
Bridging Identities and Sustainability: Perspectives From Historically Underrepresented Individuals in Green Labs

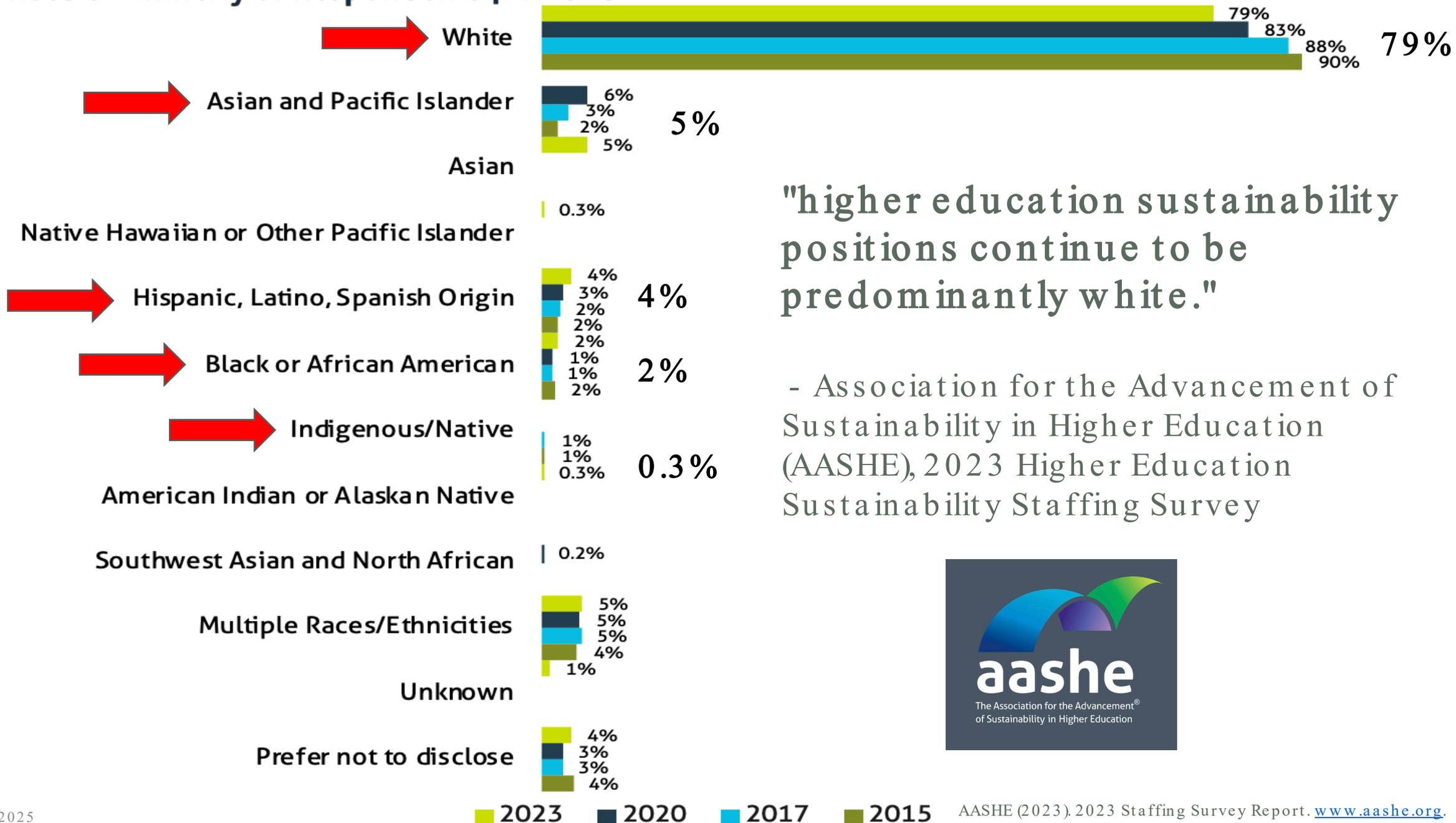
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Elizabeth Lin, University of California San Francisco



Learning Objectives

- Engage in meaningful dialogue on ways to foster inclusivity, equity, and collaboration in sustainability programs.
- Formulate actionable approaches for integrating diverse perspectives into sustainability projects and fostering inclusive collaboration.
- Examine the role of identity in shaping sustainability practices and the outcomes of Green Labs programs.
- Identify the challenges historically underrepresented communities encounter in sustainability initiatives and how these can be mitigated.

