

CHAMPLAIN COLLEGE

Center for Service & Sustainability



2020-2021 Annual Report and Sustainability Action Plan Progress Report

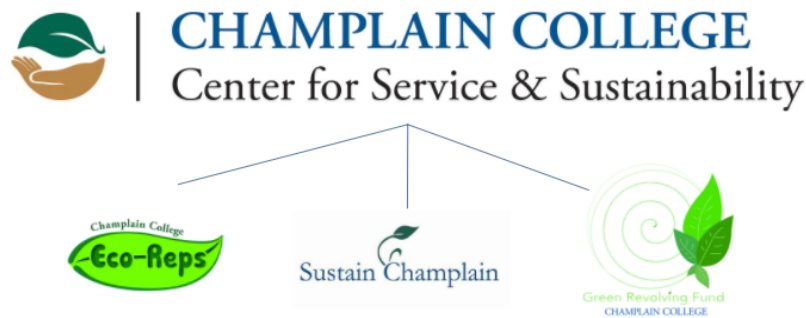
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Cover image and notes: Chauncy promoting National Voter Registration Day (photo by Kaylee Sullivan), Princeton Review Top 50 list, Fall 2020 Eco-Reps, One of many harvests for #PlantForThePeople, Eco-Rep Adam Dionne tabling, One of the "Intersections" events hosted by the Social Impact Scholars, Core 104-07 students with the cold frame they constructed, Green Revolving Fund sponsored Design Challenge, Nic and Kate with the truckload of donations collected from Move Out.

INTRODUCTION & REPORT SUMMARY

In August 2016, the new Center for Service & Sustainability evolved from the former Center for Service & Civic Engagement, under Student Life, and the Sustainability Office, under Finance & Administration. The Center for Service & Sustainability, which reports up through the Academic side of the house, empowers the members of our learning community to advance social justice and responsible environmental stewardship in our classrooms, on our campus, and (hopefully!) throughout the world. Through the practice of service learning, we connect learning objectives in courses with projects in the community and on campus. Under this broad umbrella, the Center supports three existing efforts: the student Eco-Rep Program, the Green Revolving Fund, and Sustain Champlain, our campus sustainability initiative - in close alliance with the Auxiliary Services team, the Transportation Office, Physical Plant and Dining Services.



MISSION & VISION

MISSION: The Center for Service and Sustainability works to connect the students of Champlain College with the broader community in beneficial ways that provide educational opportunities to reflect, to learn and to work toward a flourishing world for all.

VISION: Through innovative leadership, the Center for Service and Sustainability will empower the members of our learning community to advance social justice and responsible environmental stewardship in our classrooms, on our campus, and throughout the world.

Who do we serve?

1. Faculty - through professional development workshops, coaching, and resources so that they can include service-learning projects in their courses
2. Students - through leadership opportunities such as the Eco-Reps program, International Service Trips, and resources for sustainable living practices
3. Staff - through providing resources for community service opportunities and sustainable living/working practices
4. Community Partners - through providing resources to connect with students and faculty to engage in service-learning projects

How do we interface with those we serve?

We provide a host of in-person events and workshops as well as digital resources through our website and social media. Our shared [google calendar of events](#) and opportunities and our [blog](#) are two particularly active resources. Our office (Skiff Annex 203) is also open for meeting space.



2020-2021 HIGHLIGHTS

- Institution
 - Included in the [Princeton Review's Top 50 Green Colleges List](#)
 - The grassroots "Tracking & Dismantling Whiteness" group formed and continues to work on a proposal for an "Employee Experience Collaborative" which seeks to find the substantive changes needed in our institutional culture and practices to treat our staff and faculty in just and ethical ways.
- Buildings & Energy
 - Developed tracking systems for gathering data on renewable energy generated on campus (two solar arrays and geothermal system)
- Purchasing & Waste
 - Green Revolving Fund sponsored a Compost Design Challenge, to solicit ideas related to upcoming major compost changes in 2022.
- Student Engagement
 - Social Impact Scholars Series "Intersections": Monthly, virtual events in which panelists discuss social impact issues that intersect with specific professional programs at Champlain. Panels on Social Impact, Law and Politics; SI and Technology; SI and Environmental Policy; SI and Business; SI and Writing; and SI and International Service.
 - Eco-Reps Program: We adapted the program to a primarily virtual experience, so that remote students could participate. Eco-Rep Captain, Sawyer Zundel, won the Student Leadership student employee award, for his hard work in facilitating the program this year. Eco-Reps piloted the new Sustainability Micro-Endorsement ([see blog post with students' Sustainability In Your Field presentations here](#))
 - In Fall 2020, a group of student, staff, and faculty volunteers formed "Champ Engage" to promote voter registration and engagement, and continued to meet every other month to discuss how to promote civic engagement year round. Secured a \$500 grant from the national Campus Election Engagement Project to support our #LetUsVote photo contest and other engagement activities. Champlain joined the [ALL IN Campus Democracy Challenge](#) at the Presidential Commitment level, and we earned a Gold rating for having a 40-49% voting rate in 2018 (2020 results to come out in June 2021).
 - A Champlain College team once again participated in the Fall 2021 national Project Green Challenge, and earned a place on [the leaderboard](#).
- Academic Connections
 - Designed the new [Applied Sustainability](#) program, approved by the Board of Trustees in March 2021.

Report Summary

This annual progress report presents this year's activities, events, successes, and next steps for the Director of Service & Sustainability Learning, the Center for Service & Sustainability, and related committees, partner programs and departments, following the goals and metrics outlined in the [2013 Sustainability Action Plan](#).

Defining Service-Learning at Champlain College

Service learning is an experiential teaching method that combines community service with academic instruction as it focuses on critical, reflective thinking and civic engagement. Service learning involves students in intentionally designed projects in collaboration with community partners. Projects address specific partner needs while developing student academic skills, professionalism, and a sense of civic responsibility. (Source: adapted from Campus Compact National Center for Community Colleges; Adopted by Champlain College Faculty Senate, Spring 2004; updated and approved by the Curriculum Committee, Fall 2017)

Defining Sustainability at Champlain College

Champlain views sustainability in an inclusive way, encompassing human and ecological health, social justice, secure livelihoods, and a better world for all generations, as defined by the Association for the Advancement of Sustainability in Higher Education (AASHE). At Champlain College, sustainability is a central value and we strive to infuse it throughout our other core values of distinctive excellence, innovation, human touch, global engagement, diversity and inclusion.

Sustainability Value Statement

Champlain College will be a sustainable institution, in our operational practices, our campus culture, our curriculum and in our relationships with our greater community. It is our belief that as we support students to be 21st century global citizens, they need to be well informed about sustainability concepts and practices as it relates to their field and profession. Further, we must create a campus where fully engaging in these concepts and practices is a part of life for our whole community. Additionally, we will be a model for other institutions and communities as we create an example of positive impact on the planet and its inhabitants. Because sustainability is a holistic and interdependent concept, our application of sustainability on campus and within our institution will demonstrate this and be *INFUSED* into all that we do.

People of the Center for Service & Sustainability

Christina Erickson
Director of Service & Sustainability Learning



Nic Anderson
Director, Sustainable Transportation & Auxiliary Services



Ariel Simpson, ENP '21
Outreach Liaison
focusing on fair trade



Whitney Bain,
Professional Writing '21
Outreach Liaison (Spring 2020)



Kathryn Komerska Game
Art & Animation '23
Office Assistant



Todd Cooley
UVM HESA '22
Practica Intern





ECO-REPS

Hanna Blankenship '24, Law & Business Administration

Jordan Cohen '24, Psychology (fall)

Adam Dionne '21, Game Art & Animation, *Eco-Reps Area Coordinator*

Cecelia Dukes '24, Accounting

Natalie Fay '23, International Business (fall)

Emma Florez '23, Professional Writing - *Eco-Reps Area Coordinator*

Brigid Florian '24, Creative Media

Quincy Gomes-Cedeño '24, Game Programming

Oskar Kohlbrenner '23, Environmental Policy & Studies (fall)

Silvanna Najri '21, Marketing

Angelina Morales '22, Law - *Eco-Reps Area Coordinator*

Erin Oakley '23 Game Art & Animation

Luca Palazzo '24, Game Art & Animation (fall)

Lizbeth Reyes Grande '23, Visual Communication Design

Autumn Stickney '24, Early Childhood Education (fall)

Kiley Sterns '23, Marketing (spring)

Madison Sumpf '22 (fall)

Ethan Trumble '24, Early Childhood Education (fall)

Sawyer Zundel '22, Computer & Digital Forensics *Eco-Rep Captain*



CENTER FOR SERVICE & SUSTAINABILITY ADVISORY TEAM

Valerie Esposito (EHS), John Stroup (EHS), Robin Collins (ITS), Julia Swift (CCM), Cathy Duffy (SSB), Don Haggerty (SSB), Kristin Wolf (Core), Erik Eskilsen (Core), Laurel Bongiorno (EHS), Sandy Yusen (Strategic Communications)

CAMPUS SUSTAINABILITY OPERATIONS TEAM

Christina Erickson (Center for Service & Sustainability), Nic Anderson (Transportation & Auxiliary Services), Tim Van Woert (Physical Plant Director), Jon Barzensky (Dining Services Director), Kate Cronin (Auxiliary Services), John Ware (Info Systems), Christina Brooker (Conference & Events), Kate Ford (Res Life).

Purpose: to bring operational staff together to discuss campus sustainability efforts; collaborate and connect to demonstrate an integrated approach to campus sustainability.

GREEN REVOLVING FUND COMMITTEE

Tim VanWoert (Staff), Matthew Annis (Staff), Regina Farrell (Staff), Nic Anderson (Staff), Lindsey Godwin (Faculty), Robin Collins (Faculty), Nicole Morris (Faculty), Ceclia Pohlar '21.

Committee's Charge: to advise and manage the College's [Green Revolving Fund](#), an investment fund that finances energy efficiency, renewable energy, and other sustainability projects on campus.

TRANSPORTATION COMMITTEE

on hold during 2020-2021

Committee's Charge: To implement the [2013 Transportation Plan](#) and to continue finding ways of reducing single-occupancy vehicle travel to/from campus. To work with our transportation partner, CATMA, on these goals.

Please note: not all metrics for the Sustainability Action Plan are updated every year. We aim for accuracy, but acknowledge there may be errors. Please send any corrections to sustainchamplain@champlain.edu

INSTITUTION



COORDINATION AND PLANNING



Vision: As Champlain College makes plans for the future, we will incorporate sustainability into our decision making processes.

Goals:

- Sign the American College and University Presidents' Climate Commitment OR make a comparable public commitment regarding carbon reduction goals by 2014. See next page for action steps related to ACUPCC.
- Continue to work on action steps within the [Master Plan](#) and produce an update on progress by 2015.
- Create a carbon adaptation plan, which acknowledges upcoming potential risks from severe weather events, etc. and creates a plan for preparing our campus infrastructure, by 2018.

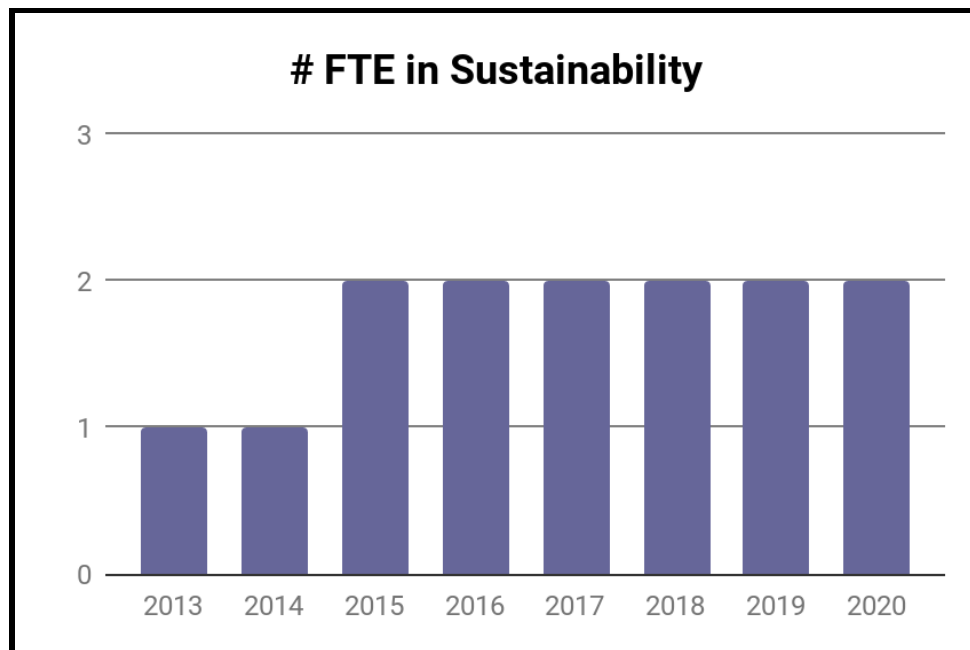
Progress:

- Res Tri Project (Butler, Valcour, Juniper) completed August 2014, achieved LEED Gold Rating
- CCM project completed August 2015, achieved Green Globes certification (3 Green Globes rating)
- 194 St. Paul Street completed August 2018, achieved Green Globes certification (2 Green Globes rating) with a [119.3KW DC solar array](#)
- Achieved AASHE STARS Silver Designation in June 2016 and May 2019
 - See [Fall 2019 article in The View](#) recognizing this accomplishment
- Inclusion [The Princeton Review's Guide to Green Colleges](#) - 2012-present
 - Earned 25th spot in 2019. See this article in [The View](#)
 - On Top 50 list in 2021
- Meet quarterly with Vermont Gas and Burlington Electric Department, to discuss further energy conservation projects and incentives
 - Over \$780,000 in rebates achieved between 2013-present
- Institutional memberships:
 - [Association for the Advancement of Higher Education](#) (AASHE) - 2010-2017



- [Vermont Campus Sustainability Network \(VCSN\)](#) – sunset in May 2018
- Joined the [Burlington 2030 District](#) in November 2017
- Collaborated with UVM, City, and County personnel to plan a “Game of Extremes” Climate Resiliency event for Spring 2020 - postponed due to COVID-19
- ENP 410 Ecological Economics class developed a [Climate Action Plan](#) and presented it to Interim President Quinn, 2019-2020
- Montreal Campus hires first Eco-Rep (Adam Dionne '21) to [update sustainability report](#)

Metric: *2013 as baseline year*



What's Next:

- Follow up with incoming President Akande on adopting Climate Action Plan / Carbon Neutrality goals

INVESTMENT

Vision: Investments in the campus that reflect our institution's values and needs.



Goals:

- Through donor solicitations and energy savings repayments, grow the Green Revolving Fund to \$500,000 by 2020.
- While balancing the critical need to invest in high performing funds, explore socially/environmentally responsible investments for the endowment including:
 - Sustainable industries, such as renewable energy or sustainable forestry
 - Businesses selected for exemplary sustainability performances
 - Sustainability investment funds, such as a renewable energy investment fund
 - Community development financial institutions (CDFI)
 - Socially responsible mutual funds with positive screens.

