Berkeley
UNIVERSITY OF CALIFORNIA

UC BERKELEY SUSTAINABILITY PLAN

November 2020

INTRODUCTION

Letter from the Chancellor

For 150 years UC Berkeley has been a global knowledge leader. Our renowned scholarship and teaching include breakthrough understandings of natural resources, technical solutions to climate change, and policy and law strategies that lessen environmental impacts and improve lives. We are applying these same sustainability strategies on our own campus, making us one of the greenest public higher education institutions in the world. But there is much more to do.

Never has UC Berkeley's commitment to the mission of excellence and public service been more critical. Our campus Strategic Plan reaffirms our vision to empower global citizens, find solutions to society's great challenges, and enable diversity and inclusion. Because of the breadth and depth of expertise here, UC Berkeley can bring a truly interdisciplinary approach to solving global issues of climate disruption, environmental equity, water scarcity and biodiversity loss, green infrastructure and more. We also have the opportunity to both learn from and model best practices on campus.

I am therefore very pleased to introduce the newest UC Berkeley Sustainability Plan setting out a wide-range of interwoven goals and strategies. The plan offers a framework for accelerating both the decarbonization of our energy use and the smarter use of resources; for advancing the connections between health, equity, and sustainability; and for deepening campus environmental engagement and learning. This intersectional plan also connects to and informs campus land use and administrative initiatives.

Becoming a sustainable and environmentally resilient institution requires broad commitment, new resources and creative will, something I know the UC Berkeley community has a surplus of. My hope is that you take this plan as a call to action, as we each have a role to lead and improve the sustainability of our local and global commons. Together, we will continue to demonstrate our commitment to sustainability now and for the decades to come.

Carol T. Christ
Chancellor, University of California, Berkeley

Cover Photo Credit: Kira Stoll
Introduction Photo Credit: Keegan Houser

Introduction

The University of California, Berkeley has led the way in the global environmental and sustainability movement for more than a half-century. Whether it is groundbreaking research, forward-thinking social movements or on-campus environmental innovations, the world has turned to UC Berkeley for an example of the possible and the imminent. That history, and the campus' enduring spirit of innovation, continue to shape how the campus serves generation after generation of students while striving to operate the most environmentally sustainable and socially equitable institution possible. We are as excited as ever to build on this history and create an even more sustainable future for our campus and the world.

It is in this spirit that campus is publishing its second Sustainability Plan (Plan), offering a collective vision, expanding big commitments to social and environmental responsibility and presenting strategies that take us further.

The Plan describes our commitment in five core areas: Climate & Resiliency, Built & Natural Environment, Sustainable Services, Health & Sustainability, and Culture & Learning. The Plan will guide future work on campus and establish a structure to achieve continuous improvement.

The Sustainability Plan

ABOUT THIS PLAN

Overview

The University of California, Berkeley, adopts this 2020 Campus Sustainability Plan (Plan) to define a vision of transformational and sustained environmental and social sustainability for the campus and its community.

The Plan describes the broad campus commitment to sustainability in five core areas: Climate & Resiliency, Built & Natural Environment, Sustainable Services, Health & Sustainability, and Culture & Learning. The Plan will guide future work on campus and establish a structure to identify and achieve continuous improvement.

Background

The first UC Berkeley Sustainability Plan was originally released in 2009 with a minor update in 2013. Over the last decade, sustainability has become a guiding campus principle and notable initiatives have been achieved. These range from reducing our carbon emissions to levels lower than they were 30 years ago to establishing a student environmental resource center supporting over 40 intersectional student sustainability groups.

The campus has reported its progress towards its sustainability goals extensively and transparently and campus-specific goals have continued to mature and evolve. This new Plan intends to maintain our leadership role at the forefront of higher education.

What's New

The 2020 Plan provides a clear structure and organization to articulate the vision, goals, and corresponding strategies to become more sustainable as well as identify campus collaborators and related references. Goals are expanded to reflect Berkeley's current and future ambitions and align with systemwide UC Sustainable Practices Policy changes.

The Plan integrates **Berkeley-specific goals** that go beyond UC policy in almost every category. This Plan incorporates goals to meet STARS (Sustainability, Tracking, Assessment & Rating System) criteria, particularly in those areas where UC or Berkeley sustainability goals do not yet exist such academics, engagement and diversity. **Plan sections have been added** that are not currently addressed at the system level but that critically respond to our changing world, in particular in **climate resiliency, equity & inclusion, and health & wellness**.

In addition, **Vision Statements** have been crafted for each section. These statements serve as a guiding light to focus prioritization of goals and strategies in support of advancing Berkeley's sustainability performance overall.

Development of the Plan

The UC Berkeley Office of Sustainability led the Plan update with the collaboration of numerous individuals and departments (see the Acknowledgments). The Plan is informed by other campus plans and policies as noted in each relevant section. Similarly this Plan intends to inform other future planning efforts and guide the inclusion and adoption of sustainability in new development, projects and initiatives at UC Berkeley.

Development of the Plan began pre-COVID 19 pandemic and while many of the goals and strategies will still be important during and post-pandemic, the Office of Sustainability and campus partners will continue to assess priorities and opportunities as we learn more as a campus and community. In particular, the pandemic has laid bare the clear inequities caused by environmental degradation and climate change on communities of color. While this Plan update begins to incorporate broader issues of environmental and social justice, this area will be a key component to further develop in future iterations of the plan and its implementation.

ABOUT THIS PLAN

Implementation & Reporting

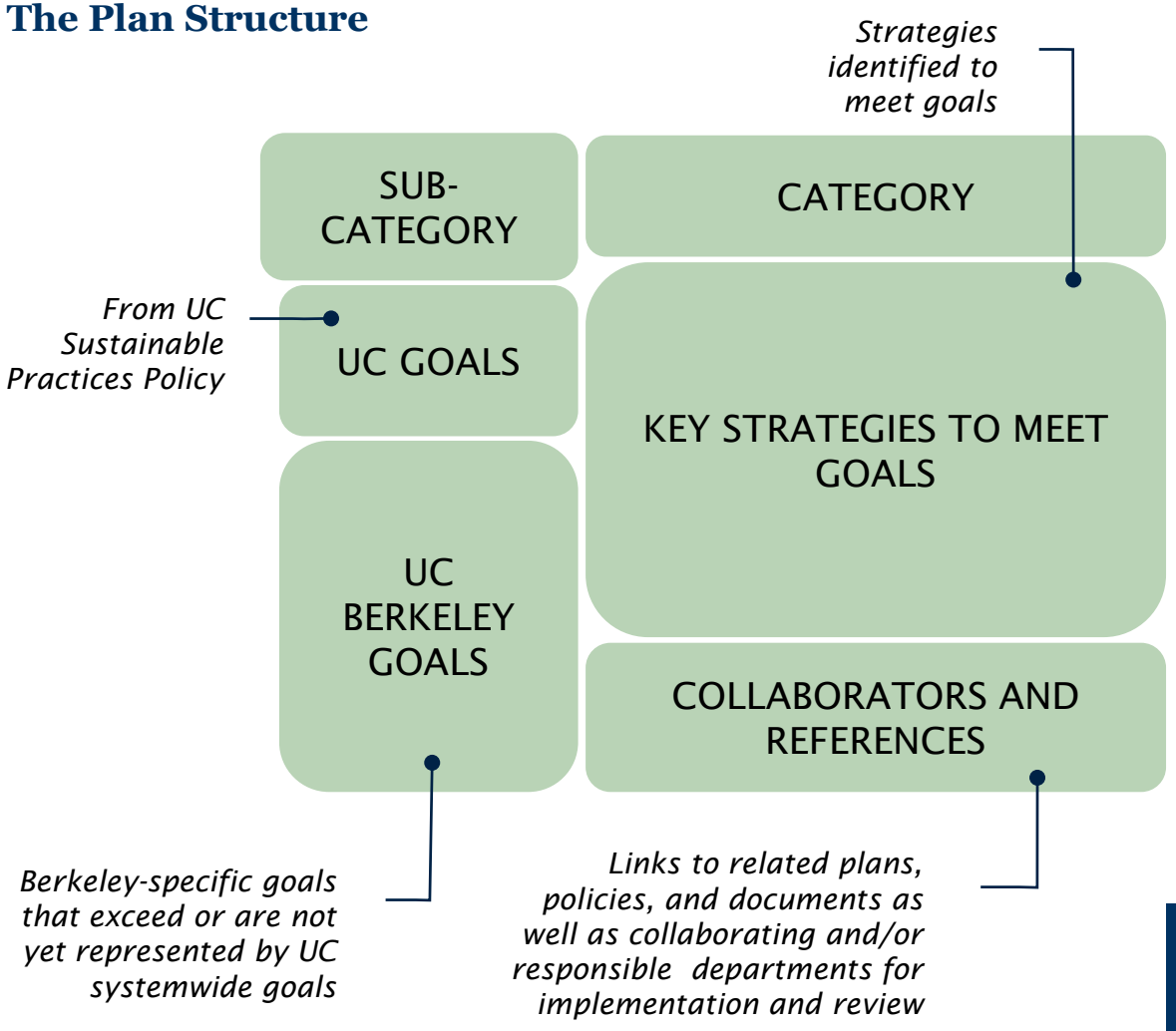
The intent of the Plan is to outline a guiding set of strategies to meet sustainability goals for UC Berkeley. It's designed to be flexible and easily updated over time, with the intention to continue reporting annually on progress.

