

UW SUSTAINABILITY ACTION PLAN SURVEY RESULTS

Feedback from the UW community
April - May 2020



Read the full Plan and other documents at
green.uw.edu/plan



THE SURVEY

OVERVIEW

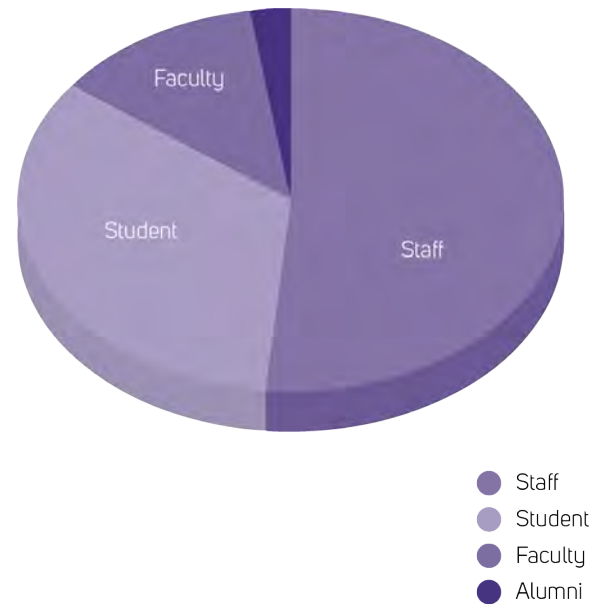
These survey results compile feedback from the University of Washington community on the draft version of the UW Sustainability Strategy and proposed Sustainability Action Plan. This feedback is being presented to the Sustainability Plan Executive Committee, the Environmental Stewardship Committee and the Plan Management Team. The information and comments provided was not directly integrated into the Fiscal Year 2021 Action Plan due to deadline constraints. However, these comments will be used to inform the discussions around the Action Plan for FY 2022, as well as to suggest actions which may be taken in FY 2021 outside of the specified action plans. Future planning processes will include surveys and outreach to the UW community earlier in the process to ensure results are considered during the Spring planning phases for the following FY Plans, ensuring more transparency and better adhering to the Sustainability Strategy's principle of centering equity and inclusion.



DEMOGRAPHIC RESPONSE

The survey for the UW Sustainability Action Plan was open for 30 days from April 22nd to May 22nd. Though the survey was promoted across the three campuses of Seattle, Tacoma and Bothell there was no designation of individual responses by campus. Rather the responses were categorized by the demographic of Faculty, Staff, Student or Alumni. The following table and chart depict the breakdown by demographic category with staff accounting for 52% of responses followed by students with 34%, then faculty with 12% and alumni with 2%.

Demographic	Response	Percentage
Staff	87	51.48%
Student	57	33.73%
Faculty	21	12.43%
Alumni	4	2.36%
Total	102	100%



RESPONSES TO TARGETS AND ACTIONS

The primary goal of this survey was to get feedback from the UW community on additional actions to achieve our targets. This is achieved through a qualitative short answer box for each question. The secondary goal of this survey is to determine where UW should allocate its resources to achieve our targets. This is achieved through a quantitative Likert scale ranking of the actions with 1 being the lowest and 5 being the highest. In this report, each of the ten targets and actions are followed by their respective survey results, beginning with the quantitative ranking of each action followed by a qualitative narrative responses to each target from faculty, students and staff. **Narrative responses that were seen as valuable to the plan implementation teams have been highlighted.** The highlighted responses were those which appeared to be most specific, relevant, actionable, unique or repeated. Suggestions that are already being considered by the plan team were generally not highlighted.



I. DOUBLE STUDENT, STAFF, AND FACULTY SUSTAINABILITY ENGAGEMENT BY 2024

ACTIONS

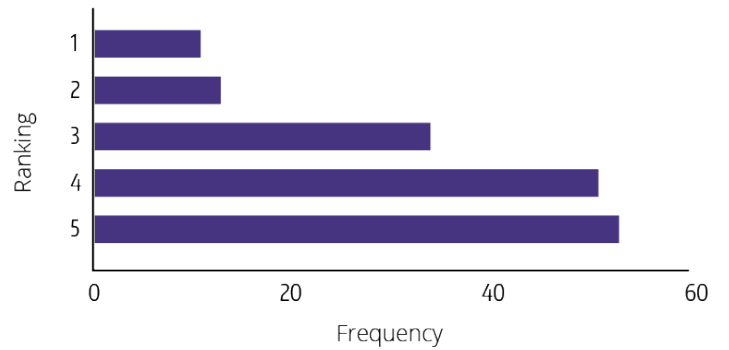
1. Whole U collaborate with UW Sustainability on expanded systematic communications
2. Expand professional development opportunities for faculty through CTL,POD
3. Feasibility study for Student Sustainability Hub
4. Inventory and expand community engagement thorough Continuum College

ACTION:

Whole U collaborate with UW Sustainability on expanded systematic communications

Ranking	Frequency	Percentage
1	11	6.79%
2	13	8.02%
3	34	20.99%
4	51	31.48%
5	53	32.72%

Likert Scale Ranking of Action: Whole U collaborates with UW Sustainability on expanded systemic communication

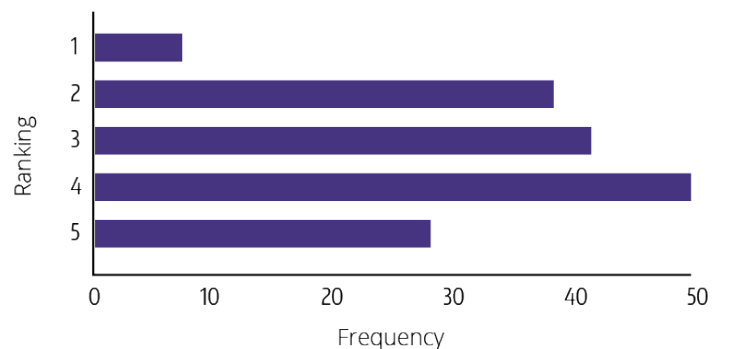


ACTION:

Expand professional development opportunities for faculty through CTL,POD

Ranking	Frequency	Percentage
1	11	6.79%
2	13	8.02%
3	34	20.99%
4	51	31.48%
5	53	32.72%

Likert Scale Ranking of Action: Expand professional development opportunities for faculty through CTL, POD

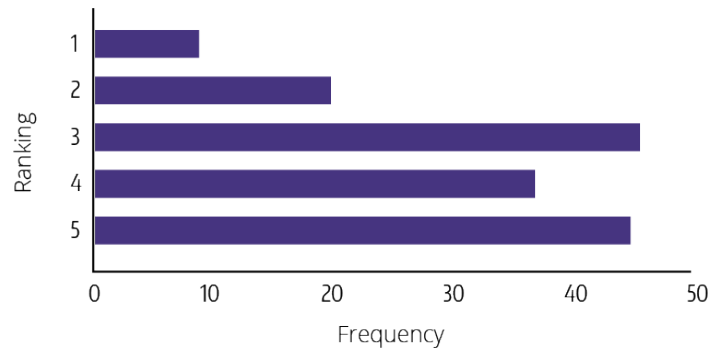


ACTION:

Feasibility study for Student Sustainability Hub

Ranking	Frequency	Percentage
1	9	5.73%
2	20	12.74%
3	46	29.30%
4	37	23.57%
5	45	28.66%

Likert Scale Ranking of Action: Feasibility study for Student Sustainability Hub

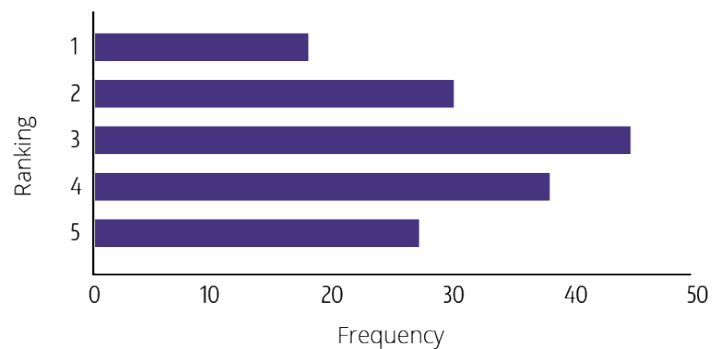


ACTION:

Inventory and expand community engagement through Continuum College

Ranking	Frequency	Percentage
1	18	11.39%
2	30	18.99%
3	45	28.48%
4	38	24.05%
5	27	17.09%

Likert Scale Ranking of Action: Inventory and expand community engagement through Continuum College



FACULTY RESPONSES

- Top priority should be accelerated action toward carbon neutrality (eg by 2030) and embedding sustainability into the curriculum (prior to 2025). Target #1: In addition to visibility and 'impressions', goals specific to percentage of sustainability embedded in curriculum by 2025 is needed (related to Target #2)
- It could help to have educational signs around campus emphasizing the power of small individual actions for the greater good of sustainability on campus and beyond. For example, find creative ways to educate the students about composting and why they should care whether the item they are about to throw away is compostable or recyclable. Put up reminders in bathrooms and common spaces to turn off lights when they are not in use. I think small changes in behavior on the individual level can promote greater awareness in the population and ultimately lead to a stronger push for policies oriented toward sustainable development.
- Give employees a space for yoga or a gym
- **Communication is valuable, but incentive structures and evaluative benchmarks more valuable.**
- **Increase the cross-campus/multi-campus comparisons in who is doing what successfully in increasing sustainability. Things like dorm energy use; building waste production, etc.**
- **A little unclear that the 2 choices fit all faculty needs in the various schools, especially at the Graduate level. Are there other opportunities for faculty collaboration with other universities? This is principally for curriculum development.**
- Eco-citizenship opportunities need to be considered at all levels and all departments.
- Require a sustainability credit / course for undergraduates.

STAFF RESPONSES

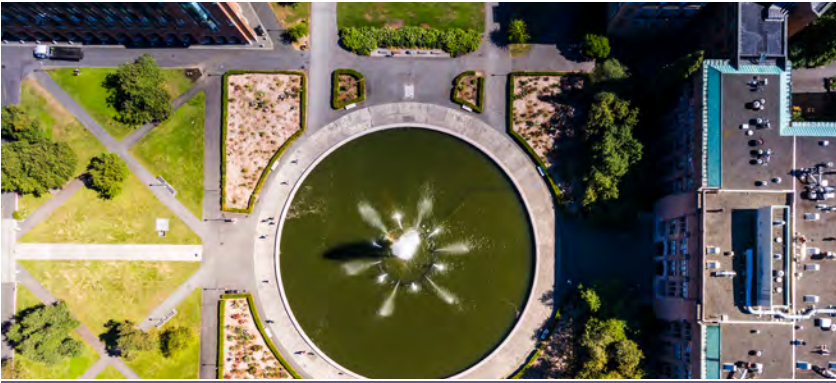
- Communications and education is key. We have new students, faculty and staff every year, some of whom come here from areas that are not familiar with sustainability.
- Developing an online forum, whether internal or public, could be an efficient way to share ideas and resources.
- **Make new members of the student and employee communities aware of this effort in orientation sessions.**
- Sustainability literacy, and a focus on agility and resilience will be key for innovation at the UW from all levels. Training to staff, faculty and students are key to this, along with UW stakeholders.
- **Having a representative in each building and each department who is placed to share relevant messaging.**
- I think getting the community involved should be the #1 priority, but the first steps should include meeting them where they are currently. Then- can we expand opportunities such as a Student Sustainability Hub etc.
- **Incentive rather than blanket communications is much more effective. We are all inundated with messaging all day long. If you want people to use water bottles, give out free water bottles. If we want people to compost over throwing things any, offer a free coffee drink on campus for office the reach a certain threshold.**
- Time off or during the work day service opportunities to make our campus more environmentally resilient; providing tools or training on how staff can reduce their personal/home pollution and ways to entice staff to track progress.
- Refresh composting & recycling displays and communications.
- **Sending volunteer opportunities both through the Whole U and to individual departments would be helpful. Collaborate with student environmental clubs! Promote their volunteering events or ideas (or have them recruit people for yours).**
- promotional material praising the work of the community reminding the individual to do their part.
- Skip student and staff go to the source, work with vendors to make all food packaging, containers compostable (as recycling products now have to be cleaned before they can be recycled and usually end up in the landfill)
- All UW community members should practice a "no paper" rule - i.e. violators (those who still have paper in their possession) to work one-on-one with mentors (I would volunteer to do this!!!) to eliminate using paper records. Create a campaign to "just say no" to paper and move to online only for all records, media, etc... There are many ways to do this but too complex to go into detail here.

TARGET 1

- **Sustainability staff in-person visits or presentations to UW unit leadership or designated liaisons to get buy-in and participation. Require UW units to designate sustainability liaisons and have a system in place for communicating, meeting with and educating them.**
- It is very difficult to give the feedback requested above without understanding what the actions actually mean. What is CTL? What does expanding professional development opportunities for faculty have to do with doubling campus sustainability impressions? What is a 'sustainability impression'? What is the role of community engagement (thru continuum college) in all of this? I went to read the full strategy, but it doesn't provide any more information.
- If I was going to double sustainability impressions, I would find ways to weave sustainability topics and issues into all aspects of life on campus. Funding programs (facilities, libraries, labs) to consider the sustainability aspects of their work and engage students, faculty & staff through those activities they already do.
- Inventory and expand community engagement thorough - local UW neighborhood businesses.
- **Let individual units give input on ways they visualize making improvements. People will buy in more if they can make suggestions about scenarios they encounter in their own roles.**
- Bringing the Whole U equation will help with awareness and provide a united front with getting the messaging out.
- Encourage shared goals with specific numbers. Specify the reusable/recyclable items that end up in waste streams the most. Needs are already well known, were not requiring them yet.
- Whole U is wonderful program that has increase my level of pride and engagement with UW as a staff member. Perhaps there could be a sister organization in the community, greater Seattle or Washington state. A member based organization in which one could join. Membership would inspire a sense of connection to the UW.
- All of them are important. It would be great to have projects that everyone can come together.
- Nothing more to add.
- Marketing, workshops, UW Farm tours, couple with enagaging biz students and biology majors.
- More follow up and story telling behind the success of our sustainability.
- **Create an Events Calendar for the community and volunteer programs in which people can become engaged. Allow people to subscribe to the calendar. Advertise events in the expanded communications. Many people want to be more involved, but don't know how.**
- These are fine, but I'm not sure why this is the number one priority strategy.
- While Whole U is a great way to get all employees at UW involved, and free and fun sustainability related training with CTL and POD might reach a broader range of people than the other two options. I work at Continuum College and while I personally would love to work on this, the organization as a whole doesn't seem to have as broad a capacity to reach people as the other options (however, select programs, such as Osher Lifelong Learning and Summer Youth would actually have a decently broad impact).
- Create 1 credit courses for students on targeted sustainability for their fields as course options.
- **Working with residential life to make sustainability part of the residential student experience and making sustainability part of new staff/faculty orientations (connecting the interdisciplinary of sustainability for all).**
- Create a review team that makes visits to the colleges and make presentations at faculty and staff meetings
- Plenty of communications already established.
- Add a curriculum requirement for sustainability learning to earn any baccalaureate degree. Require some form of sustainability to be taught in every school and department - even art and music students should have some understanding of how the water cycle, waste cycle, and sustainable energy use work.
- Increase volunteer programs for staff, such at at the UW farm; Partner with community organizations in sustainability

STUDENT RESPONSES

- There are many active sustainability groups on the UW campus already so working with campus-wide communications will be important. Providing sustainability-oriented professional development opportunities for faculty will allow multiple generations of students to reap the benefits of understanding how sustainability relates to seemingly unrelated coursework.
- **Please work with Husky Athletics to use arena to educated spectators and athletes to get everyone up to speed and on board. Will pay dividends in the years to come. Also, UW Sustainability should have an ongoing spot in The Daily to ensure constant updates so busy students can still participate (also ensure access to all).**
- Include required AIS course in UW curriculum, preferably with a focus on sustainability or native peoples of the northwest coast. Also, work with native advocates to create awareness of the disproportionate impact of climate change on Indigenous people.
- We are running out of time. Take action that will lead to direct results. Divest from fossil fuels.
- **Embed equity and sustainability in all student programming (A&O, FYP)**
- **Increase representation (especially students) in future comprehensive sustainability planning**
- **Implementation of a faculty fellowship program as well as a sustainability staff training**
- Support sustainability focused student outreach programs for local schools so that UW students can help educate schoolchildren about sustainability at UW and how these students can incorporate it into their own schools.
- Engage with students on future planning actions like this! We have lots of ideas and energy to get things done.
- **The introduction of a sustainability student/faculty fair at the beginning of the year in a central area on campus would be a good way to draw New and returning students in to learning about UW's sustainability efforts and what sustainability needs.**
- Impressions seems a very low value goal. Easy to achieve without being linked to outcomes.
- **There needs to be crossover so naturally integrated into campus life that sustainability is unavoidable.**
- **There is a lack of connection on campus and if different groups can be brought together behind something, sustainability should be that goal.**
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II. ONE UW-WIDE SUSTAINABILITY FRAMEWORK BY 2022

