

FY 23-FY 27

Sustainability Action Plan



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There's no sugar coating it, today's climate challenges, brought on by centuries of environmental mismanagement, are larger than any of us dreamed even just a few decades ago. Climate change is real, it's here, and it is happening now. It will likely affect the lives and livelihoods of millions at least for the rest of our lifetimes and quite possibly our children's as well. Amidst the doom and gloom messaging about the plight of biodiversity, the ever-worsening climate-based disasters, and the clear clues that something is up with our planetary boundaries, we officially enter the Anthropocene.

Humans, no doubt, have created quite a quagmire for ourselves and in these trying circumstances it can be difficult to seek active hope. But every time I look to nature, I can't help but feel hopeful for the future. That cycle of life and death, growth and decay that I witness year after year in the woods, parks, prairies, and gardens that I visit reminds me that, no matter how well tended the good doesn't last forever but neither does the bad. Appreciating the beauty of decay throughout the winter months requires a definitive worldview shift. With this world view shift, I've come to realize that there are others seeking active hope and practical solutions to the challenges we collectively face.

We are using the One Planet Living® framework created by the purpose-led sustainability consultancy Bioregional – find out more at www.bioregional.com/one-planet-living. It will help us with fitting our consumption and lifestyles back into the one planet boundaries. The following lays out our plans to begin to shift our organization toward a truly regenerative future.

Lauren E. Belle
Sustainability Specialist II

Intro to One Planet Living

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This document is structured around the ten Principles of the One Planet Living framework. This section is intended to introduce some of the terminology that will be used in this document

'Outcomes', 'actions' and 'indicators'

Plans following One Planet are composed of 'outcomes' and 'actions', together with ways of monitoring these – indicators, and qualitative data. This framework is innovative in allowing the user to draw links across outcomes, actions, and indicators, helping them to appreciate the relationships between these. For example, the 'action' of creating green space may impact positively on a range of outcomes across health, community, biodiversity, climate regulation and flood risk management, and it may also have some drawbacks. Indicators may attempt to track these outcomes and actions, such as the proportion of green space per resident or the improvements in biodiversity. Examples of outcomes, actions and indicators are provided below.

Outcome: Rich local biodiversity

Action:

- Incorporate biodiversity and conservation principles into all relevant local strategies and plans

Indicators:

- Change in species of plants/birds/butterflies
- Number of teams and departments cooperating on biodiversity



These are the ten principles of one planet. Each of these principles has overarching associated planetary goals. As indicated on the previous page, some actions and outcomes fall into multiple principles. We strove to have three outcomes in each principle along with targets that we feel are achievable in the timeframe. These principles align quite nicely with Practice 6-40 and will provide structure to our sustainable decision making over the course of the next five budget years.

Why did we choose one planet?

- It puts people first – it's grounded in the reality of how people live their lives rather than box ticking
- It's holistic – nothing will drop through the gaps with these 10 principles
- It's about true sustainability – there's no greenwashing
- It reaches hearts as well as minds – One Planet Living is used to inspire people across the world to get involved in sustainable change.

1.

WHAT DOES THE

Future
hold?

Obviously, we here in Sustainability are not mind readers, but we’ve taken stock of some opportunities and challenges that we’re currently facing or will face in the future to help us envision a more regenerative path forward

Opportunities abound at the Department, as the County’s largest landowner we have the real-estate to make physical impacts on the daily lives of our residents and staff. Developing blue green infrastructure to offer our residents an added level of protection has been identified as a key opportunity. Another? Adequate nature within a 5 to 10 minute walk to help with our environmental justice initiatives. Programming that addresses social and environmental issues can help tie our population to the natural world, thus increasing both individual and group resilience. Continuing to provide the services and opportunities we currently do and even adding a few to help with our DEI initiatives will continue to ensure that Parks and Rec is a community anchor; a pivotal underlayment in the vibrant cultural tapestry that our community weaves. We have the opportunity to begin to regenerate the unique ecosystems found in Prince George’s County, both cultural and natural.