The Plan **does not have a sunset date**, as different goals and strategies have varying time horizons.

Implementation and strategy prioritization is not currently a focus of this Plan but will follow in the coming years. Additionally, more reporting metrics will be added as other campus planning efforts underway like the campus Long Range Development and Campus Master Plan help to define them.

The Office of Sustainability is the caretaker of this Plan; guides its implementation in partnership with a broad range of campus stakeholders; and, leads annual reporting efforts. Other campus departments, organizations, and individuals lead the development and implementation of many of the strategies and are identified in each section. The Chancellor's Advisory Committee on Sustainability provides review and recommendations on the Plan and its implementation.

The Plan Structure



CONTENTS

VISION STATEMENTS

UC Berkeley Sustainability Plan

*"Accelerate a **just and equitable transition** to a **resilient**, clean energy, and **zero carbon** campus."*

CLIMATE & RESILIENCY

- CLIMATE & RESILIENCY
- EFFICIENCY & CLEAN ENERGY
- TRANSPORTATION Commute
- TRANSPORTATION Fleet
- TRANSPORTATION Air Travel

UC Berkeley has taken the first steps on our path to zero carbon operations by reducing greenhouse gas emissions to levels lower than they were 30 years ago. To reach the current UC system target of carbon neutrality by 2025 from building and fleet energy emissions and by 2050 for transportation and other sources, significant climate-smart investments and cultural changes will need to be made. The five areas in this section outline the goals and strategies to meet UC and Berkeley-specific climate and resiliency goals.

Climate & Resiliency: Resiliency is a new feature of the Climate section, adding in planning strategies to anticipate and adapt to future climate scenarios. Climate strategies focus on establishing clear pathways to the Carbon Neutrality 2025 and Zero Carbon 2050 goals.

Efficiency & Clean Energy: Goals in this section focus on reducing energy use in existing buildings and facilities and transitioning the campus to 100% clean energy.

Transportation: The Transportation section includes strategies to reduce emissions in three areas: commute (students and faculty/staff), campus fleet vehicles, and business air travel.

Photo Credit: Jennifer McDougall

CLIMATE & RESILIENCY

Goals:

University of California

- Climate neutrality from scope 1 and 2 sources by 2025
- Climate neutrality from specific scope 3 sources (as defined by Second Nature's Carbon Commitment) by 2050 or sooner
- Reduce greenhouse gas (GHG) emissions from scope 1, 2 and 3 sources to 1990 levels by 2020, pursuant to the California Global Warming Solutions Act of 2006 (Berkeley achieved)

UC Berkeley

- By 2023 produce an updated campus climate action plan that considers reductions in emissions from scope 1, 2 and 3 sources, climate resiliency, environmental justice, sustainable development goals, and a path to zero carbon operations
- Develop an actionable plan to decarbonize the main campus energy system
- Plan for climate resilience to address impacts of increased storm intensity and longer periods of drought and heat

Key Strategies:

Carbon Neutrality 2025 Pathway

- Implement related goals and key strategies in the Campus Sustainability Plan, the 2016 Carbon Neutrality Framework, and other campus plans including:
  - Expand the use of low and non-carbon energy supply for power and thermal needs including directed biogas, green power options from utilities, on-site solar photovoltaics, storage and phasing out the use of fossil fuels.
  - Reduce energy use through building level energy efficiency projects and energy saving actions by facility occupants.
  - Curb growth related emissions through building electrification and green building practices.
  - Increase the efficiency and use less carbon intensive fuels in fleet vehicles.
  - Use UC developed and voluntary-market carbon offset mechanisms to get to neutrality in the near-term.

Zero Carbon by 2050 or Sooner Pathway

- By 2023 set interim milestones for achieving carbon neutrality from UC Berkeley expanded scope 3 sources (beyond UC defined) by 2050 or sooner. Scope 3 includes commute, air travel, water and waste related emissions.
- Support the planning and efforts to update the main campus heating, cooling and power system to operate primarily on clean electricity by 2030. This major capital improvement can reduce campus emissions by 60-80%.

CLIMATE & RESILIENCY

Goals:

University of California

- Climate neutrality from scope 1 and 2 sources by 2025
- Climate neutrality from specific scope 3 sources (as defined by Second Nature's Carbon Commitment) by 2050 or sooner
- Reduce greenhouse gas (GHG) emissions from scope 1, 2 and 3 sources to 1990 levels by 2020, pursuant to the California Global Warming Solutions Act of 2006 (Berkeley achieved)

UC Berkeley

- By 2023 produce an updated campus climate action plan that considers reductions in emissions from scope 1, 2 and 3 sources, climate resiliency, environmental justice, sustainable development goals, and a path to zero carbon operations
- Develop an actionable plan to decarbonize the main campus energy system
- Plan for climate resilience to address impacts of increased storm intensity and longer periods of drought and heat

Key Strategies continued:

Zero Carbon by 2050 or Sooner Pathway *(continued)*

- Reduce short-lived climate pollutants including black carbon and methane.
- Support the phase out hydrofluorocarbons (HFCs) by 2030.
- Engage in efforts to increase telework options for employees and improve campus space utilization.

Adaptation & Resiliency

- Participate in UC workshops on resiliency planning and use these to guide future planning efforts.
- Update UC Berkeley's adaptation and resiliency assessments.
- Prioritize resiliency in the development of a new campus energy system.

Integrated Planning and Engagement

- Re-establish the campus climate action partnership and steering committee and build a more diverse and multi-disciplinary stakeholder group of faculty, staff, and students to direct the carbon reductions, climate justice, resiliency, and adaptation planning and solutions effort.
- Implement strategies identified in the new campus Long Range Development Plan/Environmental Impact Report and Campus Master Plan (expected 2021).

