

2021 Union Theological Seminary Climate Mobilization Action Plan

Introduction:

The following document outlines policy recommendations to be adopted into Union Theological Seminary's 10-year Climate Mobilization Action Plan (CMAP). It has been assembled by the Eco-Justice Caucus and consists of best practices from the Green Seminary Initiative's Green Seminary Certification requirements and recommendations from The Climate Mobilization and the Democracy Collaborative. Though the Green Seminary Initiative is not presently conducting its certification program, we still believe that its aims and principles are the right ones for Union Theological Seminary to pursue. It is intended to serve as further basis for collaboration and best practice recommendation for the purpose of mobilizing Union to meet the challenges and opportunities of the climate crisis.

Purpose:

The purpose of this document is to make policy recommendations for Union Theological Seminary's CMAP. The primary goals of the CMAP are outlined in the "RESOLUTION FOR THE CREATION OF A CLIMATE MOBILIZATION ACTION PLAN AT UNION THEOLOGICAL SEMINARY IN THE CITY OF NEW YORK" and are: 1) developing practical and pedagogical partnerships with Indigenous communities; 2) zero-emissions by 2030; 3) institutional resilience to the effects of climate change; and 4) a yearly community assembly to assess progress in the 10-year plan. It has been divided into the following three policy areas:

Policy Areas:

1. [Education and Community Programming](#) - This group of policies is intended to shape the pedagogical environment at Union both in the classroom and outside. It covers the community assembly, curriculum, faculty development, spiritual formation, worship, and their community programs.
2. [Facilities and Sustainability](#)- This group of policies is intended to reduce Union's ecological footprint to climate realistic measures and ultimately achieve zero carbon emissions. Moreover, they are intended to prepare Union for a climate chaotic future by building institutional and community resilience.
3. [Eco-Justice, Engagement, and Resilience](#): This group of policies is intended to address the climate crisis as an intersection of social crises, mandate Union's active participation in and solidarity with ecojustice and climate mobilization, and prepare Union for the current climate reality and future climate chaos.

Education and Community Programming

1. Community Assembly and CMAP Education
2. Curriculum: Theology and Ecology
3. Faculty Development
4. Spiritual Formation
5. Liturgy, Ritual, and Worship
6. Worship Competence

1. COMMUNITY ASSEMBLY AND CMAP EDUCATION

Goals:

- A. Every year in the Spring semester, Union will host and facilitate the Community Assembly Process with the purpose of evaluating CMAP progress, altering the plan to meet new and discovered challenges, and continuing the democratic mandate of the mobilization. - *(Eco-Justice Caucus)*
- B. Community Assembly will be coordinated by Eco-Justice Caucus, Center for Earth Ethics, and/or a paid student position.
- C. At the beginning of every Spring semester, the compiling of a CMAP progress report begins and is presented to the incoming Community Assembly. - *(Eco-Justice Caucus)*
- D. Community Assembly Student handbooks and orientation will be updated yearly to provide information on the CMAP, the role of students, and opportunities for involvement. Hold an Information session every Spring before the yearly Community Assembly. *(Eco-Justice Caucus)*
- E. Develop interdepartmental and campus-wide communication systems to coordinate the mobilization and provide transparency on UTS' progress. - *(President's Office)*
- F. Provide consistent staff training on CMAP goals, related policies, and implementation and reporting processes. - *(President's Office)*
- G. Update staff responsibilities to include achievement of CMAP goals, when appropriate for their roles. - *(President's Office)*

2. CURRICULUM: THEOLOGY AND ECOLOGY

Core Goals:

- A. The seminary offers at least three elective courses each academic year related to theology and ecology. *(Academic Affairs)*

- B. A course audit for courses that perpetuate vestiges of the Doctrine of Discovery and promote human domination. *(Academic Affairs)*
- C. Ecological concerns, including those related to environmental justice, are integrated substantively into at least two required or core courses each year, such as Bible, Theology, Ethics, etc. through readings, presentations, or other pedagogical means. *(Academic Affairs)*
- D. The school offers at least one public theology and ecology related lecture or presentation special event annually. *(Academic Affairs/President's Office)*
- E. The school will host an interreligious panel on ecotheology representative of the faith traditions present at the school. This event may be public or Union-only, with invited speakers, professors, and students across faith traditions. *(Academic Affairs/President's Office)*

Additional Goals.