Challenges unfortunately also abound in the Department. Climate change is probably the biggest challenge facing the Department. We know that storms and disasters will be both more frequent and more intense. With three rivers and untold tributaries flowing through our county, flooding is a pressing concern. Additionally, we continue to face high turnover rates in our seasonal populations and a slew of retirements and resignations have left us without some of the accumulated knowledge in the Department. Many of our age in place infrastructures like our BMPs have begun to fail and there is currently no Departmental workforce to conduct necessary inspections and repairs. The plight of biodiversity in our county remains very real as more and more developments are approved and constructed. We’ve seen that most recently in the die off of blue jays and other songbirds but we are also seeing declining native insect, bee, and butterfly populations.

Associated agencies also continue to affect the future of our Department. Prince George’s County recently released a draft climate action plan. Metrics and other indicators will need to be reported to ensure that County and Commission align.

Our resident wakes up at their home in Forestville and goes on their morning run to Walker Mill Regional Park. After a stop at their plot in the community garden to pick up some fresh produce, they make breakfast and lunches for the family and walk their kids to the bus stop. They catch up on work emails on the walk home thanks to the free community wifi provided through the new mesh wifi system projected from their neighborhood park and before they know it it's time to head to work! Their commute is a breeze now that the Capitol Connector Trail is up and running and they make it to DC in record time. Lunch? A simple salad of community garden grown veggies and a delicious vinaigrette recipe they picked up at one of the free cook what you grow workshops offered by the Department. The commute home gets a little crazy as they forgot about the Farm to Table Festival set up that Parks and Rec has posted signs for and pinged them on social media about. They pick their kids up from North Forestville CC's after school care and get an earful about the nature hike the kids were treated to right in their own neighborhood. Popping by the farmer's market on the way home for some plant positive purchases, they make a quick dinner, get the kids to bed, and reflect on how lucky they feel to live in an area where they truly get to live more play more thanks to such a cool park system.



Our employee wakes up at their home in Largo and goes on their morning ride to Watkins Regional Park. After a stop at the farmer's market, they eat a quick breakfast, shower, and head to work. Their commute is a breeze now that the new Parks and Rec Administration building has consolidated staff placed throughout the county into one mega complex. Lunch? A surprisingly delicious plant-based burger from the Parks and Rec Cafe. On their lunch break they run to get a quick check up on an old injury that's been acting up at the University of Maryland Capitol Region Medical Complex conveniently only a short distance from their job. Today, the Commission is having a fun health and wellness activity in the afternoon and employees get a choice of meditation, yoga, or painting. The park between the campus buildings is alive with bees, birds, butterflies, and other wildlife thanks to the beautiful SDL installation. After an eventful day, our employee heads home. The community wifi beamed from area parks helps them to feel connected even though it's gotten a touch dark and they see a few passbys from familiar Park Police. After they get home, they decide to stream some of their favorites, and they remember to click the donate button on their unused bandwidth to the community pot before turning in for the night.



3.

Our Plan

This is it, our official Sustainability Action Plan for FY 23-27. We've chosen three outcomes in each of the ten principles so that we can better focus our efforts and resources for the next five budget years.

Before the panic sets in, this in no way diminishes all of the focus areas of the previous sustainability plans. Instead, it builds upon their work to create a more focused lens that will help us to actually achieve our aspirations. We know that the overarching goals in 2040, our previous Sustainability Plans, and our County's Climate Action Plan will take longer than five years to achieve, as such we've broken each of the broader goals into digestible bits so that we can truly collect our metrics and define focus areas.

Just because you may not see your favorite goal from a previous iteration does not mean that it will not be included in future Sustainability Action Plans. In fact, we plan to shift focus as goals are 100 percent achieved so that we can continue to work toward truly bringing the Department's Vision and Mission to reality. Sustainability, regeneration, and resilience are all big broad terms. In order to make real progress we must all figure out what we can do within our work programs, through community partnerships, and beyond to affect the most change the fastest. Using One Planet as our framework has helped us to narrow our focus so that we can effectively budget for Sustainability initiatives over the next five fiscal years and beyond.

Health & Happiness

Over the course of the next five years, we'll focus on the following three outcomes:

- Provide mental health and physical wellbeing programming and access that will connect our residents and our staff to their natural world
- Increase our diversity, equity, and inclusion efforts to include not just programmatic but hiring decision considerations
- Promote connections to nature as an essential part of one's life for both mental and physical health outcomes

Through which actions?