Collaborators:

- Office of Sustainability
- Vice Chancellor, Administration
- Capital Strategies
- Facilities Services
- Environment, Health & Safety
- Office of Emergency Management
- Student Environmental Resource Center

References:

- UC Sustainability Policy
- UC Berkeley 2025 Carbon Neutrality Planning Framework
- UC Berkeley Climate Vulnerability Assessment
- UCB Climate Change Adaptation report

EFFICIENCY & CLEAN ENERGY

CLIMATE & RESILIENCY

Goals:

University of California

- Reduce energy-use intensity of campus space by 2% annually
- Install additional on-site renewable electricity supplies and energy storage systems whenever cost-effective and/or supportive of the location's Climate Action Plan or other plan
- By 2025 at least 40% of the natural gas combusted on-campus will be offset by biogas procurement

UC Berkeley

- By 2020 procure 100% clean electricity for eligible accounts
- By 2050 the campus will use only 100% clean, renewable energy
- Major modifications to an existing building will reduce the affected space's energy use by a minimum of 2%. Medium modifications will result in "No Net Increase" to energy use. Minor Modifications that impact building energy use will strive to achieve the "No Net Increase" energy goal

Key Strategies:

- Implement requirements of the UC Berkeley Energy Policy to reduce energy use from heating, cooling, ventilation, lab equipment, and lighting through controls and equipment improvements.
- Operate computing, laboratory, and energy intensive equipment per UC Berkeley Energy Policy.
- Expand energy saving education and behavior change strategies to support energy saving actions ranging from turning off lights and unplugging equipment when not in use to monitoring building energy dashboards and reporting issues.
- By 2025 increase on-site solar PV capacity by 2.5 MW.
- Partner on UC systemwide programs to develop and procure biogas and clean electricity. Participate in community choice and utility procurement options for 100% clean power.
- Per the UC Berkeley Energy Policy, require new buildings and major/medium renovation projects to review energy impacts and provide documentation from the design professionals identifying how the 2% reduction or no-net increase energy goal is met. Design and implement an energy offset program for energy intensive projects that cannot meet these goals by design.
- No new construction or major modification will connect to the existing campus thermal infrastructure except those projects approved by the Vice Chancellor of Administration.
- Update the UC Berkeley Energy Policy at minimum every five years to enable efficiency and clean energy goals.

Collaborators:

- Energy Office
- Office of Sustainability
- Capital Strategies
- Environment, Health & Safety
- IT
- Supply Chain

References:

- UC Sustainability Policy
- UC Berkeley Energy Policy
- Clean Energy Memorandum

CLIMATE & RESILIENCY

Goals:

University of California

- By 2025, zero emission or hybrid vehicles will account for at least 50% of all new light duty vehicle acquisitions
- Carbon neutral from fleet by end of calendar year 2025

UC Berkeley

- By 2030 eliminate diesel use in fleet vehicles*
- By 2022 replace the shuttle fleet, as feasible, with zero emission, sustainable fueled, non-diesel, or hybrid vehicles
- By 2030 all low speed neighborhood vehicles (including non-licensed carts) will be all electric or zero-emission
- By 2022 increase E85 fuel use in existing gasoline/E85 flex-fuel vehicles 20% over 2018 baseline

** Fuel combustion is a source of air pollution that impacts local public health. Efforts to reduce campus diesel fuel combustion in particular and the associated particulate matter will have health benefits to local communities.*

*** Exceptions will require approval from Vice Chancellor, Administration*

Key Strategies:

- Develop a campus level Fleet Sustainability Implementation Plan to enable goals including a path to a carbon neutral fleet, improvement strategies for fuel efficiency and trip reduction, diesel fuel elimination, and department specific green vehicle opportunities.
- All replacement, lease, and new fleet vehicle requests (including low speed neighborhood vehicles, non-licensed carts, and shuttles) will be required to evaluate zero-emission, sustainable fueled, non-diesel, and/or high efficiency vehicle options and when available procure or lease these options.**
- Utilize University Partnership Program, procurement, rebates, and grant strategies to negotiate clean vehicle (all classes including low-speed) pricing and other benefits to campus (i.e. sponsorship, infrastructure for EV's, etc.).
- Work with air district and other agencies on funding opportunities (i.e. grants, rebates) to replace high mileage vehicles with zero-emission, sustainable fueled, non-diesel, and/or high efficiency options.
- Incentivize use of alternative sustainable transportation options such as bike share for university business needs.
- Seek more fuelings options for E85 fueling to serve the existing flex-fuel vehicles.
- Expand zero-emission, sustainable fueled, non-diesel, and/or high efficiency vehicle rental options.
- To meet the 2025 carbon neutrality goal, carbon offsets will be acquired until such time the fleet is transitioned to carbon-free.

Collaborators:

- Fleet Management
- Supply Chain Management
- Parking and Transportation
- Disability Access & Compliance
- Facilities Services
- University Partnership Program

References:

- UC Sustainability Policy

CLIMATE & RESILIENCY

Goals:

University of California

- By 2025, reduce the percentage of employees and students commuting alone in vehicles by 10% relative to 2015
- Reduce SOV commute rate to no more than 40% of employees and no more than 30% of all employees and students by 2050. (In other words, 60% of employees and 70% of employees and students will use alternative commute modes)
- Promote purchases and support investment in alternative fuel infrastructure, and
  - By 2025, strive to have at least 4.5% of commuter vehicles ZEV
  - By 2050, strive to have at least 30% of commuter vehicles ZEV
- Carbon neutral from commute by 2050 or sooner

UC Berkeley

- Reduce employee drive alone rate to 36% by 2025

Key Strategies:

- Expand and market a comprehensive environmentally sustainable, safe, accessible, and equitable multi-modal transportation program to reduce parking demand and carbon emissions and increase sustainable commute and intra-campus travel.
- Support campus housing initiative that includes new student and other campus housing within walking distance and transit to campus.
- Update the Campus Bicycle Plan.
- Participate in efforts to evaluate expansion of telework options for employees.
- Promote AC Transit route planning, services, and amenities to increase campus ridership.
- Support continuing activities to strengthen active transportation options.
- Implement strategies identified in the new campus Long Range Development Plan/Environmental Impact Report and Campus Master Plan (expected 2021).

Collaborators:

- Parking and Transportation
- Disability Access & Compliance
- Capital Strategies
- Supply Chain Management
- Space Management

References:

- UC Sustainability Policy
- UCB Parking TDM Master Plan
- Campus Bicycle Plan

CLIMATE & RESILIENCY

Goals:

University of California

- Carbon neutral from business air travel by 2050 or sooner

UC Berkeley

- Offset a portion of business air travel carbon emissions
- Reduce emissions from business air travel by 10% by 2025

Key Strategies:

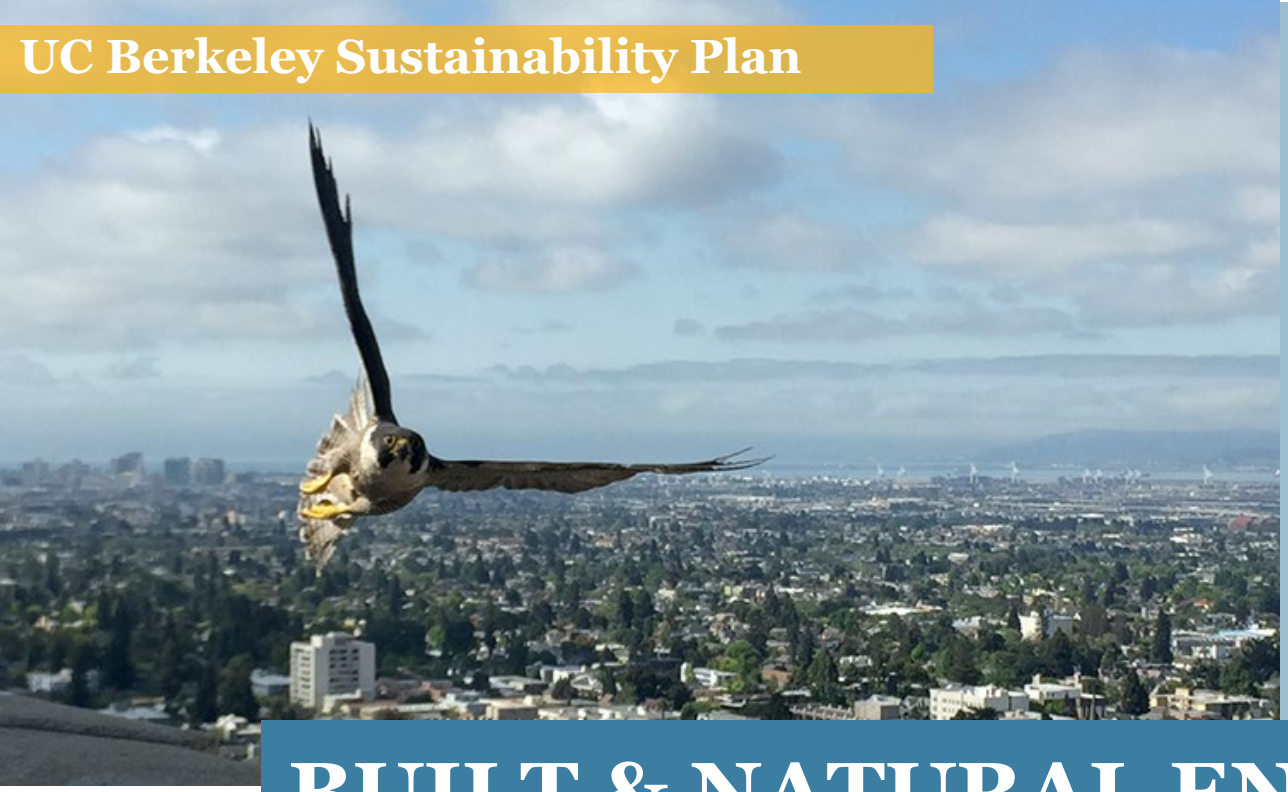
- Implement a pilot air travel mitigation fund program. The fund will be generated by a small fee collected on eligible flight itineraries and then awarded to on-campus projects resulting in measurable carbon reduction.
- Promote less carbon intensive air travel methods (direct flights, more sustainable airlines).
- Promote less carbon intensive alternatives to air travel (video conferencing, other surface transportation methods).