- A. Faculty members integrate related content into additional required courses, with at least one full class session devoted to this topic. Each required course, beyond that which meets the requirement above, counts as one additional certification elective. In close coordination with the community programming efforts, (see Section 7) integrate related topic into additional required courses, making connections between eco-justice and racism, ableism, and other forms of oppression, with at least one full class session devoted to eco-justice and the multifaceted impact of the climate crisis. *(Academic Affairs)*
- B. Faculty members integrate related content into additional elective courses. Each required course, beyond that which meets the requirement above, counts as one additional certification elective. *(Academic Affairs)*
- C. The school offers an ecological, creation care, or environmental justice concentration or certification, either on its own or through a consortium of seminaries. *(Academic Affairs)*
- D. Students have the opportunity to take courses on ecology, environmental science, environmental policy/law/advocacy, environmental justice, eco-humanities, or related subjects at the seminary or in other university settings. *(Academic affairs)*
- E. The school offers field study experience with organizations working on environmental or eco-justice issues in ministry settings, internships, cross-cultural or immersion experiences, or other means. In close coordination with community programming efforts, the school intentionally builds relationships for field study experiences related to environmental justice with organizations in Harlem and/or local NYC community. *(Field Education Office)*
- F. The campus library offers substantial access to periodicals, books, videos and other materials in a range of areas of theology and ecology. *(Library)*

3. FACULTY DEVELOPMENT

Core Goal

A. The seminary, on its own or in collaboration with educational institutions regularly facilitates substantive faculty/instructor development in relevant areas within theology and ecology.

(Academic Affairs)

Additional Goals

- A. During the seminary's mobilization a substantial number of faculty members carry out public scholarly activity addressing the relationship between religion and ecology. This activity may include submission of articles or chapters to scholarly journals or books, lectures, blogs, sermons. *(Faculty)*
- B. Faculty members engage with their peers to offer multi-disciplinary or integrated classes which link religious, ecological, and social justice themes. *(Faculty/Academic Affairs)*

4. SPIRITUAL FORMATION

Core Goal

- A. Union demonstrates growth in holistic teaching and learning by offering courses that integrate eco-spiritual formation, including eco-spiritual formation for students of all faith traditions, in its broader strategy, into academic learning. *(Academic Affairs)*
- B. The seminary includes eco-spiritual formation, including eco-spiritual formation for students of all faith traditions, in its broader strategy for student spiritual formation. *(Peer Chaplain Team)*

Additional Goals

- A. At least one course or spiritual formation program offered annually through the seminary, or consortium of seminaries, is focused specifically on eco-spiritual formation. *(Academic Affairs)*
- B. Field trips and outreach experiences that foster eco-oriented spiritual formation are offered regularly. *(President's Office)*
- C. At least one course or spiritual formation program includes time spent experiencing and learning about the local ecosystem and its human and beyond-human inhabitants, threats to its health, and efforts to protect and restore it. This time spent in the local ecosystem should integrate reflection, prayer, or other forms of spiritual practice. *(Academic Affairs)*
- D. At least one course or field placement offers students the opportunity to learn about the spirituality of resistance and public engagement, including understanding the impacts of environmental degradation on vulnerable communities and how to be engaged in

activism around such degradation. *(Academic Affairs/Field Education Office)*

- a. Partnership with Sweet Water Cultural Center
- E. At least one full-semester course or full-semester spiritual formation program will be offered which centers the body as a way of knowing, challenging the mind-body binary which is complicit in ecological exploitation. *(Academic Affairs)*
- F. At least one full-semester course or full-semester spiritual formation program will be offered which prioritizes place-based, land-oriented ways of knowing and ways of learning. *(Academic Affairs)*
- G. At least one full-semester course or full-semester spiritual formation program will be offered which centers the body as a way of knowing, challenging the mind-body binary which is complicit in ecological exploitation. *(Academic Affairs)*
- H. At least one full-semester course or full-semester spiritual formation program will be offered which prioritizes place-based, land-oriented ways of knowing and ways of learning. *(Academic Affairs)*

