

# EN 4: Sustainability Culture Assessment

## Rationale

This credit recognizes institutions that are assessing the sustainability culture of the campus community. Such assessments help institutions evaluate the success of their sustainability outreach and education initiatives and develop insight into how these initiatives could be improved.

## Applicability

Applicable to all institutions.

## Points available

A maximum of 3 points are available for this credit.

## Criteria

### 4.1 Sustainability culture assessment design and administration

An institution earns 1 point when it A) has conducted an assessment of its **sustainability culture** during the previous three years and B) the assessment is designed and administered in such a way that the results can be used to measure change over time (e.g., as a longitudinal or annual/biennial assessment). Partial points are available and earned as outlined in Table I.

Table I. Points earned for indicator 4.1

Criterion	Points available	Points earned
A. Institution has conducted an assessment of its sustainability culture during the previous three years.	0.5	
B. The assessment is designed and administered in such a way that the results can be used to measure change over time (e.g., as a longitudinal or annual/biennial assessment).	0.5*	
Total points earned →		

\* Criterion A must be met to earn any additional points for this indicator.

## Measurement

Report on assessments conducted during the previous three years.

To qualify, an assessment must address attitudes, beliefs, or values; awareness of and/or participation in the institution’s sustainability initiatives; and/or other behaviors or practices that support sustainability. An assessment that covers a single sustainability topic (e.g., a transportation survey) does not qualify in the absence of a more comprehensive assessment. Likewise, assessments that exclusively address student sustainability literacy (i.e., student understanding of sustainability and/or the knowledge and skills required to address sustainability challenges) are excluded. A single assessment that addresses sustainability literacy and culture qualifies if a substantive portion (e.g., one-third) of the assessment focuses on culture.

## Documentation

Report the following information in the online Reporting Tool.

- Has the institution conducted an assessment of its sustainability culture during the previous three years? (required)

*If Yes, the following three fields are also required:*

- Narrative and/or website URL providing an overview of of the instruments/tools used to assess sustainability culture
- Description of the institution’s recent sustainability culture assessment findings and any notable trends
- Is the culture assessment designed and administered in such a way that the results can be used to measure change over time? For example, as a longitudinal or annual/biennial assessment.

*If Yes, the following field is also required:*

- Description of how the design and administration of the sustainability culture assessments supports the measurement of change over time

## 4.2 Percentage of students assessed for sustainability culture

An institution earns 1 point when at least 75 percent of its students are assessed for sustainability culture, either directly or by **representative sample**. Partial points are available and earned as outlined in Table II.

Table II. Points earned for indicator 4.2

Percentage of students assessed for sustainability culture, either directly or by representative sample	Points earned
75 to 100	1
50 to 74	0.75
25 to 49	0.5

1 to 24	0.25
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## Measurement

Report the most recent data available. An institution that has not conducted a sustainability culture assessment during the previous three years may not claim points for this indicator.

A student is considered to be assessed when assessed directly (e.g., as part of a course or program or a mandatory assessment) or by representative sample (e.g., of the student's entering and/or graduating cohort). An institution that has opted to assess an unrepresentative segment of the population may only claim points for those individuals that participated.

## Documentation

Report the following information in the online Reporting Tool.

- Percentage of students assessed for sustainability culture, either directly or by representative sample (required)
  - 75 to 100
  - 50 to 74
  - 25 to 49
  - 1 to 24
  - 0

*If greater than zero, the following field is also required:*

- Description of the process used to measure or estimate the percentage of students assessed for sustainability culture

## 4.3 Percentage of employees assessed for sustainability culture

An institution earns 1 point when at least 75 percent of its **employees** are assessed for sustainability culture, either directly or by representative sample. Partial points are available and earned as outlined in Table III.

Table III. Points earned for indicator 4.3

Percentage of employees assessed for sustainability culture, either directly or by representative sample	Points earned
75 to 100	1
50 to 74	0.75
25 to 49	0.5
1 to 24	0.25

## Measurement

Report the most recent data available. An institution that has not conducted a sustainability culture assessment during the previous three years may not claim points for this indicator.

An employee is considered to be assessed when assessed directly (e.g., as part of a program or a mandatory survey) or by representative sample. An institution that has opted to assess an unrepresentative segment of the population may only claim points for those individuals that participated.

## Documentation

Report the following information in the online Reporting Tool.

- Percentage of employees assessed for sustainability culture, either directly or by representative sample (required)
  - 75 to 100
  - 50 to 74
  - 25 to 49
  - 1 to 24
  - 0

*If greater than zero, the following field is also required:*

- Description of the process used to measure or estimate the percentage of employees assessed for sustainability culture

## Glossary

**Employees** – Personnel compensated directly by the institution (unless otherwise specified in credit language). Also known as “staff members” or “direct employees”, these personnel include both academic and non-academic staff and both regular/permanent and short-term/casual workers.

**Representative sample** – A subset of a statistical population that accurately reflects the members of the entire population. A representative sample should be an unbiased indication of what the entire population is like. For example, in a student population of 1000 students in which 25 percent of the students are enrolled in a business school, 50 percent are enrolled in humanities programs, and 25 percent are enrolled in science programs, a representative sample might include 200 students: 50 business students, 100 humanities students, and 50 science students. Likewise, a representative sample of purchases should accurately reflect the institution’s total purchases, accounting for seasonal and other variations in product availability and purchasing.

**Sustainability culture** – The shared sustainability-supportive attitudes, values, goals, and practices that characterize an institution. Sustainability culture may be evidenced by the extent of:

- Sustainability supportive attitudes, beliefs, and values among students and employees.
- Student and employee awareness of and participation in the institution’s sustainability initiatives.
- Other behaviors and practices that support sustainability.