

# Impact at Work Project Themes



Theme	Project(s)	Benefits	Challenges	Difficulty level	Where to start
<b>Waste Reduction</b>	<ul style="list-style-type: none"> <li>Recycling</li> <li>Compost</li> <li>Water bottles</li> <li>Paper usage</li> <li>Green buildings</li> </ul>	<ul style="list-style-type: none"> <li>Highly visible</li> <li>Quantifiable</li> <li>High existing awareness among employees of impact</li> <li>Low up-front investment</li> <li>Reduced costs from:                             <ul style="list-style-type: none"> <li>Reduced hauling</li> <li>Reduced purchasing of packaged products (water, paper cups etc.)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Incentivizing behavior change</li> <li>Working with facilities management</li> <li>Establishing benchmarks and monitoring progress</li> </ul>	Low (increasing existing recycling levels) to High (establishing a new recycling program)	<ul style="list-style-type: none"> <li>Contact your facilities manager to discuss options</li> <li>Conduct waste audit</li> <li>Identify materials with reduction, reuse or recycling potential</li> <li>Host waste reduction awareness event</li> </ul>
<b>Energy</b>	<ul style="list-style-type: none"> <li>Energy conservation and efficiency</li> <li>Renewable energy</li> <li>Sustainable computing</li> <li>Green buildings</li> </ul>	<ul style="list-style-type: none"> <li>Quantifiable</li> <li>Cost effective</li> <li>Direct relationship to carbon output</li> </ul>	<ul style="list-style-type: none"> <li>Incentivizing behavior change</li> <li>Working with facilities management</li> <li>Establishing tracking systems</li> <li>Some improvements require substantial investment</li> </ul>	Low (encouraging employee to turn off lights) to High (energy efficiency retrofitting for office buildings)	<ul style="list-style-type: none"> <li>Contact your facilities manager to discuss options / current energy usage</li> <li>Conduct basic energy audit</li> <li>Research industry benchmarks</li> <li>Host energy conservation awareness event</li> </ul>
<b>Community Engagement</b>	<ul style="list-style-type: none"> <li>Employee volunteerism</li> <li>Dollars for Doers programs</li> <li>Nonprofit pro bono partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Team building</li> <li>Opportunities for skill development</li> <li>Positive PR value</li> <li>Improved relationships with local community</li> <li>Increased employee engagement</li> </ul>	<ul style="list-style-type: none"> <li>Timing events to fit with work activities</li> <li>Securing time off for employees</li> <li>Connecting employee skills to community needs</li> </ul>	Medium to High (depending on size of program)	<ul style="list-style-type: none"> <li>Contact HR manager to request employee interest survey</li> <li>Ask employees for volunteer-related interest areas</li> <li>Conduct outreach to local nonprofit organizations</li> <li>Host meeting to recruit volunteers</li> </ul>
<b>Sustainable Purchasing</b>	<ul style="list-style-type: none"> <li>Environmentally / socially preferable procurement</li> </ul>	<ul style="list-style-type: none"> <li>Many purchases reduce costs (energy efficient equipment, lower waste products etc.)</li> <li>Positive PR value</li> <li>Stay ahead of compliance regulations</li> </ul>	<ul style="list-style-type: none"> <li>Increased costs (real and perceived) from some purchases</li> <li>Some purchases have long-term ROI (energy efficient equipment etc.)</li> </ul>	Medium to High (depending on breadth of policy implemented)	<ul style="list-style-type: none"> <li>Contact procurement department to discuss current policies</li> <li>Draft list of sustainable procurement priorities</li> <li>Compile list of sustainable procurement sources and pricing</li> <li>Create proposal for pilot policy to evaluate feasibility</li> </ul>
<b>Transportation</b>	<ul style="list-style-type: none"> <li>Carpooling</li> <li>Incentives</li> <li>Alternative transport</li> <li>Flexible workplaces</li> <li>Telecommuting</li> </ul>	<ul style="list-style-type: none"> <li>Reduced costs for commuters</li> <li>Lower office space costs (in the case of telecommuting / flexible schedules)</li> <li>Shorter commutes and increased productive time working</li> </ul>	<ul style="list-style-type: none"> <li>Dispersed populations</li> <li>Culture change in organization (telecommuting)</li> <li>Availability of alternative options</li> </ul>	Low (for carpooling projects) to High (for telecommuting)	<ul style="list-style-type: none"> <li>Contact HR department to research current policies.</li> <li>Survey staff for commuting habits</li> <li>Calculate costs and carbon output for current commuting patterns</li> <li>Create proposal for pilot project with accompanying carbon and cost savings</li> </ul>