5. LITURGY, RITUAL, AND WORSHIP

Core Goals:

- A. Liturgies, rituals or worship services with an environmental focus are held at least once per semester, during the time that the seminary community normally gathers for liturgy/ritual/ worship. *(Chapel Team)*
- B. Eco-related elements such as prayers, sermons, ecologically-oriented readings, passages from sacred texts, music, praise and thanksgiving, confessions, laments, and praises are incorporated into services, communal prayer, or liturgies at least four times each semester. *(Chapel Team)*
- C. Ecotheological interfaith dialogue is promoted through an interfaith liturgy, ritual, or worship service each semester whose lead organizers are members of non-Christian faith traditions at Union. *(Student Senate, Interfaith Justice Caucus?, Chapel Team)*
- D. The seminary commits to holding accessible outdoor liturgy and ensures that locations and content of the liturgies, rituals and services are accessible to all, including those who use wheelchairs, mobility aids, and/or assistive technology. *(Chapel Team)*

Additional Goals

At least once per year, the seminary holds an accessible outdoor liturgy, ritual or worship service focused on creation-care, environmental justice, or eco-spiritual themes, ensuring that the location and content of the liturgy/ritual/service are accessible to all, including those who use wheelchairs, mobility aids, and/or assistive technology. *(All-- Chapel Team)*

- A. The seminary chapel or worship space regularly utilizes environmentally sustainable

- elements, such as plants, natural and organic elements for religious feasts and rituals, organic bread and wine/juice, and other items appropriate to the religious tradition.
- B. The seminary chapel makes use of imagery and sounds related to the natural world or its degradation at least once each semester.
 - C. The seminary organizes an interfaith environmental service once per calendar year.

6. WORSHIP COMPETENCE

Core Goals

- A. Annually at least one seminary course on liturgy, ritual and/or worship will include one full class session or more (or equivalent) on the integration of environmental themes (see definition for section A) into these activities. *(Academic Affairs)*

Additional Goals

- A. A course on preaching will include one full class session or more (or equivalent) on preaching on themes of creation care, the intersection between environmental protection and social justice, and related topics. *(Academic Affairs, Faculty)*
- B. The seminary will offer an elective course on ecological hermeneutics and textual interpretation at least once every four semesters. *(Academic Affairs)*
- C. The seminary will offer an elective course on ecologically oriented worship as described in B1 at least once every four semesters, which will include teaching on the use of music in relation to environmental concerns. *(Academic Affairs)*

Community Programming

Core Goals

- A. The creation of a fellowship, work-study, and/or staff position to oversee implementation of CMAP goals. *(Executive Team)*
- B. Encourage student-facilities collaborations. In particular, educate students on facilities operations (cleaning, maintenance, waste removal). *(Facilities, Student Senate)*
- C. Field trips to recycling and composting centers. *(Student Senate/President's Office)*
- D. The creation of a fellowship, work-study, and/or staff positions to implement community and educational programming. *(Executive Team)*
- E. A combination of fellowship, work-study, and/or staff positions to implement the responsibilities above. *(Executive Team)*
- F. Community dishwashing tubs for community meals and all public events co-sponsored by Eco-Justice Caucus. *(Facilities, Student Senate)*

- G. Community/rooftop gardening. *(Facilities)*
- H. Outdoor excursions: biking, kayaking, birdwatching, plant study, foraging, litter cleaning, protesting, camping, hiking, stargazing, nature photography, with a commitment to creating regular excursions that are accessible to disabled folks, including people who use wheelchairs, mobility aids, and/or assistive technology, people with sensory-related disabilities, and people who live with chronic pain or chronic illness and need regular access to medications or medical supplies. *(Student Senate)*

