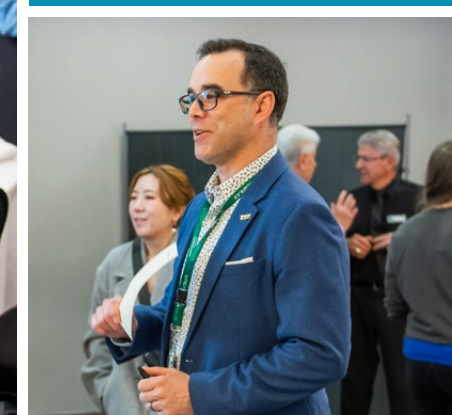
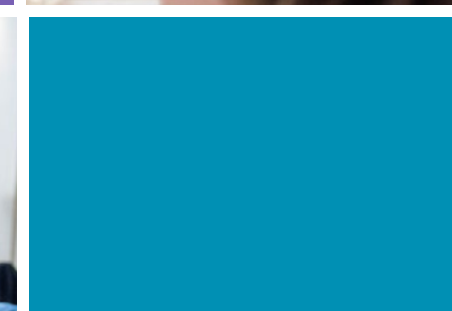
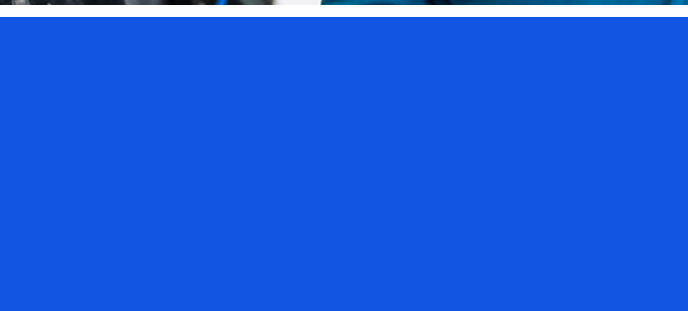
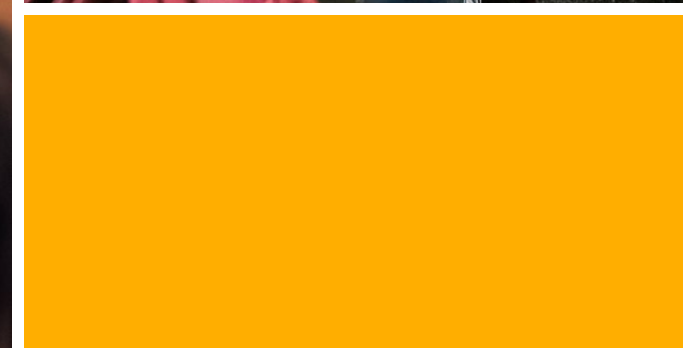


 Green+Leaders

2024
Annual Report



Honouring Indigenous stewardship

Indigenous Peoples have been stewards and caretakers of the lands, waters and ice, and leaders in ecosystem conservation since time immemorial. We understand that efforts towards reconciliation are directly tied to our relationship to the land.

There is much we can learn about environmental stewardship from these nations and communities. We acknowledge that it is an honour and privilege to receive teachings from ancestral knowledge and that we have a reciprocal responsibility to act on the teachings when we receive them.

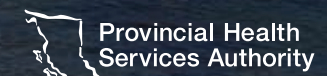


Table of Contents

Welcome 06

Green+Leaders: Blazing trails for people, place, and planet 08

So what’s it all about?

Driving change: How we’re championing planetary health 10

From clinical to clerical 12

How Green+Leaders champion sustainability in all areas of health care

Green+Leaders climb to new sustainability heights 14

Celebration event recognizes impactful initiatives

Inspiring progress: Insights from our planetary health leaders 16

How Green+Leaders are making an impact 18

A province-wide snapshot of our projects

Vision to action 30

Projects in the works

UBC scholar project illuminates new pathways in sustainable health-care education 32

Looking ahead 34

Did we “peak” your interest? 36

“ The journey of a thousand miles begins with a single step.”

Lao Tzu





Welcome! Join us in celebrating a year of impact and upward momentum

This report is a celebration of your incredible dedication and contributions over the past year. It highlights the inspiring ways our community is shaping a more sustainable and resilient health-care system. With over 450 active Green+Leaders, this program continues to be a driving force for innovation and advocacy, improving the health of patients and of our planet.

This year has been transformative for sustainability in our health authorities. Together, we’ve taken bold steps forward, including the development of new planetary health strategies that embed sustainability deeply into our operations. These strategies reflect an exciting and ambitious vision for achieving low carbon, climate resilient and environmentally sustainable health care.

