



Trinity College
HARTFORD CONNECTICUT

SUSTAINABILITY ACTION PLAN

Published 2021

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FOREWORD

Trinity College's strategic plan, Summit, calls for the college to build on its historic past to ensure a vibrant, sustainable future. As part of that goal and in support of our ESG (Environment, Social & Governance) principles, we are committed to embracing and promoting urban environmental sustainability as a fundamental value of the college. Summit builds on a foundation of past projects and efforts to support sustainability. We formalized our continued commitment to sustainability with the formation of the Summit Sustainability Committee in 2018. The committee was charged with assessing the college's progress and developing an infrastructure to determine, track, and support our environmental goals. To lead these efforts, the college hired a full-time sustainability coordinator in 2018, and the committee began work on this Sustainability Action Plan.

This plan—the culmination of a multiyear collaboration of students, faculty, staff, and administrators — sets Trinity's strategies and priorities to continue our sustainability efforts in the coming years. I would like to extend my gratitude to the Summit Sustainability Committee, college departments, and campus partners who have worked countless hours to develop and assemble this plan. Their thoughtful leadership and their desire and willingness to support sustainability on campus have resulted in a plan that provides a clear framework for our work ahead. This report identifies short-term goals and long-term challenges and opportunities, and it should form the basis for ongoing campus conversations as we raise our sights to even more ambitious sustainability goals. The plan's success is dependent on the cooperative efforts of our entire campus community. To embrace urban environmental sustainability as a fundamental value of the college, we must integrate our shared responsibility to sustainability into all aspects of campus life.

As part of our commitment to ESG principles, we recognize climate change is one of the biggest challenges facing today's society. Trinity is ready to face these challenges. Our campus community has a shared responsibility to its individual members and as global citizens to support sustainability. Whether through action-oriented faculty research or operational efficiencies in our buildings and infrastructure, our community represents a wide array of talents and skills that will be part of our broader solution. Our shared commitment to sustainability is the only way to achieve the vibrant, sustainable future we envision.

Sincerely,





”
WE ARE
COMMITTED TO
EMBRACING AND
PROMOTING URBAN
ENVIRONMENTAL
SUSTAINABILITY AS
A FUNDAMENTAL
VALUE OF THE
COLLEGE.

“

- Summit: A Strategic Plan for the Future of Trinity College



PRINCIPLES

Our strategic plan calls for us to “embrace and promote urban environmental sustainability as a fundamental value of the college.” Though Summit explicitly lists environmental sustainability as a priority, we knew it was vital that this plan also support social and financial sustainability on campus. As we developed the Sustainability Action Plan, we used the strategic plan and these values as guides and created the action plan with the following commitments in mind:

Operations:

We are committed to tracking campus data, implementing sustainability best practices on campus, and prioritizing sustainability in current and future capital projects.

Community:

We are committed to developing and strengthening partnerships with local and global organizations to support sustainability efforts beyond Trinity’s campus and to fostering a deeper sense of shared responsibility.

Communication:

We are committed to sharing our progress on sustainability objectives with the campus community and to offering opportunities to engage students, alumni, faculty, and staff in current and future projects.

Learning:

We are committed to promoting opportunities for campus collaboration and experiential learning through the use of Trinity’s historic urban campus as a living lab.

These principles and the tasks set forth in this plan support the college’s goals to take action to significantly reduce greenhouse gases and ultimately to achieve carbon neutrality.

FOUNDATION

Since its publication in 2017, Summit has emphasized the importance of promoting sustainability as a cornerstone value for the college. To ensure Summit's success, we recognized the importance of having the appropriate leadership in place to devise, coordinate, and implement sustainability policies and practices at all levels of the college. The strategic plan created the Summit Sustainability Committee to guide these efforts while giving a constant voice to environmental sustainability in college matters. With faculty, students, and staff from across campus, the Summit Sustainability Committee is accountable to the entire college community. The group was charged with assessing and tracking the college's progress and supporting our environmental goals. The committee's initial directive was to hire a full-time sustainability coordinator, which was accomplished later that year when Rosangelica Rodriguez '15, M'18 was hired as the college's first full-time sustainability coordinator. The creation of this position was one of the first in a recent series of visible institutional commitments to sustainability.



Sustainability Coordinator
Rosangelica Rodriguez '15, M'18



One of the early projects that the Summit Sustainability Committee embarked on was the completion of the Sustainability Tracking, Assessment & Rating System (STARS) through the Association for the Advancement of Sustainability in Higher Education (AASHE). The assessment offers a transparent, self-reporting framework for colleges and universities to measure their sustainability performance. Under Rodriguez's leadership, the committee worked with campus partners to complete the STARS report for the first time in Trinity's history. The college earned a high bronze score for its first submission.



The Committee built on previous climate plans, our STARS data, recommendations from the strategic plan working group, insights from peer institutions, and focus group research with Little Diversified Architectural Consulting. The 2019 Sustainability Workshop, led by Little, engaged students, faculty, and staff in conversations about the future of sustainability at Trinity. Our plan foundation also built on the progress already being made on campus. Achievements like Green Restaurant Certification in our three main dining facilities, our composting program, solar panels, and the installation of the hydration stations on campus all have a day-to-day impact on our community and the planet. This sustainability action plan offers the opportunity to go beyond some of our daily operations improvements, provides a strategic roadmap with clear objectives, and assigns shared responsibility across campus. This living document will support our institutional commitment and ensure accountability to the plan as we track our progress over time.