- I. In partnership with [Riverkeeper](#), creation of a citizen science lab at Union Theological Seminary to monitor soil pH/toxicity levels, Hudson River water quality, creature care, and biodiversity levels. *(Facilities, President's Office)*

Facilities and Sustainability

1. [Energy](#)
2. [Water](#)
3. [Waste](#)
4. [Materials](#)
5. [Grounds](#)
6. [Food Service](#)

1. ENERGY

Mid-Term Goals - (All Under of Office of Facilities unless noted otherwise)

- A. Zero Carbon Emissions by 2030.
- B. All new buildings must be powered by 100% renewable energy and existing buildings must be retrofitted to achieve this standard.
 - a. Hastings is a giant step towards our long term goals with our state of the art plant, energy efficient equipment chillers,pumps,boilers,and heat exchangers will definitely assist in reducing energy cost .

Short Term Goals (By 2025).

- A. Union Theological Seminary will conduct an energy audit meeting [ASHRAE Level 1](#) standards of its facilities.
 - a. A campus-wide Greenhouse Gas Emissions Inventory, to be utilized early on to evaluate progress and target emission-goals.
- B. The seminary will continue to benchmark and monitor its energy use through [EPA's Portfolio Manager](#)³ and establish a plan to reduce its carbon footprint by a minimum of 15% annually.
- C. Union will establish emissions-reduction, waste management, etc. goals and milestones while initial assessments will guide targeted reduction and improvement initiatives to achieve those goals. Each department will be issued specific objectives and milestones (for each category) they are expected to achieve as well as strategies and initiatives to undertake.
- D. Union will purchase VER's (AKA, Carbon offsets), for the purpose of LEED points within the just completed Capital Project.
- E. Union has installed motion type sensors on most lighting controls within the newly

renovated Dormitory, greatly reducing the energy usage coupled with a majority of lighting being LED based.

- F. Union has installed touchless motion type dispensers and converted 85% of them from battery use to electric, greatly reducing the need for batteries to be discarded.
- G. Union will ensure that all major decisions of the seminary are informed by a carbon emissions reduction value assessment, just as they are now by a risk assessment. Put in place systems and staff in every office and department to help achieve these decarbonization goals and manage reporting (Ex. [Oxford Climate Action Plan](#), pg 2).
- H. Each policy should include a carbon emissions impact statement, similarly to how policies include financial impact statements. Assessed impact must be aligned with milestones and goals set by the CMAP - *(Facilities and Office of President's Office)*
- I. The CMAP community assembly-- with guidance from the expert panel-- will develop procurement criteria that will be implemented campus-wide. This will include a [Lifecycle Cost Analysis](#) that will inform low-carbon procurement practices. Additionally, criteria should include preference for local business; recycled and sustainable materials; and fair trade practices. *(Eco-Justice Caucus)*
- J. To reduce the seminary's greenhouse gas emissions and to expose students to best practices in energy conservation, energy efficiency, and renewable energy, the seminary will implement energy conservation and efficiency efforts and utilize renewable energy as needed to reduce its carbon footprint by at least 15% annually.
- K. Facilities will implement a heating and cooling plan to reduce energy use in the summer and winter months.
- L. Implement other energy reduction community practices and education as developed by community assembly.
- M. Update building appliances reliant on fossil fuels no later than 2025
- N. Passive solar potential must be evaluated when determining the design and orientation of a new building space.
- O. The seminary community will reduce the amount of paper consumption by 50% by 2025, and then evaluate future goals at that time.
 - a. By the Fall of 2021, all handouts for classes must be electronic. *(Academic Affairs)*
 - b. By the May of 2022, one copier must be removed from the Union campus.
 - c. All administrative offices must be equipped with a scanner.
 - d. All photocopiers must have scanning capabilities.
 - e. Reduce the printing. Reduce the printing
 - f. Union Community members can make a reasonable appeal for printed material and other accessible accommodation needs.
 - g. Professors will be encouraged to place on reserve a limited number of physical copies of class reading materials for student use. This is in order to eliminate wasteful printing of class materials that end up getting thrown out. *(Academic*

Affairs)

- h. The seminary will collaborate and encourage with Columbia University Library System and Burke Library to digitize all resources that they are able to and keep in a database for student use. *(Burke Library, etc.)*

2. WATER**Mid- Term Goals** *(All Facilities)*

- A. Union Theological Seminary will reduce its water use by 50% by 2030.
- B. Installation of more residential filtered water stations.
- C. The seminary will implement rainwater capture systems on campus. New building spaces must incorporate design for greywater and non-toxic rainwater collection systems whenever possible.
- D. By 2025 the assembly will investigate the efficacy of installing composting toilet systems for new buildings and converting existing sewage and/or septic systems .