Progress:

- [Listed on Advancement's Donation Options website](#)
- [2019-2020 Annual Report](#)
- GRF funded in 2020-2021:
 - o Lighting retrofits for Summit, Rowell, and 396 Main Street halls (summer 2021)
 - o 50% of two electric leaf blowers
 - o Greenwalk sign repair and installation (summer 2021)
 - o Compost Design Challenge prize
- See [Funded Projects](#) page to Green Revolving Fund website
- Meet quarterly with Vermont Gas and Burlington Electric Department, to discuss further energy conservation projects and incentives

Sustain Champlain
COMPOST DESIGN CHALLENGE

Problem - Beginning January 1, 2022, Green Mountain Compost (where Champlain College sends its compostable waste) will no longer accept cups, plates, utensils, or foodware of any kind, even if it is certified compostable.

Where you come in - The Green Revolving Fund is looking for creative ideas to overcome this problem and is offering great prizes for your expertise. Specifically, we are seeking sustainable solutions for how to reduce the College's cutlery (forks, spoons and knives) waste footprint.

Prizes:
 First Prize - \$200 Patagonia gift card
 Second Prize - \$100 Bliss Bee gift card
 Third Prize - \$50 Ben and Jerry's gift card

For more details and how to submit, scan the QR code

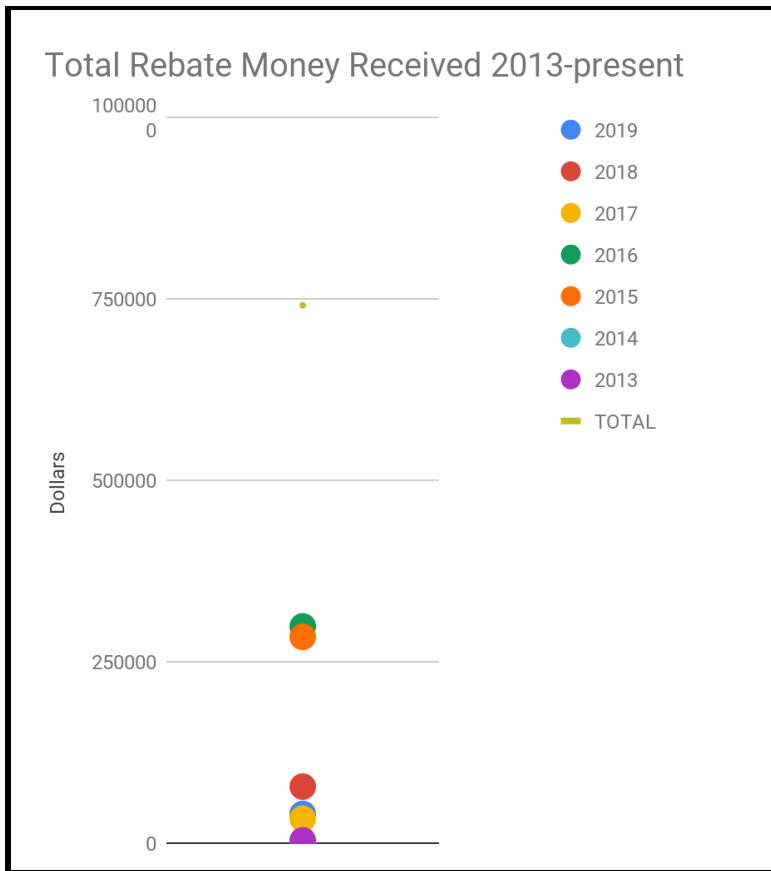
SUBMIT BY 04.19.2021

QUESTIONS? EMAIL: SUSTAINCHAMPLAIN@CHAMPLAIN.EDU

Champlain College			
TOTAL PROJECTS FUNDED (COMPLETED / IN-PROGRESS)	TOTAL INVESTED TO DATE *	MEDIAN ANNUAL ROI	MEDIAN ANNUAL ENERGY SAVINGS
4 / 0	\$ 61,299	-3.68%	27.31 mmbtu
MEDIAN ANNUAL EMISSIONS ABATED	TOTAL FINANCIAL SAVINGS TO DATE	TOTAL ENERGY SAVINGS TO DATE	TOTAL EMISSIONS ABATED TO DATE
3.40 MTCO ₂ e	\$ 17,623	430 mmbtu	54 MTCO ₂ e

Efficiency data powered by **GRITS**

* Includes investments to in-progress projects without savings to date
Last updated 05/13/2021



Over \$749,000 in rebates achieved between 2013-present

Metric: Amount of money raised for Green Revolving Fund = totaled \$100,000 in 2015

What's Next:

- Continue to engage Advancement Office in more discussion about how to raise more money
- Continue discussions about College investments



AFFORDABILITY

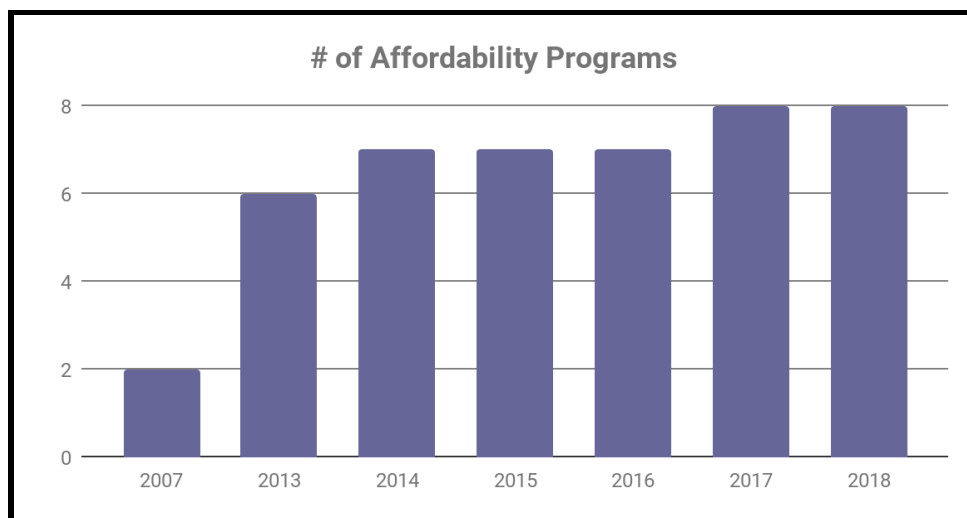
Vision: Champlain College will provide aid to individuals who would otherwise not have the chance to continue their education in order to cultivate an accessible and inclusive institution.



Goals:

- Support the objectives listed under Champlain 2020 Strategic Goal V: Foster an Inclusive & Diverse Community

Metric: 2007 as baseline year



Includes:

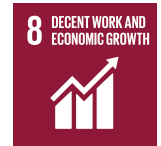
Single Parents Program
New Americans Scholarship
Yellow Ribbon Program
Vermont First Scholarship
Admissions Pipeline with Charter High School for Architecture & Design (CHAD), KIP schools, etc.
Angel Fund
CARE Program
Campus Food Pantry

What's Next

- Continue conversation around collaboration with the Office of Diversity & Inclusion and Financial Aid

HUMAN RESOURCES

Vision: Champlain College will be a fair and responsible employer that provides a healthy, happy and sustainable working environment to its employees.



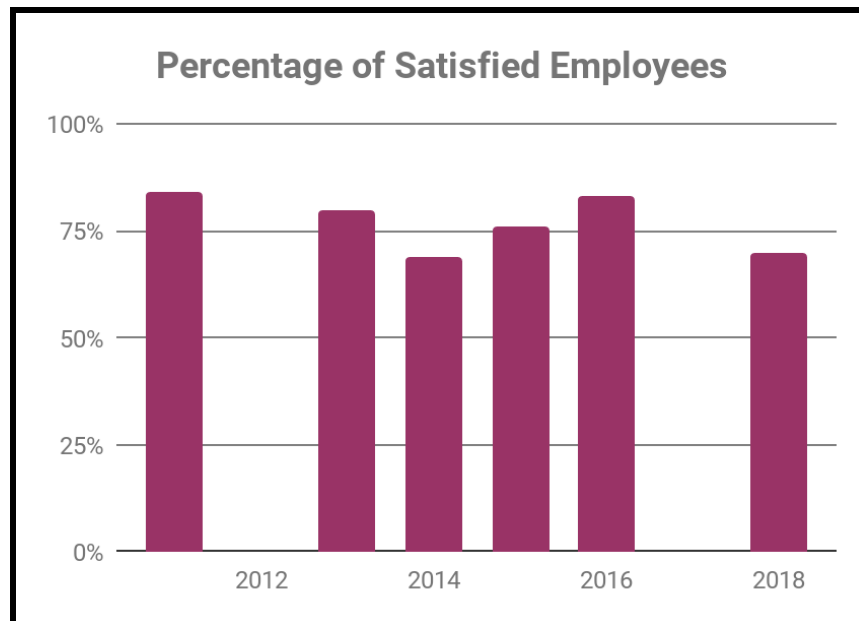
Goals:

- Add a “Heart Healthy Printing” campaign to Wellness Committee initiatives by 2014
- Support the objectives listed under Champlain 2020 Strategic Goal IV: Excite, Engage & Empower Faculty & Staff

Progress:

- Active [Wellbeing Committee](#)
- [Total Compensation Statements](#) initiated in 2014-2015, continued in subsequent years
- Faculty & Staff Engagement Day, with afternoon service option – May 2014 - 2017; Employee Afternoon of Service returned, May 2019. Unable to host in May 2020 due to COVID-19.
 - [MLK Commemoration Week 2020](#) included a Day of Service, open to staff, faculty and students
- Faculty Welfare and Staff Advocacy & Welfare committees collaborations
 - Paid Time / Leave Proposal in 2019-2020

Metric: Number of employees satisfied by working conditions (percent). Source: From Modern Think Survey - the positive response to the question that reads "All things considered, Champlain is a great place to work..."



What's Next:

- Bringing back Employee Service Day(s)



OPERATIONS

Champlain College supports best practices for buildings, energy, transportation, water, waste, grounds and dining to conserve energy and to reduce carbon emissions and waste.

See [Google Map of sustainable operations practices](#) across campus created by intern Eva Sherman (UVM '17)

BUILDINGS

Vision: As Champlain College continues to expand, our buildings will be constructed to the equivalent of LEED Gold Standard to lower our carbon footprint and to model green behavior to the greater Burlington community and other higher educational institutions. Our existing buildings will be brought up to high energy efficiency standards to prevent energy loss and to minimize costs.



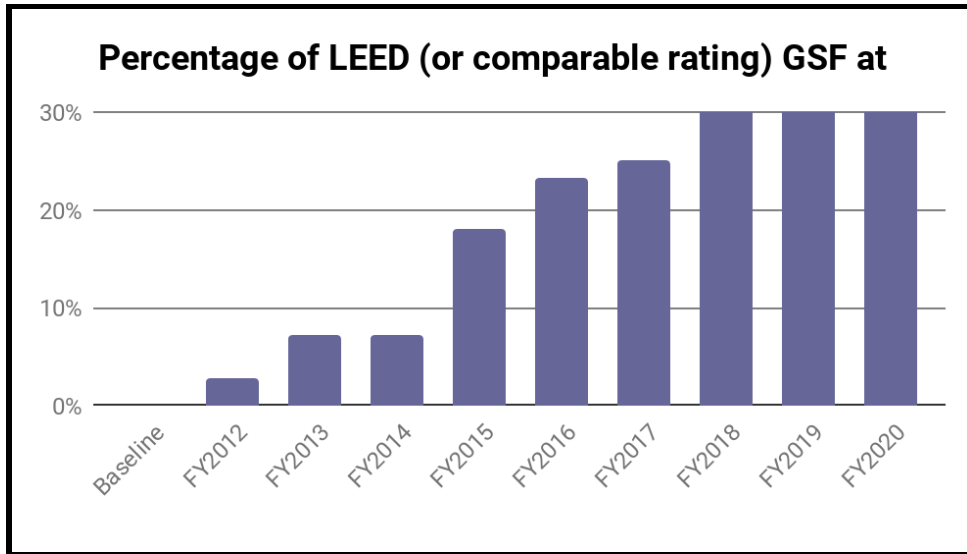
Goals:

- All new buildings as of 2013 must be constructed to meet LEED Gold standards or equivalent
- Establish and follow a deferred maintenance plan for existing buildings by 2014.

Progress:

- Butler, Valcour, Juniper – received LEED Gold rating
- CCM – received 3 Green Globes rating
- Res Hall deferred maintenance plan completed by Karen Dusini & Tom Bonnette in 2014
- Sightlines team completed academic building deferred maintenance plan and presented to BOT in February 2015 with update in April 2016
- Joyce Hall renovation - Summer 2016, including additional insulation, new windows, and improved HVAC system
- 194 St. Paul Street completed August 2018, achieved Green Globes certification (2 Green Globes rating) with a [119.3KW DC solar array](#)

Metric:



What's Next:

- Continue with renovations of historic and/or inefficient buildings
-

CLIMATE

Vision: Champlain College will be a carbon neutral campus.



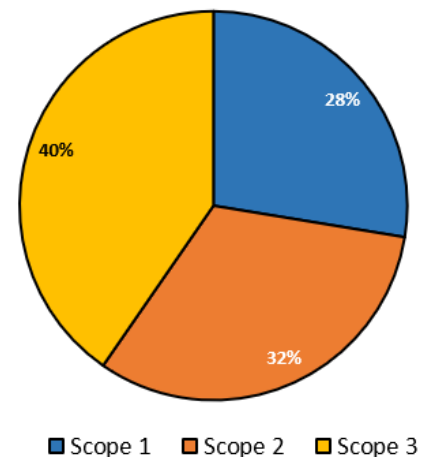
Goals:

- Hire Sightlines to create a specific carbon mitigation plan by 2014
- Champlain will continue to refine our carbon assessment process, including adding data such as work-related travel by employees (conferences, etc.) by 2015
- Champlain College will offer a voluntary carbon offset program option for Champlain study abroad programs by 2017, such as a contribution to the Champlain College Revolving Green Fund.
- Greenhouse gas emissions will be 20% below 2004 Baseline By 2020 (Common Liberal Arts Target) OR Greenhouse gas emissions will be 40% below 2004 Baseline by 2020 (Leadership Target).

