

Sustainability Office Diversity Program

0.5 bonus points available

Rationale

This credit recognizes institutions with sustainability offices that are intentionally advancing diversity, equity, and inclusion (DEI).

Criteria

Institution has a sustainability office that is intentionally advancing diversity, equity, and inclusion (DEI) in its work, as indicated by three or more of the following.

The institution's sustainability office (or equivalent institution-wide coordinating body):

- Has an initiative specifically designed to recruit sustainability employees (including student workers/interns) from *underrepresented groups* (above and beyond institution-wide DEI and equal opportunity employment efforts).
- Ensures that sustainability employees complete DEI training (e.g., anti-oppression, anti-racism, and/or social inclusion trainings).
- Regularly collaborates on events, projects, or initiatives with the institution's DEI office/program and/or organizations that support underrepresented groups on campus.
- Includes (or manages a sustainability oversight/coordinating committee that includes) at least one individual with formal DEI and/or environmental or social justice responsibilities (e.g., as documented in a job description).

Scoring

An institution earns 0.5 bonus points for advancing DEI within sustainability in at least three of the four ways listed. Partial points are not available.

Reporting Fields

Required

- ☐ Does the sustainability office have initiatives specifically designed to recruit sustainability employees from underrepresented groups (above and beyond institution-wide DEI and equal opportunity employment efforts)?
If yes, provide:
 - A brief description of the initiatives specifically designed to recruit sustainability employees from underrepresented groups (Include how the sustainability office recruitment efforts exceed institution-wide efforts to recruit employees from underrepresented groups.)
- ☐ Does the sustainability office ensure that sustainability employees complete DEI training?
If yes, provide:

- A brief description of the DEI trainings for sustainability employees
- Does the sustainability office regularly collaborate on events, projects, or initiatives with the institution's DEI office/program and/or organizations that support underrepresented groups on campus?
 - If yes, provide:
 - A brief description of events, projects, or initiatives during the previous year developed in collaboration with the DEI office/program and/or organizations that support underrepresented groups on campus
- Does the sustainability office or committee include at least one individual with formal DEI and/or environmental or social justice responsibilities?
 - If yes, provide:
 - Documentation of the formal DEI and/or environmental or social justice responsibilities (e.g., job title/description or committee minutes/charter)

Optional

- Website URL where information about the initiatives to advance DEI within the sustainability program is available
- Additional documentation to support the submission (upload)
- Data source(s) and notes about the submission
- Contact information for a responsible party (an employee who can respond to questions regarding the data once it is submitted and available to the public)

Standards and Terms

Underrepresented groups

Consistent with the University of California, Berkeley, underrepresented groups are groups who have been denied access and/or suffered past institutional discrimination and/or have been marginalized and are currently underrepresented. These groups may include, but are not limited to, racial, ethnic and immigrant populations; people with disabilities; lesbian, gay, bisexual, and transgender individuals; adult learners; veterans; and individuals from different religious groups and economic backgrounds.

Underrepresentation may be revealed by an imbalance in the representation of different groups in common pursuits such as education, jobs, housing, etc., resulting in marginalization for some groups and individuals and not for others, relative to the number of individuals who are members of the population involved.