Short Term Goals

- A. Union Theological Seminary will conduct an annual water use audit.
- B. The seminary will decrease its water use by at least 6% annually, take steps to protect water quality, and expose students to best practices in these areas.
- C. The seminary will benchmark its water use and take steps to reduce its water use by at least 6% annually.
- D. The seminary will evaluate its impact on water quality and implement an Integrated Pest Management policy for buildings and grounds.

3. WASTE *(All Facilities and Housing)***Long Term Goals**

- 75% solid waste reduction by 2030

Short Term Goals

- A. The seminary will conduct a quarterly and annual self-administered waste audit.
- B. To reduce workload of facilities staff, encourage and enable residential students to take out common area trash.

- C. Reduce the size of trash cans on campus.
- D. Reduce the number of trash cans on campus and place a recycling bin in every location where there is a trash can.
- E. Renew campus-wide composting program with accompanying “compost literacy” training.
- F. To expose students to best practices in waste management, the seminary will implement a waste reduction and recycling program and reduce its solid waste generation by 15-25% per year.
- G. Inventory Assessments should be adopted for waste, water, energy, environmental justice, and biodiversity-- both for initial assessments and continual auditing processes.
- H. Ban Seminary Purchase/Distribution of Single Use Plastic (Plastic utensils, straws, food containers, bottles, bags, cups).

4.MATERIALS *(All Facilities)*

Short Term Goals

- A. The seminary will use recycled paper products with 100% post-consumer waste.
- B. The seminary will implement a paper use reduction policy that requires double-sided printing and copying, the re-use of paper printed on one side only, and protocols for paperless assignment submissions and print limits for students.
 - a. By December of 2022, eliminate all colored-printing on campus.
 - b. Any printed pages that are not double-sided should be reused for printing or scrap paper.
 - c. Shredders must be available on campus.
 - d. By 2025, all paper products on campus should be made of post-consumption materials.
 - e. Institute a committee to oversee the implementation of paper-reduction policies on campus. The committee will be staffed by students and administration.
- C. Seminary-wide weekly printing quotas to be applied to administrators, faculty, staff, and students.
 - a. Current printing quotas must be reduced by 45% by 2025.
- D. The seminary will use recycled or environmentally preferable painting, building, or flooring materials in repairs, renovations and new building projects during the school’s time in the Certification Program.
- E. The seminary will replace at least 75% of all cleaning supplies with Green Seal, EcoLogo or Design for the Environment chemicals.
- F. [Life Cycle Assessments \(LCAs\)](#) and/or documentation of sources and environmental and social impacts of building materials used in the construction of a new building space must be provided whenever possible.

- G. Recycled, reused, and locally sourced/manufactured (within a 500 mile radius) materials, as well as certified rapidly renewable, sustainably-harvested, non-toxic, and low-emission building materials must be considered before the purchase and use of any new materials in the construction of a new building space.

5. GROUNDS *(All Facilities and Grounds)*

Long Term (By 2030)

- ‘Grey to Green’ – develop a prioritized, phased ten-year program of green infrastructure enhancement opportunities (e.g. replacing hardstanding with multifunctional green infrastructure, including new landscaping, [Sustainable Urban Drainage System \(SUDS\)](#), green roofs, green ‘barriers’ such as hedges and trellises) that can be applied retrospectively to existing buildings and other built areas. These developments may be used strategically alongside new planned development to support net gain objectives.