Progress:

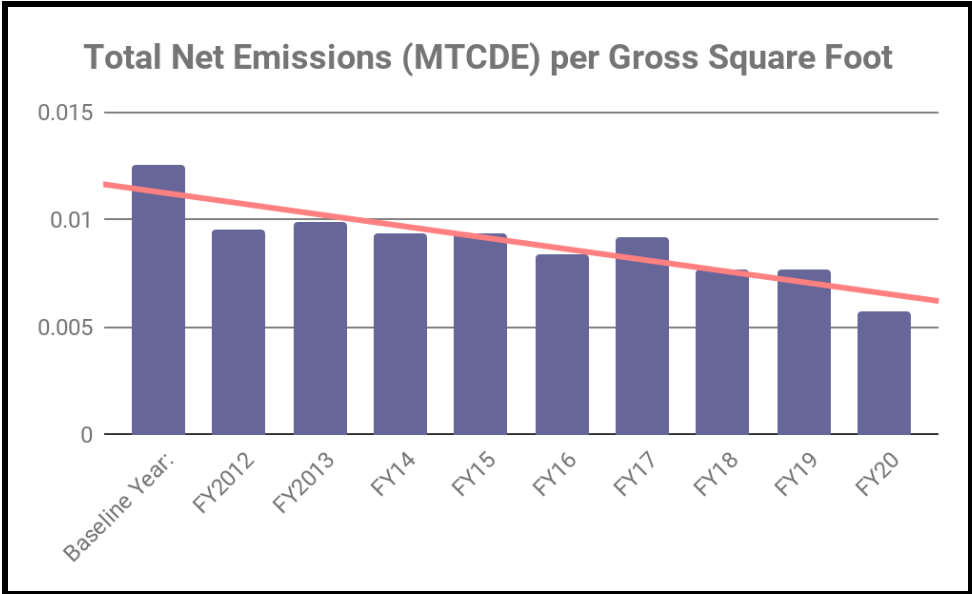
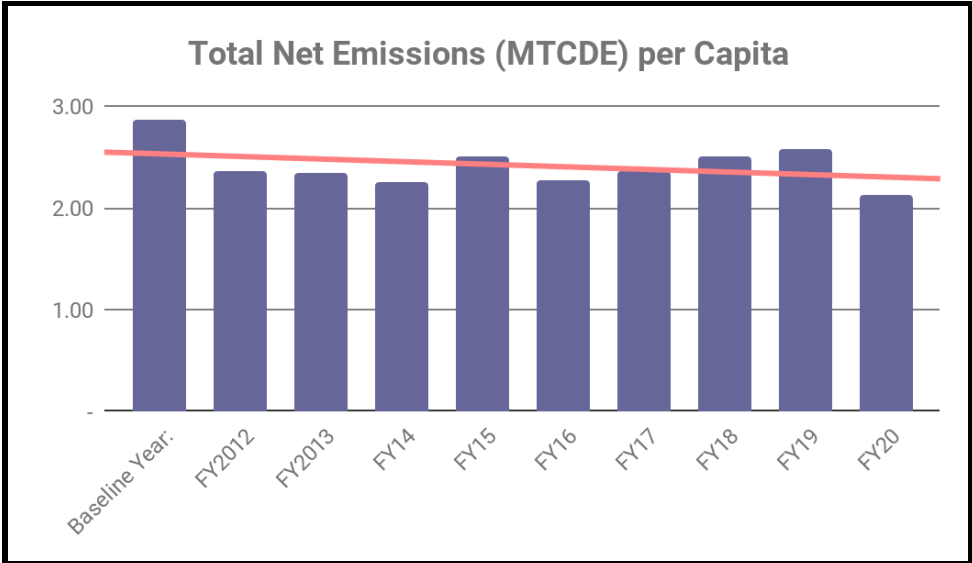
- [Annual Greenhouse Gas Inventories](#)
 - 2008-2016 completed by Sightlines
 - 2017, 2018, and [2019 Report](#) completed by Jeff Murphy, consultant
 - [2020 Report](#) completed by Christina Erickson
 - Scope 3 decreased significantly due to COVID 19 pandemic travel stoppage in spring 2020
 - Added utility (natural gas and electric) costs
 - Added renewable energy generated
 - Champlain continues its dominant performance in normalized emissions benchmarks relative to the Sightlines peer group for FY16. However, the lack of substantive gross reductions since 2018 raises concerns about the ability for the College to achieve substantial reductions moving forward.
 - We anticipate a greater decrease in Scope 3 emissions next year due to continued pandemic conditions
- GHG inventory now includes more accurate air travel figures, due to current Purchasing card system which shows airfare purchases
- President Laackman signed onto White House initiative [American Campuses Act on Climate Change](#) (December 2015)
- President Laackman signed onto [Low-Carbon USA letter](#) (December 2016)
- President Laackman signed onto [We Are Still In letter](#) in support of the Paris Climate Accord (June 2017)
- President Laackman signed onto the [Higher Education Carbon Pricing Endorsement Initiative](#) (April 2018)

GHG Emissions by Scope



- ENP 410 Ecological Economics class developed a [Climate Action Plan](#) and presented it to Interim President Quinn, 2019-2020
- Tatum Robinson (ENP '20) [developed a study abroad carbon offset proposal](#) for her senior project, Spring 2020

Metrics:

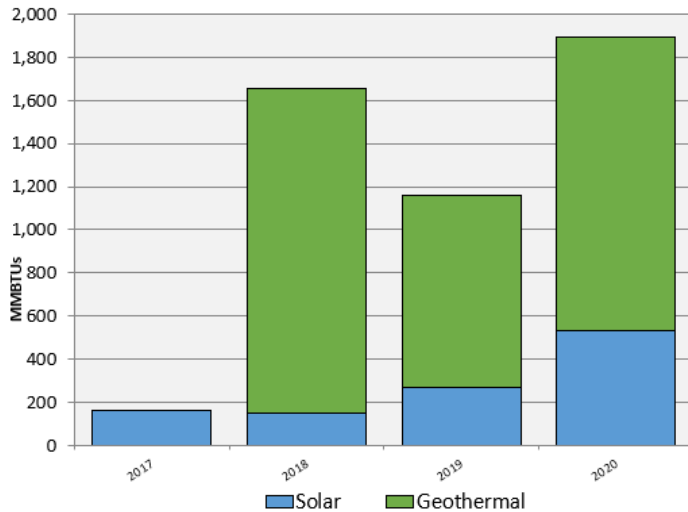


What's Next:

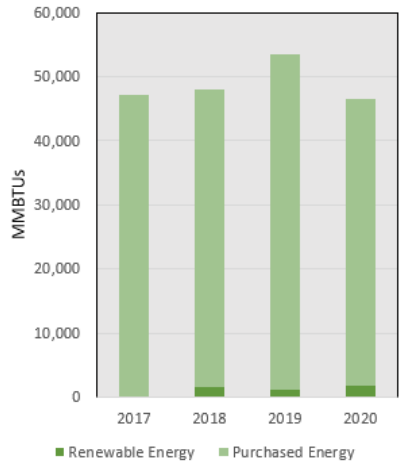
- Need for a next generation campus master plan with a [climate action](#) lens
- When the Office of International Education gets reestablished, work with incoming administration on funding the [proposed study abroad carbon offset project](#)

Renewable Energy is a growing part of our solution

Renewable Energy Generated Onsite at Champlain



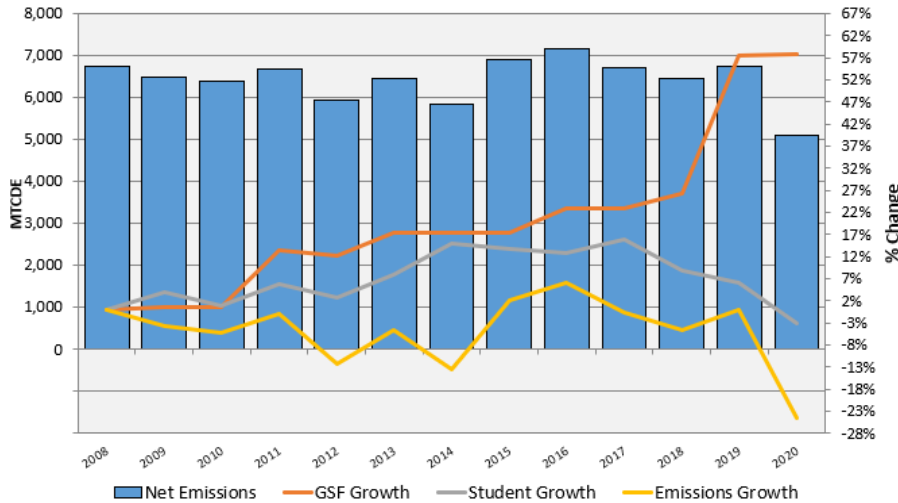
Total Energy Consumption at Champlain



Onsite renewable energy was 4% of our total energy consumption in FY2020.

Emissions Significantly Lower due to COVID shutdown

Historical Net Emissions



Scopes 1 & 2 Decreased by 15%

March-June 2020 shutdown decreases energy use overall; RNG nets a ~3% decrease in natural gas emissions for Perry Hall

Scope 3 Decreased 35%

Significant decrease due to pandemic-related travel limitations



DINING



Vision: Champlain College will have a zero-waste¹ dining service that features and celebrates ‘real food’².

Goals:

- Establish clear procedures for waste management at catered events by 2013.
- Utilize the [Real Food Calculator](#) to assess our current purchases by 2014.
- Working with vendors, develop a zero waste plan by 2020
- Sign on to the [Real Food Challenge](#) and commit to annually increasing procurement of ‘real food’—so as to meet or exceed 20% of food purchases by 2020.

Progress:

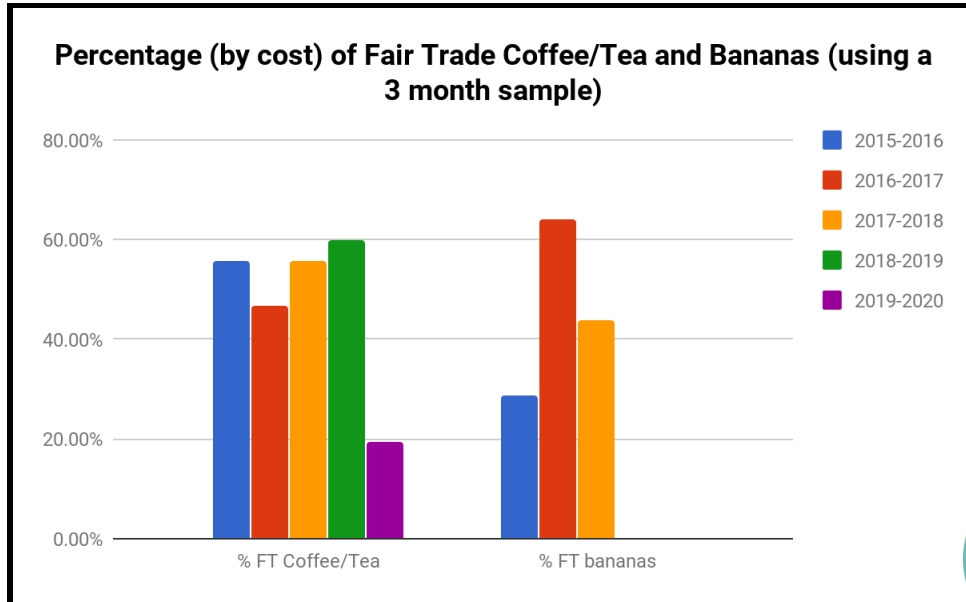
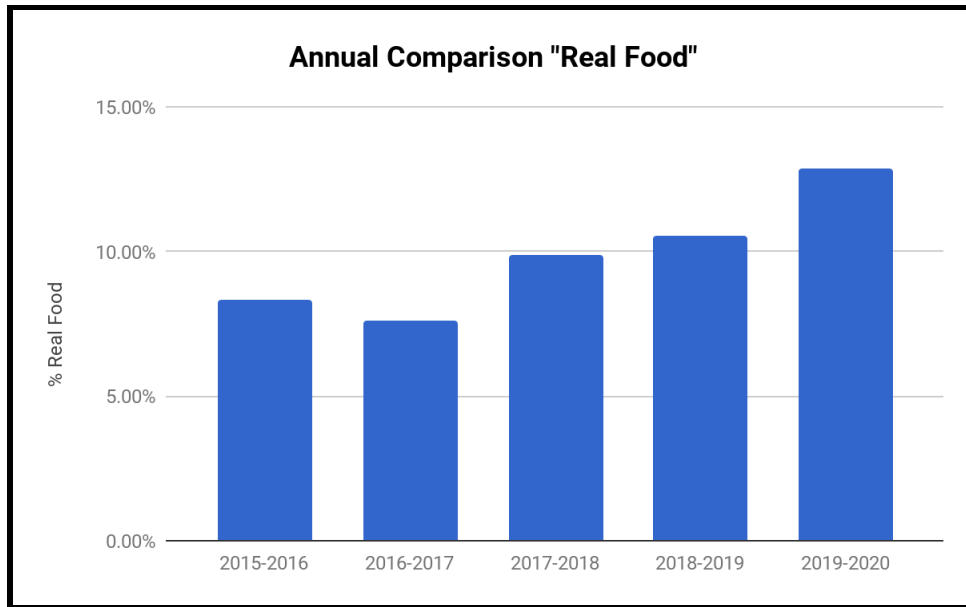
- Developed definitions for local (250 mile radius), organic, VT business, etc. [See food tracking page](#). Academic year student employee Waste Reduction Coordinator focuses on event waste assistance
- Compostable utensils are used for catering as of 2016.
- Compostable takeout containers in EATS as of Spring 2017.
- Compostable straws added in EATS, Fall 2018
- For the fifth year, utilizing Real Food Calculator and definitions, collected one year’s worth of data of Dining Services purchases, using a three month sample (July, October, February). “Real Food” does not include Vermont products that do not use VT-grown ingredients. Therefore, we also use [Sodexo’s Vermont First](#) figures. See [Vermont First 2020 report](#), which puts Champlain’s local spending at 16.5% from August 2019-July 2020, up from 9.10% of total food spend in 2018-2019.
 - In Fall 2020, we got notice that with completion of our Real Food Calculator assessment Champlain College officially had 5% real food for 2019-2020 (October 2019, February 2020, July 2020).
 - Real Food 2020-2021 calculations were still in process at the end of spring 2021 semester, and will be completed in the fall
- For the fifth year, in accordance with being a Fair Trade campus, we analyzed one year’s worth of data of Dining Services purchases of bananas and coffee & tea, using a three month sample (July, October, February).
 - In Fall 2020, after much research, a new fair trade coffee was added to options in the IDX Caf, after the prior brand dropped its fair trade designation.
 - Green Mountain Columbian and Sumatra Reserve both currently are Fair Trade certified.

¹ Zero Waste is a goal that is ethical, economical, efficient and visionary, to guide people in changing their lifestyles and practices to emulate sustainable natural cycles, where all discarded materials are designed to become resources for others to use. Zero Waste means designing and managing products and processes to systematically avoid and eliminate the volume and toxicity of waste and materials, conserve and recover all resources, and not burn or bury them. Implementing Zero Waste will eliminate all discharges to land, water or air that are a threat to planetary, human, animal or plant health, as per the Zero Waste International Alliance <http://zwia.org/standards/zw-definition/>

² Real Food is defined as local/community-based, fair, ecologically sound, and/or humane, as per the Real Food Challenge <http://realfoodchallenge.org/>

- o 2020-2021 calculations were still in process at the end of spring 2021 semester, and will be completed in the fall

Metrics:



**FAIR TRADE
COLLEGES &
UNIVERSITIES**

Next Steps:

- Continue conversations with Sodexo about setting targets for increasing Real Food, Vermont First, and Fair Trade metrics

ENERGY

Vision: A campus that minimizes energy needs through efficiency and behavioral outreach as well as utilizing renewable sources of energy such as geothermal and supports [Burlington Electric Department's](#) goal of achieving 100% renewable electricity by 2013. Champlain College understands the large impact that energy usage has on the environment. Therefore, we will strive to lower our energy consumption by reducing our dependence on non-renewable resources and increasing our energy efficiency, utilizing our Green Revolving Fund.

