



British Virgin Islands: Sustainability Capacity Building Program Summary Report

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Program partners:



The Conservation and Fisheries Department is committed to protecting the natural and unique features of the British Virgin Islands. We have a dedicated environmental education outreach programme geared at providing information and cultivating behaviours in the people of and visitors to the territory that ensure the sustainability of our environment.

We will be leading the charge to establish a national environmental education strategy for the BVI that would also assist in streamlining the efforts of all our environmental partners in terms of outreach programmes.



The H. Laverty Stoutt community College (HLSC) is a comprehensive community college which offers university-parallel, technical career, and adult continuing education programmes. The Office of Centres & Institutes comes under the Workforce Training Division and is responsible for short term and customized training and personal enrichment courses. Centres & Institutes is open and receptive to creating new partnerships and alliances as part of its ongoing goals in adult and continuing education, skills upgrade for job retention, and professional/career development. HLSC provided the necessary facilities and training venues available to facilitate sustainability training in the BVI.



Green VI is a local not-for-profit organization with a vision of a green, clean, healthy, and prosperous BVI, in which a balance is maintained between development and conservation of the natural environment. Green VI is hosting and coordinating this program. For more information please visit: <http://www.greenvi.org/>.



The Natural Step is a global not-for-profit organization with over a decade of experience helping organizations and individuals understand and make meaningful progress toward sustainability. The Natural Step lead the design and delivery of this program, bringing content and experience from their award winning learning programs and experience. For more information please visit: <http://www.naturalstep.org/>.



The BVI National Commission for UNESCO has the mission of serving the Virgin Islands community by promoting international co-operation among the organization locally and throughout the World. UNESCO works to create the conditions for dialogue among civilizations, cultures and peoples, based upon respect for commonly shared values. We aim to foster partnerships in the building of peace, the eradication of poverty, sustainable development and intercultural dialogue through education, the sciences, culture, communication and information.



Surfsong Villa Resort graciously hosted our Natural Step Facilitators at their beautiful boutique resort nestled in Well Bay, Tortola www.surfsong.net.

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Executive Summary

Sustainability is about creating the kind of world we want for ourselves, our neighbours, and future generations. It involves living our lives and making decisions as individuals, organizations, and societies so that the quality of life available to future generations is equal to - or exceed - what we inherited from our ancestors.

The sustainability challenges facing the British Virgin Islands and other Caribbean countries are unprecedented. Continual growth coupled with increased air and water pollution, waste management issues, rising green house gas emissions, increased energy demands, and a crippled global economy all present serious risks to quality of life both today and in the future.

The British Virgin Islands is at an important crossroad where residents, businesses, academic institutions, church groups, and the government recognize that the decisions and investments they make today will have an impact on the economy, the environment and the social and cultural fabric of BVI for generations to come.

This Capacity Building and Sustainability Training program is a partnership between Green VI, The Department of Fisheries and Conservation, the H. Lavitty Stoutt Community College and The Natural Step (TNS). The program engaged approximately 35 participants, representing various sectors from BVI, through a series of webinars, workshop and small group activity. The key objective of this program was to enable sustainability capacity on BVI and to set the stage for further development of 'strategic sustainability expertise' in BVI. In addition program participants deepened their understanding of sustainability, and applied their knowledge in the context of their community.

Participants enthusiastically collaborated to articulate a sustainability vision for the BVI by applying the framework for strategic sustainable development¹ (The Natural Step Framework). The vision encompasses all aspects of BVI society, and rests on the foundation of 10 key community systems. Goals, objectives and recommended actions within each of these systems are described in Section 2 of this report. Participants' also prioritized actions for each focus area by sector to assist the Conservation and Fisheries Department in drafting a sectoral sustainability policy that identifies next steps for the sustainability journey of BVI (see Appendix C).

In addition this report describes 4 key recommendations (See Section 3) that set the stage for BVI to thrive in a sustainably constrained world. The recommendations are based on post program survey results (see Appendix D Survey Results) and the knowledge and experience of TNS Sustainability Advisors. In short the key recommendations are:

1. **Training and capacity building to enhance local skills:** Investments in building local capacity and knowledge will help set the stage for real change in BVI; change that other Caribbean countries can learn from. In addition, a clear articulation of the

¹ The Natural Step Framework it is a comprehensive model for planning in complex systems. It is openly published and free for all to use. The Framework for Strategic Sustainable Development has helped hundreds of different organizations around the world integrate sustainable development into their strategic planning and create long lasting transformative change.

sustainability challenges and opportunities facing the BVI sectors will help align activities and investments.

2. **Establish local sustainability leader's network:** The adoption and integration of sustainable development in the BVI will depend on nurturing the network of leaders that were brought together during the training, and inviting others into the conversation.
3. **Develop sector based sustainability initiatives by leveraging participants from the training program:** Utilise the skills and knowledge gained through local capacity building to offer sustainability training to sector based organizations (e.g. Schools, Churches, tourism, etc.) through a BVI Sustainability Partners program.
4. **Further develop the culture of sustainability within the government of the BVI:** A further commitment from the BVI government to integrate sustainability into their organizational culture will clearly demonstrate that sustainability is a priority for BVI. This would allow government officials and staff to; clarify the value sustainability can bring to BVI, deepen their sustainability knowledge, and recognise all they are currently doing that will move BVI towards a sustainable future.

Investing in further capacity building for sustainability leadership across sectors, as well as broad engagement around a sustainability vision will help to build a clear and coordinated commitment throughout community, business, academic, and government leaders to creating a sustainable future for BVI. A broad commitment, and clear understanding of both the desired direction, and approach to getting there, will enable the BVI to chart a course towards a future that reflects the values and wishes of the people who call the islands home.

1. Introduction

1.1 Overview & Context

The British Virgin Islands (BVI) are a small archipelago located in the Caribbean Ocean. Due to the bounded and often relatively isolated nature of island communities, challenges that the sustainability imperative poses (such as reliance on off-shore food and energy production) are often felt keenly. To this end, Charlotte McDevitt has undertaken to develop a non-profit organization, Green VI, to help residents, organizations and businesses of the archipelago to understand and respond to the sustainability imperative.

Green VI has a commitment to offering educative and capacity-building programs to the BVI community and to facilitate forward movement toward sustainability within the community. Green VI has recently identified the need for all parties within the community working toward sustainability to have a common understanding of exactly where they are heading (sustainability); a common understanding of what is meant by this destination; and ideally, utilization of a common framework to order collective progress toward same.

Over the course of 2012, Green VI partnered with The Department of Fisheries and Conservation, H. Lavitty Stoutt Community College and The Natural Step (TNS) to deliver a capacity building program for community leaders. **The key objective of this project was to enable sustainability capacity on BVI and to set the stage for further development of 'strategic sustainability expertise' in BVI.** The program engaged key community stakeholders to:

- build their capacity to understand and respond to sustainability-related issues within their organizational or business context,
- build capacity of participants to utilize a common framework for sustainability to plan strategically for the future of BVI, and
- assist the Conservation and Fisheries Department in drafting a sectoral sustainability policy that identifies next steps for the sustainability journey of BVI.

Throughout the project, participants applied a framework for strategic sustainable development (The Natural Step Framework) within the context of the BVI; identified next steps for the sustainability journey of BVI; and built greater awareness in the BVI of the sustainability imperative.

1.2 Process and Participants

This capacity building program was designed for approximately 35 participants (see Appendix A for a list of participants and figure 1 below for a picture) and involved an e-learning course, a series of webinars, in person workshops and homework assignments. The following table provides a short summary of the process:

Session	Date
Invitation and formation of participants	March – May 2012
1 hour E-learning course – Sustainability	To be completed by participants prior to June 14 th (access for 1 year)
Webinar #1 - Intro and Value Assessment	June 14 th 10:00 to 12:00
Webinar #2 – Key concepts of the Framework for Strategic Sustainable Development (FSSD)	June 28 th 10:00 to 12:00
Workshop – Deep dive on the FSSD, Create goals and objectives for BVI,	September 4 th , 5 th and 6 th 8:30 to 4:30
Workshop Report and homework assignment	October 18 th 10:00 to 12:00
Webinar #4 – Group Presentations and feedback	October 18 th 10:00 to 12:00
Webinar #5 – Group Presentations and feedback	Oct 25 th 10:00 to 12:00
Participant Evaluation	November 2012
Final Report	November 2012



Figure 1 Project participants during the in-person workshop

- Our population is not dependent on imports to meet their basic needs
- We enjoy a sense of safety and security in our communities.
- We use modern ideas and technology to achieve our sustainability goals
- Our older generation and their traditions are valued and passed on
- Our cultural heritage is preserved through the protection and restoration of historical assets

Recommended Actions (3-5 years):

- Publish the BVI CD Atlas – it includes sections on history, environment etc.(Government - Conservation and Fisheries Dept , National Parks,.)
- Curriculum in schools – develop the existing Social Studies Curriculum to teach students about BVI history post emancipation and pre-1960s when people fished, farmed, migrated to other countries to work – how BVIslanders depended upon other island economies to survive and how this helped the growth in the BVI upon their return; Create maps of migration routes to and from the BVI of BVIslanders travel for work and people who have come to the BVI from other countries; (Schools)
- Create a historical sites powerpoint using the NPT historical sites census images and add speaker notes for teachers; (Government – NPT, HLSCC)
- Main Street tours – develop a self-guided tour of Main St with web based downloadable information, in addition to signage; (Tourism, HLSCC)
- Mass produce copies of a DVD of the Sir David Green historical video of life in the BVI in the 1950s and give to schools to show as part of the Social Studies class; (Schools, Government)
- Encourage more youth participation in the Youth Heritage Dancers and Moco jumbies, fingu bands; (Community, Tourism)
- Develop more art murals depicting scenes from BVI history and culture; (Government, Tourism)
- Restore a house on Main Street in collaboration with the owner and decorate house as it would have been lived in 100 years ago or 50 years ago; (Government, Dept. of Education and Culture, Tourism)
- Set up school gardens with Dept of Agriculture assigning personnel to each school to lead the project and teach students. Restart the NPT school garden competition that was done for Arbour Day; (Government, Dept. of Agriculture, Schools, Business)
- Offer courses or give presentations to youth groups, medical clinics with young mothers on health, diet and traditional vs, modern eating habits. (Community, Government, Health Dept., Schools)

2.2 Economic

Vision: A stronger sustainable economy that is self sufficient, resource smart as it relates to management of resources, and a business culture of gradual integration of sustainability practices.