One of the most inspiring moments of the past year was the Green+Leaders Showcase and Exchange event, which brought together over 100 people from across our health authorities to network, share ideas, celebrate achievements, and showcase 12 unique sustainability projects. The energy and enthusiasm in

the room were incredible, and seeing the creativity and collaboration on display reminded me of the power of this community to drive meaningful change.

Most importantly, it showcased a growing network of committed peers who can foster the spread of good practices and the development of future projects. The sustainability landscape is diverse and ever-changing, and this range of projects and leaders represents a wealth of knowledge not only on how to address sustainability issues, but how to adapt to the needs of each landscape they work within.

On behalf of the Green+Leaders program and the Energy and Environmental Sustainability (EES) team, thank you for your unwavering commitment to a healthier planet and health-care system.



Nina Akhtar
Green+Leaders Community Lead,
EES team

Green+Leaders: Blazing trails for people, place, and planet



So what's it all about?

Green+Leaders is a community of health-care and medical staff taking action for environmental sustainability, and transforming health care for people, place and planet. Connecting the dots between human and planetary health is essential because they're one and the same.

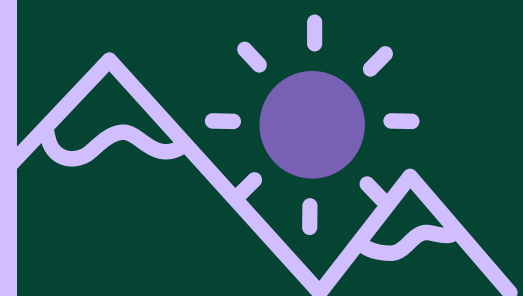
By joining the community, new Green+Leaders will have the opportunity to meet others who share their passions, and to get started building a team or launching a sustainability project. By connecting with other like-minded colleagues, they can even build a community of practice across different work sites and health organizations.

The nature of sustainability work is that it's ever-changing, adapting to the emergent challenges and opportunities around us. That's why

having a community of like-minded and experienced change agents around us is vital to supporting our work as sustainability health-care professionals.

Green+Leaders will receive quarterly e-newsletters that share Green+Leaders stories, useful resources, sustainability tips and more. This past year, Green+Leaders received several sustainability grants, launched various initiatives and participated in several learning events.

And they won't be doing it alone. The EES team is always here to help with questions, address concerns, connect you with others and support your projects. We listen closely to the needs of our Green+Leaders, and adapt our offerings based on what you need to succeed.



Know someone who's ready to gear up for the sustainability ascent?

Invite them to join the community.

[+ CLICK HERE TO REGISTER](#)

Discover more about the program.

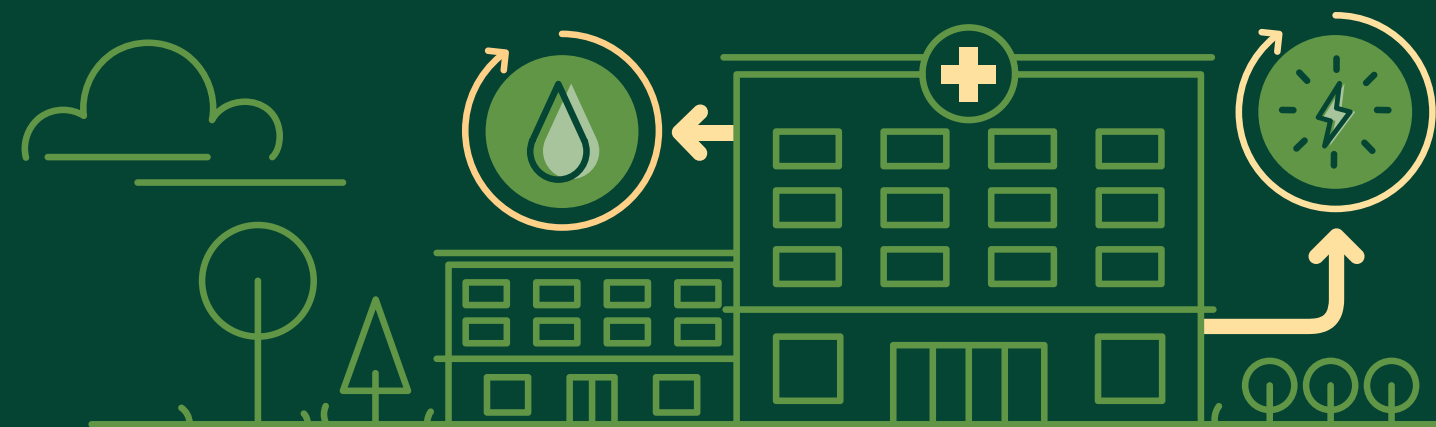
[+ CLICK HERE TO SEE](#)

Driving change: How we're championing planetary health

Across British Columbia, Green+Leaders in our health-care organizations are pioneering efforts to reduce the environmental impacts of health-care's operations. These leaders are reshaping the future of health-care sustainability, guided by bold strategies including:

- Fraser Health's integrated five-year strategy
- Providence Health Care's Planetary Health Strategy
- Provincial Health Services Authority's focus on sustainability through its North Star priorities
- Vancouver Coastal Health's commitment to planetary health as a pillar

Together, these strategies embody the Green+Leaders vision — taking meaningful action to create healthy workplaces and a healthier planet.



