

CLIMATE ACTION

2025



BABSON COLLEGE

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Letter from President Stephen Spinelli, Jr., PhD.

Addressing climate change cannot happen in a vacuum. Not one institution, city, state, nor country can singlehandedly chart the course for a sustainable tomorrow. Creating impact and unifying business and society across differences requires innovation, iteration, empathy, and care. Change needs entrepreneurial leadership.

Since our founding more than a century ago, Babson has prepared and empowered entrepreneurial leaders to create, grow, and steward sustainable economic and social value around the world. We have long believed that an entrepreneurial approach to sustainability is required to create lasting impact.

To do our part to address the climate crisis, Babson has developed the enclosed comprehensive Climate Action Plan to further reduce carbon emissions across all areas of our campus and enhance climate adaptation and resilience within our community.

Our collaborative approach to fostering a sustainable future is centered on innovation, entrepreneurship, and social responsibility. Entrepreneurial leaders continuously iterate and aren't afraid to try new things. That methodology will be necessary to achieve positive sustainability outcomes and innovative approaches to new global challenges.

It is imperative that society act now and impose the necessary guardrails to create a more sustainable tomorrow. The challenges our globe faces today will only multiply and intensify for future generations. As a leader in higher education and beyond, Babson takes seriously our responsibility to prepare the next generation to lead and succeed in a changing world.

We look forward to sharing more as we embark on our journey to create a better, more sustainable tomorrow.

Stephen Spinelli Jr. MBA'92, PhD
President



BABSON'S CLIMATE PLANNING PURPOSE

Babson's purpose is to empower learners anywhere to create lasting economic and social value for themselves, their communities, and the world. We do this through a community-developed strategy: One Babson delivering entrepreneurial leadership anywhere, impacting communities everywhere.

The purpose of this plan is to outline a road map for climate action on the Babson campus and for enhancing Babson College's resilience to the impacts of climate change. This includes enhancing campus infrastructure, community well-being, and ensuring academic and operational continuity. The scope covers immediate and long-term actions, engaging all stakeholders within Babson's community.

Babson College was founded in Wellesley, Massachusetts, in 1919 by financier Roger Babson. Now over 100 years later, Babson College's position as the global leader in entrepreneurial leadership education has solidified, and Babson has developed a reputation as a small school that does big things. Advancing local and global sustainability aligns with Babson's strategy of delivering entrepreneurial leadership anywhere, impacting communities everywhere.

THE GLOBAL RISK OF CLIMATE CHANGE

Anthropogenic climate change refers to changes in Earth's overall climate patterns that are directly caused by human activities, primarily through the emission of greenhouse gases like carbon dioxide from burning fossil fuels, leading to a warming planet due to the enhanced greenhouse effect. Climate change impacts our society in many different ways. Changes in temperature, precipitation, and the frequency and severity of extreme weather events can cause significant impacts on food production, human health, economic productivity, and infrastructure.

In response to the increasing impacts of climate change, Babson is developing a comprehensive Climate Action Plan aimed at further reducing carbon emissions across all scopes (1, 2, and 3) and enhancing climate adaptation and resilience. Scope 1 emissions are direct greenhouse gases from sources Babson owns or controls, such as on-campus stationary fuel use, fleet vehicles, refrigerants, and fertilizer. Scope 2 emissions are indirect emissions from purchased electricity that powers Babson's buildings and operations. Scope 3 emissions include all other indirect sources not directly controlled by Babson, such as study abroad and financed travel, commuting by students and staff, waste and wastewater, paper purchasing, and transmission losses. These categories form Babson's greenhouse gas inventory and guide its sustainability strategy toward carbon neutrality by 2050.

BABSON COLLEGE

BABSON'S CLIMATE PLANNING PROCESS

The goal for the Climate Action Plan process is to create a viable roadmap of specific actions and resource mobilization to achieve a reduction in net zero greenhouse gas emissions at an ambitious and achievable target date.

Through an interdisciplinary, collaborative process, we aim to affirm principles of environmental justice while advancing Babson's academic mission. The plan will build resiliency and support equitable health and economic outcomes for all present and future generations at Babson and beyond.

