

2017
2018

Berkeley Haas

Sustainability Report

Published January 2019

Letter from Laura D. Tyson and Robert Strand

December 2018

We stand at a critical point in history. The sustainability challenges confronting the world are significant and mounting faster than anticipated. Berkeley Haas is well positioned to assume a leadership role among business schools to address these challenges and leverage the power of business to drive positive change. Students are at the center of everything we do, including this important report that represents a collection of our students' assessments of the current sustainability challenges and the opportunities that lie ahead. We commend the students for taking this initiative and congratulate them for producing an insightful report with wise recommendations for action.

Berkeley Haas is part of UC Berkeley – a university that affirms its position as a leader on environmental and social issues to promote awareness and action. Chancellor Carol Christ emphasized our commitment again this year stating “It is becoming clear...that one of the grand challenges on which Berkeley can provide strategic global leadership is in the area of environmental change, sustainability, and justice.”

As we look to the future, we see great opportunity for collaboration and action through further engagement with the UN Sustainable Development Goals (SDGs) at UC Berkeley and Berkeley Haas. The 17 SDGs represent an expansive articulation of our planet's greatest sustainability challenges – from curtailing climate change to addressing growing inequalities. The SDGs provide a common language that provides the framework and holds the promise for greater collaboration around the world to solve these challenges. We encourage Berkeley-Haas students to embrace the SDGs to serve as a platform to engage with others across the campus and beyond drawing upon our Berkeley strengths.



Berkeley Haas is a signatory of the UN Principles for Responsible Management Education (PRME). We encourage students and other members of the Berkeley-Haas community to engage with PRME which is closely linked to the SDGS. We urge our students to become involved in the publication of future PRME reports on behalf of Berkeley Haas.

Today’s students will be future leaders who will shoulder the responsibility of addressing the world’s sustainability challenges. The voice and engagement of today’s students are vitally important. We applaud their work on this fine report and thank them for “Going Beyond Themselves,” in their activities at Berkeley Haas.



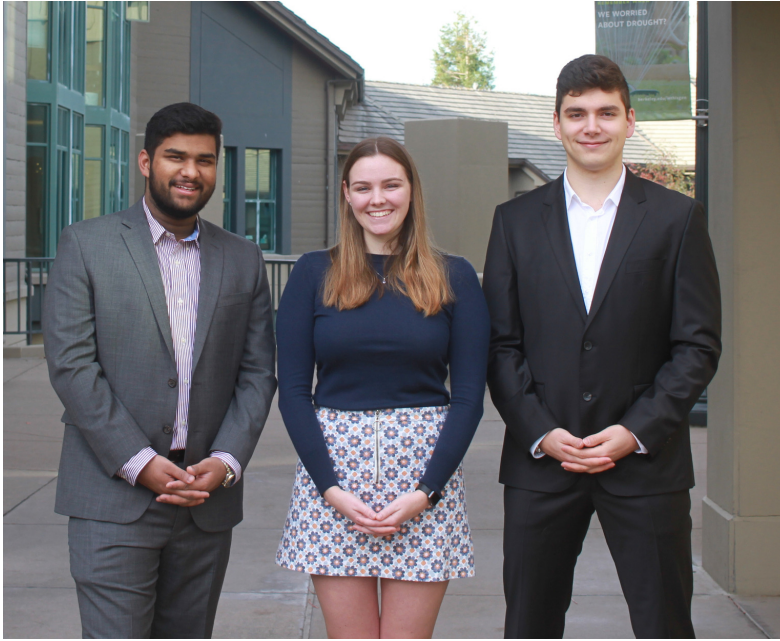
Laura D. Tyson
Dean, 1998-2001
Interim Dean, 2018
Faculty Director, Institute for
Business and Social Impact



Robert Strand
Executive Director,
Berkeley Haas Center for
Responsible Business

Author's Note

Berkeley Haas' first ever sustainability report covers a wide spectrum of sustainability-related topics. It provides information ranging from energy and water efficiency to classes being offered and other initiatives led by the business community.



Left to right: Shane Puthuparambil, Berklee Welsh, Tim Tembrink.

The Haas School of Business is one of the leading business schools in the world. Highly motivated students, faculty, and staff are determined to challenge the status quo and go beyond themselves to create genuine social impact. Students like us, are proud of Berkeley Haas' determination and accomplishments with regards to developing innovative solutions to take on social and environmental challenges. For this reason, we wanted to go beyond ourselves and spotlight Berkeley Haas' commitment to sustainability by writing the school's first ever sustainability report.

We find that reports such as this one serve as benchmarks for past performance and starting points for further improvements.

We hope this sustainability report brings the Haas community one step closer to realizing the importance of measuring and evaluating sustainable performance just as diligently as financial performance and other metrics. Sustainable performance must be accounted for and analyzed in light of the ever changing challenges that the business community faces.

Students at Berkeley Haas are excited to be part of a leading business school that innovates in the field of sustainability and provides opportunities to become the next generation of leaders in social impact. As this development continues, we are certain that Berkeley Haas will continue to lead by example and be at the forefront of sustainable innovation.

We are grateful to everyone that helped realize Berkeley Haas' first ever sustainability report. Their commitment to sustainability will continue to have great impact not only in our school but in other schools, businesses, and organizations around the world.