ACTIONS

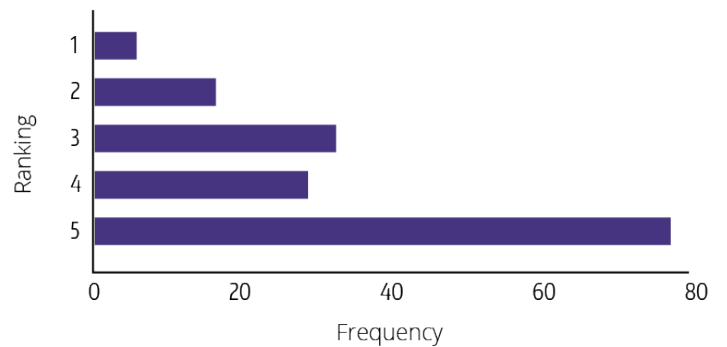
1. Adopt campus-wide definition of sustainability
2. Develop standardized sustainability reporting
3. Hire Academic sustainability manager
4. Develop UW wide sustainability course/
general requirement

ACTION:

Adopt campus-wide definition of sustainability

Ranking	Frequency	Percentage
1	6	3.70%
2	17	10.49%
3	33	20.37%
4	29	17.90%
5	77	47.53%

Likert Scale Ranking of Action: Adopt campus-wide definition of sustainability

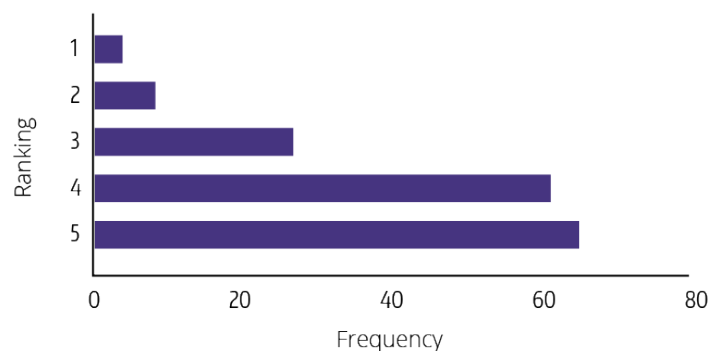


ACTION:

Develop standardized sustainability reporting

Ranking	Frequency	Percentage
1	4	2.47%
2	8	4.94%
3	26	16.05%
4	60	37.04%
5	64	39.51%

Likert Scale Ranking of Action: Develop standardized sustainability reporting

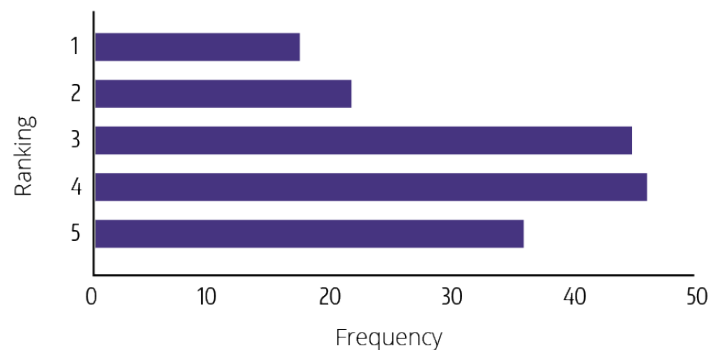


ACTION:

Hire Academic sustainability manager

Ranking	Frequency	Percentage
1	17	10.62%
2	21	13.12%
3	43	26.88%
4	44	27.50%
5	35	21.88%

Likert Scale Ranking of Action: Hire academic sustainability manager

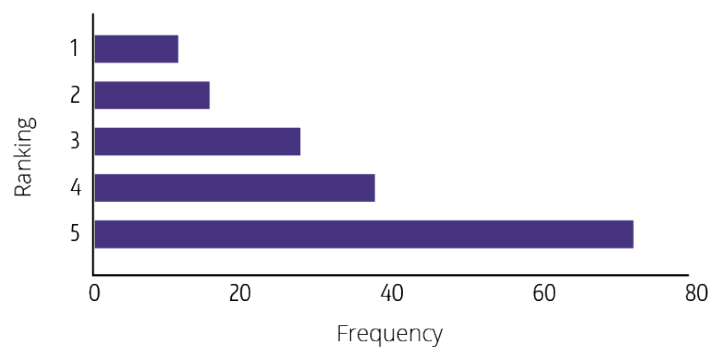


ACTION:

Develop UW wide sustainability course/general requirement

Ranking	Frequency	Percentage
1	11	10.62%
2	15	13.12%
3	27	26.88%
4	37	27.50%
5	71	21.88%

Likert Scale Ranking of Action: Develop UW wide sustainability course/general requirement



FACULTY RESPONSES

- **This target should also include campus planning, design, operations and maintenance -- definitions, metrics and measures. Including the campus itself in sustainability operations will not only help to render the campus as a demonstration learning environment, but will also assist the UW in “walking the talk.”**
- An overall Sustainability Technical Lead is needed to oversee and ensure that campus sustainability initiatives are operationalized and successfully institutionalized.
- For UW to attract students in the 21st century, embedding sustainability in the curriculum is an essential component. All items on this list need to be incorporated quickly in order to make larger progress in campus-wide sustainability goals.
- I think requiring a course or two that are clearly focused on what sustainability means, why it is important, and what the students can do to promote sustainable development is one of the most effective actions the university can take toward a more sustainable future. Given the urgency of the problems caused by climate change, I think it is key that all students think formally about what we as a society need to do to reduce the negative impact that we have on the planet and consequently on the poorer segments of the global society.
- **The definition of sustainability needs to be explicitly linked to climate action, mitigation, and net negative goals. On the courses, it is not necessary to have one course, but a gen ed requirement that credentials the already existing courses is low hanging fruit.**
- **The multi- disciplinary/ multi-cultural definitions of sustainability preclude the singular definition of sustainability. Understanding and respecting these differences are more important than having a single definition.**
- these are all great initiatives -- of course a manager is needed here, but what is an Academic Manager?
- Is this just for curriculum?
- Does this need to be a tenured position?
- Could it be a 'leave' position from say a current position -- like a department chair? One is appointed for 2-3 years
- You plan to hire people and require more forms for everyone to fill out when UW is facing huge budget cuts?
- I think developing a sustainability course requirement is of paramount importance!
- Define sustainability strongly and make sure it is considered in every decision. My personal sustainability definition is radical sufficiency, radical efficiency, radical simplicity, decarbonize everything and build community.
- **Target should be to provide resources for faculty/ departments to incorporate sustainability in course rather than hiring an additional person, who will also require additional resources. Moving resources to departments “bakes” sustainability in rather than painting it over the top. Most of this target is a top down approach rather than empowering from the bottom up. I believe this a poorly framed target.**

STAFF RESPONSES

- We need ecologically literate students and citizens, otherwise sustainability will be much more difficult to achieve. To lower our collective ecological footprint, students should have a general requirement to address ecological literacy, i.e. basic understandings of ecology and environmental issues as they pertain to health and economic costs of pollution and land degradation. Including how communities are impacted, often low-income and communities of color. Students in business, political science, engineering and all departments need to see the ecological connections to individuals and society.
- Collaborative website. Master website that links out to departmental or other websites.
- I think campus-wide definitions and reporting are key, and of course you need someone to help govern that. Once those are in place, a UW wide sustainability course then makes sense to introduce everyone to these definitions, personnel and how to include themselves in the concepts.
- Allow for differences due to local differences (e.g. students vs. staff or resident students vs. commuting students). Address different policies in home communities vs. at UW.
- While the UW Sustainability office has provided some tools to reduce the carbon footprint, there should be more REQUIREMENTS and RESOURCES to have more sustainability in daily activities, classes, etc. Again this is too complex to give you a short answer.
- **Required professional development course module for faculty and staff as well (not too onerous, a 1-2 hours on line module).**
- **These actions seem small and bureaucratic when compared to the scale of the problem. Sustainability of society and the local-global environment is a core challenge of our time. While I realize that all of these actions are probably necessary in the university setting and will take time, I urge you to go beyond laying foundations for a single course requirement (presumably just for undergrads) and to think about how to ensure the UW provides core sustainability competencies to all graduates, both undergrad and grad. I'm concerned that hiring a manager to manage the new reporting required will result in a lot of work/resources being expended without us moving forward as a community beyond better knowing what we were already doing.**
- More awareness helps to bring systematic changes.
- Existing roles should already be doing this.
- Invite campus members to be on a committee that helps develop the sustainability definition.
- First and foremost, it is important that the sustainability class(es) must be the requirement at UW. People who are already interested in these subjects take courses without requiring it. People who need to learn the most are the people who are not aware of sustainability. I hope the course will be a hands-on, interactive one.
- Nothing more to add.
- **The three campuses are pretty different, creating a 'general' sustainability course requirement is good and all, but people have different interests and elements their degrees focus on. One general class won't help everyone equally.**
- Tell the story of this in the community, HUB etc.
- I see this as the most important strategy.
- Reporting is very important because data talks, but the shared definition has to come first. If there is a UW wide sustainability course requirement, that could have much more impact than a sustainability manager--the manager's success would depend on the individual manager, whereas the UW wide requirement would impact all students.
- Rather than general sustainability courses, consider small 1 credit courses targeted for each discipline, in addition.
- **Coordination among the three campuses around programming and defining sustainability together. Offering cross-campus opportunities to connect together and having the sustainability manager (if hired) work on academics for all three campuses.**
- Stop hiring more and more middle management! Integrate into current positions.
- **UW Sustainability manages much of this already. within each department there could be a sustainability lead or designated staff to add this to responsibilities. Only within each department would that individual know how to measure and know the contacts and content of what that department does.**
- There are templates that exist across the nation for measuring sustainability - RFC and other means. Such as at Gonzaga
- Hiring may not be necessary. Redirecting an existing employee may be possible

STUDENT RESPONSES

- The most obvious one I can think of is to divest from oil and gas as this is not sustainable; seems hypocritical to be investing in these sectors while trying to be sustainable.
- We are running out of time. Take action that will lead to direct results. Divest from fossil fuels. Lobby at the state level.
- **UW wide definition of sustainability should include input from local Native American Tribes**
- **Embed equity and sustainability in all curricula and colleges**
- Make a class like Envir 239 available to all students. More/larger class, similar set up to Kristi Straus's version would be good. Go through the basics with the possibility for a 5 credit version whether through service learning or some sort of campus wide involvement activity. Could make sustainability a game/competition between classes each quarter
- I think that the focus should be expanded to climate change as well as sustainability. Perhaps tying the impact sustainable practices have on climate change and the ramifications on our quality of life in the future.
- I think more education about what being sustainable is would be helpful. Also people have a hard time changing their behavior to adopt new strategies, anything to help this shift to make it more seamless. I think a person in each department should act as an internal sustainability manager.
- Adopting a campus wide definition of sustainability and ensuring that all operations comply with that standard is the most important thing that can be done. Planning can't be done when goals and criteria are unclear.
- The UW course requirement should include experiential learning (on campus or not) to drive home the point that sustainability is having a positive impact in the immediate vicinity.
- **Work directly with the coalition for the sustainability requirement. Give them an open forum and freedom to express their interests. Work with them to integrate wit ideas without shutting them down. Perhaps the new employee could act as their advocate. Everyone with a stake should be involved in the reporting measures. Including: clubs, coalitions, professors, and this new manager.**
- Each of these seem critical. I encourage the leadership team to put extra effort into advertising the Sustainability Manager position in order to reach more potential applicants and to extend/diversify the pool. There seems to be a lot of inside hiring - we're missing out on many incredibly talented, driven, and well-suited students who never had an opportunity to serve various roles.
- A sustainability course requirement is imperative when it comes to the future of the world. If students can come away from the University of Washington lacking basic knowledge of climate change, the greatest and most pressing issue of our generation, then UW has failed as an institution of education.
- The first three seem like they could be ethnocentric
- Have not seen any growth or reporting of sustainability on campus
- **Be intentional on how the university plans to obtain a holistic definition of sustainability, one that is open to numerous perspectives that implement a social, political, economic, and ecological meaning. I would consider action that goes beyond just a survey but also events/ opportunities that invite clubs/student groups to have a discussion on how they define sustainability.**
- **Have a sustainability graduation requirement (can be achieved through service learning, internship, study abroad, ad hoc, etc) to all for more flexibility and less credit burden than a general requirement would. A single sustainability course also will be too diluted to be meaningful to all students, as different areas of study interact with the concept of sustainability differently. Students should be able to personalize their learning.**
- I think the top three are inherently important in achieving a goal like this in the time frame that's desired, but I think the struggle will come with creating an engaging curriculum that doesn't feel contrived, redundant, repetitive, or uninteresting if applied to the core curriculum requirements so that students actually take the material semi-seriously.



III. DOUBLE SUSTAINABILITY ORIENTED RESEARCH PROJECT BY 2025

ACTIONS

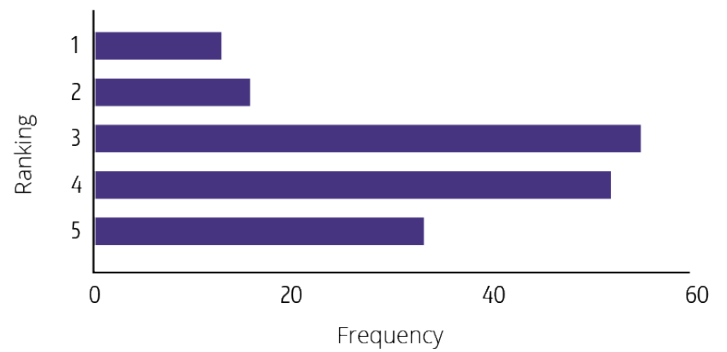
1. Develop a sustainability research catalog
2. Expand campus as a living lab
3. Fund and prioritized sustainability research with communities beyond UW

ACTION:

Develop a sustainability research catalog

Ranking	Frequency	Percentage
1	12	7.41%
2	15	9.26%
3	53	32.72%
4	50	30.86%
5	32	19.75%

Likert Scale Ranking of Action: Develop a sustainability research catalog

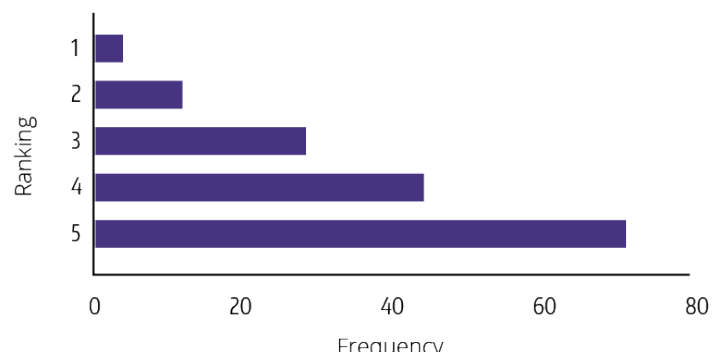


ACTION:

Expand campus as a living lab

Ranking	Frequency	Percentage
1	4	2.47%
2	12	7.41%
3	29	17.90%
4	45	27.78%
5	72	44.44%

Likert Scale Ranking of Action: Expand campus as a living lab for learning and research