Guiding Principles: We will explicitly align the Climate Action Plan process, recommendations and implementation with the Babson's strategic imperatives and shared values, along with the following guiding principles:

- Integrity: Maintain transparency and communication.
- Excellence: Support data-driven decisions.
- Inclusive Excellence: Leverage institutional resources.
- Collaboration: Engage community stakeholders.
- Innovation: Promote climate and environmental justice.

This plan provides a framework for Babson College to enhance its resilience to climate change. It should be treated as a living document, adaptable to new information and changing circumstances. The Climate Action Planning process will be iterative and will engage the Babson Community's many stakeholders. The following stakeholders will be regularly engaged to provide input and feedback.



Babson Climate Stakeholders

- President's Office
- Office of Sustainability
- Facilities team
- Faculty
- Staff
- Emergency Operations team
- Dining Services team
- Graduate School Babson Energy and Environmental Club
- Undergraduate School Sustainability Club
- Sustainability Interns
- Town of Wellesley
- Massachusetts State Agencies
- Other academic institutions



This process is consensus-driven with opportunities for Babson students, faculty, staff and alumni to participate. We believe that a good, actionable, ambitious plan that our community can get behind requires a design process that incorporates ideas from a wide range of community members. The process also will be a deliberate one in which community members will investigate, evaluate and come to a consensus on which policies, practices, and strategies will work best for Babson College.

The overall development and coordination of Babson's Climate Action Plan is facilitated by Leila Lamoureux MBA'18, Director of Sustainability and Campus Utilization and Joseph Plummer MBA'13, Sustainability Fellow for the Arthur M. Blank School for Entrepreneurial Leadership.

Local and Regional Collaboration

Babson will work with the Town of Wellesley, Massachusetts State Agencies and other regional entities on shared climate action and resilience projects. Babson will partner with other higher education institutions and research organizations on climate action and resilience initiatives.

Review and Reporting Cadence

Babson will conduct regular reviews of the Climate Action Plan and update it as necessary to reflect new knowledge and changing conditions. The Climate Action Plan will be updated continuously with an annual report of progress to the College community and external stakeholders, ensuring transparency and accountability via the Climate Action Plan Dashboard which will be part of the reporting section of the Office of Sustainability [website](http://www.babson.edu/sustainability), (www.babson.edu/sustainability).

Contributors

Over 60 faculty, staff, and students across 10 departments/divisions contributed to the FY24 AASHE STARS report which provided the information basis for the Climate Action Plan. Babson will continue to engage members of the Babson community as the plan is developed and iterated. The following individuals have been vital to the early development of the plan: Tumen Bayar, Associate Professor David Blodgett, Kevin Brown, Caitlin Capozzi, Paula Doherty, Nancy Doherty, Kate Deeb, Jerry Epps, David Foscaldo MBA'09, Jennifer Forbes, Christina Hamilton, Steve Gusmini, Linda Kean MBA'00, Tim Lyon, Colleen Meader, Noel McCann, Mike Metcalf P'25, Alison Moppett, Kate O'Leary, John Pagano, Jared Pierce, Denicia Ratley, Jaime Robitaille, Katia Santiago-Taylor M'26, Steve Tolley, Ryan Travia, Meredith Stover, MBA'03 and Jessica Wright, M'29.

INTEGRATION OF SUSTAINABILITY INITIATIVES

Babson embodies sustainability through three core principles: community engagement, campus stewardship, and education integration. Our sustainability strategy reinforces Babson's organizational culture of innovation, entrepreneurship, and social responsibility, empowering students to become change agents in their communities and beyond.

By focusing on sustainable infrastructure and practices, we can optimize resource use and reduce operational costs, supporting our current and planned enrollment growth while minimizing our environmental impact.

Through strategic partnerships with businesses, nonprofits, and government agencies, we will scale our impact and enhance our value proposition as a leader in sustainable entrepreneurship education, driving positive change on a global scale.

By implementing this comprehensive sustainability strategy, Babson College will fulfill its mission of preparing entrepreneurial leaders and contribute to building a more sustainable and equitable future for all.

COMMUNITY ENGAGEMENT

Greater Needham Wellesley Sustainability Summit – Outcome of Babson Olin Wellesley Three College Collaboration (BOW)'s Presidential Innovation Grant (October 2025)

The HIVE @ Babson – In partnership with the FABB (Food and Beverage Business) Lab at the Blank School, installation of honeybee hives on the Wellesley Campus will commence in Spring, 2026. The mission of The HIVE @ Babson is to cultivate a community ecosystem passionate about environmental sustainability, practical gardening, responsible beekeeping, and creative enterprise. Through education, collaboration, and action, The HIVE aims to foster ecological literacy, stewardship, and entrepreneurial skills, building a foundation for a more sustainable and innovative future.

