

## Green Up Your Act – Group Breakout Session – 10/13/09



### Seven Points of Change

1. Shift Mindset
2. Create & Rearrange Teams
3. Alter Goals of System
4. Restructure and Reallocate – strategies & tactics
5. Communication
6. Rewarding Innovation
7. Incentives, Reviews and Performance

### Breakout Session Exercise

1. **Appoint** one person to take notes and summarize group input
2. **Introductions** – take 1 minute per person to introduce themselves and give a very BRIEF summary of your organization’s sustainability efforts (10 minutes)
3. **Success Stories** – each person should share one short story about a sustainable effort that is working at their organization. How does this relate to positive change? (15 min)
4. **Next Steps** – What can you do to build on successes and overcome obstacles to keep your organization moving forward? (15 min)

## **Business Environmental Program Series – Green Up Your Act** 10/13/09



### **Where do I start?**

- 1) What are the sustainability goals of your organization?
- 2) What are the first steps you will take to create change in your organization?
- 3) What amount of employee effort is dedicated to advancing sustainability goals.
- 4) Can you dedicate 1 or 2 hours per week per employee toward sustainability?
- 5) Are you willing/able to allocate time and money towards this effort?

### **Engagement**

- 1) How can you bring innovative thinking into your process?
- 2) What does employee engagement sound like?
- 3) How do you reward innovation?
- 4) How do you hold yourself and your team responsible?

### **Trending your data**

- 1) Cost per SF for energy (attached Excel spreadsheet)
- 2) How do you measure successes at your company?
- 3) What has your company accomplished toward your sustainability goals?
- 4) What are your hurdles? How will you overcome them?

### **Vision Statement**

- 1) What is your company's sustainability vision? Are you currently a member of Climate Wise?

### **Partner Project Examples**

#### **1) Anheuser Busch - Engage employees. Why? 51% less turnover and 18% more productivity**

Tips for employee challenges

- Identify critical need
- Make sure management supports your program
- Create a workplace culture that supports creativity and change
- Encourage out-of-department involvement

## **Partner Project Examples** (continued)



### **2) Avago Green Team (Promoting and Encouraging Environmental Responsibility)**

1. Green Spotlight – Monthly articles in employee newsletter
2. “Seen Being Green” reward program. Employees exhibiting “green” behavior are rewarded with a prize such as reusable grocery bag, CFL, etc.
3. Bulletin board – Monthly “green” tips and tricks
4. Junk Mail reduction – placed boxes for employees to put mail they no longer wish to receive. We contact the sender to have them removed from the list.
5. Volunteer projects – Organizing volunteers to do community projects with an environmental focus.
6. Organize employee challenges and events.

### **3) Neenan – Water Quality and Conservation**

#### Water Efficient Restrooms

In addition to toilet upgrades to low-flow and dual flush models, Neenan installed a 1-pint urinal in addition to the waterless urinal to further reduce water use. Both projects reduced wastewater generation by 48%.

#### Xeriscape

More than 55% of the current site has xeriscape landscaping

#### Rain Sensors

Rain sensors were installed in the irrigation system to reduce the incidence of unnecessary watering.

### **4) Rio - Adopt-an-Open Space- Program**

The Riocyclers, a group of eco-minded employees, volunteers once a month to clean up trash from Magpie Meander. Since November 2007, the Riocyclers have logged over 60 volunteer hours!

### **5) Drahota - Office Recycling Program**

Partnered with GreenDisk to recycle “technotrash.” Office bins are in place to collect all forms of electronic media including printer cartridges, jump drives, cell phones, rechargeable batteries, computer accessories and cables.

Recycle glass, aluminum, office paper, magazines, plastic bags, cardboard, CDs, printer cartridges and computers in Fort Collins office. Compost all food waste (coordinated with recycling provider).

#### **Helpful Website:**

<http://www.interfaceglobal.com/>

**Supporting Materials:**

[https://www.psdschools.org/documentlibrary/downloads/Facilities/Annual\\_Sustainability\\_Report/Annual\\_Sustainability\\_Report.pdf](https://www.psdschools.org/documentlibrary/downloads/Facilities/Annual_Sustainability_Report/Annual_Sustainability_Report.pdf)

**Original statement from PSD that supported changes:**

June 2000

Poudre School District is committed to being a responsible steward of our natural resources and believes that public education should provide leadership in developing an ethic of sustainability in all of its practices. In Poudre School District, we have both Energy Conservation and Waste Management policies that espouse these values, making environmental stewardship an integral part of the physical plan operation. The purpose of the *Sustainable Design Guidelines* is to provide direction for applying these policies to the construction of new facilities and the renovation of existing schools.

As stewards of the natural environment, Poudre School District challenges the design community to help us build better schools. We believe that by working together in an integrated approach, we can build higher performance schools that provide a superior learning environment, while reducing life cycle costs through conservation of energy and natural resources.

We recognize that sustainable design may require a fundamental shift from certain aspects of conventional design and construction. However, we stand committed to sustainable design and are confident it will yield positive outcomes for our students and the community. Poudre School District is excited about this new direction. We look forward to working with you to achieve our goals of designing, building, and learning from sustainable schools.

Sincerely,

Don Unger, Ph.D.  
Superintendent of Schools

Average Energy Utility Cost per Square Foot  
National Energy Use Benchmarks and Local Energy Rates

Cost of electricity	0.0408	\$/kWh	Levelized cost for GS-50 customer
Cost of natural gas	0.73	\$/therm	3-year average for Xcel Energy commercial customer

Average Energy Consumption Benchmarks from the Commercial Building Energy Consumption Survey via Keep Current, Climate Zone

Space Type	Electricity		kBtu/ sq. ft.	Natural	Total Energy
	kWh/ sq. ft.	Cost / sq. ft.		Gas Cost / sq. ft.	Utility Cost / sq. ft.
College and University	11.4	\$0.47	53.5	\$0.39	\$0.86
Data Center	569.6	\$23.24	30.6	\$0.22	\$23.46
Grocery and Convenience	52.9	\$2.16	53	\$0.39	\$2.55
Hospital	24.1	\$0.98	128.2	\$0.94	\$1.92
Large Office Building	15.8	\$0.64	38.7	\$0.28	\$0.93
Large Retail	13.6	\$0.55	55.6	\$0.41	\$0.96
Lodging	12.7	\$0.52	58.2	\$0.42	\$0.94
Multi-family Apartments	6.9	\$0.28	40.3	\$0.29	\$0.58
Other Healthcare	14.1	\$0.58	85.3	\$0.62	\$1.20
Public Assembly	7.3	\$0.30	56.2	\$0.41	\$0.71
Refrigerated Warehouse	24.6	\$1.00	29.6	\$0.22	\$1.22
Restaurants	41.1	\$1.68	186.1	\$1.36	\$3.04
Schools	8.5	\$0.35	54.7	\$0.40	\$0.75
Small Office Building	15.6	\$0.64	56.6	\$0.41	\$1.05
Small Retail	13.9	\$0.57	57.2	\$0.42	\$0.98
Warehouses	3.9	\$0.16	29.5	\$0.22	\$0.37