



Putting “ACTION” into Our Climate Action Planning with Participatory Methods

**ToP Network Learning Gathering:
Environmental Sustainability**

Carolyn Bloede, Alameda County, California
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Alameda County
SUSTAINABILITY
Local Action, Global Impact.



Climate Change Directly Impacts Alameda County Citizens



County Government on Front Lines

Assist the vulnerable

Social Services

Health Care

Child Services

Protect public health

Fire

Medical Center

Public Works

Improve quality of life

Community Development

Library

General Services

Ensure justice

Sheriff

Assessor

District Attorney

Enforce the law

Probation

Registrar

Public Defender

Delivering Services Uses Energy and Resources = GHG Emissions

GHG



GHG



GHG



GHG



Energy Use



Vehicle Travel



Purchasing & Using Goods



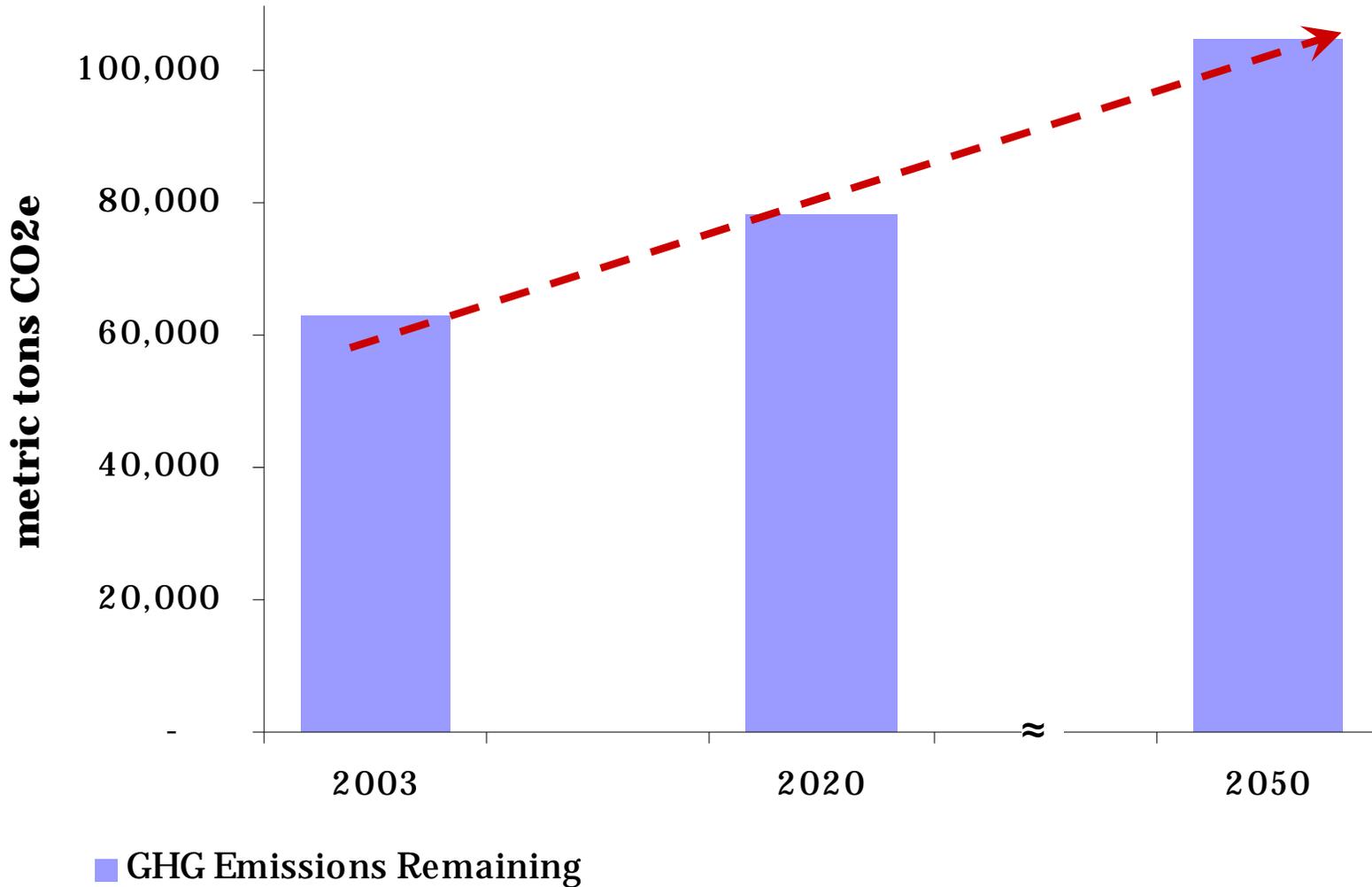
Building Design & Operations



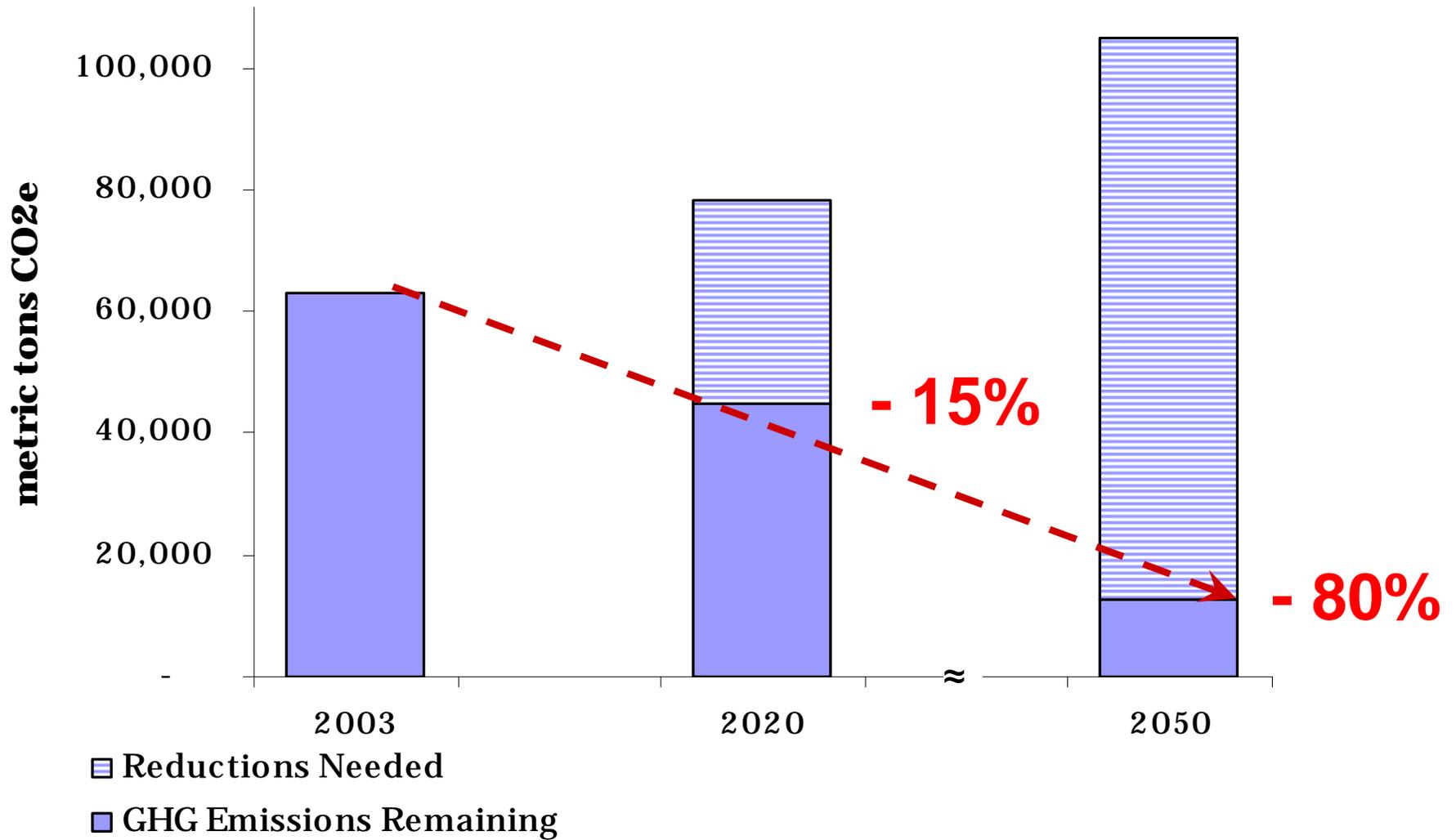
Landfilling Waste



Call to Action: To Change This...



...Into This



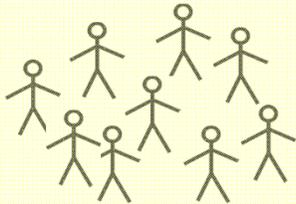
Context: Build Buy-In and Ownership in a Large Decentralized Organization

- 5-member Board of Supervisors
- County's Administrator's Office (CAO)
- 20+ Agencies
- ~9,000 County Employees located in >150 facilities



How Do We Develop a Climate Plan Agencies Will Support?

