

Siobhan Mehrotra

Sustainability Intern



Company Overview

Ambition: A green, resilient, connected tomorrow.

Purpose: Protect people from natural hazards, conserve nature, and provide opportunities for outdoor recreation and education across the watershed.

Internship Focus

Working under the Senior Specialist of Research and Sustainability, I was tasked with driving Conservation Halton's sustainability program forward. My role was to support informed decision-making and enhance Conservation Halton's alignment with sustainability standards, helping the organization meet both internal goals and industry benchmarks.

Projects and Initiatives

SDG Action Mapping

Aligned over 395 of Conservation Halton's 2024 Momentum Action Items with relevant UN Sustainable Development Goals (SDGs), ensuring organizational objectives are in line with global sustainability standards.

Comperator Analysis

Conducted an in-depth analysis of sustainability best practices from other Conservation Authorities (CAs), regulatory agencies, municipalities, and environmental organizations to identify opportunities for improvement.

Departmental Roundtables

Facilitated a series of roundtables with Objective Owners from seven departments, fostering discussions on current and future sustainability initiatives across the organization.

Sustainability Strategy Development

Drafted a comprehensive action plan to establish a sustainability strategy, including options for organizational-level reporting and mechanisms to track progress.

Senior Leadership Report

Contributed to a detailed report for the Senior Leadership Team (SLT), providing an analysis of industry-wide sustainability initiatives, Conservation Halton's current efforts, and recommendations for future directions.



Learning Outcomes

People and Processes

I learned that integrating sustainability into an organization isn't just about creating strategies—it's about bringing people along slowly, listening to their perspectives, and **fostering a shared sense of purpose**.

I learned the importance of *patience* in navigating approvals, where even small decisions require oversight, and major ones go to the Board, teaching me to **balance ambition with practicality**.

Strategic Growth

Another key insight was understanding the financial constraints many organizations face when implementing sustainability. It's not enough to highlight the benefits—you have to bring **actionable, cost-effective solutions to the table**.

Conducting a comperator analysis pushed me to think bigger and more *strategically* about what Conservation Halton could achieve. It showed me how we could position ourselves to **lead in sustainability**.

Most importantly, I learned that sustainability is already happening within the organization; sometimes, it's just about framing those efforts in a way that **resonates both internally and externally**.



Key Takeaways

Key Accomplishments

- ✓ Aligned Conservation Halton's initiatives with global sustainability standards.
- ✓ Facilitated cross-departmental collaboration on sustainability projects.
- ✓ Presented a company-wide informative overview of sustainability.
- ✓ Drafted a board report to push a sustainability-forward agenda.
- ✓ Established a foundation for future sustainability reporting frameworks.

Patience is Key: Embedding sustainability into an organization requires time and understanding. It's a gradual process that relies on bringing people along at their own pace.

Collaboration Drives Success: Fostering open dialogue and collaboration across departments made a significant difference in how sustainability was understood and embraced.

The Business Case for Sustainability: I learned how important it is to communicate the financial and business value of sustainability, as this is often the key to gaining support for long-term initiatives.

Big-Picture Thinking Matters: The comperator analysis taught me to look beyond our immediate environment and apply best practices from industry leaders to strengthen our own initiatives.

Sustainability is Already Happening: Many of the sustainability actions were already embedded in the organization, and part of my role was simply to connect and communicate them effectively!