CURRENT WORK

Examples of the sustainability work that we have already completed, our current projects, and our next steps to support these commitments are included in the table below.

	Accomplishments	Current Projects	What's Next
Operations	<ul style="list-style-type: none"> - Installation of solar panels, charging stations, hydration stations, and fuel cell - Campus composting program 	<ul style="list-style-type: none"> - Heating and cooling master plan - Green events guide 	<ul style="list-style-type: none"> - ABM energy audit - Campus tree plan
Learning	<ul style="list-style-type: none"> - Thriving interdisciplinary majors (environmental science and urban studies) - Center for Hartford Engagement and Research 	<ul style="list-style-type: none"> - Climate Emergency Faculty Committee - Sustainability inventories: courses, faculty research, and student research 	<ul style="list-style-type: none"> - Support sustainability experiential learning - Promote interdisciplinary collaboration in the classroom and through co-curricular activities
Communication	<ul style="list-style-type: none"> - Creation of sustainability coordinator position - Sustainability Tracking Assessment and Rating System (STARS) submission with a bronze rating 	<ul style="list-style-type: none"> - Update of sustainability website - Updates to the Board of Trustees 	<ul style="list-style-type: none"> - Attract prospective students passionate about urban sustainability - Highlight sustainability projects in campus communications and digital media
Community	<ul style="list-style-type: none"> - Annual student sustainability festival (GREENFest) - Community garden and Food Recovery Network 	<ul style="list-style-type: none"> - Campus climate assessment - Student sustainability employees (eco reps) 	<ul style="list-style-type: none"> - Continue ongoing diversity training and support environmental justice efforts - Increase and deepen community partnerships

DEVELOPMENT AND NEXT STEPS

The Trinity College Sustainability Action Plan represents the collaboration of many individuals and departments. A full list of those who contributed is included in the Acknowledgments section at the end of the plan.

The categories in the STARS report offered a starting point for our Sustainability Action Plan categories and subcategories. However, this plan was always intended to be a living document and needed to reflect Trinity as an institution with its own specific goals, assets, and challenges. Our plan categories and their associated subcategories are listed below:

Campus Operations:

1. Air and Energy
2. Buildings and Infrastructure
3. Food and Dining
4. Grounds
5. Procurement
6. Transportation
7. Waste
8. Water

Research, Teaching, and Learning:

1. Curriculum
2. Research and Scholarship

Health and Wellness:

1. Personal Wellness
2. Workplace Health and Safety

Campus Life and Community Engagement:

1. Communication and Collaboration
2. Community Service and Partnerships
3. Diversity, Equity, and Inclusion (DEI)
4. Administration, Planning, and Leadership

Our finished plan is not meant to sit on a shelf, but to serve as a roadmap for the years ahead and to adapt as conditions change on campus. All tasks in the plan should be completed or show progress within five years of the plan's publication. The sustainability coordinator will lead campus conversations as the college continues the sustainability initiatives laid out in the plan. The Summit Sustainability Committee intends to update this plan biannually and will report progress made on each task and include new tasks as we complete projects or move in new directions as needed.



TIPS FOR READING THE ACTION PLAN

Each plan subcategory page includes an introduction at the top of the page, which outlines selected recent achievements related to the subcategory. It also includes at least one objective with associated tasks listed in a table. Each task is outlined in the first column, with an identified task owner in the second. Related parties, if applicable, are listed in the third column and the projected target completion is in the final column. The target completion date may reflect a process that will be ongoing in the future, with continuous improvements year to year, or a specific target completion date. An example of the grid is listed below:

7. Waste

Objective 2: Increase Recycling Rates

Task	Task Owner	Related Parties	Target
4. Increase the amount of items salvaged and recycled during the student move-out program	Sustainability Office	Facilities, Office of Community Service & Civic Engagement, & Residential Life	Ongoing

Many of the tasks are interrelated and may connect to multiple sections. If a task is related to another section, it is listed in the task description using the following reference:

Category Subcategory #.Objective #.Task #

For example, the task above would be written as Campus Operations 7.2.4 in its abbreviated form.



CAMPUS OPERATIONS

1. Air and Energy
2. Buildings and Infrastructure
3. Food and Dining
4. Grounds
5. Procurement
6. Transportation
7. Waste
8. Water

1. Air and Energy

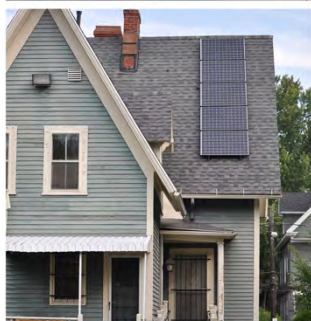
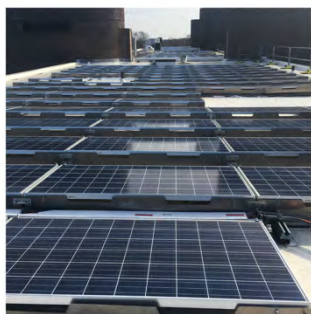
Lowering Trinity’s emissions and cutting energy usage are important parts of reducing Trinity’s carbon footprint. Addressing our energy usage can be achieved through campus wide policies and individual behavioral changes. Energy efficiency, conservation, and expansion of renewable energy have been targeted through data collection, facilities management, and investment in infrastructure, and opportunities to upgrade will happen in the future. Tracking greenhouse gas emissions is a critical first step as we endeavor to reduce Trinity’s carbon footprint and our impact on climate change. The construction of the fuel cell and installation of more than 1,000 solar panels were modest and pragmatic first steps. Other recent selected achievements include:

