Questions to Think about for Your Programs

Social Education • Equity • Inclusiveness • Justice • Diversity • Community

Do you have policies or programs in place to lower barriers or negotiate constraints AND encourage participation by all populations (e.g., LGBTQ, differently abled, people of color, deconditioned population, international students)?

Do you use the human capital in your department to engage in service projects in your community?

Have you purchased equipment to support equal and inclusive access?

Do you ensure that all types of people/body types/color/nationality are included in your marketing images?

Have you had a conversation about if/how your department can make reasonable accommodations for all sorts of inclusiveness (physical, religious, gender, sexual orientation)?

Do you have a public statement about diversity and/or inclusivity?

Environmental Natural Resources

Do you facilitate and encourage recycling in your facility? Composting?

Do you try to reuse products and look for those that are made with recycled content?

Do you use environmentally-friendly cleaning products in your facility?

Does your facility have water fountains with bottle fillers?

Do you have low flow toilets and waterless urinals in your facility?

Do you track your use of resources or waste (electricity, water, energy, recycled/landfill) and set organizational benchmarks?

Economic Cost Savings • ROI • Profits • R&D

Does your department use financial resources responsibly?

Do you consider your department as part of the total cost of education?

Do you consider buying less?

Do your RFP’s include asking vendors to report on their sustainability practices and is it weighted in your scoring rubric?

Have you sought alternate funding sources to minimize fee increases?

Do your department have a long-term financial plan with sufficient reserves built-in?

Opportunities to Interact with Commission Members in Tampa

Wednesday, March 28
11:00am-12:30pm..... NIRSA Booth in the Expo Hall

Annual Meeting of Members Breakout Session ~5:30pm-6:15pm..... Room 18-19

Thursday, March 29

Educational Session — “A New Initiative in Progress: The Commission for Sustainable Communities
10:30am-11:30am...... Room 20

Social & Environmental Environmental Justice • Stewardship

Do your employees have a safe and healthy work environment?

Do you promote sustainable practices in your program areas (e.g., leave no trash, use of electronic and social media/less paper to promote events)?

Have you leveraged your departmental resources to support students and staff providing service to the greater community in which you live?

Do you try to purchase food items and products that are locally grown/made or using organic practices?

Energy Efficiency • Buildings/Construction

Have you taken steps to increase energy efficiency in your facility?

Is your facility LEED certified or designed and operated with green building in mind?

Are occupancy sensors installed in appropriate rooms in your facility?

Have you considered cleaning during off-hours?

For outdoor facilities, are you practicing relevant water reduction practices?

Do you minimize electrical consumption by turning off any plasma or digital displays at closing?

Do you consider the life cycle cost in your purchases and/or product specifications?

Do you consider or weigh in factors of recycled versus recyclable when purchasing?

Do you have a risk management plan that appropriately balances participant safety with economic risk?

Environmental & Economic Business Ethics • Labor Rights • Fair Trade • Programming Mix • Service

Do you encourage your staff to establish a work/life balance so they generally do not work more hours than they are being paid for (e.g., graduate assistant working 30-40 hours but getting paid for 20 hours)?

Do you set fair wages and encourage growth and promotion throughout all levels of employees?

Do you provide avenues for fee based services to all users regardless of ability to pay? (e.g., free hours for personal training, reduced rates for adventure trips, etc.)?

Does your department have any Fair Trade policies with regards to the purchase of clothing or equipment?

Do you have a staff development model that positions your department and individuals for long term success?

Do you have a management plan that appropriately manages participant safety with economic risk?”

Commission for Sustainable Communities, March 2012