

INITIATIVES FOR GOAL 1: CRY OF THE EARTH	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Campus Environment	- Evaluate the status of current naturalized areas for native planting and inventory the perennials used in landscape beds - Monitor leaf mulched bed for expanded use - Continue recognition as a Tree Campus	- Identify opportunities to improve health of, expand, or create new naturalized areas, prioritizing replacement of non-native perennials with native perennials - Use leaf mulch in multiple locations in the fall and evaluate the appearance in the spring and summer - Continue recognition as a Tree Campus	- Develop a plan for adding/improving the natural areas and adding natives to landscaped beds including bird and animal attractors - Leaf mulch based on previous year and expand as possible - Expand Tree Campus to be recognized as an Arboretum	- Implement plan for improving natural areas with native species - Expand Arboretum collection	- Continue to expand naturalized areas with natives, monitor and adjust as needed - Evaluate opportunities to add bird houses, bug/bee houses, bat houses, etc. - Expand Arboretum collection - Assess for expansion of Arboretum level	- Continue to expand naturalized areas with natives, monitor and adjust as needed - Begin adding bird, bat, bug houses - Expand Arboretum collection assess for expansion of Arboretum level - Assess possibility of recognition as a botanical garden
Food Waste and Composting	Continue small scale composting (Nexus Garden)	- Reduce food waste through behavior change/educational programs and food service process changes - Assess type and volume of food waste on campus	- Investigate feasibility of and develop processes for redirecting excess prepared foods - Conducting feasibility study for large scale composting	Design large scale composting program based on feasibility study	Implement large scale composting program based on feasibility study	Adjust large scale composting program as needed
Advance Sustainable Building	Continue to build to LEED standards for new buildings.	Identify opportunities for energy reduction in buildings or other sustainable upgrades	- Develop a business plan for energy reduction - Develop educational programs for energy reduction - Assess other building standards - WELL	- Implement energy reduction projects - Implement education program - Possibly implement WELL standards	Solicit feedback and explore opportunities for expansion	Solicit feedback and explore opportunities for expansion
Advance Renewable Energy	Begin feasibility study for on-site renewable energy	- Continue renewable energy feasibility study - Identify pilot projects for small scale renewable energy application	- Solicit feedback on small scale renewable projects - Explore PPA (Purchase Price Allocation) for green energy	Compare opportunities for XU owned on site, PPA on site, or remote PPA	Add green energy to purchased utility portfolio	Construction onsite renewable energy project dependent on results of feasibility study
Create EV Charger Infrastructure	- Evaluate use of existing EV chargers - Evaluate interest in/demand for EV chargers	Develop plan for EV charging and incorporate it into Master Plan	Continue developing plan for EV charging moving forward and solicit feedback from campus community	Begin adding EV charging infrastructure	Solicit feedback and explore opportunities for expansion	Expand EV charging infrastructure as needed
Reduce Water Waste	Partner with IT to complete implementation of Hydrowise irrigation	- Identify opportunities for water reduction in buildings - Investigate stormwater retention for irrigation on any new buildings	- Develop the business plan/identify funding for water reduction - Develop educational program for water reduction - Include stormwater retention on new builds	- Implement water reduction project - Implement education program.	Solicit feedback and explore opportunities for expansion	Expand water reductions project as able
INITIATIVES FOR GOAL 2: Responding to the cry of the poor	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Improve Food Accessibility			- Evaluate current food insecurity on campus and assess feasibility for food insecurity programming - Assist programs like Auxiliary Services' meal swipe program and The Store	Implement further needed food assistance programs and continue assistance of already in place programming.	- Continue to implement further needed food assistance programs and continue assistance of already in place programming - Evaluate expansion of food assistance programs outside of Xavier	- Continue to implement further needed food assistance programs and continue assistance of already in place programming - Implement food assistance to neighboring communities
Food Rescue		Explore food rescue initiatives	Develop system for on campus food rescue	Train and implement on campus food rescue	Expand on campus food rescue	Further expand on campus food rescue
INITIATIVES FOR GOAL 3: Ecological Economics	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Green Investments	- Audit of peer institution investing strategies - Identify improvements to existing ESG investing criteria in D'Artagnan student fund	- Continue audit of peer institution investing strategies - Identify improvements to existing ESG investing criteria in D'Artagnan student fund	Continue review and make adjustments in investing criteria in D'Artagnan student fund as needed	- Continue review and make adjustments in investing criteria in D'Artagnan student fund as needed - Explore feasibility of divestment from fossil fuels for University endowment	- Continue review and make adjustments in investing criteria in D'Artagnan student fund as needed - Continue exploration of feasibility of divestment from fossil fuels for University endowment and create divestment plan	- Continue review and make adjustments in investing criteria in D'Artagnan student fund as needed - Begin implementing fossil fuel divestment plan
Digital Campus	Survey the University's ability to reduce its use of paper	Begin working with project managers to outline a plan for paper reduction across campus	Continue building plan for paper reduction across campus with project managers	Assess feasibility of paper reduction plan and begin initial stages of plan roll out	Continue paper reduction plan roll out	Continue paper reduction plan roll out and assess for further areas of reduction