Short Term Goals (By 2025)

- A. By 2024, consult experts on balancing historical preservation of Union campus with ecological resilience and sustainability efforts.
 - a. Use historical preservation and sustainability process as educational process for students entering ministry in historical and aging church buildings.
- B. Form an Ecological Advisory Panel (EAP) to undertake a baseline assessment of existing biodiversity and ecosystems at the seminary and its properties. The panel will recommend immediate actions that will achieve biodiversity net gain and carbon drawdown, as well as medium and long-term strategies and criteria for achieving related CMAP goals (Ex. [Oxford Climate Action Plan](#), pg 2).
- C. The seminary will encourage student, faculty and staff use of natural areas through paths, seating and landscaping.
- D. The seminary will utilize signage to increase awareness of ecological issues and conservation practices of the school.
- E. All plantings at the seminary will be native to the seminary’s bio-region and drought-resistant. However, in keeping with some Indigenous wisdom practices, encourage relationships with plants rather than plants bioregional genealogy.
- F. The seminary will create or designate an outdoor chapel or reflection place for use by students, faculty, and staff.
- G. The seminary will implement an initiative to reduce mowing and/or to return some portion of its land to a wild state or to an organically maintained state.
- H. The seminary will adopt the criteria as policy and employ an auditing process related to land use, development, and sale of seminary property. This will include a review that will be made public and easily accessible as well as the possible inclusion of a community

and student led auditing panel.

- I. The seminary will develop an ecologically sensitive plan for its landscaping and grounds-keeping that minimizes the use of chemicals, water and pervious surface, enhances wildlife habitat, and provides opportunities for spiritual reflection.
 - a. No-sticky traps for mice. Replace with snap traps and other eco-friendly and humane pest control methods at the discrepancy of facilities.
 - b. Alternative labor plans for groundskeeping.
 - i. Timebanking and community agreement cleaning models for residential areas to reduce custodian staff workload.
 - c. Hiring provisions: local community (Manhattan, Harlem, Bronx), formerly incarcerated, Union labor, and worker-cooperatives preferred.

6. FOOD SERVICE (*Office of Students, or would this be better under a new department?*)

Mid-term

- By 2025, the seminary will reduce food insecurity on campus by 100% by providing at least one daily community meal.
- By 2025, seminary will operate a public soup kitchen at least twice a week.

Short Term

- A. 75% Additional Cost Subsidies for Third-Party Vendors to meet costs of purchasing items that abide by CMAP regulations. For example, subsidizing Tiffany's Tea's purchase of compostable coffee cups, or non-plastic food containers.
- B. The seminary will maintain a food pantry for students and expand this programming into food sharing programs like potlucks, waste reduction, and partnerships with local businesses.
- C. The seminary will put together a committee that will decide on a listing of approved vendors that adhere to a list of values decided on by the committee itself. Here are some recommendations shall be put into consideration:
 - a. The food service provider will offer vegetarian and/or vegan food choices at all meals.
 - b. In consultation with [CUNY Urban Food](#) policy experts, establish a process for procuring items: carbon emissions and climate impact statement in transport and carbon. When applicable and possible, strive for all items to be delivered from within 50 miles of the seminary.
 - c. The food service provider will offer organic and/or local produce at all meals.
 - d. Food services, including event catering, will be included in the waste reduction plan.

- e. All coffee, and tea utilized on-campus will be organic and fair trade.
 - f. The food service provider will use hormone-free, organic milk and cage-free, organic eggs.
 - g. The food service provider will use organic meat.
 - h. The food service provider will offer a vegan option at all meals.
 - i. The seminary will purchase at least 25%-50% of its food from local food producers.
 - j. The seminary will reduce the amount of meat served over the certification period by 50 percent.
- D. The seminary will eliminate the on-campus provision of bottled water and other bottled drinks.
- E. Quality reusable water bottles to be provided to students at orientation
- F. The seminary will conduct an anonymous, campus-wide poll, including students, staff, faculty, and administrators to gather data about food insecurity on campus.