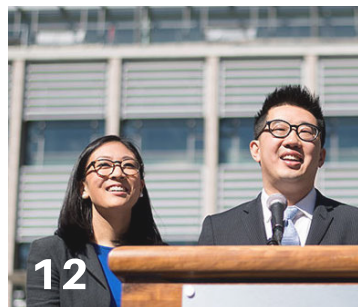
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Water

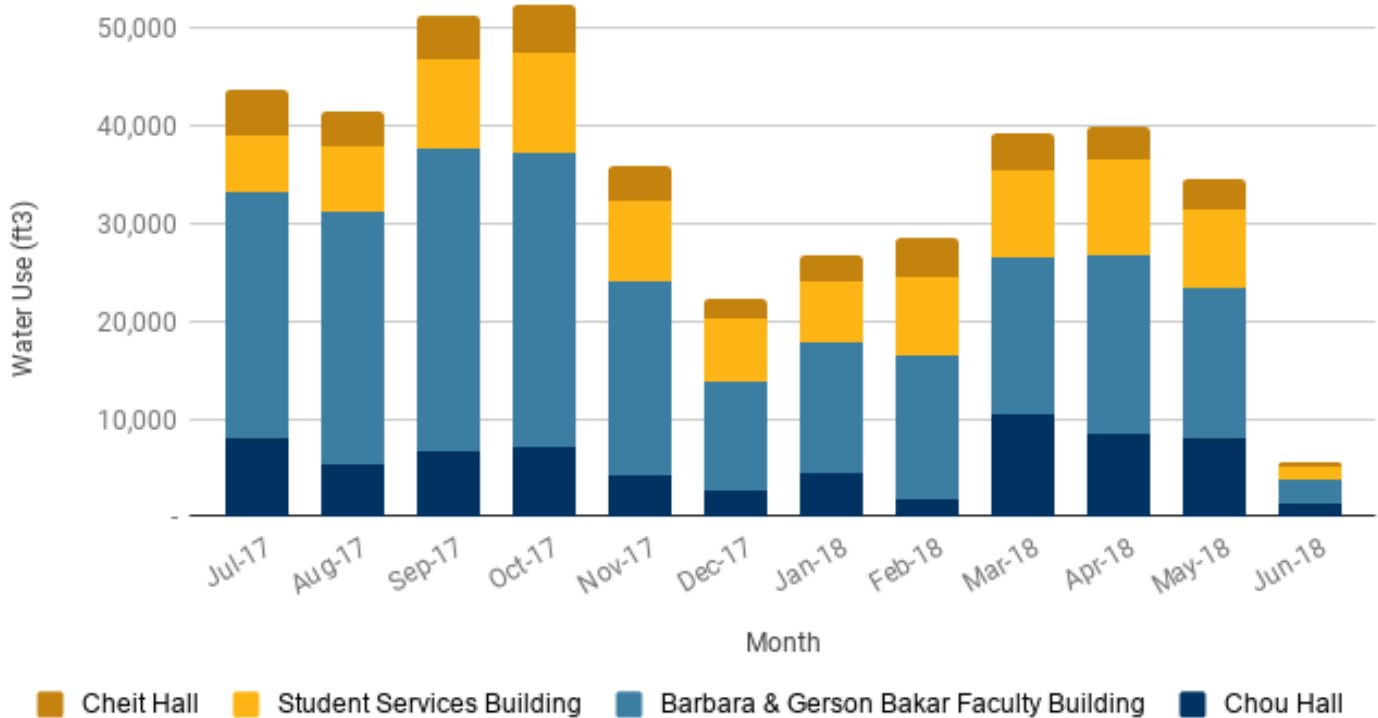
Water, an increasingly scarce resource in the state of California, is being consumed at a rapid rate due to drought and population increase.

In order to decrease water consumption at UC Berkeley, the administration designed a Water Action Plan for which all campus facilities must adhere to.

The goals set in place include:

- 1) UC Berkeley should reduce potable water use to 10% below 2008 levels by 2020.
- 2) System wide, reduce potable water consumption adjusted for population growth by 20% by the year 2020.

Berkeley Haas Water Use



**The data for June 2018 may be inaccurate due to malfunctions of the water meters. Data was included for transparency.*

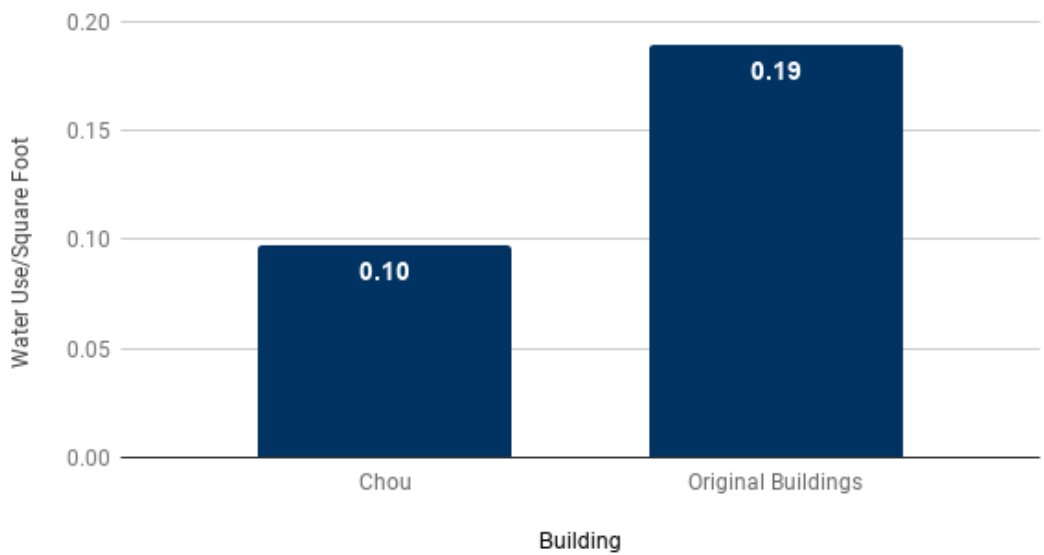
MAKING WAVES

Berkeley Haas has strived to improve water management systems and reduce the amount of water consumed to comply with campus goals. On a monthly basis, Berkeley Haas as a whole uses an average of 37,500 cubic feet of water.



The water-efficiency measures implemented in Chou Hall have exceeded expectations. Chou Hall uses about half as much water per square foot as the rest of the Haas complex. The Barbara & Gerson Bakar Faculty Building uses the most water, due to the high concentration of classrooms, bathrooms, and faculty and staff offices.

Comparing Water Use Across Berkeley Haas



Rainwater collected in cisterns will be used to flush toilets
(natural color variation may occur!).