- Work with vulnerable populations, such as immigrants, refugees, and returning veterans to develop a community gardening or maintenance initiative
- Ensure that all new construction buildings and renovations include healthy air quality indicators in construction materials choices and adequate levels of light exposure
- Promote an 'active citizenship' perspective rather than a 'deficit' model for elderly or disabled groups, recognizing their possible contribution in terms of knowledge, skill, and experience, providing different opportunities for older people,



- Continue and expand our partnerships with ParkRx and NatureSacred
- Develop and offer to staff and community targetted programming specifically designed to connect to nature

What indicators will we use?

- Obesity rates
- Average local levels of air pollutants
- Number of hours spent in natural world programming by staff and by the community
- Overall satisfaction of people who use our parks or facilities
- Percentage of individuals engaged in at least 30 minutes of exercise every day

- Number of sporting initiatives supported

What are our targets?

- All new construction and renovation includes specific language to our contractors and consultants regarding indoor air quality expectations
- Obesity rates show a net negative change over the course of five years
- Net decrease in levels of local air pollutants in and around our parks
- 60 percent of our residents are physically active by 2027.
- Offer at least 10 hours of staff programming and training designed to increase access to and connection with nature
- Develop one initiative with veterans, immigrants, or refugees
- Launch public awareness campaign for nature benefits

Equity & Local Economy

Over the course of the next five years, we'll focus on the following three outcomes:

- Foster job growth and training opportunities for existing staff and the community through local purchasing, low or no cost apprenticeship, and etc
- Provide flexible work arrangements for all staff including enhanced work from home, flex scheduling, job share, work outdoors, etc
- Increase access to reliable internet in our park systems throughout the county

Through which actions?

- Create partnerships with county schools to provide training, and workforce development in exchange for student grown plant material for park install
- Host SYEPs focused on conservation corps principles in geographically different but accessible sites around the county
- Learn from pilot at Watkins to begin to provide WIFI access in greenspace and potentially beam to surrounding communities
- Pilot an outdoor work location for staff at the Sustainability Learning Center.
- Develop job related trainings on green industry topics for advancement of staff career trajectory
- Develop protocol for park wifi access and usage
- Provide more outreach to area schools about green career opportunities
- Host staff and/or community workshops at the Sustainability Learning Center in related topics such as urban agriculture, sustainable crafts, sustainable landscape maintenance, and etc.

What indicators will we use?

- Ratio of male to female pay

“The environment and the economy are really both two sides of the same coin. If we cannot sustain the environment, we cannot sustain ourselves.”

-Wangari Maathai

- Number of unique IDs utilizing pilot outdoor work location
- Retention rate of SYEP participants year over year
- Percentage of people from disadvantaged groups in employment
- Percentage of staff in flexible work arrangements
- Number of unique IDs accessing park based wifi
- Percentage of certified Fairtrade products or services in the economy
- Ratio of average house price compared to median income
- Proportion of households living without home based broadband
- Percentage of workers on at least the living wage
- Numbers, species, and types of plants grown in county ag and hort schools

What are our targets?

- 100% of employees paid a living wage
- 50% of goods and services by value to be local
- MOUs with County Ag and Hort Schools to grow plants
- Net increase in percentage of people from disadvantaged groups in employment
- Retain at least 1 participant per year in SYEP summer to summer
- Net increase in staff in flexible work arrangements
- Implementation of job related trainings on green industry topics
- At least one workshop hosted at Sustainability Learning Center
- Collection of unique IDs in at least one park based wifi installation



COMMUNITY

Culture & Community

“We are called to assist the Earth to heal her wounds and in the process heal our own - indeed to embrace the whole of creation in all its diversity, beauty and wonder.”

-Wangari Maathai

Culture & Community

Over the course of the next five years, we'll focus on the following three outcomes:

- Celebrate our county's unique cultural identities through programming and festivals
- Empower our communities in shared decision making particularly about how we site amenities and develop parks, develop programming, and connect to service opportunities



- Create a culture of sustainable stewardship at the Department

Through which actions?