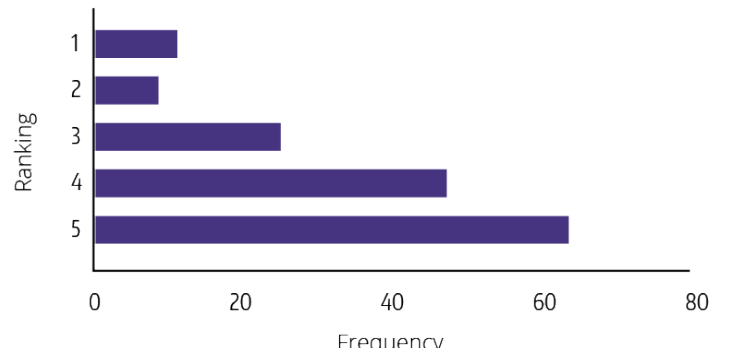


ACTION:

Fund and prioritized sustainability research with communities beyond UW

Ranking	Frequency	Percentage
1	12	7.41%
2	9	5.56%
3	26	16.05%
4	49	30.25%
5	66	40.74%

Likert Scale Ranking of Action: Fund and prioritized sustainability research with communities beyond UW



FACULTY RESPONSES

- Considering the campus as a “living lab” should include not only formalized research, but should influence campus planning, design, operations and maintenance.
- Several higher education campuses are prioritizing a true living laboratory through the commitment to pursue the Living Community Challenge (eg SFSU <https://living-future.org/lcc/projects/>)
- Seems like the 2025 benchmark is too slow. I would have said 2022. If this summer were spent defining and cataloging, then 2022 would be easy to hit (even in the midst of COVID)
- **Makes this an integral part to the undergraduate research symposium**
- **Key here is to determine how your efforts will connect with all schools tenure requirements. Many schools require faculty to publish in A journals -- so if a professional school wanted to reward initiative, how is this going to support faculty looking to achieve a tenured position?**
- What do you mean by ‘communities beyond UW?’ Olympia? Businesses? Municipalities? Other Universities? Beyond Seattle? etc.
- Fund outside activities? While we are facing budget cuts
- I think resourcing education around existing sustainability initiatives...like the uw farm, uw composting etc
- Create minors in Sustainability or Resilience.
- UW could become significantly more vocal in advocating for change, currently faculty and staff are constrained by policy, inertia, and political postures.
- **Again a top down approach rather than one that empowers bottom up. The goal here should be to empower researchers to use the campus as a laboratory when appropriate, but not force it. I don't see how a sustainability research catalog advances the work of researchers. It seems simply a way to allow UW to promote itself.**

STAFF RESPONSES

- Knowing that successful sustainability programs are a hallmark of a safe, healthy and well-managed work environment, it seems that we also need to evaluate the general health of our institution as a whole and analyze how that may impact or interplay with sustainability efforts - and keep a pulse.
- Your use of the word “inventory” is new to me.
- **It would be helpful to have some careful thought and exploration into how to best facilitate campus as a living lab-creating Formal processes or opportunities for faculty to interact with operations/administration to find go'd opportunities.(E.g. a form to fill in or a way to request a meeting, or even a call to faculty for ideas)**
- I completely agree with expanding our work to our communities-only by working together can we make impact. However, I want to make sure that our faculty, staff and students that are driving this work are funded and appreciated before/while expanding to our communities.
- Provide information to integrate home/community program information with UW campus information.
- Again many ways to do this. Partner with public elementary and secondary schools to have actual structured programs - planting gardens, reduce paper, reuse recycle materials, etc.
- Again: how do you move beyond doing a lot of new work simply to know better where we are now, vs doing a lot of new work that changes the impact the university has?
- Also: what does it mean to “expand campus as a living lab for learning & research?”
- What is the purpose of a sustainability research catalog?
- Encourage and ask about sustainability of all students, staff and faculty that applies to work and home instead of seeking input of communities outside of UW. UW is a huge and diverse community.
- Ease of availability to much needed sustainability resources will allow the university community to adapt and plan for making the campus sustainable for the future .
- Research is not my area of expertise.
- To go beyond the arena of academia you must bring in regular folks from the surrounding community. What about community scientists, people could contribute to the research with something they actually do. Somehow allow them to provide real data.
- Scientific research is very important and that is the base. In addition to the scientific, it would be interesting to learn Finance, Economic, Business aspects.
- Nothing more to add.

TARGET 3

- Expand campus green labs initiatives, and work towards developing new research standards which prioritize low waste researching methods.
- UW is a community leader. I love the idea of expanding community access to share lessons and best practices beyond our walls as a living laboratory. If a local company wants to be better at sustainability, but doesn't have the resources to research best practices, it would be great to be able to share UW developments. A Sustainability in the Workplace Kit would be a wonderful gift to community businesses.
- **This strategy should have an equity lens (as should all of these strategies). Prioritize research that examines sustainability from an equity lens; that engages communities equitably; and that drives environmental justice.**
- Prioritizing research off campus is part of diversity and inclusion. The catalog likely has to come before the campus as lab just so everyone will know what is happening, although campus as lab is way more exciting than a catalog.
- Try to orient research towards showing how to learn to do things, rather than provide stock answers that fit only one community, with a focus on how to adapt research ideas for different community needs and resources.
- We are facing a funding cut back in the near future so it is time to reign in spending.
- Really need more information regarding this. Funding is an issue. What about the city of Seattle? This speaks to the fact that the campus is only a part of an urban environment. Sustainable cities is the larger issue. WA is one of only 7 states that does not have an income tax. This could fund initiatives like sustainable cities. Taxes are on a sliding scale with the most wealthy paying the largest share. I don't think the university should bear the financial load of making a city sustainable.
- **UW's own internal efficiency should be studied by students and faculty. We have culture and processes that are often very wasteful.**
- **R&D for carbon storing building materials to be used in campus buildings and drive local and regional manufacturing hubs for low-carbon materials development. Example: Universities by virtue of their sheer size and high use of resources possess a unique ability to impact national, regional, and community building scales and as such, offer a unique opportunity to deliver sustainable, scalable, strategies across the region and nation. Through design, construction, and operation, a university can serve as the nucleus of a connected community of energy-flexible buildings and more. It can**

also stitch together a socio-techno-economic fabric that enables energy and carbon reduction, while catalyzing new regional manufacturing industries for use in the construction of a connected community of buildings (e.g., new markets for rural agriculture waste such as hemp for the product hempcrete).

STUDENT RESPONSES

- Low evidence that in recent times increased research actually leads to substantive change. Simply helps UW feel like it's doing something, without making difficult (or expensive) choices.
- We are running out of time. Take action that will lead to direct results. Divest from fossil fuels. Lobby at the state level.
- **Emphasis on intersectional and comprehensive sustainability research**
- **Promote research that is done by and with affecting communities with an emphasis on local support and an equity framework**
- **Emphasis on Student Campus as a Living Lab projects via CSF**
- Include all environmental research in this- Clean Energy Institute, College of the Environment, etc.
- We really need to emphasize and provide additional data to show how being sustainable helps. This is needed to make sure we are given adequate funding to achieve targets. I think we need to convince more people to get on board.
- **Increase funding and exposure for initiatives like the CSF, the most impactful research is that which we can see changing our campus for the better.**
- Interested professors should lead the way. Have communities apply for research opportunities.
- **This goal falls short. The Climate Crisis is upon us, and simply doubling a small amount isn't enough. Please try to far exceed this goal. Every single graduate is going to need a comprehensive understanding of sustainability practices in the post-pandemic world, as the entire world gears up for mass climate action.**
- Promote research that is done by and with affected communities with an emphasis on local support and an equity framework
- Emphasis on research by campus, for campus
- Emphasis on intersectional and comprehensive sustainability research
- **There's no shortage of research in general at an institution like UW. I want to emphasize the incredible need for APPLICATION and putting the results of existing research into practice. I recommend strong support of tangible, project-based experimentation to pair with research in general.**
- all of these are really neat and important!
- Have not seen any of the above present in or on campus
- I think including communities beyond UW is vital, however, the tendency for organizations to gravitate towards the fiscal side of their business and funding is always unavoidable. None of you are stupid so I imagine you understand this, but baby steps are important first, and then we can expand outward. Maybe those baby steps could include local restaurants on the ave and creating some sort of standardized UW sustainability contract amongst local businesses. It could boost their appeal to the local community who sees a sticker next to the food safety rating in the window that says UW Sustainability certified or something.
- This is one big paragraph basically just saying if you are to expand, do so gradually with local high schools that are already involved with UW or with local businesses and not to get overzealous with the initial expanding of involving local communities.



IV. COMPREHENSIVE EQUITABLE PURCHASING TARGETS BY 2022

ACTIONS

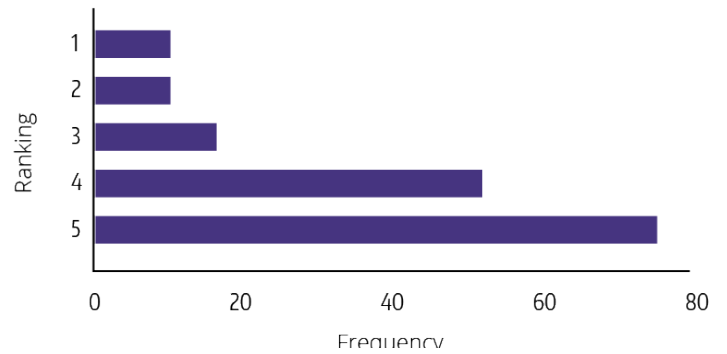
1. Analyze campus procurement data
2. Develop equitable purchasing target

ACTION:

Analyze campus procurement data

Ranking	Frequency	Percentage
1	10	6.13%
2	10	6.13%
3	16	9.82%
4	52	31.90%
5	75	46.01%

Likert Scale Ranking of Action: Analyze campus procurement data

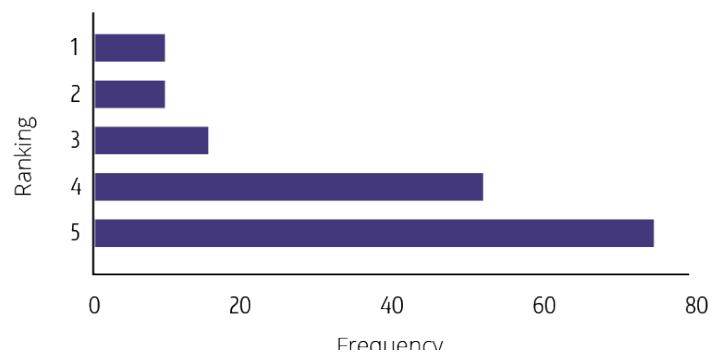


ACTION:

Develop equitable purchasing target

Ranking	Frequency	Percentage
1	10	6.13%
2	10	6.13%
3	16	9.82%
4	52	31.90%
5	75	46.01%

Likert Scale Ranking of Action: Develop equitable purchasing target



FACULTY RESPONSES

- I fully support this target and think that it is essential to develop clear guidelines and definitions of sustainable suppliers. This is not trivial and is likely to cost the university more money. It is also important to emphasize that lower costs up front often have other hidden costs, such as impacts on climate and well-being of workers employed by the suppliers.
- Comprehensive equitable purchasing targets should incorporate the many other aspects of sustainability: equitable suppliers / contracts / manufactures; elimination of worst-in-class toxins; targets established for reduction of embodied carbon (Environmentally Preferred Purchasing Policy); etc.
- Practice what you preach is important
- The UW needs to save money everyday it can
- **Include sustainability and carbon accounting in procurement of goods! Not just equity.**
- **Everyone influences purchasing to some extent. A sustainability filter needs to be used by anyone considering a purchase. This should take place at all levels of the purchasing chain. This needs to be educated and monitored. Bad actors need to be notified. FYI, we are taking into account your purchasing habits in your evaluation.**
- **Equity is important, but so is prioritizing reduced emissions from a life-cycle standpoint. I think this should be included in the goal. Also, I would like to make sure that the health care part of the enterprise is engaged.**
- How does equitable intersect with sustainability? The intersection needs to be articulated so that appropriate metrics can be developed.

STAFF RESPONSES

- This seems cultural. The people who do much of the purchasing are probably not decision makers and may feel constrained. Perhaps guidance to departments to look at their purchasing habits would help.
- First come up with a target, then do an audit of our current data. What can we keep, where do we have to change?
- Targets are often made without investment in program funds to support doing things differently. Cost is a real challenge for those in charge of managing budgets since the UW charges itself for space, IT, HR and fiscal modernization, etc. These are all effectively budget cuts. If sustainability becomes about limiting options of vendors who are able to provide lower cost options for programs with modest budgets, we will create frustrated staff left to deal with the realities of a purchasing plan that fails to recognize the lack of fiscal health at UW.
- **Prioritize those who meet our goals, but don't exclude sole-source or needed suppliers from purchases.**
- **I would focus purchasing decisions on companies who use sustainable practices first. And local.**
- **Departments should be required to make purchases based on sustainability, not price.**
- Also find ways to mandate or encourage sustainable purchasing with smaller discretionary orders of things like office supplies, e.g. 100% recycled paper and tissues.
- **Does the UW already have a 'sustainability purchasing target'? If not, does the proposed 'equitable purchasing target' include ecological sustainability attributes? If not, shouldn't it?**
- **Also consider: supporting individual departments and programs by providing info about sustainable purchasing choices, negotiating for bulk purchasing discounts that programs/offices wouldn't be able to access on their own. Consider all aspects of purchasing (furniture, furnishings, lab supplies)**
- If you don't train or get buy in from the people making the purchases this will never happen.
- There is a lot of wasted resource particularly in redesign and space allocation. Decision makers need to be more involved with design decisions. Make them think before they buy. Do you really need 10 side chairs in that common area that will hardly ever be used. Simplify and minimize the amount of stuff that gets purchased.
- **In addition to the above, UW must identify and recruit those suppliers aggressively, make catalogs much more visible to the community, introducing them, featured**

in UW publications, etc. Once a year supplier fair is not enough. UW needs more resources to promote these suppliers.

- Nothing more to add.
- Include a required recycled/ reclaimed content percentage for all new building and facilities projects.
- Provide this data to everyone and publicly embrace the vendor who ar the most successful at this.
- I'd like to see much more done under "equity" than just purchasing. But this is important.
- You can't set the target if you don't do the analysis first.
- Time to analyze what departments are dumping! An amazing amount of usable items are dumped each week.... then re purchased only a few weeks later. LOOK AT THAT CLOSELY and the UW will save \$ and be truly sustainable
- Excellent! Walking the walk while talking the talk. Start improving form within before reaching out to surrounding communities. Also this is easily implemented by establishing benchmarks along a timeline that is signed into university policy.
- **Total cost is often different from purchase cost. Analysis of lifetime cost can help us make smarter choices.**
- **Provide a procurement framework that balances cost and equitable purchasing - the framework should clearly outline the additional percentage that an item/service could cost if it is procured through a minority- women- or veteran-owned business. Sustainability in terms of environment should also factor into this framework.**

STUDENT RESPONSES

- **STOP buying furniture built by prisoners. Please.**
- We are running out of time. Take action that will lead to direct results. Divest from fossil fuels. Lobby at the state level.
- This needs better defining. "Analyze campus procurement data" is vague, what are your criteria for sustainable and equitable purchasing? How UW chooses to participate in the consumerist capitalist America will define whether or not it's student sees the UW as truly sustainable and a leader at the forefront of the fight for sustainability. UW needs to set an example of what a responsible, minimally consuming University looks like. Corners cannot be cut on this target. This target has some of the most potential for paving the way to change for UW, for Seattle, and beyond.
- **UW's "Equitable Purchasing Target" should include a Sustainable Investment Strategy for fossil fuel Divestment by 2025 and reinvestment of 3-5% of the endowment into ethical and sustainable mutual funds**
- **Create definition and guidelines for equitable purchasing for all University purchases that and make this inclusive of workers rights**
- **Increase transparency in purchasing and involve student representatives in process**
- Achieve said target by 2024.
- This whole category needs more attention, the university needs to improve transparency in its purchasing and supply chains so that everyone can understand where the things we are consuming come from. Additionally the university should not renew its contracts with large corporations like Coke and instead focus on sourcing from local independent suppliers.
- I think the University should keep in mind their responsibility to support local businesses and avoid businesses who hold monopolies and disrespect their workers.
- **I think that procurement services needs an open forum to express or concerns. More student contact is necessary and there should be a way to communicate with them directly.**
- **You really should try to focus on minimizing purchasing ...Reduce is the first R (you even mentioned on your website)**
- Create definition and guidelines for equitable purchasing for all University purchases (food/material/etc.) and make this inclusive of workers rights
- No renewal of contracts with large corporations like Coke
- Increase transparency in purchasing and involvement of student representatives in process