- All Hands on Deck



Tap Collective Knowledge
Build Consensus & Ownership
Ensure Implementation

- Brain Trust



- Climate Czar(in)



Simplest & Quickest

80 Prioritized Measures in 6 Action Areas; 10 Years

Built Environment

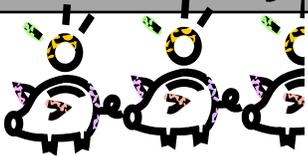
Transportation

Solid Waste

Climate Protection
Leadership

Cross-Cutting
Strategies

Beyond Reductions

Measure	Priority Tier	Benefits	Resource Efficiency	Practicality
Action 1	1st			



ALAMEDA COUNTY CLIMATE ACTION PLAN

FOR GOVERNMENT SERVICES AND OPERATIONS THROUGH 2020

EXECUTIVE
SUMMARY

2010



Board of
Supervisors
Approval

How do we implement this?

Convene Climate Executive Committee: to Select and Sponsor Initiatives

CAO

Susan Muranishi

GSA

Aki K. Nakao

CDA

Chris Bazar

PWA

Daniel Woldesenbet



SSA

**Dan Kaplan /
Lori Cox**

ITD

Dave Macdonald

HCSA

Alex Briscoe

Auditor

**Steve Manning /
Pat O'Connell**

ACSO

**Don Buchanan /
Gregory Ahern**

HRS

**Cynthia Baron /
Mary Welch**

Approach #1: PowerPoint as Usual



Great Discussion but No Initiatives Selected

**Realization: We Need to
Fundamentally Shift How We Are
Leading this Effort**

**Technology of Participation (ToP)
Facilitation Training**

A New Way to Meet

- Guiding Principles
 - Group Decision-Making
 - Public Commitment to Individual Action
 - Shift Ownership from Us to Executives
- Meeting Strategy
 1. **Capture attention** by energizing the physical environment
 2. **Prepare clear content** to make it easy for participants to get involved
 3. **Engage participants** to promote commitment

Approach #2: New Meeting Structure



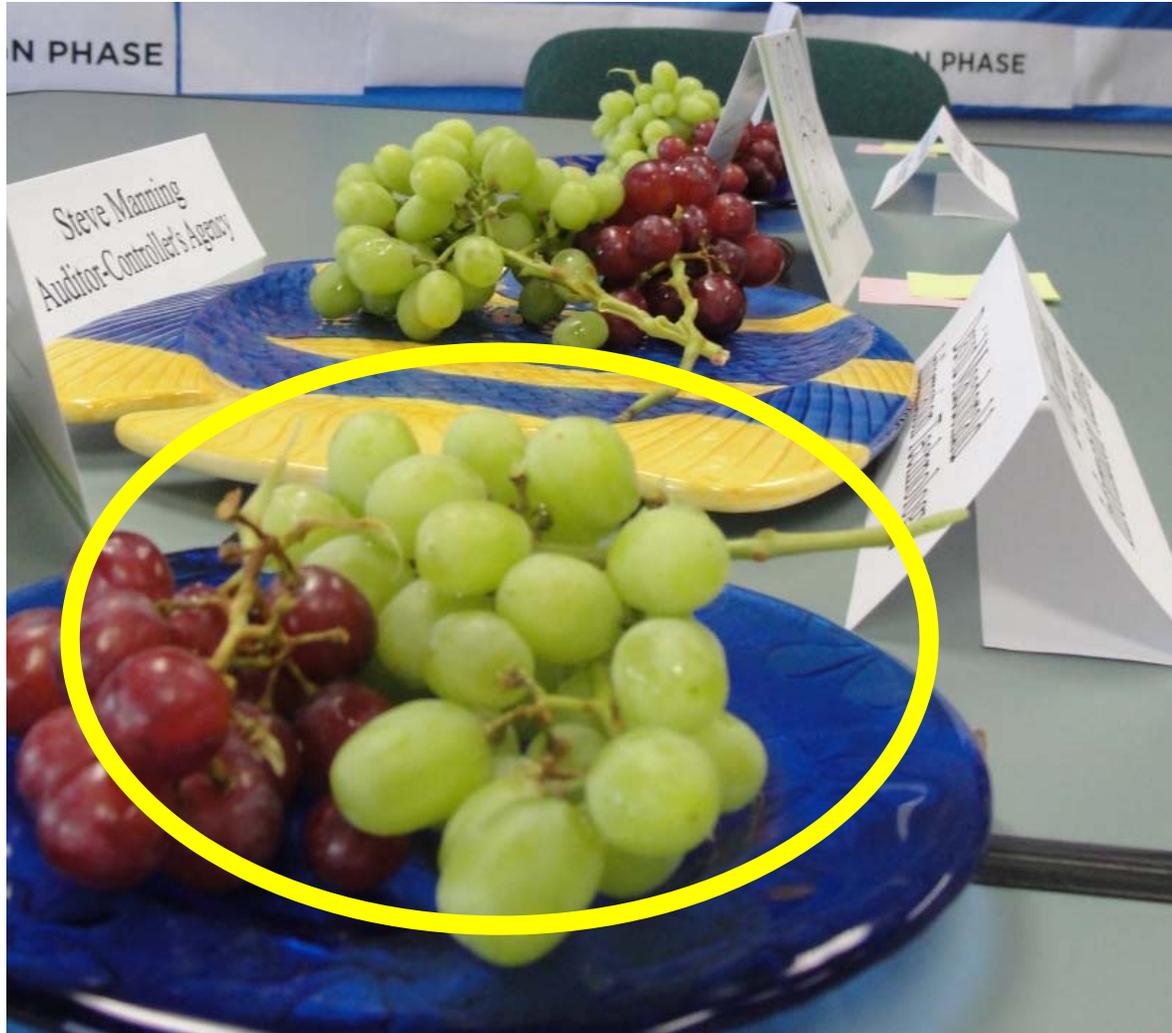
16 Measures	CPL-4 Sustainability in Job Duties	CPL-6 Climate Change in Budget Processes	CPL-10 Full Cost/Benefit Analyses	CPL-11 Full Cost/Benefit Analyses
9 Measures	CPL-15 Remove Barriers to GHG Reductions	CC-4 Green IT Standards	CC-5 Electronic Records & Services	CC-6 Electronic Records & Services
20 Measures	CC-9 County Green Business Cert.	BE-16/SW-3 Green Jails	BE-20 Co-Locate & Distribute Services	BE-21 Co-Locate & Distribute Services
8 Measures	T-5 Arrangements	T-15 Business Travel Alternatives	SW-8 Paper Waste Reduction	SW-9 Paper Waste Reduction
7 Measures				SW-10 Paper Waste Reduction



