

Hamilton

SUSTAINABILITY
ACTION
PLAN
SPRING 2023





ABOUT THE 2023 SUSTAINABILITY ACTION PLAN

SPRING 2023

*Prepared by the Hamilton College
Sustainability Working Group*

THE HAMILTON COLLEGE Sustainability Working Group was formed in 2019 as an ad hoc working group of administrators, employees, faculty, and students charged with three tasks: updating the 2017 Climate Action Plan and developing a Land and Forest Stewardship Plan and a new Sustainability Action Plan. The charge to create a Sustainability Action Plan developed out of a recognition that sustainability initiatives on campus went beyond greenhouse gas emissions reductions in the Climate Action Plan and beyond plans for sustainably managing our lands and forests, which is addressed in the Land and Forest Stewardship Plan.

The 2023 Sustainability Action Plan outlines concrete steps to advance sustainability in five key areas not addressed by the Climate Action Plan or the Land and Forest Stewardship Plan. Those areas are:

1. **Creating a culture of sustainability on campus;**
2. **Advancing sustainability across the curriculum;**
3. **Managing our buildings, transportation fleet, and energy use on campus;**
4. **Managing food and waste on campus; and**
5. **Making purchasing and procurement more sustainable at Hamilton.**

In each of these sections, the Sustainability Action Plan identifies key current needs, near-term actions that can be taken in the next three years (2023-25), and longer-term strategic actions to plan for 2026-30. The Sustainability Action Plan will be updated every five years, with the next plan coming in 2027 at the same time as the next Climate Action Plan.

CONTENTS

Section I: Sustainability Mission, Vision, and Principles	3	C. Buildings , Energy, and Transportation Management	20
Section II: Specific Sustainability Targets and Goals	5	1. Vision for Sustainable Buildings, Energy, and Transportation	20
Section III: History of Sustainability at Hamilton and the Sustainability Working Group	7	2. Stakeholder Involvement	20
Section IV: Sustainability Action Areas	9	3. Actions to Advance Sustainable Buildings, Energy, and Transportation	21
A. A Culture of Sustainability Across Campus	11	D. Food and Waste Management	24
1. Vision for a Culture of Sustainability	11	1. Vision for Sustainable Food and Waste Management	24
2. Sustainability at Hamilton	11	2. Principal Stakeholder Considerations	24
3. Actions to Advance a Culture of Sustainability	12	3. Actions to Advance Sustainable Food and Waste Management	25
B. Sustainability Across the Curriculum	14	E. Procurement and Purchasing Policies	26
1. Vision for Sustainability Across the Curriculum	14	1. Vision for Procurement and Purchasing	26
2. Sustainability in the Formal Curriculum	14	2. Current Purchasing Policies	26
3. Co-Curricular Sustainability Programming	15	3. Actions to Advance Sustainable Procurement and Purchasing	27
4. Actions to Advance Sustainability Across the Curriculum	18	Section V: Appendix	28



SECTION I

Sustainability Mission, Vision, and Principles



HAMILTON IS COMMITTED to advancing environmental sustainability and carbon neutrality through education and action. We pursue this commitment with a focus on balancing the needs of current and future generations and according to the following sustainability principles. At Hamilton, we will:

- ✓ **Advance efforts by faculty, students, and staff** to implement sustainable practices and expand our culture of sustainability across campus through curriculum, programs, and research.
- ✓ **Elevate awareness of sustainability issues** and work with students to contribute to the advancement of a sustainable society.
- ✓ **Assess the environmental impacts** and sustainability implications of College operations and programs and make decisions that are guided by and seek to minimize those impacts.
- ✓ **Partner with local communities** to advance sustainability practices and conserve and steward our natural resources.
- ✓ **Recognize the disproportionate impacts** of environmental harm and climate change on communities of color and the most vulnerable.



SECTION II

Specific Sustainability Targets and Goals



CARBON NEUTRAL BY 2030

To demonstrate fulfillment of principle for training the next generation to address the climate crisis and to fulfill Hamilton's Carbon Commitment, in March of 2022 the Board of Trustees endorsed a resolution directing the College to advance its carbon neutrality target date from 2050 to 2030.



90% WASTE REDUCTION BY 2030

To demonstrate the principle of implementing sustainable practices on campus and advancing a sustainable society, Hamilton will aim to reduce its solid waste sent to landfills by 90% by 2030 as compared to the 2007 baseline.



AASHE STARS SILVER BY 2030

To demonstrate fulfillment of the principle of building a culture of sustainability across campus, Hamilton will aim to achieve an Association for the Advancement of Sustainability in Higher Education Sustainability Tracking and Rating reporter status by 2027.