XU Office Swap	Develop system for pooled campus office supply resources	Roll out office supply pool for use across campus	Increase use of office supply pool across campus	- Continue to increase use of supply pool across campus - Assess areas and materials where the pool could be expanded to increase effectiveness	- Continue to increase use of supply pool across campus - Implement pool expansion	Continue to increase and expand supply pool across campus

INITIATIVES FOR GOAL 4: Sustainable Lifestyles	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Increase Alternative Transportation		Plan communication/education strategy for encouraging use of active transportation and develop a culture to support it	- Continue education on active transport - Evaluate infrastructure for active transport on campus - Establish a partnership with Red Bike - Continue partnerships with Tristate-Trails for Wasson Way Trail expansion - Establish a Metro partnership	- Continue education on active transport - Improve active transport infrastructure on campus - Continued partnership with Red Bike or other active transportation rideshare programs - Assess signage for active transit - Continued partnership with Metro with additional education and exploration of other recurring transit options	- Continue education initiatives - Continue improving active transport infrastructure on campus - Continued partnerships with Red Bike and Metro programs - Implement any needed signage changes	- Continue education initiatives - Continued partnerships - Measure and report progress
Reduce waste		- Complete campus recycling audit and assess recommendation feasibility - Develop recycling education campaign - Support swap and waste reduction events - Develop waste reduction/recycling plan for student move in/move out	- Begin implementation of campus recycling audit recommendations - Continue recycling education campaign - Further develop swap and waste reduction events - Further develop waste reduction/recycling plan for student move in/move out - Assess feasibility to phase out plastic products on campus	- Continue implementation of campus recycling audit recommendations - Continue recycling education campaign - Further develop waste reduction/recycling plan for student move in/move out with expansion to off campus housing - Develop education on composting	- Continue implementation of campus recycling audit recommendations - Continue recycling education campaign - Continue waste reduction/recycling events for student move in/move out - Further develop education on composting	- Continue implementation of campus recycling audit recommendations - Continue recycling education campaign - Continue waste reduction/recycling events for student move in/move out - Continue education on composting - Measure and report progress
Increase Sustainably Produced Items	Introduce CEPA (Catholic Ethical Purchasing Alliance) spirit wear in the Xavier bookstore		Develop education campaign on ethically produced and eco-friendly purchases	- Further develop education campaign on ethically produced and eco-friendly purchases - Expand the CEPA spirit wear selections	- Continue education campaign on ethically produced and eco-friendly purchases - Continue expand the CEPA spirit wear selections - Assess feasibility to introduce other sustainably and ethically produced items on campus	- Further develop education campaign on ethically produced and eco-friendly purchases - Expand the CEPA spirit wear selections - Introduce other sustainably and ethically produced items on campus - Measure and report progress
Promote Sustainable Lifestyles		Develop education campaigns on sustainable lifestyles	- Run education campaigns on sustainable lifestyles - Continue to develop education campaigns on sustainable lifestyles - Assist other LSAP Committees in developing education campaigns	- Continue education campaigns on sustainable lifestyles - Continue to develop education campaigns on sustainable lifestyles - Continue to assist other LSAP Committees in developing education campaigns	- Continue education campaigns on sustainable lifestyles - Continue to develop education campaigns on sustainable lifestyles - Continue to assist other LSAP Committees in developing education campaigns	- Continue education campaigns on sustainable lifestyles - Continue to develop education campaigns on sustainable lifestyles - Continue to assist other LSAP Committees in developing education campaigns - Measure and report progress
INITIATIVES FOR GOAL 5: Ecological Education	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Outdoor Classrooms	Identify campus spaces currently usable as outdoor classrooms and learning labs	- Investigate possible reservation system through university registrar to be paired with outdoor classroom and learning lab space - Identify other campus spaces that could be made into outdoor classroom spaces	- Create and offer pedagogy support for teaching in an outdoor environment - Continue identifying other campus spaces that could be developed into outdoor classroom spaces	- Continue to offer pedagogy support for teaching in an outdoor environment - Continue identifying other campus spaces that could be developed into outdoor classroom spaces	- Continue to offer pedagogy support for teaching in an outdoor environment - Continue identifying other campus spaces that could be developed into outdoor classroom spaces - Build fitness court/outdoor classroom - Build and sustain educational connections with Wasson Way	- Continue to offer pedagogy support for teaching in an outdoor environment - Continue identifying other campus spaces that could be developed into outdoor classroom spaces - Finish fitness court/outdoor classroom - Sustain educational connections with Wasson Way