- Ongoing building automation systems upgrades
- Installation of LED lighting Ferris parking lot
- Curtailment of energy use during college breaks
- Automatic shutoff of Mather kitchen hoods
- Installation of occupancy sensors in dance studios
- Use of a pool-heat recovery unit

Objective 1: Reduce emissions			
Task	Task Owner	Related Parties	Target
1. Conduct a preliminary greenhouse gas emissions inventory to determine current level of emissions (Scope 1: Direct emissions from owned and controlled sources)	Facilities	Sustainability Office	April 2022
2. Conduct a greenhouse gas emissions inventory to determine current level of emissions (Scope 2: Indirect emissions from the generation of purchased energy, and Scope 3: All indirect emissions not included in Scope 2) (Related to Campus Operations 6.1.2)	Facilities	Sustainability Office	December 2022
3. Installation of sensors and monitors to decrease electrical usage (motion detectors, occupancy sensors, etc.), as resources allow (Related to Campus Operations 2.1.1 and Campus Life and Community Engagement 1.2.1)	Facilities	Library Information and Technology Services, Residential Life, Sustainability Office	Ongoing
4. Replace failed light fixtures with LED light fixtures, as resources allow	Facilities		Ongoing
5. Prioritize purchase of Energy Star and energy-efficient appliances as equipment fails (Related to Campus Operations 5.1.1)	Purchasing		Ongoing

Objective 2: Promote an energy-conscious culture on campus

Task	Task Owner	Related Parties	Target
1. Complete campus energy audit to identify and establish methods of tracking individual and total building energy consumption and to determine potential energy savings opportunities <i>(Related to Campus Operations 2.2.2 and Campus Life and Community Engagement 1.2.1)</i>	Facilities		December 2021
2. Increase awareness of existing energy-saving behaviors and recommended behavior changes	Sustainability Office	Communications	Ongoing



2. Buildings and Infrastructure

Trinity’s historic campus provides an opportunity to review and establish green standards for construction, renovation, operation, and maintenance of buildings and infrastructure. We intend to review current standards and identify new efficiency opportunities with goals of maximizing use of our existing square footage, conserving resources, reducing pollution, and enhancing personal well-being. We will approach each capital project on campus with the lens of sustainability and consider how each project could have a positive environmental impact. Our day-to-day efforts continually work to make our building and infrastructure systems more efficient, and that will not change in future projects. Recent projects and efforts included:

- Upgrades to building automation systems
- Construction of a fuel cell
- Installation of energy-efficient white roofs on the Facilities Services building and the Alfred C. Jacobs Life Sciences Center
- Allocation of capital project funding for accessibility projects

Objective 1: Renew Trinity’s historic campus through the sustainable design, construction, and maintenance of college buildings

Task	Task Owner	Related Parties	Target
1. Review and revise green building and renovation standards to integrate sustainability and accessibility into future construction and renovation projects <i>(Related to Campus Operations 8.1.2)</i>	Facilities	Sustainability Office	January 2022
2. Review and revise green cleaning standards <i>(Related to Campus Operations 5.1.4)</i>	Facilities	Sustainability Office	May 2022
3. Create green building operations standards	Facilities	Sustainability Office	May 2022

Objective 2: Improve infrastructure efficiency

Task	Task Owner	Related Parties	Target
1. Complete phase 1 of the heating/cooling utilities masterplan	Facilities		December 2025
2. Conduct energy audit to evaluate possible building efficiency opportunities <i>(Related to Campus Operations 1.2.1)</i>	Facilities	Sustainability Office	December 2021
3. Explore sustainable information services standards	Information Technology Services	Sustainability Office	March 2022

3. Food and Dining

Nutrition is a key component of individual and community health. Trinity already has taken steps to increase the amount of locally and sustainably sourced food served on campus through its partnership with Chartwells. We also have taken steps to introduce a composting program on campus through Blue Earth Compost. Accomplishments in reducing food waste and increasing sustainable options are listed below:

- 3 Star Green Restaurant Certification for Mather, the Bistro, and the Cave through the Green Restaurant Association
- Composting in Mather—65,480 pounds of dining waste composted in FY19 and 94,730 pounds in FY20
- 100 percent seafood from sustainable resources
- 100 percent coffee in dining facilities is fair trade

Objective 1: Purchase sustainable foods			
Task	Task Owner	Related Parties	Target
1. Increase the percentage of food and beverage expenditures on products that are third-party verified under one or more recognized food and beverage sustainability standards or that are local and community-based from 2.5% to 5%	Dining Services	Sustainability Office	June 2022
2. Create a green catering option for on-campus events (<i>Related to Campus Operations 7.1.2 and Campus Life and Community Engagement 1.2.5</i>)	Dining Services	Sustainability Office, Calendar and Events Office	May 2022
3. Increase visibility and participation in low-impact dining events and sustainability-themed meals in campus dining facilities	Dining Services	Sustainability Office	Ongoing (post-pandemic)



