

Enterprise-wide Agency Leadership Sustainability Survey: Phase 1 Results

December 2017

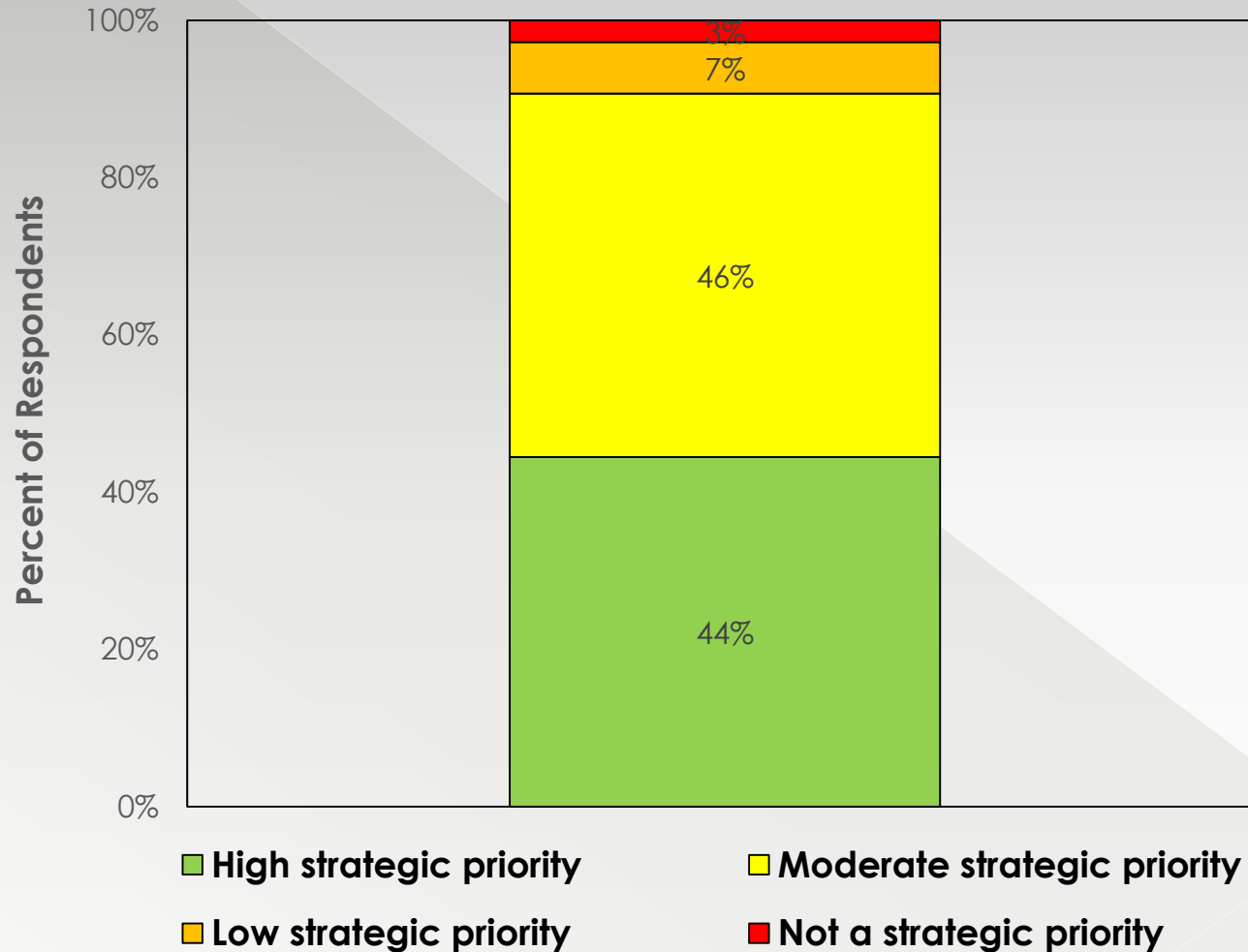


DAS DEPARTMENT OF
ADMINISTRATIVE
SERVICES
SUSTAINABILITY PROGRAM

Survey Overview

- Eight questions including multiple choice, ranking, Likert scale structure and comment boxes
- Distributed through DAS survey instrument from September 13-29
- 1,126 surveys distributed to agency leadership through Governor's office (leadership included staff Level 35 and above)
- 299 responses (27% response rate), wide variation in response rate by agency

