

# Sustainability Leadership Council Fall Retreat - Minutes

October 30, 2025, 12-3pm

Sylvania Campus, CC Tree Rooms

## ☐ Sustainability Leadership Council Fall Retreat 2025.10

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### 12-12:30pm: Welcome & Announcements

- Welcome / Grab lunch / Icebreaker
- Announcements & Kudos
  - WOHESC - **Briar**
    - Coming up again 2026
    - Hosted in Seattle, WA at UW
    - March 2nd - 4th
    - Small budget to send folx, including students. More details to come
  - EPEAT - **Jade**
    - 2nd year in a row PCC has received this award

- Lots of savings
  - Energy Costs
- Thanks to the IT Buy department
- Sustainability Campus Index - **Steph**
  - Awarded gold for the first time ever
  - Only two schools in our category (2 year and short-cycle institutions) attempted 3.0 this year
  - Huge undertaking to pull all of this data to communicate all that we are doing, and earn this award.
  - Shows the breadth of participation across PCC in all things sustainability
  - Kudos and shout-outs for BNSL, Procurement, etc.
- Energy Progress - **Adam**
  - Energy use intensity, 19% drop from previous year
  - Even though we have more square footage ~ we are using less energy with more space
  - Showing how sustainable practices are saving the college so much money
  - Avoided \$1 mil in costs 2025 over 2024, but only saved 1% of \$.

### 12:30 -1:30pm: College Updates

- **Strategic Planning - Sarah Rose Evans**
  - Annual Review Process (moving from a multi-year review process)
    - Fall, Winter, Spring
    - Hope is to alleviate some frustrations with the old process
  - **Current Strategic Plan was launched in April**
    - Broad and wide
    - Six Goals
      - Operational excellence
      - Shared values
      - Technological transformation
      - Holistic student support
      - Academic Excellence
      - Community Engagement
    - Four Projects
      - Discussion on where sustainability may tie in
  - **Feedback Gathered**
    - Increase of virtual options for attendance
    - Decentralize external input collection
      - Hard to get people to show, had to go to them more individually
      - Attending already scheduled events
      - One on one
      - Off-campus if needed
      - Tailored questions

- A question with many different answers
- Select or Nominate Employees for Focus Groups
  - Voluntary with consent
- Ask Faculty to nominate Students
  - PTF getting paid to do this work? Sara will follow up
- Synthesis and Report Plan
- Current Project Eval and Capacity Analysis
  - College wide call for proposals if college has capacity for new work
    - If capacity:
      - Evaluating proposals
      - Review committee
- Questions/Concerns from meeting
  - Some people are very burned by the process changing after already engaging in the old process. Not wanting to engage in this new process since thoughts were not heard in the old one. **(PR)**
  - Sustainability got sucked into a different org, without any say. **(PR)**
  - Sus is very much about education, provides support to faculty. Is Sus being valued by the college as a whole as a support to education? **(Heidi)**
  - Broad values: where is the space for Sustainability to be a part of the goals and projects that have already been decided on **(Briar)**
    - **Sara** - can you participate in the focus groups, identify gaps where Sustainability fits in?
  - You say you want us to attend focus groups but our concerns and feedback were not considered last time. What is the guarantee that our feedback will be taken and heard seriously. Is the president seeing all of our hard work? **(Heidi)**
  - Sustainability should be intentionally woven into all of the goals and projects. Says that the president is well aware of the work we are doing. **(JPMB)**
  - We need to rely on the experts in house, so many experts **(Heidi)**
  - Just because it does not show up in Strat Plan does not mean it is not important **(Sara)**
  - It is not in the 6 or the 4 but... Sustainability is a value of every department and part of the college **(JPMB)**
  - It is in the mission statement **(Briar)**
  - It needs to feel holistically embedded, not secretly a part **(Steph)**
  - We need to see a presentation from JPMB level **(Peter)**
  - The college does not have values on paper currently.... **(JPMB)**
  - **Student Ambassador:** lots of students take sustainability classes, people in engineering, medical programs, are not seeing how sustainability can have an impact on their career path. They need more info on how sustainability needs to be woven into their programs.
  - EAC, academic standards and curriculum => how can we get Sustainability focus back into all of the programs. (Kate and JPMB)
  - To understand sustainability is to have a systems thinking approach. **(Jamie)**



