extreme heat, record-breaking temperatures, flooding events, etc.) demonstrated that climate change impacts are already affecting our tenants, buildings, and organization.

BC Housing is taking action to deal with climate change in the following ways:

- › Integrated resiliency, as well as Truth and Reconciliation and Equity objectives, into our new [Sustainability and Resilience Strategy Framework](#) and 2022/23 Implementation Plan. This has been done in a way that is more integrated with our corporate planning process, ensuring a higher level of accountability across the organization.
- › Conducted a high-level climate risk assessment in 2017 which identified our top risks: hotter and drier summers, warmer and wetter winters, and an increased risk of flooding. The risk factors could potentially impact the health and safety of tenants, increase operating building costs, and put new demands on our resources. This year we will be creating a roadmap for a more detailed, building level assessment of our portfolio.
- › Updated and expanded our [Extreme Heat and Wildfire Smoke Response Plans](#) in collaboration with health, Emergency Management BC (EMBC), municipalities and other partners. Key actions areas included:
 - Increasing Capacity within the Non-profit Housing Providers Sector
 - Building Organizational Capacity within BC Housing
 - Reducing risks to residents associated with extreme heat and poor air quality due to wildfire smoke in new construction and existing buildings
 - Requiring more cooling in new construction and existing buildings
 - Working with the sector to undertake research and engagement to better understand the potential actions to reduce extreme heat and wildfire smoke impacts on residents in social housing
 - Collaborating with partners, stakeholders and people living in social housing
- › Scaling up the collaborative, multi-year knowledge and capacity building research project: [Mobilizing Building Adaptation and Resilience \(MBAR\)](#). This project aims to help people protect their

homes and buildings from climatic changes and seismic shocks. Pilot projects provide access to resources and renovation, design expertise to help buildings stay comfortable, safe and resilient, even with heavier rainfall, hotter summers, wildfires, flooding, and windstorms. Based on the pilot projects, a new body of knowledge has been generated and shared with the industry through publications, training and roundtables.

- › Researched and published low-carbon, resilient building guides and bulletins for the residential construction industry and incorporated this new body of knowledge in training and education for the industry.
- › In 2017, we published a Climate Adaptation Framework. The Framework was our first step in recognizing that many of the impacts of climate change are locked-in for the foreseeable future. We also recognize BC Housing must act on the climate change impacts already affecting our work and communities across B.C. The adaptation framework helps us prepare and respond to those changes in weather patterns and to unprecedented extreme weather events.

Our new [Sustainability and Resilience Framework](#) closely aligns our work on mitigation and adaptation. This ensures our efforts go towards reducing our contribution to climate change and other sustainability and social crises, while also ensuring the resilience of our housing and communities.



Juniper Square 2 in Valemount, built to BC Energy Step Code Step 3 and opened in September 2021.



Integrated Decisions

Integration of financial, social, and environmental considerations in planning and decision-making