Question 1 Results: To what degree should sustainability be a strategic priority for your agency?



Question 2 Results: What are the main benefits/impacts of implementing sustainability initiatives in your agency?

Ranked from most to least important, 1 being most important

Rank	Sustainability Initiatives
1	Prepare and adapt for the future
2	Increase efficiency
3	Fulfill sense of obligation (the right thing to do)
4	Save money
5	Support agency mission
6	Support employees
7	Comply with legislation
8	Internal / external recognition
9	No Impact
10	*Other

*Other benefits/impacts as indicated by survey respondents:

- Develop and maintain the ability to provide mission-critical services during disasters
- Protect the environment
- Create or coalesce a base of broad and flexible resources and options to be available in the future. A 'rainy-day' approach to services and resources we hope to never have to use
- Essential for our collective well-being now
- Help our constituents
- Lead by example within state government
- Reduce waste
- Support public
- It will cost us more money, which will impact services

Question 3 Results: What sustainability topics do you think are most important for your agency?

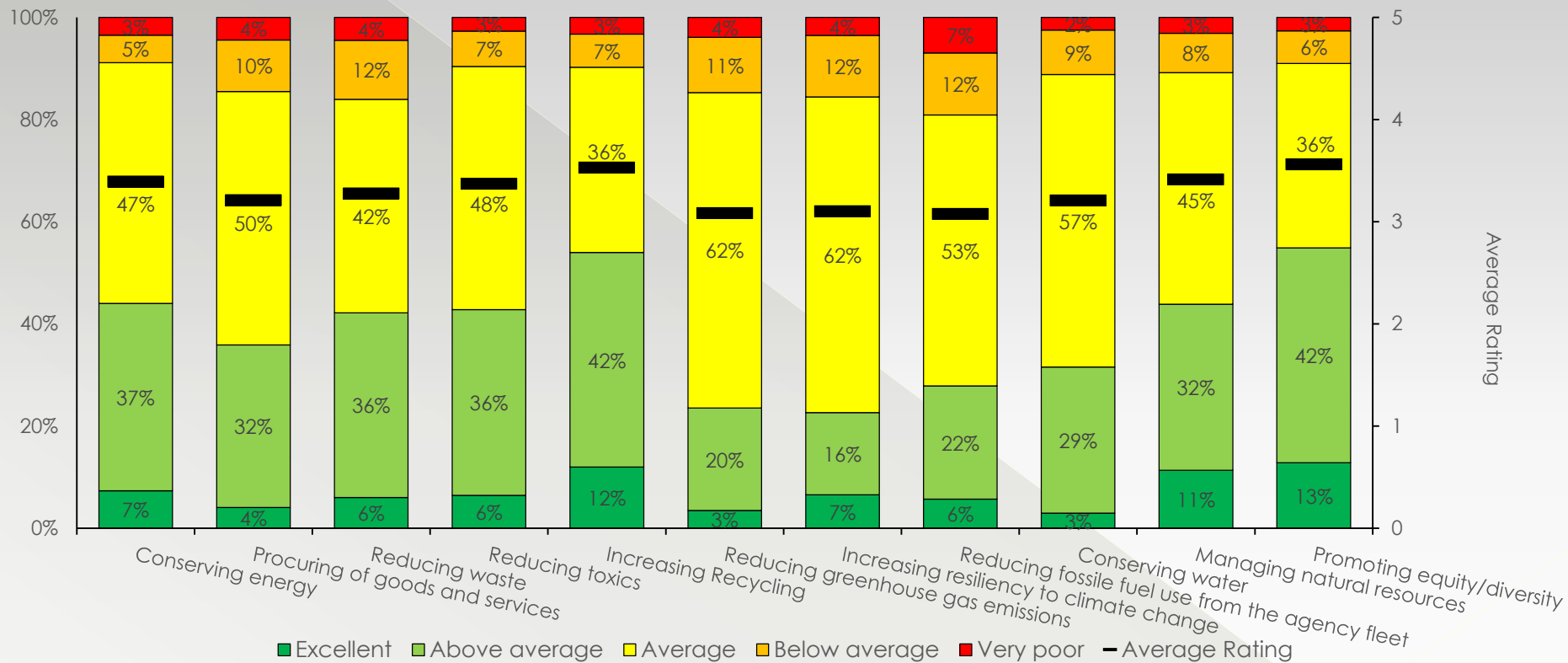
Ranked from most to least important, 1 being most important

