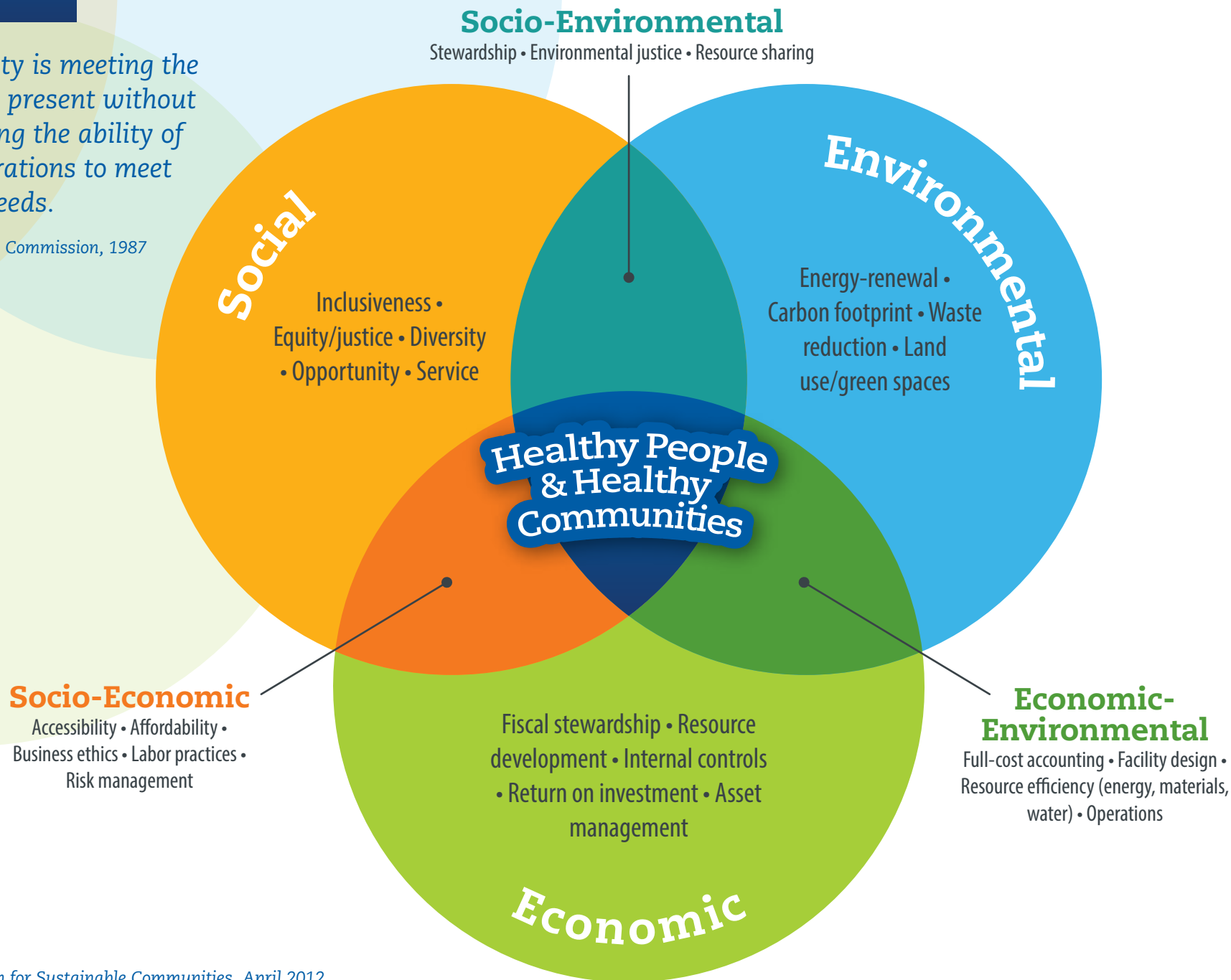


*Sustainability is meeting the needs of the present without compromising the ability of future generations to meet their own needs.*

— The Brundtland Commission, 1987



## Questions to Think about for Your Programs

### Social

Education • Equity • Inclusiveness • Justice • Diversity • Community

- Have you purchased equipment to support equal and inclusive access?
- Do you use the human capital in your department to engage in service projects in your community?
- Do you have policies or programs in place to lower barriers or negotiate constraints AND encourage participation by all populations (e.g., LGBTQ, differently abled, people of color, deconditioned population, international students)?
- Do you ensure that all types of people/body types/ color/nationality are included in your marketing images?
- Have you had a conversation about if/how your department can make reasonable accommodations for all sorts of inclusiveness (physical, religious, gender, sexual orientation)?
- Do you have a public statement about diversity and/or inclusivity?

### Social & Environmental

Environmental Justice • Stewardship

- Do your employees have a safe and healthy work environment?
- Do you promote sustainable practices in your program areas? (e.g., leave no trace, use of electronic and social media/less paper to promote events)?
- Have you leveraged your departmental resources to support students and staff providing service to the greater community in which you live?
- Do you try to purchase food items and products that are locally grown/made or using organic practices?

### Environmental

Natural Resources

- Do you facilitate and encourage recycling in your facility? Composting?
- Do you try to reuse products and look for those that are made with recycled content?
- Do you use environmentally-friendly cleaning products in your facility?
- Does your facility have water fountains with bottle fillers?
- Do you have low flow toilets and waterless urinals in your facility?
- Do you track your use of resources or waste (electricity, water, energy, recycled/landfill) and set organizational benchmarks?

### Environmental & Economic

Energy Efficiency • Buildings/Construction

- Have you taken steps to increase energy efficiency in your facility?
- Is your facility LEED certified or designed and operated with green building in mind?
- Are occupancy sensors installed in appropriate rooms in your facility?
- Have you considered cleaning during operating hours instead of off-hours?
- For outdoor facilities, are you practicing relevant water reduction practices?
- Do you minimize electrical consumption by turning off any plasma or digital displays at closing?
- Do you consider the life cycle cost in your purchases and/or product specifications?
- Do you consider or weigh in factors of recycled versus recyclable when purchasing?
- Do you have a public statement about sustainability or environmental impact?

### Economic

Cost Savings • ROI • Profits • R&D

- Does your department use financial resources responsibly?
- Do you consider buying less?
- Do your RFP's include asking vendors to report on their sustainability practices and is it weighted in your scoring rubric?
- Do you consider your department as part of the total cost of education?
- Have you sought alternate funding sources to minimize fee increases?
- Does your department have a long-term financial plan with sufficient reserves built in?

### Economic & Social

Business Ethics • Labor Rights • Fair Trade • Service

- Do you encourage your staff to establish a work/life balance so they generally do not work more hours than they are being paid for (e.g., graduate assistant working 30-40 hours but getting paid for 20 hours)?
- Do you set fair wages and encourage growth and promotion throughout all levels of employees?
- Do you provide avenues for fee based services to all users regardless of ability to pay? (e.g., free hours for personal training, reduced rates for adventure trips, etc.)?
- Does your department have any Fair Trade policies with regards to the purchase of clothing or equipment?
- Do you have a staff development model to position your department and individuals for long-term success?
- Do you have a risk management plan that appropriately balances participant safety with economic risk?