

Sustainability Steering Committee DEI Statement

The Sustainability Steering Committee is committed to ensuring that UC's sustainability policy initiatives and programs are diverse in their staffing, and representative and inclusive of the communities who are engaged in these initiatives and programs. We recognize that the environmental and sustainability fields have a legacy of systemic racism that impacts all of our campus, health system, and systemwide sustainability work. We have a collective and individual responsibility to learn about environmental racism and systemic racism and to address and dismantle it. In order to achieve this, we endorse the list of actions to which the sustainability offices and staff at each campus and health system have committed. (*see list below*)

At the systemwide level, we applaud the sustainability policy working groups that report to this committee in their efforts to evaluate the diversity, equity, and inclusion (DEI) impacts of both existing and potential new policy goals. At the campus level, we will encourage the efforts of the sustainability offices and staff on each of our campuses and health systems to evaluate and improve efforts around recruitment and retention of underrepresented staff and stakeholders. We will encourage work to directly address racism and lack of equity and inclusion of all kinds in our sustainability programs. We will promote efforts to ensure collaborative and inclusive processes where our sustainability work is driven by the contributions of diverse voices and perspectives, especially marginalized and underrepresented voices.

We feel the urgency to commit our individual campuses, health systems, and the UC system collectively to action, and further position ourselves to be active participants in creating a sustainable, just, and equitable future, for all.

List of UC Sustainability Offices and Sustainability Staff DEI Actions

As UC Sustainability Offices and Sustainability Staff, we are committed to creating a more inclusive sustainability movement within the University of California by:

- **DEFINITION:** Establishing a working definition of DEI as it relates to our work.
- **LEARNING:** Continuing both our personal learning and professional training about DEI, environmental racism, climate and environmental justice, and anti-racism. We will do so individually, in our teams, in our departments and divisions, with our campuses, and at the systemwide level. As part of this we aim to acknowledge, take responsibility for, and learn from past mistakes.
- **STUDENT AND COMMUNITY VOICES:** Listening to traditionally marginalized and minoritized students, staff, and faculty, ensuring that these voices are present in our decision making, and advocating for the priorities of the communities most impacted by environmental issues. If those voices are not present we will identify and address barriers to participation.
- **POLICY:** Integrating DEI and environmental justice into the existing UC Sustainable Practices Policy and the UC Carbon Neutrality Initiative and developing a process to ensure that DEI and environmental justice are centered in future policy iterations.

- **COMMUNITY BUILDING:** Building inclusive communities by ensuring that sustainability spaces including those across campuses and the UC system such as committee meetings and statewide events are welcoming to all and actively engaging with those who are not present.
- **HIRING:** Reviewing our hiring practices (including assessment of the recruitment, hiring, and retention stages) for professional and student staff at each campus to achieve a diverse workforce. This will be done in partnership with departments whose expertise is in the area of human resources and diversity.
- **ENGAGEMENT:** Reviewing our outreach, recruitment, and retention of student participants (for sites that offer programs for students) to assess how inclusive our programs are. This will be done in partnership with departments whose expertise is in the area of student and financial aid records, Family Educational Rights and Privacy Act (FERPA), and diversity.
- **ACCOUNTABILITY:** Creating a Sustainability and DEI Task Force or Working Group responsible for implementing all actions in this list and to provide ongoing coordination to integrate and center DEI in UC's sustainability policy and programs.
- **TRANSPARENCY:** Demonstrating transparency in all the work that we do and that we are involved with so that we may build trust with our stakeholders and remain accountable for our commitments.