Rank	Sustainability Topics
1	Energy
2	Waste reduction / recycling
3	Water
4	Transportation (fleet and commuting)
5	Natural resources (land, plants, wildlife)
6	Procurement (goods and services)
7	Climate change
8	Equity / diversity
9	Toxics reduction
10	None
11	*Other

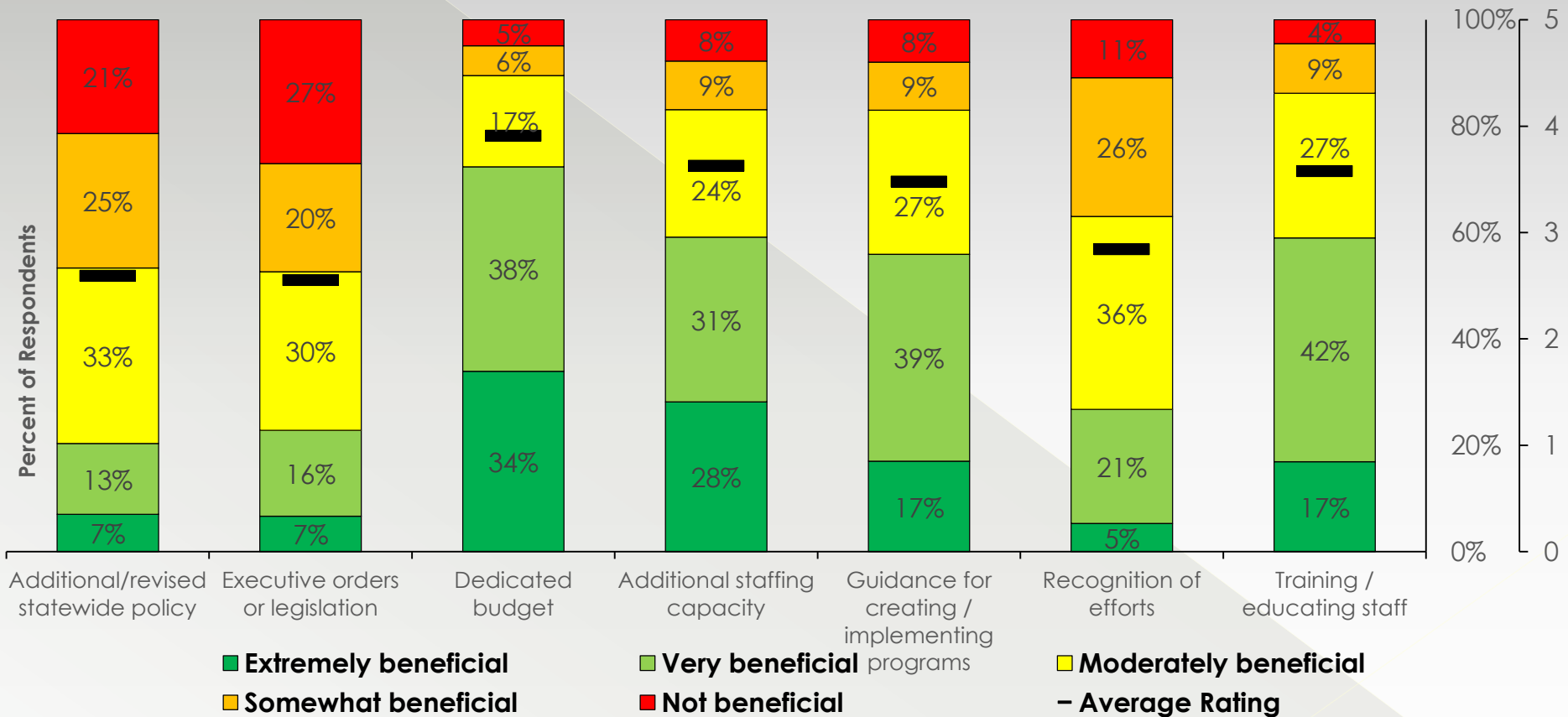
***Other sustainability topics deemed important by survey respondents:**

