

# CP&F NEWS



## WELCOME

Dear CP&F,

These past 18 months have been extraordinary and disorienting for all of us. COVID-19 has profoundly altered so much of how we work and live, from activities at home to operations on campus. In these tumultuous times, I have been so inspired by and appreciative of the way that members of our community have come together in support of one another, and the programs we have enacted and adapted to meet the ever-changing needs of our campus.

The past few months, due in strong part to the care and effort of this department, we have been able to support a return to like-normal operations for so many students and researchers on campus. We continue to take steps to support a new campus environment for departments pivoting to hybrid and in some cases permanent remote work. This Fall issue of CP&F News focuses on some of those projects, as well as initiatives geared towards diversity and inclusion, resiliency and climate change, and additional projects that have taken place over the past year and a half.

I appreciate your continued support for the HMS CP&F, and look forward to seeing you all at the All Staff Meeting on October 21.

Sincerely,

Steve Maiorisi

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## Events & Updates

**CP&F Fall All-Staff Meeting, October 21, 9:00am** - This will include updates on return to campus efforts, sustainability projects, and information on the Diversity, Inclusion & Belonging Initiative.

CP&F will be **continuing the Pie Day tradition** and providing lunches for essential staff on campus during upcoming holidays November 25 & December 24

**More information coming soon!**

## Messages to HMS Community

### **COVID-19 Vaccination Message from President Bacow**

The October 15 message from President Bacow reinforces that, to be consistent with federal guidelines, **all Harvard employees must be fully vaccinated**. [Read more](#)

**In Case You Missed It:** A recording of Dean Daley's State of the School Address from October 5th is now available. In it, Dean Daley commended the HMS community for meeting and overcoming the many challenges brought on by the COVID-19 pandemic over the past 19 months and outlined the School's institutional priorities for the future. [View the recording now](#)

Additional messages to the HMS Community can be found here:

<https://hms.harvard.edu/returning-campus/community-messages#>

### **Questions? Ideas? Feedback?**

We hope to bring to you stories and information that interest you! We would appreciate your feedback as we develop the format of this newsletter. If you are interested in sharing news or stories from your team, we would love to include them!

Please email [arielle\\_perry@hms.harvard.edu](mailto:arielle_perry@hms.harvard.edu) to share your input.

# Updates from the Diversity, Inclusion & Belonging Oversight Committee

In alignment with the overall strategic goals of Harvard Medical School and Harvard University, CP&F has established its own Diversity, Inclusion & Belonging (DIB) program. Recognizing the importance of supporting the DIB efforts of HU and HMS, CP&F also appreciates its unique position to make meaningful impact within its sphere of influence and views this as an opportunity that is not to be missed.

The goal of this initiative is to create a continuously improving program focused on inclusive excellence. In February 2021, Steve Maiorisi, Chief CP&F Officer, conducted a DIB kickoff meeting. Since then, the nine-person Oversight Committee has been established and two co-chairs have been named. The first Oversight Committee meeting occurred in June, and the first subcommittee was established in August. In September, the DIB Oversight Committee shared an update on the foundational activities conducted since the program's initiation, as well as plans for the future, resources, and opportunities for involvement.

Next steps include the development of the Oversight Committee, the Climate & Engagement Subcommittee, and future subcommittees and focus groups.

To learn more about CP&F's DIB program, visit:

<https://campusplanning.hms.harvard.edu/about/diversity-inclusion-belonging-initiative>

## Learning Opportunities

- [Harvard Training Portal](#)
- Diversity, Inclusion & Belonging (DIB) Academy: 6-session curriculum
  - Intro to Diversity, Inclusion, and Belonging
  - Understanding Unconscious Bias
  - The Intersection of Power, Privilege, and Oppression
  - Microaggressions
  - Anti-Black Racism
  - Allyship

**If you have any questions about the DIB Initiative or would like to become involved, contact:**

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# Design & Construction Updates

The **Countway Connection Café and the Countway Coop** opened on Monday, September 20th inside the Huntington Avenue atrium at Countway Library. The Coop offers merchandise for all three Longwood Campus schools, and the Café features a barista and grab-and-go food options. All building safety protocols remain in effect, face masks are required at all times. Food is still prohibited inside the library itself, but the Café will allow people to eat or drink in the atrium or outside at their leisure.