Fraser Health's five-year strategy integrates planetary health into every corner of the organization, positioning it as key to creating a more sustainable health-care system. Through a dynamic network approach, Fraser Health acknowledges that environmental and social sustainability demands action at all levels, and will be making it an intrinsic part of how we operate.

[+ LEARN MORE](#)



Guided by its Mission: Forward strategic plan, PHC's new Planetary Health Strategy sets a bold vision to surpass the CleanBC targets for 2030 through cross-organizational efforts toward a more sustainable future. By taking meaningful action together with PHC's signature "can-do" spirit, we will shrink our environmental footprint.

[+ LEARN MORE](#)



Launched in January 2024, planetary health is one of PHSA's six North Star priorities, spotlighting the link between human health and the planet. PHSA is committed to finding solutions and taking action to mitigate the impacts of our operations on the environment, human health, and overall well-being.

[+ LEARN MORE](#)



As the first health organization in B.C. to embed planetary health as a core priority, VCH is leading the way in reducing its environmental footprint and advancing sustainable, low carbon, and resilient health systems. Partnering with Anti-Racism, Equity, Diversity, Inclusion, and Indigenous Cultural Safety teams is integral, ensuring every planetary health initiative reflects these values.

[+ LEARN MORE](#)

From clinical to clerical

How Green+Leaders champion sustainability in all areas of health care



61
new Green+Leaders
registrations in 2024



Within clinical



260
active Green+Leaders
across various areas
of clinical care

Non-clinical



205
active Green+Leaders
across various areas
of non-clinical care

Note: This infographic highlights select departments.



Green+Leaders climb to new sustainability heights

Celebration event recognizes impactful initiatives

On November 7, 2024, **over 100 sustainability champions** gathered at the Green+Leaders Showcase and Exchange to celebrate planetary health and environmental leadership in B.C.'s health-care sector. The event, hosted by the Energy and Environmental Sustainability team, highlighted impactful initiatives across Fraser Health, Providence Health Care, Provincial Health Services Authority and Vancouver Coastal Health. Planetary health leaders from each health authority delivered inspiring speeches, emphasizing the importance of collaboration, innovation and staff recognition. Their words set the tone for a day dedicated to forging connections and driving change.

[+ READ MORE](#)



Inspiring progress: Insights from our planetary health leaders

Explore the visions and commitments that planetary health leaders from B.C.'s health authorities shared at the Green+Leaders Showcase & Exchange event.



“Fraser Health’s Green+Leaders initiatives are building a foundation for system-wide climate resilience. Each effort, from reducing emissions to minimizing waste at our sites and within our communities, is essential in elevating the role of sustainability in health care. Thanks to the enthusiasm and dedication of our members, these actions inspire and empower others to get involved—together, we’re building momentum for lasting change.”



Robin Speedie
Senior Consultant, Planetary Health



Raluca Radu
Planetary Health Lead

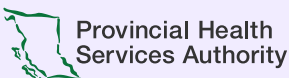


“At Providence Health Care we have an important opportunity in front of us to take meaningful action at the individual and organizational levels to promote planetary health. Although we may face difficulties on this journey, it’s through **collaborative partnerships and shared visions that the health care workforce can become an agent of change.** By integrating sustainability into high-quality patient care, we can uphold our responsibility to the planet and safeguard the future for coming generations.”

“At the Provincial Health Services Authority, **sustainability is a holistic commitment to fostering long-term well-being and resilience for people and the planet.** By embedding sustainable practices into the design, energy use, and operations of our health care environments, we enhance patient and staff wellness while laying the groundwork for long-term progress. Planetary health reminds us that every decision we make today lays the groundwork for a more hopeful tomorrow.”



Mark Goudsblom
Executive Director, Planetary Health



Breanna Gregory
Leader, Planetary Health



“Climate challenges can feel daunting, but the actions of Green+Leaders across Vancouver Coastal Health and other health authorities offer hope and show that progress is achievable. **Every project, no matter how small, contributes to a larger tipping point of transformation in health care that will benefit generations to come.** Thank you to all members who make such a big difference for not only our organization, but for our planet.”

How Green+Leaders are making an impact

A province-wide snapshot of our projects

Take a deeper dive
into the projects that
highlight the dedication
and innovation of
Green+Leaders across
the province.



Actionable insights into how medications impact our environment

Pharmacists from Lower Mainland Services—Madison Lai, Karen Dahri, Gigi Wong, and Michael Legal—surveyed British Columbians on the environmental impact of medications—marking a first in Canada.