Objective 2: Decrease dining-related waste

Task	Task Owner	Related Parties	Target
1. Reintegrate post-consumer composting in Mather Hall as self-serve dining becomes available	Sustainability Office	Dining Services	Ongoing
2. Pursue post-consumer opportunities in the Cave and the Bistro	Sustainability Office	Dining Services	Ongoing
3. Identify and formalize partnership with a community partner to support food-recovery efforts to reduce food waste <i>(Related to Campus Operations 7.1.3 and Campus Life and Community Engagement 2.1.2)</i>	Office of Community Service and Civic Engagement	Dining Services	Post-Pandemic
4. Explore options for reusable take-away materials	Dining Services	Sustainability Office	Ongoing

4. Grounds

Our goal is to maintain and enhance the natural beauty of Trinity's campus while continuing on the path of a sustainable future for Trinity. Tree care and replacement have been high priorities during the past year and will continue to be important as we implement the Sustainability Action Plan. Other recent efforts include:

- Preventative and reactive treatment and maintenance of trees to prevent spread of diseases
- Campus community efforts to remove invasive plant species on campus and to replace with nativeplants
- Rain sensors on athletic fields
- Reducing impact by utilizing a variety of ice-melt methods depending on forecasted weather patterns
- Seasonally raising mowing heights throughout campus, except athletic fields



Objective 1: Promote and facilitate green grounds management

Task	Task Owner	Related Parties	Target
1. Create Green Landscaping Standards (include a focus on APPA standards, native and drought-tolerant plants, rain gardens, low-mow zones, fertilizers, etc.)	Facilities	Sustainability Office	May 2022
2. Pilot replacement of watered landscapes with native and drought-tolerant plants	Facilities	Sustainability Office	September 2022
3. Pilot 100% organic lawn-care practices on one field or green space	Facilities	Athletics, Sustainability Office	September 2022

Objective 2: Earn Tree Campus USA designation

Task	Task Owner	Related Parties	Target
1. Create and publish a campus tree map	Facilities	Sustainability Office	December 2021
2. Create a campus tree plan	Facilities	Sustainability Office	April 2022
3. Create Arbor Day celebration with a service component	Summit Sustainability Committee	Office of Community Service and Civic Engagement, Student Co-Curricular Groups	June 2022

5. Procurement

The purchase of sustainable products and development of partnerships with sustainable vendors are important parts of developing a culture of sustainability on campus. Procurement of goods is directly linked with waste produced on campus, and both need to be addressed when evaluating sustainability. Trinity already has taken steps to encourage sustainable purchasing, including:

- Including a section on sustainability within the college's existing procurement policy
- Purchasing EPEAT Gold-registered technology products:
- Purchasing Energy Star appliances

Objective 1: Cultivate sustainable purchasing decisions

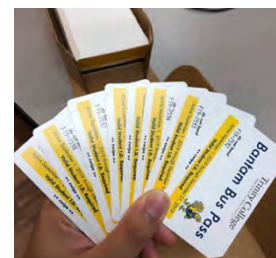
Task	Task Owner	Related Parties	Target
1. Review and enforce procurement policy to encourage energy conscious purchasing of vehicles and equipment when routinely replacing failed equipment (<i>Related to Campus Operations 6.1.1</i>)	Purchasing	Summit Sustainability Committee	November 2021
2. Purchase EPEAT Gold-registered equipment when replacing failed or obsolete learning technology	Information Technology Services	Purchasing	Ongoing
3. Promote the exchange of office goods between departments through the office supply exchange to reduce purchases, and publicize green office supply options through college vendors	Purchasing	Sustainability Office	Ongoing

4. Encourage housekeeping-services providers to utilize green cleaning supplies <i>(Related to Campus Operations 2.1.2)</i>	Facilities		January 2022
5. Encourage purchase of paper with a higher percentage of recycled materials, and explore a negotiated rate for campus	Purchasing	Sustainability Office	Ongoing

6. Transportation

Transportation—including to and from campus for a daily commute and travel for college business—generates significant emissions. Trinity has worked to promote a variety of modes of transportation in recent years. We will work to enhance existing programs, create new transit programs, and increase the use of more efficient vehicles to reduce emissions. Selected accomplishments in reducing transportation emissions and encouraging alternate forms of transportation include:

- Bantam Bus Pass program through CT Transit offered for more than 20 years
- Increased number of bike racks
- Hartford by Bike pre-orientation program and “Cycling, Sustainability, and the City of Hartford” first-year seminar
- Partnership with City of Hartford to map biking routes and bus routes
- Charging stations for electric vehicles



Objective 1: Reduce campus fleet emissions			
Task	Task Owner	Related Parties	Target
1. Review and enforce a procurement policy to encourage purchasing more efficient vehicles (hybrid, electric, etc.) when routinely replacing vehicles <i>(Related to Campus Operations 5.1.1)</i>	Purchasing	Facilities, Campus Safety	December 2021
2. Conduct a greenhouse gas emissions survey that includes the campus fleet <i>(Related to Campus Operations 1.1.2)</i>	Facilities	Sustainability Office	June 2022
3. Analyze campus fleet usage patterns	Facilities	Sustainability Office	December 2022

Objective 2: Encourage alternative modes of commuting			
Task	Task Owner	Related Parties	Target
1. Publicize and increase participation in the Bantam Bus Pass program	Office of Community Service and Civic Engagement	Communications	Ongoing

2. Support advocacy efforts to grant Trinity students access to the U-Pass CT transit program	Office of Community Service and Civic Engagement	SGA, Office of the President	June 2022
3. Conduct a community survey on commuting (current and potential use of carpooling, public transportation, biking, pedestrian/walking, and parking)	Sustainability Office	Data Analytics	December 2022