SECTION III

History of Sustainability at Hamilton and the Sustainability Working Group

EMERGENCE

Hamilton's rich history of environmentally progressive planning and decision-making predates the United Nations' 1987 Brundtland Commission that defined sustainable development as "meeting the needs of the present without compromising the ability of future generations to meet their own needs." However, the late 1980s through the mid-2000s marked the initiation of a more formal posture on sustainability (i.e. Emergence Phase) at Hamilton, academically through the creation of the Environmental Studies minor in 1993 and operationally through a heavy focus on solid waste and land management. This phase culminated with the decisions to both expand the Environmental Studies Program to a concentration in 2005 and then-President Joan Hinde Stewart committing Hamilton to a carbon neutral future.

INTEGRATION

Between 2008 and 2022, Hamilton made a great many sustainability strides, including:

- **Inside the classroom, the Environmental Studies Program grew in majors, participating faculty (including tenure-track lines), and expanded research;**
- **Outside the classroom, experiential learning grew through the Sustainability Office, summer internships, and the Hamilton Sustainability Coordinators (HSC); and**
- **A number of new construction/renovation projects brought increased efficiency and renewable energy attributes to campus.**

The Sustainability Working Group was formed in 2019. This group of students, faculty, staff, and trustees collaborate to fully integrate sustainability into how the Hamilton community lives, learns, and works on campus. In 2022, President David Wippman and the Board

of Trustees adopted the group's recommendation to advance Hamilton's carbon neutrality date from 2050 to 2030. That decision was informed by a 2021 Energy Master Plan and will be implemented through this Sustainability Action Plan (which includes the Climate Action Plan and the Land and Forest Stewardship Plan, each of which will be updated every three years).

TRANSFORMATION

As we move through implementing these plans from now and following the 2030 carbon neutrality date, we hope to achieve that which has made a Hamilton education an enduring and itself a sustainable legacy for 210 years and counting: the transformation of the minds of all who work and learn on College Hill, enabling and empowering the community with the tools necessary to combat climate change locally and globally.



SECTION IV

Sustainability Action Areas

This section is broken into five thematic areas for actions that advance Hamilton's sustainability mission.

- Climate Action Plan
- Land and Forest Stewardship Plan
- Sustainability Action Plan



A. A Culture of Sustainability Across Campus

1 VISION FOR A CULTURE OF SUSTAINABILITY

All members of the College community contribute to sustainability at Hamilton and are collectively responsible for working together to achieve the sustainability goals. Hamilton seeks to support a collective culture of sustainability across the campus's activities.

2 SUSTAINABILITY AT HAMILTON

The culture of sustainability at Hamilton is a product of the strength of the community's commitment to the institution. Members of the College community — students, staff, faculty, alumni, and families — have long demonstrated a concerted commitment to making Hamilton the best that it can be. Hamilton's pursuit of its sustainability goals is simultaneously intended to both align with and ultimately complement its long-term strategic, academic, and institutional goals.

The current structure of sustainability at Hamilton operates through the Office of Environmental Protection, Safety, and Sustainability (Sustainability Office). Its staff are responsible for day-to-day sustainability initiatives on campus and work closely with Administration and Finance, Facilities Management, faculty, staff, and students. Each year, the Sustainability Office hires students as Hamilton Sustainability Coordinators (HSC). These student workers help to both advance and implement sustainability efforts around campus, including running regular sustainability-themed education and outreach events.

In 2019, the Sustainability Working Group — described on page 8 — was formed to coordinate the updating of the College's climate/sustainability goals and plans across staff, faculty, students, and members of the Sustainability Office. In addition, the HSC play a key role in facilitating the work of the broader Sustainability Working Group.

Current on-boarding programming is coordinated through Human Resources, new employee orientation, and the First-Year Experience, for staff, faculty, and

students respectively. We intend for sustainability to be integrated into the on-boarding process in a formal, even if yet to be determined, way. Forthcoming opportunities for community engagement through monthly brown bag talks (or the like) will soon be initiated, the intent of which is to both increase sustainability aptitudes across campus, while also encouraging active participation and feedback. Formal messaging to the community via email and website resources, as well as news articles regarding events and accomplishments, are coordinated among the Sustainability Working Group, the Sustainability Office, and the Communications and Marketing Office.