We know we have achieved this when (objectives):

- Our economy is resilient in the face of natural disasters
- BVI businesses offer high quality and diversified products and services, ensuring local and international competitiveness
- Local businesses are strong, and provide both social and environmental benefits to the community through their activities

Recommended Actions (3-5 years):

- *All industry sectors activated in order to work towards common sustainability goal of no waste.*
- *Government to initiate partnership with key private sector businesses (PSB) and outline sustainability vision and plans for BVI.*
- *Government need to draft legislation and formulate regulations.*
- *Media to continuously advertise pro-sustainability practices/activities.*
- *Schools to add sustainability education to curriculum.*
- Meet with Trade Division to achieve a shared vision. (Trade Dept. is an entity within Government responsible for the promotion of business and the issuance of "Trade licence" and thus certain stipulations and recommendations can be put in place for the desire objectives
- Govt / Trade to offer a series of workshops to educate potential and current business owners (approx. one year prior to the renewal of Trade Licences
- Yearly Business Sustainability Assessment to determine what improvements or step taken to move toward a more sustainable future
- Government through National Development Bank can GRANTS for businesses planning to adapt some "Greening" concepts
- Share vision of a sustainable Business community with the financial institution- (i.e. BANKS to offer promotion, special loan rates)
- Government offer Incentives or tax breaks on DUTY of imported items for renewable energy (esp. for businesses). The Percentage can be determined by the level of Greening of the organization
- Incorporate into Business programs a mandatory elective "Sustainability Course"
- Religious institution should partner with NPO (eg. "GREEN VI"), private sector community involvement and general public

2.3 Education

Vision: The territory's educational system results in individuals who are knowledgeable of local culture and environment and are critical thinkers, well rounded, and function at the highest level on the global stage

We know we have achieved this when (objectives):

- Our education system produces outstanding graduates who are knowledgeable of local culture and the environment
- Our graduates can comprehend and work with complex issues
- Graduates are well rounded and exposed to a wide range of information, culture and skills
- Graduates are able to secure and excel in positions internationally
- Our education systems exceeds global accreditation standards and is recognized as a model for other institutions from the Caribbean to follow

Recommended Actions (3-5 years):

- Legislation change
- Financing packages for solar energy - with the banks
- Architects to design building that are more energy efficient and can easily be transformed to run on solar energy.
- Public Education Campaign
- Implement Green VI's recommendations
- Modernised waste management legislation
- Build capacity for air pollution and toxicological studies/assessments
- Public Education Campaigns
- Develop a directory of community elders and other keepers of cultural tradition and knowledge
- Develop a strong documentation program aimed at capturing the traditional knowledge of persons fifty and over.
- Identify and implement mechanisms for passing on cultural traditions in a systematic, consistent and continuous manner.

2.4 Energy

Vision: We envision a future in which 80% of our community's needs are satisfied by alternative / renewable energy sources by 2040

We know we have achieved this when (objectives):

- 80% of energy needs are provided from renewable sources – solar, wind, tidal, geothermal etc.
- Energy demand is substantially lower than in 2012
- Solar water heaters are mandatory
- Our dependence on imported fossil fuels has been reduced to a minimum. We are no longer dependent on a single source, and have extensive power generation capacities

using renewable sources (ie. used restaurant oil is recycled to produce biodiesel, wind, solar etc.)

- All commercial and public buildings are efficiently designed and monitored for low energy use.

Recommended Actions (3-5 years):

- Legislation to allow alternative energy.(Ministry of NRL & C&W)
- Legislation in place where items which reduce energy consumption are subsidised. (Ministry of C&W, Customs, Ministry of Finance)
- Commission studies to investigate the viability of options for renewable energy generation- solar, wind, tidal, geothermal ect. (Ministry NRL,Green VI)
- Electrical grid modified for excess energy is fed back to grid. (Ministry of C&W, BVIEC)
- Training electrical workers to handle alternative systems and feed back to main grid. (HLSCC,BVIEC, Ministry C&W)
- Discuss with Town and Country Planning to review what new policies are required in building code to be energy efficient (private, commercial, public). (NRL, TCP)
- Subsidies for energy efficient equipment and appliances.(Ministry of Finance)
- Better building course at HLSCC to focus on building energy efficient buildings. (HLSCC, TCP)
- Investigate use of waste material and garbage for generating electricity.(Ministry of Health, WMD, BVIEC)
- Education & Public awareness campaign (Ministry of Education, GIS)
- Pilot alternative vehicles to test viability of: bio-diesel & hybrid. (Consultant in field)
- If viable move towards replacing Government vehicles to bio-diesel or hybrid.

2.5 Environment

Vision: We envision a diverse and resilient environment in which the human population values their connection to the environment and lives in a manner that improves the integrity and diversity of the ecosystem. Decisions are made utilizing the most modern scientific info and relevant (traditional) knowledge and experience.

We know we have achieved this when (objectives):

- Our marine and fishery resources are managed in such a way that any human stressors on the marine environment are well within the capacity of that ecosystem to cope.
- BVI is resilient in the face of a changing climate.
- Our watershed management preserves natural hydrological systems to ensure healthy soil and water dynamics in low lying areas.
- endangered, threatened and locally important species are protected, along with their associated habitats – ensuring connected habitat, restoration of degraded areas and the maintenance of local species.

- Our population values the our ecosystems, and acts in alignment with long term ecosystem health.
- Our population, both residents and visitors, enjoy a high quality of life, trusting in the safety of people and property and harmoniously enjoying the natural beauty of the islands.
- We have excellent management of water, sewage, all waste, noise and air quality supporting environmental and ecosystem health.
- Community infrastructure is strong, including access, public utilities and emergency services.
- The value and functionality of our land and ecosystems are improving over time
- There is accountability for these goals, including transparency and collaboration amongst stakeholders

Recommended Actions (3-5 years):

- Develop water quality standards for human health and ecosystems
- Develop oil & hazardous material contingency plans
- Produce Environmental Profiles
- Produce a code of practice for nesting sea turtles
- Produce an action plan for climate change adaptation
- Begin an energy efficiency awareness and action plan
- Produce a stormwater reduction master plan for flood prone areas
- Develop a watershed management action plan
- Develop beach enhancement regulations
- Develop invasive & problem species action plan
- Develop a beach monitoring programme
- Develop an environmental education curriculum for schools
- Develop land and marine zoning plans
- Identify beach carrying capacities
- Produce a beach code of practice
- Develop a waste management action plan
- Develop business health standards
- Develop an infrastructural master plan
- Develop historical & cultural preservation action plan
- Develop beach vendor trade licensing policy, standards & regulations
- Development planning and construction guidelines
- Review & enactment of comprehensive environmental legislation
- Develop a sustainable financing strategy

2.6 Food Security

Vision: The BVI community values, is actively involved with, and participates in moving the BVI towards food security goals

We know we have achieved this when (objectives):

- The BVI is no longer entirely dependent on imported food
- Any imported items are organic and packaged in bio degradable materials
- The population has the means and skills to grow their own food
- Locally appropriate methods of food production are applied – within the bounds of the local water supply, and the soil ecosystems
- Propane is replaced by natural gas or electricity powered by alternative energy

Recommended Actions (3-5 years):

- An aggressive program to encourage and assist every household in the BVI to have a back yard garden/container at home
- Well developed farmers markets in each major community and village
- Cottage industries aimed at adding value to agricultural products and packaging for Tourism (e.g. local wines, jams, traditional foods packaged for sale in the Tourism industry). Some examples are a bee keeping industry, a local massage oil making industry (coconut, rosemary, thyme, lemon grass, oregano). Food would then be grown not only for consumption at the table, but for secondary industries such as oil making, farming tourism, medicine etc. This could help to reduce wastage in the agricultural sector, encourage skill development and entrepreneurship, and be keep communities together.
- Local foods used in and developed as specialty offerings in the Tourism Industry (more local menus). Bee Keepers could be facilitated in developing a strong honey making industry, specialised for the Tourist and local markets.
- Local smoothies and fruit juices etc. To be made available for sale at historic sites and areas where Tourist go.
- Tours of local farms developed for the Tourism Industry, so that farmers have a possible second stream of income from their efforts.
- Bee boxes at farms for pollination
- Composting : Local farmers and households reduce their reliance on imported fertilizer by having composting bin and utilizing natural peptides made from locally available plants and other organic ingredients

2.7 Governance

Vision: The visions, dreams & needs of all residents are heard by a responsive, transparent, proactive government which acts via informed decisions which are made in the best interests of the Territory's sustainability.

We have a government system that embraces the principles of sustainability as demonstrated by (1) a full complement of legislation which is enforced in accordance with the constitution; and (2) with an entrenched culture of representative community participation.