- Newer leadership is trying to rebuild trust over time. Listening and taking people's considerations seriously. Understand that people have not felt heard. (JPMB)

- **Ecosocial Justice Grant - Chelsea Kimmett**

- The Eco Social Justice Grant, a *student activity fee funded* program, is an opportunity for the PCC community to turn ideas into action.
  - Plan and produce projects that make US more sustainable
    - Water bottles filling stations
    - Learning gardens (all of them)
    - Gravel installations at CA and SE
      - More ADA accessible, including a dedicated ADA plant bed
    - Butterfly garden
    - Eco-anxiety workshops
    - Electric grounds equipment / irrigation
    - Bikes
  - The Eco Social Justice Grant is administered through a student majority board.
    - Open to more than just students; however student participation is highly encouraged
      - Applications are open now! [Apply for an Eco Social Justice Grant](#) of up to \$15,000 by December 1, 2025 at 12:00pm.
      - Micro-grants for year 2.
      - All projects MUST be completed by June 1, 2027 and applicants will be notified the week of December 8, 2025.
    - Need permission from FMS and student board etc for go ahead on the project
    - Please reach out to Chelsea Kimmett, cellerts@pcc.edu, with questions.
      - She does not take late applications.
      - Zero exceptions!!
    - Can students still pay themselves as project managers for the grants they get awarded? (Peter)
      - Potentially, will depend on student board overseeing ESJG - (Chelsea)

- **Shared Governance - Briar Wray**

- This year, PCC is beginning implementation of a unique, impact-aligned approach to shared governance, "One College United" – a tailored method for establishing meaningful connections and structured workgroup collaboration between faculty, students, staff, and administration, covering a range of important governance issues.
- SLC leadership was invited to participate in the Fall 2025 Shared Governance Co-Chair Kick-Off to launch the development of a new shared governance framework. This meeting was a working session for co-chairs of our current governance groups, who will be helping shape and design how shared governance will work at PCC moving forward.

- Additional professional development sessions for governance group members will be conducted throughout November, with specific dates and details to follow.
- Goals include:
  - Defining different groups at the college and their roles as it relates to shared governance
  - Clarify roles, reporting structures and decision making authority
  - Increase awareness and collaboration between groups where appropriate
  - Standardize processes, such as group charters
- **Shared Governance Kickoffs**
- **Briar** and Adam have attended the kickoffs
  - SLC was invited to participate.
  - Hope is that this will add some teeth to SLC
  - Helping to shape and design what the shared gov will look like
    - **GOALS**
      - Define and locate different groups at college and what their role in shared governance could look like
      - Clarify roles, reporting structures
      - Increase awareness of of collab between groups
      - Standardize processes, like group charters
  - How does Briar want to engage Sustainability supporters in these shared gov meetings? (more to come)
- **Executive sponsors - Josh PMB**
  - Following off of the strategic plan conversation, **Josh** discussed how to ensure sustainability work is woven into the “greater” work of the college
    - Briar is now embedded in higher up convos, and Michael R. and Josh PM advocate at the PLC and Cabinet levels.
    - Weaving in CAP and everyday sustainability work into shared governance at PCC
    - Ensuring large achievements such as STARS Gold rating are lifted up to the executive level of the college
    - Acknowledged that PCC has long been a sustainability champion in higher ed
    - Lots of great work happening at the Operations level; systemically embedded in processes and procedures
    - Need to ensure alignment and accountability on academic side:
      - How are we embedding sustainability goals on a pathway level?
      - Do the deans and leads know about the sustainability goals?
      - How are they implementing our goals in their work?
  - Discussed current political climate, impacts to our community and importance of supporting one another in holistic, intersectional ways
    - Prioritize community care and showing up for one another
    - Keep doing the good work!

