IMPLEMENTATION PROGRESS REPORT

FOR EMORY'S 2015-2025 SUSTAINABILITY VISION AND STRATEGIC PLAN

January 2025

sustainability initiatives

EMORY UNIVERSITY

Introduction

For two decades, Emory's students, faculty, staff, and community partners have implemented sustainability strategies defined by two successive sustainability vision and strategic plans that encompass Emory University, Oxford College, and Emory Healthcare. Both visions reflect the combined expertise of sustainability advisors with the ideas, hopes, expectations, and needs of Emory and Atlanta community members. Both visions set forth bold ideals meant to collectively move individuals, student groups, departments, administrators, vendors, community partners, and other higher education institutions to acknowledge our interconnectedness and to unite to improve human, ecosystem, and planetary health.

As the end of the 2025 Vision period approaches, Emory is drawing inspiration for our 2025-2036 Vision from the 17 United Nations Sustainable Development Goals (SDG). This implementation progress report is intended to help our community understand how the accomplishments of the prior Vision period relate to the future Vision that utilizes the SDG framework. The report provides implementation progress updates for all 91 Vision goals from the "Emory Sustainability Vision & Strategic Plan, 2015-2025." These goals are reorganized from their original "action arenas" to align with the most relevant of the 15 topical, UN-defined goals. SDG 16, "Peace, Justice, and Strong Institutions," and SDG 17, "Partnerships for the Goals," define tenets necessary to achieve the 15 topical goals, so progress pertaining to these goals is integrated into the topical sections. SDGs that do not have corresponding Vision goals have been noted as such, but the issues addressed by the SDGs will be considered as the next Vision is developed. Finally, the implementation progress report notes the relationships of each SDG to the six tenets of One Emory, our institution's current strategic plan.

The report was crafted by members of the Office of Sustainability Initiatives and compiles institutional progress known by the department. The authors acknowledge that activity related to the SDGs may be taking place at Emory without their knowledge and welcomes feedback from the community as a 2025-2036 Sustainability Vision and Strategic Plan are crafted. Feedback received as of August 2024 was compiled, verified, and added to version 2 of this report, which was issued in August 2024. For more opportunities to provide feedback, and more details about the 2025-2036 Sustainability Vision and Strategic Plan, please visit our website.

1 NO POVERTY	**SDG 1: End poverty in all its forms everywhere**
↻ *1 Vision goal in progress*	*Alignment with One Emory Framework:* Academic Community of Choice; Commitment to Our People; Emory + Atlanta: Rich Culture, Shared History

2015-2025 Vision goal and implementation report:

↻ Action arena III: Support and extend efforts for social equity and economic opportunity; connect sustainability strategic goals with recommendations of Class and Diversity Committee to enhance access for all students and staff, regardless of means, to the full benefits of the Emory experience.
- The hourly minimum rate of pay for all Emory employees increased from $14.25 to $17 in FY24.
- Students successfully advocated for the University to raise the minimum rate of pay for student employees to $15 per hour.

- Emory Dining negotiated with Emory's largest contractor, Bon Appetit, to meet Emory's staff minimum rate of pay and to provide public transportation commute incentives.

SDG 2: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture

✅ 2 Vision goals achieved 🔁 3 Vision goals in progress ⇆ 2 Vision goals with progress and backtracking	*Alignment with One Emory Framework:* Academic Community of Choice; Emory + Atlanta: Rich Culture, Shared History

2015-2025 Vision goals and implementation report:

🔁 Action arena III: Expand sustainable food purchases (either locally grown or sustainably grown, and including the Oxford Organic Farm) in Emory Dining to 50% by 2016, to 60% by 2019, and to 75% by 2025. Update sustainability purchasing guidelines every three years, as necessary, and revise tracking systems.
- Emory Dining and Oxford Dining together increased local and sustainable food purchases to over 40% of total food and beverage purchases. As of 2022, Emory's local and sustainable food procurement is 42% of its procurement total at the University.

🔁 Action arena III: Continue to support the Oxford Organic Farm to provide produce for the Oxford campus, Emory Farmers Market, and campus and hospital cafeterias.
- The Oxford Organic Farm expanded its acres in operation and the amount of produce supplied to both university campuses and Emory University Hospital.

🔁 Action arena III: Expand sustainable and local food purchases in catered events for all units.
- Emory Catering adopted some local, seasonal menu items, and many plant-based options, which contributes to more local and sustainable food purchasing; however, these offerings account for a small percentage of menu items.
- Many campus groups procure catering from off-campus caterers whose offerings of local and/or sustainable food vary greatly. When event and meeting planners access Emory-preferred vendors through America To Go, they can identify caterers that offer options that support Emory's goals.

✅ Action arena III: Expand urban food production and education on both Druid Hills and Oxford campuses to provide living/learning opportunities for undergraduate and graduate students.
- The Educational Gardens Project continues to offer students, faculty, and staff eight on-campus gardens in which to learn how to grow food and to access free produce.
- When there is excess produce to harvest from the Educational Gardens, the Gardens Coordinator delivers the produce to area food pantries and at times to the Eagle Food Pantry.

⇆ Action arena III: Expand sustainable and local food purchases in Emory Healthcare to 25% and establish tracking system to document future gains.
- Tracking of local and sustainable food purchasing across Emory Healthcare locations paused in 2019, but at that time, local purchases for the five tracked locations reached an average of 13% of the total food and beverage expenses.

⇆ Action arena III: Expand onsite gardens to include Emory Healthcare.

- Emory Healthcare nutrition staff incorporate food they grow on rooftops, in small plots, and in container gardens into patient meals at Emory University Hospital, Emory University Hospital Midtown, and Emory Decatur Hospital. The garden at Emory University Orthopedic and Spine Hospital was run by staff for many years, but currently is inactive.