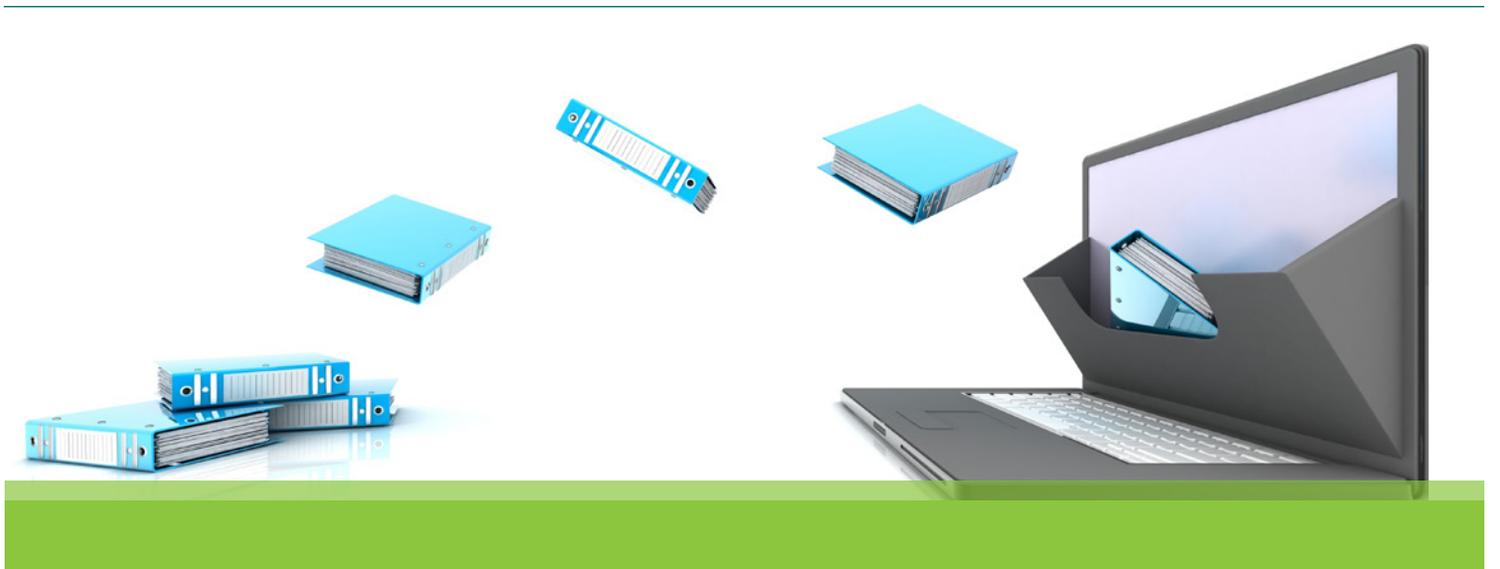
Integrated Decisions ensures the incorporation of sustainability into all levels of decision-making at BC Housing. This gives us clear direction via an ongoing assessment of the impacts of our corporate actions on local and global communities and ecosystems.

Results

AREA	MEASURE		2019/20	2020/21	2021/22
1) Greenhouse Gas (GHG) Emissions: Office Paper	Percentage reduction in GHGs from all office paper	Target	70%	70%	70%
		Result (2007 baseline)	56%	N/A	N/A
		Result (2010 baseline)	N/A	40%	58%
2) Greenhouse Gas (GHG) Emissions: Fleet	Percentage reduction in GHGs per km travelled from all fleet vehicles ⁶ (2016 baseline)	Target	5%	5%	5%
		Result (GHG kg/km)	0%	2%	2%
3) Sustainable Procurement	Percentage of tenders to suppliers that include sustainability evaluation criteria and other sustainability factors ⁸	Target	50%	50%	50%
		Result	40%	63%	63%

⁶ Includes trips by BC Housing staff using the corporate Modo car-sharing account.

⁷ These sustainability factors include sustainable product specifications, waste reduction and diversion, efficiency, and positive contributions to local communities.



1. GHG Emissions: Office Paper

TARGET NOT MET

In 2021, our GHG emissions from office paper totaled 12.5 tonnes of CO₂e. Compared to our 2010 baseline, our efforts in paper conservation in 2021 led to a 58 percent overall reduction in emissions, and a 73 percent reduction in emissions per employee. We also saved the equivalent of 28 trees compared to 2010⁸.

In 2021, due to fact that many employees continued to telework, our paper purchases continued to decline. The organization purchased significantly less paper than in 2020, resulting in a 31 percent GHG emissions reduction.

Despite these efforts, we did not meet our target of a 70 percent reduction in emissions, partially because our baseline year has changed. In addition, our number of employees has grown steadily since 2010, and we continued to purchase some paper that was not 100 percent recycled.

KEY ACTIONS TAKEN:

Our practices and initiatives which led to reductions in GHG emissions from paper use, include:

- › Encouraging staff to reduce printed materials by promoting paperless meetings and giving our printers a default setting of double-sided. As many of our employees continued to work remotely during 2021, they used electronic documents instead of printing as frequently.

- › Our office services staff made every effort to buy 100 percent recycled regular white-copy paper (for other types, 100 recycled content is not always available).
- › BC Housing's Records and Information Centre championed paper reduction in 2021. The COVID-19 pandemic sped up work already underway by departments to move various files to electronic copies. As large sections of staff began to work at home, the need to access materials electronically became increasingly necessary.
- › The Human Resources Information Systems team has been digitizing HR Processes and moving all systems away from paper-based processes to automated, digitized, and in some cases app-based processes. To date, this has included:
 - COVID-19 Employee Health Check
 - Teleworking Agreement
 - Employee Change Form
 - Payroll Change Form
- › The IT Department is also undertaking an IT Modernization project. This will strengthen systems and put tools in place to support greater flexibility in remote and teleworking. The project will enable secure digital signatures, secure data collection, and support digitized systems throughout the organization.