- Create opportunities for staff to volunteer on sustainable projects through implementing a fall "Week of Service"
- Engage citizens in participatory design and planning, for example using 'design charrettes', 'planning for real' with 3D models of a local area, or through 'participatory strategic planning', and make residents an equal partner in the master planning processes
- Include heritage features in planning guidelines, e.g. covering local building materials, colors, architectural styles, heights and forms, continuity across buildings, and local or regional climate resilient plant species

- Develop staff speaking points and trainings for integration of sustainability concepts into Departmental programming
- Host focus groups on programming with staff and the community
- Launch a public campaign to increase active participation in our sustainable programming, focus groups, design charrettes, and other participatory experiences

What indicators will we use?

- Number of community groups and staff involved in participatory design
- Crime rates on park property
- Number participants and projects completed per year during Week of Service
- Percentage of programming with sustainability speaking points integrated
- Number of annual community events and activities
- Percentage of people who have volunteered in the last twelve months
- Number of people visiting our local cultural sites in the past twelve months
- Number of cultural festivals held per year throughout the park system

What are our targets?

- 40% of community center after school programs making sustainable living a core part of the curriculum
- Net increase of co-design workshops held per year
- Overall reduction in violent crimes on park property
- Host at least one fall Week of Service with all sustainability projects completed
- Increase in public volunteer activity in sustainable projects
- Implementation of trainings with programmers and naturalists
- Internal staff sustainability training integrated into onboarding
- Development of biannual check in trainings with each Division to set targets and monitor performance
- Sustainability component in all Departmental programming

“WHEN WE SEE LAND AS A COMMUNITY TO WHICH WE BELONG, THEN WE MAY BEGIN TO USE IT WITH LOVE AND RESPECT.”

-ALDO LEOPOL

Land & Nature

Over the course of the next five years, we'll focus on the following three outcomes:

- Increase biodiversity to include native plants, insects, birds, and other wildlife
- Ensure access to adequate nature for our residents to promote the vital two way connection between people and the natural world
- Break even on the number of native trees removed each year and the native tree species we plant each year systemwide

Through which actions?

- Adopt a biodiversity governance charter that specifies policies on: native plants and habitats; use of pesticides, herbicides and fertilizers; pruning, weeding and replanting; & areas of outdoor activities
- Start intensive rehabilitation projects; develop a native tree nursery for system wide restoration purposes
- Avoid excessive 'tidiness' of natural habitats within an urban park e.g. removal of fallen leaves and dead wood reducing biodiversity
- Control access to natural areas to reduce the level of human-instigated biodiversity destruction (e.g. fencing; paths; boardwalks etc.)
- Expand Sustainable Design Landscape principles to all new landscaping installations including the creation and enforcement of maintenance plans

- Plan plantings to ensure continuous blooms throughout growing season that provide continuous, diverse food supply to bees, pollinators, and other wildlife
- Train relevant staff in biodiversity conservation, management skills, the identification of weeds, native and priority species, etc
- In parks, squares, and amenity space, establish species-rich lawns, ornamental

**“TO BECOME NATURALIZED IS TO LIVE AS IF YOUR CHILDREN’S FUTURE MATTERS, TO TAKE CARE OF THE LAND AS IF OUR LIVES AND THE LIVES OF ALL OUR RELATIVES DEPEND ON IT.”
-ROBIN WALL KIMMERER**

trees and shrubberies using native species; select ornamental plants for their benefit to local fauna; plant grassed areas with a mixture of wildflowers, clover, and native grasses that do not need to be mowed

- Create an IPM work program to include one Countywide IPM Coordinator and a team assigned to be responsible for pesticide/herbicide/fertilizer usage along with overall