Race & Ethnicity of Respondents | N = 393



"higher education sustainability positions continue to be predominantly white."

- Association for the Advancement of Sustainability in Higher Education (AASHE), 2023 Higher Education Sustainability Staffing Survey



Labs21 2012 Annual Conference
October 2-4, 2012



University Alliance Group

2012 - 2016



Labs21 2012 Annual Conference
October 2-4, 2012



University Alliance Group

2012 - 2016

2018 - 2022



Labs21 2012 Annual Conference
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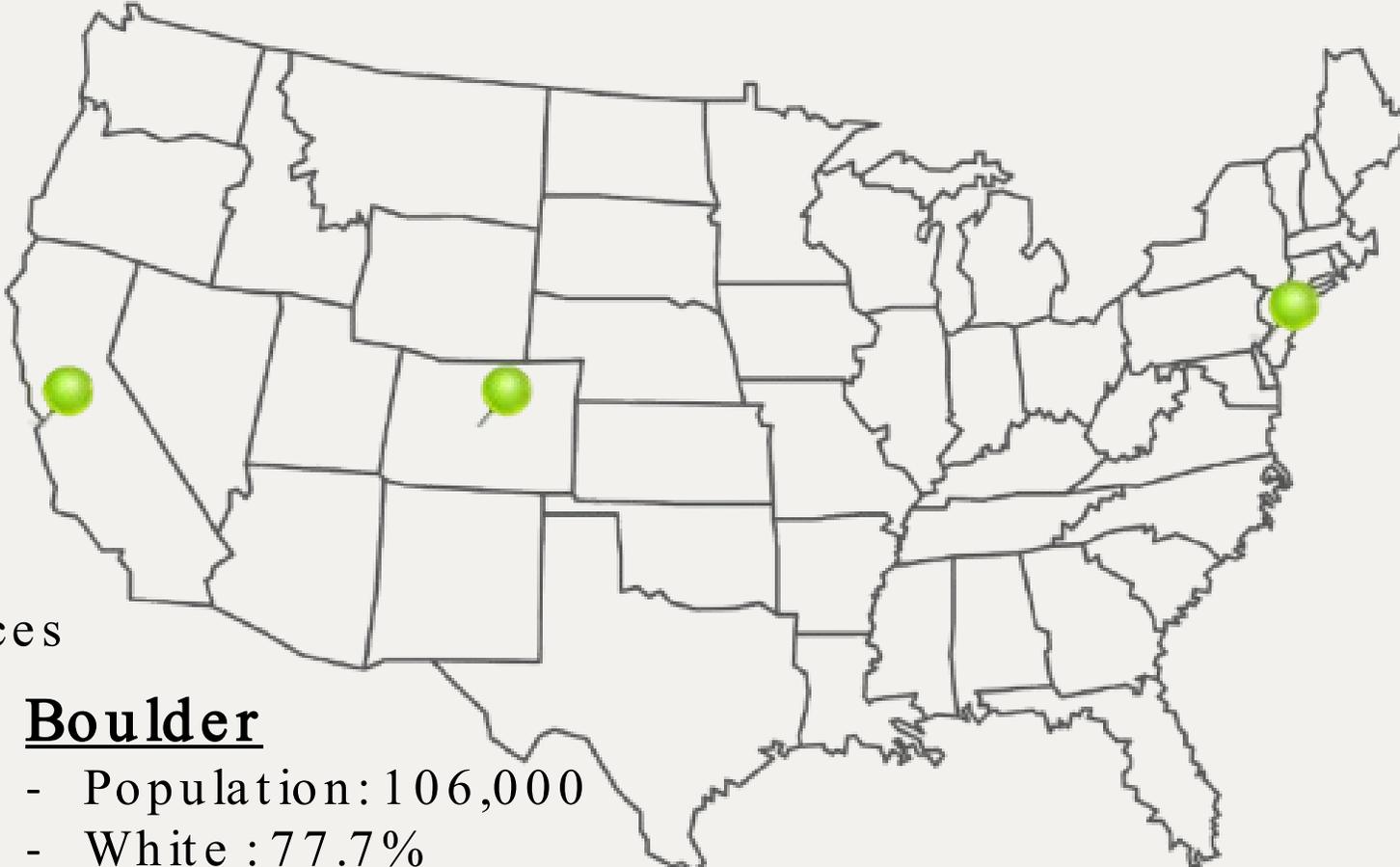
University Alliance Group 2023 - 2024