✅ Action arena IV: In alliance with Atlanta partners, expand food security in metro area and resilience in self-provisioning, for example by supporting the development of a food hub to aggregate, process, and preserve food from local and sustainable farmers.

- Emory partnered with the Farms Fund program of the Conservation Fund to enter into food purchase agreements with local farmers and cooperatives who gain access to land they lease-to-own and who have a guaranteed institutional purchaser, Emory University, supporting their financial stability. In 2023, Emory received a Campus Sustainability Achievement Award for this initiative.
- As of 2023, the Farms Fund has preserved 745 acres in conservation easements, with 40 new farmers who are 27% women and 68% biracial, indigenous or persons of color.
- Campus Life stocks the Eagle Food Pantry and the Community Fridge. Free meal swipes are available to students who need them.
- Emory student groups partner with Dining and Bon Appetit to recover food from some campus locations.

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3 GOOD HEALTH AND WELL-BEING

SDG 3: Ensure healthy lives and promote well-being for all at all ages

✅ 2 Vision goals achieved ⊖ 1 Vision goal not implemented	*Alignment with One Emory Framework:* Commitment to Our People; Academic Community of Choice; Emory + Atlanta: Rich Culture, Shared History

2015-2025 Vision goals and implementation report:

✅ Action arena II: Partner with the Healthy Emory initiative to develop advocates for an inclusive approach to well-being and healthy living across Emory in keeping with the vision of "Healthy Emory, Healthy Planet."

✅ Action arena III: Support linkage of "person, place, and planet" by extending partnerships with Healthy Emory and other entities to promote health-enhancing behaviors and personal flourishing.
- To promote improved health and well-being of Emory employees, Healthy Emory incorporated sustainability active events, healthy campus menu item options, active commute information, and other sustainability and wellness resources into their programs and platforms.

⊖ Action arena II: Link programs with Office of Health Promotion to strengthen awareness of individual health with global community and planetary health and well-being.

	SDG 4: Ensure inclusive and quality education and promote lifelong learning opportunities for all

✅ 3 Vision goals achieved 🔄 13 Vision goals in progress ⇆ 3 Vision goals with progress and backtracking ⊖ 1 Vision goal not implemented	*Alignment with One Emory Framework:* Academic Community of Choice; Faculty Eminence; Commitment to Our People; Thriving Healthcare, Inventing Cures

2015-2025 Vision goals and implementation report:

🔄 Action arena I: Incorporate sustainability into first impressions of Emory's campuses, clinics and hospitals, through the main Emory websites, campus tours, signage, and publications.

- Emory University, Oxford College, Emory University Hospital, and Grady have increased signage that instructs people to effectively sort their waste to allow it to be properly composted and recycled since the implementation of Emory's Waste Policy in 2018.
- Emory continues to feature campus leaders and sustainability champions on lamppost banners to celebrate and normalize the campus sustainability culture.
- Admissions tours include an optional sustainability script that guides can follow when showing prospective students and their families around campus.
- Emory Communications has covered sustainability stories in the *Emory Magazine* and in the *Emory Report*.
- The *Emory Wheel* has published op-eds about sustainability authored by students.

🔄 Action arena I: In collaboration with administrative leaders and deans, ensure all new undergraduate, professional, and graduate students, as well as faculty, staff, and healthcare professionals, are welcomed into—and feel a personal stake in—Emory's sustainability commitments, through orientation activities that include the president's affirmation.

- The undergraduate orientation teams include some sustainability events, reusable items, and information.
- OSI creates and circulates sustainability undergraduate and graduate student welcome guides with information about waste, food, transportation, academics, and engagement. OSI staff table at orientation events or deliver presentations when invited.
- Since 2023, pre-orientation programs have included a dedicated sustainability track to welcome incoming students and orient them to Emory's sustainability culture.

🔄 Action arena II: Strengthen staff champions in collaboration with the Administrative Council by expanding the role of Sustainability Reps; provide improved communications channels and support.

- OSI continues to oversee the Sustainability Representatives program, which includes employees from 40+ buildings and departments across Emory's campuses to model and promote sustainable behavior and innovative practices.
- OSI has been invited to present to Staff Council and develop trainings for Campus Services staff.

🔄 Action arena II: Strengthen or create sustainability leadership positions throughout student government at both the undergraduate and graduate levels.

- Many student governing bodies, such as the Residence Hall Association (RHA), the Student Government Association (SGA), Oxford SGA, and College Council, have sustainability chairs,

committees, and appointed positions. Only the RHA Chairs are permanent positions. The positions with other governing bodies change each year.

Action arena II: Create a program of sustainability champions throughout Emory Healthcare by 2025.
- Emory Healthcare sustainability champions provide advisory support through the Healthcare Sustainability Council.

Action arena II: Strengthen faculty leadership through a rotating Faculty Fellows program with the support of each dean by 2020.
- OSI developed and financially supports the Faculty Fellows program, through which 3 Emory faculty support strategic research, administrative, capacity building, and culture change priorities for the University. The program is supported by the general Campus Services budget rather than by each dean.

Action arena II: Create a program for student champions through collaboration with staff and faculty mentors and internships in Campus Services, Dining, Campus Life and other administrative units, with a focus on sustainability decision making, life skills, and leadership.
- Students can develop applied sustainability professional skills through internships within OSI and the Department of Environmental Sciences; no other non-academic campus departments consistently offer paid sustainability employment opportunities for students.
- Recent graduates have been hired by OSI as a full-time Sustainability and Social Justice or Climate Solutions Fellow.
- Resident Advisors receive sustainability training, with an emphasis on waste sorting, as part of their orientation programming.
- The Incentive Fund program, administered by OSI, offers small grants to campus members for their efforts to introduce and embed sustainable practices at Emory; student led teams require a faculty advisor and often interact with staff members while implementing their projects.