Objective 3: Encourage alternative options to travel

Task	Task Owner	Related Parties	Target
1. Institute a voluntary air carbon offset to fund planting of new trees and hydration stations on campus	Finance	Individual departments	March 2022
2. Utilize technology options to reduce carbon emissions related to travel and meetings.	Information Technology Services		Ongoing
3. Explore commuter tax benefits or other commuter benefit opportunities for employees	Human Resources	Benefits Committee	August 2022



7. Waste

Minimizing the waste generated by operations is a tangible way to reduce Trinity’s ecological footprint and to facilitate responsible stewardship of our resources. We are committed to identifying ways to reduce waste generated, reuse materials whenever possible, and maximize recycling of waste generated.

Examples of these commitments are reflected in our efforts in recent years:

- Partnering with Blue Earth Compost to establish a composting program in dining halls and residence halls on campus
- Composting landscaping waste (leaves, grass clippings, etc.)
- Previous partnership with the Food Recovery Network to reduce food waste
- Dump and Run program at the end of the school year resulting in the donation and resale of appliances, electronics, furniture, clothing, and kitchenware
- Facilitating electronic-waste recycling
- Establishing an office-supply and book swap to reduce the amount of new supplies purchased for office operations

Objective 1: Reduce waste and increase reuse			
Task	Task Owner	Related Parties	Target
1. Create and maintain a universal waste management program <i>(Related to Health Wellness 2.1.2)</i>	Environmental Health and Safety	Facilities, Information Technology Services	March 2022
2. Create a green events guide to reduce waste and environmental impact of campus events (composting, reusable dishes and utensils, etc.) <i>(Related to Campus Life and Community Engagement 1.2.5 and Campus Operations 3.1.2)</i>	Sustainability Office	Chartwells, Facilities, Campus Events	March 2022
3. Identify and formalize partnership with a community partner to support food-recovery efforts to reduce food waste <i>(Related to Campus Operations 3.2.3 and Campus Life and Community Engagement 2.1.2)</i>	Office of Community Service and Civic Engagement	Dining Services	Post-Pandemic
4. Explore PPE reuse and recycling options that provide protection for community members and reduce waste	Environmental Health and Safety	Health Center, Student Affairs	Ongoing
5. Support composting opportunities for Crescent Street Townhouses, and identify a permanent source of funding for the program	Sustainability Office	Office of Community Service & Civic Engagement, Green Campus, SGA	Ongoing

Objective 2: Increase recycling rates			
Task	Task Owner	Related Parties	Target
1. Improve data collection and reporting of recycling, donations, solid waste, and resale (<i>Related to Campus Life and Community Engagement 1.2.1</i>)	Facilities	SustainabilityOffice, ABM, Information Technology Services	Ongoing
2. Increase the number of waste/recycling stations on campus with informative signage and bins that make recycling intuitive (i.e. Big Belly waste stations)	Sustainability Office	Facilities, Communications	June 2022
3. Improve recycling options for student move-in, specifically focusing on cardboard	Sustainability Office	Facilities	Ongoing
4. Increase the number of items salvaged and recycled during the student move-out program	Sustainability Office	Facilities, Office of Community Serviceand Civic Engagement, Residential Life	Ongoing



8. Water

Trinity understands the importance of water conservation and increasing access to drinking water for the community. We intend to invest in more water-efficient equipment as part of ongoing projects and replacements. We already have seen success in our water stewardship efforts through the use of rain gardens and sensors as well as the installation of bottle filling stations on campus. Another positive byproduct of our continued infrastructure development is the conservation of water as a result of increased efficiency. Our water conservation efforts are intended to have a long-term on the campus as we integrate water conservation more and more into our daily operations

Objective 1: Improve water efficiency on campus

Task	Task Owner	Related Parties	Target
1. Audit and repair building water meters as needed to track individual building usage <i>(Related to Campus Life and Community Engagement 1.2.1)</i>	Facilities		December 2022
2. Install low-flow fixtures and efficient lavatories on campus as budgets allow <i>(Related to Campus Operations 2.1.1)</i>	Facilities	Residential Life	Ongoing
3. Replace failed kitchen equipment and laundry equipment with water-efficient options <i>(Related to Campus Operations 5.1.1)</i>	Purchasing	Facilities	Ongoing
4. Reduce water needed for irrigation and landscaping on campus (through rain sensors, native landscaping, etc.)	Facilities		Ongoing

Objective 2: Increase access to drinking water

Task	Task Owner	Related Parties	Target
1. Add hydration stations/water bottle filling stations to high-traffic areas of campus	Sustainability Office	Facilities	Ongoing
2. Add filter toggle to campus map to display existing water bottle filling stations on campus <i>(Related to Campus Life & Community Engagement 1.2.4)</i>	Communications	Sustainability Office	February 2022





RESEARCH, TEACHING, AND LEARNING

1. Curriculum

2. Research and Scholarship

1. Curriculum

The college's rigorous curriculum is rooted firmly in the traditional liberal disciplines and also incorporates new fields of study and interdisciplinary approaches to learning. Social, financial, and environmental sustainability are themes in many Trinity courses. By further integrating sustainability into Trinity's curriculum and pursuing projects that utilize campus as a living lab, departments and programs across the college will keep preparing graduates to address the sustainability challenges facing the global community today and in the future. Selected efforts to incorporate sustainability in the curriculum include:

- Offering an environmental science major and environmental science minor
- Maintaining a list of sustainability courses with nearly half of academic departments offering at least one course that includes sustainability
- Creation of the Liberal Arts Action Lab

Objective 1: Encourage integration of sustainability into the academic curriculum			
Task	Task Owner	Related Parties	Target
1. Support faculty initiatives to integrate sustainability into the academic curriculum and to utilize the campus as a living lab	Faculty (Climate Emergency Resolution Committee)	Summit Sustainability Committee, Office of the Dean of the Faculty	Ongoing
2. Conduct a faculty survey about sustainability as part of existing curriculum	Faculty (Climate Emergency Resolution Committee)	Data Analytics, Summit Sustainability Committee	December 2022
3. Maintain record of sustainability course offerings in the <i>Bulletin</i> , and publish list on the sustainability website	Summit Sustainability Committee	Faculty (Climate Emergency Resolution Committee), Registrar's Office	Ongoing

2. Research and Scholarship

Research is an integral part of faculty and student academic efforts at Trinity. Students and faculty with a wide variety of academic interests have the opportunity to pursue research related to social, financial, and environmental sustainability. In a recently conducted inventory of faculty research, more than half of the college’s departments included at least one faculty member conducting research on a topic of sustainability. Beyond traditional laboratories and research libraries, the college’s Liberal Arts Action Lab offers the opportunity to team up with Hartford community partners to define problems facing the city and to collaborate on research and publicly share possible solutions.

Objective 1: Encourage integration of sustainability into academic research			
Task	Task Owner	Related Parties	Target
1. Support faculty initiatives to integrate sustainability into academic research and co-curricular initiatives	Faculty (Climate Emergency Resolution Committee)	Summit Sustainability Committee	Ongoing
2. Maintain a faculty sustainability research inventory listing faculty, department, and research topic, and publish inventory on the sustainability website	Summit Sustainability Committee	Sustainability Office, Faculty (Climate Emergency Resolution Committee)	Ongoing
3. Create inventory of student research involving social, financial, and environmental sustainability, and highlight student research projects on the sustainability website	Summit Sustainability Committee	Office of the Dean of the Faculty	Ongoing





HEALTH AND WELLNESS

1. Personal Wellness
2. Workplace Health and Safety



1. Personal Wellness

The vitality of our community is dependent on the health and happiness of the community members. By taking steps to promote the personal well-being of individuals on campus, Trinity builds its social sustainability capacity and becomes a more resilient institution. We strive to enhance the quality of life, health, and productivity of our students and employees while on campus. Existing activities supporting personal wellness include:

- Health and wellness seminars offered and organized by the Office of Human Resources
- An annual benefits fair organized by the Office of Human Resources
- A wellness initiative that reduces employee health-insurance premiums once preventative care milestones are reached, offered by Human Resources began in 2019
- Programming (such as Bantams in Balance) offered by the Health Center
- Fitness classes (such as yoga, Zumba, etc.) offered by the Recreation Office
- Regularly scheduled health and weight management programs
- Regular walking groups and challenges offered by the Human Resources Office
- Dragon Boat race participation encouraged by staff councils (ESC and NESC)

Objective 1: Increase awareness of and access to health and wellness programs and services at Trinity

Task	Task Owner	Related Parties	Target
1. Create a user-friendly Wellness at Trinity website for students and employees	Human Resources	Communications	December 2022
2. Communication to students about benefits offered through Hartford HealthCare	Student Affairs	Communications	Ongoing
3. Promote employee participation and increase attendance at health and wellness program offerings	Human Resources		Ongoing
4. Maintain a user-friendly COVID-19 resources website for students and employees	Communications	Human Resources	Ongoing



Objective 2: Assess student and employee satisfaction at Trinity

Task	Task Owner	Related Parties	Target
1. Conduct biannual campus climate surveys, share results with the community, and support Campus Climate Task Force initiatives	Data Analytics	Diversity, Equity, and Inclusion, Human Resources	Ongoing
2. Conduct biannual employee satisfaction and engagement assessments, share results with the community, and use results to inform Human Resources initiatives (<i>Related to Campus Life and Community Engagement 3.2.3</i>)	Data Analytics	Diversity, Equity, and Inclusion, Human Resources	Ongoing

2. Workplace Health and Safety

The college's commitment to provide a safe and healthy working environment for its community members is an intrinsic part of being a first-choice institution as outlined in the strategic plan. To honor this commitment, we prioritized environmental health and safety within our recent facilities services RFP. Other recent achievements include:

- Triumvirate Environmental began on campus in 2019 as part of the college's contract with ARM
- Triumvirate Environmental partnered with new eco-rep student program to increase universal waste recycling and to manage drop-off locations on campus

Objective 1: Plan to prevent and respond to emergencies and injuries on campus, and take proactive steps to promote campus community health

Task	Task Owner	Related Parties	Target
1. Track, minimize, consolidate, and recycle chemical and laboratory waste and heavy metals	Environmental Health and Safety	Facilities, science departments	Ongoing
2. Track and safely dispose of hazardous materials and chemical waste through the universal waste management program (<i>Related to Campus Operations 7.1.1</i>)	Environmental Health and Safety		Ongoing
3. Offer workers' compensation education programs, and increase skill trainings, especially for employees who perform manual labor	Facilities	Human Resources	Ongoing
4. Evaluate and improve airflow circulation in buildings for community health and well-being	Facilities		Ongoing