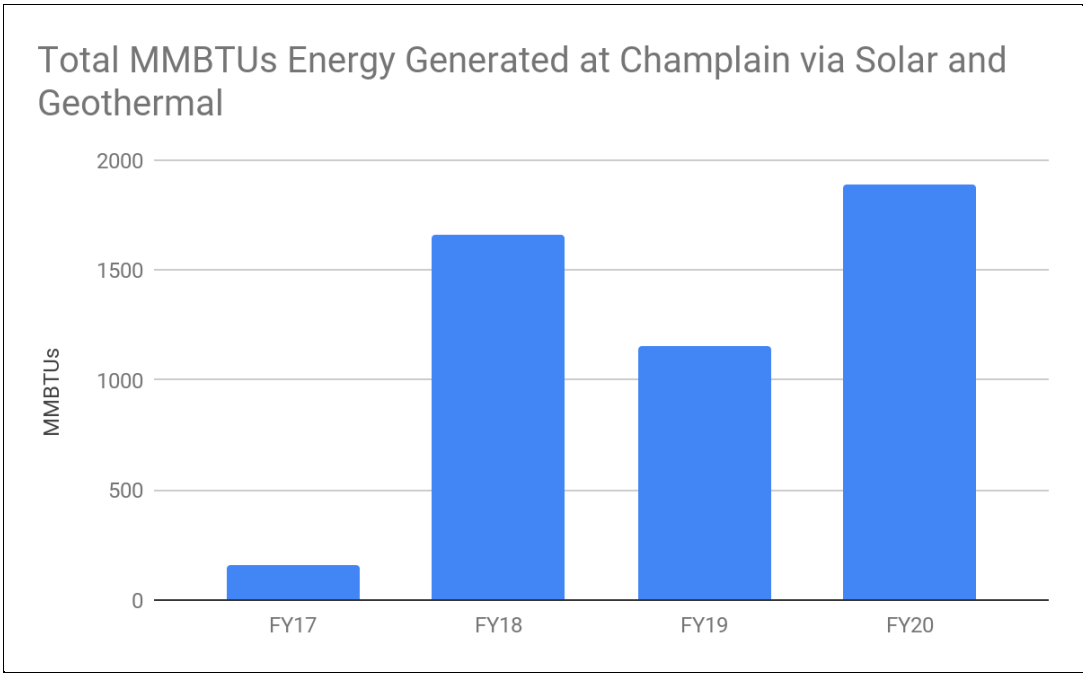


Goals:

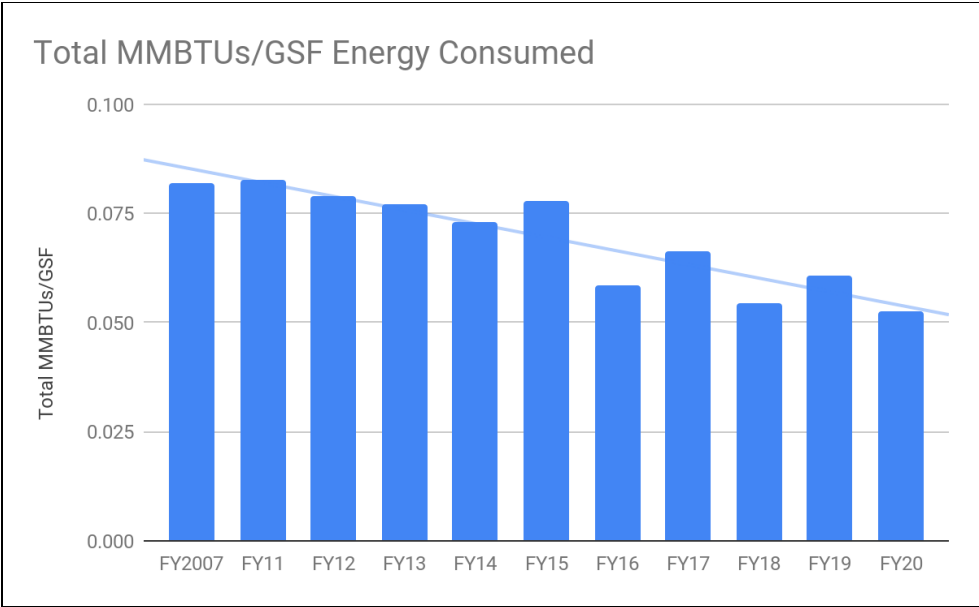
- Approve the drafted energy policy by 2013.
- Finalize and advertise the Champlain College Green Revolving Fund by 2013.
- Purchase Energy Star appliances for all kitchen renovations/expansions by 2014.
- Participate in Vermont Businesses for Social Responsibility's [Business Energy Action](#) challenge and reduce energy usage by 5% annually for 3 years by 2016. (*Discontinued program*)
- Have a real-time energy feedback system that alerts building users as to how much energy is being consumed by 2019
- Expand use of geothermal heating/cooling across campus for future and existing buildings by 2020

Progress:

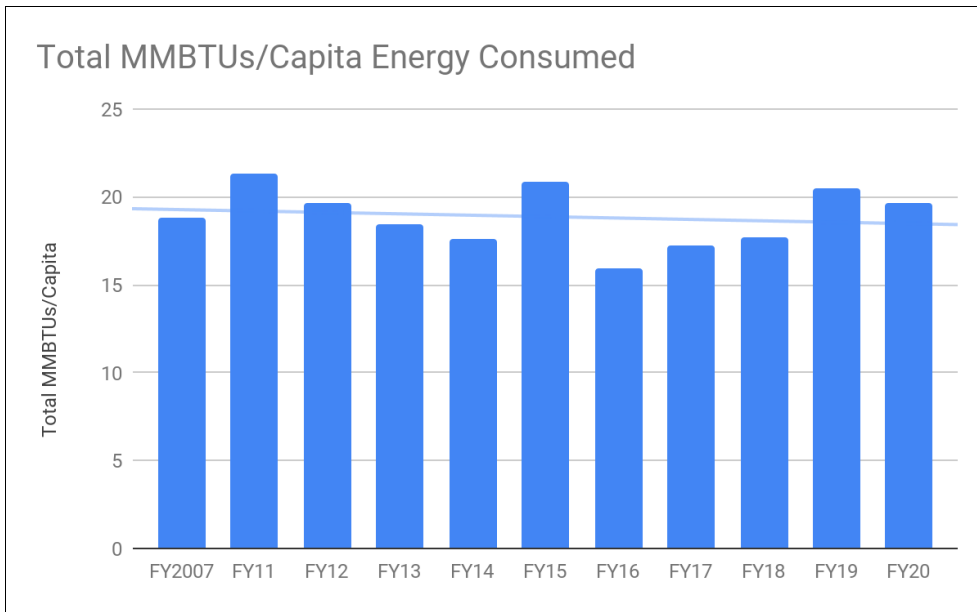
- Energy policy is still pending approval
- GRF [Website](#) is live; Signed on to [Billion Dollar Challenge](#)
- Hauke / CCM Kitchen renovation included high efficiency appliances
- Created accounts within [BED's Energy Engage Program](#); Used for 2015-present Kill-A-Watt Challenge
- Buildings currently on geothermal system (as of June 2017): Perry, Juniper, Valcour, Butler, Whiting
 - Env Policy Capstone Project, Sp2015 – Sean Bird wrote up Champlain Case study
 - Posted signs in buildings - Summer 2017
- 2019 [CCM Case Study](#) shows that building performs over 47% better than comparable education buildings
- 2012-2019 hosted the [annual Kill-A-Watt Challenge](#) for Champlain residence halls
- Participate in Burlington Electric Department's [Defeat the Peak](#) program, by adjusting temperatures slightly in some campus buildings, 2018-present.
- Started tracking renewable energy generated on campus (2 solar arrays - 194 St. Paul and Lakeside; geothermal systems)



Metrics: Total energy (natural gas & electricity) consumption (in MMBtu equivalents)



-33%
 Decrease in overall energy consumption
 FY2004-2020
 (BTU/GSF)



Next Steps:

- Continued expansion of geothermal system to include Bader, CCM, Lakeview/Adirondack, McDonald, Hill, Lyman & Cushing

TRANSPORTATION

Vision: Champlain College will strive to be a campus that offers a wide variety of affordable and convenient alternative transportation options to reduce our greenhouse gas emissions and to increase the quality of life for our community by providing safe, functional and environmentally-friendly transportation for employees and students.



Goals:

- Support the goals outlined in the 2013 Champlain College Transportation Plan
- Have covered bike parking at least one central campus location by 2013.
- Create a bike commuter resource guide by 2013.
- Have 25% of employees register with CATMA by 2014.
- Set up a rideshare program for students by 2014.
- Install a bike share system by 2018.
- Have at least 100 memberships (Faculty/Staff/Students) with CarShare VT by 2015.
- Attain a Bicycle-friendly University designation by 2015 (American League of Bicyclists).

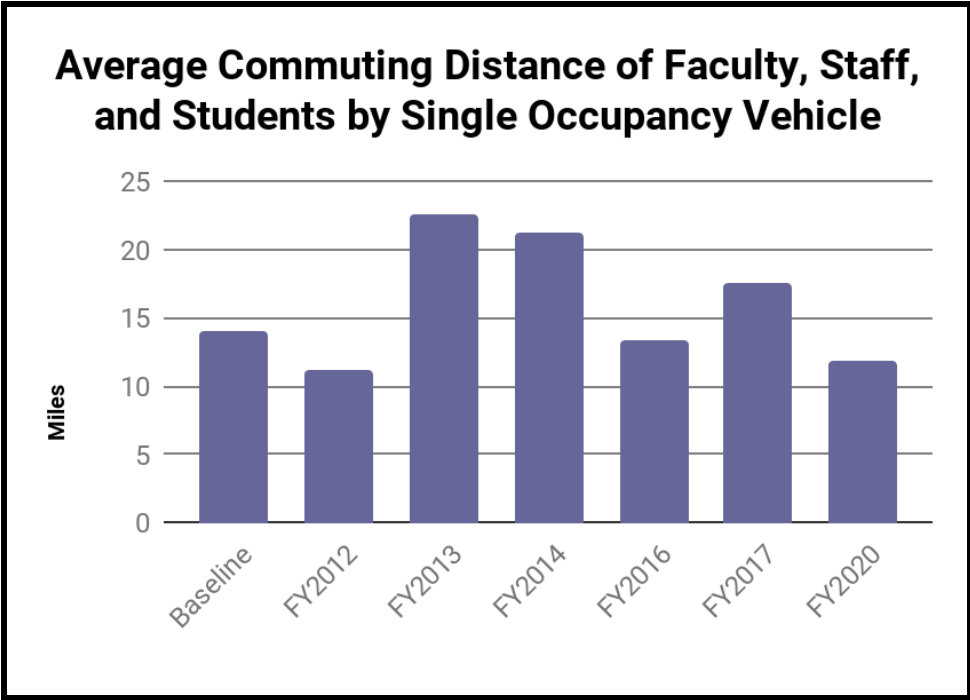
Progress:

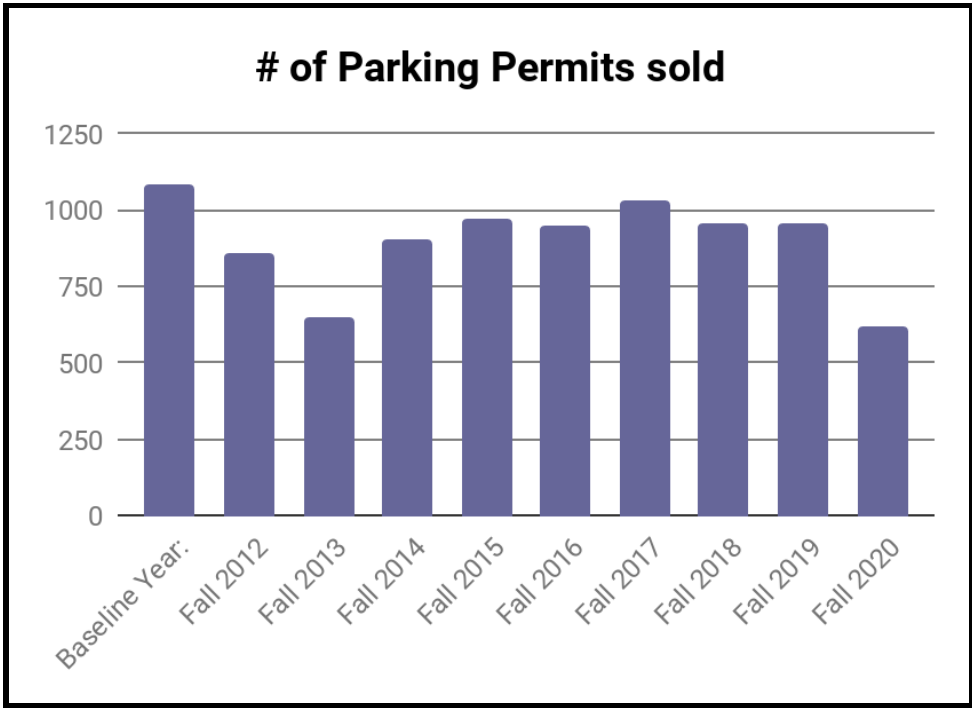
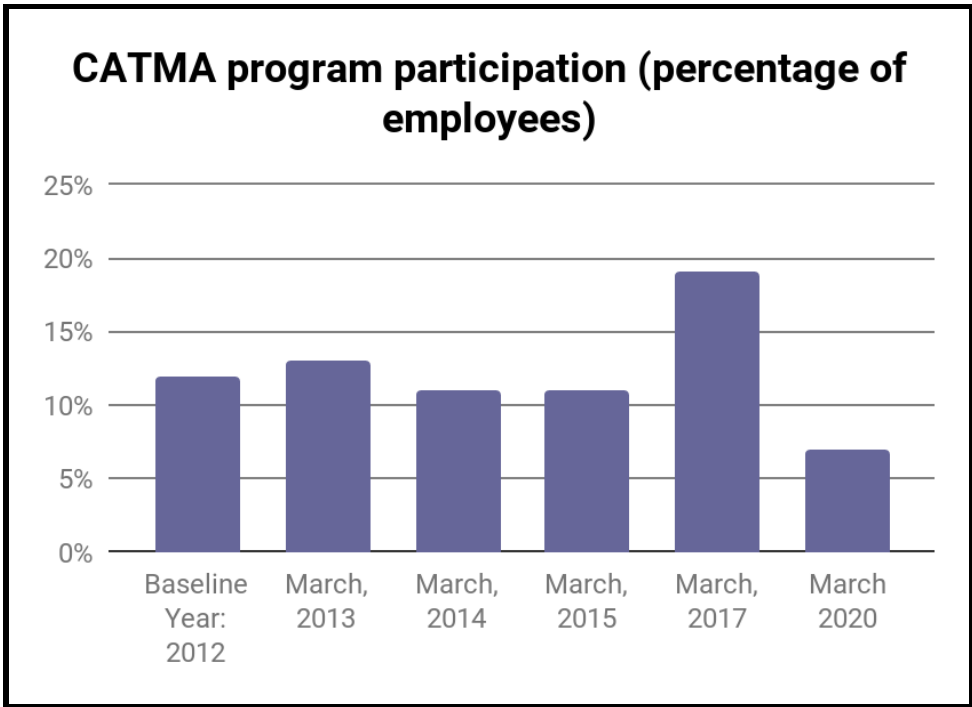
- New position- Sustainable Transportation Coordinator started in November 2014
 - Nic won Vermont Walk/Bike Professional of the Year, 2016
- [ChampShop](#)—Juniper Hall's Bicycle Mechanic Workshop opened in Spring 2015

- Developed Champlain College [Transportation Google Map](#).
- [Overhauled Transportation website](#)
 - [includes bicycle commuter resources](#)
- [Active Transportation Plan](#) approved, Fall 2015
- [ChampRides](#) – campus bikeshare program started in Spring 2015
- Earned Silver Designation from American League of Bicyclists in Fall 2015
 - intending to re-apply in August 2020
- Offer shuttle to Amtrak Station at Thanksgiving & end of year, 2016-2017
- Region-wide [GreenRide Bikeshare program](#) launched, with Champlain as a key partner, April 2018
 - new e-bikes added to fleet, May 2021



Metrics:





Next Steps:

- Explore preferred parking spots for carpoolers

WASTE

Vision: Champlain College will be a zero-waste institution by making effective use and reuse of our resources and through encouraging our community to take the time to learn what goes where, and then sort it out.



