New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
	Social Equity Actions					
	Metrics and Tracking					
EQ1	Create a resilience plan				5	
EQ2	Adopt a broad and inclusive definition of workforce diversity				2	
EQ3	Develop a vision for your diverse and inclusive organization				2	
EQ4	Develop your organizational strategy to achieve your D+I vision				5	
EQ5	Assess your organization for barriers to inclusion				1 to 8	
EQ6	Assess your workforce diversity				10	
EQ7	Develop a standard system to measure the progress of your D+I initiatives				5	
	Leadership	_		_		
EQ8	Be a woman-owned/led or minority owned/led organization				2	
EQ9	Assess managerial capacity to implement and support D+I initiatives				2	
EQ10	Practice socially responsible investment				2	
EQ11	Join local diversity networks				1 to 5 +	
EQ12	Practice external transparency				2	
	Recruitment, Retention, Benefits and Adv	ancemen	t	-		
EQ13	Write and implement a recruitment policy to encourage diversity and inclusion				1 to 9	
EQ14	Support or provide professional development opportunities for all employees				1 to 2	
EQ15	Practice and implement pay and pay-scale equity				1 to 5	
EQ16	Pay and support a living wage for all employees				1 to 6	
EQ17	Write an inclusive, flexible scheduling and work week policy				1	
EQ18	Write an inclusive dress code policy				1	
EQ19	Provide inclusive benefits packages				1 to 5	
EQ20	Provide inclusive and comprehensive benefits to FTEs, optionsf for PTEs				5	
EQ21	Offer employee wellness programs				1 to 3	
	Training, Education and Integration	on				
EQ22	Create a D+I Advisory Committee				2	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
EQ23	Communicate your D+I policies and mission consistently				1	
EQ24	Create and utilize an engaging and robust D+I training program				1 to 3	
	Products, Supply Chain and Adverti	sing				
EQ25	Write and develop a policy to develop and market your products or services inclusively				1 to 3	
EQ26	Develop a policy that encourages diversity among suppliers				1	
	Local Citizenship and Community Involu	vement				
EQ27	Create a Community Affairs committee				2	
EQ28	Volunteer with local organizations				1 to 22 +	
EQ29	Offer employees paid time off to volunteer				2	
EQ30	Partner with local nonprofits/community organization to engage the broader community in sustainability issues				2 to 8 +	
EQ31	Support employees who wish to join nonprofit boards				2 +	
EQ32	Locally source your goods and services				1 to 5	
EQ33	Sponsor local sustainability or social equity organizations or campaigns				1 to 10	
EQ34	Offer employee gift matching				1	
	Engagement Actions					
	Leadership		1		I	-
E1	If you are a small business (less than 50 employees) become a designated Sustainable Small Business				5 to 65	
E2	If you are a large or medium-sized business, participate in the Southwestern Pennsylvania Sustainable Business compact				5 to 65	
E3	Apply for Sustainable Pittsburgh Restaurant designation				5 to 65	
E4	Join the Pittsburgh 2030 district and commit to 2016 goals				2	
E5	Advocate for sustainable policy locally and regionally				2 to 10 +	
E6	Write company sustainability pledge and guidelines				1 to 3	
E7	Create a "Green Team" with a primary contact person				5	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
E8	Recruit another organization to join the GWC				1 to 20 +	
E9	Mentor other organizations in the Green Workplace Challenge				5 to 15	
E10	Get Mentored to achieve optimal sustainability				10	
E11	Join a local sustainability networking group				1 to 5 +	
E12	Apply for sustainability focused grants				1 to 10 +	
E13	Publicize your green achievements				2 to 8 +	
E14	Establish a "Green Fund"				5	
E15	Pursue B Corp Certification				1 to 11	
E16	Pursue ILFI Living Building Challenge certification				1 to 11	
E17	Pursue WELL Building certification				1 to 11	
E18	Pursue LEED certification through Building Operations and Maintenance ratings				1 to 11	
E19	Puruse ILFI JUST labeling				1 to 11	
