

# Annual Report 2020



Impact-driven, people-centered  
sustainability



# WELCOME

Welcome to Brendle Group's first annual company report. This year we're retiring our sustainability management system (SMS) and its associated annual sustainability report, expanding into a more holistic companywide annual report. Historically our annual sustainability report has focused on Brendle Group internal operations, with the intent to authentically lead by example in helping our customers increase their sustainability performance. With our new company annual report, we'll be summarizing our sustainability performance in both our internal work on the business and our external work of the business. As we celebrate our 25th anniversary in 2021, we've matured to the point that these are inseparable, with our greatest successes coming from doing both with our core values in mind:



## Lead by Example

We walk the talk by advancing sustainability across our team, operations, and communities, and by providing transparency through annual reporting.



## Relationship

We support each other and collaborate to build strong teams.



## Impact

We do work that makes a difference. (you, I, and we)



## Work Life Flow

We provide flexibility and support for coworkers to contribute fully in work and life.



## Inspiration

We cultivate opportunities for people to follow and share their passions.



## Opportunity

We create an environment for rich and rewarding personal and professional growth.

2020 was a historic year that put these core values to the test as we experienced three existential crises simultaneously:

- The COVID-19 pandemic and related economic recession.
- Climate change extremes, including the Cameron Peak fire (Colorado's largest recorded wildfire, that burned much of the Poudre Canyon – a major source of water supply and recreation for Fort Collins).
- A monumental year of racial unrest and civil protests against systemic racism toward black people in the United States.

While these interrelated crises challenged us like no other year before, they also provided new perspectives and reaffirmed existing principles of what's most important to us at Brendle Group. These new insights helped shaped our strategic plan for 2021-2023 (see graphic on next page).

Each objective is supported by an implementation team, company resources, and measurable targets - to ensure our progress over the next three years in, ultimately, the pursuit of our company mission to **accelerate equitable solutions to the climate crisis**. We look forward to sharing our progress and learnings with you and invite your feedback on our first annual report.

In partnership,

*the Brendle Group team*



# PEOPLE-CENTERED IMPACT

Brendle Group's People-Centered Impact focuses on our external impacts in 2020, whereas the Walking the Talk section focuses on our internal operations. Our people-centered impacts are described first in terms of our industry leadership roles in which we're shaping the future of sustainability's most pressing topics. From there, we provide highlights from our 2020 projects as well as a look ahead to the impacts we hope to make in 2021 on our three strategic impact objectives related to [Deep Decarbonization](#), [Climate Resiliency](#), and [Green & Just Economy](#).



## SHAPING OUR FUTURE IMPACT

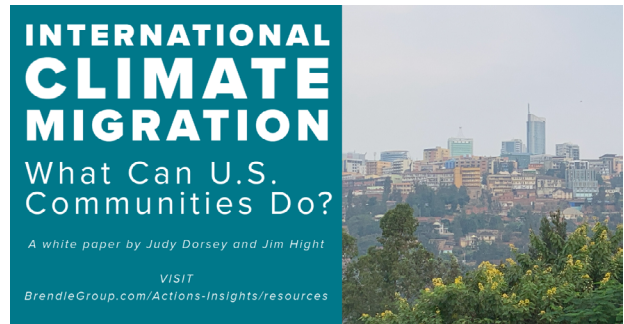
When Brendle Group was formed 25 years ago, the sustainability field was just taking shape; today's green building standards didn't exist and there were no protocols for greenhouse gas accounting. The array of sustainability-focused degrees and professional certifications that now exist is a testament to how far we've come in the last generation.

As a pioneer in the now flourishing field of sustainability, we remain committed to helping shape the ever-evolving frontiers of sustainability and addressing the most pressing needs. We will do this not only through our project work covered later in this report but also through our volunteer roles, thought leadership, presentations and guest lectures, and professional collaborations. It's no accident that so many of Brendle Group's projects have pioneered new frontiers in sustainability, in areas such as sustainable water management, green building, greenhouse gas management and accounting, net zero energy, and climate resilience. In 2020, we made strides shaping the future of sustainability in four important areas: Climate Migration, Wildfire Mitigation for Water Supply Protection, Water Conservation, and Neighborhood Resilience.