Goals:

- 100% of campus printers will have double sided printing as the default setting by 2013.
- Install one electronic waste bin in each residence hall by 2013.
- Create an “Amnesty Day” for all students moving out of the res halls to return dining ware to the Dining Hall by 2013.
- Eliminate 100% of bottled water on campus by 2014.
- Implement a waste reduction education/training program for catering staff by 2014.
- Reduce the amount of paper used for orientation by using a “green thumb” USB drive or website by 2014.
- When printing is required, encourage new formatting standards by 2014. Encourage use of dropbox/electronic documents otherwise.
 - 1" margins for all papers
 - 1.5 paragraph spacing instead of double spacing
 - 1-side clean scrap paper for drafts that are turned in
 - Double sided printing
- Implement a cap on free printing for students by 2015.
- Install water refill stations in each residential hall by 2017.
- Replace all office trash bins with small trash containers that do not require a liner by 2018.
- Encourage departments to continue to move toward electronic forms (purchase orders, travel reimbursements, etc.) by 2020

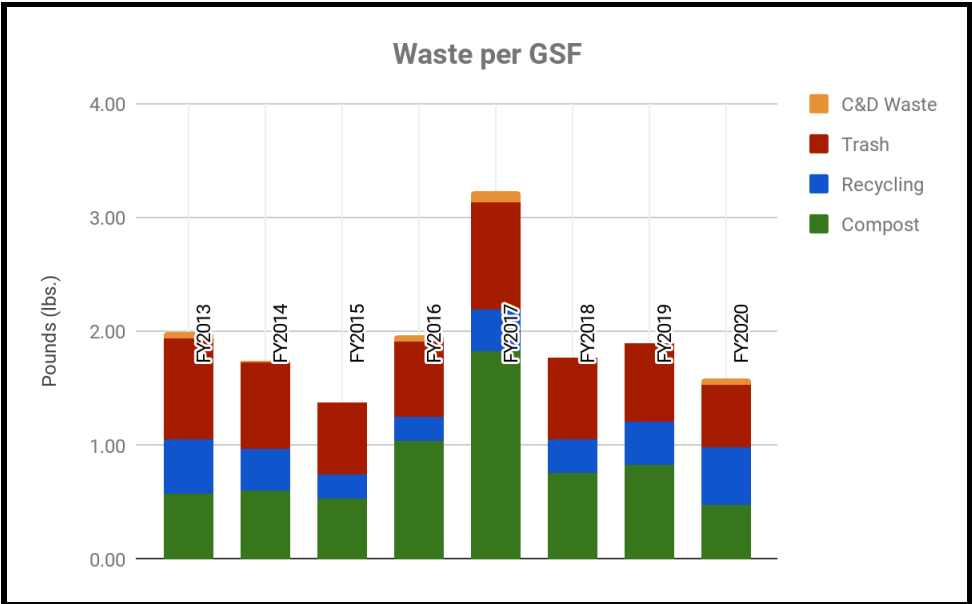
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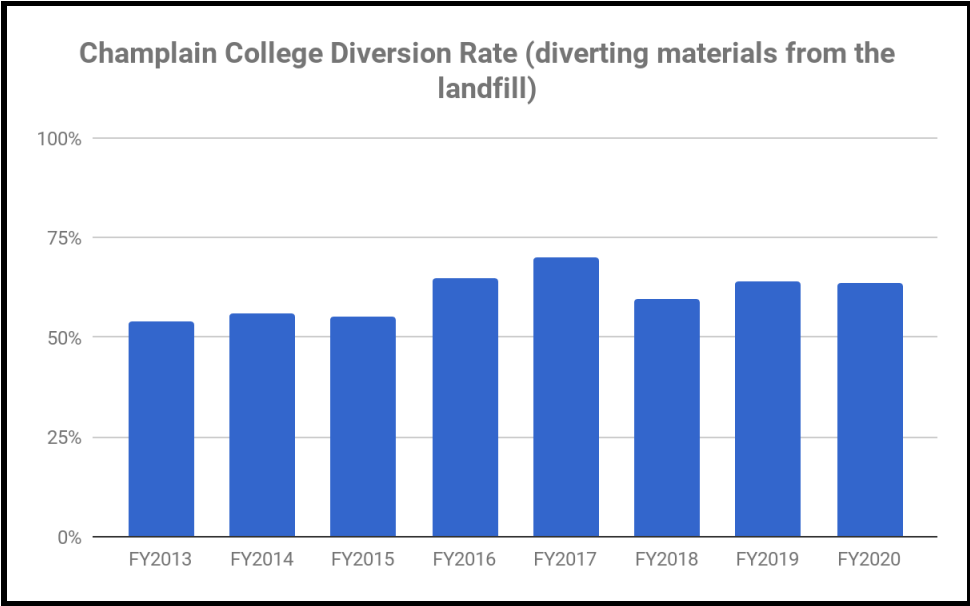
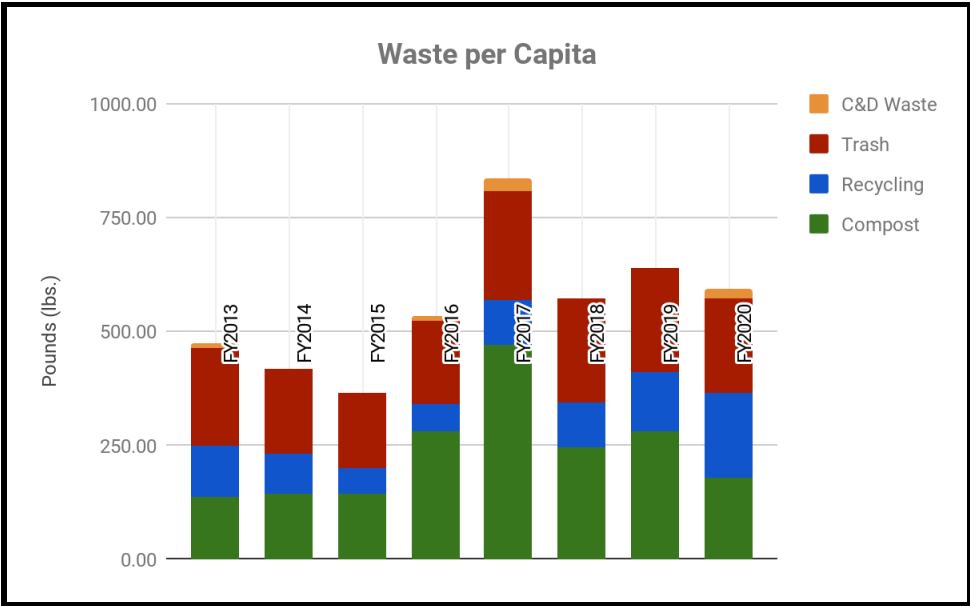
- Student Accounts went paperless in 2013
- Started paper towel compost trial in fall 2013 in IDX bathrooms; Expanded to rest of IDX & Joyce in June 2015
- Collection bins in labs/library put out in fall 2013, need to check annually; paper is made into notebooks
- Electronic waste bins purchased by Physical Plant, installed by Eco-Reps in Fall 2013 Semester
- Plain bottled water restriction as of March 2014; Educational campaign included signage, [webpage](#), and tabling
- Double sided printing as the default setting coincides with IS project around shared multifunction devices (MFP). Helpdesk supports this and says they will have technicians do this (but need to ensure this, somehow). MFP project is slowly progressing; [email update sent out to campus](#) on March 2015.
- Included dining ware return in annual Move Out Collection + [created posters for Campus Compass and Facebook](#) at the end of Fall Semester

- K-Cup recycling in Rowell Annex, Lakeside and Perry Hall
- Continue adding to [current inventory of water Refill stations](#)
- Created waste sample bubbles in CCM waste stations in Eats and near Campus Store (2016)
- Opened [Swap Shop](#) in Skiff Hall- Spring 2017; expanded to include small food shelf, Fall 2017
- Added additional compost bin (purchased by Green Revolving Fund) for the Champlain Room, for event use, 2018
- Developed comprehensive [Waste Management Plan](#), 2019-2020
- Annual activities:
 - New employee orientation session on sustainability each month
 - Recycling Assistance during Move-In
 - Had Green Teams at major campus events including Orientation, Family Weekend and Admissions Open Houses & Visit Days. *(on hold this year, due to pandemic)*
 - Trash Bash waste sort (fall) *(on hold this year, due to pandemic)*
 - Annual Move-Out Collection in the spring for residence halls, (co-hosted by Res Life). Casella & ReSource as key partners
 - We filled two ReSource box trucks of materials (household goods & clothing) over the two days, 1 and a ½ pallets of food and cleaning supplies to Feeding Chittenden, and a few boxes of books to put back into use on campus or to donate to Better World Books.
 - Off-campus Spring Move Out Project, hosted by City of Burlington, CSWD, UVM, Champlain, ReSource, in May (on Loomis Street and Buell Street in downtown Burlington) – with several Champlain student & staff volunteers *-modified collection in Spring 2021 due to campus shut down*



Metrics:





What's Next:

- Create system for compost changes coming January 2021 (food scraps only to be accepted at Green Mountain Compost)
- Continue to watch for additional opportunities

WATER

Vision: Champlain College will utilize efficient technologies to lower our water consumption rate. The campus will rely on innovative stormwater management techniques to reduce the amount of stormwater runoff that could potentially cause harm to Lake Champlain.



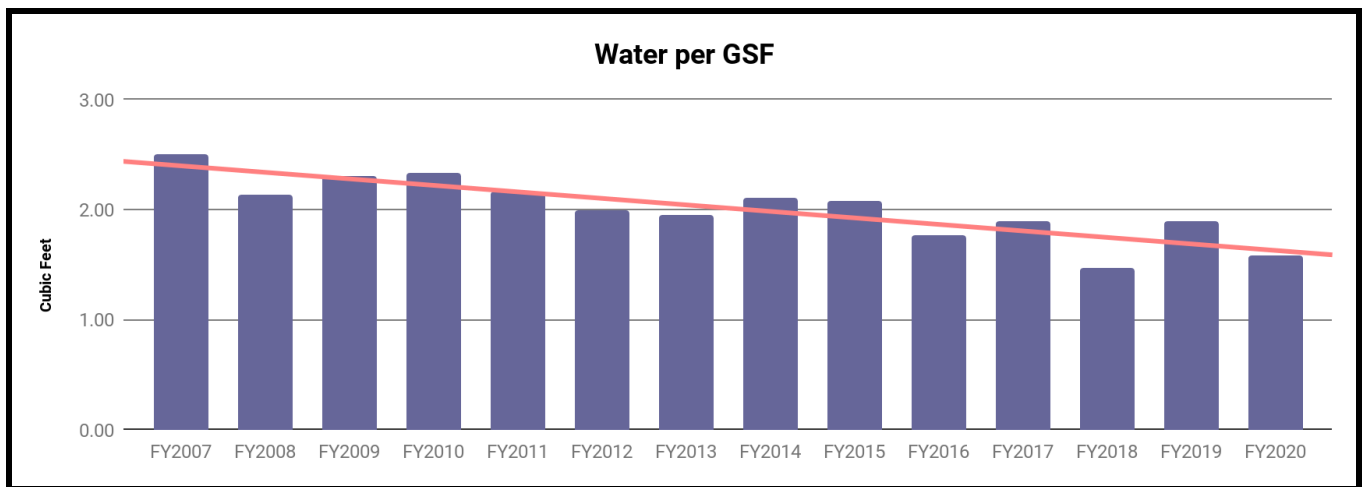
Goals:

- Decrease our total water consumption per capita by 10% compared to a 2005 baseline by 2015.
- Continue to work on action steps within the [Stormwater Master Plan](#) and produce an update on progress by 2015.
- Explore certifying the campus “Blue”, a watershed friendly designation, by 2016.
- Install timers in the showers of every residence hall bathrooms by 2017.

