UNIVERSITY *of* WASHINGTON

UW SUSTAINABILITY ACTION PLAN FY22

SURVEY RESULTS

Feedback from the UW community
April - May 2021

Read the full Plan & More at:
green.uw.edu/plan
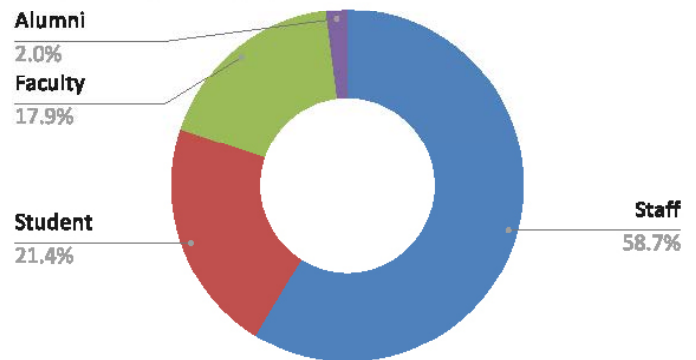
SUSTAINABILITY PLAN

OVERVIEW

The annual survey for the UW Sustainability Action Plan (SAP) is intended to establish an open and inclusive input method for the tri-campus UW community. The survey also provided an opportunity for respondents to express their interest in joining one the planning workgroups that would review the plan and develop recommendations for the Fiscal Year 2022 SAP. The annual survey exemplifies the SAP guiding principle of centering equity, diversity and inclusion while also providing transparency and accountability to our community's needs and concerns regarding the plan.

The Fiscal Year 2022 survey was available between February 5th and March 12, 2021 and had 24 questions. The questions asked respondents to rank each action on a scale of 1-5 based on how well the action will allow the UW to meet each target, and then to provide any suggestions for additional actions the UW can take to meet each Target. A final question asked respondents to share any additional suggestions for how their program, unit or department might contribute toward the Sustainability Action Plan.

Of the 196 people who took the survey, 95% of respondents were from the Seattle campus with 59% representing staff, 21% students and 18% faculty. These results support the general conclusion that more outreach and engagement is needed to garner a larger and more representative sample with particular focus at both the UW Tacoma and Bothell campuses in addition to overall deeper faculty and student engagement. If you have any questions or suggestions for future surveys regarding the UW Sustainability Action Plan, please email: sustainabilityplan@uw.edu. Additional details of annual surveys can be found at: green.uw.edu/sustainability-plan

Response by Demographic

- Alumni 2.0%
- Faculty 17.9%
- Student 21.4%
- Staff 58.7%

Responses by Campus

- Bothell 3.1%
- Seattle 94.9%
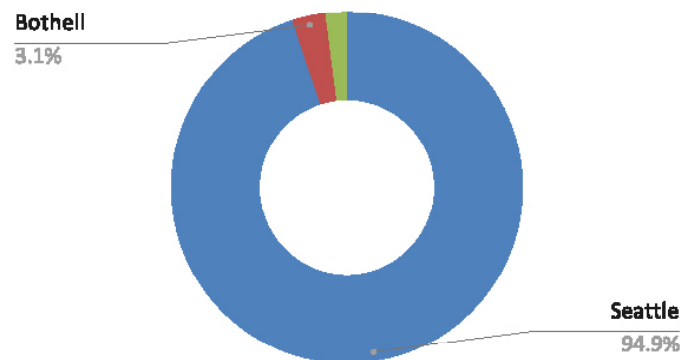
I. DOUBLE STUDENT, STAFF, AND FACULTY SUSTAINABILITY ENGAGEMENT BY 2024

Target Actions

- Whole U and UW Sustainability Collaborate To Expand University-wide Communication

- Expand Professional Development Opportunities for Faculty and Staff

- Inventory and Expand Community Engagement

Targets were evaluated by each action on a scale of 1-5 based on how well the participant thought the action would allow the UW to meet this target, with 1 being the lowest and 5 being the highest.

Sustainability Plan guiding principles

Ensure students achieve sustainability literacy
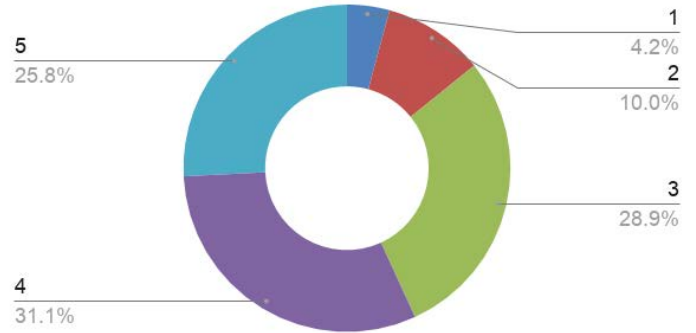
Choose our research

Keep equity and inlcusion at the center
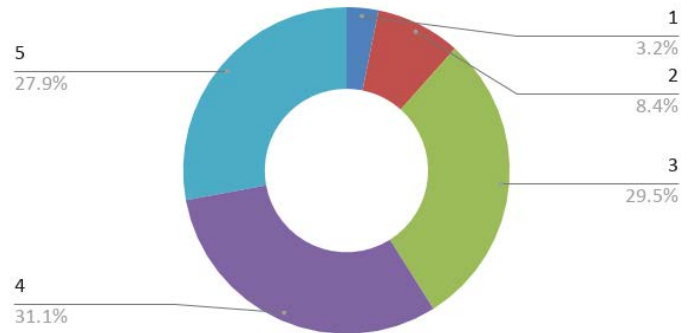
TARGET ACTION RESPONSES

ACTION 1

The Whole U and UW Sustainability collaborate to expand University-wide communication (Ranking 1-5)

- 5: 25.8%
- 1: 4.2%
- 2: 10.0%
- 3: 28.9%
- 4: 31.1%

ACTION 2

Expand professional development opportunities for faculty and staff (Ranking 1-5)

- 5: 27.9%
- 1: 3.2%
- 2: 8.4%
- 3: 29.5%
- 4: 31.1%

ACTION 3

Inventory and expand community engagement (Ranking 1-5)

- 5: 27.5%
- 1: 4.8%
- 2: 6.3%
- 3: 28.0%
- 4: 33.3%
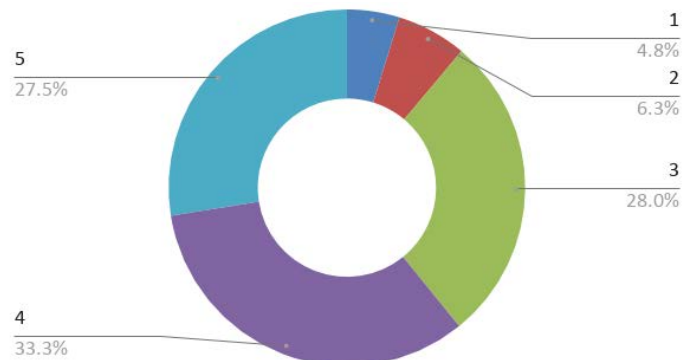
NARRATIVE SUMMARY

- Track engagement by unit/department, need to understand current engagement before we can increase it
- Launch campus wide communications and engagement plan based on behavior change best practices
- Engage each College with actionable steps to gain buy in - create incentives & compensation for staff, faculty time
- Form college boards comprised of faculty/staff/students to address active, current sustainability issues;

FULL NARRATIVE

- Communications is great, but the band width to actually read and listen and act is limited. There comes a point of over-saturation. Also, education for the incoming freshman class as to how to recycle, compost, etc is poor at this time. How exactly would a massive education campaign work for all freshman who are learning the UW system for the first time?
- I think your focus should be on staff. Students are already engaged.
- Normalize this it's not something extra
- Engage directly with each College and School to inform and gain commitments to the Action Plan, college-by-college.
- Create incentives and/or more broad recognition for engagement
- Change compensation structures to allow for engagement. Interest is there, but we are not give time, support, or space to act upon it.
- Mandatory courses and training for students and staff. Invite all to opt-in to incentive programs (ie miles bus/biked for rewards).
- We need to know more so investing in student, staff and faculty should be a priority
- Increase advertisement around campus
- Encourage and support continuing remote work for 1-2 days per week, once normalcy returns.
- ALL departments need to be communicating this for engagement since many of us students can only focus on our departmental emails daily/weekly with our course loads
- Specifically engage with RSOs
- Student engagement is hard to get as they have other things to be focusing on. Although education is important, changing the systems around the students will probably yield better short term results.
- Awareness and actionable steps are important to create buy-in.
- Weave sustainability into all budget/procurement decisions made by staff. Make it an "opt-out" rather than an "opt-

in" to purchase compostable or otherwise environmentally friendly supplies.
- Incentivize local leadership in educating and provide easy to use guides, etc. for office and learning spaces (ex: common compostable items thrown in the trash, etc.).
- "- partner with organizations like the Sunrise Movement or elevate youth voices involved in climate change--also, use the term climate change. Sustainability is vague and not at all sufficient to addressing the climate crisis.
- - share tips that would help students and staff--like how to save money on utilities through more effective resource use; things that are mutually beneficial to bring people in."
- Make engagement opportunities count towards school credits. EX. go to 10 clean up events get 1 NW credit towards graduation.
- People already get a lot of emails, I'm not sure if the usual forms of engagement will be noticed
- As a student I have not seen many ways to get involved promoted to my email or myUW despite being an ESRM major for 3 years. I think there should be more community engagement and work being put in by students organized by staff to make changes
- Work collaboratively to find ways to go paperless. Ie. Use e-signatures, use Creative Communications for all printing needs, switch to e-record keeping, use digital marketing instead of paper...
- find a fun way to engage but don't beat people over the head with your message. The more signs there are, the less people see them. signs take resources. Changing signs takes resources. Changing them often because they are poorly done takes resources. hard to tell people limit your use of resources when you are burning yours in effigy.
- Actually financially support staff development, no doubt you'll put $ in to faculty
- I don't know what these have to do sith sustainability.
- Give people more concrete goals,
- Inventory and expand Engagement - How do we know community engagement should be increased if we have not already taken stock of the current situation?
- This should not be problematic as most of the communication is electronic and easy to accelerate
- "Have volunteer opportunities for faculty and staff to engage in. Could motivate participation by offering incentives such as earning PTO hours.
- Have departments and divisions participate in fun team-building activities or competitions that allow for more interaction across campuses and a sense of community within UW.
- Bringing people together can have a positive impact on getting people involved, committed to a cause, and educated about different issues."
- "- Make key leaders responsible to keep their staff involved in specific ways.
- - Pay students, staff, and faculty to be involved."
- Have a requirement for a GenEd that relates towards sus-

- tainability and the students' interest or major.

- Worthwhile goal. I think implementing policy and procedure that supports sustainability would greatly increase engagement -- reducing/eliminating paper-based processes, provide alternative for more sustainable practices. While people agree with the idea, it's hard to implement change without some level of required practices.

- Have events that promote sustainable options like electric cars.

- I run into a lot of older coworkers if feel that nothing will change climate change and might as well continue to do things they have always done. So implementing smaller changes might be helpful or provide more information.

- Promote case competitions aimed at engaging faculty and students in solving our problems.

- Provide more social/community building events around climate change activism

- Invest in local gardens and teach sustainable agriculture courses. Also help students who want to invest in or develop seaweed and shellfish aquaculture. And develop further programs of outreach that could involve communities near the school. This outreach program could educate people about climate solutions as well as give students hands on experience in communication.

- Working virtually would have one of the greatest impacts to energy use. This is not even listed in the survey. Working from home, not using fuel resources, crowding the highways, or using campus resources including space would make an enormous contribution to sustainability.

- "Promote engagement at sporting events

- Promote student-led events"

- This is plan is pie in the sky and ignores the intersectional need of lower income and socially marginalized communities. It's easy if you're making $200k+ year to live within walking distance of campus and buying a Tesla. Naming these goals without acknowledging racial and class disparities promotes wealthy white supremacy. This might have been unintentional before but now that you know, it would be intentional racism to continue as named here.

- For target 1Make a universal mandatory credit towards learning environmental issues and current events. We must help ALL students to be truly informed about the problems we gave and the solutions that we can approach.

- Sustainability credit

- Bring together sustainability-oriented RSOs and on-campus orgs. There is a lot of overlap in these orgs' work and they don't have the common space to engage with each other, UW sustainability and they can act as liaisons between UW sustainability and engagement.

- Engagement needs to be action-focused. Given that behavior change is very challenging, perhaps engagement should focus as well on explaining the need for new investments and regulations, and then teaching about those that are implemented. It's past time to address the climate crisis -- and bold action needs to be taken in the next 2-3 years. We can't wait for thousands of students and staff to make the "right" choice.

- Create hands-on work parties that students can participate in to advance campus sustainability.

- Engage students with the landscape more--UW Botanic Gardens, campus grounds, benefits of green infrastructure

- These seem like good actions, especially expanding professional development opportunities. I recommend more paid positions for students - students are busy and often need to work, so if they can learn about sustainability and get paid, it's more likely to increase engagement.

- Create engaging and incentivized ways to get people involved. Swag = clutter and waste, but give clear examples to students about why they should get involved and care

- include diversity and sustainability work as part of all professional evaluations, academic evaluations, and tenure and promotion packages.

- Lower requirements or provide opportunities with lower skill levels needed for more engagement. Inventory based on what type of engagement people are doing and improve based on that as well.

- Engage with the Foster School to directly support development of student business projects around sustainability actions on campus that they could come up with.

- I think increased communications and building awareness with students to get them onboard with sustainability has the potential to have the most significant impact.

- Form either college boards comprised of faculty/staff/students to address active, current sustainability issues; AND expand the board of regents meetings to include at least one representative from faculty, staff, local citizen representation!!!

- Create and present a whole story by strongly tying sustainability to climate change, native philosophy, eras of smaller global population and less consumption, the Pacific garbage patch, pervasive plastics and microplastics, and commercial actions that continually sell us on consuming more. Alert the UW community to the widespread interest in sustainability and educational programs that exist around the world. Showcase small businesses that are creating sustainable products.

- Community engagement offices (Carlson Center at Seattle; Office of Community Engagement at Bothell; etc.) can seek and foster partnerships with organizations contributing to sustainability.

- "- Organize forums and mix groups to encourage collaboration and inclusion.

- - Require that each department contribute in some way. If we want to walk the walk and meet the sustainability goals, we need to be willing to commit to all being involved.- "

- incentivize and gamify engagement activities; present information and opportunity for engagement in tangible, relevant ways; keep a local and global focus simultaneously; provide easy to understand tools and opportunities for measuring the impacts of our choices and actions to improve sustainability and make these vivid, accessible and in front of as many people in the UW community as possible so we know and understand our progress or lack thereof; keep equity at the heart of the effort, too

- Start a Food Service Degree program for Chefs to learn Hospital Food Service (none exist now and there is a huge need) Also start a Transportation Science department, for engineers, mechanics and designers, be a part of the future of transportation, And automotive skills are high paying and in demand.

- UW should lead and model drastic actions for students, Seattle, Coast Salish territory

- Offer incentives for lab spaces to adopt more sustainable solutions.

- "- Include sustainability as a key student learning objective/takeaway in courses.

- - Teachers include some material and discussion about sustainability in courses."