Collaborators:

- Office of Sustainability
- Travel Office

References:

- UC Sustainability Policy



*"Optimize **sustainable development and renewal** of facilities and infrastructure and **enhance ecosystems and biodiversity** as integral campus amenities."*

BUILT & NATURAL ENVIRONMENT

- BUILDINGS
- LAND USE
- WATER

The Built & Natural Environment considers the environmental impacts and ecosystem health and biodiversity of the campus property and lands. The three sections include:

Buildings: The UC Berkeley campus is made up of a number of architecturally significant buildings and notable upcoming new construction. The Buildings section highlights strategies to improve the environmental performance of new construction and renovations as well as improve occupant health.

Land: The campus works to ensure the implementation of numerous development plans for its land use. Goals in this section highlight how sustainability principles and implementation strategies support this through enhancement of the campus ecosystems and cultural legacy with a focus on open and natural land areas.

Water: In total the campus currently uses about 600 million gallons of potable water annually. Goals in this section look to reduce potable water use, consider reclaimed water use, increase green infrastructure for stormwater management, and expand learning and research opportunities.

Photo Credit: Maria Garcia Alvarez

Goals:

University of California

- All new buildings and major modifications will achieve a minimum of LEED Silver certification (see Berkeley accelerated goal). Renovations shall achieve a minimum LEED ID+C Certified
- All new buildings and major modifications will be designed and constructed to meet the whole-building energy performance targets or outperform the CBC energy-efficiency standards by at least 20%
- No new building or major modification will use onsite fossil fuel combustion (e.g., natural gas) for space and water heating (see Berkeley accelerated goal)

UC Berkeley

- All new buildings and major modifications will achieve a minimum of LEED Gold certification
- All new buildings and major, medium and small modifications will maximize energy efficiency
- Projects will eliminate carbon emissions through no onsite fossil fuel combustion for space and water heating, laundry and cooking.
- By 2023, produce a comprehensive sustainable built environment policy

**Goals and strategies apply to building projects regardless of business delivery method (e.g., private-P3, gift, acquisition, ground lease, etc.)*

Key Strategies:

Sustainable Building and Design

- Consider each project as an opportunity to advance sustainable building practices, learning opportunities and leadership.
- To facilitate sustainability and LEED requirements, all new and major modification projects will include a workshop during design and reviews through construction of the project's sustainability, resiliency and clean and efficient energy features.
- Building projects will evaluate design features that consider both capital and lifecycle energy and carbon and cost reduction opportunities.
- Building projects are encouraged to advance sustainability by implementing additional criteria and third-party sustainability related design and certification programs to improve equity, health and wellness, safety, zero-waste, resource and carbon management, and resiliency.

Water

- All new and major modifications will achieve LEED credits for indoor and outdoor water use and other strategies and standards per the campus Sustainable Water Master Plan and the campus Stormwater and Green Infrastructure Master Plan (expected 2021).
- New equipment with liquid cooling will not use once-through or single-pass cooling.

Goals:

University of California

- All new buildings and major modifications will achieve a minimum of LEED Silver certification (see Berkeley accelerated goal). Renovations shall achieve a minimum LEED ID+C Certified
- All new buildings and major modifications will be designed and constructed to meet the whole-building energy performance targets or outperform the CBC energy-efficiency standards by at least 20%
- No new building or major modification will use onsite fossil fuel combustion (e.g., natural gas) for space and water heating (see Berkeley accelerated goal)

UC Berkeley

- All new buildings and major modifications will achieve a minimum of LEED Gold certification
- All new buildings and major, medium and small modifications will maximize energy efficiency
- Projects will eliminate carbon emissions through no onsite fossil fuel combustion for space and water heating, laundry and cooking.
- By 2023, produce a comprehensive sustainable built environment policy

**Goals and strategies apply to building projects regardless of business delivery method (e.g., private-P3, gift, acquisition, ground lease, etc.)*

Key Strategies continued:

Energy and Carbon Neutrality

- New buildings and major modifications that are not connected to the main campus energy system will be required to be all-electric (no natural gas connection).
- New buildings and major modifications will evaluate and include if feasible on-site solar PV and battery storage or other renewable energy options.
- All new and updated electricity accounts except those associated with the central campus energy system are required to obtain/procure 100% clean electricity.
- No new building or major modification will connect to the existing campus energy system and infrastructure except those approved by the Vice Chancellor of Administration (VCA). Waivers for on-site fossil fuel combustion restrictions will also require VCA approval.
- Implement requirements of the UC Berkeley Energy Policy to reduce energy use from heating, cooling, ventilation, lab equipment, and lighting and meet performance and EUI targets.
- Projects are encouraged to assess and reduce the embodied carbon of construction materials.

Goals:

University of California

- All new buildings and major modifications will achieve a minimum of LEED Silver certification (see Berkeley accelerated goal). Renovations shall achieve a minimum LEED ID+C Certified
- All new buildings and major modifications will be designed and constructed to meet the whole-building energy performance targets or outperform the CBC energy-efficiency standards by at least 20%
- No new building or major modification will use onsite fossil fuel combustion (e.g., natural gas) for space and water heating (see Berkeley accelerated goal)

UC Berkeley

- All new buildings and major modifications will achieve a minimum of LEED Gold certification
- All new buildings and major, medium and small modifications will maximize energy efficiency
- Projects will eliminate carbon emissions through no onsite fossil fuel combustion for space and water heating, laundry and cooking.
- By 2023, produce a comprehensive sustainable built environment policy

**Goals and strategies apply to building projects regardless of business delivery method (e.g., private-P3, gift, acquisition, ground lease, etc.)*

Key Strategies continued:

Waste

- All new buildings and modifications will include interior and exterior bins and infrastructure to support zero landfill waste goals following the Campus Design Standards and the Zero Waste plan.
- All building projects will generate the least amount of waste feasible. Projects will divert a minimum of 65% and strive to divert 90% of demolition and construction waste.

Transportation

- Bike parking to accommodate at least 5% of regular peak building users.
- Where feasible and during construction and renovations involving parking, install conduit and/or electrical vehicle charging equipment.

Occupant Satisfaction and Integrated Planning

- Building design will enhance the well-being and productivity of users including use of environmentally and healthy materials and enhancing indoor air quality, thermal comfort, views, daylighting, and acoustics.
- Implement strategies identified in the new campus Long Range Development Plan/Environmental Impact Report and Campus Master Plan (expected 2021).