Main sources of water consumption include restrooms, drinking fountains, and landscaping. In order to minimize water consumption in restrooms, the majority of Haas bathrooms have high-efficiency flush mechanisms installed. Home to an 11,000 gallon cistern, Chou Hall has the capability to power restroom water use through harvested rainwater. Although the technology is in place, rain is scarce around Berkeley. Once it begins to rain more frequently, the cistern will be able to function.

Energy

Transitioning to clean and sustainable sources of energy has been a significant goal for UC Berkeley over the past several years.

In order to continue monitoring energy usage across campus, the UC Berkeley Energy Office has developed an energy dashboard to help the university monitor anomalies in energy use. As efforts to reduce energy use increase, UC Berkeley has implemented new energy goals.

- The goals include:
- 1) Reduce energy use intensity by 2% annually.
 - 2) Add 2.5 megawatts of renewable solar energy on campus.
 - 3) By 2025 procure 100% clean electricity from off-campus sources.
 - 4) By 2025, 40% of natural gas should be replaced by biogas.

Berkeley

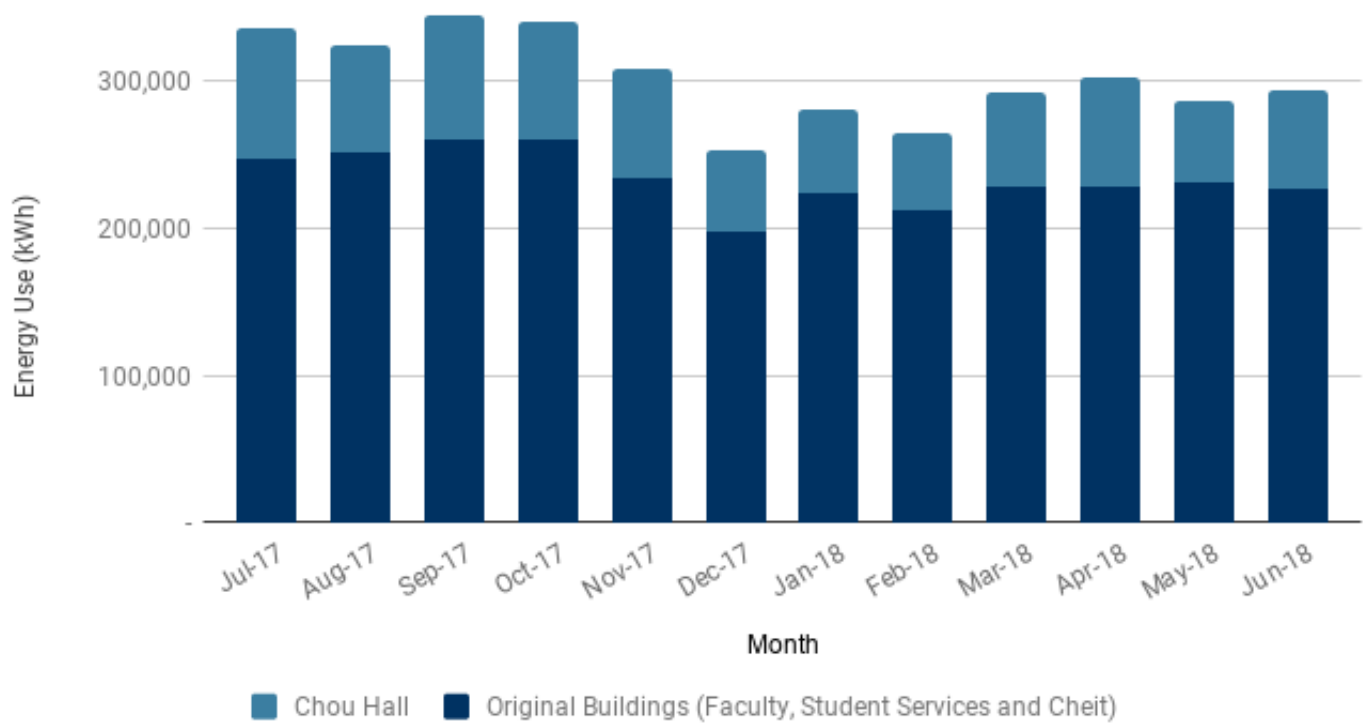
bright green

UNIVERSITY OF CALIFORNIA, BERKELEY

Office of Sustainability

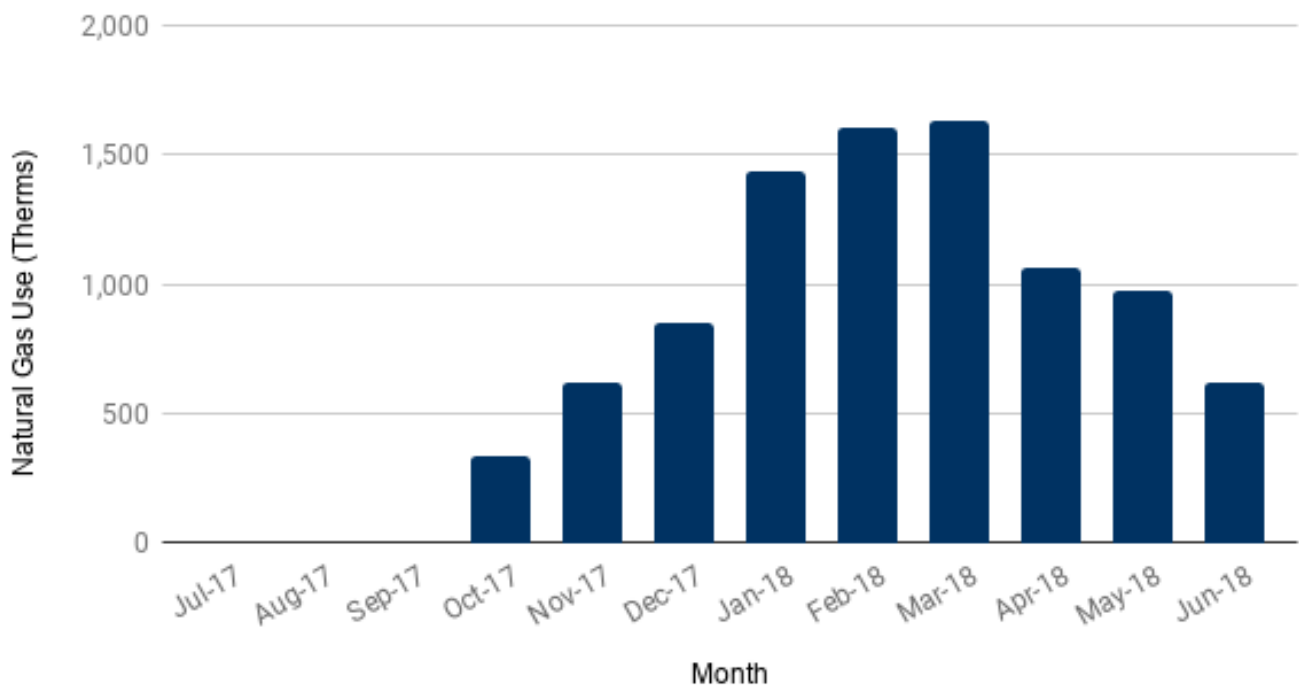
“Since 2008, Berkeley has implemented energy efficiency measures that have reduced carbon emissions by 15,000 tons and saved millions of dollars.”