- Track engagement by department/unit/etc., and share out to those units. Share with the units how their engagement compares to the target engagement and whole school engagement. Ask units to contribute to bringing their faculty, staff and student engagement up and potentially provide ideas for how to do so.

- Allow for volunteer time for sustainability events and community support.

- I'm not entirely sure what "engagement" means in this context. Is the goal to change behaviors, increase knowledge, engage opinions and ideas? My answer would be very different depending on what we are seeking to engage our community in/with.

- I really hope UWMC and UW SoM and all it's satellite campuses can be part of this

- Professional development is critical for the Tacoma campus. We lose critical staff due to career limitations and adding PD will definitely help retain employees.

- I think the most important thing to do is to engage new people coming into the community...They're most primed to receive new information and they're likely to disseminate it more effectively than you will. Make sure that you are Directly engaging with a diverse group of people and a diverse group of people is creating whatever marketing resources you're making... you need culturally fluent messaging. There needs to be a significant amount of diversity in this or a lot of people will be missed

- More compostable containers and eating utensils, cups, etc... for student and campus dining

- Incorporate goals into faculty research to align with the mandatory professional advancement required by faculty, with incentives for undergrad and MS-level involvement/training.

- Inventory and expand community engagement. Public participation, networking with potential leaders in communities, and always be searching for as many stakeholders, all are essential when combatting climate change, not just limited to our schools. This is a global crisis. We need everyone possible on board and doing their part.

- Launch campus-wide communications plan based on behavior change best practices.

II. ONE UW WIDE SUSTAINBILITY FRAMEWORK BY 2022

Target Actions

- Adopt a University-wide Definition of Sustainability

- Develop Standardized Reporting of Academic Content

- Identify Minimum Learning Outcomes

- Determine Feasibility of a Student Sustainability Hub

Targets were evaluated by each action on a scale of 1-5 based on how well the participant thought the action would allow the UW to meet this target, with 1 being the lowest and 5 being the highest.

Sustainability Plan guiding principles
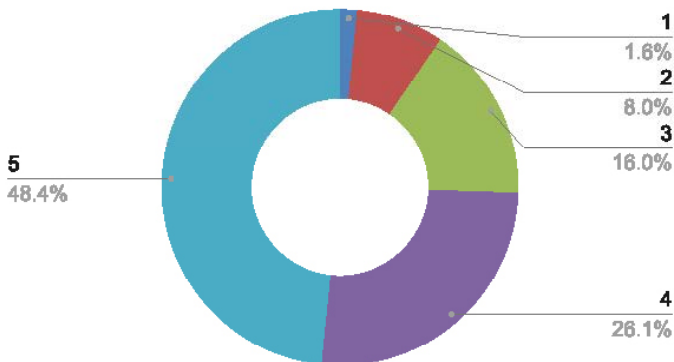
Ensure students achieve sustainability literacy
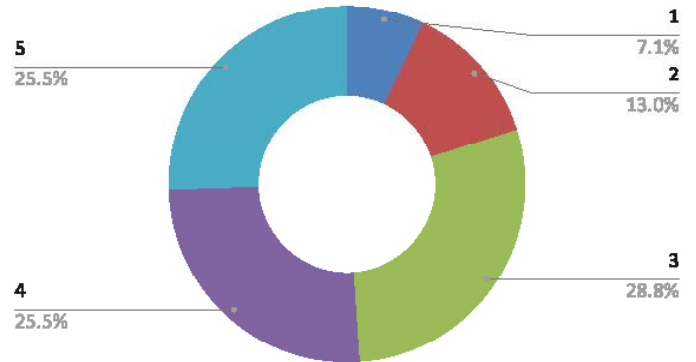
Keep equity and inlcusion at the center

ACTION 2

Develop standardized reporting of academic content

5
25.5%

4
25.5%

1
7.1%

2
13.0%

3
28.8%

ACTION 3

Identify minimum learning outcomes

5
25.9%

4
28.6%

1
3.8%

2
9.2%

3
32.4%

TARGET ACTION RESPONSES

ACTION 1

Adopt a University-wide definition of sustainability

5
48.4%

1
1.6%

2
8.0%

3
16.0%

4
26.1%
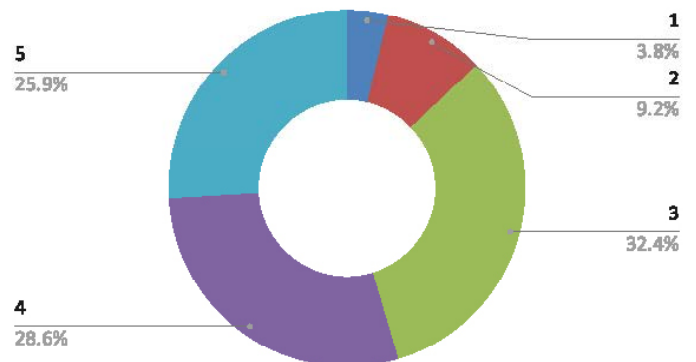
ACTION 4

Determine feasibility of a student sustainability hub (Ranking 1-5)

5
20.4%

4
32.3%

1
4.8%

2
11.3%

3
31.2%
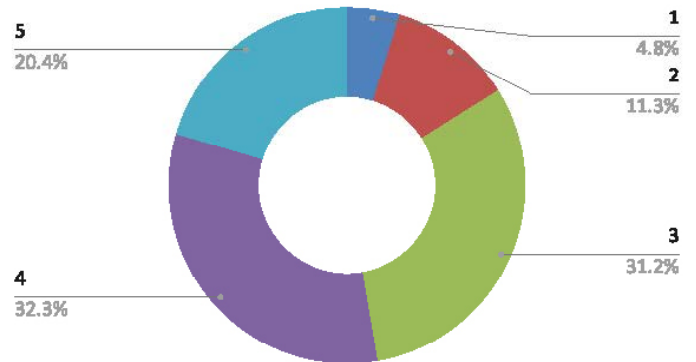
NARRATIVE SUMMARY

- Sustainability definition should include marginalized voices/communities, faculty, students and staff form all three campuses
- Develop a transdisciplinary framework that works towards standardization and understanding across a variety of disciplines.
- Sustainability learning outcomes shouldn't be burdensome to faculty and students
- A sustainability Hub should be accessible and useful to all campus communities, not just students or environmental majors

FULL NARRATIVE

- Difficult due to different departments with different waste streams. Standard reporting will be very difficult due to lack of department personnel responsible for reporting. Who does the reporting in each unit and on all levels? Current staff? Accountability? Cost?
- Again, I think your focus should be on staff. Students are already engaged.
- Adopt a University-wide definition of sustainability is critical. As it is now, it's too broad.
- Listen to scientists
- Actually make the student sustainability hub, not just consider its feasibility.
- What do we mean by sustainability? Discourage faculty travel to conferences that are not essential. Reduce faculty use of SOV.
- Again, get all colleges and departments on board.
- Gotta be consistent across the campus. Having good definitions is a must
- Common definitions and survey/communication within and across Colleges will help elevate stature of already existing sustainability programs. It will also help clarify what content is truly pushing sustainability, and where there is a lighter brush and possible green washing. I was less clear of what the "student sustainability hub" really is and how it would be beneficial.
- set goals based on quantifiable metrics. include decarbonization strategies aligned with global zero by 2050 targets
- This is important. The effort to include equity as a sustainability pillar has created some confusion. Make available a resource page and training modules to help clarify.
- Decrease the amount of meat served in cafeterias across UW
- focus on/name climate change.
- Make info about UW sustainability like the land acknowl-

edgment. Begin all classes with new info on the subject.
- Depends on what the definition is and what the standards are! What if a hub is NOT feasible?
- work with other institutions and corporations to develop a regional definition of SUST.
- we are a university. This should already be done. Students need input, we need to listen, respond, adapt and in many cases accommodate, but allowing students to drive the boat means a zigzag path, often in circles. Try and try again is not always bad. If there is a reasonable variance in the plan that might give a chance at success give a try. But if it is the same exact try, that failed the last three times, don't humor, learn to say no.
- Reaching it seems easy, meaningful measurement seems unlikely
- Other than the first and last point, I don't know what points 2 and 3 have to do with sustainability.
- Student Sustainability Hub was not defined so it is not possible to give a good answer to whether or not it will help.
- Most solutions have one leadership group for decision making and are sourced from electronic communication so I see success in this model
- This one seems a bit confusing. It would be nice to have more detail on bullet-points 2-4.
- Evaluate sustainability of telework options.
- Have a webpage for any and all things related to UW sustainability - ongoing research projects, events/guest speakers, courses, community events, etc.
- Important to define goals and metrics to measure progress to goals. Goals and procedures should be tightly linked.
- I like the idea of a sustainability hub. Or place where staff can drop off random things to be recycled.
- Encourage more curriculum focused on environmental sustainability, including climate action, throughout the university.
- Have students write about their own ideas of sustainability. Then set up some sort of group discussion. The final definition can be held up to a vote. These type II targets need to have massive involvement and be ran by both students and faculty to be truly effective.
- Are all faculty going to be required to teach about sustainability in their courses? We get ten weeks to cover our specific topics. Do you want us to divert two weeks to talk about sustainability?
- Mandatory environmental education credit
- "Develop the framework and open it up for comment.
- Establish student, faculty and staff steering groups to develop the framework."
- Address disparities in people having resources to buy local/organic foods, use greener transportation options, etc.
- Consult Sers star rating and other experts to determine standards
- Education is part of the mid- and long-term game. We need bold climate action in the next 2-3 years. Minimum learning

outcomes can improve everyone's behavior somewhat over coming years -- I feel that a university-wide definition might not lead to much action, on the other hand. It's not clear what a sustainability hub is. Standardized reporting may be less useful than requiring minimum learning outcomes.

- Yes - I especially love the idea of a student sustainability hub.

- center indigenous sovereignty and liberation from white supremacy in this sustainability framework

- Gather input from a variety of majors and backgrounds for the framework perhaps.

- Develop a seminar and film series that invites speakers from sustainability programs around the country and world.

- CTL can host workshops and institutes to assist instructors with sustainability-linked pedagogy and curricula.

- The student and faculty focus is critical and a priority, but find ways to foster similar engagement for UW staff too; create opportunity for staff to lead and participate in sustainability goals as part of the their work goals and the actions of the UW Wide Sustainability Framework; find partnership and collaboration from local businesses, government, non-profits, other schools and higher eds as a means of amplifying engagement and outcomes

- intellectualization is a trait of whiteness

- Follow a transdisciplinary framework to work towards standardization and understanding across a variety of disciplines.

- "- Create a sustainability club and/or hub, where students and faculty can discuss and share ideas about sustainability.

- - Briefly discuss UW's sustainability views and goals during new student orientation, and have students discuss the topic."

- Provide action plans outlining steps and actions that units/departments/etc. can take to align with the campus wide framework.

- Defining "sustainability" seems like a potentially time-consuming activity that doesn't seem tied to action. I think we need to move toward measurable and action-oriented targets vs. reframing broad objectives. This is why I rated learning outcomes and standardizing reporting quite high and the other options low. I don't understand what a student sustainability hub is or what purposes it would serve.

- When adopting a University-Wide definition of sustainability, you have to consider that all three campuses are different and so the plan should reflect that. Tacoma is a community based campus that is right on a waterway that was once considered to be the most polluted waterway in the nation. We need a plan that takes the environment serious.

- We need to figure out what we're actually trying to do. Sustainability is a huge vague thing and UW is huge. We need to be on the same page about SMART goals. It is very important that a diversity of thought is represented. BIPOC, LGBTQ+, people with disabilities, even a diverse range of ages is important representation.

- It's good to set the ground work but action needs to happen NOW- we shouldn't spend too much time on language and definitions. We need to focus on solutions.

- A shared definition is critical. But, established definitions exist that incorporate all three pillars - environment, society, economics. This last one is often missing from UW communications.

- Please don't add an extra requirement for a sustainability credit. It's already hard enough to fit all my major's classes in. I would suggest offering sustainability classes for free, and perhaps having multiple quarters worth of time to do it, so students can take a full course load & not need to drastically. change their education schedule.

- The universal definition is so important, sustainability means different things to many. We need one solid understanding of the term, an explanation of how it applies, and how we can meet the goal of the 3E's. Balance, aligned equitably, moreover, a definition that most people can understand, not just academics.

III. DOUBLE SUSTAINABILITY–ORIENTED RESEARCH PROJECTS BY 2025

Target Actions

• Develop Sustainability Research Catalog

• Expand Campus as a Living Laboratory

Targets were evaluated by each action on a scale of 1-5 based on how well the participant thought the action would allow the UW to meet this target, with 1 being the lowest and 5 being the highest.

Sustainability Plan guiding principle
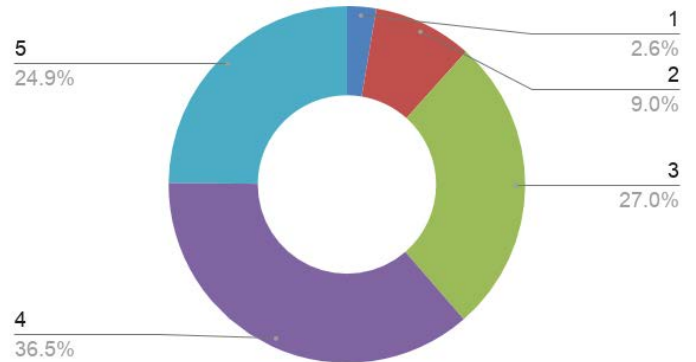
Choose our research

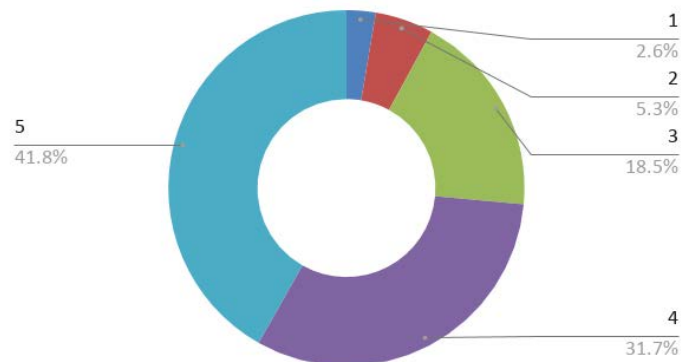# TARGET ACTION RESPONSES

ACTION 1

Develop a sustainability research catalog

5
24.9%

1
2.6%

2
9.0%

3
27.0%

4
36.5%

ACTION 2

Expand campus as a living laboratory

5
41.8%

1
2.6%

2
5.3%

3
18.5%

4
31.7%

NARRATIVE SUMMARY

- Create a research funding catalog that highlights funding opportunity for sustainability research
- Provide seed funding to jump start research projects
- Include an incentive with internal funding mechanisms for more sustainable practices -- the RRF, Global Innovation Funds, Earthlab, Provost Reinvestment Funds, etc.
- Foster connections between local organizations, non-profits and campus researchers to identify local sustainability research needs
- Create a research funding catalog that highlights funding opportunity for sustainability research
- Provide seed funding to jump start research projects
- Include an incentive with internal funding mechanisms for more sustainable practices -- the RRF, Global Innovation Funds, Earthlab, Provost Reinvestment Funds, etc.
- Foster connections between local organizations, non-profits and campus researchers to identify local sustainability research needs

FULL NARRATIVE

- Not a high priority if the current projects are not all implemented. Why double the research projects? Why not look at increasing implementation and accountability?
- I really like the idea of a living lab. It's so much easier to get engaged if you can see things in action. Make sure it includes the health sciences.
- You're going to need to make this fast and painless for researchers to report what they're doing. Defining what sustainability is is critical to getting this done.
- I have no idea what this means
- -Using the campus as a living laboratory will undoubtedly require engagement by staff working with student+faculty projects. This work should be recognized and, when applicable, be included in position descriptions (i.e. facilities managers; student life educators/advisors; etc.)
- Provide additional, substantive funding for sustainability research.
- Identify funding resources earmarked for only sustainability research.
- I think it would be cool to do sustainability research here but not sure what a research catalog exactly is
- Expanding the campus as a living laboratory was an under represented opportunity in my opinion. There are strong ties to Target VIII where buildings can be used more efficiently, and improved to be more efficient - while also serving as student/faculty/capital projects shared research ventures. This is a leadership opportunity for UW to break

out of our silos and apply research for better sustainability outcomes.