Attention: Room Layout



Attention: Food



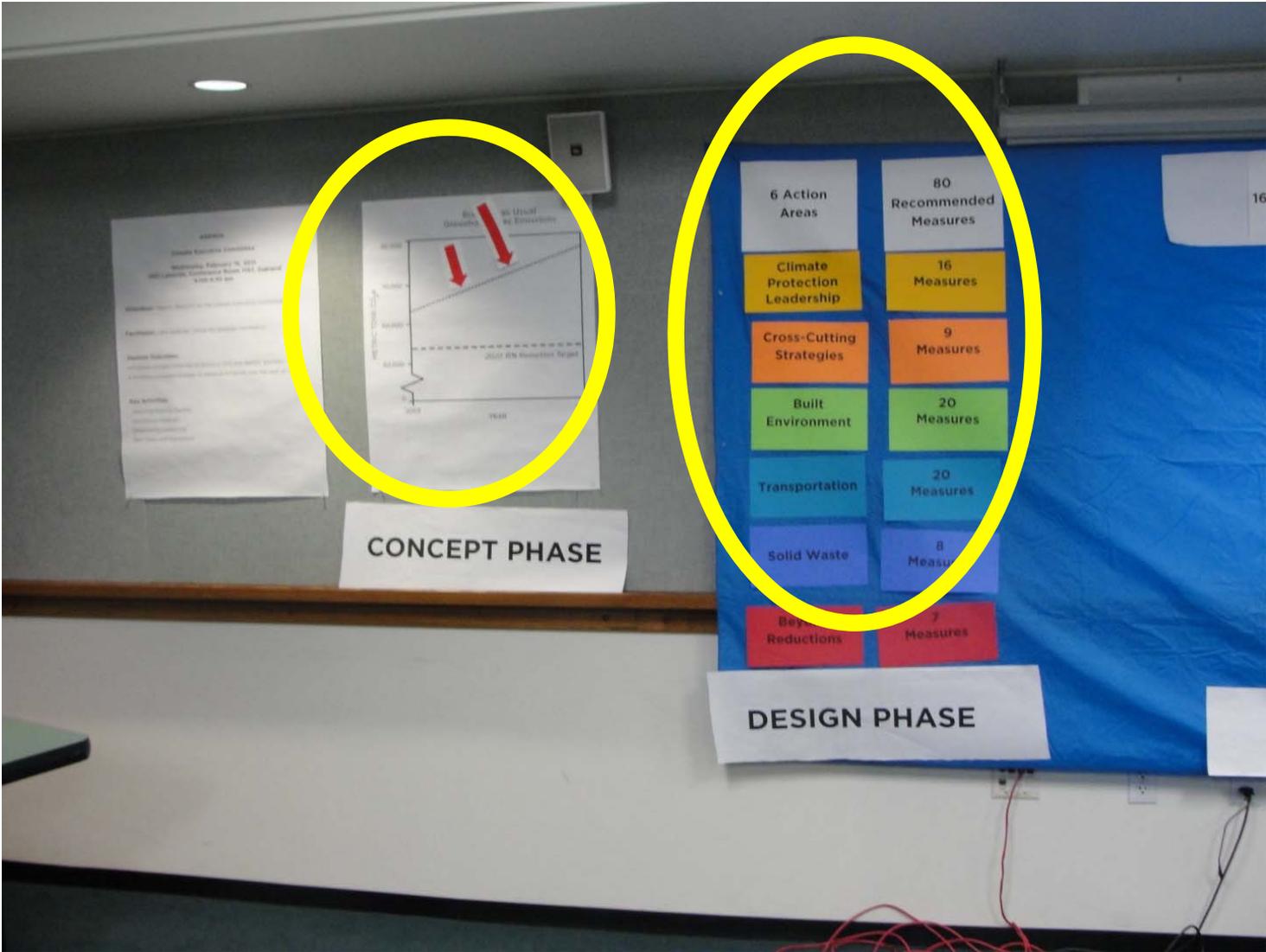
Attention: Color



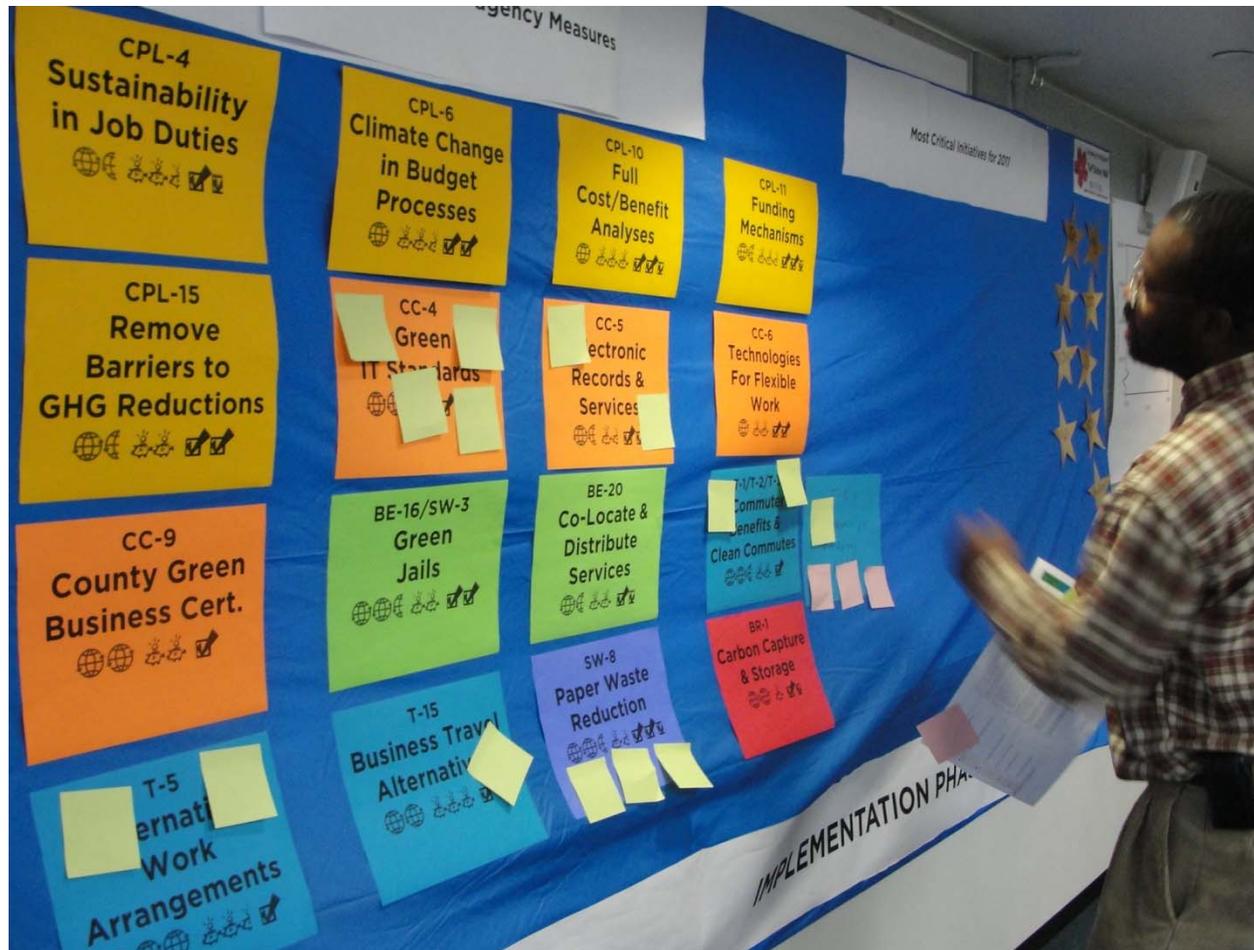
Attention: Outside Facilitation Support



Content: Visual Story-Telling



Content: Presenting Options



Approach: Focused Conversation (ORID)

- **Objective (What)**
What patterns do you see in the voting?
- **Reflective (What do you think about it?)**
Which initiatives do you like? Where do you have concerns?
- **Interpretive (So what?)**
Which initiatives seem to be our top choices? How do they relate?
- **Decisional (Now what?)**
Which initiatives will we implement this year?