Collaborators:

- Capital Strategies
- Facilities Services
- Office of Sustainability
- Environment, Health and Safety
- Facilities Services
- Cal Zero Waste
- Energy Office

References:

- UC Sustainability Policy
- UC Berkeley Energy Policy
- Campus Bicycle Plan
- UC Berkeley Zero Waste Plan
- Campus Design Standards
- Campus Water Plans

BUILT & NATURAL ENVIRONMENT

Goals:

University of California

- Maintain a certified Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking, Assessment and Rating System (STARS) report and achieve a Silver STARS rating and strive for Gold by 2023

UC Berkeley

- Plan every new project to serve as a model of resource conservation and environmental stewardship
- Enhance flora and fauna biodiversity and have proactively responsive preservation programs to address changing conditions such as climate disruption
- Manage Strawberry Creek as an open, natural-appearing creek and riparian corridor
- Advocate for multi-disciplinary living lab restoration research and learning opportunities on campus lands
- Increase awareness and appreciation of the campus open spaces and natural areas and promote inclusive culturally responsive experiential opportunities for the community

Key Strategies:

- Actively protect endangered and vulnerable species on the main and hill campus and at Richmond Field Station.
- Prioritize native plant preservation in open space and natural areas and set conservation targets.
- Preserve and improve the natural biological habitat of Strawberry Creek, including prevention of contamination and pollution.
- Engage in the California Biodiversity Initiative and other community science learning initiatives by seed-banking, adopting native plant gardening horticulture, educating the public about biodiversity, and engaging in living-lab science projects.
- Uphold traditional ecological knowledge and education about Native American land and the peoples who occupied it prior to the establishment of the University.
- Support environmental justice programs and promote diverse and inclusive leadership in initiatives on campus lands.
- Partner with the academic units, the Botanical Garden and faculty experts to promote and implement demonstration landscapes that benefit the community and the environment and respond to changing conditions like climate disruption.
- Implement strategies identified in the new campus Long Range Development Plan/Environmental Impact Report and Campus Master Plan (expected 2021).

Collaborators:

- Capital Strategies
- Facilities Services
- Environment, Health & Safety
- Office of Sustainability
- Rausser College of Natural Resources
- Botanical Garden
- College of Environmental Design

References:

- Campus Landscape Master Plan
- Creeks of Berkeley
- Campus Botanical Garden
- UC Berkeley AASHE STARS Report
- California Biodiversity Initiative

BUILT & NATURAL ENVIRONMENT

Goals:

University of California

- Reduce growth-adjusted potable water consumption 36% by 2025, compared to a three-year average baseline of FY2005/06, FY2006/07, and FY2007/08. Locations that achieve this target early are encouraged to set more stringent goals to further reduce potable water consumption
- Strive to reduce potable water used for irrigation by converting to recycled water, implementing efficient irrigation systems, drought-tolerant plantings, and turf removal
- Develop and maintain a Water Action Plan

UC Berkeley

- By 2022 produce a Sustainable Water Action Master Plan to include a menu of water saving and reuse recommendations and reduction goal targets to go beyond the UC goal
- By 2022 produce a Stormwater and Green Infrastructure Master Plan to identify best practices and catalyse multi-benefit projects
- Create learning and research opportunities and elevate water as a sustainability priority

Key Strategies:

Sustainable Water

- Set new potable water use reduction goal target(s) to go beyond the UC goal.
- Develop a menu of water saving, efficiency and reuse strategies to meet the new target(s) and enhance resiliency. Strategies to consider the lifecycle cost-effectiveness and feasible ways to meet reduction goals by campus use sectors i.e. domestic in residence halls and in other buildings, landscape, labs, the energy plant, etc.
- Adopt new construction and large renovation standards including 1) Water Use Intensity (WUI) targets for different building types 2) Required LEED water credits 3) Project evaluation criteria for greywater and other reuse system opportunities.
- Provide Water Use Intensity (WUI) recommendations for medium sized projects as feasible and support additional sustainable water standards for small and maintenance projects (project size defined by campus building department standards).
- Develop recommendations to reduce sewer discharge through water conservation, and water reuse and recycling strategies.
- Evaluate water reuse opportunities associated with the new campus energy system options.

Learning and Research

- Identify opportunities for the campus to serve as a living laboratory for sustainable water and green infrastructure initiatives.
- Expand communications, co-curricular and educational opportunities to improve understanding of the value and importance of water resources and spur saving activities.

BUILT & NATURAL ENVIRONMENT

Goals:

University of California

- Reduce growth-adjusted potable water consumption 36% by 2025, compared to a three-year average baseline of FY2005/06, FY2006/07, and FY2007/08. Locations that achieve this target early are encouraged to set more stringent goals to further reduce potable water consumption
- Strive to reduce potable water used for irrigation by converting to recycled water, implementing efficient irrigation systems, drought-tolerant plantings, and turf removal
- Develop and maintain a Water Action Plan

UC Berkeley

- By 2022 produce a Sustainable Water Action Master Plan to include a menu of water saving and reuse recommendations and reduction goal targets to go beyond the UC goal
- By 2022 produce a Stormwater and Green Infrastructure Master Plan to identify best practices and catalyse multi-benefit projects
- Create learning and research opportunities and elevate water as a sustainability priority

Key Strategies continued:

Stormwater and Green Infrastructure

- Develop high-level qualitative recommendations to improve the ecological functions and stability of Strawberry Creek.
- Identify catalytic projects to incorporate stormwater best practices into projects.
- Plan key catalytic stormwater projects that can bank "stormwater credits," increasing flexibility at the project-scale.
- Prioritize lower maintenance type facilities and design projects with multiple benefits (landscape, campus life, mobility, etc.).
- Identify funding and finance strategies for stormwater projects that share benefits across multiple projects. Incorporate operations and maintenance requirements and funding sources into planning of stormwater facilities.

Integrated Water Planning

- Implement water saving initiatives identified in the campus Green Labs Action Plan.
- Implement strategies identified in the new campus Sustainable Water Action Master Plan and Stormwater and Green Infrastructure Master Plan (expected 2021).
- Implement strategies identified in the new campus Long Range Development Plan/Environmental Impact Report and Campus Master Plan (expected 2021).
- With plans complete, consider the subsequent development of a UC Berkeley sustainable water and stormwater/green infrastructure policy.

Collaborators:

- Capital Strategies
- Environment, Health & Safety
- Facilities Services
- Office of Sustainability

References:

- UC Sustainability Policy
- Campus Design Standards
- Campus Water Plans
- Campus Green Labs Action Plan

*"Manage campus operations and resource decisions to **minimize environmental impacts and promote human and ecological health**."*

SUSTAINABLE SERVICES

- GREEN OPERATIONS
- WASTE
- SUPPLY CHAIN
- GREEN LABS

Sustainable Services encompasses campus operations that impact sustainability goals in terms of purchasing, waste management, and day-to-day operations. The four parts of this section include:

Green Operations: Day-to-day campus maintenance and operations impact all aspects of Berkeley's sustainability goals. This section focuses on how these actions can limit the use of harmful chemicals for building and grounds maintenance as well as improve landscapes.

Waste: Berkeley is committed to advancing zero waste as a goal. This section includes Berkeley-specific goals to reduce, reuse, eliminate single-use plastics, as well as increase composting.

Supply Chain: Procurement is key to meeting Berkeley and UC's sustainability commitments given the system's buying power and potential to reduce the impacts of waste, water, carbon, and food in purchasing decisions. Goals in this section expand beyond UC-wide requirements to include Berkeley-specific reductions in plastic and embodied carbon in purchases.

Green Labs: New to Berkeley's Sustainability Plan, the Green Labs section captures the ongoing and new initiatives identified by the Green Labs Working Group to reduce the environmental impact of lab operations on waste, water, energy, and materials.