## 1:30 - 2:00pm: Climate Action Plan Update Presentation

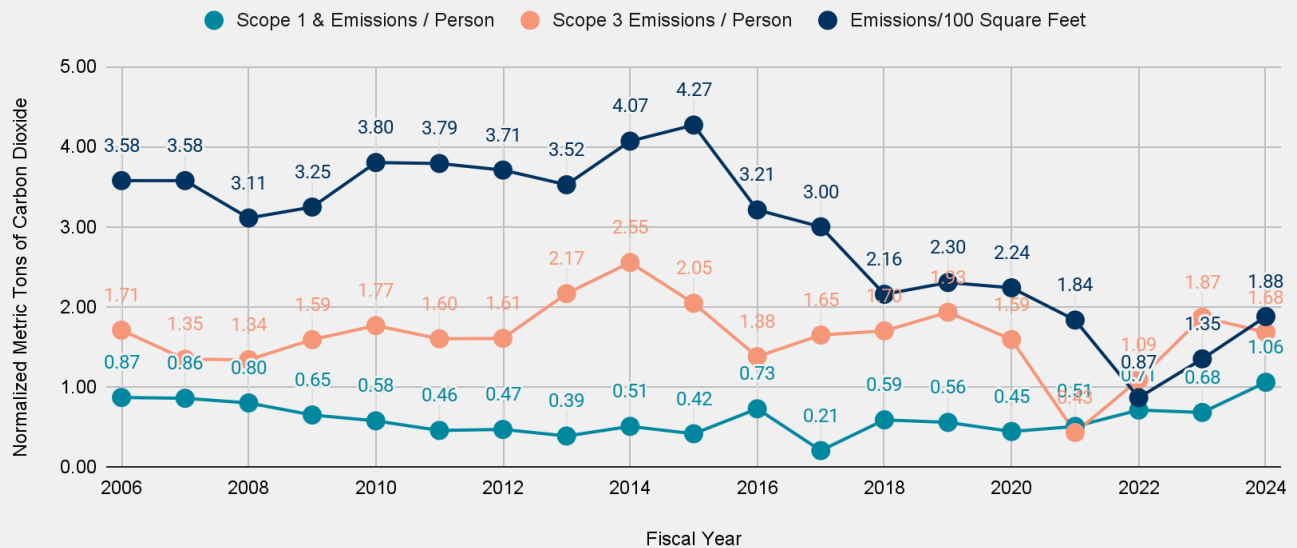
- **CAP Update process**

- Want to start engaging everyone here in the process:

- **Carbon Neutrality Goals**

- GHG - A significant refrigerant leak in Cascade Hall contributed to a temporary emissions increase not shown during the presentation and will continue into 2025. Steph is doing additional investigation to determine if there is any other mitigating documentation available. Accounting for the refrigerant leak, the increases are largely attributable to campus activities and may shrink with proper reevaluation of commuting behaviors.
- We are on target to meet many of our 2026 Scope 1 & 2 goals!

### Scope 1 & Emissions / Person, Scope 3 Emissions / Person and Emissions/100 Square Feet



- **Questions:**

- Data available per capita/student? - Yes
- Shuttles and pub transit, no shuttles between campuses.
  - How does this affect our sustainability goals?
  - Shuttle funding is still tied to student enrollment.

## Draft Timeline for PCC's Climate Action Plan



- Timeline Details

- Phase 1:

- Re-engage Community

- Completed:

- Teaching week prez
- Tabling for faculty and students
- Storytelling activity

- Ongoing:

- General Audience Surveys
- CAP curriculum assignments
- stakeholder survey in progress
- Listening Sessions
- Class visits

- Future:

- Open Houses
- Roadshow

- Inventory Goals and where we have gotten

- Phase 2:

- Incorporate visioning, storytelling exercises

- Phase 3:

- Align with strategic goals of college, other PCC planning efforts and regional planning efforts

- Phase 4:

- Finalize the plan

- Phase 5:

- Share and publicize
- Broad stakeholders opportunities

- Green workforce leaned on existing CAP to get a grant from bank of america
- Strategy Work is a good place to be more specific and intentional
- Jade shared a bit about what we have heard from students and faculty surveys about how they are feeling
- Discussion around supporting shuttles and transportation options for students and staff as well as capturing that data effectively.