We know we have achieved this when (objectives):

- Successive government builds on and improves on the sustainability initiatives by previous government
- All new legislations, and old ones, have been amended to align with sustainability principles
- Enacted and Enforced legislation in building and development, waste and recycling, energy, transportation etc. as evidenced by: 75% reduction in waste reaching incineration, 100% elimination of electronic waste and other trace metal containing agents from water stream
- There are effective mechanisms for public participation in the democratic process – ie. Quarterly town house meetings where the community’s voices are being heard to address concerns
- Sustainability capacity building is a part of the curriculum in all sectors of the education system

Recommended Actions (3-5 years):

- Assign risk ratings to areas in order to assign priority levels;
- Re-evaluate previously conducted assessments and consultations;
- Evaluate and enforce existing laws and regulations;
- Apply stiff sanctions upon violators of the legislations;
- Examine feasible alternative sources of energy;
- Increase import taxes on non-biodegradable products; and
- Subsidize or provide tax breaks to legitimate recycling initiatives

2.8 Health and Wellness

Vision: A healthy and knowledgeable population, aware of the need for, and takes pleasure in, maintaining healthy practices and has access to national health care.

We know we have achieved this when (objectives):

- Our population in healthy and free from chronic diseases
- The British Virgin Islands population is well-informed about the benefits of health and wellness.
- Everyone has affordable access to efficient and effective National Health Insurance
- Pharmaceutical drugs are toxic free
- All medical facilities are optimized for maximum treatment.
- All medical facilities adhere to the four principles of sustainability.
- The National Health Insurance plan covers a wide spectrum of illnesses and is accessible to all regardless of pre-existing conditions.
- Alternative medicine is practiced
- Walking and Cycling become regular family activities

- Harmonious relationships are formed in the community
- Environmental health is significantly improved

Recommended Actions (3-5 years):

- Mass information dissemination structure to educate the public regarding nutrition, diet, exercise and environmentally friendly practices – Responsibility would fall to the Ministry of Health and social development. The ministry of Education and Culture, the mass media, the church, parents, teachers and schools would be some of the other stakeholders that would need to be involved. This recommendation will empower the community with information that will help to change behaviour that will maintain wellness and a healthy environment. It will also allow for future uses for various educational and information dissemination needs and its use as well as the results of its use has a built in revenue generation capability in the form of profits for the media, increased productivity that will result in government revenue through taxes.
- Alternative energy sources development – Responsibility will fall to the Ministry of Communications and Works. The builders and Parents using community organizations are other stakeholders that will be needed as pressure groups. This recommendation will reduce energy cost over time, make us energy self-sufficient, reduce carbon emissions, thus reducing healthcare cost and improving environmental health and sustainability. Alternative energy sources can fulfill all of our energy requirements in all areas of human activity, e.g. transportation, recreation, etc. and the return on the investment is phenomenal particularly regarding the reduction of energy production cost.
- Solid Waste management infrastructure development – The ministry of health and social development will be responsible. Other involved stakeholders would be - parents, teachers, legislators, wholesalers and the media. This recommendation is important for our environmental health, particularly regarding the reduction of toxins in our environment that have a negative impact on our health and wellness as well as environmental degradation. It also has a variety of uses for the reduction of resource over-use through recycling; and economic benefits from reduced consumption. The return on our investment through the reduction of land use for garbage disposal sites, the savings from reduced consumption and medical expenses will be worth it.
- Curriculum enhancement to include spiritual information and practices and wellness information and practices in the schools – The responsibility would belong to the Ministry of Education and Culture. Other stakeholders will include – teachers, parents, and mass media. The inclusion of nutrition, diet, exercise and meditation information and practices in our schools at an early age will be a tremendous asset in the reduction and eradication of ill health, particularly chronic diseases. The benefits from this recommendation are transferable over the widest variety of human activity and the return on our investment is immeasurable, from the reduction in consumption cost to the increase in productivity.

- Building of tree-lined sidewalks, and bicycle lanes – The ministry of Communications and works would be responsible. Builders are other stakeholders that would be involved. This recommendation is essential to our vision. Exercise is one of the corner stones of wellness maintenance. Increased walking and cycling are also mobility and transportation assets with enormous investment returns through reduced energy consumption, reduced medical expenses, and reduced environmental degradation.
- Effective use of the alternative energy and environmentally concerned advocacy organizations – The ministry of Health and Social Development would have the primary responsibility. Other involved stakeholders would be the Ministry of Communications and works, parents, teachers, legislators and builders. This recommendation can effectively be used by the ministry of Health and Social Development to assist in activities that will foster individual and community health, helping to organize exercise programs and dietary practices support. Perhaps a more important function would be for Community organizing, Lobbying efforts and political activity that are essential to motivating all stakeholders, particularly most of the high power, high influence and High interest stakeholders. These Organizations functions are transferable over a wide range of human activity as well, from education improvements, to environmental management, et al. The return on the investment in these organizations will be seen through the economic gains of the entire territory in the form of the reduction in social expenditure, and increased community services.

2.9 Infrastructure, Built Environment and Transportation

Vision: Our sustainable, convenient, efficient, comfortable and safe transportation system and resilient infrastructure enables people to have access to all areas of life's activities in the Territory.

We know we have achieved this when (objectives):

- Transportation and Town Planning
 - An affordable, accessible, reliable and fuel-efficient public bus service is in place across the principal islands.
 - Airports and sea ports are developed to meet the actual capacity needs of the Territory, based on publically transparent long-term strategic development planning studies.
 - New roads are well designed and constructed using civil engineering best practices, to ensure proper drainage, durability and elimination of sediment runoff into the sea. An ongoing programme for upgrading existing roads is in place.
 - Alternative energy / fuel efficient vehicles are encouraged and subsidised; fossil fuel vehicles are being phased out.

- The Town and Country Planning Department has introduced a comprehensive zoning plan for the Territory. Building Regulations have been thoroughly updated and are enforced to ensure that all new buildings are energy and water-efficient.
- Sewerage, Water Management, Coastal Management
 - Cistern collection within buildings is actively encouraged / required, to minimise the demand on the public supply.
 - Public production is maintained at the level required to meet basic needs, using solar-powered plant. Distribution systems are maintained to minimise wasteful leakages.
 - Sewerage plants are operating, dealing with all waste from major built-up areas, discharge of waste to the ocean has been eliminated.
 - Construction sites and new development designs are closely monitored, to manage drainage, eliminate sediment runoff, ensure good flood control and eliminate damage to existing coastal ecosystems.
- Solid Waste
 - Incinerator use is minimised. The campaign to drastically reduce the quantity of waste taken to the incinerator has been successful

Recommended Actions (3-5 years):

- Publically transparent long-term strategic development planning studies should be carried out.
- The need for pressure from the community; we need to tell the legislators where we want to be in the next 5 or 10 years, and organizations like ours are indicated to pursue the legislators.
- We need to cut dependence on fossil fuels, the government needs to invest in green energy systems. And of course to achieve the others, education is key.

Engage

- BVI Electricity Corporation
- Water & Sewerage Department
- Solid Waste Department
- Town & Country Planning Department
- Development Planning Unit
- National Parks Trust
- HMS Customs
- Premier and cabinet

If important to engage, raise their interest

- Public Works Department
- Environmental Health Division
- Law Reform Commission
- RVI Police
- Justice Department

If important to engage, strengthen the capacity to get heard

- Conservation & Fisheries Department
- BVI Tourist Board
- Department of Motor Vehicles
- BVI Ports Authority

2.10 Waste Management

Vision: We have a zero waste society based on: rethink, reduce, reuse, recycle

We know we have achieved this when (objectives):

- We only import healthy, biodegradable, non-toxic and high quality materials
- We use 100% of our glass and organic waste for on-island applications
- We make informed consumer decisions as to the products we use, where we get them from and how we manage them
- Our resources (waste) are diverted by 100% and we have no need for landfill and incineration
- 100% of our sewage is managed safely and effectively

Recommended Actions (3-5 years):

- Work with Government to formulate regulations that would ban plastics and polystyrene.
- Work with Government to incorporate tax levy on items that are brought in that can not be easily recycled.
- Ensure that there is an agency to enforce these new regulations (Heavy fines for violations).
- Marketing the pro-sustainability message to Media, Religious outlets, and Schools
- Formalize a small group of trained personnel that would spearhead the program of change.
- Prepare written document complete with vision, long-term/short-term goals, nature of the problem and why the need for change and clear guidelines on the way forward.
- Leader group to organise one-on-one with key stakeholder leaders
- Leader group to ensure that the media houses provide a continuous stream of information to the public.
- Government to develop/support national recycling initiatives for aluminum, glass and other recyclables.
- Waste management department to set up a system for the collection, sorting and recycling of waste.
- All sectors to activate a working program that contribute to sustainable waste management, leading to zero waste.

3. Recommendations for the Participating Group of Stakeholders and Others

There is a desire from participants to build on this program to further integrate sustainability into the BVI. The recommendations below describe a set of focused activities to leverage the work that has been done. The recommendations are based on post program survey results (see Appendix D Survey Results) and the knowledge and experience of TNS Sustainability Advisors.

Integrating sustainability into the way people and organizations make decisions takes commitment, time and resources. The Capacity Building for Sustainability Program participants went through a more detailed and intensive engagement process TNS has used successfully with numerous businesses, governments, academic institutions and others. BVI participants not only enjoyed the sustainability training, as demonstrated by feedback received (see Appendix D), they also used their knowledge to create a common vision, goals and objectives and prioritized actions for each focus area for consideration by sector organization. In order to build on this knowledge and further support BVI program participants and sector based organizations a few key opportunity exists and are described below:

3.1 Training and capacity building to enhance local skills

In order to continue building local capacity to advance sustainability in BVI additional training on workshop design, facilitation, organizational assessment (e.g. the business case for Sustainability), and implementation skills would help develop skills required to advance sustainability within sectors and organizations.