A. A Culture of Sustainability Across Campus *(cont.)*

3 ACTIONS TO ADVANCE A CULTURE OF SUSTAINABILITY

Topical Area	Identified Needs	2023-25 Actions	2026-30 Actions
Student Orientation and Training	Formal student education and outreach about how to participate in sustainability practices, including recycling, composting, food systems, carbon neutrality goal, and electric vehicles.	<ul style="list-style-type: none"> ■ Sustainability Office and HSC will work with the assistant dean of students for student engagement and the Orientation Committee to develop and incorporate new student orientation around sustainability starting in Fall 2023. ■ Sustainability Office and HSC will work with the director of residential life on residential educational programming for first-year residence halls about sustainability. 	Sustainability Office and HSC will work with First-Year Experience to review effectiveness of sustainability orientation programming.
New Employee and Faculty Orientation	Formal employee and faculty education and outreach about sustainability practices, including recycling, composting, food systems, carbon neutrality goal, and electric vehicles.	<ul style="list-style-type: none"> ■ Sustainability Office and HSC will work with Human Resources to develop and incorporate new employee education around sustainability starting Jan. 1, 2024. ■ Sustainability Office, HSC, and Environmental Studies Program will work with new faculty orientation organizers to incorporate sustainability education starting Fall 2023. 	Sustainability Office and HSC will work with Human Resources and Environmental Studies Program to review effectiveness of sustainability orientation programming for employees and faculty.
Admission Engagement	Raise sustainability profile during Admission tours. By making the College's steps toward increased sustainability a consistent and coordinated part of communication to visitors, we both increase awareness about sustainability efforts on campus and target environmentally motivated applicants.	Sustainability Office and HSC, along with the Environmental Studies Program, will work with Admission and Communications and Marketing to streamline communication of sustainability goals, assets, and activities as part of Admission tours and outreach.	<ul style="list-style-type: none"> ■ Establish regular reviews of sustainability communication with prospective students. ■ Sustainability Office and HSC will work with Admission to survey prospective and admitted students about their exposure to Hamilton's sustainability goals.

Topical Area	Identified Needs	2023-25 Actions	2026-30 Actions
Regular Campus Community Engagement on Sustainability	A formalized structure for engaging ongoing but sporadic and uncoordinated sustainability events on campus. Overlooked areas to be included in our efforts include Wellness programming, the Arboretum, Athletics, and LITS.	Establish regular (1x per month) campus sustainability tours, in which all members of the Hamilton community are invited to tour a dimension of campus sustainability (reforestation, EV chargers, geothermal system, recycling guide, food systems, etc.).	Study the potential for a proposal for formal self-reporting of activities to advance sustainability on campus for all employees.
Regular Campus Sustainability Communication	Regular and coordinated updating of the Sustainability Working Group website to keep up with current efforts and provide relevant information to the community.	<ul style="list-style-type: none"> ■ Establish regular (1x per month) campus sustainability updates, FAQs, and event announcements in an all-campus email coordinated between the Communications and Marketing Office and the Office of Sustainability. ■ Establish responsibility for regularly updating the Sustainability and Sustainability Working Group websites. 	Continue to assess communication tactics and outcomes and adjust efforts as needed.
Sustainability Personnel	Assess the bandwidth of the Sustainability Office. The office that manages campus sustainability is also responsible for environmental protection and safety.	Complete a staffing analysis against peer schools to illustrate how Hamilton’s model compares. Consider reorganization of existing staff or whether a new FTE would be necessary to achieve the culture we are striving for.	Continue to assess the staff resources in relation to sustainability efforts. Additional staff may be required as the plan matures and grows.

B. Sustainability Across the Curriculum

1 VISION FOR SUSTAINABILITY ACROSS THE CURRICULUM

All members of the Hamilton community are encouraged to develop and have access to the knowledge, skills, and understanding of the causes and consequences of, as well as potential solutions to, the world's pressing environmental challenges. We seek to enable members of the community to become environmentally conscious citizens of the world.

2 SUSTAINABILITY IN THE FORMAL CURRICULUM

Sustainability topics arise in courses throughout the Hamilton curriculum, and students in concentrations across the arts, sciences, social sciences, and humanities address sustainability challenges in their coursework and senior projects.

The interdisciplinary Environmental Studies Program functions as a keystone for studying sustainability topics at Hamilton, and many students with an interest in sustainability challenges take courses in, concentrate, or minor in Environmental Studies. The curricular goals of the Environmental Studies Program focus on training students to be environmentally conscious:

The goals of the Hamilton College Environmental Studies Program are to provide students with the knowledge, skills, and interdisciplinary perspectives to understand the causes and consequences of, as well as potential solutions to, the world's pressing environmental challenges, and to enable them to become environmentally conscious citizens.

The Environmental Studies concentration requires courses on climate change, environmental justice, environmental data science, as well as courses in environmental science, the environmental social sciences, and environmental humanities. Environmental Studies senior projects frequently focus on sustainability.

Within Hamilton's open curriculum, students are required to complete three writing-intensive courses, a quantitative and symbolic reasoning course, and a departmental course addressing social structural and institutional hierarchies. Currently there are no requirements for students to take courses that discuss sustainability topics.