City Demographics

San Francisco

- Population: ~836,000 (residents)
- White : 37.5%
- Asian : 34.7%
- Hispanic : 7%
- Black : 4.8%
- Two or More Races / Other: ~16%



Boulder

- Population: 106,000
- White : 77.7%
- Asian : 5.69%
- Hispanic : 10.48%
- Black : 1.02%
- Two or More Races/ Other: 5.11%

Philadelphia

- Population: 1.58 million
- poverty rate 22%
- White: 33.6%
- Asian : 7.71%
- Latine: 15.2%
- Black : 38.9%
- Two+ Races/ Other: 3.13%

City & Campus Demographics

San Francisco

- Population: ~836,000
- **Staff/Faculty: ~32,000**
- White : 37.5% / **32%**
- Asian : 34.7% / **35%**
- Hispanic : 7% / **14%**
- Black : 4.8% / **8%**
- Two or More Races / Other: ~16% / **11%**



Boulder

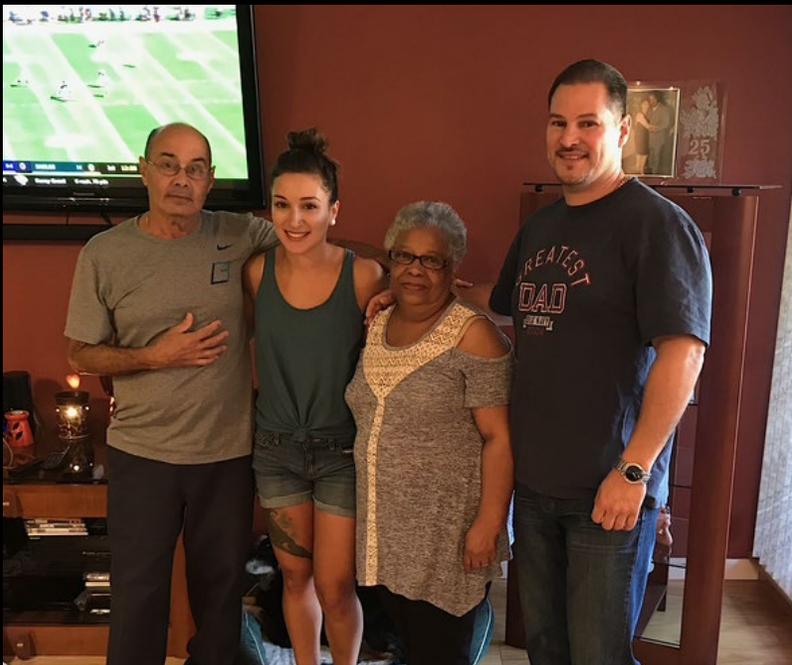
- Population: 106,000
- **Staff/Faculty: 8,433**
- White : 77.7% / **70.8%**
- Asian : 5.69% / **9.2%**
- Hispanic : 10.48% / **10.7%**
- Black : 1.02% / **2.3%**
- Two or More Races/ Other: 5.11% / **7%**



Philadelphia

- Population: 1.58 million
- poverty rate 22%
- **Staff/Faculty: 21,632**
- White: 33.6% / **72.5%**
- Asian : 7.71% / **13%**
- Latine: 15.2% / ?
- Black : 38.9% / **13.2%**
- Two+ Races/ Other: 3.13% / **1.4%**