Ecojustice, Engagement, and Resilience

1. [Community Ethos](#)
2. [Environmental Mission Statement](#)
3. [Environmental Policies & Board/Governance Leadership](#)
4. [Eco-Justice](#)
5. [Resilience](#)

1. COMMUNITY ETHOS

Core Goals

- A. The seminary will implement an ongoing communications plan to inform its community members and stakeholders about: *(Communications)*
 - a. The seminary's ecological commitments.
 - b. Natural disasters, the latest climate science, and other relevant climate and eco-justice news, tying in spiritual-theological reflection, how these issues relate to the seminary's ecological commitments, and how our religious traditions uniquely speak to them.
 - c. Events and other opportunities to learn more and live out the seminary's ecological commitments.
 - d. Implementation could include a periodic newsletter, blogging, social media, in-person events, gatherings, or other relevant mediums.
- B. For the Community Assembly, the seminary will invite all staff, faculty, and student caucuses, including but not limited to the Black, Latinx, Disability, Interfaith, Queer, International, API and Fierce caucuses, to choose a representative to participate in the community assembly. All delegates will have full participatory and voting rights. *(Student Senate, Eco-Justice Caucus)*
- C. The community assembly will also include at least 3-6 stakeholders from outside of the Union seminary community in ensuing years. All delegates will have full participatory and voting rights. *(Eco-Justice Caucus)*
- D. The seminary will develop and implement a strategic plan with dedicated personnel and financial resources to build an inclusive, anti-racist, and ecologically just institution and culture. *(Executive Team, President's Office, Academic Affairs, etc)*

Additional Goals

- A. The seminary will develop a sustainable transportation initiative which includes at least two of the following activities: *(Facilities and Housing)*
 - a. encouraging carpooling, the use of public transportation and provides bicycle

- racks.
- b. A free bike fleet or other ways to encourage vouchers for commuting today.
- c. Committing the school to purchase carbon offsets for official school-related travel by staff and faculty.

2. ENVIRONMENTAL MISSION STATEMENT

Core Goals (*Executive Team, President's Office*)

- A. The seminary will jointly develop a statement with community stakeholders which expresses the ways in which the CMAP process is theologically and pedagogically consistent with Union's core mission combining faith and scholarship to reimagine the work of justice.
- B. This statement will include standards of accountability. The seminary will publicly evaluate its successes and setbacks.
- C. The seminary will develop a statement highlighting the attributional and intersectional nature of the climate crisis as a social crisis of Eurocentricity, structural racism, patriarchy, heteronormativity, and capitalism.
- D. The seminary will communicate this statement clearly and regularly to its staff, faculty, students and Board (or high-level leadership team).

3. ENVIRONMENTAL POLICIES & BOARD/GOVERNANCE LEADERSHIP

Core Goals (*Board of Directors, President's Office, Executive Team*)

- A. Orientation for new board members (or for new members of the school's high-level leadership team) and staff will include education about the seminary's CMAP commitments.
- B. At least annually the Board (or high-level leadership team) will be educated about the seminary's progress in the CMAP.
 - a. Co-impact Statement with Financial Reports
- C. The seminary will integrate environmental requirements into its grounds, purchasing, food and other relevant policies, including an Energy Star appliance purchasing policy, in a manner that does not lead to environmental gentrification. The seminary will also provide the means to implement and communicate about those policies.
- D. The seminary will integrate environmental, social, and governance (ESG) criteria across at least 25% of its endowment and investments.
 - a. Audit for Endowment for ESG.
 - b. Move towards participatory investing (5%).
- E. The seminary will implement an updated community safety plan based upon industry best practices that address historical and current security concerns. A committee of diverse representatives from faculty, staff, and students (with a preference for people who reside

- on campus) will review and provide input into the final plan.
- F. Divest from Chase and any other bank that invests in fossil fuel or extractive industries, and invest ethically, potentially in a community-owned bank or credit union.
 - a. Create a brief report accounting for Chase's specific complicity in environmental harm and/or how Chase's complicity violates the Seminary's ecological commitments.
 - b. Create ethical, environmental, and diversity standards to be used in vetting and selecting a new bank, credit unions, and vendors.
 - G. Collaborate with other seminaries around the country to discuss and write a letter to Chase, demanding divestment from fossil fuel and extraction projects.
 - H. The school will establish or participate in a [Green Revolving Fund](#), using a portion of its endowment or investments to fund energy efficiency and other environmental retrofits which deliver interest plus the repayment of capital to the endowment of an investment fund.
 - I. Expectations of ecological competency will be written into relevant seminary job descriptions:
 - a. Facilities, Grounds
 - b. Education
 - c. Housing
 - d. Accounting
 - e. President's Office