⁸ For the 2020/21 reporting year, BC Housing has changed from a 2005 baseline to a 2010 baseline for greenhouse gas emissions related to office paper use, to align with other Public Sector Organizations, based on direction by the Climate Action Secretariat. However, our targets were developed to reflect a baseline of 2005 and have not yet been updated to reflect the new baseline. Results prior to 2020/21 are based on the 2005 baseline.



2. GHG Emissions: Fleet

TARGET NOT MET

In 2021, BC Housing owned 65 fleet vehicles, primarily trucks and vans used by grounds and building maintenance staff, and office pool vehicles (included Smart Cars and hybrid vehicles). Nine percent of our fleet vehicles in 2021 were fuel-efficient.

In 2021, our GHG emissions from mobile sources (fleet vehicles, Modo vehicles, and grounds equipment) totaled 248 tonnes.

We have been reporting on GHG emissions related to fleet and equipment since 2010. The methodology for reporting has improved since then. Beginning in 2015, we calculated GHG emissions using reported fuel consumption data. We directly obtained most fuel to minimize the uncertainty of estimation. For the calculation of kilometers travelled, we used odometer readings for each vehicle.

A baseline was established in the 2016/17 livegreen Sustainability Report for this measure (0.41 kg of GHG per kilometre travelled for fleet vehicles). Targets have been set using this baseline, beginning in the 2017/18 reporting year.

In 2021/2022, we did not meet our target of five percent reduction in GHGs per kilometre travelled from all fleet vehicles, as our GHG intensity was 0.40 kg of GHG per kilometer travelled.

While we did not meet our GHG intensity target, we did see a 16 percent decrease in kilometres travelled in 2021 compared to 2020. Many of our staff worked remotely due to the COVID-19 pandemic and did not use the office pool vehicles as frequently. However, our building maintenance and ground crews continued to use vehicles for their work. Due to the reduction in kilometres travelled, we also consumed fewer litres of gasoline and diesel in 2021 compared to 2020.

KEY ACTIONS TAKEN:

- › In addition to our fleet vehicles, we have a corporate account with Modo, a car-sharing cooperative, for staff use in the Vancouver Coastal and Fraser regions. Our Modo account gives our staff access to a wider range of vehicles and provides flexibility on where to get them. Starting in 2016, emissions from staff trips in Modo vehicles were calculated and reported alongside BC Housing's own fleet. Almost 50 percent of kilometres driven in Modo cars in 2021 were taken in hybrid vehicles, resulting in GHG savings.
- › Due to the COVID-19 pandemic, many in-person meetings were replaced with virtual meetings, reducing our work-related travel significantly. Average carbon emissions due to commuter trips per employee dropped almost 68 percent in 2021 compared to our baseline year.
- › We performed regular maintenance and upgraded our fleet vehicles when required to ensure operation efficiency.
- › The Lower Mainland grounds and maintenance fleet continued to use a GPS fleet tracking system to reduce fleet mileage. This allowed fleet managers to reduce kilometres driven by allocating resources more efficiently and monitoring idling behaviours.
- › The annual employee sustainability survey showed that the trend of BC Housing employees choosing hybrid and fully electric vehicles continued in 2021. While the automobiles used by employees to commute to and from work in 2021 still run primarily on gasoline, 2021 saw the highest ever share of hybrid and fully electric vehicles at almost 10 percent.

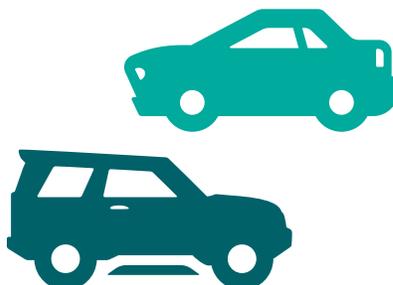
**INCREASE IN
WORKING REMOTELY**



**16% DECREASE IN
KILOMETRES TRAVELLED**



**DECREASE IN
GAS/DIESEL CONSUMPTION**





3. Sustainable Procurement

TARGET MET

Sustainability is engrained in our procurement process. We consider sustainable product specifications, waste reduction and diversion, efficiency, and positive contributions to local communities when procuring our goods and services. In 2021, 63 percent of tenders included such sustainability factors, the same percentage as 2020.