3 CO-CURRICULAR SUSTAINABILITY PROGRAMMING

Outside of the formal curriculum, many organizations and centers on campus participate in providing programming and experiential learning opportunities around sustainability topics outside of the formal curriculum. These include:

- ➔ **AQUAPONICS:** Hamilton Aquaponics aims to educate the community about the benefits of aquaponics technologies by providing hands-on experience with a working aquaponics operation. Some of the activities include caring for fish and vegetable stocks, testing water parameters, maintaining the aquaponics system, and building new features. The group aims to grow produce and/or fish for the school and local food kitchens.
- ➔ **CLIMATE JUSTICE COALITION:** The Climate Justice Coalition is dedicated to advocating for climate justice, sustainable practices, and increased climate-related education at Hamilton and in Oneida County.

➔ **COMMUNITY GARDEN:** The community garden provides a space for employees and students to grow vegetables and flowers in a cooperative setting.

➔ **COMMUNITY OUTREACH & OPPORTUNITY PROJECT (COOP):** The COOP offers community service opportunities, connecting Hamilton students and employees with Oneida County nonprofit agencies. These opportunities create positive change for community partners as well as educational experiences for students.

- **AXB:** AXB, formerly known as Alternative Spring Break, offers student-planned, organized, and led community service trips over Hamilton's October, January, and March breaks. Recent trips have ventured to local Pathfinder Village, assisted in hurricane relief in North Carolina, and worked with community betterment programs in Baltimore.

- **THE HARVEST:** The Harvest is a food recovery initiative where students package leftovers from Hamilton's dining halls, and that food is given to organizations in the greater Utica community.



B. Sustainability Across the Curriculum *(cont.)*

→ **DAYS-MASSOLO CENTER:** The Days-Massolo Center facilitates student community organizing, leads in inclusive educational initiatives, and amplifies the marginalized voices of those striving to make the Hamilton experience more equitable. The center works collaboratively with campus partners and community organizations to sponsor educational and cultural programs, to foster connections, and to create opportunities for difficult conversations.

→ **FEMINISTS OF COLOR COLLECTIVE:** The main focus of the Feminists of Color Collective is to disrupt colonial, patriarchal, and capitalist spaces through dialogue and artistic outlets. Students explore the intersectionality of race, gender, class, and sexuality. The collective is a space that caters specifically to the of-color experiences on campus and in the world at large, aiming to foster an empowered community among individuals of such intersecting identities grounded in artistry, vulnerability, and companionship.

→ **GREEN WEEK:** A week that highlights sustainability efforts on campus and encourages

community involvement via such activities as a farmer's market, bring-your-own-mug day, an electric car show, and an upcycling activity.

→ **GREEN OFFICE AMBASSADORS:** The Green Office Ambassadors is a network of individuals interested in implementing sustainable practices within their own office, departments, and across campus. The program connects staff members with sustainability resources and develops ideas to improve campuswide engagement.

→ **GUEST SPEAKERS AND LECTURERS:** Hamilton is committed to enhancing the academic experience of its students by introducing them to a wide array of intellectually challenging speakers.

→ **HAMILTON SUSTAINABILITY COORDINATORS (HSC):** The Hamilton Sustainability Coordinators are students working for the Sustainability Office to plan and implement sustainability initiatives undertaken by the College, particularly those that are student-facing. They also represent a bridge between the student body and their elected representatives on Student Assembly.

- ➔ **LEVITT CENTER:** At the Levitt Center, students combine academic knowledge with practical skills as they engage in public affairs through research, service-learning, lectures, discussion, and practice.
- ➔ **OUTDOOR LEADERSHIP PROGRAM:** The Outdoor Leadership Program encourages students to explore the outdoors and grow as leaders in an outdoor setting by participating in outdoor recreation.
 - **HOC:** The Hamilton Outing Club promotes awareness of and appreciation for the wilderness that surrounds campus by making the outdoors more accessible to the community.
- ➔ **PLANTS @ HAMILTON:** Plants @ Hamilton provides a space for lovers of all flora, whether their interests lie in botany, horticulture, farming, other plant sciences, and even the simple mission of keeping one plant alive.
- ➔ **RESIDENTIAL LIFE SPECIAL INTEREST COMMUNITY:** A Special Interest Community is a group of students who choose to live together based on a shared interest in a specific topic. This

group, with the support of Residential Life and an advisor, sets goals and works toward achieving them through shared experiences and community building.

- ➔ **SLOW FOOD:** “Slow” food is the opposite of fast food. With chapters all over the world, Slow Food is an international organization that supports food that is good (healthy and delicious), clean (for animals and the environment), and fair (for workers and producers). Slow Food Hamilton College believes food is a vehicle for social change. It works together to build power in the movement to transform food and farming by organizing events and projects that both celebrate and support slow food.
- ➔ **SUMMER SUSTAINABILITY INTERNSHIPS:** The Sustainability Office hires several students each summer to both advance Hamilton’s sustainability initiatives and provide experiential opportunities to inform/enhance participants’ future career interests.