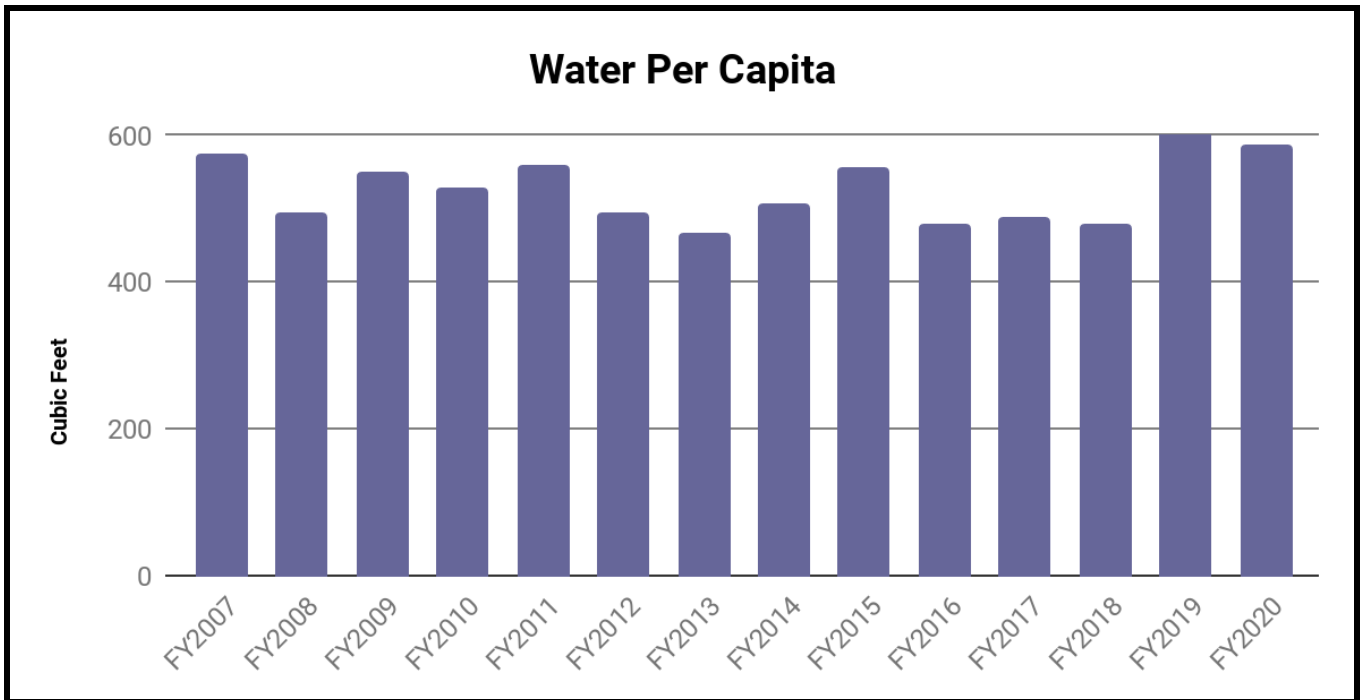
Progress:

- 2014 Env. Policy Senior Capstone Project explored identified some projects (Nick Pepper)
- Robin Collins and students [submitted stormwater project to EPA Rainworks Challenge](#) (December 2015)
- [Interdisciplinary Service Learning projects](#) related to stormwater, with support of Maine Campus Compact/Davis Foundation grant (Spring 2016). BLUE® as community partner.
- Perry Hall achieves the first non-residential [BLUE certification](#), June 2018

Metrics:



-37%
Decrease in water consumption per gross square foot (FY2007-FY2020)



11%

Increase in water consumption per capita (FY2007-FY2020), largely due to addition of 194 St. Paul Street in 2019

What's Next:

- Continue earning BLUE certification for more buildings

PURCHASING

Vision: To support a sustainable economy and to set an example for other institutions and communities, Champlain College will purchase the majority of its goods and services from socially responsible companies that respect the environment.

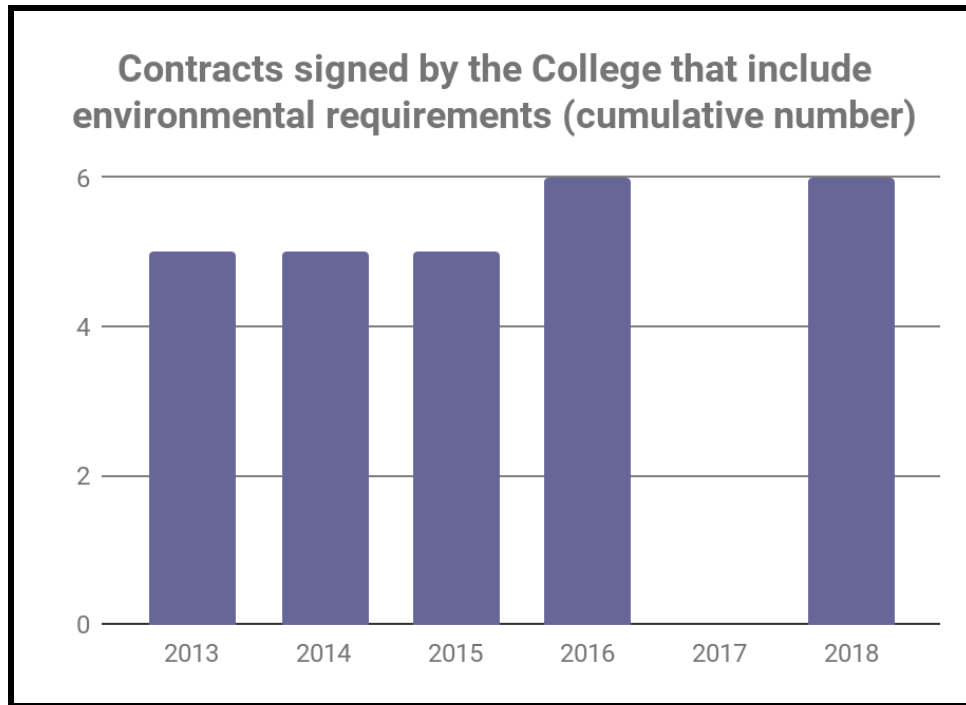
Goals:

- Continue with the “Heart Healthy Printing” campaign, replacing personal printers with shared multi-function printers.
- Upgrade requirements regarding vending machines (energy efficiency, etc.) by 2013.
- Establish Building Product requirements by 2013, including: Lighting fixtures; Low flow plumbing fixtures; Recycled content materials
- Compile a list of preferred local vendors (especially for t-shirts and printing) by 2014.
- Include environmentally-preferred language into current and future purchasing contracts by 2014.
- Remove the sale and use of bottled water by 2014.
- Explore reusable K-Cup options for Keurig Stations by 2015.
- Explore earning a [Fair Trade Campus](#) designation by 2016.
- Adopt a vendor code of conduct that includes commitment to social and environmental responsibility by 2018.

Progress:

- All beverage vending machines were replaced in Summer 2013
- Started crafting [a list](#) of preferred local vendors
- Included environmentally-preferred language as part of College RFP system of 12/19/14 [See here.](#)
- Achieved Fair Trade Campus Designation in Spring 2014; Created [web page](#) for project
- Working with Bookstore on suggestions for fair trade, recycled, etc. products
- Annual Activities & Events
 - [Fair Trade Month events](#) – October - Tabling and product displays, in conjunction with Sodexo (modified in 2020, due to pandemic conditions)
 - [Fair Trade Tabling](#) - Fair Trade Hot Chocolate Stand (March)
- Information Systems department created a [Sustainability Statement of Practice](#), April 2019

Metric:



Includes:

Casella Waste Contract - including recycling, composting

Coke beverage contract – energy efficient vending machines

Pepsi beverage contract – energy efficient vending machines

SecureShred – recycling of securely shredded documents

Good Point Recycling – e-waste recycling

Bay State Elevator - added Sustainability Value Statement -2016

What's Next:

- Develop general language regarding Building Product requirements, even though technology, etc. is constantly changing
- Continue working with Campus Store on suggestions for additional products
- Follow up with IS on next phases of PaperCut printing awareness campaign

GROUNDS

Vision: Champlain College will have a beautiful and healthy campus that highlights native plantings and an urban tree canopy. Our campus will model best-practices by proving that aesthetics and sustainability are compatible.



Goals:

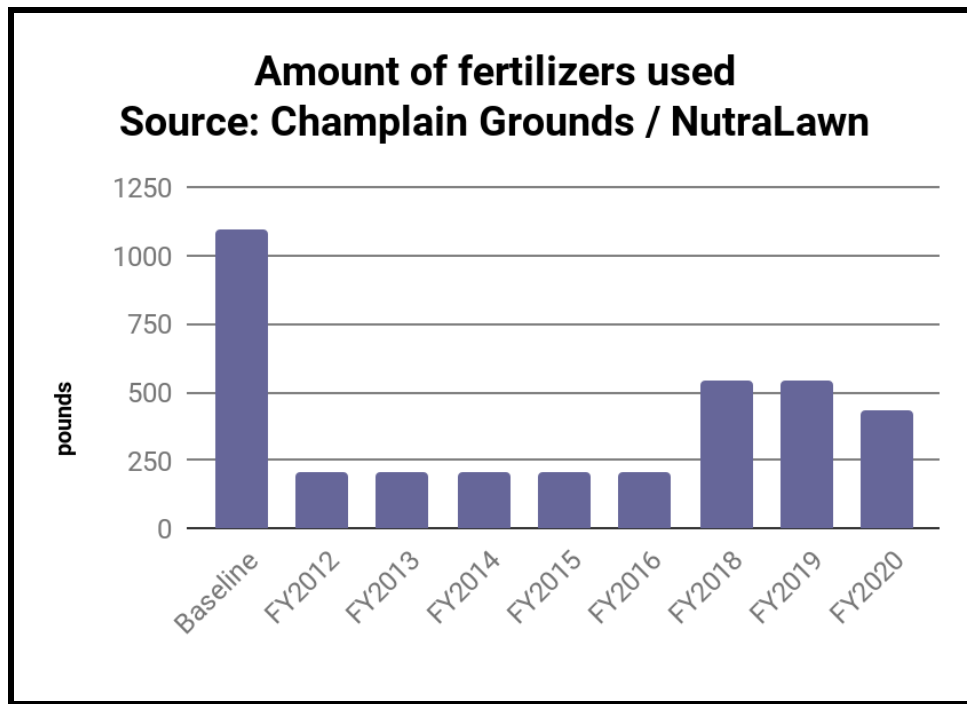
- Continue to work on action steps within the [Landscape Master Plan](#) and produce an update on progress by 2015.
- Complete campus tree inventory by 2015.
- Remove invasive species on campus by 2016.
- Earn designation by [Tree Campus USA](#) by 2017.
- Explore the possibility of designating the campus as an arboretum by 2020.

Progress:

- Foundations of Ecology Class started tree inventory in Fall 2013; Class completed in fall 2014. [See report here.](#)
- Invasive species removal in progress, aligned with building renovations (Joyce – Summer 2014)
- Robin Collins & Student team submitted proposal for the EPA Rainworks Challenge (December 2015)
 - [Project Narrative](#)
 - [Design 1](#)
 - [Design 2](#)
- [Campus Assessment related to Stormwater](#) by Robin Collins & Environmental Earth Sciences Class (2016)
- Perry constructed wetland became a [Wild for Pollinators](#) area (December 2016)
- Campus Apiary joined the [National Wildlife Federation's Campus Pollinator Pledge](#) (May 2020)



Metric:



What's Next:

- Conduct soil tests to see how much fertilizer is actually needed on the lawns
- Outline plan for [Tree Campus USA](#) designation
- Explore the [Bee-Campus designation](#) to implement at Champlain
- Conduct an experiment to see the infiltration difference between a vacuumed section and a non-vacuumed section of Perry Hall permeable walkway



ACADEMICS

The mission of Champlain College is to be a leader in educating today's students to become skilled practitioners, effective professionals and engaged global citizens. Although the carbon impact of Champlain College's academic areas are not easily measurable, they have a significant qualitative impact on the overall practices of our institution. Champlain College believes that the infusion of sustainability concepts into our curriculum will prepare our students to address future challenges surrounding climate change and social justice in any future career or workplace.

CURRICULUM

Vision: Champlain College will be comprised of faculty who actively participate in ways to enhance student's understanding of sustainability and who strive to infuse sustainability concepts throughout course material. Students will gain an understanding of how sustainability relates to their area of study by having the opportunity to take a variety of sustainability focused and sustainability related courses.



Goals:

- Conduct a survey to learn what courses currently have a sustainability focus or component by 2014. Conduct a follow-up survey in 2018.
- Explore adding "and the environment" to the ethical reasoning college competency by 2014.
- Continue to build sustainability-related internship opportunities for students by 2015.
- Explore creating a relationship with Dublin campus regarding sustainability practices in the Center and within academic and extracurricular offerings by 2015.
- Assemble a faculty fellows program, consisting of at least 6 faculty members from different disciplines, by 2015.
- Explore the idea of conducting a regular sustainability literacy assessment of Champlain College students by 2018.

Progress:

- Survey conducted in Nov. 2014. Of those who responded: 14 Faculty teaching sustainability focused classes and 20 Faculty teaching classes with some sustainability content.
- New competencies [shown here](#), with language that addresses ethics and socially responsible behavior, understanding natural work, complex topics, global & cultural understanding, etc.
- Conducted review of internship/job database and sent recommendations for improvement to Career Services in March 2014
- Conducted review of programs and sent recommendations for improvement to International Education Office in March 2014

- One faculty member participated in 2013-2014 UVM Faculty Fellows Program; 3 more faculty in 2014-2015; 0 in 2015-2016; 2 in 2016-2017; 2 in 2017-2018; 2 in 2018-2019; 2 in 2019-2020
- ITS Faculty Member Robin Collins hosted service learning workshop for faculty, April 2015
- Attained [Campus Compact grant](#) to support environmental service learning in April 2015 – 3 faculty attended training in November 2015.
- Began “[Profiles in Sustainability](#)” [blog series](#) in conjunction with Champlain College Publishing Initiative – December 2015
- Environmental Policy & Globalization class's efforts around Champlain becoming a Conflict Free Minerals Campus
- New programs in the Stiller School of Business include:
 - [Pre-College Summer Program in Entrepreneurship for Good](#)
 - [New Entrepreneurship Minor Fall 2017](#) with a focus on social entrepreneurship
- The Center for Service & Sustainability - an academic service learning office opens (Fall 2016)
- Champlain Team highlighted in [Campuses for Environmental Stewardship: An Emerging Model for Interdisciplinary Service-Learning](#). Best Practices Manual, Maine Campus Compact, February 2017
- Annual Career Panel for environmental jobs, hosted by Environmental Policy Program (2012-present) (*did not occur in spring 2020 due to campus shut down*)
- Service-Learning Faculty Fellows program founded, Spring semester 2018-present
 - did not hold in 2020; contributed to Center for Learning & Technology’s Transformational Learning series instead
 - on hold for 2021
- NAGT Traveling Workshop for Environmental Studies & Policy Program / Sustainability at Champlain College, May 2019. [See Drafted Action Plan here.](#)
- Developed and got new [Applied Sustainability](#) (BS) degree passed, Spring 2021
- Initiated Service-Learning Faculty Award, 2018
 - 2018 winner: Duane Dunston, ITS
 - 2019 winner: Kristin Novotny, Core
 - 2020 winner: John Stroup, EHS
 - 2021 winner: Faith Yacubian, EHS

- Service Learning by Division in 2020-2021

Division	Course	Faculty	Project	Partner(s)
Education & Human Studies	EHS 100: Making Connections	Jen Nicholls/ Faith Yacubian	Students researched the organization and presented to the class. Then, applied learning to CC as a community and a system (e.g., Sodexo sourcing milk) to think through other ways in which CC as a community and a system intersect with this social issue. Finally, worked on an educational campaign for the college community.	Migrant Justice
Education & Human Studies	EHS 100: Making Connections	Lauren Bruneau/ Faith Yacubian	Students conducted a thorough food drive in Champlain's neighborhood. Students wrote a letter, attached it to reusable bags, and placed bags on doorsteps of neighboring homes. Later, students picked-up the full bags and brought them to Champlain where the food was sanitized and organized for drop-off.	Feeding Chittenden
Education & Human Studies	EHS 100: Making Connections	Kristine Reynolds/ Faith Yacubian	Students received a workshop on Systems of Oppression (as foundation setting), which is a program salient to PJC's goals, values and mission. Students then received training on phone-a-thons as a fundraising tactic. Then, students made calls and tracked contacts.	Peace and Justice Center
Education & Human Studies	EHS 100: Making Connections	Jean Marie Severance/ Faith Yacubian	Students researched and tracked services to LGBTQ+ older adults after receiving a thorough training on Pride Center's mission & their Neighbor to Neighbor project	Pride Center of Vermont
Education & Human Studies	EHS 100: Making Connections	Kristine Reynolds/ Faith Yacubian	Letter writing campaign for increasing voting in states identified as influential in the election.	Vote Forward Campaign