contract governance

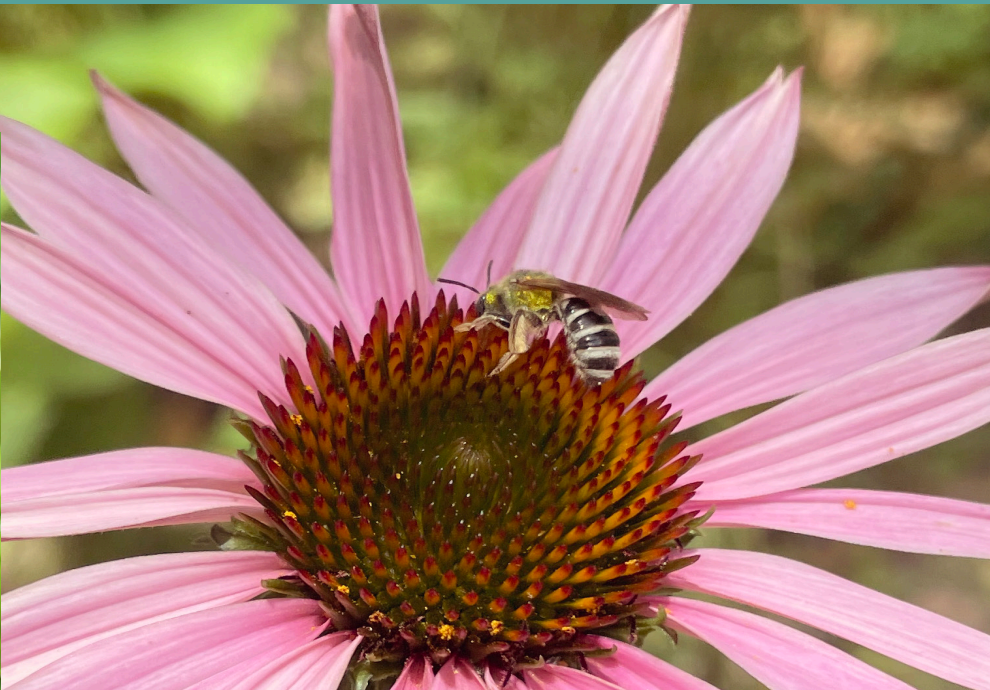
What indicators will we use?

- Total number of iNaturalist observations within the whole park system
- Number of iNaturalist observations prior to SDL or EDGE intervention vs. after intervention in 2nd growing season.
- Acres of native plants planted
- Number of trees planted per year with species counts
- Acres of habitat restoration projects
- Net change in green space
- Number of staff trained in conservation landscape practice
- Net pesticide and fertilizer usage system wide

What are our targets?

- No net annual negative change in area of green surfaces on Commission land
- Increase total number of iNaturalist observations by 5% each year over the whole park system
- Show a net increase in diversity of observations prior to and after any native plant introduction/intervention
- Net positive (or at least neutral) distribution of native trees on Commission land
- Net positive increase of native plant installations or completed habitat restorations
- All landscape teams at FSD trained in conservation landscape practice, 40% of all NRPD and SRPD teams trained
- Onboarding of Countywide IPM Coordinator
- Overall reduction in pesticide, herbicide, and fertilizer use

SPOTLIGHT ON SDLS



Landscape Designer, a Naturalist Educator, a Landscaper, and a Horticulturist have created and installed seven landscapes accross the Department so far. Their hard work paid off when they were awarded the Project of the Year award by the Prince George's Beautification Committee for the landscape at Wells Linson. The team continues to receive requests for SDLs quite regularly and has worked with staff across the Department to install at various locations with various limitations and opportunities. At PRP for example, the garden is used to quite literally farm Monarch caterpillars.

The plants in each of the installations follow an 80 percent native straight species to 20 percent cultivar or native to the US but not quite Maryland cut. This mirrors the 80 percent specialist to 20 percent generalist ratio found in our native insect populations. Since launch, the project has installed over 2 acres of native plant landscaping and has served as a guidance landscape for partnership programs with CBLP and even the University of Maryland Landscape Architecture program. Additionally, increased species diversity has been tracked at each installation to various levels when compared

to the surrounding neighborhoods/park areas. The team has also partnered with the Maryland Master Gardeners for a maintenance initiative that will begin in the spring of 2023.

The team is limited in the number of installations we are able to install for budget, maintenance, and work allocation purposes, but each of the landscapes is expected to decrease in maintenance time during growing seasons. Many park goers and facility users ask after the plants and planting combinations, providing a kind of grass roots wellspring of interest in native plants. Overall this program is one that could be extended to new construction, renovations, and even used to retrofit existing beds. It creates beautiful, four season interest, low maintenance landscapes for our Department.