Action arena II: Support student leadership at graduate and undergraduate levels to develop metrics of sustainability literacy for each program, residence hall, and Greek house.

Action arena II: Expand sustainability literacy in all existing Leadership Academies and, as needed, develop a new Sustainability Leadership Academy.
- Some Emory staff have contributed to projects to further Sustainability Vision goals through their work in leadership academies; these projects and sustainability priorities have not been consistently integrated into leadership academies.

Action arena II: Develop sustainability literacy survey for all students and administer annually.

Action arena II: Develop tools for assessing student competencies across the domains of sustainability.

Action arena II: Develop sustainability learning outcomes for all staff and develop educational programs and assessment tools.
- To assess knowledge, attitudes, and behaviors, Emory University students, faculty, and staff now all receive the annual Sustainability Literacy Survey, which assesses if Emory is influencing the knowledge and skills needed to promote sustainable development. The surveys in past years have shown 93% of students and employees report an increase in sustainability and social justice-related awareness while at Emory and 95% of students and employees report their knowledge of sustainability issues has grown since joining Emory.
- OSI continues to administer the Green Offices (~12/semester), Green Labs (~30/semester), Zero-Waste Ambassadors (5-20/semester) and Sustainable Events (50-70/year) programs which support Emory groups choosing sustainable behaviors in campus spaces and at events.

Action arena II: Promote adoption of green office and green lab standards for all units.
- OSI migrated the Green Offices and Green Labs administration to online forms, making the programs more accessible to departments across the University. Participation in the programs is rebounding from remote working during the pandemic and certified labs and offices are increasing on campus once again.

Action arena II: Refine sustainability metrics and expand publicity for Emory's sustainability progress.
- OSI leads Emory's triannual sustainability data reporting through the Sustainability Tracking, Assessment, and Rating System (STARS). The Office of Institutional Research and Decision Support and many departments and individuals contribute to reporting, which increases the data represented in the report and the verification of the institutional data collected. Emory's reports are publicly available and shared through the OSI website and campus communications.
- With each Greenhouse Gas Emissions Inventory, Emory continues to expand the emissions sources tracked and reported on in its public reporting.
- OSI also annually tracks many sustainability metrics, which are accessible on their "How Are We Doing" page.

Action arena II: Support start-ups for sustainability-related faculty interest groups, building on existing efforts in Environmental Health, Environmental Law, Climate Change, Food Studies, Religion and Ecology, and Global Health, among others.
- Emory has faculty groups and academic programs in the areas of Environmental Health, Environmental Law, Climate Change, and Global Health.
- Emory had faculty interest groups including Climate@Emory, the Anthropocene, Food Studies and Religion and Ecology; like many other initiatives, these lost momentum during the pandemic.
- The Resilience & Sustainability Collaboratory (RSC) was a faculty- and staff-led initiative designed to facilitate interdisciplinary, locally implemented sustainability and resilience solutions; however, Emory University no longer financially or administratively supports the RSC.
- The Emory Climate Research Initiative (ECRI) was established by Provost Ravi Bellamkonda in October of 2022 with the goal of fostering an interdisciplinary academic community at Emory University to research and educate on climate change.

Action arena II: Integrate sustainability into academic programs, degrees, and experiential learning opportunities to assure universal sustainability literacy.
- As of 2021, Emory faculty have created or modified more than 400 courses in 40 academic departments that are sustainability-focused or sustainability-inclusive. About 59% of academic departments have sustainability course offerings across all graduate schools and the College.
- Emory has two undergraduate minors in sustainability.
- Emory students can participate in immersive experiences such as paid internships, study abroad programs, and be a student delegate to the UN Climate Conference of the Parties, among other on campus experiences.

Action arena II: Expand curriculum initiatives through the Piedmont Project, Piedmont TATTO Fellowships, Oxford Institute, and others. Increase by 25% the number of sustainability-related courses taught across the university by 2025.
- Almost 300 Emory faculty have been trained in the award-winning and nationally renowned Piedmont Project faculty development program to integrate sustainability into their courses and research.
- The Piedmont TATTO program continues to train graduate students.
- The Oxford Institute sunset when Dr. Eloise Carter retired.

Action arena II: Link sustainability-related information needs across campus to academic projects through partnerships with operations personnel, the Quality Enhancement Plan, and the Institute for Quantitative Theory and Methods.

- OSI collaborates with faculty and students to link STARS and annual reporting data needs to academic projects.
- Students in Dr. Bree Ettinger's courses have analyzed anonymized data from Emory's Sustainability Literacy Survey.
- Students in Dr. Eri Saikawa's courses have explored institutional energy, water and emissions data to better understand emissions inventories.
- Students in courses taught by Dr. Christine Moe intermittently research water quality and COVID surveillance by testing campus wastewater and reclaimed water from the WaterHub.

Action arena II: Infuse sustainability expectations and goals into residential education, including the first-year experience, Greek life, and Emory Dining educational activities.

- Individual students who care about sustainability lead programs in Greek Life and Residence Life housing for other residents; sustainability residential education is not systematically supported by the departments any longer.
- During the Vision period, Residence Life partnered with OSI to pilot 1-credit sustainability leadership courses, theme halls, theme floors, residential sustainability learning outcomes, and training modules for student RAs and SAs and Residence Life professional staff. However, this course is no longer offered. Also, Campus Life no longer has themed residence halls, which removes a lot of the progress on this goal that was accomplished through sustainability-themed residence halls.
- Emory Dining continues to incorporate local and seasonal food educational signage into the Dobbs Common Table, and Bon Appetit coordinates an annual 100-mile locally-sourced meal and a "Weigh the Waste" campaign.