This recommendation would require funding to coordinate and deliver additional capacity building and training. This recommendation also presents an opportunity to develop new course material that could become part of a formal training program offered by The H. Lavity Stoutt community College. TNS has established numerous partnerships with academic institutions around the world and would be pleased to further explore this opportunity.

3.2 Establish local sustainability leaders network

Throughout the initial BVI Capacity Building and Sustainability training participants indicated that they have appetite and desire to continue collaborating after the training. This presents an opportunity to harness the energy and interest of participants recognising that the group as a whole is stronger than the individuals alone.

With appropriate support and a clear mandate Green VI could continue coordinating activities of this group. This would include quarterly meetings to check-in, share projects, ideas and resources, identify synergies, and support one another and create opportunities for impact. For example: could use the open space format to identify conversations that need to happen. We encourage the community to continue gathering, and to turn to each other as they determine next steps, and carry forward with their work.

3.3 Develop sector based sustainability initiatives by leveraging participants from the training program

Utilise the skills and knowledge gained through local capacity building to offer sustainability training to sector based organizations (e.g. Schools, Churches, tourism, etc.) through a BVI Sustainability Partners program. The purpose of this program would be to continue developing a shared understanding of what sustainability is within each sector and to develop an action plan that addresses the key sustainability challenges of each sector.

Local sustainability facilitators who participated in the BVI Capacity Building Program and facilitator training would offer training and capacity building to sector based organizations. Ultimately organizations in each sector would be engaged to develop a sustainability strategy (goals, objectives, actions) that can help drive innovation and creativity leading to the implementation of various sustainable solutions that are appropriate for the sector. This recommendation would require funding to coordinate and support the development and coordination of a local group plus funding for sector based organizations to participate.

3.4 Further develop the culture of sustainability within the government of the BVI

The government has recognised that sustainability is important for future economic success of BVI as noted by their commitment to this program and through various statements including a “Greening the Economy” speech delivered by the Deputy Premier and Minister for Natural Resources and Labour. A further commitment from the BVI government to integrate sustainability into their organizational culture will clearly demonstrate that sustainability is a priority for BVI. This would allow government officials and staff to; clarify the value sustainability can bring to BVI, deepen their sustainability knowledge, and recognise all they are currently doing that will move BVI towards a sustainable future.

A cross departmental sustainability transition team would receive sustainability training to help review and assess government policies, programs and services, operations, and help prepare a 3-5 year action plan on how to integrate sustainability into the organizational culture the government of BVI. This recommendation requires a commitment from the Government of BVI and funding to engage sustainability professional to deliver the initiative with local support.

4. Conclusion

“If you don't know where you are going all roads will lead you there”

Sustainability is about creating the kind of world we want for ourselves, our neighbours, and future generations. It involves living our lives and making decisions as individuals, organizations, and societies so that the quality of life available to future generations is equal to - or exceed - what we inherited from our ancestors. It involves making decision on how we invest our money and time and resources in a manner that includes economic, social and environmental considerations.

The sustainability challenges facing the British Virgin Islands and other Caribbean countries are unprecedented. Continual growth coupled with increased air and water pollution, waste management issues, rising green house gas emissions, and a crippled global economy all present serious risks to quality of life both today and in the future.

The British Virgin Islands is at an important crossroad where residents, businesses, academic institutions, church groups, and the government recognise that the decisions and investments they make today will have an impact on the economy, the environment and the social and cultural fabric of BVI. Recent commitments by the government to climate change adaptation and mitigation and policies to reduce human impact on BVI's sensitive ecosystems are positive steps towards a sustainable future. The formation of a bold and compelling vision for a sustainable BVI lead by the government will help align activities and investment across sectors and accelerate change towards a sustainable future. Investments in building local capacity and knowledge will help set the stage for real change in BVI; change that other Caribbean countries can learn from. In addition, a clear articulation of the sustainability challenges and opportunities facing the BVI sectors will help align activities and investments.

This Capacity Building and Sustainability Training program demonstrated that keen interest and commitment, to better understand the challenges and opportunities of sustainability, is present in all sectors of the BVI. Participants representing a cross section of organizations enthusiastically collaborated to articulate a sustainability vision for the BVI. Through the process, they deepened their understanding of sustainability, and applied their knowledge in the context of their community. The output of their work forms the seeds of an overarching vision for the BVI, one which enables long term health and prosperity for generations to come. This program has laid the foundation for meaningful progress toward sustainability in the BVI. The adoption and integration of sustainable development in the BVI will depend on nurturing the network of leaders that were brought together during the training, and inviting others into the conversation. Broader engagement around a sustainability vision for the BVI, as well as further development of sustainability leadership across sectors will be necessary for long term change. Investing in further capacity building for sustainability leadership across sectors, as well as broad engagement around a sustainability vision will help to build a clear and coordinated commitment throughout community, business, academic, and government leaders to creating a sustainable future for BVI. A broad commitment, and clear understanding of both the desired direction, and approach to getting there, will enable the BVI to chart a course towards a future that reflects the values and wishes of the people who call the islands home.

Appendix A - List of Participants

Participant Name	Organization
1. Al-Quamin Nibbs	Rotaract/ Harneys
2. Andrea Vanterpool Fahie	District off. Anegada
3. Asiyah Grant-Mahoney	Ports/ Rotary Tor
4. Beverlie Brathwaite	Education
5. Charlotte McDevitt	Green VI
6. Cisne Benjamin	Green VI
7. Cromwell Smith	JTV - PR & media
8. Curtis Davis	RTW
9. Cynara Duncan	C & F
10. Dalan Vanterpool	Multiple sectors
11. Donar Peters	Cape Air
12. Dylan Penn	TCP
13. Eva Baskin	HLSCC
14. Faye Smith-Penn	BVI Tourist Board
15. Felipe Garcia	JOMA
16. Grenelvia Farrington	C & F
17. Janet Oliver	CYS/ Mar ass.
18. Jepheth Gordon	Teacher
19. Kenroy Millington	LIME
20. Lenette Lewis	HLSCC
21. Bertrand Lettsome	Politician
22. Lion McClean	Green VI
23. Nancy Pascoe	National Parks Trust
24. Natasha Chalwell	BVI Tourist Board
25. Noni Georges	Lawyer
26. Rosemary Delaney Smith	Virotech
27. Shannon Gore	C & F
28. Shonda Alfred-Leacock	Harneys
29. Sowande Wheatley	multi disc
30. Steve Fox	OBMI
31. Tessa Smith-Claxton	MNR&L
32. Yvonne Crabbe	HLSCC/ Rotary RT
33. Kyria Ali	Baker Tilly

Appendix B – Vision and Key Challenges

Sustainability Vision and Key Challenges - output of working sessions

System	Vision	Key Challenges
<p>Waste Management (liquid and solid)</p>	<p>By 20... we have a zero waste society based on: rethink, reduce, reuse, recycle</p> <ul style="list-style-type: none"> • Eliminated the importation of plastic bags, polystyrene and other unnecessary materials • We use 100% of our glass and organic waste for on-island applications • We make informed consumer decisions as to the products we use, where we get them from and how we manage them • Our resources (waste) are diverted by 100% and we have no need for landfill and incineration • 100% of our sewage is managed safely and effectively 	<ul style="list-style-type: none"> • We are highly dependent on a sewage system that can no longer adequately manage our waste load • We are reliant on a waste disposal system that contributes to waste pollutants in the air, in the sea and on land • We are reliant on materials that have an adverse effect on our ecosystems and human health • We support a system that detracts from and affects our ability to produce organic and healthy food • We rely on a system that continually expands and thus encroaches on already limited land space.
<p>Education</p>	<p>The territory's educational system results in individuals who are knowledgeable of local culture and environment and are critical thinkers, well rounded, and function at the highest level on the global stage</p> <p>Our goal is hoped to be achieved by:</p> <ul style="list-style-type: none"> • The year 2025 our system produces 	<ul style="list-style-type: none"> • Dependent on grid electricity • We produce a lot of waste • Consume too much (imports) • Recycle books • Lack of education on recycling (large population loss)

	<p>persons who are knowledgeable of local culture and the environment</p> <ul style="list-style-type: none"> • Persons who are able to comprehend and dissect complex issues • Persons who are well rounded and exposed to a wide range of information, culture and skills • Persons that are able to secure and excel in positions internationally • The education system meets global accreditation standards 	
Cultural / Social (Leisure)	<p>A society of community minded individuals with a sense of national pride who value the natural resources using modern concepts based on traditional values.</p> <p>We know we have achieved this when:</p> <ul style="list-style-type: none"> • Everyone feels they belong and are an integral part of the community • We have reduced our dependency on imports • We have reduced our crime rate by 50% • We use modern ideas and technology to acheive our sustainability goals • Our older generation and their traditions are valued and passed on 	<ul style="list-style-type: none"> • The local culture is being replaced by a consumer and throw away culture • The charter industry has negative impacts on the environment (maintenance, chemical loads, damage to marine life) • We generate large amounts of waste • We are highly dependent on imported goods • We are highly dependent on fossil fuels for transportation and energy • Modern building practices have become poor, have incorporated pollutants and they are unsafe • Poor consumer choices are made in relation to products which adversely affect our environment and our health.
Governance	Visions, dreams and needs of	<ul style="list-style-type: none"> • Legislation inadequate or