- "- Provide TA support to classes undertaking research on campus sustainability projects, enabling mentoring and consolidation/publishing of outcomes.
- - Provide RA support for faculty undertaking campus sustainability-focused research."
- Plant trees - everywhere. I mean everywhere. The area around HMC is barren and concrete. Partner with the city & county to put in 1000 trees over the next year, ensuring they're native to the PNW
- What is a sustainability research catalog?
- If we want to be sustainable we need to be the representation. Campus should be a laboratory for all sustainability projects and so should the surrounding community.
- We are experiencing severe budget cuts and financial hardship on department levels. People are being furloughed and a number of prior dept activities are being canceled for lack of funding. Please scrutinize your agendas and keep our academic and research mission as a priority.
- perhaps expand that laboratory into surrounding community if the home owner asks to be included or agrees? Not much room for solar panels on all of greek row, shade trees are important, but what about on many of the surrounding homes? Got roof, got sun, can we put up some panels, benefits to you and to us? Can we use your roof to experiment with our new solar tech? Keep in mind life span. don't leave home owner with the disposal expense at end, think now, who will pay for disposal of any of it?
- Fund it.
- I'm not sure what a living laboratory is. Point one however seems important.
- Hire sustainabilty-oriented people
- Offer incentives to researchers for completing Sustainability-Oriented Research Projects
- This will pose difficulty if the research projects available do not share UW goals
- provide resources for students and faculty to find funding opportunities that support sustainability research
- Create a center for sustainability research.
- It would also be helpful to include an incentive in local/internal funding mechanisms for more sustainable practices -- the RRF, Global Innovation Funds, Provost Reinvestment Funds, etc.
- I'm not sure what these mean exactly.
- Like both of these ideas!
- Expand conservation efforts and provide on site learning about renewable technologies like solar and wind. There is also research to be done in aquaculture, agriculture, forestry, sustainable living, sustainable technology, renewable technology, etc.
- Unsure what either of these mean.
- Fund them - open up a grant-based funding mechanism
- How will you not confound research on the UW as a liv-

ing laboratory for sustainability and a living laboratory for wealthy white supremacy?

- "- Provide seed funding to jump start projects in this area.

- - Foster connections between local organizations (like King County, non-profits, etc) and campus researchers to identify local sustainability research needs

- - Create a research funding catalog that highlights funding opportunity for sustainability research"

- Implement sustainable measures and conduct research on its efficacy

- Create a grant and funding page focused on sustainability research. Work with departments like Program on the Environment who don't do formal research but are the experts in sustainability.

- Not clear what a living laboratory is, but research and innovation are certainly a part of the mid- and long-term game to address the climate crisis. A catalog seems like a practical way to help students/professors find gaps or places to build from in the existing body of research.

- Targeted grants for relevant research work

- I don't see how a research catalog would double the amount of projects, but the second item seems good. More funding needs to exist for more projects, naturally.

- serve tribal leaders and allow them to lead research priorities

- Increase funding to sustainability research projects. Advertise to students for more researchers potentially.

- This might already be part of the living laboratory, but directly engage with STEM and the Foster School around developing research projects or business projects aimed at sustainability.

- UW community can continue to install and guide UW faculty/staff/students with incentives - install solar panels in buildings, increase and solicit more funding for sustainability research scholarships.

- Identify, encourage and fund research that touches on sustainability. Offer a grant that will fund a sustainability angle to existing research.

- Advancement should pursue potential funding specifically for sustainability research.

- Organize a research competition.

- Publicize the opportunities for study and learning to attract broader and more numerous applicants and visitors; foster early engagement with pre-college age students via outreach to regional elementary-high schools; partner globally with other universities and agencies that are aligned with UW's sustainability goals and efforts; create opportunity to participate in research and learning for all UW community members (including staff) as well as people from outside UW community

- I really like the living laboratory concept, this should become part of the UW culture

- again intellectualization is a trait of whiteness. there are an abundance of reports and data to show that the current path isnt working.

- I'm not sure what a sustainability research catalog is or how it would contribute to this goal.

- Promote transdisciplinary research and conversations, particularly where it is already happening at hubs like EarthLab.

- We can be a leader for other similar organizations by showing how it can be done. We can work to create a more diverse population at the UW the will make our research more relevant. We need to be able to showcase sustainability in different ways as it impacts different groups differently. Robust BIPOC representation is important. LGBTQ+ representation is important. People with disabilities will have a different valid experience too.

- Engage students to help with maintaining a sustainable campus-more classes to teach students to be environmentally responsible in this disposable culture.

- Provide funding to launch programs. Perhaps ear-mark park of research funding from RRF or EarthLab, or find new funding sources. Divide the funding among social justice, applied science themes, and costs economics studies so that these themes don't have to compete with each other. We've been trying to research food waste anaerobic digestion for years, but can't find the funding.

- Please encourage more research on nuclear, and also those machines that can remove carbon from the air. These technologies will undoubtedly be powerhouses.

IV. COMPREHENSIVE EQUITABLE PURCHASING TARGETS BY 2022

Target Actions

- Increase Student Engagement with Procurement Services

- Align Purchasing with Business Diversity and Equity Targets

Targets were evaluated by each action on a scale of 1-5 based on how well the participant thought the action would allow the UW to meet this target, with 1 being the lowest and 5 being the highest.
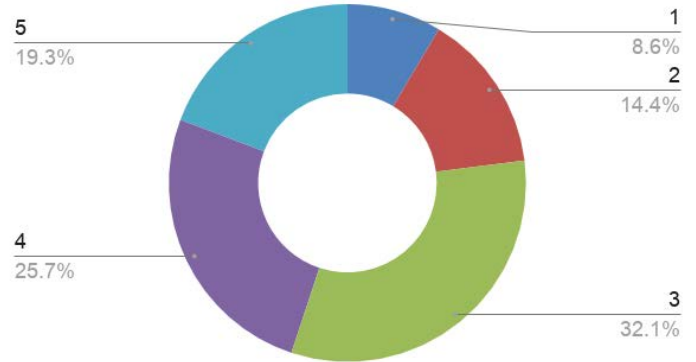
Sustainability Plan guiding principle

Keep equity and inlcusion at the center

TARGET ACTION RESPONSES

ACTION 1

Increase student engagement with Procurement Services


```
5          1
19.3%      8.6%
           2
           14.4%

4          3
25.7%      32.1%
```

ACTION 2

Align equitable purchasing with business diversity and equitytargets


```
          1
          4.7%
          2
          7.4%
5         3
45.3%     17.4%

          4
          25.3%
```
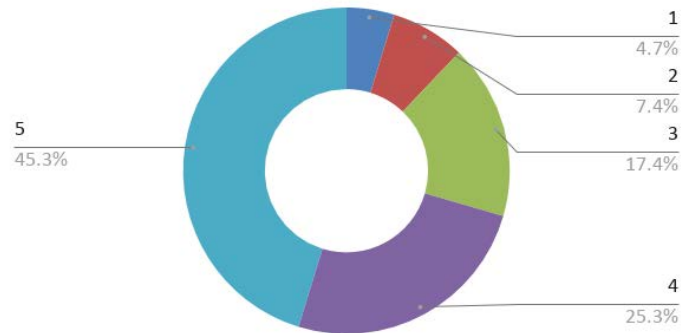
NARRATIVE SUMMARY

- Focus more on staff and faculty who make purchasing decisions
- Audit supply chain for ethical/sustainable practices
- Streamline/simplify sustainable procurement process
- Incentivize better procurement practices

FULL NARRATIVE

- Students can engage, but ultimately purchasing is it restricted due to costs. Fir instance, buying local organic produce is more expensive than factory farming products. Who pays the difference?
- If there was a resource that directed you toward more sustain able products that would be useful. I do most of the ordering for my lab and it's easier to just keep ordering the same thing over and over.
- "-It's a good idea to get students involved in procurement decisions but what will be the mechanism?
- - I think people might not understand what equitable purchasing with business diversity and equity targets means. I do think I understand, but I don't think we're going to get meaningful responses to this question because it's vague."
- It seems like the missing part here is to audit all existing purchase contracts and to place every renewal under scrutiny. Maybe that's what "align" means but that process should be robust and transparent.
- This is so obvious. You need to know what us students need and want. Listen to student organizations on this. Approach them and LISTEN.
- Decrease use of Procards so that more purchasing must go through Ariba and implement boundaries within Ariba.
- This aim is hard to understand. Why should students be more in touch with procurements? I would assume they would usually prioritize pricing over sustainability.
- Communication with Colleges, Centers, etc. about best practices for purchasing would be fantastic! Right now we have no guidance on this, and I"m searching for it. This isn't just about central purchasing, but unit purchasing where a lot of our acquisition happens.
- "- Look into preferred purchasing pathways with Amazon and other companies with horrific labor records. Equitable purchasing can't happen under an umbrella org like that.
- - Look into products made by incarcerated people currently being ordered/used by UW."
- Make engagement opportunities count towards school credits. EX. go to 10 clean up events get 1 NW credit towards graduation.
- People will buy from whichever vendor is easiest with a reasonable product so purchasing needs to be really simple if you want to change behavior.
- Increase staff engagement with Procurement Services options for equitable purchasing
- Idk what this means
- Restrict purchasing to vendors that will detail and maintain a non-polluting supply chain.
- Include more local and minority owned businesses in the Ariba Direct Catalog so purchasing from them is easy and quick. I am not sure why students need to be involved with purchasing. They are here to learn a specific academic track.
- the students should not be driving UW purchase policy. Yes it is important to purchase from diversity and equity targets. Those that do purchasing know this already. Maybe the students should help diversity and equity targets spotlight their products one or two at a time, so that PIs become aware they are out there. They should make sure the vendors are registered so we have some hope of being able to make the purchase.
- Don't see the point of this other than adding another layer of red tape.
- Students don't do most of the on-campus purchasing!
- Individual human attributes should not dictate what companies are utilized. Proof of sustainable practices and review of a company's full impact on the environment is a more equitable way to choose the most sustainable company.
- One point of contention will be finding ways to implement sustainable record keeping. Better databasees and the ability to search will be important for public records requests. We need the ability to move away from printed orders and move to exclusively online ordering and methods to keep records on those orders.
- Easy, top-down decisions will make this happen
- Bring farmer's markets and local trade shows/product markets to the campus on a more frequent basis. Highlight family-owned, woman-owned, minority-owned businesses that are aligned with today's values. Highlight student-run or student-founded businesses.
- Track equitable purchasing. Set targets for each quarter. Meet those tarkets.
- Work with local sustainable vendors to produce merchandise for UW book store.
- I'm not sure how student engagement supports more equitable purchasing. Part of the problem with business diversity and equity targets relates to business practices around registration as minority and women owned businesses. We may be using diversity and equity based decisions in purchases but it's not recognized because they are not registered as such. Additionally contracts in place don't necessarily support goals.
- Incentives drive behavior. We need to create incentive to create change towards more equitable purchasing.
- This could mean having internship opportunities at farms. This could also be creating some sort of culinary course work. There might be considerations of on campus kitchens. Other ideas include creating a student run food council to procure these foods.

- I want UW sustainability team to push UW to 100% divest from fossil-fuel investments. Decarbonizing our investment portfolio is an important first-step to release the much-needed resources to meet the equitable purchasing target.

- What exactly are students going to help procure? This sounds like a horrible idea.

- Stop building and maintaining offices for senior white admins who rarely use their office or could just as easily use their home offices. These are just status symbols. Take this money and provide subsidized housing for newer faculty to live closer to campus, wi-fi hot spots so low income students who can't afford to live close to campus can work from anymore without having to commute to campus.

- Focusing purchasing more on those companies that have positive environmental sustainability goals and outcomes

- Use ethical standards and screen out the use/sale of all unsustainable products/businesses

- Better transparency in non-equitable purchasing to encourage action and momentum. Find ways to flaunt what's wrong with the university so students, faculty, and staff are better poised to call for action and then act.

- Not sure what student engagement could/should look like. Seems more practical to align purchasing practices for better outcomes now.

- I think increasing student engagement should not be limited to a few staff members, or committees to hear student concerns. The more students have actual power in determining what affects them, the more equitable purchases will be. I think the second item should look at worker treatment and workplace democracy (ex. unionization), not just the identity of who owns the business. The university should determine equitable guidelines, not rely on students to push them in the right direction.

- I wasn't totally sure what this one fully meant, but I think making an institution-wide step AWAY from physical textbooks is really good. Offer the materials online, or promote affordable rental/share/book loan programs. Less production, less ghg & waste from shipping and packaging, and students are poor

- divestment and separation from businesses that support fossil fuel industries (e.g., UW travel card)

- Stop ordering from Amazon and buy local - University Bookstore, supplies, etc. Again provide incentives for staff/students/faculty to use local resources whenever possible. Assist local businesses to improve their online ordering and usability with web-site enhancements.

- Invest in well-produced, periodic, smart media (podcast, news article) showcasing sustainability in small businesses and agricultural communities.

- Establish protocols for purchasing that favors diversity, equity, and sustainability together.

- "Promote these business entities in various UW publications/newsletters.

-

- Have some symbol or something to identify these business entities in Ariba or other purchasing related tools."

- Make it easier to identify the impacts of equitable purchasing targets (so people understand the benefits and importance); broadly publish the outcomes of our efforts annually (so people see our progress, or lack thereof); include students in the analysis of the impacts of our equitable procurement actions and highlight their engagement when results are shared/published

- this would require a shift away from the food industrial complex, the same one that feed folks inside prisons to supporting local BIPOC farmers to food sovereignty. if Leadership doesnt understand this, this target is unreachable no matter the student engagement.

- I'm not sure what to do about this, but I know that any operation run exclusively by cishet able bodied white people is doomed to fail. Make sure to do something other than that

- Engaging students and staff to embrace business diversity and equity and how this will shape their futures.

- If this means making Procurement more complicated with higher levels of "red tape", you will be moving backwards on the economic sustainability of the system by requiring higher number of person hours to implement a purchase. It is already overly complicated to purchase a lab supply.