V. 5% LOWER EMISSIONS FROM PROFESSIONAL TRAVEL BY 2025

ACTIONS

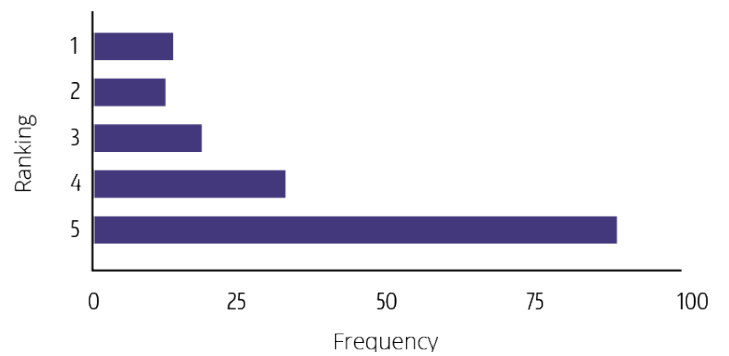
1. Expand online conferencing

ACTION:

Expand online conferencing

Likert Scale Ranking of Action: Expand online conferencing

Ranking	Frequency	Percentage
1	13	8.07%
2	12	7.45%
3	18	11.18%
4	32	19.88%
5	86	53.42%



FACULTY RESPONSES

- While taking into consideration the UW Sustainability Strategy Draft is an interim plan, the target should be increased to accelerate the change needed to obtain carbon neutrality / decarbonization goal.
- **I think 5% is too low a target. Covid-19 has forced all of us to do a lot more virtual meetings and in my experience it has been much better than I expected. To make a strong statement about its commitment to sustainability, I think UW should set a target of 20% lower emissions from professional travel by 2025. This can be achieved by greatly reducing non-essential travel and by purchasing GFG offset.**
- I think more should be done to reduce emissions from professional travel. Beyond online conferencing. Perhaps incentivizing fewer trips by faculty, staff and students.
- It's not just online conferencing. How do you foster intellectual community without face-to-face interactions? This needs to be addressed.
- **I would also add required personal/unit offsetting purchases. For example, Pack Forest could be utilized in an offsetting program.**
- **Video conferencing is not without a carbon footprint. In fact, unless our data center is off the grid, and or using only renewable energy, we are contributing as much CO2 as the airline industry.**
- **Practically, as you look at travelers to/from UW, consider safety, especially for those on many areas of campus who are here at night. Walking to a bus is just no longer safe -- especially in the dark winter months.**
- This seems WAY lower target than is possible. As demonstrated by COVID, LOTS can be done without travel and we should bring this forward into our new normal.
- **Target is way too low. We have a new standard in online education and conferencing that we should take advantage of. There is a significant difference/change in how we are viewing face to face and "bricks and mortar" institutions, build on it.**
- **Develop a centralized travel procurement process and require faculty and staff to use it. Provide feedback to all travelers regarding their emissions.**
- The target is about travel but the action is about local purchasing, seems to be a mistake. With respect to travel, reducing remissions by only 5% is too low a target. traveling by air to meetings to reduce emissions is not a binary choice. There should be an effort to look at end to end GHG emission during travel from transport to the

airport, to sustainable hotels, etc. In addition to those effort to make travel less GHG intense, there should be greater effort to reduce travel. How about UW conducts research into how to create virtual conferences that are as effective as ones that require travel? That would require disciplines from human behavior to computer science. What would such a meeting look like, what technology would be needed to enable it, how could you measure outcomes?

STAFF RESPONSES

- Explore permanent telework for central offices and allow units to determine permanent telework if it supports their business mission and needs.
- What about regular travel between different UW locations/campuses? Many professional jobs do this. Could teleconferencing or remote desktopping replace some of this?
- This also feels cultural. Perhaps look for individuals who are involved in organizing conferences and work with them to develop conversations around this. It seems like something that will take a committed champion with good support
- Due to COVID-19, we've shown that we can get work done through expanded online/virtual work.
- **Staff and students travel as well. Let's make sure that any plan is considering all constituencies, rather than just faculty. As for the question at hand GHG offsets are not sustainable from a budget standpoint. It is also not possible to pay for offsets with some funding sources (research, training, services grants). Offering more virtual options will move us to less travel without imposing more cost to our own limited budgets.**
- There is now more experience with online meeting/conferencing.
- **UW should incentivize more sustainable modes of transportation when possible. For example, I attended a conference in Vancouver, BC and took the Amtrak Cascades train. However, I noticed that there were no incentives to do so even though it is less wasteful than flying or driving a similar distance. There should be policies to incentivize better travel based on time (i.e. if the trip time is less than x hours by train/bus, UW would incentivize that over flying/driving).**
- Yes, expand GHG offsets. Higher than 5% would be a better target.
- **I think far more than a 5% reduction is achievable in light of the lasting ways COVID is likely to affect 1) the way people gather; and 2) the quality of videoconferencing (the recent 2020 Salish Sea Ecosystem Conference is a good example; the organizers quickly pivoted to a well-executed online meeting, and attendance actually INCREASED). Aim higher!**
- **5% is WAY TOO LOW. Travel has a huge detrimental impact on the environment. A study was done a few years ago by students and presented at a quarterly UW Travel information meeting. The results were shocking but no significant action was taken to reduce travel by faculty, staff and student. The only travel which is difficult to** replace is student study abroad. This is life changing and should be a requirement for all students. During this time of the Pandemic, it would be valuable to evaluate how people communicate and meet with each other. I have long thought - why do we travel so much when we can communicate by phone, online or Zoom, etc.???
- Please publicize the GHG offset bank very widely./
- **It would be helpful to provide access to professional remote recording/interview studios for faculty, staff & students to use for making remote presentations/appearances. (This could help support reduction of travel for, e.g., plenary presentations, Congressional briefings, distant media).**
- **Many UW departments, programs & personnel organize workshops, meetings and conferences. Many are learning right now how to effectively transfer small gatherings to a virtual space. Could the UW provide innovations, technology & staff support for transforming larger gatherings to virtual? This would help reduce the travel of UW personnel and help catalyze reductions in travel in the broader community as well.**
- After working from home in this current situation it has shown that the university can effectively function with online meetings. While this is not ideal for overall learning, it is a great resource to have to keep the communication levels up. Plus, the lack of commuters has sure helped our air quality!
- On line conferencing is a useful option but it does not replace the actual interaction between conference attendees where learning and exchange of ideas happens outside of scheduled sessions.
- Fly less. It's terrible for the environment.
- I don't think of any.
- Nothing more to add.
- **Increase this target, 5% isn't enough in this highly impactful category.**
- Not a fan of this as Dining and HFS conferences involve showcases from vendors which are not as impactful online.
- This is brilliant. More and more, managers need to better understand that the virtual world is just as great, and more sustainable.
- **End the strange practice of bringing high-level search candidates to airport hotels for interviews. (This is commonly done for candidates for dean and higher level leadership positions). Do initial interviews remotely to save costs, and cut down on emissions.**
- And this should also use an equity lens as well. Every strategy in

this plan should further equity and inclusion by using an equity lens.

- Most travel should be cut, anyway. No more junkets.
- **Try to find a way to allow professional travel to use rail and transit instead of flight and rental vehicles to achieve this goal. Many destinations would have a far lower emissions impact if we end air travel once we cross a large body of water, and utilize the local options such as high speed rail and local transit options. Perhaps give a higher recompense level for such options, to encourage use.**
- Hold the line on travel campus wide for the next 3 years. Virtual conferencing is used world wide now.
- Develop internal, local conferences.
- This is not equitable. Not everyone and not all sectors can establish credits. Uw Grounds could replace all fossil fuels and get credits. Other sectors, such as libraries, can make everything on-line and do now - they would not get to establish credits. Also much of the research done is not do-able remotely.
- I think big strides could be made to pull the plug on fossil fuels and divesting.
- More support for public transportation would be key as well. However, most of this actually relies on the city of Seattle to improve public transportation and revisit fuels used for travel
- We have great engineering talent. We should be doing research on electrifying air travel. Regional travel could be done without fossil fuels with all electric or hybrid electric aircraft. UW should be supporting both electric storage (battery) and electric aircraft research. Partnering with locals like Kenmore Air could result in win-win scenarios for UW travel to the San Juans.
- **5% is too low.**
- **Departments should actively be encouraged to purchase low-carbon travel options (e.g., train over plane), and explicitly told that it is acceptable for the travel to take longer so that a more sustainable transportation method can be used.**

STUDENT RESPONSES

- **Fund carbon offsets for unavoidable flights! I recently was unable to get UW to reimburse a \$30 carbon offset even after I saved the University more than \$500 over a week's trip by staying in a cheaper hotel than my conference was at. I think this is despicable and embarrassing that an institution like UW, which prides itself on sustainability, is not willing to cover carbon emission offsets for essential travel! There are many ways to get receipts for buying carbon offsets these days, so it can just be another line item on the travel reimbursement form. If students, staff, and employees know CO2 offsets are an option I'm sure plenty would use it and it will likely increase their likelihood of buying offsets in their personal life, too once they realize how cheap they are!**
- With covid this is likely an extremely achievable goal and will have many stakeholders outside this initiative. not a great use of funding or time by this initiative, with so much force behind it already.
- **Shift Career fairs to Virtual.**
- **The online Career fair was extremely green and the most efficient career fair I have participated in. I could search through the job database and then directly talk to relevant booths.**
- **This is an old tradition that needs to be left behind especially with all job info being online.**
- **Did not get handed useless swag that will go to a landfill.**
- **People did not have to be transported by plane or car in order to table at the booth.**
- **Saved countless trees by not printing a resume or ad that will get tossed.**
- **5% lower emissions from profession travel by 2025 is ridiculous. This needs to be a much more aggressive target. 5% is a small enough drop that chance could have that result by 2025. It is ridiculous to drop emissions from travel by 5% over a 4 year period, 5% drop could be done in a much shorter time frame! I want to see at least 20% if not 50%. COVID-19 has shown us that much of the travel that was done is not needed and can be avoided through virtual meetings and has already expanded our online conferencing capabilities. This target needs to be made better with more actions.**
- Create more aggressive target for professional travel emissions
- Develop Plan & timeline for discouraging air travel and expanding video conferencing

TARGET 5

- We have the technology, so why not?
 - We need more than a 5% reduction in emissions from travel. I don't know if UW purchases carbon offsets and if these are factored into the emission reduction calculation, but until a better alternative to flying is available this is an option.
 - Be more ambitious. We all already have zoom. How can the university encourage modes of travel other than by air?
 - Increase stringency for applications for faculty travel.
 - Have these targets included in every measure created already, not a separate discussion.
 - **5% falls way short, especially in this (post-)pandemic world; just from lockdown restrictions, you should be able to get two of the 5 years with minimal travel, so that is 40%, right? And the entire airline industry is imploding. UW should not spend any money on travel. We can find a much better way. Use this opportunity to up the stakes, and let's not slide backwards anymore. We need bold action to encourage innovation so UW can lead the world with solutions designed for a green economy, that is regenerative and carbon neutral. If there is one thing I recommend changing in the whole plan, its is to significantly increase from the 5% and get buy-in from all departments immediately...do not wait, as it's much easier to hold the new status quo of no/low air travel. Thank you,**
 - **Plan for discouraging air travel and encouraging video conferencing**
 - **Timeline for expanding video conferencing**
 - **Create more aggressive target for professional travel emissions in the next SAP**
 - Plan for discouraging air travel and encouraging video conferencing
 - Timeline for expanding video conferencing
 - Create more aggressive target for professional travel emissions in the next SAP
 - Online conferencing is effective, but it will never replace a face to face network, especially if you want to create effective alliances.
 - **5% is insignificant. I would like to see at least a 20% reduction in conference-related travel unless the relative value of this travel for the broader academic community can be demonstrated. My understanding is that such travel is far more beneficial to the individual than to the various programs/departments represented, at a tremendous cost to campus wide carbon emissions and financial resources. Aim for 20% by 2025, 50% by 2030**
- and beyond.**
- Online conferencing will likely be shifting into greater prevalence already as a result of COVID19. Another possible option is expanding the possibilities for lower emission travel (driving and trains), which may take longer but have a much lower footprint than air-travel. These means of transit are obviously not always possible and are more time consuming. To address the later issue, UW could offer faculty to option to work remotely while en route to a destination, making the extra travel time productive.
 - Make promotional videos that explain why air travel is bad and require that every UW person attending a conference while on UW payroll or suggestion that they watch the video and write a short report on why they think it is valuable to go in person
 - **This seems more like a sub-category of other decarbonization goals than a major goal in and of itself. It would be helpful to justify this with an estimate of total UW emissions due to conference travel (if it really is that high I would give a higher priority)**
 - It would also be helpful to not reimburse for first-class or other "comfort" options (or just reimburse at an economy rate) and try to promote shifting attendance patterns to more local conferences as well



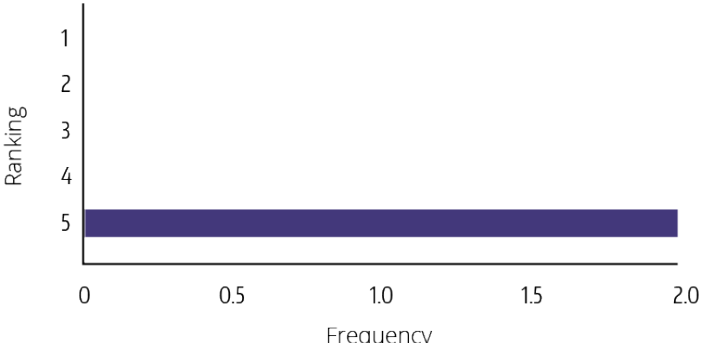
VI. 35% OF FOOD IS FROM LOCAL SOURCES BY 2025

ACTIONS

1. Partner with suppliers and local vendors to procure 35% locally

ACTION:
Expand online conferencing

Likert Scale Ranking of Action: Partner with suppliers and local vendors to procure 35% locally



Ranking	Frequency	Percentage
1	0	0.00%
2	0	0.00%
3	0	0.00%
4	0	0.00%
5	2	100.00%

FACULTY RESPONSES

- Given that Washington is an intensively agricultural state, I think this goal could be increased to 50% food from local sources by 2050. The students should be educated about eating seasonally, which can mean having a more limited selection of food during winter months. Perhaps it is possible to obtain some state aide for this goal given that the money spent on locally grown food stays within the state.
- Should be higher.
- Clearly engage the UW Farm and the Food Pantry in this endeavor.
- Too bad this cannot be higher?! Maybe look at how PCC does their sourcing.
- Collaborate and support food based companies and services on the Ave or in the U-district in efforts to make their sourcing of local and

environmentally sound food supplies. Purchasing co-op or other models that support small businesses make transition along with the UW. A supportive role not a displacement role within the inter-related food network that is the U District.

- Define local:50miles, 150 miles, 500 miles, from USA. Without definition this is impossible to monitor.**
- Drive to more vegetarian, inflate meat costs to subsidize a more local, less CO2 vegetable diet, but needs administrative support.**
- I wonder if it is possible to increase the ambition related to this goal. I also wonder if further reducing food waste can be an element.
- Local sources to reduce GHG emission is the wrong metric. Food choices are more important than transportation emissions in the context of food related GHG emission. Supply chain GHG emissions are only about 18% of food supply carbon impact. See: <https://ourworldindata.org/environmental-impacts-of-food>**
- The target should be a reduction of environmental impact of food used on campus. Local sourcing is a false metric.**

STAFF RESPONSES

- Partner with entities to divert extra food locally to those who need it.
- I hope this includes what can be bought in UW grocery stores and pantries, not just what is used in prepared meals at UW restaurants and cafes.
- menus/offerings can be "in season" as well. Alaska Airlines offers a fruit and cheese offering that is super popular. Stuff like that grab/go is so desirable and apples are just across the cascades.
- It would be nice to give consumers the opportunity to know which options are local or organic so they can choose them**
- Local food is definitely important, but we should also make sure that it is still accessible/affordable to our low-income students.**
- This is certainly a realistic goal given our regional food resources.
- Increase the foods that are organically and even biodynamically grown/produced.**
- In addition, attempt to change pricing structures to incentivize low-carbon and healthy meals. Federal subsidies do not incentivize healthy or sustainable food**

TARGET 6

systems. However, UW could charge more for beef and use that money to subsidize healthier alternatives that require fewer resources and lower emissions.