## Climate Migration

Climate migration is one of the most significant issues facing us in the next 30 years - with hundreds of millions of people forced to migrate due to climate change and a world tasked with planning for ways to help climate refugees successfully transition into new communities. Brendle Group's 2020 efforts around climate migration built on President and Principal Engineer, Judy Dorsey's 2019 sabbatical when she made this her topic of study.



In 2020, Judy published a [white paper](#) on international climate migration, which was met with interest from around the world. For example, the paper resulted in an [interview](#) by Bloomberg Law. In 2020, Judy also served as a co-leader on the American Society of Adaptation Professionals (ASAP) member-led Climate Migration & Managed Retreat (CMMR) interest group. In this capacity she was a lead author on CMMR's recently published [Climate Migration and Managed Retreat Manifesto](#). Judy also shared her sabbatical learnings and white paper information at a September public forum [webinar](#) hosted by the Northern Colorado Alliance for a Livable Future (NCALF) and on a CMMR educational [webinar](#) in November.

Our work in climate migration has also been instrumental in helping us learn about and contribute to the broader discussions of climate justice and racial equity. For example, Judy presented a [webinar](#) at the Clean Energy Education & Empowerment (C3E) Symposium and discussed the topic in the National Ski Areas Association (NSAA) [Winter Conference Keynote Interview](#).

## Wildfire Mitigation for Water Supply Protection

In 2020, Colorado experienced the largest wildfire in state history. The results of this and many other fires in the state were devastating, but the damage could have been even worse had it not been for proactive fire mitigation efforts borne from data-driven, advanced science techniques from the nonprofit organization [Peaks to People Water Fund](#).

In 2020, Judy Dorsey sat on the Peaks to People [Board of Directors](#), supporting their continued work in protecting watersheds, sustaining habitats, and enriching communities – creating sustainability by increasing community resilience to climate change. Her board member profile was featured in their [Summer 2020 Newsletter](#).

Related to one part of Peaks to People's mission – supporting proactive watershed management – they've made available, for use by all, the [Watershed Investment Tool \(WIT\)](#) and companion [WIT Technical Users Guide](#). This tool can be used to estimate the benefits of reducing forest fuels, taking into account location and treatment type, for optimal effectiveness.

The organization's efforts have cascading co-benefits for sustainability, with both social cohesion and interagency collaboration key in creating and maintaining resilient communities. Their approach of serving as a connector between people and organizations, using teamwork and collaboration to foster positive change that leads to improved quality of life, aligns well with Brendle Group's core values.



## Water Conservation

Water stress is increasing in many parts of the U.S. due to supply shortages, population growth, and water quality degradation. Though a growing population and expanding economy are often welcome signs of community vitality, these forces can also strain natural resources like water. Several of the fastest growing states are also some of the most stressed for freshwater supplies.

Traditional strategies to mitigating water stress and ensuring adequate and reliable water include developing new supplies, adding new storage, implementing water conservation programs, and encouraging use of alternative supplies. More recently, communities have started setting their sights on a new frontier with great potential: integrating water and land use planning. For example, the Colorado Water Plan includes a goal that 75% of Coloradans should live in communities that have integrated water-saving actions into land-use planning by 2025.

Brendle Group supports communities and water providers with integrated water management and resource conservation services. Since 2018, Amy Volckens, Senior Engineering Manager at Brendle Group, has served on the Board of Directors for Colorado WaterWise, a Colorado-based non-profit organization that addresses the State's water challenges by improving water efficiency through diverse community connections, innovative solutions, and valuable member resources. Colorado WaterWise supports water providers with the most up-to-date technical resources and a professional network to share information and ensure that our state has reliable water supplies well into the future. Amy has led the Data and Tools committee since 2019 and also initiated a study to evaluate the state of urban water conservation programs in Colorado. The project report is expected to be published in Summer 2021.

## Neighborhood Resilience

Building resilience to climate disasters, pandemics, and other crises requires more than improving our built infrastructure and protecting our natural resources; it also calls for creating strong social networks rooted in our communities, neighborhoods, and families. In 2020, we saw this in action as neighborhoods formed mutual aid networks to address the needs and instability created by COVID-19. In just one example, thousands of strangers worked together through a [Denver Facebook group](#) to find an apartment for a mom and her baby who were homeless, deliver medications to people quarantined at home, and provide food to those who were unable to afford groceries.