Photo Credit: Nik Crain and Rachel Balmy

SUSTAINABLE SERVICES

Goals:

University of California

- Certify one pilot building at LEED Operations and Maintenance (O&M) "Certified" level or higher

UC Berkeley

- Improve sustainability of building and grounds through maintenance, cleaning, and operational actions
- Maximize the points available in the related operations categories of STARS

Key Strategies:

- Pilot a LEED O+M or other related certification by the end of 2023.
- Support operational practices related to the Indoor Air Quality Management Policy.
- Support the update and implementation of the campus Green Cleaning Policy and improve the percentage of green cleaning supplies utilized.
- Expand opportunities to advance wellness evaluations and practices in campus buildings.
- Find new opportunities to improve green practices in computing, communication, and technology.
- Support the update and implementation of the Integrated Pest Management Plan that aims to reduce the use of synthetic herbicides on campus grounds.
- Integrate practices and the efforts of Herbicide Free Cal and UC Berkeley as a Bee Friendly Campus.
- Expand the pilot organic landscape maintenance program beyond Faculty and Memorial Glade.
- Prioritize the use of native plants, drought resistant landscaping and water saving practices.
- Increase student and community sustainable landscape volunteer work programs.
- Continue to maximize, track and report composting and reuse of campus green waste.
- Integrate sustainability measures in fire mitigation program including removal of invasive species, utilizing waste materials for mulching, use of goat/sheep for clearing, and investigating green waste to electricity production.

Collaborators:

- Facilities Services Operations
- RSSP Operations
- Environment, Health & Safety
- Herbicide Free Cal
- Bee Friendly Campus
- Office of Sustainability
- Information & Technology Services

References:

- UC Sustainability Policy
- UCB Integrated Pest Management Plan
- UCB Green Cleaning Policy
- UCB Landscape Master Plan
- UC Indoor Air Quality Guidance

SUSTAINABLE SERVICES

Goals:

University of California

- Achieve zero waste by prioritizing reduce, reuse, and then recycle and compost (or other forms of organic recycling) by the following:
  - Reduce 25% per capita from FY2015/16 levels by 2025
  - Reduce 50% per capita from FY2015/16 levels by 2030
  - Divert 90% of municipal solid waste from the landfill
- By 2020, prohibit the sale, procurement or distribution of packaging foam, such as food containers and packaging material, other than that utilized for laboratory supply or medical packaging and products
- By end of calendar year 2020 eliminate plastic bags in retail and foodservice
- By 2023 eliminate single use plastic foodware and beverage bottles in food service. Phase out single use plastic beverage bottles in other venues/services at contract renewal (see UC Berkeley accelerated target dates)
- By 2023, update campus zero waste plans to identify next steps towards elimination of non-essential single use plastics by 2030
- Preference contract awards to suppliers that can provide locally recyclable and locally compostable packaging options for pre-packaged, sealed food that is mass produced off premises and resold at university locations

Key Strategies:

Operational

- Implement the strategies in the Campus Zero Waste Plan with an emphasis on reducing and reusing.
- Install standardized landfill, compost, and recycling infrastructure, including signage and bins, in all campus facilities including housing/dining facilities and event venues.
- Pilot local compost and recycling measures including vermicomposting and plastics recycling.
- Seek new vendors and disposal/processing/recovery facilities that support zero waste, such as facilities that sort organics and recyclable materials from landfill streams and provide food waste to energy options.
- Expand reuse efforts prior to building demolition.
- Pilot additional zero waste TRUE certified facilities on campus.
- Advance municipal solid waste, composting and recycling collection options in labs.
- Expand collection and analysis of the waste stream (including streams from landscape, construction/demolition and universal waste) and metrics to support continuous improvement.
- Expand greenhouse gas emissions evaluation and reporting of the waste stream beyond landfill.
- Implement measures identified in the campus new campus Long Range Development Plan/Environmental Impact Report and Campus Master Plan (expected 2021).

SUSTAINABLE SERVICES

Goals:

UC Berkeley

- By July 1, 2021 (accelerated goal): Replace single-use plastic foodware including accessory items with locally compostables or resusables; dine-in facilities to provide reusable foodware items with food consumed on-site
- Eliminate all non-essential single use plastic for which there is a viable alternative by end of calendar year 2030
- Maximize the composting, on-site use, and tracking of organic landscape materials

Key Strategies continued:

Programmatic

- Expand programs and exchange stations and resale services to support reuse, repair and re-circulation of usable materials with a focus on housing move-outs.
- Institutionalize zero waste practices and behaviors by providing continuous information and education to the campus community about the proper sorting of materials into campus bins and best practices.
- Continue working with event planners and caterers to implement zero waste events.
- Upgrade the procurement process for products and services with partners to minimize waste; define best practices for zero waste in procurement including local options.
- Support new ideas and evaluations of the student run Zero Waste Research Center.

Elimination of Single-Use Plastic

- Implement with partners the elimination of single-use foodware and bag plastics per policy, including researching and helping to source the viable alternatives.
- Support the single-use plastic working group of Campus Zero Waste Working Group that includes broad stakeholder representation to provide on-going implementation strategy guidance, evaluation of this target, and development of the required UC waste management plan updates.
- Develop an update to the campus zero waste plan by 2023 to address the phase-out of non-essential single use plastics.

Collaborators:

- Cal Zero Waste
- Office of Sustainability
- Zero Waste Coalition
- Zero Waste Working Group
- Supply Chain Management
- Facilities Services Operations
- RSSP Operations

References:

- UC Sustainability Policy
- 2019 Zero Waste Plan
- Single Use Plastic Elimination Policy

SUSTAINABLE SERVICES

Goals:

University of California

- Within three fiscal years of the addition of specific products and/or product categories to the UC Sustainable Procurement Guidelines procure:
  - 100% compliance with Required Level Green Spend criteria
  - 25% green spend
  - 25% economically and socially responsible spend (reached within five years)
- Each University's Procurement department will integrate sustainability into its processes and practices, including competitive solicitations, in order to satisfy the sustainable purchasing goals outlined above for products, as well as for the procurement of services
- Procure computing equipment and other peripherals that are a minimum bronze-level registration or higher under the Electronic Products Environment Assessment Tool (EPEAT)

UC Berkeley

- Eliminate all non-essential single use plastic for which there is a viable alternative by end of calendar year 2030
- Reduce the carbon emissions and carbon impacts in the supply chain

Key Strategies:

- Implement the UC Sustainable Procurement Guidelines and ensure acquisitions of green, healthy, affordable and accessible supplies continues to increase and leverage the power of UC's collective spend to improve savings and reduce total cost of ownership.
- Promote the hierarchy of sustainable spend that starts with reduce and reuse options.
- Implement best practice shopping by providing market basket lists for campus purchasers of products that meet sustainable guidelines at affordable pricing, restrict pre-identified conventional items from being purchased compelling purchase of greener products; and, have sustainable items display first in online catalog search results.
- Expand the use of UC sustainability specifications during solicitations and contracting centrally and at department level in the following product categories: electronics, cleaning, office supplies, indoor furniture, compostable foodware, and water appliances/fixtures
- Expand the use of UC sustainability specifications during solicitations and contracting centrally and at department level to support the elimination of single use products and packaging, particularly plastics, and promote take-back programs from suppliers.
- Incentivize consolidated deliveries.
- Support the campus Supplier Diversity Program to expand business with small, diverse, and disadvantaged businesses.
- Develop monitoring of greenhouse gas emissions in the supply chain to promote management of GHG-related risks and employ reduction opportunities.

Collaborators:

- Supply Chain Management
- Cal Zero Waste
- Office of Sustainability
- University Partnership Program

References:

- UC Sustainability Policy
- UC Sustainable Procurement Guidelines

SUSTAINABLE SERVICES

Goals:

University of California

- Implement an ongoing Green Lab Assessment Program supported by a department on campus to assess operational sustainability of research groups and the laboratories and other research spaces they use
- New equipment requiring liquid cooling will not use once-through or single-pass cooling systems

UC Berkeley

- UC Berkeley Green Labs program will engage multiple partners in greener research and environmental stewardship within as many labs as possible. Key areas for improvements: engagement and green labs certification; procurement of greener consumables and equipment; energy and water efficiency; and, waste reduction

Key Strategies:

- Green certify five new labs annually.
- Increase community involvement with lab managers, researchers, and teachers. Update and distribute educational and sustainability behavior change information for labs.
- Conduct outreach to encourage the removal of obsolete equipment and facilitate the replacement with more efficient equipment.
- Continue dishwasher and other equipment reprogramming efficiency efforts.
- Establish a database/software to track chemical and equipment inventories.
- Identify top 10-20 consumable products with greener options for upcoming purchasing contracts.
- Develop “green lab” label to identify preferred products in BearBuy and have BearBuy position these options to improve sales.
- Complete an assessment of existing ultra-low temperature freezers (ULT) by 2021 to identify opportunities for energy savings. Pilot a ULT freezer replacement program.
- Identify existing single-pass cooling systems and constant flow sterilizers and autoclaves and develop a plan for replacement. Develop autoclave retrofit pilot for newer systems.
- Develop lab energy use intensity and water use intensity benchmarks and targets.
- Standardize bin municipal solid waste infrastructure. Standardize disposal signage, including for hazardous waste. Continue chemical reuse program.
- Create a UC Berkeley specific lab waste disposal guide, including municipal, chemical and hazardous waste.

