

Hobart and William Smith Colleges

Diversity, Equity and Inclusion Policy for the Office of Sustainability

The three main facets of sustainability are a healthy environment, economic prosperity, and social equality. As such, the Office of Sustainability works to engage, empower, and support faculty, staff, and students to create sustainable solutions on campus that encompass all three facets. We believe that diversity is a key part of these solutions and continually seek to improve our development, training, and programming to represent all voices on campus.

Staff / Professional Development

Our office is committed to continued improvement of our procedures, actions, and processes; especially as it relates to working with underserved or underrepresented groups on campus. To stay updated and ensure these efforts are at the forefront, we are committed to the below policies.

- Reflecting the three facets of sustainability; one-third of all presentations attended by representatives from the Office of Sustainability, at local, regional, or national conferences, will be about social equality, diversity, environmental justice, or inclusion.
- Each semester, staff members from the Office of Sustainability participate in at least one webinar focusing on a topic such as implicit bias, social equality, diversity, environmental justice, or inclusion as they relate to higher-education settings and student involvement.
- Every year our staff members, student interns, and EcoReps will go through HWS Safe-Zone training.

Programming

When putting on events and outreach / education activities the issues addressed will not always and solely be focused on environmental issues. We will highlight the importance of social equality in sustainability and ensure proper respect is paid to cultural heritages, traditions, and differences. Examples of these efforts can be found below.

- For our Environmental & Social Justice film series, we are partnering with Africana studies professor Marilyn Jimenez to show a film related to water justice affecting diverse populations. Both the eco-reps and her students will be in attendance to help introduce students to different and diverse groups of people who share a common interest.
- Staff members will collaborate on campus partners on events or other outreach / education campaigns to bring awareness and acceptance to many issues. Serving on the Health, Wellness, & Diversity committee will be the avenue for much of this collaboration.
- The Office of Sustainability helps to organize and carryout the Community Sale, an event which reduces items in the landfill, and provides goods to the community at an affordable cost.
- EcoRep tabling and BinMasters seek to engage the entire population of the Colleges through consistent outreach to all students at a variety of locations which attract a wide array of all students.

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Training & Recruitment

We want to be sure to make ourselves as accessible to everyone and have no implicit bias in our engagement focus, recruitment efforts, or outreach locations. As such we have taken the following steps.

- Our EcoRep certification survey includes questions with a broad focus to test/inform students about social and environmental justice issues.
- The advertising and hiring of our tabling outreach internship position is specifically for students who are not part of EcoRep program to expand the reach of the Office and compensate those who are interested. This paid position encompasses the three aspects of sustainability with environmental, economic, and social equality.
- HR distributes a brochure of sustainability initiatives to all new employees. There is a section covering diversity of our employees, student body, and the Geneva Community. It includes information about social justice challenges and how we we can and are working together to solve them

Advocacy

The Office of Sustainability is committed to visibly demonstrating our commitment and support to peoples of all backgrounds.

- Each staff member attends one event per semester put on by a cultural club on campus.
- Before public events hosted by the Office of Sustainability, we acknowledge that we are standing up and landed originally belong to Native Americans and to respect their heritage and culture.
- Food inequality and lack of accessible fresh produce, known as a food desert, disproportionately affects people of color and low social economic status. Our Little Free Farmstand provides targeted support for this issue by offering free vegetables and fruits from the HWS farm and is in a designated food desert.
- The Day of Service helps local non-profits and community centers, many in economically stressed areas of Geneva. Our staff will attend and lead a group of EcoReps to support this cause and will educate HWS students about the local community, promoting stewardship and understanding between the campus and Geneva.
- We work with students who have excess snack money and purchase nonperishable goods to donate to our Pass the Plate Food Pantry, located on campus for other students to use.