As we develop state, regional, and local resilience plans, using a neighborhood-scale approach is a powerful way to increase engagement and localized implementation. Residents are able and often excited to share rich feedback on existing issues and ideas for solutions because they know the area personally and are invested in its improvement.



Through community planning and implementation services, Brendle Group offers proven neighborhood-scale solutions and continues to explore new ways to support neighborhood resilience. In 2020, Sustainability Planner Lynn Coppedge joined the inaugural Board of Directors of the Sustainable Neighborhood Network, a Colorado-based nonprofit that provides local municipalities a structured program to empower residents to enhance the livability of their neighborhood and reduce residents' ecological footprint. As the network grows, Lynn is excited to share her expertise while learning from participating neighbors – the ultimate experts.





## 2020 PROJECT HIGHLIGHTS

Shaping the future of sustainability through our industry leadership roles on boards and committees has also helped us build relationships, grow our library of resources, and develop new knowledge and skills to apply to our current sustainability projects. In 2020, we added to our portfolio of over 350 sustainability projects by completing several projects and conducting ongoing multi-year program support. As shown in the table below, our 2020 efforts had good coverage across all three of our impact objectives -

**Decarbonization**, **Climate Resiliency**, and **Green & Just Economy**.



Client /Project	Decarbonization	Climate Resiliency	Green & Just Economy
<i>Ongoing Program Support in 2020</i>			
<a href="#">Xcel Energy Partners in Energy</a>			
National Ski Areas Association <a href="#">Sustainable Slopes redesign</a> and 10th year of the <a href="#">Climate Challenge program</a>			
Rocky Mountain Power Wattsmart Communities Utah Transit Authority Energy Plan			
<i>Projects Completed in 2020</i>			
<a href="#">City of Bozeman Bozeman Climate Plan</a>			
City of Lakewood LEED consulting review			
<a href="#">City of Longmont Sustainability Evaluation System Update</a>			
Colorado Energy Office Electric Vehicle training for ReCharge Colorado coaches			
Colorado Energy Office Study on K-12 schools to inform program design			
<a href="#">Colorado Resiliency Office Colorado Resiliency Framework Update</a>			
Salt Lake City Sustainability Codes review (Logan Simpson)			
<a href="#">Colorado Water Collaboratory Auraria Campus Water Action Plan and Student Competition</a>			
St. Vrain School District Utility Master Plan			
<a href="#">Sonoran Institute Growing Water Smart Metrics</a>			

We're particularly excited to share additional details and testimonials from two of our 2020 projects completed, as well as an overview of our support to Xcel Energy's Partners in Energy program.



# STATE OF COLORADO DEPARTMENT OF LOCAL AFFAIRS

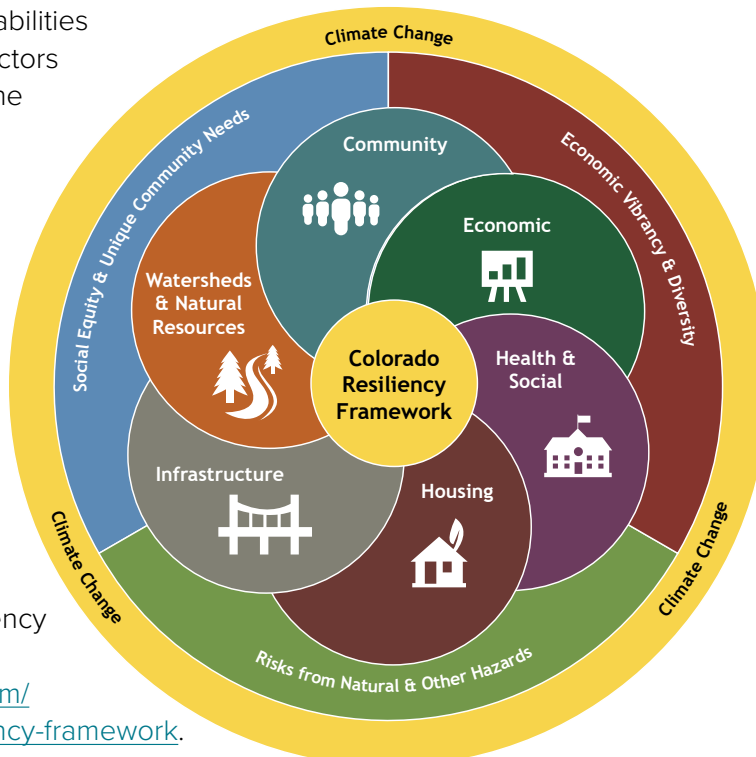
## Five-Year Update to the Colorado Resiliency Framework | 2020

Brendle Group was hired by the Colorado Resiliency Office (housed in the Colorado Department of Local Affairs) to lead the 2020 update of the State of Colorado's Resiliency Framework. Other project partners included the Colorado Resiliency Working Group and the NIST Center for Risk-based Community Resiliency Planning (based out of Colorado State University).

