

Sustainability Balanced Scorecard

The Organizational Readiness for Sustainability Working Group is exploring the potential to develop a Sustainability Balanced Scorecard for TAHSN with the aim to:

- Provide common sustainability objectives and indicators
- Support TAHSN organizations in assessing and celebrating their own annual improvement
- Complement and support existing TAHSN goals and metrics

Based on a review of the literature, a strategic approach is to integrate sustainability into existing balanced scorecard frameworks. As such, the Working Group is considering developing a Sustainability Balanced Scorecard to complement existing TAHSN Balanced Scorecards, which would be comprised of:

- **Dimensions:** Perspectives of organizational performance in alignment with common dimensions in TAHSN Balanced Scorecards where sustainability objectives could be integrated.
- **Sustainability Objectives:** Select sustainability objectives, informed by existing TAHSN sustainability goals, availability of support or resources for implementation, and consultation.
- **Indicators:** Performance measures for each sustainability objective, in line with existing monitoring.



Request for Feedback & Information (submit to Brittany Maguire: britt.maguire@utoronto.ca)

- **Feedback on Dimensions & Objectives:** Please review the draft dimensions and sustainability objectives below, which were based on a scan of TAHSN corporate documents. Please advise of other possible sustainability objectives, which may consist of near-term attainable and ambitious targets.
- **Request for Examples:** Please send organizational performance documents or pertinent information (corporate/divisional scorecards, QIPs, dashboards etc) and sustainability objectives and indicators.
- **Feedback** will inform refinement towards the next iteration of the scorecard for further consultation to select objectives. Once objectives are selected, indicators will be developed in consultation.

Ambitious Scorecard Target: Net Zero GHG Emissions



Quality & Patient Experience

- **Improve Appropriateness of Care**
 - E.g., Choosing Wisely Canada
- **Increase Low Carbon Care Options**
 - Virtual care
 - Sustainable inhalers
 - Sustainable OR Scorecard



Operational Excellence

- **Improve Sustainability of Facilities**
 - Waste reduction & diversion
 - Energy efficiency, low carbon energy
- **Improve Building Sustainability & Resilience**
 - Green and climate-resilient new builds, retrofits & redevelopments; greenspace
 - Climate resilience risk assessment



Team Experience & Engagement

- **Build Capacity for Sustainability**
 - Staff education and engagement
 - Monitor awareness
- **Mobilize & Resource Sustainability**
 - Sustainability initiatives
 - Expert staff and resourced supports
 - Reporting to Executive Leadership



Leadership & Innovation

- **Leadership & Governance for Sustainability**
 - HSO Leadership & Governance Standards
 - Sustainability strategy and policies
 - Monitoring, evaluation & reporting
 - Equity/EDI
- **Innovate for Change**
 - Research and training
 - Community partnerships and advocacy
 - Sustainable Procurement