Berkeley Haas Energy Use



Berkeley Haas has strived to improve energy consumption and reduce the amount of energy used to comply with the long-term campus goals. On a monthly basis, the school as a whole uses an average of 300 kWh of energy. The original Haas buildings do not have individual energy metering systems because they are all connected internally through intra-building catwalks.

Berkeley Haas Natural Gas Use (Chou Hall)



Chou Hall was designed with energy efficiency measures in mind, allowing it to be the most energy-efficient building at Haas.



Students leaving Chou Hall during its grand opening in 2017.

Food

Cafe Think, located on the second floor of Chou Hall, provides a welcoming space for students to meet for coffee, study, and enjoy delicious and healthy food.



GREEN BUSINESS CERTIFIED

Cafe Think is Green Business Certified in Alameda County.



ZERO WASTE

The Cafe Think staff is working collaboratively with the Chou Hall Zero Waste Team to implement the WELL Building Standard requirements in order to achieve Zero Waste Certification.

Cafe Think provides reusable plates, bowls, cups, and cutlery to be used by those dining in house rather than to-go. Offering reusable dining ware allows Chou Hall to further decrease the amount of waste generated within the building.

LOCAL PRODUCE

Along with recyclable and compostable to-go materials, all fresh produce is sourced from the local area - within a range of 250 miles. This area encompasses an area east to Sacramento, north to Chico, and south to Fresno and San Luis County. Only when produce is not available due to weather conditions may they purchase from outside this area. Cafe Think also complies with U.C. Berkeley's sustainable food policies, by increasing sustainable food purchases by at least 25% by 2020 and reporting annually on progress toward that goal to the Office of Sustainability.

REPORTING & FOOD WASTE

All waste generated by Cafe Think through on-site food service, food preparation, and catering must be either recyclable or compostable. Their waste is included in Chou Hall's diversion measurements and reporting. Cafe Think works hard to reduce the amount of food waste generated by keeping daily records of leftovers and adjusting for demand accordingly. They donate all leftover concession items and catering to local food banks or charities. A rising initiative within Berkeley Haas is the Food Recovery Program, started by the Haas Business School Association (HBSA) Sustainability Committee.

"The Haas Food Recovery Program was founded to redistribute otherwise wasted food to food insecure students at UC Berkeley. Our overall goal is to reduce food waste from catered events on campus and curate a sustainable relationship between caterers and the campus food pantry. At the end of the pilot program, we would like to build a relationship between event planners, caterers, and the food pantry. A relationship that runs on effective communication allows members of the food pantry to successfully secure excess food and redistribute it among students in need."

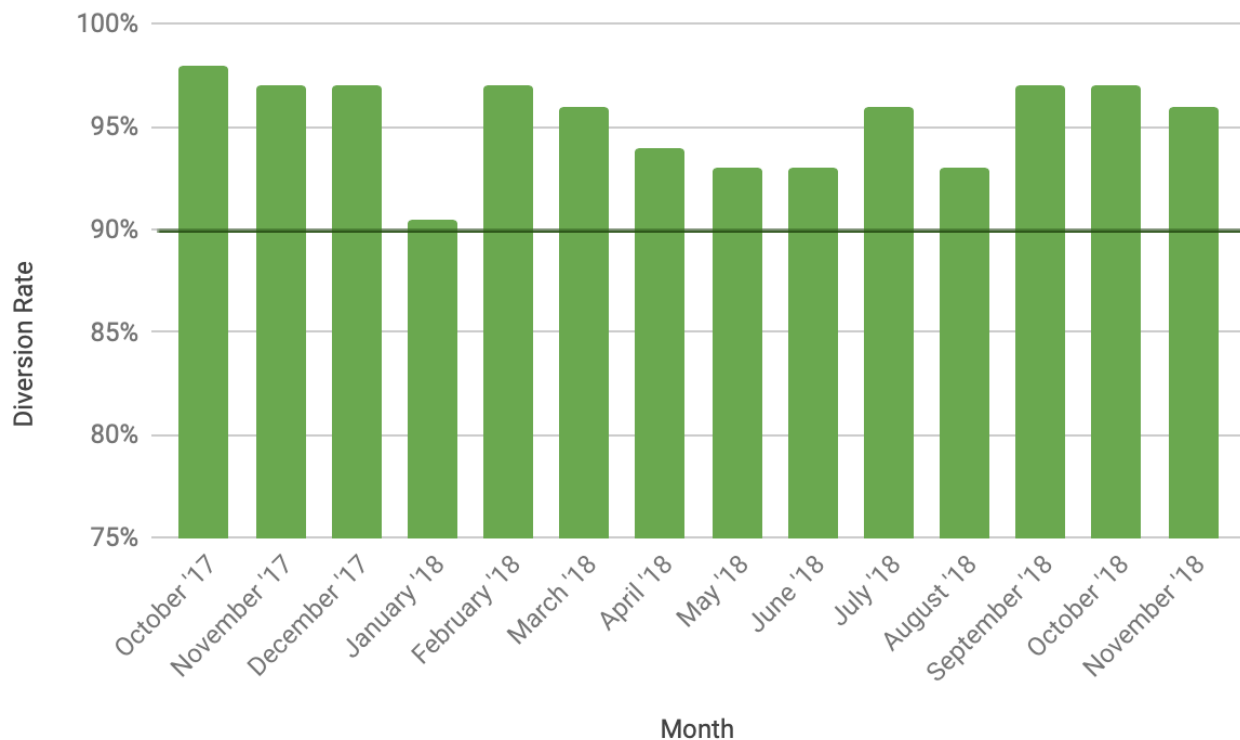
-Kseniya Mais, Leader of the Food Recovery Program