Sustainable Water

WATER

“Being naturalized to place means to live as if this is the land that feeds you, as if these are the streams from which you drink, that build your body and fill your spirit. ”

-Robin Wall Kimmerer

Over the course of the next five years, we'll focus on the following three outcomes:

- Invest in cistern technology and fully realize opportunities through work with facility staff
- Have a positive impact on Stormwater Management through blue green infrastructure development, BMP retrofit, research opportunities, and responsibly managing water on our land
- Develop a framework of responsible use of potable water

Through which actions?

- Conduct survey of potential water-saving measures across sites, e.g. using dual flush cisterns, rainwater harvesting, and greywater reuse
- Implement a water efficiency retrofit across properties.
- Create or rehabilitate BMPS so that they manage and treat water effectively as well as providing benefits

- Increase infiltration in urban areas, through permeable land cover and road surfaces, and combine this with underground storage; utilize green infrastructure design methods such as green rooftops, porous pavements for low-traffic areas, minimization of impervious surfaces, narrower streets, rain harvesting, extensive tree canopies over impervious pavements to intercept rainfall, and other strategies

What indicators will we use?

- Average total water consumption (gallons/facility/year)
- Percentage reduction in potable water consumption (gallons/facility/year)
- Percentage of non-potable water used to irrigate landscaping
- Number of people living in high flood or drought risk areas
- Number of installed greywater reuse applications system wide
- Percentage of land area that is water permeable
- Number of functional BMPs

What are our targets?

- All new construction and renovation includes specific language to our contractors and consultants about BMP permeability and green infrastructure best practice.
- 100% of water for irrigating landscape to be non-potable
 - BMP retrofit infrastructure plan with priorities for implementation
- Overall reduction in total water consumption Department wide
- No net decrease in permeable land



Local & Sustainable Food

Over the course of the next five years, we'll focus on the following three outcomes:

- Park properties begin to produce local sustainable produce
- Increase our plant-based offerings through our own internal catering process and the concessions we sell to the public
- Use our resources to help our residents to become food secure/food just/food sovereign

Through which actions?

- Open a pilot urban farm on a closed access site (Randall Farm) with produce to be donated to area foodbank
- Require farmers producing on park land to donate a portion of their seconds and thirds to area food banks
- Adopt a policy to buy Fairtrade foods in at least four categories including tea and coffee
- Adopt a policy to buy only sustainable fish: buy fish that is MSC certified, or better still, avoid any fish on the Greenpeace red list
- Adopt a policy to buy local, seasonal, organic or other sustainable food where possible



- Develop food justice programming to be delivered to all county elementary students in grade 4 with PGCPs
- Host more farmers markets on more diverse commission properties
- Include local produce and plant based options as a requirement for catering vendors

What indicators will we use?

- Food growing space (ft²/person)
- Number of plant-based entrees sold
- Number of plant-based entrees purchased through catering vendors
- Number of students completing our food justice programming

- Amount of food donated by weight from Randall Farm
- Amount of farmers markets hosted and number of locations
- Tonnage of produce donated from farmers producing on our land

What are our targets?

- 50% of fresh vegetables used in catering to come from local farms (50 mile radius)
- At least 4 individual classes completed in food justice pilot
- 2 Tons of produce donated from farmers on our land
- Overall increase in number of plant-based offerings and those which use local, seasonal produce to the public and to our staff
- At least one crop per year donated to an area foodbank from our pilot at Randall Farm

Travel & Transport



Over the course of the next five years, we'll focus on the following three outcomes:

- Prioritize investment in connectivity of trail system, so that it is attractive to walk or cycle for the majority of local travel.
- Continue to decrease our overall Departmental transport carbon footprint
- Care for, maintain, and update our existing trail system in an equitable way

Through which actions?

- Increase our adoption of electric or

alternative fuel vehicles as we upgrade and make changes to our fleet

- Ensure internal electric charging infrastructure is in place prior to assigning electric fleet vehicles
- Encourage a robust work from home and/or alternative work schedule collective and truly plan for a transition of office space needs
- Leverage Microsoft Teams to encourage online collaboration and meetings, avoiding the need for travel
- Ensure there are clear and simple wayfinding signs established across our entire trail system to help cyclists, pedestrians, and other users to connect their journeys and make our trails more legible
- Repair, replace, and redesign our aging trail infrastructure to include considerations for maintenance,, public space, vibrancy, native plant habitat, and wildlife cooridoring
- Create a trails team and associated work program to handle maintenance concerns

along all trails new, existing, and planned system wide

- Include language to our contractors and consultants about EV spots and EV charge readiness in our new construction and renovation documentation
- Continue to expand our partnership with area utility providers to offer public EV charging justly across our county

What indicators will we use?