Their findings revealed a pressing need for greater public awareness and stricter regulations around medications that harm the planet during manufacturing or disposal. Respondents also emphasized that eco-friendly medications must uphold the highest standards of patient care.

[+ LEARN MORE](#)

Survey results included participant characteristics such as age, gender, and location, among other factors.

79% strongly agreed that global warming is a problem to the planet's health

56% agree improper disposal of medications is an environmental issue

Stirring up change



The Ellen Sinclair Kennett Lodge in South Surrey switched to reusable metal spoons for medications, saving 2,000+ spoons a week from landfill.

In their successful three-week pilot, the project team partners proved that moving away from single-use plastic to a reusable option could save \$300,000 in annual costs and eliminate 34,500 kg of plastic waste each year across Fraser Health.

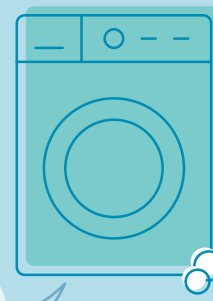
[+ LEARN MORE](#)

34,500kg

of plastic waste could be saved every year if all long-term care communities in Fraser Health switched to reusable spoons for medication rounds

That's equivalent to

approximately 400 washing machines



Pooled rides, positive impact



Fuelled by her drive to minimize environmental impact, advisor Meagan Argumedo launched Fraser Health's innovative app-based carpool program at Royal Columbian Hospital, in collaboration with the Transportation Demand Management and Commuter Services team. The program reduced car travel by 3,923 km in just six months.



3,923 kms

of car travel avoided over
a period of 6 months



That's equivalent
to 863 kg of CO
avoided and 368
liters of gasoline
saved!

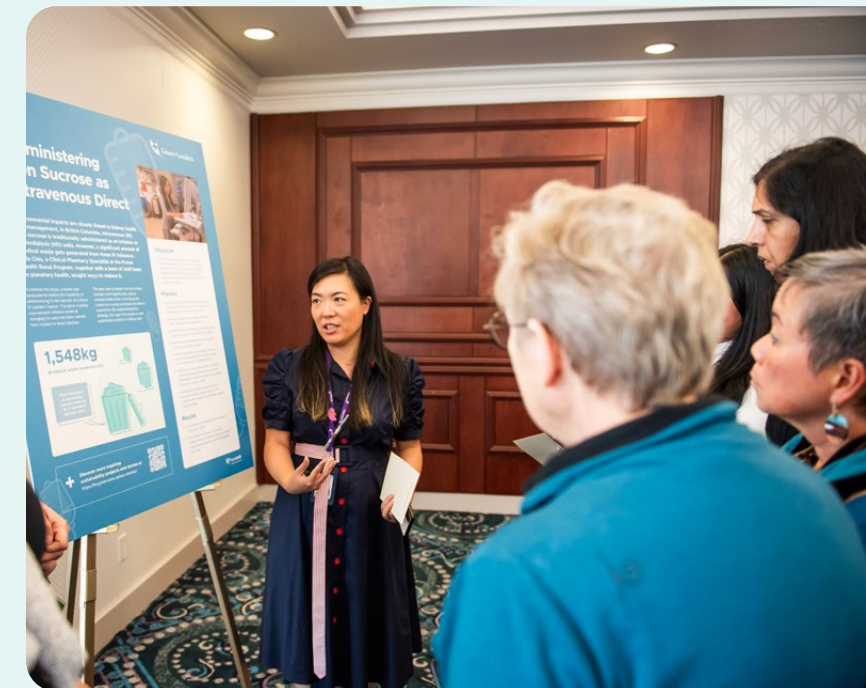
Since then, the program has expanded to Surrey Memorial and Surrey City Central hospitals, offering employees 50 per cent parking discounts for ride-sharers, tools to find carpool partners, and resources on car-free commuting options.

[+ LEARN MORE](#)

Pioneering eco-friendly hemodialysis



Ada Chiu, a clinical pharmacy specialist at the Fraser Health Renal program, brought together a team of planetary health champions to lead a change: from administering iron sucrose intravenously to injecting it directly.



1,548kg

of medical waste saved annually

That's the same
as preventing
enough waste to
fill 77 standard
garbage cans!



Their carefully phased approach led to a 1,548 kg annual reduction in associated medical waste, and the initiative is now standard at all Fraser Health Renal hemodialysis sites.

