Executive Summary:
Yale Human Resources and Administration Sustainability Action Plan
April 2018

In 2016 Yale University announced the launch of the Yale Sustainability Plan 2025, which charts a nine-year course toward Yale’s sustainability vision of “a Yale where sustainability is seamlessly integrated into the scholarship and operations of the university, contributing to its social, environmental, and financial excellence and positioning Yale as a local and global leader.”

While the institutional-scale sustainability plan provides a robust platform for a coordinated and unified approach to enhancing Yale’s sustainability leadership, our campus is actually composed of a diverse set of communities and disciplines. This Sustainability Action Plan is one of a larger set of similar plans that create tailored language for Yale's operational units and professional schools.

Human Resources and Administration Commitments

The Human Resources and Administration (HR&A) Division has particular importance to Yale’s sustainability because of its far-reaching effects on all corners of the university’s operations. These units touch not only all of Yale’s employees, but all students as well, and holds a special potential for wider community and engagement. Within the framework of the Yale Sustainability Plan, the Human Resources and Administration departments can make significant advances for the university towards achieving its goals, particularly in the following areas:

- **Empowerment**: Increasing and enhancing sustainability education and creating an inclusive sustainability movement.
- **Health & Well-Being**: Supporting healthy workday activities, events, and habits.
- **Mobility**: Promoting communications and resources on sustainable transportation modes for commuting and workday trips.

This Executive Summary contains an overview of HR&A’s actionable commitments for the next several years to help achieve the goals of the Yale Sustainability Plan.

Implementation

In fall 2017, Human Resources and Administration announced this plan to the Yale community, highlighting past successes and future goals. Every year the Office of Sustainability will solicit updates from the Human Resources and Administration units responsible for the goals below. This should also be considered an opportunity to conceptualize fresh goals and new ideas for operational and academic collaboration.

To learn more about this effort, please contact sustainability@yale.edu.
Goals to Support Yale Sustainability Plan 2025

The Yale Sustainability Plan 2025 is organized into nine Ambitions, which are undergirded by 20 Objectives and 38 Goals. The Ambitions and Objectives are intentionally worded to invite academic inquiry as well as operational commitments. Included here is a summary of key goals and initiatives for Human Resources and Administration departments, organized by the Ambitions of the Yale Sustainability Plan. Those who are responsible for each goal are indicated in parentheses. The Internal Communications department will also support Human Resources and Administration in achieving many of these goals.

Leadership: Demonstrate local and global leadership in sustainability teaching, research, service, and operations.
- Develop a statement of sustainability for It’s Your Yale and expand on green benefits for employees. (Human Resources; Compensation and Benefits)

Empowerment: Foster a diverse and inclusive sustainability movement.
- Increase and enhance sustainability education for all employees and graduate students. (Organizational Effectiveness and Staff Development; Graduate Housing)
- Create resources and develop programming linking diversity, inclusion, and sustainability. (Diversity and Inclusion)
- Enhance sustainability of travel, events, and workspaces. (Human Resources and Administration; Travel Management)

Health and Well-Being: Enhance health, well-being, and ecosystem vitality.
- Support Tobacco-Free Yale. (Administration)
- Adopt healthy meeting and catering standards and promote healthy workday activities. (Human Resources and Administration)
- Enhance integration of Security officers into their supported communities. (Public Safety)

Climate Action: Take urgent action to mitigate climate change and proactively adapt to its impacts.
- Reduce building energy consumption and vehicle fuel consumption, and support alternative fuels. (Human Resources; Fleet Management)
- Enhance digital tools for travel management. (Travel Management)

Stewardship: Plan and preserve resilient and sustainable infrastructure and landscapes.
- Enhance and promote interaction with green spaces. (Human Resources)
- Support community gardens for graduate student residents. (Graduate Housing)
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Built Environment: Design, build, and maintain resilient and sustainable buildings.

- Increase communications on and strategies for reducing building energy consumption. (Human Resources)
- Showcase a green model kitchen in 221 Whitney Avenue. (Human Resources)
- Integrate public safety into high-level building design decisions. (Public Safety)

Mobility: Promote and support human and ecosystem health through sustainable transportation.

- Increase communications on sustainable transportation modes for commuting and workday trips. (Human Resources)
- Expand shuttle and transit ridership and evaluate options for streamlining on-demand services. (Parking & Transit)
- Enhance safety programs and communications for cyclists on campus. (Public Safety)

Materials: Ensure sustainable consumption and disposal patterns.

- Enhance communications on proper disposal, recycling, and reusable materials. (Human Resources)
- Reduce paper use in meetings and individual activities. (Human Resources)
- Expand reuse of university and personal items. (Administration)

Technology: Explore innovative technological platforms to address sustainability challenges.

- Promote digital media products, services, and communications tools. (Yale Printing & Publishing Services)
- Increase telecommuting by employees. (Work-Life)