	<p>all residents are heard by a responsive, transparent government who act on informed decisions in the best interest of the sustainability of the territory</p> <p>We have a government system that embraces the principles of sustainability as demonstrated by (1) a full complement of legislation which is enforced in accordance with the constitution; and (2) with an entrenched culture of representative community participation</p> <p>In 2032 we know we will have achieved this goal when:</p> <ul style="list-style-type: none"> • Successive government builds on and improves on the sustainability initiatives by previous government • All new legislations and old ones are amended to align with sustainability principles • Enacted and Enforced legislation in building and development, waste and recycling, energy, transportation etc. as evidenced by: 75% reduction in waste reaching incineration, 100% elimination of electronic waste and other trace metal containing agents from water stream • Quarterly town house meetings / open fora where the 	<p>hinders sustainable development</p> <ul style="list-style-type: none"> • Community participation / identity an issue • Lack of standards, regulations, enforcement • Information flows and communications inadequate.
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	<p>community's voices are being heard to address concerns</p> <ul style="list-style-type: none"> • Sustainability capacity building is a part of the curriculum in all sectors of the education system 	
Food Security	<p>In 2022 the B.V.I. community values and is actively involved and participates in moving the B.V.I towards food security goals</p> <p>We've made it when:</p> <ul style="list-style-type: none"> • No longer depend on imported food entirely • Imported items are organic and packaged in bio degradable materials • Population grows their own food • Ample water for irrigation supply • Propane is replaced by natural gas or electricity powered by alternative energy 	<ul style="list-style-type: none"> • Highly dependent on imported goods (about 90%) • Large amounts of synthetic material introduced to the environment • Low level of education on the importance and practices of farming / food production • Large amounts of fossil fuels used for transporting and importing goods. • Use of gas and coal for cooking purposes
Economic (Business, Tourism, Financial Services)	<p>Stronger economy supporting self-reliance, jobs for locals and promotion when deserved. Being supportive of other local business by way of shopping, telling others of your experience in or with your neighbour business. See other BVIslands company as yours and in doing...</p>	<ul style="list-style-type: none"> • We are highly reliant on tourism travel fuelled by unsustainable energy sources • We have significant stress on infrastructure and society due to overpopulation • We lack long term economic security due to lack of self sufficiency • We lack the ability to handle waste generated by imported products • We are faced with uncertainty of transport connectivity • We are dependent on substances which are toxic to our environment – both land and sea.

<p>Health and Wellness</p>	<p>A healthy and knowledgeable populace, aware of the need to, and takes pleasure in maintaining healthy practices and has access to national health care.</p> <p>We know we have achieved our vision when:</p> <ul style="list-style-type: none"> • The British Virgin Islands is now a well-informed population about the ‘benefit of health and wellness’ with affordable access to National Health Insurance • Pharmaceutical drugs are now toxic free • Insurance process is fully digitized • All medical facilities are also optimized for maximum treatment in addition to being a more green approach to operating • The basic National Health Insurance plan is optimized to include dental, vision care, etc... in addition to guaranteed acceptance regardless of pre-existing conditions 	<ul style="list-style-type: none"> • We are a major contributor to the increase of waste in the territory • We are dependent on fossil fuels to operate • Lack of provision of proper nutrition and exercise education is a major contributor to our inability to maintain wellness • Our use of harmful chemicals contributes to water table and marine environmental degradation • Our human resources deficiencies negatively impacts our ability to provide optimum health care
<p>Environmental (Nature)</p>	<p>We envision a diverse and resilient environment in which the human population values their connection to the environment and lives in a manner that improves the integrity and diversity of the ecosystem. Decisions are made utilizing the most modern scientific info and</p>	<ul style="list-style-type: none"> • High rates of island erosion • Poor management of waste • Loss of biodiversity • Poor water quality • High number of human stressors on the environment (land / sea)

	<p>relevant (traditional) knowledge and experience.</p> <ul style="list-style-type: none"> • Ensure optimum water quality for both human health and marine and terrestrial flora and fauna • Ensure that watersheds are well managed through proper development practices • Reduced waste production and continuously seek innovative ways for repurposing the waste • People understand the importance of living life in tune with the environment and options and assistance are provided to make this lifestyle the normal practice • People are purposeful about maintaining and improving ecosystem and biologic diversity. 	
<p>Energy</p>	<p>It is now 2040, and 80% of our community's needs are satisfied by alternative / renewable energy sources</p> <p>By the year 2020, there is legislation in place where items which reduce energy consumption are subsidised.</p> <p>Energy in 2040:</p> <ul style="list-style-type: none"> • 80% of energy needs are provided from renewable sources – solar, wind, tidal, geothermal etc. 	<ul style="list-style-type: none"> • Household and businesses in our community generate huge amount of garbage which causes a great impact in air pollution when being burned. • Having a lot of mountains in our country, vehicles in the BVI demands a high consumption of fossil – fuel • As a Caribbean based company, buildings need to be run on climate control • PVC piping is used at a high demand for underground lines, electrical wires and

	<ul style="list-style-type: none"> • Subsidies for energy-efficient equipment and appliances have been in place for 25 years • Education and awareness campaign, to understand and reduce energy consumption, has been extremely successful • Solar water heaters are mandatory • All used restaurant oil is recycled to produce biodiesel • All vehicles are alternative energy, low-carbon. • Incandescent light bulbs have been banned for 25 years. • All commercial and public buildings are efficiently designed and monitored for low energy use. 	<p>water supply</p>
<p>Infrastructure, Transportation and Built Environment</p>	<p>Our sustainable, convenient, efficient, comfortable and safe transportation system and resilient infrastructure enables people to have access to all areas of life’s activities in the Territory.</p> <p>We know we will have achieved this goal when:</p> <ul style="list-style-type: none"> • An affordable, accessible, reliable and well maintained transportation system and infrastructure is developed for all • When we have employed human 	<ul style="list-style-type: none"> • We are 100% dependent on fossil fuel. • We face problems with water distribution • The entire BVI use PVC pipes, underground for water supply • The roads have poor design, construction and drainage that take debris and chemicals to the sea • The roads settle / sink into the ground by constant over-laying • Smoke emissions from the power plant, incinerator and landfills is released directly into the air. • Waste generated by

	<p>resources that will provide courteous and excellent customer focused service</p> <ul style="list-style-type: none"> • When our transportation and infrastructure are powered by sustainable alternative energy sources • When the development of tree lined sidewalks and biking lanes serves as an alternative means of transportation • When our infrastructure does not have negative impacts on our natural environment and ecosystems. The environment dictates the development • When all waste material derived from this sector be recycled and re-used. 	<p>households and businesses are not recycled 100% due to lack of facilities</p> <ul style="list-style-type: none"> • Marine laws are not promoted and enforced to boaters • Electricity plant is situated in the centre of the population, thus a noise pollutant is a major issue.
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Appendix C – Sector Based Recommendations

The high level descriptions of the roles of various sectors in BVI's sustainability journey, and recommendations for how the various sectors can contribute to movement towards the vision described above. Recommended actions integrate suggestions from the perspective of all of the key community systems.

The sectors covered, in alphabetical order, are:

- Business
- Churches
- Community
- Government
- Institutions
- Schools
- Tourism

4.1 Business

The business community actively participates in moving the BVI towards sustainability goals by setting examples of environmentally restorative practices and actions, engaging and encouraging their employees to behave in environmentally responsible ways and providing essential services to support the island's population in living healthy and sustainable lives.

Some recommended actions for businesses:

- Adopt recycling policies and infrastructure for reuse of materials/equipment used in the business
- Practice environmentally sustainable waste disposal.
- Public/private partnerships
- These entities can do their part in supporting sustainability by promoting eco-friendly wrapped products and by lobbying to other business entities of the low carbon footprint option products are available. They could even facilitate simulations to demonstrate the benefits of utilising sustainability approaches.
- Reduce prices on healthy foods and appliances for their preparation
- Board presentations, where managers meet and sell to head corps.
- Develop business health standards
- Proper facilities that supply seeds, and organic fertilizer , organic food ink etc
- Partnership to repurpose waste (oil, food wasted, water)

4.2 Churches

Churches are the centre of the community's spiritual life. They provide a forum to strengthen the population's spiritual practice and build community through nurturing shared values and purpose. Churches support the development of individuals, neighbourhoods and

communities, giving them resources and relationships to better care for each other, their families and the ecosystems that support them.

Some recommended actions for churches:

- Develop a unit in the church for research and development of community advocacy organizations, information dissemination and fundraising for community activities.
- Facilitate lectures, workshops and seminars to educate the congregation and general public about spiritual principles, and practices such as meditation, fasting, affirmations, and prayer
- Raise environmental awareness. Join in World Day. No more plastic, take educating role especially with kids.
- Outreach
- Need to harvest their food especial harvest time go back to our root of sharing food and seeds.
- Celebrate local ecosystems and cultural traditions. Provide a forum for intergenerational learning and community building.
- Outreach, collection sites (for waste management)

4.3 Community

An engaged and active community leads to public participation in democratic processes, a strong voice to advocate for healthy and sustainable practices and decisions, and local initiatives that provide solutions to sustainability challenges. Strong relationships and a sense of purpose within the community enable ingenuity, collective strength, and resilience in the face of challenges.

Some recommended actions for the community:

- Community clean ups, neighbourhood parties, Neighbourhood green plots – sell to community restaurants
- Create community action committees, parent teachers associations, and other advocacy groups
- Advocate and lobby government for the building of tree lined sidewalks and bicycle lanes,
- Develop a waste separation system and community recycling program
- Outreach
- Community groups and NGOs, should collectively form a unified body of their representatives to evaluate how and whether their individual contributions are effective overall, how they fit within the whole, and identify opportunities to collaborate and build on each other's work.
- Educate about benefits of using organic foods and products in their every day practices, composting and plant everything possible that you eat.