- Conserving important aspects of the built environment
- Continuity of operations
- Customer service/expectation
- Employees, IT systems, and repeatable processes
- Human services
- Long-term resilience
- Public health
- Sustainability of systems - funding and structure needed to efficiently maintain work
- Paperless office
- Other 'transportation' with regard to transporting individuals, goods and services within the state

Question 4 Results: How would you rate your agency's sustainability performance in the following categories?



Question 5 Results: Would additional support in the following areas benefit your agency's sustainability efforts?



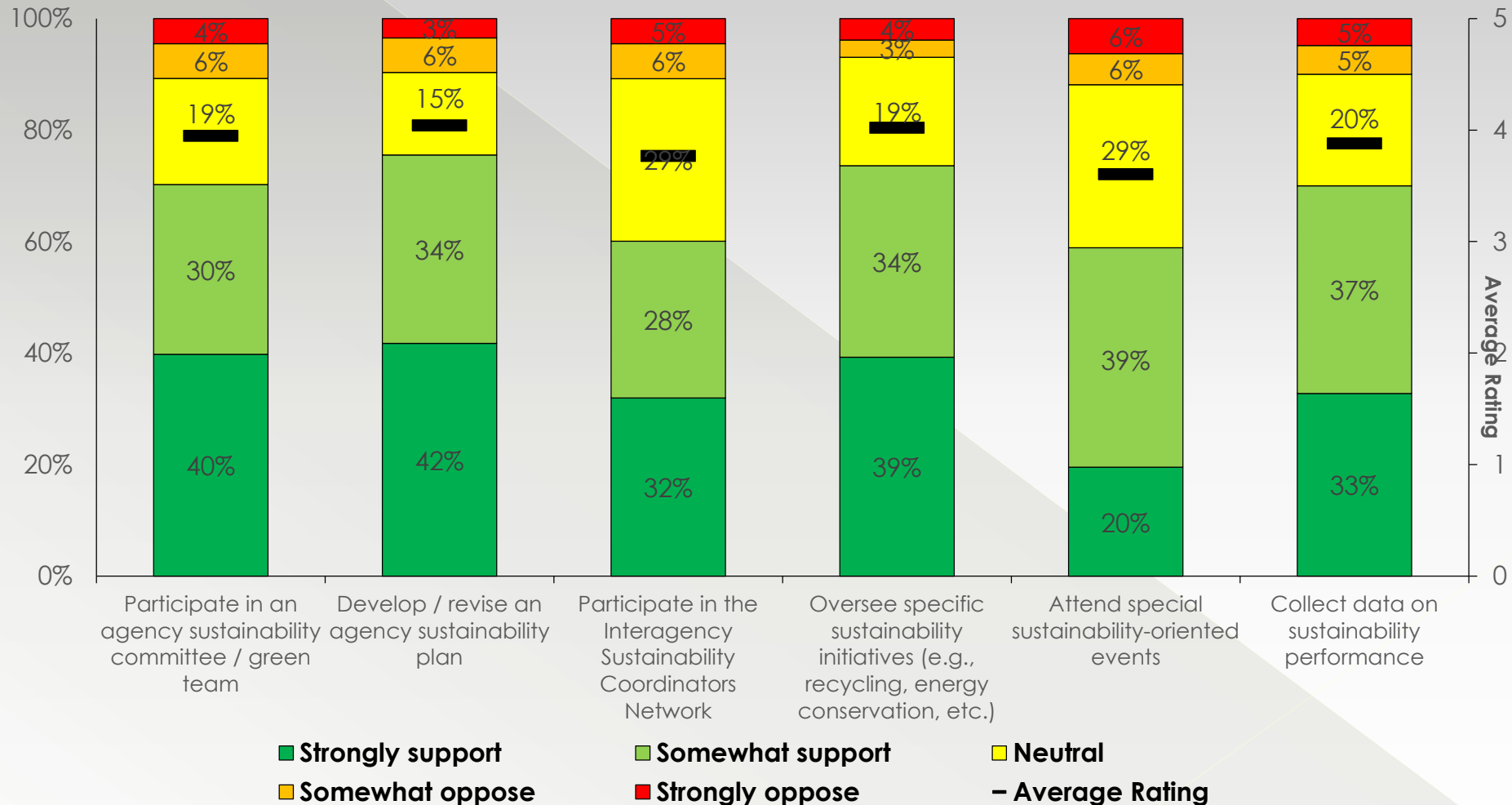
Question 6 Results: Please select the top three most important sustainability activities in your agency