B. Sustainability Across the Curriculum (cont.)

4 ACTIONS TO ADVANCE SUSTAINABILITY ACROSS THE CURRICULUM

Topical Area	Identified Needs	2023-25 Actions	2026-30 Actions
Formal Curriculum	Need formal documentation of the ways in which sustainability is currently taught across the curriculum. Documenting “sustainability” courses is needed for AASHE STARS and would help inform curricular decisions.	<ul style="list-style-type: none"> ■ Survey campus departments about ways in which sustainability topics are addressed in their courses. ■ Develop a list of courses that focus on sustainability for AASHE. ■ Survey students about interest in sustainability topics in curriculum. ■ Ask Institutional Research what percentage of students take an ENVST course. 	Initiate faculty conversations about collegewide sustainability learning objectives or Course Catalogue indicators for sustainability courses.
Coordination	There is much sustainability programming at Hamilton, but it lacks coordination and is largely ad hoc.	<ul style="list-style-type: none"> ■ Coordinate identifying and branding sustainability events when they occur through the Sustainability Office, HSC, Environmental Studies Program, Levitt Center, student organizations, Days-Massolo Center, Glen House, Chaplaincy, and academic departments/ programs. ■ Start with labeling events as “Sustainability” and expand from Green Week coordination to the entire year. student groups, HOC, Levitt Center, Chaplaincy, academic departments/programs, and DMC can regularly be invited to planning meetings before each semester. 	Establish a campus Sustainability Council that meets several times a semester to coordinate programming and events.

Topical Area	Identified Needs	2023-25 Actions	2026-30 Actions
Programming	Need dedicated resources for student-led sustainability initiatives, sustainability programming, and student research on sustainability projects.	Sustainability Office and HSC and the Environmental Studies Program can work with Advancement and the Dean of Faculty Office to explore opportunities for supporting additional student research and student initiatives around sustainability.	Establish dedicated fund to support student sustainability initiatives.
Experiential Education	Need to expand on- and off-campus opportunities, engaged courses that focus on sustainability practices, and learning through hands-on work.	Sustainability Office, HSC, COOP, and the Environmental Studies Program can work with Engaged Education, ALEX, and Experiential Education to create more on- and off-campus opportunities for student research and community improvement projects.	Sustainability Council will continue to work with Engaged Education, ALEX, and Experiential Education to create more on- and off-campus opportunities for student research and community improvement projects.

C. Buildings, Energy, and Transportation Management

1 VISION FOR SUSTAINABLE BUILDINGS, ENERGY, AND TRANSPORTATION

Hamilton's vision for sustainably managing its campus buildings, energy, and transportation systems couples minimizing carbon and ecological impact with maximally leveraged technology innovations through the capital planning and renovation process.

2 STAKEHOLDER INVOLVEMENT

As we face the pressing issue of climate change, it is more important than ever for Hamilton to take a leadership role in advancing a culture of sustainability. We have the unique ability to set an example for the wider community by implementing environmentally conscious practices to manage our facilities, energy use, and vehicle fleet. By embracing green building principles and promoting energy conservation, Hamilton can significantly reduce its carbon footprint. Furthermore, by encouraging the use of electric and hybrid vehicles for its fleet, and promoting alternative forms of transportation, our campus can also make a meaningful impact on reducing carbon emissions. By taking these steps, Hamilton not only serves as a model for sustainability, but also plays a vital role in educating and preparing the next generation of leaders to tackle the pressing environmental challenges of our time.



3 ACTIONS TO ADVANCE SUSTAINABLE BUILDINGS, ENERGY, AND TRANSPORTATION

BUILDINGS/ENERGY TOPICS

Topical Area	Identified Needs	2023-25 Actions	2026-30 Actions
Campus Planning and Capital Projects	Design, build, and renovate campus buildings with the goal to minimize energy and water consumption and wastewater production; incorporate sustainable design principles into decision making; and take life cycle principles into consideration.	<ul style="list-style-type: none"> ■ Facilities Management (FM) will evaluate and draft the Sustainability Design Standards and Goals Program based upon current best practices and other relevant performance measures to drive the planning process moving forward. ■ FM will consider the selection of service providers (i.e., architects, construction managers) who are fluent in the changing regulatory environment, emerging best practices, and innovative technologies necessary to build/renovate our envisioned facilities of the future. 	FM will finalize, implement, and update as necessary Sustainability Design Standards and Goals and will rely on those established requirements to advise and guide near and long-term capital planning.
Maintenance and Operations	Integrate sustainability into all aspects of facility maintenance and operations, including purchasing, cleaning, structural envelope, and electrical systems.	<ul style="list-style-type: none"> ■ FM will evaluate/draft additional sustainability considerations specific to maintenance and operations of existing facilities to also be a part of its Green Building Design Standards. ■ FM will assure its staff are “ambassadors” in understanding and implementing established sustainability strategies, with the expectation that with expanded fluency, new opportunities may also be identified. 	<ul style="list-style-type: none"> ■ FM will finalize, implement, and update as necessary its Green Building Design Standards specific to maintenance and operations. ■ FM will integrate sustainability into job descriptions, job functions, and departmental policies.
Renewable Energy	Increase campus electrification and decarbonization by way of building-based renewable energy systems.	<ul style="list-style-type: none"> ■ FM will continue investigating renewable energy opportunities. ■ FM, along with the Business, Sustainability, and Grants offices and the Levitt Center, will continue investigating tax incentives and state/federal grant opportunities. 	FM will implement all practicable renewable energy opportunities identified in previous planning/investigation efforts.