4.4 Government

The Government develops and implements policies, creates and enacts legislation, enforces new and existing laws, institutes educational programs and develops infrastructure. Through the enactment of each of these responsibilities there is the opportunity to make investments and decisions that support the achievement of BVI's sustainability goals.

Some recommended actions for government:

- Amend the Health Services Authority's Legislation for fee schedule change, meritorious board member appointments and retention and employment of the highest level officers.
- Enact waste management legislation
- Develop and enact alternative energy sources legislation
- Facilitate mass communications information dissemination and education regarding nutrition, healthy foods, foods preparation, and exercise
- Build tree lined sidewalks and bicycle lanes
- Change from fossil fuel use to alternative energy sources for energy production
- Regulations, subsidies, partnerships
- Enacting and implementing an educational curriculum which promotes critical thinking and strategically integrates historical and modern approaches to sustainability.
- The possibility also exists for science and alternative solutions fairs to be held in order to promote better innovations and creativity.
- Develop oil & hazardous material contingency plans
- Produce a code of practice for nesting sea turtles
- Produce an action plan for climate change adaptation
- Develop a watershed management action plan
- Develop beach enhancement regulations
- Develop invasive & problem species action plan
- Develop a beach monitoring programme
- Develop land and marine zoning plans
- Develop beach vendor trade licensing policy, standards & regulations
- Development planning and construction guidelines
- Review & enactment of comprehensive environmental legislation
- Develop a sustainable financing strategy
- Set policies to manage importation , Price control ,save and proper farming facilities, available and easy access to a business licence for all sustainable businesses
- Regulations, funding, budgeting, outsources, partnership

4.5 Institutions

Through the choices and investments that institutions in the BVI make, they support the achievement of the BVI's sustainability goals. They are mindful of sustainability impacts and opportunities as they create policies, legislation, action plans and develop their infrastructure. They actively support sustainability through their work.

Some recommended actions for institutions:

- Offer Continuing Education on the sustainability advantage.
- Produce Environmental Profiles
- To practice the use of biodegradable product use special toilets and plumbing fittings for conserving water.
- Education initiatives, solar project (Adult education)

4.6 Schools

The curriculum, culture and values of our schools encourage and enable healthy choices: for people, communities, and ecosystems. Both parents and students are engaged in actively contributing to sustainability for BVI through their experience with the school system.

Some recommended actions for schools:

- Key role: less text book teaching of yrs gone by and more experiential: interviews, pictures, videos. Be innovative. Adopt an elder.
- Health: Read labels. How many ingredients
- Jamie Oliver Food Revolution
- Curriculum enhancement to include alternative lifestyle information such as spiritual values, e.g. principles such as do unto others as you would have them do unto you. Love your neighbour as yourself, etc. Practices such as Meditation for increased concentration and self awareness and Diet and exercise information for wellness maintenance
- Facilities development to include the building of classroom space and grounds that are conducive to teaching and learning. More green spaces and reduced teacher to student ratios.
- Introduction to Business Systems (Economic with examples from Greening Businesses) and the important role they play in the sustainable environment.
- Develop an environmental education curriculum for schools
- Our schools need to have a garden program as a regular event that our youths can enter should they have interest or as a skill for children with special needs
- Project implementation, initial marketing (engaging initiatives)

4.7 Tourism

BVI's tourism sector actively contributes to the achievement of sustainability goals through responsible and restorative practices, and their education of visitors, enabling visitors to the BVI to contribute to the health of the local environment and communities.

Some recommended actions for the tourism sector:

- Key role: develop more historical sites. Typical house in 1950

- Facilitate the development of a service training institute that will train persons in the tourism industry in proper etiquette, customer needs anticipation and sales techniques.
- Increase use of the local media for public education on health and environmental issues
- Assisting in encouraging the addition of healthy meals on restaurants' menus territory wide
- Engaging, promoting, sharing sustainable information across industries, hotel, yachting, cruise etc. Announcing the change to Eco-Tourism.
- Identify beach carrying capacities
- Produce a beach code of practice
- To highly promote our local food and drinks by taxi s taking tourist to our local distributors first e.g. . . . smoothes stands , local bakeries , restaurants etc.
- Market BVI as Eco-tourism destination, better waste management at resorts (motion sensors

Appendix D – Survey Results

Throughout the delivery of this capacity building program feedback was gathered from the four day workshop and an overall program evaluation was conducted and is summarised below.

1. Workshop Feedback:

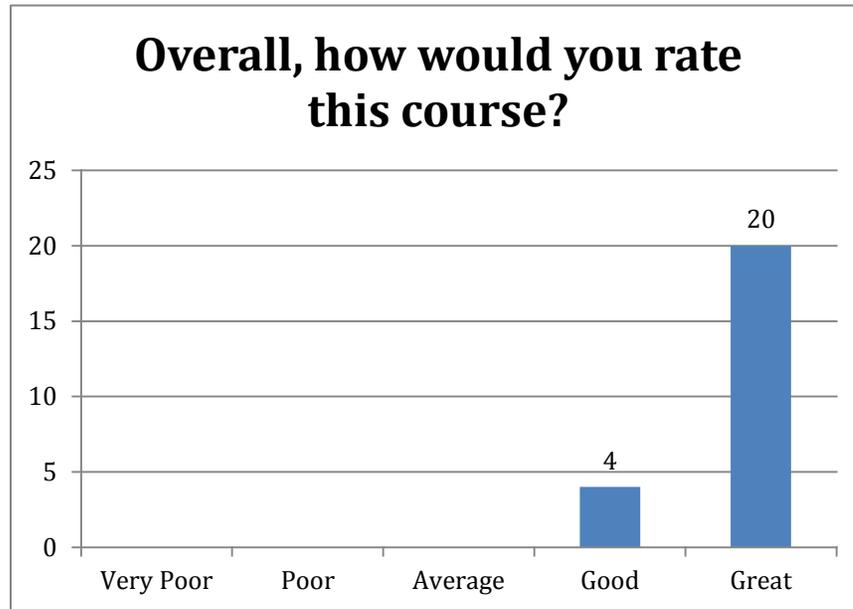
The feedback form was completed by 24 participants.

1. What was a highlight(s) of the course for you? Any “A-HA” moments?

- Interaction with other people in the groups gave you the chance to interact with other ideas
- My highlight of the course was when each group demonstrated what a relax place look like and all groups were able to come up with different amusing one that I found great
- The great energy that everyone expressed helped me feel that I could make a difference at work
- Seeing the value of group working, hearing a wide range of viewpoints, seeing the value of a structured approach, feeling re-energized about the subject of sustainability
- The group work where tangible ideas flowed through out
- The interaction between the participants. Got the opportunity to learn from everyone. The many fun activities.
- The level of raw participation
- I love the concept of backcasting to be used for plan pinpointing your vision and get strategically planning how to get there
- When I realized that me, the average Joe, can stimulate sustainable change
- Many moments but most importantly was sharing of ideas and touching on many different themes. Not being stuck in one area.
- The timeline we had to draw of our journey here to understand ME sustainability
- Being able to summarize sustainability in the 4 principles
- I like the different activities. I'll certainly use the open space. I like the different groupings that give different persons chance to work on each other
- The Natural Step approach is very logical and draws on things we do to make decisions on a daily basis
- I was expecting this course to be one that educates on practises on how to recycle, etc but it is much more than that. I liked the format, which seems to be more focused on policy
- The information which was received from the participants in the breakout sessions was well received

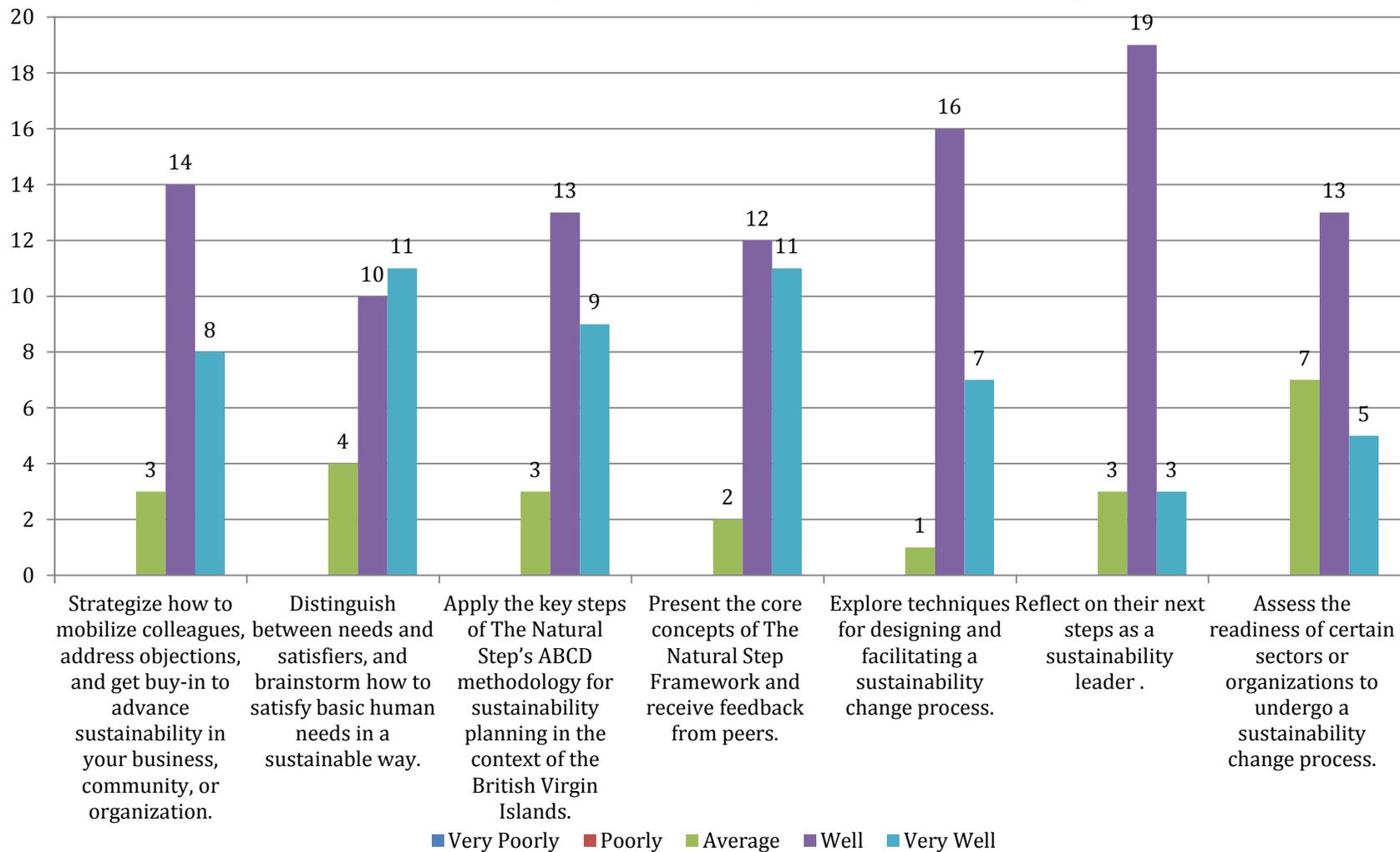
- The highlights for me was sharing and listening to the passion my colleagues shared about sustainability and plan to continue on with it
- Learning the process of identifying sustainable networks and get a greater understanding of what sustainability actually means and the principles by which these activities are developed.
- We are headed back to real BVI culture/ what we are doing head will help to change and create this change by fisher is legislation ford review
- Provided a new way to see how work I have done in the past is justified through this framework
- The ability to tie in the concepts and activities
- My highlights were the many ideas shared to assist in the development of our community and internationally
- The use of the 3 prioritizing questions in every decision process