- local isn't always better for the environment. Shipping material should be fully recyclable and food packaging should be compostable.
- Again, the percentage is too low. Should be at least 50% or more. There are many precedents for this and we should be more aware that there are many ways we can do this at a reasonable cost. Not sure how you are defining local, that can be debated, but in general this is an excellent goal and
- This aligns well with both resiliency and sound economics.
- **Create an info-graphic to show what the benefit/impact is of buying local as opposed to the alternative.**
- **Expand and support the UW Farm program.**
- If this pandemic has shown us anything it is the need to grow local, eat local, and to support the smaller farmers and producers.
- **HSF offers vegetarian and vegan options but adding more selections of both would be helpful as more plant based choices is a better environmental choice. Note that I am not a vegetarian or vegan but am more aware of the health to both humans and the earth if diets are more centered around plants.**
- There does not need to be food at every event. Food waste is huge on this campus. Also, eliminate bottled water 100% from all events. Encourage people to fill their own water bottles. Provide more H2O filling stations around campus. At big events, don't mindlessly place water bottles on tables for presenters. Make water 100% local.
- Have some in-house farm in addition to partner suppliers.
- **lower barriers to bring on new vendors to the UW in HFS. Workarounds to bureaucracy on the state level. Ensuring vendors can build successful partnerships with UW as they stand to gain valuable exposure for their businesses on campus with a captive audience of students. Local seafood, produce, etc. Goal should be within 300 miles of campus for 75% of our sourced food on campus.**
- Love this, again really important to tell our story. Often these products will cost more. We need to let our guests know why it costs more and our commitment to local farmers.
- Need to understand budget impacts and feasibility before I can say for sure.
- Equity lens equity lens.
- This is critically important to our local economy, human health, and the environment.

- **Creating an inventory/audit of what we already have on all three campuses and providing suggestions on ways to switch that, as well as providing funding for these switches and health benefits to making those switches. Should have a communication campaign across campuses. Lastly ensuring that these local, sustainable food options are affordable for students.**
- Don't forget the other end of the food cycle.... composting
- **This is one of the largest areas that needs improvement BY FAR. You omitted the word "organic." Also omitted "fair trade" and "US grown." And other standards. This is easy to adopt by setting benchmarks for UW HFS purchasing on a timeline.**
- **A decreasing amount of ORGANIC food is being purchased by the university each year. Also a standard definition for "local" needs to be adopted before you can go any further on this.**
- 35% is too low.

STUDENT RESPONSES

- Increase labeling about where food comes from (i.e. in cafes on campus, dining commons, district market, etc) even if it isn't local food. I.e. if the line came from NZ, label that because it may shock people to see that. Usually only local food is labeled, but if all food locations are labeled people have the opportunity to make an informed choice! I think people will be much more interested in these efforts if they understand.
- **Where the food comes from is less important than what the food is; serve less meat and dairy.**
- **"Eliminating the transport of food for one year could save the GHG equivalent of driving 1,000 miles, while shifting to a vegetarian meal one day a week could save the equivalent of driving 1,160 miles."**
- **"...[F]or the average American household, "buying local" could achieve, at maximum, around a 4-5% reduction in GHG emissions due to large sources of both CO2 and non-CO2 emissions in the production of food."**
- **Even if the consumption of red meat was reduced by 21-24% and were shifted to chicken, fish, or an average**

TARGET 6

vegetarian diet with little dairy, this would achieve the same reduction of green house gas emission reduction as sourcing ALL food locally!

- “We estimate the average household’s climate impacts related to food to be around 8.1 t CO₂e/yr, with delivery “food-miles” accounting for around 0.4 t CO₂e/yr and total freight accounting for 0.9 t CO₂e/yr.”
- Integrate with and expand UW farm and other ag work
- Help UW community members establish own gardens etc and guarantee purchasing of small scale produce
- This is the kind of direct action that reduces GHG. Do it.
- **Yes, more local food is better. How about transition to more vegetarian options? American addiction to meat is one of the number one causes for our country’s leading causes of death (like heart disease) as well as a huge issue for climate change and sustainability as forests are clear-cut in countries around the world to make room for cattle farms. How about less overly packaged, unnecessary foods seen in the food markets across campus? This target could be made better by changing to more sustainable food sourcing in general with more actions to see the target through beyond buying local**
- Define local, sustainable, equitable food sources and create requirements
- Reduce CO₂ emissions by increasing plant-based food and decreasing meat options
- **Incorporation of the Real Food Calculator into Housing Food Services per AASHE**
- Expand the UW farm, make that a full class that more people can take (other than just the urban farm class). Reintroduce the ability for students to pick what they need. Maybe make it a campus job to regulate the farm usage if it gets high enough
- **How about 50% food from local sources.**
- It’s tough to do that year round up here.
- Why is there only one option for this question? This is not democracy.
- “Local” must have a clear definition in the campus wide sustainability framework and this definition must include sustainability requirements for how the food was produced.
- Additionally, expand food grown and eaten on campus including the UW Farm and edible landscapes.
- **Partner with organic farms (and the UW farm) to support organic agricultural specifically.**
- We should research what impact this would have on our carbon footprint in order to decide if we should prioritize this. If the money could go elsewhere and be more effective, we could prioritize that. Run a campus wide procurement audit to find what would be the best use of the money.
- **I think this also could be higher. We should be working hand-in-hand with local farmers, and help facilitate the use of compost in fields as a relatively low-cost solution to agrochemicals. Cedar Grove is working with farmers in Woodinville on this, and I think UW Sustainability could be part of it, as farmers are looking for end customers with more stable purchase volume to fund investment.**
- Define local, sustainable, equitable food sources and create requirements
- Expand food grown and eaten on campus including the UW Farm and edible landscapes
- Reduce CO₂ emissions by increasing plant-based food and decreasing meat options
- Incorporation of the Real Food Calculator into the plan/ HFS Sustainability Review
- **The university should find a way to fully fund the UW Farm and other relative on-campus entities that pair food production with critical learning opportunities. With that, establish clear and consistent collaborative pathways with campus dining facilities. Aim for 35% by 2025, 50% by 2030. Define “local” - 300 miles?**
- More than 35%
- Grow a food forest on campus with open access
- **Not 35%, 65%, expand UW farm contract to the Mercer court. Encourage even more local food and teach chefs to develop meal plans based on seasonal produce. Stop all food that is flown transnationally. Teach people to despise asparagus in december and pineapple year round.**



VII. 12% OR LESS OF COMMUTES ARE SINGLE OCCUPANCY BY 2028

ACTIONS

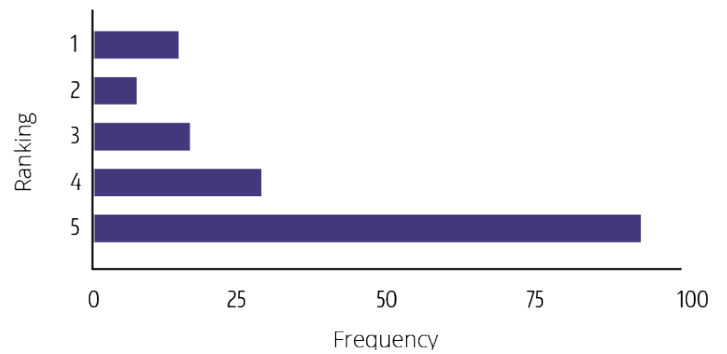
1. Promote Commute options toward SOV reduction
2. Promote the use of car shares and UW Shuttle service

ACTION:

Promote Commute options toward SOV reduction

Ranking	Frequency	Percentage
1	15	9.32%
2	8	4.97%
3	17	10.56%
4	29	18.01%
5	92	57.14%

Likert Scale Ranking of Action: Promote Commute options toward SOV reduction

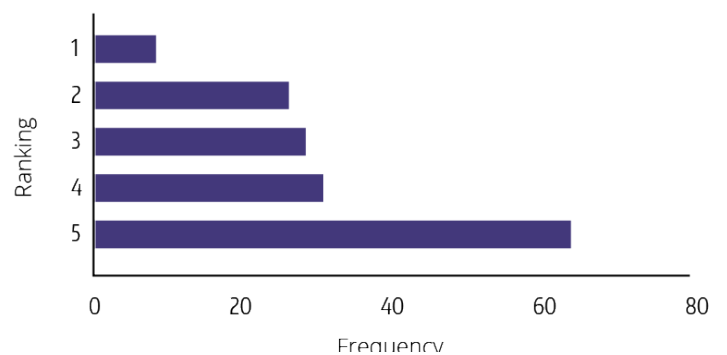


ACTION:

Promote the use of car shares and UW Shuttle service

Ranking	Frequency	Percentage
1	9	5.59%
2	27	16.77%
3	29	18.01%
4	31	19.25%
5	65	40.37%

Likert Scale Ranking of Action: Promote the use of car shares and UW Shuttle service



FACULTY RESPONSES

- While taking into consideration the UW Sustainability Strategy Draft is an interim plan, the target should be increased to accelerate the change needed to obtain carbon neutrality / decarbonization goal.
- **One of the most important actions the university can take regarding this target is to provide a free U-Pass to all students, faculty, and staff. Part of the money needed to achieve this goal should be raised by increasing parking fees on campus.**
- King county express bus from West Seattle to UW, yes please!
- Don't charge for UPass.
- Subsidize ORCA cards
- Great initiative-- safety remains a key obstacle and disincentive. We just do not have a campus police force capable of being everywhere at night.
- How is this practical with COVID?
- Build in system so faculty staff public transit is low/zero cost.
- **More online, MOOCs, and work from home**

STAFF RESPONSES

- Encourage telework across the university wherever feasible.
- Pre-COVID-19, there's been a concern about the increase in public transportation fees. U-PASS is expensive and bus routes are often late, horribly crowded so many of us are standing; are we getting value for the money?
- With the complexities due to COVID-19, it will be interesting to see how social distancing will affect commutes to campus as many are concerned about using public transportation.
- We can promote, but a bigger impact could be seen if there are incentives to decrease SOV. Explore continuation of telework and more flexible schedules.
- **Other companies are updating their policies to make flexible work locations and increased teleworking schedules a permanent part of their work-life balance after the pandemic - and we should, too. The standard telecommuting policy at the UW could be revisited, not only for sustainability reasons, but also to improve the overall health of our organization.**
- **The most effective avenue to greatly reduce congestion and emissions is to limit the number of in-person days employees work. UW's growth has way exceeded physical space, but it doesn't have to be that way if we can make greater use of telecommuting. Those who are willing could volunteer to adopt a hotel model, scheduling use of shared space (for example, every Tuesday). Small financial incentives could be offered to help with home office expenses. In addition to clearing the air and unclogging the freeways, the approach would save on facilities costs, freeing up funds for much-needed renovations / beautification projects in some of the older buildings.**
- So the goal is to reduce the 19% to 12%? That change doesn't seem very big. Is this a particularly tough crowd when it comes to changing their habits??
- What we've been doing is great. Providing easier access to purchasing bikes or trying electric bikes would be great.
- UW often forgets that a good number of staff, faculty and students don't live in the University District, so please just don't forget to look outside of the immediate area when planning these SOV reduction options.
- **Data on SOV offerings don't take into account that individuals who have SOV passes drop kids off, traveling with a non-UW spouse to work, etc. on the way to work. This is short sided and fails to account for the realities of living in a very expensive city. Promoting more, cheaper,**

better options is always better than limiting options for people who need better flexibility.

- Provide shuttle service on-campus, not just between areas. Provide connections to Northgate transit and to University District and UW stations that go through campus.
- **Stevens Way should be closed to all general traffic. Only buses, UW vehicles, and vehicles for people with disabilities should be allowed to use it. Every car trip on Stevens Way degrades an otherwise walkable campus core. Furthermore, the sidewalks along Stevens Way need to be widened in most areas, especially at bus stops.**
- **Please clarify what is included in the drive alone statistic. It sounds like rideshare is not included. However, if an Uber takes one person to campus, it is effectively a SOV trip even if there are two people in the vehicle. That trip would not exist except to transport a single person to/ from campus. Ride share trips should not automatically be counted on the sustainable side of the ledger.**
- Restrict parking on campus further. Encourage that every staff, student and faculty member have a UPass
- **Promote work from home.**
- Identify who are the people most likely to use SOV (leadership, parents, single parents) provide services that meet their needs.
- promote electric bike riding
- **Advocate for more telecommuting policies throughout the university. People who drive in do so out of necessity because the other options don't meet their needs. Don't punish them by increasing parking fees. Rather, make it easier for employees to have the option not to drive by offering incentives not to. Carrot not stick.**
- The UW should also encourage/expand teleworking for part of each workweek where possible.
- Carpooling and UW shuttles are very important but I feel that due to the current state of affairs (COVID-19), those are not very attractive options. It may also not be as a priority if work/school is more remote. However, prior to everything, I would strongly promote it.
- Yes I totally agree - but you need to provide an incentive for people NOT to drive their cars for convenience. Shuttles would be great if they reach neighborhoods around the campus.
- **Offer free U-PASS to all faculty and staff!**
- This must be done in alignment with, and in coordination with, City and County plans.
- **Promote working remotely. A lot of people are doing so**

now during this pandemic. Those units that can work remotely should do so on a more regular basis. Creating workspace that isn't assigned to an individual but is a shared work space, more collaborative in nature. It will reduce our office foot print, and cost to maintain these buildings as well.

- continue to work w/ King County to improve bus service
- Look at the model of how Seattle Children's Hospital runs their commuting program. They incentivize options that are not SOV and charge higher fees for those who do drive solo.
- I am a public transit exclusive commuter to campus and appreciate the ability to ride in comfort and to be a part of the transportation solution.
- Getting people back to public transportation after COVID-19 may be difficult and need much encouragement.
- **When working to reduce SOV commuting, please provide for the needs of who have physical mobility limitations.**
- Make a greater portion of the campus car-free. Close some roads. This could be done and still provide for those with mobility impairments. Open up, broaden walking areas.
- **Increase remote work options. Not all jobs can't be remote work, however, adapting more remote work will significantly reduce commute time and stress due to commute. We can be more productive.**
- Nothing more to add.
- push transportation options more heavily in new employee orientations.
- **This discriminates against single parents with active children. Promote and comp UW Passes, that makes sense. Not at the detriment of the hard working single parents who have a really difficult time paying for the outrageous parking and are not able to take the bus due to the conflicts with children sports. Just my two cents, but obviously I am bias ;)**
- Promote telecommuting options (now that we're all becoming experts). Show how it can be a benefit to all parties (employer and employee).
- Cover the full cost of U-PASS for professional staff to encourage riding transit.
- Completely dependent on Covid transmission trends, testing, safety, etc.
- What about non-motorized infrastructure (for peds and bikes), UPASS, etc. Also I'd like to see how an equity lens is applied here. I am not kidding--all of these should be furthering equity and inclusion.

