1. What made you decide to enter the field of environmental \_\_\_\_\_\_\_\_\_\_\_\_? What made you passionate about it, and why do you stay?
2. How has the field of sustainability/environmental landscaping changed over the last 5-10 years? What changes do you see happing in the next 5 to 10 years?
3. Finances often play a large role in sustainability and environmental initiatives. What simple/small/cost-friendly changes can we make that will have a large impact and make a difference in our communities?
4. What behaviours do people often think are helpful for the environment, but in reality have little or no impact?
5. What is the biggest advancement in the field of conservation and sustainability that you are most excited about? Why?
6. In your line of work, what are common reasons for why people oppose or resist the idea of making environmentally conscious decisions or sustainable changes (e.g., re-naturalizing)?
   1. Can you provide (an) example(s) of how you handled something like this and if you have any insights into how we can best navigate those against making improvements?
   2. How do we best understand our bylaws while remaining neighbourly?
   3. What are the biggest misconceptions people have when working with larger industrial projects/campus admin/communities? What are the biggest misconceptions people have when working with larger industrial projects/campus admin/communities?
7. Can you tell us about a project that didn’t turn out as effective as you had hoped, or where afterwards you wish you did something different?
8. Can you describe the decision-making process in your line of work? What data are considered? Who or what do you aim to satisfy? How is money allocated to projects/initiatives? Who ultimately makes the decision? Does it often come down to a single deciding factor?
9. For a lot of careers, successes are often measured monetarily, such as money earned/saved. What is the metric for success/how is success measured in your field and in the work that you do more specifically?
10. The world has changed dramatically in the last decade or so and new jobs/roles/careers have emerged that have never existed before (e.g., influencer, YouTube content creator). Do you see a need for new roles in the environmental sector and what these might look like?
11. In your respective fields, what are the biggest roadblocks to progress?
    1. What knowledge, skills, and mindset do you hope the new generation will bring that can help change this?
    2. What would you want to change about your education/experience?
12. We’ve talked a lot about our local environments today. What strikes you as some of the biggest sustainability concerns we should be thinking about globally that our behaviours impact? What steps can we take to minimize our impact on these concerns?
13. What is something you feel positively/optimistic about in your field?
14. Is there anything we haven’t touched upon today that you would like to share? Perhaps a profound thought, a nugget of wisdom, or a problem you’ve been mulling over that the audience could perhaps suggest ideas for?

**Jean-Marc**

1. You’ve been co-authored a guide about Re-Naturalizing Ontario Parks and Green Spaces (which I’m told UWaterloo has 2 copies of in the ecological archives). Can you tell us a little about that experience? That guide was written in 1996. How have recommendations changed since then?
2. Part of your specialization is in ”xeriscaping”. What exactly is xeriscaping and how does it differ from naturalized yards?
3. Whether we like it or not, it looks as though the 413 highway may begin construction within the next year. Can you describe the area it will impact, the environmental assessment process, and the major concerns it raised (e.g., affecting watersheds, wetlands, multiple species at risk, etc.).
   1. How have these concerns been addressed or why have they been ignored?
   2. **Brendon:** What impact did environmental activism have on the plans for developing Hwy 413?
   3. Was there an alternative proposal that would’ve had less of an environmental impact? If so, why was it rejected?
   4. Assuming this project is moving forward (or future projects), how can we mitigate the environmental impact through government advocacy?
   5. Given how events have transpired, how should future plans for developments be approached to ensure environmental considerations are at the forefront rather than an after-thought?
   6. Does the need to accommodate human expansion always supersede environmental protections? If so, how can this be changed?

**Brendon**

1. You’ve transitioned your home into naturalized yard. What was this process like for you? I know from twitter you faced a little resistance from neighbours and bylaws. How do you overcome hurdles like those.
2. Obviously, you believe in social media to get messages of environmental sustainability and conservation across to others. Is social media the way to reach “younger” generations.
3. You’ve been heavily involved in policy advocacy (e.g. Ontario Place). What’s that been like to speak in Queen’s Park? What was this process like and how does your argument differ from more one-on-one discussions?

**Patricia**

1. Working as a sustainability coordinator across campus, how do you see perspectives differ across the university? Students, faculty, admin? Acceptance of initiatives? Hurdles?
2. You are a member of the “Ontario College and University Sustainability Professionals”. What projects are other institutes engaging in that you think all universities should undertake?
3. The other day, UWaterloo renamed/rebranded Parking Services as “Sustainable Transportation” and substantially raised parking rates. While the “transformative plan” includes enhancing electric-vehicle infrastructure and providing bike storage, the majority of work planned involves general maintenance of parking infrastructure, such as re-curbing/re-paving parking lots and roads, installing lights, updating payment systems, restructuring how parking spots are assigned to faculty, staff, and students etc. which are not related to sustainability and environmental issues, so renaming Parking Services to “Sustainable Transportation” seems somewhat dishonest.  
   1. Do you find the use of the word “sustainability” in such ways undermines your work and the mandate/mission of the Sustainability Office?
   2. How does this impact your work?