	Employee Engagement					
E20	Promote the GWC on social media				1 to 20	
E21	Publish a Green E-Newsletter				1	
E22	Create an employee sustainability pledge and campaign				1 to 20	
E23	Take the I am Sustainable Pittsburgh pledge				1 to 20	
E24	Conduct an employee sustainability survey				1	
E25	Conduct a seasonal thermal comfort survey				1	
E26	Calculate your household carbon footprint				1 to 20	
E27	Create an internal competition within your organization				1 to 20	
E28	Distribute residential sustainability materials to employees				1 to 4 +	
E29	Participate in Earth Hour and Daylight Hour				1 to 2 +	
E30	Create a vegetable garden and provide planting support				1	
E31	Practice Meatless Mondays				1	
E32	Make your office into a CSA Pickup Location				2	
	Education, Training and Workshop	os				
E33	Attend Green Workplace Challenge Workshops				1 to 30 +	
E34	Create your own workshop to educate employees on green programming and actions				1 to 20 +	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
525					1 += 20 +	
E35 E36	Run a training session covering new sustainability policies for staff and employees Host a GWC event or workshop				1 to 20 + 4 to 16 +	
E30 E37	Take a sustainability field trip				4 to 16 + 1 to 10 +	
E37 E38	Hold an event at a LEED certified Building					
E38	Order food for an event that offers local, organic, and seasonal ingredients from				1 to 4 +	
E39	local providers				1 to 4 +	
	Energy Actions					
	Measurement					
EN1	Request utility data access from your landlord				5	
EN2	Meet with other building tenants and discuss the value of tracking utilities				5 to 25 +	
EN3	Get a letter signed by tenants occupying 50% of space				10 to 50 +	
EN4	Create a benefits-sharing agreement or Green Lease with your landlord				25	
EN5	Set up your account on Energy Star Portfolio Manager and share your data with Sustainable Pittsburgh				5	
EN6	Enter your GWC 2016 electricity baseline data				10	
EN7	Enter your GWC 2016 natural gas baseline data				10	
EN8	Choose your energy legacy baseline year				10	
EN9	Keep your Portfolio Manager account up to date				1 to 12 +	
EN10	Use your greenhouse gas emissions survey				5	
EN11	Include utility costs in Portfolio Manager data				5	
EN12	Reduce your organization's energy usage				10 to 1925	
EN13	Track your energy reduction legacy				3 to 450	
EN14	Join the GWC All Stars team in Energy Star's Battle of the Buildings				5	
EN15	Earn Energy Star certification				5 to 10	
	Goals & Pledges					

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
EN16	Compare your facility's performance rating to the industry average				10	rojecteu
EN17	Compare your facility's performance to the 2030 District baseline year average				10	
EN18	Pledge to Reduce your organization's energy usage				25	
EN19	Write an energy strategy and improvement plan				5	
EN20	Reach your energy reduction goal				25	
EN21	Write a policy to construct new buildings to LEED BD + C standards				3	
	Indoor Energy Use					
EN22	Update your lighting with more efficient bulbs				5 to 50	
EN23	Install motion sensors or programmable light switches				5 to 25	
EN24	Retrofit parking lot/garage lighting				5 to 25	
EN25	Write and implement a vampire power policy				1	
EN26	Write and implement a computer shutdown at closing policy				1	
EN27	Use Smart Strips				1	
EN28	Rewire your electricity with a kill-switch				1	
	Outdoor Energy Use					
EN29	Install a cool or green roof				1 to 10	
EN30	Use landscaping for heat island reduction				1 to 5	
EN31	Install exterior lighting photo sensors				2	
EN32	Install solar-powered exterior lights				5	
EN32 EN33	Use a shading feature for an outdoor central AC unit				1	
	Energy Source Awareness				<u> </u>	
EN34	Conduct an energy audit				20	
EN35	Implement suggestions from your energy audit				1+	
EN36	Purchase electricity from a renewable energy source				4 to 88	
EN37	Purchase electricity from a renewable Pennsylvania source				3 to 30	