CAMPUS LIFE AND COMMUNITY ENGAGEMENT

1. Communication and Collaboration
2. Community Service and Partnerships
3. Diversity, Equity, and Inclusion (DEI)
4. Administration, Planning, and Leadership

1. Communication and Collaboration

Sustainability requires buy-in across the campus community. The key methods to change culture and to guide campus life toward a more sustainable future are communication and collaboration. Trinity already has seen some success in sharing and encouraging internal sustainability efforts. Selected accomplishments in recent years include:

- Formation of the Summit Sustainability Committee in 2018
- Student pre-orientation programs that integrate sustainability into group discussions (Quest, P.R.I.D.E., Bantam Beginnings)
- Creation and spring 2019 launch of a sustainability website serving as a resource hub for the Trinity community
- Assessments on sustainability culture and literacy in FY2019 that were integrated into a sustainability workshop hosted by Little Diversified Architectural Consulting during winter 2019
- GREENFest celebrations in 2018 and 2019 (canceled in 2020 and 2021 due to COVID-19)

Objective 1: Increase awareness of campus sustainability efforts			
Task	Task Owner	Related Parties	Target
1. Recognize students for exceptional sustainability efforts at the spring Campus Life Leadership Awards and Honors Day ceremonies	Sustainability Office	S.A.I.L., Office of the Dean of the Faculty	May 2022
2. Feature sustainability efforts of students and/or employees on a semester basis on the Sustainability at Trinity website and social media (<i>Related to Research, Teaching, and Learning 2.1.3</i>)	Communications	Sustainability Coordinator	Ongoing
3. Feature sustainability efforts and opportunities for students during Orientation for new students	Sustainability Office	S.A.I.L.	Ongoing
4. Feature sustainability efforts in publications to prospective students	Communications	Admissions, Sustainability Office	Ongoing
5. Develop and pilot sustainability orientation for new employees	Sustainability Office	Human Resources	Ongoing



Objective 2: Increase access to campus sustainability information

Task	Task Owner	Related Parties	Target
1. Communicate longitudinal usage data for energy, water, and waste management <i>(Related to Campus Operations 1.2.1, Campus Operations 7.2.1, Campus Operations 8.1.1)</i>	Sustainability Office	Data Analytics, Facilities	Ongoing
2. Publish updated STARS report data to the Sustainability at Trinity website eachtime a report is submitted to the Association for the Advancement of Sustainability in Higher Education (AASHE)	Summit Sustainability Committee	Communications	June 2023
3. Publish and distribute biannual sustainability progress report <i>(Related to Campus Life and Community Engagement 4.1.1)</i>	Sustainability Office	Communications	Ongoing
4. Create water bottle filling station toggle and other sustainability markers on campus map <i>(Related to Campus Operations 8.2.2)</i>	Communications	Sustainability Office	February 2022
5. Develop green events guide <i>(Related to Campus Operations 7.1.2 & Campus Operations 3.1.2)</i>	Sustainability Office	Calendar Office	May 2022

Objective 3: Promote partnerships among campus groups to support sustainability efforts

Task	Task Owner	Related Parties	Target
1. Create a sustainability initiative sponsored by the ESC and NESC	ESC and NESC	Sustainability Office	Ongoing
2. Individualized sustainability programs or co-sponsored events with three offices, departments, or student groups annually	Sustainability Office	Interested academic departments, college offices, and student groups	Ongoing
3. Create eco-rep positions, and hire students to offer peer-to-peer education programs and education programs for campus and community partners	Sustainability Office	Office of Community Relations, Office of Community Service and Civic Engagement	Ongoing

2. Community Service and Partnerships

Development of community partnerships and participation in sustainability efforts with other higher education institutions are critical parts of developing a culture of sustainability not only at Trinity, but also in the surrounding area. Trinity works daily to capitalize on its urban setting by supporting and engaging with the surrounding neighborhoods and the city of Hartford.

Some of Trinity’s partnerships include:

- Association for Advancement of Sustainability in Higher Education (AASHE)
- Southside Institution Neighborhood Alliance (SINA)
- Blue Earth Compost, Trinfo.Café Community Garden, Food Recovery Network (sustainabilitycommunity partnerships)
- Sharing resources with other institutions, such as the interlibrary loan program
- Liberal Arts Action Lab and Trinity Innovation Center in downtown Hartford



Objective 1: Advance and develop coordinated, sustained long-term partnerships that support urban solutions and local economic development

Task	Task Owner	Related Parties	Target
1. Feature sustainability projects with community partners in publications <i>(Related to Campus Life and Community Engagement 1.1.2)</i>	CHER	Communications, Sustainability Office	Ongoing
2. Share existing college resources available to community members through updated websites (Food Recovery Network, college-space reservations, tax clinic, etc.)	CHER	Communications, Sustainability Office, Calendar and Special Events, Office of Community Relations	Ongoing
3. Encourage increased participation by students and employees in community partnerships that help advance sustainability efforts	CHER	Sustainability Office	Ongoing

3. Diversity, Equity, and Inclusion

Supporting social sustainability and diversity, equity, and inclusion are critical directives of the Summit strategic plan. Creating a sustainable future would not be possible without considering issues of inequity and injustice. This work is being led on Trinity's campus primarily by the Office of Diversity, Equity, and Inclusion (DEI) as seen in its mission statement to “work collaboratively with partners across campus to ensure that all members of the Trinity College community feel included and have the resources and support they need to thrive.” The college already has seen progress in racial justice, equity, and inclusion in recent years, including:

