I. DOUBLE STUDENT, STAFF, AND FACULTY SUSTAINABILITY ENGAGEMENT BY 2024
**BASELINE METRIC:**

**Continuum College:** Inventory of DEI related POD courses  
**Tri Campus Events:** On hold for summer  
**Virtual Programming:** 32 people registered for Forest bathing activity through whole U

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**Q3 & Q4 ACTIVITY:**

Saw the need to introduce and provide easy access for POD courses related to sustainability and DEI. We also completed an inventory of the Green Certification program and provided ways to transition it to a hybrid work model and make it a more useful tool for offices and labs.

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**CHALLENGES ADDRESSED:**

What challenges were encountered? Students, staff and faculty are busier, the pandemic has drastically changed our lives. We are sensitive to the fact that students are out of school for the summer so we’ve put tri campus event and other events on hold. With relation to DEI events we’ve had a shift in personnel which provided challenges as we lost key stakeholders.

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**MITIGATING RISKS:**

Find SME’s in other departments to continue our DEI events and create connections with OMAD to make these events a priority. Plan and schedule events earlier so people have enough time to plan to attend relevant events that are of interest to the.

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**FY22 ACTIONS:**

Revamp and Rebrand “Green office certification” to Sustainable spaces certification  
Come up with a comprehensive plan for events for the 21/22 school year  
Continue to promote events and provide opportunities for sustainability events through collaboration with the Whole U

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**ACTION STATUS:**

<table>
<thead>
<tr>
<th>Action</th>
<th>Status</th>
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<tbody>
<tr>
<td>Whole U and UW Sustainability Collaborate To Expand Universitywide Communication</td>
<td>✔️</td>
</tr>
<tr>
<td>Expand professional development opportunities</td>
<td>✔️</td>
</tr>
<tr>
<td>Inventory and expand community</td>
<td>✔️</td>
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**ACTION:**

Saw the need to introduce and provide easy access for POD courses related to sustainability and DEI. We also completed an inventory of the Green Certification program and provided ways to transition it to a hybrid work model and make it a more useful tool for offices and labs.

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**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
### STEPS STATUS:

<table>
<thead>
<tr>
<th>Action 1: Whole U and UW Sustainability Collaborate To Expand Universitywide Communication</th>
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<tbody>
<tr>
<td><strong>Step 1:</strong> UW Sustainability will define “sustainability engagement” in measurable terms.</td>
</tr>
<tr>
<td><strong>Step 2:</strong> Whole U plans to continue offering a seminar every quarter in collaboration with UW Sustainability</td>
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<td><strong>Step 3:</strong> UW Sustainability will revamp the Green Office and Lab Certification programs and include student ambassadors</td>
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<tr>
<th>Action 2: Expand Professional Development Opportunities for Faculty and Staff</th>
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<tr>
<td><strong>Step 1:</strong> The Whole U will work with POD in including UW Sustainability resources for New Hire Orientation</td>
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<td><strong>Step 2:</strong> Continue to report diversity spend across the enterprise</td>
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<th>Action 1: Inventory and Expand Community Engagement</th>
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<td><strong>Step 1:</strong> Coordinate with Continuum college to incorporate sustainability into their curriculum</td>
</tr>
<tr>
<td><strong>Step 2:</strong> Collect data on sustainability focused RSOs, and promote student engagement</td>
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</tbody>
</table>

**Note:** Copy and Paste the appropriate ‘status icon’ into the upper right hand corner of each step above to complete the Steps Status.
Steps we will take in FY 2021

1. UW Sustainability will lead an effort to define “sustainability engagement” in measurable terms, and assess a 2020 baseline. The defined measurement unit shall correlate to an individual receiving an encouragement toward considering environmental impact, human health, diversity, equity or inclusion in the context of their participation in the UW community.

2. The Whole U plans to continue offering a seminar every quarter in collaboration with UW Sustainability and will add sustainability features to a monthly editorial calendar and encourage UW Sustainability to contribute articles or recommend other UW faculty and staff.

3. UW Sustainability will revamp the Green Office and Lab Certification programs and include student ambassadors; provide student capstone internships to engage with underrepresented groups and RSOs; develop an inclusion plan for outreach communications.