Engagement: CEO-Level Call to Action



Engagement: Asking for Decisions



Engagement: Breaking Down the Issues



Engagement: Standing Up and Voting



Solid Waste Measures
Beyond Reductions 7 Measures
PHASE

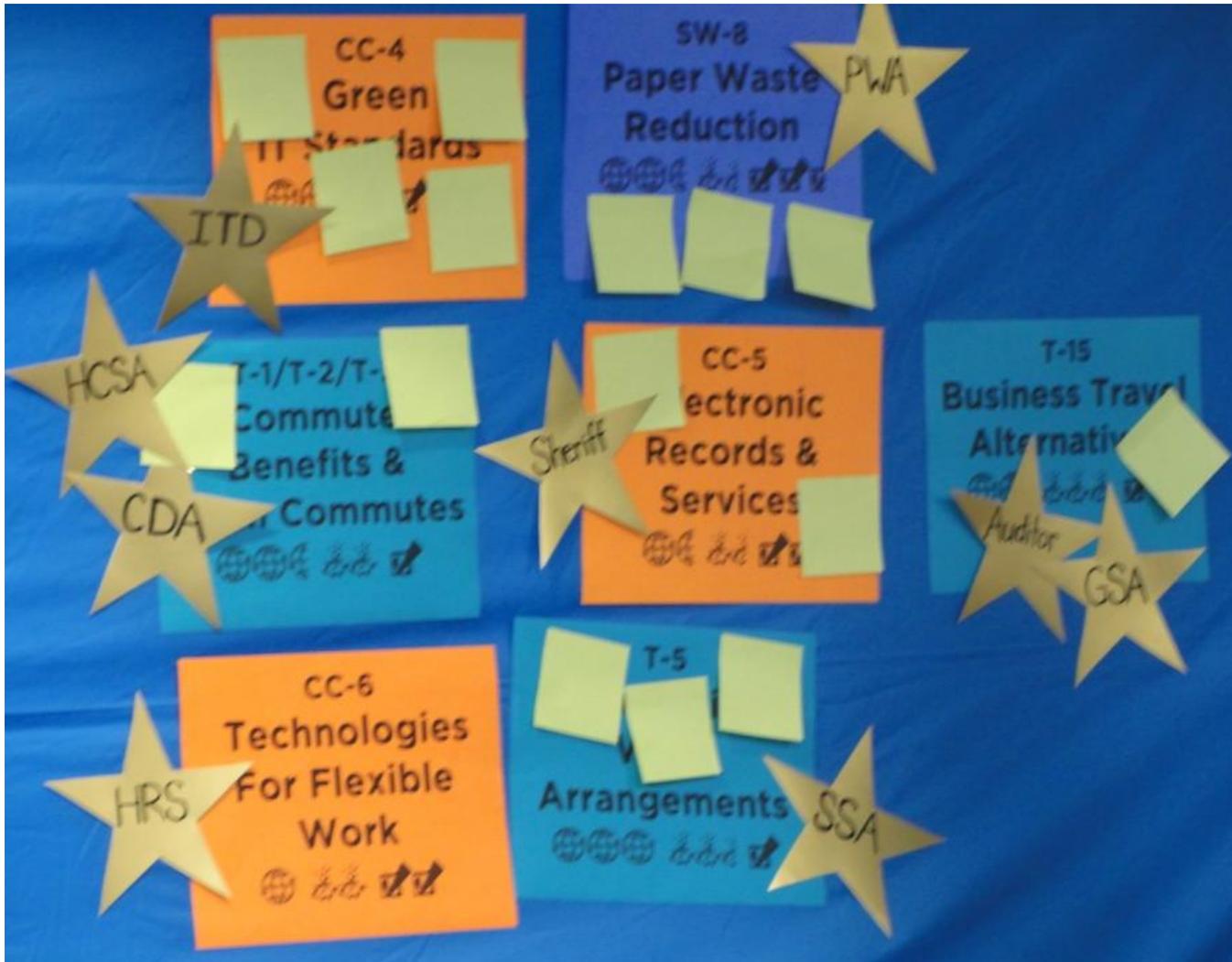
Engagement: Symbolism and Peer Influence