To view more information about Active and Completed Capital Planning projects, visit:  
<https://campusplanning.hms.harvard.edu/planning-design-construction/capital-projects>

## HMS Energy & Sustainability

*Updates from Colette Baker*

In response to the global warming crisis, in 2008, Harvard University set a short-term goal of 30% greenhouse emissions reduction by 2016, inclusive of campus growth. Despite the addition of over three million square feet of space, Harvard met this goal and achieved a 24% absolute reduction in emissions. Central campus also purchased carbon offsets and electricity from local renewable energy sources to fulfill the remaining 6% reduction in order to meet the 30% goal.

Harvard Medical School is among the oldest in the United States, established in 1782, and the main campus was built in 1906. Its sixteen facilities encompass over 2.1 million square feet of space, and include architecture from 1880 to 2007, with building styles ranging from classical and Georgian to modern research buildings. Despite the space challenges presented by these buildings and the intensifying energy demands of a laboratory research institution, Harvard Medical School responded to the University's challenge and implemented its own comprehensive reduction program by boosting technical and operational efficiency. **As a result of these efforts, HMS achieved a 26% reduction in greenhouse gas emissions between 2006 and 2019.**





Summary of Proposed ECM Program	
Total Project Cost	\$6,785,798
Total Savings (\$/year)	\$1,317,600
Incl: Energy Cost, Maintenance , Carbon Avoidance	
Total Savings (kWh/year)	4,681,992
Total Emission Reduction (MTCDE)	1,283
Expected % Reduction in Emissions (MTCDE)	3.93%
Expected % Reduction in Energy (mmBTU)	2.83%

**Recently, HMS received additional support in the form of a \$500,000 rebate to aid the NRB lighting projects.** The remaining percentage of emissions will need to be compensated via procurement of renewable energy and purchase of carbon offsets.

Looking ahead, **the School has scheduled eighteen major energy conservation projects to be completed through CY23** that will achieve an additional 4% in emissions reductions.

These projects support other aspects of HMS's emission reduction strategy in order to achieve HU's 2026 Fossil Fuel Neutrality goal, improve local air quality, and prepare for the effects of climate change. Ongoing sustainability initiatives include prioritizing zero waste and renewing outreach to keep students, researchers, faculty, and staff apprised of continuing efforts and programs in place.

*Colette will be presenting additional information on the Energy and Sustainability efforts of HMS during the upcoming All-Staff Meeting.*



Colette Baker is the Operations Analyst - Energy Billing with CP&F Facilities department. Colette comes to HMS with years of experience in energy data analysis from both utility and governmental perspectives. She graduated from the economics and environmental analysis and policy programs at Boston University. In her spare time, Colette enjoys hiking, kayaking, and biking her way through New England.

# Staff Anniversary Milestones

Thank you for being a central part of CP&F's success. We are grateful that you are part of the team! Celebrating Fall work anniversary milestones are:

- Congratulations, William Connolly, Custodial Services, on **41 years** of service!
- **40 years:** Randall Smith, Custodial Services
- **30 years:** Thomas Gillogley, Campus Services
- **20 years:** Maria Lopez, Custodial Services; Carol Terry, E&C; Joseph Patrice, HCCM; Deshawn Jones, HCCM; Carla Pascual, HCCM
- **15 years:** Lindsey Lattinville, HCCM; Shelley Peterson, HCCM; Mario Sablon, HCCM
- **10 years:** Lazaire Delisca, Custodial Services
- **5 years:** Celina Canenguez, Custodial Services
- **1 year:** Monty Combs, Office of Campus Planning and Facilities; Thomas J. Fanning, E&C

## *Congratulations, Carl Cowan!*

Our fellow CP&F colleague, Carl Cowan, was selected as a recipient of the 2021 Daniel D. Federman Staff Award for Exceptional Institutional Service to Harvard Medical School and Harvard School of Dental Medicine.



*Carl Cowan, Associate  
Director of Emergency  
Management*

The Daniel D. Federman Staff Award for Exceptional Service recognizes and celebrates staff members whose exemplary contributions to the school(s) have set the standard for service at HMS/HSDM through their personal initiative to provide service and engaging others to do the same. Carl embodies the spirit of the Federman Award in every regard. From the outset of the COVID-19 pandemic the HMS community has come to rely on Carl's leadership, expertise, and sound guidance. These qualities are further enhanced by Carl's collegiality, good humor, compassion, and his unwavering commitment to the wellbeing of the HMS community.