- Hiring in August 2018 of the Vice President for Diversity, Equity & Inclusion
- Creation of the Diversity, Equity, and Inclusion Committee of the Board of Trustees
- Education and advocacy efforts by the Queer Resource Center, Office of Multicultural Affairs, and the Women and Gender Resource Action Center
- Implementation in 2019 of the Campus Climate Incident Response Team
- Creation and support of the Student Emergency and Equity Fund
- Creation in summer 2020 of the Task Force on Campus Climate
- Hosting of a two-day virtual summit, “Exploring the Historical Roots of Racial Inequity: Toward an Antiracist Community”
- Conducting Safe Space training and Green Dot sexual violence prevention and education overview training for faculty, staff, and students
- Establishment in 2020 of affinity groups for faculty and staff on campus

Objective 1: Foster an inclusive campus community that emphasizes racial justice, diversity, equity, and inclusion

Task	Task Owner	Related Parties	Target
1. Increase resources to support an increasingly diverse community of students, faculty, and staff (Student Emergency and Equity Fund, Campus Climate Incident Response Team, Task Force on Campus Climate, etc.)	Office of Diversity, Equity, and Inclusion	Student Affairs, Office of the Dean of the Faculty	Ongoing
2. Pursue and accomplish objectives established in the Office of DEI Action Plan, including a focus on racial justice, sexual violence prevention, intergroup dialogue training, and affinity groups	Office of Diversity, Equity, and Inclusion		Ongoing
3. Finalize revisions of and publish nondiscrimination policy and procedures	Office of Diversity, Equity, and Inclusion	General Counsel, Student Affairs, Office of the Dean of the Faculty	Ongoing
4. Offer Safe Space training to students, faculty, and staff each semester	Queer Resource Center		Ongoing
5. Complete and update the Campus Pride Index on a regular basis	Queer Resource Center		Ongoing

Objective 2: Promote an equitable learning and work environment

Task	Task Owner	Related Parties	Target
1. Implement required DiversityEdu training for faculty, staff, and students, and provide annual faculty and staff training workshops on diversity, equity, and inclusion principles	Office of Diversity, Equity, and Inclusion	Shared governance groups	Ongoing
2. Conduct biannual campus climate surveys and share results with the community, and support the efforts of the Task Force on Campus Climate <i>(Related to Health and Wellness 1.2.1)</i>	Data Analytics	Diversity, Equity, and Inclusion, shared governance groups	Ongoing
3. Conduct biannual employee satisfaction and engagement assessments, share results with the community, and use results to inform Human Resources initiatives <i>(Related to Health and Wellness 1.2.2)</i>	Data Analytics	Diversity, Equity, and Inclusion, Human Resources	Ongoing



4. Administration, Planning, and Leadership

Summit emphasizes the importance of a vibrant, sustainable future by building on Trinity’s historic past. The challenges created by climate change must be faced through shared responsibility and concerted planning by leadership across campus. This published Sustainability Action Plan and the planning process to create this document help provide direction and infrastructure to support the college’s environmental goals. The plan’s objectives and tasks facilitate tracking our progress and provide a framework to guide the college as we continue on the path for a more sustainable future. Progress we already have achieved includes:

- Hiring in August 2018 of a full-time sustainability coordinator
- Little Diversified Architectural Consulting workshop on sustainability in 2018–19
- Formation in 2018 of the Summit Sustainability Committee
- No allocation to fossil fuels in real assets allocation within the college’s endowment

Objective 1: Develop and track sustainability goals and progress in support of the Summit strategic plan			
Task	Task Owner	Related Parties	Target
1. Publish and distribute biannual sustainability progress report <i>(Related to Campus Life and Community Engagement 1.2.3)</i>	Sustainability Office	Communications	Ongoing
2. Streamline and collect STARS data on an ongoing basis, and complete STARS report prior to expiration or at the direction of the Summit Sustainability Committee	Sustainability Office	Summit Sustainability Committee	Ongoing

Objective 2: Steward Trinity’s resources to support sustainability principles			
Task	Task Owner	Related Parties	Target
1. Continue to incorporate responsible investing principles and integrate “triple bottom line” (profit + people + planet) approach into the college’s endowment	Investment Committee of the Board of Trustees	Finance	Ongoing
2. Creation of a Green Revolving Fund to be used for sustainability projects on campus	Budget Office	Sustainability Office	October 2022
3. Develop a list of potential projects for fundraising opportunities	Sustainability Office	College Advancement	Ongoing

Objective 3: Foster a sense of shared responsibility for sustainability objectives through campus partnerships and shared governance groups

Task	Task Owner	Related Parties	Target
1. Create a sustainability initiative sponsored by shared governance partners (eg., ESC, NESC, SGA) <i>(Related to Campus Learning and Community Engagement 1.3.1)</i>	ESC, NESC	Sustainability Office	Ongoing
2. Include sustainability in annual updates to the Board of Trustees	Vice President of Finance and Chief Financial Officer	Sustainability Office, Secretary to the Board of Trustees	Ongoing



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Committee Members

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Green Campus

Leadership from ABM

Leadership from Aramark

Leadership from Chartwells

Leadership from Triumvirate Environmental