Collaborators:

- Environment, Health & Safety
- Office of Sustainability
- Cal Zero Waste
- Supply Chain Management
- Energy Office

References:

- UC Sustainability Policy
- UC Berkeley Green Labs Action Plan

UC Berkeley Sustainability Plan

*"Promote **well-being** and **enhance access** to **sustainable and healthy** options for all."*

HEALTH & SUSTAINABILITY

- FOOD
- HEALTH & WELLNESS

Health & Sustainability recognizes that environmental and social sustainability issues have direct and indirect connections for the health of our community. This section consists of the following two areas:

Food: Food service and choices inform the campus's sustainability goals greatly given the related purchasing, waste, and engagement impacts. Goals in this section expand Berkeley-specific goals to increase access to basic needs for all; enhance awareness of healthy and sustainable choices; reduce food waste; and increase policy compliance.

Health & Wellness: New to Berkeley's Sustainability Plan, the Health & Wellness section recognizes the importance of increasing opportunities for flexible work solutions, mental health support, and diverse physical activity options to create an inclusive and healthy campus for all.

Photo Credit: Brittany Hosea-Small

HEALTH & SUSTAINABILITY

Goals:

University of California

- By 2030, 25% of food spend will be on sustainable food* products while maintaining accessibility and affordability for all students
- Each campus and health location shall strive to reduce greenhouse gas emissions of their food purchases through globally-inspired, culturally-acceptable plant-forward menus. By 2020, establish a baseline and goal
- Campuses will include the above goals in lease language as new leases and contracts are negotiated or existing leases are renewed and work with existing tenants to advance sustainable foodservice practices as much as possible

UC Berkeley

- All covered food service entities comply with the Food & Beverage Choices policy to provide nutritious food choices on campus
- Enhance knowledge and improve access to nutritious, sustainable, and plant-forward food options and menus to the campus community, including basic needs. Increase healthy, just, and sustainable event catering
- Develop accessible garden amenities on campus
- Reduce post-consumer food waste
- Expand food related learning and living lab opportunities

** Definition of "sustainable food" aligns with AASHE STARS.*

Key Strategies:

- Increase procurement of sustainable food products through policy on sustainable procurement. Menu development addition intended to increase globally-inspired, culturally-acceptable, plant-forward menus and reduce greenhouse gas emissions by tracking plant-based ingredients (establish a baseline and goal). Increase reporting by leased facilities.
- Develop a baseline and goal for incorporation of plant-forward menus. Track greenhouse gas emissions from food purchases.
- Promote the Eat Well Berkeley program and policy for concessions and campus restaurants, Basic Needs, and vending. Increase Chef-to-Student demos.
- Set policy and guidelines for purchasing sustainable and nutritious staples for Basic Needs Center and Food Pantry.
- Promote use of Sustainable and Just Catering guide as well as Healthy Meeting and Event Guide.
- Maintain the presence of farms and gardens on campus and identify opportunities for new and improved location of garden spaces and related engagement and programming.
- Provide patrons and foodservice staff with access to educational and training materials that will help support their food choices.
- Increase the tracking of food waste and recovery including use of Leanpath, and expand the food recovery program at foodservice locations on campus.

Collaborators:

- RSSP
- Supply Chain Management
- Coalition for Healthy Campus Food and Beverage Choices
- Basic Needs Center
- Berkeley Food Institute
- University Health Services

References:

- Sustainable and Just Catering
- Basic Needs Center
- Eat Well Berkeley, Food and Beverages Choices Policy
- UC Berkeley Healthy Meeting & Event Guide

HEALTH & SUSTAINABILITY

Goals:

University of California

- Smoking and tobacco use is prohibited at all University controlled properties

UC Berkeley

- Promote and expand health and wellness options in infrastructure and practices for faculty, staff and students

Key Strategies:

- Expand the UC Berkeley Healthy Department Certification program.
- Expand the UC Healthy Beverage Initiative program to improve access to tap water and communicate the benefits of tap water to health and sustainability.
- Support programs to increase awareness, use and reuse of ergonomic design, equipment and furniture to improve the well-being of employees and reduce workplace injuries.
- Evaluate health and sustainability benefits and promote expansion of flexible work schedules and telework/work-from-home.
- Identify and expand best wellness practices that enhance environmental sustainability from the emergencies such as wildfire/smoke and COVID-19 experiences.
- Identify and implement additional mental health practices and healing resources for climate and environmental related anxiety and concerns.
- Implement upcoming UC Sustainability Practices Policy additions to health and wellness.
- Implement health and wellness strategies identified in the new campus Long Range Development Plan/Environmental Impact Report and Campus Master Plan (expected 2021).

Collaborators:

- University Health Services
- People & Culture
- Healthy Campus Network

References:

- UC Smoke and Tobacco Free Environment Policy
- Be Well at Work

UC Berkeley Sustainability Plan

*"Create a **diverse and inclusive** campus **culture of sustainability** that celebrates all narratives and **nurtures and empowers** problem solving, interdisciplinarity, and leadership."*

CULTURE & LEARNING

- ACADEMICS & RESEARCH
- DIVERSITY, EQUITY & INCLUSION
- ENGAGEMENT

Culture & Learning encompasses three key areas critical to UC Berkeley's mission:

Academics & Research: Our core mission – of teaching, research, and public service – provides an opportunity to use the campus as a research and learning laboratory for sustainability. Goals in this section emphasize the integration of sustainability into learning opportunities to increase sustainability literacy amongst students and enhance visibility of relevant courses and activities.

Diversity, Equity & Inclusion: UC Berkeley's is committed to "removing barriers to belonging" at all levels of the university. Similarly, goals in this section aim to situate environmental and social justice as central pillars of campus sustainability efforts while cultivating an authentic sense of belonging to strengthen diversity, equity and inclusion in sustainability spaces for all at UC Berkeley.

Engagement: Outside the classroom, students, staff and faculty are engaged in a multitude of activities to ensure that sustainability is institutionalized on campus. Goals in this section focus on broadening these opportunities to even more diverse communities and ensuring that sustainability is a guiding principle and core value for Berkeley's campus and operations.

Photo Credit: UC Berkeley Division of Equity & Inclusion

CULTURE & LEARNING

Goals:

University of California

- Maintain a certified Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking, Assessment and Rating System (STARS) report and achieve a Silver STARS rating and strive for Gold by 2023

UC Berkeley

- Support the development, expansion and participation in sustainability and climate degrees and courses
- Expand opportunities for experiential environmental and sustainability learning and student research
- Maximize the points available in the Academics & Research categories of STARS

Key Strategies:

Academics and Learning

- Increase transparency of the academic and research offerings of departments and programs teaching sustainability material and offering related minors and majors.
- Explore interdisciplinary partnerships to incorporate environmental curriculum into popular undergraduate courses, such as freshman writing and composition courses.
- Explore interdisciplinary partnerships to support sustainability curriculum development programs that help incorporate environmental themes into new and existing courses.
- Consider options for the application of one or more institution-level sustainability learning outcomes.
- Evaluate options for conducting an assessment of the sustainability literacy of students.
- Support utilization of the institution's infrastructure and operations as a living laboratory for applied student learning for sustainability.