Action arena III: Renovate and use iconic buildings on campus for sustainability education and outreach.

- Convocation Hall was renovated and received a LEED Gold certification.

Action arena IV: Share research and provide support to local governments on sustainability initiatives.

- Emory's Associate Vice President, Resilience, Sustainability, and Economic Inclusion, Ciannat Howett, served on the City of Atlanta's Clean Energy Task Force during this Vision period to help accomplish this goal.
- OSI staff and Faculty Fellows have worked closely with Atlanta's Sustainability and Resilience office to share best practices with the City.

SDG 5: Achieve gender equality and empower all women and girls

There were no goals in the 2015-2025 Sustainability Vision and Strategic Plan that substantially and exclusively addressed this Sustainable Development Goal. There may be Vision goals that support this SDG in other sections of this report. This section is not intended to discount other activity at Emory that may be addressing this SDG.

6 CLEAN WATER AND SANITATION

SDG 6: Ensure availability and sustainable management of water and sanitation for all

↻ 2 Vision goals in progress ⊖ 1 Vision goal not implemented	*Alignment with One Emory Framework:* Academic Community of Choice; Emory + Atlanta: Rich Culture, Shared History

2015-2025 Vision goals and implementation report:

↻ Action arena III: Eliminate drinking water use for heating, cooling, toilet-flushing, and other non-potable uses, with a goal to reduce Emory water use by 50%.
- Emory maintains a water purchase agreement with a private company to manage the WaterHub at Emory to collect, clean, and reuse wastewater and grey water from parts of the Druid Hills campus for heating and cooling buildings and toilet flushing. Emory reduces the amount of potable water it uses by employing reclaimed water in these ways.
- From a 2015 baseline, Emory's total water usage has decreased 5% through 2022, according to the Annual Energy and Water Report, 2022.

⊖ Action arena III: Revise and implement Stormwater Management Plan, including goals to reduce water runoff and enhance stream quality.

↻ Action arena III: Improve water quality, groundwater recharge, and greenspace through new or enhanced green infrastructure projects such as rain gardens, stream buffers, and bioswales.
- As a part of renovations and new construction, Emory included water quality enhancements in the built environment:
  - Health Science Research Building II – 30,000-gallon cistern to collect condensate for reuse as chiller make-up water
  - R. Randall Rollins SPH – 6,000-gallon cistern to collect condensate for reuse as irrigation water for the roof terrace plantings
  - Woodruff Track Renovations – Underground stormwater detention with perforated pipes to infiltrate stormwater
  - Softball Field Renovation – 1,600 square feet of permeable paving
  - Campus Life Pavilion – 1,500 square feet of permeable paving
- Emory Grounds and OSI led multiple volunteer groups to plant native, pollinator-attractive plants in the meadow along the streambank in Lullwater Preserve.

7 AFFORDABLE AND CLEAN ENERGY

SDG 7: Ensure access to affordable, reliable, sustainable, and modern energy for all

↻ 3 Vision goals in progress ⊖ 1 Vision goal not implemented	

	Alignment with One Emory Framework: Academic Community of Choice; Emory + Atlanta: Rich Culture, Shared History; Thriving Healthcare, Inventing Cures

2015-2025 Vision goals and implementation report:

↻ Action arena III: Reduce university campus energy use per square foot by 50% and total energy use by 25%.
- From a 2015 baseline, Emory's energy intensity has decreased 12.9% and its total energy usage has decreased 7.1%, through 2022, according to the Annual Energy and Water Report, 2022.

⚫ Action arena III: Reduce Emory Healthcare energy use by 25%.

↻ Action arena III: Self-generate 10% of energy used on campus to replace fossil fuel sources
- Solar canopies were installed and energized on 13 campus parking decks and rooftops in 2021, 2022, and 2023 totaling 3.2 MW. These installations are part of a solar energy procurement agreement (SEPA) with the utility provider, Cherry Street Energy, which will ultimately deploy enough solar to generate 5.5 MW annually by 2030.

↻ Action arena IV: Expand fossil-fuel-free energy options through Georgia Power or other sources.
- Campus engineers have added renewable energy projects, such as combined heat and power, geothermal wells under McDonough Field and a solar installation at the Musculoskeletal Hospital.
- 80.7 MW of off-campus solar approved through the Georgia Power Customer Renewable Supply Procurement I and II programs supports Emory's goal of achieving net zero emissions.
- Emory received an Environmental Protection Agency (EPA) grant to design an anaerobic digester (AD) for an urban area and create accompanying environmental justice best practices.

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8 DECENT WORK AND ECONOMIC GROWTH	**SDG 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all**

✅ 2 Vision goals achieved ↻ 2 Vision goals in progress ⇄ 1 Vision goal with progress and backtracking	*Alignment with One Emory Framework:* Commitment to Our People; Academic Community of Choice; Emory + Atlanta: Rich Culture, Shared History

2015-2025 Vision goals and implementation report:

↻ Action arena I: Integrate sustainability into recruitment so that all prospective employees understand that sustainability commitments are expectations for every Emory community member.
- Emory University Human Resources promotes sustainability programming and some information on their website and through optional staff orientations to help employees gain the knowledge they need to adopt sustainable behaviors on campus.

⇄ Action arena I: Revise job performance criteria in collaboration with existing employees and integrate sustainability commitments into evaluations.

- Faculty and staff at the Law School piloted sustainability criteria in employee performance evaluation.