[+ LEARN MORE](#)

Smarter stewardship, better care

Thrombosis physicians
Tony Wan and Taylor Drury and
clinical pharmacy specialist
Stephanie Garland combined
their medical and pharmaceutical
expertise to form **Canada's
first anticoagulation
stewardship program.**

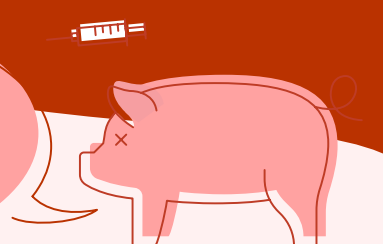


53%

reduction in heparin
use in one year

1 billion pigs are slaughtered each
year for global heparin needs, with
one pig's intestines producing
only a few syringes of heparin.

Potential to save 530
million pigs and associated
carbon emissions globally
each year



Their interventions helped
reduce inappropriate use of
preventative blood thinners
(heparin medications) by
53 per cent in a year,
resulting in 11,000 fewer
injections and saving St
Paul's Hospital \$75,000.

+ LEARN MORE

Gloves off to St. Paul's



Thanks to members of the
Environmental Stewardship team
and the **Cardiac Surgery Intensive
Care Unit (CISCU)** at St. Paul's,

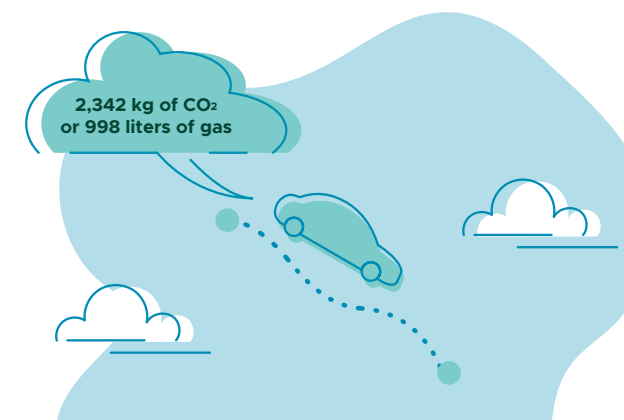
who collaborated with the Infection Prevention
and Control team, and spared 90,100 gloves
from the landfill by reducing the unnecessary
use of non-surgical gloves in the CISCU.

+ LEARN MORE

90,100

non-surgical gloves saved

That's equivalent to the
CO₂ emissions of driving
from Vancouver, BC to
Tampa, Florida!



Climate Café: Connection and care

Social workers Jamie Rich,
Kendall McSweeney, and Jess
Lenihan at PHSA introduced the
Climate Café, supported by the
Climate Psychology Alliance.



Health-care staff
participate and reflect on
their personal and
professional experiences
with climate change

This safe and confidential
space allows health-care
workers to share thoughts
and process emotions about
environmental challenges,
free from the pressure to
find solutions, sustaining the
energy of our sustainability
professionals.

+ LEARN MORE

Pillow cases to the rescue

Patients at BC Women's
Hospital and Health Centre
now benefit from a sustainable
solution for storing their
belongings, as **reusable
pillowcases** replace
disposable plastic bags.



200,000
disposable bags saved every year

That's comparable to
preventing the
environmental damage
caused by 22 barrels of oil
spilling into the ocean.

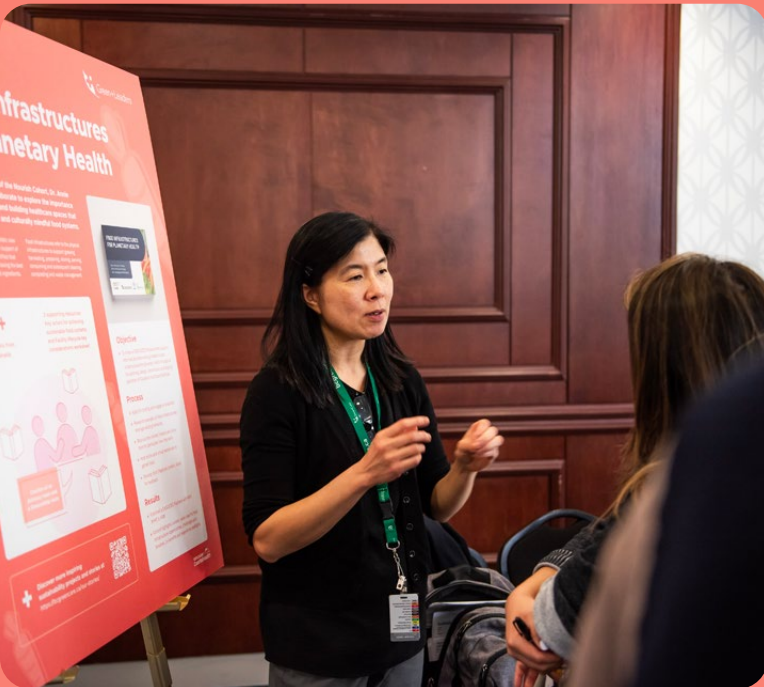
9,600 kg of
CO₂ or 22
barrels of oil

Spearheaded by registered
nurse Becky de Groot,
this initiative addresses
concerns over single-use
plastics in health care.
Thanks to her efforts and
those of the Patient Care
team, over 200,000
disposable bags are kept
out of landfill annually.