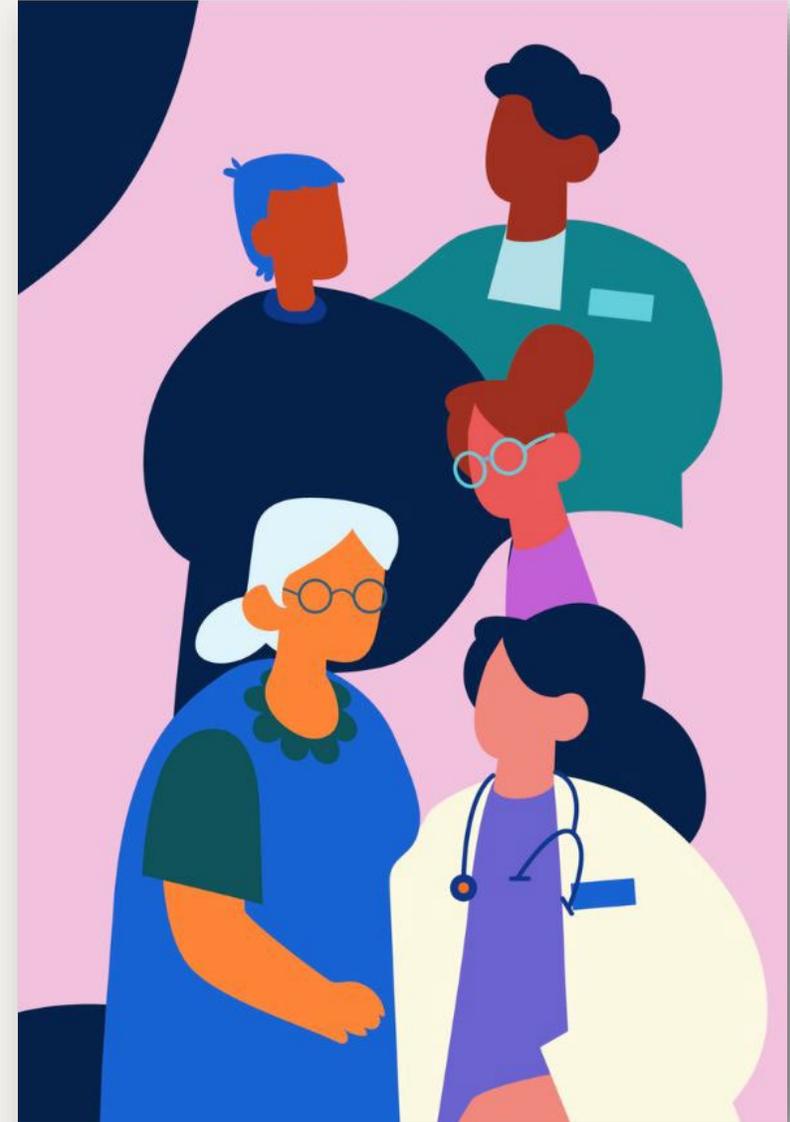






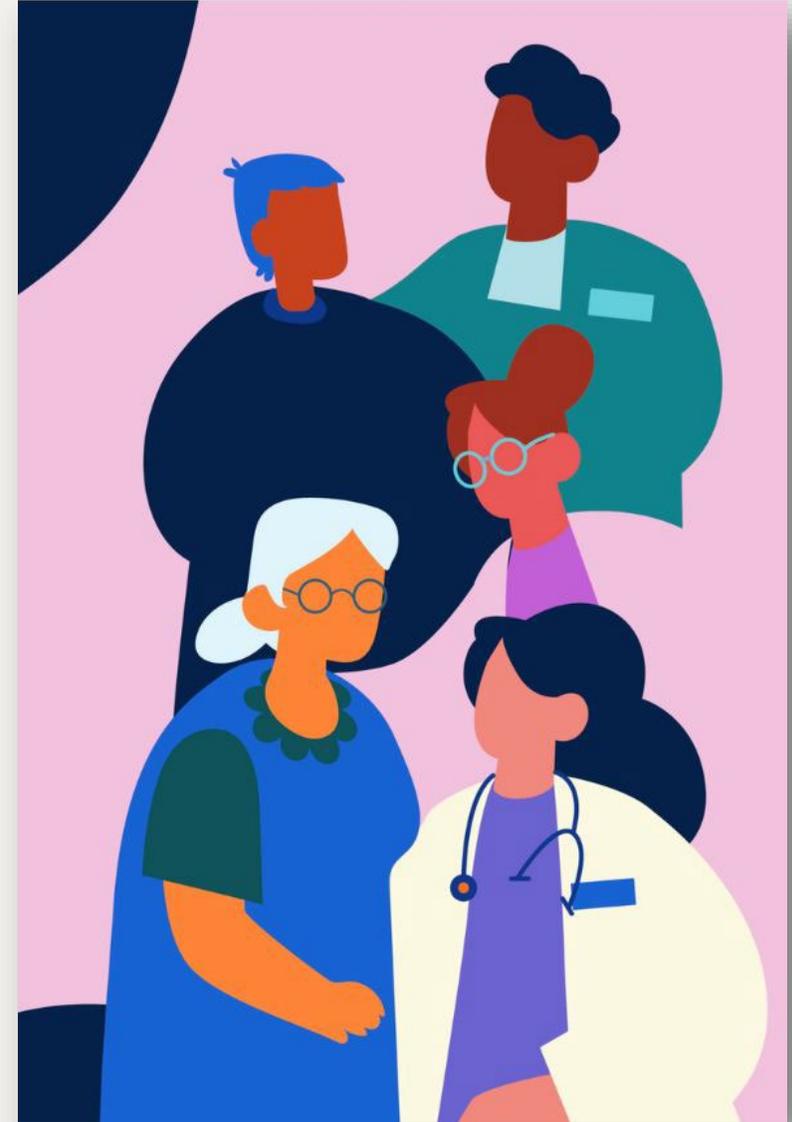
Guided Questions

What support or allies helped you move forward?



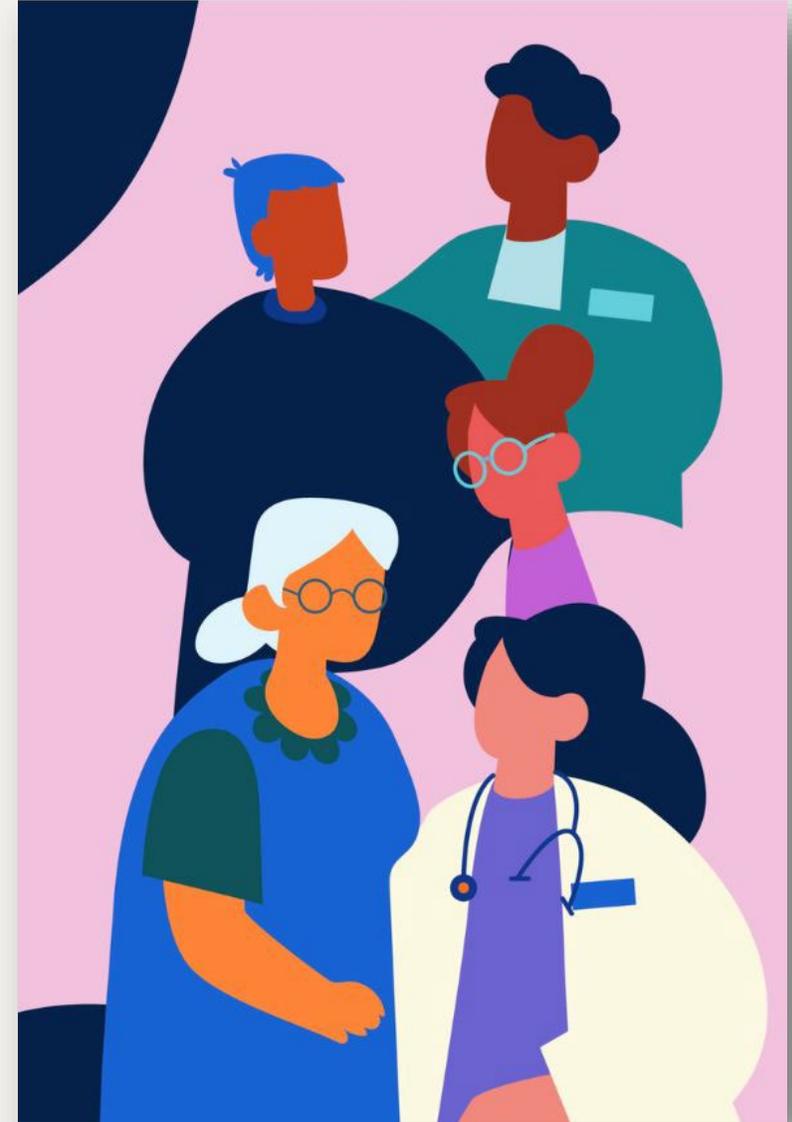
Guided Questions

What does equity look like in Green Lab
and/or sustainability programs?



Guided Questions

What's one moment where cultural perspective made a sustainability effort more effective or meaningful?