V. 5% LOWER EMISSIONS FROM PROFESSIONAL TRAVEL BY 2025

Target Actions

• Expand Online Conferencing

• Establish a Bank of High-Quality GHG Offsets

Targets were evaluated by each action on a scale of 1-5 based on how well the participant thought the action would allow the UW to meet this target, with 1 being the lowest and 5 being the highest.
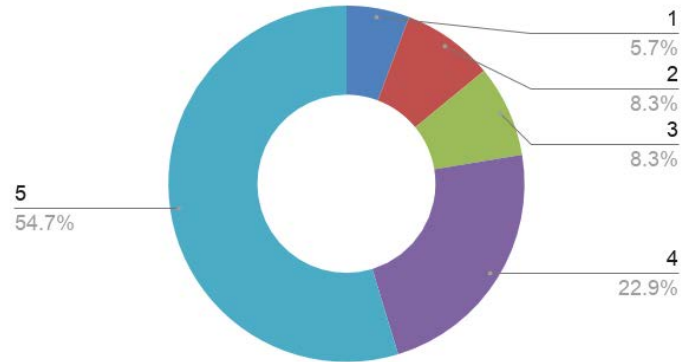
Sustainability Plan guiding principle

Use resources responsibly
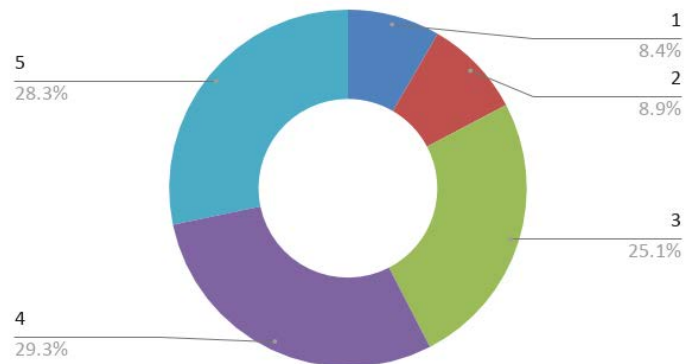
TARGET ACTION RESPONSES

ACTION 1

Expand online conferencing

1 — 5.7%
2 — 8.3%
3 — 8.3%
4 — 22.9%
5 — 54.7%

ACTION 2

Establish a bank of high-quality greenhouse gas offsets

1 — 8.4%
2 — 8.9%
3 — 25.1%
4 — 29.3%
5 — 28.3%

NARRATIVE SUMMARY

- Online conferencing has become normalized but may need to be incentivized/rewarded post COVID
- Track and analyze professional travel by dept
- Telework/WFH should be evaluated as part of this target
- Offsets should be last resort and easy to use when necessary

FULL NARRATIVE

- Totally agree with first bullet point especially in light of COVID-19, but not entirely sure of the "bank" and what is the definition of "high quality?"
- Online conferencing is great but it's not the same as being there in person. You can't do the same kind of networking, but maybe limiting the amount of travel per person so that folks have to be more selective.
- Definitely keep the online conferencing. And fight for work-from-home/remote work options. How exactly would we do the greenhouse gas offsets?
- More expensive parking, more and better bike infrastructure and locker rooms so you can transition from biking in the rain to professional meeting.
- Create a conference space with green screens and lighting for remote conferencing.
- -Build out resources to support teleworking especially in regard to models, examples, and training for supervisors; develop campus "norms" around conducting university business and activities to include teleworkers.
- Again, change compensation structures and culture around conferences. Ensure that it's not just members of marginalized communities who care about this that are opting to attend online, and thereby missing network opportunities. Ensure true, substantive opportunities for engagement online so that we don't take a huge step backward.
- Both are good. You might need the GHG offsets for other targets so it's probably best to break the habit/norm in academia that you fly to conferences all the time.
- Provide electric vehicles for regional travel. Emphasize ground transport for regional travel over air travel.
- Expand online lecturing as well, especially if the school plans to try to have more in-person classes, please make ALL lectures also available ONLINE, asynchronously. Expand storage space for storing this data.
- Lowering emissions is always a way to go. Plus this is easy due to covid. I would look at the gains already and incentivize a continuation of virtual meetings. try not to backslide after covid restrictions lift
- 2020 in and of itself has improved this. Greater support and ingenuity from UW to help support faculty in reducing travel to conferences would be most helpful - what were best practices that we learned in 2020, how can faculty engage while not attending in person. How does a new future hybrid format impact tenure and promotion opps.? It could expand opportunities, allowing faculty to attend MORE meetings that would be a win-win. But technology and strategies for success will be essential.
- Align promotion structure so that faculty aren't encouraged to travel to conferences and that online conferences have equal (or more) weight.
- This is frankly unrealistic. Most of us have been unable to travel and go to conferences because of the pandemic - there is going to be a spike in post-pandemic conference attendance that may not go away for a few years until it's out of our system. Establishing a bank of offsets is probably the most effective way to do this frankly. Another option is a fleet of electric cars that can serve as airport shuttles for faculty/staff/employes obviating the need to take gas run personal cars
- offsets have to be purchased centrally. Adding this to travel in local departments is not an effective model as units that have will become further advantaged ahead of those that do not.
- Normalizing online conferencing is huge--potentially the one positive thing to come from this pandemic. Require a justification for attending in-person conferences to offset the plane travel.
- We are much better at zoom now so might as well keep that rolling.
- Travel is a perk for some faculty and students, how will you incentivize online conferencing?
- Reduce unnecessary in-person meetings and move online
- Online conferencing will be slightly burned out by 2022. How about make more local events which don't require people to travel as far
- Your goal is TOO LOW. Reduce by 50%
- Encourage departments to implement permanent telework.
- Encouraging people in admin and IT positions to work from home even after the pandemic will resolve a big part of that problem and free up office space and resources on campus.
- Online conferencing is great, but there is no substitute for sitting in a room hearing and overhearing and batting ideas around freely. can't do that as effectively on zoom. Perhaps have initiative to limit number of in persons allowed per person? No you can't go to all, pick and choose. Don't bring 30 people to your hosted conference, allow zoom. Also, no solos UW hosted conferences out of state just to lure attendance. did we really host in Hawaii for scene?
- Profs want trips, cant get past that
- Agree with both 100%
- This goal should be higher!
- What does "Establish a bank of high-quality greenhouse gas offsets" mean? This question is not clear enough for an accurate answer.
- "Online conferencing is an excellent first step. It is also important to encourage email usage instead of just confer-

ences. Many meetings are a waste of time and resources, when the items can be covered via email.

- In addition to having greenhouse gas offsets, the UW needs to divest all interests from fossil fuels and the associated companies and invest in sustainable resources."

- The current shift to online conferencing sets the stage well for the first action, the second action not so easy as it will require finance decisions

- "It would be nice to have more detail on what a bank of high-quality greenhouse gas offsets means. I think this target could also include job-share options, opportunities for up to 100% work from home on a perm basis, etc.

- Widespread promotion and education is likely needed to increase the success of this target. "

- currently many UW-provided funds for conference attendance can be used for travel expenses but not conference admission fees; changing this would help students be able to afford virtual conferences

- In doing this, be careful that online conferencing isn't done in a way that also produces emissions: https://www.purdue.edu/newsroom/releases/2021/Q1/turn-off-that-camera-during-virtual-meetings,-environmental-study-says.html?fbclid=IwAR0YwfmteA5q8k26LaMl1kZW7OUVIdC8Wl-b1gqpsLUjsen9cxHVXQo2OPc0

- Implement 50% Manditory Work From Home/Teleconferencing for Classified Staff.

- Expansion of online conferencing is great, but it would be more beneficial to encourage better behaviors through policy, procedure, and guidelines. Creating structure about preferred ways of participating in conferences and publications could go a long way. I'm unclear about what the bank of offsets provides in terms of achieving sustainable efforts; it seems to reduce actual change and encourage perceptions of change instead.

- This is a tough one. We now have a year of doing business by online conferencing and I expect a lot of pent up demand for travel when we are allowed to travel again. WRT carbon offsets, the devil is in the details whether they actually work or are more greenwashing and feel good. Having carbon offsets might become a impetus for more travel.

- Professional air travel by UW employees is a huge contributor to climate change. UW needs to be acknowledge and confront this problem. Two steps are urgent. (1) Units throughout UW need to promote, encourage, and support forms of professional and intellectual exchange that do not involve air travel (online conferences, meetings, gatherings) with financial and professional incentives. (2) The university must invest in technology to facilitate online meetings, lectures, workshops, etc.

- Promote light rail to airport, walking at destinations, etc. Need to take little steps as well as bigger steps.

- Professional travel should also include travel to campus.

- Professional travel should also include travel to campus.

- I plan to continue to travel to conferences. You will not get me to stop that.

- Stop professors from going on one-day cross country trips to give a talk or to network. Require 48 hour stays.

- "Track and publish professional travel emissions for different campus entities or even individuals to understand where reductions should and can be made.

- Push for university requirement that all travel be offset by greenhouse gas credits."

- This should be easier with widespread Zoom use now in place--but keep encouraging. Faculty are the driver in this travel I would imagine

- Suggestion: make carbon-offsetting for travel (& other purchases?) much easier. Right now, to carbon-offset, I have to identify a trustworthy offset, calculate & pay for the offset, and seek reimbursement. The cost is minor (typically, $5 - $10) --- the admin (purchase+reimbursement) costs UW more than the offset! Instead, this could be automated+centralized for all travel: I could request that all travel reimbursements get carbon-offset and added to the costs; done!

- Eliminate travel requiring conferences

- Both seem very important, relative to many of the action stated. We need to reduce fossil fuel-based transportation, as well as buy offsets. SOVs are a major problem, too. Lobbying the City and County to improve programming and services, and further densify the city, make it more walkable/bikeable and improve transit.

- I think expanding online conferencing is a great method. The carbon costs of purchasing additional equipment and new construction must be considered.

- Expansion of online conferencing and group travel methods could be good

- 5% seems really minimal. Can't we go bigger?

- Record professional travel emissions to keep track and analyze (ex. how much comes from traveling to conferences)

- subsidize registration for or otherwise financially incentivize remote conference attendance

- Encourage the use of Train for places that the train can reach within a few hours (e.g. Portland) vs. plane. Or the use of electric vehicles for short trips perhaps from a pool of vehicles within UW.

- ABSOLUTELY!!! Digital age should not encourage travel but limit due to great increase in greenhouse gases. Now we have been forced to use Zoom, there is no going back completely to in person meetings.

- Encourage ridesharing & ground transport for regional meetings. Make travel rules rideshare-friendly. Put caps on distances flown per year, and encourage prioritization of meetings attended. This might send signals out into the world to advocate planning fewer events, inclusion of remote parts, and with a higher index of value per event.

- Provide incentives for students, staff, and faculty to convene online rather than traveling.

- Set guidance on what characteristics or reasons warrant in person travel.

- Have a guideline for what can be online conference.

- consider partnering with or targeting patronage of airlines that use a higher percentage of bio-fuel or that prioritize other greenhouse gas offsetting measures; prioritize

ground transportation that is electrified, particularly trains and busses; consider requirements to rent hybrid or electrified vehicles, if available and necessary, during professional travel; incentivize virtual conference attendance over in person if flights are otherwise required.

- More online. No to bank of carbon offsets, that's like cheating, we are UW, we can do better than that.

- instead of offsets, invest in local tribal nations including Duwamish Tribe and allow them access to UW own land to steward the land as they've always had for centuries. carbon offsets is an attempt to buy away the problem and ease the guilt which isnt a band aid or a solution.

- If there is anything to be learned from the past year, it is that online conferencing is possible but not equivalent to the experience of in-person conferences and engagements. Perhaps, expand online seminars, but I hesitate to expand online conferencing without some vast improvements to the current structure. Alternative, you could offer GHG offset solutions, which are offered through certain flight programs. You could also encourage multiple stops within singular trips.

- - Encourage use of electric and hybrid vehicles, and busses, when feasible for professional travel.

- Find ways to incentivize online conferencing and virtual conference attendance (when possible).

- I wonder how we are thinking about routine work travel (e.g. to Olympia for legislative work, by Advancement for donor meetings), in addition to conference travel.

- The reality is that flying is going to need to be dramatically reduced in a sustainable world. Invest in alternatives like rail and boats. Our country needs better trains!!!

- Online conferencing has been noted in recent studies to not be a source of reduction of these.

- "On-line meetings - yes.

- On-line conferences - no. The conference is about open exchange of ideas which occurs between the presentation sessions. We have learned this last year that virtual conferences aren't as effective, and these will eventually have high impacts on the national and international reputations of our faculty - factors that are mandatory for promotion and advancement."

- Revise/update the UW telework policy and allow more positions across campus to work remotely on a regular basis.

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

Target Actions

• Partner with Suppliers, Vendors and Campus Growers to Procure Food Locally

Targets were evaluated by each action on a scale of 1-5 based on how well the participant thought the action would allow the UW to meet this target, with 1 being the lowest and 5 being the highest.
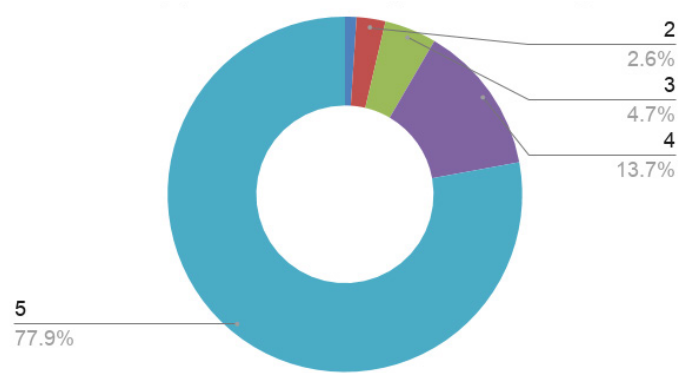
Sustainability Plan guiding principles

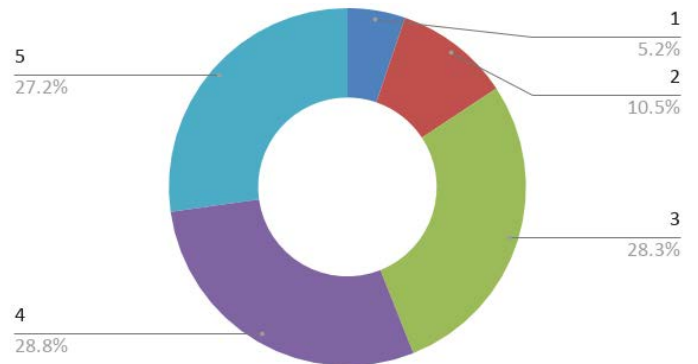Keep equity and inlcusion at the center

Use resources responsibly

TARGET ACTION RESPONSES

ACTION 1

Partner with suppliers and vendors to procure food locally

2 2.6%
3 4.7%
4 13.7%
5 77.9%

ACTION 2

Increase advertising around local products

1 5.2%
2 10.5%
3 28.3%
4 28.8%
5 27.2%

ACTION 3

Increase Engagement with Students & Local Vendors

1 3.1%
2 6.8%
3 17.8%
4 30.4%
5 41.9%
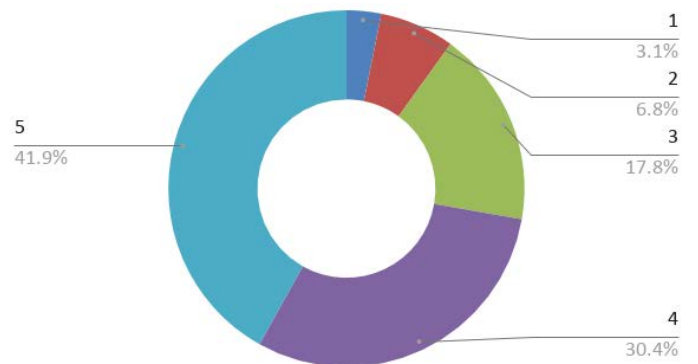
NARRATIVE SUMMARY