+ LEARN MORE

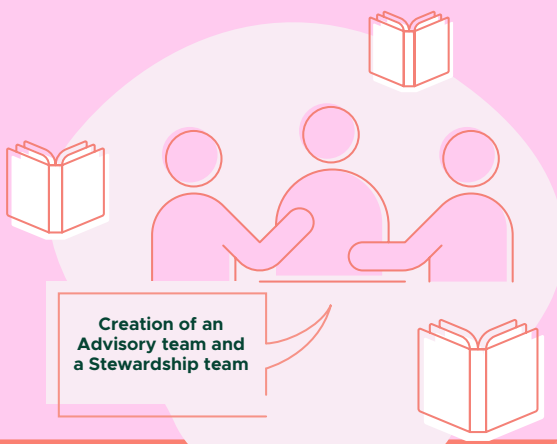
Supporting food as medicine

Exploring the importance of health-care spaces that support food as medicine, Dr. Annie Lalande and the Energy and Environmental Sustainability team, with the VCH Nourish cohort, discovered that the right infrastructure is critical to securing the best quality chefs, menus, and ingredients.



60+
participants from
across Canada

2 supporting resources:
Key actors for achieving
sustainable food systems
and Facility lifecycle key
considerations worksheet

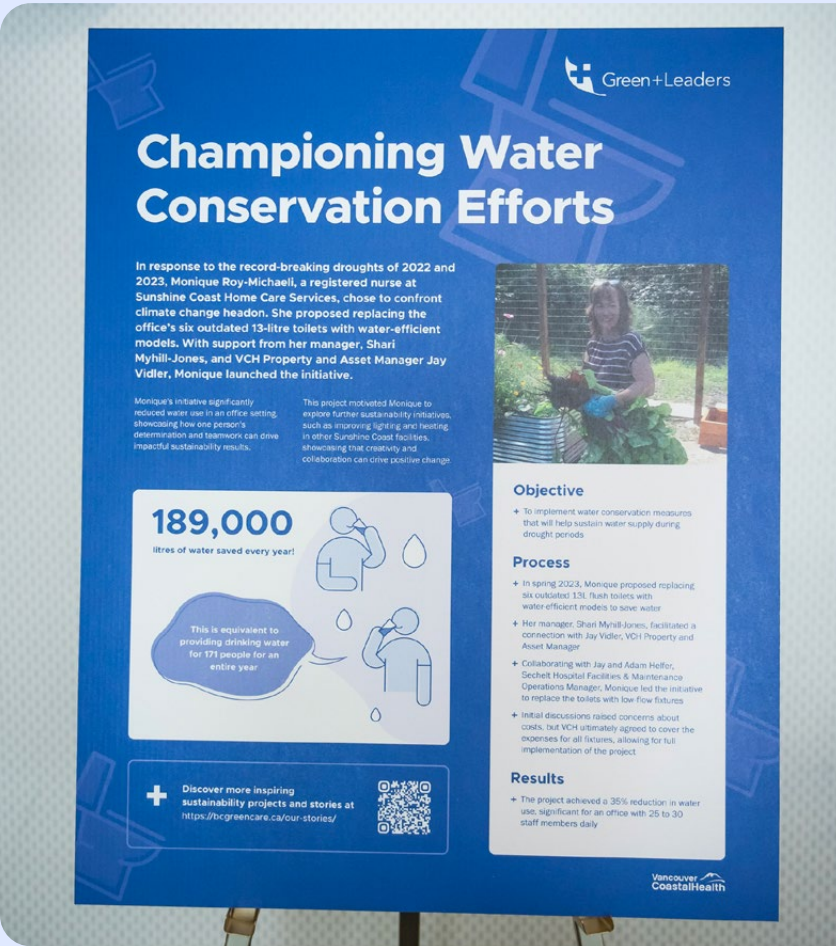


This led to a new nationwide collaborative project with advisory and stewardship teams, with the purpose of creating guidance for sustainable food systems when building and operating health-care facilities in Canada.

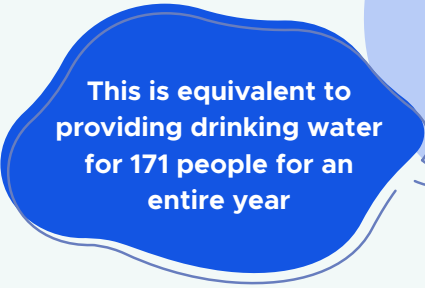
[+ LEARN MORE](#)

Saving water, one flush at a time

Responding to recent droughts, registered nurse Monique Roy-Michaeli initiated a water conservation project at Sunshine Coast Home Care Services by proposing water-efficient toilet upgrades.