↻ Action arena III: Support flexible workdays to reduce commute time, improve recruitment and retention, and support work/life balance; ensure that all non-essential personnel are expected to telecommute at least one day per week by 2025 unless justified by supervisor.
- Emory generally has IT support for remote and hybrid work arrangements. Human Resources provides guidance about workplace flexibility options employees and managers may consider; however, Emory does not have a central policy that requires managers to support flexible work arrangements for non-essential personnel. Most work arrangement policies are set at the unit level.

✓ Action arena III: Develop program of paid maternity and paternity leave for all Emory employees.
- Emory University adopted paid parental leave in 2017 for all employees who work for Emory at least 1 year and who are working at least 20 hours per week. An eligible employee receives up to 6 weeks of paid leave. Paid parental leave supports Emory employees through fair and supportive policy.

✓ Action arena IV: Support procurement of local products with a sustainability-focused business incubator.
- Emory programs such as Start:ME, the Emory Farmers Market, the Farms Fund, and diversity supplier initiatives promote the growth of local micro-, small-, and medium-enterprises by leveraging the institution's purchasing power and faculty and staff research and engagement.

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9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

✓ 1 Vision goal achieved ↻ 6 Vision goals in progress ⇆ 1 Vision goal with progress and backtracking ⊖ 3 Vision goals not implemented	*Alignment with One Emory Framework:* Academic Community of Choice; Innovation through Scholarship and Creative Expression; Thriving Healthcare, Inventing Cures; Emory + Atlanta: Rich Culture, Shared History

2015-2025 Vision goals and implementation report:

⇆ Action arena II: Support campus-based sustainability research activities with a data hub and interdisciplinary laboratory for action research projects by 2025.
- The Resilience & Sustainability Collaboratory (RSC) was designed to facilitate local data collection and to serve as a data hub that informs interdisciplinary, locally implemented sustainability and resilience solutions; however, Emory University no longer financially or administratively supports the RSC.
- The Emory Climate Research Initiative (ECRI) was established by Provost Ravi Bellamkonda in October of 2022 with the goal of fostering an interdisciplinary academic community at Emory University to research and educate on climate change. In the coming years, the initiative will seek to expand faculty involvement in climate-related research, teaching and action, while collaborating with other Emory teams working on sustainability and climate issues.

↻ Action arena II: Foster research on the health implications of sustainability policies and practices, such as the impacts of green buildings.
- The Climate and Health Research Incubator within the Rollins School of Public Health is increasing the international research contributions on health implications of some sustainability practices.

- The Emory <u>Climate & Health Actionable Research and Translation Center (CHART)</u> aims to become a hub that will advance and translate research on climate risks to protect the health of under-resourced urban populations.
- Students in courses taught by Dr. Christine Moe intermittently research water quality and COVD surveillance by testing campus wastewater and reclaimed water from the WaterHub.

🔄 Action arena III: Promote universal design and continue progress towards disability awareness and accessibility for all buildings, campus transit systems, and Emory programs.
- New and renovated buildings include intentionally designed accessibility features.
- Certain buildings and some campus landscapes do not incorporate universal design and need renovating for accessibility. Campus Services tracks these campus locations.
- The Accessibility Services office solicits and helps fulfill individual accommodation needs for students and employees.
- The Accessibility Services checklist for events was partially integrated into the Sustainable Events Checklist to amplify ways to make events accessible to all.

🔄 Action arena III: All new construction on campus will be carbon neutral.
- The University Senate requested that Campus Services develop a plan by 2022 for the Emory Student Center (ESC) to become carbon neutral. Campus Services has studied retrofits required to make the ESC carbon neutral, and it has begun some of those retrofits.

⊖ Action arena III: Incorporate major building renovations into LEED silver commitment or higher.
- For buildings renovated during the Vision period, none were certified as LEED Silver. The goal is referenced in Emory's "<u>Design and Construction Standards</u>."

🔄 Action arena III: Attain best practices for sustainable performance in building interiors.
- Emory's Design and Construction Standards include LEED standards for interior paint, adhesives, sealants, and lighting used within Emory spaces.

🔄 Action arena III: When replacement is necessary, make all roofs cool, green and/or solar.
- Green roofs are on top of some campus parking decks, residence halls, and academic building rooftops.
- Solar canopies and solar panel installations were installed on campus parking decks and rooftops on the Druid Hills campus.
- Emory's Design and Construction Standards "supports the use of lower heat island effect roof materials and colors. The design team is encouraged to meet and exceed the requirements of Sustainable Sites Credit Heat Island Reduction under the current LEED rating system."

⊖ Action arena III: When acquiring new buildings, bring up to existing sustainability standards.

⊖ Action arena III: When constructing or renovating buildings, review space needs to consolidate offices and reduce building size.

✅ Action arena III: In the new Campus Life Center (former DUC) or other appropriate innovative facility, incorporate regenerative architectural standards such as net zero impact and "living building" to educate campus community and visitors.
- The Emory Student Center received a LEED Platinum certification in 2019.

🔄 Action arena III: Create financial incentives for all operating units to conserve beyond existing goals, including a sustainability revolving fund.
- In 2016, Emory contributed $1 million to a <u>Sustainability Revolving Fund</u>, seeded by a $500,000 gift from the Kendeda Fund, for investments in energy and water efficiency projects that have a return

on investment of 6 years or fewer. The money saved is cycled back into the Fund, allowing for investment in ongoing projects.