The original 2015 Resiliency Framework was a first-of-its-kind initiative developed in the wake of the 2012-2013 wildfires and floods. The five-year update moved the State past a post-disaster recovery perspective to address the risks and vulnerabilities associated with climate change, social equity, unique community needs, and economic vibrancy, in addition to risks from natural and other hazards.

Updating the Framework amidst the unprecedented COVID-19 pandemic required rapid deployment of digital tools and creative engagement techniques. More than 300 stakeholders participated in virtual summits, sector meetings, and scenario planning to share ideas to advance resiliency in their locales, sectors, and fields of expertise. Hundreds more Coloradans, including traditionally underrepresented voices, were engaged through surveys and roundtable discussions. The backdrop of the pandemic and economic recession framed the urgency of addressing resiliency to risks and vulnerabilities cut across all sectors and regions in the state, so that Colorado can recognize, respond to, and thrive when facing interrelated and cascading risks.

To learn more about the 2020 Colorado Resiliency Framework visit [cooresiliency.com/colorado-resiliency-framework](https://cooresiliency.com/colorado-resiliency-framework).



*"I am so sincere when I say that through these last tough months, the Colorado Resiliency Summit process was the most rewarding and inspiring endeavor I was a part of. I was consistently awed by the quality of ideas; the focus, knowledge, talent and earnestness of the participants; and the listening capacity, inclusivity and universal respect demonstrated by Brendle Group associates. This was truly the best facilitated process I have ever been a part of. Add the challenge of having to go virtual — and I have been a part of a few of those in 2020 — and this was the best. Thanks for letting me be a part of this important work and for making me feel heard."*

Parry Burnap,  
Stakeholder

## RESILIENCY PRIORITIES FOR THE NEXT 5 YEARS

- Future-Ready Economy & Workforce
- Climate & Natural Hazard Resiliency
- Building & Infrastructure Sustainability
- Agriculture & Food Security
- Housing Attainability
- Community Capacity

# PARTNERS IN ENERGY

## Xcel Energy Support in Colorado, Minnesota & Wisconsin | 2014 - Ongoing

Xcel Energy's Partners in Energy is a utility-funded offering available to communities in the utility's electric and/or natural gas service territory. Participating communities engage in a facilitated planning process culminating in the adoption of a customized energy action plan that delivers energy resiliency solutions. Following plan adoption, the community benefits from tailored implementation support and progress tracking. As the prime contractor for Xcel Energy, Brendle Group helped design and launch the Partners in Energy offering and leads community facilitation and implementation services for more than 60 participating communities. With so many organizations being impacted by COVID-19, this program brings much-needed resources at the planning and implementation phases to help communities improve their resiliency.

Through this process, Brendle Group helps the community define an energy vision, establish energy goals and targets, and develop strategies to support goal achievement. Strategies span energy efficiency, demand management, building and transportation electrification, and renewable energy solutions. Quantitative analysis of energy data and opportunities, using custom analysis and tracking tools, underpins the planning effort.

During the implementation support period, Brendle Group assists communities in activating their strategies and making progress toward achieving their goals. Implementation support comes in many forms, but often includes project management, communications and marketing materials, energy program campaigns, and event planning and delivery. Data tracking and reporting is another important part of the implementation support Brendle Group provides, helping communities monitor progress toward their goals and targets.