189,000
litres of water saved every year!



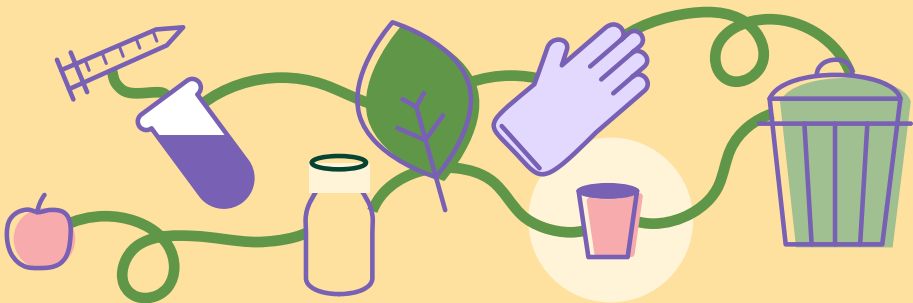
After a team from Sechelt Hospital Facilities and Maintenance was assembled and low-flow toilet fixtures were installed, the project cut water usage by 35 per cent, saving an impressive 189,000 litres annually.

[+ LEARN MORE](#)

Vision to action: Projects that took the lead in 2024



Projects in the works



In 2024, six outstanding initiatives were selected to advance to the next stage, each eligible for up to \$1,000 in funding to support their implementation and drive meaningful sustainability goals. This is part of an annual collaboration between the EES team and the Health Promotion Initiatives Fund (HPIF) team, to champion a dedicated sustainability stream at PHSA.



Project Title	Project Leads		Team & Location
Green garden initiative	Jeffrey Hutchison	Margaret Symon	BC Emergency Health Services, Lake Cowichan
Ocean pollution cleanup	Tanis Wong	Katy Chandler	BC Cancer Redevelopment and PHSA Planning and Projects, Burnaby
Healing through heritage: Culinary traditions for Indigenous wellness	Emily Chan	Sonya Kung	Provincial Health Systems, Burnaby
Healthy Food Garden program	Tyree Parkin	Vickie Parkin	BC Emergency Health Services, Granisle
Peaceful Pause, staff pollinator projects	Carla Willems	Nicola Palmer	Pediatric Hematology, Oncology, and BMT, Vancouver
Preservation and upskilling	Samathan Adamson	Emily Ackley	Prevention and Health Promotion, Vancouver



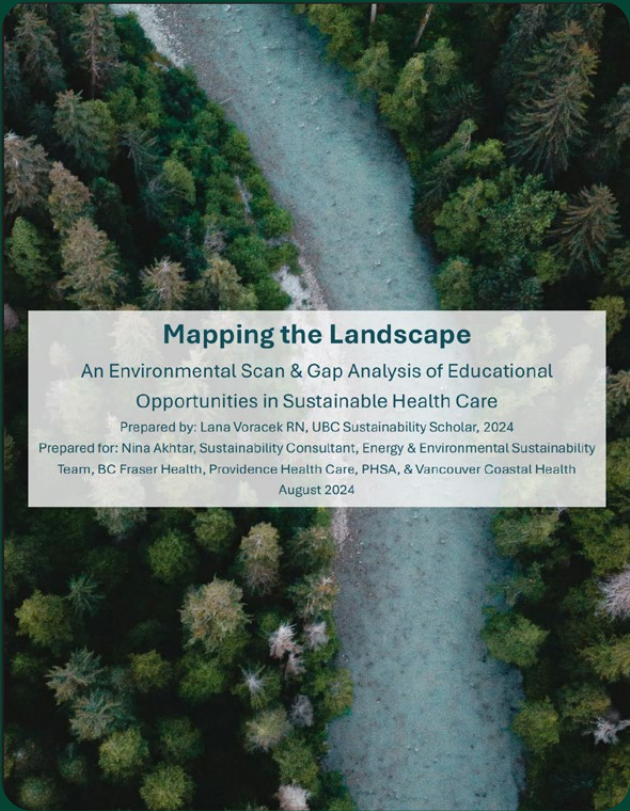
UBC scholar project illuminates new pathways in sustainable health-care education

A UBC scholar project led by Lana Voracek identified a common challenge: health-care staff wanting to advance sustainability often don't know where to begin. Lana's work, mentored by Green+Leaders Community Lead Nina Akhtar, aimed to find a solution.

The project identified gaps in sustainable health-care education in Canada and created a database of resources for newcomers. Lana's research included in-depth interviews and a meticulous review of online resources, culminating in a centralized database and a report titled, Mapping the Landscape: An Environmental Scan & Gap Analysis of Educational Opportunities in Sustainable Health Care.