C. Buildings, Energy, and Transportation Management *(cont.)*

BUILDINGS/ENERGY TOPICS

Topical Area	Identified Needs	2023-25 Actions	2026-30 Actions
Energy Conservation	Energy conservation through education, awareness, and process/technology standardization.	<ul style="list-style-type: none"> ■ FM will formulate an Energy Working Group composed of community stakeholders (including students) to develop additional supplementary guidelines to its Green Building Design Standards necessary to manage anticipated behavioral outcomes, including a regular messaging campaign on conservation tactics. ■ FM will focus on four initial priorities: (1) facility heating/cooling guidelines; (2) hydration station and (3) hand-dryer installations; and (4) seasonal de-energization projects. All four priorities will be examined, and priorities #1, #2, and #4 will be fully implemented. ■ FM and the Sustainability Office will reintroduce the Energy Dashboard Program to drive awareness and energy competitions. 	<ul style="list-style-type: none"> ■ FM will complete the implementation of the #4 priority (hand-dryer installations). ■ FM will investigate other energy conservation strategies on topics TBD.
Energy Resiliency	Increase the resiliency of campus energy (and other utility) systems on campus.	FM will examine the resiliency/durability of all energy and other utility systems on campus.	FM will implement energy/utility resiliency projects as identified in previous planning efforts.
Greening the Fleet	Move the campus fleet away from non-renewable fuels and toward electrification.	FM, along with appropriate stakeholders, will examine both electrification options across the fleet (within FM as well as Campus Safety, senior staff vehicles, the Sustainability Office, and others) and the electrification infrastructure necessary to maintain and service such a fleet. All of this work should include the continued evaluation of state and federal grant funding opportunities.	FM will implement the fleet and infrastructure changes as identified in previous planning efforts.

BUILDINGS/ENERGY TOPICS

Topical Area	Identified Needs	2023-25 Actions	2026-30 Actions
Public EV Charging Stations	Increase EV charging opportunities for both non-fleet community members and the public.	<ul style="list-style-type: none"> ■ FM, along with the Sustainability and Campus Safety Transportation offices, will complete and implement a user policy for all existing EV charging stations on campus. ■ FM will investigate the expansion of EV charging station options in concert with the Landscape Master Plan parking assessment, including state/federal grant funding opportunities. 	FM will implement and expand (as necessary) EV charging station options as determined by previous planning efforts.
Fuel Conservation (policy and user behavior)	Non-renewable fuel conservation through education, awareness, and process standardization.	FM will develop and implement the necessary standards to manage anticipated behavioral outcomes (i.e., no/limited idling policy for the campus fleet).	
Alternative Transportation Options (biking, walking, skateboards, etc.)	Enhancing campus wayfinding (paths, trails, roads) to encourage non-motorized use/access by campus users.	FM will investigate, expand, and standardize campus wayfinding options through the Landscape Master Plan process.	FM will implement and expand practicable biking/walking friendly options as identified by previous planning efforts.

D. Food and Waste Management

1 VISION FOR SUSTAINABLE FOOD AND WASTE MANAGEMENT

All members of the campus community (from current students/employees to visitors and alumni) share responsibility for their use/consumption of goods, materials, and food on campus, as well as for assuring that unavoidably generated solid wastes are segregated accordingly, with a long-term goal of 90% reduction in the amount of landfill waste compared to our 2007 baseline by 2030.

2 PRINCIPAL STAKEHOLDER CONSIDERATIONS

The Facilities Management and Sustainability offices play a key role in assuring Hamilton’s solid waste management program (including container types and signage) is both standardized and readily intelligible. Further, downstream vendors that collect and transport Hamilton’s solid waste streams to their ultimate point of treatment, storage, or disposal must be selected based on their ability to accurately track/measure our waste streams such that we can manage what gets measured.

While food service providers are primarily concerned with the quality, variety, and nutritional value of their provisions, such services generate a great deal of solid waste (organic food waste and single-use plastics particularly). Hamilton food service operations (including both dining hall/café operations and catering) will accelerate their food donation capabilities, improve their waste collection/segregation tactics, and migrate toward reusable rather than single-use materials.