Waste Diversion

The Zero Waste Initiative is a plan to create a 'closed-loop system' which focuses on reducing, reusing, redesigning, recycling, and composting in order to minimize the waste produced and start a Zero Waste culture at the Haas School of Business.

One of the main goals of the building is to decrease the amount of physical waste being produced - tracked by a metric known as the diversion rate. The diversion rate is the rate of material that is diverted from the landfill. When the diversion rate is low, it means that more waste goes to the landfill rather than being recycled or reused.

Berkeley Haas Waste Diversion Rate



The Zero Waste Team at Chou Hall has several pledges to generate constant improvement regarding sustainability practices at the business school.

ZERO WASTE PLEDGES:

- 1) Berkeley Haas is committed to continuously improve and follow the Zero Waste Business Principles
- 2) Strive to be innovative leaders in Zero Waste solutions and systems;
- 3) Share learnings with other facilities at UC Berkeley and the larger UC system to collectively reach the goal of Zero Waste by 2020;
- 4) Aim to reduce the overall size and amount of product packaging purchased by 1% each year.

$$\frac{\text{Recycling} + \text{Compost}}{\text{Recycling} + \text{Compost} + \text{Landfill}} \times 100\% = \text{Diversion Rate}$$



Since the building's initial opening in October 2017, Chou Hall has maintained its goal of a diversion rate greater than 90%. In order to track these metrics, the Chou Hall Zero Waste team and several volunteers conduct audits, separating the building's waste by hand. They sort different items by category - glass, metals, cardboard, and various paper types - in order to identify common problem areas that students and faculty face while disposing of their trash.

The Zero Waste Team urges students to remember:

Landfill is not generated, or disposed of, in Chou Hall.

If you bring landfill into the building (e.g. snack bags, candy wrappers, yogurt containers), please dispose of the waste in the courtyard's solar bellies.



Solar-powered BigBelly waste bins on the UC Berkeley campus.

PACK IT IN, PACK IT OUT

The new 'pack it in, pack it out' mentality encourages the entire Berkeley Haas community to be mindful of their waste and dispose of non-recyclable waste outside of Chou Hall. In order to build a culture of mindfulness, each student receives reusable mugs and water bottles when starting their journey at Berkeley Haas, allowing them to reduce the amount of disposable coffee cups and bottles they use.

When students purchase food or beverages in Café Think, they can easily dispose of the packaging as all packaging is made out of bio-based plastic which is compostable and recyclable.

All of Café Think's coffee grounds are used by UC Berkeley's Gill Tract Farm as garden compost.

Waste-sorting champions Gerardo Campos (top), David Moren (left), and Danner Doud-Martin and former Dean, Rich Lyons (right).

Chou Hall Spotlight



Connie & Kevin Chou Hall first opened its doors in Fall 2017 as the newest addition to the Haas School of Business campus. Since then, it has set new sustainability standards for academic buildings around the world. The 6-story, 80,000-square-foot building transforms students' educational experience with flexible classrooms and technology to support digital education.

Sixty million dollars: total cost of Chou Hall construction

The Chou and Chen gift will be transformative for Berkeley Haas, former Dean Rich Lyons says. “What makes this gift so special is that these are two people in their 30s—an extraordinary time in life to be making a commitment to an institution that Kevin says has had so much of an impact on his life. Their donation is going to have a catalytic effect on generations of donors to come.”



Student-focused classrooms in Chou Hall are integrated for digital learning.

Not only is Chou Hall on track to become the country's greenest academic building, but it is the first academic building in the U.S. designed specifically for LEED Platinum and WELL certification. Multidisciplinary teams of students and staff have worked closely with Cal Zero Waste, Haas faculty, facility management and building vendors to make that a reality. Chou Hall and the Zero Waste Initiative are an important step towards the University of California's goal of zero waste by 2020 and carbon neutrality by 2025. Take a look for yourself and explore what makes Berkeley Haas' Chou Hall so special.



Chou Hall design integrates sustainability to become the greenest academic building in America.

BEST FOR STUDENT LEARNING

As Berkeley Haas' former Dean, Rich Lyons, said,

“It’s an exciting time to add this new kind of space for our faculty to teach and students to learn in new ways. It will transform the educational experience for generations to come.”

Chou Hall's 8 tiered classrooms, 4 flexible classrooms, 28 study rooms and 300-person event space add great value to Berkeley Haas. Every classroom is equipped with microphones on all desks, video recording technology and more to create a great environment for students to focus on exploring their passion in business.

Multi-certification

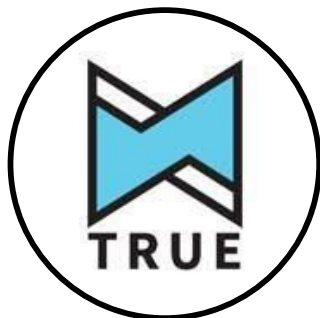
The Berkeley Haas Green Team and many individuals are working hard to make Chou Hall the first zero waste academic building in the world.