- Percentage of staff commuters using alternatives to single occupant vehicles
- Trail crime stats
- Miles of trails resurfaced and upgraded
- Number of in person meetings vs. virtual
- Percentage of trails with clear easy to see and to read wayfinding
- Number of secure biking spots
- Percentage increase in trail users
- Number of EV charging spots by 2027

What are our targets?

- Overall decrease in trail crime stats
- 30% replacement of our passenger fleet with electric vehicles
- 500 secure biking spots in 2027
- 50% of trails have clear easy to see and to read wayfinding
- Net increase in miles of trail resurfaced and upgraded
- Creation and full staffing of trails team by FY 25
- Overall increase of staff commuters using alternatives in their commute



Materials & Products

Over the course of the next five years, we'll focus on the following three outcomes:

- Develop a framework for responsible salvage of demolitions, renovations, and new construction for the Department
- Continue to decrease our overall Departmental environmental footprint
- Review RFP and procurement process to make it easier to purchase sustainable products, fund sustainable projects, include language to our contractors regarding sustainability practice or procedure, and account for the increased funding needed in some infrastructure or building projects



Through which actions?

- Use paper that is recycled (e.g. NAPM) or sustainably sourced (e.g. FSC certified); reduce overall use
- For construction, use recycled road materials, reclaimed or sustainable timber (e.g. FSC certified) and low embodied energy materials
- Buy wood products from recycled or reclaimed wood or sustainable new timber (e.g. FSC certified)
- Reduce plastic use, buy recyclable plastics, use alternatives to PVC, and buy cleaning products with reusable containers / in bulk

“Reducing our levels of consumption will not be a sacrifice but a bonus if we simply redefine the meaning of the word ‘success.’”

-David Wann

- Promoting products which help people reduce consumption and help people in the sharing of resources
- Begin a commission wide review of RFP and procurement process to baseline standards and explore the potential for some revisions
- Explore carbon capture building technologies as they come available such as solidia concrete, bioplastics, CLT, glavel, mycelium insulation, and etc

What indicators will we use?

- Percentage of materials salvaged in construction projects
- Reams of paper used
- Percentage recycled and renewable construction materials
- Square feet of carbon neutral flooring and building materials
- Amounts and types of carbon capture building technologies explored

What are our targets?

- The Department buys 100% of wood products which are certified as sustainable
- 100% of new construction and retrofits have a sustainable materials strategy
- At least one installation of a carbon capture building material technology such as solidia concrete, bioplastics, CLT, glavel, mycelium insulation, and etc
- Increase in carbon neutral or negative material selection such as flooring, wall coverings, foundations, etc.

“There is no such thing as ‘away’. When we throw anything away it must go somewhere.”

– Annie Leonard

Over the course of the next five years, we'll focus on the following three outcomes:

- Maximize upcycling, reuse, and recycling across the Department and potentially for our residents
- Divert a larger percentage of our waste from both the landfill and the recycling streams
- Re-energize our recycling program responsibly within international guidelines and considerations

Through which actions?

- Pilot composting operations that are replicable and scalable at the Sustainability Learning Center
- Encourage more Community Centers to adopt sustainable practices
- Offer programming in adaptive reuse and upcycling crafts
- Ban single use plastics in our parks and facilities and offer cost effective alternatives for those who need single use plastics

- Develop a training for recycling that will work across all of the Department's diverse work programs
- Develop upcycling and sustainable crafts and etc to include in programming

What indicators will we use?

- Recycling tonnage
- Waste tonnage
- Composting tonnage
- Number of programs offered centered around reuse or upcycling

What are our targets?