EN38	Enroll in a demand response program				3	
EN39	Install on-site renewable energy				4 to 88	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
EN40	Purchase CO2 offsets				3 to 30	
EN41	Install power generating excericse machines in gyms				2	
	Water Actions					
	Measurement					
WA1	Establish a water use baseline				10	
WA2	Choose your water legacy baseline year				10	
WA3	Conduct a water audit				10	
WA4	Reduce your organization's water usage				10 to 1925	
WA5	Track your water reduction legacy				3 to 450	
	Goals & Pledges					
WA6	Pledge to reduce your organization's water usage				25	
WA7	Adopt standard water conservation practices and write them into a policy				10	
WA8	Reach your water use reduction goal				25	
	Water Conservation				<u>.</u>	
WA9	Implement suggestions from your water audit				1+	
WA10	Repair leaks, drips and running toilets ASAP				1 +	
WA11	Install aerators on faucets				3	
WA12	Install water-conserving toilets				1+	
WA13	Install water displacement devices in toilets				1	
WA14	Install low-flow showerheads				3	
WA15	Reuse greywater and rainwater for irrigation, toilet flushing or other uses				1	
WA16	Establish a tray-free environment in food courts				3	
WA17	Plant low water need plantings				1	
WA18	Schedule any watering or irrigation to start after 6pm or before 7am				1	
WA19	Use drip irrigation				1	
	Storm Water Infrastructure					
WA20	Create stormwater management landscaping				1 to 10	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
WA21	Use rain barrels				1	
WA22	Install a green roof				1 to 10	
WA23	Use porous paving to reduce storm water impacts				10	
WA24	Create "no-mow" zones				2	
WA25	Attend an ALCOSAN sponsored event to learn about the region's Clean Water Plan				1 to 5	
WA26	Tour ALCOSAN's wastewater treatment facility				1 to 5	
	Materials Management Actio	ns				
	Measurement					
MM1	Conduct a preliminary waste audit to set your baseline				10	
MM2	Conduct additional waste audit after your baseline				10 to 110 +	
MM3	Reduce your organization's waste production				2 to 385 +	
MM4	Increase your organization's waste diversion				2 to 385 +	
MM5	Achieve a high diversion rate				10 to 50	
MM35	Create your Materials Meters in Portfolio Manager				5	
MM36	Enter your materials management baseline quarter				10	
MM37	Keep your materials management meters up to date				1 to 12	
	Goals & Pledges					
MM6	Pledge to reduce your organization's waste production				25	
MM7	Write a waste reduction plan and procedure				5	
MM8	Create a Zero Waste goal and action plan				10	
MM9	Reach your waste diversion and reduction goal				12 to 25	
	Purchasing					
MM10	Write and implement an environmentally friendly purchasing policy				1 to 10	
MM11	Make responsible paper choices				1 to 5	
MM12	Write and implement an electronic communication policy				1 to 5	
MM13	Minimize wasteful giveaways and office ware				1	
MM14	Encourage the use of re-usable drinkware and dining supplies				1 to 4 +	
MM15	Ban the sale of bottled water				1	
MM16	Minimize office supply deliveries to 1-2 times per month				1	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
	Waste					
MM17	Implement suggestions from third party waste audit				1+	
MM18	Utilize Zero Waste Services for your next Event				4 to 20 +	
MM19	Add water bottle filling stations				1 to 3+	
MM20	Remove Individual trashcans/wastebaskets or replace with liner-less baskets				3	
MM21	Replace restroom paper towels with electric hand dryers or reusable towels				2	
MM22	Participate in a clothing and shoe recycling for reuse program				2	
MM23	Donate surplus building materials and office furniture to a reuse retailer				5	
MM24	Make a donation to the Pittsburgh Center for Creative Reuse				1 to 5 +	
MM25	Donate cooking oil				1	
	Recycling					
MM26	Write an implement an electronic waste policy				5	
MM27	Recycle plastic bags, films and small plastics				2	
MM28	Join a Terracycle Brigade				5 +	
MM29	Install BigBelly or similar solar trash/recycling compactors or stations				3	