KEY ACTIONS TAKEN:

- › Tender requirements include product specifications limited to green certified labels (or minimum requirement if not certified).
- › We encourage contractors on social housing capital projects to participate in employment programs such as [BladeRunners](#), [Tradeworks](#), or [Embers](#). These programs help clients including unemployed or low-skilled employed individuals, women, Indigenous Peoples, youth-at-risk, and persons with disabilities.
- › We inform social enterprises when issuing tender calls so that they are aware of the opportunities.
- › Where applicable, construction and service provider tender requirements include environmental criteria for specific land/building design issues and operations.
- › BC Housing is in the process of piloting a Social Procurement program. This program includes a target related to employment for Indigenous and equity-seeking groups. It also includes targets for the value of spend for goods and surveys purchased from Indigenous and equity-seeking businesses, social enterprises, and third-party certified social impact companies.
- › BC Housing has an Indigenous Procurement Policy, which uses procurement practices to support Indigenous business development.

- ✓ sustainable product specifications
- ✓ waste reduction and diversion
- ✓ efficiency
- ✓ positive contributions to local communities

Indigenous Relations at BC Housing

INDIGENOUS PARTNERSHIPS

BC Housing's work spans the province and takes place on the traditional territories and ancestral homelands of First Nations in B.C. We recognize that Indigenous Peoples' history and connection to these lands has been under threat as a result of colonization. We also recognize that Indigenous Peoples are disproportionately affected by the impacts of climate changes such as extreme heat events, wildfires and flooding.

Our 2022/2023 Service Plan includes the goal to build "Strong Indigenous partnerships and relationships based on principles of Truth and Reconciliation." An important part of the relationship building includes an understanding that there is a lot we can learn from Indigenous cultures, practices, and knowledge in terms of sustainability, resiliency, and care for the natural world. We are grateful for the existing relationships we have with Indigenous communities and are committed to building meaningful and reciprocal relationships with more Indigenous communities.

Presently, we have entered into Memorandums of Understanding (MOUs) with 22 First Nations to collaborate on the improvement of residential asset management practices. BC Housing works with these First Nations to build capacity in the administration of housing and develop and share best practices in residential asset management. We provide practical training in critical areas, such as asset condition assessments, data management, capital planning, maintenance management, energy management, procurement, construction project management, funding and grant application writing. In turn, the First Nations provide representative insight to the issues and challenges of on-nation housing.

We have also recently established a formal joint leadership working group between the Aboriginal Housing Management Association (AHMA) and BC Housing to enhance coordination and co-creation between our two organizations. Establishing this working group is part of implementing recommendations from our Moving Forward Together Roadmap that highlight the importance of sustaining relations and collaboration with Indigenous communities and organizations.

RECONCILIATION STRATEGY

Recently, BC Housing worked with Two Worlds Consulting (TWC) to learn what we are doing well and what we need to change to improve our Reconciliation path. Based on this work, with feedback from Indigenous partners, we created the Moving Forward Together (MFT) Roadmap.

The Roadmap identifies short-, medium- and long-term actions, and commits BC Housing to:

- › Work with Indigenous communities, and organizations to assess BC Housing policies and practices based on a Reconciliation and decolonization lens.
- › Seek input from Indigenous Nations, communities, and organizations on how they would like to be engaged in next steps.
- › Continue engaging with Indigenous Nations, communities, and organizations on the development of a Reconciliation Strategy.
- › Continue sharing information, listening and getting feedback on how to develop and use a Reconciliation Strategy. BC Housing is working on making these commitments.

For more information on our MFT Roadmap please see our Reconciliation page at [Reconciliation Strategy | BC Housing](#).



kʷikwə́łəm house post in front of ʰəqíʔ təwʔənəq leləm' (Red Fish Healing Centre for Mental Health and Addiction) at səmíqʷəʔelə/Riverview



ʰəqíʔ təwʔənəq leləm' (Red Fish Healing Centre for Mental Health and Addiction) at səmíqʷəʔelə/Riverview.



