

# Sustainability

A Green Plan for The Arc



**The Arc**<sup>®</sup>  
Central Chesapeake Region

**Having access to clean air, water, and land is essential for having a high quality of life. As the world faces increasingly challenging environmental changes, forward-thinking organizations must take responsibility and find new, creative solutions when it comes to making sure their operations are sustainable.**

As stated in **Leading Boldly**, our current strategic plan for 2022-2026, one of The Arc's four primary goals over the next several years, is to increase our sustainability efforts in terms of our office spaces, fleet of vehicles, and operations.

At The Arc, we believe progress is always possible and always valuable, including in our day-to-day operations. Ensuring the way we do our work is sustainable for years to come is essential for the longevity of our organization and for realizing our vision and mission.

The Arc is an action-oriented organization ready to implement meaningful, impactful updates to our operations to ensure our actions are aligned with environmental goals and best practices. The Arc plans to do so by **1)** reducing our dependence on fossil fuels, **2)** eliminating the use of most paper products, and **3)** improving energy efficiency.



## Reducing The Arc's dependence on fossil fuels

**By January 2025, all newly purchased and leased passenger vehicles will be powered by a hybrid engine.**

- Create a vehicle replacement list based on the current Vehicle Replacement Policy. Prioritize replacing older and higher mileage vehicles.
- Work with Programs to identify new vehicles needed to support growth.
- Determine comparable hybrid vehicle makes and models to purchase.

**By 2030, a third of The Arc's fleet vehicles should be powered by an electric engine.**

- Develop a long-term transition plan by conducting a feasibility assessment to include current usage patterns, future growth projections, maintenance, charging, and service support availability.
- Identify vehicles and departments to pilot the use of electric vehicles. Closely monitor how employees are managing and charging the assigned vehicle and assess employee satisfaction.

**By 2025, all corporate facilities will have at least one electric vehicle (EV) charging station.**

- Research grant opportunities and state incentives to fund the cost of installing EV charging stations at corporate facilities.
- Build the infrastructure to expand the number of charging stations at each location.
- Chesapeake Neighbors will install a charging station at new housing units as they are being renovated.

**By 2026, all Chesapeake Neighbors units with gas and propane appliances will transition to electric appliances.**

- Identify units for conversion.
- Work with contractors to determine if the unit meets electrical supply requirements.
- Purchase replacement appliances that have earned an Energy Star rating.

## Eliminating the use of paper products not made from recycled products or that are biodegradable

**By September 2024, implement an education initiative for employees on paper reduction.**

- Identify specific benefits to The Arc's reduction of paper.
- Set goals and promote new practices.
- Provide training and encouragement around new business practices.

**By January 2025, the kitchenettes at The Arc's Corporate HQ, Severn Program Operations, and Eastern Shore HQ will only be supplied with reusable items and products.**

- Work with The Arc's Operations team to determine the items and products needed to make The Arc's kitchenettes more eco-friendly.
- Implement a phased-in approach by location.

## Improving energy efficiency

**By 2025, Chesapeake Neighbors will complete an energy audit for all units and implement recommendations.**

- Determine if there are grant opportunities for completing energy audits in residential homes.
- Select a contractor to complete audits.
- Implement recommendations based on audits.

**By 2025, The Arc will complete a facility energy audit for all owned corporate facilities.**

- Complete a robust audit that provides detailed cost and benefit information on how each facility uses energy.
- Develop recommendations for the implementation of energy efficiency opportunities described in the audit.

**By July 2025, The Arc will explore the viability of solar energy for all owned corporate facilities.**

- Complete site evaluation to determine the infrastructure needed to support solar panels at each location with qualified contractor and utility company.
- Research grant opportunities to allow for grants and state incentive programs to fund the cost of the installation of solar panels at corporate facilities.
- Develop recommendations for implementation.

**By July 2024, Chesapeake Neighbors will explore the viability of solar energy for all units.**

- Complete site evaluation at each unit to determine the infrastructure needed to support solar panels with qualified contractor and utility company.
- Research grant opportunities to allow for grants and state incentive programs to fund the cost of installing solar panels at corporate facilities.
- Develop a five-year implementation plan.





**The Arc**

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