“Change starts here; Chou Hall is the first building in an eventual campus-wide zero-waste zone,” says Jessica Heiges, the Chou Hall Zero Waste Initiative student lead MDP '19.



LEED Platinum Certification

LEED, or Leadership in Energy and Environmental Design, is the most widely used green building rating system in the world. LEED provides a framework to create healthy, highly efficient, and cost-saving green buildings. Berkeley Haas' Chou Hall was built to earn LEED Platinum certification, the highest LEED rating a building can achieve. Chou Hall leads in all measures regarding to sustainability and is evaluated on the following categories: sustainable site, water efficiency, energy & atmosphere, material & resources and indoor environmental quality.



TRUE Zero Waste Certification

Thorough waste audits allow the Green Team to get a complete picture of where building occupants struggle with proper waste sorting so they can make adjustments in the future. Filling stations all over the building for students to fill their reusable bottles with fresh water, bins for compost, landfill and recycling can be found on every floor. Most importantly, Berkeley Haas strives to maintain a 90% diversion rate for 12 consecutive months in order to attain the TRUE Zero Waste Certification. This is a significant improvement from the UC Berkeley building average of 75% diversion.



WELL Certification

Chou Hall is on its way to become WELL certified, a leading tool used globally for measuring building design practices that promote human health and well-being. The WELL standard assesses the built environment and its impacts through air, water, nourishment, light, fitness, comfort, and mind. The standard is third-party certified by GBCI, which also administers the LEED certification period. With this certification, Berkeley Haas continues to showcase the holistic approach used to ensure excellent health and wellness outcomes for students, faculty and staff.

Supply Use

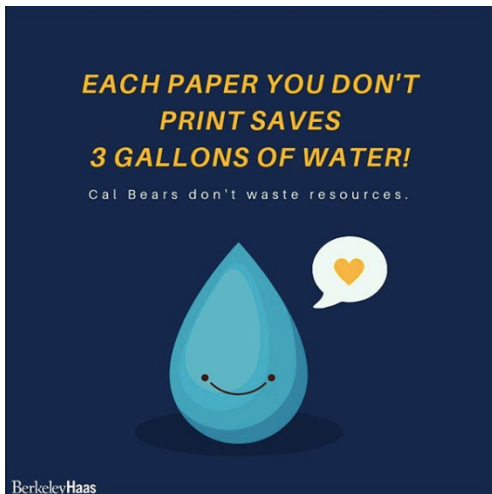
In a business school with over 2000 students, many faculty and supporting staff, the amount of office supplies used is substantial.

To reduce the environmental impact of these supplies, Berkeley Haas works hard to reduce the overall size and amount of product packaging purchased by 1% each year. This includes cleaning, classroom, and office supplies, food ingredients, to-go food options, catering services, audio and visual services, and event services. Two main supplies contributing to waste are paper and whiteboard markers which are used by students, faculty and staff. Here are some of the adjustments Berkeley Haas has made with regards to paper and whiteboard markers:

PAPER

Each school year, Berkeley Haas students print about 77,000 pages of paper. This is equivalent to almost four tons – weighing the same as 13 Grizzly bears. Berkeley Haas purchases only 100% recycled paper. Printing costs decreased by \$270,000 after centralized Ricoh printers were installed, which eliminated individual in-office printers and required users to scan into the centralized printer. Saving paper begins with making resources available digitally. The elective study.net course readers for the MBA program are now electronic, which has reduced printing and shipping costs by \$130,000.

PAPER INITIATIVE & COMPETITION



During the spring semester of 2018, Berkeley Haas partnered with Root Solutions (a green consultancy) to reduce the amount of paper printed. After extensive surveys of the student body, it became apparent that **89% of students support efforts to reduce paper usage at Haas**. Starting in Fall 2018, the HBSA Sustainability Committee, the Haas Green Team, and Root Solutions raised awareness through social media and posters to encourage students to print less, incentivizing the savings with a paper savings competition. During the month-long paper savings competition, juniors printed 20% less and seniors printed 34% less paper than during the same time frame in 2017. Overall, 83% of all students surveyed reported that this paper savings initiative helped them be more aware of their paper usage.

MARKERS

Berkeley Haas has stopped purchasing single-use whiteboard markers and now only buys refillable markers that use 91% recycled ink. In the summer of 2018, the school purchased approximately 400 new markers and 750 marker refills.

Social Sustainability

In this section, you can find highlights about Berkeley Haas' key social sustainability indicators, research institutes, and the diverse student body. Institutes, centers, and programs at Berkeley Haas are constantly looking to expand courses, academic programs, community outreach, and published research. Students, faculty, and staff work together to advance the business community and work in close partnership with key industries and government.

BerkeleyHaas

Question the Status Quo

Confidence Without Attitude

Students Always

Beyond Yourself

DEFINING LEADERSHIP PRINCIPLES

INSTITUTES & CENTERS

INSTITUTE FOR BUSINESS & SOCIAL IMPACT (IBSI)

IBSI Faculty Director Laura Tyson unites a broad array of programs and centers (6 in total) with a shared goal to achieve social impact and develop creative solutions to urgent social and environmental challenges.

At the core of the IBSI are the following centers:

Center for Responsible Business



The Center for Responsible Business connects students, businesses, and faculty to mobilize the positive potential of business. Students are educated to become more equitable, inclusive, and sustainable leaders who can work across traditional boundaries between nonprofit

organizations, for-profit enterprise and the public sector to achieve social impact. Besides that, researchers work on sustainability-minded research and its application in the marketplace of commerce and ideas.

Key focus areas of the Center for Responsible Business include Sustainable Investment & Finance, Human Rights & Business, Sustainable Supply Chains, and the newly inaugurated Sustainable Food Initiative.

Center for Equity, Gender, and Leadership



The Center for Equity, Gender, and Leadership supports research and teaching in gender equity and inclusion, with the goal to help students understand the value of different lived experiences and to use their power to address barriers, increase access, and drive change for positive impact.