MM30	Donate a vehicle				1	
	Composting					
MM31	Collect organic materials for compost				2	
MM32	Participate in a compost hauling program				5	
MM33	On-site composting				3	
MM34	Use on-site composting to fertilize landscape				1	
	Transportation Actions					
	Measurement					
T1	Hold a "Getting Started" orientation with CommuteInfo				5	
T2	Campaign your employees to register with CommuteInfo				1 to 20	
Т3	Choose your transportation baseline quarter				10	
T4	Claim points for existing alternative commuters				1 to 20	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
T5	Shift modes to reduce your commuter emissions				10 to 1925	
Т6	Maintain your mode shfits				2 to 6 +	
	Goals & Pledges					
T7	Pledge to increase your sustainable commutes				10	
Т8	Reach your sustainable commuter goal				25	
	Alternative Commute Promotion and Pr	ograms				
Т9	Request a personalized commute map for your organization				1	
T10	Gather and share short alternative commute testimonials from your employees				2	
T11	Create a rideshare board for non-commuting trips				1	
T12	Create an alternative commute group and provide opportunities to communicate				1	
T13	Offer flexible schedules to encourage alternative commutes				1	
T14	Write a policy to close your office for Green Fridays				1	
T15	Participate in car-sharing program like Zipcar				1 to 20	
T16	Establish and encourage no idling policy for loading zones and parking lots				2	
T17	Advocate alternative commutes and CommuteInfo with neighboring employers				1	
	Alternative Commute Incentives	;				
T18	Utilize the Commuter Choice pre-tax benefit				1 to 20	
Т19	Create a transportation agreement to subsidize transit costs for employees / students / faculty				1	
T20	Create a parking pass program that incentivizes alternative commutes				2	
T21	Create an alternate program to incentivize alternative commutes				2	
	Vehicle Fleet and Infrastructure Upd	ates			•	
T22	Create a fuel efficient fleet				1 to 21	
T23	Conduct a green vehicle fleet assessment				3	
T24	Install electric car charging stations in parking lots				3 +	
	Bicycle Advocacy and Infrastructure	2				
T25	Partner with community entities to upgrade transportation infrastructure				1	
T26	Create bike, scooter, and pedestrian-friendly office infrastructure				1 to 10	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
T27	Implement an employee bicycle sharing program or purchase "office" bicycles				1 to 20	
T27	Use an established bicycle-sharing program				1 to 20	
120					1 (0 20	
	Air Quality Actions					
	Measurement					
AQ1	Monitor indoor particulate matter in your home or office				5	
AQ2	Monitor radon in your home or office				5	
AQ3	Monitor carbon dioxide in your home or office				5	
AQ4	Monitor carbon monoxide your home or office				5	
AQ5	Conduct a radon test				5	
AQ6	Share and/or present your monitoring data				2 to 4	
AQ7	Test and monitor indoor air quality with a professional indoor air quality test				5	
AQ8	Conduct a professional asbestos inspection				5	
AQ9	Conduct a professional lead test				5	
AQ10	Conduct a post-intervention air quality assessment				5 to 20 +	
	Pledges and Policies					
AQ11	Review your EPA Environmental Justice Screen report				1	
AQ12	Interpret data from your monitoring period				1 to 4 +	
AQ13	Write an air quality intervention and improvement plan				5	
AQ14	Implement low-VOC purchase policy for all building projects				3	
	Implement a policy against the purchase and use of materials with Red List					
AQ15	components				3	
	Indoor Air Quality Improvement					
AQ16	Act on recommendations from IAQ, radon, asbestos and lead testing				1+	
AQ17	Build a box fan air filter to mitigate the impact of high-particulate matter activities				1	
AQ18	Install a radon mitigation system				10	
AQ19	Have your facility professionally sealed				10	
AQ20	Relocate outdoor air intakes to avoid influx of outdoor pollutants				10	
AQ21	Install potted plants in your facility				1 to 2 +	
