

DENR Sustainability Team Strategic Plan, February 2008

Vision:

DENR is the foremost environmental agency in North Carolina and a model of sustainable actions for all government agencies.

Mission:

To inspire a culture of sustainability within DENR by promoting environmentally responsible actions

Goals:

- I. Develop and Facilitate Implementation of DENR Sustainability Program Policies**
- II. Initiate, Coordinate, and/or Promote DENR-wide Environmentally Sustainable Activities**
- III. Enhance Employee Sustainability Awareness**
- IV. Assess and Report Sustainability Activities**

Objectives by Goal:

- I. Develop and Facilitate Implementation of DENR Sustainability Program Policies**
 - A. Resource Conservation Efforts**
 1. Assist with the Utilities Savings Initiative as the CAT team
 2. Monitor the water conservation plan
 3. Encourage participation with the Water Sense Program
 4. Monitor the DENR Petroleum Displacement Plan
 - B. Motor Fleet Policy Recommendations**
 1. Modify vehicle purchase requirements
 2. Enhance employee sustainable driving awareness

3. Eliminate minimum mileage requirement

C. Green Building and Landscaping Policy Recommendations

1. Review building requirements with the State Construction Office and recommend modifications
2. Encourage LEED certification for new DENR buildings
3. Promote native species for landscaping

D. Teleworking and Flexible Work Schedules

1. Identify obstacles to policy implementation
2. Recommend actions for wider policy acceptance

E. Best Work Place for Commuters

1. Identify obstacles to policy implementation
2. Recommend actions for wider policy acceptance
3. Investigate public transit subsidy options for DENR employees
4. Propose downtown parking changes

F. DENR Sustainability Team Participation

1. Require participation on the Sustainability Team be included as a mandatory element in the team members' work plan
2. Provide resources for sustainability education
3. Increase team support from senior and mid-level management
4. Continue to expand budget for team activities

G. Video Teleconferencing

1. Promote the creation of a teleconferencing system
2. Encourage use for training and meetings

H. Purchasing and Leasing Requirements

1. Change contracts to provide non-toxic products and bio-degradable cleaning products for use in DENR buildings
 2. Incorporate sustainable provisions as part of all DENR leases
 - a. Recycling
 - b. Energy conservation
 - c. Water conservation
 3. Encourage sustainable equipment purchases, including small engines, motors, and pumps
 - a. Energy efficiency
 - b. Low emissions of pollutants
 - c. Noise reduction
 4. Incorporate life cycle costs in purchase requirements
- I. Sustainable Practices in Existing DENR Buildings
1. Promote energy savings features
 - a. Energy star appliances
 - b. Water fountains – filters, energy saving timing device
 - c. Electrical switches/lights
 - d. HVAC systems/heat exchangers
 - e. Insulation/moisture barriers
 2. Promote water saving fixtures
 - a. Plumbing including aerators, low-flow toilets, water-less urinals, faucet sensors
 - b. Xeriscapes
 - c. Cisterns
 - d. Low water use appliances

3. Incorporate sustainability in internal design features

- a. Non-toxic Paint
- b. Environmentally benign flooring, furniture, and wall material
- c. Daylighting

II. Initiate, Coordinate, and/or Promote DENR-wide Environmentally Sustainable Activities

A. Sustainability Award Program

B. DENR Recycling Efforts

1. Increase oyster shell recycling awareness
2. Collect batteries and computers for recycling
3. Encourage sustainable material use in snack bars and division functions
4. Continue DENR book exchange
5. Monitor recycling activities
6. Promote regular DENR-wide paper reduction/recycling events

C. Use of DENR Intranet for Sustainable Purposes

1. Develop carpool, vanpool, park and ride registry
2. Establish a DENR swap shop

D. Use of State Employee Incentive Bonus Program to Reward Sustainability Ideas

E. Green Square Project Building Design

III. Enhance Employee Sustainability Awareness

A. Revised Team Web Site

1. Provide current relevant information
2. Include team activities
3. Use photos
4. Provide user friendly format

5. Present practical examples of sustainable actions for work and home

B. Internal Public Relations

1. Expand Be A Greener DENR program
2. Use giveaways to promote sustainable actions
3. Advertise/coordinate opportunities for DENR employees to use their Community Service leave for environmental/ sustainability causes

C. Sustainability Training for New and Existing Employees

D. NC Sustainability Conference

IV. Assess and Report Sustainability Activities

A. Annual Report

1. Develop a process for measuring team results
2. Develop an annual budget

B. Pre and Post Surveys for Employee Environmental/Sustainability Awareness Campaign

C. Input to the DENR Strategic Goals

D. Monitoring of Existing Retrofits and Energy Saving Measures

E. Review the Strategic Plan Biennially