Center for Social Sector Leadership



Berkeley Haas' Center for Social Sector leadership offers social sector training, research opportunities, and career development for students and alumni. The Center for Social Sector Leadership helps to define a new generation of business leaders that understand and value the crucial role

that nonprofit and public institutions play in the world's increasingly collaborative economy. Berkeley Haas students can choose to consult with social sector organizations, found a social enterprise, or learn about effective philanthropic strategies. MBA students can partake in top-quality consulting projects that address pressing social issues for clients across various industries.

INSTITUTE FOR BUSINESS INNOVATION

The IBI pioneers research on innovation and disseminates it to train students to be inventive and become entrepreneurial leaders. This is done both on a start-up and corporate level.

Programs hosted by the IBI:

- Fisher Center for Business Analytics
- Garwood Center for Corporate Innovation
- Berkeley Haas Entrepreneurship
- Tusher Initiative for Management of Intellectual Capital
- AMENA Center for Entrepreneurship and Development

The IBI hosts world class entrepreneurship classes such as the Lean LaunchPad class taught by Steve Blank. Along with these groundbreaking classes, the IBI hosts a variety of programs for executives such as the Berkeley Innovation Forum, the Silicon Valley CIO Roundtable, and the Business Model Innovation Executive Program. The IBI also works closely with UC Berkeley's Skydeck accelerator, which provides funding for the newest entrepreneurial ideas coming out of the Berkeley community.

ENERGY INSTITUTE AT HAAS

The Energy Institute at Haas bridges the gap between the frontiers of economic and scientific energy research and the marketplace. The EI has a particular focus on energy, business, policy, and technology commercialization, and also arranges the 'Cleantech to Market' partnership between graduate students, entrepreneurs, researchers and industry professionals to help accelerate the commercialization of emerging cleantech.

OTHER AFFILIATED CENTERS & INITIATIVES INCLUDE:

- Berkeley Center for Economics and Politics (Governance & Accountability)
- Center for Financial Reporting and Management (Accounting Education)
- Fisher Center for Real Estate and Urban Economics (Real Estate)
- Initiative for Behavioral Economics & Finance (Economic Research & Psychology)

STUDENT COURSES

Berkeley Haas offers a wide variety of courses for its MBA and undergraduate students in the fields of social impact and sustainable business. The large variety of courses offered provide students with dynamic learning opportunities to undertake real-life consulting projects, manage socially responsible funds, and engage with world-class instructors. Some of the most notable ones include:

MBA COURSES:

MBA 292N Haas Socially Responsible Investment Fund
MBA 292T Social Lean Launchpad
MBA 292N Food Innovation Studio
MBA 292N Large-Scale Social Change: Social Movements
MBA 292N Social Impact Metrics

UNDERGRADUATE COURSES:

UGBA 39AC Philanthropy: A Cross-Cultural Perspective
UGBA 192N Management Consulting Skills for Social Impact
UGBA 192t Business Models and Strategies for a Better World
UGBA 192P Strategic CSR and Consulting Projects
UGBA 192N Social Enterprise and Entrepreneurship



Students at Berkeley Haas.

CASE STUDIES & YOUTH EDUCATION

Professors and researchers at the Haas School of Business have published 26 social impact case studies for students around the world to expand their knowledge and educate a new generation of leaders.

Berkeley Haas' Institute for Business & Social Impact runs the 'Berkeley Business Academy for Youth'. In the business academy, global youth learn the discipline and skills that make businesses work efficiently. Students learn from real professors and youth mentors and work on diverse projects and presentations on the vibrant UC Berkeley campus.

HAAS GREEN TEAM

The Green Team at Berkeley Haas focuses on sustainable initiatives in partnership with leadership and the greater UC Berkeley community. Members volunteer their time towards a two-fold mission: 1) to assist Berkeley Haas in becoming a model of sustainable operations, and 2) to inspire its students, faculty and staff to incorporate green practices into their offices, homes, and communities. The Green Team is also heavily involved in pursuing the Zero Waste Initiative.

HBSA INITIATIVES

The Haas Business School Association (HBSA) is the official undergraduate student government of the Haas School of Business. The team of diverse students collaboratively work together to create opportunities and events for the undergraduate student body. HBSA's Sustainability Committee is specifically working to improve sustainable practices within the student body and writes a weekly tip for students to learn more about sustainable habits each week.

SUSTAINABLE FUNDS AND COMPETITIONS

GLOBAL SOCIAL VENTURE COMPETITION



GLOBAL SOCIAL
VENTURE COMPETITION

The Global Social Venture Competition helps propel the next generation of social entrepreneurs using technology for good. Founded by MBA students in 1999, the event has since evolved into a global competition with a network of premier universities and programs competing for the prize of \$80,000. Thus far, the competition has distributed over \$1 million in funding globally.

HAAS SOCIALLY RESPONSIBLE INVESTMENT FUND



The Haas Socially Responsible Investment Fund is the first and largest student-led SRI fund within a leading business school. It offers our MBA students real-world experience in delivering both strong financial returns and positive social impact. Since 2008, the student principals have more than doubled the initial investment to +\$2M, learning through experience about SRI and ESG investment strategies and practices.

PATAGONIA CASE COMPETITION



The Patagonia Case Competition emphasizes the relationship between business and a healthy planet. Graduate students from across the U.S. work in interdisciplinary teams and submit solutions to a case developed by Berkeley Haas and Patagonia. The top ten finalists present their solutions to Patagonia executives in person at Berkeley Haas. The top three teams receive cash prizes and get to visit Patagonia headquarters in Ventura, California.

INSTITUTIONALIZING SUSTAINABILITY AT HAAS

The HBSA Sustainability team, together with staff, MBA, and EMBA leaders are in constant contact regarding the greater sustainability community at Berkeley Haas. Efforts and events are being planned to create and sustain an overarching sustainable coalition for the school. The goal of the collaboration is to institutionalize a Haas Sustainability group where the four governing bodies can work together and lead even more powerful social impact. This process will be started by creating a platform to nurture the community of students, faculty and staff that are interested in sustainability. Students with a particular interest in social impact will be provided with a place to interact and work together. This will create more networking opportunities and strengthen Berkeley Haas' standing as the leading business school with regards to sustainability.