## 2:00 - 2:30pm: Climate Action Plan Goals Live Survey

- Groups provided feedback on the 2021 Climate Action Plan Goals via a live survey.
  - Survey may be taken online:
   
[https://portlandcc.az1.qualtrics.com/jfe/form/SV\\_3Xg0F94TXfMuWhg](https://portlandcc.az1.qualtrics.com/jfe/form/SV_3Xg0F94TXfMuWhg)
  - Live survey feedback (5 is Strong Support, 3 is Neither Support nor Oppose)
    - SLC support for mission and vision all 5.
    - Education and Outreach, 3 3s for community connection, 4s and 5's for outreach and engagement and sustainability and climate justice curriculum
    - Scope 1 & 2 - only 1 3 for Energy reduction, Fleet Emissions and Renewable Energy were 4 or higher.
    - Scope 3 2 or 3 3's for all goals, all else 4 or 5
    - Resiliency: 1 3 for assessment and support resources, all else 4 or 5.
  - What is a PCC climate action news story headline you want to see in 2030?
    - I hope to see PCC focus on honing offering resources that provide education on/demonstrating the intersection between social justice and climate action / sustainability audience be everyone not just environmentalists/further just environment development a climate migration plan consider student focused housing programming (ask students where they want housing and what they can' afford)
    - Please align CAP with agenda 2030 to achieve the sustainable development goals (SDGS)
    - Align with agenda 2030
    - How can we more greatly engage student voices to lead efforts?
    - Refocus on values and a big list of new/updated classes?
    - PCC achieved getting an all electric fleet
    - PCC Rock Creek Achieves 80% Decarbonization
    - PCC becomes community hub for recycling
    - x honors students employees in green workforce/sustainability jobs through PCC
    - Achieving our goals and having broader ones
    - That we achieved agenda 2030 and the 17 SDGS!! (Heart)
    - PCC has solar panels at all centers and campuses along with backup energy storage.
  - What is an obstacle or threat to Climate Action Work at PCC?
    - Exec-level support and implementation
    - Misalignment goals/values/implementation from lower levels & higher level loowelp!@funding



- lack of interest. It takes effort and understanding. Make it relatable and convenient
- Too many goals and actions. Focus and complete
- Time to implement.
- It is hard to support our students being threatened
- Fed gov pushback and funding
- Lack of ability to invest in projects that make good financial sense (e.g. using avoided costs as a source of investment in future projects)
- Funding for various programs that are essential for access to education that are tied to enrollment that should not be, e.g. shuttle service.
- PCC being caught between federal, local and state politics when it comes to climate justice, climate action in terms of funding and attitudes.
- Please share a highlight from the Climate Action Plan process or from the implementation.
  - Climate friendly fleet & equipment
  - I loved the way of thinking of the college as a whole.
  - Systems thinking across programs.
  - I love the immense focus on student opinion.
  - I loved the way folks ran with the Climate Action Plan, whether it was in workforce development or planning and capital projects.

### 2:30 - 3:00pm: Breakout Groups

- Climate Action Progress review and planning by focus area done in sub-committee breakouts
  - Education & Outreach
    - Discussed process, recruitment & ways to better engage students
    - Planned next meeting: Friday, December 5th from 1-2pm
  - Scope 1 & 2
    - Continuing discussion through Decarbonization workgroup and Strategic Energy Management initiative
  - Scope 3
    - Talked about shuttles
      - Creating a student advisory committee to advocate for increased frequency and lines between more campuses
    - Durables launch
    - Waste audit in the spring
    - Continue to upgrade printers and remove personal printers from offices
  - Resiliency (Evelyn, Casey, Sul)
    - History of the resiliency efforts including past efforts around assessment
    - Shared information about stormwater metrics, will continue that discussion
    - Planned 3 future meetings to continue CAP scan for November and December
    - Future discussion will likely include decarbonization academy and climate action plan spend

## Adjourn

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### SLC Group Agreements

Speak from own experience  
Remember why we're here: sustainability, to  
improve, **for students**  
Always center folks most impacted  
Be reflective and restorative  
Have fun!  
Use CRT framework and fist of five with  
decision making

Be present – listen and participate actively  
Be considerate of time  
Be aware of your “air time”  
Focus on solutions  
Pause between talking  
Give everyone the benefit of the doubt  
Practice calling in when able and appropriate