Division	Course	Faculty	Project	Partner(s)
Education & Human Studies	EHS 100: Making Connections	Kelly Faughnan/ Faith Yacubian	Social Inclusion in The Gambia: Students conducted research into underrepresented groups in The Gambia for the Center for Research and Policy Development. This is helpful because people in The Gambia don't have access to a lot of the published research related to The Gambia.	Center for Research and Policy Development, Gambia
Education & Human Studies	EHS 100: Making Connections	Kristine Reynolds/ Faith Yacubian	"Train the Trainers" Project: Partnering with the WGS, students research justice topics, such as Black History Month, Toxic Masculinity, Women's History Month, Pronouns, Healthy Relationships, LGBTQ Equality, etc. Students researched strategies covered a variety of media sources and locations to develop educational bulletin boards for the WGC. Overarching targeted topic: talking about healthy masculinity/toxic masculinity from an intersectional-issues perspective.	Champlain College Women's and Gender Center
Education & Human Studies	EHS 100: Making Connections	Lauren Bruneau/ Faith Yacubian	Meal for COTS (made in Champlain College residence hall and transported to COTS) Organization of donations at ReSource	COTS ReSource VT
Education & Human Studies	ENP 310: Environmental Justice	Valerie Esposito	Developed a policy for Environmental Justice for Vermont; Contributed to the EJ compendium in conjunction with REJOICE VT; continued work on Conflict-free Minerals for Champlain	Champlain College REJOICE VT
Education & Human Studies	ENP 100: Intro to Env Issues	Valerie Esposito	Developed potential projects for the Carbon Neutrality project with the EMC	Champlain College Emergent Media Center
Education & Human Studies	ENP 300: Place-based Environmental Study	Valerie Esposito	We worked with the EMC to educate about sustainability through a social media campaign on Champlain's site, developing an educational packet for students studying in Dublin, and planning (and ideally constructing) a green wall for campus.	Champlain College Emergent Media Center

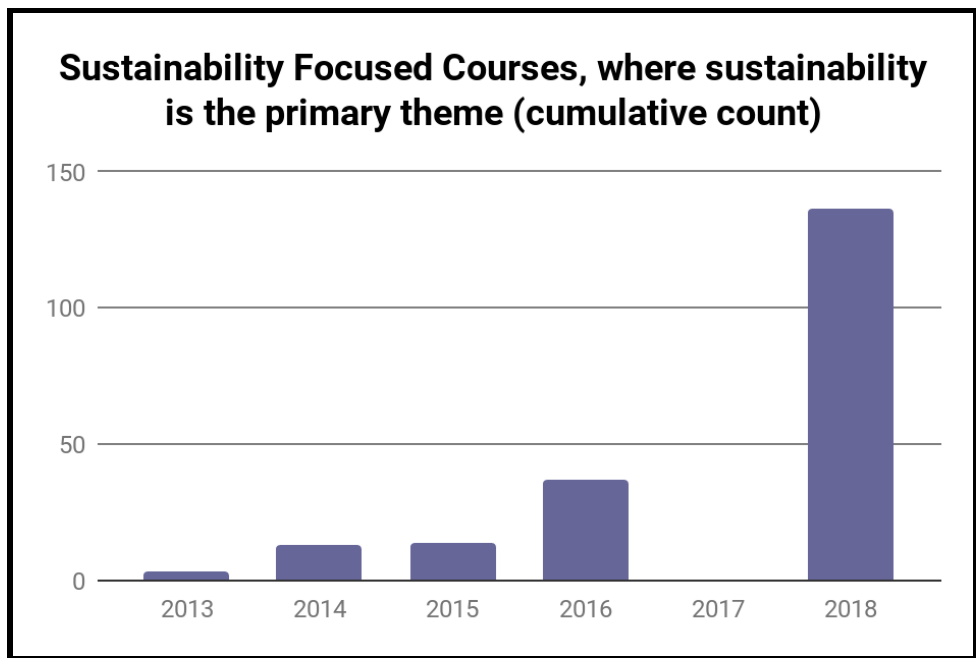
Division	Course	Faculty	Project	Partner(s)
Stiller School of Business	MGT 150: Exploring Analytics	Kylie King	Students analyzed information on residents of Dismas House in order to provide feedback or recommendations on trends, history, or best practices.	Dismas House
Stiller School of Business	ACC 370: Volunteer Income Tax Assistance	Cathy Duffy	Students prepared income tax returns for low income individuals. <i>This project helped the community receive over \$2 million in tax refunds! This is a crazy year that saw the tax law change in the middle of tax filing season.</i>	CVOEO
Communications & Creative Media	CCM 491-81: Communication & Media Internship	Julia Swift	Worked to help female filmmakers in Saudi Arabia make two short films.	Cinepoetics
Communications & Creative Media	COM 400 Public Relations Campaign Development	Nancy Kerr	Students created a Public Relations Campaign specific to each client.	Burlington Irish Heritage Festival King Street Center Vermont Women in Higher Education
Communications & Creative Media	BRD 230 Production of Social Media	Van Dora Williams	Created promotional, instructional and feature videos for the client's social media platforms, redesigned website and created a Twitter and Instagram campaign	GEAR Up Anjou Open Heart Leaders
Information Technology & Sciences	SCI 150: Environmental Earth Science	Robin Collins	Students completed BLUE evaluation of either a campus building or their home	Salix Solutions (Blue Program)

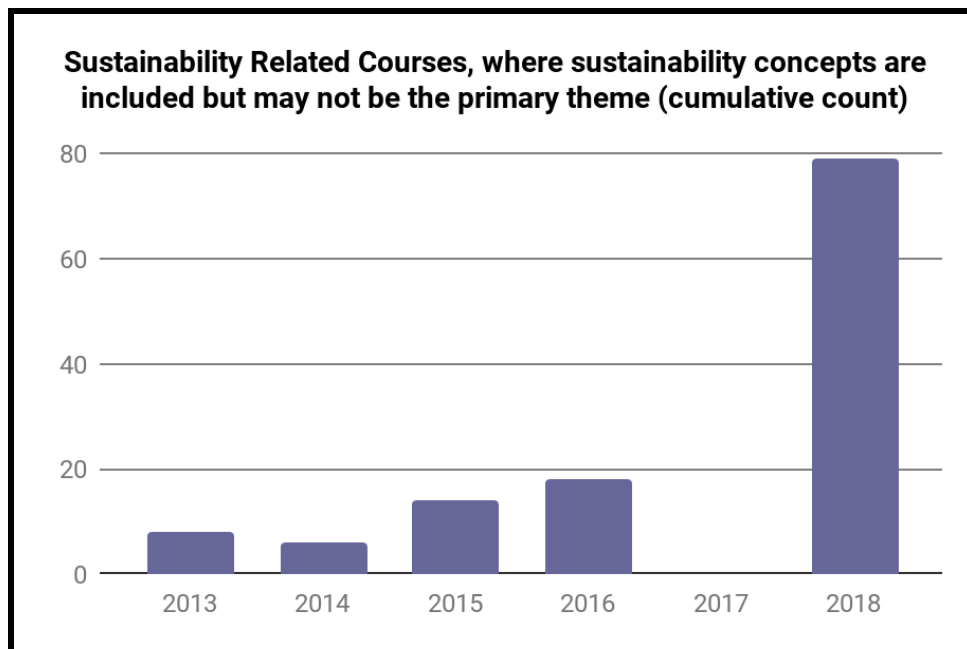
Division	Course	Faculty	Project	Partner(s)
Core	COR 104-107: First Year Inquiry: Making a Sense of Place	Christina Erickson	project #1 - created two scavenger hunt activities geared at other students to explore parts of Burlington (Burlington BINGO and Baker's Dozen). project #2 a - building a cold frame for the Community Garden; #2 b - creating a pollinator plant walk for the college apiary	Champlain Community Garden / Feeding Chittenden Champlain Apiary

This project was in a way the physical manifestation of many of the course's principles; such as working sustainably, improving the capacity of land in a non-harmful way, providing for others in need, and understanding more of our "place" culture.

~James Maron '24, Core 104-07 student

Metrics:





For a current list see the [Sustainability in the Classroom web page](#). Note: methodology changed in 2018, to be inclusive of courses that connect to any of the [UN Sustainable Development Goals](#).

What's Next:

- Expand use of the Sustainable Development Goals as a framework for course content and contextual understanding of how courses are part of greater sustainability goals.



CULTURE

Champlain College provides a distinctive education to benefit students intellectually, professionally and personally. Our supportive, active and inclusive environment encourages students to participate in co-curricular programs and to strengthen their ties to the Champlain and greater Burlington community.

CO-CURRICULAR EDUCATION

Vision: Champlain College will be comprised of a student body that is actively engaged in sustainability related initiatives. Our campus culture will promote sustainable behavior through individuals who are passionate about reducing their impact on the natural world, valuing diversity and supporting their local economy.



Goals:

- Develop a training session for student leaders including Student Activity Planners (SAPs) and Student Government Association leaders by 2013.
- Increase viewership of various online outreach methods to reach approximately 25% of our campus population by Spring 2014.
- Designate one Employee Eco-Rep per division/department to encourage sustainable behavior among faculty and staff by 2015.

Progress:

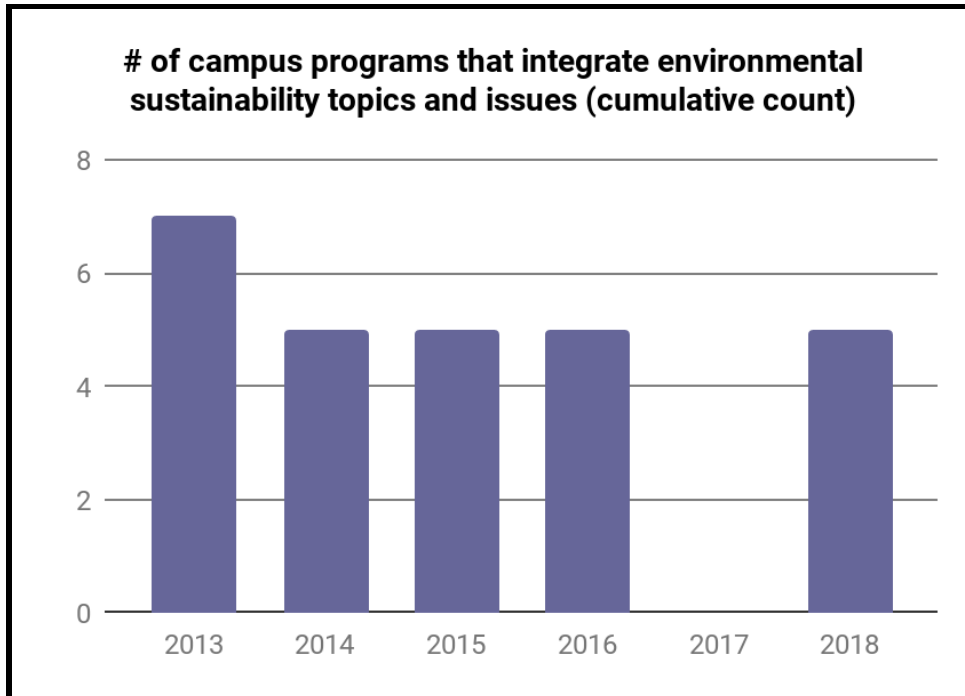
- [Facebook](#) likes as of May 18, 2021 = 766 (compared to 190 in April 2013); [Instagram](#) Followers as of May 18, 2021 = 218; [blog](#)
 - [Digital Audit](#) completed by Communication Seniors in Spring 2019
- [Community Garden](#) at Champlain College (2011-present)
- Eco-Reps Program (2011-present)
 - Hosted satellite site for [Student Sustainability Leadership Symposium](#), November 2017
 - 2020-2021 [Program Evaluation Report](#)
 - Piloted the new Sustainability Micro-Endorsement ([see blog post with students' Sustainability In Your Field presentations here](#))
 - Eco-Rep Co-Captains Hansel Carter & Tatum Robinson win [student employee teamwork award](#), Spring 2020
 - Eco-Rep Captain, Sawyer Zundel, won the Student Employee Excellence in Leadership Award, Spring 2021

- [Green Workplace Certification Program](#), started Spring 2016
- [Social Impact Scholars program](#) launched, Fall 2018
- Two student teams competed in the [Project Green Challenge](#), Fall 2018; several students teams participated in Fall 2019 and Fall 2021
 - Hansel Carter '20 was selected to participate in national student gathering, Fall 2018
 - Tatum Robinson '20 and Julia Leonard '20 were invited to Fall 2019 and won 2nd and 4th place, respectively. Hansel Carter '20 was asked to return to create a film for the event.
 - The Fall 2021 team made it on [the leaderboard](#)

Champlain College	3130
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- Champlain Abroad Dublin was a finalist in [GoAbroad.com's Innovation in Sustainability](#) awards, 2020 for the [Shop Local in The Liberties, Dublin Initiative](#)
- 2020-2021 Events hosted/collaborated on included:
 - Social Impact Scholars Series "Intersections": Monthly, virtual events in which panelists discuss social impact issues that intersect with specific professional programs at Champlain. Panels on Social Impact, Law and Politics; SI and Technology; SI and Environmental Policy; SI and Business; SI and Writing; and SI and International Service.
 - *Kiss the Ground* screening, (October)
 - Student Sustainability Leaders Symposium (November)
 - *Just Eat It* screening (December)
 - Food Choices documentary screening (February)
 - Food Waste & Our Planet event (March)
 - Fair Trade Hot Chocolate Stand (March)
 - *Okja* screening (April)
 - *Be an Eco-Rep Hero* at Spring Meltdown (April)

Metric:



Includes:

Eco-Reps

New Student Orientation

New Employee Orientation

Center for Service & Sustainability

Community Garden

New Faculty Orientation

What's Next:

- Deepen relationship with student Eco-Reps to other programming efforts on campus

DIVERSITY

Vision: Champlain College will increase in diversity through deliberate, thoughtful recruitment of students and employees to foster a highly inclusive community.