4. The Whole U will add a sustainability focus for every signature program that involved overall wellness.

Statutes and linkages
Whole U quarterly seminars and wellness programs, Green Office and Lab Certification Program, Sustainability Stories virtual and on-campus events.

Financing
Additional financing needed in FY2021.

Continued University support of the Whole U program will ensure this Action will involve reach to all UW faculty and staff members.

Metrics
- Number of participants as a percentage of the promotional reach of communication (e.g. website traffic, email distribution or newsletter subscribers)
- Number of new certified offices and labs (when applicable for on-campus return) as a percentage of the promotional reach of communication (e.g. newsletter advertisement, tabling at events, presentations via in-person or online)
- Annual Sustainability Plan survey response count, beginning with the 2020 results and continuing with subsequent Annual Sustainability Plan surveys.

This Action may contribute points toward STARS credit EN-2 Student Orientation where UW shows a point gap of 0.56. UW has already achieved the full value of most credits grouped under the STARS Campus Engagement subcategory.

0.56 Additional points available
Whole U and UW Sustainability Collaborate To Expand Universitywide Communication

**STEP 1:**

UW Sustainability will lead an effort to define “sustainability engagement” in measurable terms, and assess a 2020 baseline. The defined measurement unit shall correlate to an individual receiving an encouragement toward considering environmental impact, human health, diversity, equity or inclusion in the context of their participation in the UW community.

**ACTIONS THAT OCCURRED/ONGOING JAN - JUNE 2021:**

- Worked on establishing baseline metrics that we can use to track engagement and work toward our target

We hosted a series of events to encourage sustainability engagement through Whole U, tri Campus events, during Earth Day

**CHALLENGES ENCOUNTERED JAN - JUNE 2021:**

Staff turnover and people leaving UW stopped momentum on certain events

**PLAN FOR FY22:**

- Continue to collaborate with and promote Whole U sustainability events
- Provide Whole U with list of Sustainability office hosted events
STEP 2:
The Whole U plans to continue offering a seminar every quarter in collaboration with UW Sustainability and will add sustainability features to a monthly editorial calendar and encourage UW Sustainability to contribute articles or recommend other UW faculty and staff.

ACTIONS THAT OCCURRED/ONGOING JULY-OCTOBER 2020:

PLAN FOR NOVEMBER 2020-FEBRUARY 2021:
Instructions: Replace this text with a brief, bulleted description of actions you hope to take during the next quarter.

CHALLENGES ENCOUNTERED JULY-OCTOBER 2020:
Whole U and UW Sustainability Collaborate To Expand Universitywide Communication

ACTION 1

ACTIONS THAT OCCURRED/ONGOING OCTOBER 2020-DECEMBER 2020:

PLAN FOR APRIL - JUNE 2021:

CHALLENGES ENCOUNTERED JAN - MARCH 2021:

Instructions: Replace this text with a brief, bulleted description of actions you hope to take during the next quarter.

DRAG THE CORRECT STATUS INDICATOR INTO STATUS BOX AND DELETE THE EXTRAS

ON TIME

SOME PROGRESS

NO PROGRESS

ACTIONS THAT OCCURRED/ONGOING JAN - JUNE 2021:

CHALLENGES ENCOUNTERED JAN - JUNE 2021:

PLAN FOR FY22:
Whole U and UW Sustainability Collaborate To Expand Universitywide Communication

STEP 3:
UW Sustainability will revamp the Green Office and Lab Certification programs and include student ambassadors; provide student capstone internships to engage with underrepresented groups and RSOs; develop an inclusion ACTION: Whole U and UW Sustainability Collaborate To Expand Universitywide Communication plan for outreach communications.

ACTIONS THAT OCCURRED/ONGOING JAN - JUNE 2021:

CHALLENGES ENCOUNTERED JAN - JUNE 2021:

PLAN FOR FY22:
**STEP 4:**
The Whole U will add a sustainability focus for every signature program that involved overall wellness.

### ACTIONS THAT OCCURRED/ONGOING JAN - JUNE 2021:
- [ ]
- [ ]

### CHALLENGES ENCOUNTERED JAN - JUNE 2021:
- [ ]
- [ ]

### PLAN FOR FY22:
- [ ]
Whole U quarterly seminars and wellness programs, Green Office and Lab Certification Program, Sustainability Stories virtual and on-campus events.