Research

- Engage in the Light the Way campaign focusing on research for the environment to understand the depths of environmental change; speed up strategies for mitigation and adaptation; and ensure that vulnerable populations benefit from solutions.
- Support the University Academic Senate's engagement in UC's carbon neutrality and de-carbonization initiatives.

Collaborators:

- Rausser College of Natural Resources
- Undergraduate Education
- Berkeley Research

References:

- UC Sustainability Policy
- UC Berkeley Strategic Plan
- UC Berkeley Light the Way
- UC Berkeley AASHE STARS Report
- UC Carbon Neutrality Initiative

Goals:

University of California

- Maintain a certified Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking, Assessment and Rating System (STARS) report and achieve a Silver STARS rating and strive for Gold by 2023

UC Berkeley

- Situate environmental and social justice as central pillars of campus sustainability efforts, including in operations/administration, learning activities, and physical planning
- Cultivate an authentic sense of belonging and strengthen diversity, equity and inclusion (DEI) in sustainability spaces for all UC Berkeley undergraduate, graduate and professional student, faculty, and staff while contributing to sustainable practices and environmental issues
- Maximize the points available in the Diversity and Affordability categories of STARS

Key Strategies:

- Chancellor's Advisory Committee on Sustainability (CACS) and its Working Group on Diversity, Equity, and Inclusion in Sustainability (WGDEIS) will help expand policies, practices and programs to elevate and integrate an intersectional and multi-pronged approach to diversity, equity, and inclusivity (DEI) in campus sustainability initiatives.
- Develop coordinated partnerships with the Division of Equity and Inclusion, Students of Color Environmental Collective (SCEC) and other stakeholders on and beyond campus to advance collective missions.
- Engage with the UC Berkeley Strategic Plan signature initiative efforts on Environmental Sustainability and Justice.
- Advocate for the implementation of the UC Berkeley Strategic Plan recommendation to officially adopt a set of Native American land acknowledgment statements to be a foundational fabric of university life and read at official university events.
- Advance DEI and environmental and social justice through the goals and strategies in each category identified in the UC Berkeley Sustainability Plan and the UC Sustainable Practices Policy.
- Participate in the planning efforts and implementation of DEI related sustainable and carbon reduction strategies of the new campus Long Range Development Plan/Environmental Impact Report and Campus Master Plan (expected 2021).

Collaborators:

- Chancellor's Advisory Committee on Sustainability (DEI working group)
- Student Environmental Resource Center
- Academic Departments
- Division of Equity & Inclusion
- Students of Color Environmental Collective
- Physical & Environmental Planning

References:

- UC Sustainability Policy
- UC Berkeley Strategic Plan
- Campus Experience Working Group Recommendations
- UC Berkeley SCEC
- UC Berkeley AASHE STARS Report

CULTURE & LEARNING

Goals:

University of California

- Maintain a certified Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking, Assessment and Rating System (STARS) report and achieve a Silver STARS rating and strive for Gold by 2023

UC Berkeley

- Make sustainability a guiding principle and core value for UC Berkeley's community and operations
- Engage the broad and diverse campus community in a culture of sustainability through partnerships to include but not limited to People & Culture, Student Affairs, Athletics, Administration, Community Relations, and the Academic Senate
- Maximize the points available in the Engagement categories of STARS

Key Strategies:

- Continue to produce influential outreach materials that foster sustainability knowledge and behavior change action.
- Support Student Affairs and Student Environmental Resource Center's (SERC) mission to grow student environmental organizations, co-curricular experiences, and initiatives to advance Berkeley's culture of sustainability.
- Continue to foster a broad set of student sustainability and carbon neutrality internships and fellowships on campus and in the community.
- Include sustainability prominently in student orientation activities and programming by expanding engagement in Golden Bear Orientation, Getting Your Bearings, Residential Move-In/Out, ResLife, Student Environmental Resource Center, Graduate student orientations, and academic department orientations.
- Expand pre class/lecture sustainability outreach presentations by students.
- Administer a survey of existing peer-to-peer sustainability education programs on campus and at other institutions and evaluate expansion opportunities for this type of engagement for campus faculty, staff and students.
- Prepare a review of existing co-curricular sustainability programs and expand opportunities including living lab research options.
- Conduct an assessment of campus sustainability culture that focuses on sustainability values, behaviors and beliefs by 2023.

CULTURE & LEARNING

Goals:

University of California

- Maintain a certified Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking, Assessment and Rating System (STARS) report and achieve a Silver STARS rating and strive for Gold by 2023

UC Berkeley

- Make sustainability a guiding principle and core value for UC Berkeley's community and operations
- Engage the broad and diverse campus community in a culture of sustainability through partnerships to include but not limited to People & Culture, Student Affairs, Athletics, Administration, Community Relations, and the Academic Senate
- Maximize the points available in the Engagement categories of STARS

Key Strategies continued:

- Expand professional development and training opportunities in sustainability to staff in partnership with People & Culture. Explore new avenues for staff performance measures for sustainable practices, and sustainability related professional development including continuing education options through campus University Extension and academic courses and certifications.
- Expand staff engagement in sustainability in partnership with People & Culture through new employee orientations, community of practices and staff organizations.
- Evaluate options for sustainability orientations for new academic employees.
- Support and track sustainability related community service for students and employees.
- Support and track formal sustainability related community partnerships and programs with Berkeley alumni.
- Collaborate with other colleges and universities individually and through affiliated organizations to build the campus sustainability community.
- Engage the public in sustainability action through education and practices at campus events, performing arts, and athletic games.

Collaborators:

- Student Environmental Resource Center
- Residential and Student Service Programs
- Office of Sustainability
- Cal Zero Waste
- Student Affairs
- Public Service Center
- People and Culture
- Athletics
- Academic Units

References:

- UC Sustainability Policy
- UC Berkeley AASHE STARS Report

ACKNOWLEDGMENTS

Many people helped with the development and review of this plan and will continue to implement the strategies listed here.

Primary Author & Plan's Responsible Office: Kira Stoll, Chief Sustainability & Carbon Solutions Officer; Office of Sustainability

Executive Sponsor: Marc Fisher, Vice Chancellor Administration

Committee Sponsor: Chancellor's Advisory Committee on Sustainability (CACS)

Consultant: Janika McFeely, Associate, Integral Group

Stakeholders, Contributors & CACS Members:

Alex Butler
Alicia Bihler
Bene Gatzert
Benny Corona
Bruce Chamberlain
Catherine Hsu
Catherine Patton
Colette Cosyn
Cori Evans
Dante Gonzales
David Scrimger
David Sorrell
Derek Van Rheenen
Diane Coppini
Diane Mayo
Donna Lee
Elizabeth Aong
Eric Anglim
Felix Deleon
Gabrielle Christina Ledesma Ambayec
George Moore
Gia Jones
Greg Haet
Harry Stark
Irania Alarcon
Isaac Aguilar
Izzy Parnell-Wolf
Jaylene Tang
John Arvin
Jonathan Rennella
Joy Wang
Julia Sherman
Justin Hogenauer
Karen E Bennett
Karen Lobo
Kate O'Neill
Kelly Mattson
Kendall Lee Calhoun
Kenya Broadnax
Khatharya Um
Kiana Kazemi
Kim Guess
Kristi Mares
Leela Velautham
Lin King
Marissa Cheng
Media Sina
Melissa Baksic
Michael Fujita
Michelle La
Mikayla Tran
Natalia Gillis Semeraro
Nick Morisco
Nicole Haynes
Nina Ichikawa
Patrick Goff
Rachel Neurath
Raphael Breines
Remie Sai
Russell Chung
Ryan Bell
Sage Lenier
Sally McGarrahan
Samantha Lubow
Sarah Bancroft
Sarah Xu
Satchi RS Thockchom
Seamus Wilmot
Shannon Holloway
Sharon Daraphonhdeth
Shradda Navalli Patil
Teresa Ochoa
Teresa Yu
Tess Gauthier
Tim Pine
Tom Mucha
Varsha Madapoos
Wendy Hillis
Wlliam W. Reichle