2. Overall, how would you rate this course



3. Based on the Learning Objectives please rate how well each objective was achieved based on the table below.

For each learning objective please select an option



2. Program Evaluation:

A short survey was prepared and circulated to participants. Seven responses were gathered and are provided below.

1. What were your personal expectations for the course?

- I expected to have enhanced knowledge of sustainability principles and concepts with a view to applying them to the current BVI development model.
- That i would receive a better understanding of environmental issues and understand what sustainability actually means
- To be positioned to help businesses and other organisations that would not normally be involved in sustainability to get more involved.
- To start to understand how we can do a better job of preserving the beauty of the BVI. The outcome surpassed my expectations.
- Learn how to improve my green concept
- Train the trainer - to have 40 individuals trained to go out and implement TNS programme in their organisation and have a policy document that would be a roadmap on how we would get this into schools, churches etc
- Initially I was expecting to learn techniques of reducing paper, recycling, etc., I had a narrow understanding of what the course was about.

2. How well did the course meet those expectations?

- I think that the course met and exceeded my expectations.
- the course exceeded my expectations. I not only understand what the environmental issues are and what sustainability means, I am also able to identify specific and more subtle environmental degradation actions
- Pretty good. There is now a specific approach to sustainability that I can introduce to them, as well as access to case studies.
- It met my expectations and then some. it was great knowing that there were other people interested in recycling in the BVI.
- it was excellent
- Focused more on sustainability policy that I felt was beyond the scope of the group - but maybe this is the starting point - still struggling to get my head around it a little to be honest - not sure how it all fits in but hoping it will become clear.
- The course didn't meet my expectations, but it gave me the opportunity to grasp something that was a lot deeper than what I was expecting. Needless to say, it surpassed 'my' expectations.

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3. What were 1-2 highlights of your own personal learning during the course?

- One of the highlights of my own personal learning was the ability to see clearly how some of the sustainability principles could be immediately applied.
- the most important experience for me was learning how to take a sector of the community and dissect it for its "sustainability quotient" (my phrase) how much are the activities in the sector degrading the environment, what are the causes, what needs to be done to stop and correct the situation and who needs to do what. etc.
- Getting to learn from the joint wisdom of the group that was involved in the training. It was a very dynamic and energetic group. Seeing how different persons approached similar excercises was inspirational. I felt that with these persons involved in sustainability in the BVI, we could be very successful at spreading the sustainability message.
- I didn't think I'd be able to conceptualize the "new language" used in the Sustainability framework, but through the in-person workshops it became so much clearer.
- how to create a report
- How much the participants enjoyed the workshop...The energy and willingness of the group
- My main take-away would be the end objective of the course in my opinion, which was the in depth understanding of formulating policies that would govern a company, household, or country into sustainable practices based on the four principles that would ensure a sustainable future.

4. The goal at the beginning of the course was that, by the end of the course, participants would:

1. be able to utilize a framework for strategic sustainable development (The Natural Step Framework) within their own business or organizational context;
2. have assisted the Conservation and Fisheries Department in drafting a sectoral sustainability policy that identifies next steps for the sustainability journey of BVI; and
3. that there would be, in general, greater awareness in BVI of the sustainability imperative. To what extent did the course as a whole help you meet the following learning objectives:

Answer Options	Not at all	Somewhat	Significantly	Very Significantly	Rating Average
Conduct a Sustainability Value Assessment for their organization, community or sector	1	1	5	0	2.57

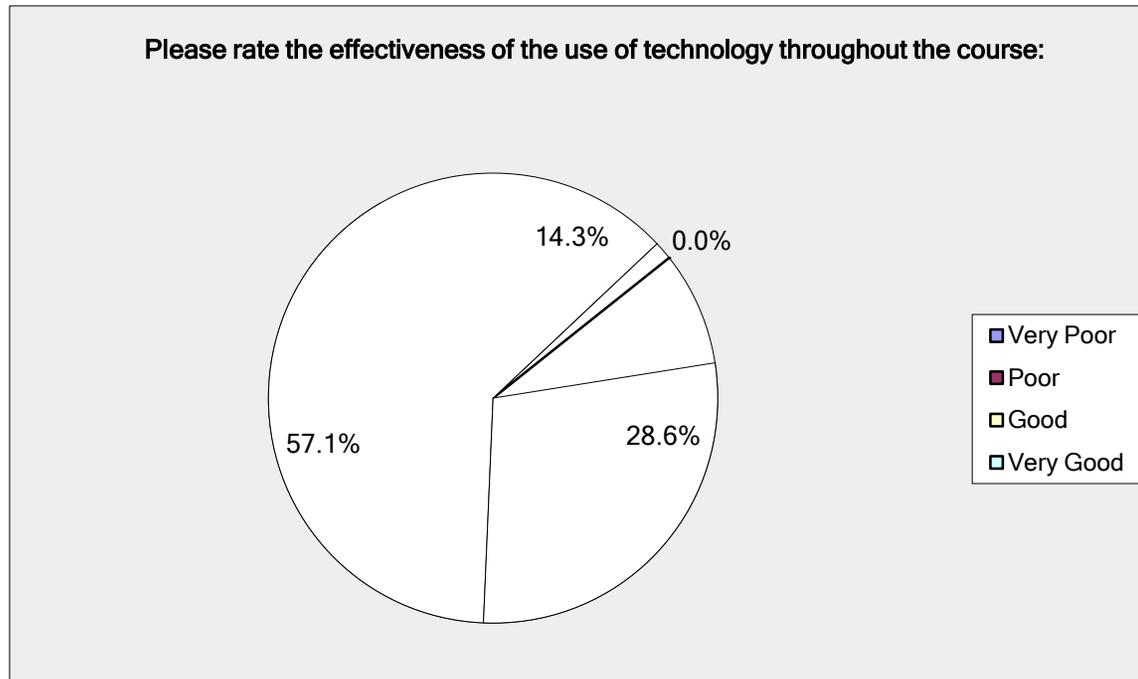
(between webinars 1 and 2) Explore the ecological and social science basis of The Natural Step Framework for Strategic Sustainable Development. (webinar 2 and in person workshop)	0	0	7	0	3.00
Apply the key steps of The Natural Step's ABCD methodology for sustainability planning in the context of the British Virgin Islands (in person workshop)	0	1	6	0	2.86
Synthesize output into recommendations for consideration by the Conservation and Fisheries Department. (homework assignment)	0	2	4	1	2.86
Present the core concepts of The Natural Step Framework and receive feedback from peers. (in person workshop)	0	1	6	0	2.86
Distinguish between needs and satisfiers, and brainstorm how to satisfy basic human needs in a sustainable way. (in person workshop)	0	1	3	3	3.29
Strategize how to mobilize colleagues, address objections, and get buy-in to advance sustainability in your business, community, or organization. (in person workshop)	0	1	6	0	2.86
Design and receive feedback on a strategy for how to implement sustainability in the BVI. (homework and webinars)	0	2	5	0	2.71
Reflect on their next steps as a sustainability leader (in person workshop and final webinars)	0	2	4	1	2.86
Articulate their role in the implementation of a Sustainability Policy in the British Virgin Islands (in person workshop and final webinars)	0	2	4	1	2.86

5. To what extent did the following instructional techniques support the achievement of the learning objectives:

Answer Options	Not at all	Somewhat	Significantly	Very Significantly	Rating Average
eLearning	0	3	1	2	2.83
Online Seminars	0	1	2	2	3.20
In person sessions	0	0	1	5	3.83

The use of varied learning approaches (i.e. presentations, case studies, and combining individual, small group and large group learning tasks)	0	0	2	4	3.67
Collaborative homework assignment	0	0	3	3	3.50
Coaching and feedback from TNS advisors	0	0	2	3	3.60
Access to a network of peers	0	1	1	4	3.50

6. Please rate the effectiveness of the use of technology throughout the course:



7. What other suggestions do you have to improve the learning approach for this course?

- I think that we had a bit of a rough ending. It would have been nice for everyone to have made it back for one final webinar to tie up loose ends.
- We need some way of completing the course on a high and helping each individual to determine identify one specific action that they can commit to as an individual over the next five years that will make a difference.
- More instruction when it came to the presentations
- we need to create a permanent link with the group
- Excellent facilitation
- Two things:
 1. I believe that the content could have been a bit more concise. It all seemed a bit lengthy, which made the content seem intimidating. What I mean is, the wording aspect of the content doesn't need to be a page long just to find out in the end that all that was needed was to write your first and last name.