AQ22	Check blocked vents in office and move furniture to unblock them				1	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
AQ23	Clean air ducts and vents				3	
AQ24	Maintain your HVAC systems				3	
AQ25	Change HVAC filters every six months				1 to 2 +	
	Outdoor Air Quality					
AQ26	Advocate for better air quality in your neighborhood				5	
AQ27	Sign up for action day forecasts				1 to 10	
AQ28	Implement the Air Quality Flagging program at your organization				3	
AQ29	Write a policy to take action on air quality action days				5 to 6	
	Inform your employees about ordinances and regulations to improve air quality					
AQ30	on air quality action days				1	
AQ31	Install no-idling signs near air intakes and building entrances				1	
AQ32	Ban smoking on office grounds				2	
AQ33	Join Breathe Project Coalition				3	
AQ34	Use alternatives to leaf blowers in your grounds maintenance				1	
	Innovative Action					
IN1	Innovate your own action				Points Vary	
	Municipal Actions					
M1	Complete a climate change adaptation plan				5	
M2	Create an environmental advisory council				2	
M3	Incorporate sustainability-awareness into all municipal-sponsored events				1	
M4	Provide municipal support for air pollution and emissions education				2	
	Pass a resolution to participate in the Sustainable Community Essentials					
M5	Certification Program				3	
M6	Conduct a sustainability assessment and publish the results				3 to 11	
M7	Install or retrofit street lights/traffic signals				3	
M8	Provide support for a public Climate Action Program				3	
M9	Require LEED certification for development projects receiving public incentive				2	
M10	Adopt and enforce a clean construction emissions policy for publically subsidized projects				2	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
M11	Conduct an assessment to minimize emissions from municipal fleet				3	
M12	Incentivize low impact and green development projects and techniques				3	
	Institute sustainable landscape maintenance practices for parks and municipal					
M13	grounds				2	
M14	Institute and enforce tree and woodland protection management policies				2	
M15	Develop walking and biking trails				1 to 5	
M16	Develop bicycle lanes				1 to 3	
M17	Initiate a "Share the Road" education campaign				1	
M18	Train police on rights and responsibilities of bicyclists				1	
M19	Evaluate and implement congestion management techniques				3	
M20	Adopt a multi-municipal comprehensive plan as an official map				3	
M21	Comprehensive Plan has extensive sustinability considerations				2 to 12	
M22	Support a "Buy Local" initiative				2	
M23	Institute and enforce waste and recycling ordinances in compliance with Act 101				2	
M24	Create a curbside and/or drop off recycling program				2	
M25	Host a public informational program/workshop on citizen waste reduction and recycling				2 to 8 +	
M26	Supply residents with information relating to environmental and health programs and regulations in the municipality				1	
M27	Offer expanded recycling programs for hard-to-dispose of items				2	
M28	Contract with a waste hauling service to collect municipal compost				2 to 4	
M29	Remove impediments to the use of alternative energy or green buildings				2	
M30	municipality				1	
	University Actions		•			
U1	Start a student-run Sustainability Senate or Committee				2	
U2	coordinators				2	
U3	Host an eco competition at your university				10	
U4	Create a "green fee" to pay for sustainability projects				3	
U5	Purchase campus food from university farms and/or local farms				2 to 6	

New Action #	Action	Done	In Progress	Planned	Points Available	Points Projected
U6	Host a farmers market on your campus				2	
U7	Create incentives to discourage use of individual mini-fridges and microwaves				2 to 4	
U8	Host a "Green Social" for dorm residents				1	
	Conduct a campus-wide sustainability project involving student and faculty volunteers				1 to 10 +	
U10	Pursue AASHE Certification				1 to 11	