Rank	Sustainability Activities
1	Managing building resource use (energy, water and waste)
2	Integrating sustainability into agency programs / decisions
3	Providing employee education and training
4	Procuring goods and services with sustainability in mind
5	Creating and updating a sustainability plan
6	Collecting and tracking sustainability metrics
7	Implementing a sustainability committee or green teams
8	Getting sustainability certifications for buildings
9	Participating in sustainability challenges with other buildings or agencies
10	*Other

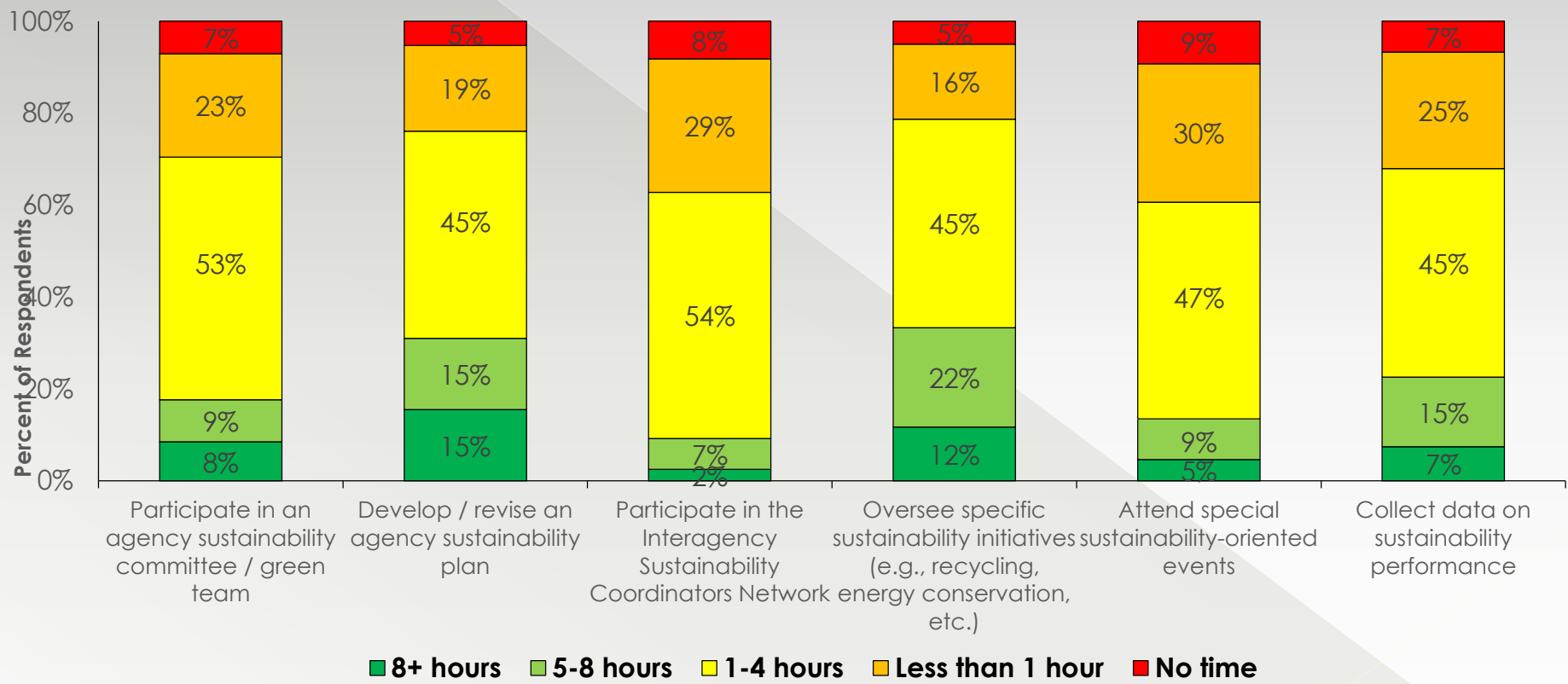
***Other sustainability activities deemed important by survey respondents:**

- Conducting periodic continuity of operation exercises
- Developing and implementing clean energy policy
- Enforcement of environmental resource laws
- Ensuring that all employees have a toxin free space to work
- Grant making around seismic and related sustainability issues
- Incorporate where reasonable as a matter of routine, mandates are ineffective
- Recycling
- Reducing transportation
- Reducing travel for meetings by using video and other technological advanced to promote effective communication
- Sustainability of programs
- Telework to pull people off roads

Question 7 Results: To what degree do you support paid staff time for participation in the following sustainability activities?



Question 8 Results: What do you think is the appropriate level of total monthly staff time commitment (paid or unpaid, cumulative time for all staff) for the following activities?



Some Key Findings

- There is solid support for sustainability among respondents.
- Agencies see adapting to a changing future (resiliency) as a benefit of sustainability, along with efficiency and “doing the right thing”.
- Energy, water and waste are top issues – climate change fell down the list but is a priority of the Governor.
- Along with managing building resource use, there are opportunities to better integrate sustainability into agency programs.
- Agencies desire more staff education and training; additional staff capacity and budget would also benefit sustainability.
- While respondents supported paid staff time for sustainability (up to four hours), some agencies do not offer this.

Opportunities and Next Steps

- Present findings to Governor's office and agency sustainability coordinators.
- Tailor messaging within and to agencies on the key benefits of sustainability – make it relevant.
- Work with agencies on the topic of climate change and potential impacts to agency programs, activities, etc.
- Develop additional guidance and training for agency staff.
- Provide tools and guidance for integrating sustainability into agency programs.
- Work with agencies to integrate sustainability into position descriptions where appropriate to allow for paid participation.
- Conduct a Phase 2 survey of employees beyond leadership.

Questions, Comments, Feedback

*Individual agency data summary available
on request.*

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