2. I thought that the course schedule should have been rhythmically set, meaning that I would have responded better if the course was every Mon & Wed for one hour with the in-person workshop being the exception. I personally found it difficult to stop with long periods within and have to start back up again etc.

8. What are your next steps to advance sustainability in the BVI?

- Educating my family and friends and co-workers as to the importance of sustainability. Outline simple steps each can take towards a sustainable future.
 - conduct sectorial environmental sustainability analysis, including actions of environmental degradation
 - Help someone to write a book or a series of books. I have been committed to this idea for decades, but now may be the time to seek the funding to actually do it.
 - Starting a recycling program in the BVI through my role at the Service Projects director in the Rotary Club of Tortola.
 - would like to start with my company on how to make it more sustainable
 - look at how to fit work done into policy
- fundraise for another round of TNS training
- This is going to take some time, but I think I will continue to strive for a path of sustainability within my department first, then my company - which in itself contributes to the mission within the BVI - then use that wealth of knowledge to extend beyond.

9. What tools or resources do you need to help you move forward with your next steps?

- Up- to date literature, success stories etc.
- the homework template is a comprehensive sectorial analysis and solutions tool that can be used
- Money. I have lots of ideas, but no financial resources to implement.
- Money, partners, volunteers, and the public's backing.
- work together with management
- Proposals from TNS - for more in depth training and perhaps also how to get the broader community involved
- Well to start, I would have loved to see a policy document from a company that was written, because that is my starting point; working on a policy document for my department, which is my home base.

10. In the future additional training and capacity building might be offered. To help us better understand your interest please select two options form the following list.

Answer Options	Response Percent
1. How to design and facilitate engaging workshops.	28.6%
2. How to develop a sustainable business case organization for your organization.	14.3%
3. How to engage your business/organization to create a sustainability plan.	42.9%
4. How to engage the broader community to refine and create a sustainability plan for BVI.	42.9%
5. How to empower community stakeholders to lead change toward sustainability.	42.9%
6. How can we communicate the importance and value of sustainability to BVI residents and businesses.	57.1%

11. Are you interested in continuing to meet with other course participants to advance sustainability initiatives?

Answer Options	Response Percent
yes	85.7%
no	14.3%
if yes, how often would you like to meet?	
1 Quarterly	
2 electronically and physically Once a year for big meetings, but I prefer to work with smaller groups as a team	
3 implementing specific projects.	
4 Quarterly	
5 as needed	
6 once every quarter	
7 I answered now because I would rather not committ a time	

12. What ideas do you have for this group moving forward?

- The next meeting date needs to be set ASAP so as to decide which area of the

- community each individual would like to tackle and sound steps on approach need to be decided.
- conducting sectorial analysis, creating solutions, making proposals, creating political influence and will
 - To continue to support Green VI, where I can. This may merely be moral support, but could be more depending on opportunities.
 - To continue to create new programs to help the BVI become more sustainable.
 - create a project that everyone should be involved.
 - Quarterly meetings to share what we are doing wrt sustainability within our own organisations - write press releases to this end or document on Green VI's website
 - It would be good just to keep in touch to know how each other is making progress, and from that ideas/suggestions will naturally come.

13. Did your participation in the course spark any new projects or endeavours?

Answer Options	Response Percent	Response Count
yes	71.4%	5
no	28.6%	2
If yes, could you please briefly describe them?		5
<p>1 to have regular broadcast updates on environmental issues. have expert information to bring awareness to the environmental condition of the BVI, helping to influence stakeholders to act.</p> <p>2 Charlotte approached me for assistance with preparing a job description for a sustainability coordinator. We may not have had a chance to have this conversation otherwise.</p> <p>3 Recycling program</p> <p>4 i will start with my house, i will reduce the usage of electricity and install solar panel</p> <p>5 More training</p>		

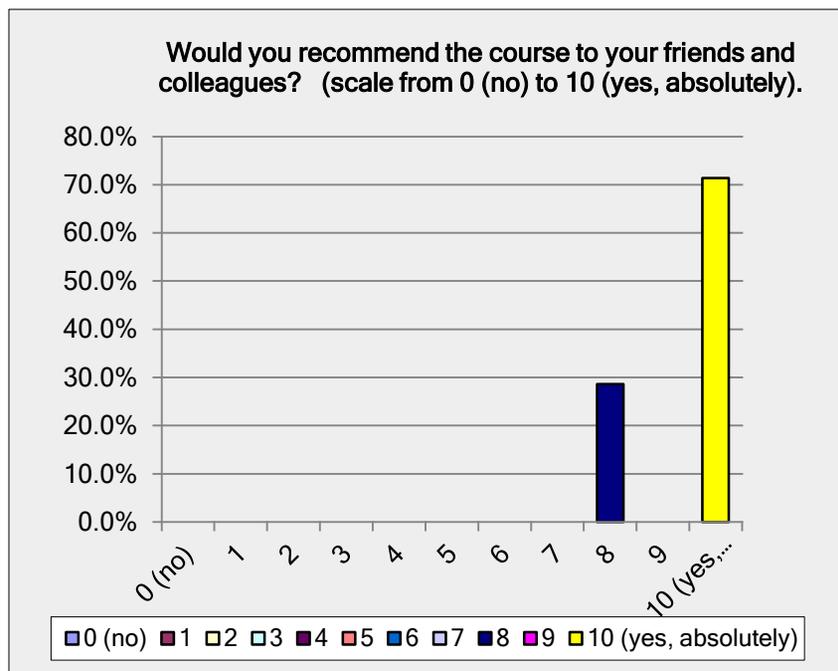
14. What other feedback you would like to share with the course organizers and instructors?

- Response Text**
- I really think that the course ended abruptly and that there should have been that last tie-in session to rally everyone to action.
 - have smaller groups, and be more selective with participants
 - It has been a pleasure. You have been inspirational to work with. I felt that you were

connected and making an effort to understand us.

- Great job!
- classes have to be closer, the time frame between classes makes someone loose interes
- I thought the training was well facilitated but there was a discrepancy between the plicy document - I think in my mind it was more a policy on how participants would implement SD into schools, churches, business etc - but perhaps creating the overall vision needs to come first so that participants understand what SD means ??
- non different from previous.

15. Would you recommend the course to your friends and colleagues? (scale from 0 (no) to 10 (yes, absolutely)).



Why did you select the number that you did?

Response Text

- I think it is important that individuals begin to realize that future plans are at stake now and that if action is not taken now, those plans are headed for derailment.
- the course was worth will and extremely important for everyone to have a deeper understanding of environmental issues and a greater understanding of how to come up with solutions
- It is a well designed course. It can allow someone who has no idea about sustainability to master a lot of concepts in a short period of time.
- Because most people just want to live their lives and not get involved
- because it is always a space for improvement
- As many participants said, - "it makes sense" - it gives us a language and understanding of SD
- My suggestions were made to help, that means that I see the value in the course or I would not have taken this survey.

16. Would you be willing to provide a testimonial about the course that Green VI and / or The Natural Step could use in promoting and initiating further capacity building programs?

Testimonials:

- It is only through educating, we can change. I believe that the work Green VI has undertaken is instrumental to the BVI's future. Green VI has taken head on, Waste Management, one of the major concerns plaguing the BVI and have made a solid impact with its glass recycling program. Successfully partnering with the Natural Step, an organisation with a noted track record for capacity building programs, in order to educate individuals about putting in place a sustainable framework only solidifies this non-for-profit aims of helping the BVI become a fully sustained community.
- My sincerest thanks for Green VI for facilitating my attendance at the Natural Step Workshop. The information was important beyond measure. I was shown how to identify environmental degradation of various kinds. I learned to asses the extend of environmental degradation, the cause factors, and the solutions. This course should not only be for trainers or community leaders, it should be information and training given to communities on a mass level perhaps through the media as well as workshops. I highly recommend the Natural Step program not just for individuals, or communities but to countries through their governments.
- If you have thought of going green but don't quite know how, here's an experience that can help. Participate in the Natural Step framework. The great thing is that you will leave with an in depth understanding of what it means live sustainably, but even better that that, the course that you take will be tailored to your own specific needs and context and you will leave with solutions that will work for you.
- It was an excellent course for people to get involved in a better future for our planet.
- TNS provides a scientific understanding of what sustainability is, in terms that anyone can understand, and how it relates to the BVI.
- The Natural Step's program is one that should not only be given to governments and large companies, but also non-profit groups and organizations as well as households, because we are all participants of the problem, and should all participate in the solution. The Natural Step program has provided me with valuable insight into developing policies that are not only restrictive but also beneficial to all parties; we hear policy and we automatically think oppression, this program helps you harmonize human needs with policy. This is something easier said than done, and that is why this program proved useful to me. Believing that policy is the backbone of successive, and progressive movement, I strongly believe that this course will help you in your goals towards becoming a more sustainable advocate.