

EMBEDDING SUSTAINABILITY IN ORGANISATIONS

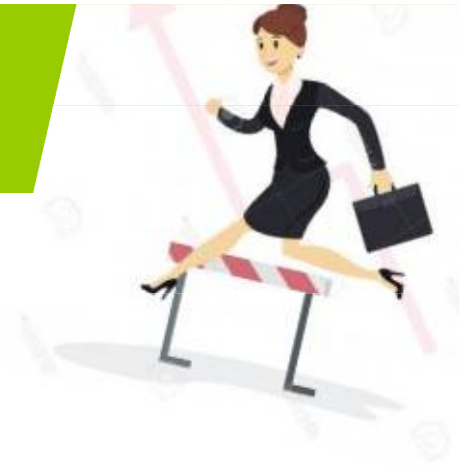
OVERCOMING HURDLES



This doesn't need to be you!!

HURDLE 1

I can't get Leadership support for my ideas ...



In your conversations with Leadership, consider:

- 🌱 Am I talking to the right person?
- 🌱 Standing in their shoes
 - In what ways could sustainability be important to them
 - Understand their goals & barriers
- 🌱 Using data to tell a story
 - Resource efficiencies deliver great cost savings & environmental benefits
- 🌱 Highlighting other benefits that sustainability can deliver
 - Brand awareness
 - Employee & community engagement

HURDLE 2

I've got Leadership support but I don't know where to start ...



Understand your NOW

- What initiatives does the organisation already have in place?
- How do your peers feel about sustainability?

Tools to do this ...

- Carry out a Sustainability Review
- Carry out an Engagement Survey

A Sustainability Review ...

Doesn't have to be long and complicated

Provides a holistic view of how sustainability sits within your organisation

Provides you with data for next steps

You could investigate:

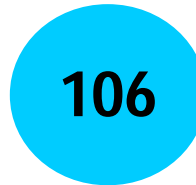
- What Policies or Environment Management Plans are in place
- Is there a sustainability budget
- What does your organisation spend on resource use
- What initiatives are currently in place - waste, energy, water, biodiversity

Our Survey

The response to the Community Engagement Survey both amazed and encouraged the school leadership team.



500 respondents (21% of community)



The school community wanted to be involved



Strong support for implementing a Sustainability Program



Addressing the waste systems was a priority



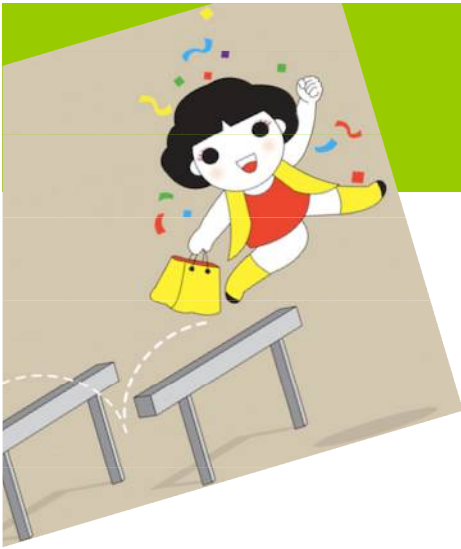
HURDLE 3

*I'm a passionate Sustainability Champion,
but I can't do it on my own ...*

A 'whole organisation' approach = embedded sustainability

What you can do ...

- Establish a team – use your engagement survey
- Communicate – what, why, when, how
- Don't own it – lead it
- Have some fun!



HURDLE 4

We can't stay focussed - there's so much we want to change!

What you can do ...

- 🌱 Use a One Page Action Plan to stay focussed and give momentum
- 🌱 Keep the goals simple

Your One Page Action Plan

Place your logo here

Sustainability One Page Action Plan

'NOW' - ACHIEVEMENTS

- We have a Sustainability Team set up
- We recycle paper & cardboard

HOW

'WHERE' TO NEXT...

- Sustainability Policy endorsed by leadership
- Reduce office landfill by 30%

STRATEGIES	ACTIONS	RESPONSIBILITY	TIMING To be completed by
Engagement	<ul style="list-style-type: none"> • Carry out an engagement survey to understand staff support for our sustainability goals 		
Policies/Procedures	<ul style="list-style-type: none"> • Draft Sustainability Policy with team • Policy for Leadership review at Board meeting 4/5/19 		
Infrastructure	<ul style="list-style-type: none"> • Carry out a Waste Stream Assessment to investigate the office waste trail 		

Actions required by the Leadership Team:

- Review/sign off Sustainability Policy at next Board meeting



HURDLE 5

We're up and running but people can't see what great progress we've made...

What you can do ...

- 🌱 Share the story with your community – they're part of the journey too!
- 🌱 Celebrate the successes – no matter how small



Change makers – go for it!

The journey of a thousand miles begins with one step (Lao Tzu)

Write down one thing you're going to do to make a change in your workplace

**Check out our
office recycling
options**

**Find out if
my boss has a
sustainability
vision**

If you want to chat further...

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THANK YOU