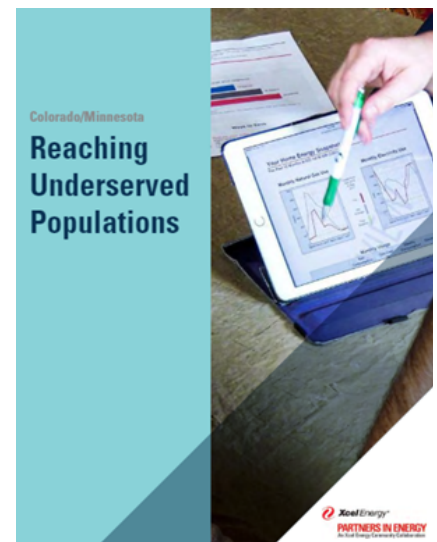
To review a collection of the final community energy action plans visit [XcelEnergyCommunities.com/info](https://XcelEnergyCommunities.com/info).

*"I work very closely with the team at Brendle Group on an initiative called Partners in Energy where we help communities meet their energy and sustainability goals through enrollment in our energy efficiency and renewable energy programs. This can sometimes pose a challenge as not all customers have access to our traditional communication channels. I was impressed by the team's expertise, passion and leadership on this project to create a practical document for communities in all areas of Colorado. I am very much looking forward to working with Brendle Group in the future to help me find creative and cost effective ways to reach more of our customers."*

Channing Evans, Xcel Energy Communications Consultant



**PARTNERS IN ENERGY**  
An Xcel Energy Community Collaboration





# CITY OF BOZEMAN, MT

## Climate Plan 2019 - 2020

The City of Bozeman selected Brendle Group to lead development of the community's 2020 Climate Plan. The plan reaffirms and expands past commitments in the 2011 Community Climate Action Plan and in a 2017 resolution to uphold the goals of the Paris Climate Agreement through local action.

The Climate Plan establishes bold targets for community greenhouse gas emissions reductions, including 26% emissions reduction by 2025, 100% net clean electricity by 2030, and carbon neutrality by 2050. The Climate Plan also establishes goals to enhance the community's resiliency and ability to adapt to the anticipated local impacts of climate change, including extreme heat, flooding, drought, declining mountain snowpack, wildfire, and severe winter storms.

The plan details 16 innovative and actionable solutions organized across 6 areas:



**Healthy, Adaptive & Efficient Buildings**



**Responsible & Reliable Clean Energy Supply**



**Vibrant & Resilient Neighborhoods**



**Diverse & Accessible Transportation Options**



**Comprehensive & Sustainable Waste Reduction**

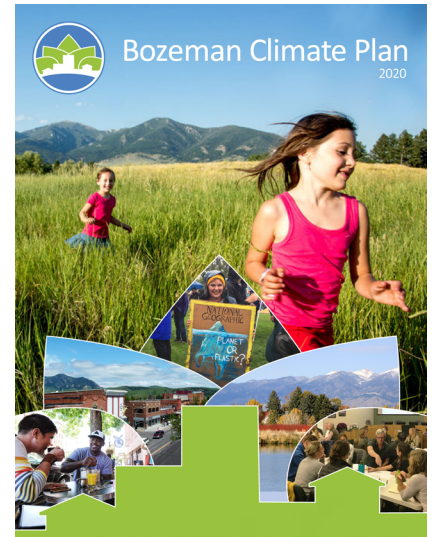


**Regenerative Greenspace, Food Systems & Natural Environment**

Each solution includes a suite of supporting actions that ultimately helps Bozeman achieve its climate vision and goals. Actions encompass a range of activities including advocacy, projects, programs, infrastructure, outreach, partnerships, policy, financial tools, studies, and more. To ensure the solutions are actionable, each action includes a detailed description, action priority level, identification of lead and implementing partners, and performance measures to keep the action on track.

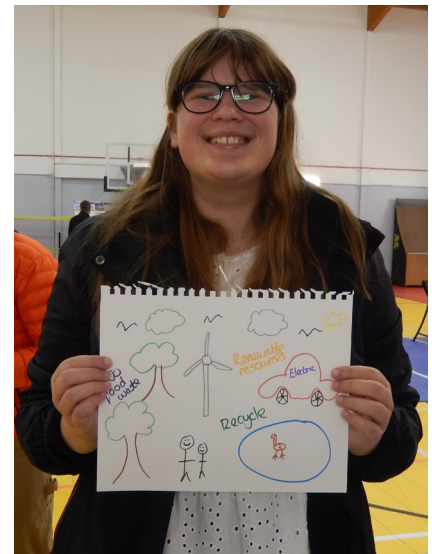
The Climate Plan was developed through a comprehensive engagement process. The engagement process not only served to provide an inclusive approach for developing the elements of the plan, but also to raise the public and community partners' interest, understanding, and capacity for weaving climate action into daily decision making. The engagement approach included workshops with an intergenerational, transdisciplinary climate team, focus area meetings, in-person and online community forums, community survey, public-facing project website, community events such as a climate lecture at Montana State University, and City staff coordination meetings. As the COVID-19 pandemic swept the globe during the final months of the project, the Brendle Group team quickly embraced the use of additional technologies to sustain the project momentum and engage community members remotely in the plan development and public review processes.