Undergraduate School: Sustainability Interns and the Sustainability Club

Key Initiatives

- Babson Environmental Awareness Month (BEAM)
- UN Global Goals Workshops
- POW Power Hour
- Sustainable Fashion Show
- Sudeeksha's Garden (community growing space)
- Clothing Swap
- Annual Sustainability Fair
- Translating and executing Babson's Sustainability Strategy in the community
- ReStream Move Out: Sustainability interns have worked with the Facilities team to reduce waste that occurs during the Spring dorm move-out. Over 15,000 lbs. were recycled, repurposed, or donated in 2025 resulting in saving the equivalent of 636 MBTUs, 46 trees preserved, 202 lbs. of carbon, 222 (per 1,000) gallons of water, and 106 barrels of oil.

Graduate School: Babson Sustainability and Energy Club

The Babson Sustainability and Energy Club (BSEC) is a graduate student-led club that fosters innovation by addressing curriculum integration, career development, and campus greening

Key Initiative

- Babson Energy Conference: The BSEC hosts a very successful annual regional energy and environmental conference. Speakers have included Stonyfield Farms CEO Gary Hirshberg H'07, NPR's Tom Ashbrook, and others.

Sustainability ERG (Employee Resource Group)

The Sustainability ERG provides a social space for staff and faculty who are passionate, or would like to know more, about social and environmental sustainability. Members of this group can share resources, exchange ideas, and help support Babson's ongoing sustainability efforts. The group collaborates with Sustainability @ Babson Office to support and plan community events.

Wellbeing@Babson

Babson supports our employees' whole-person health via our Seven Dimensions of Wellness. One of our dimensions is Sustainability and the opportunity to give back and/or support future generations. Since 2023, Babson College has packed meals for the Greater Boston Food Bank with Meals of Hope, built beds for homeless children in Massachusetts with the MA Coalition for the Homeless, packed care packages for hospitalized children with the Happy Hope Foundation, and made safety paracords for military members and first responders with Operation Gratitude.

Infrastructure / Campus Stewardship

Sustainable Infrastructure

We are implementing comprehensive strategies to upgrade our campus infrastructure. This includes energy-efficient lighting, HVAC systems, building envelope upgrades, and water-saving technologies. Our waste reduction initiatives focus on recycling, composting, and minimizing single-use plastics. Additionally, all new buildings and major renovations are designed to meet high sustainability standards, prioritizing eco-friendly materials and energy-efficient designs.

We encourage our community to adopt sustainable transportation methods. Our initiatives include installing electric vehicle charging stations, ride-share options and offering incentives for using public transit. We currently have 24 EV spaces as well as one ZipCar and five ZipCar spaces on campus. We encourage our students and community members to leverage the MetroWest Regional Transit Authority (MWRTA) and utilize the public transportation options available to our community. These efforts not only reduce emissions but also promote a healthier lifestyle for students, faculty, and staff.

Our natural infrastructure embraces ample green opportunities across our Wellesley campus. Our comprehensive systems for stormwater management including bioswales and rain gardens not only effectively manage stormwater but also contribute to a healthier and more sustainable environment.

In the Spring of 2026, we will be leading an effort that will feature the implementation of one to two Miyawaki forests. Miyawaki forests are ultra-dense, biodiverse mini-forests created using a method developed by Japanese botanist Akira Miyawaki, which involves planting native species closely together to mimic natural ecosystems. These forests grow up to 10 times faster than traditional ones and offer powerful benefits like carbon sequestration, improved air quality, heat mitigation, and habitat restoration.

To further reduce our environmental footprint, we are exploring renewable energy options and emerging technologies.



Living Climate Action Plan

We are committed to transparent reporting and continuous improvement, tracking our progress to ensure we meet our targets and contribute to a healthier planet.

