USING METRICS FOR CHANGE
AGREEMENTS

- Comments are not shared without appropriate permission
- Be direct, practice candor, + own your communication
- It’s okay to have healthy disagreement + constructive conflict
- Be curious + try not to make assumptions
- Be respectful + meet people where they are at
- Make space, take space
- Take action – do what you say you’re going to do
- Stay engaged, using technology only as needed

Borrowed with permission from the 2017 Change the Story Business Peer Exchange
WHY MEASURE SUSTAINABILITY?

What is sustainability anyway?
Sustainable development seeks to meet the needs and aspirations of the present without compromising the ability to meet those of the future.

Brundtland Commission, 1987
THIS IS A JOURNEY.
SO MANY WAYS TO MEASURE
How does your company manage and improve your workplace diversity and inclusivity?

- We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce.
- We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors.
- We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies.
- We analyze job categories, satisfaction, promotion, retention rates, or benefits by different demographic groups, and if necessary, have implemented corrective actions for inequitable results.
- We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups.
- None of the above.
GLOBAL ALLIANCE FOR BANKING ON VALUES

Scorecard

1. A triple bottom line approach of people, planet and prosperity being at the heart of the business model;

2. Being grounded in communities, serving the real economy and enabling new business models to meet the needs of both;

3. Transparent and inclusive governance;

4. Self-sustaining organisations with a long term outlook, resilient to outside disruptions;

5. Long-term relationships with clients and a direct understanding of their economic activities and the risks involved;

CULTURE
All of these principles being embedded in the culture of the bank.
## Scorecard

<table>
<thead>
<tr>
<th>Quantitative Factors</th>
<th>Qualitative Elements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Return on Assets - ROA</td>
<td>Leadership</td>
</tr>
<tr>
<td>Equity to Total Assets – E/A</td>
<td>Organisational Structure</td>
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<td>Low Quality Assets – LQA</td>
<td>Products and Services</td>
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<tr>
<td>Client Funding to Total Assets – CF/A</td>
<td>Management Systems</td>
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<tr>
<td>Real Economy Intermediation – RE</td>
<td>Human Resources Tools</td>
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<td>Real Economy Revenues - RER</td>
<td>Performance Reporting</td>
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<td>Triple Bottom Line Intermediation - TBL</td>
<td></td>
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</tbody>
</table>
FOOTPRINT CALCULATOR

RESULTS

By Land Type
- Built-Up Land
- Forest Products
- Cropland
- Grazing Land
- Fishing Grounds
- Carbon Footprint

By Consumption Category
- Food
- Shelter
- Mobility
- Goods
- Services

Your Ecological Footprint (global hectares or gha)
6.2

Your Carbon Footprint (CO2 emissions in tonnes per year)
12.7

Your Carbon Footprint (% of your total Ecological Footprint)
70
FOOTPRINT CALCULATOR

Solutions
presented by
Global Footprint Network
& Schneider Electric

City

With 70-80% of the world’s population expected to live in cities by 2050, smart urban planning and development strategies are crucial to managing our resources.

Visit your city’s website and challenge your city leaders to support sustainability policies.

Energy

Renewable energy is a direct path to reducing your Ecological Footprint and addressing climate change.

Can you take transit, bicycle or walk instead of driving solo at least once a month? Once a week?
WHAT ARE YOUR GOALS...

SHORT TERM?

LONG TERM?

SMART: Specific | Measurable | Attainable | Realistic | Timely
“COMMITMENT IS AN ACT, NOT A WORD” - Jean-Paul Sartre

Three ways you can engage:

1. #VBSRSpring
2. Reminder by mail- leave in the basket as you exit
3. Make an accountability buddy!
UPCOMING “MEASURE WHAT MATTERS” WORKSHOPS

JUNE 4
“All Aboard! Bringing Your Supply Chain and End User along the Road to Social Responsibility”
Chroma Technology
Bellows Falls

JUNE 26
“Leading Your Organization with Accountability and Transparency”
Mascoma Bank
White River Junction

JULY 24
“Tread Lightly: Your Next Steps towards Environmental Impact”
Vermont Historical Society
Montpelier
Thanks!

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