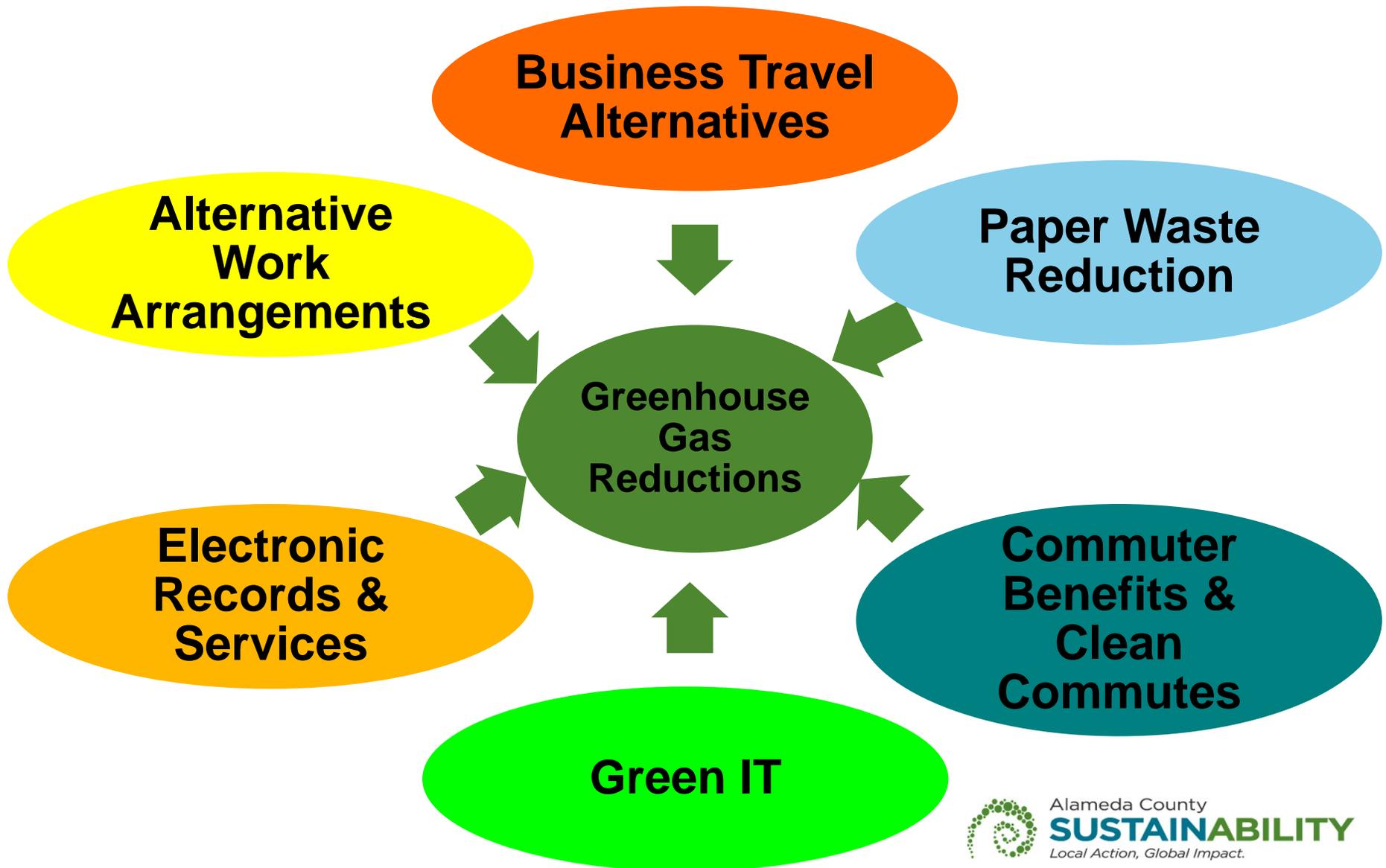
Results: Team Identity



Results: Commitment to Sponsor!



Result: 6 Initiatives for Cross-Agency Teamwork



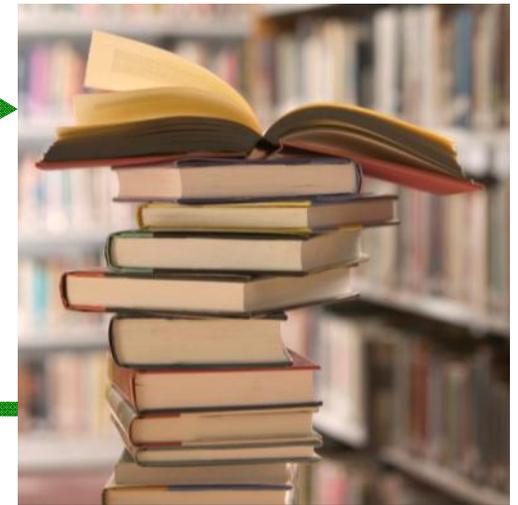
**Staffed 6 teams
with 55
employees
from most
agencies**



