



2022 Department of State Sustainability Plan

1. U.S. Department of State Sustainability Plan Summary

The Department takes seriously the need to lead by example on climate and sustainability in our operations as part of our role in tackling the climate crisis. We are building institutional capacity to drastically expand our sustainability efforts to meet the objectives of Executive Order 14057, with emphases on data, training, policies, and process improvement.

2. Priority Actions Towards Goals

A. 100 Percent Carbon Pollution-Free Electricity

Carbon Pollution-Free Electricity (CFE) reduces exposure to volatile energy costs, increases operational resilience, and serves as a platform to highlight U.S. solutions and leadership on resilience and sustainability. Completed and priority actions in FY 2022 include:

- The Bureau of Overseas Buildings Operations (OBO) has installed 46 renewable energy installations with over 10 MegaWatts (MW) of power capacity worldwide. In FY22, an additional 1.6 MW will be contracted, and there are currently 20 installations under construction or in planning that will result in an additional 15 MW of solar power capacity.
- Continued to expand CFE domestically beyond government-leading 39.5 percent with a switch to 100 percent CFE at the Maryland warehouse facility.
- Secured membership in the Clean Energy Buyer's Alliance to advance training for Department personnel and access potential collaborative CFE procurements.
- Creating a Power Purchase Agreement (PPA) template for overseas posts to enable a more streamlined approach to CFE procurement by September 2022.

B. 100 Percent Zero-Emission Vehicle Fleet

Deploying Zero-Emission Vehicles (ZEVs) supports the Department's efforts to reduce global air and climate pollution. We are replacing all appropriate end-of-life vehicles in the domestic fleet with ZEVs, when available, and are researching EV options for armored security and law enforcement vehicles. Completed and priority actions in FY 2022 include:

- Scored 217 overseas posts on ZEV transition readiness based on local charging infrastructure, reliability of the electrical grid, and availability of maintenance services. One-quarter are ready for ZEVs.
- Developed technical standards for the installation of electric vehicle charging stations to be deployed in future overseas facilities.
- With release of full-year FY 2022 funding and subject to supply chain availability, begin procurement of charging stations for domestic facilities by September 2022.

C. Net-Zero Emissions Buildings, Campuses, and Installations

Design and Construction for Net-Zero Emissions

Department facilities abroad represent the U.S. Government and support the achievement of U.S. foreign policy objectives. Since 2010, the Department has required all new office buildings and major renovations to achieve LEED® Silver or higher. In 2021, the General Services Administration revised the requirement to LEED® Gold for domestic locations. Since 2007, 57 new construction projects have been certified - 20 Silver, 20 Gold, and 3 Platinum. Overseas Buildings Operations (OBO) continues to evaluate opportunities to achieve net-zero. Completed and priority actions in FY 2022 include:

- Convened OBO Industry Advisory Group on climate to ensure alignment with first-in-class industry standards and innovations (February 2022).
- Launched OBO Decarbonization Initiative to track and evaluate methods to lower embodied/operational carbon emissions throughout facility life cycles (May 2022).
- Installed solar array that enabled the first overseas net-zero energy facility at Embassy Koror, joining one domestic net-zero facility in Charleston, South Carolina.

Increasing Energy Efficiency

The Department is committed to increasing energy efficiency to reduce exposure to volatile energy prices and conserve financial and natural resources. We are retrofitting lighting with LEDs, improving HVAC efficiency, and designing to maximize daylight inside with minimal solar-heat gain. Completed and priority actions in FY 2022 include:

- Enrolled 100 percent of eligible overseas facilities in EnergyCAP to automate utility bill capture and find opportunities for energy savings and cost avoidance.
- Installed MeterNet in two facilities overseas for a total of 101 posts.
- Incorporated energy efficiency into overseas annual management assurance process.
- Completed Strategic Asset Management Plans for three owned domestic facilities to help prioritize maintenance and energy efficiency (July 2022).
- Conducted initial energy and water audit at two new domestic facilities covered under the Energy Independence and Security Act (EISA), identifying cost effective energy conservation measures.
- Virtualized 9,738 servers (5,533 domestic and 4,205 overseas), 60 Azure subscribers, and 147 applications in the enterprise cloud environment that were either built in the cloud or migrated to the cloud, enhancing efficiency through electronics stewardship.