4. ECO-JUSTICE *(President's Office, All Departments, most specifically if some Committee comes of this)*

Core Goals

- A. Ensure that CMAP transition does not negatively affect at-risk, vulnerable, and marginalized Union community members including staff, faculty, students, and contractors. Criteria to include: displacement, increased workload, increased costs for catering, to be continued.
 - a. Feedback process to be determined
 - i. Immediate Feedback: Student Life Office
 - ii. Scheduled Feedback: Annual CMAP Community Assembly
- B. During the 2021/2022 academic year, the seminary will deliver inclusion, unconscious bias, and anti-racism training to all of Union's faculty, staff, and board to support the seminary and community assembly's ongoing efforts to promote diversity, inclusion, equity, and eco-justice.
- C. By 2023, host a conference dedicated to frontline communities, environmental racism, extractivism, and faith and spiritual responses to climate emergency and climate apartheid.

- D. By 2022 Community Assembly, conduct and publish a report of ecological and economic impact assessment of 100 Claremont Lendlease Project.
 - a. Union's mitigation/resilience policy with regard to supporting the greater Harlem community.
 - b. Report to be shared with surrounding community stakeholders and representatives.
- E. The seminary, either officially or through its faculty, staff, or students, will participate annually in an environmental campaign of local, regional, national, or international significance, with members of the seminary community participating in campaign activities such as planning meetings, mobilizations, advocacy, sign-on statements, or other.
 - a. Relevant and Potential Campaign Partners include but are not limited to: We Act Harlem, Poor People's Campaign, Center for Earth Ethics.
- F. Union Theological Seminary will establish supportive partnerships with local Indigenous organizations like the Sweet Water Cultural Center.
- G. Union commits to supporting legislation that supports greater climate mobilization and utilities municipalisation (See NYPA, NYC DSA Public Power Campaign).
- H. Annually host an educator or facilitator to inform and train the Union community about the intersections of ecological, economic, and racial justice in the NYC area.
- I. The seminary, in collaboration with local organizations, will provide annual internships, field placements, or immersions in religious and environmental nonprofit organizations which are addressing environmental and social issues and concerns.
- J. The seminary (Development office potentially) will create a student activism fund (bail fund for arrests, fundraising for student trips, promoting student activism, etc). Funding priority to be determined by the Student Senate.

5. RESILIENCE

Mid-term

- A. By 2030, Union invests in community-owned solar panel arrays. *(Facilities)*

Short Term *(Facilities, President's Office, Executive Team)*

- A. By 2025, Union, in collaboration with partners, drafts emergency procedures to deal with increased likelihood of natural disasters (heat wave, flooding, tornado, pandemic, hurricane, etc) and climate chaos.
- B. By 2025, Union is prepared to be a disaster "hub" to be used for emergency shelter by students, staff, and nearby communities.
- C. Prohibit the removal of students from campus during emergencies and prolonged crises.
- D. By 2022, Union will seek consultation on how to prepare community for disaster and emergency situations (fire, active shooter, hate crimes, tornado, hurricane, blackout,

- evacuation, facilities deterioration)
- E. By 2022, Union will begin consulting with local community partners to address strategizing for mutual aid and cooperation in disaster; preemptively plan for Union either becoming a hub or participating in a hub.
 - F. Immediately, Union will begin developing capacities for emergency situations: increase food and water supplies, medical supplies, and survival equipment.
 - G. Adding an in-depth Columbia Health Services orientation at new student orientation.
 - H. For new students and returning residents, a facilities tour; community health orientation for new construction hazards, existing health hazards, pest control, etc.