To learn more about the City of Bozeman's climate progress visit [Bozeman.net/ClimatePlan](https://Bozeman.net/ClimatePlan).



*"Brendle Group has been a trusted partner in our climate and resilience planning efforts. They have enhanced our projects with their adaptive and inclusive style of stakeholder facilitation. Through the pandemic, they have demonstrated principles of resilience and innovation by ensuring that our project not only stays on track, but is actually strengthened through the adverse circumstances."*

*Natalie Meyer,  
Sustainability Program Manager*



# GROWING WATER SMART METRICS

The Sonoran Institute | 2019 - 2020

As the costs to acquire water rights and store raw water increase, and as natural hazards such as floods, wildfires, and droughts jeopardize our water supplies and infrastructure, it is increasingly difficult for water providers to ensure adequate and affordable water resources. The cost of water directly impacts the cost of new development and housing, thereby jeopardizing the ability of communities to attain affordable housing.

To address these challenges, water professionals are increasingly looking to integrated water management approaches, including assessing the water implications associated with land use planning and development decisions. However, the benefits of integrating water into these decisions vary greatly and depend on factors such as type of land use plan, type of water-saving action, method of integration, and efficacy of implementation. For instance, while we estimate that 89% of Coloradans currently live in communities that include a water element or section in their long-range comprehensive plan, little information is available to tell us how that integration translates into measurable benefits, especially related to water savings.

Brendle Group authored a new guidebook entitled [Growing Water Smart Metrics: Tracking the Integration of Water and Land Use Planning](#). The guidebook was published by the [Sonoran Institute](#) in June 2020. This guidebook is intended for a wide audience including community planners, water providers, government agencies, consultants, universities, and non-profit organizations. The guidebook lays out the benefits of using metrics to establish a baseline, develop and communicate goals, and assess impact to ensure that program dollars are being invested in their best and highest use. The guidebook recommends 10 progress metrics to measure actions or policies a community can take to integrate water and land use. The state can also track those metrics to assess the dissemination of actions across the state. The guidebook recommends 14 impact metrics to measure the outcomes from actions taken, most often related to water savings and the promotion of non-potable water supplies. The impact metrics can be calculated at a community- or service area-level and rolled up to see how they measure up against the statewide goals.



In March 2021, the Sonoran Institute and Brendle Group partnered to launch phase 2 of the project, which aims to work with two communities to pilot implementation of the metrics, with hopes of launching a future phase 3 statewide program.

## 2021 LOOK AHEAD

Our strategic plan priorities have been instrumental in helping us vet opportunities for greatest future impact. Based on current projects underway in 2021 and our proactive development efforts, we're well poised to continue making an impact in all three of our impact objectives, in pursuit of our mission to accelerate equitable solutions to the climate crisis. One particular example we're especially excited about is our work with Sonoran Institute on developing metrics for water and land use planning to maximize the benefits of climate resiliency, decarbonization, and a green and just economy.



# WALKING THE TALK

As noted above, Brendle Group's People-Centered Impact focuses on our external impacts in 2020, whereas this Walking the Talk section focuses on our internal operations. Due to the COVID-19 pandemic, we closed our physical offices on March 13, 2020 and shifted to an all-remote workforce. We sensed the need for quick, decisive action to find solutions that would allow us to continue providing our customers with quality services in entirely new ways. We were also concerned with making the situation tenable for our staff and our company.

Relying heavily on the strong framework we already had in place (our values, purpose, mission, strategic plan and objectives), we forged ahead. Even with a new set of challenges to contend with, we did not lose sight of the things important to us; and, we continued making progress in these areas. To guide us, we reframed our company purpose and core values into the following COVID-19-specific guidelines:



Brendle Group will be inspired leaders during these times, focused on helping communities weather uncertainty and build resilience.