- **Teleworking should also be prioritized. Many of us come to the office for no reason other than “someone thinks I should be in the office.” Let’s change the culture.**
- Promote teleworking as an option (at least part time for those that are able)
- **Change the revenue model for Transportation to not be so dependent on garage permits, otherwise the model is unsustainable. Always question building additional parking, and continue to replace existing fossil fuel vehicle parking with electric charge parking and bike parking at lower rates.**
- Telecommuting! Including partial telecommuting. Perhaps I’m feeling topical but this is a really good opportunity NOW to start enacting telecommute rules - including departmental benefits/rewards!
- **This should be across all three campuses, because Tacoma and Bothell both have very high SOV commuter numbers.**
- If the UW paid a living wage to classified staff they would not have to live 3 cities away and commute.....
- Increase staff access to commute offices, shared showers, lockers, etc.
- I think promoting telework should be included in this target as well. If staff/faculty telework once a week (those that are able to in their positions), this would also decrease carbon emissions.
- **Shuttle service can be accomplished - look at Google and Microsoft**
- **Promote more telecommuting. No commute uses less energy than shared commute or transit. UW could partner with Metro to improve the transit options. Full buses that are generally late do not attract more riders.**
- **It is so difficult to find carpool partners, and the Transportation Office makes it so difficult to use the carpool pass (not allowing out of area parking, for example.) I think an exclusive UW carpool finder app could be developed by a business or engineering competition. If carpooling was easier and cheaper it would save thousands of single occupant trips. The idea would be to REWARD carpools rather than making us fight to use them. Plus, carpooling is good for promoting camaraderie and friendship, which saves healthcare dollars by lowering stress. Thanks for listening!**

STUDENT RESPONSES

- It will be important to find out why people drive-alone to campus and try different incentives to move them towards more sustainable alternatives. This may include pricing strategies for parking that promotes carpooling.
- Increase parking prices! Most people who drive in are SOV. Disincentivize parking and therefore SOV use. Plus the money can be used for other things.
- can also provide university-subsidized housing to make housing options nearby the university an option for those who can not afford to live close
- In general “promote” is just messaging, this is not going to be new news to anyone. If Promote includes incentives and new infrastructure , it is a valuable approach.
- Leadership competition- have UW leadership publicly track commute choices over a month and compete on sustainable commutes. Build morale and show that nonSOV commutes are not just for “not important “ people.
- The light rail will take care of this. Focus on another issue.
- **Universal U-pass program for students/faculty/staff**
- **Develop bicycle infrastructure plan**
- **Carbon neutral campus fleet by 2030**
- Make parking more expensive and expand UPASS to all students, not just full time.
- I think employees should be incentivized to use public transit by either getting a UPASS or a reduction in metro fees.
- Pass the Universal U-Pass!!
- Promote hygiene and safety on MOV options to fight any aversion to public transit during Covid-season.
- Incentives for commuters. Flexibility for arrival to classes in order to diminish repercussions of using public transit. Letting professors know at the beginning of the quarter if you are a commuter and may be late. Incentives could include: upass options for commuter cars, upass for limebikes, campus incentives for free drop coffe from the husky grind for commuters, etc.
- Every student and faculty should get a free ORCA pass, if not for all state transport. It shouldn’t be a-la-cart, but included in the package. if they have it in hand, they will start using...and once you start, you see how amazing it is so they will convert in time, especially if there is a strong cost argument (free pass). UW raises tuition all the time, just throw it in there. And get rid of the parking lots around campus, especially down by the stadium. Make it harder for people to commute via car. In time, they will figure out alternative methods.
- **Similarly, strategically promote teleworking for faculty/**

staff, as well as online coursework. We've learned a lot from Covid, including a long list of pro's and con's related to online engagement. Aim for 20% reduction by 2028, 50% reduction by 2040. Strengthen collaboration with SDOT and Sound Transit - this target is at the mercy of public transit funding and decision making.

- East King County (Redmond and Bellevue) is not well-connected with UW. Ply shuttle services to this area.
- Implement more widespread bike infrastructure on campus to encourage biking
- Universal U-pass program for students/faculty/staff
- I think the best way to do this would be to make obtaining a parking pass more difficult for single transportation vehicles. This could be done through some sort of collaboration with parking enforcement and more effectiveness with ticketing in areas like the stadium and IMA parking lots, increasing fines, increasing prices for quarterly parking passes, or adding more difficulty with obtaining a parking pass as a single transportation vehicle once parking pass sales have surpassed a certain point. Reworking that system alone could discourage people from relying on personal vehicles for commuting
- Also begin reducing parking not building it! and percentage doesn't take into account growth this could allow the same amount of cars. Make U-pass free.



VIII. 15% LOWER ENERGY USAGE INTENSITY BY 2025

ACTIONS

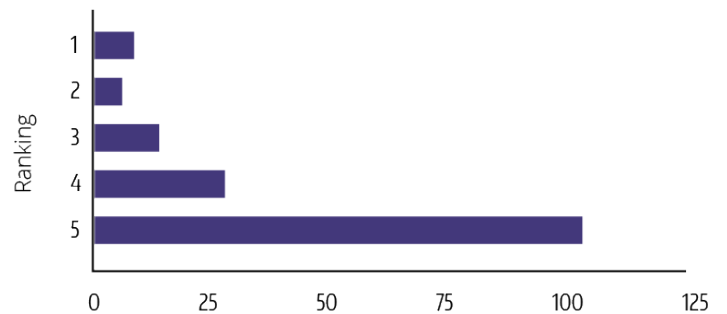
1. Fund, schedule and prioritize deep building retrofits & energy conservation projects
2. Complete campus wide utility level and building level metering
3. Purchase only Energy Star appliances

ACTION:

Fund, schedule and prioritize deep building retrofits & energy conservation projects

Ranking	Frequency	Percentage
1	9	5.66%
2	6	3.77%
3	14	8.81%
4	28	17.61%
5	102	64.15%

Likert Scale Ranking of Action: Fund, schedule and prioritize deep building retrofits & energy conservation projects

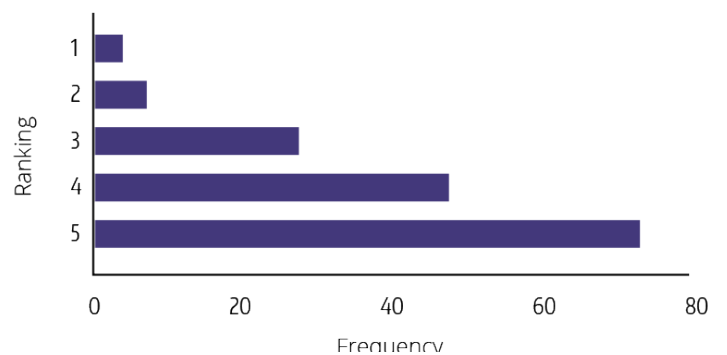


ACTION:

Complete campus wide utility level and building level metering

Ranking	Frequency	Percentage
1	4	2.55%
2	7	4.46%
3	27	17.20%
4	47	29.94%
5	72	45.86%

Likert Scale Ranking of Action: Complete campus wide utility level and building level metering

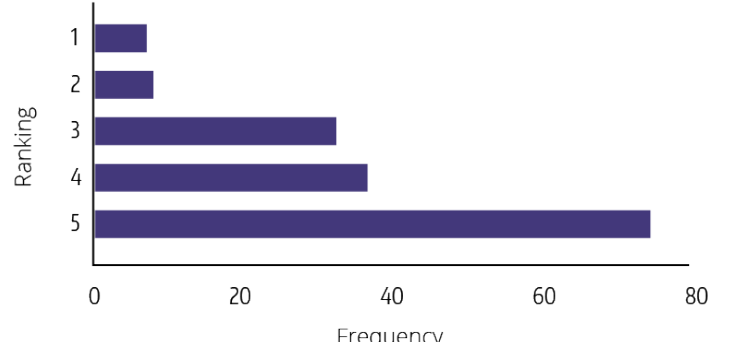


ACTION:

Purchase only Energy Star appliances

Ranking	Frequency	Percentage
1	7	4.46%
2	8	5.10%
3	32	20.38%
4	36	22.93%
5	74	47.13%

Likert Scale Ranking of Action: Purchase only Energy Star appliances



FACULTY RESPONSES

- While taking into consideration the UW Sustainability Strategy Draft is an interim plan, the targets should be increased to accelerate the change needed to obtain carbon neutrality / decarbonization goal. A 15% lower EUI by 2025 is too low to meet the important carbon neutrality goal. (For example, the Seattle 2030 District participants are targeting more than a 50% reduction currently and purchasing all Energy Star appliances is business as usual 2000. See RoHS Compliance to align with the Environmental Purchasing goals of Target #4). Nationally recognized programs such as the 2030 Challenge and the Living Community Challenge, call for reductions beyond 70% by 2025.
- Consider amending this to: Commit to the 2030 Challenge for Planning and eliminating all combustion fuel use on campus by 2030.
- How about retrofit buildings for earthquake safety and accessibility first before we move to sustainability...Anderson Hall?
- Again, biggest energy consumption is DATA and our data centers/ cloud usage.t
- This is a notable absence here.
- **These seem VERY conservative.**
- **I put them all at most important as I don't see these as aggressive enough.**
- **NEW buildings should be net zero by 2025. Connect to power generation systems-how to grow space while decreasing demand.**
- **Develop plan by 2025 to retrofit existing buildings to get to campus net zero by 2050.**
- People do not understand what EUI is. Firstly this has to be educated to everyone. It is a great number tool.
- Secondly, what is our current EUI average, my guess is way over 100. Labs are the biggest losers. In retrofits, the architects generally with support the users, throw up their hands regarding getting to strong energy efficiency design, watering it down. We need tough love here, Get rid of the "get out of jail free card" on energy for retrofits.

STAFF RESPONSES

- If every student and staff member made a habit of conserving energy on campus, that could be a huge win for this target. Things we could be doing that I don't see people doing: unplug devices when leaving work, use laptops instead of desktops, use natural light, turn off lights when leaving a conference room, leave doors open to help with air flow, etc.
- I'd imagine action would need to be taken to reduce energy performance gaps with retrofitting our buildings...maybe looking at successful modeling from other institutions of our size, factoring in our environment for most of the year, etc.
- Please replace gas-powered leaf blowers with sweeping machines to reduce noise and air pollution.
- In regards to metering buildings, of course if metering building is an expense that could be better service by retrofits, better to update and conserve energy the best we can. UWB/CCC is a great campus example of this - albeit quite smaller.
- Make this effort big and visible-invite the campus community to engage and celebrate the work
- I don't know what would be most effective - no preference to above.
- Deep retrofits will have more than just energy efficiency products-they will also help with safety and accessibility.
- This approach does not put the responsibility on the individual employee by problematizing behavior like driving. It is also much more effective at limiting consumption and waste.
- **Reduce space use and allow for more teleworking rather than occupying space in a UW office.**
- **The UW should help fund more efficient replacement equipment for campus laboratories. Many of our labs use old, inefficient equipment because they lack funds to replace them with new energy-efficient models. Some of this equipment runs 24/7 to keep research tools running. I spoke to a peer at Stanford University and found out that they will fund equipment replacement to reduce electricity or water use if the replacement pays for itself in 5 years (electric) or 7 years (water). I've looked for a similar program at UW and haven't found it. I hope UW can learn from Stanford and implement a similar program to reduce electricity and water use.**
- Turn the heat down!
- Solar panels and water diversion (gray water) to water plants are a couple of ideas.
- Energy efficiency is huge. Investments likely will have good returns.
- **Retrofitting existing buildings I think should be a big**

priority. Also, using more shared space or smaller footprints for offices - staff and faculty. Space planning should also be incorporated so that the resources being used for space (heating/cooling) are being spent only for offices that are fully occupied 85% - 100% or more of the time.

- With our mix of new and old buildings that house new and old systems, we need to have more focus on preventative maintenance so we don't have to spend as much money on preventable disasters. (major leaks, non-working monitoring and large water/ steam lines running through campus)
 - Ideally it would be nice to have all of this done by 2025 but facing some of the serious financial cuts might make this a difficult goal to attain... but go for it!
 - Purchase as few appliances as possible. Somehow engage the community to be willing to make sacrifices for the greater good. We have to make it okay to be a little bit uncomfortable in order for the earth to be better off in the long run. For our great-grandchildren.
 - I don't think of any.
 - Nothing more to add.
 - Provide energy conservation education or tips to building occupants
 - In older buildings, such as Lewis Hall, put lights on timers so they are not on all day (such as the outside light under the awning at the entrance).
 - Need to understand budget impacts and feasibility before I can say for sure.
 - Perhaps prioritize projects that have cobenefits for particularly vulnerable populations (low income housing, eg). See? Equity lens!
 - The metering must come before the prioritization of building retrofits if you want to be efficient. Appliances are a smaller part of the equation.
 - **Attack the largest cost centers first, build large scale on campus solar and green buildings, replace existing heating and cooling with more efficient retrofits. Accelerate adoption of high quality LED lighting instead of less efficient lighting.**
 - And find ways to fund this action
 - You have to be realistic... OLD BUILDINGS retrofitting is \$\$\$ and won't be recouped in the lifetime of the building
 - Work with IT to encourage more energy efficient use of equipment. For example, our IT team tells us to never turn off our computers but to turn off monitors. If enough people hear it from their IT teams, it becomes best tech practice in their minds and not just best sustainability practice, which they ignore.
- Be careful where this funding comes from. Students? Or WA? Or federal grants?
 - **Fund cost saving projects first. Solar, done right, generally costs less than utility purchased power (there is specific data available for UW Projects that have not saved much and other government and private projects in Seattle that have saved a lot of money). We should be spending less by investing in smart solar projects that reduce overall spending on power and then using those savings to further reduce costs by investing in energy conservation projects that likewise pay for themselves.**

STUDENT RESPONSES

- Transition away from fossil fuel when new systems need to be purchased! Conservation is important, but there are cleaner technologies that exist today and should be invested in especially by big organizations like UW who have the public visibility to enact a real change!
- Make the “Fund, schedule and prioritize deep building retrofits & energy conservation projects” a design challenge for students within the department. Start sourcing ideas now.
- **More actions are needed. In my time at UW I have seen excessive energy consumption across campus. There needs to be incentives to students in the dorm rooms to reduce water and electricity consumption, since the utilities are package deal with the housing rent many student (of which I knew personally) had no motivation to do simple things like turn off the light or close the window when the heat was on. Additionally, many of the buildings could benefit from motion-detecting lights so that lights aren't on unnecessarily. Perhaps there could be a rating system for each college within the university to see which ones are using the most energy and have friendly competitions to see who can reduce their consumption the most**
- **Establish high performance Green Building standards for retrofits/O&M.**
- Increase water use efficiency across campus by installing manual low flush toilets.
- 50% lower energy usage intensity by 2025.
- This requires a lot of money, and I think this is a great future goal to have. But first I would work on changing the habits of people.
- What about water conservation?
- Partner with Solar energy on new building projects to see if solar energy is feasible. In general, try to implement solar energy on existing buildings.
- Involving interdisciplinary project competitions for new innovations. Program to promote this. Electrical engineering with environmental science students. Project group, summits, continued interaction. Perhaps a credit course??
- I put all these at 3, only because of the pandemic. Physical space isn't going to be priority in the short term (next two years)...but maybe I'm wrong. If we all go back to normal (back to campus) in the fall, then I would put all these at a 5. As making change now will pay incremental dividends down the line. With all that said, I would suggest putting money into building wind and solar cells on campus in the short term (like a large-scale one in the parking lot by Husky Stadium). You can show proof of concept for urban

spaces, and prove you are behind the words of this plan to the UW community so they can more quickly get on board. Plus pays dividends in the medium term with maybe even positive cash flow from selling energy back to the system, and you could help to democratize the energy grid, and ensure guaranteed access as energy my become a more scarce resources as we get more into the climate crisis (ex: wildfires in CA causing power outages).