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10 REDUCED INEQUALITIES

SDG 10: Reduce inequality within and among countries

↻ 1 Vision goal in progress ⊖ 1 Vision goal not implemented	*Alignment with One Emory Framework:* Academic Community of Choice; Commitment to Our People

2015-2025 Vision goals and implementation report:

↻ Action arena III: Support and extend efforts for social equity and economic opportunity; connect sustainability strategic goals with recommendations of Class and Diversity Committee to enhance access for all students and staff, regardless of means, to the full benefits of the Emory experience.
- In 2022, Emory University eliminated need-based loans as part of undergraduate students' financial aid packages, replacing them with institutional grants and scholarships. This expansion of the Emory Advantage program gives more students the opportunity to graduate debt-free.
- Emory implemented suggestions from consultants to improve Emory Police Department's campus and community relationships, make data more accessible, and improve training.
- In 2019, Emory launched the Task Force on Untold Stories and Disenfranchised Populations to tell "the story of Emory's past with specific attention to two disenfranchised populations—the enslaved persons with ties to Emory and Indigenous peoples on whose land Emory's campus was erected." Through this work, Emory recognized Juneteenth as a holiday, hosted a symposium called "In the Wake of Slavery and Dispossession," initiated a deepening relationship with the Muscogee Nation, developed Twin Memorial plans for both campuses, and adopted its first Land Acknowledgment recognizing displaced Indigenous nations.
- In 2022, Emory published an Institutional DEI Strategic Planning Communities report to the President.

⊖ Action arena III: Create intergenerational daycare centers at all campuses.

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11 SUSTAINABLE CITIES AND COMMUNITIES

SDG 11: Make cities and human settlements inclusive, safe, resilient, and sustainable

✓ 1 Vision goal achieved ↻ 6 Vision goals in progress ⇄ 1 Vision goal with progress and backtracking ⊖ 3 Vision goals not implemented	*Alignment with One Emory Framework:* Academic Community of Choice; Emory + Atlanta: Rich Culture, Shared History

2015-2025 Vision goals and implementation report:

Action arena II: Expand sustainability-related community service opportunities through Volunteer Emory and other groups, especially for graduate and professional students.

- Students who plan Volunteer Emory and Alternative Spring Break opportunities consistently work with sustainability-related nonprofits and organizations in the Atlanta region, connecting Emory students to tree canopy, local food production, watershed protection, invasive species removal efforts around the metro region.

Action arena III: Expand opportunities for safe biking and walking on all campuses and healthcare centers; explore possibility of an "Emory Greenbelt" biking and pedestrian path system.

- Emory worked with partners, primarily the PATH Foundation, to expand the multi-use trail networks on and connecting the Druid Hills campuses to regional trail networks.
- Emory and our partners completed seven trail segments on the Druid Hills campus. These trails connect across campus and connect other trails and common commuting routes to campus. Two of these trail segments have been closed because of building projects and will be reopened after construction is complete.

Action arena III: Develop bicycle and pedestrian master plan in cooperation with government agencies and neighborhood stakeholders to include dedicated bike and pedestrian lanes and trails and bike amenities.

- A working group developed a bicycle and pedestrian multi-use trail network master plan, which has been partially implemented.
- The complete bicycle and pedestrian multi-use trail network master plan was not fully integrated into the most recent "Emory University Framework" master plan.

Action arena III: Improve air quality through enforcement of No Idling policy and other pollution prevention actions.

- Efforts were made to post "no idling" signs at loading docks, childcare carpool lanes, and other areas, but prohibitions on additional campus signage stopped progress on this goal.

Action arena III: Shift Emory University and Emory Healthcare vehicle fleet to meet national sustainable fleet certification standards.

- Throughout the Vision period, over 25% of Emory-owned fleet vehicles have been all-electric vehicles.
- The University committed to converting at least 25% of the Cliff Shuttle bus fleet to electric buses by 2025.

Action arena III: Extend incentives for sustainable commuting to students.

- Currently, only graduate students can receive incentives for commuting to campus by walking, biking, or carpooling.

Action arena III: Continue to expand transportation options for employees and students through bike share, Cliff Shuttle, and public transit to reduce single occupancy vehicle trips.

- Electric scooters and e-bikes owned by third-party companies have been introduced to campus over the last five years.
- Transportation and Parking Services maintains a bike rental program available to the Emory community.
- The Cliff Shuttles remain free to riders and, as of January 2024, Emory is piloting the expansion of key Atlanta and Oxford shuttle routes.
- More regional bus connections are available to the Druid Hills campus.

Action arena III: Increase awareness of alternative transportation options among Emory healthcare patients and university visitors.

- Emory Communications has occasionally shared information about commute options with broad audiences; however, Emory University and Emory Healthcare websites do not have transit, shuttle, biking, or walking information accessible on their visitor-facing websites or in patient and visitor communications.

🔄 Action arena IV: Expand rail and bus/shuttle service to campuses by MARTA, GRTA, and municipality of Oxford.
- Cobb County, Gwinnett County, and Xpress (formerly GRTA) regional buses connect to the Druid Hills campus.
- MARTA changed the regional public transit expansion plans from light rail through the Clifton Corridor to bus-rapid transit through the area. Emory has been actively advocating for this public transit expansion, connecting Emory to the Lindbergh and Avondale MARTA stations.

➖ Action arena IV: Support sustainability-oriented efforts in Atlanta to expand pedestrian-friendly and accessible commercial/residential projects near campuses with price points appropriate to entry-level staff members.

➖ Action arena IV: Work with local municipalities and partners to develop a resilience assessment and plan for the greater Emory community that addresses health, personal well-being, and climate adaptation concerns.

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12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SDG 12: Ensure sustainable consumption and production patterns

🔄 8 Vision goals in progress ⇄ 2 Vision goals with progress and backtracking ➖ 1 Vision goal not implemented	*Alignment with One Emory Framework:* Academic Community of Choice; Commitment to Our People; Faculty Eminence; Emory + Atlanta: Rich Culture, Shared History

2015-2025 Vision goals and implementation report:

🔄 Action arena I: Incorporate sustainability criteria (full-cost accounting of economic, health, social, and environmental impacts) more fully into routine decision making—whether in the hospital, lab, or office, in caregiving, dining, events, or purchasing.
- OSI continues to provide campus groups tools through the Green Offices, Green Labs, Zero Waste Ambassadors, and Sustainable Events programs to incorporate sustainability criteria into routine decision making.