The management of material goods procured and consumed by all facets of the Hamilton experience (from copy paper to furniture to computers) is increasingly important when waste minimization and/or avoidance are considered. Tactics including the sourcing of more sustainably produced goods, choosing quality/durability over cheapness/replaceability, and life-cycle factors will become vital tenets of all College personnel engaged in the procurement process.

3 ACTIONS TO ADVANCE SUSTAINABLE FOOD AND WASTE MANAGEMENT

Topical Area	Identified Needs	2023-25 Actions	2026-30 Actions
Waste Generation	Education/buy-in on waste management tactics at the individual (living, learning, working) level.	<ul style="list-style-type: none"> ■ Sustainability Office and FM will assess and benchmark our peer group to establish best waste management practices. ■ Sustainability Office will establish key stakeholder working groups (Student Assembly, Green Office ambassadors) for tactical brainstorming. 	Sustainability Office and FM will implement the array of vetted waste management practices through education and monitoring.
Food and Waste Management in Food Service Areas	<ul style="list-style-type: none"> ■ Non-standardized use of single-use materials (including plastics). ■ Improve collection, separation, and donation of edible food items. ■ Non-standardized dining and catering services (staffing, container management). ■ Inefficient and unsanitary food waste storage and diversion program. 	<ul style="list-style-type: none"> ■ Food services will standardize all single-use materials to improve segregation by recycling and composting. ■ Food services will standardize staffing to support effective food waste segregation, for large events in particular. ■ Administrative Services and FM will identify additional storage locations and acquire necessary equipment to expand the food donation program. ■ Sustainability Office, Administrative Services, and FM will investigate and leverage new technologies for food waste handling. 	<ul style="list-style-type: none"> ■ Food Services will eliminate single-use plastics for anything other than events that exceed 500 attendees. ■ Food services will implement the expanded food donation program.
Waste Management Outside of Food Service Areas	<ul style="list-style-type: none"> ■ Non-standardized container management program (indoor and outdoor), including signage. ■ Inability to accurately measure waste metrics through service contracts. ■ Inconsistent waste handling and staffing program (including for events). 	<ul style="list-style-type: none"> ■ FM will re-inventory all indoor and outdoor containers/container systems and specify replacement types/varieties. ■ Sustainability Office will develop and deploy updated interim signage. ■ Sustainability Office and FM will develop and implement clear waste handling and staffing guidelines. ■ FM will work with local service provider(s) to assure mutual understanding of our waste metrics needs. 	<ul style="list-style-type: none"> ■ FM will purchase and deploy a standardized container and signage system across campus. ■ FM will select service contracts with only those vendors who can meet our metrics needs.



E. Procurement and Purchasing Policies

1 VISION FOR PROCUREMENT AND PURCHASING

In keeping with the College's sustainability initiatives, we strive to purchase from environmentally responsible vendors and those items produced through environmentally responsible means. It is our preference to purchase post-consumer recycled or bio-based products, carbon neutral products, and those products that may otherwise minimize negative environmental impacts. Specific commodity items meeting sustainability criteria will be flagged as the primary items to purchase, such as office copy paper and janitorial supplies.

2 CURRENT PURCHASING POLICIES

Current guidelines for procurement are listed on the Procurement website: hamilton.edu/offices/auxiliary-services/purchasing.

For office supplies, we have designated a recycled copy paper as the primary paper to be purchased throughout campus and are reviewing additional products and options for encouraging the purchase of sustainable products. Currently, all products made from post-consumer recycled content or that are produced using sustainable methods are flagged with icons representing this for easy selection. Search filters for recycled and green items can also be applied.

Custodial products purchased at the College are Green Seal certified that meet the highest benchmark of health and environmental leadership. These products are centralized to Facilities Management to ensure only the recommended products are being purchased.

3 ACTIONS TO ADVANCE SUSTAINABLE PROCUREMENT AND PURCHASING

Topical Area	Identified Needs	2023-25 Actions	2026-30 Actions
Office Supplies	Update and specify sustainability purchasing policy for these products. Currently policies only state that the paper of choice is 100% recycled paper.	<ul style="list-style-type: none"> ■ Update sustainability policies to state that all office printing paper will meet or exceed 50% post-consumer recycled content or will be Forest Stewardship Council Mix certified. ■ Review other means of recommending and encouraging the purchase of green office supplies as designated so on the WB Mason website. 	Review and continue sustainability purchasing policies.
Janitorial Products	Update and specify sustainability purchasing policy for these products. Currently policies only recommend that sustainability be considered, although Green Seal certified products are frequently purchased.	All cleaning products should be biodegradable and phosphate free, have low VOC content, reduced packaging, and low life cycle energy use. Cleaning products should meet Eco Logo or Green Seal Certification standards.	Review and continue sustainability purchasing policies.
Apparel and Branded Items	Update and specify sustainability purchasing policy for these products.	Prioritize the purchase of sustainably and responsibly produced apparel and goods. Purchasers should source from apparel suppliers who conform to the Fair Labor Association's code of conduct.	Review and continue sustainability purchasing policies.
Electronics	Update and specify sustainability purchasing policy for these products.	Equipment purchased should be Energy Star Certified and/or EPEAT registered.	Review and continue sustainability purchasing policies.