- purchasing locally should also include more low carbon/plant based food options
- Purchasing locally/healthier will cost more and need economies of scale and subsidies by UW
- advertising/engagement should be focused on low carbon/plant based AND local foods for culture shift

FULL NARRATIVE

- Local and organic is costly. HFS and UW Dining have slim margins. where does the $ comes from to pay for the higher cost of local food. Also, why are you prioritizing local and not mentioning organic? Some might say that organic is more important than local?
- Maybe like meatless Monday you could have a local food day in the campus cafeterias to raise awareness?
- Increase advertising around local products is unclear. Who would be advertising? Isn't that an ethics violation if UW is advertising local products?
- "-These efforts MUST be pursued in the context of affordability and/or there needs to be efforts in concert with these actions to address food insecurity.
- I love the idea of procuring locally. So powerful
- I actually wish the goal was more 50% of food from local sources, as we have such great local options available AND we support the community around us.
- Set up a farmers market on campus throughout parts of the year to promote locally grown food and engage more students.
- Don't really care about this one. Honestly do a GHG emissions analysis and if the local sources are better than do it. Otherwise buy them from elsewhere. (not guaranteed to have lower GHG if from closer to home, see scaling shipping)
- Don't have enough knowledge of subject to provide meaningful feedback.
- "Expand support and class-engagement liaisons for the UW Farm.
- Increase sourcing of produce from the UW Farm.
- Provide educational spaces and signs about the UW Farm processes and plots at all 3 sites."
- Build meaningful relationships with local vendors and expand the UW Farm (if viable)
- Focus on plant-based foods, and dramatically increase the amount of vegetarian/vegan options in the cafeterias at UW Campus, HMC, and other affiliated areas. Plant based diets will help curb the greenhouse effect and limit the use of factory farming.

- "Partner with suppliers and vendors to procure food locally" is a must.
- Increase engagement with staff and local vendors
- Only supply local food. Subsidize the cost for students to afford it. They can purchase off campus if they want other stuff
- Only source locally OF the vendor can supply DETAILED data as to their operations and emissions.
- This food needs to be subsidize by the University. Local products are great but they are often expensive and students won't buy them as much as other products, that are probably less healthy.
- "so long as you can keep pricing reasonable. What is the point of having food no one can afford? Can I bring my lock and lock dish and use it instead of using one of the provided dishes? perhaps set out a measuring cup to dispense true ounces of soda i can put in my own bottle? then i pay for what i got, instead of an amount shorted to allow for ice. That cup for 16 oz of soda holds 16 oz, add ice, you pay for 14 oz and ice. bring your own bottle, use our measure cup, add ice & get 16 oz soda.
- Local is a non defined idea, how many miles away?
- Sounds reasonable
- This would be great!
- Increase engagement for faculty and staff as well.
- Freeze dry selected local foods to prevent waste and for use.
- Hoping we can create and maintain the necessary relationships. UW falls short in general regarding marketing and advertising, so without a dedicated staff the marketing actions will "die on the vine"
- "Bring farmer's markets and local trade shows/product markets to the campus on a more frequent basis. Have seminars that provide information to the UW community about food sustainability - what it means, why it's important,etc.
- Increase number/availability of discounts to faculty, staff, and students for local business/vendors (throughout the state). Small businesses would get free promotion of their products/services in exchange for offering big discounts."
- "Set targets for key leaders who make purchasing decisions, and hold them responsible to meet those targets.
- Form relationships with local suppliers (farms) that give them input and help them create products students can afford, while paying them a living wage."
- Establish a community garden on campus (volunteers from a campus sustainability club could help maintain it). Host "farm to table" meal events for students to help increase use of produce from the garden and to encourage sustainable food consumption.
- Package prepared, but not yet served, food from dining halls and donate to local organizations.
- More resources around campus not just near the resident halls. Also have you looked at Terra Cycle program?
- Presently there is no "biodiversity" of vendors on campus, it is monopolized by Starbucks, and the pastries and food

- are of the lowest quality possible. Staff are not treated well (the is evident in short interactions with them). Cost is the bottom line which does not support local and ethnically produced foods or a health work force.

- The local food idea is nonsense. Please abandon this.

- This could be another opportunity to advance equity goals, i.e. prioritize outreach among local BIPOC vendors.

- Bring local vendors to campus for fairs, sales, etc.

- The siloing of UW budgets means that meeting this goal will be easy for well-resourced units and more challenging for lower resourced units. No matter how stringent a budget or how amazing a development team the college of education has, it will never be able to match what CSE can do.

- This is very important. Partner with PCC and UW Farm to expand access. Prioritize local suppliers that are producing food sustainably

- "Please see the research: avoiding meat has a bigger impact on carbon than local/not-local, so *which* foods are offered is important.

- Related: in Washington, it's easier to buy purely local food in summer than in winter."

- Redevelop meal plans to fit seasonal production. Subsidize the UW Farm

- Expand on-campus production

- Procuring food locally seems more effective than engaging/advertising and hoping people will change their behavior. In addition to doing the legwork to find local food to procure, UW could share these contacts/sources with other organizations to make it easier for them (with less organizational resources) to do the right thing and improve their procurement.

- Replace generic vending and other procured food with local sustainable options.

- Item number one is clearly the most important item. Expanding UW Farm and connections with local sustainable ag is critical. Increasing ability of students to grow their own food (ex. community gardens in/near dorms) could help too!

- Local food!!! yes!! and I'm not vegan/veg but sustainable, smart meat choices please. SMU in Lacey, WA has all compostable packaging and utensils too.

- subsidize or otherwise financially incentivize plant-based food options

- Cook seasonally within seasons as they occur locally so that the goods you are looking for in fresh foods, are what is being produced by local farmers. Continue to move contracts to local producers of baked or packaged goods where can. Start reducing national brands where can for local equivalent, so long as it is just as 'good' I guess. Or could potentially be superior in quality.

- Work with UW Farm to source food supplies. Centralize purchasing so it is not possible for individual staff to make their own non-local purchases. How to engage students with local vendors? Must be incentives - convenience. Discounts for students and free or low cost local delivery services might be more attractive than advertising, but provide

- list of local vendors with student orientation, and other student web-sites. Should target and apply to staff and faculty too!!

- Balance availability of local and sustainable foods and goods with affordability.

- Sustanible actions messaging thru sinage/video in congregate areas of dinning, ie - Plaza Cafe and student dinning areas.

- This will work great but prices need to be kept at a minimum. Food costs (even local) can be quite high.

- Stock more local items at on-campus markets and cafes.

- "Increase UW farm production.

- Community gardens on camppus as promoting the idea?"

- feature vendors that source local produce and ingredients as well as furnishings and equipment; increase availability of locally/regionally produced food and beverage items at all UW owned or managed venues/establishments; offer workshops, seminars or other resources to facilitate local producers and businesses finding, connecting, and engaging with each others; create internship opportunities with local producers and suppliers for students interested in the movement

- We are working on these issues every day in F&N.

- 100% in supporting BIPOC farmers. subsidize local and healthy food so it's same price as "junk food". do not burden students with expensive food cost when this is an action UW must take to meet Target. engagement is not the problem, access is the equitable problem.

- Brag about where your food comes from. Get people excited. Try to highlight BIPOC local farmers

- What are "local products?" Food makes sense to address, but I'd hate for less impactful "products" to take up too much time/ energy.

- This is crucial to aid in helping WA state food producers and vendors to recover from the financial devastation effects of COVID.

- Locally reduces the transportation footprint of food - which is good. But, it can also have negative global sustainability impacts by impacting global economies. This is particularly devastating in regions where economic pressures are needed to advance agricultural pressures to stop tropical forest destruction. Changing the global economy also leads to shifts in global power. Unstable governments have an incredible negative environmental impact. Consult a professor in global economy.

- Partner with local, small, and family run businesses.

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

Target Actions

• Promote Commute Options Toward SOV Reduction

• Promote Car Shares and UW Shuttle Service

Targets were evaluated by each action on a scale of 1-5 based on how well the participant thought the action would allow the UW to meet this target, with 1 being the lowest and 5 being the highest.

Sustainability Plan guiding principles

Keep equity and inlcusion at the center
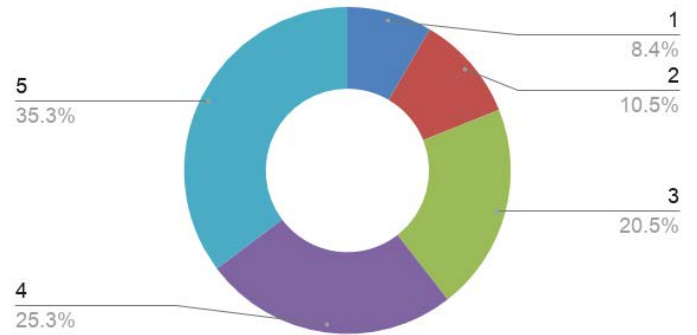
Use resources responsibly

Decarbonize

TARGET ACTION RESPONSES
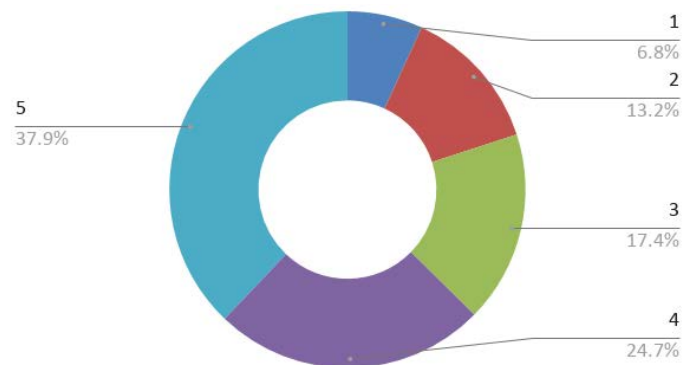
ACTION 1

Promote commute options toward single occupancy vehicle reduction

1 — 8.4%
2 — 10.5%
3 — 20.5%
4 — 25.3%
5 — 35.3%

ACTION 2

Promote car shares and UW shuttle service

1 — 6.8%
2 — 13.2%
3 — 17.4%
4 — 24.7%
5 — 37.9%

NARRATIVE SUMMARY

- Incentivize and support telework/WFH options 2-3 days/wk
- Fully subsidize ORCA pass for all faculty & staff
- partner with city and KC Metro to make public transportation safer from U-District
- Incentivize car shares to staff & faculty and expand shuttle service

FULL NARRATIVE

- Totally makes sense and achievable!
- A free Orca card for all employees would go a long way toward encouraging people to use transit. Even a subsidized UPass is expensive.
- Aren't these both essentially the same thing? What about working from home?
- Continue work from home options for all staff who are able. Maybe two days a week, optional.
- Improve infrastructure for bikes (includes scooter, e-bike). Help us not get bikes stolen, too. Lobby to close more roads to cars around the new link station
- More covered, secure bike parking.
- -Promote teleworking options (FT and PT)
- Cooperative commutes are often associated with less agency over our schedules (bus delays, carpool coordination). Change culture around timing, record all seminars and allow asynchronous access. Ensure that our culture (in classes and in workplaces) is not indirectly punishing those trying to commute sustainably, when those commute changes lead to unexpected delays and slow-downs.
- Some students live at home to save money and have to commute. Perhaps an expanded suite of online classes (post-pandemic) will help students who *have* to drive, only do so 2-3 days per week.
- Work with Metro to increase direct bus routes and frequency.
- Wrong target - reduce greenhouse gas emissions and total number of commutes. 12% of 50,000 SOV, ICE commutes is much worse than 20% of 10,000 SOV BEV commutes. Reduce overall commuting.
- Provide campus incentives for those who do have to travel to campus. Discounts on foods and services.
- "- Promote options for working parents with children in care. The goal should be considered relative to how many commuters are parents who need to commute on a schedule determined by child care constraints (schedule, sick child pickup, child appointment travel).
- - Promote virtual meetings.

- - Reward system for electric vehicle use."
- Make working from home permanent and strongly encouraged for faculty and staff who can do so, with an option to work on campus as needed. The pandemic has shown that work from home is a viable solution. It reduces the need and cost for space on campus, reducing the need and cost for parking and other transportation, greatly reduces pollution and waste, and provides flexibility for faculty and staff.
- This is good I guess. But would be better to encourage work from home.
- (1) Promote commutes that don't involve a car including transit, walking, and biking. (2) To be able to make this reasonable for faculty, staff, and students, work with cities to increase affordable housing options, including zoning changes to allow this to happen, near all UW campuses. While the 2 activities listed in the draft plan are fine, they don't get at the reason people need to use a car to get to/from campus. (3) Promote e-bike use.
- Find other creative solutions for those that have good reasons for commuting to campus by car. Ex. parents with children - how do they do childcare dropoff/pickup in a time-effective way when not driving to campus? Are we penalizing these families with the high cost of parking, even though they really don't have a choice to not drive? Social sustainability and equity is important too. We need to support working parents.
- "Continue to work with off-campus students to determine how they can be assisted in traveling to campus.
-
- Incentivize staff/faculty to bike/walk/bus/carpool to work. Currently there are no benefits for doing so."
- Also likely unrealistic, especially on the medical side of things. Many of us who work clinically have erratic hours at best, and are likely going to continue to drive in single occupancy vehicles. The only realistic way to encourage more folks to take other forms of transportation is to partner with the city & county to MASSIVELY expand the public transit network - have.a light link rail stop right outside HMC for example.
- Commuting goals have to take into account parents and caregivers as well as the reality that many employees are forced to live further from campus due to wages and living costs.
- Fully subsidize ORCA card so that public transit is free for UW employees. Partner with a bike share company to bring back a service like Pronto (not the increasingly expensive, constantly shifting private Lime/Jump/Ofo/Spin bike shares).
- For uber/lift give higher discounts for the more students in 1 car commuting to school.
- All students and employees should have access to free public transit. Salaries should allow employees to live near campus if desired.
- Offer free transit passes to ALL faculty, staff, and students
- Promote light rail
- reduce to 5%. Reduce size of parking lots.

- A lot of the motivation to drive instead of use public transit has to do with the safety of seattle public transit. Maybe a partnership with FTA or SPD on this issue, to at least provide more protection for UW people waiting at bus stops, especially at night.

- Provide FREE Orca cards for ALL staff and students.

- Encourage departments to implement permanent telework to reduce commuters.

- The best way to achieve this is to partner with neighbor businesses such as Google and Amazon who already have contracted buses for employee transportation. The public transport is highly ineffective in providing reliable and convenient transportation to most employees, especially those living in the outskirts of Seattle.