Change Agent

Guiding and supporting others in taking actions towards sustainability

As a **Change Agent**, BC Housing serves as a leader in sustainability, working towards positive change with our clients and partners in the social housing sector, and the residential construction industry.

Results

AREA	MEASURE		2019/20	2020/21	2021/22
1) Employee Engagement on Sustainability ⁹	Percentage of employees who indicated they feel supported by BC Housing to make good sustainability choices at work and at home	Target	80%	80%	80%
		Result	N/A	82%	82%
2) Leadership in Sustainability and Residential Construction ¹⁰	Number of hours of training related to sustainable building practice, offered to the residential construction industry	Target	4,500 hrs	4,500 hrs	4,500 hrs
		Result	5,085 hrs	2,215 hrs	5,353 hrs
3) Tenant Engagement on Sustainability	Percentage of tenants who indicated they had been involved in a sustainability activity ¹¹	Target	5%	15%	15%
		Result	N/A	5%	5%
4) GHG Emissions: Employee Commuting	Percentage reduction in GHG emissions from employee commuting (emissions per employee from 2009 levels)	Target	10%	10%	10%
		Result	-0.6%	64%	67%

⁹ The survey was not administered in 2019/20.

¹⁰ This measure was introduced in 2016/17.

¹¹ Change in language in the tenant survey in 2020/21. The question was previously about participation in a “livegreen” activity, change to “sustainability” activity in 2020/21.



1. Employee Engagement on Sustainability

TARGET MET

Sustainability is firmly engrained as part of our organizational culture at BC Housing and is built into our training and onboarding for new employees. We support BC Housing employees to both reduce work-related GHG emissions and integrate sustainability into their home lives. Our livegreen Sustainability Plan was in place for 10 years and we have now transitioned to the new Sustainability & Resilience Framework.

Our [livegreen Employee Council](#) is an employee-run council that plans activities and educational opportunities to raise awareness of sustainability issues. Our dedication to sustainability is paying off. In our most recent Employee Engagement Survey, 82 percent of employees indicated that they feel supported by BC Housing to make sustainable choices at home and at work.

As a result of this work BC Housing has been recognized as one of Canada's Greenest Employers for the eighth consecutive year.



30x30 Nature Challenge

KEY ACTIONS TAKEN:

- › The livegreen Employee Council plays a key role in encouraging sustainable employee behaviour both in the workplace and at home. This helps to establish a baseline of knowledge throughout our organization as we continue to build sustainability principles into all aspects of our work. Representing every branch of BC Housing, Council members created a strategic plan informed by the findings of our annual sustainability survey. In 2021/22, despite the challenges posed by the COVID-19 pandemic, the council initiated over 15 campaigns, articles and educational events, including:

- Events related to sustainable food choices
- Go by Bike Week
- A 30x30 Nature Challenge
- Lunch and Learns on various aspects of sustainability

With about 70 percent of employees working from home, and about 30 percent working on site, these events provided all employees opportunities to engage with colleagues across the organization. Employees were able to learn and foster connections by creating a community of practice around sustainability practices.

- › BC Housing administers an annual livegreen Sustainability Survey to measure, evaluate and monitor employee sustainability practices and the objectives set by the livegreen employee Council. The 2021 Sustainability Survey reflected the continued reduction in GHGs from commuting first noted in 2020 as a result of the increase in teleworking due to the pandemic. In addition, employees showed notable positive change in home recycling and waste disposal practices.
- › BC Housing's employee-led community investment program, Community Connections, had a record year in 2021 raising over \$386,000 for 110 different charities. Since the start of the program in 2008, approximately \$2.4 million has been raised for local charities contributing to environmental, social, and economic sustainability programs in local communities in tangible ways. The program's Employer Supported Volunteerism component was limited by COVID-19 restrictions this year. Despite this, BC Housing staff participated in Coldest Night of the Year, Community Cleanup, Food Banks BC and other volunteerism that could be done remotely or within COVID-19 protocols.



2. Leadership in Sustainability and Residential Construction

TARGET EXCEEDED

One of the goals in BC Housing’s Service Plan is to provide “sustainability leadership in residential construction”, bringing together two areas where we have significant leadership responsibilities. We collaborate with industry and government partners to initiate technical research and education projects that promote the durability and energy efficiency of new residential construction.