We will adapt our lens of sustainability to be relevant and sensitive to what our customers and communities are going through now, while anticipating and solving for longer-term changes resulting from these times.



We will prioritize people first with an emphasis on continuity of services and fostering shared financial responsibility.



We will embrace the upsides of working remotely, finding creative and effective ways to maintain team cohesion and growing new skills in using remote technologies effectively.



We will check in with and take care of each other, our customers, our networks, and our communities.



We will diligently monitor changing conditions and communicate regularly, navigating Brendle Group's course together through questions, feedback, and idea sharing.

## JEDI

In 2020, America experienced a racial reckoning comparable to the 1960's civil rights movement. With the deaths of George Floyd, Breonna Taylor, Elijah McClain, and other Black Americans, communities called for public and private entities to confront the systemic racism of the past and present. In response, Brendle Group launched its own Justice, Equity, Diversity, and Inclusion (JEDI) initiative. We began by looking inward - to face our own shortcomings and take action to address inequities in our operations and projects. As with all of our strategic planning efforts, we started by collecting baseline information – this time through a Racial Equity Organizational Assessment. While there are many forms of oppression, including racism, sexism, ableism, sexualism, and others, Brendle Group has chosen to lead with race because of the pervasive and deep disparities faced by people of color and because of racism's impact on all communities. We are using the outcomes of this assessment to inform our first JEDI initiatives, including exploring partnerships with organizations serving communities of color, and creating learning opportunities through book and podcast clubs and other avenues. We are excited to continue this critical work for the benefit of our communities, our customers, and our families.



## Carbon Neutral Status and Environmental Performance

Due to the remote office arrangement we worked under for 80% of the year, the energy, water, waste, and transportation data we tracked in our Fort Collins headquarters office trended considerably differently than what would be expected in a typical year.

### 8% REDUCTION IN ELECTRICITY USE.

We continued to monitor energy use and took steps to further reduce use while away by unplugging appliances not being used and adjusting building temperature settings.



### GENERATED MUCH LESS WASTE.

We decreased our waste mostly because the office was nearly unoccupied for most of the year.



### PRODUCED MINIMAL TRANSPORTATION EMISSIONS.

We leveraged technology, to a new degree, to eliminate business travel, and we significantly decreased commuting as we primarily worked from home.



### NET 2% DECLINE IN TOTAL WATER USE.

Our water use was relatively unaffected despite the atypical year. Indoor use dropped by 70% due to employees working from home. Outdoor irrigation use increased by 20% due to a warm spring.

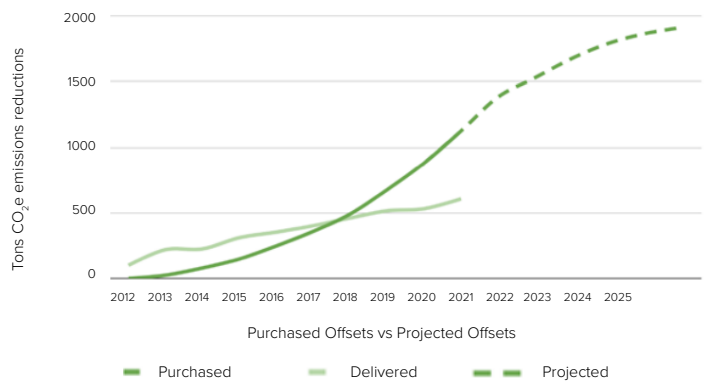


### MAINTAINED OUR CARBON NEUTRAL STATUS

We offset our GHG emissions by purchasing carbon offsets through [Trees, Water & People](#)



Brendle Group Offsets 2012-2033



In the coming year, we will continue tracking our activities in the areas mentioned above. And we will revisit our sustainability strategy, in the context of our new strategic plan that will serve as a guide for our company over the next three years, to maintain alignment with our new strategic plan's seven objectives and determine the adjustments needed so we can focus our efforts in the areas that will have the greatest impact on the most relevant issues.

We will also carry forward the lessons we learned in 2020, using them to inform future decisions that will benefit our sustainability strategy. Two examples in this area: 1) using technology in innovative ways to engage effectively with customers, staff, and potential hires while also reducing business-related travel; 2) continuing to offer staff members expanded remote work and flexible scheduling options – opportunities that can serve as a great benefit to staff well-being while also reducing energy use and decreasing GHG emissions.