- **Increase water use efficiency across campus**
- **More clarity in plan/implementation**
- **Increase water use efficiency across campus**
- **More clarity in plan/implementation**
- Are Energy Star appliances low carbon? More than purchase a specific brand, it could be good to try to purchase locally. This goal is highly oriented to ensure low operational carbon, disregarding the embodied carbon of materials, which is usually higher in some cases. I would try to include life cycle assessments for retrofits.
- Also, I think that buildings should have more passive strategies on their designs. Seattle energy code provides good guidelines, but it is not enough. I think it might be a good idea to incorporate better and more passive oriented measures to new and retrofitted buildings. I would recommend looking at the examples of Germany and Austria and their initiatives in net zero-buildings, using local materials, and reducing enormously the building energy operation.
- An observation after two years on campus, there are also plenty of “basic” energy saving measures we are not implementing on a campus-wide scale. Lights, computers, electronics that don't need to be running are left on indefinitely. Antiquated heating systems blast heat when it isn't needed, resulting in everyone sweaty, uncomfortable, and distracted, with windows wide open and with no ability to control it. 15% seems reasonable in the short term, but hopefully will be elevated by 2030 and beyond.
- i guess insofar as i don't know too much about energy star, it would be better to prioritize a measurable aspect over merely a trusted branding
- Extra emphasis on on air leakage for new and retrofit construction. Keep that ACH down!
- Shut down the natural gas plant
- Considering the impact of production, will replacing and retrofitting materials and buildings be more beneficial than letting the products that were already produced run their course? I think that such retrofitting should be done, but I think it should be done with careful attention to detail and evaluation of the actual impact of the decisions beyond simply implementing more “green” products. The production of such new materials should be contrasted with the impact of existing ones and those life cycles as well.
- Have classes outside
- - More visuals that show energy usage of building like the big



IX. 10% LESS SOLID WASTE BY 2025

ACTIONS

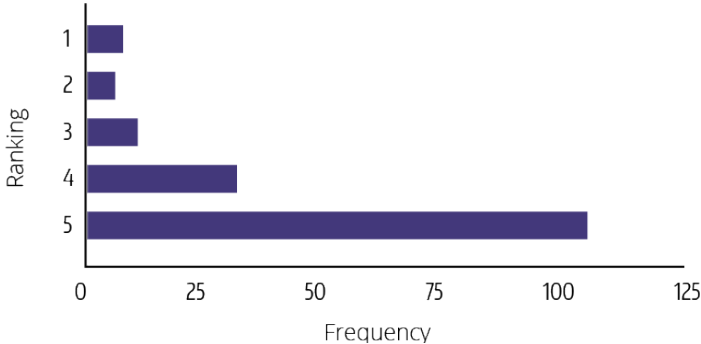
1. Divert compostable waste from recycle, landfill
2. Encourage and support low waste campus kitchen

ACTION:

Divert compostable waste from recycle, landfill

Ranking	Frequency	Percentage
1	8	4.46%
2	5	3.09%
3	11	6.79%
4	32	19.75%
5	106	65.43%

Likert Scale Ranking of Action: Divert compostable waste from recycle, landfill

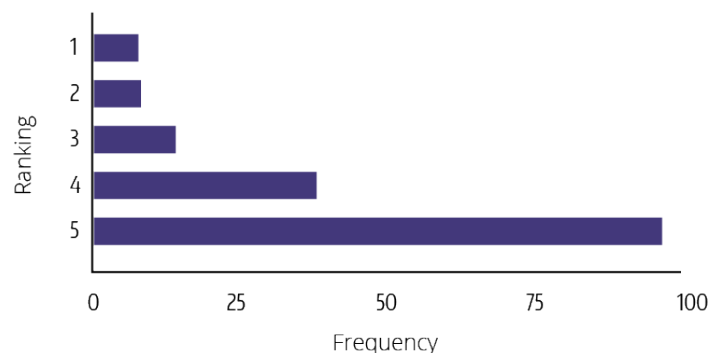


ACTION:

Encourage and support low waste campus kitchen

Ranking	Frequency	Percentage
1	7	4.38%
2	8	5.00%
3	13	8.12%
4	37	23.12%
5	95	59.38%

Likert Scale Ranking of Action: Encourage and support low waste campus kitchen



FACULTY RESPONSES

- These practices should already be conforming to municipal standards.
- Not only should UW prioritize compostables, low waste kitchens should be required, not only 'encouraged'.
- **The university should have composting bins in all relevant locations. For example, all bathrooms should have composting receptacle for paper towels. Work with building managers to identify locations, where compostable waste is going in the trash. Another action would be to transition to compostable disposable containers and utensils throughout campus.**
- This target is too low and too slow.
- It is impossible to find compost bins with the same imprint as all the others.
- PLEASE YES FIX THIS!
- **Low waste campus kitchens can be worked on in conjunction with and with link funding regarding moving to local and ecologically sound food sourcing.**
- Good but not as important as other items.
- **The HFS kitchens are probably the highest/best single entity on campus regarding recycling and compost. Yes, there is always room for improvement. Have you studied the HFS kitchens?**
- the bigger issue is student/staff/faculty making appropriate choices in disposal.
- Reducing take out containers would be significant. unfortunately reusable take out does not work. You have to sit down and eat at the facility.

STAFF RESPONSES

- **University should fund and provide full composting capacity for all aspects of the university as part of general operations. The Washington Park Arboretum needs a much larger composting dumpster, and I would suspect other departments need assistance in budgeting and services for composting.**
- There needs to be better education about putting clean plastics and clean paper into recycling. Either the contaminated item placed into recycle contaminates the entire pile, or a person is lazy and doesn't take the time to clean the potential recyclable to then place the item in landfill container.
- **We need to provide larger/increased capacity for compostables and recyclables in our building spaces. They fill more quickly than trash receptacles, so recyclables and compostables wind up in trash cans as a result.**
- I am perplexed by the ubiquitous presence of plastic beverage bottles -- in dorms, in stores, in dining facilities. The bottles may be recyclable, but the caps go into landfills (and oceans) in the billions. Alternatives to plastic beverage bottles are readily available, so can we remove these polluting products from the campus?
- Provide more receptacles in areas where spread out a lot and food waste/landfill bins are further away. Provide more of these as well through out campus outside to promote sustainability.
- More 3D signage - show examples of the materials sold
- Composting is a no-brainer in Seattle.
- **Refresh publicity and posters/displays regarding composting and recycling and do an educational campaign to increase awareness of what is compostable, etc.**
- Advance low waste options! Encourage students to reduce. I appreciate the UW's commitment to using compostable materials very much, but there is still a huge environmental cost to create and then compost those materials. All efforts should be taken to not just divert waste from landfills but reduce compostable and recyclable materials as well.
- **The one football I've attended at Husky stadium I found plenty of opportunities to purchase food items that were packaged in non-recyclable non-compostable packaging, but landfill trash bins were nowhere to be found. I actually carried my garbage until I got out of the stadium and found a landfill bin. But most people just threw their garbage into compost or recycle bins contaminating the**

bins and assuring everything would be sent to the landfill.

- **Require vendors to sell their products in compostable materials. Make landfill bins easily available.**
- UW Recycling recently hosted a forum with Susan Thomen, founder of Compost Manufacturer Alliance (see <https://www.facebook.com/UWRecycling/photos/gm.687769665329096/3748377171870105/?type=3&theater>). She argued that diverting compostable waste post-consumer is rarely successful--much of it ends up in landfill-only receptacles, there's too much contamination of compostable waste by landfill and recycling waste. The trick is to make it ALL compostable. Consult with the CMA on how to achieve >> 10%!
- Collect coffee (and tea) grounds - beneficial to gardens from food service/restaurants on campus - and transport to UW Farm with UW electric transport vehicles or electric bikes with a trailer (like the mail service).
- Purchase items that do not have non-recyclable packaging.
- Provide a compostable and recyclable materials bin and all waste bin locations!!!
- Can this target be made more ambitious? What about 20%?
- Aren't these state and local initiatives we'll need to follow anyway? I do believe purchasing and more thoughtful packaging would be a better focus.
- We have great options to sort our waste on campus. We need to connect with more of the older population to get them on board with utilizing the options.
- this is a no brainer!
- **Can we have all the waste from all the cafes & kitchens across campus be solely compostable? Eliminate plastic & non-compostable packaging across the whole campus. When one walks up to a waste receptacle after eating the whole pile should go to compost. Eliminate the choice of "landfill" and keep it from coming to campus.**
- **Reduce plastic bottled beverages to sell at the HUB and other UW venues.**
- Maybe switching them to compostable bottled ones.
- For products (food or otherwise) of which the UW purchases a significant amount, is it possible to work with vendors to reduce packaging and use more sustainable packing materials?
- Need to understand budget impacts and feasibility before I can say for sure.
- **Creating less waste first is more important than diverting waste later.**
- **Students have a hard time understanding the programs,**

placing objects in the wrong receptacles. Keep making it easier to recycle, but consider diversion by object placement (e.g. empty tray into buckets, where volunteers pre sort it, since we seem to have problems doing correct sorting)

- Emphasize practical solutions - not ones that look good at construction but are so ineffective that they do not get used day-to-day.
- Finding sources to bring food to as opposed to it being wasted to support the food insecure populations on campus, and creating more waste education and ways to engage people in sorting waste properly
- Check with each school exactly What they are throwing away and charge them
- YES! Minimizing waste - students and around campus. Will take a lot of education
- Generally the cost to compost is far lower than the cost to landfill. These efforts should not cost money but on net save the UW a lot of money.
- **Increase use of reusable dishes at UW**

STUDENT RESPONSES

- I hope action #1 for Q18 doesn't mean we aren't currently diverting compost yet!? If not then what are all the separation bins on campus for? And the signage around them is complete greenwashing if it's not really going to compost!
 - I think there should be better action options here that really address the research and operational attention of a zero waste economy. Also, a campus "giving" community would be awesome! No money exchanged, but just things offered that would otherwise be thrown away. This is SO helpful for students when they need to move on a yearly basis and are constantly changing environments, and therefore belongings and needs. Also, staff/faculty may need to get rid of things at their home and not sure where to give, not able to move, or don't think it's worth selling...giving away to the campus giving community would be great alternative! Like UW Buy Nothing Project.
 - **Shift Focus to being a Zero Waste school.**
 - This target needs to be more aggressive if you expect UW to close the loop in consumerism to be truly sustainability. In fact, it is imperative that this target is more aggressive, with China no longer taking our trash and recycling, half of recycled material is instead buried instead of actually recycled since America doesn't have the infrastructure to handle it. We need less waste now.
 - **Create timeline to eliminate all non-essential single-use plastics**
 - **Incentivize reusable to-go containers, charge people for single-use options**
 - **Implement Circular Economy principles to reuse, repair and as a last resort recycle.**
 - Also encourage students to buy less snacks at the DM via making fresh produce/snacks in recycleable packaging cheaper.
 - Discourage frivolous buying of items from campus stores. Encourage students to buy secondhand spirit gear (like the surplus store).
 - The #1 goal for this target should be to create a timeline to eliminate all non-essential single use plastics. We don't need every candy bar to be individually wrapped in plastic that goes straight to a landfill. Be an example for the world!
 - 1) create cards for each food service stand/area on UW's campus specifically labeling which of their products are compostable
 - 2) pilot program where Starbucks serves all drinks in reusable cups, with collection bins around campus so cups can be returned ???
Just an idea
 - Integrate into kitchen procedures. Competitor for cleanest kitchen.
 - **Should be a top priority, and I think you can do much**
- more than 10%. All departments can make changes, and start sending much more to compost. Work with all food suppliers to use more compostable plastic in packaging, to help push market by funding development. It's a win-win-win for UW, composters and suppliers. The tech is there, all you need to do is incentivize action and help to facilitate contracts.
- Support lab infrastructure to reduce waste and prioritize Green labs program
 - **Support HFS in their reusable to-go container pilot. Cut the sale of products which utilize large quantities of landfill packaging in UW and HFS vendor locations.**
 - Reducing food waste is the number 1 drawdown solution. Prioritize that.
 - **Reduction should be the priority! Reduction beyond simply composting as opposed to sending to the landfill. Reduction should take place at the source! Encourage less consumption of packaging, single-use materials, and food that will not be consumed as a whole. There should be a task force with the sole purpose of reducing unnecessary consumption by the University of Washington and its community.**
 - **Make RA's monitor recycling compliance for dorm trash cans. Allow NO food to be thrown out ever. If extra food is left at night that food banks won't accept, freeze to be sent to food banks or leave out for student use, or send to farms for pig consumption.**



X. 45% REDUCTION OF GHG EMISSIONS BY 2030

ACTIONS

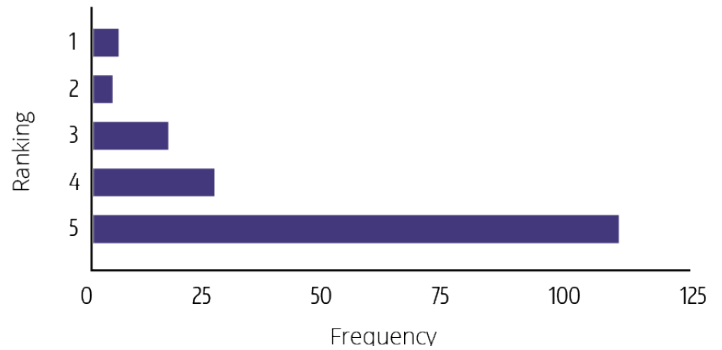
1. Continue expansion of solar/PV and other renewable energy
2. Publish energy resource plan to reduce tri-campus carbon by 2023 (including plan to upgrade Seattle power plant)

ACTION:

Continue expansion of solar/PV and other renewable energy

Ranking	Frequency	Percentage
1	5	3.12%
2	4	2.50%
3	16	10.00%
4	25	15.62%
5	110	68.72%

Likert Scale Ranking of Action: Continue expansion of solar/PV and other renewable energy

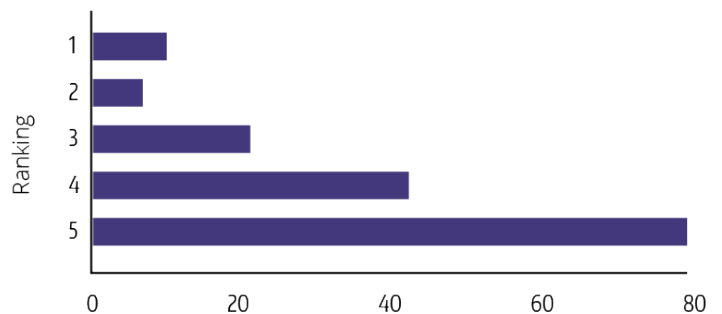


ACTION:

Publish energy resource plan to reduce tri-campus carbon by 2023 (including plan to upgrade Seattle power plant)

Ranking	Frequency	Percentage
1	10	6.25%
2	7	4.38%
3	21	13.12%
4	42	26.25%
5	80	50.00%

Likert Scale Ranking of Action: Publish energy resource plan to reduce tri-campus carbon by 2023 (including plan to upgrade Seattle power plant)



FACULTY RESPONSES

- We should also be considering carbon sequestration in the Sustainability Strategy, in campus planning and design as it influences campus trees, plants and soils, in our shorelines and natural areas, and in innovative carbon capture technologies.
- Many institutions have committed to decarbonization by 2030. UW's 2007 commitment to "achieve climate neutrality as soon as possible" (pg 4) should be amended in 2020 as a statement of leadership with a defined year for carbon neutrality, elimination of combustion & dependency on fossil fuels on campus.
- A 45% reduction of GHGs by 2030 is too low to meet carbon neutrality by 2045. Nationally recognized programs such as the 2030 Challenge and the Living Community Challenge, call for reductions beyond 70% by 2025.
- We should be acting more quickly to reduce GHG emissions. If we want to keep warming at or below 1.5 oC (and we should want this because negative consequences increase with each incremental increase in warming), models indicate that by 2030, in the US we need to reduce emissions by a factor of ~6 (not a factor of less than 2, i.e., 45%). UW should be taking a strong lead on reducing emissions and demonstrating how this can be done for the wider community.
- I am not sure how publishing a plan will actually accomplish reductions, which is why I ranked it low.
- **too low and too slow**
- see previous re Data. There are excellent partnership opportunities in the Seattle area!
- Again, where are we going to get the money. What budgets will be cut to buy solar panels
- **Assuming you're only talking about scope 1 emissions here as you focus on power plant.**
- **UW should have comprehensive scope 1-2-3 accounting in place by 2022**
- **Total reduction targets/strategies set by 2025**
- Decarbonize everything.
- Solar/wind have to go offsite to scale to UW needs. We can't do it with only building mounted PV.
- What is target for zero GHG, carbon neutrality?
- Is it possible to further up the ambition on this target?