- don't forget there are people on campus that must commute long distance, at odd hours... the mom who solo commutes because she wants to be able to get to her kids fast but lives on a bus or light rail line, could be home in 6 minutes using options but 11 if driving? a great target. The person who lives 27 miles from campus, 7 miles from a park & ride, commuter bus stops at 6pm, local buses stop at 9pm and works until 11pm? realize some are outside the box & stop decreasing their options.

- Pay for buss passes for employees, like any modern business. Otherwise your just offsetting as a cheep cover for change

- A difficult one to achieve, pepole like their freedom (I use the bus all the time but can understand why other would resist giving up certain freedoms).

- Reform parking! Improve bus service!

- free upass

- "- Reduce commutes by allowing employees to work remotely.

- - Reduce commutes by providing housing/hotel options on campus for faculty and staff as well as students. Don't have to commute if you live on campus.

- - It is going to be a long time before people are willing to rideshare in the wake of Covid-19. - "

- "The UW has a unique position in being able to request service for King COunty Metro. The changes and reductions for bus lines are adversely affecting commutes and lengthening the commutes of employees.

-

- It would be best if, in addition to the light rail, UW requests consistent or expanded schedules for express buses throughout Washington state, as the light rail does not serve all areas where commuters are coming from. "

- First question you need to answer: how are the leaders of this plan getting to work? If they are all driving SOV then UW will not meet this goal. Reflection time!

- "I think this target could also include job-share options, opportunities for up to 100% work from home on a perm basis, expanding shuttle services, and having a UW community board that allows people to connect and share resources, connect with commuters (find people to ride to work with), etc.

- Offering compensation to faculty and staff who take public transportation or walk/ride bike to work would be fantastic. Many companies are doing that now and it works."

- Offer a "commuter credit" for staff/faculty who use public transit or carpool.

- Fully fund/centrally pay for UPASS for all faculty and staff.

- Create financial incentive for staff/students who commute to work via walking, biking, or public transit.

- Promote UW itself as a walkable, bikeable campus. Show distances to certain neighborhoods, hotspots, and attractions.

- Make bus passes free for students, faculty and staff."

- The most aggressive way of achieving this is to provide free U Passes to employees. Rather than "promoting" change, take steps toward actual change.

- What about SOVs that are pure electric? Providing charging infrastructure would help adoption.

- "I'm cautious about going a lot further. This is a challenge for parents with tight childcare schedules, or other childcare related needs, & keeping to raise parking expense can result in inequitable impact on low income esp. live in areas with poor transit

- Continue focus on working with sufficient and transit options (esp after pandemic) - maybe shuttles to light rail - walking distance to terminal can be hard for people with injuries, mobility issues, tight schedules or carrying supplies. "

- It would also be good to reward those who drive electric vehicles, for example by lowering parking costs for those who use EVs to commute. Also installing charging stations.

- Again...incentives drive behavior. Provide incentives for biking, bussing or walking to campus. For example, for every ten days I bike, bus or walk I get a campus parking pass or I accumulate points I can use towards health-related products (e.g., bike helmet).

- More bike lockers

- Provide a car share app that helps students connect to cars. Offer a larger fleet. Give more advertising to these things so that students are aware of their existence and how it would be perfectly normal and expected to use them.

- Not commute at all - work from home.

- Limit single occupancy campus parking permits

- Increase shuttle frequency and coverage

- Actively campaign as a university for public transportation and for tax policies that support public transportation. Trying to be "neutral" as a public university is a farce. The very idea of public education is political and we should stop apologizing for our existence.

- "Remove parking access in convenient lots for SOV permits. Force as SOV occupants to park in E1.

- The UW has already done a lot here over the last 30 years. Expanding shuttle service to more areas would help--East campus, west campus, not just Health Sciences. Expand Health Sciences Express to include more of campus! Electrify fleet

- Also, promoting walk/bike is healthier for people too, in addition to the environment.
- No more parking spaces allowed on campus. Create a UW car share app.
- Encourage density, walkability, bikeability, and transit by lobbying the City and County and other public agencies/services. The city's design is most important to UW staff/students' travel decisions.
- Both of these items seem vital. Actions should seek to make the sustainable choice more affordable and easier for UW community members.
- Free/Affordable UW shuttle services, trains & bus passes for sure
- increase teleworking options after the pandemic, provide purchase assistance for electric bikes, lobby the city to improve the bike and transit network
- Allow flexible staff scheduling for better ride sharing options. Help match up roommates can also change their work schedule to be the same to allow transportation sharing. Get a shuttle that goes around the campus from the Light Rail - it is too far to walk for many if office is on north campus but you get to campus on the rail and the buses are really inefficient/infrequent at certain times of day. Create a UW shuttle that runs on campus constantly, not just buses, to help disabled get around.
- SOV reduction? Let's face it - you have to get these people out of their cars whenever possible. You have to provide more options than just car shares and UW shuttles. What about promoting also electric bikes, electric scooters, etc. Public transit has been and will be a game changer. Once light rail is more accessible and increase in stations, should greatly alleviate SOVs.
- Provide transportation alternatives and work-at-home options without merely squeezing the community and adding to their daily overhead.
- Provide fully funded U-Pass for all faculty, staff, and students! It's crazy that we haven't done that yet.
- This will work great if bus routes are improved for better connections between far neighborhoods (Kent, Everett, Eastside) and UW.
- "Provide more flexiblity for staffs to remote work where possible. There are many staffs who can't afford to live close to thier job location. Many of them have a long commute to work. Providing more flexiblity for remote work will cut down the driving thus contributing sustainability.
- Promoting is good but if there are more cost involved or not convenient,things will not change. Make it convenient or less expensive so that people will be more motivated to change the behaiviors."
- Promote cycling, walking and other physically active forms of commuting as means of benefitting physical health goals (and collaborate with university, state, local and non-profit efforts to support health goals such physically active commuting can provide); lower barriers to use of public transportation, car pooling, shuttle service by making easier and more attractive to do so; encourage continued remote working options for as many people as possible (doesn't have to mean full-time remote)

- I commute 160 miles daily roundtrip to work at UW Montlake. I would LOVE to be able to use public transportation but it either does not exist or cannot work within my time frame. I also registered with the parking office for a ride share, and nada, bupkiss, nothing ever came my way. I would love to work with others to figure out some viable alternatives.
- provide subsidies not promotion. the issue isnt education rather equity. subsidies car shares, shuttle, and commute options that are cheaper than current single occupancy vehicle option. it's such a narrow view to solely focus on promotion. mother earth does not any time left for promoting behaviors.
- "- 5-10% parking fee rebate for carpooling/car-sharing students.
- - Create a system for students to find other students in their area to ride-share with."
- Expand incentives for alternate commuting options (such as expansion of subsidized UPASSes) and expand transportation options (such as shuttles) to make switching more beneficial to individuals.
- Supply faculty and staff with Orca cards; provide secure bike lockers; provide discounts on electric bikes and scooters.
- Given UW's experience during COVID, I'm curious whether we are thinking differently about telework and flexwork as sustainability tools.
- You will have an easier time getting people to do something rather than not do something. People don't like needing to drive and pay for parking. Make it ridiculously easy to use other options. An orca card is much less helpful if someone can't afford to live close to campus
- Reduce student parking and increase car share opportunities UW shuttle services and promote more alternative transportation opportunities.
- Need to fully subsidize the U-Pass for all students/faculty/staff NOW. Current lack of such is an embarassment for the institution, when the majority of Seattle greenhouse-gas emissions is transportation-related. Many of these other items are just aesthetics and talk. This is a concrete action that could be taken to actually reduce GHG emissions.
- "Remember that distance matters. A 10 mile SOV commute is not the same as a 50 mile SOV commute.
- Work to make public transportation more comfortable, and more people will use it."
- One problem is that we don't have a widespread, dependable commuting network. That's the main reason I can't use bus as 100% of my transportation. I wish our transportation network was better.
- Incentivize car shares, shuttle service and non-SOV options

VIII. 15% LOWER ENERGY USAGE INTENSITY BY 2025

Target Actions

- Implement Cost Effective Conservation Investments

- Expand Campus Meter Monitor O&M Program

- Purchase Only Energy Star Appliances

Targets were evaluated by each action on a scale of 1-5 based on how well the participant thought the action would allow the UW to meet this target, with 1 being the lowest and 5 being the highest.
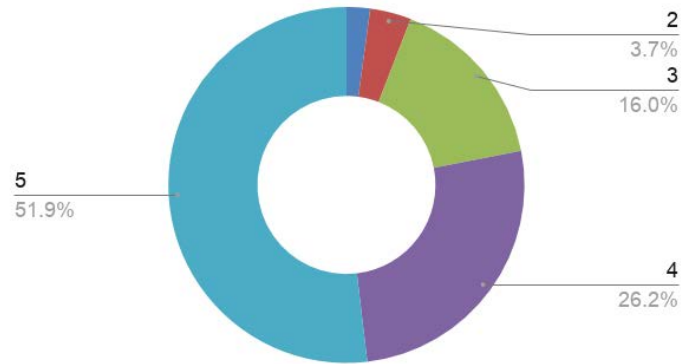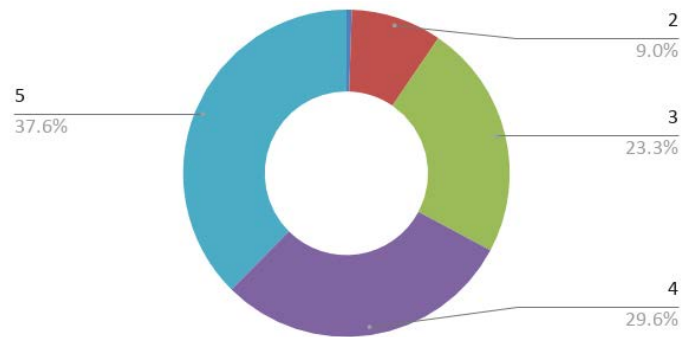
Sustainability Plan guiding principle

Use resources responsibly

TARGET ACTION RESPONSES

ACTION 1

Implement cost effective conservation investmentsction

2 3.7%
3 16.0%
5 51.9%
4 26.2%

ACTION 2

Expand campus meter monitor operations & maintenance program

2 9.0%
3 23.3%
5 37.6%
4 29.6%

ACTION 3

Purchase only Energy Star appliances

1 2.6%
2 7.3%
3 17.3%
5 40.8%
4 31.9%
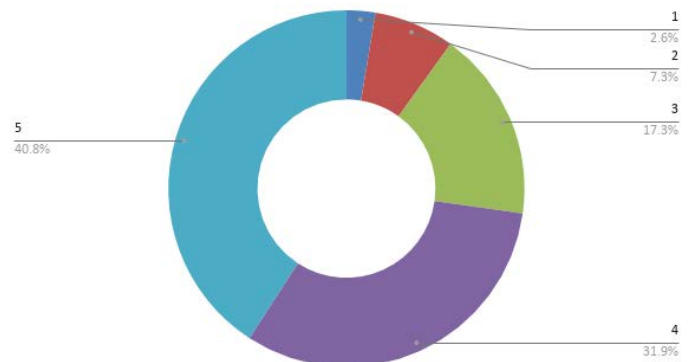
NARRATIVE SUMMARY

- Implement automated building management systems to monitor and power down systems when not in use
- Accelerate building renovations schedule and target labs
- Pursue matching grants (e.g. WA State Dept of Commerce)

FULL NARRATIVE

- Accomplishable.
- All new equipment purchases should be energy efficient if there is the option available.
- Isn't Purchase only Energy Star appliances part of Expand campus meter monitor operations & maintenance program?
- Give students space to grow and test their energy reduction ideas.
- Transparent and accessible on-line meter access for student and faculty research.
- I don't see how appliances can help to reduce energy usage at UW. I think buildings should deliver better performance in terms of their fabric, and not only through appliances. Is there any study about the efficiency of these appliances? it sounds like a marketing strategy rather than a effective way to reduce energy consumption of buildings.
- Automatically turn off the lights in shared spaces, e.g. shared labs, when no one is there.
- The largest energy usage sources should be the low hanging fruit. If it is heat, switch from 95% efficiency gas/oil steam heat to 300% efficiency heat pumps.
- More light automation via motion sensor and timed operations.
- Here is where most of the effort should go. Get some engineers to come in and make sure we are being efficient in our electricity usage. Revamp buildings to be energy efficient
- The cost effective conservation target seems to fall short from my perspective. It directly supports Target X, and will increasingly become a state requirement. Look beyond simple ROI to justify these decisions - what are long-term costs of NOT taking action? Create a new buildings/maj. renno. targets that put UW in a leadership role. Don't allow projects to "opt-out" of those strategies if they don't meet a simple ROI threshold. This has a strong overlap with UW as a living lab goal.
- Upgrade exiting infrastructure to use energy efficient heating/cooling
- what does "Implement cost effective conservation investments" mean?
- THis is Also TOO LOW. Reduce by 30-40%

- Encourage departments to implement permanent telework to reduce commuters and office space.
- Most energy efficient utilities and vehicles are very expensive to purchase. The UW should try to work harder with Energy Star vendors to significantly lower the purchasing costs of these appliances for our labs. Promoting work from home for admin and IT staff would naturally help with reduction of energy use on campus.
- obtain some grants to replace some of the aging dinosaur equipment that are real energy pigs with new efficient comparable models. Hi, I see you have a 30 year old -80 freezer that has failed twice in the last three years, can I interest you in a replacement model with no compressor? Not even if we pay 80% of the cost due to this fund? your centrifuge is 50 years old and takes 300 watts to run a single cycle, replacement? 90% cost offset?
- Supporting remote work for employees will reduce energy usage as buildings go unused or minimally used.
- Some of these decisions are finance decisions, so if UW sets the correct procurement boundaries this is possible, otherwise purchasers and departments will seek the cheapest option
- Purchasing only Energy Star appliances should be a no-brainer and something UW should already have adopted years ago. There a zillion things that can be done to lower energy use as well as reducing the amount of water used within the community. Lights that are only on when someone is in the room, low-flow toilets, auto on-off water faucets/sinks, etc. Maintaining equipment is key to ensuring its effectiveness.
- Automatic motion-activated light switches. HFS has already invested in this for certain buildings
- science labs have a longstanding culture/habit of leaving all machines and instruments turned on all the time. Providing tips on how to limit daily energy usage (closing fume hoods, putting instruments on timers etc) and sending out reminders around holidays to unplug and turn off devices would be helpful.
- Implement guidance for university work to reduce power consumption. Update staff hardware.
- 2 Ideas: Have a competition between dorms every spring or fall for which dorm can save the most energy in a month (meters needed). Give prize to 1st, 2nd, and 3rd. Another idea is to have a "Husky Lights Out" event biweekly (every 2 weeks) where students from different clubs participate in an event organized by a student sustainability group and turn off lights every friday afternoon in assigned buildings around campius.
- Turn off building lights when no one is there.
- Energy Star appliances should be defined. We use equipment across campus that doesn't provide "energy star" ratings because the industry isn't creating them. What are "appliances" and what is the equivalent of "energy star"?
- "Cost Effective should be well defined. Aren't all appliances Energy Star by default these days?
- Convert campus to electric appliances and phase out any use of natural gas."

- "Power down buildings during campus breaks"

- Have a central budget that pays for all of this rather than budgets by each unit.

- Conduct energy audit on all campus buildings to identify where upgrades are needed in terms of insulation, appliances, etc.