Audience Participation



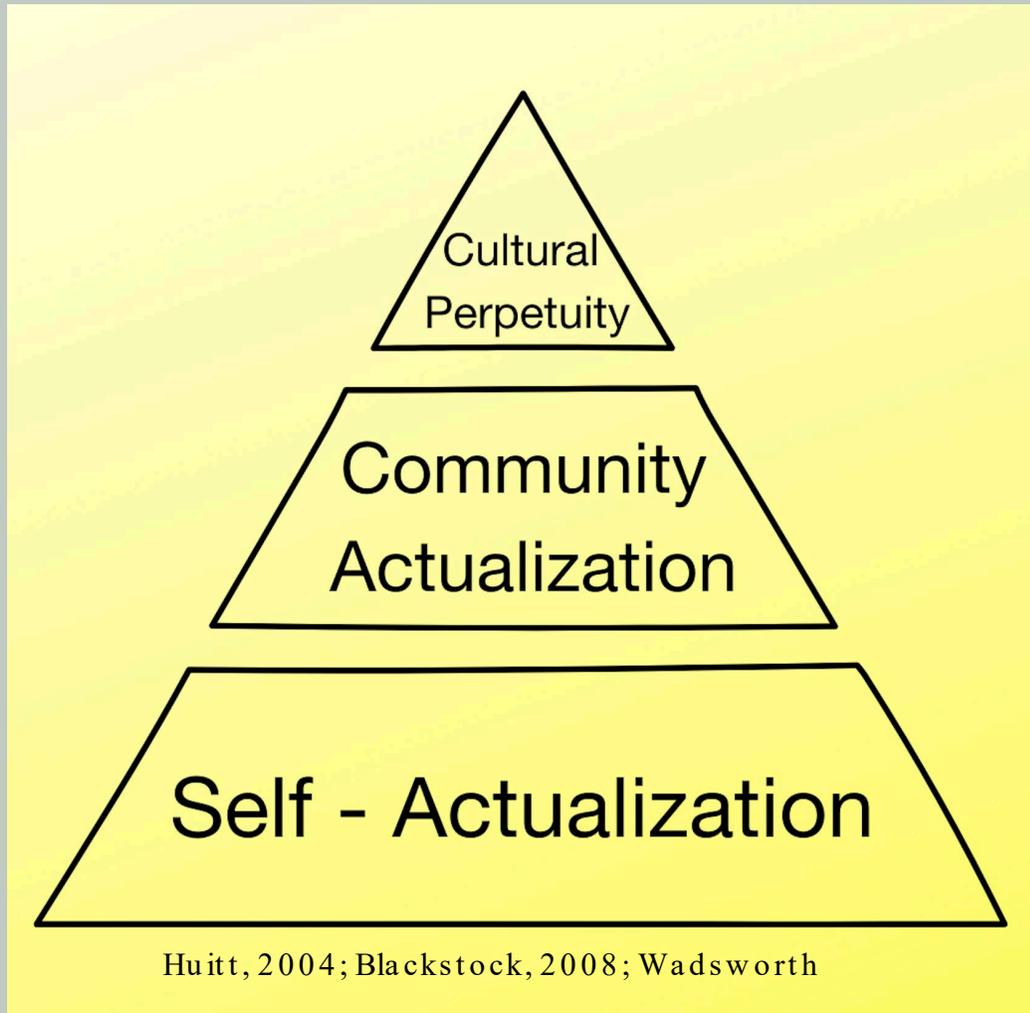
1. Please turn
and introduce
yourself to
your neighbor
(2 – 3 people).

2. Answer this question:

**“Which aspect of identity
do you think is most
overlooked in
sustainability
conversations?”**

3. Share out

Encourage Positive Action



"BELOVED COMMUNITY IS FORMED NOT BY THE ERADICATION OF DIFFERENCE BUT BY ITS AFFIRMATION, BY EACH OF US CLAIMING THE IDENTITIES AND CULTURAL LEGACIES THAT SHAPE WHO WE ARE AND HOW WE LIVE IN THE WORLD."

-bell hooks

@DEVTHEPINEAPPLE



Thank you! Questions?

Call to Action / Resources

Dismantling systems that negatively impact us all:

<https://www.whitesupremacyculture.info/>

Poster on recognizing white supremacy in the workplace:

http://bit.ly/WSC_Characteristics

The 21 Day Racial Equity Habit Building Challenge:

<https://www.uvm.edu/instituteforagroecology/fsne-21-day-racial-equity-habit-building-challenge>