In 2021, BC Housing provided over 5,353 hours¹² of training related to sustainable building practices to the residential construction industry through online seminars and pre-recorded webinars, surpassing our target of 4,500 hours.

KEY ACTIONS TAKEN:

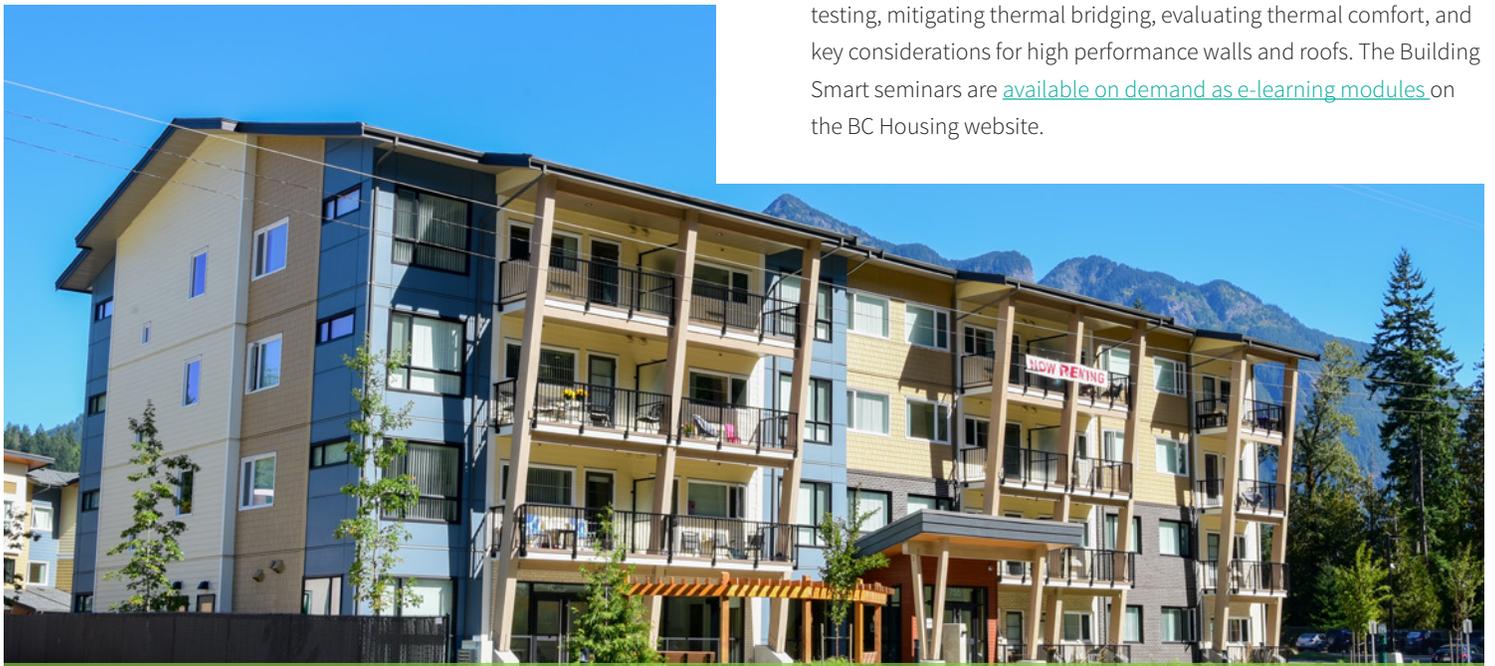
- › Established in 2015, BC Housing’s [Building Excellence Research and Education Grants](#) program encourages research and education to improve the quality of residential construction. The program also strengthens consumer protection for buyers of new homes through funding activities in B.C.

In 2021/22, this included:

- Providing planning guidance for the development of sustainable and seismically resilient tall residential buildings on Canada’s west coast, with consideration for functionality in the aftermath of an earthquake.
- Determining the incremental cost to design and construct a multi-unit residential building (MURB) to a higher post-earthquake performance level.
- Providing an alternative compliance path for more mid-density homes to be successfully labelled as Net-zero Ready, especially where sufficient on-site renewable energy generation is not feasible.

The complete list of projects funded in 2021/22 and extra information can be found [here](#).