Increasing Water Efficiency

Water scarcity impacts many of our global locations, and the Department views water stewardship as vital to sustainable and resilient operations. We install efficient plumbing fixtures, rainwater capture systems, and drinking water technologies; plant native and drought-tolerant landscaping; and encourage responsible consumption through “Turn It Off” campaigns. Completed and priority actions in FY 2022 include:

- Completed enrollment of 100 percent eligible overseas posts in EnergyCAP to automate capturing water consumption and cost data.
- Surveyed 28 overseas Facility Managers on water conservation strategies, identifying current best practices and future opportunities for reducing potable water consumption for irrigation across the overseas portfolio.
- Continued the Water Conservation Initiative to reduce freshwater consumption and promote water savings at posts through a comprehensive water conservation program.

- Conducted initial energy and water audit at two new domestic facilities covered under EISA, identifying cost effective water conservation measures.

D. Reducing Waste and Pollution

Reducing waste and pollution is a diplomatic priority for the Department, which supports several pollution-focused campaigns and multilateral initiatives, such as the United Nations Environment Program’s Clean Seas Campaign, the USAID-launched Save Our Seas Initiative, and the Our Oceans conference. The Department achieves a 50 percent diversion rate domestically, and about 73 percent of overseas posts recycle, diverting on average 40 percent of non-hazardous waste from landfills. Completed and priority actions in FY 2022 include:

- Collected 980 pounds of recyclable and donatable goods from two recycling events at the Harry S. Truman Building.
- Developed a multi-year roadmap to pilot and implement off-site construction solutions overseas, such as modular design and construction, to improve project delivery and reduce construction waste.
- Issued guidance to incentivize overseas posts to recycle by notifying them of the ability to reinvest proceeds from the sale of recyclables back into environmental projects (May 2022).
- Partnering with the United States Postal Service to support recycling efforts for Department operations and employees by September 2022, as a supplement to existing recycling programs.
- Researching Whole Building Life Cycle Assessments via the OBO Decarbonization Initiative to quantify and reduce construction and maintenance waste.

E. Sustainable Procurement

The Department has been working to modernize its procurement approach. This year it launched several initiatives, such as a Request for Information for a procurement forecasting app and created an IT procurement modernization program, which will also support increased environmental performance. Completed and priority actions in FY 2022 include:

- Established annual sustainable procurement training for contracting officers.
- Released worldwide guidance for contracting professionals to include environmental considerations in “best value” determinations for contracts. (May 2022)
- Encouraged pursuit of Environmental Product Declarations (EPDs) through the OBO Decarbonization Initiative to maximize environmental benefits and increase transparency and supported increased use of Health Product Declarations (HPDs) and similar product standards through the OBO Wellness Initiative to incentivize markets for sustainable products and services.

F. Climate- and Sustainability-Focused Federal Workforce

The Department is working to revitalize its foreign affairs and national security workforce and recognizes that our commitment to climate and sustainability is an important part of employee retention and recruitment. Thousands of State employees volunteer via 120+ Green Teams to support sustainability efforts. Completed and priority actions in FY 2022 include:

- Completed enterprise sustainability staffing assessment of dedicated Full Time Equivalent employees with formal sustainability work requirements (March 2022).

- Incorporated a sustainability module into introductory management tradecraft training at the Foreign Service Institute (FSI) in March and will incorporate similar modules into facilities management and human resources officer training by September 2022.
- Onboarded the first cohort of ten climate-focused Foreign Service Officers.
- Launched four enterprise-wide internal websites to share expertise and educate staff – OES/EGC’s Climate@State resource site (September 2021), FSI’s Climate Learning Hub (June 2022), the Greening Diplomacy Initiative’s (GDI) Sustainability@State resource site (May 2022), and the Secretary’s Office of Global Women’s Issues’ (S/GWI) Gender and Climate Change site (February 2022), as well as one bureau-focused site, greeningOBO (June 2022), which collocates information on sustainability, wellness, and resilience.
- Held a hybrid Earth Day event and GDI Awards ceremony to boost awareness about operational climate and sustainability efforts (April 2022).
- Encouraged overseas employees and procurement specialists to buy locally to reduce the carbon footprint of the Despatch Agencies, Diplomatic Pouch and Mail, and Diplomatic Post Offices.
- Launched an educational series for personnel to learn from U.S. academics about various aspects of the nexus between gender and climate change.
- Provided informational briefings on the nexus of gender and climate change for bureaus, working groups, and FSOs operating in or working on Africa, Near-East, South Asia, and Western Hemisphere regions (ongoing, beginning November 2021).

G. Incorporating Environmental Justice

The Department acknowledges the importance of incorporating environmental justice in our efforts to tackle climate change. Completed and priority actions in FY 2022 include:

- Hosted eight virtual events and launched a podcast to amplify the voices of women and girls addressing climate challenges or improving social and environmental sustainability.
- Convened a virtual event with the private sector on the role of corporations in empowering women and girls as environmental and climate leaders (May 2022).
- Convened an official side event on the margins of the 66th UN Commission on the Status of Women focused on the relationship between gender equality, women’s land rights, and sustainable land use (March 2022).
- Convened quarterly working groups, led by S/GWI, to facilitate integration of the gender-climate nexus across State Department functional and regional bureaus.