Education Integration

Babson College has a long tradition of Entrepreneurial Thought & Action® (ET&A™). The campus will be a living laboratory for sustainability initiatives. As a signatory of the Carbon Commitment, Babson College set an ambitious goal to educate all students about sustainability. All undergraduate students are required to take the Socio-Ecological Systems (SES) course, which uses systems thinking to explore how humans and nature intersect. Few competitive business schools have such a requirement. Students at Babson are increasingly likely to grapple with sustainability concepts in various courses spanning the academic disciplines and get involved with sustainability-focused action-learning or research activities.

- Required SES course
- Undergraduate Environmental Sustainability Concentration
- Professional Accelerator Fund
- Over 50 Socio-ecological academic articles published in last five years by faculty

REDUCING BABSON'S CARBON FOOTPRINT

Babson College has set two ambitious goals associated with greenhouse gas emissions reduction over the next 25 years in alignment with Massachusetts State targets.

1. 2040: Aim to reduce GHG emissions by 50% below 2005 levels.
2. 2050: Achieve net-zero GHG emissions.

Infrastructure

Goal: Existing Buildings upgraded to zero net emissions by 2050

Babson College has 56 buildings on its main Wellesley campus. As the student and faculty population grows, special attention is required to ensure aging campus infrastructure operates efficiently and minimizes harmful emissions. To meet a goal of net-zero building emissions by 2050, Babson is taking a multi-pronged approach that includes aggressive preventative maintenance, energy-efficient retrofitting, and envelope preservation.

Energy

Goal: Identify opportunities and install solar PVs

Goal: Implement energy dashboard for campus for streamlined reporting

Goal: Promote and advocate programs that encourage energy conservation

The campus receives most of its power from offsite sources. Babson is in the process of retrofitting existing buildings with more energy efficient systems, thereby decreasing the carbon intensity of each facility. There is plenty of opportunity for every person on campus to contribute toward reaching these goals through everyday behaviors like turning off computers, lights, and other equipment when not in use.



Mobility

Goal: Explore and implement expansion of the EV parking spots on campus

Goal: Electrify 100% of fleet via attrition

Goal: Promote and implement low-impact transportation programming

Commuting

Many faculty, staff, and students are choosing alternative transportation and those who drive alone are increasingly choosing fuel-efficient cars. New federal fuel-efficiency standards are making it easier to find vehicles that save on gas and reduce carbon emissions. The more people who choose carpooling, vanpooling, public transit, walking, or biking as a means of getting from one place to another, the greater those reductions will be. Babson will promote public transportation, biking, walking, and electric vehicle use.

Air Travel

Whereas the College has control over its energy infrastructure and some influence on commuting behaviors, it has little effective control of air travel emissions. Given the College's goal of being globally connected, restricting air travel would hinder important College work. Faculty travel for research, students study abroad, athletes fly to competitions, and staff travel to conferences; all of which support College functions.

Waste

Goal: Explore expansion of composting program for the College

Goal: Reduce solid waste year over year

Goal: Expand education and programming across campus that highlights reducing waste

The College has greatly expanded recycling and composting efforts over the past decade and sends remaining solid waste to landfills that capture and destroy methane, a potent greenhouse gas. Looking ahead, the campus can achieve carbon neutrality in this category by getting more recyclable and compostable materials in their correct receptacles and reducing the total amount of solid waste (including recyclable, compostable, and landfill waste) generated.

Natural resources

Goal: Identify opportunities to protect, expand and connect woodlands and wetlands on campus

Goal: Improve stormwater management plan in collaboration with the College's environmental consultant

Goal: Reduce phosphorous levels by 65% to be EPA compliant by 2035

Babson's small campus includes 338 acres of managed land, 32 acres of protected land and 195 acres of tree canopy. The College is working on decreasing carbon emissions associated with landscaping and plans on collecting land use and management emissions data in 2026, including a study on how much carbon is sequestered by trees on campus.

Purchasing

Goal: Expand the number of suppliers that promote sustainable practices

Goal: Explore and implement program to track carbon footprint of purchasing

Although the College does not currently track the carbon footprint of purchasing, it is prioritizing purchasing from sustainable and local sources to reduce the environmental impact associated with the manufacturing, transportation, and use of the food, equipment, and other goods that it buys. By reducing consumption of goods, selecting goods that meet sustainability criteria, and working with contractors who practice a similar environmental ethic, the College's carbon reductions in this area could be greater than those across all other areas of this Climate Action Plan. The Procurement Department and Chartwells Dining Services are leading efforts to drive sustainability into the core of the College's purchasing decisions.