- › In 2021, the Building Smart series focused on skills and knowledge necessary for the B.C. residential construction industry to reach the lower steps of the BC Energy Step Code. This includes air tightness testing, mitigating thermal bridging, evaluating thermal comfort, and key considerations for high performance walls and roofs. The Building Smart seminars are [available on demand as e-learning modules](#) on the BC Housing website.



Riverstone in Hope, built to BC Energy Step Code Step 3 and opened in May 2021.

¹² The total number of hours is calculated based on the total number of participants for each training opportunity and the scheduled meeting time in hours.



3. Tenant Engagement on Sustainability

TARGET NOT MET

BC Housing is the largest landlord in the province and manages over 7,000 housing units, aiming to make homes accessible to a larger population. Every two years, BC Housing administers a tenant survey.

In 2021/22, five percent of our tenants indicated that they had participated in a sustainability activity - a slightly lower percentage than the past three years¹³. This reduction in participation may be due to the effects of the COVID-19 pandemic on the number of events held at directly managed social housing developments.

KEY ACTIONS TAKEN:

- › Staff worked with tenants to reduce the amount of residential waste that goes to landfills through our organic waste diversion program.
- › The BC Housing People, Plants & Homes (PPH) program organizes events for BC Housing tenants across the province and helps residents at directly managed sites connect with gardening activities.

In 2020, the program undertook the following sustainability initiatives:

- Hosted 20 “All about Mint Festivals” at select directly managed buildings to teach the uses and benefits of mint. Used only compostable materials at festivals.
- Installed 38 community garden plots and seven raised patio planters for gardeners in the Northern Region, and seven new community garden beds in the Interior Region.
- Supported families with food security through garden-related activities:
 - Created seven back yard gardens to support families with food security.
 - Built a communal garden at Vancouver site.
 - Held garden check-ins throughout the summer to share garden techniques.
 - Launched the greenway project in Victoria that supports tenants to create habitats in their gardens.
- Hosted education workshops with Hives for Humanity (a non-profit organization from the downtown eastside that connects people to beekeeping) to share knowledge on pollinators.



Photos from community gardens at BC Housing properties, courtesy of the BC Housing People, Plants & Homes Team.

- Partnered with community organizations to grow flowers that were donated back to the program and distributed at senior buildings in Vancouver

13 Source: BC Housing 2020 Tenant Survey



4. GHG Emissions: Employee Commuting

TARGET EXCEEDED

In 2021, our average GHG emissions per employee for employee commuting was extremely low, 67 percent below from our baseline year, due to the new norm of telecommuting.

The proportion of alternatively fueled commuter vehicles (propane, hybrid, fully electric) compared to gasoline fueled commuter vehicles has increased steadily over time since 2009. The highest ever share of hybrid & fully electric vehicles was observed in 2021 at over nine percent.

KEY ACTIONS TAKEN:

- › Due to the COVID-19 pandemic, we replaced many in-person meetings with virtual meetings, reducing our work-related travel significantly.
- › BC Housing continued to support ongoing employee programs such as:
 - A transit pass program
 - Teleworking
 - Discounts on bikes and bike accessories as well as storage and route planning for cyclists
 - Taxi vouchers in emergency situations for employees who commute sustainably
 - Employee incentives to sustainable modes of transportation through the Green Rewards Program

Next Steps

In the past two years, telecommuting and virtual business conferences have become the new norm. While the pandemic has created challenges, it provides new opportunities for us to rethink the impact of our footprints at the individual and organizational level. The 2021 livegreen Sustainability Report will be our last using the existing livegreen Sustainability Plan framework.

In 2021, BC Housing released our new Sustainability and Resilience Framework replacing the livegreen Sustainability Plan. The Framework articulates how BC Housing’s sustainability and resilience work supports and advances the organization’s Mission, Vision and Values. It also deepens our understanding of sustainability, especially social sustainability. We are broadening our efforts to include Reconciliation with Indigenous Peoples, as well as the pursuit of Equity, Diversity, Inclusion and Belonging in our programs and operations, and this is reflected in our sustainability work. Resilience is a key theme in the Framework, as we find ways to adapt social housing to the impacts of climate change.

Our next report will be based on the new Sustainability and Resilience Framework and its Implementation Plan and will be published in 2023. BC Housing will continue to enhance our engagement with our partners on sustainability and resilience initiatives.

BC Housing Sustainability Framework and Report