🔄 Action arena II: Ensure sustainability commitments are met and communicated in summer conference and camp programs and events.
- The Emory Camps and Conferences staff have included waste reduction and sorting information on their website for visitors to review before coming to campus.

⇄ Action arena III: On academic campuses, divert 95% of construction and non-construction waste (except regulated lab and medical waste) from municipal landfills.
- In 2017, Emory University adopted a Waste Management Policy for which Campus Services invested centrally in standardized compost, recycling, and landfill bins and signage for campus outdoor and indoor spaces, excluding labs. This investment raised the profile of sustainability practices on campus

and led to Emory's highest annual diversion rate of 73% in fiscal year 2019. In 2022, Emory had a 58% landfill diversion rate.

- During the pandemic, regional changes to composting vendors affected service options and therefore diversion; however, the standardized system remains and keeps the user experience consistent even as vendors change.
- Across the University campuses and at Emory University Hospital Cafe locations, pre-consumer composting infrastructure and servicing was established to collect all back-of-house organic materials produced during food preparation.
- Hard to recycle items such as aerosol cans, glass, batteries, and clean Styrofoam are collected in bins at major buildings throughout the University campus. Other hard to recycle items, such as sharps and gel-based catering food warmer cans, are still prevalent on campus, hard to collect, and hard to divert from landfills.
- Construction waste recycling rates met the 95% diversion goal at times during the Vision but fell in recent years to below the 95% landfill waste diversion goal.
- Not all campus labs have the complete standardized waste sorting bins.

Action arena III: Strengthen administrative mandates for recycling and composting throughout the university, healthcare, and related enterprises; eliminate all desk-side trashcans on campuses by 2020.
- In 2017, Emory University adopted a "Waste Management Policy" that guided central changes to waste management infrastructure, processes, and vendors for campus spaces serviced by Emory Recycles.
- As a part of the Waste Policy, Emory Building & Residential Services staff stopped servicing desk-side trashcans to reduce waste and promote waste sorting at centralized bins.
- Emory Healthcare drafted a waste management mandate in 2020, but it was not adopted.

Action arena III: All university events will be zero municipal landfill waste by 2025.
- On average, 69 events were certified sustainable through the Sustainable Events Certification program each year. Every certified event had to be a zero-landfill waste event.
- The Sustainable Events Certification was incorporated into the Campus Services event request form.
- Almost all campus exterior and interior spaces are fitted with recycling and composting bins.

Action arena III: All university functions will be plastic bottle free to the extent possible.
- OSI continues to encourage event planners through the Sustainable Events Certification program to reduce or eliminate plastic bottles at events.
- Emory Commencement and Staff Fest provide bulk water options during these large campus events; however, bottled and canned sodas are still handed out at these events, often because they are donated free of charge.
- The Plastic Free Emory student group advises students and administrators on ways to reduce unnecessary single-use plastic items on campus, and Emory has signed the "Break Free from Plastics Pledge."

Action arena III: Meet or exceed leading healthcare industry rates of waste reduction/reuse/recycling to 37%.
- Emory University Hospital and Emory Tower expanded plastics and metals recycling in their cafes and matched the colors of the University recycling signage for consistency. These locations also have pre-consumer composting in their cafes.
- Emory Healthcare clinical and administrative spaces do not have consistent recycling and post-consumer composting options; Emory Healthcare utilizes a different waste service provider than the University.

Action arena III: Support culture change towards "reduce, repair, restore, and reuse" mentality and "cradle to cradle" purchasing.

- OSI student interns, Sustainability Representatives, Residence Hall Association Sustainability Chairs, the Healthcare Sustainability Council, and many of the 20+ sustainability student groups informally but consistently help Emory community members learn how to reduce and sort waste on campus.

Action arena IV: Expand awareness of healthy, sustainable behaviors among the populations served by Emory Healthcare through education and outreach (such as pharmaceutical take-back events, thermometer swaps, and information on proper medication disposal with prescriptions).

Action arena IV: Identify priority areas for supply chain improvement and work with academic researchers, students, and vendors to identify best practices for sustainability.
- Students moved President Fenves to sign a "Break Free from Plastics Pledge," which guides the University through decision making to reduce or eliminate unnecessary single-use plastics.
- The Sustainable Food Committee continues to meet to assess and expand Emory's procurement of local, sustainable food options.
- Emory procurement will request feedback on sustainability features or measures from OSI on select product and service procurements.

Action arena IV: Develop scorecards for "Emory preferred" practices and decisions which encourage full-cost accounting among vendors and contractors and integrate sustainability into selection criteria when awarding contracts.
- A group of staff in the Excellence Through Leadership program developed a scorecard prototype to fulfill this Vision goal, but it was not formally adopted.

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13 CLIMATE ACTION

SDG 13: Take urgent action to combat climate change and its impacts

✅ 4 Vision goals achieved 🔄 5 Vision goals in progress	*Alignment with One Emory Framework:* Academic Community of Choice; Innovation through Scholarship and Creative Expression; Emory + Atlanta: Rich Culture, Shared History

2015-2025 Vision goals:

Action arena I: Integrate sustainability commitments into each unit's strategic plan, including Emory Healthcare and the next Emory Campaign.
- The Oxford College 2036 strategic priorities include "sustainability is essential" for the campus and academic unit.
- The Rollins School of Public Health 2036 strategic priorities include "addressing climate change" for the academic unit.