H. Accelerating Progress through Partnerships

Partnerships are force multipliers advancing policy and operational outcomes. Completed and priority actions in FY 2022 include:

- Collaborated with the Council on Environmental Quality (CEQ) on launching the Greening Government Initiative. In FY 2022, GGI held three meetings, brought on 41 participant countries, and was featured during COP26.
- Partnered with NASA Multi-Angle Imager for Aerosols (MAIA) program to deploy advanced ground sensors at posts to improve air quality forecasts to protect Department personnel, as air pollution is expected to worsen in many areas due to climate change.

3. Progress Examples

Energy Efficiency

In FY 2022, the Department completed enrollment of all eligible overseas posts in EnergyCAP, a program that uses Optical Character Recognition software to capture and analyze utility bill data. With 630 service providers billing in 45 languages and 106 different currencies, this was no small feat. EnergyCAP replaced a manual data entry process. While not in the analysis phase yet, the program has already helped uncover excess demand charges and incorrect rate assignments. Outreach on EnergyCAP, including at the Chiefs of Mission Conference, increased awareness of the program and enabled improvements in the leveraging of this data with posts.

Water Efficiency

Since 2019, the Department's annual Resilience Innovation Grant has provided up to \$1 million to overseas posts to carry out innovative projects. In 2022, Embassy Skopje, North Macedonia will complete a redesign of its landscaping to reduce irrigation needs and will complete the installation of a stormwater harvesting system. Embassy Abidjan, Ivory Coast completed a rainwater harvesting system that will save seven percent annually on potable water use.

Carbon Pollution-Free Electricity

The Department pursued offsite clean energy, including a switch to 100 percent CFE for U.S. Consulate Sapporo, Japan, and the Maryland warehouse facility. Consulate Sapporo announced the move on Earth Day and issued a lessons-learned cable to benefit other overseas missions. In August, Embassy Kathmandu, Nepal is set to complete a GDI-OBO Resilience Innovation Grant project to build an onsite solar array that will provide 48 kWh per year in clean energy.

Reducing Waste and Pollution

Several 2022 GDI Award winners were recognized for excellence in waste management. Embassy Baku improved its existing recycling program, ensuring recyclables are properly reused and reinvesting recycling proceeds to support other sustainability activities. Embassy Asuncion was recognized for implementing a Zero Waste Program after completing a year-long study of post's waste streams and locally available resources. Embassy New Delhi was recognized for instituting its first waste recycling center, which diverted over 100 tons of waste in 2021.

Net-Zero Emissions Buildings Campuses and Installations

In April, Special Presidential Envoy for Climate (SPEC) John Kerry was joined by the President of Palau to inaugurate a solar installation at Embassy Koror making it the first net-zero energy U.S. diplomatic facility. This facility joins the net-zero facility in Charleston, South Carolina, as the only two in our real property portfolio. OBO will continue installations of photovoltaic systems in Samoa, Micronesia, and the Marshall Islands, which have similar net-zero potential.

Climate- and Sustainability-Focused Federal Work Force

The Department's senior leadership clearly signaled their support for climate and sustainability efforts, with a public statement by the Secretary appointing Under Secretary John Bass as the Chief Sustainability Officer (CSO); an all-staff message from the Deputy Secretary for Management and Resources Brian McKeon on Executive Order 14057 and its implications for Department operations; and an all-staff message from the CSO on his climate and sustainability priorities and efforts. In April, Under Secretary Bass hosted a hybrid Earth Day event, featuring

a video message from SPEC Kerry, that highlighted the power of employee engagement in improving sustainability and honored the winners of the 2022 GDI Awards.

Incorporating Environmental Justice

S/GWI launched the *Innovation Station* initiative in July 2021 to network and amplify the voices of women and girls developing innovative solutions to climate-related challenges in their communities through a virtual event series, weekly podcast, and quarterly newsletter. In its first year, the *Innovation Station* amassed a network of more than 55 women and girls who have developed over 225 new community relationships through their involvement. Participating innovators have deployed their sustainability tools in East Asia, spoken at U.S. Embassy events in Europe and South America, contributed to research projects in Louisiana, participated in a U.S.-led side event at the UN Commission on the Status of Women, and more.



Visit state.gov/eco-diplomacy to learn more about the Department's sustainability efforts.