Checklist to Measure Organizational Sustainability—Baseline, Program Effectiveness, and Program Development

1. Are employees personally knowledgeable about environmental, social, and community issues?
2. Are employees aware of the organization's sustainability mission?
3. Can they identify the organizational mission statement?
4. How do employees describe the culture of the organization?
5. Do employees see the organization as a sustainable organization?
6. Can employees explain the organization's sustainability mission and its role in achieving business targets?
7. Do employees understand their role in sustainability and how it impacts their job function?
8. Are employees interested in sustainability issues in their personal lives?
9. Do employees have the opportunity to contribute to environmental, social, and governance goals in their roles?
10. Are job functions structured to align with the organization's sustainability mission?
11. Does the compensation structure promote alignment with the sustainability mission?
12. Do employees have the tools and resources to contribute to the sustainability goals?
13. Are managers supporting or impeding employees' efforts to incorporate sustainability into daily functions?
14. Does the leadership team act as role models to promote a sustainable approach across the organization?
15. Do employees have an opportunity to select and participate in volunteer programs that align with their interests and the sustainability mission?
16. Are employees taking personal responsibility for environmental stewardship and social responsibility?
17. Are employees aware of work/life balance programs? Are these programs being offered consistently across the organization?
18. Are employees aware of diversity and inclusion programs such as flexible work arrangements and affinity groups?
19. Are employees offered opportunities to participate in green teams, community outreach, and other sustainability events?
20. Do employees feel connected to the organization's sustainability programs?
21. Are employees rewarded for meeting sustainability goals?
22. Are incentives and award programs effective in generating sustainability ideas that save resources, reduce costs, reduce risks, or create new opportunities?
23. Do employees promote our organization to family and friends as a sustainable organization, a positive corporate citizen, and a great place to work?
24. Are development plans in place at the manager and employee level to develop skills needed to build a sustainable workforce?