Action arena II: Allocate appropriate funding for staff and operations through a dedicated annual budget.
- Funding for the Office of Sustainability Initiatives comes from the operational budget of Campus Services, instead of from discretionary funding.

Action arena III: Update Emory's Climate Action Plan based on latest science, aligning dates with international goals.

- Emory has drafted and adopted a new [Climate Action Plan](#) with emissions reduction goals based on the latest science, an accompanying [campus resilience assessment](#), [greenhouse gas emissions inventories](#), and climate justice assessment.

🔄 Action arena III: Reduce Emory's total greenhouse gas emissions by 45% by 2030 and achieve net zero by 2050, using 2010 levels as baseline.
- The most recent greenhouse gas emissions inventory for FY22 measured a 39.1% emissions reduction from the 2010 baseline.
- The 2021 commitments signed by President Fenves changed this goal to 50% by 2030 and net zero by 2050, using the 2010 baseline.

🔄 Action arena III: Revise greenhouse gas inventory to add sources of emissions from components of supply chain by 2030.
- At present, Emory reports Scope 3 emissions for Emory-funded travel; study abroad; student, faculty, and staff commuting to Emory; wastewater, and landfilled waste generated by Emory.

🔄 Action arena III: Use carbon offsets, with preference for local projects with a social justice benefit, to reduce the impacts of Emory-purchased air travel.
- OSI staff has worked with Emory Procurement to improve tracking of Emory purchased air travel to lay the foundation for these offsets.
- OSI staff have participated in planning conversations and feasibility research with municipal, other university, and nonprofit partners, but Emory has not yet launched a local offsets program with social justice benefits.

🔄 Action arena III: Invest in a portfolio of innovative greenhouse gas sequestration projects that provide resilience, research, teaching, and national leadership benefits to Emory.
- Emory staff and faculty won an EPA grant to create a best practices approach to implementing anaerobic digestion (AD) in an urban area in a socially just way. Emory has not pursued construction of the designed AD system.

✅ Action arena III: Develop campus-level resilience assessment and plan that addresses health, personal wellbeing, and climate adaptation concerns.
- OSI has overseen the development of a [campus resilience assessment](#) that informed that Climate Action Plan finalized in October 2023. The assessment was a required component of the Second Nature Climate Commitment signed by President Fenves following student mobilization.

✅ Action arena III: Emory University does not currently hold direct stock in public companies producing fossil fuels, based on information compiled and maintained by Fossil Free Indexes. Emory holds many investments in sustainable businesses and businesses with exemplary sustainability performance.
- Emory remains committed to its sustainable investment policy stating the institution does not hold direct stocks in public companies producing fossil fuels and chooses sustainable investments.

14 LIFE BELOW WATER

SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development

There were no goals in the 2015-2025 Sustainability Vision and Strategic Plan that substantially and exclusively addressed this Sustainable Development Goal. There may be Vision goals that support this SDG in other sections of this report. This section is not intended to discount other activity at Emory that may be addressing this SDG.

	SDG 15: Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
♻ 5 Vision goals in progress	*Alignment with One Emory Framework:* Academic Community of Choice; Emory + Atlanta: Rich Culture, Shared History

2015 – 2025 Vision goals:

♻ Action arena III: Explore opportunities to enhance Emory's original vision of "a campus in a forest."

- Emory's tree canopy has increased 4% from 2015, to 59% due to the planting of new native trees, which create the conditions needed to convert turf to native understory and ground cover.

♻ Action arena III: Eliminate planting of invasive species on campus to foster healthy campus forests; remove invasive species in at least 25% of campus woods, while protecting fragile ecosystems.

- It is Emory standard procedure since 1998 to use primarily native plants, with limited exceptions.
- OSI, Emory Ecological Society and even community members have volunteered to remove invasive species from campus forests.

♻ Action arena III: Shift from No Net Loss policy for forest canopy to Net Positive forest canopy policy.
- OSI drafted a Net Positive Forest Canopy Policy with input from Grounds and Planning, Design, and Construction; however, the plan has not been adopted yet.

♻ Action arena III: Enhance pedestrian shade by planting 200 new trees by Emory's 200th anniversary in 2036.

♻ Action arena III: Reduce turf grass on Druid Hills and Oxford campuses by 15% and replace with biodiverse woodland and shrubbery areas, using drought-tolerant plant palette.

- Emory's tree canopy has increased 4% from 2015, to 59% due to the planting of new native trees, which create the conditions needed to convert turf to native understory and ground cover.

♻ Action arena III: Transition to herbicide and pesticide alternatives safer to pollinators and people with the goal to reduce or eliminate their use.
- In 2014, Emory became the first University in the U.S. to adopt a comprehensive Pollinator Protection Policy, which bans the application of neonicotinoids, a harmful insecticide contributing to pollinator decline; bans the purchase of plants pre-treated with neonicotinoids; prohibits hiring contractors who use neonicotinoids; and promotes the expansion of pollinator habitat on campus. Emory staff, faculty, and nonprofit partners worked together to create and implement this policy.
- The Grounds department is testing organic herbicide substitutions for some applications of glyphosate, following discussions with students and OSI about impacts of glyphosate.

Conclusion

This Implementation Progress Report is designed to inform the development of the 2025-2036 Sustainability Vision and Strategic Plan. By sharing progress made and current state of Emory's sustainability efforts as they align with the United Nations Sustainable Development Goals, the Emory community is better positioned to make recommendations that carry us forward into the future. We recognize the achieving sustainability at Emory is a shared endeavor and that many parts of campus may be more involved and better informed about activities and progress in certain areas. Please submit suggestions for inclusion in this report to emorysustainability@emory.edu, and they will be considered for future updates to this report.