- Diversion rate of 75% including construction waste, recycling, composting, and etc
- 40% overall reduction in total solid waste
- Development of a general staff recycling training with updates each year by FY 24
- 5% of programs include reuse or upcycling as part of curriculum (e.g. a craft)





ENERGY

Zero Carbon Energy

“Unless someone like you cares a whole awful lot, Nothing is going to get better. It’s not.”

-The Lorax (Dr. Seuss)

Zero Carbon Energy

Over the course of the next five years, we'll focus on the following three outcomes:

- Ensure energy consumed is supplied by non-polluting renewable energy generated onsite or at an offsite facility on park property



- Convert all yard equipment (mowers, blowers, sticks, etc) to electric

- Solar charging infrastructure in place to support EV fleet conversion

Through which actions?

- Solar arrays are required for all new construction to make up all or part of energy consumed on site.
- Base-map where retrofits of existing infrastructure can take place to support onsite solar.
- Get at least two additional solar arrays built on park property
- Research feasibility of installation of wind generation
- Explore technologies that do not tie to the grid such as solar outdoor worktables, solar pole lighting, solar shade structures, and etc
- Develop and implement solar EV charging infrastructure plan

What indicators will we use?

- Greenhouse gas emissions from buildings compared to baseline
- kWh provided by solar energy installations
- Number of solar fields on Department property
- Amount of facilities supported by solar or wind energy
- Percent electricity purchased from utility company
- Number of EV charging stations at or near employee work location available for business use
- Number and type of solar technologies employed system wide
- Percent electricity supported by wind generation

What are our targets?

- All new construction and renovation includes specific language to contractors and consultants regarding solar requirements
- Design at least one new construction building to the standards set forth by the Living Building Challenge or Passive House (Passivhaus)
- 20% of energy consumed is supplied by non-polluting renewable energy generated onsite or at an offsite facility on park property
- 100% of all yard equipment (mowers, blowers, sticks, etc) converted to electric
- Solar EV charging infrastructure at or near completion with additional language to contractors included for all future construction
- Solar infrastructure retrofits underway on at least one large Departmental facility
- Solar technologies that do not need to tie to the grid become normalized in the construction and master planning process
- Consultant generated solar retrofit plans in place at two or more facilities
- Overall reduction of GHG emissions from buildings as compared to our 2019 baseline

**“THE FUTURE WILL BE GREEN, OR
NOT AT ALL.”**

- JONATHON PORRITT

4. Wrap-Up

As an organization, the Department has a real opportunity as well as an obligation to our residents and to our staff to stride purposefully forward on the pathway of regenerative sustainability. It is no longer just about conserving and protecting our resources for the next generation. If we do not take steps to actively begin to heal the Earth and the damage caused by previous generations, we run the risk of exceeding our planetary limits beyond the point of no return. This action plan is intended to focus our collective efforts across a vast array of work programs and disciplines over the next five years. As you may imagine, these goals link to larger outcomes relating to our County Climate Action Plan, our own 2040 Master Plan, Practice 6-40, and even previous iterations of our Sustainability Plans. We all can agree that making strides together in a focused direction will lead us to our end point more efficiently, with more respect to our fiscal situation, and with the greatest conservation of resources.

Sustainability is a fairly new work program within the Department and in fact in the Commission but the ethos of wanting to heal and protect the Earth goes back to our very roots as a Commission. In fact, our very Department's vision and mission are intricately tied to the notion of this environmental thinking. Currently, Sustainability is a two-person team serving an entire Department and a very vast and ever-growing work program. Over the next five years, just as an internal reminder, we'd like to look at adding a few positions to round out our offerings and decrease burnout levels.

We're all familiar with the tried-and-true environmental programs and slogans but the team recently began to delve deeply into local indigenous



eco knowledge, and this ethos is what drives some of what we offer in this document. Quotes from some of our favorite books have been sprinkled throughout this document. We'd also like to thank all of the participants of our focus groups. Without their knowledge and expertise, this document wouldn't be nearly as rich or comprehensive in nature.

Interested in learning more?

- Braiding Sweetgrass-Robin Wall Kimmerer
- Unbowed-Wangari Maathai
- 1491-Charles C. Man
- Honey Bee Democracy-Thomas Dyer Seeley
- The Archipelago of Hope: Wisdom and Resilience from the Edge of Climate Change-Gleb Raygorodetsky