Note that purchasing for renewable energy, and purchasing and procurement decisions for campus fleet maintenance and building management, are covered in other sections of the Sustainability Action Plan.

Appendix

Members of the Sustainability Action Plan Subcommittee

AARON STRONG

Assistant Professor of Environmental Studies

SARA SOIKA

Environmental Health and Safety Specialist

NAOMI GUTTMAN

Professor of Literature and Creative Writing

WESLEY KRAMER

Assistant Professor of Chemistry

LUCY BURKE

Director of Procurement and Administrative Services

ASHLEY PLACE

Director of Residential Life

VIGE BARRIE

Senior Director of Media Relations

MEGAN KENISTON

Executive Director of Content Strategy

KATHERINE ROCKFORD '24

REBECCA TOOMEY '24

SALWA SIDAHMED '23

ELIZABETH SIMINITUS '23

JESSICA SANCHEZ '23

Additional Sustainability Action Plan Participants

IAN BERNSTEIN '22

CLAIRE CURRAN '20

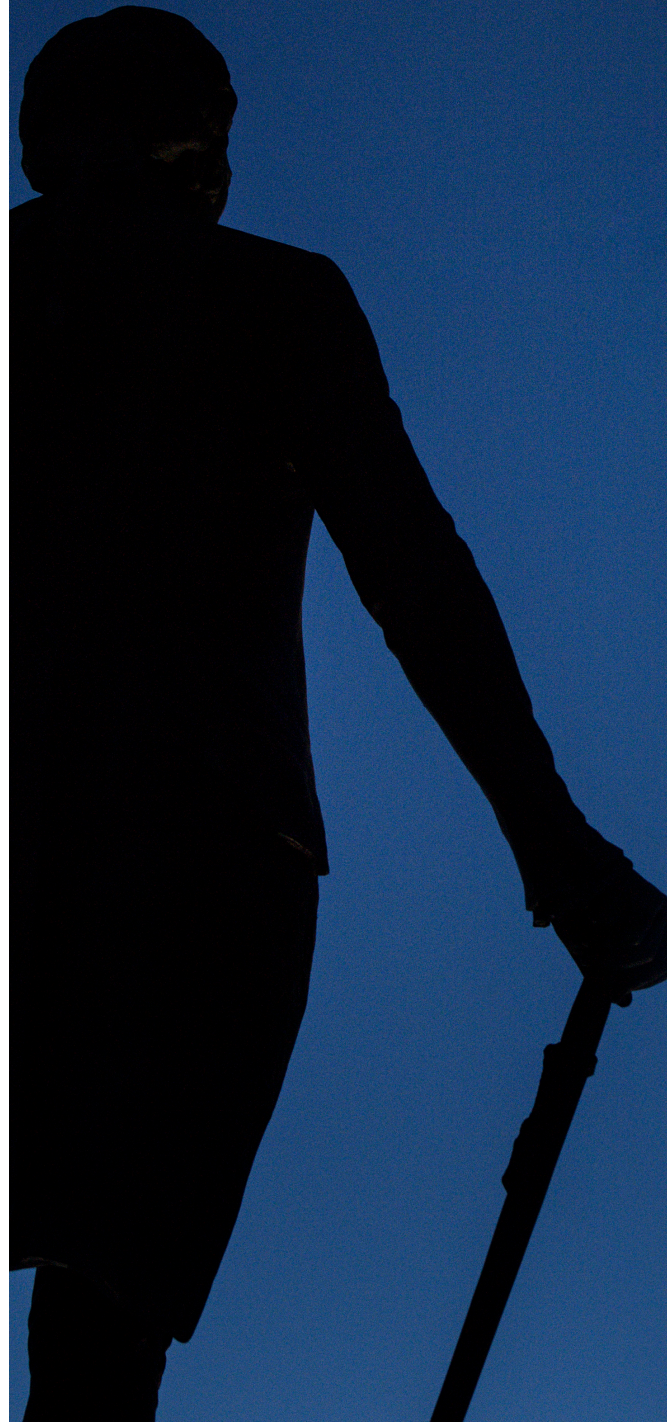
JULIET DAVIDSON '23

LILIA HARLAN '22

HANNAH KATZ '21

MAUREEN NOLAN

Former Senior Writer and Editor



Hamilton