



Table of Contents

I. Vision	2
II. Scope & Definition.....	2
III. Commitments.....	2
1. <i>External commitments</i>	2
2. <i>Internal commitments</i>	3
IV. Structure and Roles	4
1. <i>Sustainability Committee</i>	4
2. <i>Policy Review</i>	4



I. Vision

The sustainability policy is a set of rules and guidelines that ensure that the Graduate Student Association (GSA) is a sustainable association that can lead its community by example.

II. Scope & Definition

The sustainability policy should be a living document, used in tandem with the Concordia University Sustainability Policy. Sustainability is a mindset in- tertwining the interdisciplinary actions that sustain environmental resources as well as the social and economic well-being of its community.

III. Commitments

The GSA commits to incorporate sustainability in all its activities both external advocacy, and internal organization and events.

1. External commitments

1. GSA will advocate for sustainable practices through its university external representation.
2. The GSA will actively collaborate with other student groups and associations in promoting sustainability.
3. Sustainability practices of external entities (companies, associations, firms) should be taken into consideration by the GSA before engaging with them.



2. Internal commitments

1. The GSA will respect the rights of its staff to unionize and collectively bargain the terms of their contracts which will ensure living wages, equal pay for equal work and decent working conditions.
2. The GSA will ensure that all the volunteers taking part in GSA events will be recognized through the Concordia Co-Curricular Record. This includes all representation on university committees, and council.
3. The GSA house must have at all times at least one (1) bin for paper recycling, one bin for metal and plastic recycling, and one (1) bin for compost.
4. The GSA will buy recycled printing paper and will endeavor to source all other office, event, food etc. supplies from local, fair-trade, and environmentally responsible sources.
5. The GSA will adhere to the EH&S (Environment Health and Safety) guidelines for sustainable events:
 - Ensure food is locally sourced when possible (Hive, City Farm, etc..).
 - Proper waste triaging for paper, plastic and metal, and compost.
 - Minimize plastic and Styrofoam use in favor of more recyclable or compostable materials (Water jugs, Concordia dish project, compostable plates, minimal packaging, etc..)
6. The GSA should provide an accessible environment to all of its members including those with disabilities.
7. The GSA should provide a safe space for members of all ethnicity, genders, sexual orientation, religions... in the GSA house and its events.



IV. Structure and Roles

1. Sustainability Committee

1. The Sustainability Committee will be composed of VP internal, VP advocacy, and a minimum of 2 councilors and one staff member. It is an open committee whose meetings are announced to all GSA members in the newsletter.
2. The committee meets once a month, and quorum is 50% of its members (rounded up).
3. The committee provides council with an action plan for the year in the month of August. Every two months (2) the committee presents a status report to council.
4. VP academic will be responsible for the above mentioned external commitments.
5. VP internal will be responsible for the above mentioned internal commitments.

2. Policy Review

This policy should be reviewed by the policy committee every year during the winter semester. It should be updated to ensure the adoption of best practices and inclusion of new sustainability related initiatives in Concordia. The Sustainability Committee can provide input, if needed.