Goals:

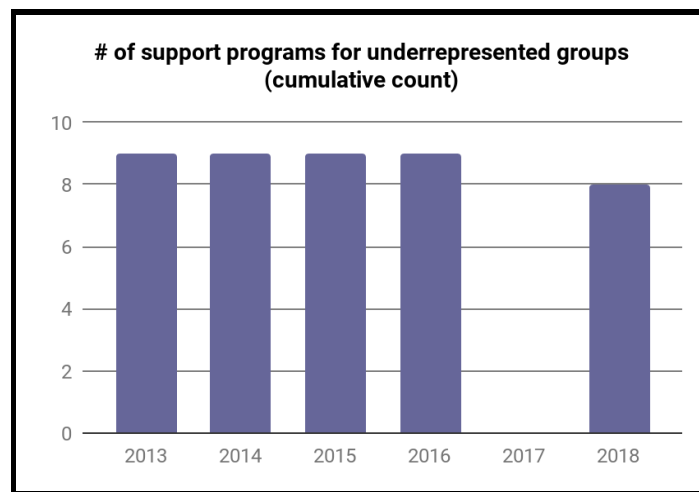
- Intentionally incorporate diversity and inclusion goals within sustainability initiatives, whenever feasible and appropriate.

Progress:

- In celebration of Black History Month, Center for Service & Sustainability Facebook highlighted the work of prominent black environmentalists (February 2016, 2017, 2018)
- [Women’s Empowerment Initiative](#) events
- Use the [UN’s 17 Sustainable Development goals](#) as a framework for how D&I fits within sustainability
- In Spring 2021, the grassroots “Tracking & Dismantling Whiteness” group formed and continues to work on a proposal for an “Employee Experience Collaborative” which seeks to find the substantive changes needed in our institutional culture and practices to treat our staff and faculty in just and ethical ways.



Metric: Also see the [Diversity Scorecard](#).



Includes:

Single Parents Program
Veteran Services Office
Office of Diversity & Inclusion
English Language Learners

Affinity Groups: LGBTQ, Jewish
Include LGBTQA
Cultural Community Alliance
C.A.R.E. Program

What's Next:

- Continue collaboration discussions with ODI and Student Affairs, Diversity & Inclusion

COMMUNITY ENGAGEMENT

Vision: Champlain College students will have the opportunity to interact with a plethora of community partners that support and contribute to the overall sustainability of the institution and our broader community.



Goals: Support LEAD and Center for Service departmental goals

Progress:

- Student-led [DREAM](#) mentor group, works with Birchwood community in Milton (2006-present)
- [LEAD Event related to Fair Trade](#) (February 2016)
- Service Learning Workshop held during May Collaborative (May 2016)
- Center for Service & Sustainability founded in Fall 2016, merging the former Center for Service & Civic Engagement with the Sustainability Office
- Created [tracking system](#) for community service / service-learning
- Developed the 2017 Civic Action Plan, as a signatory of [Campus Compact's 30th Anniversary Statement](#)
- Hosted Intro to Service Learning workshop during Faculty Collaborative, May 2017
- Hosted Service-Learning Faculty Fellows Program, Spring 2018, Spring 2019, *[paused in 2020 and 2021]*
- Hosted Community Partner / Faculty networking event, May 2017, 2018, 2019, 2020 *(paused in 2021)*
- Let us Vote campaign for student voting engagement, Fall 2018; Fall 2020
 - In Fall 2020, a group of student, staff, and faculty volunteers formed "Champ Engage" to promote voter registration and engagement, and continued to meet every other month to discuss how to promote civic engagement year round. Secured a \$500 grant from the national Campus Election Engagement Project to support our #LetUsVote photo contest and other engagement activities. Champlain

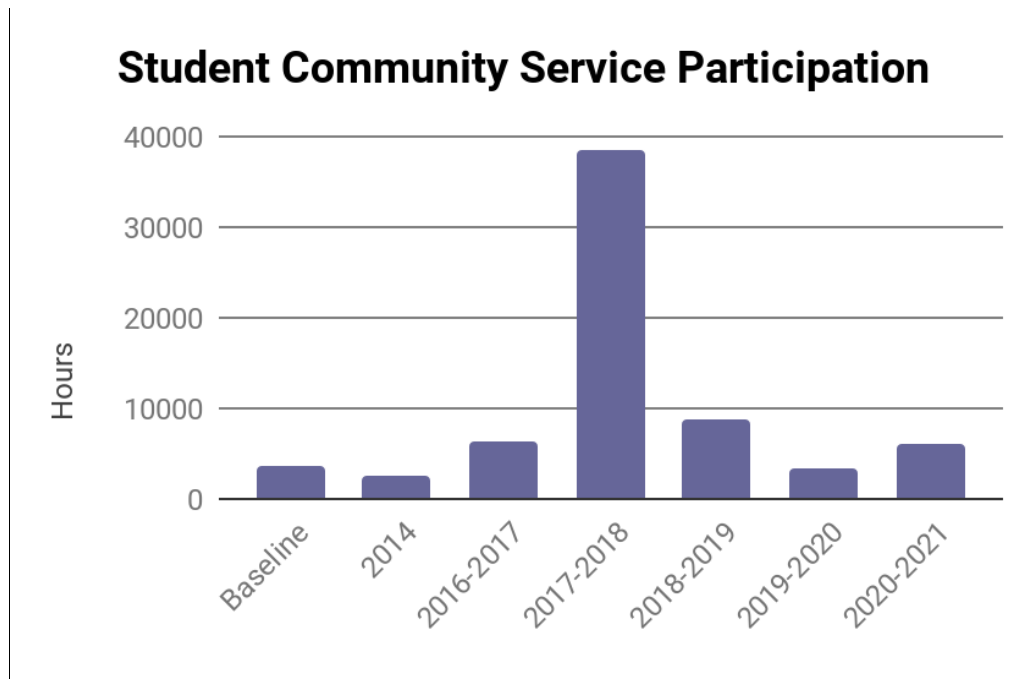
Our student volunteers were able to connect with their mentees virtually, but we did not permit any in-person mentoring. Some of your students did engage with their mentees, but it was in a much different frequency/style than anything before; they did hold weekly meetings however and I am so impressed with their willingness to keep the mentoring program operating during this pandemic time.
~DREAM volunteer coordinator, Spring 2021

joined the [ALL IN Campus Democracy Challenge](#) at the Presidential Commitment level, and we earned a Gold rating for having a 40-49% voting rate in 2018 (2020 results to come out in June 2021).

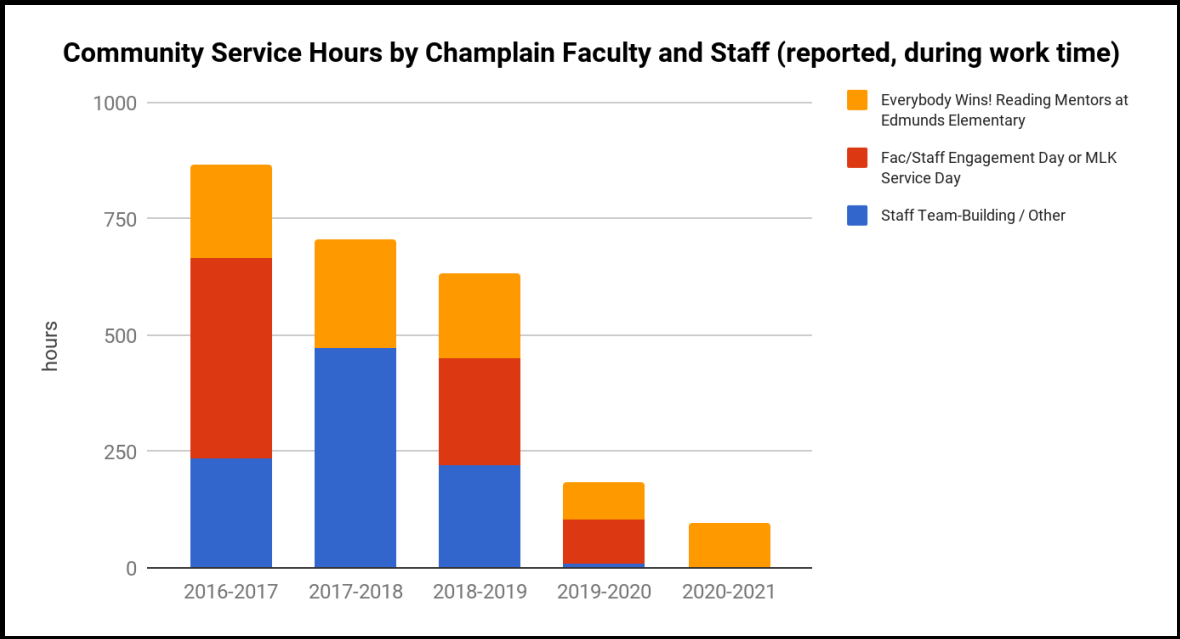
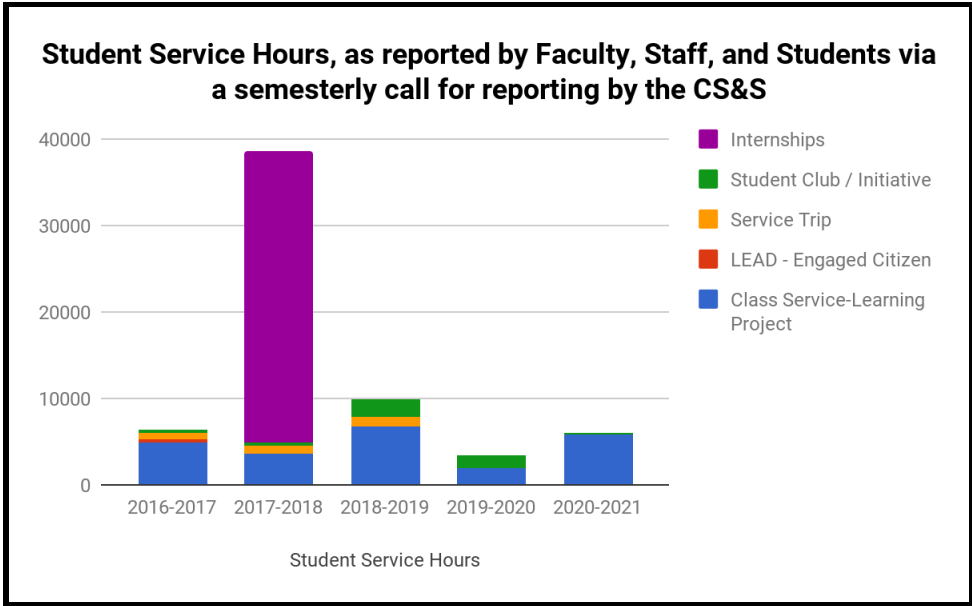
- Built a [Campus Resources for Community Partners webpage](#)
- Developed 1 credit course: *Place Based Service Learning*. [See drafted master syllabus here.](#)
- Four students attended [Vermont Climate Youth Congress](#), November 2019
- Participated in [Census 2020 BTV Counts!](#) Outreach Campaign with City of Burlington partners
- Grew food in the Champlain Community Garden for the Plant for the People project during the COVID-19 Pandemic, Summer/Fall 2020 ([see photo album here](#))



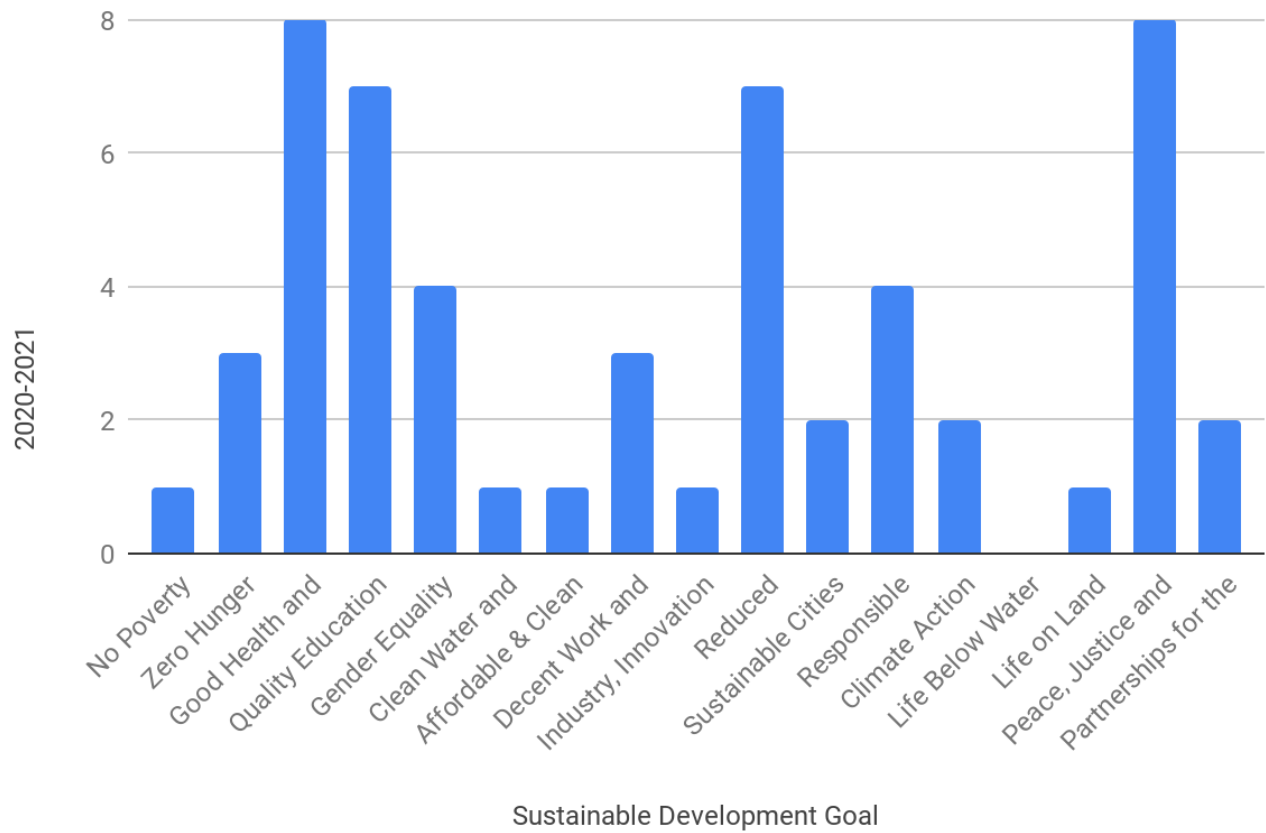
Metrics:



Notes: 2013 & 2014 only only included LEAD events, other CSCE service opps + Service Trips; 2016-2017 includes LEAD events, Service Trips, Student Club service, and Service Learning opps as reported by Faculty; 2017-2018 includes Service Trips, Student Club service, and Service Learning opps as reported by Faculty and service related internships, as reported in the six month out survey from Career Collaborative. These figures represent only what is collected via the [Community Service/Service Learning by Champlain College form](#) that is sent out to all faculty at the end of the semester, and continually to other groups (students & staff) that are known to do service. Internship Data for 2018-2019 and 2019-2020 is not yet available. Due to COVID-19 pandemic, many in-person service activities and trips were cancelled.



Champlain Service in Sustainable Development Goal Areas



What's Next:

- Create a next generation Civic Action Plan