







Prof. Manfredi invites the team from Human Resources (Johanne Houle and Ross McDonald) to present on the My Healthy Workplace initiative. Ms. Houle and Mr. McDonald provide an overview of the initiative, which is based on one of the Principal's 5 Priorities. They mention that:

A partnership has been established with Excellence Canada, which also allows McGill to benchmark with peer organizations across Canada.

My Sustainable Workplace programs are considered as part of the criteria in the Sustainability Tracking, Assessment and Rating Systems (STARS) Sustainability Rating.

There are several initiatives under "My Sustainable Workplace", some targeting environmental sustainability and others looking at succession planning, knowledge transfer, business continuity, etc.

Several programs under My Sustainable Workplace are conducted in collaboration with the Office of Sustainability, such as:

- The sustainable workplace certification
- Lunch and learn sessions on sustainability
- The Staff Sustainability Network

Advisory Council members are asked two questions:

- 1) *How can we better transfer or share knowledge to ensure sustainable processes?*
- 2) *What sustainability-related initiatives (at McGill or elsewhere) would you suggest to enhance employee engagement?*

Some recommendations from the discussion:

Institutionalize sustainability into processes. One member underlines that sustainability needs to be integrated into processes. An example cited is in streamlining conference organization.

Making everyone understand that they are truly a part of the bigger picture.

One member cites the experience in their organization where satisfaction and engagement was found to have increased from having staff from different parts of the organization create and work on projects in a multidisciplinary fashion. This not only breaks down silos and slabs, but working on a successful project that gets much positive attention improves morale, providing a sense that they are contributing to something larger for the organization.

At one member's organization, a "boot camp" of all new employees –

Assess work through a holistic sustainability lens. One member reiterates the need to better understand the definition of sustainability beyond the environmental aspects, with a reminder that it encompasses social (ex. beyond succession planning to diversity and equity) and economic elements (daily consumption to long-term planning) as well.

In addition to the sustainable workplace certification, employees at all levels could be certified (on a volunteer basis), and that this could be posed as a challenge to stimulate engagement.

Share best practices. Everyone at all levels should share amongst each other successes/lessons learned from previous collaborative 11.3(o)-5(rativ)8(e9),