STAFF RESPONSES

- Goals could be made public to help our university stay on track.
- We need more concrete actions on a faster time scale. The whole campus should be aware of this effort to report the power plant and the progress we're making
- again - whichever is most effective and has the highest ROI
- This can be incorporated into the building retrofit plan as well.
- Add lots of sustainable power to campus - we have lots of rooftops available for solar panels. What about wind turbine energy?
- Solar power may not be the best alternative energy for Seattle. It's also very expensive but if there are other alternative resources, I support it.
- Solar energy is very underutilized on campus. Should be increased.
- What would publishing the energy plan actually accomplish?
- It would be awesome if UW could be the first campus to be close to 100% sustainable, even before 2030. Time is running out before it's too late.
- Utilizing natural resources should be something that we strongly focus on to reduce our need for fossil fuels!
- I watched the documentary film "the planet of the humans". From that, I think to reduce energy consumption is something we must make an effort right now. Renewable energy needs to be developed/produced sustainable manner. Another thing is to place resources into research to come up with better ways to produce and generate energy. Solar panels are produced using a lot of fossil fuel energy. Biomass energy using wood chips are not sustainable.
- Sharing a plan seems like it will be less powerful than continuing to expand actual use of technologies, but the plan still needs to be published.
- Remember that efficiency is the cheapest energy source, and keep doing visible projects for community impacts.
- We might consider other options than solar
- You are virtue signalling... recouping costs is what you should be looking at
- **While the up-front capital costs of these projects may be substantial, they should save the UW a lot of money. Net Present Value (NPV) of the cost of continuing the status quo for the next 30 years is substantially higher than the NPV of installing solar and upgrading our power plant and reducing our overall costs over the next 30 years.**
- **R&D for carbon storing building materials to be used in campus buildings and drive local and regional manufacturing hubs for low-carbon materials development. Example: Universities by virtue of their**

sheer size and high use of resources possess a unique ability to impact national, regional, and community building scales and as such, offer a unique opportunity to deliver sustainable, scalable, strategies across the region and nation. Through design, construction, and operation, a university can serve as the nucleus of a connected community of energy-flexible buildings and more. It can also stitch together a socio-techno-economic fabric that enables energy and carbon reduction, while catalyzing new regional manufacturing industries for use in the construction of a connected community of buildings (e.g., new markets for rural agriculture waste such as hemp for the product hempcrete).

STUDENT RESPONSES

- Cover employee CO2 emission offsets for essential flights! These are so cheap compared to lodging/food and set a great example to the employees for their personal lives and to the public to indicate that UW “walks the walk”.
- **Serve less meat and dairy. “Eliminating the transport of food for one year could save the GHG equivalent of driving 1,000 miles, while shifting to a vegetarian meal one day a week could save the equivalent of driving 1,160 miles.”** from <https://pubs.acs.org/doi/10.1021/es702969f>
- We are running out of time. Take action that will lead to direct results. Divest from fossil fuels. Lobby at the state level.
- Take a note from Disney. Yes, Disney. The Disney parks generate a lot of food. The edible leftovers are donated to feed the homeless/poor. The inedible bio-waste is used to make biofuel that fuels their buses to and from their parks. UW generates a lot of food waste. This could be made into fuel for the UW fleet and thus decreasing UW's share of carbon emissions further. Also, I think this needs to be a more aggressive target as well. I understand this is following state guidelines but if UW wants to call itself a leader, it needs to be ahead of everyone else, not following someone else's guidelines
- **Increase solar PV on all viable roof & parking space.**
- **Invest in local carbon offset projects with Tribes.**
- **Carbon Neutral campus operations by 2030, Net Zero by 2040.**
- I think we should shoot for much greater than 45% reduction by 2030 because that is THE MINIMUM reduction to avoid THE WORST effects of climate change. Ideally we would like to avoid more than just the worst effects of climate change.
- How does ecological restoration factor into this?
- What is the timeline for being carbon neutral?
- **Increase efforts, including the establishment of a solar energy task force, to evaluate which new and existing building projects could be fitted with renewable energy**
- Investment in the new industry, look at investment options of emerging industry. Perhaps set aside money for when the industry takes off, invest now and encourage others to invest.
- Invest more in solar and wind as mentioned in prior response. UW should use its platform to visibly lead entire state by quickly migrating to zero carbon emissions. UW is uniquely positioned to be ahead, but we should not just accept 1st place...we need to inspire, and show that the vision is possible so others follow, or we're all screwed (just like with COVID-19...we're all in this together).
- **Commitment to 100% reduction in emissions by 2050**
- **Increase restoration projects that focus on carbon uptake**
- Aim for 50%!
- I would suggest a water catchment system if its feasible. Can be used for toilets. With extra filtration can be used for consumption as well.
- Longer term obviously but the elephant in the room is the UW Power Plant, the sooner a plan is developed to shift it to Renewable energy the better.
- End the fossil fuel use for the power plant, begin replacing the pipes for heating with ones that can take hot water instead of steam.

ADDITIONAL COMMENTS AND QUESTIONS

ALUMNI RESPONSES

- I like the strategy and look forward to seeing the aforementioned collaboration with communities of color.
- A note about this survey - acronyms like CTL and POD in the first question made the survey less accessible to me as an alumna who doesn't know what those acronyms stand for or mean. I appreciate being asked for my feedback, but it seems that the survey answer options overall were geared towards staff or others who already are "in the know" with sustainability lingo.
- I worry that this trend of using exclusive language and/or jargon is in conflict with the stated mission of "engag[ing] with UW departments and programs that are making diversity, equity and inclusion central to their work."
- Thanks for your hard work. Great job so far putting out information, keeping people update and engaged.
- These are all great goals, and I really appreciate that the university is taking action. However, I did notice one huge way to reduce emissions has been left off. While buying local food is important, reducing meat consumption can make an even greater impact. Other universities have already begun to take action, with some even going so far as to completely ban the sale of meat on campus. While that may be on the extreme end of things, I think it would definitely be feasible for UW to take some small action. For example, you could encourage dining to reduce the red meat on its menus by a certain percent or participate in meatless Mondays (the Plaza Café already appears to do this by having meatless specials, entrees, and soups each Monday).
- Also, from what I've heard, dining units are either highly encouraged or required to purchase wild caught fish. If true this is completely unsustainable and another very simple way for UW to reduce its environmental impact by switching to farmed fish.

FACULTY RESPONSES

- The impact of campus planning, design, building and maintenance should be central to the Sustainability Strategy, including but going beyond energy production and conservation. With the adjacency of all campuses to

important impaired water bodies, we need to reduce our impacts to those aquatic resources and prioritize their health and restoration -- for their intrinsic benefits as well as their relation to human health and equity. Also, with climate change the demand for increasingly scarce water will be needed to keep campus vegetation alive in the face of hotter, drier summers, so we should be including water conservation, capture and reuse in all new building and campus landscape projects.

- I encourage UW to expand its leadership in sustainability, accelerate progress toward carbon neutrality while attracting students and the various types of research that is necessary for a 21st century post-carbon world. While taking into consideration the UW Sustainability Strategy Draft is an interim plan, the targets are not aggressive enough. What is necessary is bold action to accelerate the change needed to obtain carbon neutrality / decarbonization goal (while keeping pace with our higher education peers and private industry).
- Divest the university from all investment funds that are counter to the principles of the sustainability plan.
- Support for faculty teaching classes. Most schools are under restrictions for new content/classes.
- This survey doesn't reflect the reality of the UW budget crisis or the Covid crisis
- Decarbonization Goals - Not clear why divestment of our endowments and other investment plans from carbon is not being considered. This is a significant tool and strategy toward a sustainable future. Please prioritize the UW's need to actively divest from the carbon centered economy as we develop and manage investment and endowment plans.
- UW should be LEADING climate action setting ambitious targets that align with science and track performance. DO NOT BE AFRAID to set targets we are not sure we can achieve.
- Educational goals are good, but concerned that it may take away from the decarbonization and climate change biggest issue.
- You need to explain goals better. 15% of what, where does what fall in spectrum of efficiency.
- When will UW become carbon neutral?
- When will faculty be allowed to speak openly about the future, not

ADDITIONAL COMMENTS AND QUESTIONS

polite political speech.

- **Have you considered an internal carbon tax? This is an excellent mechanism for reducing emissions that has been successfully implemented at Microsoft and other corporations. I encourage you to explore and to publicly outline the case for why this was not pursued if you do not elect it as an option.**

STAFF RESPONSES

- Thank you for dedicating time, energy and resources to this important work!
- **Substantially increasing virtual work and removing plastic beverage bottles from campus are two extremely low cost, high yield ways to reduce our environmental impact. Many of the other proposals here, while worthy, would require large investments. Let's pursue them in the long term. But for now, PLEASE consider implementing these two very easy, high impact changes. And thank you for doing this!**
- So glad this is happening!
- Often these plans end up being adopted with a disproportionate focus on individual behavior rather than real investment in systems, plans, programs. Also, sustainability goals cannot increase existing inequality. If something is reduced or taken away, there has to be alternatives that allow people to have families and live in affordable housing. These options are currently further away from the Seattle campus and put us at a disadvantage for hiring less affluent staff and faculty. In meeting our goals we should have data collection that takes into account carpooling that happens prior to someone arriving on campus. Actions for individuals should be incentivized to inspire change and make access to solutions equitable.
- Go UW sustainability!
- I've been at the UW for a few years so I'm not sure if they do this but I think when new hires arrive, they should have a quick onboarding session on how to compost. I know many people come from places that don't compost or live in areas that do not do it so I've seen our compost bin filled with all kinds of non-compostable items. I hope dorms are also doing the same to students who are living on campus coming from all over the state, country, and sometimes world.
- **More time and attention needs to be paid on a department level. For example, regular communication with department staff (rather than voluntary or suggested changes to minimize environmental impact is needed). UW Sustainability staff should be meeting with all departments and doing an assessment of current practices and what must be changed - this assessment needs to be required on an annual basis at least!!!**
- We are the university of the future and we need to set the examples for others to strive to become and follow!
- Do we really have alternative renewable energy that is sustainable right now? We need to examine what sustainability means.
- This is brilliant. Thank you for your efforts!
- This survey is very helpful in understanding Plan elements and prioritizing actions. However, without greater context of operational and budget implications, I can't be certain or confident in my responses.
- **I would like to see even more collaboration between tech courses, business courses, and sustainability courses. Interdisciplinary opportunities where faculty and students come together to do research where things like "social justice, economics, and engineering" (or "film studies, history, and data science," or any other endless number of interrelated but often traditionally overly isolated academic fields) overlap to contribute to solving sustainability issues.**
- If we keep adding more middle management and LESS FACULTY we will become a 2nd rate school in less than a decade. We are an academic institution we best get back on point as to what THAT is in the 21st century, rather than running full tilt after ever trend MSNBC says we should.
- Encourage the use of putting bad print jobs in a "Scratch Paper" box by every printer in computer labs, office printers, etc. Our one small printer for about a dozen employees produces enough scratch paper that I haven't used a fresh sheet of paper in about 8 years.
- **Our Financial Transformation project should be accompanied by a transformation in how we calculate costs. Many sustainability efforts have front loaded or capital costs, and savings in operational budgets. It is essential that we not silo and separate these when calculating comparisons between options. It does not make sense to avoid paying for a project that will save money by saving power or lowering waste disposal costs**

ADDITIONAL COMMENTS AND QUESTIONS

because the “rate of return” is low. We must compare what we will spend if we do nothing and if we do the project. If the total cost of continuing the status quo is higher, we should do the project.

- Hire and fund the UW Carbon Leadership Forum (College of Built Environments) to develop a decarbonization vision and plan for the UW.

STUDENT RESPONSES

- I come from the Evans School of Public Policy and Governance. It may be helpful to have expertise from the public policy school to develop or review a program evaluation and policy analysis strategy prior to implementing a large-scale policy. It will be important to have measurement and tracking mechanisms in place prior to implementation to track success towards goals.
- Divest from banks which have large stakes in fossil fuel companies and mining companies. Divest from the prison-industrial complex by sourcing dorm furniture from a different company.
- Shift Career fairs to Virtual.
- The online Career fair was extremely green and the most efficient career fair I have participated in. I could search through the job database and then directly talk to relevant booths.
- This is an old tradition that needs to be left behind especially with all job info being online
- Did not get handed useless swag that will go to a landfill.
- People did not have to be transported by plane or car in order to table at the booth.
- Saved countless trees by not printing a resume or ad that will get tossed.
- There is nothing in here about preserving ecosystems and ecosystem services. This needs to be included in a sustainability plan
- UW should strengthen its role as an anchor institution in Seattle, Tacoma and Bothell by working with those cities sustainability offices on partner projects and initiatives for carbon reduction and green new deal policies.
- For implementing the actions to achieve each target there needs to be diverse multidisciplinary teams made up of staff, facilities, faculty and students with at least

two people from each demographic for a team of eight or more, who report to a project manager for the that target.

- Make Earth Day a school holiday and encourage students to join the youth climate strike.
- My department and I are taking small steps to become more sustainable such as reducing printing and distributing materials digitally. This is hard for some but I think after some time, everyone can get used to this.
- Expose new students to sustainability on campus! This means advertising the work of the farm, having organic food stands, having students communicate with other students on how renewable energy can work in our community, and PUSHING community engagement opportunities on students.
- Y'all are doing a good job, but the looming climate crisis paired with the pandemic means we all need to work twice as hard. Now is not the time to pat each other on the backs. It's time to push for serious change, make difficult decisions and propels us all forward into a regenerative economy so we can survive the next crisis waiting for us on the horizon.
- Accountability is my biggest concern right now. All these plans are an improvement from the status quo, but they actually need to be accomplished. With many treaties and accords that are non-binding or not associated with any real consequences, it's easy to have organizations simply ignore them or delegate much less attention to them as they ought.
- Please, ensure proper accountability by attaching at least some form of consequence to those in charge of making decisions to these things. Please make sure that undergraduates are in the loop about what is going on through releasing goals and the progress toward those goals in a format that is easily accessible along with any changes and updates to goals as things may change and why they occurred.
- Declare a campus-wide climate emergency. Define accountability measures and performance metrics to measure progress.
- Make student voices a priority in the next version of a plan like this, the lack of communication with affected groups and inclusion of said groups in the actual planning process is astonishing.
- Make student voices a priority in future plans, this should be by us, for us!!!!

ADDITIONAL COMMENTS AND QUESTIONS

- More student involvement is necessary in further Sustainability Strategy planning, this time around students did all of the work to make their voices heard! It should be easier than this, you should want to hear what we have to say. Make surveys like this more widespread and include students in planning committees!
- I think that it looks much better than the last plan, in terms of readability and applicability. I look forward to seeing this plan in action, and hope it lives up to at least the minimum commitments it has made. In the future I think that it would be nice to have more student forums to illicit input, especially for those who don't attend school on the UW Seattle campus.
- I find the lack of emphasis on grounds and ecosystems very concerning in this plan. Through restoration of native plants, the use of bioswales/ rain gardens, removing invasive species, and more semipermeable surfaces (just to name a few potential actions), we can be improving what we already have to address some of these goals. In addition, when people visit they may not be able to see some of the changes from the sustainability plan, but they can see improvements to grounds, and will be impressed. There are already student groups that are passionate about this, like SER and CSF projects, and if they received more support this can be an easy fix and a way to create campus into a living lab.
- Also, the Sustainability Curriculum Coalition is very passionate about seeing student voices being included and represented in the sustainability plan, and we would love to continue helping with student outreach, education, and engagement regarding the plan.
- I think the most important part of the early stages of your push for this is the accessibility of information, gaining student attention, and making the information you leave with them resonate (I will expand).
- Management teams, creating research projects, funding; all are vital, but looking from a logistical view point, the best way to promote sustainability is to create change in the community itself. Doing that through changes to energy usage and the creation of waste and prioritizing fundamental, institutionalized change is vital and I'd never argue it isn't, but I'd almost argue that your outreach is more important. A lot of issues can be solved by influencing individuals to make better personal decisions, that much is obvious, but I think in limiting your program outreach to hoping students engage with other students social media posts about it or having the information be on a website that really no one looks at is shooting yourself in the foot.
- I don't necessarily have a fantastic solution for how your reach could be broader, but I do think a good start would be smaller surveys :). As much as you may want to present all the information in the best way possible, I will say I almost clicked off of this when I saw how long it was and the first question contained references to organizations I knew nothing about. The issue with sustainability and the way people go about presenting the issues is often times, the marketing and business side of these movements goes neglected, so the most important thing you guys could do going forward is creating more accessible surveys that not only "goad" people into understanding that what you're saying is important, but providing them with easily understandable ways that you intend to effect change and THEN offering them the opportunity to chime in. You do this with this survey, but not in a way that the average person is going to actually go and read every last word on this page. Condensing the information and making it expandable once you gauge their interest and get their response is going to be important going forward with your student engagement. And making sure the information resonates.
- Also, the portion of information at the front of your page on the UW website says very little and does not have much more than a long winded mission statement that not many have time to read or be interested in. Write everything you want the audience to focus on like it's a persuasive essay.
- Sorry if this is nit picky. I just really want you guys to succeed with everything you're doing and I've been concerned with student engagement in your program from the start. I wish you guys the best of luck!!
- Be carbon free by 2040. 45% by 2030 is great and all but we need 100% soon.