

# 2019 Sustainability Plan Update

## Gap Analysis

### Key

Not yet initiated	In Progress	Complete	At Risk
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### People

Long-term Goals	Short-term Goals	Annual Targets					
		2019	2020	2021	2022	2023	2024
Social equity addressed and implemented as an agency value	Explore strategies to enhance use of property designated for parking, such as shared use, integrated development or development of air rights		X	X			
	Create affordable home ownership opportunities on surplus properties	X		X			
	Contribute to a revolving loan fund for affordable housing revolving loan fund	X		X			
	Evaluate use of sustainable building strategies to reduce housing development costs		X	X			
	Implement an Equity and Inclusion Policy, Strategy and Steering Committee	X	X	X			
	Build staff awareness and capacity to integrate equity into all business lines	X	X	X			
	Meet or exceed workforce diversity goals for construction contractors	X	X	X			
	Implement Workforce Initiative by partnering with new organizations to increase retention of apprentices in the region	X	X	X			
	Complete System Access Strategic Plan and adopt update to agency's System Access Policy	X		X			
	All staff champion sustainability	Certify key staff to green design and building management professional accreditations	X		X		
Develop program for agency staff to research new sustainability solutions							
Establish agency 'green team' to deepen staff engagement on sustainability				X			
Develop a Well Being program to improve the attraction and retention of employees across demographic, social and economic profiles		X	X	X			
Enhance compensation and performance management programs while continuing to recognize staff equity in pay practices and career pathing		X	X				

## Planet

Long-term Goals	Short-term Goals	Annual Targets					
		2019	2020	2021	2022	2023	2024
Achieve carbon free operations by 2050 (carbon free electricity by 2030)	Reduce greenhouse gas emissions by 10 percent	X	X	X			
	Plan Sound Transit bus bases for convertibility to accommodate future zero-emission technologies	X	X				
	Determine battery electric bus feasibility for ST bus services	X	X				
	Collaborate in regional strategic planning and coordination for battery electric bus infrastructure			X			
	Increase production from solar panels to 750 KW						
	Purchase available cost-effective, carbon-free electricity	X		X			
	Decrease total energy use 5 percent for all facilities built before 2018		X	X			
	Incorporate low-carbon technology standards for facilities into design criteria		X	X			
	Evaluate feasibility of battery electric powered Sounder locomotives						
Enhance ecosystem functions	Achieve 100 percent environmental compliance (zero fineable violations)	X	X	X			
	Establish a baseline to quantify 'ecosystem service' benefits		X				
	Reduce total water use by 10 percent at all existing facilities and sites established before 2018		X				
	Require 85 percent of eligible construction equipment to meet EPA's highest standards			X			
	Pilot an advanced environmental mitigation approach		X	X			
	Plan two projects to the LEED Platinum certification level for green buildings		X				
	Evaluate new green building and infrastructure certifications and launch where appropriate			X			
	Establish corridor-specific resource conservation goals			X			

## Prosperity

Long-term Goals	Short-term Goals	Annual Targets					
		2019	2020	2021	2022	2023	2024
Build resilience to climate change and natural or manmade disasters	Complete tri-county Threat Hazard Identification Risk Analysis and publish a Hazard Mitigation and Response Plan	X					
	Develop staff awareness of individual roles in emergency preparedness to increase agency resilience during critical and emergency events		X				
	Update the Climate Adaptation Strategy to reflect current scientific data and regional design standards	X					
	Conduct a Climate Change Vulnerability Assessment as part of each major system capital expansion project	X	X	X			
Maximize operational efficiency	Conduct a pilot to allow design and construction contractors to propose and implement sustainability improvements						
	Develop and implement an approach to financial analysis for material agency decisions that incorporates total life cycle costs, as well as social and environmental considerations where appropriate	X		X			
	Establish a scalable Asset Management Program	X	X	X			
	Establish a Safety Management System	X	X	X			
	Divert 50 percent of office waste to recycling or compost	X		X			
	Implement sustainable design guidelines and processes for renovation projects						
	Pursue LEED Existing Building Operations and Maintenance (EBOM) certification at Union Station	X					
	Achieve paperless processes for agency procurements and HR practices	X	X				
	Incorporate sustainability priorities into the agreements process			X			
	Include green methods or features in at least 75 percent of all new agency procurements	X	X	X			