**METRICS & LINKAGES:**

<table>
<thead>
<tr>
<th>METRICS:</th>
<th>LINKAGES:</th>
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<tbody>
<tr>
<td>Whole U: Forest Bathing Event - 32 registrants</td>
<td>Whole U and UW Sustainability have overlapping events (Wellness week/Sustainability Stories can be used for other outreach opportunities)</td>
</tr>
<tr>
<td>Green Certifications:</td>
<td>Green Certification programs are great for outreach, we have a captive audience and will work to revamp the certifications for “at home” working</td>
</tr>
<tr>
<td>Continuum College:</td>
<td>Continuum college and UW Sustainability are working together to create a list of speakers for our sustainability stories series</td>
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Steps we will take in FY 2021

1. The Whole U will work with POD in including UW Sustainability resources for New Hire Orientation. The Whole U will also include sustainability resources when tabling at the new hire events and virtual events.

2. Work with UW Marketing to reach faculty, and develop a faculty sustainability network and outreach strategy. May include a Faculty Sustainability Fellows program modeled after Western Washington University.

Financing

Additional financing needed in FY 2021.

Continued University support of the Whole U program will ensure this Action will involve reach to all UW faculty and staff members.

Metrics

- Calculate the number of new faculty participation in the professional development network as a percentage of new hire orientations conducted.
- Calculate the number of existing faculty participation in the professional development network as a percentage of those reached through outreach presentations and communications.

This action can gain points in STARS credit EN-9 Professional Staff Development & Training where UW shows a point gap of 2.00.
Expand Professional Development Opportunities for Faculty and Staff

STEP 1:
The Whole U will work with POD in including UW Sustainability resources for New Hire Orientation. The Whole U will also include sustainability resources when tabling at the new hire events and virtual events.

ACTIONS THAT OCCURRED/ONGOING JAN - JUNE 2021:
- Met with Jeff Leinaweaver to incorporate more DEI related courses into POD classes
- Whole U hosted numerous events during Earth day, such as an entire Month of a Sustainability challenge

CHALLENGES ENCOUNTERED JAN - JUNE 2021:
- Bandwidth to connect with SME’s (people are tapped out with zoom meetings)

PLAN FOR FY22:
- Create a list of DEI POD classes and add them to the sustainability Website to create a centralized place where staff can go to find the classes.
STEP 2:
Work with UW Marketing to reach faculty, and develop a faculty sustainability network and outreach strategy. May include a Faculty Sustainability Fellows program modeled after Western Washington University.

EXPAND PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR FACULTY AND STAFF

- PLAN FOR NOVEMBER 2020-FEBRUARY 2021:
  - ACTIONS THAT OCCURRED/ONGOING JAN - MARCH 2021:
  - PLAN FOR APRIL - JUNE 2021:
  - CHALLENGES ENCOUNTERED JAN - MARCH 2021:
  - PLANNED FOR FY22:

CHALLENGES ENCOUNTERED JAN - JUNE 2021:

- ACTIONS THAT OCCURRED/ONGOING JAN - JUNE 2021:

STATUS:

- NO PROGRESS
- ON TIME
- SOME PROGRESS
- PROGRESS
METRICS & LINKAGES:

This will complement Target II (Identify Minimum Learning Outcomes)

**METRICS:**

Instructions: Replace this text with 2-6 bullet points with 1-2 sentences each

**LINKAGES:**

- UMAC has a direct line to new hires as their reach is campus wide
- POD works closely with continuum college
ACTION:  
Inventory and Expand Community Engagement

Steps we will take in FY 2021

1. Coordinate with Continuum college to incorporate sustainability into their curriculum, track attendance for these courses and offer continuing communications to attendees through newsletters, website and social media.

2. Collect data on sustainability focused Registered Student Organizations (RSOs), and promote student engagement with community service through these RSOs. Depending on current levels of engagement, provide information and resources to these RSOs regarding engagement with both episodic and long-term volunteer opportunities. Evaluate expanding opportunities to all RSOs.