RESILIENCE AND EMERGENCY PREPAREDNESS

The Babson College Comprehensive Emergency Management Plan (CEMP) establishes the overall framework for integration and coordination of emergency management and response activities and to facilitate coordinated response to emergencies or incidents on the Babson College campus requiring multi-agency response or support. The plan provides guidance to departments within the College community and details general roles and responsibilities of departments and partnering stakeholders before, during, and following an emergency situation or event. It also provides for the systematic integration of additional emergency resources but does not replace other federal, state, local or national emergency operations plans or procedures.

Stormwater Management

Flood Mitigation

Improve drainage systems, create green spaces, and use permeable materials to reduce runoff.

- In 2024, the Town of Wellesley implemented a stormwater discharge fee based on “equivalent residential units” of impervious surfaces
- This fee will cost Babson about \$146,000 per year
- There are different credits and rebates available to Babson to reduce the total fee (up to 50%)
- The College’s environmental consultant is helping us evaluate our current stormwater management system and identify opportunities for credits

U.S. ENVIRONMENTAL PROTECTION AGENCY (EPA) COMPLIANCE

- Next year, the EPA will begin requiring CII Permits for Stormwater Management for properties over 1 acre
- The CII Permit will require us to reduce our phosphorous levels by 65% within 11 years
- The permit also will lock us into a baseline for impervious surfaces; any new construction cannot add to the total impervious surface area
- Comment submitted to the EPA on March 17, 2025 to clarify our responsibility
- The College's environmental consultant is helping us prepare for this permit and come up with a plan to stay compliant



EMERGENCY PREPAREDNESS AND RESPONSE

The Babson College Comprehensive Emergency Management Plan (CEMP) serves as the cornerstone of the College's emergency preparedness and response strategy. This plan outlines a coordinated approach to address a wide range of potential hazards and incidents that could impact our campus community.

At its core, the CEMP establishes a flexible framework that enables Babson College to effectively prevent, mitigate, prepare for, respond to, and recover from emergencies. It encompasses both anticipated events and immediate response scenarios, providing a structured yet adaptable approach to crisis management.

The plan adopts the National Incident Management System (NIMS) and Incident Command System (ICS), promoting alignment with national standards and facilitating seamless coordination with external agencies when necessary. Key to the CEMP's implementation are the Executive Policy and Planning Group (EPPG), the Crisis Response Team (CRT), and the Emergency Manager, each playing crucial roles in decision-making and operational execution during emergencies. Central to our response capability is the Emergency Operations Center (EOC), which can be activated in physical, virtual, or hybrid formats to suit the nature of the incident. The plan also outlines robust communication systems, including the Rave or other applicable emergency notification system, to ensure timely and effective information dissemination to the college community.

The CEMP addresses a comprehensive range of potential hazards and identifies critical facilities and infrastructure essential to College operations. It delineates clear roles and responsibilities for various departments and stakeholders, promoting a coordinated and efficient response to emergencies.

To maintain its effectiveness, the CEMP incorporates regular training exercises and annual reviews. This ongoing process of evaluation and improvement ensures Babson College remains prepared to face evolving challenges and take all appropriate action to protect the safety and well-being of our campus community.

In essence, the CEMP represents Babson College's commitment to fostering a resilient and secure environment for all members of our community, providing a comprehensive road map for navigating potential crises with confidence and competence.



CONCLUSION

Babson College is deeply committed to climate resilience and sustainability. This plan will continue to serve as a living artifact that helps to drive engagement and collaboration across the Babson College community to achieve the goals outlined in this document.

Babson College's Climate Action Plan is a blueprint for driving significant greenhouse gas emission reductions, while also promoting resilience within the Babson College community and beyond. The plan is anchored in an understanding of current carbon emissions across Scopes 1, 2, and 3, and sets forth a strategic and multifaceted approach. Babson College's Climate Action Plan is a "living document." The Office of Sustainability welcomes your feedback and ideas to help Babson College meet and exceed its climate action goals. As part of this process, Babson College will annually determine what actions to take toward each target over the next fiscal year. If you are interested in learning how you can be a part of the teams working on setting these actions, email Sustainability@babson.edu.