## Building Electrification

This year, one way we reinforced the connection between the work we do with customers (to help them reach their project goals) and the work we do on our own business was to evaluate the potential for beneficial electrification at our headquarters building. We examined our central heating and hot water heating (HWH) systems. The existing central heating system, installed in 2009, is a combination of air source heat pumps (ASHPs) and natural gas (NG) furnaces for backup (when the ASHPs can't perform at low temperatures). We found that electric backups would be prohibitively expensive to operate at low temperatures, given the many days ASHPs require backup. Our research found that ASHPs have evolved from the model we installed in 2009 and that there are now solutions to handle temperatures near zero degrees Fahrenheit before backup heat is required; therefore, such a system could be paired with in-line electric backups for the rare extreme cold occurrence.

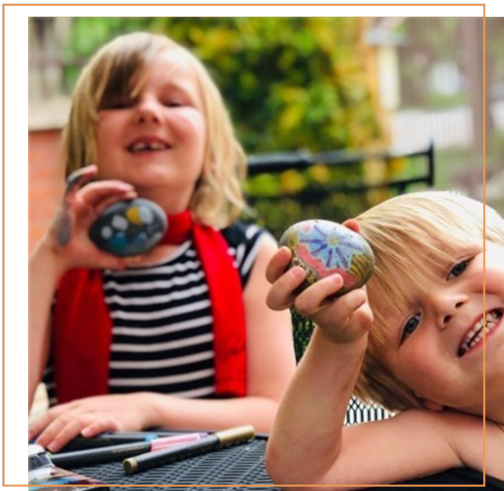


We also reviewed options for all-electric HWH systems including electric tanked, electric on demand (point of use), electric tankless, and solar thermal systems with electric backup. We determined the most feasible option for us would be an electric tank water heater, as on-demand and tankless HWHs have a hard time keeping up with Colorado's cold winter water temperatures and our hot water consumption is low enough that the high capital cost of a solar thermal system with backup heating wouldn't be a sound financial decision. We would have considered getting rid of hot water entirely given our limited water uses, but hot water is required by building code.

## Bringing Sustainability Home

Even though our work location shifted during the year, due to the pandemic, we still found ways to make positive contributions in areas of sustainability – through both activism and activities. We had more time with our families and used some of that time together to engage in climate advocacy and creek cleanup. We lowered our GHG emissions, with multiple staff members replacing their internal combustion engine (ICE) vehicle with an electric vehicle (EV). We also decreased our carbon footprint by spending less time driving, and more time walking, running, biking, and cross-country skiing. We also planted trees and increased our involvement in the hyperlocal (our own yards) food

movement – adding a greenhouse and increasing garden spaces so we could grow more of our own food and share some of it with others.



And we celebrated Earth Day through fun activities that brought attention to important issues like solar power. Additional time at home also allowed us to participate in more sustainability-related events than we could normally access – opportunities to enhance our education, increase our knowledge, and grow into new areas through networking.





## HOW BRENDLE GROUP IS DOING OUR PART:

- ✓ Donating portions of our stimulus checks
- ✓ Supporting local restaurants
- ✓ Ordering gift cards or pre-paying for future activities to support our favorite small businesses
- ✓ Donating unopened N95 respirators to the local hospital
- ✓ Building a Facebook group to stay in touch and share resources with neighbors
- ✓ Buying reusable bath and cleaning supplies from the drive-through Homefill Station in Denver
- ✓ Making protective cloth masks at home



## CONCLUSION

Given our company history and professional backgrounds, we're deeply rooted in environmental sustainability. COVID-19, a powerful reminder of the vital importance of continuing to include both economic and social sustainability in all projects, brought with it numerous tangible examples of best practices in personal and community resilience.

Even though 2020 came with acute challenges that are still unfolding, we also see many reasons for optimism. We look forward to returning to an even greener office environment and are eager to engage with our customers and partners in person when our communities reopen safely. During this transition, we are also committed to a hybrid approach to work that retains the upsides of working remotely, particularly in the ways remote work provides empowerment, equity, and environmental or economic benefits to our Brendle Group team members, partners, and customers. We're primed to put into practice the things we've learned from the pandemic in 2020. Most importantly, we look forward to our continued journey to elevate our organizational responsibility in addressing justice, equity, diversity, and inclusion – in our quest to [accelerate equitable solutions to the climate crisis](#).