- Stop pampering students with heat and stop heating empty buildings

- Upgrading buildings and energy sources is hard and necessary work. Retrofitting and purchasing better appliances or infrastructure should be done soon to realize the cost and climate benefits. UW could also consider sharing its lessons with other organizations to ease their transition, too.

- I think #1 is the most important item here, probably. We should investigate methods that don't just save energy but use existing energy in creative ways, such as passive solar building retrofits.

- Please keep reminding the housekeepers to turn off the lights after cleaning in the areas where they're not being used. At Eastside Specialty Center, they were constantly leaving lights on overnight or all weekend until I reminded my management team several times that I was turning them off on Monday mornings.Housekeeping has definitely improved in this area.

- Solar panels, wind turbines, and natural lighting are your friend

- increased (optional) teleworking after the pandemic could allow us to share offices/desks by alternating days in, thus greatly reducing staff space needs and thus energy consumption. Build new buildings to passivehouse standards and emphasize excellent daylighting.

- Use data from monitoring to improve building efficiency

- Increase energy production on campus (solar, wind, etc.)

- Yes of course. Purchase only energy efficient appliances. Solar energy increased...

- Include assessment when repairs or remodels are planned, and add in efficiency angles to the work when it is reasonably cost-effective.

- Updating equipment and facilities to more energy efficient

- Consider pursuing grant funding for on-site energy production (solar, wind, micro-hydro) on UW campuses; partner with local businesses to potentially deploy means of on-site energy production; include on-site energy production upgrades to any facility owned by UW during planned renovation cycles as well as other efficiency upgrades beyond appliances (lighting, heating, hot water, insulation, etc.); reclaim/install viable, discarded solar/wind equipment from residential/commercial sources

- divest from fossil fuel infrastructure, invest in renewable energy

- Lab spaces are a major contributor to energy usage. Recommend and offer incentive to lab spaces who work to reduce energy usage.

- Central funding of surplus will encourage departments to empty rooms that are full of junk, allowing the UW to more efficiently use the buildings that we have.

- I'm not a big fan of carbon offsetting. It's better than nothing I guess, but I feel like it's like a sugar substitute. At the end of the day, if you want to eat less sugar you need to use less sugar and you can't really fake it. It doesn't matter how much research we support or trees we plant or whatever. We need our energy to come from less destructive sources, we need to use less of it, and we need to highlight hidden costs (how impactful is the construction of certain batteries? Etc)

- This is important not only for UW but also for how operations at UW impact the neighboring areas.

- "Is there a study indicating what uses the most energy on campus to identify where work on savings could be best achieved?

- For Energy Star - indicate ""when available"". Also, provide funds to offset cost difference is they occur. This was the case for purchasing freezers in our lab. There was a tax return incentive - but a research lab wasn't eligible for the funds. We had to choose between the more expensive freezer or funding for a grad student RA."

- Be careful not to overly rely on solar. It is not super dependable, especially in cloudy Seattle. Please do make sure to have backup energy plans, perhaps in the form of oil or nuclear.

IX. 10% LESS SOLID WASTE BY 2025

Target Actions

- Divert Compostable Waste from Recycling and Landfilling
- Implement Low-Waste Campus Kitchens

Targets were evaluated by each action on a scale of 1-5 based on how well the participant thought the action would allow the UW to meet this target, with 1 being the lowest and 5 being the highest.

Sustainability Plan guiding principles
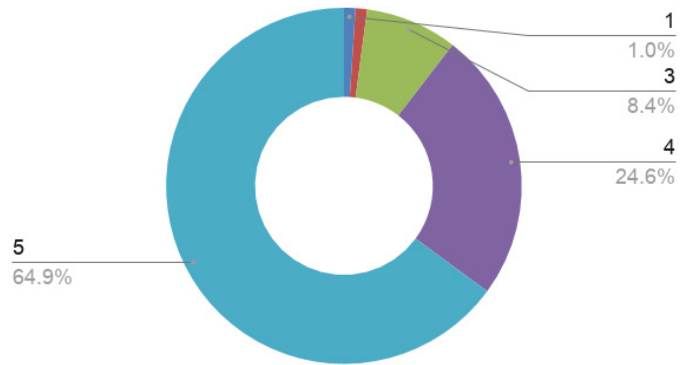
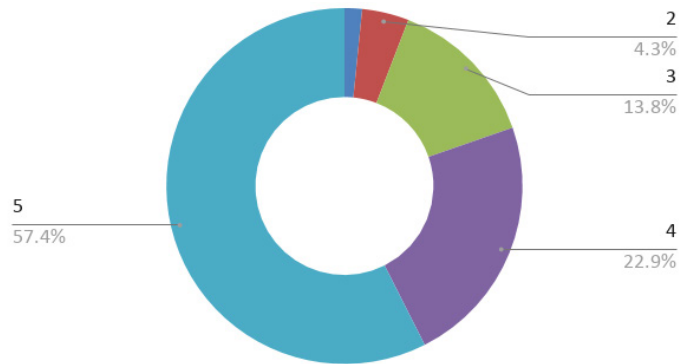Use resources responsibly

Decarbonize

TARGET ACTION RESPONSES

ACTION 1

Divert compostable waste from recycling and landfillon

1
1.0%

3
8.4%

4
24.6%

5
64.9%

ACTION 2

Implement low-waste campus kitchens

2
4.3%

3
13.8%

4
22.9%

5
57.4%

NARRATIVE SUMMARY

- Complete campus waste audit and analyze for improvement (could be annual campus as living lab project)
- Evaluate and improve all UW waste streams, not just HFS

FULL NARRATIVE

- Major hurdle because incoming freshman class really is not educated as to how recycling composting and trash should be handled. What is the education program for each dorm? There already is a large amount of contamination of recyclables and food waste.How do you enforce compliance? What is the education program,RA's?
- Develop a plan for reducing waste in biomedical research through changes in purchasing, increased recycling, and education.
- Don't just divert compostable waste - there is still a lot of paper and plastic going into the garbage.
- What about construction waste? What about student-generated waste such as packaging? What about stuff students leave behind when they leave dorms, etc.?
- Charge disposable coffee and water cups make people carry their own damn cups.
- -Expand the SCRAM program to Greek Row and other housing accommodations that cater primarily to students
- Scrutinize purchasing across the whole university. Do your vendors have a closed loop system for their products? If not, drop them. Our waste problem cannot be fixed on the back end alone.
- Buy food with less non-compostable packaging.
- Be STRICT about this! There's rumor that waste is never sorted and the education to students is not good enough. Be clear and run a free tutorial or infograph distributed to all.
- Add compost bins on campus and continue to educate students on the benefits of composting.
- Divest campus food services from non-compostible food packaging.
- Buy compostable plastics! Make everything sold in the cafeterias compostable. Stop wrapping things in plastic. I just want a sandwich with no plastic
- Should include construction and demolition waste in UW waste accounting
- Decrease purchasing of single-use decorations across the UW (e.g. all the Christmas decorations at SLU - why are we recognizing a religious holiday?)
- I would suggest eliminating 3 different waste containers, and do the sorting on the back end. This way, a higher percentage of things can be captured for the correct method of disposal with zero effort on the user's part.
- Increase plant-based options
- I would hope the first goal is achievable well before 2025.
- People seem to be getting used to putting things in the compost now, how has it been going in the last 5 years? How much has been diverted?
- Better signage so more compostable waste makes it into the correct receptacle
- Less single use packaging on campus. Give out free reusable tupperware, straws, bottles, etc. and make refilling available everywhere to avoid single use packaging. Such as you should be able to use your own tupperware for food on campus instead of getting a folded box
- THis is Also TOO LOW. Reduce by 30-40%
- Before implementing a low-waste campus kitchen, calculate the cost for maintaining them and consider if this is financially sustainable.
- encourage people to use their own dishes and cutlery. limit access to one time use. That will mean making dish wash stations available so we don't clog sinks. I take mine home and add to dishwasher with other dishes. bring your own cup is important at espresso stands. Single wrapped sandwiches? pre-packed food? more and more common rather than fresh, more wasteful. Would rather stand in line to scoop a hard boiled egg into my OWN bowl, than buy some in plastic that is how old?
- "Promote paperless offices
- Allow remote work
- Discourage the use of paper checks and snail mail correspondence.
- Don't use disposable dishes, cups and cutlery in campus cafes. "
- "Many buildings do not have the ability for compost pick up. Expansion of pick ups to serve all campus buildings/provide signs regarding which items are compostable.Consult with Housing and Food Servicesas they have signage to show people what items are acceptable to be composted.
- A subsidy for budgets when they order compostable plateware would be best, as it is more expensive and not all departments have the budgets for this."
- We should first address the hypocrisy of our most recent decisions: to replace towel and soap dispensers with automated dispensers that spit out regulated amounts but run on batteries. In my opinion, the increase in batteries is more wasteful. UW has a robust construction engineering presence that we could use to hardwire solutions (in more ways than one)
- A widespread ban on plastic (straws, bags, cups/dishes/utensils) is vital. Let people bring their own reusable dishes/containers to campus food vendors so their food/drink can be prepared on/placed in them would be great. TO-GO doesn't have to mean disposable/garbage. It is important to educate people about what goes in which bin, what disqualifies something from being able to be recycled or composted (i.e.: food on plastic = garbage), etc.

- Biomedical research waste reduction

- My workspace in the Health Sciences Building has paper recycling bags but not readily available plastic recycling. This results in people throwing away plastic in the trash. More recycling stations for plastic film and styrofoam in the Health Sciences Building would also help.

- Create a rule or mandate that limits printing from students and faculty on campus computers/printers.

- Don't allow departments to purchase plastic water bottles

- All events on campus should be required to use compostable materials, when using disposable items. Composting costs to departments should be reduced/free to reinforce this.

- The problem is that there are increasing use of "Commercially compostable" alternatives. Do you need 4 waste streams: Trash, Recyclables, food waste/paper waste that will compost naturally in a landfill, and commercially compostable items that need the higher temperatures to actually break down.

- educate community on how they should sort their trash and transparency/communication of what happens with their waste when the part with it

- Make composting easier - easier access to a compost bin in more locations

- Have a competition to reduce number of copies made.

- Partner with organization like Ridwell that can make use of materials that are not easily recyclable, like plastic film and styrofoam.

- More composting options and support. UW was very late to this. Paper towel composting bins in all restrooms is a huge one.

- Pay folks or organize volunteers to watch over compost bins in key areas

- Implement options for bulk purchasing and BYO containers to on-campus facilities.

- Waste prevention strategies need to be the priority. Recycling is unreliable at best. Composting is a good strategy, too. End single-use containers on campus. Require students to bring their own containers and create infrastructure in UW facilities for staff and students to use them (i.e., cleaning stations).

- "The second item is great - I think creating connections with mutual aid groups on campus and nearby to redistribute surplus food is critical. UW should also seek to end use of all disposables by encouraging students to bring their own utensils or use utensils provided by dining (not use compostable ones), and replace the non-compostable condiment packages

- in diing halls with condiment dispensers. "

- programs to reduce waste generation through increasing zero waste options for purchasing

- re-evaluate and analyze sources of solid waste. Then figure out what solid waste to reduce and not buy in the first place.

- Stop the food locations selling individul drinks in individual containers (bottles/cans). Move them all to the vending machines where it has multiple drinks loaded into one machine, and the person selects. And make them bring their own cup, stop providing cups.

- Kitchens should absolutely reduce waste. Bulk buying and packaging must be reviewed; any compostable items must be put in a compost. This must be required for all kitchens.

- I think the UW does a great job of diverting waste. Messaging is important. Offering the community resources for recycling in their personal life may raise up an awareness in the work environment.

- Provide all resident hall and apartment residents with 3 bin system for their rooms, along with training during move in process.

- Managers across the board should develope and share direct examples of what thier own department should engage in to help contribute to sustainability goals.

- Offer compostable packaging

- Purchase goods that are packaged in compostable materials as much as possible.

- target purchasing toward longer service life options; reduce and reuse wherever possible; encourage the reuse of compostable materials locally (so they don't need to be transported off of campus); add surcharges to discourage the use of disposable equipment, utensils, etc.

- We are already working on these issues in the Montlake F&N dept.

- by 2020 not 2025, earth will boot humans off if we wait any longer

- Lab spaces are a major contributor to waste. Recommend and offer incentive to lab spaces who work to reduce waste. For example, the lab that I work rarely produces hazardous waste. We are working to divert mush of our waste to compost or recycling.

- Catalogue where the most amount of solid waste is being generated and target that.

- Central funding of equipment surplus

- The best way to reduce waste is to produce less waste. Eliminate single use plastic whenever you can. People need to think less about disposable Anything existing, whether it's compostable or not. It's nice if all your disposable silverware is biodegradable, sure, but changing behaviors will benefit the whole community as opposed to just our little island of privilege and access. People are still going to get takeout regardless of what supply changes You make

- There is still too much food waste on campus-this should be unacceptable. Consider portion reductions, encouraging kitchens to make stock from food scraps.

- "The targets seem focused solely on food waste. Is there a study indicating where the solid waste on campus comes from?

- Why are there no waste-to-bioenergy targets here?"

X. 45% REDUCTION OF GREENHOUSE GAS EMISSIONS BY 2030

Target Actions

- Electrify UW Transportation Services
- Plan to Repower the Seattle Campus
- Implement Campus Solar Plan

Targets were evaluated by each action on a scale of 1-5 based on how well the participant thought the action would allow the UW to meet this target, with 1 being the lowest and 5 being the highest.

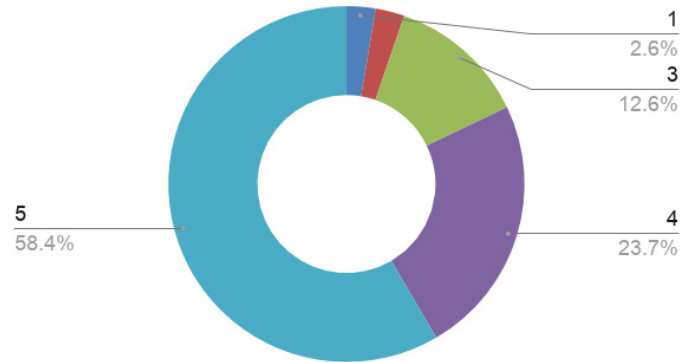Sustainability Plan guiding principle
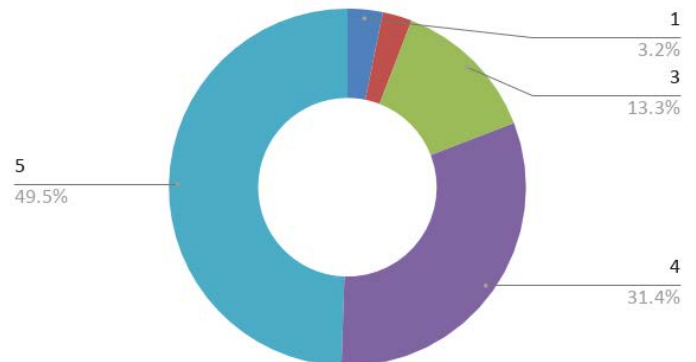
Decarbonize

TARGET ACTION RESPONSES

ACTION 1

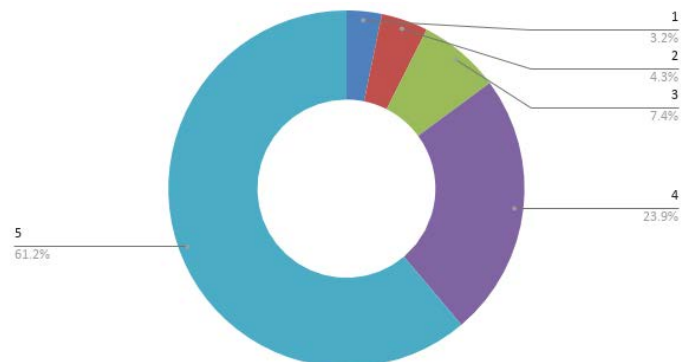Electrify UW Transportation Services

1
2.6%

3
12.6%

4
23.7%

5
58.4%

ACTION 2

Plan to repower the Seattle campus

1
3.2%

3
13.3%

4
31.4%

5
49.5%

ACTION 3

Implement campus solar plan

1
3.2%

2
4.3%

3
7.4%

4
23.9%

5
61.2%

NARRATIVE SUMMARY

- Conduct Scope 3 GHG Emission inventory including supply chain and GHG offsets program
- Partner with Seattle City light, King County and WA leg to electrify transportation, building energy, heating & cooling and campus power plant.