Sustainable Curriculum		Create a Sustainability attribute with the registrar so interested students can more easily take courses that involve sustainability topics	- Make a rubric/checklist/process for faculty to use and evaluate whether their class meets expectations for Sustainability attribute and deadline for application - Begin first semester of attribute	- Provide faculty programming around sustainability-related pedagogy - Build sustainability attribute course catalogue	- Continue to build sustainability attribute course catalogue - Investigate possibility of separate sustainability flag	- Continue to build sustainability attribute course catalogue - Continue to investigate possibility of separate sustainability flag

Sustainable Onboarding	- Scan other AJCU and peer institutions for ideas and successful initiatives - Gather information regarding current initiatives and resources at Xavier - Share those resources/work with Earth Day week HUB announcements	- Connect with Student Sustainability Club for news/info/events/resources - Contact HR about new employee orientation opportunities, interest in sustainability resources for recruiting - Using map, develop a sustainability walking tour - Create a master list of resources to share with campus partners such as Manresa for new employees - CTE book group discussion on sustainability/ecological education topic	- Create a map of campus sustainability resources, distribute/promote map, and develop a sustainability walking tour - Commission the creation of a short video on sustainability at Xavier to promote activities - Continue working with onboarding programs - Continue CTE book groups	- Promote Wasson Way through orientation programs - TriHealth Wellness program - Continued promotion of sustainability map - Continue working with onboarding programs - Continue CTE book groups	- Create handout/video/resource to share as a reminder for campus community - Continued promotion of sustainability map - Continue working with onboarding programs - Continue CTE book groups	- Continued work creating resources to share as a reminder for campus community - Continued promotion of sustainability map - Continue working with onboarding programs - Continue CTE book groups
INITIATIVES FOR GOAL 6: Ecological Spirituality	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Immersive Ignatian Eco-Retreat		Brainstorm and pilot a plan for a faculty staff and retreat experience that is immersive in nature and incorporates Ignatian Spirituality allowing for retreatants to become PIED	- Further develop program and expand to include a student component - Evaluate the success or failure of the faculty and staff program and expand its reach	Increase participation of students, faculty, and staff	Further increase level of participation	Further increase level of participation
Immersive Programming			Create and organize local, immersive, experiences in nature with a reflective component built in	Increase participation of students, faculty, staff, family and alumni	Further increase participation of students, faculty, staff, family and alumni	Further increase participation of students, faculty, staff, family and alumni
Ecological Liturgies	Explore bringing Laudato Si' into Catholic liturgies & major campus events	- Incorporate "Care for Our Common Home" in liturgies, prayer, and inter-faith events - Organize specific liturgies that incorporate ecological themes (e.g., Ecological Examen Taizé Prayer Service or care for creation/LS mass setting for St. Francis Day)	- Continue incorporating of Laudato Si' into liturgies, prayer, and inter-faith events - Work with Inter-faith ministers on campus to dialogue about the over lap of LSAP and other faiths' commitments to the environment (e.g. the Al Mizan)	- Continued incorporating of Laudato Si' into liturgies, prayer, and inter-faith events - Continued interfaith dialogue - Increase participation of students, faculty, and staff	- Continued incorporating of Laudato Si' into liturgies, prayer, and inter-faith events - Continued interfaith dialogue - Increase participation of students, faculty, and staff	- Continued incorporating of Laudato Si' into liturgies, prayer, and inter-faith events - Continued interfaith dialogue. Increase participation of students, faculty, and staff
INITIATIVES FOR GOAL 7: Community Resilience and Empowerment	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Community Engagement Committee	Foster relationships with community organizations to engage in dialogue and action on environmental justice	Continue to grow community engagement and network	Further continue to grow community engagement and network	- Form Xavier into a hub for local environment justice and engagement - Provide resources and expertise to support collaboration with community organizations to empower resilient and sustainable communities	- Further expand Xavier's engagement has a local hub for environmental justice and engagement - Expand collaborative support of community through resources and expertise	- Continued expansion of Xavier as a regional hub for environmental justice and engagement - Continued expansion of collaborative support and sharing of resources and expertise
Funding Identification	Group collaboration and brainstorming	- Begin creation of a grant calendar and identifying possible funding sources for LSAP initiatives - Connect with relevant officers at University Relations and Grant Services to explore strategies to secure funding	- Further develop grant calendar - Obtain grant-writing support - Assist in identifying grants for LSAP initiatives - Develop talking points for University Relations officers	- Further develop grant calendar - Obtain grant-writing support - Assist in identifying grants for LSAP initiatives - Support for assessment process - Evaluate existing efforts and either strengthen or change direction for donor outreach per University Relations recommendations	- Further develop grant calendar - Obtain grant-writing support - Assist in identifying grants for LSAP initiatives - Support for assessment process - Evaluate existing efforts and either strengthen or change direction for donor outreach per University Relations recommendations	- Further develop grant calendar - Obtain grant-writing support - Assist in identifying grants for LSAP initiatives - Support for assessment process - Evaluate existing efforts and either strengthen or change direction for donor outreach per University Relations recommendations - Assist University Relations in building long-term donor outreach strategy