Teams Launched



Develop Proposals



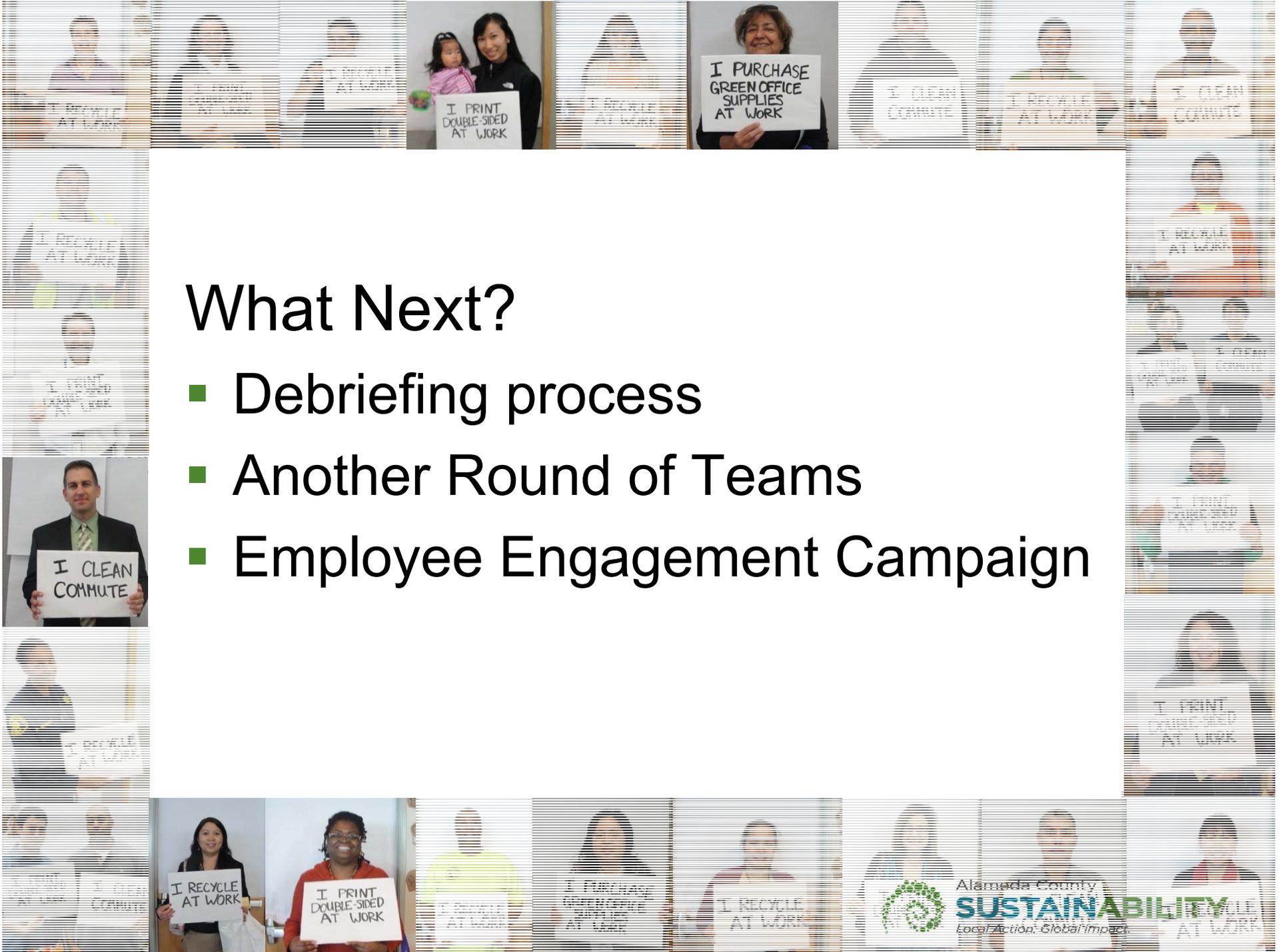
Research

A Few Team Outcomes:

- Green IT standards for purchasing, configuring, and end-of-life management
- Over 30 processes targeted for e-records conversion
- Guidelines for alternative work arrangements
- Transit card checkout program, carpool matching service, video/web conferencing
- Paper waste reduction program
- Employee engagement campaign

Co-Benefits

- Cross-agency collaborative framework
- Teamwork infrastructure: charters, training, surveying, decision protocols
- Cross-agency relationship building and understanding
- Opportunities for collaboration



What Next?

- Debriefing process
- Another Round of Teams
- Employee Engagement Campaign



Alameda County
SUSTAINABILITY
Local Action. Global Impact.

Thank you



**Carolyn Bloede
Alameda County GSA
Sustainability Program**

carolyn.bloede@acgov.org

510.208.9521

www.acsustain.org