FULL NARRATIVE

- Accomplishable.
- I love the idea of a solar farm. Every building could have solar panels on the roofs! Even the stadiums.
- Aren't Plan to repower the Seattle campus and Implement campus solar plan the same?
- As a contributor to the Campus Solar Plan, I think implementing this would be an amazing idea! We have several sites around campus shortlisted as a starting point.
- There is a behavior component that needs to be addressed. Occupants are often not aware of the energy they consume, and I think that education and behavioral strategies can also help to reduce energy and GHG emissions.
- As much as I love solar, that is probably the most expensive way to reduce CO2 emissions, unless there's an incentive package from the city. So, do that last. There's probably no way to hit this without closing or seriously scaling back use of the campus natural gas power plant.
- The campus should be covered in solar arrays, not to reduce greenhouse gases, but to reduce cost as they are cheaper than buying the same power from SCL. Replace the steam plant with electric heat pumps.
- Why don't we already have solar, or a solar plan?! My community college here in WA is doing better than a research campus about this.
- Solar sounds dope, hard to rely on in seattle. Look into nuclear in the future once it is miniaturized.
- Many plans have already been created to meet this goal - why is yet another plan being suggested? It is time to implement a plan! The solar plan should include an analysis of the % of energy is offset by the strategy (it will be small) and if ROI is seen as a good metric, it will become clear that building energy eff. and Target VIII will result in greater gains over time, also enabling other strat. goals. Solar works when all other efficiency has been realized, we're not even close at UW.
- Should include increase in performance targets for new and existing buildings. As well ass addressing scope 3 emissions -in particular from building construction.
- I STRONGLY suggest this be done WELL before 2030. UW transportation should be 100% fossil fuel free well in advance of 2030, and we should devote significant capital resources to using renewable power throughout all UW cam-

puses including UW, UWMC, HMC, SCH, etc…

- All students and employees should have access to free public transit. Salaries should allow employees to live near campus if desired.
- Make sure UW's electricity comes from only clean energy sources
- UK universities MUST reduce GHG by 100% by 2030. Why can't we?
- Very nice suggestions but I am not sure how we will be able to afford all that during these very difficult financial times.
- pay attention. The UW spends 100s of thousands to get zero emissions vehicles so the uneducated students can throw a fit and make mailing services get rid of their electric to spend 100s of thousands on bikes and turn into a less efficient bike messenger service. Electric vehicles have batteries that are BAD. Electric vehicles have limited range. Some cars need to reach Oregon or Idaho. Be reasonable with this so we don't force transport services out of business…
- I think these are all great ideas. While I understand that plans are the first step in this process, we must also be sure to implement the steps in this plan to ensure that we reach this target.
- I'd like to see UW become energy independent as much as is possible.
- free upass
- Remember the "footprint" caused by the mines, factories and transportation created when new products are made and new systems implemented. Sometimes the most sustainable option is to work with what you've got.
- These are large financial decisions that will need to come from the top. The last year has taught us that UW will divert from decisions that save the environment if economic times are tough
- Solar is incredibly expensive and may not be ideal in a place that sees more cloudy days than sunny days. However, there are other alternatives that could be explored. Electrifying UW transportation must happen - on campus and off (i.e.: shuttles). More charging stations in parking lots/garages (that require UW ID swipe or employee ID # entry to use) to entice more people to get electric vehicles. Discounts to UW community for purchasing electric vehicles.
- Divest from fossil fuels.
- The current sustainability plan addresses many of the University's opportunities for improvement, but without expand the University's GHG inventory to account for Scope 3 purchasing emissions the GHG emissions reductions will not take into the full opportunity for reductions. For example, purchasing of construction materials is responsible for a large amount of GHG emissions that are not currently captured by UW's inventory or addressed in the sustainability plan.
- Review campus buildings to deal with climate control issues. Some spaces have modifications to be more energy efficient but the conditions are unfavorable. It's great that we are trying to be more sustainable but it shouldn't be at the mercy of student experience. There should be a way to accomplish both through new technologies. Campus con-

struction creates large amounts of carbon emissions; some standards should be created to address.

- "No brainer here--buy a fleet of Nissan Leafs and/or Chevy Bolts.

- I'm not sure what ""reposer"" the Seattle campus means? No steam?

- Look to eastern washington to develop meaningful solar resources."

- I really think that UW should aim to become carbon neutral by 2030.

- Design all new buildings so that they don't need to turn on the heat or cooling as much. Founders Hall is an example.

- Centralized budget. Increase tuition for the wealthy. Stop % merit pay increases that only make wealthier employees wealthier. Redistribute these funds to everyone or in ways that benefit those furthest from justice.

- "Repower Seattle campus with renewable energy.

- Reduce meat offerings in campus dining and at campus events -- meat is a big source of GHG emissions. Don't force everyone to be vegetarian, but make vegetarian offerings the main focus with a meat offering as an option (basically flipping how it is often currently done - multiple meat offerings with one veg offering)."

- As solar panels become more efficient and workable in our climate (cloud cover), expand access. Fund their conversion as appropriate. Electrify transportation options as much as possible

- End the central heating based on LNG

- Lobby the city/county/other agencies to improve Seattle's energy resources and also densify the city, improve walkability and bikeability, and expand transit.

- I am concerned about target #1. The carbon emissions involved in creating electric vehicles is very high, and the more quickly electric vehicles can charge, the less their actual sustainable benefit - research this. More public transporation systems (which, I admit, are sometimes out of the university's scope) are needed. Items #2 and #3 seem very beneficial to me.

- Electrifying the transportation services is incredible, and I think repowering the campus is really valuable too. Again, wind turbines can be small and mighty too

- Stop using ANY gas powered vehicles. Grounds Maintenance tools and other power tools, move to electricity based only assuming there is a viable electrically based replacement tool.

- Absolutely - install solar panels on roofs of buildings, regardless of age of building. Transportation Services could have a fleet of only electric vehicles - range has increased between charges (200 miles?), so this is an easy change. Use only rechargable batteries - why aren't we doing this already?

- It may be prudent to assess vehicle-related GHG production & pollution, from manufacture through the life of the vehicle in order to make decision about puchasing, in order to minimize negative impacts on the environment.

- These measures should be available to all three campuses,

not just Seattle.

- Build solar farm above large parking lots. Particularly the massive lot by the sports stadiums.

- Reducing local and overseas travel would help in this regard.

- Install plug-in vehicle charge points at all UW owned/leased parking facilities and maintenance locations and actively encourage and advertise to promote usage; include small scale deployment of wind and or micro-hydro (using wastewater/run-off or waterflows not essential to fish or wildlife reproduction); consider purchasing of large scale renewable energy blocks from utilities that supply UW; consider partnership with regional transit to deploy more electric busses to serve UW campus

- Solar, Solar Solar, and I would also be looking into the smaller wind generators too.

- 100% electrify and solar/wind for all campuses

- I would love more info about how UW is weighing the costs and benefits of tearing down/out or throwing away existing infrastructure and tools for green upgrades. That process requires extracting new resources (many of which come at significant environmental cost, with significant environmental justice dimensions). I would love our GHG reduction goal to be even higher :) I also think we don't always acknowledge the complex systems involved in wasting the old and manufacturing what is "cleaner".

- "Step 1: figure out how to sustainably use less energy. This will require creative thinking. You'll need a diverse team...a bunch of well-meanimg white people will insufficiently address this.

- Step 2: get the energy we're using from better sources. Ideally do this in such a way that it will improve access to cleaner energy for the whole community, not just us"

- Electrification is great, but why invest in solar if so much of the local grid is already hydro-powered? And with cloud coverage how do the savings compare to other measures? And if UW generates its own electricity (not from grid) are there better options than solar (i.e. fuel cells?)

- Solar, wind and water alternative power resources should all be considered and investigated more.

- See comment on U-Pass, but Target X is also important.

- There is excellent research on campus for production of biofuels from lignocellulose, and for waste-to-energy production. If a goal is to increase sustainability-focused research, perhaps demonstrating their effectiveness by using this research to offset GHG would be a good start.

ADITIONAL SUGGESTIONS

- Some of your questions need clarification. Unless you are familiar with the topic, it is hard to answer. Add a "I am not sure" as an option

- Retirement plan options for us to get our money away from generic funds which support oil, gas, and many things we wouldn't agree with but are concealed in investment packages.

- Each School or College should have a ESC or equivalent representative.

- HFS UW Dining is an active participant in campus sustainability activities. The UWMed center dining is a seperate operation but it is not clear of their involvement in these efforts.

- Divestment of fossil fuel holdings

- Support, train and encourage less paper and printing and make electronic records and signatures easier.

- This is exciting to see, thanks for the opp. to provide feedback. The UW IDL will be happy help with the inventory and categorization work, we can provide technical guidance on Targets VIII and X, and work on research that uses UW as a living lab - lots of overlap with goal XIII metering and building conservation.

- UW Architecture is excited to help advance the campus as a living laboratory.

- work towards long-term habit changing of staff/faculty. For example, many in my department state that they just have to print something out to edit it and can't imagine another way. Now that we've been working from home people are unwilling to spend their own ink on printing out long documents. How can this mindset be preserved upon return to work?

- Happy to discuss further, but especially on the UW Medicine side, there's lots of areas of waste that we can do better about conservation

- Contact the best Sustainability manager in Great Britain. Works at Aston UNiversity; awarded Best in sustainabilty programs. Name Andrew Bryers.

- Stop and think. Great ideas sometime have ugly long term implications. Electric cars are now starting to age out. Turns out you can't dispose of them well. Batteries. Solar panels are aging out. Can't dispose of them either. Maybe some initiatives to figure out how to deal with the outcomes as well?

- Many of these suggestions are extremely vague. It is unclear how they will directly lead to these proposed targets. I believe we need more specific actions that we can act on to reach these targets.

- We await direction from leadership!

- however we can!

- Biomedical research waste is a huge problem that none of the points above address

- Many of the questions on this survey were too broad and vague to allow a meaningful response. It is impossible for me to know, for example, if campus wide solar power is a workable affordable option, or what percentage of solid waste is derived from compostable items or kitchen waste. It seems many of the questions require a degree of knowledge/expertise that I do not possess.

- The pandemic has taught us that remote work can be successful for a variety of UW activities. Strong consideration should be given to leaning in on on-line and remote activities to reach many of the above targets and to reduce our footprint in leased buildings, as well as campus locations. Reduced in-person time = lower utility use, less SOV commute time, etc.

- The Carbon Leadership Forum at the College of Built Environment can help identify what emissions are missing from the current GHG inventory and identify strategies and actions for reducing GHG emissions related to construction.

- There are experts in sustainability and carbon reduction all over campus. How can we use the people and resources available to make significant changes. Yes, there would be up front cost to UW but the long term effects could be dramatically altering campus life. Use those changes as opportunities to "sell" the UW to students and donors interested in a large scale, green university.

- UW needs to be at the forefront of buying products that come from recycled materials.

- I'm happy to be involved in these discussions. Jamie Mayerfeld, Professor of Political Science, UW Seattle

- Call out noblesse oblige when and wherever we see it.

- Partner with city at jointly managed sites--Arboretum. We already model a lot of this at UW Botanic Gardens at Urban Horticulture--solar, biodiesel, electric, compost, UW farm. We can be a test site for some of the newer technologies

- Fund new research groups to map climate vulnerabilities and provide adaptations and mitigation

- Evans School Students should be engaged more because they are set to become local practitioners and, someday, leaders. They need opportunities to practice policy options development and implementation strategies/program design -- and could provide labor to benefit our school.

- I hope the College of the Built Environment could provide guidance for sustainable retrofitting, but, as a first-year student, I'm not a decision-maker there.

- There are a huge number of styrofoam boxes that are used at all the UW labs and pharmacies. I am in an off-site clinic and I have been taking styrofoam boxes from the lab to the Republic Services headquarters in Bellevue about once a week, which is only a few blocks from our clinic. Now, if we could just find a way to recycle the hundreds of reusable ice packs that accompany drug shipments that are thrown out

- Giving students less to buy, and not requiring mandatory orientations for travel (at least for grad school) would be good. I couldn't go because of COVID anyway, but it's a lot of wasted energy

- Divest endowment from fossil fuels.

- I see paper as a stumbling block and non-creative alternatives. I also would like simpler language on this survey as I had and I'm sure others following the intent. I am sure there is background information for these items, but the questions should include more info please - a bit criptic.

- Sustainability action/outcomes huddles.

- these targets are 90s targets. not reflecting the drastic action needed for us to live on this planet. no more promoting, reports, monitoring, cataloging -- intellectualizing this issue instead of taking action. very disappointed in this survey and your targets. it's evident that leadership and those implementing this has no equity lens or climate justice understanding of the current reality for folks in the global south. it's a privilege to still be intellectualizing and moving at this pace.

- EarthLab could play a large role in promoting and supporting sustainability practices, particularly around research and community outreach and education.

- Please remember to commit to being antiracist and intersectional about this. Sustainability is not a separate issue. There are no excuses for failing to create diversity of representation in addressing this. If there is not a racially/ethnically diverse range of voices at the table, FIX IT. Also it's important to focus on UW but also remember that we are a (big) community member and thinking about how we can impact the greater Seattle area is non-optional for meaningful success

- Financial investment decisions need to be a part of this solution- Where are endowments invested? Why is there no structure in place for sustainably investing our UW 403(b)? Money holds power and there are some achievable solutions here.

- Climate change is the central issue of our time. Please focus sustainability resources on that.

- I conduct research on waste-to-bioenergy, and teach sustainability concepts for forest products industry. Happy to contribute.

- We are currenlty researching Seattle's CAP 2013 and applying to MACP (master in community planning)

SUSTAINABILITY IS IN OUR NATURE

Sustainability efforts are ongoing at the UW. **UW Sustainability** is a central resource office for information regarding activities, projects, initiatives, campus engagements and programs.

Visit **green.uw.edu** to stay up to date.

BE BOUNDLESS

FOR WASHINGTON / *FOR THE WORLD*