Staff at the Center for Responsible Business handing out gear during the 2017 Patagonia Case Competition.

DIVERSITY

Berkeley Haas is committed to supporting students, faculty, and staff from many diverse backgrounds.

BERKELEY HAAS FULL-TIME MBA CLASS OF 2020

38%	U.S. Minorities
11%	Underrepresented Minorities
39	Countries Represented
43%	Female Students
42%	International Passport Holders

BERKELEY HAAS UNDERGRAD CLASS OF 2020

359	Students
92	Transfer Students
33%	Underrepresented Minorities
21	Average Age
50%	Female Students

DIVERSITY, EQUITY, AND INCLUSION ACTION PLAN

The Haas School of Business has committed itself to the ‘Diversity, Equity, and Inclusion Action Plan’ which clearly outlines goals to change admission processes, increase scholarships and outreach, as well as expanding outreach and recruitment of prospective students from all historically underrepresented communities. To achieve those goals, the DEI-Action-Plan outlines the following actions:

- Change MBA Admission Criteria
- Establish Diversity Admissions Council and Hire Student Admissions Officers
- Hire Director of Diversity Admissions
- Increase Scholarship Funding and Reduce Barriers to Applying for Scholarships
- Adopt stronger URM Recruitment Process and Practices and Establish Long-term Outreach Strategy
- Senior Leadership Commits to DEI-Action-Plan as Core Value
- Hire a Chief Diversity, Equity and Inclusion Officer
- Improve Current URM Student Support
- Evolving Staff Hiring Policies/Practices - Equity-Fluent Staff



Left to right: MBA students Erin Gums, Fabian Poliak, Tam Emerson, Atim Okorn and Liz Koenig participate in the Career Management Office's employer roundtable.

Future Outlook

A generous gift to the University of California by Cora Jane Flood launched the College of Commerce, now the Haas School of Business, in 1898. Since then, Berkeley Haas has developed into a hub for sustainability and social impact.

A great foundation has been laid by the business school, and its students and faculty continue to forge positive change. Berkeley Haas has the infrastructure, resources, and determination necessary to continue its path to lead business schools around the world with regards to social impact and sustainability.

Business leaders and business schools should make incorporating sustainability into their decision making a top priority. As a leading business school, Berkeley Haas has the responsibility to innovate in the field of sustainability so other schools and businesses can follow.

With Interim Dean Laura D. Tyson leading the Institute for Business and Social Impact, and Ann E. Harrison beginning her tenure as Dean in early 2019, an exciting future lies ahead. Both women will work closely together to use their past work experiences in organizations like the World Bank and the National Economic Council to lead Berkeley Haas towards a more sustainable and environmentally conscious future.

Ann E. Harrison has already publicly stated that three of her main priorities are to grow the program in key areas such as green business, increasing the number of cross-school programs, and increasing the diversity of the full-time MBA class. In light of Berkeley Haas' goal to question the status quo, the school's leadership can count on the diverse and active student body to embrace this change and support the future of sustainable business.

About the Authors

TIM TEMBRINK '19

Tim Tembrink is a senior at the University of California, Berkeley, pursuing simultaneous degrees in Business Administration and Environmental Economics & Policy. Tim cares deeply about ethical and sustainable practices in business which is why he co-founded Foundational, a sustainable clothing company.

As the VP of Sustainability at HBSA, Tim works closely with like-minded individuals on sustainability-focused initiatives. He found the need to write Berkeley Haas' first ever Sustainability Report to highlight the school's increasing commitment to sustainability and co-authored it with Berklee Welsh and Shane Puthuparambil.

In the future, it is Tim's goal to focus on pioneering sustainable practices in a variety of business settings and to work on sustainable innovation in clothing and other industries.

BERKLEE WELSH '20

Berklee Welsh is a third year student studying Business Administration at the UC Berkeley Haas School of Business. She is interested in the intersection of sustainability and business, and hopes to pursue a career in the corporate sustainability space.

Passionate about sustainable agriculture and the CPG industry, she has experience at Annie's Homegrown (General Mills) as a Marketing Communications Intern and will be joining Unilever in Summer 2019 as a Public Relations Intern at Seventh Generation. After graduation, Berklee hopes to continue working in the sustainability space and eventually earn an MBA.

SHANE PUTHUPARAMBIL '22

Shane Puthuparambil is a freshman at the University of California, Berkeley, pursuing degrees in Environmental Science and Business Administration. An advocate for environmental awareness and sustainability, Shane is the director of In2Deep Aquatics, a sustainable aquaculture company that imports new species of freshwater ornamental fish for conservation and research purposes. In addition to co-authoring the Berkeley Haas sustainability report, Shane enjoys contributing to the Berkeley Scientific Journal and the Haas Business School Association (HBSA) Sustainability Committee. In the future, Shane hopes to continue to promote sustainable business practices by applying business concepts and frameworks of analysis to real-world issues.

Please join us in acknowledging all who have assisted in making this mass compilation of data possible. We are eternally grateful for their assistance and encouragement throughout this process.

Acknowledgements

Gerardo Campos, Haas Facilities Manager
Laura Tyson, Dean, 1998-2001 and Interim Dean, 2018
Robert Strand, Executive Director of the CRB
Kira Stoll, U.C. Berkeley Director of Sustainability
Danner Doud-Martin, Haas Green Team Leader
Catherine Patton, U.C. Berkeley Energy Analyst
Bruce Chamberlain, U.C. Berkeley Campus Energy Manager
Jessica Heiges, MDP '19 & Chou Hall Zero Waste Initiative Lead
Cafe Think
Berkeley Haas Center for Responsible Business
Brian Adair, Haas Facilities Director
Perkins and Will Architecture Firm
HBSA Sustainability Team

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Blake Marvin, Perkins and Will
TeeCom Website
Poets and Quants
Manali Anne Photography
Philene Tan