Financing

💰 No additional financing needed in FY 2021.

Metrics

- Number of attendees of Continuum College sustainability courses as a percentage of audience reached through promotions and marketing.
- Number of new student volunteers from RSOs as a percentage of service learners.

This action can gain points in STARS credit EN-12 *Continuing Education* where UW shows a point gap of 2.65, and in credit EN-13 *Community Service* where UW shows a point gap of 3.77.

Responsible party

UW Sustainability & Continuum College

Statutes and linkages

Linkages to: Carnegie Classification, Carlson Service Learning

<table>
<thead>
<tr>
<th>2.65 AAHSE STARS POINTS OPPORTUNITY</th>
<th>3.77 AAHSE STARS POINTS OPPORTUNITY</th>
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Inventory and Expand Community Engagement

**STEP 1:**
Coordinate with Continuum college to incorporate sustainability into their curriculum, track attendance for these courses and offer continuing communications to attendees through newsletters, website and social media.

**ACTIONS THAT OCCURRED/ONGOING JAN - JUNE 2021:**
- Our Changing Oceans Osher Lifelong Learning Institute Lecture 2/22/21, 32 attendees
- How to Really Refuse/Reduce! Osher Lifelong Learning Institute 3/26/21, 74 attendees
- Development of three new Youth & Teen Programs courses for Summer Quarter 21 that include environmental themes:
  - Engineering Challenges (50 enrollments)
  - Community Architecture Studio (20 enrollments)
  - Exploring the Ecosystems of Washington State (did not run)

**CHALLENGES ENCOUNTERED JAN - JUNE 2021:**
- Continuum’s fee-based model leads to development of “tried and true” content (typically STEM or topics driven by specific Seattle-area industries with high-volume training and hiring needs) before other content areas

**PLAN FOR FY22:**
- Continue to work with Osher Lifelong Learning Institute and Youth & Teen Programs to develop additional sustainability content within STEM themes
**STEP 2:**

Collect data on sustainability focused Registered Student Organizations (RSOs), and promote student engagement with community service through these RSOs. Depending on current levels of engagement, provide information and resources to these RSOs regarding engagement with both episodic and long-term volunteer opportunities. Evaluate expanding opportunities to all RSOs.

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**ACTION 3**

**ACTIONS THAT OCCURRED/ONGOING JULY-OCTOBER 2020:**

- EcoReps has constant turnover and it’s hard to know who exactly to connect with
- Shared events and outreach opportunities with Green Greeks and EcoReps
- EcoReps presented to peers/staff/faculty during Earth day seminar series
- Connected with EcoReps to promote their events and share broadly across campus.

**CHALLENGES ENCOUNTERED JULY-OCTOBER 2020:**

- Shared events and outreach opportunities with Green Greeks and EcoReps
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**PLAN FOR NOVEMBER 2020-FEBRUARY 2021:**

- Have a monthly meeting with EcoReps and Green Greeks to share events and updates
- Expand Sustainability and DEI related RSO’s- Recruit or create new ones

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**ACTIONS THAT OCCURRED/ONGOING JAN - MARCH 2021:**

- EcoReps has constant turnover and it’s hard to know who exactly to connect with

**CHALLENGES ENCOUNTERED JAN - MARCH 2021:**

- EcoReps has constant turnover and it’s hard to know who exactly to connect with

**PLAN FOR APRIL - JUNE 2021:**

- Have a monthly meeting with EcoReps and Green Greeks to share events and updates
- Expand Sustainability and DEI related RSO’s- Recruit or create new ones

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**ACTIONS THAT OCCURRED/ONGOING JAN - JUNE 2021:**

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**CHALLENGES ENCOUNTERED JAN - JUNE 2021:**

- EcoReps has constant turnover and it’s hard to know who exactly to connect with

**PLAN FOR FY22:**

- Have a monthly meeting with EcoReps and Green Greeks to share events and updates
- Expand Sustainability and DEI related RSO’s- Recruit or create new ones
METRICS & LINKAGES:

Linkages to: Carnegie Classification, Carlson Service Learning

**METRICS:**
No metrics yet - need to gather metrics from Carlson Center

**LINKAGES:**
Carnegie classification - Meet and Greet with Carlson Center team