The report provides a comprehensive analysis of the current educational landscape and highlights key areas for growth, while the database, currently internal, has the potential to become a public tool, facilitating collaboration and knowledge-sharing among health-care professionals.

As health-care organizations continue to prioritize environmental sustainability, initiatives like this pave the way for transformative change. Lana's work offers a promising model for future efforts aimed at integrating sustainable practices into everyday health-care operations.



[+ READ MORE](#)



Looking ahead

As we wrap up this year’s Green+Leaders report, we’re reminded that sustainability is not a destination — it’s an evolving journey we take together. The Green+Leaders community continues to be a powerful force for change, helping to transform health care in ways that honour and protect both people and the planet.

In 2024, we witnessed how connection fuels action. Whether launching new projects, joining a Green Team, accessing grants, or simply having a conversation that sparked an idea — every moment of engagement has contributed to the growth of a more sustainable, resilient health-care system.

Looking ahead, we’re exploring new and diverse ways for staff to get involved. This includes putting on a wider range of events designed to engage staff more deeply in their planetary health journey; being present at sites to connect directly with teams; and expanding our educational resources and toolkits. We’re also actively looking for more ways to better support Green+Leaders on their sustainability journeys, such as establishing new Green

Teams and committees and providing dedicated time and spaces for collaborative efforts.

At the same time, we’re reimagining what the Green+Leaders program means to staff in this changing landscape. As the world around us shifts, so too must our approach. We’re committed to ensuring the program continues to evolve in ways that support, inspire, and empower those leading change — no matter where they are in their journey.

Thank you for being part of this growing movement. The passion, creativity, and leadership you bring are shaping the future of health care — and a healthier, more sustainable world for all.

Let’s keep going — together.

“ When people come together for the good of humanity and the Earth, we can accomplish great things.”

David Suzuki

Did we “peak” your interest?

Thank you for reading this year’s report. We appreciate your interest in and commitment to environmental sustainability and leadership in your workplace and planetary health.

“When you have reached the top of the mountain, keep climbing.”

Tibetan Proverb



Become a Green+Leader

If you aren’t already a Green+Leader, we encourage you to join. It’s a great way to make a difference and create the world you seek for yourself, your family and friends, and your community.

[+ JOIN NOW](#)



Tell Us What You Think

We’re always looking for ways to grow, improve and connect. If you have questions or comments, we’d value hearing from you.

[+ CONTACT US](#)



Learn More about GreenCare

GreenCare is BC’s health-care network for environmentally sustainable and resilient care, featuring news, progress updates, sustainability toolkits, events and much more.

[+ VISIT THE WEBSITE](#)

Appendix

The departments displayed in the infographic have been grouped to minimize visual clutter and to effectively convey key messaging about the various departments.

The groupings of non-clinical departments displayed in the infographic are as follows:

- **Administrative and Clerical Services** – Clerical, Administration
- **Corporate and Organizational Development** – Corporate roles, People and Culture, Human Resources, Communications
- **Health-care Programs and Public Health** – Clinical programs, Population and Public Health
- **Facilities** – Facilities Management
- **Information Technology** – IMIT, Information Systems, Information Management, Telehealth
- **Logistics and Support Services** – Food Operations, Fleet and Transportation, Supply Chain
- **Infrastructure** – Real Estate, Planning and Projects
- **Other non-clinical departments not represented in the infographic include** Finance, Quality Improvement, Indigenous Wellness and Reconciliation, Infection Prevention and Control, Workplace Health and Safety and others.

The groupings of clinical departments displayed in the infographic are as follows:

Emergency and Critical Care – BC Emergency Health Services, Emergency, ICU, NICU

Medical Specialties – Cardiology, Internal Medicine, Medicine, Renal, Pediatrics, Perinatal, OBGYN

Primary and Community Care – Family Medicine, Home Health, Primary Care, Public Health, Outreach services

Diagnostics and Imaging – Laboratory, Medical Imaging, Radiology

Mental and Social Health – Mental Health Services, Social Work, Psychiatry, Counselling

Other clinical departments not represented in the infographic include Professional Practice, Infection Prevention and Control, BCCDC and others.

On the cover (from left to right)
Top: Nicky Calvert, senior development coordinator; De-Ann Chan, clinical coordinator and Tony Munster, executive director, projects planning facilities management; Rashmi Chadha, planetary health clinician engagement lead; Sabahath Hena, project planning leader.

Middle: Florrie Levine, director, design and construction; Sonia Botchev, environmental health services coordinator.

Bottom: Greg McKone, portfolio manager; Harpreet Bhumrah, TDM and commuter services coordinator and Meagan Argumedo, TDM and commuter services advisor; Pathana Viravongsa, supplier relations analyst; Adrian White, Radiation therapy provincial programs manager; Emma Suen, community health nurse.





A special thanks to [Be the Change Group](#)
for their work in creating this year's report.

